

RESOLUTION NO. 83-2022

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA APPROVING THE FIRST AMENDMENT TO RESTATED EMPLOYMENT AGREEMENT BETWEEN CITY OF PACIFICA AND KEVIN WOODHOUSE

WHEREAS, the City of Pacifica ("City") and Kevin Woodhouse have previously entered into an Employment Agreement to employ Kevin Woodhouse as City Manager;

WHEREAS, the City and Kevin Woodhouse have previously entered into a Restated Employment Agreement effective December 13, 2021;

WHEREAS, the City and Kevin Woodhouse now desire to enter into a First Amendment to Restated Employment Agreement to modify the terms and conditions of Manager's employment as City Manager;

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Pacifica hereby approves the First Amendment to Restated Employment Agreement between the City of Pacifica and Kevin Woodhouse in substantially the same form attached hereto as Exhibit "A" and authorizes and directs the Mayor to execute same for and on behalf of the City of Pacifica.

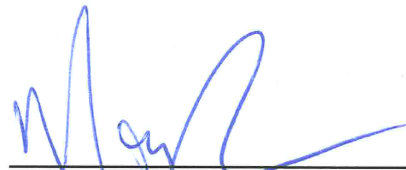
PASSED AND ADOPTED at a regular meeting of the City Council of the City of Pacifica, California, held on November 28, 2022, by the following vote:

AYES, Councilmembers: Beckmeyer, Bier, Bigstych, O'Neill, Vatoraus

NOES, Councilmembers: n/a

ABSENT, Councilmembers: n/a

ABSTAIN, Councilmembers: n/a



Mary Bier, Mayor

ATTEST:


Sarah Coffey, City Clerk

APPROVED AS TO FORM:

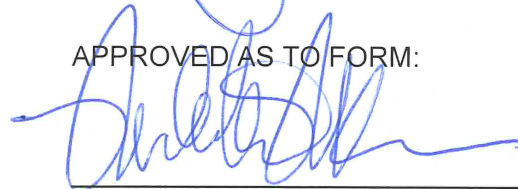

Michelle Kenyon, City Attorney

EXHIBIT "A"

**First Amendment to Restated Employment Agreement
Between City of Pacifica and Kevin Woodhouse**

**FIRST AMENDMENT TO
RESTATED EMPLOYMENT AGREEMENT
between
CITY OF PACIFICA AND KEVIN WOODHOUSE**

1. PARTIES AND EFFECTIVE DATE

The parties to this First Amendment to Restated Employment Agreement (“First Amendment”) are the City of Pacifica (“City”) and Kevin S. Woodhouse (“Manager”). The effective date of this First Amendment shall be November 28, 2022.

2. PURPOSE

The parties have previously entered into a Restated Employment Agreement between the City of Pacifica and Kevin Woodhouse (“Employment Agreement”) effective as of December 13, 2021. The City and Manager hereby desire to amend the Employment Agreement as set forth below.

3. AMENDMENT

A. Section 6.a. is hereby modified to read in its entirety as follows:

6. COMPENSATION AND BENEFITS.

a. Salary. Effective the first pay period following October 9, 2022, City Manager shall be entitled to a five percent (5%) increase in salary and City agrees to pay Manager for his services rendered pursuant hereto as City Manager the sum of \$267,490.00 annually payable in installments at the same time as other employees of the City are paid.

B. Section 6.d.iii. is hereby amended to read to read in its entirety as follows:

d. Holidays and Other Employee Benefits. Manager shall receive the following additional benefits:

iii. Health Insurance: City contracts with CalPERS for the provision of health care services which include both Preferred Provider Organization Plans and Health Maintenance Organization Plans and Manager may choose from any

CalPERS provided plans for provision of health care services. City's contribution to Manager's health insurance plan shall be as set forth in the rate schedule attached hereto and hereinafter incorporated by reference as Exhibit "A."

4. FULL FORCE AND EFFECT

Except as specifically modified herein, all remaining terms and obligations set forth in the Employment Agreement between the City and Manager shall remain in full force and effect.

CITY OF PACIFICA

By: _____
Mary Bier, Mayor

Dated: _____

MANAGER:

By: _____
Kevin Woodhouse, City Manager

Dated: _____

APPROVED AS TO FORM:

Michelle Marchetta Kenyon, City Attorney

EXHIBIT "A"

Health Insurance Plan Rate Schedule



2023 – Benefit Rates

The following document includes details regarding plan rates for health related benefits (medical, dental and vision).

