



AGENDA REPORT

Meeting Date: September 24, 2013

Item Number: G-8

To: Honorable Mayor & City Council

From: Sandra Olivencia, Assistant Director of Administrative Services-HR

Subject: APPROVAL OF SIDE LETTERS WITH ALL THE MISCELLANEOUS EMPLOYEE ASSOCIATIONS MEMORIALIZING FOR 2014 CALENDAR YEAR PERS CARE FAMILY MEDICAL INSURANCE

Attachments: 1. Side Letters of Agreement (5)

RECOMMENDATION

Staff recommends approval of the attached side letters with all the Miscellaneous Employee Associations (Confidential, Municipal Employees Association, Supervisors, Safety Support and Management and Professional). These side letters memorialize for 2014 calendar year PERS Care Family Medical Insurance and the total cafeteria plan contribution.

INTRODUCTION

The City has started collective bargaining for successor Memorandums of Understanding with all Miscellaneous Associations (Confidential, Municipal Employees Association, Supervisors, Safety Support and Management and Professional). One of the matters to negotiate is medical insurance coverage to be offered by the City. Since open enrollment for calendar year 2014 is from September 16, 2013 through October 11,

2013, the parties agreed to enter into an agreement for medical insurance and cafeteria plan contribution only for 2014 prior to the completion of negotiations.

DISCUSSION

The changes mutually agreed are as follows:

For calendar year 2014, Association members shall be provided monthly with an amount of \$1873, the sum of the published amount by Cal PERS for the PERS Care Family (in the Los Angeles Region), family dental (Guardian-Standard) and family optical (VSP-Standard). The amount provided to Association members also includes the Cal PERS statutory minimum which is \$119 for 2014.

Associations agreed that for subsequent years, of the newly negotiated MOUs, agreement regarding cafeteria plan contributions needed to be re-negotiated between the City and Associations.

FISCAL IMPACT

The PERS Care Family medical benefit premium has decreased by 35% for 2014, thus the overall financial impact to the City will be reduced.


Don Rhoads, CFO

Finance Approval


Sandra Olivencia

Human Resources Approval

Attachment 1

SIDE LETTER OF AGREEMENT

CITY OF BEVERLY HILLS

AND

THE BEVERLY HILLS CONFIDENTIAL EMPLOYEES ASSOCIATION

This Side Letter of Agreement (Agreement) between the City of Beverly Hills (City) and the Beverly Hills Confidential Employees Association (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the parties are currently engaged in collective bargaining negotiations for a successor MOU and their current MOU expires on October 5, 2013; and

WHEREAS, one of the subjects of the parties' negotiations is health insurance; and

WHEREAS, since the open enrollment period where employees can make changes to their plan selections for health insurance for calendar year 2014 is from September 16, 2013 through October 11, 2013, the parties acknowledge their desire to resolve their agreement for 2014 for the cafeteria plan contribution

WHEREAS, the following memorializes the parties' agreement.

- 1) For calendar year 2014, association members shall be provided monthly with an amount that is the sum of the published amount by CalPERS for the PERSCare Family (in the Los Angeles Region), family dental (Guardian - Standard) and family optical (VSP - Standard) for the purchase of the optional medical, dental and optical insurance benefits. The amount provided to association members includes the CalPERS statutory minimum which is \$119 for 2014.
- 2) The parties agree that this agreement will be memorialized in the successor MOU as well as any other agreements they subsequently reach for cafeteria plan contributions for subsequent years during the term of their MOU.

- 3) The parties agree that this Agreement does not modify any other aspect of their current MOU and only impacts the cafeteria plan contributions for calendar year 2014

FOR THE CITY OF BEVERLY HILLS


Sandra Olivencia-Curtis

9-11-13
Date

FOR THE BEVERLY HILLS CONFIDENTIAL EMPLOYEES ASSOCIATION

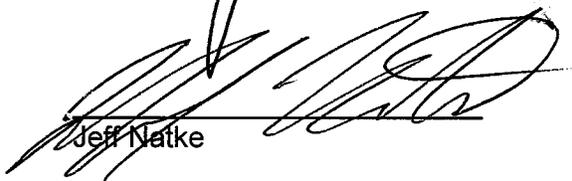

Melissa Crowder

9/11/2013
Date

APPROVED AS TO FORM


Peter Brown

9-11-13
Date


Jeff Natke

9-11-13
Date

SIDE LETTER OF AGREEMENT

CITY OF BEVERLY HILLS

AND

THE MUNICIPAL EMPLOYEES ASSOCIATION OF BEVERLY HILLS

This Side Letter of Agreement (Agreement) between the City of Beverly Hills (City) and the Municipal Employees Association of Beverly Hills (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the parties are currently engaged in collective bargaining negotiations for a successor MOU and their current MOU expires on October 5, 2013; and

