



CITY OF CHESAPEAKE, VIRGINIA

NUMBER: 2.20

CITY DIRECTIVE

EFFECTIVE DATE: 6/25/2020

**SUBJECT: DEPARTMENT OF HUMAN RESOURCES
RETIREE/FORMER EMPLOYEE AND
LINE OF DUTY DEATH OR
DISABILITY HEALTH, DENTAL AND
VISION INSURANCE BENEFITS**

SUPERCEDES: 7/14/2017

I. PURPOSE

This policy establishes a method of providing benefits for eligible City employees and employees of affiliated agencies after long-term continuous service to the City of Chesapeake or to the affiliated agency by affording access to the City’s group medical, dental, and vision coverage. This policy also addresses eligibility for medical, dental, and vision benefits in the event of line of duty death or disability.

II. DEFINITION

Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health, dental, and/or vision benefits the right to choose to continue group health, dental and/or vision benefits provided by the City for limited periods of time under certain circumstances. Qualified individuals will be responsible for the entire premium for coverage plus a two percent administrative fee.

III. ELIGIBILITY FOR CONTINUED ACCESS TO CITY’S HEALTH, DENTAL, AND VISION INSURANCE BENEFITS

Full-time employees with 15 or more years of continuous City or affiliated agency service that is credited to the Virginia Retirement System (VRS) who leave employment with the City of Chesapeake or an affiliated agency and are also not eligible for Medicare are eligible to participate in the City’s group medical, dental, and/or vision plans.

IV. PROCEDURE

Please refer to the supplement to this policy, Guide to Processing Retiree and Line of Duty Benefits, for procedural information regarding how retiree and line of duty death and disability benefits are administered.

IV. KILLED WHILE ACTING IN AN OFFICIAL CAPACITY FOR THE CITY (GENERAL EMPLOYEE)

If an employee in the general workforce is killed while acting in an official capacity for the City, the deceased employee’s spouse and dependents may stay on the City’s group medical, dental, and/or vision plans, and the City will pay the same amount towards their coverage that it pays for

active employees enrolled in the same plan. This provision is available to employees of affiliated agencies if adopted.

Coverage will cease for the surviving spouse when any of the following events occur:

- A. When the surviving spouse remarries, coverage will end the last day of the month in which the spouse was married; or
- B. When the surviving spouse becomes eligible for Medicare, coverage will end the day prior to the spouse becoming eligible for Medicare.

If the surviving spouse becomes eligible for Medicare or remarries prior to becoming eligible for Medicare, the surviving spouse is responsible for notifying the City's Finance Department.

Coverage will cease for the dependents when they no longer qualify as a dependent under the City's group medical, dental, and/or vision plans.

In cases where the spouse and/or dependent becomes ineligible for coverage under the City's group medical, dental, and/or vision plans, they will be eligible for continuation of coverage through COBRA.

V. KILLED OR DISABLED IN THE LINE OF DUTY (SWORN PUBLIC SAFETY EMPLOYEES AND THEIR DEPENDENTS)

Continued health insurance coverage for the surviving spouse and dependents of sworn public safety employees who are killed or disabled in the line of duty shall be provided in accordance with the Line of Duty Act, Sections 9.1-400 through 9.1-408 of the Code of Virginia, as amended.

APPROVED AS TO FORM AND CONTENT:

Melissa A. Hamann
Melissa Hamann, Assistant City Attorney

6/25/2020
Date

APPROVED AND ADOPTED:

CM Price
Christopher M. Price, City Manager

6.25.20
Date