



AGENDA MEMORANDUM

Future Item for the City Council Meeting of January 23, 2018
Action Item for the City Council Meeting of January 30, 2018

DATE: December 15, 2017
TO: Margie C. Rose, City Manager
FROM: Steven Viera, Director of Human Resources
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Amending Chapter 39 of the Corpus Christi Code of Ordinances to revise Article III. -
EMPLOYEE COMPENSATION AND CLASSIFICATION SYSTEM; providing for
severance, publication, penalty, and an effective date.

CAPTION:

Ordinance amending Chapter 39 of the Corpus Christi Code of Ordinances to revise Article III. - EMPLOYEE COMPENSATION AND CLASSIFICATION SYSTEM; providing for severance, publication, penalty, and an effective date.

PURPOSE:

The purpose of this ordinance is to revise subsection (b) of Article III Section 39-309 to reflect the increase of the employee's contribution toward dependent premiums from 50% to 75%

BACKGROUND AND FINDINGS:

In prior years, the City contributed 50% toward the cost of dependent health plan premiums. The rapid rise of health care costs has resulted in large deficits in the health plan over the last several years. In an effort to continue to provide affordable health care to City employees, we have re-examined the City's contribution toward dependent premiums and determined that it is in the City's financial best interest to reduce its contributions toward dependent premiums from 50% to 25%.

ALTERNATIVES:

The City could choose to continue to contribute 50% of the dependent premiums or select a different percentile.

OTHER CONSIDERATIONS:

Not applicable

CONFORMITY TO CITY POLICY:

EMERGENCY / NON-EMERGENCY:

Non-emergency

DEPARTMENTAL CLEARANCES:

Legal

FINANCIAL IMPACT:

☐ Operating ☐ Revenue ☐ Capital X Not applicable

Fiscal Year: 2017-2018	Current Year	Future Years	TOTALS
Line Item Budget			
Encumbered / Expended Amount			
This item			
BALANCE			

Fund(s):

Comments: None

RECOMMENDATION:

Staff recommends approval of the Ordinance to amend Article III Section 39-309 subsection b, Coverage under the City's group health plan for eligible employees and members of the city council

LIST OF SUPPORTING DOCUMENTS:

Ordinance