

(R-89-2231)

RESOLUTION NUMBER R- 273662

ADOPTED ON JUN 05 1989

WHEREAS, pursuant to Ordinance No. O- 17305 (NEW SERIES), adopted on May 30, 1989 the City Council of The City of San Diego formally adopted a Salary Ordinance for Fiscal Year 1990; and

WHEREAS, section 16 of that ordinance provides that additional benefit programs may be established upon recommendation of the City Manager; and

WHEREAS, the City Manager has recommended and the City Council has approved a Management Benefits Plan for designated eligible unrepresented classifications as enumerated in the Table of Eligible Classes for the Management Benefits Plan, attached hereto as Attachment A; and

WHEREAS, the City Manager has further recommended and the City Council has approved a Flexible Benefits Plan for all half-time, three-quarter-time or full-time benefit status employees; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that pursuant to section 16 of the Annual Salary Ordinance No. O-17305 (NEW SERIES), and upon the recommendation of the City Manager, there is hereby established and adopted a Management Benefits Plan for those personnel occupying classifications enumerated in Attachment A hereto, and a Flexible Benefits Plan for all designated eligible employees for Fiscal Year 1990, copies of which plans are on file in the office of the City Clerk

as Document Nos. RR-273662-1 and RR-273662-2 providing therein dollar sums certain for each eligible employee, to be allocated to benefits as are designated in the Plans.

BE IT FURTHER RESOLVED, that the funds appropriated for these Plans shall be as set forth in the annual appropriation ordinance.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz
Jack Katz
Senior Chief Deputy

JK:smm
05/19/89
Or.Dept:Mgr.
R-89-2231
Form=r.mgtbp

JULY, 1989
(B)

MANAGEMENT BENEFITS PLAN

ELIGIBLE CLASSES

CLASS NO.	CLASS TITLE
1253	ARJIS ADMINISTRATOR
2259	ASSISTANT BINATIONAL AFFAIRS OFFICER
2105	ASSISTANT BUILDING INSPECTION DIRECTOR
2106	ASSISTANT CITY ATTORNEY
2107	ASSISTANT CITY AUDITOR & COMPTROLLER
2108	ASSISTANT CITY CLERK
2110	ASSISTANT CITY LIBRARIAN
2111	ASSISTANT CITY MANAGER
2250	ASSISTANT DEPUTY DIRECTOR
2117	ASSISTANT ENGINEERING & DEVELOPMENT DIRECTOR
2128	ASSISTANT EXECUTIVE SERVICES DIRECTOR
2115	ASSISTANT FINANCIAL MANAGEMENT DIRECTOR
2154	ASSISTANT FIRE CHIEF
2200	ASSISTANT FOR COMMUNITY OUTREACH
2119	ASSISTANT GENERAL SERVICES DIRECTOR
2160	ASSISTANT INTERGOVERNMENTAL RELATIONS DIRECTOR
2128	ASSISTANT INVESTMENT OFFICER
2123	ASSISTANT PARK & RECREATION DIRECTOR
2120	ASSISTANT PERSONNEL ANALYST
2113	ASSISTANT PERSONNEL DIRECTOR
2114	ASSISTANT PLANNING DIRECTOR
2125	ASSISTANT POLICE CHIEF
2124	ASSISTANT PROPERTY DIRECTOR
2126	ASSISTANT PURCHASING AGENT
2127	ASSISTANT RETIREMENT ADMINISTRATOR
2129	ASSISTANT RISK MANAGEMENT DIRECTOR
2130	ASSISTANT STADIUM MANAGER
2131	ASSISTANT TRAVEL MANAGER
2132	ASSISTANT CITY AUDITOR & COMPTROLLER
2133	ASSISTANT CITY MANAGER
2134	ASSISTANT CITY DIRECTOR, OFFICE ASSISTANCE & INFORMATION
2135	ASSISTANT CITY FIRE CHIEF
2136	ASSISTANT CITY PLANNING DIRECTOR
2137	ASSISTANT MANAGER
2138	ASSISTANT RISK MANAGEMENT DIRECTOR
2139	ASSISTANT CITY DIRECTOR
2140	ASSISTANT PERSONNEL ANALYST
2141	ASSISTANT MANAGER
2142	ASSISTANT MANAGER
2143	ASSISTANT MANAGER
2144	ASSISTANT MANAGER
2145	ASSISTANT MANAGER
2146	ASSISTANT MANAGER
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2160	ASSISTANT MANAGER
2161	ASSISTANT MANAGER
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2164	ASSISTANT MANAGER
2165	ASSISTANT MANAGER
2166	ASSISTANT MANAGER
2167	ASSISTANT MANAGER
2168	ASSISTANT MANAGER
2169	ASSISTANT MANAGER
2170	ASSISTANT MANAGER
2171	ASSISTANT MANAGER
2172	ASSISTANT MANAGER
2173	ASSISTANT MANAGER
2174	ASSISTANT MANAGER
2175	ASSISTANT MANAGER
2176	ASSISTANT MANAGER
2177	ASSISTANT MANAGER
2178	ASSISTANT MANAGER
2179	ASSISTANT MANAGER
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2181	ASSISTANT MANAGER
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2197	ASSISTANT MANAGER
2198	ASSISTANT MANAGER
2199	ASSISTANT MANAGER

