

City of Arcata and Arcata Police Association

Side Letter Agreement

Article # 10.1 Medical, Dental and Vision Insurance

April 29, 2025

Representatives of the Arcata Police Association (APA) and the City of Arcata hereby agree to the following amended terms related to the APA MOU 2024-2027, Article 10, Section 10.1:

ARTICLE 10 HEALTH AND WELFARE BENEFITS

SECTION 10.1 MEDICAL, DENTAL, AND VISION INSURANCE

10.1.1 (a) Represented employees may choose coverage for health insurance under the REMIF (Redwood Empire Municipal Insurance Fund) contracted plan or a plan chosen by the Arcata Police Association with the City contributing the amount of premium paid under the REMIF-contracted plan.

10.1.2 (a) For health plan year 2024/2025, 2025/2026, 2026/2027 only, an employee who voluntarily opts out of the City's medical coverage due to having other non-City coverage shall receive four hundred dollars (\$400) per month. This payment shall be made through the employee's regular bi-weekly payroll check (\$184.62/pp). Payments are taxable, subject to tax withholding. (Amended 2024-2027)

Per FLSA overtime guidelines, for any work period in which the employee has overtime and is receiving an opt out payment, if the employee elects overtime to be paid rather than banked as compensatory time off (CTO), the opt out payment shall be included in the calculation of the employee's 'regular rate of pay' for the purposes of determining the overtime rate of pay. If overtime is taken as CTO, it is accrued in the customary way, and paid at the regular rate of pay applicable at the time of use or cash out.

In order to be eligible to receive the opt out payment, the employee must provide annual proof of adequate "minimum essential" non-City medical coverage for all applicable dependents and employee (self), and sign an agreement holding the City harmless.

(b) It is further agreed that if at any time during this contract, the City's health plan(s) (currently REMIF Self-Funded Medical Plan) or the REMIF Board changes or limits participation requirements, prohibits an opt out payment, or the opt out payment

otherwise negatively impacts the City directly or its participation in the Plan(s), such payment shall be discontinued at that time. Discontinuance of such payment shall not be required to be offset or substituted by the City with any other pay or benefit. (Amended 2019-2021)

10.1.3 The City and employees of the Arcata Police Association will share in the premium costs related to medical insurance as follows:

(a) **EPO 250 Medical Plan** (Amended 2024-2027)

(1) Beginning with the August 2024 premium which is paid in July 2024, represented employees will pay the following *semi-monthly* contribution towards medical insurance:

- Employee Only: \$ 89.77
- Employee + One: \$ 188.12
- Family: \$ 268.50

(2) Beginning with the July 2025 premium, represented employees will pay an additional 40% of any increase over the following total monthly premium rates, for the EPO 250 medical insurance. If there is a decrease or no increase in the listed premium rates, represented employees will continue to pay the applicable contribution rates listed above:

- Employee Only: \$ 1,075.00
- Employee + One: \$ 2,252.00
- Family: \$ 3,215.00

(3) Beginning with the July 2026 premium, represented employees will pay 40% of any increase over the 2025/2026 total monthly premium rates for the EPO 250 Medical Plan insurance. This amount shall be added to the 2025/2026 applicable employee contribution rates. If there is a decrease or no increase in the premium rates, represented employees will continue to pay the applicable employee contribution rates established for the previous plan year (2025/2026).

(b) **EPO 500 Medical Plan** (Amended 2024-2027)

(1) The City shall pay *up to* the following towards the monthly premiums:

- Employee Only: \$ 798.60
- Employee + One: \$ 1,673.20
- Family: \$ 2,389.80

(c) **High-Deductible Health Plan (HDHP) (added 2025)**

1) **Beginning July 2025 premium paid in June 2025, represented employees will pay the following semi-monthly contributions towards the HDHP premiums:**

- Employee Only - \$ 41.20
- Employee + One - \$86.25
- Family - \$123.10

2) The City will be contributing the following to the HDHP 2025/2026 plan year premium on a semi-monthly basis.

- Employee Only - \$ 370.80
- Employee + One - \$776.25
- Family - \$1107.90

3) High Deductive Health Plan deductible minimum and maximum amounts are set by the Internal Revenue Service. For calendar year 2025, the deductible for employee only is \$1650 and for employee +1 and family is \$3300. For the 2025/2026 plan year, the City will make the following contributions to the employee Health Savings Account on or before July 1, 2025:

- Employee only - \$1,650.00
- Employee +1 and Family - \$3,300.00

4) For future plan years, represented employees will pay 40% of any increase over the following total monthly premium rates, for health insurance. This amount shall be added to the applicable employee contribution rates listed above. If there is a decrease or no increase in the listed premium rates, employees will continue to pay the applicable contribution rates listed above. Current Health Insurance Rates for the HDHP for the 2025/2026 plan year are as follows:

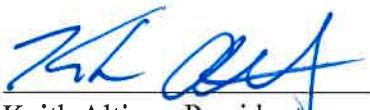
- Employee Only - \$824.00
- Employee + One - \$1,725.00
- Family - \$2,462.00

10.1.4 Represented employees may choose coverage for dental insurance under the REMIF (Redwood Empire Municipal Insurance Fund) plan or a plan chosen by the Arcata Police Association with the CITY contributing the amount of premium paid under REMIF's plan.

10.1.5 The CITY will provide REMIF's vision plan for all represented employees.

Dated: 5/8/25

ARCATA POLICE ASSOCIATION:



Keith Altizer, President

CITY OF ARCATA:



Merritt Perry, City Manager