





REPORT TO CITY COUNCIL

DATE: JUNE 27, 2018

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER 

BY: NATHAN HAMBURGER, ASSISTANT CITY MANAGER 
CHRISTY PINUELAS, DIRECTOR OF FINANCE 
CELESTE BIRD, ADMINISTRATIVE ANALYST 

SUBJECT: DISCUSSION TO CONSIDER THE ADOPTION OF RESOLUTION NO. 18-1873; ESTABLISHING FISCAL YEAR 2018-19 APPROPRIATIONS LIMITATIONS, RESOLUTION NO. 18-1874; ADOPTING THE ANNUAL BUDGET FOR FISCAL YEAR 2018-19, INCLUDING FISCAL YEAR 2018-19 APPROPRIATIONS AND AUTHORIZING AMENDMENTS TO THE FISCAL YEAR 2017-18 BUDGET; RESOLUTION NO. 18-1875; AMENDING THE COMPENSATION PLAN BY SETTING THE SALARY RANGES FOR CITY FULL-TIME EMPLOYEES TO INCLUDE A 2.7% COST OF LIVING ADJUSTMENT RATE INCREASE, INCREASE THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR FULL-TIME EMPLOYEES; RESOLUTION NO. 18-1876 INCREASING THE EMPLOYER CONTRIBUTION TO HEALTHCARE FOR COUNCILMEMBERS, AND RESOLUTION NO. 18-1877, APPROVING AMENDMENT NO. 13 TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT

Article 13-b of the California State Constitution, known as Proposition 4, the Gann Initiative, was passed by the citizens of California on November 6, 1979. Proposition 4 placed limitations on the amount of annual appropriations "from the proceeds of taxes" for state and local governments. The legislation also provided a method to calculate the annual appropriation limit, using a growth factor comprised of the Consumer Price Index (CPI) for California per capital income and the percentage change in population. The City of Agoura Hills appropriation limit for the General Fund from the "proceeds of taxes" for fiscal year 2018-19 is \$17,686,345.

The General Fund operational budget is balanced. Revenues are projected to be \$16.2 million. Proposed expenditures are recommended at \$14.9 million, with operating transfers of \$1.2 million (\$16.2 million total).

Public safety continues to be one of the highest priorities, at 31% of the General Fund budget, to fund various programs. These include patrol and traffic personnel, a juvenile intervention team, school crossing guards, youth drug awareness education programs,

and animal control services. The Fiscal Year 2018-19 Budget includes funding for several Capital Improvement Projects, including the completion of the Agoura Road Widening Project, and the design of the Palo Comado Interchange. Additionally, the Roadside Bridge widening is planned, along with the annual street overlay program, sidewalk repairs, and other traffic improvement projects.

On June 13, 2018, the City Council held a budget workshop, extensively covering all budget matters, and direction by the City Council has been incorporated into the final budget.

The City follows the practice of meeting and consulting with City employees on matters such as working conditions, classifications, and compensation, including salaries and benefits. Providing salaries and benefits consistent with other employers in the area and the professional field is a means to retain a high level of quality employees. As a result of the 2018-2019 consultation sessions with the City employees, the City agreed to a one-year compensation package. The compensation package includes a 2.7% Cost of Living Adjustment (COLA) rate based on the annual average of the Consumer Price Index (CPI) as listed by the U.S. Department of Labor Statistics, Urban Wage Earners & Clerical Workers for Los Angeles, Riverside, and Orange Counties for year ending 2017, which will be effective the pay period of June 22, 2018, an increase to the employer contribution towards healthcare premiums to provide for the increased costs in 2019 and an increase to the Delta Dental PPO out-of-network annual maximum from \$1,000 per person to \$2,000 per person to match the in-network benefit, effective July 1, 2018.

After reviewing the duties of the full-time positions of Recreation Supervisor and Senior Planner, and in accordance with the California Department of Industrial Relations test for exempt status of full-time employees, it is proposed that the Recreation Supervisor and Senior Planner classifications be changed from non-exempt to exempt.

