



## BRECKENRIDGE CITY COMMISSION AGENDA SUMMARY FORM

**Subject:** Consider approval of updates to the Health Insurance portion of the Personnel Policy

**Department:** Administration/Human Resources

**Staff Contact:** Cynthia Northrop

**Title:** City Manager

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### **BACKGROUND INFORMATION:**

When the Personnel Policy was adopted in November 2021, the Health Insurance portion of the policy (9.01) stated that medical coverage would be effective on the first of the month following 30 days of employment. At the time the City of Breckenridge was using another Health Insurance provided. Since then, the City has changed Health insurance companies to offer better coverage and rates to employees. However, the new policy allows coverage on the first of the month following 60 days of employment. The proposed revision changes the effective date from 30 to 60 days.

### **Current Language**

#### **9.01 Health Insurance**

All regular full-time employees are covered by medical insurance. This insurance generally provides for physician care, hospitalization, major medical expenses, and prescription drugs. Coverage for dependents is available by payroll deductions at reduced group rates on the first day of the month following thirty (30) days of employment. Detailed information concerning employee insurance is contained in the City's Benefits Brochure.

### **Proposed Revision**

#### **9.01 Health Insurance**

All regular full-time employees are covered by medical insurance. This insurance generally provides for physician care, hospitalization, major medical expenses, and prescription drugs. Coverage for dependents is available by payroll deductions at reduced group rates on the first day of the month following **sixty (60)** days of employment. Detailed information concerning employee insurance is contained in the City's Benefits Brochure.

### **FINANCIAL IMPACT:**

NA

**STAFF RECOMMENDATION:**

Consider and approve the recommended update.