

ORDINANCE NO. 16-149
BY: Nancy Moore

Amending Section 135.05 of the Administrative Code of the Shaker Heights Codified Ordinances relative to the waiver of Health Insurance for employees of the City, and declaring an emergency.

WHEREAS, Section 135.05 of the Administrative Code of the Shaker Heights Codified Ordinances was most recently amended in Ordinance No. 13-113, enacted December 16, 2013.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Shaker Heights, State of Ohio:

Section 1. Section 135.05 of the Administrative Code of the Shaker Heights Codified Ordinances relative to Life, Disability Income, Dental and Health Insurance for employees of the City, as heretofore in effect, is hereby repealed.

Section 2. Section 135.05 of the Administrative Code of the Shaker Heights Codified Ordinances relative to Life, Disability Income, Dental and Health Insurance for employees of the City shall be enacted as amended to read as follows:

135.05 LIFE, DISABILITY INCOME, DENTAL, HEALTH AND VISION INSURANCE.

(a) Life Insurance. Each full-time permanent employee, who is not a member of a collective bargaining unit with which the City has a collective bargaining agreement, including the Mayor, and the Judge, will be provided with a fully paid life insurance and accidental death and dismemberment plan in an amount equal to one (1) times the employee's annual salary, with a minimum coverage of twenty thousand dollars (\$20,000) and a maximum coverage of fifty thousand dollars (\$50,000). Additional life insurance and accidental death and dismemberment benefits may be provided, if available under the plan then currently in effect, to any person to whom benefits are being provided as set forth herein, at such person's sole expense, as shall be determined by the Mayor and the Chief Administrative Officer.

(b) Disability Income. The City will provide to each full time permanent employee, who is not a member of a collective bargaining unit with which the City has a collective bargaining agreement, the disability income plan currently in effect, or its substantial equivalent.

(c) Dental Insurance. ~~Effective January 1, 2014, t~~The City will provide to each full-time permanent employee, who is not a member of a collective bargaining unit with which the City has a collective bargaining agreement, dental insurance as described in the Plan documents on file with the Director of Human Resources under the following express condition for the Plan:

~~Beginning January 1, 2014, T~~the employee shall pay fifteen (15) percent of the monthly plan premium equivalent via payroll deductions.

(d) Health Insurance. ~~Effective January 1, 2014, t~~The City will provide to each full-time permanent employee, who is not a member of a collective bargaining unit with which the City has a bargaining

agreement, health insurance under ~~either (1) the Medical Mutual of Ohio SuperMed Plus Plan, as described in the Plan documents on file with the Director of Human Resources, and ; or (2) the HealthSpan (formerly Kaiser Permanente) Plan, as described in the Plan documents on file with the Director of Human Resources~~ under the following express conditions for ~~saideach~~ Plan:

- (1) ~~Medical Mutual Plan: Beginning January 1, 2014, t~~The employee shall pay fifteen (15) percent of the monthly plan premium equivalent via payroll deduction.
- (2) ~~HealthSpan Plan: Beginning January 1, 2014, the employee shall pay fifteen (15) percent of the monthly plan premium via payroll deduction.~~
- ~~(3) In addition, both Plans described above shall include the following conditions:~~
- (3) ~~A.~~The City shall pay the remainder of the monthly health insurance premium/premium equivalent not covered by the employee contribution prescribed above.
- (4) ~~B.~~The City shall continue administering, at its expense, a Section 125 Plan to allow employee contributions to be made on a pre-tax basis.
- (5) ~~C.~~The City may offer alternate plan(s) in addition to the ones specified above. In such case(s), employee/City contributions shall be determined by the City on an annual basis; provided, however, that the employee's contribution to any alternate plan shall not exceed the amount calculated using the same formula that applies to the above plans.
- (6) ~~D.~~Other conditions and terms as described ~~for each Plan~~ in the most recent Certificate of Coverage Booklet for the ~~respective~~ Plan.

(e) Vision Insurance. ~~Effective January 1, 2012, t~~The City will provide to each full-time permanent employee, who is not a member of a collective bargaining unit with which the City has a collective bargaining agreement, vision insurance as described in the Plan documents on file with the Director of Human Resources, under the following express condition for the Plan:

~~Beginning January 1, 2012, e~~Employees who choose to participate in the vision insurance plan shall be responsible for full payment of the monthly plan premium via payroll deduction.

(f) Waiver of Health Insurance. Effective January 1, 2017, aAny employee who is qualified to participate in the City's health insurance program may, at the employee's option, elect not to participate in said program, but instead receive additional compensation in the amount of two hundred ~~seventy-five fifty~~ dollars (\$~~2750~~.00) for each month the insurance is waived ("Waiver Program"). Only employees who provide acceptable proof of health insurance through their spouses or through alternative insurance coverage are eligible to participate in this Waiver Program. In addition, employees must comply with all administrative requirements established by the Director of Human Resources. Employees whose spouses are also employed by the City are not eligible to participate in this Waiver Program.

Section 3. This ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare for the reason that it is necessary in the current operation of the City and, therefore, so that it may take effect as of January 1, 2017, this ordinance shall take effect immediately upon its enactment and approval by the Mayor.

Enacted December 19, 2016.

Approved this ____ day of _____, 2016.

EARL M. LEIKEN, Mayor

Attest:

JERI E. CHAIKIN
Clerk of Council

coun16/1219AMEND135.05CODORD