

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made and entered into on this 1st, day of December, 2023, by and between the North Lake Tahoe Fire Protection District ("District") and the International Association of Firefighters, Local #2139 ("Union"), collectively referred to as the "Parties."

RECITALS

WHEREAS, effective July 1, 2023, the Parties entered into a Collective Bargaining Agreement through June 30, 2024 ("Agreement");

WHEREAS Article 21 (B) of the Agreement provides in part:

The District shall not initiate changes in the plan or change plan providers except by mutual agreement of both parties.....

WHEREAS the Parties desire to make changes to the District's group health plan as set forth herein; and,

NOW THEREFORE, the Parties agree as follows:

- 1 Effective January 1, 2024, the following changes will be made to the District's group health plan:
 - a. The District will maintain Hometown Health as the medical insurance provider, with no change to benefits;
 - b. The District will be moving to Kansas City Life as the provider for vision insurance;
 - c. The District will be moving to Kansas City Life as the provider for dental;
 - d. There will be no change to life, AD&D or disability insurance providers;
 - e. The health insurance plan year will remain a calendar year, i.e., January 1st through December 31st;
 - f. In addition to the District's group health plan, the District shall offer to all employees a Qualified High Deductible Health Plan (QHDHP) with a Health Savings Account (HSA) option through Hometown Health Plans. The District will contribute \$8,000.00 for family and \$4,000.00 for individual January 1st, 2024;
 - g. During the annual open-enrollment period, Employees shall have the option to select either the District's group health plan or the QHDHP with an HSA

option.

2. Confirmation of the Agreement. In all other respects, the Union and the District confirm, re-affirm, and incorporate the terms and provisions of the Agreement to the extent consistent with the terms of this MOU.

3. Term and Ratification. This MOU becomes effective upon the date last ratified by the Executive Board of the Union and the Fire Chief of the District through the end of the current plan year.

4. General Provisions.

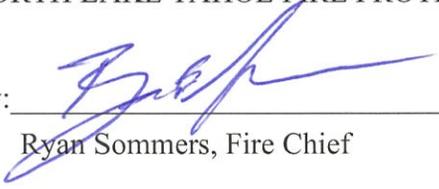
(a) Governing Law. The laws of the State of Nevada govern the validity, construction, performance and effect of this MOU, without regard to conflicts of law.

(b) Integration Clause. This MOU constitutes the final agreement of the Parties. All prior and contemporaneous negotiations and agreements between the Parties on the matters contained in this MOU are expressly merged into and superseded by this MOU.

IN WITNESS WHEREOF, the Parties have set their hands and seals:

NORTH LAKE TAHOE FIRE PROTECTION DISTRICT

By: _____

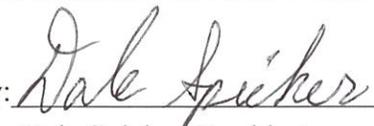

Ryan Sommers, Fire Chief

Date: _____

12/4/2023

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2139

By: _____


Dale Spieker, President

Date: _____

12/1/23