



STAFF REPORT – CITY COUNCIL MEETING

TO: Honorable Mayor and City Council Members

FROM: Keira A. Vink, Human Resources and Administrative Services Director

PREPARER: Keira A. Vink, Human Resources and Administrative Services Director

DATE: May 6, 2026

TITLE: **Adopt Resolution No. 256-62 to Amend Management and Confidential Supplemental Compensation and Benefits; and Authorize the City Manager to Execute All Applicable Documents.**

RECOMMENDATION:

It is recommended that the Council:

- 1) Adopt Resolution No. 256-62, A Resolution of the City Council of the City of Arcata Amending the Supplemental Compensation and Benefits Resolution – Management, Mid-management, Confidential, and Appointed Employees [to Reflect Revisions and Additions]; and
- 2) Authorize the City Manager and designee to execute all related documents.

INTRODUCTION:

The City's Management and Confidential employee classifications consist of both sworn and general employees that are unrepresented, which means they do not engage in collective bargaining with the City on matters related to wages, benefits, and other terms and conditions of employment. As such, the City Council provides directions to address wages, benefits, and other terms and conditions of employment that pertain to the City's unrepresented classifications.

BACKGROUND:

While the City's Personnel Rules and Regulations (PR&Rs) grant authority to the City Manager to adopt changes to the City's Classification Plan (i.e., job descriptions); Chapter IV, Section 2, of the PR&Rs require amendments or revisions to the Compensation Plan to be adopted by resolution of the City Council. In addition, the Supplemental Compensation and Benefits Resolution is how Council authorizes changes to the supplemental compensation and benefits for these unrepresented classifications.

DISCUSSION:

The City of Arcata has had a long-term partnership with the Redwood Empire Municipal Insurance Fund (REMIF) to offer medical insurance to the City of Arcata full-time employees and select annuitants. This plan has served the City well for more than fifteen years. As the insurance market changes and medical costs increase, a smaller pool of municipalities is not able to survive the volatility of the market. The REMIF medical insurance plans will be terminating as of June 30,

2026. The City of Arcata has completed a diligent search for medical insurance plans to begin effective July 1, 2026, for all eligible employees and annuitants. CalPERS medical insurance plans were chosen by the City as the city sponsored medical insurance plan. Based on our local area, there will be a choice of five medical plans for general members and six medical plans for safety members available to employees.

BUDGET/FISCAL IMPACT:

Health benefits for employees including medical, dental, vision, EAP, and life insurance are included in salary costs for each Department's operating budget.

RECOMMENDED COUNCIL ACTION:

Motion to:

1. Adopt Resolution No. 256-62, A Resolution of the City Council of the City of Arcata Amending the Supplemental Compensation and Benefits Resolution – Management, Mid-management, Confidential, and Appointed Employees [to Reflect Revisions and Additions]; and
2. Authorize the City Manager and designee to execute all related documents.

Consent Calendar vote.

ATTACHMENTS:

- A. Resolution 256-62 Management and Confidential Supplemental Compensation and Benefits