

**CITY OF MASON
COUNCIL WORK SESSION
MARCH 11, 2013**

The meeting was called to order at 6:05 p.m.

ATTENDANCE

The following members of Council were present: Barbara Spaeth, Charlene Pelfrey, Don Prince, Rich Cox, and David Nichols. Tom Grossmann joined the meeting at 6:10 p.m. Victor Kidd was absent.

FEDERAL PATIENT PROTECTION AND AFFORDABLE CARE ACT (PPACA)

Councilmember Spaeth stated that the Employee Relations Committee of Council wanted to provide Councilmembers with an understanding of Federal Health Care Reform and how it impacts the City of Mason and City of Mason part-time employees.

The Patient Protection and Affordable Care Act (PPACA) was signed into law on March 23, 2010. Since it was signed into law the City has implemented several changes to ensure compliance with the law. However, probably the most significant impact of the Act to City part-time employees and operations becomes effective January 1, 2014. Under the law large employers, which Mason is, must offer affordable health insurance to full-time, defined as, with respect to any month, an employee who is employed on average at least 30 hours of service per week. Currently the City defines full time as an employee who is scheduled 40 hours per week. Part-time employees are 58% of the City's workforce.

Working with legal counsel and Horan, the City's health insurance provider a number of options were explored. Ultimately the Federal law leaves few options for employers and the City has determined that in order to comply with the law, part-time staff hours must be reduced to not-to-exceed 25 hours per week beginning May 1, 2013. In addition the City has established a 6-month look-back period to allow some flexibility to adjust to emergency and other fluctuations in workload and activity. Council and staff members indicated a desire to educate part-time staff about this Federal law, communicate the changes required to comply with the law and identify options in an effort to minimize these impacts while recognizing the importance of part-time staff to the City's success.

The meeting was adjourned at 6:55 p.m.



Clerk of Council



Mayor