

ITEM 9 ATTACHMENT

RESOLUTION NO. ~~2005-966~~ 2016-1538

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CALABASAS, CALIFORNIA, ~~AMENDING RESOLUTION NO. 2000-611,~~ RESCINDING RESOLUTION ~~NO. 2005-966~~2004-899, AND ESTABLISHING THE AMOUNT AND PROCEDURE FOR HEALTH BENEFIT REIMBURSEMENT FOR MANAGEMENT RETIREES.

~~WHEREAS, the City desires to pay medical insurance premiums for Management Retirees who meet certain eligibility requirements. provide health insurance premiums for retirees.~~

~~NOW THEREFORE, effective January 1, 2006~~December 14, 2016, Resolution No. ~~2004-899~~2005-966 is rescinded and ~~Resolution No. 2000-611 is hereby~~ amended, as follows:

Section 1. Definitions.

a. City. The City of Calabasas.

b. Dependent. The term used synonymously with the Internal Revenue Service's (IRS's) definition of a "spouse" or a "permanently disabled" person. Proper legal documentation verifying a legal marriage, or a permanent and total disability is required. Recognition of a "dependent" is determined at the time the Management Retiree ends employment with the City.

c. Management Retiree. An individual who held one of the following job classifications and who is no longer working for the City: There is a classification of "Management Employees." All of the following listed employees and officers of the City are designated Management Employees:-

- a) ~~i) City Councilmember;~~
 - ii) City Manager;
 - iii) Chief Financial Officer;
 - iv) Community Development Director;
 - v) Community Services Director;
 - vi) Media, ~~Operations~~Library and Information Services Director; and
 - vii) Public Works Director
- b) ~~e) Assistant City Manager-~~

- ~~d) Public Works Director/City Engineer~~
- ~~e) Chief Financial Officer~~
- ~~f) Community Services Director~~
- ~~g) Media Operations Director~~
- ~~h) Community Development Director~~
- ~~i) Transportation & Intergovernmental Relations Director~~

d. PERS. Public Employees Retirement System.

Section 2. ~~Management Employees shall be eligible for the following retirement benefits:~~Eligibility to receive medical insurance premium payments after retiring from PERS.

Councilmember.

A past Councilmember is eligible to receive medical insurance premium payments from the City if he/she:

- a. Is no longer a Councilmember for the City;
- b. Did not vacate his/her elected or appointed position as Councilmember prematurely before the end of a term;
- c. Completed more than six (6) consecutive years as a Councilmember for the City; and
- d. Retired from the PERS retirement system.

Management Retiree.

A Management Retiree is eligible to receive medical insurance premium payments if he/she:

- a. Has been employed by the City for a minimum of eight (8) consecutive years;
- b. Ended his/her full-time employment with the City while holding one of the above listed job classifications;
- c. Ended his/her full-time employment with the City in good-standing; and
- d. Retired from the PERS retirement system.

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Section 3. Provision for Medical Insurance Premium Payments after Retiring from PERS.

~~A. Provision of Insurance Benefits After Retirement from City. The City shall contribute an amount in accordance with the City's contract with the Public Employees' Retirement System ("PERS") toward the full cost of medical insurance plans for certain Management Employees who retire from the City. The following Management Employees will be eligible for post-retirement/termination medical insurance:—~~

- ~~(1) City Council Members who have retired from the City with not less than eight (8) years of PERS service credit with the City.—~~

- ~~(2) — Management Employees who have retired from the City with not less than eight (8) years of PERS service credit with the City.~~
- ~~(3) — City Managers who have retired from the City with not less than eight (8) years of PERS service credit with the City.~~

~~B. — Benefits After Retirement Limited. The City's reimbursement contribution toward the full cost of medical insurance plans after the Management Employees' retirement pursuant to this Resolution shall be limited to:~~

- ~~(1) — Management Employees who have reached the age of 55; and~~
- ~~(2) — A maximum monthly contribution of \$688.50 per month (which covers the retiree, plus one dependent, for most basic care premiums in the Los Angeles/Ventura County area).~~

~~C. — Reduction of Benefits Upon Qualification for Medicare Coverage. The post-retirement benefits received by any Management Employee pursuant to this Resolution shall be reduced when the Management Employee qualifies for Medicare benefits. The City's contribution shall be reduced by the amount of the Management Employees' eligible Medicare benefits.~~

The City shall provide payment to the eligible Management Retiree in an amount equal to the "Supplement/Managed Medicare Monthly Rate (M)" listed under "Employee & 1 Dependent" for the "PERS Choice Medical Supplement" coverage identified on the rate sheet entitled: *Monthly Premiums for Contracting Agencies, Los Angeles Area Region* provided by PERS.

In the event that the Management Retiree dies, the qualifying dependent, if one exists, shall receive a reduced medical insurance premium payment in an amount equal to the "Supplement/Managed Medicare Monthly Rate (M)" listed under "Employee Only" for the "PERS Choice Medical Supplement" coverage identified on the rate sheet entitled: *Monthly Premiums for Contracting Agencies, Los Angeles Area Region* provided by PERS until the time of his/her death, or until he/she marries.

As these rates are adjusted by PERS, likewise will the payment amount to the Management Retiree, or his/her qualifying dependent be adjusted so that the amount paid and the cost identified by PERS are identical.

