



Town of Paradise

Town Council Special Meeting Agenda

3:00 PM – May 28, 2025

Town of Paradise Council Chamber – 5555 Skyway, Paradise, CA

Mayor, Steve Crowder
Vice Mayor, Steve “Woody” Culleton
Council Member, Greg Bolin
Council Member, Heidi Lange
Council Member, Ronald Lassonde

Town Manager, Jim Goodwin
Town Attorney, Scott E. Huber
Town Clerk/Elections Official, Melanie Elvis
CDD, Planning & Onsite, Susan Hartman
CDD, Building & Code Enforcement, Tony Lindsey
Finance Director/Town Treasurer, Aimee Bealeu
Public Works Director/Town Engineer, Marc Mattox
Division Chief, CAL FIRE/Paradise Fire, Jason Finney
Chief of Police, Eric Reinbold
Recovery & Economic Development Director, Colette Curtis
Human Resources & Risk Management Director, Crystal Peters
Information Systems Director, Luis Marquez

Meeting Procedures

- I. The Mayor is the Presiding Chair and is responsible for maintaining an orderly meeting. The Mayor calls the meeting to order and introduces each item on the agenda.
- II. The Town staff then provides a report to Council and answers questions from the Council.
- III. Citizens are encouraged to participate in the meeting process and are provided several opportunities to address Council. Any speaker addressing the Council is limited to three minutes per speaker - fifteen minutes per agenda item
 - A. If you wish to address the Council regarding a specific agenda item, please complete a “Request to Address Council” card and give it to the Town Clerk prior to the beginning of the meeting. This process is voluntary and allows for citizens to be called to the speaker podium in alphabetical order. Comments and questions from the public must be directed to the Presiding Chair and Town Council Members (please do not address staff.) Town staff is available to address citizen concerns Monday through Thursday at Town Hall between the hours of 8am and 5pm.

In compliance with the Americans with Disabilities Act (ADA) Compliance, persons who need special accommodations to participate in the Town Council meeting may contact the Town Clerk at least three business days prior to the date of the meeting to provide time for any such accommodation.

1. OPENING

- 1a. Call to Order
- 1b. Pledge of Allegiance to the Flag of the United States of America
- 1c. Roll Call

2. CLOSED SESSION

- 2a. Pursuant to Government Code Section 54957.6, the Town Council will hold a closed session to meet with the Town Manager and Town Attorney regarding the terms of employment related to the following position: Town Manager.
- 2b. Pursuant to Government Code Section 54957.6, the Town Council will hold a closed session to meet with the Town Manager, and Town Attorney regarding labor relations between the Town of Paradise and the Paradise Police Officers Association, Confidential Mid-Management Association, General Employees Unit, Police Mid-Management Unit and the Management Group.

3. COUNCIL CONSIDERATION

Action items are presented by staff and the vote of each Council Member must be announced. A roll call vote is taken for each item on the action calendar. Citizens are allowed three (3) minutes to comment on agenda items.

3a. Consider adopting the following resolutions:

- 1. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 002 Management Unit"
- 2. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 003 Confidential & Mid-Management Unit"
- 3. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 004 Police Management and Mid-Management"
- 4. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 005 Police Officers Association"

- 5. Resolution No. 2025-____, “A Resolution of The Town Council of The Town of Paradise, Fixing the Employer’s Contribution Under the Public Employees’ Medical and Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 006 General Employees Unit”; or,
- 6. Refer recommended resolutions back to staff for further development. (ROLL CALL VOTE) (**Crystal Peters/Human Resources & Risk Management Director**)

4. ADJOURNMENT

STATE OF CALIFORNIA) COUNTY OF BUTTE)	SS.
I declare under penalty of perjury that I am employed by the Town of Paradise in the Town Clerk's Department and that I posted this Agenda on the bulletin Board both inside and outside of Town Hall on the following date: _____	
TOWN/ASSISTANT TOWN CLERK SIGNATURE _____	



Town of Paradise
Council Agenda Summary
Date: May 28, 2025

Agenda Item: 3(a)

ORIGINATED BY: Crystal Peters, Human Resources & Risk
Management Director
Aimee Bealeu, Finance Director / Town Treasurer

REVIEWED BY: Jim Goodwin, Town Manager
Scott Huber, Town Attorney

SUBJECT: Adopt Resolutions Fixing the Employer's Contribution Under
the Public Employees' Medical and Hospital Care Act

**LONG TERM
RECOVERY PLAN:** No

COUNCIL ACTION REQUESTED:

Consider adopting the following resolutions:

1. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical And Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 002 Management Unit"
2. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical And Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 003 Confidential & Mid-Management Unit"
3. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical And Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 004 Police Management and Mid-Management"
4. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical And Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 005 Police Officers Association"
5. Resolution No. 2025-____, "A Resolution of The Town Council of The Town of Paradise, Fixing the Employer's Contribution Under the Public Employees' Medical And Hospital Care Act at an Equal Amount for Employees and Annuitants with Respect to Recognized Employee Organization 006 General Employees Unit"; or,
6. Refer recommended resolutions back to staff for further development. (ROLL CALL VOTE)

Background:

The Public Employees' Medical and Hospital Care Act governs the method in which PERS is informed of the current benefit dollar amounts that a public agency agrees to pay towards medical premiums for active employees.

The 2025 calendar year brought another year of substantial increases to medical premiums that were fully born by the employees in accordance with Medical Premium Caps in place. After extensive negotiations with the employee bargaining units, agreements have been reached that the employer medical cap will be increased to a Town Share of 80%, rather than the hard cap which has eroded since the cap has been in place to approximately Town share of 50%.

Through the negotiation process between the Town of Paradise and the five employee bargaining units, the Town has agreed to pay monthly premiums towards a medical plan of the employees choosing equal to 80% of the PERS Gold Region 1 Basic Plan Rate. Attached you will find the Resolutions required by PERS to change the Police Officers Association, Management, Confidential & Mid-Management, Police Management & Mid-Management, General Employees Unit.

Analysis:

The current medical cap places the Town at a competitive disadvantage for attracting and retaining employees. The implementation of a variable rate, sharing increases between the Town and the employees, rather than having the employee burden the full cost of year over year increase, was the number one issue raised by the employee bargaining groups. Ultimately the Town Council agreed that the disproportionate burden of increases placed on employees should be revisited and more appropriately shared between the Town and the employees.

As part of this process, PERS requires that the Town of Paradise has fully complied with any and all applicable provisions of California Government Code Section 7507 for all employee units. Section 7507 relates to the actuarial impact on future costs. To meet this requirement, a detailed report has been prepared and was presented in detail to the Town Council, and thereby the public, by a qualified Actuary at the May 13, 2025, Regular Town Council meeting.

Financial Impact:

Changing from the current capped medical benefit rate to a shared 80%/20% for the cost of medical coverage will result in an increase in the amount of money the Town will pay towards active employees and annuitant medical premiums, dependent upon the individual's benefit election. These figures have been calculated for inclusion in the FY25-26 fiscal budget and represent an estimated \$995,000 increase over FY24/25. Additionally, the Actuarial Valuation of Other Post Employment Benefits (OPEB) study presented to the regular Town Council meeting on May 13, 2025, forecasts the cost of maintaining the benefit cost structure for post-employment benefits. The report also specifically outlines the cost of the new Town Cap contribution towards medical premiums. The increase in the Town's OPEB obligation as a result of the proposed medical premium change is \$7.4 million dollars. The full Actuarial Valuation of Other Post Employment Benefits actuarial report has been made available to the public and was presented to the Town Council in accordance with California Government Code Section 7507.

The attached resolutions have been prepared for processing by PERS to reflect Council approved agency paid medical benefits in accordance with the memorandums of understanding with the various employee bargaining units.

**TOWN OF PARADISE
RESOLUTION NO. 2025-40**

**FIXING THE EMPLOYER CONTRIBUTION UNDER THE PUBLIC EMPLOYEES' MEDICAL
AND HOSPITAL CARE ACT AT AN EQUAL AMOUNT FOR EMPLOYEES AND
ANNUITANTS WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION: 002
MANAGEMENT UNIT**

- WHEREAS,** (1) Town of Paradise is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of 002 Management Unit; and
- WHEREAS,** (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS,** (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it
- RESOLVED,** (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan up to a maximum of **80% of the PERS Gold Region 1 Basic Rate** per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED,** (b) Town of Paradise has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED,** (c) That the participation of the employees and annuitants of Town of Paradise shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Town of Paradise would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, James Goodwin, Town Manager, to file with the Board a verified copy of this resolution, and to perform on behalf of Town of Paradise all functions required of it under the Act; and be it further

RESOLVED, (e) That coverage under the Act be effective on July 1, 2025.

PASSED AND ADOPTED by the Town Council of the Town of Paradise at a Special Town Council Meeting this 28th day of May 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Steve Crowder, Mayor

ATTEST:

Melanie Elvis, Town Clerk

Date: _____

APPROVED AS TO FORM:

Scott E. Huber, Town Attorney

**TOWN OF PARADISE
RESOLUTION NO. 2025-41**

**FIXING THE EMPLOYER CONTRIBUTION UNDER THE PUBLIC EMPLOYEES' MEDICAL
AND HOSPITAL CARE ACT AT AN EQUAL AMOUNT FOR EMPLOYEES AND
ANNUITANTS WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION: 003
CONFIDENTIAL/MID-MANAGEMENT UNIT**

- WHEREAS,** (1) Town of Paradise is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of 003 Confidential/Mid-Management Unit; and
- WHEREAS,** (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS,** (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it
- RESOLVED,** (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan up to a maximum of **80% of the PERS Gold Region 1 Basic Rate** per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED,** (b) Town of Paradise has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED,** (c) That the participation of the employees and annuitants of Town of Paradise shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Town of Paradise would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, James Goodwin, Town Manager, to file with the Board a verified copy of this resolution, and to perform on behalf of Town of Paradise all functions required of it under the Act; and be it further

RESOLVED, (e) That coverage under the Act be effective on July 1, 2025.

PASSED AND ADOPTED by the Town Council of the Town of Paradise at a Special Town Council Meeting this 28th day of May 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Steve Crowder, Mayor

ATTEST:

_____ Date: _____
Melanie Elvis, Town Clerk

APPROVED AS TO FORM:

Scott E. Huber, Town Attorney

**TOWN OF PARADISE
RESOLUTION NO. 2025-42**

**FIXING THE EMPLOYER CONTRIBUTION UNDER THE PUBLIC EMPLOYEES' MEDICAL
AND HOSPITAL CARE ACT AT AN EQUAL AMOUNT FOR EMPLOYEES AND
ANNUITANTS WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION: 004
POLICE MANAGEMENT AND MID-MANAGEMENT**

- WHEREAS,** (1) Town of Paradise is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of 004 Police Management and Mid-Management; and
- WHEREAS,** (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS,** (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it
- RESOLVED,** (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan up to a maximum of **80% of the PERS Gold Region 1 Basic Rate** per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED,** (b) Town of Paradise has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED,** (c) That the participation of the employees and annuitants of Town of Paradise shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Town of Paradise would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, James Goodwin, Town Manager, to file with the Board a verified copy of this resolution, and to perform on behalf of Town of Paradise all functions required of it under the Act; and be it further

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AYES:

NOES:

ABSENT:

ABSTAIN:

Steve Crowder, Mayor

ATTEST:

Melanie Elvis, Town Clerk

Date: _____

APPROVED AS TO FORM:

Scott E. Huber, Town Attorney

**TOWN OF PARADISE
RESOLUTION NO. 2025-43**

**FIXING THE EMPLOYER CONTRIBUTION
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION: 005 POLICE
OFFICERS ASSOCIATION**

WHEREAS, (1) Town of Paradise is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of 005 Police Officers Association; and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it

RESOLVED, (a) That the employer contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan up to a maximum of **80% of the PERS Gold Region 1 Basic Rate** per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (b) Town of Paradise has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (c) That the participation of the employees and annuitants of Town of Paradise shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Town of Paradise would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, James Goodwin, Town Manager, to file with the Board a verified copy of this resolution, and to perform on behalf of Town of Paradise all functions required of it under the Act; and be it further

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AYES:

NOES:

ABSENT:

ABSTAIN:

Steve Crowder, Mayor

ATTEST:

Melanie Elvis, Town Clerk

Date: _____

APPROVED AS TO FORM:

Scott E. Huber, Town Attorney

**TOWN OF PARADISE
RESOLUTION NO. 2025-44**

**FIXING THE EMPLOYER CONTRIBUTION UNDER THE PUBLIC EMPLOYEES'
MEDICAL AND HOSPITAL CARE ACT AT AN EQUAL AMOUNT FOR
EMPLOYEES AND ANNUITANTS WITH RESPECT TO A RECOGNIZED
EMPLOYEE ORGANIZATION: 006 GENERAL EMPLOYEES UNIT**

WHEREAS, (1) Town of Paradise is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of 006 General Employees Unit; and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; now, therefore be it

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AYES:

NOES:

ABSENT:

ABSTAIN:

Steve Crowder, Mayor

ATTEST:

Melanie Elvis, Town Clerk

Date: _____

APPROVED AS TO FORM:

Scott E. Huber, Town Attorney