

**Letter of Agreement Between  
The City of Vista and  
The Vista City Employees Association**

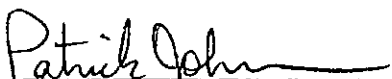
Representatives from the City of Vista ("City") and the Vista City Employees Association ("VCEA") have met and conferred regarding the implementation of the following changes to the Memorandum of Understanding (MOU):


- a. The Memorandum Of Understanding between the City and the VCEA will be extended by one year, to June 30, 2013;
- b. The City will pick up 75% of the increase in medical insurance premiums for the 2011/12 and 2012/13 plan years;
- c. Notwithstanding the above, if medical insurance premiums are proposed to exceed 10% for the 2012/13 plan year the City may reopen negotiations on insurance. If negotiations are reopened, the City agrees that it will pick up at least 50% of the increase in medical insurance premiums regardless of any change that may occur in the insurance benefit;
- d. The parties agree to reopen negotiations for the FY 2012/13 regarding a possible 2<sup>nd</sup> tier retirement plan.

Except as indicated above there are no other changes to the parties' MOU.

For the City of Vista:

For the Vista City Employees Association:

  
\_\_\_\_\_  
Patrick Johnson, Assistant City Manager

  
\_\_\_\_\_  
Frank Durazo, VCEA President

June 8, 2011  
Date

6-08-11  
Date