

1 Introduced May 12, 2026, by Councilman
2 DiSanti, seconded by Councilman Brownfield,
3 (by request of Administration)

4 **Item No. 26-05-3643**

5
6 **ORDINANCE NO. 4288**

7
8 An ordinance amending and restating Section 21-21 of the City's Code of
9 Ordinances concerning health and dental insurance.

10 WHEREAS the City provides health and dental insurance benefits for certain
11 of its employees, its elected officials, and its eligible retirees, as generally provided for by
12 ordinance;
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14
15 WHEREAS the City wishes to provide for the adjustment of the premium share
16 provisions for eligible employees and elected officials to account for budget realities;
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18 WHEREAS the City further wishes to restate the provisions of its health and
19 dental insurance ordinance to provide for increased clarity in presentation and reading.
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21 NOW THEREFORE, BE IT ORDAINED by the Slidell City Council, in legal
22 session convened, as follows:
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24 Section 21-21 of the City's Code of Ordinances is amended and restated to read as
25 follows:
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27 **START OF CODAL REVISION**

28
29 **Sec. 21-21.-Health and dental insurance coverage.**

30
31 The city shall make available a program of health insurance coverage meeting at least
32 minimum essential coverage requirements under federal law, and a program of dental
33 insurance coverage, for: its employees who are considered full-time under federal law for
34 purposes of eligibility for health insurance coverage; its mayor, chief of police, and council
35 members; and its eligible retirees, as set forth in this section.
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4 (a) For city employees who are considered full-time under federal law for purposes
5 of eligibility for health insurance coverage, and for the city's elected officials, the
6 following provisions shall govern:

7
8 (1) *Employee only contribution.* The city's contribution to employee (inclusive
9 of an elected official) health insurance coverage and dental insurance
10 coverage pursuant to this section, when the employee chooses employee
11 only coverage, shall be at a rate of:

- 12
13 a. 90 percent of the premium for health insurance coverage; and
14 b. 75 percent of the premium for basic (non-premium/high) dental
15 insurance coverage.

16 The employee shall be responsible for the balance of the premiums,
17 along with any deductibles, copays, and coinsurance.

18
19 (2) *Multiple person coverage contribution.* The city's contribution to employee
20 (inclusive of an elected official) health insurance coverage and dental
21 insurance coverage pursuant to this section, when the employee chooses
22 employee + spouse, employee + children, or family coverage, shall be at
23 a rate of: not more than 75 percent of the respective premiums for the
24 health insurance coverage and basic (non-premium/high) dental
25 insurance coverage but not less than 70 percent of the respective
26 premiums for the health insurance coverage and basic (non-
27 premium/high) dental insurance coverage; provided that in no event shall
28 the city's said premiums contribution percentage decrease more than 1
29 percent each fiscal year from the said premiums contribution percentage
30 in place in the prior fiscal year.

31 Unless otherwise provided by the council, the department of finance shall
32 set the city health and dental insurance premiums contribution
33 percentage contemplated herein during open enrollment each year.

34
35 The employee (and any person participating under his policy) shall be
36 responsible for the balance of the premiums, along with any deductibles,
37 copays, and coinsurance.
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4 (3) *Spousal surcharge.* A city employee or elected official whose spouse is
5 eligible for health insurance coverage through his own employer but
6 enrolls in the city's plan instead shall be subject to/charged a \$150 per
7 month surcharge, applied as a payroll deduction. The surcharge does not
8 apply if the spouse has no health insurance coverage available through
9 his employer or if the spouse enrolls in his employer's plan and uses the
10 city plan only as secondary coverage.

11
12 (4) *MERP.* The city, acting through its mayor, shall offer its employees and
13 elected officials eligible for health insurance coverage hereunder and their
14 respective spouses and dependent children—if the same are eligible to
15 participate in alternate medical coverage—the opportunity to participate in
16 a city-sponsored integrated Medical Expense Reimbursement Plan
17 (MERP) in lieu of the direct health insurance coverage benefit offered
18 hereunder, on terms set by the mayor. Participation in a city MERP shall
19 be considered participation in the city's program of health insurance
20 coverage. Retirees are not eligible for the city's MERP.