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MANAGEMENT BENEFITS PLAN

ELIGIBLE CLASSES

CLASS NO.	CLASS TITLE
2136	CHIEF DEPUTY CITY ATTORNEY
2134	CITIZENS ASSISTANCE & INFORMATION DIRECTOR
2255	CITY ARCHITECT
2001	CITY ATTORNEY
2137	CITY AUDITOR & COMPTROLLER
2138	CITY CLERK
2140	CITY LIBRARIAN
2141	CITY MANAGER
1816	CLAIMS AND INSURANCE MANAGER
1391	CLAIMS REPRESENTATIVE III
2251	COMMITTEE CONSULTANTS SECRETARY
2203	COMMUNITY DEVELOPMENT ADMINISTRATOR
1350	COMMUNITY DEVELOPMENT COORDINATOR
1354	COMMUNITY DEVELOPMENT SPECIALIST IV
2204	COMMUNITY PROGRAM ADMINISTRATOR
2205	CONFIDENTIAL SECRETARY TO CITY ATTORNEY
2206	CONFIDENTIAL SECRETARY TO CITY COUNCIL
2207	CONFIDENTIAL SECRETARY TO CITY MANAGER
2208	CONFIDENTIAL SECRETARY TO MAYOR
2209	CONFIDENTIAL SECRETARY TO POLICE CHIEF
2133	COUNCIL ASSISTANT
2210	COUNCIL COMMITTEE CONSULTANT
2003	COUNCILMEMBER
2212 and 2213	COUNCIL REPRESENTATIVE II
2211 and 2242	COUNCIL REPRESENTATIVE I
1348	DATA SYSTEMS COORDINATOR
2151 and 2152	DEPUTY CITY ATTORNEY
2153	DEPUTY CITY MANAGER
2214	DEPUTY DIRECTOR
2252	DEPUTY DIRECTOR FOR LEGISLATIVE SERVICES AND ELECTIONS
2253	DEPUTY DIRECTOR FOR RECORDS MANAGEMENT AND INFORMATION
2237	DEPUTY FIRE CHIEF
2219	DEPUTY LIBRARY DIRECTOR
2230	DEPUTY PERSONNEL DIRECTOR
2225	DEPUTY PLANNING DIRECTOR
2238	DEPUTY POLICE CHIEF
1406	EMPLOYEE ASSISTANCE COUNSELOR
1429	EMPLOYEE ASSISTANCE SPECIALIST
1416	EMPLOYEE BENEFITS ADMINISTRATOR
1417	EMPLOYEE BENEFITS SPECIALIST I
1407	EMPLOYEE BENEFITS SPECIALIST II
2215	ENDOWMENT OFFICER

