



## CITY OF WASILLA

290 E. HERNING AVE.  
WASILLA, ALASKA 99654-7091  
PHONE: (907) 373-9050  
FAX: (907) 373-9085

### RESOLUTION NO. WR96-35

A RESOLUTION OF THE WASILLA CITY COUNCIL APPROVING PERSONNEL POLICY NO. 96-04 - HEALTH INSURANCE PREMIUMS.

WHEREAS, Council has established through the budget process a policy requiring employees to pay 20% of dependent health/dental insurance premiums; and

WHEREAS, Council has further determined to pro-rate health insurance premium benefits to regular part-time employees; and

WHEREAS, the required employee co-payments has eliminated mandatory health insurance coverage for those employees paying portions of their premiums.

NOW THEREFORE BE IT RESOLVED that the Wasilla City Council hereby approves Personnel Policy No. 96-04 which sets out premium payment policies and provides for payments to employees in lieu of health insurance premiums to help reduce unnecessary costs.

I certify that a resolution in substantially the above form was passed by a majority of those voting at duly called and conducted meeting of the governing body of the City of Wasilla this 24th day of June, 1996.

APPROVED:

John C. Stein, Mayor

ATTEST:

  
Marjorie D. Harris, CMC  
City Clerk

(Seal)



## CITY OF WASILLA

290 E. HERNING AVE.  
WASILLA, ALASKA 99654-7091  
PHONE: (907) 373-9050  
FAX: (907) 373-9085

PERSONNEL POLICY NO. 96-04

### HEALTH INSURANCE PREMIUM PAYMENT

Expires June 30, 1997

It is in the City's best interest to have a healthy work force and healthy employee families. To that end, the City provides fully-paid health and dental insurance for employees and contributes significantly to the cost of dependent coverage.

As directed by Council Resolution No. 96-35, the following health insurance premium payment policy becomes effective July 1, 1996 and expires on June 30, 1997.

#### Regular Full-Time and Seasonal

The city pays 100% of regular full-time or regular seasonal employees health insurance premiums.

Health insurance is paid for seasonal employees only during their period of employment.

Health insurance coverage is mandatory for regular full-time employees and optional for their dependents unless proof that equal or better coverage is maintained for the employee through another program.

Warning: Pre-existing health conditions may delay adding employee or dependents.

#### Regular Part-Time Employees

The City pays a pro-rated share of health insurance premiums for regular part-time employees (20 to 37.5 hours per week) as follows:

Regular assigned work hours divided by full-time pay period hours times full-time premium benefits equals pro-rated benefit earned.

Part-time employees normally working less than 20 hours per week are not eligible for health benefits.

Health insurance coverage is optional for regular part-time employees and their dependents.

Warning: Pre-existing health conditions may delay adding employee or dependents.

#### Dependent Coverage Co-Payment

Employees are required to pay 20% of the health insurance premium costs of their dependent coverage. The City will pay 80% of dependent coverage premiums.

Dependent coverage is optional. Dependents may be dropped or may be added only during an annual open enrollment period in February each year effective July 1 or at the time of initial employment or change in family or employment status.

Warning: Pre-existing health conditions may delay adding a dependent.

To avoid income tax on the 20% premium co-payment it will be accounted through the City's I.R.S. Section 125 program.

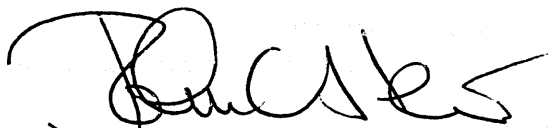
In Lieu Payments for Optional Coverages

In lieu of optional health insurance coverage, amounts may be paid as an incentive to reduce health insurance costs as follows:

Up to 100% of eligible premium contributions for part-time employees may be paid through the City's I.R.S. Section 125 tax exempt program for alternate health insurance coverage.

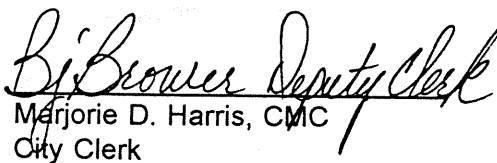
50% of eligible premium contributions may be paid to the employee as a taxable cash benefit or to an I.R.S. Section 125 tax exempt program other than health insurance.

Adopted this 26 day of June, 1996.



John C. Stein, Mayor

Attest:



Marjorie D. Harris, CMC  
City Clerk

(Seal)

