



AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: Katano Kasaine

SUBJECT: Medical Subsidy for
Sworn Fire Members

DATE: March 14, 2013

City Administrator
Approval

Date

3/26/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that the City Council approve a resolution amending Resolution No. 79454 (*Exhibit A*) and fixing the City's contribution under the Public Employer's Medical and Hospital Care Act, only with respect to sworn fire unit members, to conform to the memorandum of understanding between the City of Oakland and International Association of Firefighters, Local 55.

OUTCOME

Approval of the recommendation will amend the City's contribution towards health insurance premiums for sworn fire unit employees who belong to the California Public Employees' Retirement System ("CalPERS") from 100% of the premium costs of the second most costly PEMHCA health insurance plan to 100% of the premium cost of the Kaiser Bay Area California PEMHCA health insurance plan.

BACKGROUND/LEGISLATIVE HISTORY

On July 28, 2009, the City Council approved the July 1, 2008 through June 30, 2012 Memorandum of Understanding ("MOU") between the City of Oakland and the International Association of Firefighters, Local 55 ("Local 55") through passage of Resolution 82241 C.M.S. Subsequently on July 26, 2011, the City Council adopted Resolution 83517 C.M.S. which extended the MOU from June 30, 2012 until June 30, 2014.

Pursuant to the MOU between the City and Local 55, effective January 1, 2010, the City is required to contribute towards health insurance premiums at the Kaiser Bay Area plan level. Prior to this, the City was paying health insurance premiums at the second highest health plan. During contract negotiations, the City and Local 55 agreed to reduce the City's contribution to

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100% of the premium cost of the Kaiser Bay Area California PEMHCA health insurance plan. Staff therefore returned to Council to amend Article 3: Insurance Programs of the MOU, which was passed by Resolution 82422 C.M.S. on December 8, 2009.

ANALYSIS

In order to adjust the City's contribution for health insurance premiums with CalPERS to the Kaiser plan from the second highest premium plan, CalPERS requires that the City approve a separate resolution changing the subsidy. A resolution has been prepared in CalPERS-sanctioned form for City Council's approval. The language in the resolution revalidates Article 3.1.3: Health Insurance in the MOU between the City and Local 55 that was previously adopted by Resolution 82422 C.M.S. (*Exhibit B*), designating the Kaiser rate as the City's maximum contribution for health insurance premiums.

PUBLIC OUTREACH/INTEREST

This item did not require any additional public outreach other than the required posting on the City's website.

COORDINATION

This report has been prepared by the Treasury Division in coordination with City Attorney's Office and Budget Office.

COST SUMMARY/IMPLICATIONS

There are no costs associated with this report.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report..

Environmental: There are no environmental opportunities associated with this report.

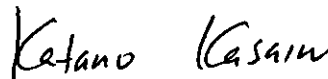
Social Equity: There are no social equity opportunities associated with this report.

CEQA

This report is not a project under CEQA.

For questions regarding this report, please contact Katano Kasaine, Treasurer, at (510) 238-2989.

Respectfully submitted,



KATANO KASAINÉ
Treasurer

Reviewed by:
Teir Jenkins, Retirement Systems Accountant
Treasury Division

Prepared by:
Bemadette de Leon, Treasury Analyst III
Treasury Division

Attachments (2):

Exhibit A: Oakland City Council Resolution No 79454 C.M.S.

Exhibit B: Oakland City Council Resolution No 82422 C.M.S.

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OAKLAND CITY COUNCIL

05 SEP 22 PM 1:48

RESOLUTION NO. 79454 C.M.S.

RESOLUTION FIXING THE CITY'S CONTRIBUTION UNDER THE PUBLIC EMPLOYER'S MEDICAL AND HOSPITAL CARE ACT, ONLY WITH RESPECT TO SWORN FIRE UNIT EMPLOYEES WHO BELONG TO THE PUBLIC EMPLOYEES' RETIREMENT SYSTEM, AND FIXING THE CITY'S CONTRIBUTION FOR EMPLOYEES AND ANNUITANTS AT DIFFERENT AMOUNTS; AND RESCINDING RESOLUTION NO. 79336 AND RESOLUTION NO. 66402 OF THE SAME TITLE.

