

1 Introduced April 27, 2021, by Councilman
2 Borchert

3
4 **Item No. 21-04-3366**

5 **ORDINANCE NO. 4027**

6
7 An ordinance amending the Code of Ordinances of the City of Slidell, Chapter
8 21 (PERSONNEL), Article II (EMPLOYEE BENEFITS), Section 21-21 (Medical and dental
9 insurance) relative to medical and dental insurance for prospective employees upon their
10 retirement.

11 WHEREAS, the City of Slidell provides for various insurance benefits for its
12 employees and certain of its retirees; and

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14 WHEREAS, the City desires to limit the effects of the increasing costs of
15 medical and dental benefits to its budget by way of a modification of retirement benefit
16 entitlements for prospective employees.
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19 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council that it does
20 hereby amend Chapter 21 (PERSONNEL), Article II (EMPLOYEE BENEFITS), Section 21-
21 21 (Medical and dental insurance) of the Code of Ordinances, City of Slidell to add a
22 subsection (d)(7) to Section 21-21, to read as follows:
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25 (d)(7) Notwithstanding anything in this section to the contrary, City employees who
26 are first hired on or after September 1, 2021, shall not, upon retirement, be
27 entitled to participate in the city's medical insurance program or the city's
28 dental insurance program. This restriction shall also apply to the spouse and
29 dependent(s) of such retiree.
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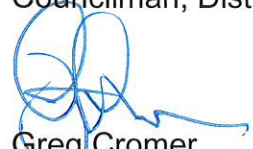
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ADOPTED this 25th day of May, 2021.



Kenny Tamborella
President of the Council
Councilman, District E



Greg Cromer
Mayor



Thomas P. Reeves
Council Administrator

DELIVERED	5/27/21
11:48 am	to the Mayor
RECEIVED	6/2/21
11:05 am	from the Mayor

ARTICLE I. IN GENERAL

Sec. 21-1. Salary changes.

(a) All unclassified employee salary levels shall be identified by a separate line item in the operating budget documents for each fiscal year.

(b) If the mayor, city council or any other city official should intend to grant a salary adjustment above the amount budgeted by line item for any unclassified employee, such authority shall make public notification of such intentions by causing the item to be placed on the council agenda for approval prior to granting such increase, and shall give justification, effective date, funding method, amount of increase, and new salary level for the affected employee.

(c) A fulltime city employee is one who:

- (1) Works on a regular, weekly basis at an assigned job for not less than 35 hours per week.
- (2) Receives a minimum of \$12,000.00 per year in earned, paid salary or wages.
- (3) Holds employee status as a result of:
 - a. Being employed under the rules and conditions of and as an employee in the Slidell civil service system; or
 - b. Being an unclassified employee whose specific position is directly designated, approved and funded in accordance with the Home Rule Charter of the city.

(d) Salary increases for classified employees shall be subject to the following procedure:

- (1) The mayor may propose to the council the granting of step increases to all classified employees. Upon council approval thereof, step increases shall be implemented according to the city's pay plan.
- (2) The mayor may propose to the council the granting of cost of living adjustments to all classified employees. Upon council approval thereof, cost of living adjustments shall be implemented at the level set by the council.

(3) The mayor may propose to the council such other salary increases for all classified employees he deems proper. Upon approval thereof, such other salary increases shall be implemented at the level set by the council.

(4) The city's annual budget shall reflect all salary increases approved by the council. (Code 1966, § 2-13; Ord. No. 3207, 8-24-2004; Ord. No. 3281, 6-28-2005; Ord. No. 3488, 8-12-2008)

Editor's note—Ord. No. 3281, adopted June 28, 2005, supplied provisions to be added to § 21-1 as subsection (c). In order to maintain the style of the Code, at the discretion of the editor, these provisions have been included as subsection 21-1(e).

Secs. 21-2—21-20. Reserved.