MANAGEMENT BENEFITS PLAN

ELIGIBLE CLASSES

CLASS NO.	CLASS TITLE
2147	ENGINEERING & DEVELOPMENT DIRECTOR
2158	EQUAL EMPLOYMENT INVESTIGATIVE OFFICER
2254	EQUAL OPPORTUNITY PROGRAM MANAGER (MANAGEMENT ASSISTANT TO THE CITY MANAGER)
2156	EXECUTIVE SERVICES DIRECTOR
2216	FACILITY MANAGER
2130	FINANCIAL MANAGEMENT DIRECTOR
2217	FINANCIAL OPERATIONS MANAGER
2160	FIRE CHIEF
2239	FIRE SHIFT COMMANDER
2159	GENERAL SERVICES DIRECTOR
2257	GRANTS COORDINATOR
2167	INTERGOVERNMENTAL RELATIONS DIRECTOR
2241	INVESTMENT OFFICER
2243	LIBRARY DEVELOPMENT OFFICER
2164	MANAGEMENT ASSISTANT TO THE CITY MANAGER
2007	MAYOR
2248	ORGANIZATION EFFECTIVENESS PROGRAM MANAGER
1613	ORGANIZATIONAL EFFECTIVENESS SPECIALIST I
1614	ORGANIZATIONAL EFFECTIVENESS SPECIALIST II
1612	ORGANIZATIONAL EFFECTIVENESS SPECIALIST III
1615	ORGANIZATIONAL EFFECTIVENESS SUPERVISOR
2244	PARAMEDIC COORDINATOR
2179	PARK & RECREATION DIRECTOR
1650	PERSONNEL ANALYST
2171	PERSONNEL DIRECTOR
2172	PLANNING DIRECTOR
2173	POLICE CHIEF
2240	POLICE COMMANDER
2246	POLICE PERSONNEL MANAGER
1698	POLICE RECORDS ADMINISTRATOR
2228	PRINCIPAL ACCOUNTANT
2182	PRINCIPAL ASSISTANT TO CITY ATTORNEY
2174	PRINCIPAL ASSISTANT TO MAYOR
2234	PRINCIPAL PLANNER
2221	PRINT SHOP MANAGER
2177	PROPERTY DIRECTOR
2222	PROPERTY SERVICES SUPERVISOR
2176	PURCHASING AGENT

MANAGEMENT BENEFITS PLAN

ELIGIBLE CLASSES

CLASS NO.	CLASS TITLE
2232	REGIONAL URBAN INFORMATION SYSTEM ADMINISTRATOR
2233	REGIONAL URBAN INFORMATION SYSTEM COORDINATOR
2231	REGY DIRECTOR
1811	REHABILITATION COUNSELOR
2180	RETIREMENT ADMINISTRATOR
2157	RISK MANAGEMENT DIRECTOR
2184	SENIOR CHIEF DEPUTY CITY ATTORNEY
2223	SENIOR COUNCIL COMMITTEE CONSULTANT
1349	SENIOR DATA SYSTEMS COORDINATOR
1917	SUPERVISING ADMINISTRATIVE ANALYST
1926	SUPERVISING DATA SYSTEMS COORDINATOR
1923	SUPERVISING ECONOMIST
1927	SUPERVISING PERSONNEL ANALYST
2190	TREASURER
2192	WASTE MANAGEMENT DIRECTOR
2194	WATER UTILITIES DIRECTOR
2249	YOUTH SERVICES ADMINISTRATOR
2226	ZONING ADMINISTRATOR

CITY OF SAN DIEGO
CAFETERIA BENEFITS PLAN

MAY 16, 1989

Attachment A

DOCUMENT NO. SP-273662-2
FILED JUN 05 1989
OFFICE OF THE CITY CLERK
SAN DIEGO, CALIFORNIA

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**City of San Diego
Cafeteria Benefits Plan**

This is a "Cafeteria Plan" of benefits for City of San Diego employees and is intended to qualify under Section 125 of the Internal Revenue Code.

Eligibility for Participation

This Plan is for the exclusive benefit of employees of the City of San Diego.

Eligible employees are defined as individuals who are:

1. directly employed by the City of San Diego, and
2. working in a half time, three quarter time or full time benefit status. Hourly employees are not eligible for this plan.

Eligible employees who go into a Leave Without Pay status are in a non-benefited status. The City of San Diego does not pay for an employee's benefits if the employee does not work. The employee may choose to continue their health, life and certain optional benefits coverage at their own cost until they return to work. If the premiums are not paid, the coverage will be short-term cancelled. The coverage will be reinstated the first of the month after the employee returns to work.

Plan Year

The Plan Year is from July 1 to June 30 of each year.