21 (5) *Health and dental insurance coverage after employee or elected official*
22 *death.* If a city employee or elected official dies having participated in the
23 city's health insurance coverage and/or dental insurance coverage for at
24 least 5 years immediately preceding his death, his spouse, if said spouse
25 also participated in such relevant coverage for at least 5 years
26 immediately preceding the employee's death, and the employee's
27 dependent children who participated in such relevant coverage at the time
28 of the employee's death, may choose to continue to participate in the said
29 relevant coverage, with the city continuing to contribute its premium share
30 for same, and the participating survivors responsible for the balance of
31 costs, for up to 5 years after the employee's death. Eligibility for this
32 benefit continuation shall terminate at the earliest of:

- 33 a. for all eligible persons, if they do not opt in to participate within 30
34 days of the employee's death;
- 35 b. for all participants, the date their premium payment share is more than
36 30 days' delinquent;
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- 4 c. for any participant, the date the participant becomes eligible for
5 Medicare;
6 d. for any participant, the date that participant becomes eligible for
7 respective health insurance coverage or dental insurance coverage
8 offered by another employer;
9 e. for a dependent child, the date the dependent child becomes age-
10 ineligible under the city's health insurance plan;
11 f. for a surviving spouse, the date the surviving spouse remarries; or
12 g. for all participants, 5 years from the date of the employee's death.

13 (6) *Changes.* Specific health and dental plan terms, including deductibles,
14 co-pays, co-insurance, participating providers, and covered services, are
15 subject to change.
16

17 (7) *Implementation.* The city's administration is authorized to promulgate and
18 implement administrative rules as it deems necessary to carry out the
19 above provisions.
20

21 (b) For persons retired from the city, the following provisions shall govern:
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23 (1) *General eligibility.* Subject to all applicable limitations and requirements
24 set forth in this section, to have the option to continue to participate in city
25 health insurance coverage and/or dental insurance coverage after
26 retirement, a city employee (inclusive of an elected official) who retires
27 must:

- 28 a. have been first employed by the city before September 1, 2021;
29 b. be vested and eligible, at the time of his separation by retirement from
30 the city, to collect a pension from the public retirement system the
31 employee participated in while an employee of the city;
32 c. have at least ten years of service as a city employee;
33 d. have participated in the relevant city insurance coverage (health or
34 dental) for the following time periods:
35 i. if retired from the city before June 30, 2014, from the
36 effective date of Ordinance 3551 until the time of the
37 employee's retirement; or
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4 c. 100 percent of the premium for the selected coverage if the employee
5 has 25 years or more of service in a public retirement system of the
6 city.

7
8 An eligible retiree's spouse, who participated in the relevant city
9 insurance coverage for at least the same time required of the retiree
10 immediately preceding his retirement, may also participate in said
11 insurances during retiree's retirement, if selected by the retiree with the
12 city at the time of retirement, at the same premium contribution rate by
13 the city for the retiree. An eligible retiree's dependent children, who
14 participated in the relevant city insurance coverage at the time of the
15 retiree's retirement, may also participate in said insurances during
16 retiree's retirement, if selected by the retiree with the city at the time of
17 retirement, at the same premium contribution rate by the city for the
18 retiree.

19 The retiree (and any person participating under his policy) shall be
20 responsible for the balance of the premiums, along with any deductibles,
21 copays, and coinsurance.

