

**CITY OF CORDOVA, ALASKA
ORDINANCE 1182**

**AN ORDINANCE OF THE COUNCIL OF THE CITY OF CORDOVA, ALASKA, AMENDING
CORDOVA MUNICIPAL CODE 4.52.020 TO CLARIFY EMPLOYEE HEALTH INSURANCE
COVERAGE**

WHEREAS, the City provides health insurance coverage to employees and their dependents; and

WHEREAS, the City currently pays for 100% of health insurance coverage for exempt employees which is well above the rates offered by most employers across the state and nation; and

WHEREAS, the City is committed to providing health insurance in a cost-effective manner.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Cordova, Alaska that:

Section 1. Cordova City Code 4.52.020 Insurance and medical benefits, is amended as follows:

4.52.020 - Insurance and medical benefits.

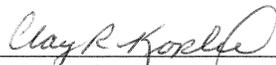
- A. All full-time and all part-time employees of the city ~~will~~ **may** be enrolled in the city's health and life insurance program. Each eligible employee, his or her spouse and unmarried dependent children ~~shall~~ **may** be covered by the group policy ~~at no expense to the employee.~~ All benefits, limitations, exclusions and other coverage provisions will be subject to the terms and conditions of the health insurance contract that is in effect and issued to the city. Benefits, limitations, exclusions and other coverage provisions are provided to the employee in their health insurance booklet. Part-time employees will have the cost of their insurance coverage pro-rated according to hours worked.
- B. When a full-time or part-time employee is on leave without pay, the employee is responsible for payment of all health and life insurance premiums.
- C. The Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1984 and all pertinent amendments thereto govern the rights of employees to health insurance after termination of employment.

Section 2. This ordinance shall be effective thirty (30) days after its passage and publication. This ordinance shall be enacted in accordance with Section 2.13 of the Charter of the City of Cordova, Alaska, and published within ten (10) days after its passage.

1st reading: December 18, 2019 2nd reading and public hearing: January 15, 2020

PASSED AND APPROVED THIS 15th DAY OF JANUARY 2020





Clay R. Koplin, Mayor

ATTEST:



Susan Bourgeois, CMC, City Clerk

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