

RESOLUTION NO. 2014-089

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK
APPROVING THE TENTATIVE AGREEMENT ON A THREE YEAR PROPOSAL
WITH THE ROHNERT PARK PUBLIC SAFETY MANAGERS' ASSOCIATION
(RPPSMA)**

WHEREAS, the Rohnert Park Public Safety Manager's Association (RPPSMA) has ratified the terms and conditions contained in their Tentative Agreement on a Three Year Proposal with the City of Rohnert Park (City) dated June 30, 2014; and

WHEREAS, the City Council wishes to recognize and approve the terms and conditions of the Tentative Agreement on a Three Year Proposal with RPPSMA.


NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby approve the Tentative Agreement on a Three Year Proposal with the RPPSMA which is attached hereto as Exhibit "A" and incorporated herein by this reference.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized and directed to execute documents pertaining to same for and on behalf of the City of Rohnert Park.

DULY & REGULARLY ADOPTED this 22nd day of July, 2014.



CITY OF ROHNERT PARK


Joseph T. Callinan, Mayor

ATTEST:



JoAnne Buergler, City Clerk

Exhibit A: RPPSMA Tentative Agreement on a Three Year Proposal Dated June 30, 2014

BELFORTE: ABSENT MACKENZIE: ABSENT STAFFORD: AYE AHANOTU: AYE CALLINAN: AYE

AYES: (3) NOES: (0) ABSENT: (2) ABSTAIN: (0)

**CITY OF ROHNERT PARK
AND THE
ROHNERT PARK PUBLIC SAFETY MANAGERS' ASSOCIATION (RPPSMA)**

**2014 MOA NEGOTIATIONS
TENTATIVE AGREEMENT ON THREE YEAR PROPOSAL**

June 30, 2014

The City of Rohnert Park (the "City") and the Rohnert Park Public Safety Managers' Association ("RPPSMA") have negotiated and reached a tentative agreement on a successor Memorandum of Agreement ("MOA"). No tentative agreement shall be a final agreement except as a part of a total package agreement between the parties. Both parties agree that final approval of the tentative collective bargaining agreement is subject to ratification by RPPSMA membership and the Rohnert Park City Council.

Introduction

The City of Rohnert Park (City) recognizes the Rohnert Park Public Safety Managers' Association (RPPSMA) as the labor bargaining and representation unit for Public Safety Commanders (formerly referred to as "Public Safety Lieutenants").

Pursuant to Government Code Section 3500 et. seq., the representatives of the RPPSMA and the representatives of the City have met and conferred and hereby submit their joint recommendation for salary and benefit compensation for all members of the bargaining unit.

For purposes of this Agreement, the title "Public Safety Commander" shall not be used for salary survey or benchmarking purposes. Any such surveys shall be based on like assignment. The change in title from "Public Safety Lieutenant" to "Public Safety Commander" does not result in any increase to wages or benefits.

2. Holidays

2.1 Holidays Observed

The holidays observed by the City will be:

"Independence Day"

The first Monday in September, "Labor Day"

~~"State Admission Day," September 9~~

The second Monday in October, "Columbus Day"

"Veteran's Day"

The fourth Thursday in November, "Thanksgiving Day"

Day after "Thanksgiving"

12:00 Noon to 5:00 p.m. on December 24

"Christmas Day"

"New Years Day"

The third Monday in January, "Martin Luther King, Jr. Day"

Friday proceeding "President's Day"

The third Monday in February, "President's Day"

The last Monday in May, "Memorial Day"

Floating Holiday

In addition to the recognized holidays identified in Section 2.1, each eligible employee shall be allocated one floating holiday (equivalent to 10 hours for a full-time employee) per fiscal year on July 1st. The floating holiday must be taken prior to June 30th of each year. The floating holiday will not be carried over from year to year and there shall be no cash value for the floating holiday during employment or upon separation from the City.

2.2 Proclaimed Holidays

Every day proclaimed by the President, Governor or Mayor of the City as a public holiday and made applicable to City employees.

2.3 Day of Mourning

Each day that the Governor declares a day of mourning or special observance as a holiday for State employees if the declaration makes it applicable to City employees.