It is proposed that the Flexible Benefits Plan offered by the City to its employees be amended to include the new healthcare rates as provided by CALPERS; an employer contribution amount up to the 2019 Blue Shield Access+ family rate (effective January 1, 2019, through December 31, 2019), which includes the 2019 minimum contribution required under Public Employees' Medical and Hospital Care Act (PEMHCA), plus the Vision Service Provider (VSP) family rate effective July 1, 2018. The agreement was contingent on the ability to achieve a balanced budget. Staff has budgeted for the proposed changes and is presenting a balanced Fiscal Year 2018-2019 budget for approval.

Consistent with past practice, the City Councilmembers are offered the ability to participate in the healthcare plans offered by the City. It is proposed that the same amendments to the Flexible Benefits Plan stated above, be offered to the Councilmembers through the adoption of Resolution No. 18-1876.

Pursuant to the employment agreement between the City and City Manager, the City Council has recommended that the agreement be amended to increase the City

Manager's pay, which would establish Mr. Ramirez' existing base monthly salary to \$20,020.00. Staff has prepared an amendment to the City Manager's employment agreement for the City Council's consideration. This amendment, if adopted, would be effective the pay period beginning June 22, 2018.

The above recommendations are incorporated within the 2018-19 Budget. Staff recommends that the City Council appropriate the Fiscal Year 2018-19 Budget for the City of Agoura Hills of \$31.3 million, which includes approximately \$20.2 million in day-to-day operational/service costs, with an additional \$11.1 million in capital improvement projects. The Capital Improvement Projects include the Palo Comado Interchange plans and designs, the Kanan Corridor Design, and the completion of the Agoura Road Widening Project.

For the budget year 2018-19 the General Fund projected ending fund balance is \$10.0 million, or 62% of operating expenditures and transfers. It is important to note that the General Fund reserves serve as a temporary funding source for the many grants the City receives. Additionally, the City utilizes the reserve for cash flow and emergency reserves.

RECOMMENDATION

Staff respectfully recommends the City Council adopt:

Resolution No. 18-1873; Establishing Fiscal Year 2018-19 Appropriations Limitations;

Resolution No. 18-1874; Adopting the Annual Budget for Fiscal Year 2018-19, including Fiscal Year 2018-19 appropriations and authorizing amendments to the Fiscal Year 2017-18 Budget;

Resolution No. 18-1875, amending the compensation plan by setting salary ranges for City full-time and part-time employees to include classification and compensation survey adjustments, a 2.7% COLA rate increase, increase the employer contribution to health care premiums for full-time employees;

Resolution No. 18-1876 to increase the employer contribution to healthcare premiums for City Councilmembers; and

Resolution No. 18-1877, approving Amendment No. 13 to City Manager Greg Ramirez' employment agreement

Attachments: Sources and Uses

City Council Resolution No. 18-1873

City Council Resolution No. 18-1874

City Council Resolution No. 18-1875

City Council Resolution No. 18-1876

City Council Resolution No. 18-1877

RESOLUTION NO. 18-1873

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
AGOURA HILLS, CALIFORNIA, ESTABLISHING FISCAL
YEAR 2018-19 APPROPRIATIONS LIMITATIONS**

WHEREAS, Article 13-b of the California Constitution refers to a government entity's requirement for the establishment of an appropriations limit; and

WHEREAS, Senate Bill 1352, Chapter 1205, 1980, statute adds Revenue and Taxation Code, Section 7910, which requires each local government to establish its appropriation limits by resolution each year at a regularly scheduled meeting.

NOW, THEREFORE, BE IT RESOLVED, that the City of Agoura Hills' appropriation limitation for Fiscal Year 2018-19 shall be \$17,686,345.

BE IT FURTHER RESOLVED, that any challenge to the appropriations limits, as per the above mentioned government codes, must be brought to the City of Agoura Hills' attention within sixty (60) days of the effective date of this resolution.

