



## **AGENDA MEMORANDUM**

First Reading Ordinance for the City Council Meeting of September 20, 2016  
Second Reading Ordinance for the City Council Meeting of September 27, 2016

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**DATE:** August 30, 2016  
**TO:** Margie C. Rose, City Manager  
**FROM:** Steven Viera, Interim Director of Human Resources  
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Ordinance Amending Code of Ordinances, Chapter 39, Personnel, Article III
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### **CAPTION:**

Ordinance amending Section 39-309 of the Corpus Christi Code of Ordinances to change employee contribution for health plan coverage and remove Citicare Premium Plan; and providing for severance and an effective date.

### **PURPOSE:**

Update the Corpus Christi Code of Ordinances to comply with employee contributions coverage under the city's group health plan for eligible employees and members.

### **BACKGROUND AND FINDINGS:**

Full-time employees are eligible for group health plan coverage as defined by the city manager and, where elected, shall contribute an amount not to exceed 9.5% of the federal poverty line for a single individual for the applicable calendar year. Full-time employees shall contribute fifty (50) percent of the cost for dependent group health plan coverage for Citicare, if such coverage is elected. Members of the city council and their dependents are eligible for the city's group health plan coverage, and where elected, shall contribute at the same rate as full-time employees for the cost of such coverage.

### **ALTERNATIVES:**

No alternative; rules and regulations must be periodically reviewed and kept up to date.

### **OTHER CONSIDERATIONS:**

"Not applicable"

### **CONFORMITY TO CITY POLICY:**

This is consistent with the City's Human Resources Mission to support City departments in meeting their workforce requirements.

**EMERGENCY / NON-EMERGENCY:**

Non-Emergency

**DEPARTMENTAL CLEARANCES:**

Human Resources

**FINANCIAL IMPACT: No Financial Impact**

☐ Operating

☐ Revenue

☐ Capital

X Not applicable

<b>Fiscal Year: 2015-2016</b>	<b>Project to Date Expenditures (CIP only)</b>	<b>Current Year</b>	<b>Future Years</b>	<b>TOTALS</b>
Line Item Budget				
Encumbered / Expended Amount				
This item				
BALANCE				

Fund(s):

**Comments:** None

**RECOMMENDATION:**

Human Resources recommends the ordinance be passed.

**LIST OF SUPPORTING DOCUMENTS:**

Ordinance – Amending Section 39-309 of the Corpus Christi Code of Ordinances