

L. LIFE INSURANCE

The City provides life insurance to all eligible Civil Service employees, full-time non-Civil Service employees and retirees.

The cost of this plan may be paid by the City, the employee, or by contributions from both the City and the employee, as determined by the City Council. The City reserves the absolute right to change, modify, or adjust the amounts paid by the City and the employee towards the cost of life insurance premiums.

Employees who terminate from the City for any reason or who are no longer eligible for the City coverage may be entitled to convert this coverage into an individual policy. Applications for conversion must be filed with the appropriate insurance company within thirty-one (31) calendar days after termination of employment or eligibility ceases.

The City reserves the absolute right, in its discretion, at any time and from time to time, to discontinue coverage under any life plan in which it or its employees have previously been enrolled and to substitute for such prior coverage alternate coverage which may be different in character and amount, and either more or less comprehensive. Employees of the City shall not have or gain, by reason of

their employment by the City, any vested rights in or to any particular life coverage whatsoever.