

RESOLUTION NO. 22-236

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING RESOLUTION NO. 06-092 AND RESCINDING RESOLUTION NO. 12-090, APPROVING ADJUSTMENTS TO THE HEALTH INSURANCE PREMIUMS, RETIREMENT BENEFITS, TUITION EDUCATION REIMBURSEMENT, AND DEFERRED COMPENSATION CONTRIBUTION PROVIDED FOR ELECTED OFFICIALS

WHEREAS, the City Council has historically adopted a resolution establishing the benefits for Elected Officials, and

WHEREAS, the City Council adopted Resolution No. 06-092 on July 31, 2006, establishing benefits for the Mayor and City Council; and

WHEREAS, the City Council adopted Resolution No. 12-090 on September 4, 2012, approving an adjustment to the monthly medical insurance allowance provided for elected officials and unclassified management employees; and

WHEREAS, after discussions between the City Council and the City Manager regarding updating the pre-existing benefits resolution for Elected Officials, the City Council now desires to adopt Resolution No. 22-236 relating to the benefits for the Elected Officials, which supersedes and replaces any and all prior benefit resolutions for the Elected Officials, including, but not limited to Resolution No. 12-090; and furthermore, to the extent this Resolution No. 22-236 provides benefits in excess of or different from the benefits provided in Resolution Nos. 06-092, the provisions of this Resolution No. 22-236 shall control.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. The foregoing recitals are true and correct and are incorporated herein by reference.

SECTION 2. Resolution No. 12-090 is hereby rescinded and superseded by this resolution. Furthermore, to the extent this Resolution No. 22-236 provides benefits in excess of or different from the benefits provided in Resolution No. 06-092, the provisions of this Resolution No. 22-236 shall control.

SECTION 3. The following are the salaries, benefits, and other terms and conditions for the Elected Officials:

SECTION 4. HEALTH INSURANCE PREMIUM:

- 4.1 Effective January 1, 2023, the City will pay the full family HMO premium from Kaiser Permanente of the Los Angeles Region (including Orange, Riverside, and San Bernardino counties) for each Elected Official and eligible dependents.
- 4.2 The cafeteria cap on the use of excess monies shall be two hundred dollars (\$200.00) per month, regardless of the number of dependents.
- 4.3 Elected Officials electing to discontinue or not electing health insurance coverage shall receive seventy-five percent (75%) of the lowest 2-party premium, to be put into a City-sponsored

deferred compensation plan credited to the Elected Official. (Elected Officials currently receiving a higher amount than seventy-five percent (75%) of the lowest 2-party premium shall continue to receive the same amount to be placed into a City sponsored deferred compensation plan credited to the Elected Officials.) Elected Officials may elect to resume health coverage during any open enrollment period, as a result of any change in status, or any other period of time authorized by the policies and requirements of the City-sponsored health coverage plans.

- 4.4 Elected Officials shall have the right to use monies remaining from the monthly sum originally provided for health insurance to purchase additional term life insurance, vision care and/or long-term care insurance offered by the City.
- 4.5 If permitted under applicable laws, regulations, resolutions, and requirements, if the Councilmember retires from the City and upon his/her turning age 65, reimburse the Councilmember for the Medicare premium for the retiree only.

SECTION 5. DEFERRED COMPENSATION PROGRAMS:

- 5.1 The City shall continue to sponsor voluntary deferred compensation programs.
- 5.2 The City agrees to match the amount, dollar for dollar, up to six thousand dollars (\$6,000.00) per calendar year, contributed to the Elected Official's deferred compensation account.

SECTION 6. EDUCATION/TUITION REIMBURSEMENT

City will reimburse a Unit member up to the California State University in-state rate (per semester, quarter, or academic year: <https://www.calstate.edu/attend/paying-for-college/tuition-by-year>) for continuing education through an accredited program that either offers growth in an area related to the Unit member's current position or that may lead to promotional opportunities, as determined by the Human Resources Director. This education may include college courses, continuing education units, adult education classes, certification examination fees, and job-related workshops/seminars/conferences not already paid for by the City on behalf of the employee.

The Unit member must take the course on the member's own time. City time may not be used to attend educational opportunities covered by this program. If a course is only offered during regularly scheduled work hours, the Unit member's supervisor and Department Director may make reasonable efforts to adjust work schedules to accommodate the scheduling conflict.

A Unit member must secure a passing grade of "C" or its equivalent or obtain a certification to receive any reimbursement. Expenses must be validated by receipts and a copy of the final grade or certification received. Full-time, regular Unit members who have completed six-months of employment are eligible. The deadline for submitting Education Reimbursement Forms for any expenses of the prior Fiscal Year is the end of the second full pay period of July.

California State University Dominguez Hills Incentive

Unit members who are students enrolled in course work at California State University Dominguez Hills shall be eligible for additional reimbursement of parking permits (excluding violation fees and

citations) and required reading materials/textbooks, to be confirmed by instructor/school issued course syllabi or other official university documentation.

The Education Tuition Reimbursement program may be revoked or suspended by the City Council at anytime and at the City Council's discretion, without requirement for meet and confer. Should the City Council decide to revoke or suspend the program, Unit members currently enrolled in course work will be permitted to complete and submit reimbursement requests for the current active term (quarter or semester).

SECTION 7. DURATION:

- 6.1 This Resolution shall be binding on the City and the Elected Officials when adopted by City Council.
 - 6.2 Except as otherwise provided herein, this Resolution shall continue in full force and effect until such time as amended or superseded by City Council ordinance or resolution.
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The City Clerk shall certify to the adoption of this Resolution and enter it into the book of original resolutions.

PASSED, APPROVED AND ADOPTED this 15th day of November 2022.

Lula Davis-Holmes, Mayor

APPROVED AS TO FORM:

Sunny K. Soltani, City Attorney

ATTEST:

Dr. Khaleah K. Bradshaw, City Clerk
STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF CARSON)

I, Khaleah Bradshaw, City Clerk of the City of Carson, do hereby certify that the foregoing Resolution, being Resolution No. 22-236, was passed and approved by the City Council of the City of Carson at its meeting held on November 15, 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Dr. Khaleah K. Bradshaw, City Clerk