

OCT 05 2018

## Side Letter of Agreement

### **Amended Terms of Memorandum of Understanding Medical After Retirement Account (MARA) Contributions**

The parties met and conferred on August 15, 2018 and agreed to the below amended terms and conditions to the Memorandum of Understanding between the Public Safety Managers and the City of South San Francisco dated July 1, 2017 – June 30, 2022. The items specifically listed in this Side Letter shall hereby supersede the Articles of the MOU as defined below. All other terms and conditions of the MOU shall remain the same.

5.11 *Medical After Retirement Account ("MARA")*— Employees shall participate in the MARA Plan to the extent permitted under the existing MARA Plan policy.

5.11.1. *Mandatory Employee Contributions*—All employees shall contribute 1% of base pay each pay period.

5.11.2. *Mandatory Employee Leave Contributions for Public Safety Managers*, all employees shall contribute 100% of accrued sick leave payouts to the MARA plan. Contributions are subject to eligibility requirements and terms of payment as described in MOU sections, 7.3.5, 7.3.5.1 and 7.3.5.2.

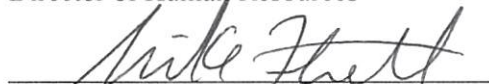
7.1.5 *Payment of accrued vacation on Separation*—An employee who retires or separates from City employment and who has unused accrued vacation time on record, shall receive payment at the employee's enhanced hourly rate of pay as of the date of separation for all such unused vacation hours. Battalion Chiefs appointed into the unit prior to 7/1/2010 and who work a 56-hour workweek will have their hourly rate converted to the 40-hour equivalent and will be compensated in pay at the 40-hour rate.

For the City:

For the Association:



Leah Lockhart  
Director of Human Resources



Mike Futrell  
City Manager



Keith Wall  
Public Safety Managers (Police)



Steve Cardosi  
Public Safety Managers (Police) FIRE