



CITY OF FRANKLIN, NEW HAMPSHIRE

"The Three Rivers City"

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ORDINANCE #09-13

AN AMENDMENT TO THE FRANKLIN MUNICIPAL CODE:

In the Year of our Lord, Two Thousand Thirteen,

Be it ordained by the City Council of the City of Franklin that the Franklin Municipal Code, Chapter 347-50 Health and Dental Insurance be revised as follows:

§ 347-50. Health and dental insurance.

- A.** After completing 30 days' service, full-term regular and part-time regular employees regularly scheduled over 30 hours per week and bona fide dependents will be covered by the City's current health insurance program on the first day of the following month. Coverage is at the City's expense for full-time regular employees. Single/employee-only coverage is at the City's expense for part-time regular employees regularly scheduled over 30 hours per week. Dependent coverage is available to part time regular employees regularly scheduled over 30 hours per week for a cost to the employee of the difference between the selected plan and the single/employee-only coverage. Coverage is subject to the availability of approved funding.
- B.** After completing 30 days' service, full-time regular employees will be covered by the City's dental insurance program on the first day of the following month. Coverage is at the City's expense. Coverage is subject to the availability of approved funding.
- C.** The City reserves the right to offer an indemnity plan, a health maintenance organization (HMO) plan, to fully or partially self-insure or to offer any combination of plans.
- D.** Cash incentive for health/dental insurance declination. The City offers a cash incentive of 25% of the premiums saved for eligible employees who decline health and/or insurance coverage benefit. An employee who is a subscriber to, or beneficiary of, any City health/dental plan shall not receive any cash incentive. Details are available in the Finance Office or City Manager's office.

ORDINANCE 09-13
Page 2 of 2

By a roll call vote.

Councilor Boyd _____

Councilor Feener _____

Councilor Clarenbach _____

Councilor Sharon _____

Councilor Cournoyer _____

Councilor Trudel _____

Councilor Starkweather _____

Councilor Dzujna _____

Councilor Desrochers _____

A True Copy Attested: _____

City Clerk

Passed: _____

Approved: _____

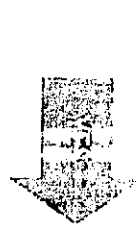
Mayor

**Employer Shared Responsibility Penalties
EFFECTIVE 1/1/2014
for ALL January and July Renewal Groups**

PPACA Penalty for NOT OFFERING COVERAGE TEST

1 • Determine if you are a "large employer" - LARGE EMPLOYER TEST
• Do you have 50 or more Full Time Equivalent employees?

Continue to Step 2



NOT subject to penalties

2 • Do you offer coverage to all employees (and their dependents) who work, on average, more than 30 hours per week?

Continue to Step 3



NOT subject to penalties

➤ Employer does not have to offer coverage or pay penalties for part-time or seasonal employees

3 • Did any employee in Step #2 who is not offered your employer coverage purchase coverage through an "Exchange" and qualify for a tax credit?

Continue to Step 4



NOT subject to penalties

4 • Employer must pay \$2,000 annual penalty for every employee who works, on average, more than 30 hours per week (minus 30)

➤ Employer does not have to pay for first 30 employees who work more than 30 hours per week.

0 *
91,000 +
30,000
61,000 ◊
61,000 x
2,000 =
122,000 ◊ *

From Local Government Center November 2012 Training

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