

THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 12-164

INTRODUCED BY: Mayor Stefanik, Kasaris

AN ORDINANCE AMENDING ORDINANCE 07-126 ESTABLISHING VARIOUS BENEFITS FOR ALL FULL TIME NON UNION EMPLOYEES OF THE CITY OF NORTH ROYALTON, BY AMENDING SECTION 4 INSURANCE, AND DECLARING AN EMERGENCY

WHEREAS: The City of North Royalton provides benefits for all full time non union employees of the City of North Royalton, one of which is health insurance; and

WHEREAS: It is necessary to update the description of these health benefits to provide for employee contribution toward the cost of this health insurance; and

WHEREAS: It is therefore necessary to amend Ordinance 07-126 establishing various benefits for all full time non union employees of the City of North Royalton, by amending Section 4 Insurance; and

WHEREAS: Council desires to provide for this amendment.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH ROYALTON, COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. Ordinance 07-126, Section 4 Insurance is hereby amended to hereinafter read as follows:

Section 4. Insurance: The Employer shall provide each employee with either individual or family coverage, as appropriate, with the existing ~~fully paid~~ hospitalization and dental coverage as selected by the Employer. The Employer shall have the right to change insurance carriers. ~~providing the insurance coverage is comparable to the existing coverage during the term of this Agreement.~~

For calendar year ~~2007~~ **2012**, the Employer shall continue to maintain and pay the full premium for insurance coverage to the same extent that it *previously* existed. ~~on December 31, 2006, with no deductibles and prescription co-pays of \$5.00 for generic and \$10.00 for name brand drugs.~~

~~Prior to January 1, 2008 employees will be notified of an election of two plans.~~ Effective January 1, ~~2013~~ **2008**, employees selecting the first dollar, no deductible plan with \$5.00 – generic and \$10.00 – name brand prescription co-pays, shall be required to contribute ~~\$50.00~~ **\$100.00** per month for a single plan or ~~\$100.00~~ **\$200.00** per month for a family plan. ~~Employee premium contributions to those who select the no deductible plan shall be by payroll deduction.~~ Employees who select the ~~United Health Care~~ alternate plan with deductibles, increased co-pays and prescription co-pays of \$10.00 generic and \$15.00 name brand shall ~~have no premium contribution~~ **be required to contribute \$36.00 per month for a single plan or \$90.00 per month for a family plan. Employee premium contributions shall be by payroll deduction.**

The Employer shall provide life insurance in the amount of Fifteen Thousand Dollars (\$15,000.00) for each employee.

The Employer will provide vision care which will include or reimburse for an eye examination, one pair of eyeglasses or contact lenses for each covered individual and dependent (under the family plan) within policy limits. The Employer reserves the right, in its discretion, to change carriers or to self insure providing the vision care coverage is comparable.

The Employer shall continue to provide liability insurance in the present amount, providing such insurance continues to be available.

The dental coverage shall include a deductible of Fifty Dollars (\$50.00) per employee or One Hundred Fifty Dollars (\$150.00) maximum for family. The annual maximum benefit per covered individual will be \$1,500.00. Orthodontia shall be subject to plan limitations.

Section 2. Ordinance 07-126 is hereby amended as provided for herein and all other provisions of Ordinance 07-126 shall remain in full force and effect.

Section 3. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements.

Section 5. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the city, and for the further reason that it is immediately necessary to amend Ordinance 07-126 to update the description of the health benefits to provide for employee contribution toward the cost of this health insurance.

THEREFORE, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

/s/ Larry Antoskiewicz
PRESIDENT OF COUNCIL

APPROVED: /s/ Robert A. Stefanik
MAYOR

DATE PASSED: October 16, 2012

DATE APPROVED: October 17, 2012

ATTEST: /s/ Laura J. Haller
DIRECTOR OF LEGISLATIVE SERVICES

First reading suspended
Second reading suspended
Third reading October 16, 2012

YEAS: Antoskiewicz, Nickell, Petrusky, Willey
Marnecheck, Muller, Kasaris

NAYS: none