

Document Type: Policy
Number: 7.05
Effective: 05-01-06
Revised:
Legal References: I.R.C. § 4980B(a)-(g), 29
U.S.C. §§ 1161-1168

HEALTH INSURANCE CONTINUATION (COBRA)

The City of Boise is required by the federal Consolidated Omnibus Budget Reconciliation Act (COBRA) to offer extended health insurance coverage to qualified beneficiaries who experience certain events. COBRA essentially requires that employees and their family members be allowed to purchase health care coverage at premiums based on the City's group rates for specified periods of time after termination, divorce, death of the covered employee, or another event that would result in the loss of employer-provided coverage. In order to fully comply with COBRA, the City of Boise offers continued health care coverage that is identical to the City's group coverage with regard to deductibles, coinsurance and benefit limits.