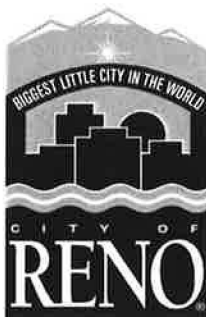


Human Resources

Employee Services

Workforce Planning & Development

Employee Relations



July 26, 2018

Reno Police Supervisory/Administrative Employees Association

Re: Memorandum of Understanding re: RPSAE CBA Article 21

Gentlemen:

Pursuant to the meeting between the City of Reno and the RPSAE held on May 22, 2018 the parties agree to the following as a Memorandum of Understanding (MOU) concerning ongoing negotiations for RPSAE Article 21 – Health and Accident Insurance.

- The City of Reno agrees that for the following RPSAE retirees, enforcement of the provision of the Summary Plan Documents (SPDs) for the Reno 80/20 and Hometown Health Plan concerning coordination of benefits with Medicare shall be postponed until July 1, 2019.
- The parties agree that the listing below is comprised of RPSAE retirees that fit the following criteria:
 - 1) They were hired as an employee of the City of Reno prior to January 1, 2015 (in most cases, they were hired prior to March 31, 1986, a date considered important by the RPSAE due to the fact that prior to this date the City of Reno did not pay into Medicare for these employees);
 - 2) They retired from the City of Reno after July 1, 1999;
 - 3) They are eligible for a retirement subsidy for the City of Reno's group health insurance program based upon years of service with the Reno Police Department and based on the collective bargaining agreements reached by the parties;
 - 4) According to the City of Reno records, they have not enrolled in Medicare Part A and/or Medicare Part B.¹

¹ This list is based on information known to the parties as of May 31, 2018 and may not contain all the names of those RPSAE retirees based on incomplete record keeping. If other RPSAE retirees are located who fit the criteria described they too shall be added to this list.

| Name | Date of Hire | Date of Birth | Age |
|------------------|--------------|---------------|-----|
| Jacob Wiskerchen | 1/23/1974 | 9/22/1952 | 65 |
| Thomas Szupello | 2/1/1980 | 5/14/1947 | 71 |

- The parties agree that the above-named RPSAE retirees shall be required to enroll in and purchase Medicare Part A and/or Medicare Part B, either when they are or were first eligible to do so by turning 65 years old, or during the next Medicare General Enrollment Period – January 1, 2019 through March 31, 2019. It is understood that RPSAE retirees that enroll in Medicare Part A and Medicare Part B during the General Enrollment Period will have their Medicare coverage become effective July 1, 2019, pursuant to the Medicare enrollment rules and that the City will pay 100% of the Medicare “employee only” coverages, including any penalties in accordance with the provisions of Article 21.
 - NOTE: This period of time is contingent upon the City and RPSAE having a minimum of three (3) meetings with Association members, both active and retired, prior to July 1, 2019, to ensure that the terms of this language and agreement have been thoroughly explained to those effected and that they have been given a chance to vote on these changes as required by the RPSAE by-laws.
- The parties agree that negotiations on the substance of RPSAE Article 21 – Health and Accident Insurance, Sections (j), (k), and (l), shall continue in good faith. It is the goal of both parties to put whatever language and program is agreed upon into effect on July 1, 2019. Should negotiations fall on or before March 31, 2019 it is agreed that the parties shall revert to the language of Article 21 – Health and Accident Insurance of the Agreement, as administered per the negotiated collective bargaining agreements prior to and subsequent to July 1, 1999, and that either party may pursue next actions as they see fit under the Agreement.

Sincerely,

Mandee Bowler
 Director of Human Resources
 City of Reno
 O: 775-334-1284
 C: 775-560-3000
 bowlerm@reno.gov

By your signatures below, you acknowledge that you are in agreement with the above stated MOU.

X  7-26-18

Paul Sevcik
President, RPSAE

X  7/26/18

Mandee Bowler
Director of Human Resources, City of Reno