BILL NO. G-16-12-08 **General Ordinance No.**

AN ORDINANCE AMENDING CHAPTER 36: PERSONNEL POLICIES OF THE FORT WAYNE, INDIANA CODE OF ORDINANCES TO ADD A NEW SECTION 36.18 REGARDING HEALTH INSURANCE DEDUCTIBLES FOR CERTAIN RETIRED FIREFIGHTERS

WHEREAS, the City of Fort Wayne (the "City") has the unilateral right to establish various terms and conditions for employee health insurance including the right to establish costs (premiums, out-of-pocket costs, and deductibles), and to determine the number of plans, vendors, plan design and co-pays; and

WHEREAS, the City has negotiated the terms and conditions of health insurance for its firefighters for the year 2017 pursuant to the City's collective bargaining agreement with the firefighters; and

WHEREAS, the new health insurance plans offered to firefighters include an increase in the deductible for retired firefighters; and

WHEREAS, to offset the deductible increase on a short-term basis, the City has decided to reimburse up to fifty percent (50%) of certain retired firefighters' insurance deductibles for the years 2017 and 2018; and

WHEREAS, nothing in this ordinance shall prohibit the City from re-negotiating the terms and conditions of health insurance for firefighters and retired firefighters during future collective bargaining sessions.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That Chapter 36 of the Fort Wayne Code of Ordinances: "PERSONNEL POLICIES" SHALL BE AMENDED to add a new Section 36.18, which shall read as follows:

§ 36.18 HEALTH INSURANCE DEDUCTIBLES FOR CERTAIN RETIRED FIREFIGHTERS.

(A) *Application*. This Section only applies to those retired firefighters who:

(1) Were hired prior to January 1, 2014 who retire from the City; or

(2) Terminate their service to the City with a job-related disability pension.

(B) *Definition of Deductible*. For purposes of this Section, the term Deductible shall mean the defined annual health insurance deductible on the lowest deductible health insurance plan offered by the City and is intended to and does exclude other out-of-pocket expenses such as co-pays and co-insurance.

(C) From and after the effective date of this ordinance, the City shall reimburse up to fifty percent (50%) of the annual Deductible cost for retired firefighters who qualify under subsection (A).

(D) Retired firefighters shall be required to pay the first fifty (50%) of their annual Deductible cost out-of-pocket. Once the first fifty percent (50%) of the annual Deductible cost has been paid by the eligible retired firefighter, the eligible retired firefighter shall be entitled to be reimbursed by the City for additional deductible expenses actually incurred by the retired firefighter, which are applied to the firefighter's annual Deductible cost, subject to the cap set forth in subsection (E).

(E) The maximum amount reimbursed by the City under this Section shall not exceed fifty percent (50%) of the annual Deductible cost of the lowest deductible health insurance plan offered by the City regardless of whether the eligible retired firefighter selects coverage under a higher-deductible insurance plan.

(F) The City shall adopt policies to enable it to effectively administer the reimbursement called for herein.

(G) This Section shall sunset on December 31, 2018; provided, however, that nothing in this Section shall prohibit the City from re-negotiating the terms and conditions of health insurance offered to firefighters and retired firefighters prior to the sunset date.

SECTION 2. That this Ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.

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, Council Member

APPROVED AS TO FORM AND LEGALITY

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Joseph G. Bonahoom, City Council Attorney