

RESOLUTION NO. 23-46

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
RIPON ADOPTING AN INCREASE IN THE COST OF  
HEALTH AND WELFARE BENEFITS TO BE PROVIDED TO  
NON-REPRESENTED EMPLOYEES AND CITY COUNCIL  
MEMBERS IN CALENDAR YEAR 2024

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 2024; 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, previously the City agreed to pay 50 percent of the premium increase above the maximum monthly contribution of \$1,850 for employees enrolled with Kaiser Permanente and \$1,755 for employees enrolled with Blue Shield; and

WHEREAS, the City Council is desirous of increasing the maximum monthly contribution amounts for Kaiser Permanente and Blue Shield to \$2,050 and \$2,050, respectively; 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 2024:

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

BE IT FURTHER RESOLVED, that for calendar year 2024, the City agrees to pay 50 percent of the premium increase above the maximum monthly contribution of \$2,050 for employees enrolled with Kaiser Permanente and \$2,050 for employees enrolled with Blue Shield; and

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 2024 to City employees and Council members, as described in the table below.

CATEGORY	2023 PREMIUM <sup>b</sup>	2024 PREMIUM <sup>b</sup>	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
<b>Employees w/ Blue Shield Plan <sup>a</sup></b>				
Employee Only	\$842.42	\$962.09	\$0	\$962.09
Employee + Spouse	\$1,687.42	\$1,926.71	\$0	\$1,926.71
Employee + Children	\$1,705.89	\$1,940.50	\$0	\$1,940.50
Employee + Family	\$2,225.52	\$2,537.85	\$243.92 (2023:\$235.26)	\$2,293.93
<b>Employees w/ Kaiser Plan</b>				
Employee Only	\$754.74	\$822.61	\$0	\$822.61
Employee + Spouse	\$1,650.26	\$1,800.32	\$0	\$1,800.32
Employee + Children	\$1,526.41	\$1,657.42	\$0	\$1,657.42
Employee + Family	\$2,278.69	\$2,486.09	\$218.04 (2023:\$214.35)	\$2,268.05

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 November, 2023, by the following vote:

**RESULT:** ADOPTED BY CONSENT VOTE [UNANIMOUS]  
**MOVER:** Daniel de Graaf, Council Member  
**SECONDER:** Leo Zuber, Vice Mayor  
**AYES:** Michael Restuccia, Leo Zuber, Daniel de Graaf, Dean Uecker  
**ABSENT:** Gary Barton

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

By   
MICHAEL RESTUCCIA, Mayor

ATTEST:

By:   
LISA ROOS, City Clerk