

**City of Arcata and Arcata Police Association**  
**Side Letter**  
**May 6, 2026**

**All changes unless otherwise noted will be effective July 1, 2026.**

---

**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 CalPERS contracted plan or a plan chosen by the Arcata Police Association with the City contributing the amount of premium paid under the CalPERS contracted plan.

10.1.2 (a) For health plan year 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 CalPERS Medical Plan) or the CalPERS 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, 2026)

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. For the period of July 1, 2026, through December 31, 2026, the City will pay 100% of the CalPERS medical plan premium of PERS Gold PPO or Western Health Advantage HMO for employee, employee +1 or family.
- B. APA represented employees who wish to enroll in other PERS medical plans the City offers will pay 100% of the premium difference between the PERS Gold PPO and their selected plan premiums.
- C. Current monthly health insurance rates for the PERS GOLD PPO for the 2026 plan year are as follows:

Employee Only - \$1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- D. The City will be contributing up to the following to all medical plan premiums on a monthly basis for plan year 2026 (July 1, 2026-December 31, 2026)

Employee Only - \$1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- E. For future plan years, APA represented employees will pay 40% of any increase over the total monthly premium rates of the PERS GOLD PPO, for medical insurance. This amount shall be added to the applicable employee contribution rates listed. If there is a decrease or no increase in the listed PERS GOLD PPO premium rates, employees will continue to pay the applicable contribution rates listed. For future plan years, the City will pay 60% of any increase over the total monthly premium rates of the PERS Gold PPO, for medical insurance. This amount shall be added to the City contribution from the previous plan year and create a new maximum City contribution for the new plan year.

Fictional example for illustration purposes only.

a. <b>Example:</b> 2027 PERS GOLD PPO Family Premium =	\$3,013.51
2026 PERS GOLD PPO Family Premium =	<u>\$2,913.51</u>
Difference	\$100.00
Employee Share	\$40.00
City Share	\$60.00

- b. 2027 City maximum monthly contribution to the family premiums for all medical plans = 2,913.51 (2026 monthly contribution) + 60.00 = \$2,973.51 (2027 monthly Contribution)

- c. 2027 Employee Monthly Contribution for PERS GOLD Family Premium = 0 (2026 monthly contribution) + 40 = \$40.00 (2027 monthly contribution)

F. PERS Medical Plans For 2026 Plan Year (July 1, 2026, thru December 31, 2026)

1. **Anthem Blue Cross Select Medical Plan** *(added 2026)*:

- a. Monthly premium for Anthem Blue Cross Select:

Employee Only - \$ 1,336.29  
Employee + One - \$2,672.58  
Family - \$3,474.35

- b. For the 2026 plan year, the City will contribute the following towards the Anthem Blue Cross Medical Insurance Plan monthly premiums:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards Anthem Blue Cross Select medical insurance:

Employee Only - \$ 107.86  
Employee + One - \$215.71  
Family - \$280.42

2. **Blue Shield Access+ Medical Plan** *(added 2026)*:

- a. Monthly premium for Blue Shield Access +:

Employee Only - \$ 1,301.95  
Employee + One - \$2,603.90  
Family - \$3,385.07

- b. For the 2026 plan year, the City will contribute the following towards the Blue Shield Access+ Medical Insurance Plan monthly premiums:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards Anthem Blue Cross Select medical insurance:

Employee Only - \$ 90.69  
Employee + One - \$181.37  
Family - \$235.78

3. **Western Health Advantage Medical Plan** *(added 2026)*:

- a. Monthly premium for Western Health Advantage:

Employee Only - \$ 969.58  
Employee + One - \$1,939.16  
Family - \$2,520.91

- b. For the 2026 plan year, the City will contribute the following towards the Western Health Advantage Medical Insurance Plan monthly premiums:

Employee Only - \$ 969.58  
Employee + One - \$1,939.16  
Family - \$2,520.91

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards Western Health Advantage medical insurance:

Employee Only - \$ 0.00  
Employee + One - \$0.00  
Family - \$0.00

4. **PERS Gold PPO** *(added 2026)*:

- a. Monthly premium for PERS Gold PPO:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- b. For the 2026 plan year, the City will contribute the following towards the PERS Gold PPO Medical Insurance Plan monthly premiums:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards PERS GOLD PPO medical insurance:

Employee Only - \$ 0.00  
Employee + One - \$0.00  
Family - \$0.00

5. **PERS Platinum PPO** *(added 2026)*:

- a. Monthly premium for PERS Platinum PPO:

Employee Only - \$ 1,670.14  
Employee + One - \$3,340.28  
Family - \$4,342.36

- b. For the 2026 plan year, the City will contribute the following towards the PERS Platinum PPO Medical Insurance Plan monthly premiums:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards PERS Platinum PPO medical insurance:

Employee Only - \$ 274.78  
Employee + One - \$549.56  
Family - \$714.43

6. **PORAC PPO** – Available to eligible safety employees. *(added 2026)*:

- a. Monthly premium for PORAC PPO:

Employee Only - \$ 1,063.00  
Employee + One - \$2,418.00  
Family - \$3,027.00

- b. For the 2026 plan year, the City will contribute the following towards the PORAC PPO Medical Insurance Plan monthly premiums:

Employee Only - \$ 1,120.58  
Employee + One - \$2,241.16  
Family - \$2,913.51

- c. Beginning with the July 2026 premium paid in June 2026, APA represented employees will pay the following semi-monthly contribution towards PORAC PPO medical insurance:

Employee Only - \$ 0.00  
Employee + One - \$ 88.42  
Family - \$56.75

10.1.4 Represented employees may choose coverage for [dental insurance](#) under the CIRA (California Intergovernmental Risk Authority) Insurance Fund plan or a plan chosen by the Arcata Police Association with the CITY contributing the amount of premium paid under CIRA's plan.

10.1.5 The CITY will provide CIRA's [vision plan](#) for all represented employees.

*Representatives of the Arcata Police Association (APA) and the City of Arcata hereby agree to the above amended terms to) Article 10 (Section 10.1 through 10.1.5), related to the APA MOU 2024-2027.*

Dated: \_\_\_\_\_

ARCATA POLICE ASSOCIATION:

CITY OF ARCATA:

\_\_\_\_\_  
Victoria Johnson, APA President

\_\_\_\_\_  
Merritt Perry, City Manager