2.4 Alternate Day Off

At the discretion of the Director of Public Safety, holiday pay may be authorized for Public Safety Commanders who are directed to work on any holiday observed by the City. Holiday Pay may be approved in lieu of granting the employee an alternate day off. Holiday Pay is calculated on a straight time basis.

5.10 Medical and Health

Employees will have a choice of Kaiser ~~Foundation Health Plan, Inc., California North Region (S Coverage)~~; Permanente (Traditional \$20 Co-Pay Plan, Traditional \$40 Co-Pay Plan and HSA) or Anthem Blue Cross Prudent Buyer Plan (Traditional \$250 Deductible Plan and HSA) through REMIF or any other comparable health plan offered by the City.

- (a) ~~Effective December 1, 2009, the City agrees to will contribute up to the following amount per month toward the cost of employee towards medical insurance premiums an amount equal to 80% of the lowest cost health plan at the employee's enrollment level. High Deductible Health Plans (DHP) with Health Savings Accounts (HAS) shall not be used as the lowest cost plan.;~~

Enrollment Level	2014-2015	2015-2016	2016-2017
Employee Only (Single)	\$469.00	\$485.00	\$500.00
Employee + 1 (Two Party)	\$938.00	\$971.00	\$1,000.00
Employee + 2 (Family)	\$1,327.00	\$1,373.00	\$1,400.00

- (b) As a result of any Federal or State law enacted subsequent to the effective date of this MOA, City shall make an effort to maintain the level of benefits as provided for in this MOA.
- (c) Alternate Benefit: Eligible employees may receive an alternate benefit of \$350.00 per month when having health insurance from a source other than the City. This benefit shall be provided as outlined in City Council Resolution No. 2007-178, adopted October 23, 2007.

New Section:

5.10 (d) Joint Commitment to Affordable Health Care

The parties are committed to providing quality and affordable health care for all members. Ninety (90) days prior to open enrollment, parties will work together through their Joint Labor Management Committee to review preliminary health care rates and discuss any potential changes to plan design to reduce costs. Any changes to plan designs, including providers, will be made by mutual agreement during the term of the MOA. However, changes necessitated by REMIF's transition from fully insured plans to self-insured plans are outside the scope of this agreement.

Section 5.19 Retired, Deceased and/or Permanently Disabled Employees

1. Definition of Terms

- a. "Eligible Employee" means any regular full-time or regular part-time benefited employee hired by the City before July 1, 2007, and who actively participates in and contributes to the CalPERS Retirement System, and who will be entitled, when eligible, to receive a retirement allowance from CalPERS.
- b. "Retired Employee" or "Retiree" is a regular full-time or regular part-time benefited City employee hired before July 1, 2007 who retires from the City and thereafter receives a retirement allowance from CalPERS. Retirement includes service retirement or disability retirement from the City of Rohnert Park.
- c. "Employees Hired on or After July 1, 2007" means any regular full time or regular part-time benefited employee hired by the City on or after July 1, 2007, and who actively participates in and contributes to the CalPERS Retirement System, and who will be entitled, when eligible, to receive a retirement allowance from CalPERS. Employee Hired on or after July 1, 2007 are entitled to the retiree health benefit set forth in Section 5.19(2)(b) below.
- d. "Continuous City serviceService" is defined as being continuous regular full-time or regular part-time benefited City employment for calculating length of continuous service and service credit. Part-time (non-benefited) employment and approved unpaid leaves will not be used in calculating length of continuous service under this section. Any separation from City employment will void any previous accrual towards length of continuous service for purposes of this section, unless otherwise waived by the City Manager and due to extenuating circumstances. Layoffs with subsequent restoration and approved City paid leaves do not constitute separation from City service (and therefore will not void any previous accrual towards length of continuous service) for the purpose of this section.

2. Retirement Medical Benefits for Employees Hired Prior to July 1, 2007

This Section does not apply to any Eligible Employee electing the Alternate Retiree Medical Benefit option in Section 5.19(3).

