RESOLUTION NO. 24 , 2014

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 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 plan year 2014:

Medical Benefit
City Contribution Limit Per Month – Family Plan
$1,046.02 effective September 1, 2014

Medical Benefit
City Contribution Limit Per Month – Single Plan
$380.14 effective September 1, 2014

Medical Benefit
City Contribution Limit Per Month – Employee and Spouse Plan
$759.94 effective September 1, 2014

Medical Benefit
City Contribution Limit Per Month – Employee and Child(ren) Plan
$759.94 effective September 1, 2014

Optical / Dental Insurance
City Contribution Limit Per Month – All Plans
$156.61 effective September 1, 2014

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 the City's high deductible health plan ("HDHP"), commencing with the health insurance plan year beginning September 1, 2014, participating employees who elect coverage through HDHP shall receive a contribution from the City in the amount of One Thousand Fifty Dollars ($1,050.00) during the twelve (12) month period commencing September 1, 2014 if such employee elects to receive family coverage within the HDHP (defined as a Family Plan, Employee and Spouse Plan, or Employee and Children Plan), or Seven Hundred and Fifty Dollars ($750.00) for the next twelve (12) month period commencing September 1, 2014 if such employee elects to receive single plan coverage through the HDHP. These amounts will be paid on or after September 1, 2014 and deposited to the employee's health savings account. In the 2014-2015 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 Seven Hundred Dollars ($700.00) 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, 2015, then the City's matching contribution shall be paid at the close of the plan year, August 31, 2015.

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

PASSED: August 6, 2014

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

Todd A. Steinbrink, Mayor

APPROVED AS TO FORM:

Terrence M. Donnellon, Law Director