

REPORT TO CITY COUNCIL

DATE: MAY 27, 2020

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER

**BY: NATHAN HAMBURGER, ASSISTANT CITY MANAGER
CELESTE BIRD, ADMINISTRATIVE ANALYST**

**SUBJECT: ADOPTION OF RESOLUTION NO. 20-1933; AMENDING THE
COMPENSATION PLAN FOR FULL-TIME EMPLOYEES AND
RESOLUTION NO. 20-1934; AMENDING THE EMPLOYER
CONTRIBUTION TO HEALTHCARE FOR COUNCILMEMBERS**

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. As a result of the 2019-2020 consultation sessions with the City employees, the City agreed to a two-year compensation package. The compensation package included a Cost of Living Adjustment (COLA) for fiscal year 2020-21, and an increase to the employer contribution towards healthcare premiums to provide for the increased costs in 2021, effective January 1, 2021. Due to budget revenue short-falls resulting from the current COVID-19 pandemic it was necessary to meet and consult with City employees and propose reductions in these previously approved employee benefits. The City employees agreed to the following reductions:

The Cost of Living Adjustment (COLA) for fiscal year 2020-21, previously approved would be excluded from the City's updated budget for the upcoming fiscal year. In addition, the Flexible Benefits Plan offered to City employees will not be amended to include the new healthcare rates, as provided by CALPERS for the 2021 calendar year, but will remain at the current 2020 rates previously approved in Resolution No. 19-1904. For reference, the 2021 minimum contribution required under Public Employees' Medical and Hospital Care Act (PEMHCA), plus the current Vision Service Provider (VSP) family rate, which will remain effective through June 30, 2021. The City employees have requested a review of the health benefit rates during the City's mid-year budget review, which could be done separately from this proposed action by the City Council, if they so desire.

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. 20-1934.

RECOMMENDATION

Staff respectfully recommends the City Council adopt Resolution No. 20-1933; amending the compensation plan to exclude a Cost of Living Adjustment (COLA), as was previously approved, and to amend the Flexible Benefit Plan offered by the City to remain at the current 2020 rates for up to the Region 2 Blue Shield Access+ family rate, and Resolution No. 20-1934 to offer the same employer contribution to healthcare premiums for City Councilmembers through 2021.

Attachments: (1) Resolution No. 20-1933
(2) Resolution No. 20-1934

RESOLUTION NO. 20-1933

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
AGOURA HILLS, CALIFORNIA, AMENDING THE
COMPENSATION PLAN FOR CITY FULL-TIME
EMPLOYEES**

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

SECTION 1. Due to budget short falls resulting from the current COVID-19 pandemic, the previously approved Cost of Living Adjustment (COLA) will be excluded for fiscal year 2020-21, as was previously approved.

SECTION 2. The City will maintain the current employer contribution toward healthcare premiums up to the dollar amount previously approved in Resolution 19-1904, which will include the 2021 minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), effective January 1, 2021, plus the Vision Service Provider (VSP) rate, which will remain effective through June 30, 2021.

PASSED, APPROVED, AND ADOPTED this 27th day of May 2020, by the following vote to wit:

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

Illece Buckley Weber, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk

RESOLUTION NO. 20-1934

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
AGOURA HILLS, CALIFORNIA, MAINTAINING THE
CURRENT EMPLOYER CONTRIBUTION TO
HEALTHCARE PREMIUMS FOR CITY
COUNCILMEMBERS THROUGH 2021**

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

SECTION 1. The City will maintain the current employer contribution amount of up to the 2020 Region 2 Blue Shield Access+ family rate, which will include the 2021 minimum contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA), effective January 1, 2021, plus the Vision Service Provider (VSP) rate, which will remain effective through June 30, 2021.

PASSED, APPROVED, AND ADOPTED this 27th day of May 2020, by the following vote to wit:

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

Illece Buckley Weber, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk