

ARTICLE V. - RETIREMENT HEALTH INSURANCE BENEFIT PROGRAM

Sec. 66-121. - Definitions.

For purposes of this article the following terms shall have the meanings set forth in this section:

Eligible retiree. Any employee of the city (including employees of the Department of Social Services), the school board and the constitutional offices (including specifically deputies of such officers) of the City of Bristol, Virginia who retires after the effective date of this section and gives the requisite written notice of intent to retire, who is eligible at the time of retirement to participate in the city's or school board's health insurance program (whether participating or not), and who is part of one of the following employment categories:

- (1) Employees who have been employed by the city, the school board or the constitutional offices for at least twenty-five years, which category of retirees will hereafter be referred to collectively as mid term employees.
- (2) Employees of the city, the school board or the constitutional offices who have at least thirty years of employment with the city, school board or constitutional offices, which category of retirees will hereafter be collectively referred to as long term employees.
- (3) Employees of the city, the school board or the constitutional offices who have at least thirty-five years of employment with the city, school board or constitutional offices, which categories of retirees will be hereafter collectively referred to as career employees.

Health insurance. Any policy of health insurance that covers a retiree after retirement, whether individually or as part of a group, and whether in the eligible retiree's name or in the name of another.

Medicare eligibility. The date an eligible retiree qualifies for Medicare coverage pursuant to the federal statute and regulations governing the same at that time.

(Ord. No. 01.14, 9-11-01; Ord. No. 03.03, 3-25-03)

Sec. 66-122. - Benefits.

Subject to the terms and conditions herein set forth:

- (1) Any mid term employees shall receive \$100.00 per month toward the cost of their health insurance, or if their insurance cost is less than \$100.00 per month, the actual cost of their monthly premium, until they shall have attained Medicare eligibility.
- (2) All long term employees shall receive \$200.00 per month toward the cost of their health insurance, or if their insurance cost is less than \$200.00 per month, the actual cost of their monthly premium, until they have attained Medicare eligibility.
- (3) All career employees shall receive \$300.00 per month toward the cost of their health insurance, or if their insurance cost is less than \$300.00 per month, the actual cost of their monthly premium, until they have attained Medicare eligibility.
- (4) There will be no cost-of-living increase to this benefit.
- (5) This benefit shall not be retroactive to employees who have retired prior to the effective date of this section except as follows. As previously adopted, city council intended this benefit to inure to the city's constitutional officers and their deputies and employees. Therefore, this benefit is given retroactive effect to cover any constitutional officers and their employees who retired after the passage of that predecessor Ordinance on September 11, 2001 and before the effective date of this section. The notice requirement for this limited number of previously retired constitutional officers or employees is waived.

- (6) An eligible retiree must give ninety days written notice of his or her intent to retire prior to the effective date of that retirement in order to claim this retirement benefit except for those eligible employees whose announced retirement date comes less than ninety days after the effective date of this article who shall not have to give any additional notice to qualify for this benefit.

(Ord. No. 01.14, 9-11-01; Ord. No. 03.03, 3-25-03)

66-123. - Conditions.

- (a) No eligible retiree shall be paid more than the actual monthly cost of their health insurance.
- (b) This benefit shall end on the date of an eligible retiree's qualification for Medicare eligibility or his or her death, whichever shall first occur.
- (c) A mid term employee who retires and receives this benefit will not be entitled to the higher \$200.00 per month coverage thereafter nor shall a long term employee who retires and receives this benefit be entitled to the higher \$300.00 benefit thereafter.
- (d) Only work experience for the city, the school board, or the constitutional office shall count toward the 25, 30, or 35 years of service.
- (e) There will be no benefit paid to any employee who leaves service with less than 25 years of service.
- (f) For eligible retirees who are insured under the city or school board health insurance policy, the city shall pay this benefit directly on their premium bill. For those eligible retirees insured with another company, the city shall pay their benefit to them as a monthly check.
- (g) This benefit is in addition to any other health insurance credit an eligible retiree may receive from VRS or any other source.
- (h) The city manager shall establish a reasonable procedure for written confirmation from eligible retirees of their monthly health insurance premium on at least an annual basis.

(Ord. No. 01.14, 9-11-01; Ord. No. 03.03, 3-25-03)