

ORDINANCE NO.: 8-2015
INTRODUCED BY: Mayor Roche

AN ORDINANCE AMENDING ORDINANCE NO. 79-2013
(THE "PAY ORDINANCE") REGARDING PROVISIONS FOR
VACATION ELIGIBILITY AND HEALTH CARE BENEFIT
PAYMENTS; AND DECLARING AN EMERGENCY.

WHEREAS, upon the recommendation of the City administration, this Council has determined that there needs to be flexibility for the Mayor to award vacation time to employees who have returned to the employment of the City of Richmond Heights after a voluntary cessation of their employment and who return to City employment within twelve (12) months of having left City employment; and

WHEREAS, upon the recommendation of the City administration, this Council wishes to memorialize in writing and to require that non-collective bargaining unit employees who receive health care benefits from the City pay ten percent (10%) of the premium attributable to that employee's health insurance cost to the City and to provide that those eligible persons who opt out of receiving health insurance benefits from the City receive a monthly stipend in lieu of accepting the health care benefits.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF RICHMOND HEIGHTS, STATE OF OHIO, THAT:

Section 1. Existing Section 12 of Ordinance No. 79-2013, the "Pay Ordinance" of the City, is hereby amended at subsection A.5. to hereinafter read as follows:

"5. The anniversary date of employment for the purpose of computing the amount of vacation any employee is entitled to shall be the date on which the employee began employment with the City of Richmond Heights. **Credit for prior service with the City of Richmond Heights shall not be given for purposes of computing the amount of vacation time any employee is entitled to receive, except in the situation where a former employee returns to the employment of the City within one year of having left City employment and the termination of the former employment with the City was not for disciplinary reasons.** Vacation credit shall not accrue from prior service with the State or any other political subdivision of the State, Section 9.44 of the Ohio Revised Code being specifically deferred by this Ordinance."

Section 2. Existing subsection A.5. of Section 12 of Ordinance No. 79-2013 is hereby repealed.

Section 3. Existing Section 12 of Ordinance No. 79-2013, the “Pay Ordinance” of the City, is hereby amended at subsection G. to hereinafter read as follows:

“G. MEDICAL BENEFITS.

The City of Richmond Heights will institute a comprehensive insurance plan for health care benefits for all full-time non-bargaining unit employees, the terms of which may change from time to time at the City’s sole discretion.

Each full-time, non-bargaining unit employee who receives health care benefits from the City shall contribute ten percent (10%) of the actual cost of the employee’s particular health insurance plans, including the ten percent (10%) of the actual cost of any dental and eye care plan, through a pre-tax payroll deduction.

Any employee who is eligible to receive health care benefits from the City and who agrees in writing not to receive any health care, dental care and vision care benefits from the City, shall receive a payment of three hundred dollars (\$300.00) per month in lieu of receiving such benefits.

All part-time non-bargaining unit employees and elected officials may participate in the City’s comprehensive insurance plan for health care benefits but each such employee and elected official shall be solely responsible for the cost of all premiums for that employee’s or official’s, or the employee’s/official’s family, participation in the plan and such employees and elected officials shall not be eligible to participate in any health reimbursement arrangement plan”.

Section 4. Existing subsection G. of Section 12 of Ordinance No. 79-2013 is hereby repealed.

Section 5. Section 3 of this Ordinance shall be in effect retroactively to January 1, 2015.

Section 6. This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public health and general welfare of the City, and for the further reason that there is an immediate need to provide appropriate funding for health care benefits to

employees of the City and to clarify the administration of vacation time for City employees for efficiency in the provision of services to the public; wherefore, provided this Ordinance receives the affirmative vote of five (5) members of Council, it shall take effect and be in force immediately upon its passage and approval by the Mayor.

PASSED: _____, 2015

David H. Roche, Mayor

APPROVED: _____, 2015

ATTEST: _____
Betsy Traben
Clerk of Council

Eloise Henry
President of Council