



CITY *of* CALABASAS

CITY COUNCIL AGENDA REPORT

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**DATE:** OCTOBER 2, 2017

**TO:** HONORABLE MAYOR AND COUNCILMEMBERS

**FROM:** JOHN BINGHAM, ADMINISTRATIVE SERVICES MANAGER *JB*

**SUBJECT:** ADOPTION OF RESOLUTION NO. 2017-1563, ESTABLISHING EMPLOYEE FLEX CREDIT AMOUNTS FOR 2018 AND RESCINDING RESOLUTION NO. 2016-1518

**MEETING**

**DATE:** OCTOBER 11, 2017

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**SUMMARY RECOMMENDATION:**

That the City Council approve the adoption of Resolution No. 2017-1563, establishing employee flex credit amounts for 2018 benefits and rescinding Resolution No. 2016-1518.

**BACKGROUND:**

In terms of active employee flex credits, the City has traditionally chosen to provide the full cost of medical, dental, and vision premiums for full-time City employees (including Councilmembers), plus any dependents, for most health care plans. In addition, the City has also provided for the full cost of life insurance, short term/long term disability insurance, and an employee assistance program (EAP). Insurance premiums fluctuate each year, necessitating approval of premium costs and payment caps by the City Council on an annual basis.

**DISCUSSION/ANALYSIS:**

The credit amount that employees are allocated for the upcoming year will be reduced based on the fact that the cost of health insurance premiums influencing

our flex credit amounts are decreasing by 2.69% for calendar year 2018. There is no change in the vision premiums for 2018. The cost of dental premiums are decreasing by 3.9%.

**FISCAL IMPACT/SOURCE OF FUNDING:**

The cost for health benefits is already subsumed in the 2017-2018 operating budget.

**REQUESTED ACTION:**

It is requested that the City Council approve adoption of Resolution No. 2017-1563.

**ATTACHMENTS:**

Resolution No. 2017-1563