



RESOLUTION NO. 2025-5

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SENECA REGARDING HEALTH INSURANCE INCENTIVES UNDER CIS REGULATIONS

WHEREAS, the City of Seneca provides health insurance to eligible employees through Citycounty Insurance Services (CIS); and

WHEREAS, the City sought to implement a health insurance opt-out incentive for employees who choose not to participate in the City's CIS-sponsored health plan; and

WHEREAS, CIS regulations limit the allowable health insurance opt-out incentive to a maximum of \$100.00 per month; and

WHEREAS, the City Council has agreed to provide additional compensation equivalent to 75% of the monthly CIS health insurance premium as part of individual hiring negotiations; and

WHEREAS, the City has determined that any additional amount beyond the CIS-permitted \$100.00 shall be classified not as a health insurance opt-out incentive, but rather as a negotiated term of employment under hiring negotiations.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Seneca as follows:

Section 1. The City of Seneca shall comply with CIS regulations limiting health insurance opt-out incentives to \$100.00 per month.

Section 2. Any additional compensation provided to employees in lieu of health insurance coverage, beyond the \$100.00 per month CIS maximum, shall be documented as a hiring negotiation and not classified as a health insurance opt-out incentive.

Section 3. This resolution shall take effect immediately upon its adoption by the City Council.

PASSED AND ADOPTED by the City Council of the City of Seneca this 14<sup>th</sup> day of Oct, 2025.

Andrea Officer, Mayor  
Andrea Officer, Mayor

ATTEST:

Deborah Oatman  
Deborah Oatman, City Recorder