

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY OF GLENDALE PROVIDING FOR SUPPLEMENTARY BENEFITS AND COMPENSATION OF CERTAIN OFFICERS AND EXECUTIVE EMPLOYEES OF THE CITY OF GLENDALE TO SUPPLEMENT THE CLASSIFICATION AND COMPENSATION RESOLUTION OF SAID CITY.**

**WHEREAS**, the City of Glendale (hereinafter referred to as "City") has established a system of classification for all positions within the City service with descriptive occupational titles used to identify and distinguish positions from one another based on job duties, essential functions, knowledge, skills, abilities and minimum requirements; and

**WHEREAS**, the City has established a system of supplementary benefits for the classification titles listed herein, based on resolutions and agreements as approved and adopted by the City Council; and

**WHEREAS**, it is in the City's best interest to periodically review and amend said supplementary benefits to ensure that the City's benefit package is contemporary, competitive and meets all statutory requirements; and

**WHEREAS**, the City of Glendale is a charter city and Article XI, Section 5 of the California Constitution grants charter cities home rule over municipal affairs, which includes the compensation and benefits paid to its officers.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GLENDALE:**

**SECTION 1: PURPOSE**

The purpose of this resolution is to adopt changes to the benefits provided to certain City Officers and Executives.

**SECTION 2: SHORT TITLE**

This resolution may be referred to as the Supplementary Benefits Resolution.

**SECTION 3: DEFINITIONS**

As used herein, and in the general classification and compensation resolution, the following terms shall have the following meanings:

**"Position"** shall mean an individual post within a given classification calling for a certain level of duties, responsibilities and function.

**"Classification"** shall mean a group of positions having sufficiently similar duties, responsibilities and qualifications to be designated by the same descriptive title, and as to which the same salary range may be made to apply with equity.

**"Executive employee"** shall mean an employee having Management responsibilities for formulating or administering the implementation of City policies and programs. These Executive employees include such positions as Department heads and assistant(s) to the City Manager.

"Fire Safety Executive employee" shall mean an employee having Fire Management responsibilities for formulating or administering the implementation of City policies and programs. This includes the position of Fire Chief.

"Police Safety Executive employee" shall mean an employee having Police Management responsibilities for formulating or administering the

implementation of City policies and programs. This includes the position of Police Chief.

"City Officer" as described herein shall mean elected officials in the classifications of City Clerk and City Treasurer.

**SECTION 4: DESCRIPTIONS OF CLASSIFICATIONS**

The description of classifications herein mentioned, except as may be otherwise provided by the Charter of the City of Glendale, shall be those which are or may be hereafter determined by "The Classification Plan and Class Specifications for Glendale, California", adopted by the Civil Service Commission of the City of Glendale on the 10th day of May, 1940, and any amendments thereof.

**SECTION 5: EXTRA COMPENSATION**

**SECTION 5.1: EXTRA COMPENSATION FOR POST (POLICE OFFICER STANDARDS AND TRAINING) CERTIFICATES.**

(a) Effective July 9, 2017, Police Safety Executive employees who are in possession of certain POST (Peace Officers Standards and Training) certificates shall receive extra compensation on a monthly basis as follows:

Supervisory - \$1,425 (one-thousand four hundred twenty-five dollars)

Management - \$1,625 (one-thousand six hundred twenty-five dollars)

(b) Effective December 19, 2023, Police Safety Executive employees, who are in the position of Police Chief and in possession of certain POST certificates shall receive extra compensation on a monthly basis as follows:

Executive - \$2,200 (two-thousand two hundred dollars)

(c) POST Certificate Pay must comply with Government Code § 20636 and Title 2 California Code of Regulations §§ 571 and 571.1 in order to be eligible for use in the calculation of CalPERS retirement benefits. Therefore, the compensation reported to, and used by CalPERS in the calculation of retirement benefits, is limited to the amount available to similarly situated Management Employees subject to the Glendale Management Association's Memorandum of Understanding, pursuant to Government Code § 20636(e).

