

**SECTION 31.16 GROUP HOSPITALIZATION INSURANCE.**

(A) Effective January 1, 2011, all full time employees, unless specified differently in union contracts, shall pay an amount equal to eight percent (8%) of the monthly premium for such plan. (Ord. 187-02, 1-04, 42-07, 131-08, 134-11)

(B) Per the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA), the City is required to offer health care coverage to qualified employees, their spouses, and dependent children, when coverage would otherwise stop. Conditions of eligibility are as follows:

1. Widowed spouse and dependent children (up to age 25),
2. Employees, their spouses, and dependent children who have been terminated, voluntary or involuntary, except for reasons of gross misconduct,
3. Employees, their spouses, and dependent children, if their hours have been reduced, resulting in lost coverage,
4. Divorced or legally separated spouse and their dependent children,
5. Medicare ineligible spouses,
6. Dependent children who no longer meet the plan's definition of eligibility, or
7. Any additional criteria set forth or amended by the Federal Government.

Those meeting the above requirements are responsible for the cost of health care coverage.

(C) Retroactive to January 1, 2006, employees who are eligible to receive family coverage under another comprehensive group medical plan who opt not to participate in the City's program and who execute an appropriate waiver form, will receive four hundred dollars (\$400) per month in lieu of medical insurance coverage. Employees desiring to re-establish coverage under the City's plan will notify the Finance Department and coverage will be provided through the City's carrier or spouse's COBRA. Under COBRA, the City will reimburse in an amount not to exceed the current premium being paid for a similar coverage under the City plan. (Ord. 42-07)

(D) Effective November 1, 2003 employees who are eligible to receive the City's family group hospitalization insurance and elect to change, or who have previously changed from family to single coverage and execute an appropriate waiver form, will receive one hundred dollars (\$100) per month in lieu of the family coverage. New employees, who are eligible to receive the City's family group hospitalization insurance and select single coverage instead of family and execute an appropriate waiver form, will receive one hundred dollars (\$100) per month in lieu of the family coverage. (Ord. 136-03)

(E) Healthcare coverage begins the first day of employment and ends on the last day of the last month during which an employee is employed by the City. (42-07)