

**AMENDMENT NUMBER 2008-001
TO
CITY OF OGDENSBURG EMPLOYEE'S HEALTH PLAN**

BY THIS AGREEMENT, the City of Ogdensburg Employee's Health Plan, (herein called the "Plan") is hereby amended as follows, effective as of 01/01/2009.

NATURE OF AMENDMENT:

To clarify the Plan that Retired Employees cannot enroll after they retire and they cannot add coverage for additional dependents.

The Section entitled Eligibility, Funding, Effective Date and Funding Provisions is amended to change verbiage as follows:

ELIGIBILITY

Eligible Classes of Employees. All Active and Retired Employees of the Employer.

Eligibility Requirements for Employee Coverage. A person is eligible for Employee as determined by union regulations:

- (1) is a Full-Time, Active Employee of the Employer. An Employee is considered to be Full-Time if he or she normally works at least 30 hours per week and is on the regular payroll of the Employer for that work.
- (2) is a Retired Employee of the Employer. *If an Employee does not enroll at the time of initial retirement, he or she cannot enroll later.*
- (3) is in a class eligible for coverage.

The Waiting Period is counted in the Pre-Existing Conditions exclusion time. Please contact your Human Resources Department to verify if this Waiting Period pertains to your position.

OPEN ENROLLMENT

At a time determined by the Plan Administrator, there will be an annual enrollment period. At that time, Covered Employees and their covered dependents will be able to change some of their benefit decisions based on which benefits and coverages are right for them.

Benefit choices made during the Open Enrollment Period will become at a time determined by the Plan Administrator unless there is a Special Enrollment event or a change in family status during the year (birth, death, marriage, divorce, adoption) or loss of coverage due to loss of a spouse's employment. To the extent previously satisfied, coverage Waiting Periods and Pre-Existing Conditions Limits will be considered satisfied when changing from one benefit option under the Plan to another benefit option under the Plan.

A Plan Participant who fails to make an election during open enrollment will automatically retain his or her present coverages.

Plan Participants will receive detailed information regarding open enrollment from their Employer.

Covered Retired Employees cannot add any additional dependents.

If a Retired Employee elected not to continue coverage under this Plan at the time of their retirement, they may not elect coverage at a later date for any reason.

IN WITNESS WHEREOF this agreement has been executed on behalf of City of Ogdensburg Employee's Health Plan on 01/01/2009.

By 

Title City Manager

Date 1/16/09