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3
4 CITY OF CUYAHOGA FALLS, OHIO

5
6 ORDINANCE NO. 62 - 2007

7
8 AN ORDINANCE PROVIDING FOR HEALTH CARE INSURANCE
9 COVERAGE FOR EMPLOYEES NOT COVERED BY A COLLECTIVE
10 BARGAINING AGREEMENT, AND DECLARING AN EMERGENCY.

11
12 NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Cuyahoga Falls, County of
13 Summit, and State of Ohio:

14
15 Section 1. That, effective June 1, 2007, employees of the City of Cuyahoga Falls, Cuyahoga Falls
16 Municipal Court, and Cuyahoga Falls Clerk of Courts not covered by a collective bargaining agreement
17 shall be provided health care insurance coverage, the benefits of which shall be those found in the "City
18 of Cuyahoga Falls Employee Benefit Plan," dated April 1, 2003, as the same may be amended from time
19 to time, with the following amendments.

20
21 Schedule of Benefits – Covered Services under the heading "Percentage Payable after deductible is
22 met":

- 23 Network: change all instances of 100% to 90%
- 24 Non-Network: change all instances of 100% to 90%, all instances of 80% to 70%

25
26 Maximum Out-of-Pocket Expense (excluding deductibles and co-pays)

	In Network	Out of Network
28 Per Individual	\$ 750.00	\$2,000.00
29 Per Family	\$1,500.00	\$4,000.00

30
31
32 Emergency Room Deductible: \$50 per visit (exclusive of other deductibles). The Emergency Room
33 Deductible shall be waived if, as a result of the condition requiring the Emergency Room visit, the
34 covered person is admitted to an area of the hospital other than the Emergency Room.

35
36 Spousal Eligibility:

37 When the spouse of an employee is employed on a full-time basis (defined as 32 or
38 more hours of work per week) or retired and the spouse's employer or retirement plan
39 makes health care coverage available to the spouse—regardless of the cost—the City's
40 coverage of the spouse shall be limited to being secondary to the coverage that is
41 available from the spouse's employer or retirement plan. As an alternative to obtaining
42 health care coverage from their primary employers, employed spouses may elect to
43 enroll in the City's health care plan by paying a monthly premium equal to the greater
44 of 1/7 the established COBRA rate for single coverage or any sum received by the
45 employed spouse from his/her employer to decline health care coverage from said
46 employer.

47
48 In the event a husband and wife are both employed by the City of Cuyahoga Falls,
49 each will be enrolled with single coverage; provided that if they have dependent
50 children, the husband and wife shall will be enrolled together under a single
51 enrollment for family coverage.

52
53 An employee seeking health care coverage from the City for his/her spouse shall be
54 required to provide to the Department of Human Resources a statement indicating the
55 spouse's employment status along with a statement from the spouse's employer or
56 retirement plan administrator or other appropriate agency that health care coverage is
57 not available to the spouse as a result of the spouse's employment status. The
58 employee shall promptly notify the Department of Human Resources of any change in
59 the employment or insurance status of his/her spouse. If an employee provides false
60 information concerning his/her spouse, or fails to notify the Department of Human
61 Resources of any required information, the employee shall be required to reimburse
62 the City for any medical expenses paid by the City on behalf of the spouse that would
63 not have been paid had the City had accurate information concerning the spouse's
64 employment or insurance status. Said reimbursement may take the form of a payroll

65 deduction in an amount not greater than 5% of the employee's gross pay until full
66 reimbursement is made.

67
68 Prescription Coverage:
69 [Substitute the following clarifying language:]
70

71 If a name brand drug is dispensed, the co-pay for name brand drugs applies
72 regardless of whether a generic equivalent is available. Employees needing to take
73 medication for at least ninety days shall, after obtaining two thirty day prescriptions
74 of the drug at retail, obtain further refills through the City's mail order prescription
75 drug service. Employees needing to take medication for less than ninety days may
76 purchase said medication by mail order with the co-pay prorated at the rate of the
77 mail order co-pay.
78

79 Section 2. That a non-bargaining employee who is currently retired, or retires hereafter, with the
80 Ohio Public Employees Retirement System (PERS) or the Ohio Police and Fire Pension Fund (OP&F)
81 from employment with the City of Cuyahoga Falls having a minimum of 12 years of continuous full-
82 time service with the City immediately before the date of retirement shall receive life insurance coverage
83 in the amount of \$10,000.00, and said life insurance shall replace any life insurance previously
84 provided to said retirees by the City. The benefit provided herein shall not apply to any retiree who
85 becomes re-employed with the City during the time of said re-employment, nor shall the benefit
86 provided herein apply to any retiree who receives a life insurance benefit as a result of a collective
87 bargaining agreement with the City.
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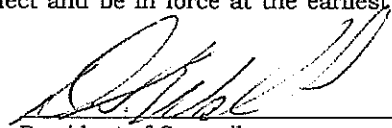
89 Section 3. That the Human Resources Director is hereby directed to make appropriate
90 amendments to the language of the Employee Benefit Plan to reflect the changes made herein as they
91 relate to non-bargaining employees.
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93 Section 4. That any ordinances or resolutions or portions of ordinances and resolutions
94 inconsistent herewith be and the same are hereby repealed, but any ordinances and resolutions not
95 inconsistent herewith and which have not previously been repealed are hereby ratified and confirmed.
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97 Section 5. That it is found and determined that all formal actions of this Council concerning and
98 relating to the passage of this ordinance were taken in an open meeting of this Council and that all
99 deliberations of this Council and of any committees that resulted in those formal actions were in
100 meetings open to the public, in compliance with all legal requirements including Chapter 107 of the
101 Codified Ordinances.
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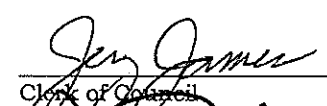
103 Section 6. That this ordinance is hereby declared to be an emergency measure necessary for the
104 preservation of the public peace, health, safety, convenience and welfare of the City of Cuyahoga Falls
105 and the inhabitants thereof, and provided it receives the affirmative vote of two-thirds of the members
106 elected or appointed to Council, it shall take effect and be in force immediately upon its passage and
107 approval by the Mayor; otherwise it shall take effect and be in force at the earliest period allowed by
108 law.
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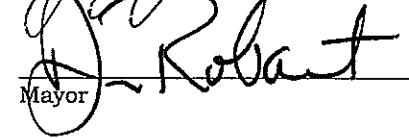
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111 Passed: 5/14/07
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President of Council

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119 Approved 5/16/07
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Clerk of Council


Mayor