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3
4 CITY OF CUYAHOGA FALLS, OHIO

5
6 ORDINANCE NO. 110 - 2015
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8
9 AN ORDINANCE PROVIDING FOR HEALTH CARE INSURANCE
10 COVERAGE FOR BENEFITS-ELIGIBLE EMPLOYEES, AND
11 DECLARING AN EMERGENCY.
12

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14 BE IT ORDAINED by the Council of the City of Cuyahoga Falls, County of Summit, and State
15 of Ohio, that:

16
17 Section 1. COVERAGE
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- 19 A. Effective January 1, 2016, the City will make available a health care program with
20 employee only, employee/spouse, employee/child(ren) and family coverage options, for
21 which benefits-eligible employees may apply.
22
- 23 B. The City will offer all employees eligible under Subsection A above medical, dental, vision,
24 and prescription drug insurance coverage through plans of the City's choosing. The City
25 will establish a Health Care Committee ("HCC") and adopt the recommendations of the
26 HCC achieved by consensus. All health care plan design, premium, and health care cost
27 decisions shall be forwarded to the HCC for consideration. The City's plans will have
28 multiple levels of coverage and costs. Cost containment measures may be adopted by the
29 City after consideration of any recommendations from the Health Care Committee.
30
- 31 C. All coverage shall be subject to the insurance carrier's eligibility, enrollment, and coverage
32 requirements, as set forth in the plan documents and certificates of coverage.
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34 Section 2. EMPLOYEE CONTRIBUTIONS
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- 36 A. Participating employees shall share in the cost of health care coverage to the extent set
37 forth in Subsections C and D below. Each participating employee shall contribute to the
38 total fixed cost of the medical and prescription drug insurance coverage based on a
39 percentage of projected health care costs, as established at the beginning of each plan
40 year (January through December).
41
- 42 B. Spousal Surcharge:
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 - 44 i. When the spouse of an employee is employed on a full-time basis (defined as 32 or
45 more hours of work per week) or retired and the spouse's employer or retirement plan
46 makes health care coverage available to the spouse - regardless of the cost - the City's
47 coverage of the spouse shall be limited to being secondary to the coverage that is
48 available from the spouse's employer or retirement plan. As an alternative to
49 obtaining health care coverage for their primary employer or retirement plan,
50 employees may elect to enroll their spouse in the City's health care plan by paying a
51 monthly premium equal to the greater of 2/7 the established premium for single
52 coverage or any sum received by the employed spouse from his/her employer to
53 decline health care coverage from said employer.
54

55 ii. In the event a married couple are both employed by the City of Cuyahoga Falls, each
56 will be enrolled with single coverage; provided that if they have dependent children,
57 the married couple shall be enrolled together under a single enrollment for family
58 coverage or single and employee/child(ren) coverage. No employee or dependent shall
59 be covered under more than one health care plan offered through the City of
60 Cuyahoga Falls Health Benefits Plan.

61
62 iii. An employee seeking health care coverage from the City for his/her spouse shall be
63 required to provide the Human Resources Department a Spousal Certification Form
64 that indicates the spouse's employment status along with the his/her eligibility and
65 enrollment in their employer or retirement plan, as certified by the plan administrator.
66 The employee shall promptly notify the Human Resources department of any change
67 in the employment or insurance status of his/her spouse. If an employee provides
68 false information concerning his/her spouse, or fails to notify the Human Resources
69 Department of any required information, the employee shall be required to reimburse
70 the City for any medical expenses paid by the City on behalf of the spouse that would
71 not have been paid had the City had accurate information concerning the spouse's
72 employment or insurance status. Said reimbursement may take the form of a payroll
73 deduction in an amount not greater than 5% of the employee's gross pay until full
74 reimbursement is made. No spousal surcharges will be refunded by the City.

75
76 C. Medical and Prescription Drug Coverage. Effective January 1, 2016, the employee
77 contribution percentages for medical and prescription drug coverage will be 0% for the
78 Health Savings Account ("HSA") plan, 5% for the core/basic plan, and 15% for the
79 premium plan.

80
81 D. The amount of an employee's contributions shall not increase more than 25% per
82 calendar year, if enrolling in the same plan and coverage category.

83
84 E. Dental Coverage. Effective January 1, 2016, the City shall provide the same arrangement
85 for dental insurance that was in effect in 2015; however, the dependent age limit is 26.
86 The City will pay 100% of the premiums for dental coverage under the City's base plan.

87
88 F. Vision Coverage. Effective January 1, 2016, the City shall provide a base vision plan that
89 mirrors the same arrangement for vision insurance that was offered to non-bargaining
90 employees in 2015. The City will also offer an enhanced vision plan, with the increased
91 premiums (buy up) being paid 100% by the employees selecting the enhanced vision plan.

92
93 G. Employee health insurance contribution shall be made through bi-weekly payroll
94 deductions.

95
96 Section 3. A non-bargaining employee who is currently retired, or retires hereafter, with the
97 Ohio Public Employees Retirement System (PERS) or the Ohio Police and Fire Pension Fund
98 (OP&F) from employment with the City immediately before the date of retirement shall receive
99 life insurance coverage in the amount of \$10,000.00, and said life insurance shall replace any
100 life insurance previously provided to said retirees by the City. The benefit provided herein shall
101 not apply to any retiree who becomes re-employed with the City during the time of said re-
102 employment, nor shall the benefit provided herein apply to any retiree who receives a life
103 insurance benefit as a result of a collective bargaining agreement with the City.

104
105 Section 4. The Human Resources Director is hereby directed to make appropriate
106 amendments to the language of the Employee Benefit Plan to reflect the changes made herein as
107 they relate to non-bargaining employees.

109 Section 5. Any Ordinances and resolutions, or portions of ordinances and resolutions
110 inconsistent herewith are hereby repealed, but any ordinances and resolutions not inconsistent
111 herewith and which have not previously been repealed are hereby ratified and confirmed.
112


113 Section 6. It is found and determined that all formal actions of this Council concerning and
114 relating to the passage of this ordinance were taken in an open meeting of this Council and that
115 all deliberations of this Council and of any committees that resulted in those formal actions were
116 in meetings open to the public, in compliance with all legal requirements including Chapter 107
117 of the Codified Ordinances.
118

119 Section 7. This ordinance is hereby declared to be an emergency measure necessary for the
120 preservation of the public peace, health, safety, convenience and welfare of the City of Cuyahoga
121 Falls and the inhabitants thereof, and provided it receives the affirmative vote of two-thirds of
122 the members elected or appointed to Council, it shall take effect and be in force immediately
123 upon its passage and approval by the Mayor; otherwise it shall take effect and be in force at the
124 earliest period allowed by law.
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128 Passed: 12/28/2015

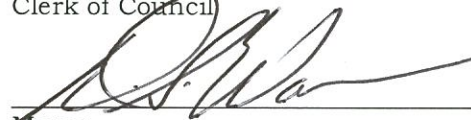


President of Council



Clerk of Council

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136 Approved 12-29-2015



Mayor