22
23 (4) *Those hired on or after September 1, 2008.* A city employee who was
24 hired on or after September 1, 2008, and meets the general eligibility
25 criteria for retirement benefits set forth in this section at the time of said
26 retirement, may continue city health insurance coverage and/or dental
27 insurance coverage (basic only) during his retirement, if selected by the
28 retiree with the city at the time of retirement. In such an event, the city
29 shall contribute:

- 30 a. 55 percent of the premium for the selected coverage if the employee
31 has 10 years or more but less than 20 years of service in a public
32 retirement system of the city;
33 b. 65 percent of the premium for the selected coverage if the employee
34 has 20 years or more but less than 25 years of service in a public
35 retirement system of the city; or
36 c. 75 percent of the premium for the selected coverage if the employee
37 has 25 years or more of service in a public retirement system of the
38 city.
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5 An eligible retiree's spouse, who participated in the relevant city
6 insurance coverage for at least the same time required of the retiree
7 immediately preceding his retirement, may also participate in said
8 insurances during retiree's retirement, if selected by the retiree with the
9 city at the time of retirement, but said spouse shall be responsible for 100
10 percent of the premium. An eligible retiree's dependent children, who
11 participated in the relevant city insurance coverage at the time of the
12 retiree's retirement, may also participate in said insurances during
13 retiree's retirement, if selected by the retiree with the city at the time of
14 retirement, but said dependent children shall be responsible for 100
15 percent of the premium.

16 The retiree shall be responsible for the balance of the premiums, along
17 with any deductibles, copays, and coinsurance, and any person
18 participating under his policy shall be responsible for the premiums, along
19 with any deductibles, copays, and coinsurance.
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- 21 (5) *Retiree/retiree spouse insurance benefits once Medicare eligible.* Unless
22 otherwise provided by law, once an eligible retiree or his spouse,
23 receiving health insurance benefits under this section, becomes age-
24 eligible for Medicare, the health insurance coverage provided by the city
25 under this section shall be offered solely through a city-sponsored
26 Medicare Advantage Plan, for which the City shall pay the Medicare
27 Advantage (Part C) premiums at the same percentage rate it paid for the
28 retiree's employee-style health insurance coverage. Such a retiree or
29 spouse may continue to participate in city dental insurance coverage
30 (basic). Notwithstanding the foregoing, if the eligible retiree was an
31 employee hired by the city on or after September 1, 2008, once the
32 retiree or his participating spouse becomes age-eligible for Medicare, said
33 person is no longer eligible for any retirement benefit (whether health or
34 dental) from the city.

35 The foregoing provisions on benefit transition or termination once an
36 eligible retiree or his spouse is Medicare age-eligible shall not apply to an
37 eligible retiree or his spouse who is not eligible for premium-free Medicare
38 Part A coverage at the time of Medicare age-eligibility.
39

5 (6) *Effect of retiree death on spouse and dependent children insurance*
6 *benefits.* Except as otherwise required by law, should an eligible retiree
7 receiving insurance benefits under this section pass away, the surviving
8 spouse, if also participating in the relevant insurance benefits at the time
9 of the retiree's death, may continue to participate in such benefits at the
10 same premium contribution rate the surviving spouse participated in prior
11 to the retiree's death, but only until said surviving spouse remarries or is
12 otherwise prohibited from continued insurance benefit participation under
13 this section. Additionally, should an eligible retiree receiving insurance
14 benefits under this section pass away, the dependent children of said
15 retiree, if also participating in the relevant insurance benefits at the time of
16 the retiree's death, may continue to participate in such benefits at the
17 same premium contribution rate the dependent children participated in
18 prior to the retiree's death, but only until said dependent children become
19 age-ineligible under the health insurance plan or are otherwise prohibited
20 from continued insurance benefit participation under this section.

21 (7) *Termination of retiree/retiree spouse/retiree dependent children insurance*
22 *benefits.* Should the insured (i.e. non-city) premium contribution required
23 for any retiree, retiree's spouse, or retiree's dependent children be more
24 than 60 days delinquent, coverage for all such persons shall terminate,
25 with no further insurance benefit participation for such persons.

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27 In no event shall a retiree's dependent child be allowed to continue
28 participation in any insurance benefits once the dependent child becomes
29 age-ineligible under the health insurance plan

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31 (8) *Changes.* Specific health and dental plan terms, including deductibles,
32 copays, coinsurance, participating providers, and covered services, are
33 subject to change.

34 (9) *Implementation.* The city's administration is authorized to promulgate and
35 implement administrative rules as it deems necessary to carry out the
36 above provisions.
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6 (c) To the extent the city maintains self-insured coverage, the word "premium" as
7 used in this section shall mean the actuarially determined cost of funding the
8 respective plan.

