

ORDINANCE NO. 2294

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, ESTABLISHING CERTAIN BENEFITS FOR CITY PERSONNEL FOR THE YEAR 2019, DECLARING AN EMERGENCY, AND SETTING FORTH DETAILS RELATED THERETO

INTRODUCED BY: Humbert

WHEREAS, the City Council finds that fair and equitable personnel management tools and practices are essential for the administration of City government; and

WHEREAS, the City Council finds that city management does maintain and administer formal personnel policies and has assigned staff to implement and carry out the City's personnel administration; and

WHEREAS, the City Council finds that the provisions of this Ordinance are necessary and proper in order to serve, protect, and otherwise provide for the public health, safety, and general welfare of its employees.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, THAT THE FOLLOWING BENEFITS BE ESTABLISHED FOR THE YEAR 2019:

Section 1. Fringe Benefits

A. Regular full-time and regular part-time employees:

1. The medical coverage will be offered to all regular full-time and regular part-time City employees, Municipal Judge, Associate Municipal Judge, the Mayor and members of City Council. All those who receive medical coverage shall pay \$12.50 per month premium for any full-time employee. Regular part-time employees will pay a proportionate share of the premium for both the employee and family coverage. The City is self-funding medical benefits and included in the projected costs are administrative costs, taxes, fees, stop loss insurance, expected claims and a reserve fund to mitigate potential liability between expected and maximum claims. New employees will be eligible for benefits the first of the month following 30 days of employment.
2. A vision plan will be offered to all regular full-time and regular part-time City employees, Municipal Judge, Associate Municipal Judge, the Mayor and members of City Council. The City will pay 100% of the vision premium for the Mayor, members of City Council, Municipal Judge, Associate Municipal Judge and each single full-time employee. Regular part-time employees will pay a proportionate share of the premium for both employee and family coverage.
3. A dental plan will be offered to all regular full-time and regular part-time City employees, Municipal Judge, Associate Municipal Judge, the Mayor and members of City Council. The City will pay 100% of the dental premium for the Mayor, members of City Council and each single full-time employee. Regular part-time employees will pay a proportionate share of the premium for both employee and family coverage.

4. Life insurance, long-term disability, accidental death and dismemberment coverage will be provided to all regular full-time employees, the Municipal Judge, Associate Municipal Judge, the Mayor and City Council members in the amount of \$100,000.00 up to age 65, and at a reduced amount thereafter. Regular part-time employees will be covered at \$50,000.00 up to age 65. City Manager, Assistant City Manager, Department Directors, and City Attorney will be provided coverage at \$200,000.00 up to age 65. Coverage is prorated down once the age of 65 is reached. The City will pay 100% of the premiums for the regular full-time and regular part-time employees, Municipal Judge, Associate Municipal Judge, the Mayor and City Council members, City Manager, Assistant City Manager and Department Directors.
5. Free and discounted usage fees at the City of Brighton Recreation Center are as follows:
 - a. All current regular full-time and regular part-time employees will have free access to the Brighton Recreation Center through the Employee Wellness Program.
 - b. All current regular full-time and regular part-time employees may receive a Family Pass to the Brighton Recreation Center at no charge for use by a spouse and their dependent children (up to age 21) who reside at the same address.
 - c. All volunteer members and alternates of City Boards and Commissions and the Mayor and City Council members are eligible for an individual Employee Wellness Program pass. The amount of an individual pass can be applied toward the purchase of an annual family pass.
6. The Flexible Spending Account limit is \$2,650.00 for healthcare and \$5,000.00 for dependent care (following approved guidelines). The account is managed by PayFlex for all regular full-time and part-time employees enrolled in this program. Employees must have signed up for the program and authorized a minimum of \$5.00 per pay period deducted from their pay during Open Enrollment in 2018 for calendar year 2019.
7. The retirement contribution for the City shall remain at 9% through December 31, 2019, for regular employees. City Council members' retirement contribution shall remain at 7.5% through December 31, 2019.
8. Sworn officers will contribute to a Retiree Health Savings Account as follows:
 - a. For sworn police officers who have reached at least 60 years of age with 20 years of consecutive service in Brighton who were hired before 2008, and who retire from the City, the City will contribute \$500.00 (tax free) monthly into a Retiree Health Savings Account until the officer is Medicare-eligible. The City contribution will be allocated in the budget annually, depending on resources.
 - b. For sworn police officers with PTO in excess of 200 hours at year end, the City will deposit the cash equivalent of up to 16 hours maximum into a Retiree Health Savings Account, after which time the PTO account will be reduced by the amount contributed from PTO to the RHS Account.
 - c. For each pay period, sworn police officers are required to put 1% of their gross salary into a Retiree Health Savings Account and the City will contribute 0.5% of each officer's salary into their Retiree Health Savings Account. It is important to note that the monies in the Retiree Health Savings Account can only be used to pay premiums.

9. The City shall pay 100% of the annual premium for any single sworn police officer's Fire and Police Pension Association's Death and Disability Plan premium.
10. The Department Directors and Assistant City Manager, at the discretion of the City Manager and subject to annual appropriations, may receive a car allowance within the following guidelines:
 - a. 200-400 miles per month average mileage may receive up to \$250.00 per month
 - b. 401-800 miles per month average mileage may receive up to \$350.00 per month
 - c. 801 miles and over per month average mileage may receive up to \$450.00 per month

Section 2. Purpose. The purpose of this Ordinance is to provide for the health, safety and welfare of the people.

Section 3. Repeal. Existing or parts of ordinances covering the same matters as embraced in this Ordinance are hereby repealed, and all ordinances or parts of ordinances inconsistent with the provisions of this Ordinance are hereby repealed, except this repeal shall not affect or prevent the prosecution or punishment of any person for any act done or committed in violation of any ordinance hereby repealed prior to this Ordinance taking effect.

Section 4. Validity. If any part or parts of this Ordinance are for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of this Ordinance. The City Council hereby declares that it would have passed this Ordinance and each part or parts thereof, irrespective of the fact that any one part or parts be declared invalid.

Section 5. Interpretation. This Ordinance shall be so interpreted and construed as to effectuate its general purpose.

Section 6. Emergency Declaration. By reason of the fact that it is necessary to provide sufficient time to inform and educate employees on the approved benefits package, it is hereby declared that an emergency exists, that this ordinance is necessary in order to serve, protect and otherwise provide for the public health safety and general welfare of its employees and that it shall be in full force and effect upon its adoption.

INTRODUCED, ADOPTED ON FIRST AND FINAL READING AS AN EMERGENCY ORDINANCE, AND ORDERED PUBLISHED THIS 16th DAY OF OCTOBER 2018.

CITY OF BRIGHTON, COLORADO

KENNETH J. KREUTZER, Mayor

ATTEST:

NATALIE HOEL, City Clerk

APPROVED AS TO FORM:

JACK D. BAJOREK, City Attorney

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