

AN ORDINANCE

AMENDING

City Code Sections 4-12-2-030 and 4-12-2-040 to amend the health care coverage, life, and accidental death & dismemberment insurance benefit provided to new employees hired on or after November 1, 2006.

NOW, THEREFORE, BE IT HEREBY ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF MARIETTA, GEORGIA:

Section 1: That City Code Section 4-12-2-030, Paragraph B be amended to read as follows:

- B. 1. The City of Marietta shall pay 100 percent of the calculated premium for single coverage, as determined by the City of Marietta, of any offered plans of health, life and accidental death and dismemberment insurance or coverage for all eligible employees as defined above and if hired prior to November 14, 1996.
2. If an eligible employee was hired between November 14, 1996 through October 31, 2006, the City of Marietta shall pay 100 percent of the calculated premium cost for single coverage, as determined by the City of Marietta, of the basic (currently the HMO) plan of health, life and accidental death and dismemberment coverage. If such employee wishes to participate in other plans, such participation will require 100 percent funding of the cost difference by the employee. The cost difference is determined at the sole discretion of the City of Marietta.
3. If an eligible employee is hired on or after November 1, 2006, the City of Marietta shall pay 85 percent of the calculated premium cost for single coverage, as determined by the City of Marietta, of the basic (currently the HMO) plan of health care coverage and 100% of the life and accidental death and dismemberment coverage. If such employee wishes to participate in other plans, such participation will require 100 percent funding of the cost difference by the employee. The cost difference is determined at the sole discretion of the City of Marietta.

Section 2: That City Code Section 4-12-2-030, Paragraph C be amended to read as follows:

- C. 1. If an eligible employee, who was hired prior to November 14, 1996, chooses dependent health insurance coverage, the City of Marietta shall pay 80 percent of the calculated premium cost, as determined by the City of Marietta, for dependent coverage of any city sponsored health insurance plan that the employee selects.

2. If an eligible employee was hired between November 14, 1996-October 31, 2006, the City of Marietta shall pay 80 percent of the calculated premium cost, as determined by the City of Marietta, for dependent coverage of the basic (currently the HMO) plan of health care coverage. If such employee wishes dependent coverage in a health care plan other than the basic plan, such participation will require 100 percent funding of the cost difference by the employee. The cost difference is determined at the sole discretion of the City of Marietta.

3. If an eligible employee was hired on or after November 1, 2006, the City of Marietta shall pay 80% of the calculated premium cost, as determined by the City of Marietta, for dependent coverage of the basic (currently the HMO) plan of health care coverage plus 85% of the calculated premium cost of the single rate for the basic (currently HMO) plan. The employee will pay the remainder of the calculated premium cost, as determined by the City of Marietta, for any health plan selected.

Section 3: That a new Paragraph E of City Code Section 4-12-2-030 be created to read as follows:

E. The City of Marietta expressly reserves the right to terminate any or all health care coverage, and life insurance, and accidental death & dismemberment insurance for any or all those employees hired on or after November 1, 2006.

Section 4: That City Code Section 4-12-2-040, Retiree Health Insurance, Paragraph A be amended to read as follows:

A. All full-time employees hired between August 14, 1991 – October 31, 2006, may continue their health insurance coverage after retirement from active service. Effective July 1, 2003, the City/BLW will contribute toward the cost of retiree health insurance for such employees on the following basis:

1. 20+ years of employee service. If hired after August 14, 1991 and before November 14, 1996, the City will contribute 100 percent of the calculated premium cost of retiree health care coverage (HMO and PPO plans). If hired between November 14, 1996 – October 31, 2006, the City/BLW will contribute 100% of the calculated premium cost of the retiree coverage on the City/BLW's basic health care plan (currently the HMO plan). The City/BLW will not contribute to the calculated premium cost of retiree dependent coverage except that the calculated premium cost to the retiree if he/she elects to cover such dependents will be frozen at time of retirement.

2. 15-19 years of employee service. If hired after August 14, 1991, and before November 14, 1996, the City/BLW will contribute 80 percent of the calculated premium cost of retiree health care coverage (HMO and PPO plans). If hired between November 14, 1996 – October 31, 2006, the City/BLW will contribute 80 percent of the calculated premium cost of the retiree coverage on the City/BLW's basic health care plan (currently the

HMO plan). The calculated premium cost to the retiree for retiree coverage will be frozen at time of retirement. The City/BLW will not contribute to the calculated premium cost of retiree dependent coverage and rate increases for dependent coverage will be passed on to the retiree as they occur.