**SECTION 5.2: EXTRA COMPENSATION FOR POLICE FBI ACADEMY/COMMAND COLLEGE COMPLETION.**

(a) Police Safety Executive employees who have completed either the FBI Academy or Command College, shall receive four hundred dollars (\$400) per month of extra compensation above their base salary. Effective October 11, 2022, Police Safety Executive employees who have completed both the FBI Academy and Command College, shall receive seven hundred fifty dollars (\$750.00) per month of extra compensation. Effective December 18, 2022, Police Safety Executive employees in the classification of Police Chief, who have completed both the FBI Academy and Command College, shall receive eight hundred twenty-five dollars (\$825.00) per month of extra compensation above their base salary. Completion of the Supervisory/Leadership Institute, Los Angeles Police Department Leadership Program (formerly West Point Leadership Program) or Executive Development may substitute for FBI Academy and Command College.

(b) Educational Incentive must comply with Government Code § 20636 and Title 2 California Code of Regulations §§ 571 and 571.1 in order to be eligible for use in the calculation of CalPERS retirement benefits.

Therefore, the compensation reported to, and used by CalPERS in the calculation of retirement benefits, is limited to the amount available to similarly situated Management Employees subject to the Glendale Management Association's Memorandum of Understanding, pursuant to Government Code § 20636(e).

**SECTION 5.3: EXTRA COMPENSATION FOR CERTIFIED MUNICIPAL CLERK AND MASTER MUNICIPAL CLERK PROGRAM CERTIFICATION.**

Upon attainment of the Certified Municipal Clerk (CMC) program certification issued by the International Institute of Municipal Clerks, the City Clerk shall receive seven percent (7%) additional compensation per month above their base salary. Upon attainment of the Master Municipal Clerk (MMC) program certification issued by the International Institute of Municipal Clerks, the City Clerk shall receive an additional three percent (3%) additional compensation per month above their base salary.

**SECTION 5.4: EXTRA COMPENSATION FOR FIREARM PROFICIENCY PAY.**

(a) Police Safety employees in the classification of Police Chief shall receive additional compensation above the base salary each month for marksmanship as follows:

<b>Standard</b>	<b>Compensation Per Month</b>
Marksman	\$ 0.00 per month
Sharpshooter	\$12.00 per month
Expert	\$18.00 per month
Master	\$60.00 per month

## **SECTION 5.5: HOLIDAY STAFF DUTY PAY**

(a) Police Safety Executive employees shall be eligible to receive three hundred fifty dollars (\$350) per month above the base salary when assigned by the City Manager to a schedule that includes normal full-time work on an approved holiday. Because Executive Police functions are necessary for the Department's normal operation, the Police Chief and Deputy Police Chief classifications are a part of regular scheduled staffing, such that one of the positions is present or available during the Department's working hours.

This extra compensation shall be paid only when a Police Safety Executive employee is actually assigned to the Holiday Staff Duty. Said assignments and any changes and/or revocations of said assignments shall be determined solely at the discretion of the City Manager. Should a unit employee be unable to perform this function due to a non-job-related illness or injury for a period of twenty-one (21) calendar days or more, this assignment compensation shall be suspended for all scheduled work days not worked in excess of the first twenty-one (21) calendar days and until the day he/she returns to this full duty assignment.

(b) Holiday Pay must comply with Government Code § 20636 and Title 2 California Code of Regulations §§ 571 and 571.1 in order to be eligible for use in the calculation of CalPERS retirement benefits. Therefore, the compensation reported to, and used by CalPERS in the calculation of retirement benefits, is limited to the amount available to similarly situated Management Employees subject to the Glendale

Management Association's Memorandum of Understanding, pursuant to Government Code § 20636(e).

**SECTION 5.6: LONGEVITY COMPENSATION**

(a) Police Safety Executive employees shall receive additional monthly compensation at the rates and for the service periods as a sworn peace officer with the City or another public agency as set forth in the table below.

Effective the commencement of the pay period that includes December 19, 2023, the cumulative total percentages for Longevity Compensation shall be:

<u>% of Payment</u>	<u>Years of Sworn Service</u>
4% of base salary	Beginning year 10
8% of base salary	Beginning year 20

(b) Longevity Pay must comply with Government Code § 20636 and Title 2 California Code of Regulations §§ 571 and 571.1 in order to be eligible for use in the calculation of CalPERS retirement benefits. Therefore, the compensation reported to, and used by CalPERS in the calculation of retirement benefits, is limited to the amount available to similarly situated Management Employees subject to the Glendale Management Association's Memorandum of Understanding, pursuant to Government Code § 20636(e).

