



# STAFF REPORT – CITY COUNCIL MEETING

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**TO:** Honorable Mayor and City Council Members

**FROM:** Keira A. Vink, Human Resources and Administrative Services Director

**PREPARER:** Keira A. Vink, Human Resources and Administrative Services Director

**DATE:** May 6, 2026

**TITLE:** **Adopt Resolution No. 256-63 Approving A Letter of Agreement Between the City of Arcata and Arcata Police Association to Amend the 2024–2027 Memorandum of Understanding in Regard to Medical Benefits; and Authorize the City Manager to Execute All Documents.**

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## **RECOMMENDATION:**

It is recommended that the Council:

- 1) Adopt Resolution No. 256-63 to approve a Letter of Agreement between City of Arcata and the Arcata Police Association to Amend Article 10, Section 10.1 of the 2024-2027 Memorandum of Understanding; and
- 2) Authorize the City Manager to execute all applicable documents.

## **INTRODUCTION:**

The Meyers-Milias-Brown Act (MMBA) is the law in California that establishes mandatory rights and duties by which all local agencies must abide with regard to labor relations. Within the requirements of the MMBA, the City's negotiators received authority from the City Council on matters within the scope of representation and then proceeded to meet and confer with the Arcata Police Association to reach an agreement on the subject. The agreement is formalized by a signed Memorandum of Understanding or Letter of Agreement (side letter) which is then brought before the governing body for final approval.

## **BACKGROUND:**

The City of Arcata has had a long-term partnership with the Redwood Empire Municipal Insurance Fund (REMIF) to offer medical insurance to the City of Arcata full-time employees and select annuitants. This plan has served the City well for more than fifteen years. As the insurance market changes and medical costs increase, a smaller pool of municipalities is not able to survive the volatility of the market. The REMIF medical insurance plans will be terminating as of June 30, 2026.

## **DISCUSSION:**

The City of Arcata has completed a diligent search for medical insurance plans to begin effective July 1, 2026, for all eligible employees and annuitants. CalPERS medical insurance plans were chosen by the City as the city sponsored medical insurance plans. Based on our local area, there will

be a choice of five medical plans for general members and six medical plans for safety members available to employees.

The City notified the Arcata Police Association as under MMBA payment of medical insurance premiums is a mandatory subject of bargaining. The parties met on one occasion and negotiated in good faith. The City of Arcata and the Arcata Police Association (APA) came to an agreement regarding the portion of the medical premiums which would be the responsibility of the City and the portion which would be the responsibility of employees represented by APA. A letter of agreement was signed by the City Manager and the President of the Arcata Police Association and is now brought before the City Council for final approval.

**BUDGET/FISCAL IMPACT:**

Health benefits for employees including medical, dental, vision, EAP, and life insurance are included in salary costs for each Department's operating budget.

**RECOMMENDED COUNCIL ACTION:**

Motion to:

- 1) Adopt Resolution No. 256-63 approving a Letter of Agreement between the City of Arcata and the Arcata Police Association to Amend Article 10, Section 10.1 of the 2024-2027 Memorandum of Understanding; and
- 2) Authorize the City Manager to execute all applicable documents.

Consent Calendar vote.

**ATTACHMENTS:**

- A) Resolution 256-63 to Approve the Letter of Agreement Between City of Arcata and the Arcata Police Association to Amend Article 10, Section 10.1 of the 2024-2027 Memorandum of Understanding.
- B) Letter of Agreement Between City of Arcata and the Arcata Police Association to Amend Article 10, Section 10.1 of the 2024-2027 Memorandum of Understanding.