

MOTION TO AMEND:

MADE BY: _____

SECONDED BY: _____

MOTION: I move that Council Bill B 78-09 be amended as set forth on this amendment sheet.

=====

Section 2 of the original bill is substituted as follows:

SECTION 2. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-110. General benefits.

(a) *Employee health care plan.* The city shall pay into the employee benefit fund four hundred seven dollars and fifty-eight cents (\$407.58) per month for the cost of employee health care plan coverage of each eligible permanent employee who participates in the plan. The city shall pay a portion of dependent care coverage for those eligible permanent employees who elect to purchase dependent health plan coverage under the city plan, in the following amounts:

...

(d) *Deferred compensation.*

(1) Employees may participate in a group deferred compensation plan adopted by the city council. The city manager may recommend to the city council, and the council may adopt any necessary contractual agreements, and subsequent changes or modifications. This program shall be monitored by the human resources department.

(2) Employees shall, if interested, participate in such plan via payroll deduction of individually arranged contributions.

(3) The city shall contribute to the deferred compensation plan account selected by each employee covered by the Railroad Retirement Act of 1974 an amount equal to nine and eight tenths (9.8) per cent of the employee's total compensation.

- (4) The city shall contribute biweekly to the deferred compensation plan account selected by the chief of police an amount to be determined by the city manager.

...

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 78-09

AN ORDINANCE

amending Chapter 18 of the City Code to remove the chief of police from coverage under the Police Retirement Plan; amending Chapter 19 of the City Code to provide for City contributions on behalf of the chief of police to a deferred compensation plan; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 18 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 18-35. Definitions and rules of construction.

The following definitions and rules of construction apply to this division:

...

Covered police employee. A person employed by the Columbia Police Department as a full-time, regular police officer. This term shall exclude clerical employees, watchmen, school traffic guards, turnkeys, volunteers and any other employee or associate, regardless of whether they are commissioned as a police officer, when they are not a salaried full-time, regular police officer of the city. This term shall exclude the chief of police.

...

SECTION 2. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-110. General benefits.

(a) *Employee health care plan.* The city shall pay into the employee benefit fund four hundred seven dollars and fifty-eight cents (\$407.58) per month for the cost of employee health care plan coverage of each eligible permanent employee who participates in the plan. The city shall pay a portion of dependent care coverage for those eligible permanent employees who elect to purchase dependent health plan coverage under the city plan, in the following amounts:

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(d) *Deferred compensation.*

(1) Employees may participate in a group deferred compensation plan adopted by the city council. The city manager may recommend to the city council, and the council may adopt any necessary contractual agreements, and subsequent changes or modifications. This program shall be monitored by the human resources department.

(2) Employees shall, if interested, participate in such plan via payroll deduction of individually arranged contributions.

(3) The city shall contribute to the deferred compensation plan account selected by each employee covered by the Railroad Retirement Act of 1974 an amount equal to nine and eight tenths (9.8) per cent of the employee's total compensation.

(4) The city shall contribute biweekly to the deferred compensation plan account selected by the chief of police an amount to be determined by the city manager.

~~(e) *Money purchase plans.* Permanent employees may, at their option, participate in the City of Columbia, Missouri Money Purchase Plan, a defined contribution plan operating under Section 401(a) of the Internal Revenue Code of 1986. Subject to the provisions of the plan and the limitations imposed by Section 401(a)(4) of the Internal Revenue Code of 1986, the city will contribute to the plan trust fund on behalf of each participating employee who contributes to a group deferred compensation plan (457 plan) at the minimum rate of two dollars (\$2.00) per pay period, an amount equal to the employee's contribution to the 457 plan up to a maximum of two (2) per cent of the employee's compensation.~~

(fe) *Post employment health plan.* The city shall contribute twenty-one dollars (\$21.00) per month to the post employment health plan for public employees on behalf of each eligible permanent employee. The city shall make sick leave conversions to the health care insurance premium reimbursement subaccounts of each eligible employee leaving city

employment if the employee has been employed by the city for ten (10) years or more, or if the employee is retiring or has previously retired pursuant to the terms of a city-sponsored retirement plan (based on either age or disability). Such sick leave conversions shall be made at the rate of two dollars (\$2.00) for every hour of final accumulated sick leave.

SECTION 3. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2009.

ATTEST:

City Clerk

Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

Source:



TO: City Council
FROM: Bill Watkins, City Manager
DATE: March 12, 2009
RE: Police Retirement Plan



FISCAL NOTES:

City Fiscal Impact	
Enter all that apply:	
\$0	City's current net FY cost.
\$0	Amount of Funds Already appropriated
\$0	Amount of budget amendment needed
\$0	Estimated 2 yr net costs:
\$0	One-time
\$0	Operating / On-going
Program Impact:	
N	New program/ agency (Y/N)
N	Duplicates/expands an existing program (Y/N)
N	Fiscal impact on any local political subdivision (Y/N)
Resources Required:	
N	Requires add'l FTE personnel? (Y/N)
N	Requires additional facilities? (Y/N)
N	Requires additional capital equipment? (Y/N)
Mandates:	
N	Federal or state mandated? (Y/N)

EXECUTIVE SUMMARY:

Per our previous discussions and Council direction, staff has prepared legislation that would remove the incoming Police Chief from coverage under the Police Retirement Plan and provide for city contributions on behalf of the police chief to a deferred compensation plan.

FISCAL IMPACT:

This proposal will have less of a fiscal impact than had we not removed him from coverage under the Police Retirement Plan.

SUGGESTED COUNCIL ACTIONS:

Approval of the ordinance.