**SECTION 5.7: EXTRA COMPENSATION FOR EDUCATIONAL OR FIRE CERTIFICATION ATTAINMENT.**

(a) Fire Safety employees in the classification of Fire Chief, who are in possession of an Associate of Arts (A.A.) or Associate of Science (A.S.) degree from an accredited college, or complete sixty (60) units of college accredited courses, or certification as a Fire Officer by the California Fire Marshal's Fire Service Training and Education Service, shall receive two hundred dollars (\$200) per month of extra compensation above their base salary.

(b) Fire Safety employees in the classification of Fire Chief, who are in possession of a Bachelor of Arts (B.A.) or Bachelor of Science (B.S.) degree from an accredited college, shall receive two hundred fifty dollars (\$250) per month of extra compensation above their base salary.

(c) Fire Safety employees in the classification of Fire Chief, who are in possession of a Master of Arts (M.A.), Master of Science (M.S.) or higher level degree from an accredited college, shall receive three hundred dollars (\$300) per month of extra compensation above their base salary.

**SECTION 5.8: EXTRA COMPENSATION - FIRE CHIEF OFFICER COMMAND CERTIFICATION ATTAINMENT.**

(a) Fire Safety employees in the classification of Fire Chief, who attain a California Incident Command Strike Team Leader certification shall receive two hundred fifty dollars (\$250) per month extra compensation above their base salary.

(b) Fire Safety employees in the classification of Fire Chief, who achieve and maintain either the State of California Chief Officer

Certification or National Fire Academy Executive Fire Officer Program Certification shall receive five hundred dollars per month (\$500) of extra compensation above their base salary.

## **SECTION 6: ALLOWANCES**

### **SECTION 6.1: PUBLIC SAFETY AND GENERAL EMPLOYEE UNIFORM AND EQUIPMENT MAINTENANCE ALLOWANCES.**

**(a)** Fire Safety Executive employees of the Fire Department shall receive a uniform allowance of up to one-thousand dollars (\$1,000) per year for the purchase and maintenance of uniform items which are not solely for personal health and safety. Uniforms are required to be worn during normal working hours as a substitute for personal attire.

**(b)** Police Safety Executive employees of the Police Department shall receive a uniform allowance of up to one thousand five hundred twenty-five dollars (\$1,525) per year for the purchase and maintenance of uniform items which are not solely for personal health and safety. Uniforms are required to be worn during normal working hours as a substitute for personal attire.

**(1)** No employee designated in the above subsections, except subsection (a), shall be eligible to receive any payment of any allowance or entitlement, or any part thereof if such employee has for any reason been absent from active service or on industrial accident or sick leave or on a leave of absence for any time in excess of one-half (1/2) of the six (6) month period immediately prior to the time when an installment payment is otherwise due.

**(c)** Uniform Allowance must comply with Government Code § 20636 and Title 2 California Code of Regulations §§ 571 and 571.1 in order to be

eligible for use in the calculation of CalPERS retirement benefits. Therefore, the compensation reported to, and used by CalPERS in the calculation of retirement benefits, is limited to the amount available similarly situated Management Employees subject to the Glendale Management Association's Memorandum of Understanding, pursuant to Government Code § 20636(e).

**SECTION 6.2: AUTOMOBILE ALLOWANCE.**

The Director of Finance shall pay a monthly automobile allowance to certain Executive employees in amounts authorized by the City Manager. The current authorized allowance for Executives is \$490 per month. The City Manager may authorize certain Executive employees to take City vehicles home in the furtherance of the performance of their job duties.

**SECTION 6.3: CELL PHONE STIPEND.**

The Director of Finance shall pay a monthly cell phone stipend to Executive employees in the amount of one hundred dollars (\$100) per month.

**SECTION 6.4: COMMUNITY OUTREACH ALLOWANCE.**

Public Safety employees of the Police Department in the classification of Police Chief shall receive a payment in the amount of three thousand six hundred (\$3,600) per year to offset costs incurred by the Chief for purposes of community outreach and command-related expenditures. This payment shall be made through the Chief's regular paycheck in the first pay period of the calendar year. This allowance

shall be a cash, non-pensionable amount and shall be taxed at the federal and state supplemental rates.

**SECTION 6.5: MERIT BONUS PAY PROGRAM.**

Effective July 1, 1986, those employees who are classified as Executive employees shall be eligible for the Merit Bonus Pay Program. This program is designed to recognize those employees who have achieved a level of excellence in their performance. Awards under this program shall be authorized by the City Manager in the form of one-time (lump sum) payments, and shall range from one percent (1.0%) to five percent (5.0%) of the employee's base annual salary. The number of employees receiving this award in any fiscal year shall not exceed ten percent (10.0%) of the total number of Executive, Management and Mid-Management employees.

