

SIDE LETTER TO THE MEMORANDUM OF UNDERSTANDING
 July 1, 2018 through June 30, 2020
 BETWEEN THE CITY OF RIPON
 AND
 RIPON SERGEANT'S OFFICER'S ASSOCIATION

On July 10, 2018, the City Council of the City Ripon adopted Resolution No. 18-58, approving the 2018-2020 Memorandum of Understanding (MOU). The adjustments to wages, hours and conditions of employment that are set forth in this side letter have been discussed by and between the bargaining representatives of the City of Ripon (hereinafter, "City") and the bargaining representatives of the Ripon Police Sergeant's Association (hereinafter "Association") and shall apply to all employees of the City working in the classification of Police Sergeant.

On July 14, 2020, an amendment was passed to extend the current MOU duration from June 30, 2020 to June 30, 2021.

As part of the above referenced Memorandum of Understanding, the City and Association have agreed to share in the premium increases above the defined maximum monthly contribution of \$1,760 for Association employees enrolled with Kaiser Permanente and \$1,415 for Association employees enrolled with Blue Shield.

The City has received the 2021 Health and Welfare annual premium renewal cost information. Below is a summary of the change in premium from calendar year 2020 to 2021 for the Blue Shield and Kaiser employee categories.

CATEGORY	2020 PREMIUM ^b	2021 PREMIUM ^b	EMPLOYEE RESPONSIBILITY	CITY RESPONSIBILITY
Employees w/ Blue Shield Plan ^a				
Employee Only	\$684.47	\$751.51	\$0	\$751.51
Employee + Spouse	\$1,370.47	\$1,505.61	\$45.30 (2020: \$0)	\$1,460.31
Employee + Children	n/a	1,524.48	\$54.74 (2020: \$0)	\$1,469.74
Employee + Family	\$1,815.36	\$1,991.33	\$288.17 (2020: \$200.18)	\$1,703.16
Employees w/ Kaiser Plan				
Employee Only	\$683.74	\$724.30	\$0	\$724.30
Employee + Spouse	\$1,493.70	\$1,582.93	\$0	\$1,465.92
Employee + Children	\$1,384.81	\$1,465.92	\$0	\$1,582.93
Employee + Family	\$2,067.44	\$2,188.82	\$214.41 (2020: \$153.57)	\$1,974.41

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.

Starting January 1, 2021, an Association member in the category of "Employee + Family" enrolled in Blue Shield will be responsible for \$288.17 per month, an Association member in the category of "Employee + Family" enrolled in Kaiser will be responsible for \$214.41 per month, an Association member in the category of "Employee + Spouse" enrolled in Blue Shield will be responsible for \$45.30 per month and an Association member in the category of "Employee + Child" enrolled in Blue Shield will be responsible for \$54.74 per month.

CITY OF RIPON

RIPON POLICE SERGEANT'S ASSOCIATION



Kevin Werner, City Administrator

Stephen Meece, RSA

Date: 10/26/2020

Date: 10-24-2020