

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 262-13

AN ORDINANCE

amending Chapter 19 of the City Code as it relates to health care benefits for City employees; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-110. General benefits.

(a) *Employee health care plan.* The city shall pay into the employee benefit fund three hundred ninety-four eighty-nine dollars and sixty eighteen cents (~~\$389.18~~ 394.60) per month for the cost of medical employee health care plan coverage, and thirty-three dollars and twelve cents (\$33.12) per month for the cost of employee dental plan coverage, for each eligible permanent employee who participates in the plan. The city shall pay a portion of dependent care coverage for those eligible permanent employees who elect to purchase dependent health plan coverage under the city plan, subject to the following maximum amounts:

Employee + Spouse	\$ 99.68 <u>494.28</u>
Employee + Child(ren)	66.10 <u>460.70</u>
Employee + Family	240.37 <u>634.97</u>

These payments by the city shall begin when the employee becomes an eligible employee under the health care plan and end at the date of the employee's termination of employment with the city. Employees choosing not to participate in the health care plan or dental plan or both shall not be entitled to receive the amount the city would have contributed toward the cost of such employees' health care plan and dental plan coverage.

The city shall contribute ~~seventy-five~~ one hundred twenty-five dollars (~~\$75.00~~ 125.00) per month to the health savings account of each employee with single coverage under the city's

high deductible health plan and ~~one~~ two hundred fifty dollars (~~\$150.00~~ \$250.00) per month to the health savings account of each employee with single plus spouse, single plus children or full family coverage under the city's high deductible health plan.

. . .

SECTION 2. This ordinance shall be in full force and effect from and after January 1, 2014.

PASSED this _____ day of _____, 2013.

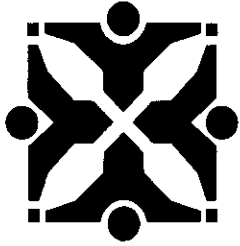
ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor



Source: Human Resources 

Agenda Item No:

To: City Council
From: City Manager and Staff 

Council Meeting Date: Sep 3, 2013

Re: City Contributions to Employee Benefit Fund and Health Savings Accounts for Calendar Year 2014

EXECUTIVE SUMMARY:

Amend city contribution amounts under Section 19-110(a), employee health care plan, effective January 1, 2014.

DISCUSSION:

The City's contribution for employee coverage under the medical plan is increased from \$389.18 per employee per month to \$394.60 per employee per month. The increase is necessary to cover the federal monthly fee per employee required by the Affordable Care Act.

The City's contribution to employee Health Savings Accounts is increased from \$75 per month to \$125 per month for single coverage, and from \$150 per month to \$250 per month for family coverage. This change only applies to employees participating in the High Deductible Health Plan.

This ordinance is effective January 1, 2014.

FISCAL IMPACT:

The increased City contributions to employee coverage, dependent coverage, and Health Savings Accounts are included in the proposed FY 2014 budget, and are included in the Employee Benefit Fund budget.

VISION IMPACT:

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

None.

SUGGESTED COUNCIL ACTIONS:

Adopt this Council Bill.

FISCAL and VISION NOTES:					
City Fiscal Impact Enter all that apply		Program Impact		Mandates	
City's current net FY cost		New Program/ Agency?	No	Federal or State mandated?	No
Amount of funds already appropriated		Duplicates/Epands an existing program?	No	Vision Implementation impact	
Amount of budget amendment needed		Fiscal Impact on any local political subdivision?	No	Enter all that apply: Refer to Web site	
Estimated 2 year net costs:		Resources Required		Vision Impact?	No
One Time	\$0.00	Requires add'l FTE Personnel?	No	Primary Vision, Strategy and/or Goal Item #	
Operating/ Ongoing		Requires add'l facilities?	No	Secondary Vision, Strategy and/or Goal Item #	
		Requires add'l capital equipment?	No	Fiscal year implementation Task #	