

**RESOLUTION 41-2013**

**A RESOLUTION OF THE TOWN OF MALABAR, BREVARD COUNTY, FLORIDA, PROVIDING FOR AN AMENDMENT TO THE BENEFITS SECTION 5 OF THE EMPLOYEE MANUAL ELIMINATING THE TOWN'S CONTRIBUTION TOWARDS HEALTH CARE INSURANCE COVERAGE FOR DEPENDENTS OF NEW FULLTIME EMPLOYEES AFTER OCTOBER 1, 2013; PROVIDING FOR REPEAL OF RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, the Town Council recognized the need for revision to the current health care benefits provided full time employees; and

**WHEREAS**, the Town Council recognizes that this Resolution shall act as an amendment to the Employee Manual, Section 5, Benefits, Health Insurance for Town Employees; and

**WHEREAS**, the Town Council recognizes that the policy may be amended from time to time by resolution.

**NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF MALABAR, BREVARD COUNTY, FLORIDA, that:**

**SECTION 1. Procedure.**

The attached Exhibit "A"

**SECTION 2. Conflict.**

All resolutions or parts of resolutions in conflict herewith are hereby repealed.

**SECTION 3. Effective Date.**

This Resolution shall take effect immediately upon its adoption.

This Resolution was moved for adoption by Council Member McKnight.

This motion was seconded by Council Member Abare and, upon being put to vote, the vote was as follows:

Council Member Jim Milucky	Aye
Council Member Wayne Abare	Aye
Council Member Steve Rivet	Aye
Council Member Jeffrey (Jeff) McKnight	Aye

Council Member Marisa Acquaviva

Excused

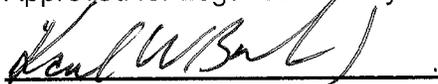
This Resolution was then declared to be duly passed and adopted this 21st day of October, 2013.

By: TOWN OF MALABAR



Mayor Carl A. Beatty

Approved for Legal Sufficiency:



Karl Bohne, Jr., Town Attorney

ATTEST:



Debby K. Franklin, C.M.C.  
Town Clerk/Treasurer

(seal)

**EXHIBIT "A" HEALTH CARE PLAN FOR FULLTIME EMPLOYEES AFTER 10/1/13**

**SECTION 5, BENEFITS**

**1. HEALTH INSURANCE**

The Town of Malabar contributes toward the cost of group medical insurance for all regular full-time employees and their eligible dependents at a rate of 75% of the total premium. Employees are responsible for 25% of the total premium. After October 1, 2013, the Town will only pay 75% of the total premium for the new employee only. The employee, may at his option pay 100% for dependent coverage through payroll deduction. A Dental Program is provided in conjunction with this coverage and will be subject to the same policy regarding dependent coverage.

The Human Resource office will provide you with a booklet describing your coverage and when you are eligible to enroll in the plan. A dental program is provided in conjunction with this coverage. **Part time employees may not obtain coverage.**

**REFERENCE**

**Malabar Employee Manual**

**ALL DEPARTMENTS**

This will apply to all fulltime employees in all departments.

**PURPOSE**

The purpose of this policy is to control healthcare costs while still proving coverage for the employee.