GENERAL

Ordinance Fact Sheet

180891	
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Ordinance Number

Reason

Brief Title Approval Deadline Administrative Code Changes Details Positions/Recommendations **Human Resources** Reason for Legislation Sponsor Programs, All Departments, This ordinance enacts a new Division to establish a new Post Employment or Groups Health Plan (PEHP) which allows certain retiring employees the ability to Affected designate sick and vacation leave funds to be deposited to the Plan which are them designated to reimburse for qualified medical insurance premiums following retirement. Applicants / **Applicant Proponents Human Resources City Department** All Other Opponents **Groups or Individuals** Details: None Known Basis of opposition This new Division establishes the Post Employment Health Plan, which allows employees that are retiring, under normal or optional retirement provisions, to designate a certain percentage of their accrued and unused sick and vacation leave at retirement, as determined by their applicable Member Group, to the PEHP Trust via a lump sum payment. Staff X For Recommendation All funds deposited to the PEHP Trust are deposited tax free, which has positive tax implications for the retiring employees and the City; and allows Against the employee to better afford medical insurance premiums during retirement. **Reason Against** Funds deposited to the PEHP Trust can only be used to reimburse the retired employee, and at the retired employee's death, to their spouse and/or eligible dependents, for qualified medical insurance premiums, as defined by the Internal Revenue Code. All reimbursements paid to the retired employee and Board or their eligible employees from the Trust are also exempt from taxes. Commission Βv Recommendation For Against No action taken For, with revisions or conditions (see details column for conditions) Council Committee Do pass Actions Do pass (as amended) Committee Sub. Without Recommendation Hold Do not pass

(Continued on reverse side)

Details	Policy/Program Impact		
	Policy or Program		
	Change	No Yes	
	F!		
	Finances Cost & Revenue		
	Projections		
	Including Indirect		
	Costs		
	Financial Impact	See Attached Fiscal Note	
		40 Dudget Davis	
	Fund Source (s)	19 Budget, Page Unbudgeted, Appropriation	
	and Appropriation Account Codes	Fund	
	Account codes	00-000-00-0000-A0000	
	(Use this space for f	urther discussion, if necessary)	
Is it good for the children? Yes			
How will this contribute to a custoinable Konses City?			
How will this contribute to a sustainable Kansas City?			
Allows us to move forward with the goals and objectives of the entire			
City.			

Applicable Dates:

Fact Sheet Prepared by:

Barbara Davis Date 11-21-18

Retirement Systems Executive Officer

Reviewed by:

Gary O'Bannon Date 11-21-18

Director of Human Resources

Reference Numbers