

**SIDE LETTER AGREEMENT BETWEEN  
CITY OF GLENDALE  
AND  
GLENDALE MANAGEMENT ASSOCIATION**

April 3, 2024

The City of Glendale (City) and the Glendale Management Association hereby agree to amend Article Four, Section II(B) of the MOU effective July 1, 2021 through June 30, 2024 (GMA), and through June 30, 2025 (GMA Sworn Fire Managers), to provide that effective June 1, 2024, the City's contribution towards employees' medical insurance premiums shall be increased as follows:

**II. MEDICAL INSURANCE (All Managers)**

**A. Medical Insurance Premium Decreases – Effective Upon “Un-blending” of Medical Insurance Effective June 1, 2016**

Effective upon the “un-blending” of medical insurance coverage for active employees and retirees, which took effect June 1, 2016, each unit employee shall receive 100% of the medical premium decrease/savings applied as a reduction to the employees' monthly medical insurance premiums.

**B. Medical Insurance - Effective June 1, 2024**

Effective June 1, 2024, the medical insurance rates for all GMA unit employees effective June 1, 2024 are as follows:

**Prudent Buyer PPO Indemnity Plan**

	<b>Employee's Monthly Contribution</b>	<b>City's Monthly Contribution</b>
a. Employee	\$111.56	\$ 692.26
b. Employee plus one dependent	\$285.74	\$1,771.23
c. Employee plus two or more dependents	\$529.53	\$2,387.63

**California Care HMO Plan**

	<b>Employee's Monthly Contribution</b>	<b>City's Monthly Contribution</b>
a. Employee	\$191.04	\$ 792.68
b. Employee plus one dependent	\$458.79	\$1,606.99
c. Employee plus two or more dependents	\$782.24	\$2,168.69

**Kaiser Traditional High Option Plan**

	Employee's Monthly Contribution	City's Monthly Contribution
a. Employee	\$ 60.28	585.52
b. Employee plus one dependent	\$120.57	\$1,171.04
c. Employee plus two or more dependents	\$170.63	\$1,657.00

**Kaiser Deductible Low Option Plan**

	Employee's Monthly Contribution	City's Monthly Contribution
a. Employee	\$ 50.13	\$ 487.38
b. Employee plus one dependent	\$100.29	\$ 974.74
c. Employee plus two or more dependents	\$141.97	\$1,379.24

**Anthem High Deductible Plan**

	Employee's Monthly Contribution	City's Monthly Contribution
a. Employee	\$ 69.70	\$ 457.65
b. Employee plus one dependent	\$146.49	\$ 960.94
c. Employee plus two or more dependents	\$277.91	\$1,304.14

**PARTIES TO THE AGREEMENT**

CITY OF GLENDALE

GLENDALE MANAGEMENT ASSN.

Julia Adams 5/13/2024  
Chief Human Resources Officer Date

Tigran Topadzhikyan 5/14/24  
GMA President TIGRAN TOPADZHIKYAN Date

[Signature] 5/14/24  
City Manager Date

Jason Miller May 13th, 2024  
GMA Board Member Date