PASSED, APPROVED, AND ADOPTED, this 27th day of June 2018, by the following vote to wit;

AYES: (
NOES: (
ABSENT: (
ABSTAIN: (
)

William D. Koehler, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

**CITY OF AGOURA HILLS
GANN APPROPRIATION LIMIT
FY 2018-19**

Appropriation Limitation Calculation				Schedule 1	Appropriation Subject to Limit			
% Change in				Appropriation Limit by Fiscal Year				
Per Capita Personal Income	Population in per DOF	Growth Factor	Source		Estimated Revenues	Proceeds of Tax	Non Proceeds of Tax	
1981-82 Base Year Approp Subject to Limit:				\$2,200,000	Unrestricted:			
Allowed Growth Rate:								
1992-93	0.9936	1.0133	1.0068149	5,920,556	Taxes	\$13,231,718	\$12,365,718	\$866,000
1993-94	1.0272	1.0080	1.0354176	6,130,248	License and Permits	563,000		563,000
1994-95	1.0071	1.0028	1.0099199	6,191,060	Charges for Services	1,158,230		1,158,230
1995-96	1.0472	0.9969	1.0439537	6,463,180	Fines and Forfeitures	64,000		64,000
1996-97	1.0467	1.0034	1.0502588	6,788,011	Interest Earnings	25,750	21,630	4,120
1997-98	1.0467	1.0104	1.0575857	7,178,904	Miscellaneous	1,110,430		1,110,430
1998-99	1.0415	1.0120	1.0539980	7,566,550		16,153,128	12,387,348	3,765,780
1999-00	1.0453	1.0158	1.0618157	8,034,282	Total Unrestricted			
2000-01	1.0491	1.0148	1.0646267	8,553,511	Restricted:			
2001-02	1.0782	1.0137	1.0929713	9,348,742	Taxes	36,000	36,000	0
2002-03	0.9873	1.0400	1.0267920	9,599,213	License and Permits	11,000		11,000
2003-04	1.0231	1.0157	1.0391627	9,975,145	Intergovernmental	14,581,320		14,581,320
2004-05	1.0328	1.0102	1.0433346	10,407,413	Charges for Services	90,000		90,000
2005-06	1.0526	1.0540	1.1094404	11,546,405	Fines and Forfeitures	50,000		50,000
2006-07	1.0396	1.0017	1.0413673	12,024,049	Interest Earnings	19,700		19,700
2007-08	1.0442	1.0034	1.0477503	12,598,200	Miscellaneous	548,532		548,532
* 2008-09	1.0429	1.0056	1.0487402	13,212,239		15,336,552	36,000	15,300,552
* 2009-10	1.0062	1.0058	1.0120360	13,371,262	Total Restricted			
2010-11	0.9746	1.0059	0.9803501	13,108,518	Total Source of Funds			
* 2011-12	1.0251	1.0025	1.0276628	13,471,136		\$31,489,680	\$12,423,348	\$19,066,332
* 2012-13	1.0377	1.0021	1.0398792	14,008,354				
2013-14	1.0512	1.0045	1.0559304	14,791,847				
2014-15	0.9977	1.0047	1.0023892	14,827,188				
2015-16	1.0382	1.0064	1.0448445	15,492,106				
2016-17	1.0537	1.0068	1.0608652	16,435,036				
2017-18	1.0369	1.0001	1.0370037	17,043,191				
2018-19	1.0367	1.0010	1.0377367	17,686,345				
2018-19 Appropriation Limit				\$17,686,345				
Less Appropriations subject to limit (Sched 2)				12,423,348				
2018-19 Appropriations Under Allowed Limit				\$5,262,997				

* Revised

RESOLUTION NO. 18-1874

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AGOURA HILLS, CALIFORNIA, ADOPTING THE ANNUAL BUDGET FOR FISCAL YEAR 2018-19, INCLUDING FISCAL YEAR 2018-19 APPROPRIATIONS AND AUTHORIZING AMENDMENTS TO THE FISCAL YEAR 2017-18 ANNUAL BUDGET

WHEREAS, the City Council has reviewed the preliminary budget for Fiscal Year 2018-19 and the amended budget for Fiscal Year 2017-18; and

