

RESOLUTION 89-227
OF THE COUNCIL OF THE CITY OF FORT COLLINS
MODIFYING THE CITY OF FORT COLLINS
GROUP HEALTH PLAN

WHEREAS, health care costs are rising at a rate of 20 percent per year; and

WHEREAS, the City cannot continue to absorb all of these costs; and

WHEREAS, the City's current health plan does not contain incentives which promote consumer awareness in the selection of health care services; and

WHEREAS, both the City and its employees support the fair treatment of employees in compensation; and

WHEREAS, the City Council asked that staff make recommendations to address the rising cost of health care being borne by the City; and

WHEREAS, key policy parameters have been identified with regard to this issue and the following changes to the City's health plan for employees would best address the problems identified above.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

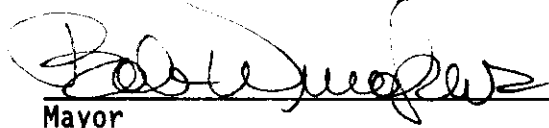
Section 1. That the City's health plan be modified to increase the deductible from \$100 per individual and \$300 per family to \$200 per individual and \$500 per family, effective April 1, 1990.

Section 2. That a \$10 co-payment for each office visit, to be paid by the employee, be initiated effective April 1, 1990;

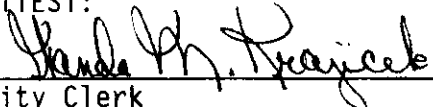
Section 3. That the maximum premium to be paid by the City be increased to \$235 per month for family coverage, effective January 8, 1990.

Section 4. That the policy of total compensation (meaning a measure which includes the cost of salary, health care, vacation, holidays, sick leave, and all other benefits together) is the appropriate method for determining guidelines for setting the level of salaries and benefits paid to employees. Further, the City Manager is directed to prepare a workplan addressing implementation of a total compensation policy and to present same to Council for its consideration by early February, 1990.

Passed and adopted at a regular meeting of the City Council held this
19th day of December, A.D., 1989.



Mayor

ATTEST:


City Clerk