

**SIDE LETTER AGREEMENT
BETWEEN THE
ROSEVILLE POLICE OFFICERS' ASSOCIATION AND
THE CITY OF ROSEVILLE
RELATED TO THE MODIFICATION OF THE FLEX PLAN CREDIT**

The City of Roseville (hereinafter referred to as "City") and the Roseville Police Officers' Association (hereinafter referred to as "RPOA") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2019, and terminating on December 31, 2021. The City and the RPOA are collectively referred to herein as the "Parties."

Background and Overview

The Parties entered into a Side Letter Agreement ("SLA") in September 2019, concerning modification of the Flex Credit. That SLA relates to a modification to the City's provision of a flex credit amount for employees who elect a medical plan. The City and the union agreed to discontinue the same flex credit amount irrespective of whether the employee chooses an employee only medical plan, employee + 1 medical plan, or an employee + family medical plan and instituting a tiered plan whereby the flex credit amount is greater for those electing family medical coverage as described below.

In addition, this proposed SLA addresses the intent of the Flex Credit increase to be effective with the new rate changes for 2021.

The specific provisions contained in this Agreement are intended to supersede any previous agreements, whether oral or written, regarding the matters contained in this Agreement.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Milias-Brown Act ("MMBA").

Except as provided here, all wages, hours, and other terms and conditions of employment presently in the City's MOU and SLAs with the POA remain in full force and effect.

A. The Parties mutually agree to replace Chapter 4, Article II, section C., Cafeteria Plan, to read as follows:

C. Cafeteria Plan

1. The City shall provide a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code or any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, vision insurance and Long Term Disability (LTD) insurance.
2. Effective December 1, 2018, the City provides a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,347 monthly (less the direct PEMHCA payment provided in paragraph

B) for the term of the Agreement to offset medical, dental, vision and LTD premiums for represented employees.

3. The City currently provides a flex credit of \$198.00 per month to be used by active employees for any benefit covered under the Cafeteria Plan. Effective January 1, 2021, the City will increase the flex credit to \$228. Effective December 31, 2021, the City will increase the flex credit to \$258, starting the first pay period for the next plan year, unless a different benefit is negotiated in a successor MOU.
4. Employees who elect not to participate in any of the medical, dental, vision or LTD insurance benefits sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) of this Article. Instead, employees who opt out of these City sponsored benefits will receive \$150 per month.
5. Effective January 1, 2019, employees whose current spouse or domestic partner is also employed by the City on January 1, 2019 will have the following benefit, provided they are eligible pursuant to personnel rule or memorandum of understanding. Employee one may choose medical coverage. Employee two may apply the difference under this provision for out-of-pocket expenses from Employee one toward the cost of the medical coverage and shall not be eligible for the opt out provision in Section 4, above. The example below provides the model for the calculation of this provision on January 1, 2014:

Kaiser Plan (Family) Example:	\$1,772
City Contribution	- \$1,368
Out-of-pocket Cost to Employee	\$404

In this example, the spouse or domestic partner opting out of the cafeteria plan would receive \$404 per month. The amount of the out-of-pocket cost to employees may fluctuate due to medical premium and City contribution increases.

6. Effective January 1, 2021, for active employees electing family medical coverage, the City agrees to provide an additional amount towards flex credit of up to \$100 per month, which is in addition to the \$90 per month increase agreed upon by the September 2019 SLA, for a total of \$190 per month additional flex credit to be used for the payment of medical insurance by active employees who elect family medical coverage.
 7. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental, vision, and LTD insurance benefits for the employee and any eligible dependents.
- B. The additional flex credit contribution for family medical coverage as described in Chapter 4, Article II, (C) (6) will be considered part of the City cafeteria plan contribution amount included in total compensation.

THESE ARE TENTATIVE TERMS SUBJECT TO APPROVAL OF THE CITY COUNCIL.

Date: 9-23-20



ROSEVILLE POLICE OFFICERS' ASSOCIATION

Date: 10-22-2020



CITY OF ROSEVILLE

RESOLUTION NO. 20-418

APPROVING A SIDE LETTER TO THE MASTER MEMORANDUM OF UNDERSTANDING FOR EMPLOYEES REPRESENTED BY THE ROSEVILLE POLICE OFFICERS ASSOCIATION, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a side letter to the Master Memorandum of Understanding for Employees represented by the Roseville Police Officers Association, to amend the flex credit benefit to address the significant rate increases to plan premiums, has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said side letter to the Master Memorandum of Understanding is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this 21st day of October, 2020, by the following vote on roll call:

AYES COUNCILMEMBERS: Bernasconi, Alvord, Roccucci, Houdesheldt, Allard

NOES COUNCILMEMBERS: None

ABSENT COUNCILMEMBERS: None



MAYOR

ATTEST:

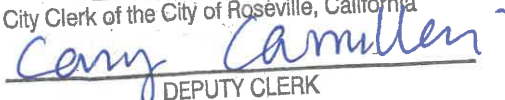


City Clerk

The foregoing instrument is a correct copy of the original on file in the City Clerks Department.

ATTEST:

City Clerk of the City of Roseville, California



DEPUTY CLERK