WHEREAS, a Budget Workshop concerning the Fiscal Year 2018-19 proposed budget was held on Wednesday, June 13, 2018.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Agoura Hills, as follows:

1. That the Fiscal Year 2018-19 Budget be adopted, pursuant to Chapter 6, Section 2603 (Ordinance No. 22) of the City of Agoura Hills Municipal Code, and that the proposed amendments to the Fiscal Year 2017-18 Budget be approved.
2. That the amounts shown on Exhibit "A" for the Fiscal Year 2018-19 Budget are hereby appropriated.
3. Any unused appropriations from the Fiscal Year 2017-18 Adopted Budget at the end of Fiscal Year 2017-18 may be re-appropriated by the City Manager for continued use in Fiscal Year 2018-19.

PASSED, APPROVED, AND ADOPTED, this 27th day of July 2018, by the following vote to wit;

AYES: ()
NOES: ()
ABSENT: ()
ABSTAIN: ()

William D. Koehler, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

**City of Agoura Hills
Sources and Uses
Budget 2017-18**

Fund	----- 2017/18-----				Fund Balance 6/30/2018
	Fund Balance 6/30/2017	Revenues	Expenditures	Transfers (Out)/In	
<u>City of Agoura Hills</u>					
10 General Fund	9,981,277	15,880,747	14,762,148	(1,096,825)	10,003,051
20 Gas Tax	72,717	463,285	450,300		85,702
22 RRAA		119,870	119,800		70
30 Retirement Rate Stablization	145,000				145,000
40 Traffic Safety	3,997	50,200	50,000		4,197
60 Proposition A	742,490	518,278	646,313		614,455
61 Proposition C	126,512	331,300	575,990		(118,178)
63 Measure R	27,977	236,693	253,437		11,233
64 Measure M		221,250	205,500		15,750
70 SCAQMD	49,493	27,000	45,000		31,493
110 Traffic Improvement	479,772	704,000	50,000		1,133,772
111 Utility Undergrounding	50,037	500			50,537
240 Suppl. Law Encfmt	45,152	100,700	100,000		45,852
250 CDBG	(49,798)	143,000	99,673		(6,471)
260 Misc. Grants	(267,620)	695,672	565,750		(137,698)
520 Waste Management	154,104	118,500	98,500		174,104
420 Inc. Housing In-Lieu	2,784,347	8,000			2,792,347
300 Public Fin Auth Debt Service	1,594		-	-	1,594
305 Improvement Authority Debt Ser	265,215		904,543	913,025	273,697
620 Successor Housing	392,933		25,909	71,500	438,524
11 Capital Projects Fund	250,000		300,000	112,300	62,300
12 Facilities Fund	200,276				200,276
15 Rec Center Capital Projects	1,932				1,932
16 Stormwater Capital Projects	555,552				555,552
18 Measure R Capital Projects	(4,708,451)	6,500,000	2,178,784		(387,235)
Total City of Agoura Hills	11,304,505	26,118,995	21,431,647	-	15,991,853

