

GENERAL ORDINANCE NO. 6, 2021

CITY CLERK

AN ORDINANCE MODIFYING CERTAIN PROVISIONS OF THE TERRE HAUTE CITY CODE RELATED TO RETIREE HEALTH INSURANCE BENEFITS.

WHEREAS, the Common Council of the City of Terre Haute (hereinafter "Common Council") finds it beneficial for the City and the employees of the City to modify the definitions and qualifications for health insurance benefits after retirement to maintain a productive workforce, to promote the efficient performance of local government services and to evolve with an ever changing workforce.

IT IS HEREBY ORDAINED by the Common Council of the City of Terre Haute that the *Terre Haute City Code* shall be modified as follows:

SECTION 1. *Terre Haute City Code* shall be modified with the insertion of the underlined text and deletion of the stricken text as follows:

Sec. 2-181 Definitions.

...

c. **Retired Public Safety Employee.** A Police Officer or Firefighter who:

- (1) leaves employment with the City after June 30, 1986; and
- (2) has completed twenty (20) years of full-time employment with a City Public Safety Department; and
- (3) ~~has reached the age of fifty two (52) years on or before the retirement date, but is not eligible on the retirement date for Medicare coverage; and~~
- (4) files a written request with the Human Resources ~~Personnel~~ Department requesting retiree insurance benefits within ninety (90) days after the retirement date ~~or the enactment of this Article.~~

...

Sec. 2-182 Benefits.

a. Until a Retired Public Safety Employee, his or her Spouse, Dependent(s), or Surviving Spouse is eligible for Medicare coverage, the City shall make available a group health insurance program for such persons, and shall pay the percentage listed in the then-current salary ordinance of the premium for such group health insurance. When a Retired Public Safety Employee, his/her Spouse, Dependent or Surviving Spouse becomes eligible for Medicare coverage, the Retired Public Safety Employee, his/her Spouse's, Dependent's or Surviving Spouse's eligibility for participation in the City Insurance shall automatically terminate.

b. When a Surviving Spouse and/or Dependent becomes eligible for other health insurance, the eligibility for participation in the City Insurance shall automatically terminate.

c. The obligation of the City to pay the designated percentage of the City Insurance premium is conditioned upon the Retired City Employee, his/her Spouse, Dependent or Surviving Spouse making payment of any balance of his/her monthly City Insurance premium. A request to have a Spouse or Dependent receive coverage must be received, in writing, by the Human Resources Department within thirty (30) days of the date of retirement. (Gen. Ord. No. 20, 2003, 7-10-03)

Sec. 2-183 Benefits for Other Employees.

For City employees who are not public safety employees and are not covered by any other union contract/agreement, the City will continue to pay its portion of the monthly premium of a retiree's single employee group health and hospitalization insurance plan for retirees until they reach their 65th birthday in consideration of the following:

- a. Retiree is at least sixty-two (62) years old at the time of retirement;
- b. Retiree is currently and has been a full-time employee of the City for at least ~~twenty (20)~~fifteen (15) years;
- c. Retiree is currently enrolled in the group health and hospitalization insurance plan provided by the City and has been enrolled for at least ten (10) years, five (5) years of which have occurred continuously up to the time of retirement;
- d. Retiree informs the Human Resources Department ~~City Controller~~ in writing of his or her request for such coverage at least thirty (30) days prior to retirement; and
- e. Retiree may choose another city offered insurance plan (i.e., employee/spouse, employee/children, family, etc.), but the retiree will be responsible for paying the difference between the employee only plan and the selected plan.

SECTION 2. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 3. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 4. This ordinance shall be in full force and effect from and after the date of its passage by the Common Council of Terre Haute, Indiana and approval of the Mayor and upon publication as required by law.

Introduced by: Cheryl Loudermilk Cheryl Loudermilk, Councilperson

Passed in open Council this 6TH day of JANUARY, 2022.

Cheryl Loudermilk, President
Cheryl Loudermilk

ATTEST: Michelle L Edwards Michelle L. Edwards, City Clerk

Presented by me to the Mayor this 10TH day of JANUARY, 2022.

Michelle L Edwards Michelle L. Edwards, City Clerk

Approved by me, the Mayor, this 10TH day of JANUARY, 2022.

Duke A Bennett Duke A. Bennett, Mayor

ATTEST: Michelle L Edwards Michelle L. Edwards, City Clerk