

**TOWN OF  
APPLE VALLEY, CALIFORNIA**

**AGENDA MATTER**

**Subject Item:**

**RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF APPLE VALLEY  
AMENDING THE PERSONNEL POLICIES AND PROCEDURES MANUAL**

**Summary Statement:**

On August 26, 2008 Town Council adopted Resolution 2008-50, amending the Personnel Policies and Procedures and the benefit plan of the Town of Apple Valley. This amendment set-forth the condition that any employee hired on or after September 1, 2008 would be required at a minimum to enroll in the Town's PPO health, PPO dental and VSP vision plan.

Health Net, our insurance provider, increased rates for the Town by 17.5% for the upcoming plan year. Due to the increase in health care costs, staff is proposing Town Council adopted Resolution Number 2010 - 32 to amend Rule 4 – Employee Benefits, Section 4.1 Benefit Plan #3. The amendment to this resolution would still require employees hired after September 1, 2008 to enroll in the Town's medical, dental and vision plans but would allow employees to select between HMO and PPO coverage for the medical and dental plans instead of forcing employees into the PPO plan.

**Recommended Action:**

Adopt Resolution No. 2010-32, a Resolution of the Town Council of the Town of Apple Valley Amending the Personnel Policies and Procedures Manual.

**Proposed by:** Nikki Salas, Director of Human Resources Item Number \_\_\_\_\_

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

**RESOLUTION No. 2010-32**

**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, #3 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 Benefit Plan #3 of the Personnel Policies and Procedures shall be amended as follows:

Employees hired on or after September 1, 2008 are required to enroll in a Town provided medical, dental, and vision plan. The employee may also elect to coverage for their spouse or family in a Town approved 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 amount established by resolution of the Town Council.

2. All resolutions, part of resolutions in conflict herewith are hereby amended to be consistent herewith.

Unless otherwise noted, the effective date of this Resolution shall be June 22, 2010.

PASSED, APPROVED AND ADOPTED THIS 22<sup>nd</sup> DAY OF JUNE 2010.

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
Town Clerk