**City of Agoura Hills
Sources and Uses
Budget 2018-19**

Fund	----- 2018/19-----				Fund Balance 6/30/2019
	Fund Balance 6/30/2018	Revenues	Expenditures	Transfers (Out)/In	
<u>City of Agoura Hills</u>					
10 General Fund	10,003,051	16,153,128	14,970,545	(1,157,011)	10,028,623
20 Gas Tax	85,702	537,106	588,300		34,508
22 RRAA	70	349,026	349,000		96
30 Retirement Rate Stablization	145,000				145,000
40 Traffic Safety	4,197	50,200	50,000		4,397
60 Proposition A	614,455	573,034	525,860		661,629
61 Proposition C	(118,178)	341,729	85,403		138,148
63 Measure R	11,233	255,927	229,380		37,780
64 Measure M	15,750	290,000	244,260		61,490
70 SCAQMD	31,493	49,500	36,200		44,793
110 Traffic Improvement	1,133,772	4,000	300,000		837,772
111 Utility Undergrounding	50,537	500			51,037
240 Suppl. Law Encfmt	45,852	100,700	100,000		46,552
250 CDBG	(6,471)	9,658	9,658		(6,471)
260 Misc. Grants	(137,698)	1,675,672	1,675,750		(137,776)
520 Waste Management	174,104	104,500	99,200		179,404
420 Inc. Housing In-Lieu	2,792,347	8,000			2,800,347
300 Public Fin Auth Debt Service	1,594		-	-	1,594
305 Improvement Authority Debt Ser	273,697		904,543	913,025	282,179
620 Successor Housing	438,524		56,254	103,986	486,256
11 Capital Projects Fund	62,300		200,000	140,000	2,300
12 Facilities Fund	200,276				200,276
15 Rec Center Capital Projects	1,932				1,932
16 Stormwater Capital Projects	555,552				555,552
18 Measure R Capital Projects	(387,235)	6,687,000	6,686,246		(386,481)
19 Measure M Capital Projects	-	4,300,000	4,233,227		66,773
Total City of Agoura Hills	15,991,853	31,489,680	31,343,826	-	16,137,707

RESOLUTION NO. 18-1875

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AGOURA HILLS, CALIFORNIA, AMENDING THE COMPENSATION PLAN BY SETTING SALARY RANGES FOR CITY FULL-TIME EMPLOYEES TO INCLUDE A 2.7% COLA RATE AND INCREASE THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR FULL-TIME EMPLOYEES

THE CITY COUNCIL OF THE CITY OF AGOURA HILLS HEREBY FINDS, RESOLVES, AND ORDERS AS FOLLOWS:

SECTION 1. The classifications and salary ranges as shown on Exhibit "A," attached hereto and incorporated herein as though set forth in full, are hereby authorized in City service effective the pay period beginning June 22, 2018.

SECTION 2. The City will increase the employer contribution amount up to the 2019 Blue Shield Access+ family rate, which will include the 2019 minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), effective January 1, 2019, plus the Vision Service Provider (VSP) rate, effective July 1, 2018.

SECTION 3. The Delta Dental PPO out-of-network annual maximum will be increased from \$1,000 per person to \$2,000 per person to match the in-network annual maximum effective July 1, 2018.

PASSED, APPROVED, AND ADOPTED this 27th day of June 2018, by the following vote to wit:

AYES: ()
NOES: ()
ABSENT: ()
ABSTAIN: ()

William D. Koehler, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

EXHIBIT "A"