**SECTION 6.6: COMPENSATION FOR CARPOOLING INCENTIVES.**

City employees participating in Carpool and Vanpool Program are authorized to receive monetary incentive payments as authorized by the City Manager.

**SECTION 7: EDUCATION**

**SECTION 7.1: TUITION REIMBURSEMENT.**

When any full-time employee enrolls in an upper division or graduate level university course or other course of college level, which course of study is directly related to such employee's work and is approved by the City Manager, payment of one-half (1/2) of the tuition therefore and one-half (1/2) of the cost of required course books for same may be made to the employee upon successful completion of said course; provided, however, that in the event such reimbursed employee leaves the employment of the

City for any reason, except layoff, within a period of one (1) year following the completion of such course of study, the amount paid by the City for such tuition and books shall be repaid to the City by having the Director of Finance deduct same from the severance pay or last salary paycheck of such employee. Executive, employees are eligible for a maximum of twenty thousand dollars (\$20,000) reimbursement in each five-year period of employment starting from the date of employment in a full-time salaried position. For Executive employees, the rate of payout shall not exceed ten thousand dollars (\$10,000) in any one year. Unused reimbursements from one ten year period of employment are not cumulative and cannot be used or carried over in another period of employment.

## **SECTION 8: LEAVES**

### **SECTION 8.1: EXECUTIVE LEAVE.**

(a) The City Manager shall be entitled to receive Executive leave to serve as compensation for unusually long hours per working day or for working more than eighty (80) hours in a pay period, as leave of absence with full pay not to exceed one hundred (100) working hours per calendar year.

(b) The City Manager may grant Executive leave to all Executive employees as leave of absence with full pay not to exceed one hundred (100) working hours per calendar year.

(c) Executive employees are not eligible for overtime or compensatory time leave.

(d) Notwithstanding any other provision of the Municipal Code, the City Manager at his or her discretion may grant vacation and sick leave benefits to newly hired Executives to the maximum allowed by municipal

code, regardless of years of service.

(e) Executive leave is not accrued and any unused Executive leave is not carried over to the next following calendar year.

**SECTION 8.2: FLOATING HOLIDAY PAYMENT.**

(a) The City's Executive employees may be paid for up to eighteen (18) hours of floating holiday leave; Fire Safety Executive employees may be paid for up to thirty two (32) hours of floating holiday leave; and Police Safety Executive employees may be paid for up to sixty (60) hours of floating holiday leave, when these employees are unable to take their floating holiday leave because of operational necessity or other related reasons before December 31st of each calendar year.

(b) This cash-out is limited to eighteen (18), thirty-two (32) or fifty (60) hours of floating holiday leave, as defined above, at the base rate of pay in effect on such day.

**SECTION 8.3: VACATION LEAVE**

All Executives shall accrue and accumulate vacation leave consistent with the highest contribution provided to employees represented by the Glendale Management Association as set forth in the City/GMA Memorandum of Understanding. Effective October 16, 2014, the City Manager and City Attorney receive an additional fifty-six (56) hours of vacation leave above the maximum accrual level, as set forth in the City/GMA Memorandum of Understanding, on an annual basis.

**SECTION 8.4: VACATION LEAVE PAYMENT.**

(a) Qualified City Executives employees may cash out up to one hundred sixty (160) hours of accumulated vacation leave annually per fiscal year.

(b) Employees requesting to cash out accumulated vacation hours in

excess of eighty (80) hours must have a minimum of two years accumulated vacation leave.

**SECTION 8.5: PAID BONDING LEAVE**

Effective July 1, 2024, unit employees will be eligible for up to six (6) weeks of paid bonding leave in the twelve (12) months following the birth of an employee's child and to care for a newborn, and/or placement of a child with an employee in connection with the adoption or foster care of a child by an employee. Consistent with FMLA/CFRA provisions, bonding leave may be used in a minimum duration of two weeks with at least 30 days' notice to the City.

**SECTION 9: BENEFITS**

**SECTION 9.1: GROUP INSURANCE BENEFITS.**

The benefits of group health, medical and accident insurance shall be provided to all City officers and to all full-time City employees compensated on a monthly basis and for certain qualified dependents of such persons. Said insurance benefits shall be provided solely by contracts of insurance approved by the Council and purchased by the City from time to time. Group insurance benefits provided in other resolutions shall remain in effect until superseded by benefits provided in this resolution.

