

Attachment 3

RESOLUTION NO. 15-R-_____

RESOLUTION OF THE COUNCIL OF THE CITY OF BEVERLY HILLS APPROVING AN AMENDED AND RESTATED EXECUTIVE EMPLOYEE COMPENSATION PLAN FOR DEPARTMENT DIRECTORS, ASSISTANT DEPARTMENT DIRECTORS AND SENIOR MANAGEMENT EMPLOYEES

The City Council of the City of Beverly Hills does hereby resolve as follows:

Section 1. On February 7, 2012, the City Council adopted the City of Beverly Hills Executive Employee Compensation Plan (Plan) dated February 7, 2012, Comp. Plan CP-01-2012.

Section 2. On July 2, 2013, August 20, 2013, December 5, 2013 and May 20, 2014 the City Council amended the Plan.

Section 3. The Plan is hereby further amended and an Amended and Restated Executive Employee Compensation Plan, dated January 13, 2015, incorporating the prior four amendments, clarifications, and the amendments summarized below, is approved and adopted.

Section 4. Section VI (Medical Insurance Benefit and Flexible Benefits [Cafeteria] Plan) is changed to add a cafeteria plan total monthly benefit cap of \$2,100, effective January 1, 2016.

Section 5. Section VIII (Salaries and Annual Salary Increases) is changed to provide a base salary increase of 10% to non-safety employees and 11% to executive safety employees, on the first day of the first full pay period following February 1, 2015. In addition, this section is changed to provide that covered employees will receive a 1% base salary increase effective the first day of the first full pay period following February 1, 2016.

Section 6. Section XI (Retirement) is changed to require employees to pay the full member contribution toward their Public Employees Retirement Benefit, eliminating all employer paid member contributions and the “PERS-on-PERS benefit.” Employees defined as “new members” under the Public Employees’ Pension Reform Act of 2013 will pay an additional amount for their retirement contribution as cost sharing in accordance with Government Code section 20516. That amount will be the difference between the regular employee contribution of half the normal cost amount and 8% (non-safety) or 9% (safety) so that the employee’s retirement contribution will be 8% or 9%, as applicable.

Section 7. The salary schedule shown in Appendix A to the Plan, also referenced as Exhibit A, is amended by substituting the schedule attached to the Amended and Restated Plan for the previously approved schedule, effective the first day of the first full pay period following February 1, 2015.

Section 8. The changes summarized in Sections 4, 5 and 6 are approved as shown in the attached Amended and Restated Executive Employee Compensation Plan. Any conflict between the summary in this resolution and the Plan will be resolved in favor of the Plan.

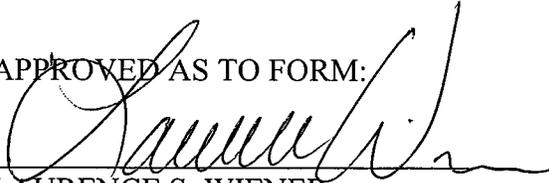
Section 9. The City Clerk shall certify to the adoption of this resolution and shall cause this resolution and his certification to be entered in the Book of Resolutions of the Council of this City.

Adopted:

LILI BOSSE
Mayor of the City of Beverly Hills, California

ATTEST:

_____ (SEAL)
BYRON POPE
City Clerk

APPROVED AS TO FORM:


LAURENCE S. WIENER
City Attorney

APPROVED AS TO CONTENT:

JEFFREY C. KOLIN
City Manager