

CITY OF FALCON HEIGHTS
COUNCIL RESOLUTION

No. 25-99

Date: November 12, 2025

**RESOLUTION AMENDING THE CITY OF
FALCON HEIGHTS PERSONNEL POLICY**

WHEREAS, the Falcon Heights previously adopted an early retirement incentive policy for all employees;

WHEREAS, the City desires to provide a health care savings to be administered by the Minnesota State Retirement System as provided in Exhibit A ("HCSP Policy") for eligible employees who select an early retirement option through an early retirement policy established by the City;

WHEREAS, the City Council previously adopted Resolution 25-82, establishing language in Section IV Employee Benefits of the Falcon Heights Personnel Policy to include language for a HCSP Policy;

WHEREAS, the Minnesota State Retirement System is requiring a modification to remove "to its active employees" as a clarification;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Falcon Heights, Minnesota, that Section IV. Employee Benefits of the Falcon Heights Personnel Policy is amended to reflect Exhibit A of the HCSP Policy as modified below in strikethrough.

ADOPTED by the Falcon Heights City Council on November 12, 2025.



Randy Gustafson, Mayor

ATTEST:


Jack Linehan, City Administrator/Clerk

EXHIBIT A

HEALTH CARE SAVINGS PLAN

Employees of the City of Falcon Heights who have selected early retirement under a City of Falcon Heights early retirement policy ("Eligible Employees") may participate in the Health Care Savings Plan ("HCSP") administered by the Minnesota State Retirement System ("MSRS") in lieu of health care coverage under the City's group insurance plan or a reimbursement to the employee for the cost of insurance that the employee obtains on their own as provided under the applicable early retirement policy.

The City will make payments to MSRS for the city's contribution toward single health coverage for the lowest cost provider offered by the City ~~to its active employees~~ for a period of thirty-six (36) months following the employee's retirement date.

The payments by the City to the HCSP will be made on a quarterly basis.

Eligibility for health insurance reimbursement under this policy will cease if the retired employee is covered under another employer's group health plan or the City terminates group insurance coverage for all of its employees.

Upon the employee's death, contributions owed but not yet paid to the HCSP will be paid in cash to the employee's estate.