

RESOLUTION NO. 5824

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEBASTOPOL
ADOPTING THE VANTAGECARE RETIREMENT HEALTH SAVINGS (RHS) PLAN
FOR THE SEBASTOPOL POLICE OFFICERS ASSOCIATION EMPLOYEE GROUP

Plan Number: 803227

Name of Employer: City of Sebastopol

State: CA

WHEREAS, the Employer has employees rendering valuable services; and

WHEREAS, the establishment of a retiree health savings plan for such employees serves the interests of the Employer by enabling it to provide reasonable security regarding such employees' health needs during retirement, by providing increased flexibility in its personnel management system, and by assisting in the attraction and retention of competent personnel; and

WHEREAS, the Employer has determined that the establishment of the retiree health savings plan (the "Plan") serves the above objectives;

NOW, THEREFORE BE IT RESOLVED, that the Employer hereby adopts the Plan in the form of the ICMA Retirement Corporations' VantageCare Retirement Health Savings program for the Sebastopol Police Officers Association group effective January 1, 2011.

BE IT THEREFORE RESOLVED, that the assets of the Plan shall be held in trust, with the Employer serving as trustee, for the exclusive benefit of Plan participants and their survivors, and the assets of the Plan shall not be diverted to any other purpose prior to the satisfaction of all liabilities of the Plan. The Employer has executed the Declaration of Trust of the City of Sebastopol's Integral Part Trust in the form of the model trust made available by the ICMA Retirement Corporation.

IN COUNCIL DULY PASSED this 16th day of November 2010.

I, the undersigned, hereby certify that the foregoing Resolution was duly adopted by City of Sebastopol City Council following a roll call vote:

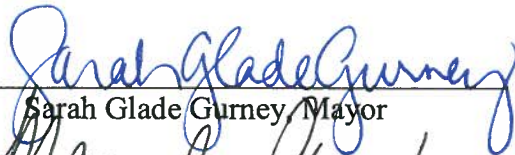
Ayes: Councilmembers Robinson, Kelley, Shaffer, Vice Mayor Wilson and Mayor Gurney

Noes: None

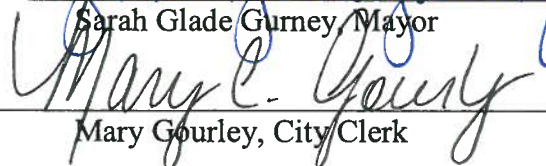
Abstain: None

Absent: None

APPROVED:


Sarah Glade Gurney, Mayor

ATTEST:


Mary Gourley, City Clerk

CITY OF SEBASTOPOL
RETIREMENT HEALTH SAVINGS PLAN
FOR THE SEBASTOPOL POLICE OFFICER'S ASSOCIATION

The City of Sebastopol adopts the following Retirement Health Savings Plan for the employees in the Sebastopol Police Officer's Association.

Implementation January 1, 2011

This plan is available to those employees who are members of the Sebastopol Police Officer's Association. There are 18 members in this group.

Plan Funding: Employees may fund their accounts accordingly:

- a) **Sick Leave:** At plan inception, those employees with accrual balances in excess of 400 hours will transfer that entire excess balance into their Retirement Health Savings Plan. Thereafter, every year at December 31st, employees will transfer any balance in excess of 400 hours into their Retirement Health Savings Plan. At PERS retirement, any remaining balance will transfer into their Retirement Health Savings Plan.

- b) **Vacation:** At plan inception and every year thereafter on December 31st, employees will transfer Vacation hours in excess of 500 hours into their Retirement Health Savings Plan. At PERS retirement, any remaining balance will transfer into their Retirement Health Savings Plan.

- c) **Medical After Retirement Benefit:** For those employees hired after February 1, 2009 who have elected this benefit, their monthly contributions of 1% base salary up to a maximum of \$60/month along with the City's equal matching contribution, will transfer into their Retirement Health Savings Plan once per month.

Eligibility for Use: Sworn Members are eligible to use the plan at age 50, or at retirement.
Non-Sworn Members are eligible to use the plan at age 55, or at retirement.