

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

RESOLUTION NO. 2014-08

**APPROVE A SIDE LETTER AGREEMENT WITH THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS, LOCAL 1230 FOR CASH-IN-LIEU OF MEDICAL
BENEFITS**

WHEREAS, on July 8, 2013 by Resolution 2013-14 East Contra Costa Fire Protection District ("District") Board of Directors approved a Memorandum of Understanding ("MOU") with the International Association of Firefighters Local 1230, with an expiration date September 30, 2014; and

WHEREAS, within the MOU there is a provision for a cash-in-*lieu* of payment for employees who do not take health care insurance from the District and can demonstrate that they have medical coverage by their spouse; and

WHEREAS, the District currently contracts with Contra Costa County Auditor Controller's office for payroll services. The District contacted the Auditor Controller's Office regarding this newly negotiated benefit and the Auditor Controller's office told the District that it was unable to make a payroll code for a monthly payment for the in *lieu* of medical benefits.

WHEREAS, as a result, the representatives of the District and representatives of IAFF Local 1230 met and agreed to make the following modifications to the MOU expiring September 30, 2014.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors hereby:

1. Ratifies and adopts the cash-in-*lieu* of payment Side Letter Agreement making modifications to the MOU, which Side Letter provides that the District shall provide a lump sum payment to employees who do not take health insurance from the District and demonstrate other health care coverage. The first lump sum payment shall be based on the following:

- June 2013 - \$425.00
- July 2013 - \$425.00
- August 2013 - \$425.00
- September 2013 - \$425.00
- October 2013 - \$425.00
- November 2013 - \$425.00
- December 2013 - \$425.00
- January 2014 - \$400.00
- February 2014 - \$400.00
- March 2014 - \$400.00

- April 2014 - \$400.00
- May 2014 - \$400.00
- June 2014 - \$400.00

The District shall request that the County make the payment on a separate check.

The District shall provide a second lump sum payment for the period of July 2014 – December 2014 at the rate of \$400.00 per month.

If an employee separates employment from the District or receives medical insurance from the District, the employee shall return any cash in lieu of medical coverage that they were not eligible for.

As permitted by law, the District will withhold any overpayments for cash-in-lieu medical from the employee's last paycheck.

The employee must demonstrate to the District that they have medical coverage through their spouse's health care provider. An employee will be allowed to request medical coverage at the next open enrollment; however, if the employee experiences a qualifying event they may be able to request medical coverage prior to the next open enrollment.

Effective January 2015, if the District has moved to a new payroll provider, the District will request that the cash in lieu of medical benefit be paid monthly or per pay period.

2. Authorizes the Fire Chief or his designee to take any actions necessary to give effect to this Resolution.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 7th day of April 2014 by the following vote:

AYES: Bryant, Cooper, Kenny, Johansen, Michaelson, Morgan, Smith, Young


NOES:

ABSENT: Bouillon

ABSTAIN:

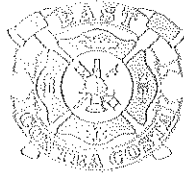

Joel Bryant
President, Board of Directors

ATTEST:


Hugh Henderson, Clerk of the Board

EAST CONTRA COSTA FIRE PROTECTION DISTRICT

Hugh Henderson
Fire Chief



SERVING THE COMMUNITIES OF:
Bethel Island *Discovery Bay*
Brentwood *Knightsen*
Byron *Morgan Territory*
 Oakley

To: Karen Hogue / Payroll
From: Patricia Hubbard
Date: April 9, 2014
Re: Resolution 2014-8 / In-lieu of Health Care Benefits

A cash-in-lieu of payment Side Letter Agreement (see Board of Director Resolution 2014-08) making modifications to the MOU for Local 1230, which Side Letter provides that the District shall provide a lump sum payment to employees who do not take health insurance from the District and demonstrate other health care coverage. The first lump sum payment shall be based on the following:

- June 2013 - \$425.00
- July 2013 - \$425.00
- August 2013 - \$425.00
- September 2013 - \$425.00
- October 2013 - \$425.00
- November 2013 - \$425.00
- December 2013 - \$425.00
- January 2014 - \$400.00
- February 2014 - \$400.00
- March 2014 - \$400.00
- April 2014 - \$400.00
- May 2014 - \$400.00
- June 2014 - \$400.00

The following employee's qualify for the full cash-in-lieu payment totally \$ 5375.00

1. Paul Totten / Employee # 63930
2. Justine Enderlin / Employee # 78450
3. Michael Dunham / Employee #70319

The following employee's qualify for the partial cash-in-lieu payment totally \$ 3775.00

1. Timothy Johnston / Employee # 68953 * Last day in pay status 02/28/2014

If you have any questions, please feel free to contact me at 240-2136

Thank you,
Patricia Hubbard
East Contra Costa Fire Protection District
(925) 240-2136 – phone
(925) 634-1423 – fax
phubbard@eccfpd.org

MEMO

To: Linda Montenegro / Payroll
From: Patricia Hubbard
Date: October 9, 2014
Re: Resolution 2014-8 / In-lieu of Health Care Benefits

A cash-in-lieu of payment Side Letter Agreement (see Board of Director Resolution 2014-08) making modifications to the MOU for Local 1230, which Side Letter provides that the District shall provide a lump sum payment to employees who do not take health insurance from the District and demonstrate other health care coverage. The first lump sum payment shall be based on the following:

- July 2014 - \$400.00
- August 2014 - \$400.00
- September 2014 - \$400.00
- October 2014 - \$400.00
- November 2014 - \$400.00
- December 2014 - \$400.00

The following employee's qualify for the full cash-in-lieu payment totally \$ 2400.00

1. Paul Totten / Employee # 63930

If you have any questions, please feel free to contact me at 240-2136

Thank you,
Patricia Hubbard
East Contra Costa Fire Protection District
(925) 240-2136 – phone
(925) 634-1423 – fax
phubbard@eccfpd.org