

Town of Yountville
Resolution Number 19-3546

Amending Town Council Benefits Plan for Elected Officials

Recitals

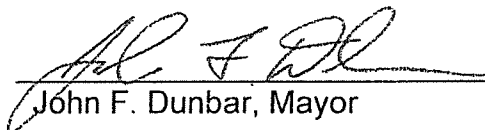
- A. Town Council Members are employees of the Town of Yountville.
- B. Employees of the Town are eligible for benefit compensation.
- C. Town Council must approve the benefits that may be provided to all employees.
- D. It is prudent for Town Council to review such benefits on a periodic basis, and incorporate all eligible benefits into a single document.
- E. The last review of Town Council Benefits Plan was in January 2009.

Now therefore, the Town Council of the Town of Yountville does resolve as follows:

- A. Hereby adopts the Benefit Compensation Plan for Town Council Members, attached as Exhibit A to this Resolution.
- B. The Resolution is hereby adopted and becomes effective and in full force immediately upon adoption.

PASSED AND ADOPTED at a regular meeting of the Town Council of the Town of Yountville, State of California, held on this 7th day of May, 2019 by the following vote:

AYES: Dorenbecher, Mohler, Durham, Dorman, Dunbar
NOES: None
ABSENT: None
ABSTAIN: None



John F. Dunbar, Mayor

ATTEST.



Michelle Dahme, CMC
Town Clerk

EXHIBIT A
TOWN OF YOUNTVILLE
BENEFITS FOR TOWN COUNCIL MEMBERS

SECTION 1. INTRODUCTION AND ELIGIBILITY

This document outlines the benefits that Town Council Members are eligible to receive as an employee of the Town of Yountville. All benefits must be approved by Resolution of the Town Council, and shall remain in effect unless amended by the Council, or by changes in laws or contract provisions of those benefit plans that are not proscribed by regulations of the Town. Town Council Members have the option to receive employee benefits and may decline to participate in the employee benefits program available as a Town Council Member

SECTION 2. EMPLOYEE BENEFITS

2.A. Retirement

Town Council Members are not eligible to join the California Public Employees Retirement Program (PERS).

2.B. Health & Dental Insurance

- Town Council Members are *conditionally* eligible to participate in the Town's health insurance program. A Council Member must elect to join PERS in order to enroll in a group health insurance plan provided by CalPERS for the Town of Yountville. By enrolling in CalPERS Health, this is *not* enrolling into the CalPERS retirement system.
- Effective as of January 1, 2011, 90% of the Kaiser Health plan premium cost shall be paid by the Town with an employee contribution of 10%. The cost shall be determined for each insurance coverage type as currently defined by PERS Health Program: employee only, employee only and one (1) dependent and employee and two (2) plus dependents. any additional cost which exceeds the Town's maximum contribution shall be the responsibility of the elected official to pay.
- The elected official is eligible to participate in the Town's dental insurance program with 100% of the costs capped for coverage of the elected official only. The elected official may select, employee plus one, or family coverage, however, any additional costs which exceeds the Town's maximum contribution shall be the responsibility of the elected official to pay.
- The elected official may utilize payroll deduction and/or may need to provide a monthly payment to the Town if payroll deduction is not sufficient to cover the increased costs of health and dental insurance benefits.

Town Council members are eligible for these benefits while serving their elected term of office only. Town Council members are not eligible for retiree medical once they have left office.

2.C. Life Insurance

- If you have not reached age 65, your amount of insurance will be \$25,000.
- If you have reached age 65, but not age 70. your amount of insurance will be 67% of the amount shown in 1 above.*

- If you have reached age 70 or more, your amount of insurance will be 67% of the amount shown in 2 above.*

2.D. Deferred Compensation

Town Council Members are eligible to participate in the Town's deferred compensation plans through either ICMA or Nationwide Retirement Solutions. Town will contribute \$25/month, if matched by Council member.

2.E. Wellness Program

The Town may contribute \$40.00 per month to a Town Council Member that participates in a recognized health and fitness center a minimum of eight (8) times per month. As of July 1, 2019, the fitness reimbursement will go from \$40 to \$50 per month.

2.F. Prescription Eyewear Program

Town Council Members may receive a maximum reimbursement of \$500.00 per year, per member for prescription eyewear.

2.G Tablet Stipend

The Town will provide a taxable stipend to Town Officials, deemed necessary for work purposes by the Town Manager. This stipend is to purchase an iPad/Tablet in order to access agenda packets electronically, enhance efficiency and align with established and emerging "best practices".

2.H Expense Reimbursement

Town Council Members are eligible to be reimbursed for miscellaneous expenses – such as office supplies, telephone, and automobile travel – incurred in the conduct of Council business in Yountville and in the surrounding Napa County communities. These expenses shall be documented, itemized, and submitted to the Town for reimbursement using the appropriate reimbursement forms and consistent with Town policy for reimbursement of expenses.