

By: Anne H. Porter

An Ordinance to provide for an employee co-payment under the City's Preferred Health Plan effective June 1, 1998 by amending subsection (c) (5) B. and subsection (d) (1) of Section 262.02 of the Codified Ordinances with respect to elected officials and employees who are not part of a collective bargaining unit and by establishing such requirement under the City's various collective bargaining agreements with respect to employees who are part of collective bargaining units and to declare an emergency.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF BEXLEY, OHIO:

Section 1. That subsection (c) (5) B. of Section 262.02 of the Codified Ordinances is hereby amended as follows:

B. Health. A contract or contracts providing group health, hospital, surgical major medical, dental and vision insurance with such benefits as shall be fixed annually by contract covering all employees, at a maximum annual cost to the City equal to the premium paid in 1997 increased by not more than 5 1/2% per year in 1998, with any premium in excess thereof to be paid by each covered employee by automatic payroll deduction when, as and if City Council shall determine to enforce such co-payment provision. For 1998, the City shall contract with the Central Ohio Health Care Consortium for the Consortium's basic health plan offering the same benefits as those offered in 1997. Since the increase in premium cost from 1997 to 1998 is less than 5 1/2%, the employee's co-payment share of the premium cost of the basic health plan shall be \$254.54 for single coverage and \$695.50 for family coverage, being the same co-payment paid by employees in 1997. The City shall also offer employees optional coverage under the Consortium's Preferred Health Plan ("PPO") which provides modified benefits (excluding dental and vision), which PPO benefits have been presented to and approved by this Council. PRIOR TO JUNE 1, 1998, THE CITY HAS VOLUNTARILY WAIVED THE EMPLOYEE'S CO-PAYMENT SHARE UNDER THE PPO. EFFECTIVE JUNE 1, 1998, THE EMPLOYEE'S CO-PAYMENT SHARE OF THE PREMIUM COST OF THE PPO SHALL BE \$127.27 FOR SINGLE COVERAGE AND \$347.75 FOR FAMILY COVERAGE PER YEAR.

Section 2. That subsection (d) (1) of Section 262.02 of the Codified Ordinances is hereby amended as follows:

(1) Elected Officials. All elected officials shall be furnished health care insurance, dental care insurance, life insurance, and vision care insurance at the same benefit levels and coverage that it is provided to Schedule I employees and such other insurance benefits, if any, as shall be mandated by state law; provided, however, that the Auditor and members of Council shall pay \$1,391 of the premium cost for family coverage under the Basic Health Plan. The City shall also offer employees optional coverage under the Consortium's Preferred Health Plan ("PPO") which provides modified benefits (excluding dental and vision), which PPO benefits have been presented to and approved by this Council, AND EFFECTIVE JUNE 1, 1998, THE AUDITOR AND MEMBERS OF COUNCIL SHALL PAY \$695.50 OF THE PREMIUM COST FOR FAMILY COVERAGE UNDER THE PPO. Compensation of Council members shall be as provided by the Charter, and compensation of the Mayor and Auditor shall be as provided by a separate Ordinance.

Section 3. That, effective June 1, 1998, City employees included in a collective bargaining unit which has negotiated a labor agreement with the City shall pay the co-payment for insurance premiums provided by said labor agreements. Notwithstanding the terms of those agreements, the City shall offer each bargaining unit (through their respective bargaining agents) the opportunity to pay a lower co-payment by electing to participate in the PPO coverage, rather than the traditional insurance plan. The PPO coverage co-payment shall be \$127.27 for single coverage and \$347.75 for family coverage. A memorandum of understanding will be executed with each bargaining unit which desires to accept this offer.

Section 4. That this Ordinance is an emergency measure necessary for the immediate preservation of the public peace, health and safety, said emergency being the need to establish a consistent co-payment policy with respect to health benefits offered employees of the City as of June 1, 1998, and shall be in force immediately upon its passage and approval by the Mayor.

Passed: May 12, 1998

*J. J. McAllister*  
President of Council

Attest: *Richard A. Levin*  
Clerk of Council

Approved: May 12, 1998

*D. H. Madison*  
David H. Madison, Mayor

4-14-98 first reading  
4-28-98 second reading  
5-12-98 third reading  
passed