SALARIES AND POSITIONS 2018-2019

EXHIBIT A

FULL-TIME POSITIONS AND SALARIES

EFFECTIVE 6/22/2018

POSITIONS	RANGE	ANNUAL		MONTHLY		HOURLY	
		LOW	HIGH	LOW	HIGH	LOW	HIGH
EXEMPT							
ACCOUNTANT	50	73,237	89,233	6,103	7,436	35.2101	42.9005
ADMINISTRATIVE ANALYST	51	75,068	91,463	6,256	7,622	36.0904	43.9726
ASSISTANT CITY MANAGER	82	161,397	196,647	13,450	16,387	77.5947	94.5418
ASSISTANT DIRECTOR OF COMM SERVICE	68	114,225	139,172	9,519	11,598	54.9159	66.9096
ASSISTANT PLANNING DIRECTOR	68	114,225	139,172	9,519	11,598	54.9159	66.9096
ASSISTANT TO THE CITY MANAGER	60	93,750	114,225	7,813	9,519	45.0721	54.9159
ASSOCIATE CIVIL ENGINEER	59	91,463	111,439	7,622	9,287	43.9726	53.5764
BUILDING OFFICIAL	70	120,008	146,218	10,001	12,185	57.6962	70.2971
CITY CLERK	64	103,482	126,083	8,624	10,507	49.7510	60.6168
CITY ENGINEER	71	123,008	149,873	10,251	12,489	59.1385	72.0543
CITY MANAGER		240,240		20,020		115.5000	
DEPUTY CITY MANAGER	73	129,235	157,461	10,770	13,122	62.1322	75.7024
DIRECTOR COMMUNITY SERVICES	75	135,778	165,432	11,315	13,786	65.2779	79.5346
DIRECTOR OF FINANCE	74	132,466	161,397	11,039	13,450	63.6856	77.5947
DIRECTOR OF PUBLIC WORKS/CITY ENGIN	75	135,778	165,432	11,315	13,786	65.2779	79.5346
EXECUTIVE ASSISTANT	46	66,349	80,840	5,529	6,737	31.8986	38.8654
FINANCE MANAGER	61	96,094	117,081	8,008	9,757	46.1990	56.2889
PLANNING DIRECTOR	72	126,083	153,620	10,507	12,802	60.6168	73.8558
PRINCIPAL PLANNER	62	98,496	120,008	8,208	10,001	47.3538	57.6962
PUBLIC WORKS PROJECT MANAGER	59	91,463	111,439	7,622	9,287	43.9726	53.5764
RECREATION MANAGER	59	91,463	111,439	7,622	9,287	43.9726	53.5764
RECREATION SUPERVISOR	50	73,237	89,233	6,103	7,436	35.2101	42.9005
SENIOR PLANNER	58	89,233	108,721	7,436	9,060	42.9005	52.2697
HOURLY							
ACCOUNTING SPECIALIST II	46	66,349	80,840	5,529	6,737	31.8986	38.8654
ADMINISTRATIVE AIDE	38	54,456	66,349	4,538	5,529	26.1808	31.8986
ADMINISTRATIVE ASSISTANT I	37	53,128	64,731	4,427	5,394	25.5423	31.1207
ADMINISTRATIVE ASSISTANT II	41	58,643	71,451	4,887	5,954	28.1938	34.3514
ASSISTANT ENGINEER	53	78,869	96,094	6,572	8,008	37.9178	46.1990
ASSISTANT PLANNER	51	75,068	91,463	6,256	7,622	36.0904	43.9726
ASSOCIATE PLANNER	55	82,861	100,958	6,905	8,413	39.8370	48.5375
BUILDING PERMIT TECHNICIAN	38	54,456	66,349	4,538	5,529	26.1808	31.8986
CODE COMPLIANCE OFFICER	46	66,349	80,840	5,529	6,737	31.8986	38.8654
COMM SERV COORDINATOR	46	66,349	80,840	5,529	6,737	31.8986	38.8654
CULTURAL EVENT COORDINATOR	46	66,349	80,840	5,529	6,737	31.8986	38.8654
ENGINEERING AIDE I	38	54,456	66,349	4,538	5,529	26.1808	31.8986
ENGINEERING AIDE II	46	66,349	80,840	5,529	6,737	31.8986	38.8654
PLANNING TECHNICIAN	38	54,456	66,349	4,538	5,529	26.1808	31.8986
SENIOR BUILDING INSPECTOR	47	68,008	82,861	5,667	6,905	32.6962	39.8370
SENIOR CIVIL ENGINEER	64	103,482	126,083	8,624	10,507	49.7510	60.6168

PART-TIME POSITIONS AND SALARIES

EFFECTIVE 7/1/2018

ADMINISTRATIVE INTERN	10	26,166	31,881	2,181	2,657	12.5798	15.3274
ADMINISTRATIVE INTERN II	17	31,103	37,896	2,592	3,158	14.7231	18.2192
INSTRUCTOR	5	23,127	28,178	1,927	2,348	11.1188	13.5471
OFFICE ASSISTANT	15	29,605	36,071	2,467	3,006	14.2332	17.3418
RECREATION LEADER I	5	23,127	28,178	1,927	2,348	11.1188	13.5471
RECREATION LEADER II	13	28,178	34,332	2,348	2,861	13.5471	16.5058
RECREATION SPECIALIST	20	33,495	40,810	2,791	3,401	16.1034	19.6202
SENIOR PROGRAM INSTRUCTOR	18	31,881	38,884	2,657	3,240	15.3274	18.6942
SPECIAL EVENT WORKER		150-1,050		PER EVENT			

RESOLUTION NO. 18-1876

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AGOURA HILLS, CALIFORNIA, INCREASING THE EMPLOYER CONTRIBUTION TO HEALTHCARE PREMIUMS FOR CITY COUNCILMEMBERS

THE CITY COUNCIL OF THE CITY OF AGOURA HILLS HEREBY FINDS, RESOLVES, AND ORDERS AS FOLLOWS:

SECTION 1. The City will increase the employer contribution amount up to the 2019 Blue Shield Access+ family rate, which will include the 2019 minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), effective January 1, 2019, plus the Vision Service Provider (VSP) rate, effective July 1, 2018.

