

RESOLUTION NO. 2846

A RESOLUTION AMENDING GRAND COUNTY EMPLOYMENT POLICIES & PROCEDURES MANUAL REGARDING HEALTH CARE INSURANCE COVERAGE FOR LAWFULLY MARRIED EMPLOYEES

WHEREAS, Grand County provides health care insurance as a benefit to employees in accordance with the adopted employee policies and procedures;

WHEREAS, there are existing and future employees who are or may be lawfully married and employed by Grand County;

WHEREAS, health care insurance costs are increasing; and

WHEREAS, the Grand County Employment Policies and Procedures Manual, Section VIII Benefits allows the County Council to add, alter or eliminate benefits at its discretion.

NOW THEREFORE, Grand County amends the Grand County Employment Policies & Procedures Manual Section VIII Paragraph B. Medical Insurance-Full Time Employees to include the following provision:

If an employee and his/her lawfully married spouse are employed by Grand County, both employees may be eligible for health care insurance which currently includes health, dental and vision coverage. This health care insurance coverage shall be provided under the name of one spouse only rather than as coordinated coverage for both; and the employees shall be enrolled as 1) either a family premium that shall cover both employees as well as eligible dependent children or 2) a two party premium with one employee named as spouse.

Employees currently receiving coordinated health care coverage that were lawfully married spouses and employed with Grand County prior to October 7, 2008 shall, effective January 1, 2009, have health care insurance which currently includes health, dental and vision coverage under the name of one employee as 1) either a family premium that shall cover both employees and eligible dependent children or 2) a two party premium with one employee named as spouse. The employee named as spouse shall receive from Grand County a \$3,000 deposit into a Section 125 Cafeteria (Flexible Spending Account) each year as long as both employees continue to be employed by Grand County. Nevertheless, as in Section VIII Benefits, disclaimer, Grand County Council may add, alter or eliminate benefits at its discretion.

NOW, THEREFORE, BE IT RESOLVED by the Grand County Council that it does hereby approve amending the Grand County Employment Policies and Procedures Manual regarding Health Care Insurance Coverage for lawfully married couples.

APPROVED by the Grand County Council in open session this 7th, day of October, 2008 by the following vote;

Those voting aye: Ciarus, McNeely, Graham, Lewis, Greenberg, Holyoak

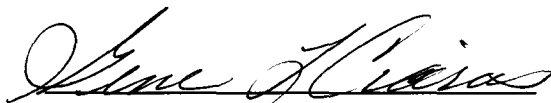
Those voting nay: _____

Those absent: Langianese _____

ATTEST:

GRAND COUNTY COUNCIL





Diana Carroll, Clerk/Auditor

Gene Ciarus, Chairman