RESOLUTION NO. 22 , 2010

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 two (2) High Deductible Health Plans ("HDHP"); and

WHEREAS, Council must establish both the contribution limits for medical insurance and any contribution to be made to employees participating in either 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 2010:

Medical Benefit
City Contribution Limit Per Month – Family Plan
$828.54 effective September 1, 2010

Medical Benefit
City Contribution Limit Per Month – Single Plan
$301.10 effective September 1, 2010

Medical Benefit
City Contribution Limit Per Month – Employee and Spouse Plan
$601.94 effective September 1, 2010

Medical Benefit
City Contribution Limit Per Month – Employee and Child(ren) Plan
$601.94 effective September 1, 2010

Optical / Dental Insurance
City Contribution Limit Per Month – All Plans
$139.14 effective September 1, 2010

If the cost to provide such insurance coverage exceeds the contribution limits established by City Council, fifty percent (50%) of the cost in excess of such contribution limit shall be paid by the City and fifty percent (50%) of the cost in excess of the contribution limit shall be paid by the employee. Insurance cost payments to be paid by the employee shall be made by payroll deduction.

SECTION 2. As an additional incentive to assist employees who elect to participate in either of the City's high deductible health plans ("HDHP"), commencing with the health insurance plan year beginning September 1, 2010, participating employees who elect coverage through either HDHP shall receive a contribution from the City in the amount of One Thousand Five Hundred Dollars ($1,500.00) during the twelve (12) month period commencing September 1, 2010 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, 2010 if such employee elects to receive single coverage through the HDHP. These amounts will be paid on or after September 1, 2010 and deposited to the employee's health savings account. In the 2010-2011 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, 2011, then the City's matching contribution shall be paid at the close of the plan year, August 31, 2011.

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

PASSED: August 4, 2010

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