

RESOLUTION 2018-66

A RESOLUTION TO AUTHORIZE THE CITY TO PAY ONE-HALF OF AN EMPLOYEE'S PORTION OF THE CITY'S HEALTH INSURANCE PREMIUM WHEN THE EMPLOYEE IS ON UNPAID LEAVE WITH THE CITY DUE TO AN ON-THE-JOB INJURY

WHEREAS, employees who are injured on the job receive one hundred percent (100%) of their base rate of pay during the first seven (7) days of absence due to an on-the-job injury; and

WHEREAS, on day eight (8) after an on-the-job injury, employees receive sixty-six and two-thirds percent (66 2/3%) of their average pay from the City base rate of pay and this payment comes from the insurance provider and not the City; and

WHEREAS, while employees are being paid by the workers' compensation insurance provider, those who carry the City's insurance are still covered under the City's insurance but are not receiving a check from the City in which deductions for insurance can be made; and

WHEREAS, employees must pay the City directly for their health insurance premium; and

WHEREAS, because the employee is receiving a reduced rate of pay, the City believes that it is in the best interest of the City to pay one-half of the employee's portion of the health insurance premium for those employees injured on the job.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF FRANKLIN, TENNESSEE, AS FOLLOWS:

The City shall pay one-half of the employee's portion of the health insurance premium payment for employees injured on the job once the employee is no longer receiving a payroll check from the City and is receiving sixty-six and two-thirds percent (66 2/3%) of the base rate of pay. Employees are responsible to pay one-half of the insurance premium monthly while on leave.

IT IS SO RESOLVED AND DONE on this ____ day of _____, 2018.

ATTEST:

CITY OF FRANKLIN, TENNESSEE:

By: _____
Eric S. Stuckey
City Administrator

By: _____
Dr. Ken Moore
Mayor

Approved as to Form:

By: _____
Shauna R. Billingsley
City Attorney