

RESOLUTION NO. 2010-19

A RESOLUTION OF THE TOWN OF GARFIELD, WASHINGTON, authorizing payment of post-retirement health insurance premiums for DAVID ULRICK.

PREMISES:

A. The Town of Garfield employs a Public Works Supervisor and a Public Works Assistant. The public works tasks often involve heavy physical labor, including lifting heavy objects, shovel work, and climbing into and out of excavations. Traditionally, these tasks have been shared by the two employees.

B. Recently, Public Works Supervisor David Ulrick suffered an injury to his back. The Supervisor has been advised by his physician that further heavy physical labor may exacerbate his condition and could lead to permanent disability. As such, if David Ulrick is to continue to be employed by the Town, the Town has an obligation to accommodate his disability by reducing the amount of heavy physical labor he is required to perform. Such an accommodation would require the remaining public works employee to assume more of the tasks involving heavy physical labor, thereby adversely affecting morale and subjecting him to a greater risk of injury or eventual disability.

C. David Ulrick has informed the Town Council of his desire to retire to prevent further injury to his back, but he is concerned about resulting loss of health care coverage; he will not be eligible for Medicare until September, 2011.

D. After considering the matter, to induce David Ulrick to retire immediately, the Town Council has determined that it would be in the Town's best interests to agree to maintain health insurance coverage for David Ulrick until he reaches the age of 65, or sooner qualifies for Medicare. Now, therefore,

BE IT HEREBY RESOLVED that the Town shall maintain Post-retirement insurance coverage for David Ulrick of the same or reasonably similar type of coverage that he is now receiving, and that such coverage shall commence upon his retirement on or before September 1, 2010, and shall continue until he attains the age of 65 or sooner qualifies for Medicare insurance coverage.

BE IT FURTHER RESOLVED that this insurance coverage may be, at the discretion of the Town Council, suspended anytime the cost thereof exceeds the present cost of such coverage by 10% or more.

PASSED this 25th day of August, 2010.

GARFIELD TOWN COUNCIL,
by:

Council Member

Council Member

Council Member

Council Member

Council Member

APPROVED:

Mayor

ATTEST:

Clerk