

RESOLUTION NO. 25-0110

A RESOLUTION OF THE MANHATTAN BEACH CITY
COUNCIL APPROVING EMPLOYEE CONTRIBUTIONS TO
THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
(IAFF) MEDICAL EXPENSE REIMBURSEMENT PLAN

WHEREAS, employees of the City of Manhattan Beach (the "City"), who are in the bargaining unit represented by IAFF Local 3925, Manhattan Beach Firefighters' Association ("MBFA" or "unit"), participate in the IAFF Medical Expense Reimbursement Plan (the "Plan"), which provides reimbursement for medical expenses for retired employees who meet the eligibility rules of the Plan;

WHEREAS, IAFF Local 3925 employees participate in the Plan through employee or employer contributions under the *Memorandum of Understanding Between the City of Manhattan Beach and the Manhattan Beach Firefighters' Association* (the "MBFA MOU");

WHEREAS, the MBFA has requested that employees who promote out of the unit continue participation in the Plan through mandatory employee contributions after their promotion; and

WHEREAS, the governing body of the City of Manhattan Beach has the authority to require mandatory deductions from employee payroll as part of the employees' compensation package, for contributions to such Plan to correspond to the MBFA MOU, as stated herein:

THEREFORE, THE MANHATTAN BEACH CITY COUNCIL HEREBY RESOLVES AS FOLLOWS:

SECTION 1. "Promoted Employee" is defined as an employee, who previously participated in the Plan and promotes out of the MBFA on or after August 19, 2025. An individual will cease to be a Promoted Employee for these purposes when he or she is no longer in a full-time position.

SECTION 2. The City shall implement a mandatory monthly or per pay period Promoted Employee payroll deduction to be deposited pre-tax with the Washington State Council of Fire Fighters Benefit Trust (the "Trust"). The time, manner, and amount of the contribution will be determined under the MBFA MOU in effect at the time of the contribution, and by treating the Promoted Employee as if he or she has remained represented by the MBFA since the employee's promotion date.

SECTION 3. That should a future MBFA MOU provide for a mandatory monthly or per pay period employer contribution, the City shall implement the same per employee contribution for Promoted Employees.

SECTION 4. That should a future MBFA MOU provide for the mandatory transfer of employee leave upon separation, retirement and/or annually in the future, the City shall transfer to the Trust pre-tax the same percentage or amount of the sick, vacation, and/or general leave payout that the Promoted Employee is entitled to based upon the Promoted Employee's rate of pay. This percentage shall match the percentage in the MBFA MOU and shall be adjusted whenever, and in the same amount, the leave transfer in the MBFA MOU is adjusted.

SECTION 5. Except as otherwise stated in Sections 2-4 hereof, all aspects of the Plan contributions for Promoted Employees, including the timing, manner, and reporting of the contributions, will be determined according to the terms of MBFA MOU, as amended from time to time.

SECTION 6. The City Manager is authorized to execute the Joinder Agreement and Side Letter of Agreement attached.

SECTION 7. This Resolution shall take effect upon its adoption by this City Council.

ADOPTED on August 19, 2025.

AYES:

NOES:

ABSENT:

ABSTAIN:

DAVID LESSER
Mayor

ATTEST:

LIZA TAMURA
City Clerk