

## ORDINANCE NO. 515-96

### AN ORDINANCE TO ESTABLISH HEALTH INSURANCE BENEFITS FOR RETIRED EMPLOYEES AND THEIR SURVIVING SPOUSE.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF HELENA:

#### SECTION 1. Definitions.

Eligible Retired Employees: Any full-time employee with at least ten (10) years of qualified service, including Mayor, who retire subsequent to the effective date of this Ordinance.

Surviving Spouse: Any eligible retired employee's legal spouse who is covered under the Insurance at the time of death of eligible retired employee.

Health Insurance:

- A. Option of single or family coverage of City Health Insurance. For eligible retired employees receiving a retirement check from City of State, City will pay for normal group rate premium of applicable standard policy of city and a life cap of \$250 single per month, and employee will pay balance until such time eligible retired employee qualifies for Medicare or takes other employment that offers Health Insurance or is receiving a family income of \$10,000 or more a year from gainful employment, whichever shall occur first.
- B. Family medical coverage may continue to be acquired through City coverage at the expense of retired employee or his/her dependents.
- C. If city employee retires before he/she is eligible for a retirement check, but such employee has ten (10) years City Retirement eligibility, said employee will have the option to Cobra the City coverage for eighteen (18) months, and after that period, get coverage elsewhere at employees choosing the same dollar portion being paid for Standard City Coverage.

Cobra Federal regulation where insurance coverage must be offered to employee upon leaving employment. Billing is sent directly to insured. Premium could be higher than regular coverage, making employee portion more.

Surviving Spouse Benefit: Surviving spouse shall be eligible to continue the existing coverage or, in the event of no dependent children, shall have option to revert to single member coverage for a period of 36 months under the Cobra Plan.

Other Gainful Employment Shall mean working for another company, person, firm, or corporation or self-employed. Does not mean investment income.

Eligibility Each eligible retired employee must furnish the City Clerk with a copy of current years tax return by May 15th of each year.

Payment Payment of eligible retired employee's share of premium must be received at City Hall by the 10th of each month. After two (2) months of non-payment, insurance will be canceled.

SECTION 2. To be eligible for any of the additional benefits herein provided for, an eligible retired employee must:

1. Be an insured pursuant to and under the applicable City Health Insurance at the time of retirement.
2. Be eligible for maintaining such health insurance coverage unrated at normal group rates.

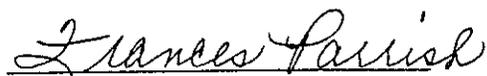
SECTION 3, This ordinance and the rights and benefits which it established shall be subject to amendment, change and/or modification by future action of the City Council and shall not create any contractual obligation o the City.

**DONE, ORDERED, APPROVED and ADOPTED**, on this the 18 day of

November, 1996.

ATTESTED BY:

APPROVED BY:

  
Frances Parrish, City Clerk

  
Charles W. Penhale, Mayor