

## **ORDINANCE # O-20-2017**

### **AN ORDINANCE TO EDIT SECTION 12.3 OF THE POLICIES AND PROCEDURES MANUAL**

WHEREAS, the Village Council for the Village of Bolivar wishes to amend Section 12.3 of the Policies and Procedures Manual regarding the policies for health insurance for employees;

WHEREAS, the Village Council of the Village of Bolivar, Ohio, wishes to amend Section 12.3 Insurance to state:

#### **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 with Full Miscellaneous

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 amends Sections 12.3 of the Policies and Procedures of the Village of Bolivar to include the aforementioned language. This change shall be retroactive to January 1, 2017.

**READ: March 6, 2017, April 3, 2017, and May 1, 2017**

**PASSED: May 1, 2017**

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**REBECCA HUBBLE, MAYOR**

**ATTEST:**

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**MARIA APP, FISCAL OFFICER**