

RESOLUTION 2012-34

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE AMENDING RESOLUTION 2002-67, TO PROVIDE CERTAIN TEMPORARY, PART TIME JOB CLASSIFICATIONS BENEFITS ON A PRORATED BASIS

WHEREAS, on October 28, 2002, the City Council approved Resolution 2002-67 which adopted a plan to provide health, dental and vision benefits on a prorated basis to certain temporary, part-time positions that are authorized through the budget process to work in excess of 1,040 hours, but less than full time; and

WHEREAS, the City Council wishes to continue to provide such benefits on a prorated basis, in an effort to improve recruitment for and retention of employees in these temporary, part time positions;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane as follows:

- 1) An employee working in a temporary, part time classification shall be eligible to enroll in City-sponsored health, dental and vision plans when all of the following conditions are met:
 - a) The employee shall be assigned to a temporary, part time job classification where the position for that classification has been authorized through the budget process to work in excess of 1,040 hours per fiscal year in that particular department, or

The employee is assigned to a temporary, part time job classification and works in more than one department and the combined work hours exceed 1,040 in a fiscal year. The positions in each of the departments shall be authorized through the budget process.
 - b) In no event, shall the combined number of hours worked exceed 1,560 per fiscal year.
 - c) The position in a single department or the position in several departments shall have assigned work schedules that are set by the department(s) and include regular and recurring days and hours of work.
- 2) If all of the above conditions are met, the City shall make contributions towards the health, dental and vision premiums based on the number of hours authorized for that position or combination of positions through the budget process. The base that the contribution will be calculated on will be as follows:

Coverage Level	Health Contribution Base	Dental Contribution Base	Vision Contribution Base
Employee Only	\$711.10	\$95	\$30.90
Employee +1	\$1,422.20	\$95	\$30.90
Employee +2 or more	\$1,848.86	\$95	\$30.90

- 3) No other benefit(s) will be available as a substitute should an eligible employee decline enrollment.
- 4) The employee must continue to meet the conditions described above to remain eligible to receive the prorated contribution towards the health, dental and vision premiums.
- 5) The City shall directly deduct the employee's portion of the contribution from the employee's paycheck through a cafeteria plan under section 125 of the Internal Revenue Code
- 6) There shall be no expectation that the City will continue to fund any part time position or that any part time position is permanent. The City Council, through the annual budget process, will determine the availability of funds to continue this benefit.

CLIFF LENTZ
Mayor

I hereby certify that the foregoing Resolution 2012-34 was duly and regularly adopted at a regular meeting of the Brisbane City Council on October 1, 2012, by the following vote:

AYES:
NOES:
ABSENT:

SHERI MARIE SPEDIACCI
City Clerk