

Code Ordinance

By: Finance Department
Introduced: January 22, 2018
Public Hearing: February 12, 2018
Adopted: February 12, 2018
Yes: Burney, Dryden, Graham, Harvey, Ledford, O'Barr
No: None
Absent: None

**City of Wasilla
Ordinance Serial No. 18-07**

An Ordinance Of The Wasilla City Council Amending Wasilla Municipal Code (WMC) 3.60.090(B), Health, Life, Disability And Other Benefits, To Clarify When An Employee Is Eligible For Coverage Pursuant To The Policy Or Policies In Effect At The Time Of Employment.

Section 1. Classification. This ordinance is of a general and permanent nature and shall become part of the city code.

Section 2. Amendment of subsection. WMC 3.60.090(B), Health, Life, Disability and other benefits, is hereby amended to read as follows:

B. Employees who hold regular full-time, regular part-time, and confidential/managerial and other eligible employee types may enroll for city-sponsored health, dental and life insurance benefits commencing on the first day of the month following the completion of the waiting period of one full calendar month of continuous employment with the city. **The effective date of the coverage is dependent upon the policy or policies in effect at time of employment.** Employees may be required to pay a portion of the premium cost of such benefits. Regular part-time employees shall receive coverage on a pro-rated premium basis. The city council shall determine the extent of benefits coverage, and may from time to time change, amend or otherwise alter the benefits provided to employees. Any change, amendment or alteration to benefits shall apply to all

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employees upon the effective date of the change, amendment or alteration, even if an employee was hired before the effective date of the change, amendment or alteration to the benefits.

Section 3. Effective date. This ordinance shall take effect upon adoption by the Wasilla City Council.

ADOPTED by the Wasilla City Council on February 12, 2018.


BERT L. COTTLE, Mayor

ATTEST:

JAMIE NEWMAN, MMC, City Clerk

[SEAL]







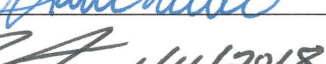
CITY COUNCIL LEGISLATION STAFF REPORT

Ordinance Serial No. 18-07: An Ordinance Of The Wasilla City Council Amending Wasilla Municipal Code (WMC) 3.60.090(B), Health, Life, Disability And Other Benefits, To Clarify When An Employee Is Eligible For Coverage Pursuant To The Policy Or Policies In Effect At The Time Of Employment.

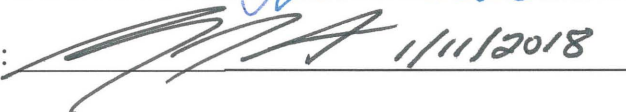
Originator: Troy Tankersley, Finance Director

Date: 1/10/2018

Agenda of: 1/22/2018

Route to:	Department Head	Signature	Date
X	Chief of Police		1-10-18
X	Public Works Director		1/10/18
X	Recreation Services Director		1-10-18
X	Finance Director		1-10-18
X	Deputy Administrator		1/10/18
X	City Attorney		1/12/18
X	City Clerk		1/11/18

Reviewed by Mayor Bert L. Cottle:

 1/11/2018

Fiscal Impact: yes or no

Funds Available: yes or no

Account name/number: N/A

Attachments: Ordinance Serial No. 18-07 (2 pages)

Summary Statement: The proposed ordinance serves to revise Title 3 Chapter 3.60.090(B) Health, Life, Disability and other benefits to clarify when an employee is eligible for coverage versus when coverage may begin pursuant to the policy or policies in effect at the time of employment.

Currently, Wasilla Code indicates an employee is eligible for health benefits following one full calendar month of continuous employment. This is in-fact, correct, however the policies surrounding health coverage requires employees to be reported in the month employment begins, but coverage does not effectively begin until the following full month. For example: an employee begins January 1, 2018. The City is required to report and remit all premiums for January before February 15th for coverage March 1st.

This is not necessarily the case for life insurance. An employee beginning January 1st would have coverage February 1st.

Therefore, because there are coverage date differences set by the policies of the benefit providers, clarification is necessary to assist in the difference between an employee being eligible for coverage versus when coverage may begin.

Staff Recommendation: Introduce and set the ordinance for public hearing.