**SECTION 9.2: DEPENDENT ELIGIBILITY**

Eligible dependents under the group health, medical, dental and accident insurance plans include the following:

- (a) The employee's spouse, in a legally valid marriage;
- (b) The employee's dependent children up to the age of 26; and

(c) The employee's domestic partner, as defined by the State of California Family Code Section 297(b), who registers as domestic partners with the State of California Secretary of State's Office.

**SECTION 9.3: ACTIVE CITY OFFICERS AND EMPLOYEES - MEDICAL**

(a) The medical premium rates for Executive employees shall be consistent with that of the Glendale Management Association. The City and Executive employees shall each pay fifty percent (50%) of the medical insurance premium increase following the City's annual health insurance renewal.

(b) Effective upon the "un-blending" of medical insurance coverage for active employees, scheduled to take place on June 1, 2016, Executive employees shall receive 100% of the medical premium decrease/savings applied as a reduction to the Executive employees' monthly medical insurance premium for the June 1, 2016 medical insurance renewal.

(c) For the June 1, 2018 and June 1, 2019 medical insurance renewals, the City shall pay 75% of the increased costs of the medical insurance costs for the respective 2018 and 2019 renewals, with the Executive employee paying the remaining 25% of the increased premium costs. In subsequent years, the amount of the medical insurance renewal increase or decrease reverts to a 50/50 split between the City and Executive employees.

(d) The City shall not pay the cost of such insurance for any City officer or employee who is absent on leave without pay for any major portion of a calendar month. The employee shall be billed for the monthly premium by the City.

(e) City employees terminating City employment shall have the City's

portion of the Medical and Dental insurance premiums paid for the last month of their employment with the City provided that the employee has worked or was on authorized paid leave a minimum of one day in the month they terminate.

**(f)** Upon the death of a City Officer or Executive employee insured on any of the City's medical insurance plans, the City may continue to pay the entire cost of the medical insurance premium for the employee's dependents covered at the time of death, for a two (2)-year period of time from the date of death subject to the terms and conditions of that deceased employee's insurance plan.

#### **SECTION 9.4: CITY RETIREES - MEDICAL**

**(a)** Retired City officers, employees and their qualified dependents who are eligible to be covered by Medicare under Subchapter XVIII of Title 42 of the United States Code (relative to Health Insurance for the Aged) are deemed to be within the Modified and Supplemental group insurance coverage. A retired City officer, employee and/or qualified dependent eligible to receive Part A of Medicare shall enroll in Part A Medicare upon becoming eligible for Medicare coverage. A City officer, employee and/or qualified dependent shall enroll in Part B Medicare upon becoming eligible for Medicare coverage.

**(1)** For retired City officers, employees and/or their qualified dependents who enroll in Part A Medicare and do not receive Part A Medicare free, the City shall pay the cost of their Part A Medicare insurance provided that they are enrolled in the City's medical insurance plan. City payment for Part A Medicare shall stop if the officer, employee, and/or

qualified dependents terminate medical insurance coverage in the City's plan.

(2) The retired officer, employee and/or their qualified dependent participating in the City's medical insurance plan, shall pay the cost of Part B Medicare.

(b) Those retired employees and/or their qualified dependents who are eligible to be covered by Medicare shall be deemed to be with the Modified and Supplemental group insurance coverage and comply with all the conditions of the above subsection.

(c) Retired unmarried employees or dependent spouses participating in the retirement insurance plan who remarry may add dependents to the plan coverage subject to the terms and conditions of their medical insurance plan.

(d) Effective April 1, 2001, any City employee who is of retirement age (50 years or older) and who dies before retirement, that employee's surviving spouse or other dependents enrolled in the City's medical insurance plan at the time of death shall be allowed to continue to participate in the City's medical insurance plan.

**SECTION 9.5: SICK LEAVE CONVERSION - TERMINATION OF THE CITY  
MANAGER.**

In the event the City Manager is involuntarily terminated pursuant to the terms of his/her contract of employment, the City Manager shall, in addition to other benefits outlined in the employment agreement, be entitled to a conversion of accrued sick leave to cash up to a maximum of 500 hours. This cash conversion rate shall be based on his/her salary at the date of termination. This provision is only applicable

upon involuntary termination and shall not apply if the City Manager retires, in which case the provisions of this resolution relating to the conversion of sick leave into the Retiree Health Savings Plan (RHSP) shall apply.