- (a) The City agrees to provide/offer and make a medical insurance premium contribution as specified: ~~to (1) eligible members that elect to retire from the City effective on or before December 31, 2014 subject to the benefits provided in Section 5.19(2) and Attachment B "Insurance Premium Contribution Rate Schedule" of the FY 2013/2014 Memorandum of Understanding, attached hereto as Attachment B; or (2) eligible members that elect to maintain the benefit and contribute 50% to the normal cost of the benefit until the time of retirement toward the applicable early retirement premium~~

~~or Medicare-eligible premium as outlined in the attached "Insurance Premium Contribution Rate Schedule." Coverage will extend to eligible dependents. The City will provide such contributions only:~~

- (1) ~~To regular full-time and regular part-time City employees hired before June 30, 2007~~Eligible Employees who retire effective on or before December 31, 2014 and have at least fifteen (15) years of continuous Continuous City sService with the City and who retire upon reaching retirement age or thereafter and are receiving a retirement allowance from CalPERS, the City will make a medical insurance premium contribution toward the applicable early retirement premium or Medicare-eligible premium as outlined in Attachment B "Insurance Premium Contribution Rate Schedule." ~~To for e~~Eligible Employees who have at least fifteen (15) years of Continuous Service with the City and retire -members that retire on or beforeafter December 31, 2014, the City will make a medical insurance premium contribution toward the early retirement premium or Medicare-eligible premium as outlined in or Attachment C "Insurance Premium Contribution Rate Schedule for Employees that Elect to Contribute 50% of the Normal Cost." Coverage will extend to one eligible dependent. Said employees shall be referred to as "Retired Employees."
- (a) Employees with less than 15 consecutive years of service with the City receive no City fringe benefits, i.e., medical, dental, vision, life insurance at retirement.
- (b) Calculation of premium will be prorated for regular, part-time employees.
- (c) Employees must retire concurrent with termination of service with the City to be eligible for this benefit (no vesting).
- (d) The City's share of the premium costs for all retirement benefits as described herein shall not exceed the amount described in Attachment B "Insurance Premium Contribution Rate Schedule," or Attachment C "Insurance Premium Contribution Rate Schedule For Employees that that Elect to Contribute 50% of the Normal Cost," and shall not include payment of Medicare B premiums.
- (e) To help defray the costs of retirement medical benefits described above, effective the first full pay period that begins on or after August 1, 2014, eligible-Eligible employees-Employees that have not elected to participate in the "Alternate Retirement Medical Benefit Option" provided in Section 5.19(3) below, and have not provided the City with written notice of their intent to retire effective on or before December 31, 2014, may irrevocably elect toshall contribute fifty percent (50%) of the normal cost of their

respective benefit throughout the course of his or her remaining employment, including all periods the individual is not actively providing service to the City.

(i) The parties have calculated fifty percent of the current normal cost to be \$3,932.00 per year (payable in 26 equal payments of \$151.23). An eligible—Eligible employee—Employee who irrevocably elects this option maintains his/her existing benefit will pay \$151.23 per pay period on a pre-tax basis beginning with the first full pay period that begins on or after August 1, 2014. These contributions will be irrevocable and deducted from an employee's bi-weekly paycheck on a pre-tax basis and will end upon retirement. An eligible—Eligible employee—Employee who elects this option to maintain his/her existing benefit may not thereafter withdraw this election for any reason, including actual financial hardship. In addition, no employee will be entitled to receive a refund of these monies for any reason. Any Eligible Employee who leaves City employment and does not retire from the City will forfeit his or her choice of this benefit. The normal cost calculation will be revised with the City's next GASB 45 Actuarial Valuation prepared by the City's actuarial expert utilizing the same discount rate as adopted by the City in its July, 1, 2013 GASB 45 Actuarial Valuation. The eligible employee must provide written notice to the HR Director of his/her election to contribute to the normal cost by August 1, 2014.

(ii) Insufficient Paycheck Funds for Deduction of Required Contribution. Since the cost sharing contribution is mandatory for Eligible Employees that elect to maintain their existing benefits, the employee's obligation to make the contribution does not end when he or she is on a paid or unpaid leave of absence or in any status where there are insufficient funds available in his or her paycheck to cover this contribution after other mandatory deductions have been taken subject to applicable federal tax laws. The employee will be required to make-up any deficiency in cost sharing contributions by a lump sum pre-tax deduction from his or her paycheck within sixty (60) days after the date the employee has sufficient funds to pay the required contributions through payroll, or, if this lump sum payment is not made during this time frame, the City will deduct double the normal deduction amount from each paycheck on a pre-tax basis until all missed contributions are paid in full. If the employee retires from City employment without having paid all mandatory cost sharing contributions, the employee will forfeit the benefit.

