

**RESOLUTION NO. 2023-105**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WEST COVINA, CALIFORNIA, REVISING THE SCHEDULE OF BENEFITS FOR CITY COUNCIL MEMBERS AND REPEALING RESOLUTION NO. 2018-94**

The City Council of the City of West Covina hereby finds and declares as follows:

**WHEREAS**, on September 4, 2007, the City Council adopted Resolution No. 2007-66, establishing that the City Council shall be afforded all benefits provided to City Department Heads that are deemed appropriate by the California Government Code; and

**WHEREAS**, on July 3, 2018, the West Covina City Council adopted Resolution No. 2018-94, which identified the schedule of benefits for current City Council Members and reduced the benefits provided to the City Council; and

**WHEREAS**, the City Council desires to update the schedule of benefits for consistency with the benefits provided prior to the adoption of Resolution No. 2018-94, which benefits are no greater than those provided to City Department Heads.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF WEST COVINA, CALIFORNIA DOES HEREBY RESOLVE AS FOLLOWS:**

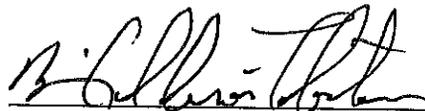
**SECTION 1.** Resolution No. 2018-94 is hereby repealed.

**SECTION 2.** The City Council hereby adopts the Schedule of Benefits for Council Members attached hereto as Exhibit A.

**SECTION 3.** The Schedule of Benefits for Council Members shall go into effect for all City Council Members when one or more members of the City Council begins a new term of office following the November 5, 2024 general municipal election.

**SECTION 4.** The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions and it shall become effective immediately.

**APPROVED AND ADOPTED** this 5th day of December, 2023.



Brian Calderón Tabatabai  
Mayor

**APPROVED AS TO FORM**

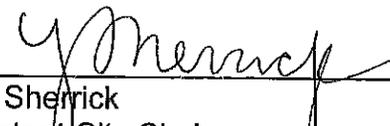
  
\_\_\_\_\_  
Thomas P. Duarte  
City Attorney

**ATTEST**

  
\_\_\_\_\_  
Lisa Sherrick  
Assistant City Clerk

I, LISA SHERRICK, ASSISTANT CITY CLERK of the City of West Covina, California, do hereby certify that the foregoing Resolution No. 2023-105 was duly adopted by the City Council of the City of West Covina, California, at a regular meeting thereof held on the 5th day of December, 2023, by the following vote of the City Council:

AYES: Calderón Tabatabai, Cantos, Diaz, Lopez-Viado, Wu  
NOES:  
ABSENT:  
ABSTAIN:

  
\_\_\_\_\_  
Lisa Sherrick  
Assistant City Clerk

**EXHIBIT A**

**SCHEDULE OF BENEFITS FOR COUNCIL MEMBERS**



## City of West Covina Schedule of Benefits for Council Members

*Effective following certification of results of the November 5, 2024 Election*

1. **Auto Allowance:** The City shall provide each City Council Member an automobile allowance of three hundred dollars (\$300.00) per month in lieu of reimbursing actual vehicle expenses after such expenses are incurred.
2. **Deferred Compensation:** The City shall contribute for each Department Head three hundred dollars (\$300.00) per month to a deferred compensation plan. Council Members may utilize the funds as follows:
  - a. Council Members may apply the City's contribution to a deferred compensation plan from a list of plans provided by the City.
  - b. Council Members may apply the City's contribution as they determine to medical, dental, or life insurance premiums.
  - c. Council Members may take cash in lieu of depositing funds in a deferred compensation plan.

### 3. **Medical, Dental, & Vision Insurance Option:**

The City's contributions for Medical, Dental, and Vision Insurance shall be provided as set forth below for all Council Members.

#### Medical Insurance:

- a. **Employee Only (Single):** A Council Member who selects an Employee Only medical plan will receive a City contribution in an amount that when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Employee Only medical premium or \$600, whichever is greater.
- b. **Employee Plus One (Two-Party):** A Council Member who selects an Employee Plus One medical plan will receive a City contribution in an amount that when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Employee Plus One medical premium.
- c. **Employee Plus Two or More (Family):** A Council Member who selects an Employee Plus Two or More medical plan will receive a City contribution in an amount that when added to the PEMCHA statutory minimum amount equals the monthly Los Angeles Region Kaiser Family medical premium.

### Dental Insurance:

In addition to the provision for medical insurance, the cafeteria amount shall also include up to \$62.23 monthly for dental insurance for the Council Member and eligible dependents. If the dental insurance plan selected by the Council Member is less than \$62.23, the cafeteria amount shall be the cost of the dental insurance plan selected. If the dental insurance plan selected by the Council Member is equal to or more than \$62.23 per month, the cafeteria amount shall be \$62.23.

### Vision Insurance:

In addition to the provisions for medical and dental insurance, the cafeteria amount shall also include the employee only monthly cost for vision insurance. Council Members may enroll eligible dependents in the plan at the Council Member's cost.

4. **Retiree Dental:** City Council Members that retire directly from City employment shall be allowed to participate in the City's employee dental insurance program based on employee monthly premium rates. The City shall not contribute to the monthly premium.
5. **Term Life Policy:** The City shall provide all City Council Members a term life insurance policy in the amount of \$100,000 while serving on the City Council, with an additional Accidental Death & Dismemberment (AD&D) policy of \$100,000 if injured in the line of duty.
6. **Section 125 Plan:** The City has established a program consistent with Section 125 of the IRS Code, which enables Council Members to voluntarily use pre-tax earnings for medical, dental, and dependent care expenses. It is understood that participation in the plan is voluntary and the City will not be obligated to contribute to pay any City Council Member costs for those who participate in the plan.
7. **Retirement:** City Council Members elected after January 1, 2013 shall participate in the 2.0% at age 62 PERS retirement benefit plan, with their final compensation based upon the average of their highest annual compensation earned over a three (3) year period. New Council Members will be required to pay the appropriate share of their pension costs and other provisions, as required by the Public Employees' Pension Reform Act of 2013. Such contributions shall be made on a pre-tax basis. Council Members are vested after five (5) years of full-time service credit.