

CITY OF INDUSTRY

CITY COUNCIL SPECIAL MEETING AGENDA

APRIL 13, 2024
2:00 PM



Mayor Cory C. Moss
Mayor Pro Tem Cathy Marcucci
Council Member Michael Greubel
Council Member Mark D. Radecki
Council Member Newell Ruggles

Location: City Council Chambers,
15651 Mayor Dave Way, City of Industry
California

Addressing the City Council:

- < **Agenda Items:** Members of the public may address the Council on any matter listed on the Agenda. Anyone wishing to speak to the Council is asked to complete a Speaker's Card which can be found at the back of the room and at the podium. The completed form should be submitted to the City Clerk prior to the Agenda item being called and prior to the individual being heard by the Council.
 - < **Public Comments (Agenda Items Only):** During public comments, if you wish to address the City Council during this Special Meeting, under Government Code Section 54954.3(a), you may only address the City Council concerning any item that has been described in the notice for the Special Meeting.
 - < At the time of publication, no Councilmembers intend to take part in the meeting remotely under the provisions of AB 2449. Should that change between the time of publication and the start of the meeting, a live webcasting of the meeting will be accessible via the link, meeting ID, and meeting passcode listed below. Whenever possible, an announcement will be made at the start of the meeting via the live webcast to confirm whether or not a Councilmember will join remotely. If they will not be joining remotely, then the live webcast will terminate after the announcement
www.microsoft.com/microsoft-teams/join-a-meeting
Meeting ID: 214 849 757 789
Meeting Passcode: JkFMvh
- Or call in (audio only)**
+1 657-204-3264,
Phone Conference ID: 421 112 517#

Americans with Disabilities Act:

- < In compliance with the ADA, if you need special assistance to participate in any City meeting (including assisted listening devices), please contact the City Clerk's Office (626) 333-2211. Notification of at least 48 hours prior to the meeting will assist staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting.

Agendas and other writings:

- < In compliance with SB 343, staff reports and other public records permissible for disclosure related to open session agenda items are available at City Hall, 15625 East Stafford Street, Suite 100, City of Industry, California, at the office of the City Clerk during regular business hours, Monday through Thursday 8:00 a.m. to 5:00 p.m., Friday 8:00 a.m. to 4:00 p.m. Any person with a question concerning any agenda item may call the City Clerk's Office at (626) 333-2211.

1. Call to Order
2. Flag Salute
3. AB 2449 Vote on Emergency Circumstances (if necessary)
4. Roll Call
5. Presentations
6. **CONSENT CALENDAR-NONE**
7. **ACTION ITEMS**
 - 7.1 Consideration of Resolution No. CC 2024-11 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF INDUSTRY, CALIFORNIA, RESCINDING RESOLUTION NOS. 2021, CC 2012-16, CC 2014-22, CC 2016-27, CC 2016-38, CC 2016-39, CC 2016-57, CC 2016-71, CC 2018-36, CC 2019-15, CC 2019-34, CC 2021-64 AND ADOPTING AN AMENDED AND RESTATED EMPLOYEE HANDBOOK

RECOMMENDED ACTION: Adopt Resolution No. CC 2024-11.
8. **PUBLIC HEARINGS-NONE**
9. **CLOSED SESSION-NONE**
10. **CITY MANAGER REPORTS**
11. **AB 1234 REPORTS**
12. **CITY COUNCIL COMMUNICATIONS**
13. Adjournment. The next regular City Council Meeting is Thursday, April 25, 2024, at 9:00 a.m.

SPECIAL CITY COUNCIL

ITEM NO. 7.1

RESOLUTION NO. CC 2024-11

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF INDUSTRY, CALIFORNIA RESCINDING RESOLUTION NOS. 2021, CC 2012-16, CC 2014-22, CC 2016-27, CC 2016-38, CC 2016-39, CC 2016-57, CC 2016-71, CC 2018-36, CC 2019-15, CC 2019-34, AND CC 2021-64, AND ADOPTING AN AMENDED AND RESTATED EMPLOYEE HANDBOOK

RECITALS

WHEREAS, on February 12, 2004, the City Council adopted Resolution 2021, approving the Employee Handbook for City employees and officers; and

WHEREAS, on or around August 23, 2012, the City Council adopted Resolution No. CC 2012-16 amending the Employee Handbook to comply with changes in State and Federal laws; and

WHEREAS, on or around July 10, 2014, the City Council adopted Resolution No. CC 2014-22 amending the Employee Handbook to revise certain portions of the City's health and benefit plan; and

WHEREAS, on or around May 10, 2016, the City Council adopted Resolution No. CC 2016-27 amending the Employee Handbook to establish policies and procedures for timekeeping to calculate employee pay and benefits; and

WHEREAS, on or around June 9, 2016, the City Council adopted Resolution No. CC 2016-38 amending the Employee Handbook to establish policies and procedures for background checks for new employees; and

WHEREAS, on or around June 9, 2016, the City Council adopted Resolution No. CC 2016-39 amending the Employee Handbook regarding policies and procedures for employee leave; and

WHEREAS, on or around September 8, 2016, the City Council adopted Resolution No. CC 2016-57 amending the Employee Handbook to revise the provisions related to annuitant benefits plans; and

WHEREAS, on or around October 13, 2016, the City Council adopted Resolution No. CC 2016-71 amending the Employee Handbook to revise the qualifying factors to receive health benefits in retirement; and

WHEREAS, on or around June 9, 2016, the City Council adopted Resolution No. CC 2016-39 amending the Employee Handbook regarding policies and procedures for employee leave; and

WHEREAS, on or around July 26, 2018, the City Council adopted Resolution No. CC 2018-36 amending the Employee Handbook to add a policy regarding the appointment of acting positions, and amending the provisions concerning education/tuition allowance, and auto allowance; and

WHEREAS, on or around March 28, 2019, the City Council adopted Resolution No. CC 2019-15 amending the Employee Handbook to include a policy for performance review; and

WHEREAS, on or around July 25, 2019, the City Council adopted Resolution No. CC 2019-34 amending the Employee Handbook regarding auto allowances; and

WHEREAS, on or around October 28, 2021, the City Council adopted Resolution No. CC 2021-64 amending the Employee Handbook to ensure compliance with best practices, and to comply with all current applicable laws; and

WHEREAS, the City desires to amend a section of the Employee Handbook pertaining to health benefits.