**SECTION 9.6: RETIREE HEALTH SAVINGS PLAN (RHSP) .**

City Officers and Executives, who retired after July 1, 2001 and will retire after the effective date of this resolution, shall participate in the RHSP.

**(a)** RHSP terms and conditions of the employees' respective Retiree Health Savings Plans shall be determined as follows:

**(1)** City Officers and Executive employees shall have only their RHSP benefits (except for conversion values) administered consistent with the terms and conditions stated in the City of Glendale/Glendale Management Association's Memorandum of Understanding.

**(2)** Conversion Values. Each hour of unused accumulated sick leave at the time of retirement may be converted to the RHSP in the amount of thirty-one dollars (\$31) per hour. Effective July 1, 2019, the amount of sick leave conversion for City Officers and Executive employees shall increase to thirty-three dollars (\$33) per hour.

**(2a)** The City shall pay a Sick Leave Conversion dollar amount for retired City Officers and Executive employees equal to two dollars (\$2.00) per hour more than the highest retiree hourly conversion paid to any other non-management bargaining group of employees.

**(2b)** Effective July 1, 2024, City Officers and Executive employees who retire from the City with less than 15 years of service or resign from the City with fifteen or more years of service shall

continue to be eligible for sick leave conversion to RHSP at two dollars (\$2.00) per hour more than the highest retiree hourly conversion paid to any other non-management bargaining group of employees ("minimum amount"); those who retire with at least 15 years of but less than 20 years of City service shall receive 75% of their regular hourly rate of pay, but not less than the aforementioned minimum amount; those with 20 or more years of City service shall receive 100% of their hourly rate of pay, but not less than the aforementioned minimum amount.

**(3)** Upon the death of an active City Officer or Executive employee, who is of retirement age (fifty years of age), the deceased City Officer or Executive employee's dependents are eligible to receive and convert unused sick leave at the conversion values as set forth above.

**(b) City Contribution to RHSP.** Upon appointment, all City Officers and Executive employees shall receive a monthly contribution toward their RHSP account, consistent with the highest contribution provided to employees represented by the Glendale Management Association as set forth in the City/GMA Memorandum of Understanding. Non-sworn Executives shall receive a monthly contribution consistent with GMA "General" managers; the Police Chief shall receive a monthly contribution consistent with GMA Police Sworn managers; and the Fire Chief shall receive a monthly contribution consistent with GMA Fire Sworn managers.

**(c) RHSP Lump Sum Payment - Fiscal Year 2015/2016.** Effective

December 16, 2015, Executive employees who have reached or will reach the following service time thresholds of salaried full-time service with the City of Glendale between December 16, 2015 and June 30, 2016 inclusive, shall receive a one-time payment to their Retiree Health Savings Plan (RHSP) account as follows:

- Executive employees with 10-14 years of salaried full-time service with the City: \$2,000
- Executive employees with 15-19 years of salaried full-time service with the City: \$2,750
- Executive employees with 20 or more years of salaried full-time service with the City: \$3,500

The above lump-sum payments will occur at the conclusion of the 2015/2016 fiscal year, unless the eligible Executive employee retires between December 16, 2015 and June 30, 2016, at which point the payment will be made in a timely manner following the date of retirement.

The above one-time lump sum payment expires on June 30, 2016, and will not be available to unit employees reaching the above service time thresholds at a later date.

**SECTION 9.7: EXECUTIVE MEDICAL REIMBURSEMENT PLAN (EMRP) .**

The City shall provide a medical reimbursement plan for City officers, Executives and their dependents enrolled in the PPO medical plan. Eligible expenses for this plan shall include deductible and co-insurance contributions made for medical and dental treatment. The plan shall include preventive care, immunizations and dependent physical examinations. Cover

charges shall be limited to one hundred twenty five percent (125%) of prevailing charges to an annual maximum of ten thousand dollars (\$10,000).

**SECTION 9.8: DENTAL INSURANCE BENEFITS.**

The benefits of group dental insurance shall be provided to all City officers and to all full-time salaried City employees, compensated on a monthly basis, and for their qualified dependents. Said insurance benefits shall be provided solely by contracts of insurance to be entered into and executed on the City's behalf by the City Manager and purchased by the City from time to time.

