

ORDINANCE # O-35-2018

AN ORDINANCE TO AMEND A SHARED PERCENTAGE FOR HEALTH INSURANCE COSTS FOR VILLAGE EMPLOYEES AND AMENDING SECTION 12.3 OF THE VILLAGE POLICIES AND PROCEDURES; ESTABLISHING AN EMERGENCY

WHEREAS, the Village of Bolivar has previously paid **97%** of the health insurance premium costs for the full time Village employees;

WHEREAS, the premiums for all the plans have increased, and continue to do so, therefore the Village is at a point where it is fiscally necessary to re-evaluate the employee's share of the health insurance;

WHEREAS, the Village Council wishes to strike a balance between conserving as many Village resources as possible and still providing our employees with valuable health insurance benefits;

WHEREAS, the Village Council, after discussion on the matter, believes that requiring the employees to pay a minimum of 4% of their health insurance premium cost per month or the remaining amount of their monthly health insurance premiums in excess of \$1,200.00, whichever is greater.

WHEREAS, the Village will pay 96% of the health insurance premiums up to \$1,200.00 of the monthly health insurance premium costs, per employee, for all employees entitled to health insurance and who are enrolled in the Village's health insurance plan;

WHEREAS, the employee shall pay the greater of 4% of their monthly premium or the excess of \$1,200.00 per month, to the health insurance premium costs. In the interest of fairness to all employees, each employee that elects to participate in the Village's health insurance plan shall pay a portion of their monthly health insurance premium.

WHEREAS, Section 12.3 of the Policies and Procedures shall be amended as set forth below to reflect this change in policy:

12.3 Insurance

All regular full-time employees are covered by the group medical and life insurance program provided for employees of the Village, unless the employee opts not to accept the coverage under the policy. This includes:

- a. Group medical insurance for the employee and his/her dependents, including Hospitalization and Major Medical.

The Village shall pay 96% of the health insurance premiums, per employee, per month, not to exceed \$1,200.00, for all employees entitled to health insurance.

All employees shall either pay 4% of their total health insurance premium cost per month or the remaining amount of their monthly health insurance premium cost in excess of \$1,200.00, whichever is greater.

For a complete description of insurance benefits, please contact the appropriate insurance provider.

If an employee so wishes, they may decline to receive insurance benefits from the Village in a written waiver in a form prescribed by the Village. Village policy provides that any employee who waives insurance shall be entitled to an offset pay increase equal to \$1.50 of per hour to compensate for the decreased cost incurred by the Village.

Employees are encouraged to consult with their own professional advisors before waiving insurance coverage. This waiver must be executed each calendar year at the time prescribed by the insurance company for the enrollment period. An employee is able to choose to waive or not waive at that time each year. The employee will not be able to make changes to their coverage after the enrollment period has ended, as per the policies of the insurance company. Only those employees who have coverage available to them elsewhere which meets the requirements under the Affordable Care Act and/or any other applicable regulation shall be entitled to waive coverage.

Now, therefore be it ordained by the Village Council the Village of Bolivar, Ohio, as follows:

SECTION 1. The Village Council for the Village of Bolivar hereby approves instituting a new policy requiring employees to either pay 4% of their total health insurance premium cost per month or the remaining amount of their monthly health insurance premium cost over \$1,200.00, whichever is greater.

SECTION 2. Section 12.3 of the Village's Policies and Procedures is hereby amended as outlined above.

SECTION 3. This Ordinance is hereby declared to be an emergency measure and its passage is immediately necessary in order to preserve, protect, and maintain health, safety and welfare of the citizens of the Village of Bolivar, Ohio, and to provide for the rates of pay to be effective upon January 1, 2019 for the benefit of the employees and for necessary auditing and tax purposes, and therefore the same shall be in full force and effect on January 1, 2019 and shall remain in effect until December 31, 2019, at which time the Village Council shall revisit the issue based upon the then-current costs and funds of the Village. In the event that the Village does not make any changes to this percentage prior to December 31, 2019, then this percentage shall remain in effect until such time as Council sets a new percentage.

READ: December 17, 2018
PASSED: December 17, 2018

REBECCA HUBBLE, MAYOR

ATTEST:

MARIA APP, FISCAL OFFICER

APPROVED AS TO FORM:

Attorney Tara Wright-Timberlake
Legal Counsel, Village of Bolivar