

MENLO PARK FIRE PROTECTION DISTRICT
And AFSCME TENTATIVE AGREEMENT

January 25, 2010

12.11 Long Term Disability

Beginning January 1, 2010, the District will provide bargaining unit members with a contribution towards the purchase of Long Term Disability (LTD) Insurance through a plan sponsored by the California State Firefighters' Employee Welfare Benefits Corporation. The amount of the District's contribution towards LTD benefits has been incorporated into the flexible spending allowance provided to employees under Section 12.3.2 above. Participation in a LTD plan shall be mandatory for bargaining unit members. Bargaining unit members are required to complete an application for coverage and to provide the plan with the plan's required personal medical history statement in advance of the date when coverage will begin.

12.3.2 Flexible Benefit Allowance

The District agrees to provide a Flexible Benefit Allowance to all full-time employees eligible to participate in District sponsored health and welfare benefits. Effective December 2009, employees receiving a flexible benefit allowance are required to enroll in a health care plan provided by the District. Receipt of any Flexible Benefit Allowance under this Section shall be in addition to any employer contribution that is provided under Section 12.2 above. The Flexible Benefit Allowance provided to a full-time employee shall be as follows:

Effective January 1, 2008 the District will contribute eleven hundred dollars (\$1,100.00) per month per eligible employee toward the flexible benefits program.

Effective January 1, 2010, the District will contribute eleven hundred twelve dollars (\$1,112.00) per month per eligible employee toward the flexible benefits program. This increase incorporates the District payment towards long-term disability benefits for employees, discussed in Section 12.11 below.

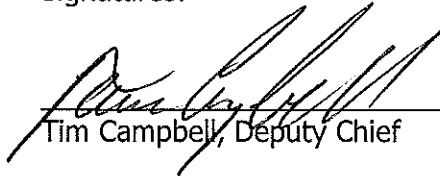
Effective March 9, 2010, and for the remainder of the term of this Agreement, the District will contribute eleven hundred twenty-one dollars (\$1,121.25) per month per eligible employee toward the flexible benefits program. This increase incorporates the District payment towards long-term disability benefits for employees, discussed in Section 12.11 below.

Part-employees will receive a pro-rated contribution to the flexible benefits program.

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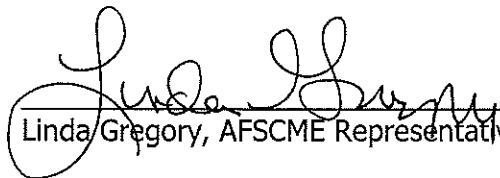
Any Flexible Benefit Allowance provided for under this Section can only be used by an employee in accordance with the provisions of the District's Cafeteria Plan. Employees shall be responsible for paying any difference between the costs of selected benefits and the Flexible Benefit Allowance provided by the District.

Signatures:


Tim Campbell, Deputy Chief 1-25-10
Date


Maribeth Linhart, HR Manager 1/25/10
Date


Amy Kraska, Shop Steward 1/25/10
Date


Linda Gregory, AFSCME Representative 01-25-10
Date