

REPORT TO CITY COUNCIL

DATE: OCTOBER 14, 2009

TO: HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL

FROM: GREG RAMIREZ, CITY MANAGER *GR*

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

SUBJECT: APPROVE RESOLUTION NO. 09-1553; AMENDING THE
COMPENSATION PLAN BY INCREASING THE EMPLOYER
CONTRIBUTION TO PROVIDE FOR THE INCREASED COSTS TO
HEALTHCARE PREMIUMS IN 2010

On June 24, 2009, the City Council approved an employer contribution of up to \$1,025.77 per month, in addition to the minimum contribution required under Public Employees' Medical and Hospital Care Act (PEMHCA) of \$101.00. Due to the 2010 increases to healthcare premiums, effective January 1, 2010, staff is recommending, in addition to the new minimum contribution required under PEMHCA of \$105.00, that the employer contribution be approved at a maximum of \$1,053.85, for a total employer contribution of \$1,158.85 per month. This contribution applies to all eligible full-time employees and special district members, and it is an agreed-upon compensation for employees as a result of the 2008 employee consultation sessions. This is an increase which was anticipated and budgeted for during the City's annual budget process. The actual cost came in several thousand dollars below the original budgeted amount.

The City Attorney has reviewed and approved the attached resolution as to form.

RECOMMENDATION

It is respectfully recommended the City Council approve Resolution No. 09-1553; amending the Compensation Plan by increasing the employer contribution amount to the actual cost of the medical plan of choice and the actual cost of the vision plan, not to exceed \$1,053.85 per month.

Attachment: Resolution No. 09-1553

RESOLUTION NO. 09-1553

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AGOURA HILLS, CALIFORNIA, AMENDING THE COMPENSATION PLAN BY INCREASING THE EMPLOYER CONTRIBUTION TO PROVIDE FOR THE INCREASED COSTS TO HEALTHCARE PREMIUMS IN 2010

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

SECTION 1. The City will contribute an amount, in addition to the medical plan statutory minimum, that is equal to the balance of actual cost of the medical plan of choice, and the actual cost of the vision plan, not to exceed \$1,053.85 for a total employer contribution of \$1,158.85 per month.

SECTION 2. These benefits will apply to all eligible full-time employees and special district members.

SECTION 3. The effective date of this resolution is January 1, 2010.

PASSED, APPROVED, AND ADOPTED this 14th day of October, 2009, by the following vote to wit:

AYES: (0)
NOES: (0)
ABSENT: (0)
ABSTAIN: (0)

Denis Weber, Mayor

ATTEST:

Kimberly M. Rodrigues, City Clerk