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b) of the Act; and

WHEREAS, Government Code Section 22892(c) provides that a contracting agency may fix the amount of the employer's contribution for employees and the employer's contribution for annuitants at different amounts provided that the monthly contribution for annuitants shall be annually increased by an amount not less than 5 percent of the monthly contribution for employees, until such time as the amounts are equal; and

WHEREAS, the City of Oakland hereinafter referred to as Public Agency is a local agency contracting under the Act for participation by members of the sworn fire unit employees who belong to the Public Employees' Retirement System; now, therefore be it

RESOLVED, that the employer's contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment in the second highest premium plan, including the enrollment of his/her family members in a health benefits plan, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, that the employer's contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment in the second highest premium plan, including the enrollment of his/her family members in a health benefits plan up to a maximum of \$177.57 with respect to employee enrolled for self alone, \$343.93 for an employee enrolled for self and one family member, and \$445.87 for an

employee enrolled for self and two or more family members, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, that the City Council, as the executive body, appoints and directs, and does hereby appoint and direct the City Administrator to file with the Board of Administration of the Public Employees' Retirement System a certified copy of this Resolution and to notify the Public Employee's Retirement System, no later than December 1st of every year, of the correct amount of the second highest premium, and to perform on behalf of said Public Agency all functions required of it under the Act and Regulations of the Board of Administration.

IN COUNCIL, OAKLAND, CALIFORNIA, SEP 20 2005

PASSED BY THE FOLLOWING VOTE:

AYES- ~~BROOKS~~, BRUNNER, CHANG, KERNIGHAN, NADEL, REID, QUAN,
AND PRESIDENT DE LA FUENTE - 7

NOES- ϕ

ABSENT- BROOKS - 1

ABSTENTION- ϕ

Attest: Latonda Simmons
LATONDA SIMMONS
City Clerk and Clerk of the Council of the
City of Oakland, California

FILED
OFFICE OF THE CITY CLERK
OAKLAND

Approved as to Form and Legality


Oakland City Attorney's Office

2009 NOV 24 PM 3:49

OAKLAND CITY COUNCIL

Resolution No. 82422 C.M.S.

Introduced by Councilmember, _____

RESOLUTION AMENDING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT FQ1, COVERING THE PERIOD OF JULY 1, 2008 THROUGH JUNE 30, 2012 TO REVISE THE LANGUAGE OF ARTICLE 3: HEALTH INSURANCE PREMIUMS

WHEREAS, the Memorandum of Understanding to be amended between the City of Oakland and the International Association of Firefighters, Local 55, was presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State California on July 28, 2009; and

WHEREAS, the amended Article 3: Insurance Programs, was presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State California; and

WHEREAS, the terms and conditions contained in amended Article 3: Insurance Programs of said Memorandum of Understanding are in the best interests of the City, now, therefore; be it

RESOLVED: That Article 3: Insurance Programs of said Agreement be, and is, hereby amended; and, be it

FURTHER RESOLVED: That this amendment of Article 3: Insurance Programs of said Memorandum of Understanding shall be effective as of December 8, 2009.

IN COUNCIL, OAKLAND, CALIFORNIA, DEC 8 2009

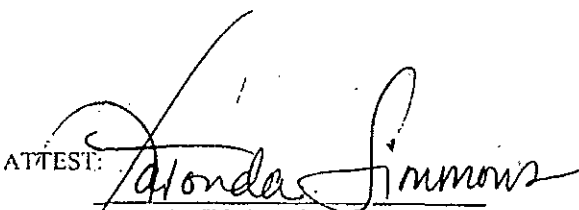
PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, DE LA FUENTE, KAPLAN, KERNICHAN, NADEL, QUAN, REID, AND PRESIDENT BRUNNER - 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST: 
LATONDA SIMMONS
City Clerk and Clerk of the Council of
the City of Oakland, California

CITY OF OAKLAND
AGENDA REPORT

2009 NOV 24 PM 3:49

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Fire Department
DATE: December 8, 2009

SUBJECT: Resolution Amending the Memorandum of Understanding Between the City of Oakland and The International Association of Firefighters, Local 55, Representing Employees in Representation Unit FQ1, Covering the Period of July 1, 2008 through June 30, 2012

SUMMARY

The City of Oakland reached an agreement on wages and other terms and conditions of employment with the International Association of Firefighters, Local 55. The Agreement is effective July 1, 2008 through June 30, 2012. This agreement was approved by Council Resolution 82241 C.M.S. on July 28, 2009.