Elections

Elections of benefits must occur during the two month period prior to the start of each plan year or, in the case of a newly hired employee, as soon after commencement of employment as administratively practical. Elections must be made in writing on forms provided by the Risk Management Department. Those forms must be signed and dated by the participating employee. In addition to the benefit election form, the employee must also complete and sign all appropriate applications and enrollment forms for the specific benefits selected. If an employee fails to complete the election of benefits prior to the start of the plan year, that employee will be enrolled in the Health Plan and Life Insurance Plan in which he/she was enrolled in the previous year but will not receive any other benefit under the Cafeteria

Plan including the cash option. The elections are effective for the period of July 1 to June 30 of each year or, for employees hired after July 1 of a Plan Year, for the remainder of the Plan Year following the first of the month after enrollment. Benefits are prorated for employees hired after July 1 of each Plan Year. Benefits terminate at the time an employee terminates employment.

Elections are irrevocable except to accommodate changes in family status as defined in the Income Tax Regulations, 26 CFR Part 1, to accommodate any significant curtailment or reduction of coverage under any given benefit plan, or in the case of any significant premium increase or decrease.

Participants who experience a change in family status may be allowed to change or revoke elections. Several examples of the types of events that constitute a change in family status are as follows:

- o The marriage or divorce of the employee.
- o The death of the employee's spouse or dependent.
- o Birth or adoption of a child.
- o Termination or commencement of employment by the employee's spouse.
- o Switching from part-time to full-time, or vice versa.
- o Unpaid leave of absence by the employee or the employee's spouse.

Changes are also permitted in the event of significant changes in health coverage of the employee or the employee's spouse that are related to the spouse's employment.

Changes to 401(k) elections under this Cafeteria Plan will be permitted if the employee becomes ineligible to contribute to 401(k). The only change allowed in this instance is a decrease of the 401(k) election with a corresponding increase in the cash election.

Changes to benefit elections will be permitted only to the extent that they are consistent with and appropriate to the reason the change is requested.

Employer Contributions

Employer contributions are a fixed amount provided by the City to each eligible employee on a non-elective basis. Salary reduction agreements are not provided for in this Plan.

Maximum Employer Contribution

The City shall allot each eligible employee \$1,800 worth of credits to purchase Flexible Benefits.

Certain employees as identified in the annual salary ordinance shall be allotted an additional \$2,200 to purchase Management Benefits.

Employees who are not members of the Retirement System will receive an additional amount equal to the benefit they would have received from the Retirement System to purchase Management Benefits.

Benefits

All eligible employees participate in the Flexible Benefits Plan.

Flexible Benefits Plan:

Each employee MUST SELECT one HEALTH INSURANCE coverage and one of the three available LIFE INSURANCE coverages.

1. Health Insurance
 - a. CITYMED (\$150 DEDUCTIBLE)
 - b. CITYMED (\$1,000 DEDUCTIBLE)
 - c. CITYMED (\$2,500 DEDUCTIBLE)
 - d. KAISER (With Prescription)
 - e. KAISER (Without Prescription)⁽¹⁾
 - f. GREATER SAN DIEGO
 - g. HEALTH NET
 - h. POA GROUP HEALTH⁽²⁾
 - i. LOCAL 145 RELIEF ASSN. PLAN⁽¹⁾

2. Life Insurance
 - a. \$10,000
 - b. \$25,000
 - c. \$50,000

Remaining money may be used for:

1. CASH PAYMENT (TAXABLE)
2. DENTAL/MEDICAL/VISION REIMBURSEMENT
3. 401(k)
4. EMPLOYEE GROUP DENTAL
5. EMPLOYEE GROUP VISION
6. DENTAL: SAFEGUARD

- EMPLOYEE ONLY
- EMPLOYEE + (1) DEPENDENT
- EMPLOYEE + (2+) DEPENDENTS
- 7. VISION: SAFEGUARD
 - EMPLOYEE ONLY
 - EMPLOYEE + (1) DEPENDENT
 - EMPLOYEE + (2+) DEPENDENTS
- 8. DENTAL: STANDARD
 - EMPLOYEE ONLY
 - EMPLOYEE + (1) ADULT
 - EMPLOYEE + CHILDREN
 - FAMILY PLAN
- 9. CANCER/CATASTROPHIC ILLNESS EXPENSE PROTECTION

Cancer Expense	Individual
Protection Plan	Family
Cancer Expense Protection	Individual
Plan & Hospital Rider	Family
Cancer Expense Protection	Individual
Plan & Dread Disease Rider	Family
Cancer Expense Protection	Individual
Plan & Both Riders	Family
Hospital Intensive Care	Individual
Protection Plan	Family
- 10. DEPENDENT CHILD CARE (DAYCARE) REIMBURSEMENT

- (1) For classifications represented by Local 145 only.
- (2) For classifications represented by POA only.

