

ORDINANCE NO. 79 -02By: John B. Rohyans

An Ordinance to amend Section 262.02(c) of the Administrative Code to provide Schedule I employees the option to decline group health insurance coverage on the same terms offered to City employees who are members of a bargaining unit governed by a collective bargaining agreement, to amend Section 262.02(d)(1) and (2) of the Administrative Code to conform such provisions to Section 32 , as amended, of the City Charter, and to declare an emergency.

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

Section 1. That Section 262.02(c) of the Administrative Code is hereby amended by the addition of a new subsection (18) as follows:

(18) Option to Decline Group Health Insurance Coverage.

- A. Employees who are able to obtain health insurance through a spouse or other source may choose to decline coverage under the City's group health insurance plan. Each eligible employee who elects to decline this coverage will receive \$1,000 per year from the City. The City will make these payments in \$500 increments at intervals of approximately six (6) months.
- B. In order to be eligible to exercise this option, an employee must provide the City with a completed, signed waiver-form indicating that the employee has voluntarily chosen to decline the city-supplied group health insurance (single and family coverage) and that the employee has an alternative source of health insurance coverage. The City will provide employees with a form for this purpose. An eligible employee wishing to exercise the option to receive cash in-lieu-of group health insurance coverage must submit a request to do so, together with the completed waiver-form during the annual enrollment period. Employees who fail to meet these requirements must wait until the next enrollment period to exercise the cash in-lieu-of group health insurance coverage option.
- C. Employees who have opted out of the City-supplied group health insurance coverage under this provision may later decide to obtain coverage under the City's group health insurance plan by submitting a completed, signed form to the City during the next annual enrollment period. The City will provide employees with an application form for this purpose. An eligible employee who uses this procedure to join or rejoin the City-supplied group health insurance plan will receive insurance coverage (subject to all limitation and conditions that apply to such coverage) under the plan commencing at the beginning of the month following their: 1) loss of coverage, or 2) their application for coverage under the City-supplied group health insurance coverage due to loss of coverage; whichever occurs later. Employees who apply for City-supplied group health insurance coverage

during the annual open enrollment period are not subject to pre-existing condition limitations.

- D. Employees who have opted out of City-supplied group health insurance coverage and who lose their alternative source of group health insurance coverage may apply to the City to join or rejoin the City-supplied group health insurance plan at times other than the annual enrollment period. In such instances, the City reserves the right to require the employee to provide proof of the loss of alternative insurance coverage and to repay, on a pro rata basis, any cash the City previously paid to the employee for periods in which the employee will participate in the City-provided coverage. Employees who obtain City-supplied group health insurance coverage after the loss of an alternative source of coverage are not subject to pre-existing condition limitations.
- E. An employee who separates from City employment, voluntarily or involuntarily, must repay to the City on a pro rata basis cash received in lieu of insurance coverage corresponding to the period of time following the employee's separation date. The City will automatically withhold this sum from the employee's final paycheck. An employee's obligation to repay this sum is not extinguished in the event that his or her final paycheck is not large enough to completely repay the amount owed to the City.
- F. This section involves group health insurance coverage only and in no way affects employees' eligibility for City-supplied vision, dental or life insurance coverage, if any.

Section 2. That Section 262(d)(1) of the Administrative Code is hereby amended as follows:

(1) Elected Officials. All elected officials shall be eligible to participate in the City's group life, health, dental and vision insurance programs at the same benefit levels and coverage and on the same terms that such coverages are provided to Schedule I employees and such other insurance benefits, if any, as shall be mandated by state law: provided, however, that (i) the co-payment of any member of Council who elects to receive all or a portion of his or her compensation in the form of insurance benefits shall be determined in accordance with Section 32, as amended, of the City Charter or any ordinance fixing the compensation of members of council elected to terms beginning on or after January 1, 2004, adopted pursuant to Section 32 and (ii) the City shall pay eighty percent (80%) and the Auditor shall pay twenty percent (20%) of the premium cost of the PPO, if the Auditor elects to participate in the City's group health insurance program. Any co-payment shall be invoiced and paid quarterly.

Section 3. That Section 262.02(d)(1) as presently in effect is hereby repealed.

Section 4. That Section 262.02(d)(2) of the Administrative Code is hereby amended as follows:

(2) City Attorney. The City Attorney shall be eligible to participate in the City's group insurance programs at the same benefit levels and coverage and on the same terms as the Auditor under subsection (d)(1) hereof. Compensation of the City attorney shall be provided by a separate ordinance.

Section 5. That Section 262.02(d)(2) as presently in effect is hereby repealed.

Section 6. That this Ordinance is an emergency measure necessary for the immediate preservation of the public peace, health and safety, said emergency being the necessity of providing benefits to Schedule I employees on the same terms offered to City employees who are members of a bargaining unit governed by a collective bargaining agreement and conforming the Administrative Code to the Charter at the earliest practicable date, and shall take effect immediately upon its passage and approval by the Mayor.

Passed: _____, 2002

President of Council

Attest: _____
Clerk of Council

9/10/02 First Reading
9/24/02 Second Reading
10/8/02 Third Reading
table

Approved: _____, 2002

David H. Madison, Mayor