



# Office of the City Clerk

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## Legislation Details (With Text)

**File #:** R2015-811  
**Type:** Resolution                      **Status:** Adopted  
**File created:** 10/14/2015              **In control:** City Council  
**Final action:** 10/21/2015

**Title:** Amendment of Regulations Governing Administration of Classification Plan and Employee Benefits for Classified Positions set forth in Annual Appropriation Ordinance (Salary Resolution) regarding health and welfare coverage and establishment of working group to address workers' compensation and return to work issues

**Sponsors:** Emanuel, Rahm

**Indexes:** Salary Resolution

**Attachments:** 1. R2015-811.pdf

Date	Ver.	Action By	Action	Result
10/21/2015	1	City Council	Adopted	Pass
10/20/2015	1	Committee on Workforce Development and Audit	Recommended to Pass	Pass
10/14/2015	1	City Council	Referred	

OFFICE OF THE MAYOR  
CITY OF CHICAGO

RAHM EMANUEL  
MAYOR

October 14,2015

TO THE HONORABLE, THE CITY COUNCIL OF THE CITY OF CHICAGO

Ladies and Gentlemen:

At the request of the Budget Director, I transmit herewith a resolution amending the Salary Resolution.

Your favorable consideration of this resolution will be appreciated.

Very truly yours,

Mayor

**RESOLUTION**

*Be It Resolved by the City Council of the City of Chicago:*

SECTION 1. The Regulations Governing the Administration of the Classification Plan and Employee Benefits for Classified Positions set forth in the Annual Appropriation Ordinance ("the Salary Regulations") are hereby amended by deleting the struck-through text and adding the underscored text, as follows:

**REGULATIONS GOVERNING THE ADMINISTRATION OF THE CLASSIFICATION PLAN AND EMPLOYEE BENEFITS FOR CLASSIFIED POSITIONS SET FORTH IN THE ANNUAL APPROPRIATION ORDINANCE.**

**A. Purpose.**

These regulations contain provisions governing compensation administration, and benefits for all positions which are subject to control and regulation by and for which compensation is required to be fixed by the Mayor and the City Council of the City of Chicago.

**B. Adoption And Definition Of The Compensation Plan.**

*(Omitted text is unaffected by this resolution)*

**(8) Health ~~Insurance~~ and Welfare Coverage.**

The term "~~healthcare~~ health and welfare coverage" includes, but is not limited to, medical benefits, prescription benefits, dental benefits, vision benefits, mental health and substance abuse benefits, health care flexible spending account benefits, dependent care benefits, disability benefits, life insurance benefits, accidental death and dismemberment benefits, wellness benefits and transit benefits, as well as the related claims administration, utilization review, case management, ~~prescription~~ benefits, consulting and actuarial services, ~~psychiatric and substance abuse~~ services, and any other ancillary administrative ~~benefit~~ services needed to provide such benefits.

In providing for single, employee plus one dependent, or family ~~healthcare~~ health and welfare coverage as set forth in the Annual Appropriation Ordinance under codes .0029, .0042^ .0043, and .004356, each company and Health Maintenance Organization (HMO) that provides ~~healthcare~~ health and welfare coverage shall first be approved by a majority of the Budget Director, City Comptroller, Benefits Manager, Commissioner of Human Resources and Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit. Plan provisions and rates shall all be approved by the Mayor or his designee the City Comptroller on the recommendation of a majority of the Budget Director, ~~City Comptroller~~, Benefits Manager, Commissioner of Human Resources and Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit. ~~Plan provisions and rates~~

~~shall all be approved by the Mayor on the recommendation of the Budget Director, City Comptroller, Benefits Manager, Commissioner of Human Resources and Chairmen of the Committee on Finance and the Committee on Workforce Development and Audit.~~ The Mayor or his designee the City Comptroller is authorized to enter into and execute such agreements, amendments and documents, subject to review as to form and legality by the Corporation Counsel, as are required or necessary to implement the prarrs health and welfare coverage, which agreements, amendments and documents shall be kept on file with the Budget Director and the City Comptroller.

Notwithstanding the preceding sentence, in the case of insured health and welfare coverage, including a fully insured HMO, the City Comptroller or his designee is authorized to enter into and execute such applications for any related insurance policies or contracts provided that such policies and contracts have been filed with and approved by the appropriate state department of insurance or other regulatory authority with jurisdiction over such matters, as and to the extent such filing and approval are required by applicable law or regulation.

The open enrollment period (that time when an employee can change coverage, carriers or HMO programs) shall be designated by the City Comptroller except for new full-time ■ employees who shall be eligible for coverage on the first of the month following date of commencement of employment.- Coverage shall terminate on the last date worked, subject to any legally required extensions of coverage. Where more than one member of a family is employed by the City, no duplication of coverage shall be allowed, including for dependents. An employee or dependent can be covered by only one City-paid health care health and welfare coverage plan.

*(Omitted text is unaffected by this resolution)*

**G. Holidays, Vacations And Sick Leave For Positions In The Classified Service.**

(Omitted text is unaffected by this resolution) (6) Working

Group

The Chairman of the Committee on Finance and the Mayor, each personally or through a designee, and two designees selected by the Chairman and three designees selected by the Mayor (for a total of seven people) shall convene as a working group from time to time to consider and resolve questions pertaining to workers-compensation and return to work for the City of Chicago.

*(Omitted text is unaffected by this resolution)*

SECTION 2. This amendatory resolution shall be effective on its passage.