

1 Introduced October 27, 2009, by Councilman
2 Hursey, seconded by Councilman Hicks, (by
3 request of Administration)

4
5 **Item No. 09-09-2821**

6 **ORDINANCE NO. 3551**

7
8 An ordinance amending the Code of Ordinances of the City of Slidell, Chapter
9 21 Personnel, Article II Employee Benefits.

10 NOW THEREFORE BE IT ORDAINED by the Slidell City Council that
11 Chapter 21, Personnel, Article II, Employee Benefits, Sec. 21-21 (2) is hereby amended as
12 follows:
13

14 **Chapter 21. Personnel**

15 **Section 21-21. Medical and Dental Insurance.**

- 16 (A) The City shall contribute to a program of medical and dental insurance for all fulltime
17 City employees, elected officials and retirees as provided in this Section. City
18 contributions to the cost of the medical and dental insurance shall be paid from
19 amounts appropriated for such purposes.
20
21 (B) The City shall contribute seventy five percent (75%) of the cost of the medical and/or
22 dental coverage selected by each active fulltime employee and each current elected
23 official.
24
25 (C) (1) The surviving spouse and dependents of a deceased City employee or of a
26 deceased elected official may continue to participate in the City's medical and/or
27 dental insurance program for no more than five (5) years after the death of such
28 employee or elected official, provided that:
29 (a) the said deceased employee or elected official was employed on a fulltime
30 basis or was serving the City as an elected official and dies while so
31 employed by the City or while serving as an elected official of the City; and
32 (b) the deceased employee or elected official had participated in the City's
33 medical insurance program for at least five (5) years prior to death if the
34 surviving dependents opt to continue medical coverage; or
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- 4 (c) the said deceased employee or elected official had participated in the City's
5 dental insurance program for at least five (5) years prior to the death if the
6 surviving dependents opt to continue dental coverage.
7
- 8 (2) The City shall pay its portion of the medical and/or dental insurance premium as
9 provided in subsection (B). The surviving spouse or dependent shall be
10 responsible to pay the remainder of the premium.
11
- 12 (3) Unless a dependent child is added through a qualifying event, only those
13 surviving spouses and dependents who were covered under the City's medical
14 insurance program for five (5) years prior to the employee's or elected official's
15 death may continue to participate in the City's medical insurance program
16 pursuant to this subsection.
17
- 18 (4) Unless a dependent child is added through a qualifying event, only those
19 surviving spouses and dependents who were covered under the City's dental
20 insurance program for five (5) years prior to the employee's or elected official's
21 death may continue to participate in the City's dental insurance program pursuant
22 to this subsection.
23
- 24 (5) Participation under this subsection shall terminate at the earlier of:
25 (a) the date the premium payment is more than sixty (60) days delinquent; or
26 (b) the date the surviving spouse or dependent becomes eligible for Medicare; or
27 (c) the date the surviving spouse or dependent becomes eligible to participate in
28 another group medical and dental insurance plan; or
29 (d) the date the dependent child becomes ineligible; or
30 (e) the date the surviving spouse remarries; or
31 (f) five (5) years from the date of death of the employee or elected official.
32
- 33 (D) (1) City employees who retire on or before June 30, 2010 may continue to participate
34 in the City's medical and/or dental insurance program under the following conditions:
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- 4 (a) the employee shall be vested and eligible to retire under any retirement
5 system authorized by the City; and
6
7 (b) the employee shall have a minimum of 10 years of City service; and
8
9 (c) in order to continue medical coverage, employees, spouses and dependents
10 shall have participated in the City's medical insurance program from the
11 effective date of this ordinance to the date of the employee's retirement.
12
13 (d) in order to continue dental coverage, employees, spouses and dependents
14 shall have participated in the City's dental insurance program from the
15 effective date of this ordinance to the date of the employee's retirement.
16
17 (e) the City shall contribute one hundred percent (100%) of the cost of the
18 medical and/or dental insurance premium;
19
20 (f) upon attainment of the age sufficient for Medicare eligibility, the retiree and
21 his/her spouse shall apply for Medicare Parts A and B. Those retirees and
22 their spouses shall participate in the City's Medicare Advantage Plan at the
23 same percentage contained in subsection (D)(1)(e) for medical coverage.
24
25 (g) retirees and their spouses who are not eligible for Medicare may continue
26 their participation in the City's medical and/or dental insurance program as
27 provided in this subsection (D)(1).
28
29 (h) retirees, spouses and their dependents may remain on the City's dental
30 insurance program at the same percentage contained in subsection
31 (D)(1)(e) after beginning the Medicare Advantage Plan.
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33 (2) City employees who were hired before September 1, 2008 and who retire from
34 the City after June 30, 2010 may continue to participate in the City's medical
35 and/or dental insurance program under the following conditions:
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37 (a) the employee shall be vested and eligible to retire under any retirement
38 system authorized by the City; and
39
40 (b) Have a minimum of 10 years of City service; and

