



## Legislation Text

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**File #:** ID 17-0441, **Version:** 1

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Resolution Authorizing the City to seek Legislative Approval and Authority to allow qualifying City Council Members to access the City's Health Insurance Plan and Coverage Options

Department: Human Resources  
Council District: N/A

Public Hearing: N/A  
Advertising Date/By: N/A

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### **PURPOSE:**

City Council desires to offer options to qualifying City Council members to receive continued medical health coverage and contributions to premiums (see attachment 1). This benefit would be based on a councilmember's terms of service and would be similar in scope to the benefit currently offered to the Guilford County Commissioners.

### **BACKGROUND:**

City Council has requested staff to review and develop options that would allow qualifying City Council members to continue to access the City's health insurance plan and contributions upon the completion of a defined number of service terms. This plan would be similar to the coverage and contribution options the City currently offers its retirees. Staff has determined that such coverage is possible but, will require General Assembly approval to grant the authority required to offer the options to Council members. When legislative approval is granted, the City will finalize its plan and policy to offer post-service health coverage under its health insurance plan and structure in place at the time the council member left his or her position on Council.

### **BUDGET IMPACT:**

Should legislative approval be granted to extend post-service health coverage to its councilmembers, the total cost of coverage, in terms of premiums, would depend upon the plan design and structure in place with the City at that time. Under the 2017-2018 plan the total costs would range from \$9,389 to \$23,241 annually, per councilmember, depending on plan election and coverage selection. This range of cost represents both the City's contribution as well as the retired councilmember's contribution.

### **RECOMMENDATION / ACTION REQUESTED:**

City Council consideration and approval of the attached resolution.