


**CITY OF NEW ORLEANS
CHIEF ADMINISTRATIVE OFFICE**

POLICY MEMORANDUM NO. 97 (R)

March 11, 2020

TO: All Departments, Boards, Agencies and Commissions

From: Gilbert A. Montaño, Chief Administrative Officer 

Subject: **HEALTH CARE COVERAGE FOR DEPENDENTS OF EMPLOYEES
KILLED IN THE LINE OF DUTY**

I. POLICY

The City of New Orleans shall provide health care coverage, if requested, in any of its health care programs for the spouse and children of any City employee who dies in the line duty.

II. CONDITIONS

Such continuing coverage shall be provided only under the following conditions:

- A. The employee's death was the natural and proximate result of an accident or injury sustained in service and occurring while in the actual performance of the employee's duty at some definite time and place without willful negligence on the employee's part.
- B. The spouse or any child concerned were covered by the City's health care plan prior to the death of the employee.
- C. The City receives payments for such coverage in the amount paid by the widows and widowers for comparable coverage.
- D. The spouse of the employee may continue to receive coverage until whichever of the following occurs earlier:
 - 1. That spouse becomes eligible for coverage through the spouse's employer or the employer of a subsequent spouse of that spouse;
 - 2. The spouse becomes eligible for Medicare; or
 - 3. The death of that spouse.

- E. Any child of the employee may continue to receive coverage until, whichever of the following occur earlier:
1. The child ceases to be considered dependent under the applicable requirements of the health insurance programs for city employees; or
 2. The custodial parent or guardian of the child becomes eligible for coverage through either the employer or the employer of the spouse of such custodial parent or guardian.
- F. Any child who ceases to be eligible for coverage under this policy shall be eligible for continuation coverage in accordance with the Consolidated Omnibus Reconciliation Act (COBRA) and the corresponding rules and regulations.
- G. The benefits provided by this policy shall be available to the spouse and any child of any city employee whose death occurred after January 1, 1995.
- H. The Chief Administrative Officer shall make all determinations of eligibility under this policy.

III. INQUIRES

Questions concerning this memorandum and requests for instructions to participate in this program should be directed to the Benefits Administration Division, Chief Administrative Office, (504) 658-8615. Legal questions will be answered by the Law Department.

GAM/PMRC/swe