**28.8 Health Insurance In-Lieu Payments ~~Effective May 22, 2016~~**

Effective ~~May 22, 2016~~ **no later than the first pay period after contract ratification**, ~~for~~ employees who show proof of alternate medical coverage **shall be compensated with an in-lieu payment at the single Kaiser rate appropriate for their circumstances**.~~,~~ ~~the City will compensate the employee~~ ~~$576.00, prorated for less than full time benefited employees.~~

**Compensation will be provided upon proof of alternate medical insurance following qualifying life events such as loss of health coverage or changes in household, and not limited to the open enrollment period.**

**In order to comply with FLSA laws, health insurance in lieu payments shall be paid over twenty-six (26) equal biweekly installments.**

**The City shall notify the Union in writing within 30 days of any changes to the cost of medical coverage that would impact this compensation. A decrease in the cost of medical coverage shall trigger a meet and confer with the Union.**