

COUNCIL CHAMBER

City of Berea, Ohio

ORDINANCE No. 2019-23

By Jim Maxwell Sponsored By Mayor Cyril M. Kleem
AN ORDINANCE

AMENDING SECTION 183.07, INSURANCE, OF CHAPTER 183, EMPLOYMENT PROVISIONS, OF TITLE VIII, PERSONNEL PLAN, OF THE CODIFIED ORDINANCES OF THE CITY OF BERA, AND DECLARING AN EMERGENCY.

WHEREAS, the City is in the process of negotiating collective bargaining agreements with union employees which will include an amendment to the terms and conditions of the City's health care insurance plan; and

WHEREAS, the City has reached tentative agreements with the bargaining units on the limited issue of health care benefits which will later be incorporated into their collective bargaining agreements; and

WHEREAS, the City wishes to apply its health care insurance plan to all eligible City employees.

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

SECTION 1. That Section 183.07, Insurance, of Chapter 183, Employment Provisions, of Title VIII, Personnel Plan, of the Codified Ordinances of the City of Berea, which has heretofore read as follows in Exhibit "A", attached hereto and incorporated herein, be and the same is hereby amended in its entirety to read as follows in Exhibit "B", attached hereto and incorporated herein.

SECTION 2. That 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 of any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

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, or providing for the usual daily operation of a municipal department and for the further reason that the health care insurance plan changes should be applicable to existing and future employees at the earliest time possible. 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.

PASSED: March 18, 2019

ATTEST: [Signature]
Clerk of Council

APPROVED: March 19, 2019

[Signature]
President of Council
[Signature]
Mayor

APPROVED AS TO FORM:

[Signature]
Director of Law

EXHIBIT "A"

183.07 INSURANCE

(a) Life Insurance

After thirty (30) days of continuous, active full-time employment, the City shall provide, at no cost to such employee, insurance upon the life of such employee in the amount of Twenty-Five Thousand Dollars (\$25,000.00) subject to insurability for such employee by the City's carrier. All employees shall have the further option to purchase additional life insurance subject to insurability requirements of the carrier, upon the payment of the appropriate premium for such additional amount of insurance.

(b) Health Insurance

- (1) After sixty (60) days of continuous, active full-time employment, the City shall provide, at no cost to such employee, coverage for such employee and such employee's dependents upon the terms and conditions of the "Summary Description of Your Health Care Benefits for the City of Berea and include provisions for basic and major medical, prescription drug, dental and vision care benefits.

The City reserves the right to change insurers and/or administrators so long as benefits are reasonably comparable to those existing prior to such change.

- (2) Any employee, hired by the City of Berea after January 1, 1989 will not be provided any hospitalization or medical insurance if, at the time of hiring and during the time of employment, such employee is a recipient of or eligible for benefits from PERS, STRS, the State Police and Fire Benefit and Disability Fund, or any United States Government retirement program.
- (3) Effective March 1, 2016, employees who are eligible for and receive health care benefits as described in the "City of Berea Employee Benefit Plan" shall be ten percent (10%) of the monthly premium for said coverage. Said premium shall be deducted from the employee's biweekly pay. Employees shall continue to pay fifteen percent (15%) of the monthly premium until March 1, 2016.
- (4) Employees should refer to the "City of Berea Employee Benefit Plan" for further information regarding coverage, restrictions, and limits on health insurance coverage including but not limited to COBRA, effects from Medicare and other provisions.
- (5) The Board of Control shall meet in January of each year for the purpose of establishing the monthly premium for individual and family coverage for the succeeding year with said rates effective beginning in February of that year.

(c) Employee Assistance Program

The City offers all employees an external Employee Assistance Program (EAP). The program is a confidential program for employees to receive assistance in various areas including alcohol and drug education, mental health counseling services, wellness services, assistance with eating disorders, gambling, sex and relationships, child care and other service referrals, educational services, legal referrals financial assistance and job related services. These services are provided at no charge to the employee, although some services have a limit on the sessions provided.

EXHIBIT "B"

183.07 INSURANCE

(a) Life Insurance

After thirty (30) days of continuous, active full-time employment, the City shall provide, at no cost to such employee, insurance upon the life of such employee in the amount of Twenty-Five Thousand Dollars (\$25,000.00) subject to insurability for such employee by the City's carrier. All employees shall have the further option to purchase additional life insurance subject to insurability requirements of the carrier, upon the payment of the appropriate premium for such additional amount of insurance.

(b) Health Insurance

- (1) After sixty (60) days of continuous, active full-time employment, the City shall provide, at no cost to such employee, coverage for such employee and such employee's dependents upon the terms and conditions of the "Summary Description of Your Health Care Benefits for the City of Berea and include provisions for basic and major medical, prescription drug, dental and vision care benefits.

The City reserves the right to change insurers and/or administrators so long as benefits are reasonably comparable to those existing prior to such change.

- (2) Any employee, hired by the City of Berea after January 1, 1989 will not be provided any hospitalization or medical insurance if, at the time of hiring and during the time of employment, such employee is a recipient of or eligible for benefits from PERS, STRS, the State Police and Fire Benefit and Disability Fund, or any United States Government retirement program.
- (3) Effective April 1, 2019, employees who are eligible for and receive health care benefits as described in the "City of Berea Employee Benefit Plan" shall be ten percent (8%) of the monthly premium for said coverage. Said premium shall be deducted from the employee's biweekly pay. Employees shall continue to pay fifteen percent (8%) of the monthly premium until March 31, 2021.
- (4) Employees should refer to the "City of Berea Employee Benefit Plan" for further information regarding coverage, prescriptions, deductibles, restrictions, and limits on health insurance coverage including but not limited to COBRA, effects from Medicare and other provisions.
- (5) The Board of Control shall meet each year for the purpose of establishing the monthly premium for individual and family coverage for the succeeding year.

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