

ORDINANCE NO. Q-30-09

Amending City Code §102-92 Regarding Retiree Insurance Premiums

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GADSDEN, ALABAMA, that Section 102-92 of the City Code is amended to read as follows:

Sec. 102-92. Health and life insurance premium rates for retirees and part-time employees.

(a) All employees who continue health insurance coverage after retirement shall pay a monthly premium on or before the first day of each month for that month.

(b) Beginning with the payments due on January 1, 2011, all covered retirees and all covered part-time employees working 30 hours or more per week shall pay, in addition to premiums set out in this section, the total dollar increase in the cost of single or family coverage from the premium that was in effect as of January 1, 2010, as applicable to them. The increase that would have been made to the premiums of employees for the period beginning January 1, 2010, will never be added. This is generally determined shortly after October 1 of each year. The personnel department will give prompt written notice of an impending increase to each affected retiree. The increase will be effective as of January 1 of the year following the notice.

(c) Monthly premium rates for health insurance for retirees are as follows:

- (1) Employees who retired prior to October 1, 1991, and continued coverage will pay \$80.83 for single coverage or \$227.69 for family coverage. This includes coverage for dental benefits without any additional premium specifically assigned to dental coverage.
- (2) Employees retiring on or after October 1, 1991, and before reaching age 55 will pay \$191.18 for single coverage or \$405.96 for family coverage.

(3) Employees retiring on or after October 1, 1991, and on or after reaching age 55 will pay \$126.18 for single coverage or \$325.96 for family coverage.

(4) Employees retiring on or after October 1, 1991, and on account of a medical disability and qualifying for disability retirement under the applicable retirement system will pay \$126.18 for single coverage or \$325.96 for family coverage.

(d) Employees who are retired may retain life insurance coverage by paying the full monthly premium of the group term policy.

(c) Those part-time employees who are currently classified as "995" work 30 hours or more per week and are now covered by health and life insurance may continue coverage by paying 50% of the applicable premium.

(f) Nothing in this section or any other provision of this Code shall be construed in such a way as to violate the Age Discrimination in Employment Act, the Older Workers Benefit Protection Act, or similar anti-discrimination laws and regulations relating to age and disability. The city shall provide exactly the same benefits to employees over the age of 65 as it provides to employees under the age of 65, regardless of the presence or absence of Medicare coverage.

I certify that the City Council of the City of Gadsden, Alabama, duly adopted this ordinance at a public meeting held on September 29, 2009.

Iva Nelson
Iva Nelson, City Clerk

APPROVED on 9-30, 2009

Sherman Guyton
Sherman Guyton, Mayor