

# THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 12-196

INTRODUCED BY: Mayor Stefanik

AN ORDINANCE AMENDING ORDINANCE 07-126, AS AMENDED BY ORDINANCE 12-164, 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 further address employee contribution toward the cost of this health insurance; and

WHEREAS: It is therefore necessary to amend Ordinance 07-126, as amended by Ordinance 12-164, 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, as amended by Ordinance 12-164, 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 hospitalization and dental coverage as selected by the Employer. The Employer shall have the right to change insurance carriers.

~~For calendar year 2012, the Employer shall continue to maintain and pay the full premium for insurance coverage to the same extent that previously existed.~~

~~Effective January 1, 2013, 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 \$100.00 per month for a single plan or \$200.00 per month for a family plan. Employees who select the alternate plan with deductibles, increased co-pays and prescription co-pays of \$10.00 generic and \$15.00 name brand shall 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.~~

***Effective January 1, 2013 employees shall contribute toward health care premiums. The employee contribution for family coverage shall be \$90.00 per month. The employee contribution for individual coverage shall be \$36.00 per month.***

***Effective January 1, 2014, employees shall also contribute 50% of any premium increase, not to exceed an additional \$25.00 per month in employee contributions for family coverage (total monthly premium of \$115.00) and an addition \$10.00 per month in employee contributions for individual coverage (total monthly premium of \$46.00 per month). However, providing that at least 51% of all full time City employees complete the online Health Risk Assessment Program before June 1, 2013, the stated increase shall be waived for the calendar year 2014.***

***Effective January 1, 2015, employees shall also contribute 50% of any additional premium increase over the previous year, not to exceed an additional \$25.00 per month in employee insurance contributions for family coverage (total maximum monthly premium of \$140.00) and an additional \$10.00 per month in employee insurance contributions for individual coverage. (total maximum monthly premium of \$56.00 per month).***

***All Employee insurance premium contributions shall be by payroll deduction. In the event that an employee is not receiving a paycheck said employee will be permitted to voluntarily pay his/her portion of the premium directly to the City for so long as said person is employed.***

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, as amended by Ordinance 12-164, 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, as amended by Ordinance 12-164, 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: December 18, 2012

DATE APPROVED: December 19, 2012

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

First reading suspended  
Second reading suspended  
Third reading December 18, 2012

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

NAYS: none