Key provisions include no cost of living increase through June 30, 2011 the date when the salary issue will be re-opened, changing the standard workweek from 52 hours to 56 hours from August 1, 2009 through June 29, 2012, reassignment of staff, changes to City contributions for dental, health and life insurance, freezing a vacant position, and waiving FLSA "In Lieu of Pay" for the duration of the contract period. The net financial impact is a reduction in General Fund spending in the amount of \$19.72 million over the four year contract period.

Approval of this Resolution will amend the agreement such that the language of Article 3 is revised to reflect that the City maximum contribution for health insurance premiums is the Kaiser rate.

FISCAL IMPACT

The negotiated Agreement represents a collaborative effort to effectively maintain a high quality level of fire protection services to the Oakland community, fairly compensate Local 55 members and reduce General Fund spending. It represents concessions that result in a net savings to the General Fund in the amount of \$19.72 million over the four-year contract period.

According to the Finance Department's initial estimate, the City will save \$303,890.28 by reducing the City's contribution from the second highest health premiums to the less expensive Kaiser cap for the period from January 1, 2010 through December 31, 2010. CalPERS regulations require health insurance premiums to run from January - December. Although the MOU will end on June 30, 2012, CalPERS regulations require that Local 55

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bargaining unit members remain covered by the Kaiser cap until December 31, 2012, and the City's savings will continue from January 1, 2009 through December 31, 2012.

Under the amended Article 3: Insurance Programs, the City will have three full years of savings from the reduced health insurance premiums. Because CalPERS determines the Kaiser and other premium rates annually, the City will not know the precise amount of savings until the 2011 and 2012 Kaiser premium rates are established. Based on updated estimates using the current rate, the projected savings may be somewhat less.

BACKGROUND

Local 55 represents approximately 500 employees in the Oakland Fire Department. The classifications represented by the Local 55 are Fire Fighter, Fire Fighter Paramedic, Engineer of Fire Department, Firefighter/Fire Boat Engineer, Fire Fighter/Fire Boat Operator, Fire Investigator, Fire Marshal, Assistant, Lieutenant of Fire Department, Captain of Fire Department, and Battalion Chief.

On July 28, 2009, the City Council adopted Resolution 82241 C.M.S. and approved the July 1, 2008, through June 30, 2012, Memorandum of Understanding between the City of Oakland and International Association of Firefighters, Local 55. The July 28, 2009, Agenda Report included a summary of the City's continued negotiations with Local 55 to resolve the City's contributions toward firefighter health insurance premiums. The July 28, 2009, Agenda Report¹ for Resolution 82241 C.M.S. is *ATTACHMENT A* to this report.

1987 Arbitration Award

Since the 1980's when Local 55 won an interest arbitration award on health insurance, the MOU/CBA has stated, "The City's contribution shall not exceed 100% of the premium cost of the *second most costly PEMCHA health insurance* plan available to City employees in each premium category."

Local 55 agreed as early as May 2008 to accept the Bay Area Kaiser PEMCHA plan as the cap for health insurance as one element of a comprehensive settlement. Moving all Local 55 active employees and retirees to the Kaiser cap would save the City money and accomplish the 2007 goal of moving all City bargaining units to the same health insurance cap. According to costing reports approved by Bill Zenoni and Marcia Meyers and presented to the City Council in May and July 2008, the City could save \$353,444 per year by moving the health cap from the second highest cost health plan to Kaiser.

2007-2008 Negotiations

Negotiations between the City of Oakland and Local 55 began in the spring of 2007. During the early 2007 negotiations, the City Council directed City negotiators to reduce the City's

¹ Although the report is dated July 21, 2009, the City Council acted on the report on July 28, 2009.

