

RESOLUTION NO. 2024-__

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS
ADJUSTING THE LEVEL OF BENEFITS OFFERED CITY COUNCIL
MEMBERS**

WHEREAS, Resolution No. 2014-08 set the level of benefits offered to City Council members; and

WHEREAS, the City Council has found that the workload and responsibility of City Council members has increased and requires a significant commitment of time; and

WHEREAS, the benefits currently offered by the City for City Council members is far below what peer cities offer their Council members.

NOW THEREFORE, BE IT RESOLVED, that the City Council of the City of Los Altos hereby repeals Resolution No. 2014-08 in its entirety.

BE IT FURTHER RESOLVED, that:

1. The City shall provide employee health benefits in the City health plans for Council members. The City will contribute \$1,800 per month toward health insurance premiums that will be adjusted annually based on August 12-month Consumer Price Index for the San Francisco Bay Area set by the U.S. Bureau of Labor Statistics for the respective year. The maximum increase shall be capped at 5%. The City's increased contribution will take effect the following January. Council members shall not receive cash in lieu of medical benefits;
2. The City shall provide single member employee dental and vision coverage in the City dental/vision reimbursement plan for Council members;
3. The City shall provide life insurance and accidental death & dismemberment insurance at an amount equal to one and a half (1.5) times the annual Council salary rounded to the nearest \$1,000 and subject to a \$150,000 maximum benefit;
4. Council members may participate in the City's Employee Assistance Program;
5. The enhanced benefits listed above are available for review to Council members during the 2024 open enrollment period and shall go into effect at the earliest dates made available by carriers and not later than January 1, 2025.
6. Council members may choose to participate in California Public Employees Retirement System (CalPERS) defined benefit plan. Membership for City Council members is optional and retirement formulas and contributions are subject to change based on future CalPERS law modifications and City policy.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the ____ day of ____, 2024 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Jonathan D. Weinberg
MAYOR

Attest:

Melissa Thurman, MMC
CITY CLERK