

RESOLUTION NO. 1131

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF ANTHONY, KANSAS AMENDING ARTICLE F, SECTION F-9 HEALTH CARE PROGRAM AND ARTICLE I SEPARATION FROM CITY EMPLOYMENT, BY ADDING LANGUAGE TO ALLOW CONTINUATION OF HEALTH INSURANCE COVERAGE FOR RETIREES OF THE CITY OF ANTHONY'S PERSONNEL POLICIES AND GUIDELINES

WHEREAS, it is beneficial for the City of Anthony to have updated written and adopted Personnel Policies and Guidelines;

AND WHEREAS, the City of Anthony desires to provide the opportunity for the continuation of health care coverage for retiring employees;

AND WHEREAS, the City of Anthony's Personnel Policies and Guidelines needs to be amended to reflect new and updated City policies.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF ANTHONY, KANSAS:

Section 1. The following shall be added to Article I Separation from City Employment:

I-8 Continuation of Health Insurance for Retiring Employees. Employees retiring from the City, under age 65, shall be eligible for continued participation in the City's Health Insurance Plan in accordance with the provisions of K.S.A. 12-5040 et. seq. and amendments thereto, and by meeting all of the following conditions:

- (a) The employee has a minimum of ten (10) years employment. Years of employment include employment with any local government entity.
- (b) The employee must submit a completed Form 18 – Retiree Request to Continue Health Coverage to the City Clerk within 30 days following the retirement date of the employee.
- (c) The employee shall pay the full cost of the premium. Premium is payable to the City of Anthony by the 15th day of each month prior to the month of coverage eligibility.
- (d) Coverage is eligible for the retiring employee, their spouse, and dependents. If coverage for the eligible employee was continued at retirement, the covered surviving spouse of the employee may continue under the City's Health Insurance Plan provided that, all such costs and premiums for the health insurance are paid by the employee's surviving spouse as due in section (c) herein. Coverage shall cease to be made available upon (1) the last day of the month prior to the date of birth in which the employee or spouse reaches age sixty-five (65), (2) failure to make required premium payments by the due date, or (3) the retired employee or spouse becoming covered or becoming eligible to be covered under a plan of another employer.

Dependent children covered under the City of Anthony Health Insurance Plan at the time of the employee's retirement and where the employee is eligible

for retirement in accordance with this section, such dependent children are eligible to continue coverage until the earlier of the retiree or surviving spouse reaching age 65 or the dependent children reaching age 26.

Section 2. The following shall be added to Article F, Section F-9 Health Care Program:

F-9 Health Care Program

- (i) Retirees of the City, under age 65, shall be eligible for continued participation in the City's Health Care Program in accordance with Section I-8 of Article I Separation from City Employment.

This Resolution shall take effect and be in full force from and after its adoption by the governing body of the City.

ADOPTED by the Governing Body of the City of Anthony, Kansas, this 1st day of August, 2023.

Gregory Cleveland, Mayor

SEAL

ATTEST:

Cyndra Kastens, City Clerk/Administrator