

CITY OF STRONGSVILLE, OHIO

ORDINANCE NO. 2023 – 065

By: Mayor Perciak and All Members of Council

AN ORDINANCE AMENDING SECTION 266.05 OF CHAPTER 266 OF TITLE SIX OF PART TWO-ADMINISTRATION CODE OF THE CODIFIED ORDINANCES OF THE CITY OF STRONGSVILLE IN ORDER TO UPDATE CERTAIN HEALTH INSURANCE BENEFIT INFORMATION FOR CERTAIN CITY EMPLOYEES; AND DECLARING AN EMERGENCY.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF STRONGSVILLE, COUNTY OF CUYAHOGA AND STATE OF OHIO:

Section 1. That Section 266.05 of Chapter 266 of Title Six of Part Two-Administration Code of the City of Strongsville be and is hereby amended to read in its entirety as follows:

* * *

266.05 BENEFITS.

(a) A comprehensive health care plan with extensive medical benefits, major dental care and vision care, and prescription drug benefits shall be furnished by the City for each full-time hourly and salaried employee who is not covered by a collective bargaining agreement and is enrolled in the City's health care plan.

(b) The City shall provide and pay for all full-time hourly and salaried employees, who are not covered by a collective bargaining agreement, a policy of life, accidental death and dismemberment insurance in the amount equal to two times such employee's annual salary up to a maximum benefit of two hundred fifty thousand dollars (\$250,000), and the premium or part- premium for which shall be listed on the employee's taxable income for Federal, State and local income tax purposes to the extent required by Section 79 of the U.S. Internal Revenue Service Code. Such policy shall be underwritten by an insurance company approved by the City as part of its benefits plan.

(c) Effective January 1, 2016 ~~through December 31, 2018 and thereafter~~, all full-time employees eligible and receiving any benefits listed and described under subsection (a) hereof shall pay to the City seventy-five dollars (\$75.00) monthly for single coverage and one hundred fifty dollars (\$150.00) monthly for family coverage. The amount shall be paid through payroll deductions equally in each of the first two pay periods of each month. If the employee has no earnings the employee shall reimburse the City on or before the 15th of each month. To the extent permissible under the Internal Revenue Code Section 125 (Premium Only Plan) such deductions shall be made from the employee's gross pay on a pretax basis. Life Insurance will remain at two (2) times the annual salary.

Effective January 1, 2016, all full-time eligible employees who have met all of the bi-annual Wellness Initiative/Screening conditions as established by the City in 2013, and on file with the City's Director of Human Resources, and who are receiving the benefits listed and described in subsection (a) shall continue to pay a monthly premium contribution ~~through 2018~~ of

seventy-five dollars (\$75.00) monthly for single coverage and one hundred fifty dollars (\$150.00) monthly for family coverage from their gross pay on a pre-tax basis.

Effective January 1, 2016 and thereafter, an employee failing to meet any of the aforementioned bi-annual Wellness Initiative/Screening conditions of the prior year shall pay an additional fifty dollars (\$50.00) per month or twenty-five dollars (\$25.00) per pay from his/her gross pay on a pre-tax basis, throughout the succeeding year.

Any additional cost for alternate coverage or for additional coverage, other than that provided in subsections (a) and (b) hereof, shall be paid by the employee, and such additional cost shall be paid through payroll deductions. The remainder of the actual premium rate of such health care plan shall be paid by the City from City funds.

(d) Employees must sign an annual Certification attesting to non-usage of any form of tobacco products. In the event an employee currently utilizes tobacco in any form, they will be required to pay an additional twenty-five dollars (\$25.00) monthly from his/her gross pay on a pre-tax basis throughout the succeeding year.

(e) In those cases where both spouses are employed by the City of Strongsville in any position or capacity, only one will be eligible for health care coverage, which shall be the family plan as determined by first date of birth. In such circumstances, only the one eligible spouse shall be required to pay a contribution towards the premiums as set forth herein.

(f) The amount set forth in subsection (c) hereof shall be paid in the manner specified above, from each employee who is eligible and receiving benefits provided for in subsection (a) hereof. In the event an employee who is eligible and receiving benefits provided for in subsection (a) hereof is not receiving bi-weekly compensation through City payroll, such employee shall pay to the City on or before the 15th of each month, such amounts as are due from the employee to the City for such benefits.

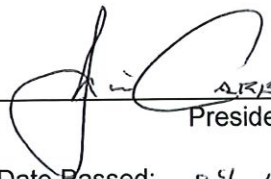
~~(Ord. 2015-255. Passed 12-21-15.)~~

* * *

Section 2. That 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 3. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety and welfare of the City, and for the further reason that it is immediately necessary to update certain insurance benefit information. 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.

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President of Council
Date Passed: 04 17 2023

	<u>Yea</u>	<u>Nay</u>
Carbone	<u>✓</u>	_____
Clark	<u>✓</u>	_____
DeMio	<u>✓</u>	_____
Kaminski	<u>Absent</u>	_____
Kosek	<u>✓</u>	_____
Roff	<u>✓</u>	_____
Short	<u>✓</u>	_____

Approved: 

Mayor

Date Approved: April 17, 2023

Attest: 

Clerk of Council

Ord. No. 2023-065 Amended: _____
1st Rdg. 04-17-23 Ref: _____
2nd Rdg. Suspended Ref: _____
3rd Rdg. Suspended Ref: _____

Public Hrg. _____ Ref: _____
Adopted: 04-17-23 Defeated: _____