(f) The cost sharing provisions of paragraph (vi) shall not apply to members who provide written notice of their intent to retire effective on or before December 31, 2014; such employees will be subject to the benefits provided in Section 5.19(2) and Attachment B "Insurance Premium Contribution Rate Schedule."

(2) To regular full-time or regular part-time employees hired before June 30, 2007 who:

(a) Have at least ten (10) years of continuous service with the City; and

(b) Are retired forthwith from the City of Rohnert Park service into CalPERS at the time of permanent or total disability, and;

(c) Are permanently and totally disabled from their occupation and unable to perform with reasonable continuity the material duties of their own occupation. After twenty-four (24) months if gainful employment is obtained in an occupation in which the material duties are reasonably fitted by education, training, experience and compensation to the occupation at the time of disability, the employee shall no longer be considered permanently and totally disabled from their occupation. In such circumstances, benefited shall be discontinued.

(d) Said employees shall be referred to as "Retired Employees" except for the circumstance noted above in which the employee is no longer permanently and totally disabled. Coverage will extend to eligible spouse, registered domestic partner, and dependents.

(e) The City will make a medical insurance premium contribution toward the applicable early retirement premium or Medicare-eligible premium as outlined in the attached Attachment C "Insurance Premium Contribution Rate Schedule for Employees that Contribute 50% of the Normal Cost." The City's share of the premium costs for all retirement benefits as described herein shall not exceed the amount described in Attachment C, and shall not include payment of Medicare B premiums. Coverage will extend to eligible dependents.

(3) To the surviving spouse, registered domestic partner, and legal dependents of a regular full-time or regular part-time employee hired before June 30, 2007 who died while a City employee after ten (10) or more years of continuous service with the City. Said employee shall be referred to as a "Deceased Employee."

- (4) The City agrees to provide/offer and pay the premium(s) as provided for active employees at time of retirement for life insurance, dental care, and vision care benefits for retired employees and eligible dependents. Calculation of premium will be prorated for regular, part-time employees.
- (5) Benefits provided under this section shall be coordinated with Medi-Care, Medi-Cal, and any other welfare program available of which said benefit coverage shall be considered primary and City provided coverage in turn considered secondary.
- (6) All benefits provided under this section are subject to the characteristics of each individual benefit program. The life insurance to be provided will be the life insurance plan amount in effect and in accordance with the provisions of the life insurance program as of the date of employee's retirement.
- (7) The benefits provided under this section will continue for such retired employees and their spouse, registered domestic partner, and legal dependents, if any, while said retired employee is alive. In the event of the retired employee's death, coverage will continue for the spouse or registered domestic partners until the spouse or domestic partner dies, remarries, or forms another registered domestic partnership. In addition, the benefits provided under this section will continue for said retired or deceased employee's legal dependent children who qualify as an Internal Revenue Service dependent until said children reach the maximum age limit specified by state or federal law, or the spouse or registered domestic partner marries, or forms another registered domestic partnership whichever occurs earliest.
- (8) Continuous City service is defined as being continuous regular full-time or regular part-time City employment only for calculating length of continuous service under this section. Part-time (non-benefited) employment and approved unpaid leaves will not be used in calculating length of continuous service under this section. Any separation from City employment will void any previous accrual towards length of continuous service for purposes of this section, unless otherwise waived by the City Manager and due to extenuating circumstances. Layoffs with subsequent restoration and approved City paid or unpaid leaves do not constitute separation from City service (and therefore will not avoid any previous accrual towards length of continuous service) for the purpose of this section.
- (9) Any retired employee who, after retirement from the City, becomes employed elsewhere and is covered by medical, life insurance, health, dental or vision care benefits by his/her new employer, coverage provided

by the City to the retired employee will be considered secondary to the coverage provided by his/her new employer, his/her new employer's coverage shall be considered primary.

