

RESOLUTION 1496

A RESOLUTION TO AMEND THE "HEALTH INSURANCE" SECTION OF THE CITY OF WEST BRANCH, IOWA EMPLOYEE HANDBOOK

WHEREAS, the City Council, of the City of West Branch, Iowa adopted an Employee Handbook on September 8, 2009, and amended same handbook on October 19, 2009, February 1, 2010, October 4, 2010, December 6, 2010, February 21, 2011, April 4, 2011, February 21, 2012, December 3, 2012, January 21, 2014, and April 7, 2014; and

WHEREAS, West Branch Fire and Rescue Volunteer Cadets are not covered by the City's health insurance program or the City's workers compensation program; and

WHEREAS, the West Branch City Council finds that a medical coverage policy for West Branch Fire and Rescue Volunteer Cadets is necessary for the continuation of the program; and

WHEREAS, the West Branch City Council finds that the best manner in which to provide this coverage is to require the family of a West Branch Volunteer Cadet to submit all claims to their health insurance provider; and

WHEREAS, in the case that the family incurs out of pocket expenses related to any claim, the West Branch City Council agrees to submit a claim for those out-of-pocket expenses to the City of West Branch Fire-Pak insurance provider and general liability insurance provider; and

WHEREAS, it is understood that the City of West Branch will not provide any other relief for out-of-pocket expenses that remain after payment is made by the City of West Branch Fire-Pak insurance provider and general liability insurance provider.

NOW, THEREFORE, BE IT RESOLVED that the City Council of West Branch, Iowa does hereby approve and adopt the City of West Branch Personnel Handbook dated June 2016 revised by amending the **HEALTH INSURANCE** section by adding the following text at the end of said subsection:

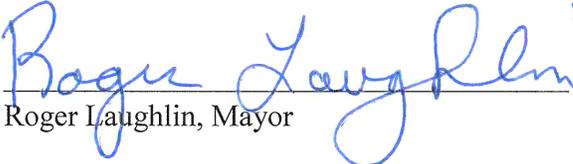
**Volunteer cadets are not covered by the City's health insurance or workers compensation programs. For any injury sustained or health related concern associated with the Volunteer Cadet's service on the West Branch Fire Department, the Volunteer Cadet and his or her family agree to submit any such claim through their own health insurance provider.**

Any out-of-pocket expenses that remain after the claim has been submitted and processed by the Cadet's insurance provider will be submitted to the City of West Branch Fire-Pak insurance provider and general liability insurance provider. The City of West Branch will not provide any other relief for out-of-pocket expenses that remain after payment is made by the City of West Branch Fire-Pak insurance provider and general liability insurance provider.

In the case that the Volunteer Cadet and his or her family do not have health insurance coverage, the City of West Branch will submit the entire claim of any injury sustained or health related concern associated with the Volunteer Cadet's service on the West Branch Fire Department to the City of West Branch Fire-Pak insurance provider and general liability provider. The City of West Branch will not provide any other relief for out-of-pocket expenses that remain after payment is made by the City of West Branch Fire-Pak insurance provider and general liability insurance provider.

The Fire Chief, in cooperation with the City's Finance Officer, shall make each Volunteer Cadet and the parents and/or guardians of each Volunteer Cadet aware of this policy prior to the Volunteer Cadet's appointment to the West Branch Fire Department. The Cadet and their parents and/or guardians shall sign a waiver provided by the City Attorney to incorporate the terms of this policy for the Volunteer Cadets.

Passed and approved this 27th day of June, 2016.

  
Roger Laughlin, Mayor

Attest:

  
Matt Muckler, City Administrator/Clerk