

**RESOLUTION NO. 2025 -**

**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.**

**WHEREAS**, on May 19, 2020, the City Council of the City of National City ("City") approved a Memorandum of Understanding ("MOU") authorizing National City Firefighters' Association ("FFA") employees to contribute \$100.00 per month to the International Association of Fire Fighters Medical Expense Reimbursement Plan (the "Plan"), which provides reimbursement for medical expenses for retired firefighters who meet the eligibility rules of the Plan;

**WHEREAS**, this benefit was negotiated and ratified by the membership of the FFA; and

**WHEREAS**, it has come to the attention of staff that employees who promote out of the FFA into management or executive positions are currently prohibited from continuing contributions to the Plan; and

**WHEREAS**, the City intends that those employees that assume additional responsibilities through promotion continue participation in Plan benefits; and

**WHEREAS**, to continue participation in the Plan, it is necessary to amend the current compensation resolution of employees who promote into management or executive positions to provide a means for those promoted employees to continue mandatory employee contributions in the Plan; and

**WHEREAS**, participation in the Plan shall be mandatory for all eligible employees, including those who have promoted out of FFA, and no individual election to opt out of participation or alter the contribution level shall be permitted; and

**WHEREAS**, the governing body of the City 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 FFA MOU, as stated herein.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NATIONAL CITY, CALIFORNIA, DOES RESOLVE, DECLARE, DETERMINE, AND ORDER AS FOLLOWS:**

**Section 1:** That the City Council hereby approves employee contributions to the International Association of Fire Fighters Medical Expense Reimbursement Plan (the "Plan") to allow employees who promote out of the National City Firefighters' Association ("FFA") into management or executive positions to continue participation in the Plan to assist in paying future medical expenses as a retiree.

**Section 2.** That, for purposes of the Plan, the City defines "Promoted Employee" as an employee who previously participated in the Plan and promotes out of the FFA bargaining unit on or after July 1, 2022.

**Section 3.** That the monthly contribution amount shall be equal to the employee contribution rate established by the FFA, which is currently set at one hundred dollars (\$100.00) per month and 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 the FFA MOU with the City, as amended from time to time. This Resolution will not apply to any City contributions into the Plan made on behalf of FFA members.

**Section 4:** That the City Clerk shall certify to the passage and adoption of this Resolution and enter it into the book of original Resolutions.

**PASSED and ADOPTED this 5<sup>th</sup> day of August, 2025.**

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Ron Morrison, Mayor

**ATTEST:**

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Shelley Chapel, MMC, City Clerk

**APPROVED AS TO FORM:**

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Barry J. Schultz, City Attorney