

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

APPROVING REVISIONS TO THE EXECUTIVE MANAGEMENT EMPLOYEES COMPENSATION PLAN, MODIFYING THE PUBLIC SAFETY RETIREE MEDICAL BENEFIT ELIGIBILITY FOR THE POLICE AND FIRE CHIEFS TO PROVIDE UP TO FIVE YEARS OF SERVICE CREDIT FOR EXTERNAL HIRES WITH A VESTED RETIREE MEDICAL BENEFIT WITH THEIR PRIOR AGENCY, AND MAKING OTHER MINOR REVISIONS

WHEREAS, the City of Alameda aims to attract a diverse and highly qualified pool of candidates for executive management positions; and

WHEREAS, the current eligibility requirements for Public Safety Retiree Medical benefits may pose challenges in recruiting qualified candidates from larger organizations; and

WHEREAS, modifications to Section 5.2 of the Executive Management Employees Compensation Plan will allow external hires with a vested retiree medical benefit from prior agencies to receive up to five years of service credit toward the ten-year eligibility requirement; and

WHEREAS, the proposed revisions to Section 12 will provide the City Manager with the authority to assign exclusive-use vehicles to additional classifications deemed necessary for emergency response, beyond those currently specified; and

WHEREAS, these revisions are designed to enhance recruitment efforts and streamline operational processes, ensuring the City can attract and retain qualified leaders while managing costs effectively.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Alameda that said Council hereby approves revisions to the Executive Management Employees Compensation Plan Section 5.2, modifying the Public Safety retiree medical benefit eligibility to provide up to five years of service credit to external hires with a vested retiree medical benefit with their prior agency, and Section 12, adding the Base Resue and Economic Development Director and providing the City Manager authority to determine the classifications eligible for exclusive use vehicles in lieu of a transportation allowance; and

BE IT FURTHER RESOLVED that the provision of this Resolution shall supersede any other resolution in conflict herewith.

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I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 15<sup>th</sup> day of October 2024, by the following vote to wit:

AYES:

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 16<sup>th</sup> day of October 2024.

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Lara Weisiger, City Clerk  
City of Alameda

APPROVED AS TO FORM:

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Yibin Shen, City Attorney  
City of Alameda