

RESOLUTION NO. 15-68

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING AN INCREASE IN THE COST OF PROVIDING HEALTH BENEFITS
TO THE ADMINISTRATIVE STAFF AND NON-REPRESENTED POLICE DEPARTMENT
EMPLOYEES

WHEREAS, the City Council of the City of Ripon is desirous of adopting an increase in the cost of providing health benefits for all employees of the City of Ripon Administrative Staff and Non-Represented Police Department employees (“Employees”) for Calendar Year 2016; and

WHEREAS, the following table summarizes the change to the cost of providing health benefits for each employee category for calendar year 2016:

CATEGORY	2015 PREMIUM ^b	2016 PREMIUM ^b	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
<u>Employees w/ Blue Shield</u>				
Employee Only	\$562.02	\$609.96	\$0	\$609.96
Employee + Spouse	\$1,124.55	\$1,220.43	\$0	\$1,220.43
Employee + Children	n/a	n/a	n/a	n/a
Employee + Family	\$1,502.72	\$1,628.16	\$75	\$1,552.16
<u>Employees w/ Kaiser Plan</u>				
Employee Only	\$562.66	\$588.27	\$0	\$588.27
Employee + Spouse	\$1,226.20	\$1,282.53	\$0	\$1,282.53
Employee + Children	\$1,145.68	\$1,196.89	\$0	\$1,196.89
Employee + Family	\$1,706.96	\$1,783.79	\$11.90	\$1,771.89

Note(s):

- a. The maximum potential deductible reimbursement, as previously approved by the City Council, is not included. On a calendar year basis, employees using the Blue Shield plan are reimbursed for 100 percent of the Blue Shield plan healthcare deductible cost. Also, the City reimburses employees using the Blue Shield and 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.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Ripon does hereby approve the increase in cost to provide the Administrative Staff and Non-Represented Police Department Employee health benefits for Calendar Year 2016 as described on the above table.

IT IS FURTHER RESOLVED that the City Council of the City of Ripon does hereby authorize the reimbursement of 100 percent of the Administrative Staff and Non-Represented Police Department Employee Blue Shield Silver Plan healthcare deductible cost and co-insurance cost after \$2,000 is paid by the employee. In order to receive reimbursement, requests shall be submitted to the City no later than 12 months from the date of service as shown on the Explanation of Benefits.

PASSED AND ADOPTED at a regular meeting of the City Council of the City

of Ripon this 10th day of November, 2015, by the following vote:

AYES:	RESTUCCIA, WINCHELL, PARKS, UECKER, ZUBER
NOES:	NONE
ABSENT:	NONE
ABSTAINING:	NONE

THE CITY OF RIPON, a Municipal Corporation

By: _____


Leo Zuber, Mayor

ATTEST:



LISA ROOS, City Clerk