

RESOLUTION NO. 21-22-53

AMENDING THE EMPLOYEE POLICY HANDBOOK FOR INSURANCE COVERAGE

WHEREAS, the City of Forest City, IA desires to offer competitive insurance coverage to full-time employees; and

WHEREAS, the City's insurance package is designed to recruit and retain full-time employees;

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Forest City, Iowa amends the employee handbook by replacing Section 15.1 with the following:

Section 15.1 Insurance Coverage

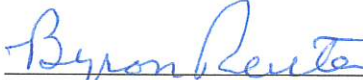
Employees not covered under a union contract shall be offered insurance coverage as follows:

- A. All eligible regular full-time employees and eligible dependents of regular full-time employees may participate in the City's group health, dental and vision insurance plans.
- B. Employees desiring to personally participate and/or to cover their dependent(s) under the plans are responsible for paying ten percent (10%) of the premium of their chosen plans.
- C. The City shall self-fund a high deductible health plan down to a \$500/\$1,000 deductible and \$1,000/\$2,000 OPM.
- D. When an individual employee is required to contribute because of participation in the City's group health, dental and vision plan, the amount of such contribution shall be a payroll deduction.
- E. No employee shall be entitled to a cash payment in lieu of insurance coverage.
- F. Coverage for eligible employees is effective the first day of the month following the employee's first day of work.
- G. Coverage shall terminate the last day of the month of the employee's last day of work.
- H. All full-time employees shall be provided group life insurance.
- I. All full-time employees shall be provided group long-term disability insurance

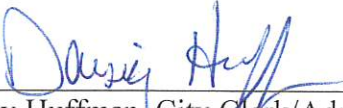
Employees covered under a union contract shall be offered insurance per the contract with the following provision:

- A. Premiums shall include all insurance fees and self-funding claims estimate as calculated by the City's insurance representative.

PASSED AND APPROVED this 16th day of May, 2022.


Byron Ruiter, Mayor

ATTEST:


Daisy Huffman, City Clerk/Administrator