



Human Resources
City of Greensboro

June 15, 2017

To: Chris Wilson, Assistant City Manager

From: Connie Hammond, Human Resources Director

Subject: Options for Retiree Health Insurance Coverage for Council Members

In response to the request to consider providing retiree medical coverage to Councils persons, the City is currently unable to make such an offer and be in compliance with N.C. State Law. N.C.G.S. § 160A-163(e), which governs cities and towns, only considers health insurance “for all or any class of *former employees* of the city...” The City Attorney recommends that authority to offer this benefit to post-service council members be sought through the City’s legislative agenda process.

Assuming legislative authority is granted, the following options for coverage are offered:

- Coverage be provided on a “years-of-service” equivalency with City of Greensboro employee retirees for purposes of determining the City’s contribution to their medical premiums:
 - Council Members serving 2 terms on Council be treated as City of Greensboro employees retiring with less than 20 years of City service.
 - Council Members serving 3 terms be treated as City of Greensboro employees retiring with between 20 and 25 years of City service.
 - Council Members serving 4 terms be treated as City of Greensboro employees retiring with between 25 and 30 years of City service
 - Council Members serving 5 terms or more be treated as City of Greensboro employees retiring with 30 or more years of City Service.
- Coverage be limited to current Council persons, as of the time state legislature permitting such coverage is enacted.