

A resolution needs to be completed to cover the circumstances in which employees and elected officials are allowed to continue health insurance and the cost of that health insurance when they leave city employment.

There are three basic issues and I have included two options to be selected in each circumstance.

1. LOPFI members who become disabled and are vested are allowed to continue their health insurance. If they suffered a career-ending injury during an emergency situation then they are allowed to continue at the same cost they pay when an active employees. Those that do not suffer and career-ending injury may continue the cover at the full cost (including what the city pays). The issue now is that all disabled LOPFI have been allowed to continue their insurance at their cost when active and not just those that suffered a career-ending injury. In discussing this with Phillip Crego, the council needs to decide which avenue to select:

a. Continue as we are now and continue to allow the disable LOPFI member to continue their insurance at their cost when active; or

b. Only allow disabled LOPFI members who suffer a career-ending injury to pay their cost and stop paying the city's cost for those members who have been allowed this benefit in the past.

2. Current resolution allows Non-Uniform employees with 20 years of service to continue the health insurance by paying the full cost. Employees with less than 20 years of service have been allowed to continue the health insurance if they were 55 and had 5 years of service. A decision needs to be made to:

a. A resolution to allow the current practice; or

b. Enforce the current 1984 resolution and notify those people involved that they will no longer be able to continue on the health insurance; or

c. pass another resolution with set parameters to be determined by council

3. Current 1984 resolution for elected officials has the same wording as #2 above – 20 years of service. A decision needs to be made to:

a. Allow all elected officials to continue health insurance at full cost to them when they are no longer an elected official; or

b. Allow elected officials to continue health insurance under the COBRA laws.