

2
3 CITY OF CUYAHOGA FALLS, OHIO

4
5 ORDINANCE NO. 139 - 2022

6
7 AN ORDINANCE AMENDING ORDINANCE 93-2018 PROVIDING
8 FOR HEALTH CARE INSURANCE COVERAGE FOR BENEFITS-
9 ELIGIBLE EMPLOYEES, AND DECLARING AN EMERGENCY.

10
11 BE IT ORDAINED by the Council of the City of Cuyahoga Falls, County of Summit, and
12 State of Ohio, that:

13
14 Section 1. Ordinance 93-2018 providing for health care insurance coverage for benefits-
15 eligible employees is hereby supplemented as follow (new text double underlined; deleted text in
16 ~~strikethrough~~):

17
18 Section 2. COVERAGE

- 19
20 A. ~~Effective January 1, 2019~~ Effective January 1, 2023, the City will make available a health
21 care program ~~with employee only, employee/spouse, employee/child(ren) and family~~
22 ~~coverage options, for which benefits-eligible employees may apply for benefits-eligible~~
23 ~~employees working 30 hours or more per week in accordance with the Affordable Care~~
24 ~~Act.~~ Act.
- 25
26 B. The City will offer all employees eligible under Subsection A above medical, dental, vision,
27 and prescription drug insurance coverage ~~through plans of the City's choosing as~~
28 ~~described herein.~~ described herein.
- 29
30 C. All coverage shall be subject to the insurance carrier's eligibility, enrollment, and coverage
31 requirements, as set forth in the plan documents and certificates of coverage.

32
33 Section 3. EMPLOYEE CONTRIBUTIONS

- 34
35 A. Participating employees shall share in the cost of health care coverage to the extent set
36 forth in Subsection ~~C~~ F below. Each participating employee shall contribute to the total
37 fixed cost of the medical and prescription drug insurance coverage based on a percentage
38 of projected health care costs, as established at the beginning of each plan year (January
39 through December), to the extent set forth in Subsection F.
- 40
41 B. Spousal Surcharge:
 - 42
43 .i. When the spouse of an employee is employed on a full-time basis (defined as 32 or
44 more hours of work per week) or retired, and the spouse's employer or retirement
45 plan makes health care coverage available to the spouse - regardless of the cost -
46 the City's coverage of the spouse shall be limited to being secondary to the coverage
47 that is available from the spouse's employer or retirement plan. As an alternative to
48 a spouse obtaining health care coverage from their primary employer or retirement
49 plan, employees may elect to enroll their spouse in the City's health care plan by
50 paying a monthly premium equal to the greater of 2/7 the established premium for
51 single coverage, or any sum received by the employed spouse from ~~his/her~~ their
52 employer to decline health care coverage from a said employer. The HMO Medflex
53 surcharge is 25% less than the Basic plan surcharge or as determined by the Health
54 Care Committee.

55 ii. ~~In the event a married couple are both employed by the City of Cuyahoga Falls, each~~
56 ~~will be enrolled with single coverage; provided that if they have dependent children,~~
57 ~~the married couple shall be enrolled together under a single enrollment for family~~
58 ~~coverage or single and employee/child(ren) coverage. No employee or dependent~~
59 ~~shall be covered under more than one health care plan offered through the City of~~
60 ~~Cuyahoga Falls Health Benefits Plan.~~

61
62 ii. No employee or dependent shall be covered under more than one health care plan
63 offered through the City of Cuyahoga Falls Health Benefits Plan.

