

ORDINANCE NO. 4129

**AN ORDINANCE AMENDING SECTION 78-110 OF THE CITY OF DEER PARK CODE OF ORDINANCES AND SECTION 2.9 OF THE EMPLOYEE PERSONNEL MANUAL, REGARDING HEALTHCARE BENEFITS FOR CITY OF DEER PARK RETIREES.**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DEER PARK:**

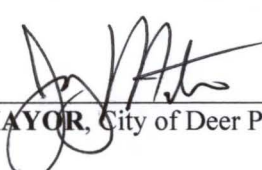
**I.**

That Section 78-110 of The City of Deer Park Code of Ordinances, and Section 2.9 of the Employees Personnel Manual are hereby amended by replacing Section 78-110 of The City of Deer Park Code of Ordinances, and Section 2.9 of the Employees Personnel Manual with the document attached hereto. These Sections shall take effect on January 1, 2020.

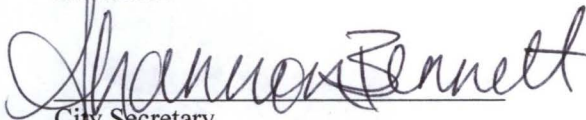
**II.**

It is officially found and determined that the meeting at which this Ordinance was adopted, was open to the public and the public notice of the time, place and purpose of said meeting was given, all as required by Chapter 551 of the Government Code of the State of Texas.

In accordance with Article VIII, Section 1 of the City Charter, this Ordinance was introduced before the City Council of the City of Deer Park, Texas, passed, approved and adopted on this the 17<sup>th</sup> day of December, 2019 by a vote of 7 "Ayes" and 0 "Noes".

  
\_\_\_\_\_  
MAYOR, City of Deer Park

**ATTEST:**

  
\_\_\_\_\_  
City Secretary

**APPROVED:**

  
\_\_\_\_\_  
City Attorney

**CITY OF DEER PARK**  
**RETIREE MEDICAL PROGRAM**

**I. Policy**

The city hereby elects to provide access to **medical** insurance coverage for its **retirees** under certain terms and conditions as set out in this section.

The city adopts the following definitions of "**retiree**" for purposes of this section:

A TMRS-participating employee who at the date of "retirement", has obtained a minimum of 5 years of service credit with the TMRS retirement system thus becoming "vested" in the TMRS plan with an attained age of 60, or 20 years of service credit in the TMRS retirement system and any age.

This eligibility means that the retiring employee (and their covered dependents) on a city medical plan before retirement/termination, are eligible to participate in available city medical plans designated for retirees with the retiree paying 100% of the monthly premiums for all covered persons unless qualifying for one of the grandfathering criteria below. This medical plan access is not available to individuals who have an offer of coverage from another source/employer available.

**II. Administration**

1. **Retirees** who are less than 65 years of age may be eligible for the same **medical** insurance plan(s) offered to active employees and/or may be offered alternative **medical** insurance plan(s), as well.
2. **Retirees** who are 65 years of age, or older, may be offered a Medicare supplement or similar plan.
3. **Retirees** will fund the entire cost of the premium for **medical** insurance coverage in an amount determined by the city council unless "grandfathered" in section "III" below.
4. **Retirees** who qualify for **medical** insurance coverage under this section are TMRS retirees and may elect to include their dependents in this coverage if the dependents were enrolled before the retirement date. These retirees will be required to pay the full cost of the premium for this dependent coverage.
5. Individuals who **retire** must enroll for coverage within 30 days of their retirement/termination date.
6. Retirees who at some point elect to terminate coverage will not be able to re-enroll at any time after the termination of coverage.

**III. "Grandfathered" Employees:**

1. Employees hired before January 1, 2020 in a TMRS-retirement eligible position with 20 years of City of Deer Park service and an attained age of 55 and whose age when added to years of service equals or exceeds the sum of 80, can participate in the city's retiree **medical** insurance coverage with a contribution by the city, which equates to 75% of the existing retiree rate.

2. Employees hired before January 1, 2020 in a TMRS-eligible position with 25 years of City of Deer Park service and are TMRS retirement eligible can participate in the city's retiree **medical** insurance coverage with a contribution by the city, which equates to 75% of the existing retiree rate.
3. Employees hired in a TMRS-eligible position with the city of Deer Park prior to January 1, 2020 and having at least 10 but less than 15 years of service with the city, an attained age of 60, and are TMRS retirement eligible; can participate in the city's retiree **medical** insurance coverage with a contribution by the city which equates to 25% of the existing retiree rate. TMRS-eligible employees hired prior to January 1, 2020 and having 15 – 19 years of service with the city, an attained age of 60 and are TMRS

**Retirees** who qualify for **medical** insurance benefits under this section may elect to include their dependents in this coverage and will be required to pay the full cost of the premium for this dependent coverage.

#### **IV. Newly Hired Employees:**

New TMRS-eligible employees hired on or after January 1, 2020 will be eligible to participate in applicable city medical plans at retirement but there will be no city funding towards employee/retiree or dependent premium costs.