

**ITEM 10 ATTACHMENT
RESOLUTION NO. 2020-1708**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CALABASAS, CALIFORNIA, AMENDING RESOLUTION
NO. 2017-1571 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 October 28, 2020, Resolution 2017-1571 is hereby amended to read as follows:

Section 1. Definitions.

- a. City. The City of Calabasas, California

- 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) Communications Director
 - vii) Public Works Director.

- d. PERS. California Public Employees Retirement System.

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

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

- a. Has been employed full-time by the City for a minimum of five (5) years; and

- b. Retires from the PERS System with the City of Calabasas being the Management Retiree's last place of PERS employment; or
- c. Retires from the PERS System at another PERS agency ("the Second PERS Agency") if he/she was simultaneously employed by City and the Second PERS Agency while employed by the City.

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

The City shall reimburse each eligible Management Retiree for the eligible Management Retiree's medical benefit premiums, in an amount not to exceed 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: "*CalPERS 20__ Regional Health Premiums (Actives and Annuitants)*" for the Los Angeles area provided by PERS for each year.

In the event that the Management Retiree dies, the qualifying dependent, if one exists, shall receive a reduced medical insurance premium reimbursement payment, in an amount not to exceed the "Supplement/Managed Medicare Monthly Rate (M)" listed under "Employee Only" for the "PERS Choice Medical Supplement" coverage identified on the rate sheet entitled: "*CalPERS 20__ Regional Health Premiums (Actives and Annuitants)*" for the Los Angeles area provided by PERS for each year, until the time of his/her death, or until he/she re-marries. This "Dependent Benefit" shall only be provided to Management Retirees who retire after January 25, 2017.

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

The benefit reimbursement 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, however Medical Insurance Premium Payments will begin only after retirement from PERS has occurred, under the conditions specified above in Section 2.

This is a reimbursement program only. On a monthly or other basis as required by the City, the Management Retiree is responsible to provide documentary proof to the City that medical insurance was in-force and paid for by the Management

Retiree. The reimbursement calculation includes any mandatory city contributions to the PERS medical insurance program on behalf of the management retiree.

Section 4. Conflict with Other 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 28th day of October 2020.

Alicia Weintraub, Mayor

ATTEST:

Maricela Hernandez, City Clerk
Master Municipal Clerk
California Professional Municipal Clerk

APPROVED AS TO FORM:

Scott H. Howard
Colantuono, Highsmith & Whatley, PC
City Attorney