



Fort Bragg Police Association
P.O. Box 368
Fort Bragg, CA 95437

Proposed Side Letter Title: Family Medical Insurance for Retiree's and Spouses

Related MOU Articles(s): Article 7, Health, Vision, and Dental Insurance.

Association interest:

It is in the interest of the FBPA amend a previously established article in the MOU, back to its original language. Doing as such, will allow certain employees who meet the qualifications to retire at the age they originally thought they would be able to, while being able to provide health care to their Spouse or Domestic Partner.

Association proposes:

The purpose of this side letter is to allow qualifying employees the ability to retire with the benefits they originally thought they had. By doing so, this will allow the City of Fort Bragg to open opportunities for people who are aspiring to fill positions, either within the community, or by a current city employee who aspires to take on a different task. This will also allow the city the opportunity to explore different options of filling the position with greater efficiency and cost savings.

Current Language

1. The City will make available health and dental insurance in the City- **approved plan(s) for retiree's spouse (if employee is married at time of retirement)** or domestic partner (if employee has said domestic partner at time of retirement) of any employee who was hired prior to January 1, 1992, has a minimum of ten (10) years employment with the City, and whose last day of employment preceding retirement was with the City of Fort Bragg and who immediately begins receiving regular (i.e. based on time of service) PERS benefits under the 2% at 55 Plan (Government Code Section 21251.13) for non-sworn employees or the 2% at 50 Plan (Government Code Section 21250.01) for sworn employees, upon retirement from the City of Fort Bragg. **Employees must be at least sixty (60) years of age at retirement** provided however, an employee may retire earlier if permitted under one of the above PERS Plans in which case the retiree and/or spouse/domestic partner will be responsible for the costs of spousal/domestic partner insurance until retiree reaches the age of **sixty (60)**.

The Association proposes the following language:

1. The City will make available health and dental insurance in the City- **approved plan(s) for retiree's spouse (if employee is married at time of retirement)** or domestic partner (if employee has said domestic partner at time of retirement) of any employee who was hired prior to January 1, 1992, has a minimum of ten (10) years employment with the City, and whose last day of employment preceding retirement was with the City of Fort Bragg and who immediately begins receiving regular (i.e. based on time of service) PERS benefits under the 2% at 55 Plan (Government Code Section 21251.13) for non-sworn employees or the 2% at 50 Plan (Government Code Section 21250.01) for sworn employees, upon retirement from the City of Fort Bragg. Employees must be at least **Fifty-Five (55) Years of age** at retirement provided however, an employee may retire earlier if permitted under one of the above PERS Plans in which case the retiree and/or spouse/domestic partner will be responsible for the costs of spousal/domestic partner insurance until retiree reaches **the age of Fifty-Five (55)**.

This side letter will be effective on 6/1/2019, and expire on 12/1/2019. This section will automatically return to the language listed in this side letter under "Current Language."

FOR THE CITY OF FORT BRAGG:

DATE: _____

TABATHA MILLER
CITY MANAGER

DATE: _____

KEITH COLLINS
CITY ATTORNEY

ATTEST:

JUNE LEMOS, CMC
CITY CLERK

FOR THE FORT BRAGG POLICE
ASSOCIATION, INC.:

DATE: _____

CHRIS AWAD
PRESIDENT