



City of San Leandro

Meeting Date: December 15, 2014

Staff Report

File Number: 14-522

Agenda Section: CONSENT CALENDAR

Agenda Number: 8.H.

TO: City Council

FROM: Chris Zapata
City Manager

BY: LaTanya Bellow
Human Resources Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: Staff Report for a Resolution Adopting Title 1, Chapter 6 of the San Leandro Administrative Code Affirming the Health and Welfare Benefits Available to Members of the City Council

SUMMARY AND RECOMMENDATIONS

Staff requests that the City Council adopt the proposed resolution, which would affirm and codify the health and welfare benefits available to members of the City Council.

BACKGROUND

The Mayor and City Council members' salaries are established by Ordinance Nos. 2011-001 and 2006-019, respectively. However, the health and welfare benefits available to members of the City Council have not been codified. It has been the City's long standing practice to provide its elected officials the same health and welfare benefits available to the employees of the San Leandro Management Organization (SLMO).

These benefits include City-paid enrollment in an Employee Assistance Program (EAP), Group Term Basic Life and Accidental Death and Dismemberment insurance, and Group Long-Term Disability insurance. The members of the City Council may also choose to enroll in the CalPERS retirement plan, and the medical, dental, vision, flexible spending accounts, short-term disability insurance, and supplemental life and long-term disability insurance available to SLMO employees.

Staff recommends that the City Council approve the attached resolution to adopt the provisions of Title 1, Chapter 6 of the Administrative Code, which would affirm and codify the health and welfare benefits that are available to members of the City Council. This will also ensure proper administration of these benefits.

Fiscal Impacts

There is no fiscal impact associated with the adoption of the resolution. The cost of benefits to the members of the City Council is budgeted at \$139,339 for Fiscal Year 2014-15.

ATTACHMENT

Attachment to Resolution

Administrative Code Chapter 1.6

PREPARED BY: LaTanya Bellow, Human Resources Manager, City Manager's Office



City of San Leandro

Meeting Date: December 15, 2014

Resolution - Council

File Number: 14-523 **Agenda Section:** CONSENT CALENDAR

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TO: City Council

FROM: Chris Zapata
City Manager

BY: LaTanya Bellow
Human Resources Manager

FINANCE REVIEW: David Baum
Finance Director

TITLE: RESOLUTION Adopting Title 1, Chapter 6 of the San Leandro Administrative Code Affirming the Health and Welfare Benefits Available to Members of the City Council (codifies the City's existing practice)

WHEREAS, the members of the City Council receive certain health and welfare benefits during their elected terms; and

WHEREAS, the City wishes to codify these benefits to ensure proper administration of the benefits permitted to the members of the City Council.

NOW, THEREFORE, the City Council of the City of San Leandro does RESOLVE as follows:

That Title 1, Chapter 6 - Health and Welfare Benefits, of the San Leandro Administrative Code, a copy of which is attached hereto, is hereby adopted.

SAN LEANDRO ADMINISTRATIVE CODE

TITLE 1 CITY COUNCIL

Chapter 6 Health and Welfare Benefits

§1.6.100: GENERAL.

Members of the City Council will be enrolled in the following health and welfare benefit plans:

- Employee Assistance Program (EAP): City paid
- Basic Group Term Life and Accidental Death & Dismemberment insurance equal to \$50,000: City paid
- Group Long-Term Disability: City paid

In addition, members of the City Council will have the option of enrolling in the following plans:

- California Public Employees' Retirement System (CalPERS): If enrolled, the members of the City Council will pay the entire employee portion of the benefits.
- Medical and Dental: If enrolled, the City will contribute the same monthly amount as received by the San Leandro Management Organization (SLMO). If the City's coverage is waived and proof of other insurance is provided, the members of the City Council will receive opt-out payments as follows:

Employee: Medical \$200 per month +/-or Dental \$50 = \$250/month maximum

Two-party: Medical \$350 per month +/-or Dental \$50 = \$400/month maximum

Family: Medical \$500 per month +/-or Dental \$50 = \$550/month maximum

- Voluntary Vision: No City contribution
- Flexible Spending Accounts: No City contribution
- Supplemental Life Insurance: No City contribution
- Supplemental Long-Term Disability Insurance: No City contribution
- Voluntary Short-term Disability Insurance: No City contribution