ARTICLE II. EMPLOYEE BENEFITS

Sec. 21-21. Medical and dental insurance.

(a) The city shall contribute to a program of medical and dental insurance for all fulltime city employees, elected officials and retirees as provided in this section. City contributions to the cost of the medical and dental insurance shall be paid from amounts appropriated for such purposes.

(b) (1) The city shall contribute 75 percent of the cost of the medical coverage for each active fulltime employee and each current elected official that elects dependent coverage. The city shall contribute 90 percent of the cost of the medical coverage for each active fulltime employee and each current elected official that elects single coverage. The city shall contribute 75 percent of the cost of the dental coverage selected by each active fulltime employee and each current elected official.

(2) The city reserves the right to assess a surcharge on those employees who fail to participate in a wellness program offered through the city to promote a healthy lifestyle, identify health risks, and provide proper prevention and education. The surcharge for those employees that do

not participate shall be no greater than 20 percent of the total single employee monthly premium. The city's finance department is authorized to promulgate and implement administrative rules as it deems appropriate in order to carry out the provisions of this section. This provision will take effect on July 1, 2015.

- (3) Spouses of City of Slidell employees who are eligible for group health coverage with their employers but choose to instead participate in the City of Slidell medical insurance will be charged a surcharge of \$150.00 per month beginning July 1, 2019. The surcharge does not apply to a spouse who is not eligible for group insurance at his or her employer. If a spouse chooses to participate in the coverage through his or her employer and also elects to participate in the City of Slidell plan as a secondary coverage, the surcharge will not apply.
- (4) The city will offer full-time employees and/or their spouses the opportunity to participate in a Medical Expense Reimbursement Plan (MERP). If the employee and/or their spouse/dependent children participates in an alternate medical coverage, they can be reimbursed for copays, deductibles, and coinsurance up to the amounts allowed by the Affordable Care Act. They can also be reimbursed for the premium contribution paid for the spouse's employer sponsored medical plan if it exceeds the premium contribution the city employee would have paid to remain on the city's medical coverage up to a certain amount. In order to participate in the MERP, you need to have participated in the city's medical plan prior to June 30, 2019, be a new employee as of July 1, 2019, or become eligible through a qualifying event. Retirees and/or their spouses are not eligible to participate in the MERP. City employees and their family members' participation in the MERP plan shall qualify as participation in a qualified city medical

insurance program in satisfaction of the retirement requirement outlined in section 21-21.

- (c) (1) The surviving spouse and dependents of a deceased city employee or of a deceased elected official may continue to participate in the city's medical and/or dental insurance program for no more than five years after the death of such employee or elected official, provided that:
 - a. The said deceased employee or elected official was employed on a fulltime basis or was serving the city as an elected official and dies while so employed by the city or while serving as an elected official of the city; and
 - b. The deceased employee or elected official had participated in the city's medical insurance program for at least five years prior to death if the surviving dependents opt to continue medical coverage; or
 - c. The said deceased employee or elected official had participated in the city's dental insurance program for at least five years prior to the death if the surviving dependents opt to continue dental coverage.
- (2) The city shall pay its portion of the medical and/or dental insurance premium as provided in subsection (b). The surviving spouse or dependent shall be responsible to pay the remainder of the premium.
- (3) Those surviving spouses who were covered under the city's medical insurance program for five years prior to the employee's or elected official's death may continue to participate in the city's medical insurance program pursuant to this subsection. This rule does not apply to dependent children.
- (4) Those surviving spouses who were covered under the city's dental insurance program for five years prior to the employee's or elected official's death may continue to

