

RESOLUTION NO. 19-28

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
RIPON ADOPTING THE HEALTH AND WELFARE
BENEFITS TO BE PROVIDED TO EMPLOYEES IN
CALENDAR YEAR 2020

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 2020; and

NOW, THEREFORE, BE IT RESOLVED, the following summarizes the health and welfare plans to be provided to all Employees for calendar year 2020:

- Kaiser Healthcare
- CSAC Blue Shield Healthcare
- Cypress Dental
- 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 2020 as described in the table below.

CATEGORY	2019 PREMIUM ^b	2020 PREMIUM ^b	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
<u>Employees w/ Blue Shield Plan ^a</u>				
Employee Only	\$665.21	\$684.47	\$0	\$684.47
Employee + Spouse	\$1,331.96	\$1,370.47	\$0	\$1,370.47
Employee + Children	n/a	n/a	n/a	n/a
Employee + Family	\$1,766.35	\$1,815.36	\$200.18 (2019: \$175.68)	\$1,615.18
<u>Employees w/ Kaiser Plan</u>				
Employee Only	\$663.38	\$683.74	\$0	\$683.74
Employee + Spouse	\$1,448.71	\$1,493.70	\$0	\$1,493.70
Employee + Children	\$1,344.70	\$1,384.81	\$0	\$1,384.81
Employee + Family	\$2,006.68	\$2,067.44	\$153.72 (2019: \$123.34)	\$1,913.72

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 8th day of October, 2019, by the following vote:

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

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

By 
LEO ZUBER, Mayor

ATTEST:

By: 
LISA ROOS, City Clerk