



AN ORDINANCE BY
COUNCILMEMBER MATT WESTMORELAND

AN ORDINANCE TO AMEND CHAPTER 2 (“ADMINISTRATION”), ARTICLE VIII (“EMPLOYEE BENEFITS”), DIVISION I (“GENERALLY”), SECTION 2-850(B) (“HEALTH INSURANCE”) OF THE CITY OF ATLANTA CODE OF ORDINANCES SO AS TO MODIFY THE BENEFITS ELIGIBILITY REQUIREMENTS FOR NEWLY HIRED OFFICERS AND EMPLOYEES; AND FOR OTHER PURPOSES.

WHEREAS, newly hired City of Atlanta (“City”) employees and officers are eligible for group health and dental benefits after completing ninety (90) days of continuous service pursuant to Section 2-850(b) of the City of Atlanta Code of Ordinances; and

WHEREAS, the Society for Human Resource Management has cited that comprehensive health benefits are one of the most important factors in the recruitment and retention of quality employees; and

WHEREAS, cities such as Phoenix, AZ, Seattle, WA, and Washington D.C. provide health benefits coverage for new hires and their dependents beginning with the first day of employment; and

WHEREAS, other municipalities including Marietta, GA, Austin, TX, and Nashville, TN provide health benefits within 30 days of new hires being employed; and

WHEREAS, should a newly hired employee elect to opt-in to the City’s group health and dental benefits during the first 90 days of employment, in order to receive health insurance they are responsible for covering the city’s contribution, which equals an additional \$3,852.54 for employees with families, \$2,077.74 for employees with children, and \$1,165.02 for an individual employee, representing a significant financial burden for employees; and

WHEREAS, eliminating the Ninety (90) day period for newly hired employees and their dependents to become eligible for group health and dental benefits would increase talent acquisition, therefore benefitting residents in improved delivery of services.

THE CITY COUNCIL OF THE CITY OF ATLANTA GEORGIA, HEREBY ORDAINS as follows:

SECTION 1: That Chapter 2, Article VIII, Division I, Section 2-850(b) of the Code of Ordinances of the City of Atlanta is hereby amended such that it shall read as follows:

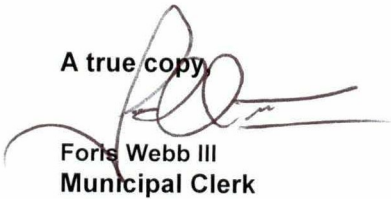
Sec. 2-850 – Health Insurance.

(b) Officers and employees will become eligible for the group health and dental benefits ~~after 90 days of continuous service~~ **immediately upon completion the provisions set forth in Section 114-189;** however, officers and employees may, at total cost, without city contribution, purchase coverage under the city group health and dental benefit plans which are adopted by the city.



SECTION 2: That this ordinance shall take effect on January 1, 2020 or upon adoption of this legislation, whichever is later.

SECTION 3: That all ordinances or parts of ordinances in conflict with the terms of this ordinance are hereby repealed only to the

A true copy

Fortis Webb III
Municipal Clerk

ADOPTED by the Atlanta City Council
APPROVED per City Charter Section 2-403

NOV 18, 2019
NOV 27, 2019

