CITY OF LINCOLNTON

ADMINISTRATIVE POLICY

Subject: **Health/Dental Insurance**	**Manual:** **Administrative** **Effective Date:** **July 1, 2012**
Policy Number: 10	**Revision:** **August 6, 2020**
Issued By: **City Manager's Office**	**City Manager Approval:** Steve Zickefoose City Manager

A copy of this policy must be maintained in the City of Lincolnton's Administrative Manual for each City department and division.

Section I. Intent

Effective July 1, 2012, benefit-eligible employees who are hired on or after July 1, 2012 will be responsible for paying family members' insurance premiums for health and/or dental coverage.

Section II. Eligibility Criteria

July 1, 2012 - Benefit-eligible employees hired prior to July 1, 2012, will be grandfathered under this plan and will continue to have family members' health and/or dental insurance premiums covered at the City's expense.

Section III. Revisions

February 1, 2016 – Effective February 1, 2016, the City of Lincolnton's benefit-eligible employees will participate in the North Carolina State Health Plan (SHP) for the health insurance coverage. Eligibility is in accordance with the SHP documents, and spousal coverage, as well as dependent child(ren) coverage, is available. Responsibility for insurance premiums will be as follows:

1. Benefit eligible employees hired prior to July 1, 2012 will be grandfathered under this health insurance plan for dependent children only, and continue to have the health insurance premium covered at the City's expense. Premiums for spousal coverage, if elected, will be the responsibility of the employee. Dental insurance premiums will continue to be paid by the City for family members'.

2. *Effective January 1, 2021, if a benefit eligible employee hired prior to July 1, 2012 elects family health coverage, the premium for family coverage will be reduced by the child(ren) portion and the remaining balance will be the employee's responsibility to pay.*

3. Benefit-eligible employees who are hired on or after July 1, 2012 will be responsible for paying family members' insurance premiums for health and/or dental coverage.

The City of Lincolnton Council reserves the right to review all city benefits as necessary, and may delete, modify, enhance or otherwise make changes to this administrative policy as in accordance with local, state and federal law.