CalPERS Medical Plans – HMO

| Plan and Coverage Level | Region 1 Monthly Premium | City Monthly Contribution | Monthly Expense to Employee |
|-------------------------------|--------------------------|---------------------------|-----------------------------|
| Anthem HMO Traditional | | | |
| Employee Only | \$1,210.71 | \$913.16 | \$297.55 |
| Employee + 1 Dependent | \$2,421.42 | \$1,769.69 | \$651.73 |
| Employee + Family | \$3,147.85 | \$2,300.61 | \$847.24 |
| Health Net Smart Care | | | |
| Employee Only | \$1,174.50 | \$913.16 | \$261.34 |
| Employee + 1 Dependent | \$2,349.00 | \$1,769.69 | \$579.31 |
| Employee + Family | \$3,053.70 | \$2,300.61 | \$753.09 |
| Kaiser Permanente | | | |
| Employee Only | \$913.74 | \$913.16 | \$0.58 |
| Employee + 1 Dependent | \$1,827.48 | \$1,769.69 | \$57.79 |
| Employee + Family | \$2,375.72 | \$2,300.61 | \$75.11 |



2023 – Benefit Rates

CalPERS Medical Plans – PPO

| Plan and Coverage Level | Region 1 Monthly Premium | City Monthly Contribution | Monthly Expense to Employee |
|-------------------------|--------------------------|---------------------------|-----------------------------|
| PERS Platinum | | | |
| Employee Only | \$1,200.12 | \$913.16 | \$286.96 |
| Employee + 1 Dependent | \$2,400.24 | \$1,769.69 | \$630.55 |
| Employee + Family | \$3,120.31 | \$2,300.61 | \$819.70 |
| PERS Gold | | | |
| Employee Only | \$825.61 | \$913.16 | \$0 |
| Employee + 1 Dependent | \$1,651.22 | \$1,769.69 | \$0 |
| Employee + Family | \$2,146.59 | \$2,300.61 | \$0 |

| | | | |
|---|------------|------------|-----|
| PORAC – PPO (Open to PORAC members only) | | | |
| Employee Only | \$825.00 | \$913.16 | \$0 |
| Employee + 1 Dependent | \$1,875.00 | \$1,769.69 | \$0 |
| Employee + Family | \$2,300.00 | \$2,300.61 | \$0 |

* Rates and plan options may vary depending on location, visit calpers.com for details.



2023 – Benefit Rates

Delta Dental Plan

| Class/Unit | City Contribution | Employee Cost |
|--|-------------------|---------------|
| Class 1: Police Officers, WWTP, & City Council | \$119.00 | \$0 |
| Class 2: Battalion Chiefs | \$119.00 | \$0 |
| Class 2: Firefighters | \$119.00 | \$0 |
| Class 3: PPSA, PPMA | \$119.00 | \$0 |
| Class 4: Directors, Managers, & Confidential / Unrep | \$119.00 | \$0 |
| Class 5: Misc. 856 | \$119.00 | \$0 |

VSP Vision Plan

| Vision Coverage Level | City Contribution | Employee Cost |
|--|-------------------|---------------|
| Unrep, Mgmt 350, Battalion Chiefs, Misc 856, Police, PPMA, PPSA, & WWTP | | |
| Employee Only | \$18.29 | \$0 |
| Employee + 1 Dependent | \$26.52 | \$0 |
| Employee + Family | \$47.56 | \$0 |
| Firefighters | | |
| Employee Only | Cafeteria Plan | \$17.32 |
| Employee + 1 Dependent | Cafeteria Plan | \$25.11 |
| Employee + Family | Cafeteria Plan | \$45.02 |



2023 – Benefit Rates

Firefighters Cafeteria Plan

The City will place \$1,200.00 per month in a cafeteria plan for health insurance coverage for employees, or employees with dependents. Any unused health insurance portion of the cafeteria plan contribution will be returned to the cafeteria plan for other health related expenses. This plan is pending contract ratification and may change.

Teamsters Plan (Local 856)

| Plan and Coverage Level | Teamsters Monthly Premium | City Monthly Contribution - Medical | City Monthly Contribution – Dental & Vision | Monthly Expense to Employee |
|-------------------------|---------------------------|-------------------------------------|---|-----------------------------|
| Employee Only | \$1,374.00 | \$967.67 | \$163.00 | \$243.33 |
| Employee + 1 Dependent | \$2,136.00 | \$1875.32 | \$163.00 | \$97.68 |
| Employee + Family | \$2,769.00 | \$2437.92 | \$163.00 | \$168.08 |

**The City has made every attempt to ensure the accuracy and reliability of the information provided in this document. However, the information is provided "as is" without warranty of any kind. The City does not accept any responsibility or liability for the accuracy, content, completeness, legality, or reliability of the information contained in this document. Questions or concerns regarding this document should be directed to HR@ci.pacifica.ca.us.*