

CITY OF STRONGSVILLE, OHIO

ORDINANCE NO. 2015 – 255

By: Mayor Perciak and Mr. Dooner

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 AND ADJUST THE HEALTH INSURANCE PROVISIONS FOR CERTAIN CITY EMPLOYEES; ENACTING NEW SECTION 266.22 PROVIDING FOR CLOTHING AND RELATED ALLOWANCES FOR CERTAIN EMPLOYEES; AND DECLARING AN EMERGENCY.

WHEREAS, the amount of health care premium contributions paid by certain City employees is being modified, and also further adjusted due to various requirements of the City's health and wellness initiative; and

WHEREAS, it is necessary to clarify and/or provide various clothing and related allowances which are provided for certain City employees who are not members of collective bargaining groups.

NOW, THEREFORE, 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, ~~2013~~**2016** through December 31, ~~2013~~**2018**, all full time employees eligible and receiving any benefits listed and described under subsection (a) hereof shall pay to the City ~~one hundred dollars (\$100.00) per month~~**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~~**first** two pay periods ~~of~~**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, ~~2014~~**2016**, all full-time eligible employees who have met all of the bi-annual Wellness Initiative/Screening conditions ~~of 2013~~**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 throughout ~~2014~~**2018** of ~~one hundred dollars (\$100.00) per month~~**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, 2015, all full time eligible employees who have met all of the bi-annual Wellness Initiative/Screening conditions of 2014 as established by the City 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 throughout 2015 of one hundred dollars (\$100.00) per month from their gross pay on a pre-tax basis.~~

Effective January 1, ~~2014~~**2016** and thereafter, an employee failing to meet any of the aforementioned bi-annual Wellness Initiative/Screening conditions of the prior year shall pay ~~one hundred twenty-five dollars (\$125.00) per month~~**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.

~~(d)~~(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.

~~(e)~~(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. 2013-013. Passed 1-7-13.)~~

* * *

Section 2. That new Section 266.22 of Chapter 266 of Title Six of Part Two-Administration Code of the City of Strongsville be and is hereby enacted to read in its entirety as follows:

* * *

SECTION 266.22 CLOTHING ALLOWANCE.

(a) Certain designated employees who are not covered by a Collective Bargaining Agreement shall be entitled to receive an annual allowance for work-related clothing, as set forth below.

(b) The following employee positions warrant and will receive the annual clothing allowances:

General Clothing Allowance:

Building Commissioner, Assistant Building Commissioner, Groundskeeper, Service Supervisor

Work Boot Allowance:

City Engineer, Assistant City Engineer, Design Engineer, Engineering Inspector, Coordinator of Natural Resources

(c) The annual clothing allowances for the above eligible employee positions will be as follows:

(1)	General Clothing Allowance	\$300.00
(2)	Work boot allowance	\$100.00

(d) All clothing and work boot allowances shall be paid as taxable benefits that will be included with the employee's payroll

direct deposit, all to be in the same pay period as designated by the Director of Finance.

* * *

Section 3. That the within amendments shall be operative and effective as to affected City employees from and after January 1, 2016; and all ordinances, or parts of ordinances, in conflict with any of the provisions of this Ordinance shall, to the extent of any conflict, be and hereby are repealed as of that date.

Section 4. That any funds required for the purposes of this Ordinance shall be appropriated and paid from the General Fund; Police Pension Fund; Street, Construction, Maintenance & Repair Fund; Fire Levy Fund; Fire Pension Fund; Multi-Purpose Complex Fund; Community Diversion Fund; Earned Benefits Fund, Sanitary Sewer Fund, and from any federal, state or county grant funding which may become available for such purposes.

Section 5. 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 6. 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 continue to properly provide and pay for certain benefits to full-time City employees, to further clarify and/or provide for clothing allowances for certain employees; and to conserve public funds. 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.

Michael Daymut
 President of Council

Approved: Thomas S. Brewer
 Mayor

Date Passed: December 21, 2015

Date Approved: December 22, 2015

	<u>Yea</u>	<u>Nay</u>
Carbone	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Daymut	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DeMio	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dooner	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Maloney	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Schonhut	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Southworth	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Attest: Limae Pientka
 Clerk of Council

ORD. No. 2015-255 Amended: _____
 1st Rdg. 12-21-15 Ref: _____
 2nd Rdg. Suspended Ref: _____
 3rd Rdg. Suspended Ref: _____

 Pub Hrg. _____ Ref: _____
 Adopted: 12-21-15 Defeated: _____