ORIGINAL

RESOLUTION NO. 2011-12

A RESOLUTION CORRECTING ERRORS IN RESOLUTION NO. 2011-9 APPROVING AN AMENDMENT TO SECTION G-2 OF THE CITY'S PERSONNEL MANUAL PROVIDING FOR EMPLOYER PROVIDED DEFERRED COMPENSATION BENEFITS FOR THE EMPLOYEES OF BASEHOR, LEAVENWORTH COUNTY, KANSAS AND AN AMENDMENT TO SECTION G-11 OF THE CITY'S PERSONNEL MANUAL PROVIDING FOR THE EMPLOYEE HEALTH CARE PROGRAM FOR THE EMPLOYEES OF THE CITY OF BASEHOR, LEAVENWORTH COUNTY, KANSAS.

WHEREAS, the Governing Body of the City of Basehor, Kansas, adopted a compilation of written personnel policies, procedures and guidelines for employees of Basehor, Kansas, known as the Personnel Manual and effective August 1, 2010; and

WHEREAS, Section A-8 of the Personnel Manual allows for the amendment of its policies via resolution; and

WHEREAS, Section G-2 of the Personnel Manual provides that under the City's deferred compensation plan, the City's contribution for those employees hired prior to 1/17/2011 will be equal to the city contribution for sworn officers in the KP&F Retirement System and may vary from year to year, and the City's contribution for employees hired after 1/17/2011 will be equal to the current Kansas Public Employees Retirement System contribution requirement and may vary from year to year; and

WHEREAS, Section G-11 of the Personnel Manual provides that the City will contribute 100% of the employee's health care insurance premium and 50% of qualified dependent/spouse health care insurance premiums; and

WHEREAS, on August 15, 2011, the Governing Body adopted Resolution 2011-9 revising the City's contribution with an erroneous effective date and has determined the need to correct the effective date.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF BASEHOR, KANSAS:

Section 1: That the City's contribution for eligible employees hired as of 8/15/2011 under the City's deferred compensation plan be reduced to 11% of gross wages. For all employees hired after 8/15/2011, the rate shall be 8% of gross wages for the first three (3) years of employment and will increase by 3% for a total of 11% of gross wages after three years of service.

Section 2: That Section G-2 of the Personnel Manual be amended to read as follows with the addition of the underlined text, and the deletion of the stricken text:

G-2. Employer Provided Deferred Compensation Benefits. Effective 1/1/2012, all eligible employees, with the exception of sworn police officers, are covered under the City's deferred compensation program (401-A). Under this plan, the employer's contribution is 11% of gross wages for all employees hired before 8/15/2011. For employees hired after 8/15/2011, the rate shall be 8% of gross wages for the first three (3) years of employment and will increase by 3% for a total of 11% of gross wages after three (3) years of service. The City will begin depositing funds into the 401-A plan for the employee beginning with their first paycheck. For any employee hired after 8/15/2011, there will be a three (3) year vesting period from the date of hire, at which time the employee will be fully vested. The cost of this benefit is paid entirely by the employer.

~~All eligible employees (with a hire date on or before 1/17/2011), with the exception of sworn police officers, are covered under the city's deferred compensation program (401-A). Under this plan, the employer's contribution is equal to the city contribution for sworn officers in the KP&F Retirement System and may vary from year to year. For all eligible employees hired after 1/17/2011, with the exception of sworn police officers, the city contribution to the employee's 401-A plan will be equal to the current Kansas Public Employees Retirement System contribution requirement and may vary from year to year. The city will begin depositing funds into the 401-A plan for the employee beginning with their first paycheck but, for any employee beginning service with the city after the adoption of this policy (1/17/2011), said employee will not be vested in the 401-A plan until their third anniversary with the city. The cost of this benefit is paid entirely by the employer.~~

Section 3: That Section G-11(c) of the Personnel Manual be amended to read as follows with the addition of the underlined text, and the deletion of the stricken text:

G-11. Health Care Program.

(c) Currently the City contributes one-hundred percent (100%) of the employee's health care insurance, dental insurance, and vision insurance premium and fifty percent (50%) of qualified dependent/spouse health care insurance premiums. Beginning 7/1/2012, the City's participation shall not exceed the following monthly amounts:

Employee	$375
Employee/Child	$540
Employee/Spouse	$565
Employee/Dependents	$730

~~Currently the City contributes one-hundred percent (100%) of the employee's health care insurance premium and fifty percent (50%) of qualified dependent/spouse health care insurance premiums. Permanent part-time employees working 20 or more hours per week shall be eligible to purchase health care insurance at the rate of one-hundred percent (100%) out-of-pocket expense.~~

ADOPTED by the Governing Body this 19th day of September, 2011.

SIGNED by the Mayor this 19th day of September, 2011.

SEAL

SEAL OF THE CITY OF BASEHOR, KANSAS
CORPORATE SEAL

Terry Hill, Mayor

ATTEST:

Corey Swisher, City Clerk

APPROVED AS TO FORM:

Shannon M. Marcano, City Attorney