

ORDINANCE NO. 2318
INTRODUCED BY: Mills

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF BRIGHTON, COLORADO, ESTABLISHING CERTAIN BENEFITS FOR CITY PERSONNEL FOR THE 2020 BUDGET YEAR, DECLARING AN EMERGENCY AND SETTING FORTH THE DETAILS RELATED THERETO

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 the 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 2020:

Section 1. Fringe Benefits

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

1. Medical coverage will be offered to all regular full-time, 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 full-time employees may add their spouse and/or eligible dependents at a rate set by the City. Regular part-time employees will pay a proportionate share of the premium for both the employee and eligible family coverage if elected by the employee. 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, members of City Council, and each full-time employee. Regular full-time employees may add their spouse and/or eligible dependent children at a cost set by the City. Regular part-time employees will pay a proportionate share of the premium for both employee and eligible 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 full-time employee. Regular full-time employees may add their spouse and/or eligible dependent children at a cost set by the City. Regular part-time employees will pay a proportionate share of the premium for both employee and family coverage.
4. Zero Card, a voluntary medical benefit, is offered to employees at no cost to the employee that does not impact the existing medical coverage offered in Item 1. This program requires a referral from a physician and, employees utilizing this benefit, agree to use Zero Card contracted medical services.
5. Life insurance, long-term disability, and 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. Department Directors, Assistant City Managers, and the City Manager will be provided coverage at \$200,000.00 up to age 65. Coverage is pro-rated down once the age of 65 is reached. The City will pay 100% of the premiums for the regular full-time employees, regular part-time employees, Municipal Judge, Associate Municipal Judge, the Mayor and City Council members, Department Directors, Assistant City Managers, and the City Manager.
6. 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.
7. The Flexible Spending Account limit is \$2,700.00 for healthcare and \$5,000 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 authorize a minimum of \$5.00 per pay period deducted from their pay during Open Enrollment in 2019 for calendar year 2020.
8. The retirement contribution for the City shall remain at 9% through December 31, 2020 for regular employees. City Council member's retirement contribution shall remain at 7.5% through December 31, 2020. Additionally, since the City of Brighton's retirement plan is a replacement for Social Security, vesting begins when employment starts.

9. 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 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 .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.
10. 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.
11. The PTO Buyback Program allows employees with over 120 hours of Paid Time Off (PTO) to buy back up to 20 hours one time annually. Employees may not go under 120 hours of PTO. Buyback will occur in October or as soon as practical thereafter based on the demands of the Finance Department.
12. The Department Directors and staff designated by the Acting City Manager shall receive a car allowance as follows:
- a. 200-400 miles per month average mileage will receive \$250.00 per month.
 - b. 401-800 miles per month average mileage will receive \$350.00 per month.
 - c. 801 miles and over per month average mileage will receive \$450.00 per month.

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

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 violations of any ordinance hereby repealed prior to the taking effect of this Ordinance.

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 15th DAY OF OCTOBER, 2019.

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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