

MEETING DATE: 03/26/12

AGENDA ITEM: Adoption of a Resolution Approving the City Council Compensation Guide, Including Consideration of a Modification of Council Members' Retiree Medical Benefits

ATTACHMENT

	<u>Pages</u>
1. Resolution including Exhibit A, City Council Compensation Guide	1-3

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WHEREAS, in July 1974, the City Council unanimously voted to allow Council Members the option to participate in the same health insurance program as that provided to the employees represented by the Culver City Management Group (CCMG) and, since that time, Council Members' benefits have been^{*} equivalent to those provided to the CCMG; and

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1 1. The City Council Compensation Guide, attached hereto as Exhibit
2 A and incorporated herein by reference, is hereby approved.

3 2. The City Manager is hereby authorized to execute, implement, and
4 administer the terms and conditions of the City Council Compensation Guide on behalf
5 of the City.

6 3. The City Manager and Chief Financial Officer are hereby
7 authorized to adjust the budget and the records of City Council Members necessary to
8 pay the compensation and costs related to the terms of the approved City Council
9 Compensation Guide.

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11 APPROVED and ADOPTED this ____ day of ____ 2012.

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15 _____
MICHEAL O'LEARY, MAYOR
City of Culver City, California

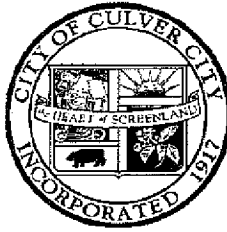
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17 ATTEST:

18 APPROVED AS TO FORM:

19 _____
MARTIN R. COLE, City Clerk

20 _____
CAROL A. SCHWAB, City Attorney

21 A12-00289



CITY COUNCIL COMPENSATION GUIDE

Salary

Each member of the City Council shall receive a monthly base pay in the amount of \$485.11 as may be adjusted in accordance with the Culver City Charter Article VI, Section 603 and California Government Code Sections 36516 through 36516.5.

Meeting Stipends

Council Members may be eligible for incidental stipends as may be permitted by law due to membership on other legislative bodies.

Cell Phone Allowance

In accordance with City Policy, Council Members shall receive a taxable stipend of \$60 per pay period to cover business related phone calls.

Medical

The City contracts with the Public Employees' Retirement System (PERS) for medical insurance coverage. Council Members shall be eligible to receive a monthly flex dollar allowance up to \$1,364, as may be amended, to participate in the City's cafeteria plan for health insurance benefits. Through the cafeteria plan, Council Members may purchase benefits offered such as medical, dental, vision, and life insurance.

The City shall adjust the flexible dollar allowance up to an additional 4% towards the increased cost of medical premiums in a calendar year. The average increase in HMO dental, vision, life and PERS monthly health care premiums shall be calculated by subtracting the average cost of premiums for all available City-offered health-care plans for the current year from the average cost of premiums for all available City-offered health-care plans for the upcoming year. If this percentage is less than 4%, then the City allowances shall be increased only by that percentage. If this percentage equals or exceeds 4%, the City allowances shall be increased by 4%. If there is a year where the average premium increase is 0%, or there is an overall decrease, the City contribution shall not be adjusted.

Retiree Medical

Council Members shall be eligible to receive a City contribution for retiree medical in accordance with Government Code Section 22892. The City shall contribute an amount not to exceed the monthly statutory minimum contribution, as determined by CalPERS on an annual basis, in accordance with the California Public Employees' Medical and Hospital Care Act (PEMHCA).

Pension

Council Members are eligible to participate in the California Public Employees Retirement System (CalPERS). A member contribution is required.