

Agreement Between the
City of Fresno
and
Fresno City Firefighters Association Local 753, International Association of Fire Fighters
Fire Management – Unit 10

Modification of Article VII, Section D. - Health and Welfare

The City of Fresno and the International Association of Fire Fighters, Local 753, Management Unit – Unit 10, have met and conferred in good faith and have agreed to amend Article VII, Section D. This agreement is effective August 1, 2014, and shall become part of the MOU which expires on June 30, 2016 (“current MOU”), unless modified or extended by mutual agreement of the parties or as required by law.

The parties agree to modify the current MOU, Article VII, Compensation and Benefits, Section D. Health and Welfare, which is amended to read as follows:

D. HEALTH AND WELFARE

The City and the Association agree that the Fresno City Employees Health and Welfare Trust has the sole authority to determine the benefits that will be provided during the term of this MOU. The sole responsibility of the City under this clause is to provide a set dollar amount to be contributed to the Trust on behalf of the employees represented by the Association. Effective * * * **August 1, 2014**, the City will contribute * * * **seventy-five percent (75%)** of the premium established by the Fresno City Employees Health and Welfare Trust Board, and the employee may opt to contribute the amount necessary to make up the difference of the premium established by the Fresno City Employees Health and Welfare Trust Board, through payroll deductions, or accept a reduced coverage option. * * *

After August 1, 2014, the cost of any future increases in the health and welfare premium will be shared on a fifty percent (50%) basis by the City and employees, except that employees will be required to pay no more than thirty percent (30%) of the premium established by the Fresno City Employees Health and Welfare Trust Board. At such time as the employee share is set at 30%, the City shall pay 70%.

Should any other represented bargaining unit in the City negotiate a successor MOU, or extend the period of an MOU, or have terms imposed resulting in a greater contribution by the City (including maintenance of percentage contributions) the City, upon the Association’s request, will match that benefit.

The City and the Association shall meet and confer on proposed modifications to the Health and Welfare Trust; and proposed alternative health plans. The process may include other represented bargaining units. It is understood that the

continuation of the Side Letter on the Health & Welfare Trust dated February 24, 2009 shall be included in this process.

The parties also agree to work collectively in conjunction with their Board representatives to research and recommend potential cost-saving measures for the Health & Welfare Trust, which may include a choice of health program options based on individual need or preference, including a reduced option equivalent to the City's premium contribution, a separate rate for single employees with no dependents, or other flex plan programs; mandatory generic mail order drug maintenance for employees who require prescription drug therapy for any period of 90 days or more; or other measures that may be identified as this work progresses.

This agreement sets forth the full and entire understanding of the parties regarding Article VII, Section D.

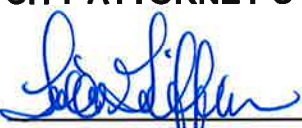
**FOR THE CITY OF FRESNO
IAFF, LOCAL 753**

FOR THE CITY OF FRESNO

Richard Cabral
Management Unit President

Kenneth Phillips
Labor Relations Manager

Date _____

**APPROVED AS TO FORM
CITY ATTORNEY'S OFFICE**
BY: 
Supervising Deputy