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contribution toward health premiums for Local 55 bargaining unit members to the Kaiser cap. Before an agreement could be reached to reduce health premiums, the City requested, and Local 55 agreed, to "roil over" the 2001-2007 MOU through June 30, 2008.

2008-2009 Negotiations

The current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55 expired June 30, 2008. During negotiations in April 2008 through July 2008, Local 55 agreed to accept the Bay Area Kaiser PEMCHA (CalPERS) cap as part of a comprehensive settlement. Because of its increasing budget deficit, the City proposed additional concessions, and the negotiations over the July 1, 2008 through June 30, 2012, MOU continued until a Tentative Agreement was approved by the City Council on July 28, 2009.

2009 Health Insurance Negotiations And Tentative Agreement

As noted in the July 28, 2009 Agenda Report (*ATTACHMENT A*), the City's negotiators continued negotiating with Local 55 to resolve the City's contributions toward fire retiree health insurance premiums.

KEY ISSUES AND IMPACTS

In July 2009, the City faced a dilemma. To implement the more than \$5M annual savings from moving firefighters from a 52 hour work week to a 56 hour work week, the City had to approve the 2008-2012 MOU during July 2009. At the same time, Local 55 was insisting that the City continue to pay health insurance premiums for retirees at the second highest CalPERS plan. Essentially, Local 55 threatened to delay any implementation of the other cost reduction measures until the City agreed to continue retirees at the more expensive health premium.

CalPERS Ruling

The City negotiating team knew that (1) CalPERS or the Public Employees' Medical and Hospital Care Act Plan ("PEMHCA") would not permit the City to pay a higher contribution towards retirees health coverage than the City pays for active employees, and (2) the CalPERS insurance plan could not be changed until January 2010. The City negotiating team convinced Local 55 to sign the July 2009 Tentative Agreement, implement the other cost saving elements, and wait for a legal opinion from CalPERS. While waiting for the CalPERS ruling, the City and Local 55 agreed to temporary language for Section 3.1.5.

As expected, CalPERS Contracts Manager, Office of Employer & Member Health Services, provided the City and Local 55 a ruling that Government Code Section 22892 prohibits the City from paying a higher premium contribution towards retirees health coverage than the City pays for active employees.

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Replace Existing Section 3.1.5 With New Language

After the City and local 55 received the ruling from CalPERS ruling, the negotiating teams signed a Tentative Agreement replacing the temporary language. The Tentative Agreement on ARTICLE 3: INSURANCE PROGRAMS, showing the modifications, additions, and strike-outs, is attached as *ATTACHMENT B*.

The Tentative Agreement retains existing Section 3.1.3 which clearly limits the City's contribution toward the premium cost of coverage in PEMHCA to the "Kaiser Bay Area California PEMHCA health insurance plan." In addition, the Tentative Agreement replaces the temporary Section 3.1.5 with language limiting the City's contribution for retiree health premiums. The new Section 3.1.5 states:

"3.1.5 Retiree Medical Coverage Procedures.

During the open enrollment period prior to a unit member's retirement, PERS' regulations may require the unit member to elect health insurance coverage under Section 3.1.3 of the MOU.

The City shall continue to contribute to retiree medical coverage for each retiree in compliance with Government Code Section 22892. The amount of the City's contribution for retiree medical care shall be increased yearly by either the difference between the current contribution for medical coverage for active members and the City's contribution for retiree medical coverage for the preceding year, or \$100, whichever sum is less."

By agreeing to include the specific language of Sections 3.1.3 and 3.1.5, Local 55 is acknowledging that Government Code Section 22892 does not permit the City to pay a higher contribution toward retirees health coverage than the City pays for active employees.

SUSTAINABLE OPPORTUNITIES

There are no sustainable opportunities identified.

DISABILITY AND SENIOR CITIZEN ACCESS

There are no Americans with Disability Act (ADA) or senior citizen issues associated with this report.

RECOMMENDATION AND RATIONALE.


Staff recommends that the City Council approve the Resolution to amend the Memorandum of Understanding between the City of Oakland and International Association of Firefighters, Local 55, representing the employees in representation unit FQ1, covering the period of July 1, 2008 to June 30, 2012.

