

*MUNICIPALITY OF PORT HOPE
RESOLUTION*

Date: 20 September 2022

57/2022

MOVED BY: _____

SECONDED BY: _____

WHEREAS Committee of the Whole at their meeting held on September 6, 2022 considered Staff Report FS-24-22 regarding Other Than Continuous Full-Time (OTCFT) Employee Benefit Plan;

NOW THEREFORE BE IT RESOLVED THAT Council direct staff to:

1. Implement a group health and dental benefit plan for non union part-time, seasonal and contract employees ("Other Than Continuous Full-time Employees") effective January 1, 2023 with a Health Spending Account credit administered to those employees who have met the eligibility criteria
2. Close the current Other Than Continuous Full-time (OTCFT) non union employee benefit plan to future employee enrolment and maintain the benefit plan for currently enrolled non union employees until their cessation of employment, their transfer to another plan, or change of employment classification.
3. Revise the Non-Statutory Benefit Policy to reflect the following changes for the non union Other Than Continuous Full-time (OTCFT) Employees:
 - Non union part-time, seasonal, and contract employees would be eligible to enrol in the Health Spending Account benefit plan, where they have worked seven hundred (700) or more hours in the preceding year, are actively employed and working with the Municipality in the year that follows.
 - The Health Spending Account amount would be \$250 per year and for each successive year, where the employee meets the seven hundred (700) hours worked criteria, an additional \$250 Health Spending Account credit would be added to their account, up to a maximum of ten (10) years of meeting the eligibility criteria, with a two thousand five hundred dollar (\$2,500) Health Spending Account credit maximum.

- Summer students, AND contract employees whose employment is dependent on funding from an outside source, would not be eligible to participate in the OTCFT Benefit plan.

Mayor Bob Sanderson