



Office of the City Administrator

To: Mayor Welch, Common Council Members
From: Inga Cushman, Assistant to the City Administrator
Date: June 21, 2016
Subject: Discussion and Possible Action on a Retiree Health Insurance Extension for Ann Keen Berg.

Summary

In the event of an employee death, COBRA coverage allows the employee's surviving dependents to remain on the employer's health insurance plan for three years. Under COBRA coverage, typically the whole premium is the responsibility of the insured. The Council in May 2013 voted to allow surviving dependents of retirees who have more than 30 years of service with the City of Milton and are participating in the retiree health insurance program to have 50% of the premium paid by the City for up to 36 months, when COBRA eligibility ends. Payments were to cease prior to 36 months if the surviving dependents became eligible for coverage through another plan and / or became Medicare eligible.

Ann Keen-Berg elected COBRA coverage after her husband and City of Milton retiree John Berg passed away in 2013. John completed over 30 years of service with the City of Milton, so she qualified to pay 50% of the premium under the new policy. Ms. Keen-Berg's COBRA coverage expires July 1, 2016, and she has requested an extension of coverage through the end of November when the new plan year begins. She stated that she will pay the full premium for the additional months of coverage. If the Council votes to approve this request, then this will set a precedent for future health insurance extension requests.

Recommendation

No recommendation from staff.

Attachments

- COBRA Termination Notification Letter
- Employee Handbook – Section 7.19 Benefits Continuation (COBRA)
- Council Minutes – May 21, 2013