

ORDINANCE 21-18

AN ORDINANCE TO AMEND THE EMPLOYEE HANDBOOK OF THE CITY OF SPRING HILL REGARDING GROUP HEALTH AND DENTAL INSURANCE ELIGIBILITY

WHEREAS, the Board of Mayor and Aldermen of the City of Spring Hill, pursuant to its Charter (Article 4, Section 4-101) and general law of the State of Tennessee, enacted and adopted an Employee Handbook for the employees of the City of Spring Hill; and

WHEREAS, the Board of Mayor and Aldermen of the City of Spring Hill does desire to amend the personnel rules and regulations established in Ordinance 11-02 and subsequently amended, and

WHEREAS, the Board of Mayor and Aldermen, by passage of this Ordinance, hereby amends the Employee Handbook by modifying the "Employee Benefit Programs" Section of the Employee Handbook; and

WHEREAS, the City of Spring Hill Board of Mayor and Alderman desire to provide access to Group Health and Dental Insurance benefits for surviving spouse and children of a first responder killed in the line of duty.

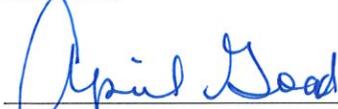
BE IT THEREFORE ORDAINED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE that the following amendments be made to the Employee Handbook for the employees of the City of Spring Hill, TN, effective immediately upon passage of this ordinance:

Additionally, surviving spouse and children of a first responder killed in the line of duty shall remain eligible to participate in the City's Group Health and Dental Insurance programs for two years as further described in Tennessee Code Annotated § 8-27-404.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 2nd day of August, 2021.


Jim Hagaman, Mayor

ATTEST:


April Goad, City Recorder

LEGAL FORM APPROVED:


Patrick Carter, City Attorney

Passed on First Reading: July 19, 2021

Passed on Second Reading: August 2, 2021



Date: July 6, 2021

Memo To: Board of Mayor and Aldermen

From: Matt Fitterer, Alderman

RE: Ordinance amending Employee Handbook - Group Health and Dental Insurance eligibility

During the most recent legislative session, the Tennessee General Assembly passed House Bill 1373 (sponsored by Whitson and others) and Senate Bill 1409 (sponsored by Johnson and others) amending TCA 8-27-404. This legislation subsequently became law on 5/19/2021.

TCA 8-27-404 now provides reimbursement from the state to any local government providing health insurance to the spouse and children of first responders killed in the line of duty. This reimbursement is equal to the portion of health insurance premiums and benefits for which the local government is responsible under the health insurance policy. State provided reimbursement is for two years.

Adopting this change to our employee handbook would ensure surviving spouse and children remain eligible for Spring Hill's group health insurance, and therefore Spring Hill eligible for reimbursement.

Document: Tenn. Code Ann. § 8-27-404

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Copy Citation

Current through the 2020 Regular and Second Extraordinary Sessions

TN - Tennessee Code Annotated **Title 8 Public Officers And Employees** **Chapter 27 Group Insurance for Public Officers and Employees** **Part 4 Group Insurance for Local Governments**

8-27-404. First responders killed in line of duty — Coverage of surviving spouse and dependents — Reimbursement by state.

(a) As used in this section:

(1) "Emergency medical technician" includes an emergency medical technician advanced and paramedic;

(2) "First responder" means paid, full-time law enforcement officers, firefighters, and emergency medical technicians who are employed by a local government in this state; and

(3) "Local government" means any county, metropolitan government, municipality, or other political subdivision of this state.

(b) If a local government offers health insurance benefits to first responders, the local government may offer or continue to provide health insurance benefits to the surviving spouse and children, including any unborn child, of a first responder killed in the line of duty for a period not to exceed two (2) years after the death of the first responder.

(c) If a local government offers or provides health insurance benefits in accordance with subsection (b), the local government shall notify the commissioner of finance and administration.

(d) This state shall reimburse any local government that provides health insurance benefits in accordance with this section in an amount equal to that portion of health insurance premiums and benefits for which the local government is responsible under the health insurance policy.

History

Acts 2017, ch. 476, § 2; 2020, ch. 776, §§ 3, 4.

TENNESSEE CODE ANNOTATED

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