

SIDE LETTER NUMBER 2
BETWEEN
CITY OF LEMOORE
AND
LEMOORE POLICE SERGEANTS UNIT
RELATING TO MEDICAL INSURANCE PREMIUMS
NOVEMBER 15, 2018

This Side Letter of Agreement Number 2 ("Agreement") relates to an increase in medical insurance premiums for the 2019 plan year and is between The City of Lemoore ("City") and the Lemoore Police Sergeants Unit ("LPSU"), herein after collectively referred to as Parties.

The parties agree to follow the following:

1. The parties agree that this Agreement is effective beginning January 1, 2019 and shall expire on December 31, 2019.
2. On September 26, 2018, the City received information from Pace, the City's Health Plan Broker, that the medical insurance premiums for the 2019 Plan year were to increase by 13.86 percent for Anthem plans and 4.58% for Kaiser plans.
3. On October 3, 2018, the City conveyed this information to the Health Benefits Committee and LPSU representatives.
4. LPSU requested and the City agreed to negotiate on this change only. The City and LPSU have met twice, on October 25 and November 13, to discuss and negotiate this issue. The Parties have reached a tentative agreement as outlined herein and upon approval by the representative Board and Council will become final.
5. The City agrees to pay, for the 2019 plan year only, 9% of the 13.86% increase for Anthem plans. This increase shall occur for the 2019 plan year only and will terminate at the end of that year. Any difference or additional increases for the 2019 plan year relating to medical insurance premiums will be borne by the individual City employees.
6. All other benefits and contributions related to Health Benefits or Health Insurance outlined in the Memorandum of Understanding entered into by the Parties for the effective dates 7/1/17 to 6/30/20 ("MOU") will remain unchanged.
7. Further, unless included in this Agreement, a previous side letter agreement approved by the Parties for the current MOU, or in a subsequent written agreement between the parties, the parties agree that the terms of this Agreement do not otherwise modify any other term of the MOU. This Agreement represents the entire Agreement between the parties.

City of Lemoore



Nathan Olson, City Manager

Date: 12/4/18

Lemoore Police Sergeants Unit



Alvaro D. Santos

Date: 11-29-18

Approved by the City Council of the City of Lemoore at a Regular Meeting held on the 4th day of December 2018.