

RESOLUTION 2026-002

**A RESOLUTION TO REPLACE RESOLUTION 2025-002
TOWN AND EMPLOYEE MEDICAL
INSURANCE COST DIVISION**

WHEREAS, the employee's share of the cost of providing health insurance for more direct family members than just the employee is based on a subjectively derived percentage; and

WHEREAS, "direct family members" is defined and includes only the employee's spouse, children under the age of twenty-six (26) years living in the same household with the employee or are dependents by court order of the employee, and step and foster children of the employee; and

WHEREAS, the percentage of employee contribution toward the cost of family coverage creates a financial burden on employees with families taking advantage of the health insurance benefit provided by the Town; and

WHEREAS, this subjectively derived percentage creates a disproportionate hardship on the employee insuring family members more than it would if each family member was required to pay at a "single rate" under the current health insurance plan thus, in effect penalizing employees for insuring their direct family members under this Town provided benefit.

THEREFORE, be it RESOLVED that employees and their family members can participate in the Town sponsored health insurance benefit at a cost to the employee determined by multiplying the number of direct family members desiring to be covered under the Town's Health Insurance benefit program by the "single rate". The maximum cost to be paid by the employee will be no more than four times the "single rate"; i.e., the employee and three additional direct family members or the insurance provider's "Family Rate", whichever is less.

Be it further RESOLVED this resolution shall take effect upon its passage.

Approved: 2.24.2026



Jeff Smith, Mayor

ATTEST:



Emily McKellar, City Recorder