3. 10-14 years of employee service. If hired after August 14, 1991, and before November 14, 1996, the City/BLW will contribute 50 percent of the calculated premium cost of retiree health care coverage (HMO and PPO plans). If hired between November 14, 1996 – October 31, 2006, the City/BLW will contribute 50 percent of the calculated premium cost of the retiree coverage on the City/BLW's basic health care plan (currently the HMO plan). The calculated premium cost to the retiree for retiree coverage will be frozen for such employees at time of retirement. The City/BLW will not contribute to the calculated premium cost of retiree dependent coverage and rate increases for dependent coverage will be passed on to the retiree as they occur.

4. Less than 10 years of employee service. If hired between August 14, 1991 – October 31, 2006, the employee may continue their health coverage after retirement from continuous, active service, but the retired employee must pay 100 percent of the retiree calculated premium cost and 100% of the dependent calculated premium cost if the retiree elects dependent coverage and all rate increases thereon.

Section 5: That Paragraph B of City Code Section 4-12-2-040, Retiree Health Insurance, be relabeled as Paragraph C.

Section 6: That a new Paragraph B of City Code Section 4-12-2-040, Retiree Health Insurance, be created to read as follows:

B. All full time employees hired on or after November 1, 2006 with a minimum of 10 years full time continuous, active service may continue their health care coverage after retirement provided such health care coverage is elected and provided by the City of Marietta at time of retirement. Effective November 1, 2006, the City/BLW will contribute toward the cost of this retiree health insurance on the following basis for such employees:

1. 20+ years of continuous employee service for those employees hired on or after November 1, 2006. The City/BLW will contribute 85% of the calculated premium cost of retiree single coverage for the City/BLW's basic health care plan (currently the HMO). Such benefit will be limited to cover the City/BLW retiree only. The dollar amount of the retiree contribution will not be frozen and will increase as the calculated premium cost for coverage increases to the City/BLW. The City/BLW will not contribute to the calculated premium cost of retiree dependent coverage and rate increases for dependent coverage will be passed on to the retiree as they occur.

2. 10-19 years of continuous employee service for those employees hired on or after November 1, 2006. The City/BLW will not contribute toward the

calculated premium cost of any retiree health plan chosen by the retired employee. The employee may purchase City/BLW group retiree health care coverage and dependent health care coverage, but will be responsible for 100 percent of all incurred costs including future rate increases on any plan selected.

3. Less than 10 years of continuous employee service for those employees hired on or after November 1, 2006. Employees who retire with less than 10 years service are not eligible to purchase retiree or dependent health care coverage through the City of Marietta/BLW.


Section 6: It is hereby declared to be the intention of this Ordinance that its sections, paragraphs, sentences, clauses, phrases and words are severable, and if any section, paragraph, clause, phrase or word of this Ordinance is declared to be unconstitutional or invalid, it shall not affect any of the remaining sections, paragraphs, clauses, phrases or words of this Ordinance.

Section 7: All Ordinances or parts of Ordinances in conflict with this Ordinance are hereby repealed.

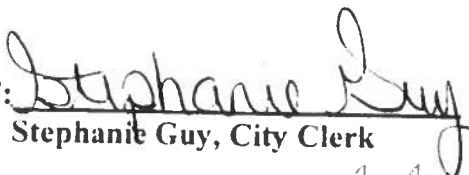
Section 8: This Ordinance shall become effective after the signature or without the signature of the Mayor, subject to Georgia laws 1983, page 4119.

DATE: September 13, 2006

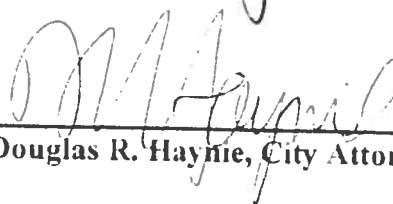
APPROVED: _____


William B. Dunaway, Mayor

ATTEST: _____


Stephanie Guy, City Clerk

Approved as to Form: _____


Douglas R. Haynie, City Attorney