RESOLUTION 2014-30

Agenda Item

TO: Mayor and City Council

FROM: Mark S. Gaugh, City Manager

DATE: October 6, 2014

RE: Resolution for Dependent Health Coverage

Issues

During budget negotiations, the cost for dependent health coverage was discussed. It was decided that the City would not contribute toward dependent coverage for employees hired in the new fiscal year. In order to maintain equity, the policy would be that no dependent coverage for ANY employee will be added during the year. However, employees who already have dependent coverage would not be affected. Employees may still elect to purchase this coverage on their own, without City participation.

Recommendation

Staff recommends that the Council consider the attached Resolution regarding the City‘s financial participation for employee dependent health coverage.

Resolution 2014-30

A RESOLUTION FOR THE CITY OF CAMERON, CLINTON AND DeKALB COUNTIES, MISSOURI TO MODIFY EMPLOYEE BENEFITS

WHEREAS, The City of Cameron currently pays a partial cost for employee dependent health coverage; and

WHEREAS, during budget negotiations, it was decided to modify the health insurance coverage plan to exclude the City's participation for dependent coverage in the new fiscal year; and

WHEREAS, this change will only apply to new employees hired after October 1, 2014, and to existing employees who do not have dependent coverage on October 1, 2014.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council for the City of Cameron, Clinton and DeKalb Counties, Missouri, as follows:

Section 1. New employees hired after October 1, 2014 will be responsible for the entire premium for dependent coverage should they desire it.

Section 2. Existing employees who do not have dependent coverage already, will be responsible for the entire premium for such coverage after October 1, 2014 should they elect such coverage.

Section 3. The City Clerk is hereby authorized to attest to the Mayor's signature.

Passed and approved this 6th day of October 2014.

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Mayor Dennis M. Clark

ATTEST:

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City Clerk/Finance Clerk