4 (c) in order to continue medical coverage, the employee shall have participated
5 in the City's medical insurance program for not less than five (5) years
6 immediately prior to retirement. Unless a dependent child is added through
7 a qualifying event, only those spouses and dependents who were covered
8 under the City's medical insurance program for five (5) years prior to the
9 employee's retirement may continue to participate in the City's medical
10 insurance program pursuant to this subsection. Employees, spouses and
11 dependents shall be exempt from this five (5) year requirement if they
12 continuously participate in the City's medical insurance plan from the
13 effective date of this ordinance to any employee retirement date that is prior
14 to June 30, 2014.

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17 (d) in order to continue dental coverage, the employee shall have participated
18 in the City's dental insurance program for not less than five (5) years
19 immediately prior to retirement. Unless a dependent child is added through
20 a qualifying event, only those surviving spouses and dependents who were
21 covered under the City's dental insurance program for five (5) years prior to
22 the employee's retirement may continue to participate in the City's dental
23 insurance program pursuant to this subsection. Employees, spouses and
24 dependents shall be exempt from this five (5) year requirement if they
25 continuously participate in the City's dental insurance plan from the effective
26 date of this ordinance to employee retirement date that is prior to June 30,
27 2014.

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31 (e) the City shall contribute to the cost of the medical and/or dental insurance
32 premium at the following percentages:

33 (i) for employees who retire after at least ten (10) years but less than
34 twenty (20) years of service in a City sponsored retirement plan, the
35 City shall pay eighty percent (80%) of the total premium for the retiree
36 and eligible dependents;
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4 (ii) for employees who retire after at least twenty (20) years but less than
5 twenty five (25) years of service in a City sponsored retirement plan, the
6 City shall pay ninety percent (90%) of the total premium for the retiree
7 and eligible dependents;
8

9 (iii) for employees who retire after twenty five (25) years or more of service
10 in a City sponsored retirement plan, the City shall pay one hundred
11 percent (100%) of the total premium for the retiree and eligible
12 dependents;
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14 (f) Upon attainment of the age sufficient for Medicare eligibility, the retiree and
15 his/her spouse shall apply for Medicare Parts A and B. Those retirees and
16 their spouses shall participate in the City's Medicare Advantage Plan
17 according to their length of service at the same percentages contained in
18 subsection (D)(2)(e) for medical coverage.
19

20 (g) Retirees, spouses and their dependents who are not eligible for Medicare
21 may continue their participation in the City's medical and/or dental insurance
22 program according to their length of service at the same percentages
23 contained in subsection (D)(2)(e).
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25 (h) retirees, spouses and their dependents may remain on the City's dental
26 insurance program at the same percentage contained in subsection
27 (D)(2)(e) after beginning the Medicare Advantage Plan.
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29 (3) City employees who were hired after September 1, 2008 and who retire from the
30 City may continue to participate in the City's medical and/or dental insurance
31 program under the following conditions:

32 (a) the employee shall be vested and eligible to retire under any retirement
33 system authorized by the City; and
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35 (b) have a minimum of 10 years of city service; and

