

**RESOLUTION NO. 2008-45**

**A RESOLUTION OF THE CITY COUNCIL FOR THE CITY OF LOS ALTOS  
AMENDING THE EMPLOYEE DENTAL PLAN FOR 2008-2009**

WHEREAS, it has been determined that the dental reimbursement plan has not been modified or updated since 2000

WHEREAS, good dental plans are an important component of an overall good health program for employees;

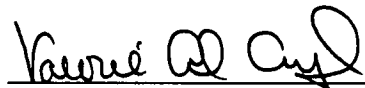
WHEREAS, it has been determined that amending the dental reimbursement plan would be an effective recruitment and retention tool;

NOW, THEREFORE, BE IT HEREBY RESOLVED that:

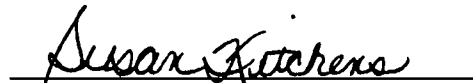
1. The annual reimbursement maximum for employees increases from \$1,000 to \$1,500, with an annual CPI increase not to exceed 3%;
2. The annual reimbursement maximum for dependents increases from \$600 to \$1,000, with an annual CPI increase not to exceed 3%;
3. The use of residual "employee" funds for use by dependents at year end will no longer be allowed;
4. Dependents claims will be fully reimbursed at the time the cost is incurred up to the annual limit.
5. Orthodontia reimbursement will be treated as any other dental claim, which in combination with all other dental claims will not exceed the annual maximum either for the employee or a dependent;
6. The plan year is changed to run from January 1 through December 31;
7. The first "new" plan year will be a 14 month year running from November 1, 2008 to December 31, 2009.
8. These changes will be reflected in a soon to be updated Dental Brochure.
9. Contributions to the Dental Fund for these amendments are not being increased since the fund balance in the Dental Fund continues to grow;
10. An evaluation as to adequacy of funding and the likelihood that contributions will need to be increased will be performed following the end of the first year of the changed benefit.

I HEREBY CERTIFY that the foregoing is a true and correct copy of a Resolution passed and adopted by the City Council of the City of Los Altos at a meeting thereof on the 14th day of October, 2008, by the following roll call vote:

AYES:           PACKARD, SATTERLEE, CASAS, BECKER, CARPENTER  
NOES:           NONE  
ABSENT:        NONE

  
\_\_\_\_\_  
Valorie Cook Carpenter, MAYOR

Attest:

  
\_\_\_\_\_  
Susan Kitchens, CITY CLERK