

ORDINANCE NO. 2015-14

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF FLAGSTAFF RELATING TO RETIREE INSURANCE, AMENDING THE EMPLOYEE HANDBOOK OF REGULATIONS AND FLAGSTAFF CITY CODE, PROVIDING FOR PENALTIES, REPEAL OF CONFLICTING ORDINANCES, SEVERABILITY, AUTHORITY FOR CLERICAL CORRECTIONS, AND ESTABLISHING AN EFFECTIVE DATE

RECITALS:

WHEREAS, the City desires to provide retirees insurance consistent with policy established by the Northern Arizona Public Employees Benefit Trust ("NAPEBT").

ENACTMENTS:

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FLAGSTAFF AS FOLLOWS:

SECTION 1. In General.

The Flagstaff City Code, Title 1, *Administrative*, Chapter 14, *Personnel System*, Section 1-14-001-0001 *Personnel System Adopted*, is hereby amended by adopting those changes to the Employee Handbook of Regulations, herein referred to as "2015 Addendum 7 of the Flagstaff Employee Handbook of Regulations," as follows (additions shown in underlined capitalized text, deletions shown as stricken, and paragraphs E and F renumbered as B.2 and B.3 respectively):

1-70-030. RETIREE INSURANCE

The City will provide medical and dental insurance for eligible City retirees under certain terms and conditions, all of which are subject to change in part or in whole depending on policy changes made by the Northern Arizona Public Employees Benefit Trust (NAPEBT) or the City policy.

A. DEFINITIONS:

"NAPEBT EMPLOYER" MEANS ANY EMPLOYER MEMBER OF THE NORTHERN ARIZONA PUBLIC EMPLOYEES BENEFIT TRUST.

B. ELIGIBILITY:

A.1. To be eligible, an employee must retire from City service, ~~and~~ apply for and receive retirement benefits from either the Arizona State Retirement System or the Public Safety Personnel Retirement System AND:

a. IF THE EMPLOYEE WAS HIRED PRIOR TO JULY 1, 2015, MUST HAVE WORKED FOR THE CITY OF FLAGSTAFF FOR AT LEAST ONE (1) PAY PERIOD.

b. IF THE EMPLOYEE WAS HIRED ON OR AFTER JULY 1, 2015, MUST HAVE WORKED A MINIMUM OF FIVE (5) YEARS CONTINUOUSLY WITH ONE OR MORE NAPEBT EMPLOYERS.

- ~~E.2.~~ Retirees can maintain their coverage under the provisions of this program until the retiree reaches age sixty-five (65) and/or becomes entitled to Medicare.
- ~~F.3.~~ Dependent coverage is available subject to the limitations outlined in the City's group health insurance policy. Dependents cannot continue in this insurance program when the retiree is no longer eligible, but will be eligible to continue benefits under the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA). The domestic partner will not be eligible to continue benefits under COBRA unless the employee elects continuation for himself/herself or the domestic partner is a qualified tax code dependent.

C. PROCEDURES:

- ~~B.1.~~ The retirees will pay the entire premium amount; there will be no City contribution. The premium rates will be reviewed annually.
- ~~C.2.~~ Those eligible employees retiring will have thirty (30) days after their last working day to enroll in the insurance program. If they fail to do so within this thirty (30) day period they will be unable to join at a later date.
- ~~D.3.~~ Payments will be made directly to the City of Flagstaff through its Finance Section on a monthly basis by the due date of the statement, which is approximately the 20th of each month. It is the responsibility of the retirees to make the payments. Participants who fail to pay are subject to cancellation.

SECTION 2. Penalties.

Any person found in violation of any provision of the Flagstaff Employee Handbook of Regulations may be subject to discipline, as set forth in such Handbook.

SECTION 3. Repeal of Conflicting Ordinances.

All ordinances and parts of ordinances in conflict with the provisions of this ordinance or any part of the code adopted herein by reference are hereby repealed.

SECTION 4. Severability.

If any section, subsection, sentence, clause, phrase or portion of this ordinance or any part of the code adopted herein by reference is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

SECTION 5. Clerical Corrections.

The Human Resources Director is hereby authorized to correct typographical and grammatical errors, as well as errors of wording and punctuation, as necessary, related to the City of Flagstaff Employee Handbook of Regulations as amended herein, and to make formatting changes needed for purposes of clarity and form, or consistency.

SECTION 6. Effective Date.

This ordinance shall become effective thirty (30) days following adoption by the City Council.

PASSED AND ADOPTED by the City Council of the City of Flagstaff this 21st day of July, 2015.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

ATTORNEY