

CITY OF HAYWARD  
and  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
CLERICAL AND RELATED UNIT

SIDE LETTER OF AGREEMENT

7.06 Dental Insurance

The City shall contribute towards dental insurance premiums for full-time employees, other than temporary and provisional employees, and their eligible dependents. The City's contribution on behalf of an eligible employee participating in a City-sponsored dental plan shall be equal to eighty percent (80%) of the monthly premium for dental insurance, as determined by the employee's enrolled participation level in the City sponsored dental plan. Employees enrolled in dental insurance are required to contribute the remaining twenty percent (20%) of the premium costs for dental insurance coverage.

Monthly premium rates are established on a calendar year basis by the insurance provider, or in the case of a self-funded plan, by a third party examining plan utilization review, market trends, overall plan costs, and any other industry standard metrics deemed necessary by the third party.

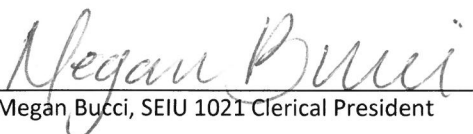
Currently, the City provides insurance through either a Delta Dental plan or United Concordia plan. Details regarding benefits and covered services for each plan may be found in the current Delta Dental or United Concordia benefits summaries for the City of Hayward respectively.

The City reserves the right to provide dental care benefits under a plan or through a carrier of its choice. Alternate coverage may be provided through a consortium of public agencies or private employers which may be formed for the purpose of providing dental care benefits for employees; or through a program of self-insurance. In the event the City exercises this option the alternate coverage shall be substantially equivalent to the coverage in effect at such time as a change in carriers takes effect.

The terms of this Side Letter shall supersede and replace the MOU provision and all other side letters on the specific section identified above.

For SEIU 1021, Clerical and Related Unit

For City of Hayward

  
Megan Bucci, SEIU 1021 Clerical President

\_\_\_\_\_  
Kelly McAdoo, City Manager

  
Arlene Taylor, SEIU 1021 Field Representative

\_\_\_\_\_  
Nina S. Collins, Director of Human Resources

Dated 12-22-16

Dated \_\_\_\_\_