The benefit payment will be made by the City directly to the Management Retiree or his/her qualifying Dependent on at least a quarterly basis. Neither concurrent retirement from PERS and the City, nor a minimum age requirement is necessary to receive this benefit.

~~**Section 3.** Reimbursement payments will be made on a quarterly basis. Retirees shall submit copies of invoice statements for the quarterly period showing payment(s) for medical benefits.~~

Section 4. Conflict with Other Employment Documents.

Should any provision herein conflict with any applicable memorandum of understanding or employment agreement, the provisions of those other documents shall prevail. All other and former retirement, health and welfare benefits contrary to, or inconsistent with any provisions hereof are amended to conform herewith.

~~Section 5. The provisions of this resolution are severable. If any provisions of this resolution or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.~~

Section 65. The City Clerk shall certify to the adoption of this resolution and shall cause the same to be processed in the manner required by law.

PASSED, APPROVED AND ADOPTED this ~~21st~~ 14th day of ~~September,~~ December, 2016.

Mary Sue Maurer, Mayor

ATTEST:

Maricela Hernandez, MMC
City Clerk

APPROVED AS TO FORM:

Scott H. Howard, City Attorney

**ITEM 9 ATTACHMENT
RESOLUTION NO. 2016-1538**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CALABASAS, CALIFORNIA, RESCINDING RESOLUTION
NO. 2005-966 AND ESTABLISHING THE AMOUNT AND
PROCEDURE FOR HEALTH BENEFIT REIMBURSEMENT
FOR MANAGEMENT RETIREES.**

WHEREAS, the City desires to pay medical insurance premiums for Management Retirees who meet certain eligibility requirements.

NOW THEREFORE, effective December 14, 2016, Resolution 2005-966 is rescinded and amended as follows:

Section 1. Definitions.

- a. City. The City of Calabasas.
- b. Dependent. The term used synonymously with the Internal Revenue Service's (IRS's) definition of a "spouse" or a "permanently and totally disabled" person. Proper legal documentation verifying a legal marriage, or a permanent and total disability, is required. Recognition of a "dependent" is determined at the time the Management Retiree ends employment with the City.
- c. Management Retiree. An individual who held one of the following job classifications and who is no longer working for the City:
 - i) City Councilmember;
 - ii) City Manager;
 - iii) Chief Financial Officer;
 - iv) Community Development Director;
 - v) Community Services Director;
 - vi) Media, Library and Information Services Director; and
 - vii) Public Works Director.
- d. PERS. Public Employees Retirement System.

Section 2. Eligibility to receive medical insurance premium payments after retiring from PERS.

Councilmember.

A past Councilmember is eligible to receive medical insurance premium payments from the City if he/she:

- a. Is no longer a Councilmember for the City;
- b. Did not vacate his/her elected or appointed position as Councilmember prematurely before the end of a term;
- c. Completed more than six (6) consecutive years as a Councilmember for the City; and
- d. Retired from the PERS retirement system.

Management Retiree.

A Management Retiree is eligible to receive medical Insurance premium payments if he/she:

- a. Has been employed by the City for a minimum of eight (8) consecutive years;
- b. Ended his/her full-time employment with the City while holding one of the above listed job classifications;
- c. Ended his/her full-time employment with the City in good-standing; and
- d. Retired from the PERS retirement system.

Section 3. Provision for Medical Insurance Premium Payments after Retiring from PERS.

The City shall provide payment to the eligible Management Retiree in an amount equal to the "Supplement/Managed Medicare Monthly Rate (M)" listed under "Employee & 1 Dependent" for the "PERS Choice Medical Supplement" coverage identified on the rate sheet entitled: *Monthly Premiums for Contracting Agencies, Los Angeles Area Region* provided by PERS.

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The benefit payment will be made by the City directly to the Management Retiree or his/her qualifying Dependent on at least a quarterly basis. Neither concurrent retirement from PERS and the City, nor a minimum age requirement is necessary to receive this benefit.

Section 4. Conflict with Other Employment Documents.

Should any provision herein conflict with any applicable memorandum of understanding or employment agreement, the provisions of those other documents shall prevail. All other and former retirement health benefits contrary to, or inconsistent with any provisions hereof are amended to conform herewith.

Section 5. The City Clerk shall certify to the adoption of this resolution and shall cause the same to be processed in the manner required by law.

PASSED, APPROVED, AND ADOPTED this 14th day of December, 2016.

Mary Sue Maurer, Mayor

ATTEST:

Maricela Hernandez, MMC
City Clerk

APPROVED AS TO FORM:

Scott H. Howard, City Attorney



CITY of CALABASAS

Health Benefit Coverage for Management Retirees

<u>Category</u>	<u>Resolution 2005-966</u>	<u>Resolution 2016-1538</u>
Service Years		
Councilmember	8 years	6 consecutive years
Employee	8 years	8 consecutive years
Age	55 years	No restriction
Benefit	PERS Choice	No change
Coverage Amount	\$688.50 / month. Fixed.	Cost, less Medicare Supplement. (Currently \$707.26 / month). Updated Annually.
Covered	Employee & 1 Dependent	No change
Coverage Period	Until Retiree Dies	Until Retiree Dies, then ½ to Dependent until He/She Dies or Marries.

Comparative Summary for Management Retiree Health Benefit Coverage