

**TOWN OF TRUCKEE
California**

RESOLUTION 2025-08

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF TRUCKEE EXTENDING MEDICAL, DENTAL, AND VISION INSURANCE AND OTHER AUXILIARY BENEFITS AND PROVIDING TOWN CONTRIBUTIONS FOR THE PREMIUMS TO ACTIVE MEMBERS OF THE TOWN COUNCIL EFFECTIVE MARCH 1, 2025

WHEREAS, the Town Council has previously established, in Section 2.04.140 of the Municipal Code, the amount of compensation to be paid to Town Council Members; and

WHEREAS, consistent with Government Code section 36516, which excludes health and welfare benefits from the definition of Council members' "salary", Section 2.04.140 of the Municipal Code does not limit the provision of health and welfare benefits to Council members; and

WHEREAS, Government Code section 53201 authorizes the Town Council to "provide for any health and welfare benefits for the benefit of [the Town's] officers"; and

WHEREAS, Government Code section 53205 authorizes the Town Council to "authorize payment of all, or [a] portion" of the premiums and charges for health and welfare benefits of officers"; and

WHEREAS, Government Code section 53208.5 sets a limit on the health and welfare benefits (as defined by Govt Code section 53200) provided to members of legislative bodies across the State, including charter cities, and such limit is that the health and welfare benefits provided to the Town Council Members cannot be greater than the most generous schedule of benefits received by non-safety employees in the Town of Truckee; and

WHEREAS, Government Code section 53208 provides that any member of a legislative body such as the Town Council may participate in a plan of health and welfare benefits "notwithstanding any statutory limitation upon compensation or statutory restriction relating to interest in contracts"; and

WHEREAS, in order to remove barriers to serving on Town Council and create conditions that result in a Town Council that is more representative of the town and diverse in age and economic background, it is the Council's intent to provide medical, dental, vision insurance benefits and additional auxiliary benefits to active member of the Town Council effective on March 1, 2025; and

WHEREAS, at the January 14, 2025 Council Meeting, the Town Council approved Resolution 2025-07 electing to be subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) at an unequal amount for employees and annuitants with respect to a recognized employee organization (non-PERS Elected Officials); and

WHEREAS, at the January 14, 2025 Council Meeting, the Town Council also voted to approve a Town premium contribution for active Town Council Members in an amount equivalent to the Mid-Management Employees Group subject to any increases in coverage rates for subsequent years as permitted by State law; and

WHEREAS, any premium costs for the medical, dental, vision insurance plans selected by the Council Member in excess of the Mid-Management Employees Group contributions shall be paid by the Council Member;

NOW THEREFORE BE IT RESOLVED:

1. Effective starting March 1, 2025, any member of the Town Council who was, or is elected or appointed, subject to Elections Code Section 10229 and currently serving as a Council Member for the Town, shall be eligible to participate in the following group benefits offered to Town employees:
 - a. Group health insurance, subject to the terms and conditions in the Public Employees' Medical and Hospital Act (PEMHCA).
 - b. Group dental insurance,
 - c. Group vision insurance,
 - d. Voluntary life insurance,
 - e. 457 deferred compensation plan account;
 - f. Flexible spending accounts for health or dependent care,
 - g. Supplemental benefit plans through AFLAC
2. The Town will provide bi-weekly payroll contributions, twice a month, in the month prior to the month of coverage, for active Council Members and their eligible dependents who elect to receive medical, dental, or vision insurance through a Town plan. The Town contribution shall not exceed the maximum amount provided to employees in the Mid-Management Employees Group (as outlined in any current Memorandum of Understanding between the Town and the Mid-Management Employees Group). The exact amount of the total Town contribution per Council Member will depend on the insurance plan choice and level of dependent coverage selected by the Council Member
3. If the Council Member selects a plan or dependent coverage that is in excess of the fixed contribution rate paid to employees in the Mid-Management Employees Group, the Town shall collect the Council Member's required contributions via bi-weekly pay contributions, twice a month, in the month prior to the month of coverage.
4. No Council Member will be entitled to receive cash in-lieu for opting out of any of these benefits

The foregoing Resolution was introduced by _____, seconded by _____, at a regular meeting of the Truckee Town Council, held on the 28th day of January, 2025 and adopted by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

Jan Zabriskie, Mayor

Kelly Carpenter, Town Clerk