



# City of Eustis

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TO: Eustis City Commission

FROM: Tom Carrino, City Manager

DATE: October 20, 2022

RE: Resolution Number 22-73: City Commission Benefits

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## **Introduction:**

Resolution Number 22-73 revises Section 4.19 and Section 4.13.C of the City of Eustis Personnel Rules and Regulations regarding City Commission benefits. The revisions authorize City Commissioners to receive paid medical insurance benefits as provided to full-time City employees.

## **Background:**

At the City Commission meeting held on September 22, 2022, the Commission tentatively approved paid medical benefits be provided to Commissioners as provided to full-time City employees. At the City Commission meeting held on October 6, 2022, the Commission tentatively approved decreasing the length of continuous service required for Commissioners to be eligible for two cemetery spaces, from seven years to four years.

Attached as Appendix A is Section 4.19 and Section 4.13.C of the Personnel Rules & Regulations. Section 4.19 is being revised to update the name of our retirement plan provider from ICMA to Empower; include paid medical insurance as provided to full-time employees; and include vision insurance to be paid by Commissioners. Section 4.13.C is being revised to clarify Commissioners who have at least four years of continuous service are entitled to apply for two cemetery spaces, without being vested in a retirement plan.

## **Recommended Action:**

Staff recommends approval of Resolution 22-73 implementing the revisions in Appendix A.

## **Budget/Staff Impact:**

If medical insurance were provided to all Commissioners, the annual cost would increase by approximately \$42,000 for individual coverage and \$75,000 for family coverage. The amount would be significantly lower if not all Commissioners select medical coverage.

## **Prepared By:**

Bill Howe, Human Resources Director