

AN ORDINANCE OF THE CITY OF GLASGOW, MISSOURI FOR CERTAIN REIMBURSEMENT OF HEALTH INSURANCE PREMIUMS

BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF GLASGOW, MISSOURI, AS FOLLOWS:

WHEREAS the City of Glasgow pays health insurance premiums for their employees; and

WHEREAS some City of Glasgow employees pay health insurance premiums for dependents or spouses; and

WHEREAS the on occasion, the City of Glasgow receives reimbursements for the overpayment of health insurance premiums to the provider; and

WHEREAS the City of Glasgow desires an ordinance for the division of reimbursement of health insurance premiums between the City of Glasgow and City of Glasgow employees who pay for dependents and spouses.

REIMBURSEMENT OF HEALTH INSURANCE PREMIUMS

Section 1: Calculation of Reimbursement Payment for the entire year.

- a. In the event of reimbursement for health insurance premiums, the City of Glasgow shall first calculate the total monthly payment made for all health insurance premiums for City of Glasgow Employees and City of Glasgow Employee dependents and spouses.
- b. To calculate reimbursement for a City of Glasgow Employee's dependent, the City of Glasgow shall divide the payment made for one dependent by the total payment for health insurance premiums for City of Glasgow Employees and City of Glasgow Employee dependents and spouses, then multiply that number by the total amount received for reimbursement.
- c. To calculate reimbursement for a City of Glasgow Employee's spouse, the City of Glasgow shall divide the payment made for one spouse by the total payment for health insurance premiums for City of Glasgow Employees and City of Glasgow Employee dependents and spouses, then multiply that number by the total amount received for reimbursement.
- d. The dollar figure arrived at in Section 1b and/or Section 1c shall then be reimbursed to the City of Glasgow employee as an overpayment for each spouse or dependent that is covered by payments for health insurance premiums from the City of Glasgow employee.
- e. All remaining reimbursement funds shall be returned to the general fund for payment of future health insurance premiums for City of Glasgow employees.

Section 2: Calculation of Reimbursement Payment for less than one year.

- a. In the event a City of Glasgow employee has a dependent or spouse covered under the City of Glasgow Health Insurance Policy for less than one year, the calculation for dependents or spouses shall be calculated as set out in Section 1b and Section 1c, then divided by twelve months and multiplied by the number of months the dependent or spouse were covered.
- b. The months the dependent or spouse were covered shall be entire months only. Any partial months where the spouse or dependent was not covered each day of the month shall not be included in the months calculated for coverage of said dependent or spouse.
- c. Reimbursement of overpayment for health insurance premiums for City of Glasgow employee dependent or spouses shall be paid out in the same manner as Section 1d.

Section 3:

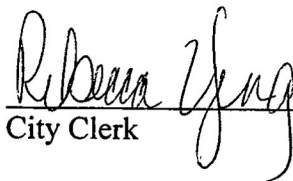
This ordinance shall be in full force and effect after its passage by the Board of Aldermen and after its execution and approval by the Chairman.

Passed this 13th day of November, 2023



Mayor, Larry Neville

ATTEST:



City Clerk

Approved this 13th day of November, 2023.

I, Rebecca Yung, City Clerk of the City of Glasgow do hereby certify that the foregoing is a true copy of Ordinance 3520 of the City of Glasgow, passed by the Board of Aldermen after being read twice either by title or in full and the same appears in my office in permanent records.