

± S 503
8/3/2021

(R-2022-39)

RESOLUTION NUMBER R- 313681

DATE OF FINAL PASSAGE AUG 05 2021

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO, PURSUANT TO SECTION 25 OF THE FISCAL YEAR 2022 SALARY ORDINANCE, ESTABLISHING AMENDED FLEXIBLE BENEFIT ALLOTMENTS FOR CALIFORNIA TEAMSTERS LOCAL 911.

WHEREAS, the Salary Ordinance for Fiscal Year 2022 (Salary Ordinance) was adopted by the Council of the City of San Diego (City Council) on April 27, 2021 (O-21314); and

WHEREAS, section 25 of the Salary Ordinance provides that the City Council may establish additional benefit programs, upon the Mayor's recommendation; and

WHEREAS, the City Council initially established the City of San Diego Flexible Benefits Plan (Flexible Benefits Plan), effective October 1, 1984, and the City Council adopted the amended and restated Flexible Benefits Plan for eligible employees in Fiscal Year 2022 by San Diego Resolution R-313572 (June 8, 2021); and

WHEREAS, the Flexible Benefits Plan is intended to provide eligible employees a choice between certain taxable and nontaxable benefits offered under it; and

WHEREAS, under the Meyers-Miliias-Brown Act (MMBA), the City must meet and confer with its recognized employee organizations over the annual Flexible Benefits Plan allotments that the City provides its represented employees; and

WHEREAS, the Flexible Benefit Plan allotments for the City's represented employees for Fiscal Year 2022 were negotiated, approved, and set forth in the Memoranda of Understanding (MOU) between the City and three of its six recognized employee organizations: Deputy City Attorneys Association of San Diego (DCAA), by San Diego Resolution R-313569 (June 8, 2021); Local 127, American Federation of State, County, and Municipal Employees,

AFL-CIO (Local 127), by San Diego Resolution R-313570 (June 8, 2021); and San Diego Municipal Employees' Association (MEA), by San Diego Resolution R-313568 (June 8, 2021); and

WHEREAS, Council approved the Flexible Benefit Plan allotments for DCAA, Local 127, and MEA by San Diego Resolution R-313572 (June 8, 2021); and

WHEREAS, at the time Council approved the Flexible Benefit Plan allotments for DCAA, Local 127, and MEA, it had not completed the Meyers-Milias-Brown Act-required collective bargaining process with California Teamsters Local 911 (Local 911), San Diego City Firefighters, International Association of Firefighters Local 145 (Local 145), and San Diego Police Officers' Association (SDPOA); and

WHEREAS, the Flexible Benefit Plan allotments for Fiscal Year 2022 were subsequently negotiated, approved, and set forth in Memoranda of Understanding (MOU) between the City and Local 145, by San Diego Resolution R-313632 (June 29, 2021), and the City and SDPOA, by San Diego Resolution R -313633 (June 29, 2021); and

WHEREAS, the City Council approved the Flexible Benefit Plan allotments for Local 145 and SDPOA by San Diego Resolution R-313634 (June 29, 2021); and

WHEREAS, the Flexible Benefit Plan Allotments for Fiscal Year 2022 have now been negotiated, approved, and set forth in the MOU between the City and Local 911, by San Diego Resolution R- 313681 (August 3, 2021); and

WHEREAS, Attachment B has been revised to include update Flexible Benefit Plan Allotments per the terms of the MOU between the City and Local 911; and

WHEREAS, the funds appropriated for the Flexible Benefits Plan are set forth in the annual Appropriation Ordinance; NOW THEREFORE,

BE IT RESOLVED that the City Council adopts the allotments or credits for flexible benefits for eligible employees under the Flexible Benefits Plan for Fiscal Year 2022, as set forth in the amended Attachment B, and the amounts in amended Attachment B reflect the allotments for Local 911 in Fiscal Year 2022.

APPROVED: MARA W. ELLIOTT, City Attorney

By /s/ Thomas J. Brady
Thomas J. Brady
Deputy City Attorney

TJB:cm
7/26/21
Or.Dept: Human Resources
CC No. N/A
Doc. No.: 2720348

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of 08/03/2021.

