SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF SAN BRUNO
AND TEAMSTERS LOCAL 856
(SAN BRUNO PROFESSIONAL FIREFIGHTERS ASSOCIATION)

This Side Letter of Agreement provides for the Voluntary Employee Beneficiary Association (VEBA) Plan that was agreed to by the City of San Bruno and the San Bruno Professional Firefighters Association represented by the Teamsters Union Local 856 for the term of July 1, 2010 to June 30, 2012.

All employees covered by this collective bargaining agreement (side letter of agreement) which includes the classifications of Firefighter and Fire Captain are required to participate in this VEBA plan in accordance with the affirmative vote of the membership.

All participants in this VEBA plan are required to contribute at retirement the following:

1. All remaining accrued vacation leave payout,
2. All remaining compensatory time payout, and
3. Payout of 50% of unused sick leave or 864 hours, whichever is less for those employees who have completed 20 or more years of City service as a full-time employee, or payout of 50% of unused sick leave or 720 hours, whichever is less, for all other employees (any remaining sick leave time may be used toward PERS sick leave credit).

Participants will pay participant fees (currently $7.50/month) and 0.1% of the individual account balance annually, paid quarterly.

Connie Jackson 11-29-10

Connie Jackson Date
City Manager
City of San Bruno

Joseph Lanthier, Date
Teamsters, Local 856
San Bruno Professional Fire Fighters Association