

ORDINANCE NO. 278

AN ORDINANCE PROVIDING FOR A HEALTH CARE FUND, REIMBURSEMENT OF OUT-OF-POCKET MEDICAL EXPENSES, PROVIDING FOR A MONTHLY PAYMENT FOR FULL-TIME EMPLOYEES IN CERTAIN CASES, AND REPEALING ORDINANCE NOS. 233, 243, AND 260.

WHEREAS, the Council of the Village of Ottoville, Ohio, wishes to control health care costs, and

WHEREAS, this Council wishes to extend reasonable and customary health care benefits to the Village's full-time employees and their dependents.

NOW THEREFORE, BE IT ORDAINED by the Council of the Village of Ottoville, a majority of its members concurring hereto that:

Section 1. There is hereby established a Health Care fund to offset deductible and health care expenses for full-time employees and their dependents who elect to take health care medical coverage.

Section 2. For each full-time employee participating in the plan, the first \$500 of any deductible shall be paid by said employee. The balance of the deductible amount shall be paid by the fund hereby established. Any co-payments required to be paid, other than the deductible as set forth, shall be paid by the employee. The amount or amounts deposited in the fund pursuant to Ordinances 226, 233, and 243 are deemed to have been deposited under this ordinance.

Section 3. Each full-time employee shall be provided with the option of electing not to have health insurance coverage by the Village after the first day of the first month after the effective date of this ordinance. Those employees electing not to be covered shall be paid the sum of \$100.00 per month for each full month of non-coverage beginning with the first full month after the election of non-coverage is made. Said payment, at the option of the employee, may be paid in equal installments along with the employee's regular pay or may be paid as deferred compensation under the plan adopted by the State of Ohio. Said election by the employee may be made not more than once in any calendar year. In order for an employee to elect non-coverage, he must provide the Village with proof that he has other health insurance coverage. Thereafter each employee must inform the Clerk-Treasurer of his election for coverage or non-coverage

during the month of December each year unless a change in the employee's family status has occurred. A "change in family status" occurs when there is a marriage, divorce, gain or loss of a dependent, or an involuntary change in the employee's spouse's employment. In such case the employee shall notify the Clerk-Treasurer within 31 days in order to be eligible to make a new election.

Section 4. Ordinance Nos. 233, 243, and 260 are hereby repealed.

Section 5. This ordinance is hereby declared to be an emergency measure necessary for the continued efficient administration of the Village and therefore shall become effective upon passage.

Date Passed: June 2, 1997

ATTEST:

APPROVED:

Virginia M. Kennel
Clerk-Treasurer

Judy M. Wannemacher
Mayor