

AN ORDINANCE TO AMEND THE CODE OF ATHENS-CLARKE COUNTY, GEORGIA WITH RESPECT TO **HEALTH INSURANCE BENEFITS FOR EMPLOYEES AND RETIREES;** AND FOR OTHER PURPOSES.

The Commission of Athens-Clarke County, Georgia hereby ordains as follows:

SECTION 1. Section 1-9-19, entitled “Health Insurance Benefits for Employees and Retirees,” paragraph (a), entitled “Health insurance benefits for employees,” of the Code of Athens-Clarke County is hereby amended by adding a new subparagraph (4) thereto as follows:

“(4) Notwithstanding any other provisions within this paragraph (a), the Manager or his designee is authorized to establish programs related to tobacco use by employees and/or their dependents, including but not limited to, providing a non-tobacco use discount to employee health insurance premium rates.”

SECTION 2. Section 1-9-19, entitled “Health Insurance Benefits for Employees and Retirees,” paragraph (b), entitled “Health insurance benefits for retirees,” of the Code of Athens-Clarke County is hereby amended by deleting the Table entitled “Table of Health Insurance Benefits for Retirees not Yet Eligible for Medicare A and/or B,” and substituting the following Table in lieu thereof:

Table of Health Insurance Benefits for Retirees not yet eligible for Medicare A and/or B

<i>Plan Description</i>	Hired prior to 1/1/94 * footnote 1	Hired after 1/1/94 but before 7/1/02 *footnote 3	Hired 7/1/02 or after *footnote 4
Designated Plan – no premiums	X	X	
Plan Options – premiums	X	X	X
Designated Dependent Plan – no premiums *footnote 2	X		
Plan Options – Dependent coverage – premiums *footnote 2	X	X	X

*Footnote 1: Except that PPO or comparable coverage will be offered for a group of eligible retirees who retired between 7/1/95 up to and including 7/1/02. Health insurance premium rates for this group will not be dependent upon tobacco use status.

*Footnote 2: Employees electing dependent health insurance coverage shall have had their dependent on their health insurance coverage for a minimum of one year prior to retirement.

*Footnote 3: Health insurance premium rates for this group will not be dependent upon tobacco use status.

*Footnote 4: Notwithstanding any other provisions within this paragraph (b), the Manager or his designee is authorized to establish programs related to tobacco use by retirees and/or their dependents, including but not limited to, providing a non-tobacco use discount to retiree health insurance premium rates.

SECTION 3. The effective date of this ordinance shall be July 1, 2010.

SECTION 4. All ordinances or parts of ordinances in conflict herewith are hereby repealed.