

RESOLUTION NO. 22 , 2008

A RESOLUTION ESTABLISHING CITY CONTRIBUTIONS FOR HEALTH CARE BENEFITS

WHEREAS, Section 34.05(B) of the Code of Ordinances sets forth the procedure for Council to establish health care insurance costs and benefits for City employees; and

WHEREAS, Council separately has approved contracts to provide both traditional health care coverage and coverage within a High Deductible Health Plan ("HDHP"); and

WHEREAS, Council must establish both the maximum contribution limits for medical insurance and any contribution to be made to employees participating in the HDHP with a corresponding health savings account.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Montgomery, Hamilton County, Ohio, that:

SECTION 1. The following contribution limits are established for the cost of medical, dental and optical plans for calendar years 2008 and 2009:

Medical Benefit

Maximum Contribution Per Month – Family Plan

\$737.40 effective September 1, 2008

\$781.64 effective September 1, 2009

Medical Benefit

Maximum Contribution Per Month – Single Plan

\$267.98 effective September 1, 2008

\$284.06 effective September 1, 2009

Medical Benefit

Maximum Contribution Per Month – Employee and Spouse Plan

\$535.73 effective September 1, 2008

\$567.87 effective September 1, 2009

Medical Benefit
Maximum Contribution Per Month – Employee and Child(ren) Plan
\$535.73 effective September 1, 2008
\$567.87 effective September 1, 2009

Optical / Dental Insurance
Maximum Contribution Per Month – All Plans
\$127.34 effective September 1, 2008
\$131.16 effective September 1, 2009

SECTION 2. As an additional incentive to assist employees who elect to participate in the City's high deductible health plan (HDHP) commencing September 1, 2008 participating employees who elect coverage through the HDHP shall receive Three Thousand Dollars (\$3,000.00) during the twelve (12) month period commencing September 1, 2008 if such employee elects to receive family coverage within the HDHP, or One Thousand Five Hundred Dollars (\$1,500.00) for the next twelve month period commencing September 1, 2008 if such employee elects to receive single coverage through the HDHP. These deposits will be paid in appropriate increments as established by the Administration during such twelve (12) month period and deposited to the employee's health savings account. Further, Council agrees to a minimum annual contribution of Seven Hundred Fifty Dollars (\$750.00) for single coverage and One Thousand Five Hundred Dollars (\$1,500.00) for family coverage for the benefit year commencing September 1, 2009. Any additional adjustments in employee incentives commencing September 1, 2009 will be based upon savings the City may achieve in transitioning employees from a traditional health care plan to the HDHP plan and the level of employee participation within the HDHP for the coming benefit year.

SECTION 3. This Resolution shall take effect the earliest opportunity as allowable by law.

PASSED: August 6, 2008

ATTEST: Susan J. Hamm
Susan J. Hamm, Clerk of Council

Gerri Harbison
Gerri Harbison, Mayor

APPROVED AS TO FORM:

Terrence M. Donnellon
Terrence M. Donnellon, Law Director