

**Special Employment and Temporary Employee  
Health Insurance Policy  
Effective January 1, 2015**

The Affordable Care Act (ACA) requires the City to offer an affordable health plan to all full-time employees. The ACA defines a full-time employee as any employee whom at the time they start service, is reasonably expected to work an average of 130 hours or more per month (30 hours per week.) Such employees are not required to accept health benefits.

Effective January 1, 2015, temporary employees hired with the intent of working 30 hours or more per week will be eligible for City health benefits on the first of the month following 60 days of employment. Employees who work less than 30 hours per week are not eligible for City health benefits.

Special Employment temporary employees who are seasonal in nature, i.e. Parks & Recreation Workers, Life Guards, etc., are not eligible for City health benefits if they are not intended to work longer than one season (generally six months.) However, a temporary employee who works more than one season, i.e. a position in summer and then a different position in the winter would be eligible on the terms stated in the preceding paragraph.

A paid Intern who is reasonably expected to work more than 30 hours or more per week will be eligible for City health benefits on the first of the month following 60 days of employment. An unpaid Intern is not eligible.

Eligible Temporary Employee City Health Benefit Costs (2015)

The required monthly contribution from an eligible temporary employee participating in the Open Access with Deductible Plan will be:

Single coverage:	\$76.50/month
Family coverage:	\$199.99/month

These rates are subject to change.