

**CITY OF STOCKTON RETIREE MEDICAL BENEFIT
ELIGIBILITY/SERVICE REQUIREMENTS, EFFECTIVE DATES – BY UNIT**

Bargaining Unit	Effective Date of Retiree Medical Benefit with Medicare Supplement @ 65	PROVISIONS AS OF FEBRUARY 2012	
		Service Retirement	Disability Retirement or Industrial-Disability Retirement (IDR applies to Safety employees only)
<p>Unrepresented, Confidential and Law Department</p>	<p>January 1, 1985</p> <p>City Council Approved/Adopted on July 15, 1985</p> <p>Resolution 85-0440</p>	<p><u>Hired prior to August 1, 2011</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after August 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>	<p><u>Hired prior to August 1, 2011</u> No minimum age or years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage.</p> <p><u>Hired on or after August 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>
<p>Mid-Management & Supervisory</p> <p>Note: Bargaining group established January 1, 1991. Employees covered under Unrepresented Compensation Plan through December 31, 1990.</p>	<p>January 1, 1991</p> <p>City Council Approved/Adopted on April 8, 1991</p> <p>Resolution 91-0225</p>	<p><u>Hired prior to January 1, 2009</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after January 1, 2009</u> Not eligible for retiree medical benefit. Employees participate in City-established defined contribution Retiree Medical Trust (Trust). City contributes 2% and employees contribute 3% (of base salary). Distribution criteria and amounts based on City and employee contributions and the terms of the Trust (not stated in MOU).</p>	<p><u>Hired prior to January 1, 2009</u> No minimum age or years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage.</p> <p><u>Hired on or after January 1, 2009</u> Not eligible for retiree medical benefit. Employees participate in City-established defined contribution Retiree Medical Trust (Trust). City contributes 2% and employees contribute 3% (of base salary). Distribution criteria and amounts based on City and employee contributions and the terms of the Trust (not stated in MOU).</p>

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Police Management	<p>January 1, 1990</p> <p>City Council Approved/Adopted on January 16, 1990</p> <p>Resolution No. 90-0035</p>	<p><u>Hired before July 1, 2007</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare. Any increase in cost after June 30, 2012, shall be responsibility of retiree to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired after July 1, 2007</u> Not eligible for retiree medical benefit.</p>	<p><u>Hired before July 1, 2007</u> No minimum age or minimum years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage. Any increase in cost after June 30, 2012, shall be responsibility of retiree to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired after July 1, 2007</u> Not eligible for retiree medical benefit.</p>
Fire Management	<p>January 1, 1995</p> <p>City Council Approved/Adopted on January 11, 1993</p> <p>Resolution No. 93-0020</p>	<p><u>Hired on or before June 30, 2011</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after July 1, 2011</u> Not eligible for retiree medical benefit. As soon as administratively possible, parties to agree to establish Health Reimbursement Arrangement for employees to use</p>	<p><u>Hired on or before June 30, 2011</u> No minimum age or minimum years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage.</p> <p><u>Hired on or after July 1, 2011</u> Not eligible for retiree medical benefit. As soon as administratively possible, parties to agree to establish Health Reimbursement Arrangement for employees to use</p>
Stockton Fire Fighters	<p>January 1, 1996</p> <p>City Council Approved/Adopted on August 19, 1996</p> <p>Resolution No. 96-0420</p>	<p><u>Hired on or before June 30, 2011</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p>	<p><u>Hired on or before June 30, 2011</u> No minimum age or years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage.</p>

