

RESOLUTION NO. 96- 141

A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF EL PASO DE ROBLES  
ESTABLISHING AUTHORITY FOR THE CONTINUATION OF  
GROUP HEALTH COVERAGE

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*WHEREAS*, work-related benefits are a part of the cost of doing business; and

*WHEREAS*, group health coverage is a primary component of City group work-related benefits; and

*WHEREAS*, group health coverage has been recognized by American society as a critical element in an individual's quality of life as evidenced by federal legislation requiring continuation of such coverage for a defined period following employment; and

*WHEREAS*, the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) specifically requires that group health coverage be offered to qualified beneficiaries following termination; and

*WHEREAS*, many employers across the United States may make provisions to offer such continuation with some degree of company financial participation; and

*WHEREAS*, such provisions may be extended to those who suffer a permanent job loss when their positions are eliminated, are disabled from working, or are otherwise involuntarily removed from office, and leave in good standing; and

*WHEREAS*, such provisions may be further subject to consideration of unique, life-changing, and/or catastrophic conditions facing a terminated individual; and

*WHEREAS*, the City has, in certain unique cases involving individuals who have suffered permanent job loss, have left in good standing, and faced other unique conditions, offered a degree of financial support for continuation of health coverage for a defined period.

*NOW, THEREFORE, BE IT RESOLVED* that the City Council of the City of El Paso de Robles does hereby establish, and grant to the City Manager, authority to make provisions for the continuation of group health coverage with City financial participation towards the premium cost thereof for defined, temporary periods not to exceed eighteen (18) months. The City Manager may commit to such continuation and City financial participation thereto, upon consultation with the City Council, in the event an individual suffers a permanent job loss when his/her position is eliminated, is disabled from working, or is otherwise involuntarily removed from office, does not qualify for other available (vacant, funded & authorized) position(s), and leaves in good standing, and when the individual faces unique, life-changing, and/or catastrophic conditions, and provided such a financial commitment can be funded within the City's operating budget.

*PASSED AND ADOPTED* this 5<sup>th</sup> day of November, 1996 by the following roll call vote:

**AYES:** Heggarty, Iversen, Martin, Picanco, and Macklin  
**NOES:** None  
**ABSENT:** None

  
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Walter J. Macklin, Mayor

**ATTEST:**

  
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Richard J. Ramirez, City Manager/Clerk