



Legislation Details (With Text)

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Title: Adopt Resolution No. 2019-38 modifying benefits for Non-Represented Employees including the elected City Attorney, City Clerk and City Treasurer

Attachments: 1. Att#1 Resolution 2019-38, 2. Att#2 Exhibit A - Modified Non-Associated Resolution 2016-50, 3. Att#3 Exhibit A - Draft Non-Associated Resolution 2016-50, 4. Att#4 NA May 2019 Fiscal Impact Report

Date	Ver.	Action By	Action	Result
5/20/2019	1	City Council/Public Financing Authority	approved	Pass

REQUEST FOR CITY COUNCIL ACTION

SUBMITTED TO: Honorable Mayor and City Council Members

SUBMITTED BY: Lori Ann Farrell Harrison, Interim City Manager

PREPARED BY: Michele Warren, Director of Human Resources

Subject:

Adopt Resolution No. 2019-38 modifying benefits for Non-Represented Employees including the elected City Attorney, City Clerk and City Treasurer

Statement of Issue:

City Council authorization is requested for a modest adjustment to the maximum monthly employer contribution towards medical benefit premiums of up to an additional \$200, per employee, per month, for Non-Represented employees (sworn and non-sworn) via Resolution No. 2019-38.

Financial Impact:

The annualized fiscal impact of up to an additional \$200 per Non-Represented employee, per month, towards the maximum monthly employer contribution for medical premiums is estimated at \$43,200. Funding for this action will be absorbed within the budget for FY 2018/19 consistent with Agreements previously approved for other bargaining unit contracts.

Recommended Action:

Adopt Resolution No. 2019-38, "A Resolution of the City Council of the City of Huntington Beach Modifying Benefits for Non-Represented Employees Including the Elected City Attorney, City Clerk and City Treasurer."

Alternative Action(s):

Do not adopt Resolution No. 2019-38 and direct staff accordingly.

Analysis:

The City recently approved modifications to the maximum monthly employer contribution towards medical premiums for other (represented) bargaining groups. The maximum monthly employer contribution towards medical premiums for Non-Represented employees has remained unchanged since 2017. Adoption of Resolution No. 2019-38 would increase the City's maximum monthly contribution towards medical premiums by not more than \$200 per employee, per month.

Environmental Status:

N/A

Strategic Plan Goal:

Non-Applicable - Administrative Item

Attachment(s):

1. Resolution No. 2019-38
2. Exhibit A - Modified Non Associated Resolution No. 2016-50
3. Exhibit A - Clean Draft Non Associated Resolution No. 2016-50
4. Fiscal Impact Report