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ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that the City Council approve the Resolution to amend the Memorandum of Understanding between the City of Oakland and International Association of Firefighters, Local 55, representing the employees in representation unit FQ1, covering the period of July 1, 2008 to June 30, 2012.

Respectfully Submitted,



Gerald A. Simon
Fire Chief

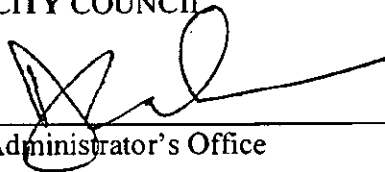


Wendell Pryor
Director, Human Resources

Prepared by:

Nina S. Morris, Assistant to the Director
Office of the Fire Chief

**APPROVED FOR FORWARDING TO
THE CITY COUNCIL**



City Administrator's Office

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City Council
December 8, 2009

CITY OF OAKLAND**AGENDA REPORT**FILED
OFFICE OF THE CITY CLERK
OAKLAND

2009 JUL -9 PM 5:34

TO: Office of the City Administrator
 ATTN: Dan Lindheim
 FROM: Fire Department
 DATE: July 21, 2009

SUBJECT: Resolution Approving the Memorandum of Understanding Between the City of Oakland and The International Association of Firefighters, Local 55, Representing Employees in Representation Unit FQ1, Covering the Period of July 1, 2008 through June 30, 2012

SUMMARY

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Association of Firefighters, Local 55. The Agreement is effective July 1, 2008 through June 30, 2012. Key provisions include no cost of living increase through June 30, 2011 at which time the salary issue is re-opened, changing the standard workweek from 52 hours to 56 hours from August 1, 2009 through June 29, 2012, reassignment of staff, changes to City contributions for dental, health and life insurance, freezing a vacant position, and waiving FLSA "In Lieu of Pay" for the duration of the contract period. The net financial impact is a reduction in General Fund spending in the amount of \$19.72 million over the four year contract period.

FISCAL IMPACT

The proposed Agreement results in a net General Fund savings of \$19.72 million over the four year contract period. Details are as follows:

Contract year	2009-2010	2010-2011	2011-2012
Salary Increase	0	0	TBD
<u>Workweek</u> Move to 56 hour work week	\$5.11M	\$5.11M	\$5 M
<u>FLSA</u> Waive FLSA "In Lieu of Pay"	\$4.12M	\$4.12M	\$4.12M
<u>Staffing</u> Re-assign staffing from the Training Division to the Suppression Division	\$0.6M	\$0.6M	\$0.6M
<u>Health Insurance</u>	\$0.3M	\$0.3M	\$0.3M
<u>Assistant Fire Marshall Position</u> Keep vacant	\$0.23M	\$0.23M	\$0.23M
Sub-Total Savings	\$6.74M	\$6.74M	\$6.74M

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<u>Dental Insurance</u> City currently pays \$161 per month	Increase to actual cost of premium (\$.08M)	Increase to actual cost of premium (\$.08M)	Increase to actual cost of premium (\$.08M)
<u>Life Insurance</u> Currently, City contributes \$3.40 per month	Increase amount to \$6.20 per month (\$.03M)	Increase amount to \$6.20 per month (\$.03M)	Increase amount to \$6.20 per month (\$.03M)
<i>Sub-Total Increases</i>	<i>(\$.23M)</i>	<i>(\$.23M)</i>	<i>(\$.23M)</i>
Total Net Impact Over One Year	\$6.64M	\$6.64M	\$6.64M
Total Net Impact Over Four Years			\$19.72 M

BACKGROUND

Local 55 represents approximately 500 employees in the Oakland Fire Department. The classifications represented by Local 55 are Fire Fighter, Fire Fighter Paramedic, Engineer of Fire Department, Firefighter/Fire Boat Engineer, Fire Fighter/Fire Boat Operator, Fire Investigator, Fire Marshal, Assistant, Lieutenant of Fire Department, Captain of Fire Department, and Battalion Chief.

Negotiations with Local 55 began in the spring of 2007. In June 2007, the City and Local 55 agreed to "roll over" the 2001-2007 MOU through June 30, 2008. The current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55 expired June 30, 2008. The tentative Agreement period is July 1, 2008 through June 30, 2012.

