

**AMENDMENT TO THE JANUARY 1, 2006 THROUGH DECEMBER 31, 2009**

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE CITY OF SAN LUIS OBISPO**

**AND**

**THE SAN LUIS OBISPO CITY EMPLOYEES' ASSOCIATION**

**A. PURPOSE OF THIS AMENDMENT**

The City and Association agree to modify Article 16, Insurance and Refund, Section A, Contribution of the 2006-2009 Memorandum of Agreement (MOA) as follows:

Effective December 2008 for the January 2009 premium the City's contribution to the Cafeteria Plan will be set using the procedure outlined below.

Within 30 days of receipt of health insurance premiums from medical, dental, and vision insurance providers, the City will set the cafeteria contribution using the following methodology:


One hundred percent of the combined premiums for the lowest cost Health Maintenance Organization (HMO) medical plan available in San Luis Obispo County to employees covered by this MOA, the Dental Preferred Option (DPO) dental plan, and the vision plan; but not less than 80% of the combined premiums for the lowest cost Preferred Provider Option (PPO) medical plan available in San Luis Obispo County to employees covered by this MOA, the DPO dental plan, and the vision plan.

New employees (hired on or after September 1, 2008) who elect not to be covered under a City medical plan will receive a \$200 cafeteria contribution. Employees hired prior to August 31, 2008 who opt out of the City medical plan will receive \$790 per month unless they choose to enroll themselves and/or their dependents in a City provided medical plan. At that time, they will receive the greater of \$790 per month or the current cafeteria contribution.

This methodology will be reviewed at expiration of this contract and the City's commitment to continue this methodology will be subject to review and further negotiation.

This amendment confirms the agreement of the parties to modify the MOA. Except as modified above, all other terms and conditions shall remain in full force and effect.

CITY OF SAN LUIS OBISPO

  
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Ken Hampian, CAO

  
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Monica M. Irons, Human Resources Director

SAN LUIS OBISPO CITY EMPLOYEES'  
ASSOCIATION

  
\_\_\_\_\_  
Paul Bechely, SLOCEA Consultant

  
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Ron Faria, President

Other SLOCEA Negotiating Team Members

Ed Humphrey  
Madelyn Paasch  
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