

ORDINANCE NO. O-2013-13

AN ORDINANCE TO ESTABLISH A REQUIREMENT THAT IF ALTERNATE MEDICAL INSURANCE IS AVAILABLE TO AN EMPLOYEE'S SPOUSE THE VILLAGE WILL NOT PROVIDE MEDICAL INSURANCE COVERAGE TO THAT SPOUSE

WHEREAS, the Personnel Committee of the Village of Windham has conducted an extensive study of the costs of the medical insurance provided to the employees of the Village of Windham; and

WHEREAS, a practice common among employers in Northeast Ohio is to provide medical insurance coverage to employees; but not to provide medical coverage to an employee's spouse if the spouse has medical coverage available to them from another source; and

WHEREAS, the Personnel Committee has recommended that the Village Council enact legislation reflecting such a policy and applicable to the employees of the Village of Windham.

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Windham, a majority or more of its members thereto concurring as follows:

Section One: The Windham Codified Ordinances are amended by the enactment of the following:

Section 155.06

(e) In the event an employee is eligible for family medical insurance through the Village the coverage offered by the Village does not extend to a spouse who has medical coverage available from another source. As used in this section "available from another source" means an employer, Medicare or other benefit program, and is not intended to include a spouse who may be able to purchase medical insurance entirely at their own expense elsewhere. Where medical insurance is available to the spouse from another source the Village of Windham will only make available and contribute to the medical insurance for the employee and the employee's dependents.

Section Two: This section 155.06(e) will be effective thirty (30) days after its passage; however, an employee whose spouse will no longer be eligible for Village medical insurance will remain covered by the Village of Windham up to and until the next open enrollment period for the medical insurance available to the spouse. From the open enrollment period forward the spouse will no longer have medical insurance available to him or her through the Village of Windham.

Section Three: It is hereby 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 of any of its committees that resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements of Section 121.22 of the Ohio Revised Code.

First Reading April 23, 2013
Second Reading May 28, 2013

Passed in Council on Third Reading June 25, 2013

Vote of Council: Ayes: Mr. Snyder, Mr. Garrett, Ms. Blewitt, Mrs. Barrett
 Nays: Mrs. Miranda

ATTEST:

APPROVED:

Fiscal Officer, Lloyd Billman

Robert Donham, Mayor

APPROVED AS TO FORM:

Village Solicitor, Thomas Reitz