

City of Lathrop

City Councilmember Health Benefits

JANUARY 11, 2021

ITEM #5.1





Overview

Currently, City Councilmembers have the option of purchasing health benefits through the City at their own cost.

California Government Code Section 36516(4)(d) allows cities to pay health and welfare costs for Councilmembers, provided that the same benefits are available and paid by the City for its employees.

- The City currently pays up to a maximum of \$21,936 per calendar year 2021 (\$1,828 per month) to employees for health benefits.
- Any amount over the City maximum is paid directly by the employee.

Tonight's agenda item gives Council the option of authorizing a resolution providing City paid health benefits to Councilmembers.



Background

In 2001, Council authorized Resolution 01-1127 that provided health benefits to City Councilmembers on a voluntary basis with the entire cost to be paid by the individual Councilmember.

Many cities in our area pay benefits for their Councils.

- Councilmembers in Ceres, Lodi, Manteca, Tracy and Ripon have the option of City paid health benefits.
- California Government Code Section 36516(4)(d) allows the City to offer city paid benefits to Councilmembers with the approval of a Resolution by the Council.

If Councilmembers were to elect benefits, the cost would vary based on whether benefits were taken, the plan and number of dependents, but would be capped at \$1,828/month, or \$21,936 per year.

- Any amount over the City paid contribution would be the responsibility of the individual Councilmember.
- Annual Cost - \$109,680 (\$21,936 x 5 Councilmembers)
- 20/21 General Fund Budget Amendment for 6 months would be \$54,840



Contribution Costs and Plan Rates

	Medical Kaiser HMO	City Monthly Contribution	Monthly Out of Pocket
Family	\$2,115	\$1,828	\$287
Employee +1	\$1,627	\$1,828	\$0
Employee	\$814	\$1,828	\$0

*The most commonly used medical plan (Kaiser HMO) was used in example. Other HMO and PPO plans are available at higher and lower costs.

The City's dental and vision plans do not allow for coverage of elected officials. Therefore, only health benefits can be provided to elected officials with the approval of a Resolution.



Council Action

- Approve Resolution Authorizing City Paid Health Benefits to City Councilmembers and a General Fund Budget Amendment for Fiscal Year 20/21 in the amount of \$54,840.

**Public Comment Provided by
Gloryanna Rhodes re: Item 5.1**

From: Gloryanna Rhodes <rhodes7656@comcast.net>
Sent: Monday, January 11, 2021 9:20 AM
To: website_cco
Subject: To Lathrop City Council. Public Comment for City Council Meeting 1/11/2021, Agenda item 5.1, City funded Health Benefits for Councilmembers.

To Lathrop City Council:

Good evening Mayor and Councilmembers. This email should serve as my public "OPPOSITION" to Agenda item 5.1, on the basis that Councilmembers are elected as representatives of the citizens and are volunteers, temporary, and not employees of the City.

On the first Council meeting of 2021, the emphasis should be on COVID, and on all the hardships COVID has caused to our citizens from loss of work to severe illness, and in some cases loss of life. It should not be on providing free health care to Councilmembers.

If you have over \$50,000.00 available to spare in the general fund, consider helping out citizens impacted by COVID by the loss of jobs to help pay down mounting water bills I imagine our Citizens are facing. Thank you for your service as you give freely of your personal time to serve as our representatives.

Sincerely,

Gloryanna Rhodes
15342 Revere Lane
Lathrop CA 95330
[REDACTED]

Sent from my iPhone

Subject:

FW: Public Comment item 5.1 City Council meeting 1/11/21

From: Tamara Edwards <tiedwards74@hotmail.com>

Sent: Sunday, January 10, 2021 4:49 PM

To: Teresa Vargas <tvargas@ci.lathrop.ca.us>

Subject: Public Comment item 5.1 City Council meeting 1/11/21

I am a rare tax payer in that I do not mind paying taxes. I understand that the taxes are needed in order for the City to provide the services that they do. I also understand that the City never has enough funds to pay for all of the needs within our community. Therefore, the City must prioritize what funds are spent on.

I am not sure how, benefits for Elected Council Members could be seen as a priority over everything else. I feel that benefits for full-time City employees, or full-time employees of any entity are important. However, I do NOT feel the same way about benefits for those who are elected, who do not work full time for the City, those who claimed that all they wanted was to have the opportunity to better their community.

Benefits for our City Council Members are not a priority for me, and I bet if you asked the tax payers in our community what their top 10, 20, 30 priorities for Lathrop are- you wouldn't hear from them that paid benefits for the elected members of the City Council are on the list.

I do have two questions I would like answered.

1) Is what is being looked at being made available to the City Council members, level of benefits, cost of benefits the same as what is available to Part Time City employees?

2) Which City Council Member or Members asked to have this item put on the agenda?

Thank you for your time,

Tamara Edwards

23 year Lathrop Resident

Subject: citizens comments, council meeting 1-11-21

From: ljrose <ljrose@comcast.net>
Sent: Monday, January 11, 2021 12:18 PM
To: Teresa Vargas <tvargas@ci.lathrop.ca.us>
Subject: citizens comments, council meeting 1-11-21

Mr. Mayor, council members

I'm appalled at the idea of a newly elected council, that hasn't even had one council meeting under their belts, but have the audacity to ask for benefits or increases of any kind.

Asking the city for anything personal at this time, when our neighbors are hurting is disgusting. These are the same people you took an oath to help.

When you voluntarily put your name on the ballot, you claimed to want to do the "BEST" for our city.

You were elected for "Civil service " not "SELF" service.

I personally don't have a problem with canvassing the city and asking everyone how they feel about this subject.

Perhaps you would like for them to sign over their stimulus checks to you too.

I certainly hope this item is voted down.

I have lived here for 78 years, and supported our town.

Concerned citizen,
Linda Rose

Sent from my Verizon, Samsung Galaxy smartphone

STEVEN GUTIERREZ

1271 Shnoop Court
Lathrop, California 95330
[REDACTED]

January 10, 2021

Honorable Mayor and Councilmembers
Lathrop City Council
390 Town Centre Dr.
Lathrop, California 95330

Honorable Mayor and Councilmembers:

Please make my letter part of the record. I am apposed to item 5.1 HEALTH BENEFITS FOR CITY COUNCILMEMBERS.

1. Society is facing significant fiscal uncertainties. This is the wrong time for the keepers of the public trust to consider perks for themselves. We need fiscal constraint. We need an increase in the contribution to the city reserves. We need further discussion on an emergency plan for a catastrophic event due to an economic crisis.
2. This benefit increase can be placed on the next ballot so that voters can decide.
3. All candidates should have considered the current compensation package when they decided to seek public office. Furthermore, it would have been appropriate to make their intentions part of their platform.
4. Many residents have been adversely impacted by COVID 19. Some have lost jobs and benefits, and some are on the edge of the same. Not only would it be extremely poor timing, but the council's support of this increase would be simply inconsiderate.
5. The City of Lathrop has part-time employees who do not receive benefits and should be given first consideration before any volunteer or councilmember especially for those who have put in a significantly more time.

Councilmembers are compensated. The number of hours that each member contributes is left to their discretion. Understandably, this time is time away from family which can never be made up and yet it is community service and therefor appreciated by the citizens of Lathrop.

Sincerely,



STEVEN GUTIERREZ
Lathrop Resident
and Taxpayer