



## Legislation Details (With Text)

**File #:** 21-1657      **Version:** 1      **Name:**  
**Type:** ITEMS FOR INDIVIDUAL CONSIDERATION      **Status:** Approved  
**File created:** 8/27/2021      **In control:** Department of Human Resources  
**On agenda:** 9/22/2021      **Final action:**  
**Title:** Authorize (1) an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Section 34-32, "Health Benefits," and (2) a resolution to: (a) clarify the city's OPEB liabilities; (b) clarify the eligibility requirements for participation in the city's Retiree Plans; (c) create a one-time deferred enrollment option for the Post-65 Plan (the "Comeback Option") to be available to certain retired City employees and their spouses; (d) clarify and limit prospective eligibility to receive City-paid premium subsidies associated with participation in the Retiree Plans and the Medicare program; and (e) reaffirm the city's reservation of discretion to modify, amend, restructure, or terminate either or both of the Retiree Plans at any time through formal action of this Council, subject to any applicable legal limitations - Financing: No cost consideration to the City

**Sponsors:**

**Indexes:** 100

**Code sections:**

**Attachments:** 1. Ordinance, 2. Resolution

Date	Ver.	Action By	Action	Result
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**STRATEGIC PRIORITY:** Government Performance and Financial Management

**AGENDA DATE:** September 22, 2021

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Department of Human Resources

**EXECUTIVE:** Kimberly Bizer Tolbert

### SUBJECT

Authorize **(1)** an ordinance amending Chapter 34, "Personnel Rules," of the Dallas City Code by amending Section 34-32, "Health Benefits," and **(2)** a resolution to: **(a)** clarify the city's OPEB liabilities; **(b)** clarify the eligibility requirements for participation in the city's Retiree Plans; **(c)** create a one-time deferred enrollment option for the Post-65 Plan (the "Comeback Option") to be available to certain retired City employees and their spouses; **(d)** clarify and limit prospective eligibility to receive City-paid premium subsidies associated with participation in the Retiree Plans and the Medicare program; and **(e)** reaffirm the city's reservation of discretion to modify, amend, restructure, or terminate either or both of the Retiree Plans at any time through formal action of this Council, subject to any applicable legal limitations - Financing: No cost consideration to the City

### BACKGROUND

On June 24, 2020, City Council authorized approval of the proposed plan design changes effective January 1, 2021; and approval of the proposed health coverage contribution and premium rates by Resolution No. 20-1122. Plan changes were applicable to active employees and retiree benefits.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

On June 24, 2020, City Council authorized approval of the proposed plan design changes effective January 1, 2021, by Resolution No. 20-1122.

City Council was briefed on “Retiree Healthcare: Introducing the Comeback Option” on August 10, 2021.

**FISCAL INFORMATION**

No cost consideration to the City.