Each of these benefits is described in more detail in the Flexible Benefits Plan Summary for the Plan Year and in the respective plan documents or insurance contracts which are incorporated here by reference.

Employees so designated in the annual salary ordinance may apply their additional allotment on an optional basis to the following benefits:

Management Benefits Plan:

- 1. CASH PAYMENT
- 2. DENTAL/MEDICAL/VISION REIMBURSEMENT (cannot exceed \$2,200)
- 3. 401(k)
- 4. DEPENDENT HEALTH COVERAGE
- 5. RETIREMENT BUYBACK
- 6. EMPLOYEE RETIREMENT CONTRIBUTION OFFSET
- 7. DENTAL: SAFEGUARD
 - EMPLOYEE ONLY
 - EMPLOYEE + (1) DEPENDENT
 - EMPLOYEE + (2+) DEPENDENTS
- 8. VISION: SAFEGUARD

- EMPLOYEE ONLY
- EMPLOYEE + (1) DEPENDENT
- EMPLOYEE + (2+) DEPENDENTS
- 9. DENTAL: STANDARD
 - EMPLOYEE ONLY
 - EMPLOYEE + (1) ADULT
 - EMPLOYEE + CHILDREN
 - FAMILY PLAN
- 10. CANCER/CATASTROPHIC ILLNESS EXPENSE PROTECTION

Cancer Expense	Individual
Protection Plan	Family
Cancer Expense Protection	Individual
Plan & Hospital Rider	Family
Cancer Expense Protection	Individual
Plan & Dread Disease Rider	Family
Cancer Expense Protection	Individual
Plan & Both Riders	Family
Hospital Intensive Care	Individual
Protection Plan	Family
- 11. DEPENDENT CHILD CARE (DAYCARE) REIMBURSEMENT (cannot exceed \$5,000 in both Flexible Benefits and Management Benefits)

These benefits are described in more detail in the Management Benefit Plan Summary for the Plan Year and in the respective plan documents and insurance plan contracts which are incorporated here by reference. In all instances the benefits in the Flexible Benefit Plan and the Management Benefit Plan are the same except that the Management Benefit Plan includes premium only payment of dependent health insurance, retirement offset and retirement buyback options.

Plan Participants' Rights

As a participant in the plan, you are entitled to examine, without charge, at the Plan Administrator's office all plan documents including insurance contracts; obtain copies of all Plan Documents (at a reasonable cost) and other plan information upon request to the Administrator.

Plan Administrator

The Plan Administrator is the Director of the Risk Management Department or his designee. The address of the Plan Administrator is:

1200 Third Avenue, Suite 1000
San Diego, CA 92101

Telephone: (619)236-5924.

Plan Amendment or Termination

The City of San Diego reserves the right to amend the Plan from time to time if deemed necessary or appropriate to meet the requirements of the Internal Revenue Code and any similar provision of subsequent revenue or other laws or pursuant to negotiations with the Employee Groups; provided that no such modification or amendment shall make it possible for any benefit contributions or payment to be used for, or directed to, purposes other than for the exclusive benefit of participating employees and their beneficiaries under the Plan.

The City reserves the right to discontinue or terminate the Plan at the end of any Plan Year or in accordance with negotiations with the Employee Groups. Any such amendment, discontinuance or termination shall be effective on July 1 of any given year or such date that is agreed upon by the City and Employee Groups. No amendment, discontinuance or termination shall allow the return of funds to the City nor the use of any funds for any purpose other than for the exclusive benefit of participating employees and their beneficiaries.

15477A

JUN 05 1989

Passed and adopted by the Council of The City of San Diego on....., by the following vote:

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ron Roberts	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Wes Pratt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. Bruce Henderson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Filner	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mayor Maureen O'Connor	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

MAUREEN O'CONNOR
Mayor of The City of San Diego, California.

(Seal)

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

By *Jana Martin*, Deputy.

Office of the City Clerk, San Diego, California

Resolution Number *R-273662* Adopted JUN 05 1989

89 JUN -5 AM 11:20.

SAN FRANCISCO
SAN FRANCISCO, CA