- (10) Any spouse or registered domestic partner of a deceased employee or deceased retired employee who is receiving benefit coverage as provided under this section, becomes employed and is covered by medical, health, dental or vision care benefits by his/her employer, said coverage provided by City will be considered secondary to the coverage provided by the spouse's or registered domestic partner's employer, and his/her employer's coverage shall be considered primary.

~~(b). Regular City employees hired after June 30, 2007 shall be eligible for the benefits described below in lieu of the benefits described in Sections 7.19(a) above.~~

- ~~(a) The City will contribute \$75.00 per month for active employees in paid status to a Retiree Health Savings Account (RHSA).~~
- ~~(b) The City's contribution to an employee's RHSA shall be considered vested as to an employee terminating City employment with ten (10) or more consecutive years of City service.~~
- ~~(c) Calculation of contribution will be prorated for regular part-time employees.~~
- ~~(d) Subject to the eligibility criteria of REMIF and/or insurance plans, employees hired after June 30, 2007 may participate as retirees at their own expense in the City's group health insurance.~~

[Attachment B Retiree Medical Insurance Table from 2013/2014 MOU for members that retire by December 31, 2014 under the terms of 2013/2014 MOU.]

[See Attachment C Insurance Premium Contribution Rate Schedule For Employees that that Contribute 50% of the Normal Cost and retire under the terms of 2014/2017 MOU.]

3. Alternate Retirement Medical Benefit Option For Employees Hired Prior to July 1, 2007 [NEW SECTION]

(a) The Alternative Retirement Medical Benefit

~~Members hired prior to July 1, 2007 are eligible to receive a defined retirement medical benefit pursuant to Section 5.19(2) above and Attachment B of this Agreement, however, such members~~Eligible Employees may voluntarily elect, at the member's sole discretion, to opt out of the retirement medical benefit provided in Section 5.19(2) above.

~~Members-Eligible Employees electing to opt out of the defined retirement medical benefit provided in Section 5.19(2) and Attachment B / Attachment C of this Agreement must notify the HR-Human Resources Director, in writing, of their irrevocable decision to opt out of the benefit on or before August 1, 2014.~~

~~Association members~~Eligible Employees electing to opt out of the defined retirement medical benefit provided in Section 5.19(2) and Attachment B / Attachment C of this Agreement shall receive the following Alternative Retirement Medical Benefit, which shall be fully vested upon receipt of the Eligible Employee's written notice by the HR Director. Eligible Employees electing this opt-out option shall not be subject to any cost-sharing requirements (i.e., normal cost) during the term of their employment.:

(a) — Eligible Employees Who Separate or Retire From the City On or After July 1, 2014

(i) ~~On or before January 15, 2015, after receiving notice of an Eligible Employee's decision to opt out of the defined retirement medical benefit provided in Section 5.19(2) and Attachment B / Attachment C of this Agreement (with such notice due on or before August 1, 2014), the City shall establish a Retiree Health Savings Account (RHSA) (or substantially similar Accountinvestment account in the eligible employee's name) for the Eligible Employee. The City shall contribute \$2,500.00 per year of Continuous City Service into the RHSA. Eligible Employees will retains the RHSA upon retirement or separation from the City. For purposes of the service credit calculation, eligible employees shall receive service credit on a pro rata basis by month and days of service as of January 1, 2015.~~

(ii) ~~Upon retirement from the City, the City will provide the Retired Employee with \$500 per month for the cost of retirement healthcare premiums until the Retired Employee reaches the age of Medicare eligibility. These funds shall be provided to each member in a manner to be determined by the parties on or before December 31, 2014. However, the parties agree that these funds shall be provided in a if possible on a pre-tax manner that permits each member to utilize the contributions for selecting the medical insurance of his/her choice, and if possible,~~

on a pre-tax basis. In the event of the Retired Employee's death, the benefits provided by the City to the Retired Employee under this section will not continue for the survivors or dependent children of the Retired Employee.

- (iii) Subject to the eligibility criteria of REMIF and/or insurance plans, Eligible Retired Employees may participate as retirees at their own expense in the City's group health insurance.