WHEREAS, one of the subjects of the parties' negotiations is health insurance; and

WHEREAS, since the open enrollment period where employees can make changes to their plan selections for health insurance for calendar year 2014 is from September 16, 2013 through October 11, 2013, the parties acknowledge their desire to resolve their agreement for 2014 for the cafeteria plan contribution

WHEREAS, the following memorializes the parties' agreement.

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- 2) The parties agree that this agreement will be memorialized in the successor MOU as well as any other agreements they subsequently reach for cafeteria plan contributions for subsequent years during the term of their MOU.

- 3) The parties agree that this Agreement does not modify any other aspect of their current MOU and only impacts the cafeteria plan contributions for calendar year 2014

FOR THE CITY OF BEVERLY HILLS


Sandra Olivencia-Curtis

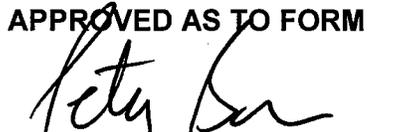
9-11-13
Date

FOR THE MUNICIPAL EMPLOYEES ASSOCIATION OF THE CITY OF BEVERLY HILLS

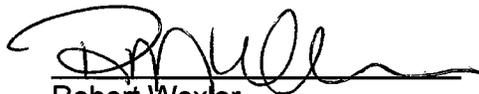

Greg Gomez

9-11-13
Date

APPROVED AS TO FORM


Peter Brown

9/11/13
Date


Robert Wexler

9-11-2013
Date

SIDE LETTER OF AGREEMENT

CITY OF BEVERLY HILLS

AND

THE SUPERVISORS ASSOCIATION OF BEVERLY HILLS

This Side Letter of Agreement (Agreement) between the City of Beverly Hills (City) and the Supervisors Association of Beverly Hills (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the parties are currently engaged in collective bargaining negotiations for a successor MOU and their current MOU expires on October 5, 2013; and

WHEREAS, one of the subjects of the parties' negotiations is health insurance; and

WHEREAS, since the open enrollment period where employees can make changes to their plan selections for health insurance for calendar year 2014 is from September 16, 2013 through October 11, 2013, the parties acknowledge their desire to resolve their agreement for 2014 for the cafeteria plan contribution

WHEREAS, the following memorializes the parties' agreement.

- 1) For calendar year 2014, association members shall be provided monthly with an amount that is the sum of the published amount by CalPERS for the PERSCare Family (in the Los Angeles Region), family dental (Guardian - Standard) and family optical (VSP - Standard) for the purchase of the optional medical, dental and optical insurance benefits. The amount provided to association members includes the CalPERS statutory minimum which is \$119 for 2014.
- 2) The parties agree that this agreement will be memorialized in the successor MOU as well as any other agreements they subsequently reach for cafeteria plan contributions for subsequent years during the term of their MOU.

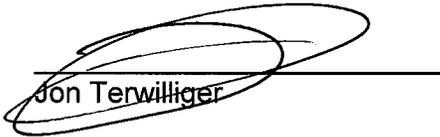
- 3) The parties agree that this Agreement does not modify any other aspect of their current MOU and only impacts the cafeteria plan contributions for calendar year 2014

