



AGENDA REPORT

Department: Human Resources
Prepared by: Conchita Waite, Acting Human Resources Director
Meeting Date: Tuesday, August 5, 2025
Approved by: Scott W. Huth, Interim City Manager

SUBJECT:

International Association of Fire Fighters Medical Reimbursement Plan Revision.

RECOMMENDATION:

Adopt the Resolution Entitled, "Resolution of the City Council of the City of National City, California, Approving Employee Contributions to the International Association of Fire Fighters Medical Expense Reimbursement Plan to Allow Employees who Promote out of the National City Firefighters' Association into Management or Executive Positions to Continue Participation in the Plan."

BOARD/COMMISSION/COMMITTEE PRIOR ACTION:

On May 19, 2020, the City Council approved a Memorandum of Understanding (MOU) that granted FFA employees the ability to contribute \$100.00 per month to the Post-Retirement Medical Benefit Trust — a benefit thoughtfully negotiated and overwhelmingly supported by FFA members.

EXPLANATION:

Employees who promote out of the FFA and into management or executive positions are currently prohibited from continuing contributions to the Post-Retirement Medical Benefit Trust. In order to ensure continued access to this important benefit, an amendment to the existing plan is necessary. Employees who assume greater responsibilities through promotion should not be required to forfeit benefits as a condition of their career advancement.

Participation in the Plan shall remain mandatory. Employees may neither opt out of participation nor modify the amount of their contributions. For employees who have promoted out of the bargaining unit, contributions will continue to be mandatory, and no individual election to decline participation or alter the contribution level will be permitted. The contribution amount shall remain equal to the rate established by the FFA, which is currently set at one hundred dollars (\$100.00) per month.

FINANCIAL STATEMENT:

No matching City funds are required.

RELATED CITY COUNCIL 2020-2025 STRATEGIC PLAN GOAL:

Public Safety

ENVIRONMENTAL REVIEW:

This is not a project under CEQA, and is therefore, not subject to environmental review. CCR15378; PRC 21065.

PUBLIC NOTIFICATION:

The Agenda Report was posted at least 72 hours before the Regular Meeting date and time, and 24 hours before a Special Meeting in accordance with the Ralph M. Brown Act.

ORDINANCE:

Not Applicable

EXHIBIT:

Exhibit A - Resolution