

# THE CITY COUNCIL OF NORTH ROYALTON, OHIO

ORDINANCE NO. 23-151

INTRODUCED BY: Mayor Antoskiewicz

AN ORDINANCE AMENDING ORDINANCE 15-119 ESTABLISHING VARIOUS BENEFITS FOR ALL FULL TIME NON-UNION EMPLOYEES OF THE CITY OF NORTH ROYALTON SECTION 4 INSURANCE, AND DECLARING AN EMERGENCY

WHEREAS: Ordinance 15-119 established benefits for all full time non-union employees; and

WHEREAS: It is necessary to amend Section 4 of Ordinance 15-119 to provide for updated benefit coverage information; and

WHEREAS: Council desires to provide for this amendment.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH ROYALTON, COUNTY OF CUYAHOGA AND STATE OF OHIO, THAT:

Section 1. Ordinance 15-119, Section 4 is hereby amended as follows:

Section 4. Insurance: The Employer shall offer each employee with medical, vision, and dental coverage, either individual or family as appropriate as selected by the Employer.

~~Effective January 1, 2022 employees' monthly contribution for family or individual coverage shall be as follows:~~

~~Family: \$230.00  
Individual: \$88.00~~

~~The Employee's medical coverage exposure, defined as in-network deductible, in-network co-pay, and/or in-network out of pocket maximum, or other plan design, as offset by other payments, including but not limited to HSA employer contributions shall not exceed the following:~~

~~The Employee's medical coverage exposure for 2022 shall be:~~

~~Family Plan: \$1300.00  
Individual Plan: \$800.00~~

~~Effective January 1, 2023 employees' monthly contribution for family or individual coverage shall be as follows:~~

~~Family: \$240.00  
Individual: \$93.00~~

~~The Employee's medical coverage exposure, defined as in-network deductible, in-network co-pay, and/or in-network out of pocket maximum, or other plan design, as offset by other payments, including but not limited to HSA employer contributions shall not exceed the following:~~

~~The Employee's medical exposure for 2023 shall be:~~

~~Family Plan: \$1400.00  
Individual Plan: \$850.00~~

*Effective January 1, 2024 employees' monthly contribution for family or individual coverage shall be as follows:*

*Family: \$240.00  
Individual: \$93.00*

*The Employee's medical coverage exposure, defined as in-network deductible, in-network co-pay, and/or in-network out of pocket maximum, or other plan design, as offset by other payments, including but not limited to HSA employer contributions shall not exceed the following:*

*The Employee's medical exposure for 2024 shall be:*

*Family Plan: \$1400.00*  
*Individual Plan: \$850.00*

All Employee insurance premium contributions shall be by payroll deduction. In the event that an employee is not receiving a paycheck said employee will be permitted to voluntarily pay his/her portion of the premium directly to the City for so long as said person is employed.

The Employer shall provide life insurance in the amount of Fifteen Thousand Dollars (\$15,000.00) for each employee.

The Employer shall continue to provide liability insurance in the present amount, providing such insurance continues to be available.

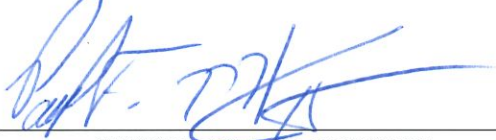
Section 2. Ordinance 15-119 is hereby amended as provided for herein and all other provisions of Ordinance 15-119 shall remain in full force and effect.

Section 3. This Ordinance shall supersede all previously adopted Ordinances in direct conflict herewith.

Section 4. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements.

Section 5. This Ordinance is hereby declared to be an emergency measure immediately necessary for the preservation of the public peace, health, safety and welfare of the city, and for the further reason that it is immediately necessary to amend Section 4 of Ordinance 15-119 to provide for updated benefit information.

THEREFORE, provided this Ordinance receives the affirmative vote of two-thirds of all members elected to Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor; otherwise, from and after the earliest period allowed by law.

  
\_\_\_\_\_  
PRESIDENT OF COUNCIL

APPROVED:   
\_\_\_\_\_  
MAYOR

DATE PASSED: December 5, 2023

DATE APPROVED: Dec. 5, 2023

ATTEST:   
\_\_\_\_\_  
ACTING DIRECTOR OF LEGISLATIVE SERVICES

First reading suspended  
Second reading suspended  
Third reading December 5, 2023