FOR THE CITY OF BEVERLY HILLS


Sandra Olivencia-Curtis

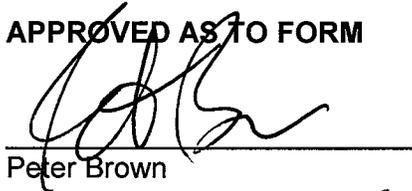
Sept. 11, 2013
Date

THE SUPERVISORS ASSOCIATION OF BEVERLY HILLS

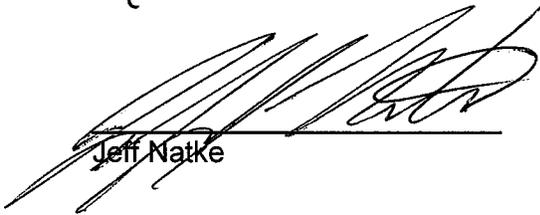

Jon Terwilliger

9/11/2013
Date

APPROVED AS TO FORM


Peter Brown

9/11/13
Date


Jeff Natke

9-11-13
Date

SIDE LETTER OF AGREEMENT

CITY OF BEVERLY HILLS

AND

THE BEVERLY HILLS SAFETY SUPPORT ASSOCIATION

This Side Letter of Agreement (Agreement) between the City of Beverly Hills (City) and The Beverly Hills Safety Support Association (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the parties are currently engaged in collective bargaining negotiations for a successor MOU and their current MOU expires on October 5, 2013; and

WHEREAS, one of the subjects of the parties' negotiations is health insurance; and

WHEREAS, since the open enrollment period where employees can make changes to their plan selections for health insurance for calendar year 2014 is from September 16, 2013 through October 11, 2013, the parties acknowledge their desire to resolve their agreement for 2014 for the cafeteria plan contribution

WHEREAS, the following memorializes the parties' agreement.

- 1) For calendar year 2014, association members shall be provided monthly with an amount that is the sum of the published amount by CalPERS for the PERSCare Family (in the Los Angeles Region), family dental (Guardian - Standard) and family optical (VSP - Standard) for the purchase of the optional medical, dental and optical insurance benefits. The amount provided to association members includes the CalPERS statutory minimum which is \$119 for 2014.
- 2) The parties agree that this agreement will be memorialized in the successor MOU as well as any other agreements they subsequently reach for cafeteria plan contributions for subsequent years during the term of their MOU.

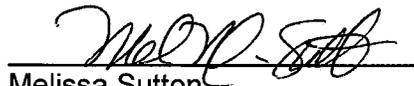
- 3) The parties agree that this Agreement does not modify any other aspect of their current MOU and only impacts the cafeteria plan contributions for calendar year 2014

FOR THE CITY OF BEVERLY HILLS


Sandra Olivencia-Curtis

9-18-13
Date

FOR THE BEVERLY HILLS SAFETY SUPPORT ASSOCIATION


Melissa Sutton

9-18-13
Date

APPROVED AS TO FORM

Peter Brown

Date

Robert Wexler

Date

SIDE LETTER OF AGREEMENT

CITY OF BEVERLY HILLS

AND

THE MANAGEMENT AND PROFESSIONAL EMPLOYEES ASSOCIATION

OF

BEVERLY HILLS

This Side Letter of Agreement (Agreement) between the City of Beverly Hills (City) and the Management and Professional Employees Association of Beverly Hills (Association) (collectively "Parties") is entered into with respect to the following:

WHEREAS, the parties are currently engaged in collective bargaining negotiations for a successor MOU and their current MOU expires on October 5, 2013; and

WHEREAS, one of the subjects of the parties' negotiations is health insurance; and

WHEREAS, since the open enrollment period where employees can make changes to their plan selections for health insurance for calendar year 2014 is from September 16, 2013 through October 11, 2013, the parties acknowledge their desire to resolve their agreement for 2014 for the cafeteria plan contribution

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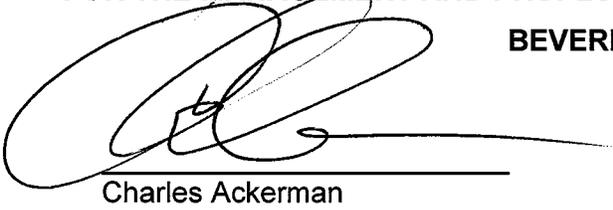
- 3) The parties agree that this Agreement does not modify any other aspect of their current MOU and only impacts the cafeteria plan contributions for calendar year 2014

FOR THE CITY OF BEVERLY HILLS


Sandra Olivencia-Curtis

9-13-13
Date

**FOR THE MANAGEMENT AND PROFESSIONAL EMPLOYEES ASSOCIATION OF
BEVERLY HILLS**


Charles Ackerman

9-13-13
Date

APPROVED AS TO FORM

Peter Brown

Date

Robert Wexler

Date