

22-13

An Ordinance modifying the group health insurance procedure for village employees and repealing Ordinance 15-12 and declaring an emergency;

Whereas, Council provides a group health insurance plan for village employees, and,

Whereas, the Mayor and Fiscal Officers are working with our agent to find a affordable health care plan for Village employees and,

Whereas, after review of the budget and in consultation with our agent we will continue with a high deductible health plan (HDHP) in conjunction with a Health Savings Account (HSA) to control costs sufficient to allow the Village to continue to offer health care coverage, and,

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF LITHOPOLIS, FAIRFIELD COUNTY, STATE OF OHIO;

Section 1. Council authorizes the Mayor to negotiate and enter into a health care insurance plan for village employees.

Section 2. Effective January 1, 2014 each employee who elects to have coverage shall complete a payroll deduction for at least forty dollars per pay-period (\$40.00) for single coverage or one-hundred dollars per pay-period (\$100.00) for family coverage into an employee HSA. The employee must contribute, via payroll deduction, at least 40% of the annual deductible in order to receive the employer contribution.

Section 3. The Village shall pay the premium payments and contribute not more than 60% of the annual deductible to the employee HSAs, as determined by Council's appropriated funding. Any gap between what the employer contributes and the employee contributes via payroll deduction must be covered by the employee.

Section 4. The Mayor and the Fiscal Officer shall continue with a program to provide limited self-insurance for portions of the current plan that did not cover wellness, counseling, chiropractic or other non-invasive procedures to limit the hardship on employees from the current high-deductable plan. Such program shall not otherwise increase the overall appropriations or cost to the village for this fiscal year.

Section 5. This ordinance is hereby declared an emergency measure necessary for the immediate preservation of the public health, safety, and welfare in that to continue group health insurance for village employees the policy must be renewed by January 1, 2014 and shall be in full force and effect at the earliest date provided by law.

DATE PASSED: Dec 17, 2013

ATTEST: Jacinta Powers
CLERK

SIGNED [Signature]
MAYOR

APPROVED AS TO FORM:

[Signature]
JON BROWNING
VILLAGE SOLICITOR