

**AN ORDINANCE
OF THE
CITY OF MINNEAPOLIS**

By Johnson

**Amending Title 2, Chapter 20 of the Minneapolis Code of Ordinances
relating to Administration: Personnel.**

The City Council of the City of Minneapolis do ordain as follows:

Section 1. That Section 20.456(b) of the above-entitled ordinance be amended to read as follows:

20.456. 2005 Severance pay for appointed employees.

(b) In addition to the severance payment in paragraph (a), for those appointed employees who are removed, provide the city the general release required in paragraph (a) and do not accept another city position, the city will pay the following:

(1) *Beginning April 1, 2009.*

- a. If the appointed employee has medical coverage or medical and dental insurance coverage on the date of removal and the appointed employee elects to continue medical insurance through the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) or medical and dental insurance through COBRA, the following contribution to the employee's Health Reimbursement Arrangement Plan account:

1st Month of COBRA Eligibility	Contribution Medical Coverage Level	
	Single	Family
May 2009	\$1,430	\$4,470
June 2009	\$1,450	\$4,540
July 2009	\$1,470	\$4,600
August 2009	\$1,490	\$4,670
September 2009	\$1,520	\$4,740
October 2009	\$1,540	\$4,800
November 2009	\$1,560	\$4,870
December 2009	\$1,580	\$4,940
January 2010 through March 2010	\$1,600	\$5,000

- b. If the appointed employee has only dental insurance coverage on the date of removal and the appointed employee elects to continue dental insurance through COBRA, one hundred (100) percent of the premium for dental insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the removal and for the dental plan in effect on the date of the removal.

The terms of this section 20.456(b)(1) will expire on ~~December 31, 2009~~
February 28, 2010.

(2) *Beginning ~~January 1, 2010~~ March 1, 2010.*

- a. If the appointed employee elects to continue medical insurance through COBRA, one hundred (100) percent of the premium for medical insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the removal and for the medical plan in effect on the date of the removal.
- b. If an employee elects to continue dental insurance through COBRA, one hundred (100) percent of the premium for dental insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the removal and for the dental plan in effect on the date of the removal.

Section 2. That Section 20.900 of the above-entitled ordinance be amended to read as follows:

20.900. Insurance continuation. (a) *Beginning April 1, 2009.* All employees whose positions are eliminated pursuant to this article and who are laid off shall be provided the following with respect to COBRA continuance of medical and dental insurance.

- (1) If an employee has medical coverage or medical and dental insurance coverage on the date of layoff and the employee elects to continue medical insurance through COBRA or medical and dental insurance through COBRA, the city shall make the following contribution to the employee's Health Reimbursement Arrangement Plan account:

1st Month of COBRA Eligibility	Contribution Medical Coverage Level	
	Single	Family
May 2009	\$1,430	\$4,470
June 2009	\$1,450	\$4,540
July 2009	\$1,470	\$4,600
August 2009	\$1,490	\$4,670

September 2009	\$1,520	\$4,740
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November 2009	\$1,560	\$4,870
December 2009	\$1,580	\$4,940
January 2010 <u>through March 2010</u>	\$1,600	\$5,000

- (2) If an employee has only dental insurance coverage on the date of layoff and the employee elects to continue dental insurance through COBRA, the city shall pay one hundred (100) percent of the premium for dental insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the layoff and for the dental plan in effect on the date of the layoff.

The terms of this section 20.900(a) will expire on ~~December 31, 2009~~ February 28, 2010.

(b) *Beginning ~~January 1, 2010~~ March 1, 2010*. All employees whose positions are eliminated pursuant to this article and who are laid off shall be provided the following with respect to COBRA continuance of medical and dental insurance:

- (1) If an employee elects to continue medical insurance through COBRA, the city shall pay one hundred (100) percent of the premium for medical insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the layoff and for the medical plan in effect on the date of the layoff.
- (2) If an employee elects to continue dental insurance through COBRA, the city shall pay one hundred (100) percent of the premium for dental insurance for the first six (6) months of COBRA continuance at the level of coverage, single or family, in effect on the date of the layoff and for the dental plan in effect on the date of the layoff.

The terms of section 20.900(b) will expire on December 31, 2011. The city council must take specific action to extend the terms of section 20.900(b) relating to the continuation of insurance benefits if the city council wants those specific insurance benefits to apply to laid off employees after December 31, 2011.