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Stockton Fire Fighters (continued)		<p><u>Hired on or after July 1, 2011</u> Not eligible for retiree medical benefit. As soon as administratively possible, parties to agree to establish Health Reimbursement Arrangement for employees to use for current and future medical expenses. City will contribute 1% of base salary (reducing City's previous contribution to deferred compensation).</p>	<p><u>Hired on or after July 1, 2011</u> Not eligible for retiree medical benefit. As soon as administratively possible, parties to agree to establish Health Reimbursement Arrangement for employees to use for current and future medical expenses. City will contribute 1% of base salary (reducing City's previous contribution to deferred compensation).</p>
<p>Stockton City Employees Association (Previously San Joaquin Public Employees' Association)</p>	<p>January 1, 1997 City Council Approved/Adopted on December 6, 1996 Resolution No. 96-0575</p>	<p><u>Employees hired prior to January 1, 2009</u> Fifteen years of service <u>and</u> age 50, City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Employee hired on or after January 1, 2009</u> Retiree Medical Trust.</p>	<p><u>Employees hired prior to January 1, 2009</u> No age or service minimum. Coverage provided to the earlier of, age 65 or a years. At age 65, Medicare supplemental plan.</p> <p><u>Employee hired on or after January 1, 2009</u> Retiree Medical Trust.</p>
<p>Trades & Maintenance</p>	<p>January 1, 1997 City Council Approved/Adopted on June 23, 1997 Resolution No. 97-0231</p>	<p><u>Employee hired on or before June 30, 2011</u> Fifteen years of service <u>and</u> age 50, City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after July 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>	<p>No special provision for Disability Retirement. Must be at least age 55 and have at least 15 years of City Service.</p> <p>None</p>

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Stockton Police Officers' Association	<p>August 1, 1998</p> <p>City Council Approved/Adopted on September 8, 1998</p> <p>Resolution No. 98-0382</p>	<p><u>Hired before July 1, 2007 – Retires Before July 1, 2012</u> Retire at age 50 or later. No minimum years of City service. City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired before July 1, 2007 – Retires after June 30, 2012</u> Retire at age 50 or later. No minimum years of City service. City contribution for retiree plus one limited to cost of medical plan premium as of June 30, 2012. Any increase in cost after July 1, 2012, shall be responsibility of retiree to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired after July 1, 2007</u> Not eligible for retiree medical benefit. Employees participate in defined contribution Retiree Medical Trust (Trust). City contributes 2% and employees contribute 3% (of base salary). Distribution criteria and amounts based on City and employee contributions and the terms of the Trust (not stated in MOU).</p> <p>Retiree Medical Trust – Regardless of Date of Hire</p>	<p><u>Hired before July 1, 2007 – Retires Before July 1, 2012</u> No minimum age or minimum years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. At age 65, eligible Medicare supplemental coverage.</p> <p><u>Hired before July 1, 2007 – Retires after June 30, 2012</u> No minimum age or minimum years of City service. City pays for retiree plus one, for a maximum of 15 years, or to age 65 whichever occurs first. City contribution for retiree plus one limited to cost of medical plan premium as of June 30, 2012. Any increase in cost after July 1, 2012, shall be responsibility of retiree to age 65. At age 65, coverage is secondary to Medicare.</p>

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<p>Operations & Maintenance</p> <p>Note: Employees in this unit covered under Trades & Maintenance through July 31, 2003, when MUD operations transferred to OMI/Thames.</p> <p>New bargaining group created when MUD operations returned to City March 1, 2008.</p>	<p>March 1, 2008</p> <p>City Council Approved/Adopted on March 11, 2008</p> <p>Resolution No. 08-0085</p>	<p><u>Employee hired on or before June 30, 2011</u> Fifteen years of service <u>and</u> age 50, City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after July 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>	<p>No special provision for Disability Retirement. Must be at least age 55 and have at least 15 years of City Service.</p>
<p>Water Supervisors</p> <p>Note: Employees in this unit covered under Mid-Management/Supervisors through July 31, 2003, when MUD operations transferred to OMI/Thames.</p> <p>New bargaining group created when MUD operations returned to City March 1, 2008.</p>	<p>March 1, 2008</p> <p>City Council Approved/Adopted on October 28, 2008</p> <p>Resolution No. 08-0425</p>	<p><u>Employee hired on or before June 30, 2011</u> Five years of service <u>and</u> age 50, City pays for retiree plus one, to age 65. At age 65, coverage is secondary to Medicare.</p> <p><u>Hired on or after July 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>	<p><u>Employee hired on or before June 30, 2011</u> No age or service minimum. Coverage provided to the earlier of, age 65 or a years. At age 65, Medicare supplemental plan.</p> <p><u>Hired on or after July 1, 2011</u> No retirement medical benefit/allowance or Medicare supplemental plan.</p>