

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the Plan Year 2016 Civilian Flex Benefits Program.

Recommendation for Council action:

APPROVE the 2016 Flexible Benefits Plan as detailed in the July 23, 2015 Personnel Department report, attached to the Council file.

Fiscal Impact Statement: None submitted by the Personnel Department. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On August 5, 2015, your Committee considered a July 23, 2015 Personnel Department report relative to the Plan Year 2016 Civilian Flex Benefits Program. According to the Personnel Department, it administers the City's Flex Benefits Program for active City civilian employees and their qualified dependents in conjunction with the City's Joint Labor-Management Benefits Committee (JLMBC). The JLMBC is composed of five management and five labor representatives and was created in the 1990s by action of the City Council and Mayor for the purpose of determining what plans were to be included in the civilian employee benefits program, defining the structure of the plans, recommending providers/contractors to the Personnel Department's General Manager, and monitoring the administration of the employee benefit program by the Personnel Department.

The mission of the Flex Benefits Program is to promote employee health/wellness with competitive benefits at a reasonable level relative to the City's financial capacity. The Flex Benefits Program covers approximately 24,000 employees and 32,000 dependents. Each year the JLMBC reviews information provided by the Personnel Department, benefits consultants, and service providers regarding Flex Benefits Program design and cost. At its meeting of June 18, 2015, the JLMBC recommended that certain proposed rate renewals be approved relative to implementing the adopted Flex Benefits Program for Plan Year 2016. Administrative Code Section 4.303 provides that the City Council authorize suitable employee benefit programs as recommended by the JLMBC and maintained by the Personnel Department.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the 2016 Flexible Benefits Plan as detailed in the July 23, 2015 Personnel Department report, attached to the Council file. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS - DAWSON:	YES

ARL
8/5/15

-NOT OFFICIAL UNTIL COUNCIL ACTS-