(b) The Alternative Retirement Medical Benefit for Eligible Employees Who Retire Prior to January 1, 2015

In the event an Eligible Employee elects to retire prior to January 1, 2015 subject to the terms of this Agreement and the benefit provided in Section 5.19(3) above, the RHSA (or substantially similar account) shall be established and funded prior to the date of retirement, or as near as practicable to that date. The Eligible Employee must make the election to retire prior to January 1, 2015 in writing and As such, employees must give provide a minimum of thirty (30) days' notice to the Personnel Officer/Human Resources Director.

(c) Dental and Vision Benefits For Eligible Employees

- (i) Upon retirement, City will provide/offer and pay to on behalf of regular full-time or regular part-time benefited employees Retired Employees hired before July 1, 2007, the premium benefit(s) as provided for active employees at the time of retirement for dental care and vision care benefits for retired employees and one eligible dependent until the Retired Employee reaches the age of Medi-Care eligibility or elects to leave the City dental and vision system. Calculation of premium benefit will be prorated for regular, part-time employees.
- (ii) All dental care and vision care benefits provided under this section are subject to the characteristics of each individual benefit program.
- (iii) In the event of the Retired Employee's death, the benefits provided by the City to the Retired Employee under this section will not continue for the survivors or dependent children of the Retired Employee.
- (iv) Any Retired Employee who, after retirement from the City, becomes employed elsewhere and is covered by dental or vision care benefits by his/her new employer, said coverage provided by the City to the retired employee will be considered secondary to the coverage provided by his/her new employer, his/her new employer's coverage shall be considered primary. Retired employees are required to notify the City's Human Resources Department of any additional insurance coverage from new employers.

b. Retiree Health Benefits for Employees Hired On or After July 1, 2007

(d) Beginning July 1, 2014, on a going forward basis, Regular full-time or regular benefited part-time City employees hired after June 30, 2007 Employees Hired On or After on or after July 1, 2007 shall be eligible for the following benefits described below in lieu of the benefits described in Sections 5.19(a2)(a) above:

(i) Effective July 1, 2014, the City will increase the contribution from \$75.00 per month to contribute \$100.00 per month for active employees in paid status to a Retiree Health Savings Account (RHSA). The monthly contribution will end upon the employee's date of retirement or separation from the City.

(ii) The City's contribution to an employee's RHSA shall be considered vested as to an employee terminating City employment with ~~ten (10)~~ five (5) or more consecutive years of City service.

(iii) Calculation of contribution will be prorated for regular part time employees.

(iv) Subject to the eligibility criteria of REMIF and/or insurance plans, employees hired after July 1, 2007 may participate as retirees at their own expense in the City's group health insurance.

7. Compensation Adjustments

7.7 ~~Fiscal/Budgetary Impacts~~ Salary Adjustments [New Section]

- (a) Effective the first full pay period in July 2014, all members shall receive a one-time payment of three percent (3%) of their salary (including stipends). This is non-pensionable.
- (b) Effective the first full pay period in July 2015, all members shall receive a one-time payment of three percent (3%) of their salary (including stipends). This is non-pensionable.
- (c) Effective the first full pay period in July 2016, all members shall receive a three percent (3%) increase to base salary in pensionable compensation.

~~If the State of California fiscal crisis continues and substantial funds are extracted from the City or sales tax revenue or other major revenue sources decline to a point where the City must consider a reduction in staffing, City may re-open this MOA to address salary issues.~~

One-time Ppayments will be included in a regular payroll check or in a separate check at the member's election.

7.8 Ratification Bonus [New Section]

Upon ratification of this Agreement by RPPSMA and the City of Rohnert Park, the City shall pay to each employee a ratification bonus of \$500.00. This bonus will be paid in one lump sum in the first pay period for the fiscal year 2014/15. The ratification bonus is taxable, and all regular payroll taxes will be withheld unless deferred into a 457 account.

14. Term of Agreement

~~14.1 Effective Date~~

This agreement ~~shall~~ is to become effective on July 1, 20132014 through

~~14.2 Termination Date~~

~~This agreement will terminate on June 30, 2014~~2017.