- participate in the city's medical insurance program pursuant to this subsection. This rule does not apply to dependent children.
- (5) Participation under this subsection shall terminate at the earlier of:
- a. The date the premium payment is more than 60 days delinquent; or
 - b. The date the surviving spouse or dependent becomes eligible for Medicare; or
 - c. The date the surviving spouse or dependent becomes eligible to participate in another group medical and dental insurance plan; or
 - d. The date the dependent child becomes ineligible; or
 - e. The date the surviving spouse remarries; or
 - f. Five years from the date of death of the employee or elected official.
- (d) (1) City employees who retire on or before June 30, 2010 may continue to participate in the city's medical and/or dental insurance program under the following conditions:
- a. The employee shall be vested and eligible to retire under any retirement system authorized by the city; and
 - b. The employee shall have a minimum of ten years of city service; and
 - c. In order to continue medical coverage, employees, spouses and dependents shall have participated in the city's medical insurance program from the effective date of this section to the date of the employee's retirement.
 - d. In order to continue dental coverage, employees, spouses and dependents shall have participated in the city's dental insurance program from the effective date of this section to the date of the employee's retirement.
- e. The city shall contribute 100 percent of the cost of the medical and/or dental insurance premium;
 - f. Upon attainment of the age sufficient for Medicare eligibility, the retiree and his/her spouse shall apply for Medicare Parts A and B. Those retirees and their spouses shall participate in the city's Medicare Advantage Plan at the same percentage contained in subsection (d)(1)e. for medical coverage.
 - g. Retirees and their spouses who are not eligible for Medicare may continue their participation in the city's medical and/or dental insurance program as provided in this subsection (d)(1).
 - h. Retirees, spouses and their dependents may remain on the city's dental insurance program at the same percentage contained in subsection (d)(1)(e) after beginning the Medicare Advantage Plan.
- (2) City employees who were hired before September 1, 2008 and who retire from the city after June 30, 2010 may continue to participate in the city's medical and/or dental insurance program under the following conditions:
- a. The employee shall be vested and eligible to retire under any retirement system authorized by the city; and
 - b. Have a minimum of ten years of city service; and
 - c. In order to continue medical coverage, the employee shall have participated in the city's medical insurance program for not less than five years immediately prior to retirement. Those spouses who were covered under the city's medical insurance program for five years prior to the employee's retirement may continue to participate in the city's medical insurance program pursuant to this subsection.

Employees and spouses shall be exempt from the five-year requirement if they continuously participate in the city's medical insurance plan from the effective date of this section to any employee retirement date that is prior to June 30, 2014. This five-year requirement does not apply to dependent children.

- d. In order to continue dental coverage, the employee shall have participated in the city's dental insurance program for not less than five years immediately prior to retirement. Those spouses who were covered under the city's dental insurance program for five years prior to the employee's retirement may continue to participate in the city's dental insurance program pursuant to this subsection. Employees and spouses shall be exempt from the five-year requirement if they continuously participate in the city's dental insurance plan from the effective date of this section to any employee retirement date that is prior to June 30, 2014. This five-year requirement does not apply to dependent children.
- e. The city shall contribute to the cost of the medical and/or dental insurance premium at the following percentages:
 - (i) For employees who retire after at least ten years but less than 20 years of service in a city sponsored retirement plan, the city shall pay 80 percent of the total premium for the retiree and eligible dependents;
 - (ii) For employees who retire after at least 20 years but less than 25 years of service in a city sponsored retirement plan, the city shall pay 90 percent of the total premium for the retiree and eligible dependents;

- (iii) For employees who retire after 25 years or more of service in a city sponsored retirement plan, the city shall pay 100 percent of the total premium for the retiree and eligible dependents.

