



**SIDE LETTER AGREEMENT FOR THE CITY OF  
LAKEPORT POLICE OFFICERS ASSOCIATION  
AMENDING INSURANCE PROVISIONS OF THE  
MEMORANDUM OF UNDERSTANDING**

**Effective 7/1/2021**



**SIDE LETTER AGREEMENT FOR CITY OF LAKEPORT POLICE OFFICERS'  
ASSOCIATION AMENDING INSURANCE PROVISIONS OF THE MEMORANDUM OF  
UNDERSTANDING**

**Whereas**, the City entered into a Memorandum of Understanding with the Lakeport Police Officers' Association (LPOA) effective July 1, 2018 through June 30, 2022; and

**Whereas**, section 7.1.b of the Memorandum of Understanding permits the LPOA to request re-entry into the Redwood Municipal Insurance Fund (REMIF)-sponsored health insurance program; and

**Whereas**, at the request of the LPOA, the Administrative Services Director submitted an application packet dated November 3, 2020 to REMIF for entry into the health insurance program; and

**Whereas**, the application was reviewed by the REMIF Self-Insurance Committee on December 10, 2020 and approved by the REMIF Board of Directors on January 22, 2021; and

**Whereas**, the REMIF Executive Committee approved 2021-2022 final health plan considerations on May 10, 2021 and the city received the 2021-2022 plan rates on May 12, 2021; and

**Whereas**, representatives of the LPOA and the Administrative Services Director have met and conferred on the program attributes and rates; and

**Now therefore**, the City of Lakeport Police Officers Association ("UNION") and City of Lakeport ("CITY") agree that the following amendments will be made to section 7.1 of the current Memorandum of Understanding ("MOU"). Section 7.1 – Insurance Premiums, shall now read:

- a. Health Insurance - For the REMIF administered medical insurance plan, the City will contribute seventy-six percent (76%) of the monthly premiums and association members twenty-four percent (24%) of the monthly premiums.

It is agreed that the City paid portion of the premiums will be calculated as a percentage of the premium for the selected plan rounded up or down to the closest dollar. The 76%-24% premium sharing shall begin in the first month where the City is billed for the new REMIF-sponsored plan health premiums. The 24% of premium cost shall be made by way of payroll deduction from each twice a month check as has been the standard past practice.

- b. Dental Insurance - For the REMIF administered Delta Dental Plan, the City will contribute the entire premium for the duration of this MOU.
- c. Vision Insurance - For the VSP vision insurance plan, the City will contribute the entire premium for the duration of this MOU.
- d. Health Insurance Surcharge – Based upon a 7/1/2021 enrollment, a surcharge of 5.5% of premium will be assessed by REMIF for 12 months to allow re-entry of the LPOA into the program. The City will contribute fifty percent (50%) of the surcharge and the association


members fifty percent (50%) of the surcharge to be paid by way of payroll deduction as described in 7.1.a.

City of Lakeport

  
Kevin M. Ingram  
City Manager

5/27/21  
Date

LPOA

  
Ryan Cooley  
LPOA President

5/27/2021  
Date