20. Succeeding Agreement

Negotiations for the period commencing July 1, 20142017, shall begin on or before ~~May~~ February 1, 20142017, by which time RPPSMA shall submit its proposals to the City Manager. Said submittal shall include an estimated percentage decrease or increase in the cost of proposals compared to the provisions of this Agreement.

FOR THE CITY

Danielle DuCaine ^(VP) 7/15/14
Danielle DuCaine Date

Victoria Perrault 7/15/14
Victoria Perrault Date

FOR RPPSMA

[Signature] 7-13-14
Lt. Pat Strouse Date

[Signature] 2091 7-15-14
Lt. Jeff Taylor Date

[Signature] 7-15-14
Lt. Mike Bates Date

Attachment "B": Retiree Medical Insurance Table

PREMIUM CONTRIBUTION RATE SCHEDULE FROM 7/1/13 THROUGH 6/30/14

EMPLOYEES HIRED PRIOR TO JULY 1, 1993 who retire between 7/1/13 and 6/30/14.

City contribution formula at time of retirement is: 80% of the lowest cost premium.	Lowest employee-only premium cost at time of retirement	Lowest employee+1 premium cost at time of retirement	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree only.</i>	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree + eligible others.</i>
80%	\$555.11	\$1,110.22	\$444.09	\$888.18

EMPLOYEES HIRED between JULY 1, 1993 and June 30, 2007 who retire between 7/1/13 and 6/30/14.

Years of Service	% of City contribution based on Years of Service	City contribution formula at time of retirement: 80% of the lowest cost premium.	Lowest employee-only premium cost at time of retirement	Lowest employee+1 premium cost at time of retirement	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree only</i>	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree + eligible others.</i>
15-19.99*	50%	80%	\$555.11	\$1,110.22	\$222.04	\$444.09
20-24.99	75%	80%	\$555.11	\$1,110.22	\$333.07	\$666.13
25+	100%	80%	\$555.11	\$1,110.22	\$444.09	\$888.18

*10 - 19.99 years of service for permanently and totally disabled retirees and deceased employee survivors only.

Attachment C: Retiree Medical Insurance Table
For Employees Electing to Maintaining Existing Retiree Medical Benefits and Electing to
Contributing 50% of the Normal Cost (Section 5.19(2))

INSURANCE PREMIUM CONTRIBUTION RATE SCHEDULE FROM 7/1/14 THROUGH 6/30/15

EMPLOYEES HIRED PRIOR TO JULY 1, 1993 who retire between 7/1/14 and 6/30/15.

City contribution formula at time of retirement is: 80% of the lowest cost premium.	Lowest employee-only premium cost at time of retirement	Lowest employee+1 premium cost at time of retirement	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree only.</i>	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree + eligible others.</i>
80%	\$554.47	\$1,108.94	\$443.57	\$887.15

~~*denotes that actual premium costs must be amended to incorporate precise dollar amount.~~

EMPLOYEES HIRED between JULY 1, 1993 and JUNE 30, 2007 who retire between 7/1/14 and 6/30/15

Years of Service	% of City contribution based on Years of Service	City contribution formula at time of retirement: 80% of the lowest cost premium.	Lowest employee-only premium cost at time of retirement	Lowest employee+1 premium cost at time of retirement	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree only.</i>	Ongoing monthly City contribution to retiree premium: <i>Enroll retiree + eligible others.</i>
15-19.99	50%	80%	\$554.47	\$1,108.94	\$221.78	\$443.57
20-24.99	75%	80%	\$554.47	\$1,108.94	\$326.33	\$665.36
25+	100%	80%	\$554.47	\$1,108.94	\$443.57	\$887.15

~~*denotes that actual premium costs must be amended to incorporate precise dollar amount.~~ *10-19.99 years of service for permanently and totally disabled retirees and deceased employee survivors only

THIS ATTACHMENT C IS TO BE AMENDED IN MAY OF EACH YEAR OF THIS AGREEMENT TO REFLECT NEW HEALTHCARE PLAN RATES FOR ELIGIBLE EMPLOYEES THAT RETIRE DURING THE SPECIFIED YEAR.