



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 6, 2016

Re: Amending Chapter 19, Personnel Policies, to revise specific policy and benefit provisions

Executive Summary

Amendments to Chapter 19, Personnel Policies, are limited for FY 2017. Proposed changes are a result of discussions during the meet and confer process with recognized labor groups, best practice and compliance reviews, and benefit funding requirements. Changes proposed for benefit funding are included in the proposed FY 2017 budget.

Discussion

Proposed changes include:

19-4 Definitions: Unclassified service. Add PMO Manager as new classification. Delete the Financial Project Officer because the position no longer exists. Change Trust Specialist to Trust Administrator because of title change during classification and pay review.

19-110, General benefits:

a. Employee health care plan. Update City monthly contribution rates for employee only and dependent coverage under the medical and dental insurance plans. The medical increases cover the City's shared portion of the budget increases in the Employee Benefit Fund to cover expected medical and prescription drug costs for plan year 2017. The medical contribution per employee increases from \$394.60 per month per employee to \$448.87 per month. Medical contributions for dependent coverage categories also increase:

Employee + Spouse increases from \$494.28 to \$545.31 per month

Employee + Child(ren) increases from \$460.70 to \$512.82 per month

Employee + Family increases from \$634.97 to \$681.43 per month

The City's monthly contribution for employee coverage under the dental insurance plan decreases from \$33.12 per employee per month to \$31.63 per month.

g. Long term disability. City paid long term disability program is added to the ordinance. This program has been in existence since 1988.

Fiscal Impact

Short-Term Impact: The FY 2017 budget includes funding for City medical and dental contributions.

Long-Term Impact: Annual review and calculation.



Vision & Strategic Plan Impact

[Vision Impacts:](#)

Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
Annual review process.	Chapter 19 provisions are reviewed annually as part of the budget preparation cycle and the meet and confer process.

Suggested Council Action

Adopt the ordinance.