

ORDINANCE # O-39-2017

AN ORDINANCE TO ESTABLISH A SHARED PERCENTAGE FOR HEALTH INSURANCE COSTS FOR VILLAGE EMPLOYEES AND AMENDING SECTION 12.3 OF THE VILLAGE POLICIES AND PROCEDURES; ESTABLISHING AN EMERGENCY

WHEREAS, the Village of Bolivar has previously paid for 100% health insurance premium costs for Village employees;

WHEREAS, the premiums for all the plans have increased, and continue to do so, and the Village is at the point where fiscally it is necessary to have the employees bear some of then cost burden for the health insurance;

WHEREAS, the Village Council wishes to strike a balance between conserving as many Village resources as possible and still providing our employees with valuable health insurance benefits;

WHEREAS, the Village Council, after discussion on the matter, believes that requiring the employees to pay 3% of the total health insurance premium cost is appropriate;

WHEREAS, the Village shall continue to pay 97% of the health insurance premium costs for all employees entitled to health insurance and who are enrolled in the Village's health insurance plan;

WHEREAS, Section 12.3 of the Policies and Procedures shall be amended as set forth below to reflect this change in policy:

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

The Village shall pay 97% of the total premium cost of health insurance for all employees entitled to health insurance who are enrolled in the Village's health insurance plan. The employee shall be solely responsible for the remaining 3% of premium costs.

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 approves instituting a new policy requiring employees to pay 3% of the total health insurance premium cost and for the Village to pay 97% of the health insurance premium costs for all employees entitled to health insurance and who are enrolled in the Village's health insurance plan.

SECTION 2. Section 12.3 of the Village's Policies and Procedures is hereby amended as outlined above.

SECTION 3. This Ordinance is hereby declared to be an emergency measure and its passage is immediately necessary in order to preserve, protect, and maintain health, safety and welfare of the citizens of the Village of Bolivar, Ohio, and to provide for the rates of pay to be effective upon January 1, 2018 for the benefit of the employees and for necessary auditing and tax purposes, and therefore the same shall be in full force and effect on January 1, 2018 and shall remain in effect until December 31, 2018, at which time the Village Council shall revisit the issue based upon the then-current costs and funds of the Village. In the event that the Village does not make any changes to this percentage prior to December 31, 2018, then this percentage shall remain in effect until such time as Council sets a new percentage.

READ: August 1, 2017, November 6, 2017, and December 4, 2017

PASSED: December 4, 2017

REBECCA HUBBLE, MAYOR

ATTEST:

MARIA APP, FISCAL OFFICER