

RESOLUTION NO. 25-33

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIPON ADOPTING THE HEALTH AND WELFARE PLANS PROVIDED TO ALL EMPLOYEES AND COUNCIL MEMBERS FOR CALENDAR YEAR 2026, INCLUDING ESTABLISHING THE MAXIMUM PREMIUM AND REIMBURSEMENT PAID BY THE CITY FOR NON-REPRESENTED EMPLOYEES AND CITY COUNCIL MEMBERS

WHEREAS, the City Council of the City of Ripon is desirous of providing health and welfare benefits for all employees of the City of Ripon ("Employees") for calendar year 2026; and

WHEREAS, consistent with State law and pursuant to Ripon Municipal Code Chapter 2.04.010, each member of the City Council is entitled to receive health benefits at the same level, and including the same coverage, as City employees; and

WHEREAS, pursuant to Ripon Municipal Code 2.04.010, prior to the City Council approving any increase in the cost of providing health benefits to City Council members, the City Council may consider whether to accept said increase at a public meeting after public input. Thereafter, the City Council may adopt a resolution approving said increase, or a portion of said increase.

NOW, THEREFORE, BE IT RESOLVED, the following summarizes the health and welfare plans to be provided for calendar year 2026:

- Kaiser Healthcare
- CSAC Blue Shield Healthcare
- Cypress Dental
- VSP Sunlife Vision
- Sunlife Life Insurance
- Sunlife Long-term Disability

BE IT FURTHER RESOLVED that the City Council of the City of Ripon does hereby approve the increase in cost for the City to provide health benefits for calendar year 2026 to City employees and Council members, as described in the table below.

CATEGORY	2025 PREMIUM ^b	2026 PREMIUM ^b	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
<u>Employees w/ Blue Shield Plan ^a</u>				
Employee Only	\$1,001.23	\$1,133.25	\$0	\$1,133.25
Employee + Spouse	\$2,004.99	\$2,270.12	\$0	\$2,270.12
Employee + Children	\$2,018.78	\$2,282.66	\$0	\$2,282.66
Employee + Family	\$2,638.79	\$2,980.74	347.87 (2025: \$294.40)	\$2,632.87
<u>Employees w/ Kaiser Plan</u>				
Employee Only	\$904.06	\$996.75	\$0	\$996.75
Employee + Spouse	\$1,979.49	\$2,183.65	\$0	\$2,183.65
Employee + Children	\$1,820.30	\$2,004.51	\$0	\$2,004.51
Employee + Family	\$2,730.42	\$3,006.93	\$400.97 (2025: \$340.21)	\$2,605.96

Note(s):

- a. The reimbursement for deductible and co-insurance is not included. Employees participating in the Blue Shield plan are reimbursed 100 percent of the Blue Shield plan healthcare deductible cost. Also, the City reimburses these employees co-insurance cost after the first \$2,000 is paid by the employee. The maximum reimbursement by the City is \$3,000 individual/\$8,000 family, per year.
- b. Includes healthcare, dental, vision, and chiropractic premiums.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Ripon this 14th day of October, 2025, by the following vote:

RESULT: ADOPTED AS AMENDED BY CONSENT VOTE [UNANIMOUS]

MOVER: Leo Zuber, Council Member

SECONDER: Gary Barton, Vice Mayor

AYES: de Graaf, Barton, Uecker, Restuccia, Zuber

THE CITY OF RIPON,
A Municipal Corporation

By 
DANIEL DE GRAAF, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk