

CITY OF BELLFLOWER

RESOLUTION NO. 15-25

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELLFLOWER ESTABLISHING A COMPENSATION PLAN FOR MEMBERS OF THE CITY COUNCIL FOR FISCAL YEARS 2015-2016 AND 2016-2017, SETTING FORTH CERTAIN RULES AND REGULATIONS AND RESCINDING RESOLUTION NO. 13-24

WHEREAS, Section 36516 of the Government Code authorizes the payment of compensation in the form of salaries to City Council Members; and

WHEREAS, Sections 53200 through 53210 of the Government Code authorize the provision of health and welfare benefits to City Council Members; and

WHEREAS, Section 53060.1 of the Government Code places a uniform limit on the retirement benefits for the City Council.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BELLFLOWER AS FOLLOWS:

SECTION 1. The Compensation Plan for City Council Members, attached hereto as Exhibit A, is hereby approved in its entirety.

SECTION 2. Resolution No. 13-24 is hereby rescinded.

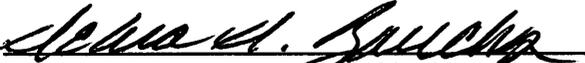
SECTION 3. The Mayor, or presiding officer, is hereby authorized to affix his signature to this Resolution signifying its adoption by the City Council of the City of Bellflower, and the City Clerk, or her duly appointed deputy, is directed to attest thereto.

PASSED, APPROVED, AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF BELLFLOWER THIS 8th DAY OF JUNE 2015.



Scott A. Larsen, Mayor

ATTEST



Debra D. Bauchop, City Clerk

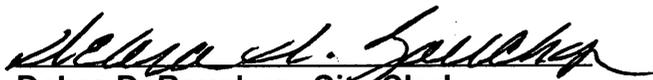
Attachment: Compensation Plan for City Council Members

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)SS
CITY OF BELLFLOWER)

I, **Debra D. Bauchop**, City Clerk of the City of Bellflower, California, do hereby certify under penalty of perjury that the foregoing Resolution No. 15-25 was duly passed, approved, and adopted by the City Council of the City of Bellflower at its Regular Meeting of June 8, 2015, by the following vote to wit:

AYES: Council Members – Santa Ines, Schnablegger, Koops, Dunton,
and Mayor Larsen

Dated: June 9, 2015


Debra D. Bauchop, City Clerk
City of Bellflower, California

(SEAL)

**RESOLUTION NO. 15-25 - EXHIBIT A
COMPENSATION PLAN FOR CITY COUNCIL MEMBERS**

Sections:

1. **Applicability.**
2. **Compensation.**
3. **Benefits.**
4. **Effective Period.**

1. **Applicability.** This Compensation Plan for City Council Members (CPCCC) shall apply only to persons who are in office or take office after its effective date. Each person who was a Council Member but left office prior to the effective date of this program shall continue to receive those benefits which applied at the time that person left office.

2. **Compensation.** The compensation for City Council Members will be established by separate ordinance. The compensation due City Council Members shall be paid on a biweekly basis. Warrants or checks in payment of compensation shall be made available by the City on the Thursday following the completion of each biweekly pay period. If a payday falls on a holiday, all warrants or checks in payment of compensation shall be made available on the first day before the holiday.

3. **Benefits.**

A. **Health Insurance.** The City shall pay the full premium and all other costs of health insurance for Council Members, spouses, or registered domestic partners, and eligible dependents through the California Public Employees' Retirement System (CalPERS) Health Insurance, or other comparable health insurance as determined by the City, up to the maximum amount provided in Subsection 3.A.2.

1. **Consolidated Omnibus Budget Reconciliation Act (COBRA).** Each Council Member who no longer holds that office for any reason or who is no longer eligible for the City paid coverage may be entitled to convert this coverage into an individual policy. Applications for conversion must be filed with the appropriate insurance company within thirty (30) calendar days after termination of employment or eligibility ceases. Applications for continued coverage under COBRA must be made within sixty (60) days after termination of employment or eligibility ceases.
2. **City-Paid Contribution Maximum.** The maximum limit on City-paid contribution to a Council Member's health insurance shall be the same amount as the City-paid contribution for non-represented full-time employees of the City, which may change from time-to-time, at the time the City-paid contribution is made for that Council Member.
3. **Retiree Health Insurance.** The health insurance program rates paid by the City for eligible retired Council Members shall be (i) the same amount as the City-paid contributions for non-represented full-time employees of the City, which may change from time-to-time, at the time the City-paid contribution is made for that Council Member, and (ii) is subject to the same restrictions as those employees. In addition and Council Member-retiree who is eligible for Medicare is further restricted to Medicare supplemental health insurance.

Per Government Code subsection 53201(c), each Council Member, first elected on or after January 1, 1995, shall not receive health and welfare benefits as compensation after his/her term of office unless on a self-paid basis.

