

**CITY OF WEST ALLIS
RESOLUTION R-2026-5104**

**RESOLUTION RELATING TO AUTHORIZING PAYMENT OF COBRA HEALTH
AND DENTAL INSURANCE PREMIUMS FOR THE SURVIVING SPOUSE AND
ELIGIBLE DEPENDENT CHILD OF AN ACTIVE CITY EMPLOYEE WHO DIED
WHILE EMPLOYED**

WHEREAS, an active employee of the City of West Allis died while employed on June 24, 2026, leaving a surviving spouse and eligible dependent child who were enrolled in the City's self-funded health and dental insurance plans; and

WHEREAS, under City Policy 1413, certain covered employees who die while actively employed after completing fifteen (15) years of service are eligible for continued health insurance coverage for their surviving spouse and eligible dependents, subject to the terms and conditions of that policy; and

WHEREAS, the employee who is the subject of this resolution had not completed fifteen (15) years of service and therefore was not eligible for the survivor health insurance benefit provided under City Policy 1413; and

WHEREAS, the death of an active employee constitutes a qualifying event under the Consolidated Omnibus Budget Reconciliation Act (COBRA), entitling the surviving spouse and eligible dependent child to elect continuation coverage under the City's health and dental plans; and

WHEREAS, the Common Council recognizes the extraordinary hardship experienced by the surviving family and finds that providing temporary financial assistance for continuation of health and dental insurance coverage during the immediate transition period is appropriate under the unique circumstances presented;

NOW THEREFORE, be it resolved by the Common Council of the City of West Allis as follows:

1. Upon the timely election of COBRA continuation coverage by the surviving spouse, the City shall pay one hundred percent (100%) of the applicable COBRA premiums for health and dental insurance for the surviving spouse and eligible dependent child for a period of ninety (90) days beginning July 1, 2026.
2. Upon expiration of the ninety (90) day period, continuation coverage, if any, shall remain available under COBRA in accordance with applicable law, with all premiums thereafter paid by the qualified beneficiary unless otherwise authorized by the Common Council.
3. This resolution is intended solely as a one time discretionary authorization based upon the specific facts presented. Nothing in this resolution shall be construed as amending City Policy 1413, modifying the City's health or dental benefit plans, or establishing a continuing policy or

entitlement applicable to future cases.

SECTION 1: **ADOPTION** “R-2026-5104” of the City Of West Allis
Municipal Resolutions is hereby *added* as follows:

ADOPTION

R-2026-5104(*Added*)

PASSED AND ADOPTED BY THE CITY OF WEST ALLIS COMMON COUNCIL

_____.

	AYE	NAY	ABSENT	ABSTAIN
Ald. Ray Turner	_____	_____	_____	_____
Ald. Kimberlee Grob	_____	_____	_____	_____
Ald. Chad Halvorsen	_____	_____	_____	_____
Ald. Marissa Nowling	_____	_____	_____	_____
Ald. Suzzette Grisham	_____	_____	_____	_____
Ald. Danna Kuehn	_____	_____	_____	_____
Ald. Dan Roadt	_____	_____	_____	_____
Ald. Patty Novak	_____	_____	_____	_____
Ald. Kevin Haass	_____	_____	_____	_____
Ald. Marty Weigel	_____	_____	_____	_____

Attest

Presiding Officer

Tracey Uttke, City Clerk, City Of
West Allis

Dan Devine, Mayor, City Of West
Allis