

**SIDE LETTER OF AGREEMENT
TO THE 2019-2022 MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OXNARD AND
SEIU Local 721**

September 3, 2020

**ARTICLE 15
DEFERRED COMPENSATION**

Unit employees shall continue to have the right to participate in a deferred compensation program so long as such program is offered by City.

Beginning the first full pay period of January 2020, the City will contribute 1% of employee base salary to a 401(a) plan of its choosing.

Effective July 11, 2020, the City's contribution (1%) will be suspended through January 8, 2021. Effective January 9, 2021, the City's contribution (1%) shall resume as described above.

**ARTICLE 21
INSURANCE**

1. Health Insurance

The City will increase the monthly contribution to the cafeteria plan by \$274.55 at the start of the 2020 benefits year, or the pay period following Council approval whichever is later. The total new monthly contribution is as follows:

Employee Only/Employee Plus one/Family – \$993.91

The City will make an additional \$274.55 contribution for each tier of the plan effective first full pay period of July 2021 ~~at the beginning of the second benefit year following Council approval.~~ The total new monthly contribution is as follows:

Employee Only/Employee Plus one/Family – \$1268.46

The City will make an additional \$274.54 contribution for each tier of the plan effective first full pay period of January 2022 ~~in the third benefit year following Council approval.~~ The total new monthly contribution is as follows:

Employee Only/Employee Plus one/Family – \$1543.00

The employee will receive any remaining contribution as cash.

For those employees who waive the medical, the City will contribute the following per month in each plan year
Year 1 - \$893.91
Year 2 - \$1068.46
Year 3 - \$1243.00

The City will increase the waive amount for year 2 which will be reflected in the first full pay period of July 2021.

The City will increase the waive amount for year 3 which will be reflected in the first full pay period of January 2022.

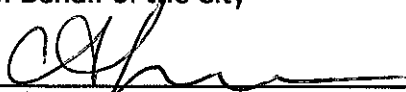
In the final year of the contract if the bargaining group does not obtain and maintain a 70% participation then the "waive" will be reduced to \$900 per month in the subsequent benefit year.

Above changes are contingent upon the financial status of the City. The City will provide quarterly updates to SEIU Local 721. Upon receiving these quarterly updates SEIU Local 721 reserves the right to meet and confer to discuss elimination of these changes from previously negotiated articles.

If the City receives financial assistance from the State of California or the Federal Government that matches or exceeds the level of pre-pandemic revenues for both FY 19-20 and FY 20-21, the concessions referenced in this agreement shall be unfrozen immediately.

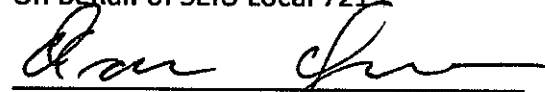
Only those terms which have been agreed to by all bargaining units shall be implemented.

On Behalf of the City



Alexander Nguyen, City Manager

On Behalf of SEIU Local 721



Aram Agdalian, Chief Negotiator

Date:

9/11/2020

Date:

9-3-2020