

## RESOLUTION 19-15

### A RESOLUTION OF THE CITY OF ROSWELL, NEW MEXICO FOR DETERMINING THE HEALTH INSURANCE PREMIUM DEDUCTION PAID FOR BY THE EMPLOYER AND THE EMPLOYEE EACH FISCAL YEAR.

**WHEREAS**, the governing body of the City of Roswell, New Mexico (the "City"), approves and adopts a budget for each fiscal year in which health insurance premiums and other related benefits are included; and

**WHEREAS**, the City desires to provide health insurance coverage and other benefits for its employees at a reasonable and fiscally responsible rate; and

**WHEREAS**, a third party administrator sets and determines the total premiums for each available health plan and the City may determine the split of this premium between the employer and the employee.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL, THE GOVERNING BODY OF THE CITY OF ROSWELL, NEW MEXICO**, that the premium split between the City and its employees shall be calculated as follows:

#### Health Insurance:

1. The amount that is owed for the health insurance premium payment will be set by using a dollar figure for each plan.
2. The dollar figure will be determined by taking no less than 75% of the most expensive health plan premium as the employer's cost. This is the same dollar amount that will be utilized for each available health plan as the employer's cost. The balance will be paid by the employee.
3. In fiscal years where revenue is exceeding projected amounts, the City may elect to cover a higher dollar amount of the health insurance premium. In fiscal years where revenue is at or below projected amounts, the City may elect to cover a lesser dollar amount of the health insurance premium.

#### Dental and Vision Insurance:

1. The premium for dental and vision insurance, if elected, will be covered entirely by the employee.

#### Other Benefits:

1. Life insurance and administrative fees will be covered entirely by the employer.
2. Short- and Long-term disability will be covered entirely by the employee.

PASSED, ADOPTED, SIGNED, AND APPROVED this 14<sup>th</sup> day of February 2019.

  
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Dennis Kintigh, Mayor



  
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Sharon Coll, City Clerk