

RESOLUTION NO. 18-82

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE HEALTH AND WELFARE
BENEFITS TO BE PROVIDED IN CALENDAR YEAR 2019

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 2019; and

NOW, THEREFORE, BE IT RESOLVED, the following summarizes the health and welfare plans to be provided to all Employees for calendar year 2019:

- Kaiser Healthcare
- CSAC Blue Shield Healthcare
- Premier Dental
- American Specialty Health Chiropractic
- MES Vision
- Sunlife Life Insurance
- Sunlife Long-term Disability

IT IS FURTHER 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 2019 as described in the table below.

CATEGORY	2018 PREMIUM ^b	2019 PREMIUM ^b	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
<u>Employees w/ Blue Shield Plan ^a</u>				
Employee Only	\$647.87	\$665.21	\$0	\$665.21
Employee + Spouse	\$1,295.24	\$1,331.96	\$0	\$1,331.96
Employee + Children	n/a	n/a	n/a	n/a
Employee + Family	\$1,719.43	\$1,766.35	\$175.68 (2018: \$152.23)	\$1,590.67
<u>Employees w/ Kaiser Plan</u>				
Employee Only	\$657.42	\$663.38	\$0	\$663.38
Employee + Spouse	\$1,435.60	\$1,448.71	\$0	\$1,448.71
Employee + Children	\$1,333.77	\$1,344.70	\$0	\$1,344.70
Employee + Family	\$1,988.82	\$2,006.68	\$123.34 (2018: \$114.41)	\$1,883.34

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.

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 process reimbursement requests, an Employee request 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 9th day of October, 2018, by the following vote:

RESULT: ADOPTED [UNANIMOUS]
MOVER: Dean Uecker, Council Member
SECONDER: Leo Zuber, Vice Mayor
AYES: Dean Uecker, Daniel de Graaf, Leo Zuber, Michael Restuccia
ABSENT: Jake Parks

**THE CITY OF RIPON,
A Municipal Corporation**

By  _____
MICHAEL RESTUCCIA, Mayor

ATTEST:

By:  _____
LISA ROOS, City Clerk