9 (d) To the extent applicable federal or state law requires a longer period for any
10 action required in this section than what is set forth in this section, such longer
11 period shall govern. Further, any continuation of coverage provided under this
12 section shall run concurrently with, and not in addition to, any continuation of
13 coverage period required under COBRA and any other applicable federal or
14 state law.

15
16 **END OF CODAL REVISION**

17
18 **ADOPTED** this 26th day of May, 2026.

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20 Nick DiSanti
21 President of the Council
22 Councilman, District D

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24 Randy Fandal
25 Mayor

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28 Thomas P. Reeves
29 Council Administrator

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DELIVERED	5/29/26
3:30 pm	to the Mayor
RECEIVED	6/1/26
10:00 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 basis at an assigned job for not less than 72 hours per biweekly pay period.
- (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; Ord. No. 4052, 12-21-2021)

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

- 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. 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. 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 for the employee at the following rates:
- (i) 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 55 percent of the total premium for the retiree;
 - (ii) 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 65 percent of the total premium for the retiree;
 - (iii) Employees who retire after 25 years or more of service in a 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.
- (7) Notwithstanding anything in this section to the contrary, city employees who are first hired on or after September 1, 2021, shall not, upon retirement, be entitled to participate in the city's medical insurance program or the city's dental

insurance program. This restriction shall also apply to the spouse and dependent(s) of such retiree.

(e) Any medical and/or dental premium payments that are due to the city shall be made through automatic draft or by deduction from Municipal Police Employees' Retirement System (MPERS) in accordance with provisions of the Pension Protection Act of 2006.

(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; Ord. No. 3859, 4-25-2017; Ord. No. 3948, 6-25-2019; Ord. No. 4027, 5-25-2021)

Cross reference—Definitions generally, § 1-2.

Sec. 21-22. Reserved.

Editor's note—Ord. No. 4248, adopted July 8, 2025, repealed § 21-22, which pertained to employee catastrophic sick leave pool and derived from Code 1966, § 2-21; Ord. No. 3083, 8-13-2002.

Sec. 21-23. Employee standard leave benefits.

(a) For those hired prior to January 3, 2022. All city employees hired prior to January 3, 2022, shall be entitled to the following employee standard leave benefits and be subject to the following employee standard leave provisions:

(1) Annual leave (i.e. vacation leave).

a. Subject to the restrictions of this section, annual leave shall accrue at the following rate:

Years of Service	Part-Time* (at least 20 hours per week)	Full-Time (standard 72 hour biweekly schedule)	Full-Time (standard 80 hour biweekly schedule)
< 1 year	0.0462 per hour; based on actual standard schedule hours worked	0.0462 per hour; NTE 10.8 days annually	0.0462 per hour; NTE 12 days annually
1 year — < 5 years	0.0577 per hour; based on actual standard schedule hours worked	0.0577 per hour; NTE 13.5 days annually	0.0577 per hour; NTE 15 days annually
5 years — < 10 years	0.0693 per hour; based on actual standard schedule hours worked	0.0693 per hour; NTE 16.2 days annually	0.0693 per hour; NTE 18 days annually
10 years — < 15 years	0.0808 per hour; based on actual standard schedule hours worked	0.0808 per hour; NTE 18.9 days annually	0.0808 per hour; NTE 21 days annually
15 years and over	0.0924 per hour; based on actual standard schedule hours worked	0.0924 per hour; NTE 21.6 days annually	0.0924 per hour; NTE 24 days annually

* Does not include temporary or seasonal employees.

b. On July 1 of each year, the maximum annual leave carry forward shall be 240 hours (i.e. any unused hours in excess of 240 which accumulated prior to the start of the July 1 fiscal year are lost and non-redeemable ("use it or lose it")).

c. Upon separation from city employment, an employee shall be entitled to receive compensation for unused, accrued annual leave not to exceed 240 hours. Any unused, accumulated annual leave in excess of 240 hours which an employee has at the time of separation shall be considered