

RESOLUTION 2025-08

EMPLOYEE BENEFITS PLAN

WHEREAS, the City of Stone Mountain seeks to employ individuals capable of outstanding performance in public service; and

WHEREAS, employee benefits are an aide in the recruitment of highly skilled workers; and

WHEREAS, medical and dental benefit plans are commonly used by municipalities to attract highly skilled workers;

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of the City of Stone Mountain, Georgia, this **4th day of MARCH 2025**, as follows:

1. that the medical insurance plan known as the **Cigna Open Access** Plan is the official, base medical benefits plan for the City of Stone Mountain effective **April 1, 2025**;
2. that the City will pay one hundred percent (100%) of the base plan premium for eligible employees electing to participate in the official, base medical benefits plan;
3. that the City of Stone Mountain will offer the plan known as the **Cigna Open Access** as a buy-up option for eligible employees, with the difference in the employee premium cost for the buy-up plan to be paid by the employee who elects the buy-up plan during the policy year ending **March 31, 2025**;
4. that eligible dependents of the employee may participate in the medical benefits plan provided that fifty percent (50%) of the premium for the dependents is paid by the employee;
5. that the dental insurance plan provided by **BestLife** and known as the **PPO/100/80/50** Plan is the official dental benefits plan for the City of Stone Mountain;
6. that the City will pay one hundred percent (100%) of the official dental plan premium for eligible employees electing to participate in the official dental plan;
7. that eligible dependents of the employee in the plan may participate in the dental benefits plan provided that one hundred percent (100%) of the premium is paid by the employee in the plan;
8. that the vision insurance plan provided by **Cigna** and known as **EyeMed** Plan for the City of Stone Mountain.
9. that employees who experience an event qualifying for COBRA continuation coverage and their eligible dependents may participate in the official medical and/or dental plan for a period of eighteen months following the month of termination provided that one hundred percent (100%) of the premium is paid by the COBRA participant;
10. that the life and accidental death and dismemberment (AD&D) insurance policy provided by **UNUM** is the official life and AD&D insurance policy for the City of Stone Mountain;

11. that the City will pay one hundred percent (100%) of the official life and AD&D plan premium for eligible employees;
12. that the City of Stone Mountain will offer the plan known as the Mutual of Omaha as a buy-up option for eligible employees, with the difference in the employee premium cost for the buy-up plan to be paid by the employee who elects the buy-up plan during the policy year ending March 31, 2025;
13. that the short-term disability plan provided by **Unum** short-term disability plan is the official for the City of Stone Mountain;
14. that the City will pay one hundred percent (100%) of the official short-term disability policy premium for eligible employees;
15. that there is no COBRA continuation coverage option for life and AD&D or short-term disability policy coverage.

Dr. Beverly Jones, Mayor

Shavala Ames, City Clerk