ELIZABETH S. MALAND
City Clerk

By /s/ Matthew R. Hilario
Deputy City Clerk

Approved: 8/5/21
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

**FY 2022 CITY OF SAN DIEGO FLEXIBLE BENEFIT CREDITS
FOR EMPLOYEES HIRED PRIOR TO JULY 1, 2020 (EXCLUDING POA and L911 MEMBERS)**

EMPLOYEE GROUP REPRESENTATION	ANNUAL	SEMI-MONTHLY (24 PAY PERIODS)⁵
MEA (Municipal Employees Association)		
Waive ¹	\$11,705.00	\$487.71
Employee only ²	\$11,705.00	\$487.71
Employee & Spouse/Domestic Partner ³	\$16,000.00	\$666.67
Employee & Children ³	\$14,000.00	\$583.33
Employee & Spouse/Domestic Partner & Children ³	\$22,000.00	\$916.67
AFSCME Local 127 (American Federation of State, County, and Municipal Employees)		
Waive ¹	\$9,956.00	\$414.83
Employee only ²	\$10,956.00	\$456.50
Employee & Spouse/Domestic Partner ³	\$16,750.00	\$697.92
Employee & Children ³	\$14,750.00	\$614.58
Employee & Spouse/Domestic Partner & Children ³	\$21,750.00	\$906.25
IAFF Local 145⁴ (International Association of Fire Fighters)		
Waive ¹	\$1,750.00	\$72.92
Employee only ²	\$9,830.00	\$409.58
Employee & Spouse/Domestic Partner ³	\$18,250.00	\$760.42
Employee & Children ³	\$15,000.00	\$625.00
Employee & Spouse/Domestic Partner & Children ³	\$20,750.00	\$864.58
DCAA⁴ (Deputy City Attorneys Association)		
Waive ¹	\$9,942.00	\$414.25
Employee only ²	\$13,643.00	\$568.46
Employee & Spouse/Domestic Partner ³	\$18,250.00	\$760.42
Employee & Children ³	\$16,150.00	\$672.92
Employee & Spouse/Domestic Partner & Children ³	\$24,100.00	\$1,004.17
Police Safety Unrepresented/Unclassified⁴		
Waive ¹	\$9,977.00	\$415.71
Employee only ²	\$13,178.00	\$549.08
Employee & Spouse/Domestic Partner ³	\$17,500.00	\$729.17
Employee & Children ³	\$16,250.00	\$677.08
Employee & Spouse/Domestic Partner & Children ³	\$21,500.00	\$895.83
Unrepresented/Unclassified⁴ (Salaried)		
Waive ¹	\$9,977.00	\$415.71
Employee only ²	\$13,178.00	\$549.08
Employee & Spouse/Domestic Partner ³	\$17,500.00	\$729.17
Employee & Children ³	\$16,250.00	\$677.08
Employee & Spouse/Domestic Partner & Children ³	\$21,500.00	\$895.83
Unrepresented/Unsalariated⁴ (Hourly)		
Waive ¹	\$6,294.00	\$262.25
Employee only ²	\$9,495.00	\$395.63
Employee & Spouse/Domestic Partner ³	\$12,493.00	\$520.54
Employee & Children ³	\$11,920.00	\$496.67
Employee & Spouse/Domestic Partner & Children ³	\$14,088.00	\$587.00

¹ Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

² Credits may be used for medical, dental, and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

³ Credits may be used for medical, dental, and vision insurance, basic life insurance, or flexible spending accounts only. Remaining flex credits may not be cashed-out or allocated to a 401k account.

⁴ Fulltime allotment - prorated if ¾ or ½ time.

⁵ Variances due to rounding.

**FY 2022 CITY OF SAN DIEGO FLEXIBLE BENEFIT CREDITS
FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 2020 (EXCLUDING POA and L911 MEMBERS)**

EMPLOYEE GROUP REPRESENTATION	ANNUAL	SEMI-MONTHLY (24 PAY PERIODS)⁵
MEA (Municipal Employees Association)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$16,000.00	\$666.67
Employee & Children ³	\$14,000.00	\$583.33
Employee & Spouse/Domestic Partner & Children ³	\$22,000.00	\$916.67
AFSCME Local 127 (American Federation of State, County, and Municipal Employees)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$16,750.00	\$697.92
Employee & Children ³	\$14,750.00	\$614.58
Employee & Spouse/Domestic Partner & Children ³	\$21,750.00	\$906.25
IAFF Local 145⁴ (International Association of Fire Fighters)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$18,250.00	\$760.42
Employee & Children ³	\$15,000.00	\$625.00
Employee & Spouse/Domestic Partner & Children ³	\$20,750.00	\$864.58
DCAA⁴ (Deputy City Attorneys Association)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$18,250.00	\$760.42
Employee & Children ³	\$16,150.00	\$672.92
Employee & Spouse/Domestic Partner & Children ³	\$24,100.00	\$1,004.17
Police Safety Unrepresented/Unclassified⁴		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$17,500.00	\$729.17
Employee & Children ³	\$16,250.00	\$677.08
Employee & Spouse/Domestic Partner & Children ³	\$21,500.00	\$895.83
Unrepresented/Unclassified⁴ (Salaried)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$17,500.00	\$729.17
Employee & Children ³	\$16,250.00	\$677.08
Employee & Spouse/Domestic Partner & Children ³	\$21,500.00	\$895.83
Unrepresented/Unsalariated⁴ (Hourly)		
Waive ¹	\$1,000.00	\$41.67
Employee only ²	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ³	\$12,493.00	\$520.54
Employee & Children ³	\$11,920.00	\$496.67
Employee & Spouse/Domestic Partner & Children ³	\$14,088.00	\$587.00

