



December 14, 2022

ITEM TITLE: RESOLUTION NO. 2022-111 APPROVING AND ADOPTING THE SIDELETTER OF AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 221, AND THE IMPERIAL BEACH FIREFIGHTERS' ASSOCIATION, LOCAL 4692

ORIGINATING DEPARTMENT:

Human Resources

EXECUTIVE SUMMARY:

Staff is recommending that the City Council adopt Resolution No. 2022-111 which approves and adopts the Sideletter of Agreement to the Memorandum of Understanding (MOU) between the City and Service Employees International Union (SEIU) and Imperial Beach Firefighters' Association (IBFA). The Sideletter of Agreement updates language regarding employee health benefits by increasing the previously negotiated cafeteria allotment from \$1,900 to \$1,966.15 per month. Prior to presenting this Resolution to the City Council for consideration, the City's Labor Negotiation Team met and conferred with SEIU and IBFA in good faith to discuss the terms of the Sideletter of Agreement. The City entered a two-year MOU with SEIU and IBFA effective July 1, 2021 through June 30, 2023; except as amended by the Sideletter of Agreement, all other terms and conditions of the MOU would remain in full force and effect.

RECOMMENDATION:

Staff is recommending that the City Council adopt Resolution No. 2022-111 increasing the employee health allotment from \$1,900 to \$1,966.15 per month.

OPTIONS:

- Adopt Resolution No. 2022-111 increasing the health allotment.
- Provide direction to the City Manager to take a specific action.
- Request additional information and an additional report.

BACKGROUND/ANALYSIS:

On October 20, 2021, the City Council approved the Memorandum of Understanding (MOU) with Service Employees' International Union, Local 221 (SEIU). Subsequently, on November 3, 2021, the City Council approved the Memorandum of Understanding (MOU) with the Imperial Beach Firefighters' Association, Local 4692 (IBFA). Both of the MOUs include language pertaining to

insurance benefits, specifically cafeteria allotment. As previously negotiated with SEIU and IBFA, the City's health insurance cafeteria allotment in 2023 was set at \$1,900 per month per employee. The California Public Employees' Retirement System (CalPERS) releases health insurance rates around August which do not align with the City's negotiation schedule, therefore the health insurance cafeteria allotments are usually projected. The CalPERS 2023 medical insurance rates are slightly higher than the estimated cafeteria allotment previously negotiated. The proposed Sideletter of Agreements updates language regarding employee health benefits by increasing the previously negotiated cafeteria allotment from \$1,900 to \$1,966.15 per month.

ENVIRONMENTAL DETERMINATION:

Not a project as defined by CEQA.

FISCAL IMPACT: The increase to the cafeteria allotment amount is approximately \$81,000. The approved FY 2022-23 budget has sufficient funds to cover these costs any incidental costs that may be incurred.

ATTACHMENTS:

1. Resolution 2022-111
2. SEIU Side Letter
3. Side Letter IBFA