

ORDINANCE NO. 2011 - 66

ADOPTING A PLAN FOR MEDICAL INSURANCE FOR CITY EMPLOYEES AND DEPENDENTS

WHEREAS, section 165.05 of the Mason Codified Ordinances states that all regular full-time employees, except those covered under collective bargaining agreements, shall be covered by medical insurance with the amounts and method of coverage to be determined by council; and

WHEREAS, Council desires to set forth said amounts and method of coverage.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Mason, Ohio, five members elected thereto concurring:

Section 1. That pursuant to Section 165.05 of the Mason Codified Ordinances, the following amounts and method of coverage are hereby established, effective January 1, 2012, by Council:

All regular full-time employees of the City of Mason shall be entitled to participate in the medical insurance plan maintained by the City of Mason. The coverage shall be for eligible employees and their dependents as defined in the applicable plan, and the City will pay for coverage, less applicable premiums and deductibles, on behalf of each employee participating in the plan while eligible. The insurance will include hospitalization and major medical coverage and prescription drugs.

The employee shall share in the cost of medical insurance by payment of a premium and deductible for services as provided for in the 2012 and 2013 plan year. Payment of a deductible shall commence on January 1, 2012. The deductible and/or premium paid by the employee shall for the term of the agreement be as follows:

January 1, 2012:

Premium: \$25 per month for Single; \$50 per month for Family

Deductibles: \$1200 for Single; \$2400 for Family

City shall match employee's contribution in an HSA account up to \$240 per year for Single, and up to \$500 per year for family. Once the employee has reached the deductible, coverage is at 100% for all major medical, hospitalization, and prescription drugs. There shall be no copays, prescription costs, or other expenses to the employee.

On January 1, 2012, the City shall make a one-time deposit to the employee's Health Savings Account. The City shall deposit \$240 for Single and \$500 for Family.

If the federal statutory minimum deductible for HDHP increases above \$2400, the City and the employee will share the cost equally.

January 1, 2013:

Premium: \$25 per month for Single; \$50 per month for Family

Deductibles: \$1200 for Single; \$2400 for Family (or IRS minimum)

If the federal statutory minimum deductible for HDHP increases above \$2400, the City and the employee will share the cost equally.

City shall match employee's contribution in an HSA account up to \$350 per year for Single, and up to \$750 per year for family. Once the employee has reached the deductible, coverage is at 100% for all major medical, hospitalization, and prescription drugs. There shall be no copays, prescription costs, or other expenses to the employee.

The major medical coverage will have a lifetime maximum benefit of \$1,000,000 per covered person.

The City shall provide each eligible full-time employee with dental coverage for the employee and his/her dependents. Each employee participating in the dental plan shall be required to pay a portion of the premium for the coverage. The employee portion shall be \$1.50 per month for Single coverage and \$6.00 per month for dependent coverage. Any premium increases during the term of the coverage shall be shared pro rata between the employee and the City. Maximum coverage allowed per premium year is \$750 per enrolled, which may include coverage for orthodontics per premium year.

Employees shall be eligible to participate in an optical plan offered by the City. Participation shall be optional and shall be in accordance with the terms of the Plan. Each employee shall contribute, through payroll deduction, the sum of \$1.00 per month for single coverage and \$4.00 per month for dependent coverage. Maximum coverage allowed per premium year is \$200 per enrolled.

Section 2. That the City Manager is authorized to execute any and all documents necessary to implement insurance plans as described in the preceding section.

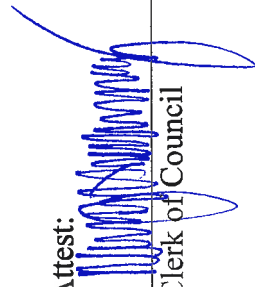
Section 3. This ordinance shall go into effect and be in force form and after the earliest period allowed by law.

Passed this 11th day of July, 2011.



Mayor

Attest:



Clerk of Council