¹ Employees that waive City medical coverage must provide proof of qualifying medical coverage to receive flex credits. Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

² Credits may be used for medical, dental, and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

³ Credits may be used for medical, dental, and vision insurance, basic life insurance, or flexible spending accounts only. Remaining flex credits may not be cashed-out or allocated to a 401k account.

⁴ Fulltime allotment - prorated if ¾ or ½ time.

⁵ Variances due to rounding.

**FY 2022 CITY OF SAN DIEGO FLEXIBLE BENEFIT CREDITS
FOR POA MEMBERS**

POA⁵ (Police Officers Association) - Police Unit and Police Management	ANNUAL	SEMI-MONTHLY (24 PAY PERIODS)⁶
POA members hired prior to July 1, 2021		
Waive ¹	\$7,605.00	\$316.88
Employee only ³	\$9,942.00	\$414.25
Employee & Spouse/Domestic Partner ⁴	\$15,000.00	\$625.00
Employee & Children ⁴	\$13,500.00	\$562.50
Employee & Spouse/Domestic Partner & Children ⁴	\$19,000.00	\$791.67
POA members hired on or after July 1, 2021		
Waive ²	\$1,000.00	\$41.67
Employee only ⁴	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ⁴	\$15,000.00	\$625.00
Employee & Children ⁴	\$13,500.00	\$562.50
Employee & Spouse/Domestic Partner & Children ⁴	\$19,000.00	\$791.67

¹ Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

² Employees that waive City medical coverage must provide proof of qualifying medical coverage to receive flex credits. Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

³ Credits may be used for medical, dental, and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

⁴ Credits may be used for medical, dental, and vision insurance, basic life insurance, or flexible spending accounts only. Remaining flex credits may not be cashed-out or allocated to a 401k account.

⁵ Fulltime allotment - prorated if $\frac{3}{4}$ or $\frac{1}{2}$ time.

⁶ Variances due to rounding.

**FY 2022 CITY OF SAN DIEGO FLEXIBLE BENEFIT CREDITS
FOR TEAMSTERS LOCAL 911 MEMBERS**

TEAMSTERS Local 911	ANNUAL	SEMI-MONTHLY (24 PAY PERIODS)⁵
Local 911 members hired prior to July 1, 2021		
Waive ¹	\$13,461.00	\$560.88
Employee only ³	\$13,461.00	\$560.88
Employee & Spouse/Domestic Partner ⁴	\$13,528.00	\$563.67
Employee & Children ⁴	\$13,547.00	\$564.46
Employee & Spouse/Domestic Partner & Children ⁴	\$13,874.00	\$578.08
Local 911 members hired on or after July 1, 2021		
Waive ²	\$1,000.00	\$41.67
Employee only ⁴	\$7,600.00	\$316.67
Employee & Spouse/Domestic Partner ⁴	\$13,528.00	\$563.67
Employee & Children ⁴	\$13,547.00	\$564.46
Employee & Spouse/Domestic Partner & Children ⁴	\$13,874.00	\$578.08

¹ Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

² Employees that waive City medical coverage must provide proof of qualifying medical coverage to receive flex credits. Credits may be used for dental and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

³ Credits may be used for medical, dental, and vision insurance, basic life insurance, flexible spending accounts, or 401k. Any remaining flex credits may be cashed-out as taxable income.

⁴ Credits may be used for medical, dental, and vision insurance, basic life insurance, or flexible spending accounts only. Remaining flex credits may not be cashed-out or allocated to a 401k account.

⁵ Variances due to rounding.

Passed by the Council of The City of San Diego on AUG 03 2021, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage AUG 05 2021

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By *Cecilia Patterson*, Deputy
for Matthew Hilaris

Office of the City Clerk, San Diego, California

Resolution Number R- 313681