

RESOLUTION NO. 22-245

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, AMENDING AND RESTATING RESOLUTION NO. 19-042 ADJUSTING THE EMPLOYER'S CONTRIBUTION UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT (PEMHCA) AND ESTABLISHING A TUITION EDUCATION REIMBURSEMENT BENEFIT FOR THE CLASSIFICATIONS OF CHIEF DEPUTY CITY CLERK AND CHIEF DEPUTY CITY TREASURER. (CITY COUNCIL)

WHEREAS, Government Code Section 22892(a) provides that a local agency contracting under the Public Employees Medical and Hospital Care Act ("PEMHCA" or the "Act") shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act; and

WHEREAS, the City of Carson, California ("City"), is a local agency contracting under the Act; and

WHEREAS, on June 21, 2016, the City Council of the City ("City Council") formally created a new unrepresented, non-classified at-will position of employment, subject to the appointing authority of the City Clerk of the City pursuant to Government Code Section 40813, under the title of "Senior Deputy City Clerk;" and

WHEREAS, by adoption of Resolution 19-036 in 2019, the City Council has changed the title of the foregoing position to "Chief Deputy City Clerk"; and

WHEREAS, by adoption of Resolution 19-036 in 2019, the City Council has approved the creation of a new unrepresented, non-classified at-will position of employment under the title of "Chief Deputy City Treasurer," which position is subject to the appointing authority of the City Treasurer of the City, pursuant to Government Code Sections 41006 and 41007; and

WHEREAS, the City Council now intends to amend and restate in its entirety Resolution No. 19-042 to adjust the employer's contribution under PEMHCA and to establish a tuition education reimbursement benefit for the classifications of Chief Deputy City Clerk and Chief Deputy City Treasurer.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CARSON, CALIFORNIA, HEREBY FINDS, DETERMINES AND RESOLVES AS FOLLOWS:

Section 1. The above recitals are true and correct, and are incorporated herein by this reference.

Section 2. Health Benefits:

The employer's contribution for each employee or annuitant within the following group shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan as follows:

- I. Effective January 1, 2023, the City will pay the full family HMO premium from Kaiser Permanente of the Los Angeles Region (including Riverside and San Bernardino counties) for Chief Deputy City Clerk and Chief Deputy City Treasurer and eligible dependents. If the Chief Deputy City Clerk and Chief Deputy City Treasurer do not fully utilize the provided allowance, up to \$200.00/month of the remainder may be used by the incumbent towards additional City offered benefits in the following order:
 - a. Vision care
 - b. Additional insurance coverage
 - c. Flexible Savings Account/Dependent Care
- II. The City will provide the Chief Deputy City Clerk and Chief Deputy City Treasurer and their dependents with dental insurance through the City provided dental insurance plan.

Section 3. Education/Tuition Reimbursement:

City will reimburse the Chief Deputy City Clerk and Chief Deputy City Treasurer 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 Chief Deputy City Clerk and Chief Deputy City Treasurer'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 Chief Deputy City Clerk and Chief Deputy City Treasurer 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 Chief Deputy City Clerk and Chief Deputy City Treasurer's supervisor and Department Director may make reasonable efforts to adjust work schedules to accommodate the scheduling conflict.

A Chief Deputy City Clerk and Chief Deputy City Treasurer 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 Chief Deputy City Clerk and Chief Deputy City Treasurers 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

Chief Deputy City Clerk and Chief Deputy City Treasurers 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, Chief Deputy City Clerk and Chief Deputy City Treasurers currently enrolled in course work will be permitted to complete and submit reimbursement requests for the current active term (quarter or semester).

Section 4. The City of Carson has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Section 5. Coverage under the Act shall be effective January 1, 2023 for the Chief Deputy City Clerk and Chief Deputy City Treasurer positions.

Section 6. This resolution shall be effective December 7, 2022.

Section 7. The City Clerk shall certify to the adoption of this Resolution and shall enter it into the book of original Resolutions.

PASSED, APPROVED, and ADOPTED this 6th day of December 2022.

APPROVED AS TO FORM:

CITY OF CARSON:

Sunny K. Soltani, City Attorney

Lula Davis-Holmes, Mayor

ATTEST:

Dr. Khaleah K. Bradshaw, City Clerk

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) ss.
CITY OF CARSON)

I, Dr. Khaleah K. Bradshaw, City Clerk of the City of Carson, California, hereby attest to and certify that the foregoing resolution, being Resolution No. 22-245 adopted by the City of Carson City Council at its meeting held on December 6, 2022, by the following vote:

AYES:	COUNCIL MEMBERS:	Davis-Holmes, Hilton, Dear, Hicks, Rojas
NOES:	COUNCIL MEMBERS:	None
ABSTAIN:	COUNCIL MEMEBES:	None
ABSENT:	COUNCIL MEMBERS:	None

Dr. Khaleah K. Bradshaw, City Clerk