

CITY OF LAKE OZARK
A Missouri Municipality of the 4th Class

BILL NO.: 2023-62

ORDINANCE NO.: 2023-62

**AN ORDINANCE AMENDING SECTION 500-513 OF THE PERSONNEL
POLICIES AND PROCEDURES MANUAL SECOND EDITION OF THE CITY OF
LAKE OZARK, MISSOURI**

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides for the adoption of a Personnel Policies and Procedures Manual to establish a guide to administrative action concerning various personnel expectations, rights, activities and transactions; and

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark will be updated on a regular basis; and

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark may be changed or modified from time to time with the approval of the City Administrator and the majority of the Board of Aldermen of the City of Lake Ozark; and

WHEREAS, the City Administrator has proposed a modification of the Personnel Policies and Procedures Manual Second Edition for the City of Lake Ozark to amend Section 500-513 to reflect changes to the City's contribution to the employees' health insurance premium as is set forth in Exhibit 1 attached hereto.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF LAKE OZARK, MISSOURI AS FOLLOWS:

Section 1 of this Ordinance. The City's Personnel Policies and Procedures Manual be amended to replace the current Section 500-513 with a new Section 500-513 as attached hereto as Exhibit 1. All other provisions of the Second Edition of the City's Personnel Policies and Procedures Manual for the City of Lake Ozark not amended or modified by this Ordinance shall continue in force and effect.

Section 2 of this Ordinance. This Ordinance shall take effect and be in full force from and after December 1, 2023.

Intentionally Blank

First Reading: November 28, 2023

Second Reading: December 12, 2023

DULY READ AND APPROVED THIS 12th DAY OF DECEMBER 2023.

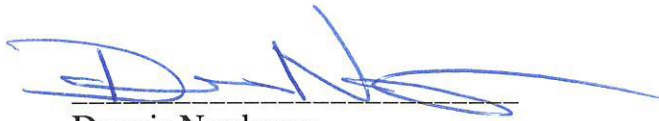
| | |
|-------------------|-----|
| Alderman Jackson | Aye |
| Alderman Watts | Aye |
| Alderman Thompson | Aye |
| Alderman Neels | Aye |
| Alderman Ridgely | Aye |
| Alderman Denny | Aye |

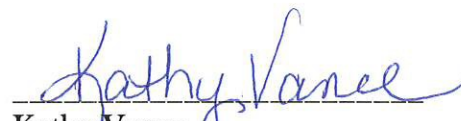
APPROVE:

ATTEST:

MAYOR:

CITY CLERK


Dennis Newberry


Kathy Vance



500-513. **Group Insurance:**

01. **Health and Life:** The City provides group health and life insurance to all full-time employees. The employee may elect to decline or accept health insurance coverage during the first thirty days following his hiring date. Insurance becomes effective on the first of the month following the date of hire.
02. **Dependent health insurance coverage is not provided by the City.** Dependents may be added to the employee's coverage, at employee expense, only within the enrollment period.
03. **Identification Card and Plan Booklet:** Covered employees will be furnished with an identification card and a plan booklet explaining the benefits provided. For additional information contact the Personnel Department or consult the plan booklet.
04. **Life Insurance:** Each full-time regular employee is provided a life insurance benefit until reaching age 70.
05. The Board of Aldermen of the City of Lake Ozark has adopted a policy that provides a maximum ~~Five Hundred Seven Hundred and Fifteen~~ Dollars (~~\$500.00~~ ~~715.00~~) for each employee's group coverage. (Resolution 2020-35)
 - A. Each employee may elect to have any offered option applicable to a maximum City contribution of ~~\$500.00~~ ~~715.00~~, provided that they fill out the appropriate forms with the City personnel office.
 - B. The employee may elect dependent coverage, dental and eye coverage, etc. to a maximum of ~~\$500.00~~ ~~715.00~~.
 - C. The employee may elect to have any portion of the ~~\$500.00~~ ~~715.00~~ maximum to be credited to him/her on a monthly basis to apply to insurance obtained through another source, such as his/her spouse's insurance plan that is comparable or exceeds the City's offered coverage, provided the employee fills out the appropriate forms with the City personnel office. Proof of comparable group health insurance (not an individual plan) and verification of the monthly premium amount must be provided each year at open enrollment, or at such other times as may be requested by the City, in order for this reimbursement to continue. The City must be notified as soon as possible upon termination or cancellation of the employee's group health insurance.

