

ARTICLE 18 - MEDICAL BENEFITS

(A) The City and the Association agree that the City will pay the cost of group hospitalization, health, dental, vision, and term life insurance for each individual employee covered by the provisions of this contract as recommended by the Employee Insurance Committee (hereinafter referred to as Committee), and approved by the City Council.

The City agrees to pay dependent insurance coverage costs equal to fifty percent (50%) of the actual cost.

This Article will be opened by the parties for the purpose of negotiating changes as recommended by the City's Employee Insurance Committee.

(B) The City agrees to pay the cost of long-term disability insurance.

(C) The City of Las Vegas Employee Insurance Committee shall consist of six (6) voting members, comprising three (3) persons to be selected by the City Employees' Association and three (3) persons to be selected by the City management. The Committee may request additional staff support to attend the meetings or to provide information as needed. The additional staff will not have voting privileges.

(D) All communications concerning the Committee by the Employee's Association to the City shall be directed to the Director of Human Resources.

(E) The City shall establish the necessary accounts and accounting procedures to ensure that:

1. A record is kept, by pay period, of the number of employees eligible for insurance coverage and the amount of funds paid by the City on their behalf.

2. A record is kept, by pay period, of the employees' contributions collected and deposited on their behalf.

3. All disbursements of funds from the insurance payment accounts shall be for the appropriate payment of insurance premiums, claims, or other legitimate expenses of the group hospitalization, health, vision, dental, long-term disability, life insurance, and any other insurance programs provided.

(F) The Association agrees to indemnify, and hold the City harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken or not taken by the City with respect to authorized deductions for coverage in excess of that provided in the first paragraph of this Article.