64
65 iii. An employee seeking health care coverage from the City for his/her their spouse
66 shall be required to provide the Human Resources Department a completed Spousal
67 Certification Form that indicates the spouse's employment status along with his/her
68 their eligibility and enrollment in their employer or retirement plan, as certified by
69 the plan administrator of the spouse's employer or retirement plan. The employee
70 shall promptly notify the Human Resources department of any change in the
71 employment or insurance status of his/her their spouse. If an employee provides
72 false information concerning his/her spouse, or fails to notify the Human Resources
73 Department of any required information, the employee shall be required to reimburse
74 the City for any medical expenses paid by the City on behalf of the spouse that would
75 not have been paid had the City had accurate information concerning the spouse's
76 employment or insurance status. Said reimbursement may take the form of a payroll
77 deduction in an amount not greater than 5% of the employee's gross pay until full
78 reimbursement is made.
79

80 C. ~~Medical and Prescription Drug Coverage. Effective January 1, 2019, the employee~~
81 ~~contribution percentages for medical and prescription drug coverage will be 0% for the~~
82 ~~Health Savings Account ("HSA") plan, 5% for the PPO Basic plan, and 15% for the PPO~~
83 ~~Premier plan. The employee contribution percentage for the HMO MedFlex plan and~~
84 ~~prescription drug coverage will be 25% less than the PPO Basic plan. Medical and~~
85 ~~Prescription Drug Coverage will be provided as determined by the Health Care Committee.~~
86

87 D. ~~Dental Coverage. Effective January 1, 2019, the City shall provide the same arrangement~~
88 ~~for dental insurance that was in effect in 2018; however, the \$250 rollover provision will~~
89 ~~be eliminated and the annual benefit will increase to \$1,250 per person per year. Dental~~
90 ~~Coverage will be provided as determined by the Health Care Committee.~~
91

92 E. ~~Vision Coverage. Effective January 1, 2019, the City shall provide a base vision plan.~~
93 ~~The City will also offer an enhanced vision plan, with the increased premium amount~~
94 ~~(buy-up) paid 100% by the employees selecting the enhanced (buy-up) vision plan. Vision~~
95 ~~Coverage will be provided as determined by the Health Care Committee.~~
96

97 F. Employee health insurance contribution shall be made through bi-weekly payroll
98 deductions.
99

100 Section 4. A non-bargaining employee who is currently retired, or retires hereafter, with
101 the Ohio Public Employees Retirement System (PERS) or the Ohio Police and Fire Pension Fund
102 (OP&F) from employment with the City immediately before the date of retirement shall receive
103 life insurance coverage in the amount of \$10,000.00, and said life insurance shall replace any
104 life insurance previously provided to said retirees by the City. The benefit provided herein shall
105 not apply to any retiree who becomes re-employed with the City during the time of said re-
106 employment, nor shall the benefit provided herein apply to any retiree who receives a life
107 insurance benefit as a result of a collective bargaining agreement with the City.

108 Section 5. The Human Resources Director is hereby authorized to make appropriate
109 amendments to the language of the Employee Benefit Plan to reflect the changes made herein as
110 they relate to non-bargaining employees.

111
112 Section 6. Any ordinances and resolutions, or portions of ordinances and resolutions
113 inconsistent herewith are hereby repealed, but any ordinances and resolutions not inconsistent
114 herewith and which have not previously been repealed are hereby ratified and confirmed.


115
116 Section 7. It is found and determined that all formal actions of this Council concerning
117 and relating to the adoption of this ordinance were adopted in an open meeting of this Council,
118 and that all deliberations of this Council and any of its committees that resulted in such formal
119 action, were in meetings open to the public, in compliance with all legal requirements to the
120 extent applicable, including Chapter 107 of the Codified Ordinances.

121
122 Section 8. This ordinance is hereby declared to be an emergency measure necessary for
123 the preservation of the public peace, health, safety, convenience and welfare of the City of
124 Cuyahoga Falls and the inhabitants thereof, and provided it receives the affirmative vote of two-
125 thirds of the members elected or appointed to Council, it shall take effect and be in force
126 immediately upon its passage and approval by the Mayor; otherwise it shall take effect and be in
127 force at the earliest period allowed by law.

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130 Passed: 12-27-2022

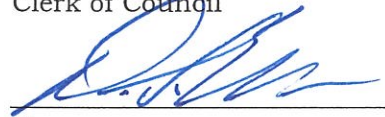


President of Council



Clerk of Council

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138 Approved: 12-27-2022



Mayor

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140 12/12/22
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142 Coverage 2022.docx