

THE CITY OF PINOLE AND PINOLE POLICE EMPLOYEES ASSOCIATION

SIDE LETTER OF AGREEMENT
MEDICAL CONTRIBUTIONS

I. Parties

The Parties to this Side Letter of Agreement (herein after "Side Letter") are the City of Pinole (hereinafter referred to as the "City") and the Pinole Police Employees Association (hereinafter referred to as the "Association").

II. Background

The Parties are the signatories to a 2023-2025 Memorandum of Understanding (hereinafter referred to as the "MOU") setting forth terms and conditions of employment for certain City employees that expired on June 30, 2025. The Parties are currently in negotiations for a successor MOU. On June 5, 2025, the City offered to continue the current medical contribution model, subject to CalPERS requirements. The terms set forth below outline the Parties understanding regarding this benefit. The Parties agree as follows:

III. Agreement of the Parties

The City currently provides for the CalPERS medical insurance program. As soon as administratively possible after Council adoption and subject to CalPERS requirements, for full-time regular employees, the City shall contribute toward the employee's health premium based on employees' coverage eligibility the 2025 CalPERS Kaiser rates for one-party, two-party and family coverage as follows:

2025 Kaiser Rates

One Party Coverage: \$1,112.90

Two Party Coverage: \$2,225.80

Family Coverage: \$2,893.54

For part-time regular employees working at least 20 hours per week, the City will make a pro-rated premium contribution based on the percentage of hours regularly scheduled to work in relation to full-time. The pro-rated premium is based on the contribution maximum for regular full-time employees.

IV. General Provisions

- A. This Side Letter will take effect upon adoption by the City Council of the City of Pinole and the terms herein subject to the Parties' agreement as memorialized above.
- B. The written terms herein embody the entire Side Letter of Agreement between the Parties.

[SIGNATURES ON NEXT PAGE]

SIGNATURES

Agreed to this 15th day of April, 2026.

CITY OF PINOLE

Signed by:
Garrett Evans 4/15/2026
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Garrett Evans, Interim City Manager Date

DocuSigned by:
Stacy Shell 4/15/2026
87A8304C5ABD47U...
Stacy Shell, Human Resources Director Date

PINOLE POLICE EMPLOYEES ASSOCIATION

Signed by:
Amy Sorensen 4/15/2026
BB25FC76F2414C8...
Amy Sorensen, President Date

Signed by:
Stacy McPherson 4/14/2026
95EB8EBF940D4D3...
Stacy McPherson, Labor Representative Date