

ORDINANCE NO. 1099

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF STAFFORD, TEXAS, AMENDING THE PERSONNEL POLICIES AND PROCEDURES OF THE CITY AMENDING THE EFFECTIVE DATE OF INSURANCE FOR EMPLOYEES; REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES INCONSISTENT OR IN CONFLICT WITH THIS ORDINANCE; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF STAFFORD, TEXAS:

SECTION 1. The Personnel Policy of the City of Stafford, Texas, is amended by changing Section V. A. as follows:

ADDITIONS ~~DELETIONS~~

V. EMPLOYEE BENEFITS

A. INSURANCE

The City furnishes hospitalization and medical coverage for its full-time employees as defined herein. To be in conformance with the Affordable Health Care Act, beginning 01/01/15, any employee who works and average of 30 hours or greater per week in a 12-month period must be offered health insurance, with the look back period as the previous 12 months (01/01/14-12/31/14). Any employee who is identified to have worked 30 hours per week in the preceding 12 months must be offered coverage for the next 12 months regardless of the actual hours worked. It is for this reason no Regular Part-Time employee shall be allowed to work in excess of 1,475 hours in any calendar year. Life, long-term disability, and dental insurance benefits accompany the hospitalization and medical coverage. The total cost of the premium for the employee is presently paid in full by the City. Upon employment, an application is completed on the employee and is forwarded to the insurance company. The application must be submitted before the coverage will become effective. ~~The Human Resource Specialist is presently responsible for seeing that such an application is prepared and submitted.~~

1. Effective Date of Coverage.
~~At the present time there is no waiting period for~~ The effective date of coverage is the first day of the month following the date of employment for an employee and his or her dependents to be covered by insurance. To insure coverage, it would be well for employee to check with the Human Resources Department Specialist to verify that coverage is presently in effect before an attempt to use it is made.
2. Scope of Coverage.
The City's insurance coverage is effective as long as the employee is on the City's payroll including before and after working hours, weekends, holidays and vacation.

3. Procedure for Filing Claim.

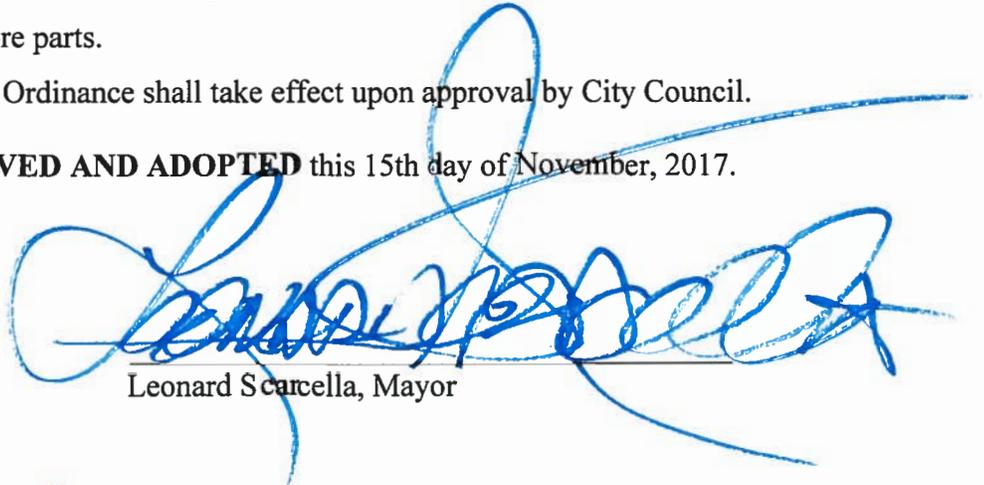
It shall be the duty of the employee to obtain a claim form from the Human Resources Department Specialist as soon as practical so that he or she can complete such form and obtain the attending physician's statement. Each employee is responsible for payment of medical bills and the filing of necessary forms with the insurance company.

SECTION 5. All ordinances or parts of ordinances inconsistent or in conflict with this Ordinance are, to the extent of such inconsistency or conflict, repealed.

SECTION 6. In the event any clause, phrase, provision, sentence, or part of this Ordinance or the application of this Ordinance to any person or circumstances shall be for any reason adjudged invalid or held unconstitutional by a court of competent jurisdiction, it shall not affect, impair, or invalidate this Ordinance as a whole or any part or provision of this Ordinance other than the part declared to be invalid or unconstitutional; and the City Council of the City of Stafford, Texas, declares that it would have passed each and every part of the Ordinance notwithstanding the omission of any such part thus declared to be invalid or unconstitutional, whether there be one or more parts.

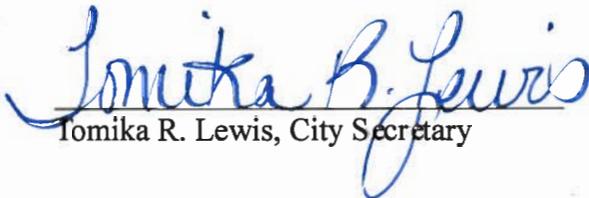
SECTION 7. This Ordinance shall take effect upon approval by City Council.

PASSED, APPROVED AND ADOPTED this 15th day of November, 2017.



Leonard Scarcella, Mayor

Attest:



Tomika R. Lewis, City Secretary