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**CITY OF HOMER
HOMER, ALASKA**

Lewis

RESOLUTION 17-030(A)

A RESOLUTION OF THE CITY COUNCIL OF HOMER, ALASKA,
AMENDING CITY OF HOMER PERSONNEL REGULATIONS,
CHAPTER 6, EMPLOYEE BENEFITS, BY ADDING A NEW SECTION
6.24 TITLED OCCUPATIONAL DEATH BENEFIT.

WHEREAS, Currently all City of Homer employees are provided a life insurance policy of one year's base salary (additional insurance can be purchased); and

WHEREAS, Currently in the event of the death of an employee dependents participating in the health plan are eligible to purchase continuing health care coverage through COBRA for up to 36 months; and

WHEREAS, Compassion and assistance should be extended to the family of a City employee who dies while performing duties related to their job for the City of Homer.

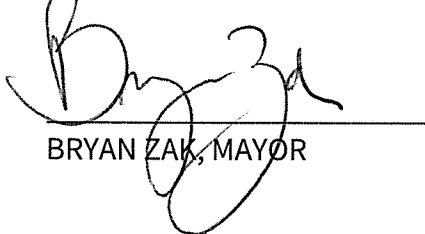
NOW, THEREFORE, BE IT RESOLVED that the City Council recommends amending Chapter 6 of the City of Homer Personnel Regulations to add a new section, Occupational Death Benefit where in the case of the occupational death of an employee, it is the policy of the City to retain the employee's eligible dependents on the City's health plan for 24 months at no cost to the family. Dependents are eligible for this benefit if they are enrolled in the City's healthcare plan at the time of the employee's death.

For a death to be considered occupational:

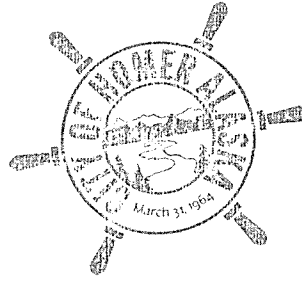
1. It must occur before the employee's retirement and before the employee's normal retirement date,
2. The proximate cause of death is a bodily injury sustained or a hazard undergone while in the performance and within the scope of the employee's duties, and
3. The injury or hazard is not the proximate result of willful negligence of the employee.

PASSED AND ADOPTED by the Homer City Council this 28th day of March, 2017.

CITY OF HOMER



BRYAN ZAK, MAYOR



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JO JOHNSON, MMC, CITY CLERK

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Fiscal Note: Minimum of \$9,457 and maximum \$17,495 annual liability for one case of occupational death based on 2017 estimates.