

Exhibit C

Proposed Handbook Change (from version presented on October 5, 2026)

Section 7.12 Health Insurance Opt-Out Incentive

Proposed language on October 5, 2026	Proposed as of October 12, 2026 for inclusion in final version of Handbook
In accordance with the administrative policy established by the City Administrator, regular full-time employees may be eligible to participate in the City's Health Insurance Opt-Out Incentive, which provides an annual incentive payment to eligible employees who decline the City's health insurance plan and obtain health insurance coverage through another source. Employees should speak with the Personnel Officer for more information.	<u>Contingent upon annual and budgetary approval of the City Council, the City may offer a Health Insurance Opt-Out Incentive to regular full-time employees, which provides an annual incentive payment to eligible employees who decline the City's health insurance plan and obtain health insurance coverage through another source, in accordance with the policy established by the City. Employees should speak with the Personnel Officer for more information.</u>