

Village of Mantua, Ohio
ORDINANCE 2017-50

AN ORDINANCE AMENDING THE VILLAGE OF MANTUA EMPLOYEE HANDBOOK RELATING TO PARTICIPATION IN THE VILLAGE HEALTH INSURANCE PROGRAM, AND DECLARING AN EMERGENCY.

WHEREAS, this Council has previously passed Ordinance 2010-24, the Village of Mantua Employee Handbook which contains the Village's policies and guidelines relating to employees, including insurance benefits; and

WHEREAS, by passage of Resolution 2017-49, this Council has determined that it is in the Village's best interest to join the Council of Smaller Enterprises Multiple Employer Welfare Arrangement (COSE MEWA) for the provision of major medical insurance coverage for eligible Village employees; and

WHEREAS, the COSE MEWA requires participating employers to establish a minimum number of hours worked per week within the range of twenty and thirty in order to be considered an "eligible employee"; and

WHEREAS, pursuant to Ohio Revised Code section 731.13, this Council has the authority to fix the compensation and bonds of all officers, clerks, and employees of the village, including fringe benefits; and

WHEREAS, in granting fringe benefits to its employees, a public employer may distinguish among its employees on the basis of number of hours worked, provided that the distinctions made are reasonable and in compliance with constitutional standards; and

WHEREAS, this Council has determined that it can best comply with the COSE MEWA requirements while validly exercising its statutory and constitutional authority by making distinctions among groups of employees working at least thirty but less than forty hours per week, and employees working forty or more hours per week; and

WHEREAS, in order to clearly and succinctly set forth these policies and distinctions for the benefit of the employees of the Village of Mantua, the Village of Mantua Employee Handbook must be amended.

NOW, THEREFORE, BE IT ORDAINED, by the Council of the Village of Mantua, Portage County, Ohio, two-thirds or more of the members elected thereto concurring, that:

SECTION 1. Existing Section 5.1 of Ordinance 2010-24 is hereby repealed.

SECTION 2. Section 5.1 of Ordinance 2010-24 is hereby enacted as set forth in "Exhibit A", attached hereto and incorporated herein by reference.

SECTION 3. All other provisions of Ordinance 2010-24, the Village of Mantua Employee Handbook, shall remain in full force and effect.

SECTION 4. It is hereby found and determined that all formal action of this Council concerning and relating to the passage if this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in a meeting open to the public in compliance with all legal

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requirements, including section 121.22 of the Ohio Revised Code.

SECTION 5. This Ordinance is hereby declared an emergency measure in order that the policy stated herein will be in effect on the first day of the COSE MEWA agreement for employee health benefits, and for that reason shall become immediately effective upon its proper passage by at least two-thirds of the members elected to the Mantua Village Council; otherwise at the earliest period allowed by law.

Passed in Council this 19th day of December, 2017.

ATTEST:

Mayor Linda Clark

Jenny August, Clerk-Treasurer

I hereby certify the above Ordinance was posted at the five (5) public notice locations in the Village of Mantua, Ohio, on the _____ day of December, 2017.

Jenny August, Clerk-Treasurer

Approved as to Legal Form:

Michele Stuck, Solicitor

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“Exhibit A”

Section 5.1 **INSURANCE**

- A. Each full-time employee, *as defined in Section 3.1.A.1*, is entitled to insurance benefits as provided in other ordinances. Effective January 1, 2008 all persons *full-time employees* receiving healthcare *insurance benefits* will pay a 5% cost sharing on the premium. Insurance benefits include:
1. Group medical insurance for employee and dependents
 2. Prescription Drug Program
 3. Dental Insurance
 4. Term Life Insurance of not less than Ten Thousand Dollars (\$10,000).
 5. Vision

For a complete description of insurance benefits, please contact the appropriate Insurance provider.

A full-time employee eligible for these benefits may choose to “opt out” of any or all of the available coverages, and in so doing shall be exempt from the 5% cost sharing for the particular benefit(s) declined.

If an employee fails to pay the cost sharing portion of a desired benefit, that coverage shall be terminated.

- B. Part-time employees and elected officials *who work at least 30 but less than 40 hours per week may are eligible to* avail themselves of the various components of the Village’s insurance program provided that they are able to make arrangements to be billed directly by the Insurance Carrier for the full monthly premium for the particular benefit(s) desired, and any such employee must personally keep the Insurance Carrier apprised of their employment status and any other required information. This policy is designed to assist employees in obtaining favorable group rates on insurance benefits, however, cost sharing of insurance premiums is not available to part-time employees and part-time elected officials. *Elected officials and employees working at least thirty but less than forty hours per week desiring to obtain Village insurance benefits are required to pay 100% of the relevant monthly premium through payroll deduction.*