36 (c) in order to continue medical coverage, the employee shall have participated
37 in the City's medical insurance program for not less than five (5) years
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4 immediately prior to retirement. Unless a dependent child is added through
5 a qualifying event, only those spouses and dependents who were covered
6 under the City's medical insurance program for five (5) years prior to the
7 employee's retirement may continue to participate in the City's medical
8 insurance program pursuant to this subsection.
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10 (d) unless a dependent child is added through a qualifying event, only those
11 surviving spouses and dependents who were covered under the City's
12 dental insurance program for five (5) years prior to the employee's
13 retirement may continue to participate in the City's dental insurance program
14 pursuant to this subsection.
15

16 (e) the City shall contribute to the cost of the medical and/or dental insurance
17 premium for the employee at the following rates:
18

19 (i) employees who retire after at least ten (10) years but less than twenty
20 (20) years of service in a City sponsored retirement plan, the City shall
21 pay fifty five percent (55%) of the total premium for the retiree;
22

23 (ii) employees who retire after at least twenty (20) years but less than
24 twenty five (25) years of service in a City sponsored retirement plan, the
25 City shall pay sixty five percent (65%) of the total premium for the
26 retiree;
27

28 (iii) employees who retire after twenty five (25) years or more of service in a
29 City sponsored retirement plan, the City shall pay seventy five percent
30 (75%) of the total premium for the retiree;
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32 (f) In order for the spouse and dependents to participate in the medical and/or
33 dental insurance program, they shall pay one hundred percent (100%) of the
34 total premium;
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36 (g) Upon attainment of the age sufficient for Medicare eligibility, the retiree and
37 his/her spouse shall be covered by Medicare without any further
38 participation in the City's medical and/or dental insurance program.
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4 (h) Retirees, spouses, and their dependents who are not eligible for Medicare
5 may continue their participation in the City's medical and/or dental insurance
6 program according to their length of service at the same percentages
7 contained in subsection (D)(3)(e) and (D)(3)(f).
8

9 (4) Upon the death of the retiree, the surviving spouse may continue to participate in
10 the City's medical and/or dental insurance program at the same percentages
11 contained in subsections (D)(1)(e), (D)(2)(e) or (D)(3)(f) as applicable until he/she
12 remarries. The dependents of the retiree may continue to participate in the City's
13 medical and dental insurance program until he/she is no longer eligible.
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15 (5) If a surviving spouse has remarried prior to the effective date of this ordinance,
16 they may continue to participate in the City's medical and/or dental insurance
17 program at the same percentage contained in subsection (D)(1)(e).
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19 (6) Participation in the City's medical and/or dental insurance program pursuant to
20 subsections (D)(2) and (D)(3) shall automatically terminate if the portion of the
21 premium for which the retiree or his/her surviving spouse is responsible to pay is
22 more than sixty days (60) delinquent.

23 (E) Any medical and/or dental premium payments that are due to the City shall be made
24 through automatic draft.

25 (F) The City's Finance Department is authorized to promulgate and implement
26 administrative rules as it deems appropriate in order to carry out the provisions of this
27 Section.
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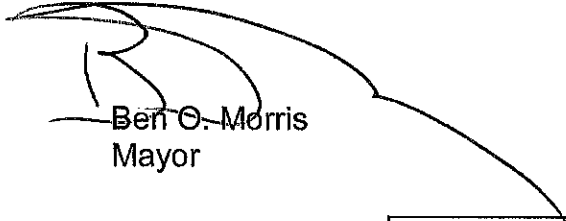
29 (G) The provisions of this Section shall not apply to any City employee who separates
30 from City service in order to avoid disciplinary action.
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4 **ADOPTED** this 27th day of October, 2009.
5

6 *Rickey Hursey*

7 Rickey Hursey
8 President of the Council
9 Councilman, District B

10 
11 Ben O. Morris
12 Mayor

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15 *Thomas P. Reeves*

16 Thomas P. Reeves
17 Council Administrator
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DELIVERED	10/31/09
3:05 p.m.	to the Mayor
RECEIVED	11/5/09
8:00 a.m.	from the Mayor