WHEREAS, all legal prerequisites to the adoption of this Resolution have occurred.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF INDUSTRY DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:

SECTION 1: The City Council finds that all of the facts set forth in the Recitals are true and correct, and are incorporated herein by reference.

SECTION 2: The City Council hereby rescind Resolution Nos. 2021, CC 2012-16, CC 2014-22, CC 2016-27, CC 2016-27, CC 2016-38, CC 2016-39, CC 2016-57, CC 2016-71, CC 2018-36, CC 2019-15, CC 2019-34, and CC 2021-64 in their entirety, and all prior Employee Handbooks.

SECTION 3: The City Council hereby approves the City's Employee Handbook, previously adopted October 28, 2021, with the amendments set forth herein:

IX. BENEFITS

W. ELIGIBILITY FOR POST RETIREMENT BENEFITS

7. "Retirees" and their dependents are eligible for the following City retiree health benefits:
 - 7.1 Health Plan;
 - 7.2 Dental Plan;
 - 7.3 Vision Plan;
 - 7.4 Life Insurance Plan;
 - 7.5 Long Term Care Plan; and

7.6 Health Reimbursement Arrangement (HRA) Trust.

The City reserves the right, in its sole discretion to change benefit plans and its contribution level as it deems necessary. Eligible Retirees and their dependents are deemed “qualified” for benefits when the City or Agency Employee retires from the City, and when the City or Agency Employee or Elected Official, meets any of the requirements, as defined below:

Group A

Hired between 6/17/1957 and 12/31/1999

Qualifying factors are either of the following:

1. City or Agency Employee for a minimum of ten (10) years in the aggregate.
2. Elected Official for a minimum of eight (8) years in the aggregate.

Group B

Hired between 1/01/2000 and 6/30/2017

Qualifying factors are one of the following:

1. City or Agency Employee for a minimum of 15 years in the aggregate.
2. City or Agency Employee for a minimum of 10 years in the aggregate, with a minimum of five of those years, in the aggregate, as a Department Head.
3. City or Agency Employee for a minimum of five (5) years in the aggregate and is 65 years of age or older.
4. Elected Official for a minimum of six (6) years in the aggregate.

Group C

Hired between 7/1/2017 and 10/27/2021

Qualifying factors are one of the following:

1. A minimum of 15 years of CalPERS service credit, including a minimum of five years in the aggregate as a City Employee.
2. City Employee for a minimum of 15 years in the aggregate.
3. City Employee for a minimum of 10 years in the aggregate, with a minimum of five of those years, in the aggregate, as a Department Head.
4. Elected Official for a minimum of eight (8) years in the aggregate.

Group D

Hired after 10/28/2021

Qualifying factors are one of the following:

1. City Employee for at least 15 years, is 55 years of age or older and retired from CalPERS. In the event you unretire from CalPERS the following City health benefits will be permanently lost:
 - 1.1 Health Plan;

- 1.2 Dental Plan;
 - 1.3 Vision Plan;
 - 1.4 Life Insurance Plan;
 - 1.5 Long Term Care Plan and
 - 1.6 Health Reimbursement Arrangement (HRA) Trust.
2. City for a minimum of 10 years, with a minimum of five of those years, in the aggregate, as a Department Head, is 55 years of age or older, and retired from CalPERS. In the event you unretire from CalPERS the following City health benefits will be permanently lost:
- 2.1 Health Plan;
 - 2.2 Dental Plan;
 - 2.3 Vision Plan;
 - 2.4 Life Insurance Plan;
 - 2.5 Long Term Care Plan; and
 - 2.6 Health Reimbursement Arrangement (HRA) Trust.
3. City Employee for a minimum of 10 years, and is 65 years of age or older, and retired from CalPERS. In the event you unretire from CalPERS the following City health benefits will be permanently lost:
- 3.1 Health Plan;
 - 3.2 Dental Plan;
 - 3.3 Vision Plan;
 - 3.4 Life Insurance Plan;
 - 3.5 Long Term Care Plan; and
 - 3.6 Health Reimbursement Arrangement (HRA) Trust.
4. Elected Official for a minimum of eight (8) years in the aggregate.

SECTION 4: The provisions of this Resolution are severable and if any provision, clause, sentence, word or part thereof is held illegal, invalid, unconstitutional, or inapplicable to any person or circumstances, such illegality, invalidity, unconstitutionality, or inapplicability shall not affect or impair any of the remaining provisions, clauses, sentences, sections, words or parts thereof of the Resolution or their applicability to other persons or circumstance.

SECTION 5: The City Clerk shall certify to the adoption of this Resolution and the same shall be in full force and effect.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Industry at a special meeting held on April 13, 2024, by the following vote:

AYES: COUNCIL MEMBERS:
 NOES: COUNCIL MEMBERS:
 ABSTAIN: COUNCIL MEMBERS:
 ABSENT: COUNCIL MEMBERS:

Cory C. Moss, Mayor

ATTEST:

Julie Gutierrez-Robles, City Clerk