

**A RESOLUTION OF THE COUNCIL OF THE CITY OF GLENDALE,
CALIFORNIA TO APPROVE EMPLOYEE AND EMPLOYER CONTRIBUTIONS
TO THE IAFF MEDICAL EXPENSE REIMBURSEMENT PLAN**

WHEREAS firefighter employees of the City of Glendale (the “City”), who are in the bargaining unit represented by IAFF Local 776, participate in the IAFF Medical Expense Reimbursement Plan (the “Plan”), which provides reimbursement for medical expenses for retired fire fighters who meet the eligibility rules of the Plan; and

WHEREAS IAFF Local 776 employees participate in the Plan through employee and employer contributions under the *City of Glendale and Glendale Firefighters’ Association Memorandum of Understanding* and the *Memorandum of Understanding City of Glendale and Glendale Management Association* (“GMA”) (the “CBAs”); and

WHEREAS certain fire fighter employees, who have promoted out of IAFF Local 776, have requested to continue participation in the Plan through mandatory employee and employer contributions after their promotion; and

WHEREAS, the governing body of the City of Glendale 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 CBA of the Local, as stated herein:

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GLENDALE, CALIFORNIA DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That all of the above recitals are true and correct;

SECTION 2. “Promoted Employee” is defined as an employee, who previously participated in the Plan either through contributions to the Plan due to Local 776 representation, GMA representation, or contributions to the Plan at prior employment.

SECTION 3. The City shall implement a \$150-350 per Promoted Employee per month based on years of City service mandatory payroll deduction and \$75 per Promoted Employee per month mandatory employer contribution to be deposited pre-tax with the Washington State Council of Fire Fighters Benefit Trust (the “Trust”). This amount shall be adjusted whenever, and in the same amount, the contribution amount in the CBA between the City and IAFF Local 776 or Glendale Management Association is adjusted.

SECTION 4. That upon retirement the City shall transfer to the Trust pre-tax 100% of the sick leave and vacation leave payout that the Promoted Employee is entitled to based upon the Promoted Employee’s rate of pay immediately preceding retirement. This percentage shall match the percentage in the CBA between the City and IAFF Local 776 or Glendale Management Association and shall be adjusted whenever, and in the same amount, the leave transfer in the CBA is adjusted.

SECTION 5. Except as otherwise stated in Sections 3 and 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 IAFF Local 776 or Glendale Management Association CBA with the City, as amended from time to time.

SECTION 6. That this Resolution shall take effect upon its adoption by this City Council.

NOW THEREFORE THE COUNCIL OF THE CITY OF GLENDALE, CALIFORNIA DOES FURTHER RESOLVE THAT:

The foregoing facts, as well as all facts set forth in the Report to Council dated December 17, 2024, which is incorporated herein by this reference, are deemed to be true and correct and a basis for which provides reimbursement for medical expenses for retired fire managers who meet the eligibility rules of the Plan.

ADOPTED this ____ day of _____, 2024

Mayor, City of Glendale

ATTEST:

City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)

I, SUZIE ABAJIAN, Ph.D., Clerk of the City of Glendale, certify that the foregoing Resolution No. _____ was adopted by the City Council of the City of Glendale at a regularly scheduled meeting thereof, held on the 17th day of December 2024, and that same was adopted by the following vote:

Ayes:

Noes:

Absent:

Abstain: