

**RESOLUTION NO. 141-2023**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PACIFICA  
APPROVING THE SECOND AMENDMENT TO RESTATED EMPLOYMENT AGREEMENT  
BETWEEN CITY OF PACIFICA AND KEVIN WOODHOUSE**

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**WHEREAS**, the City of Pacifica ("City") and Kevin Woodhouse have previously entered into an Employment Agreement to employ Kevin Woodhouse as City Manager;

**WHEREAS**, the City and Kevin Woodhouse have previously entered into a Restated Employment Agreement effective December 13, 2021;

**WHEREAS**, the City and Kevin Woodhouse have previously entered into a First Amendment to Restated Employment Agreement effective November 28, 2022;

**WHEREAS**, the City and Kevin Woodhouse now desire to enter into a Second Amendment to Restated Employment Agreement to modify the terms and conditions of Manager's employment as City Manager;

**NOW, THEREFORE, BE IT RESOLVED**, that the City Council of the City of Pacifica hereby approves the Second Amendment to Restated Employment Agreement between the City of Pacifica and Kevin Woodhouse in substantially the same form attached hereto as Exhibit "A" and authorizes and directs the Mayor to execute same for and on behalf of the City of Pacifica.

. . . . .

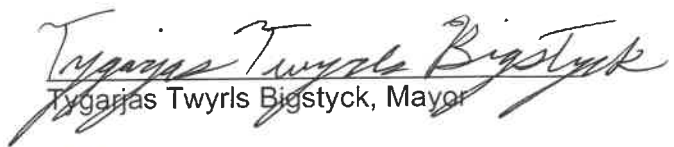
**PASSED AND ADOPTED** at a regular meeting of the City Council of the City of Pacifica, California, held on the 27<sup>th</sup> day of November, 2023, by the following vote:

**AYES**, Councilmembers: *Beckmeyer, Bier, Bigstycyk, Boles*


**NOES**, Councilmembers: *na*

**ABSENT**, Councilmembers: *Vaterlaus*

**ABSTAIN**, Councilmembers: *na*

  
Tygaris Twyrls Bigstycyk, Mayor

ATTEST:

  
\_\_\_\_\_  
Sarah Coffey, City Clerk

APPROVED AS TO FORM:

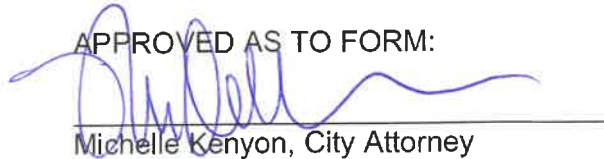
  
\_\_\_\_\_  
Michelle Kenyon, City Attorney

EXHIBIT "A"

Second Amendment to Restated Employment Agreement  
Between City of Pacifica and Kevin Woodhouse

**SECOND AMENDMENT TO  
RESTATED EMPLOYMENT AGREEMENT  
between  
CITY OF PACIFICA AND KEVIN WOODHOUSE**

**1. PARTIES AND EFFECTIVE DATE**

The parties to this Second Amendment to Restated Employment Agreement (“Second Amendment”) are the City of Pacifica (“City”) and Kevin S. Woodhouse (“Manager”). The effective date of this Second Amendment shall be November 27, 2023.

**2. PURPOSE**

The parties have previously entered into a Restated Employment Agreement between the City of Pacifica and Kevin Woodhouse effective as of December 13, 2021 and a First Amendment To Restated Employment Agreement on November 28, 2022 (collectively referred to as “Employment Agreement”). The City and Manager hereby desire to amend the Employment Agreement as set forth below.

**3. AMENDMENT**

A. Section 6.a. is hereby modified to read in its entirety as follows:

6. **COMPENSATION AND BENEFITS.**

a. Salary. Effective the first pay period following October 9, 2023, City Manager shall be entitled to a fourteen percent (14%) increase in salary and City agrees to pay Manager for his services rendered pursuant hereto as City Manager the sum of \$304,939.00 annually payable in installments at the same time as other employees of the City are paid.

B. Section 6.d.iii. is hereby amended to read in its entirety as follows:

d. Holidays and Other Employee Benefits. Manager shall receive the following additional benefits:


iii. Health Insurance: City contracts with CalPERS for the provision of health care services which include both Preferred Provider Organization Plans and Health Maintenance

Organization Plans and Manager may choose from any CalPERS provided plans for provision of health care services. City's contribution to Manager's health insurance plan shall be as set forth in the rate schedule attached hereto and hereinafter incorporated by reference as Exhibit "A."

**4. FULL FORCE AND EFFECT**


Except as specifically modified herein, all remaining terms and obligations set forth in the Employment Agreement between the City and Manager shall remain in full force and effect.

**CITY OF PACIFICA**

By:   
Tygarjas Bigstycck, Mayor

Dated: 11/29/2023

**MANAGER:**

By:   
Kevin Woodhouse, City Manager

Dated: 11/28/23

**APPROVED AS TO FORM:**


  
Michelle Marchetta Kenyon, City Attorney

EXHIBIT "A"

Health Insurance Plan Rate Schedule



## 2024 – Benefit Rates

The following document includes details regarding plan rates for health related benefits (medical, dental, and vision)

### CalPERS Medical Plans – HMO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
<b>Anthem HMO Traditional</b>			
Employee Only	\$1,339.70	\$967.95	\$371.75
Employee + 1 Dependent	\$2,679.40	\$1,875.87	\$803.53
Employee + Family	\$3,483.22	\$2,438.65	\$1,044.57
<b>Blue Shield Access+</b>			
Employee Only	\$1,076.84	\$967.95	\$108.89
Employee + 1 Dependent	\$2,153.68	\$1,875.87	\$277.81
Employee + Family	\$2,799.78	\$2,438.65	\$361.13
<b>UnitedHealthcare SignatureValue Alliance</b>			
Employee Only	\$1,091.13	\$967.95	\$123.18
Employee + 1 Dependent	\$2,182.26	\$1,875.87	\$306.39
Employee + Family	\$2,836.94	\$2,438.65	\$398.29
<b>Kaiser Permanente</b>			
Employee Only	\$1,021.41	\$967.95	\$53.46
Employee + 1 Dependent	\$2,042.82	\$1,875.87	\$166.95
Employee + Family	\$2,655.67	\$2,438.65	\$217.02



## 2024 – Benefit Rates

### CalPERS Medical Plans – PPO

Plan and Coverage Level	Region 1 Monthly Premium	City Monthly Contribution	Monthly Expense to Employee
<b>PERS Platinum</b>			
Employee Only	\$1,314.27	\$967.95	\$346.32
Employee + 1 Dependent	\$2,628.54	\$1,875.87	\$752.67
Employee + Family	\$3,417.10	\$2,438.65	\$978.45
<b>PERS Gold</b>			
Employee Only	\$914.82	\$967.95	\$0
Employee + 1 Dependent	\$1,829.64	\$1,875.87	\$0
Employee + Family	\$2,378.53	\$2,438.65	\$0

<b>PORAC – PPO (Open to PORAC members only)</b>			
Employee Only	\$931.00	\$967.95	\$0
Employee + 1 Dependent	\$2,117.00	\$1,875.87	\$241.13
Employee + Family	\$2,651.00	\$2,438.65	\$212.35



## 2024 – Benefit Rates

### Delta Dental Plan

Class/Unit	City Contribution	Employee Cost
<b>Class 1: Police Officers, WWTP, &amp; City Council</b>	\$119.00	\$0
<b>Class 2: Battalion Chiefs</b>	\$119.00	\$0
<b>Class 2: Firefighters</b>	\$119.00	\$0
<b>Class 3: PPSA, PPMA</b>	\$119.00	\$0
<b>Class 4: Directors, Managers, &amp; Confidential / Unrep</b>	\$119.00	\$0
<b>Class 5: Misc. 856</b>	\$119.00	\$0

### VSP Vision Plan

Vision Coverage Level	City Contribution	Employee Cost
<b>Unrep, Mgmt 350, Battalion Chiefs, Misc 856, Police, PPMA, PPSA, &amp; WWTP</b>		
<b>Employee Only</b>	\$17.32	\$0
<b>Employee + 1 Dependent</b>	\$25.11	\$0
<b>Employee + Family</b>	\$45.02	\$0
<b>Firefighters</b>		
<b>Employee Only</b>	Cafeteria Plan	\$17.32
<b>Employee + 1 Dependent</b>	Cafeteria Plan	\$25.11
<b>Employee + Family</b>	Cafeteria Plan	\$45.02





## 2024 – Benefit Rates

### Firefighters Cafeteria Plan

The City will place \$1,200.00 per month in a cafeteria plan for health insurance coverage for employees, or employees with dependents. Any unused health insurance portion of the cafeteria plan contribution will be returned to the cafeteria plan for other health related expenses. This plan is pending contract ratification and may change.

### Teamsters Plan (Local 856)

Plan and Coverage Level	Teamsters Monthly Premium	City Monthly Contribution - Medical	City Monthly Contribution – Dental & Vision	Monthly Expense to Employee
<b>Employee Only</b>	\$1,438.00	\$1012.76	\$163.00	\$262.24
<b>Employee + 1 Dependent</b>	\$2,238.00	\$1,964.96	\$163.00	\$110.04
<b>Employee + Family</b>	\$2,903.00	\$2,555.92	\$163.00	\$184.08

*\*The City has made every attempt to ensure the accuracy and reliability of the information provided in this document. However, the information is provided "as is" without warranty of any kind. The City does not accept any responsibility or liability for the accuracy, content, completeness, legality, or reliability of the information contained in this document. Questions or concerns regarding this document should be directed to [HR@pacifica.gov](mailto:HR@pacifica.gov).*