SECTION 2. The Delta Dental PPO out-of-network annual maximum will be increased from \$1,000 per person to \$2,000 per person to match the in-network annual maximum effective July 1, 2018.

PASSED, APPROVED, AND ADOPTED this 27th day of June 2018, by the following vote to wit:

AYES: (
NOES: (
ABSENT: (
ABSTAIN: (
)

William D. Koehler, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

RESOLUTION NO. 18-1877

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
AGOURA HILLS, CALIFORNIA, APPROVING
AMENDMENT NO. 13 TO THE CITY MANAGER'S
EMPLOYMENT AGREEMENT**

**THE CITY COUNCIL OF THE CITY OF AGOURA HILLS HEREBY FINDS,
RESOLVES, AND ORDERS AS FOLLOWS:**

SECTION 1. The City Council of the City of Agoura Hills hereby approves Amendment No. 13 to the City Manager's Employment Agreement to increase the City Manager's pay. The attached amendment as shown on Exhibit "A", attached hereto and incorporated herein as though set forth in full, will change Mr. Ramirez' existing base monthly salary from \$19,250.00 to \$20,020.00. The amendment will be effective the pay period beginning June 22, 2018.

SECTION 2. The City Council of the City of Agoura Hills hereby acknowledges that Section 4(B)(4) of the City Manager's Employment Agreement will include a change in health benefits that will increase the employer contribution amount up to the 2019 Blue Shield Access+ family rate, effective January 1, 2019, including the Vision Service Provider (VSP) rate effective July 1, 2018, consistent with that approved for the City's general employees and Department Heads.

SECTION 3. The Delta Dental PPO out-of-network annual maximum will be increased from \$1,000 per person to \$2,000 per person to match the in-network annual maximum effective July 1, 2018.

PASSED, APPROVED, AND ADOPTED this 27th day of June 2018, by the following vote to wit:

AYES: (
NOES: (
ABSENT: (
ABSTAIN: (
)

William D. Koehler, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

EXHIBIT "A"

**AMENDMENT NO. 13 TO EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF AGOURA HILLS, CALIFORNIA, AND GREG RAMIREZ**

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BETWEEN THE CITY OF AGOURA HILLS, CALIFORNIA
AND GREG RAMIREZ**

That certain Employment Agreement dated February 24, 2004, as amended in February 2005, May 2006, August 2007, July 2008, August 2008, June 2009, June 2011, June 2012, June 2013, and June 2014, June 2016, and June 2017, by and between the City of Agoura Hills ("City") and Greg Ramirez ("City Manager") (collectively the "Amended Agreement") is hereby further amended as follows:

1. Section 4(A)(1)(a) of the Amended Agreement is amended in its entirety to read as follows:

“(a) Base Salary. Effective with the pay period beginning June 22, 2018, City agrees to pay City Manager for the services required by this Agreement to a monthly base salary of twenty thousand twenty dollars and no cents (\$20,020.00) per month.”
2. The foregoing amendments, when approved by the City Council and duly executed by the Mayor and City Manager, shall be made a part of the Amended Agreement. Except as amended herein, the terms and conditions of the Amended Agreement shall remain in full force and effect.

IN WITNESS WHEREOF the parties have executed the Amendment No. 13 to the Agreement as of June 22, 2018.

CITY MANAGER

Greg Ramirez

CITY OF AGOURA HILLS

William D. Koehler

ATTEST:

Kimberly M. Rodrigues, City Clerk

APPROVED AS TO FORM:

Candice Lee, City Attorney