

1 Teamsters Local 1932 (MMA), General Unit, International Union of Operating Engineers (IUOE),
2 San Bernardino Police Management Association (SBPMA), San Bernardino Police Officers'
3 Association (SBPOA)] and provided proposals, financial and other information regarding the
4 health plans and optional benefits; and,

5 **WHEREAS**, the City and SBCMA, MMA, IUOE, SBPOA, and SBPMA representatives
6 have reached an agreement on the City or Employer contributions towards the purchase of City-
7 sponsored health care premiums.

8 **WHEREAS**, the Mayor and Common Council may receive the same benefits that the City
9 provides to a large number of its employees, as long as those benefits are no greater than the most
10 generous schedule of benefits provided to any category of non-safety employees.

11 **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COMMON**
12 **COUNCIL OF THE CITY OF SAN BERNARDINO AS FOLLOWS:**

13 **SECTION 1:** The following benefit changes for all bargaining groups are adopted for
14 implementation effective January 1, 2017:

- 15 1. Health Benefit Contributions: Employer contributions for insurance benefits available for
16 purchase by employees include medical, dental, vision, life and accidental death and
17 dismemberment, as made available through the City. The amount of the Employer
18 contribution is based on the selection of the "Medical" enrollment category. If an employee
19 elects "employee only" medical coverage, then the "employee only" allowance is given to
20 the employee. Any contributions not utilized by an employee shall revert to the City unless
21 otherwise provided for in an agreement with a bargaining unit. All health benefit
22 contributions as set forth below are compliant with the Affordable Care Act (ACA).

Bargaining Unit	Employee Only	Employee + 1	Employee + Family
Management/Confidential	\$ 990.00	\$ 1,115.00	\$ 1,115.00
Middle Management	\$ 530.00	\$ 805.00	\$ 805.00
General	\$ 490.00	\$ 655.00	\$ 655.00
Police Safety*	\$ 538.29	\$ 910.96	\$ 1,080.64
Police Management*	\$ 954.60	\$ 1,001.33	\$ 1,187.42

1 *City Contributions for the SBPOA and PMA are determined by the provisions in their
2 respective MOUs.

3 2. For Plan Year 2018 and forward, the City will continue to meet with the Joint Labor
4 Management Health Benefits Committee to review health plan options and may adjust the
5 Employer contributions toward medical, dental, vision, and other health benefits. Plan
6 designs and contributions shall be effective January 1st annually. The City shall reserve all
7 rights to modify medical plans and the amount of contributions paid by the City. With
8 respect to the SBCMA, MMA, and the IUOE, the City will include health plan options and
9 City contributions as part of the pending labor negotiations.

10 3. Health Insurance Waiver Stipend: Effective with health benefit plan year 2017, the
11 City of San Bernardino agrees to provide full-time eligible employees who waive health
12 benefits an annual “Health Insurance Waiver Stipend” of \$2,500 each December 15th. The
13 first payment would be December 15th of 2017. Such payment is not considered
14 compensation for purposes of CalPERS and is subject to state and federal taxes.
15 Employees electing to receive a “*Health Insurance Waiver Stipend*” must meet certain
16 requirements, including without limitation, must be a regular full-time and paid status for a
17 minimum of 21 hours per week; must provide satisfactory written proof of comparable
18 medical insurance coverage; and, must waive all medical, dental, vision, supplemental life,
19 and supplemental AD&D benefits. The Health Insurance Waiver Stipend Policy and
20 Waiver Form are available from the City’s Human Resources Department.

21 4. Health Benefit Contributions for the Mayor and Common Council: In addition to
22 retirement benefits under CalPERS, the Mayor and Common Council Members are eligible
23 to receive the same health benefits that are provided to City employees and the City’s
24 contributions to such benefits shall be the same as is available to SBCMA members. In the
25 event that the Mayor and/or Common Council members elect to receive the health
26 insurance stipend as described in paragraph 3 herein, the stipend must be contributed to the
27 City’s established deferred compensation plan.

28 5. Retirement Medical Benefits: The City and the Official Committee of Retired Employees
 of the City of San Bernardino created as a result of the City’s filing of Chapter 9
 Bankruptcy have entered into a Settlement Agreement, dated as of May 19, 2015 (a copy

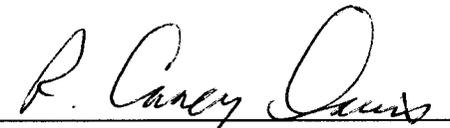
1 **RESOLUTION OF THE MAYOR AND COMMON COUNCIL OF THE CITY OF SAN**
 2 **BERNARDINO APPROVING EMPLOYER PAID HEALTH BENEFIT**
 3 **CONTRIBUTIONS FOR BENEFIT PLAN YEAR 2017 AND ELECTION OF THE**
 4 **MAYOR AND COMMON COUNCIL TO RECEIVE THE SAME BENEFIT PLAN AS**
 5 **THE MANAGEMENT / CONFIDENTIAL BARGAINING UNIT.**

6 I HEREBY CERTIFY that the foregoing Resolution was duly adopted by the Mayor and Common
 7 Council of the City of San Bernardino at a joint regular meeting thereof, held on the 6th day of
 8 September, 2016, by the following vote, to wit:

9 Council Members:	AYES	NAYS	ABSTAIN	ABSENT
10 MARQUEZ	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
11 BARRIOS	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
12 VALDIVIA	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
13 SHORETT	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
14 NICKEL	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
15 RICHARD	<u> X </u>	<u> </u>	<u> </u>	<u> </u>
16 MULVIHILL	<u> X </u>	<u> </u>	<u> </u>	<u> </u>

17 
 18 Georgeann Hanna, CMC, City Clerk

19 The foregoing resolution is hereby approved this 9th day of September, 2016.

20 
 21 R. Carey Davis, Mayor
 22 City of San Bernardino

23 Approved as to form:
 24 Gary D. Saenz, City Attorney

25 By: 