



CITY OF FRANKLIN, NEW HAMPSHIRE

"The Three Rivers City"

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ORDINANCE #09-13

AN AMENDMENT TO THE FRANKLIN MUNICIPAL CODE:

In the Year of our Lord, Two Thousand Thirteen,

Be it ordained by the City Council of the City of Franklin that the Franklin Municipal Code, Chapter 347-50 Health and Dental Insurance be revised as follows:

§ 347-50. Health and dental insurance.

- A.** After completing 30 days' service, full-term regular and part-time regular employees regularly scheduled over 30 hours per week and bona fide dependents will be covered by the City's current health insurance program on the first day of the following month. Coverage is at the City's expense for full-time regular employees. Single/employee-only coverage is at the City's expense for part-time regular employees regularly scheduled over 30 hours per week. Dependent coverage is available to part time regular employees regularly scheduled over 30 hours per week for a cost to the employee of the difference between the selected plan and the single/employee-only coverage. Coverage is subject to the availability of approved funding.
- B.** After completing 30 days' service, full-time regular employees will be covered by the City's dental insurance program on the first day of the following month. Coverage is at the City's expense. Coverage is subject to the availability of approved funding.
- C.** The City reserves the right to offer an indemnity plan, a health maintenance organization (HMO) plan, to fully or partially self-insure or to offer any combination of plans.
- D.** Cash incentive for health/dental insurance declination. The City offers a cash incentive of 25% of the premiums saved for eligible employees who decline health and/or insurance coverage benefit. An employee who is a subscriber to, or beneficiary of, any City health/dental plan shall not receive any cash incentive. Details are available in the Finance Office or City Manager's office.