**(a)** The City shall pay the entire cost of the High Option PPO-dental insurance plan for all City Officers and employees and their qualified dependents enrolled in this plan for the coverage they are eligible for. The City shall pay the entire cost of the HMO Dental Insurance Plan for all City employees and their qualified dependents enrolled in this plan for the coverage they are eligible for. The City shall pay up to the amounts covered by the HMO Dental Insurance Plan for the Mid-Level PPO dental insurance plan for all employees and their qualified dependents enrolled in this plan. Any monthly premium amounts in excess of the HMO Dental Plan amounts for the Mid-Level PPO dental insurance plan will be paid by the employee.

**(b)** City officers and employees covered under the PPO medical plan may participate in dental coverage under all available dental insurance plans. City officers and employees covered under the HMO medical plans are restricted to dental coverage under the Mid-Level PPO dental insurance plan or the HMO dental plan.

(c) The City shall not pay the cost of such insurance for any pay period in which the City officer or employee is absent on leave without pay for the major portion of that pay period. The employee will be billed for the premium for that pay period by the City.

(d) Retired Executive employees covered under the PPO medical insurance plan may continue to utilize all available dental insurance plans. Retired Executive employees in the HMO medical insurance plans are restricted to coverage under the Mid-Level PPO dental insurance plan or the HMO dental plan. The entire premium cost of such coverage shall be paid by the retired employee.

#### **SECTION 9.9: VISION OPTICAL PLAN.**

(a) The benefits of a group vision care plan shall be provided to City officers, Executive employees and their dependents. Said insurance benefits shall be provided solely by contracts of insurance approved by Council and purchased by the City from time to time. The City shall pay the entire cost of such insurance which shall be the "ten-dollar (\$10.00) deductible," Plan "C" option.

#### **SECTION 9.10: LIFE INSURANCE BENEFITS.**

Benefits of group life insurance shall be provided to certain City officers and employees of the City of Glendale who are designated as City officers and Executive employees by the City Manager. The amount of such benefits shall equal the annual salary of the insured City officer or employee rounded to the nearest one thousand dollars (\$1,000) paid on the anniversary date of such group policy. The City shall pay the cost of such insurance for each such City officer and Executive employee. Said

insurance benefits shall be provided solely by contracts of insurance to be entered into and executed on the City's behalf by the City Manager and purchased by the City from time to time.

**SECTION 9.11: LONG-TERM DISABILITY PLAN.**

(a) Benefits of a long-term disability plan shall be provided to certain City officers and employees of the City of Glendale who are designated as Executive by the City Manager. The City shall pay the cost of such plan for each said designated employee. Said benefit shall be provided solely by contract of insurance to be entered into and executed on the City's behalf by the City Manager and purchased by the City from time to time. The Council shall by resolution provide for the amount the City shall pay for cost of such insurance.

**SECTION 9.12: EXECUTIVE PHYSICAL FITNESS/CIVIC ORGANIZATION MEMBERSHIP.**

(a) The City shall compensate City officers and Executive employees the amount of four hundred and fifty dollars (\$450.00) per fiscal year for the cost of membership for themselves and their families in a physical fitness facility or program and/or a wellness program, and/or the employee's membership in the Glendale Chamber of Commerce, or for related physical fitness exercise equipment, or related safety equipment.

**SECTION 9.13: SECTION 125 PLAN ADMINISTRATION.**

The City shall pay up to a maximum of six dollars (\$6.00) per month for City officers and City employees enrolled in the IRS Section 125 plan for the administration of such plan.

**SECTION 9.14: COMPUTER LOANS.**

The Director of Finance is authorized and directed to establish loans up to four thousand dollars (\$4,000) for qualified employees for the purchase of City-approved computer equipment.

**SECTION 10: PENSION/DEFERRED COMPENSATION**

**SECTION 10.1: PERS CONTRIBUTIONS.**

**(a) (1)** The employees' PERS contribution previously paid by the employer shall be converted to base salary for the following personnel on the date and in the amounts stated:

Non-Safety Executive employees - eight percent (8.0%).

Non-Safety Executive employees - seven percent (7.0%), if newly hired to the City of Glendale after January 1, 2011.

Safety, Executive employees - nine percent (9.0%) effective July 1, 1988.

**(2)** Effective July 1, 1988, the City shall "pick-up" the employees' required PERS contribution to salary for Executive employees. This "pick-up" shall be in accordance with Section 414 (h) 2 of the Internal Revenue Code and Section 20615 of the State of California Government Code, whereby employee contributions shall be tax deferred (not subject to taxation until time of constructive receipt).