KEY ISSUES AND IMPACTS

This tentative Agreement represents a collaborative effort to effectively maintain a high quality level of services to the Oakland community, fairly compensate Local 55 members and reduce General Fund spending. It represents concessions that result in a net savings to the General Fund in the amount of \$19.72 million over the four year contract period. This is accomplished by no cost of living increase, change in workweek from 52 to 56 hours, waiving FLSA "In Lieu of Pay", re-assignment of staff, freezing a vacant position, and reducing the amount of the City's contribution toward health insurance premiums. The key provisions of the Agreement are detailed below:

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Salary and Work Conditions:

Cost of Living Increases

The tentative Agreement has no cost of living increase for Local 55 members from July 1, 2008 through June 30, 2011. The contract provides that salary negotiations will be reopened in 2011-2012.

Workweek Changes

The Agreement also temporarily changes the weekly work hours from 52 hours to 56 hours with the same monthly pay for the period of July 29, 2009 through June 29, 2012. Local 55 members will return to the 52-hour workweek on the last day of the contract on June 30, 2012.

FLSA

FLSA "In Lieu of Pay" is waived for the contract period under the terms of this agreement.

Staffing Changes

Under the terms of the tentative Agreement the staff at the Training Division will be re-assigned to the Suppression Division. In addition, the vacant Assistant Fire Marshal position will be frozen for the contract period.

No Elimination of Current Paid Positions

The Agreement has a no reduction to current positions provision. This means that positions currently budgeted will not be eliminated for the duration of the contract. This does not preclude eliminating positions that are added after July 1, 2009.

Benefits:

Dental Insurance

The City currently pays \$161 per month for employee dental insurance premiums. This amount is increased in the first year of the contract to \$169.71 and to the actual cost of the insurance for the remainder of the Agreement.

Health Insurance

The City currently pays health insurance premiums at the second highest health plan. Local 55 and the City agreed in principal to reduce this benefit to the Kaiser contribution level, which is the least expensive plan. It has since come to staff's attention that current, pending litigation regarding Government Code Section 22892 (b), may not allow retirees and active members to have different benefit packages. The City will continue discussions with Local 55, in good faith, to resolve this issue.

Life Insurance

The City currently pays \$3.40 per month. This contribution is increased to \$6.20 for the duration of the Agreement.

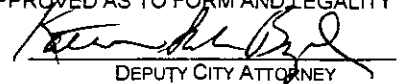
Retiree Medical Trust

The contract has a re-opener for bargaining over Retiree Medical Trust during contract term of July 1, 2008 through June 30, 2012.

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INTRODUCED BY COUNCIL MEMBER _____

APPROVED AS TO FORM AND LEGALITY


DEPUTY CITY ATTORNEY

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2013 MAR 27 AM 10:44

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C. M. S.

A RESOLUTION AMENDING RESOLUTION NO. 79454 AND FIXING THE CITY'S CONTRIBUTION UNDER THE PUBLIC EMPLOYER'S MEDICAL AND HOSPITAL CARE ACT, ONLY WITH RESPECT TO SWORN FIRE UNIT MEMBERS, TO CONFORM TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55.

WHEREAS, (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b) of the Act, and

WHEREAS, (2) Government Code Section 22892(c) provides that a contracting agency may fix the amount of the employer's contribution for employees and the employer's contribution for annuitants at different amounts, provided that the monthly contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly contribution for employees, until such time as the amounts are equal; and

WHEREAS, (3) City of Oakland, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Sworn Fire Unit now, therefore be it

RESOLVED, (a) That the employer's contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of Kaiser Bay Area Basic per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further

RESOLVED, (b) That City of Oakland has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

IN OAKLAND, COUNCIL, CALIFORNIA, April_, 2013

PASSED BY THE FOLLOWING VOTE:

**AYES - BROOKS, KALB, GALLO, KAPLAN, GIBSON MCELHANEY, REID, SCHAAF and
PRESIDENT KERNIGHAN**

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

Adopted at a regular/special meeting of the City Council for the City of Oakland
at _____ this _____ day of _____ 20__.

Signed: _____
Patricia Kernighan
City Council President

Attest: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California