

RECORD OF ORDINANCES

Ordinance No. 12-11-2017-5

Passed DECEMBER 11 20 17

AN ORDINANCE AMENDING SECTION 10.2 (HEALTH INSURANCE) OF THE EMPLOYEE MANUAL OF PERSONNEL POLICIES AND REGULATIONS AND THE DECLARATION OF AN EMERGENCY

WHEREAS, Finance Committee has recommended changes to the current provisions of the Village's employee health insurance plan, and said changes require an amendment of the Employee Manual of Personnel Policies and Regulations; and,

WHEREAS, as the recommended changes need to be in place prior to the commencement of the Village's new health insurance plan on January 1, 2018, this legislation needs to be passed as an emergency;

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF BALTIMORE, FAIRFIELD COUNTY, OHIO, THREE-FOURTH'S (3/4'S) OF ITS MEMBERS CONCURRING:

SECTION 1: That Section 10.2 (Health Insurance) of the Employee Manual of Personnel Policies and Regulations, which currently reads in relevant part as follows:

"10.2 HEALTH INSURANCE

In the event that a full-time employee elects to be included on his/her spouse's health insurance plan rather than on the Village's health insurance plan for the same or similar health insurance coverage, and the premium cost to the employee is less than the premium cost to the Village under the Village's health insurance plan (Note: the premium cost to the employee shall include only the additional out-of-pocket expense of adding the employee to his/her spouse's existing health insurance plan), resulting in a cost savings to the Village, the Village may reimburse the employee for the employee's out-of-pocket premium cost for such non-Village health insurance coverage (example: if an employee has insurance available through the Village's health insurance plan at a cost to the Village of \$350.00 per month, and the employee has the same or similar insurance coverage available for the employee through his/her spouse's insurance plan at a cost of \$300.00 per month for coverage for the employee (see Note above), and the employee elects to be included on his/her spouse's health insurance plan rather than on the Village's plan, the Village may reimburse the employee the amount of \$300.00 per month for private [non-Village] health insurance coverage, since such an election results in a cost savings to the Village of \$50.00 per month). Except as otherwise specifically provided herein, no additional payment shall be made to employees who do not elect to avail themselves of the Village's health insurance plan; nor will the difference in premium between the single and family policies be paid to the employees."

is hereby amended and shall henceforth read as follows:

"10.2 HEALTH INSURANCE

In the event that a full-time employee elects to be included on his/her spouse's health insurance plan rather than on the Village's health insurance plan for the same or similar health insurance coverage, resulting in a cost savings to the Village, **the Village may reimburse the employee for fifty percent (50%) of the premium cost to the Village for health insurance coverage for the employee (Example: if an employee has insurance available through the Village's health insurance plan at a cost to the Village of \$300.00 per month, and the employee elects to be included on his/her spouse's health insurance plan rather than on the Village's health insurance plan, the Village may reimburse the employee \$150.00 per month [\$150.00 being 50% of the \$300.00 monthly cost]).**

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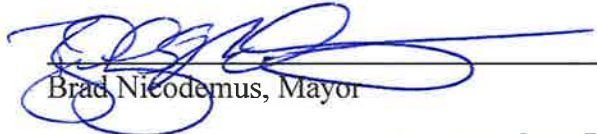
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The amount to be reimbursed to the employee shall be by way of an increase in the employee's wages and shall be considered taxable income to the employee. Except as otherwise specifically provided herein, no additional payment shall be made to employees who do not elect to avail themselves of the Village's health insurance plan."

(Emphasis added)

SECTION 2: For the reasons noted in the preamble, this ordinance is declared to be an emergency measure necessary for the preservation of the public peace, health, safety, morals, and welfare of the citizens of Baltimore, Ohio. Therefore, this ordinance shall become effective upon its passage by Council.


Brad Nicodemus, Mayor

DATE OF PASSAGE: 12-11-2017

EFFECTIVE DATE: 12-11-2017

ATTEST: 
Brian Bibler, Fiscal Officer

SPONSOR: HOUSE

APPROVED AS TO FORM: 
Jeffrey Feyko, Village Solicitor