**(3)** All Executive employees are subject to cost-sharing of the employer share of the PERS contribution in the amount of four percent (4%). This amount is in addition to any Executive employee contribution to the employee share of the PERS contribution.

Effective the first day of the pay period that includes February 1, 2022, the portion of the employer PERS contribution paid by the employees shall decrease by one percent (1%), for a total employee contribution of three percent (3%).

Effective the first day of the pay period that includes July 1, 2023, the portion of the employer PERS contribution paid by the employees shall decrease by one and one-quarter percent (1.25%), for a total employee contribution of one and three-quarters percent (1.75%).

Effective the first day of the pay period that includes July 1, 2024, the portion of the employer PERS contribution paid by the PEPRA employees shall decrease by one-quarter percent (0.25%).

Effective the first day of the pay period that includes July 1, 2025, the portion of the employer PERS contribution paid by the PEPRA employees shall decrease by one-quarter percent (0.25%).

Effective the first day of the pay period that includes July 1, 2026, the portion of the employer PERS contribution paid by the PEPRA employees shall decrease by one-quarter percent (0.25%).

#### **SECTION 10.2: DEFERRED COMPENSATION PLANS.**

Such plan or plans may provide for a deferral of a portion of base salary for such City officers and Executive may authorize deductions to be made from their base salary for the purpose of participating in such deferred compensation plan or plans. Such sums as are deposited by the

City of Glendale into such plan or plans shall be invested in such manner as shall be lawful under the laws of the United States and of the State of California applicable to the investment of deferred compensation plan funds and in effect at the time of such investment. The Director of Finance is hereby authorized and directed to establish all accounts made necessary to implement the provisions hereof, and to cause the deductions from base salary of, and in the amounts designated by the City officers and employees who elect to participate in such plan or plans.

Participation in such plan or plans, and payment of benefits into such plan, shall be by separate and individual written agreement between each such eligible employee.

Effective the pay period containing July 1, 2025, the City will provide a matching contribution to employees' 457 deferred compensation accounts, up to \$25 per month.

**SECTION 10.3: DEFINED CONTRIBUTION RETIREMENT PICK-UP.**

The Director of Finance is hereby authorized to establish a defined contribution retirement plan for Executive employees. Such plan shall provide immediate one hundred percent (100%) vesting of the employee. Participation by Executive employees shall be mandatory at the rate of six and one-half percent (6.5%) respectively not to exceed IRS maximum contribution limited for combined plans under Section 415(e), unless the employee, on a one time basis, irrevocably elects to not participate. The City of Glendale, as employer, shall "pick-up" these mandatory employee contributions as authorized under Section 414(h) (2) of the IRS Code.

The Director of Finance is authorized to establish a plan and modify

such plan so as to meet IRS regulations. The Director of Finance is also authorized to contract the administration of these retirement plans with qualified plan administrators.

**SECTION 11: PROVISIONS SIMILAR TO PRIOR BENEFITS RESOLUTION-CONSTRUCTION**

The provisions of this resolution, so far as they are substantially the same as the provisions of the former supplementary benefits resolutions or ordinances, must be construed as continuations thereof and not as original enactments. Nothing contained within this resolution shall prohibit the City Manager from extending specific benefit items consistent with those negotiated with the Glendale Management Association (GMA) to Executive employees to avoid either compaction and/or the diminishment of benefits between Executives and their subordinate managers.

**SECTION 12: SEVERABILITY OF PARTS OF RESOLUTION**

It is hereby declared to be the intention of the Council that the sections, paragraphs, lines, sentences, clauses and phrases of this resolution are severable, and if any phrase, clause, sentence, line, paragraph or section of this resolution shall be declared unconstitutional by the valid judgment or decree of a court of competent jurisdiction such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, lines, paragraphs and sections of this resolution.

**SECTION 13: EFFECTIVE DATE.**

This Resolution shall take effect and be in full force as of the pay period beginning February 25, 2024.

Passed by the Council of the City of Glendale on the 27<sup>th</sup> day of February, 2024.

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Mayor

ATTEST:

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City Clerk

STATE OF CALIFORNIA )  
COUNTY OF LOS ANGELES)

I, Suzie Abajian, Ph.D., City Clerk of the City of Glendale, certify that the foregoing resolution was adopted by the Council of the City of Glendale, California, at a regular meeting held on the 27<sup>th</sup> day of February 2024, and that the same was passed by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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City Clerk