RESOLUTION NO. 2014-06R

A RESOLUTION OF IVINS CITY, UTAH, DEFINING HOW THE CITY'S CONTRIBUTION FOR CORE BENEFITS MAY BE USED

WHEREAS, Ivins City has adopted an Employee Handbook that sets forth the City's personnel policies; and

WHEREAS, the Ivins City Council desires to make an amendment to the Employee Handbook regarding how the City's contribution for core benefits can be used;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF IVINS CITY, STATE OF UTAH THAT THE IVINS CITY EMPLOYEE HANDBOOK BE AMENDED AS FOLLOWS:

Every full-time employee must carry at least a form of single coverage health insurance offered by Ivins City. For full-time employees hired or electing single coverage core benefits after April 1, 2014, the City will only pay the premiums for core benefits, whether single or family coverage. For full-time employees hired prior to April 1, 2014, the City has paid ~~The premium for your core benefits may be less than the City contribution for core benefits, because you opt out of coverage beyond the minimum single health insurance coverage or don't require family coverage. If this is the case,~~ the difference between the City contribution and the actual cost of your core benefits ("excess premium") ~~is available to you~~ under 3 options:

1. Use the excess premium to purchase optional benefits.
2. Receive a lump sum payment of 75% of the excess premium.
3. Contribute 100% (or any combination equal to 100%) of the excess premium to your 401(k), or 457, or FLEX$ plans.

Beginning April, 2014, any "excess premium" shall be calculated by subtracting the actual cost of your core benefits from the amount the City paid for family core benefits during fiscal year ending 2014. It is also the City's intent that henceforth the "excess premium" previous provided be gradually eliminated and that the City's contribution for core benefits be used only for the payment of the actual cost of your core benefits, whether you elect single or family coverage. Therefore, the options for use of any "excess premium" stated above shall each be reduced by 5% per fiscal year, beginning with fiscal year ending 2015.

Severability. If any section, clause, or portion of this resolution is declared invalid by a court of competent jurisdiction, the remainder shall not be affected thereby and shall remain in full force and effect.

EFFECTIVE DATE: This Resolution shall become effective immediately upon adoption by the City Council.

PASSED AND ADOPTED BY THE IVINS CITY COUNCIL, STATE OF UTAH, ON THIS _____ DAY OF APRIL, 2014 BY THE FOLLOWING VOTE:

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	AYE	NAY	ABSTAIN	ABSENT
George E. Elwell, Jr.	_____	_____	_____	_____
Cheyne McDonald	_____	_____	_____	_____
Lesley Mendenhall	_____	_____	_____	_____
Steven Roberts	_____	_____	_____	_____
Ron Densley	_____	_____	_____	_____

_____
Chris Hart, Mayor

ATTEST:

_____
Kari Jimenez
City Recorder