



ORDINANCE NO. 28273

1 AN ORDINANCE relating to the Compensation Plan; amending Section 1.12.095
2 of the Tacoma Municipal Code, "Health Care and Disability Benefits," to
3 provide periods for employee enrollment in benefit plans to meet the
requirements of the Affordable Care Act.

4 WHEREAS the Patient Protection and Affordable Care Act, Public
5 Law 111-148, was enacted on March 23, 2010; and the Health Care and
6 Education Reconciliation Act, Public Law 111-152, was enacted on March 30,
7 2010, known collectively as the "Affordable Care Act," and
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9 WHEREAS the Affordable Care Act reorganizes, amends, and adds to the
10 provisions of Part A of Title XXVII of the Public Health Service Act ("PHS Act"),
11 relating to group health plans and health insurance issuers in the group and
12 individual markets, and
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14 WHEREAS the federal regulations implementing Section 2708 of the PHS
15 Act, as added by the Affordable Care Act and incorporated into ERISA and the
16 Code, provide that a group health plan or health insurance issuer offering group
17 health insurance coverage shall not require a waiting period for eligible
18 employees, as defined in Section 2704(b)(4) of the PHS Act, that exceeds
19 90 days, and
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21 WHEREAS it is necessary to amend the Tacoma Municipal Code to comply
22 with the Affordable Care Act; Now, Therefore,
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BE IT ORDAINED BY THE CITY OF TACOMA:

That Section 1.12.095 of the Tacoma Municipal Code, "Health Care and Disability Benefits," is hereby amended as set forth in the attached Exhibit "A."

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



EXHIBIT "A"

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1.12.095 Health Care and Disability Benefits.

A. Health Care and Disability Coverage.

1. The City shall pay all or such portion of the premiums or expenses for, medical, hospital, vision, long-term disability, and dental coverage for eligible permanent, project, appointive, and temporary pending exam employees and their dependents, as defined by the applicable employee benefit plan or agreement, beginning on the first day of the calendar month following the date of hire, unless the date of hire is also the first working day of the calendar month, in which case benefits would be effective on the date of hire. ~~and~~ For temporary employees, the City shall pay all or such portion of the premium or expenses for medical and dental benefits for temporary employees after six months of continuous service beginning on the first day of the calendar month following 60 days of continuous employment from the date of hire, except for temporary hiring-hall workers for whom benefits are administered through their unions. Employee contributions toward the cost of insurance premiums or benefit expenses shall be by payroll deduction, except where expressly exempted by applicable bargaining agreement or operation of law.
2. Employees hired into a part-time status after January 1, 1983, shall have the option of electing to enroll in either the medical benefits plan, or the dental benefits plan, or both, with the cost of the same being prorated on the hours the employee is hired to work (such as three-quarter time, half-time, and so forth). Employees electing coverage under this paragraph shall contribute the cost of elected coverage by payroll deduction.