- f. Upon attainment of the age sufficient for Medicare eligibility, the retiree and his/her spouse shall apply for Medicare Parts A and B. Those retirees and their spouses shall participate in the city's Medicare Advantage Plan according to their length of service at the same percentages contained in subsection (d)(2)(e) for medical coverage.
 - g. Retirees, spouses and their dependents who are not eligible for Medicare may continue their participation in the city's medical and/or dental insurance program according to their length of service at the same percentages contained in subsection (d)(2)(e).
 - h. Retirees, spouses and their dependents may remain on the city's dental insurance program at the same percentage contained in subsection (d)(2)(e) after beginning the Medicare Advantage Plan.
- (3) City employees who were hired after September 1, 2008 and who retire from the city may continue to participate in the city's medical and/or dental insurance program under the following conditions:
- a. The employee shall be vested and eligible to retire under any retirement system authorized by the city; and
 - b. Have a minimum of ten years of city service; and
 - c. In order to continue medical coverage, the employee shall have participated in the city's medical insurance program for not less than five years immediately prior to retirement. Those spouses who were

city sponsored retirement plan, the city shall pay 75 percent of the total premium for the retiree.

- f. In order for the spouse and dependents to participate in the medical and/or dental insurance program, they shall pay 100 percent of the total premium.
 - g. Upon attainment of the age sufficient for Medicare eligibility, the retiree and his/her spouse shall be covered by Medicare without any further participation in the city's medical and/or dental insurance program.
 - h. Retirees, spouses, and their dependents who are not eligible for Medicare may continue their participation in the city's medical and/or dental insurance program according to their length of service at the same percentages contained in subsection (d)(3)e. and (d)(3)f.
- (4) Upon the death of the retiree, the surviving spouse may continue to participate in the city's medical and/or dental insurance program at the same percentages contained in subsections (d)(1)e., (d)(2)e. or (d)(3)f. as applicable until he/she remarries. The dependents of the retiree may continue to participate in the city's medical and dental insurance program until he/she is no longer eligible.
- (5) If a surviving spouse has remarried prior to the effective date of this section, they may continue to participate in the city's medical and/or dental insurance program at the same percentage contained in subsection (d)(1)e.
- (6) Participation in the city's medical and/or dental insurance program pursuant to subsections (d)(2) and (d)(3) shall automatically terminate if the portion of the premium for which the retiree or his/her surviving spouse is responsible to pay is more than 60 days delinquent.

(e) Any medical and/or dental premium payments that are due to the city shall be made through automatic draft.

(f) The city's finance department is authorized to promulgate and implement administrative rules as it deems appropriate in order to carry out the provisions of this section.

(g) The provisions of this section shall not apply to any city employee who separates from city service in order to avoid disciplinary action. (Code 1966, §§ 2-18—2-20; Ord. No. 2865, 2-9-1999; Ord. No. 2928, 12-14-99; Ord. No. 3025, 9-11-01; Ord. No. 3029, 10-23-01; Ord. No. 3078, 7-9-2002; Ord. No. 3093, 10-22-2002; Ord. No. 3489, §§ 1—3, 8-12-2008; Ord. No. 3493, 8-26-2008; Ord. No. 3533, 5-12-2009; Ord. No. 3551, 10-27-2009; Ord. No. 3622, 7-26-2011; Ord. No. 3756, 12-16-2014)

Cross reference—Definitions generally, § 1-2.

Sec. 21-22. Employee catastrophic sick leave pool.

The city does hereby establish a catastrophic sick leave pool. This employee benefit is funded by voluntary employee contributions of accumulated annual and sick leave. Only employees who contribute are eligible to participate in this program. Commitments to contribute shall be made by those employees wishing to participate in any fiscal year by June 1 prior to the commencement of the fiscal year in which they will participate. An employee must contribute two days per year of sick or vacation leave into this pool. However, during the first year of existence of the pool, an employee at his sole discretion, may contribute up to seven days of sick or annual leave or a combination thereof. Employees who, due to catastrophic illness, have exhausted their vacation and sick leave would be eligible to draw from this pool. The withdrawal shall be limited to a lifetime maximum of 180 working days, and not more than 60 working days during any 12-month period. Employees shall accrue normal benefits during this period. The guidelines for contributions and eligibility for withdrawals shall be as follows:

- (1) Only eligible employees may participate in the catastrophic sick leave pool. To be eligible to contribute to or draw from the