

# City of Woodland

HUMAN RESOURCES  
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**DATE:** October 1, 2013

**TO:** Marie Wickstorm, WCEA President  
Dr. David Swim, D. P. A., Goyette & Associates

**FROM:** Sheila McShane, Human Resources Manager

**SUBJECT:** MOU SIDE LETTER OF AGREEMENT


This letter serves to memorialize our agreement related to the implementation of cost-sharing for health insurance premiums. The following modifications shall be made to the Memorandum of Understanding, covering the period from July 1, 2012 to June 30, 2016, between the City of Woodland (City) and Woodland City's Employee Association (WCEA).

- The City and WCEA agree to defer for 12 months - from January 1, 2016 to January 1, 2017 - the implementation of the 80%/20% cost-share for PERS health plan coverage. As such, Sections 4.1.2.5 and 4.1.3.5 of the MOU shall be superseded by the following language:
  - Effective January 1, 2017 the City shall pay an amount equal to 80% of the third highest CalPERS health plan available in the region Woodland is located in, currently the Bay Area region, excluding PERSCare. Additionally, the City's total contribution toward health plan premiums shall be capped at the agreed upon percentage applied to a 12% increase in the base premium from year to year.


Both parties stipulate to this change, which defers the 80/20 cost-share for 12-months, without regard to the fact that the underlying MOU expires on June 30, 2016. This provision will take effect with or without an agreement on a successor MOU, and without any additional considerations that may be subject to negotiations related to a successor MOU.

Agreed to this Date: 10/1/13

For the City of Woodland

  
Paul Navazio, City Manager

For the Woodland City Employees'  
Association

  
Marie Wickstorm, WCEA President

  
David Swim, D.P. A., Goyette & Associates