RESOLUTION NO. 26 , 2009

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 year 2009:

Medical Benefit
Maximum Contribution Per Month – Family Plan
$781.64 effective September 1, 2009

Medical Benefit
Maximum Contribution Per Month – Single Plan
$284.06 effective September 1, 2009

Medical Benefit
Maximum Contribution Per Month – Employee and Spouse Plan
$567.87 effective September 1, 2009

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

Optical / Dental Insurance
Maximum Contribution Per Month – All Plans
$135.09 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 with the health insurance plan year beginning September 1, 2009, participating employees who elect coverage through HDHP shall receive Fifteen Hundred Dollars ($1,500.00) during the twelve (12) month period commencing September 1, 2009 if such employee elects to receive family coverage within the HDHP, or Seven Hundred and Fifty Dollars ($750.00) for the next twelve (12) month period commencing September 1, 2009 if such employee elects to receive single coverage through the HDHP. These amounts will be paid on or after September 1, 2009 and deposited to the employee's health savings account. In the 2009-2010 health insurance plan year, in addition to this base City incentive contribution, the City agrees to match the employee's contribution to his/her health savings account up to an additional One Thousand Dollars ($1,000.00) for employees with family plans and Five Hundred Dollars ($500.00) for employees with single plans. The matching contribution from the City shall be paid to the employee's health savings account at such time during the year as the employee's contributions reach the City's maximum level of matching contribution. If the employee does not reach the maximum level on or before August 31, 2010, then the City's matching contribution shall be paid at the close of the plan year, August 31, 2010.

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

PASSED: August 5, 2009

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

Gerri Harbison
Gerri Harbison, Mayor

APPROVED AS TO FORM:
Terrence M. Donnellon, Law Director