City of Needles, California
Request for City Council Action

☒ CITY COUNCIL ☐ NPUA ☒ Regular ☐ Special

Meeting Date: August 13, 2019

Title: City provided health benefits for City Council Members

Background: Councilor Terral requested that the City Council consider providing Health, Dental, and Vision insurance for the City Council members. The City provides insurance to all full time City employees (30+ hours/week).

Health benefits are considered as "compensation". Section 503 of the City Charter specifies that the compensation for Councilors is $1/month.

> " **Sec. 503. Compensation** Each member of the council shall be entitled to receive a salary of one dollar per calendar month. Members of the council shall also be entitled to reimbursement on order of the council for council authorized traveling expenses and other expenses actually incurred when on official duty or order of the council. Members of the council shall receive no other compensation from the city." City Charter, Updated 2014

In order for the City to provide and pay for health benefits for City Councilors the matter must be submitted to the voters at a General Municipal Election (November 2020).

Fiscal Impact:

	Health/Gold	Health/Silver	Vision	Dental
employee only	$714	$516	$11	$34
employee + 1	$1,423	$1,024	$16	$89
employee + Family	$1,851	$1,330	$29	$89

Environmental Impact: None

Recommended Action: Provide Council direction

Submitted By: Councilmember Terral

City Management Review: Rick **Date:** 8/8/19

Approved: ☐ Not Approved: ☐ Tabled: ☐ Other: ☐

Agenda Item: 27

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