4. **Continued Health Insurance under Federal Law (COBRA).** Each Council Member and/or his/her dependents are eligible to continue, at their own expense, their health coverage at a premium of one hundred two percent (102%) of the applicable group rate if the following conditions apply:
 - a. Each Council Member who leaves office is eligible to continue their his/her insurance benefits for eighteen (18) months; thereafter, that Council Member is entitled to convert, at his/her own expense his/her group policy to an individual policy.
 - b. Each dependent of a Council Member, who is no longer eligible for group health coverage because of (1) death of that Council Member, (2) divorce or legal separation from that Council Member, (3) that Council

Member becoming eligible for Medicare, or (4) a dependent child of a Council Member being no longer qualified as a dependent, is eligible to continue his/her health insurance coverage for thirty-six (36) months; thereafter, such beneficiary is entitled to convert, at his/her own expense, his/her group policy to individual policies.

- c. Each disabled qualified beneficiary may be charged one hundred fifty percent (150%) of the applicable group rate after the initial eighteen (18) month period of continuation coverage. The qualified beneficiary's disability must be determined under either Title II (Old Age, Survivors, and Disability Insurance) or Title XVI (Supplemental Security Income) of the Social Security Act.
- d. Continuation benefits are no longer available when the earlier of the following occurs:
 1. The COBRA coverage period expires,
 2. City ceases providing any group health plan to any employee,
 3. The premium is not timely paid by the Council Member and/or the beneficiary,
 4. The qualified Council Member and/or beneficiary become covered by any other group plan or Medicare or
 5. A beneficiary remarries and becomes covered by another health plan.

- B. **Dental Insurance.** The City shall pay the full premium and all other costs of dental insurance for each Council Member, and his/her spouse and eligible dependent(s). The coverage provided shall be Delta Dental Group Policy No. 00-003119-010001, or its equivalent or better. Each Council Member, at his/her option, may choose DeltaCare for him/herself and his/her dependents, without cost to the Council Member or his/her eligible dependent(s).
- C. **Vision Insurance.** The City shall provide eye care only for a Council Member who chooses the DeltaCare HMO plan and that vision plan shall be the same as provided for non-represented full-time employees of the City.
- D. **Life Insurance.** Each Council Member shall receive \$60,000 of group life insurance. All eligible dependents of Council Members shall receive \$5,000 of group life insurance. All premiums shall be paid by the City. Each Council Member who leaves office or who is no longer eligible for the City-paid coverage may be entitled to convert that coverage into an individual policy. An application for conversion must be filed with the appropriate insurance company within thirty (30) calendar days after termination of office or eligibility ceases.
- E. **Retirement.** The City shall provide an opportunity for California Public Employees' Retirement System (CalPERS) retirement to all Council Members. The City shall continue to pay the employer's share of cost. Each Council Member shall be responsible for his or her own employee share. The City shall provide the following CalPERS elective provisions: 1959 Survivor's Benefit Option, Continued Employment Option Past Age 70, One Year Final Compensation, Industrial Disability Retirement (Section 21151), Improved Non-Industrial Disability Allowance (Section 21427), Credit for Military Service, and Service Retirement with 2% at Age 55. Each eligible Council Member elected to the City Council on or after January 1, 2013, shall be provided with CalPERS Service Retirement with 2% at Age 62.
- F. **Employee Assistance Program.** The City shall provide its Employee Assistance Program for all Council Members to the same extent as provided to non-represented full-time employees of the City.
- G. **Wellness Program.** The City shall provide for a wellness program to the same extent as provided to non-represented full-time employees of the City, but will not require Council Member participation.
- H. **Deferred Compensation.** The City will provide a deferred compensation plan in which each Council Member may voluntarily participate. All contributions for that plan will be paid by that Council Member and the City shall provide no matching contribution.

- I. **Cafeteria Plan (IRC Section 125).** The City will provide a cafeteria plan or flexible benefit plan to each Council Member, subject to the following terms and conditions:
 1. The City will manage the plan.
 2. The administrative costs of the plan will be borne entirely by the City.
 3. Each Council Member may elect to withhold not less than \$300 or more than \$2,500 per year for medical reimbursement.
 4. The "year" for the plan will be from January 1st through December 31st. Each Council Member elected during the plan year may not enroll until the next year.
 5. Up to \$500 of unused amounts remaining at the end of a plan year in a health FSA may be rolled over to the following year's plan. The City is not responsible for any loss of funds due to any changes to medical reimbursement plans as a result of changes to federal statutes and/or regulations.
 6. Each Council Member must enroll, if at all, before December 31st of the year proceeding the plan year in which he/she will draw benefits.

- J. **Redirection of Health Insurance Benefits to Deferred Compensation.** Each Council Member who has comparable coverage through an alternative medical, dental and/or vision plan may redirect the value of such City-provided coverage to a City-provided deferred compensation plan; provided, that any such Council Member certifies under penalty of perjury, in writing, at least once every fiscal year he or she, as well as his/her spouse or registered domestic partner and any other dependent, is covered by another medical and/or dental/vision plan. The Council Member is additionally required to give immediate notice to the City of any change in coverage. The value of such coverage shall be the same as that established in the non-represented full-time employees for employees opting out of medical, dental and/or vision insurance, at the same time as the Council Member chooses to opt out.

4. **Effective Period.** This Compensation Plan shall remain in full force and effect from the date of approval until rescinded.