

**TOWN OF  
APPLE VALLEY, CALIFORNIA**

**AGENDA MATTER**

**Subject Item:**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE PERSONNEL POLICIES AND PROCEDURES AND THE BENEFIT PLAN OF THE TOWN OF APPLE VALLEY**

**Summary Statement:**

The Personnel Committee met on March 3, 2009 to discuss changes to the employee benefit plan. The recommended changes by the Committee are as follows:

1. The benefit for existing employees hired before September 1, 2008: The total maximum benefit allowance is \$725 to be available for premiums for insurance coverage. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340. In the event all of the allowance is not applied to the available insurance benefit, the remaining portion of the allowance shall be paid to the employee in cash or at the employees option, may be deposited into the Town's section 457 Deferred Compensation Plan. The effective date of the implementation of this benefit modification will be March 1, 2009.
2. The benefit for employees hired after September 1, 2008: The total maximum benefit allowance is \$725 to be available for premiums for insurance coverage. All employees will be required at a minimum to enroll in PPO Health, PPO Dental and VSP Vision coverage. If the employee chooses to cover either a spouse or family, the employee will have the choice of either the PPO or HMO plans. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340.

The fiscal impact based on the increased match provided by the Town based on 51 employees paying out of pocket expenses for employee benefits is \$10,257 annually.

**Recommended Action:**

Adopt Resolution No. 2009-09, a Resolution of the Town Council of the Town of Apple Valley Amending the Personnel Policies and Procedures and the Benefit Plan of the Town of Apple Valley

**Proposed by:** William B. Pattison Assistant Town Manager      **Item Number** \_\_\_\_\_

**T. M. Approval:** \_\_\_\_\_      **Budgeted Item**     Yes     No     N/A

**RESOLUTION NO. 2009-09**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY AMENDING THE PERSONNEL POLICIES AND PROCEDURES AND THE BENEFIT PLAN FOR THE TOWN OF APPLE VALLEY**

WHEREAS, the Town Council of the Town of Apple Valley has established Personnel Policies and Procedures for the Town of Apple Valley employees; and

WHEREAS, the Town Council of the Town of Apple Valley wishes to modify the Personnel Policies and Procedures for the Town of Apple Valley employees;

WHEREAS, the Town Council of the Town of Apple Valley has established a benefit plan for the Town of Apple Valley employees; and

WHEREAS, the Town Council of the Town of Apple Valley wishes to modify the benefit plan amount in Rule 4.1 of the Personnel Policies and Procedures.

NOW, THEREFORE, BE IT RESOLVED THAT:

**1. *The employee benefit plan amount as set forth in Rule 4.1 of the Personnel Policies and Procedures shall be as follows:***

The benefit level for employees hired before September 1, 2008 is as follows:

The total maximum benefit allowance for premiums for insurance coverage is \$725.00 per month. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340.00 per month. In the event all of the allowance is not applied to the available insurance benefit, the remaining portion of the allowance shall be paid to the employee in cash or at the employee's option may be deposited into the Town's 457 Deferred Compensation Plan for the benefit of the employee. The effective date of the implementation of this benefit modification will be March 1, 2009.

The benefit level for employees hired on or after September 1, 2008 is as follows:

The total maximum benefit allowance for premiums for insurance coverage is \$725.00 per month. All employees will be required at a minimum to take PPO health, PPO dental, and VSP Vision coverage. If the employee chooses to cover either spouse or family, the employee will have the choice of either the PPO or the HMO plan. Any portion of the premiums that are not satisfied by the allowance will be matched by the Town dollar for dollar to a maximum of \$340.00 per month. The effective date of the implementation of this benefit modification will be March 1, 2009.

Unless otherwise noted, the effective date of this Resolution shall be March 10, 2009.

PASSED, APPROVED AND ADOPTED THIS 10<sup>TH</sup> DAY OF March 2009.

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Honorable Richard Roelle, Mayor

ATTEST:

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La Vonda Pearson  
Town Clerk