

MEMORANDUM OF UNDERSTANDING
(UMBRELLA AGREEMENT)
SETTING THE TERMS AND CONDITIONS OF MEDICAL BENEFITS
BETWEEN
THE CITY OF SANTA MONICA
AND

AFSCME, LOCAL 4819 – MANAGEMENT TEAM ASSOCIATION, SUPERVISORY TEAM ASSOCIATION, ADMINISTRATIVE TEAM ASSOCIATES, PUBLIC ATTORNEYS UNION, PUBLIC ATTORNEYS' LEGAL SUPPORT STAFF UNION, MUNICIPAL EMPLOYEES ASSOCIATION, INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL, AND TRANSPORTATION WORKERS – TRANSPORTATION DIVISION (SMART-TD) LOCAL 1785, CALIFORNIA TEAMSTERS LOCAL 911, AND CONFIDENTIAL UNREPRESENTED EMPLOYEES PAY PLAN AND EXECUTIVE PAY PLAN PARTICIPANTS

This Umbrella Agreement (“Agreement”) amends the Memorandum of Understanding between the City of Santa Monica (the “City”) and the Coalition of Santa Monica City Employees (comprised of the non-safety miscellaneous employee bargaining units, also collectively referred to as the “Coalition”), Contract No. 11010 (CCS) (“MOU”), previously executed on August 11, 2020, to extend the terms and conditions of that Memorandum of Understanding until December 31, 2024.

The Memorandum of Understanding (MOU), Contract No. 11010 (CCS), is hereby amended as follows:

1. Section 3 of the MOU is hereby amended to read as follows:

This Agreement shall be effective January 1, 2019, and shall remain in full force and effect until December 31, 2024. Negotiations to extend this Agreement or enter into a new agreement prior to the expiration of this Agreement will commence upon a date mutually agreed upon by the City, the non-safety bargaining units, and Confidential Unrepresented Employees Pay Plan and Executive Pay Plan members, with said negotiations to commence no later than July 1, 2024, with a signed contract desired by November 1, 2024.

2. All references in the MOU to December 31, 2021, shall be deleted and replaced with December 31, 2024.

3. Section 5 of the MOU is hereby amended to read as follows:

Effective January 1, 2019, the City shall contribute toward medical premiums an amount equal to the actual cost of the medical insurance premium for the medical plan that an eligible employee is enrolled in, less any required employee contributions set forth below. Each active employee covered hereunder can use this City contribution to cover a portion of the cost of medical insurance for the employee and his/her eligible dependents under one of the City-provided medical insurance plans. The effective date of medical benefits for employees newly hired by the City will be the first day of the next month following the date the employee begins City employment. For example, an employee hired on October 20 will be eligible for medical benefits beginning November 1. Active employees covered hereunder and who are eligible to participate in the City-provided medical information programs but fail to select a City offered medical insurance plan within 30 days of beginning City employment shall be automatically enrolled in the Blue Shield Trio HMO Plan, employee only option. This provision does not apply to those employees who have alternative medical insurance coverage and have elected to waive City offered medical insurance.

4. Except as modified by this Agreement, all other terms and conditions of the MOU remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed
April 13, _____, 2024.

By:

NON-SAFETY MISCELLANEOUS EMPLOYEE BARGAINING UNITS:

AFSCME, Local 4819

DocuSigned by:
Stelios Makrides
E9FFA79961354D6
Stelios Makrides, President

SUPERVISORY TEAM ASSOCIATION

DocuSigned by:
Margarita Verduzco
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Margarita Verduzco, President

ADMINISTRATIVE TEAM ASSOCIATES

DocuSigned by:
Benjamin M. Steers
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Benjamin Steers, President

PUBLIC ATTORNEYS UNION

DocuSigned by:
Matthew Polin
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Mat Polin, PAU Representative

MUNICIPAL EMPLOYEES ASSOCIATION

DocuSigned by:
Orlando Valdez
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Orlando Valdez, President

PUBLIC ATTORNEYS'
LEGAL SUPPORT STAFF UNION

DocuSigned by:
Bradley Michaud
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Bradley Michaud, PALSSU Representative

CALIFORNIA TEAMSTERS,
LOCAL 911

Judith Serlin, Business Representative

SMART-TD, LOCAL 1785

DocuSigned by:
Markeisha Haynes
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Markeisha Haynes, General Chairperson

By:

CITY OF SANTA MONICA


ATTEST:

DocuSigned by:
Nikima Newsome
032851F321E430
NIKIMA NEWSOME
Interim City Clerk

CITY OF SANTA MONICA,
a municipal corporation

By: *David White*
DocuSigned by:
FACFAAD3F66A489...
DAVID WHITE
City Manager

APPROVED AS TO FORM:

DocuSigned by:

DOUGLAS S. SLOAN
City Attorney