

Ordinance No. 122-09

Passed December 14, 20 09

12/11/09-gmk  
(Personnel & Safety)

Ordinance No. 122-09

An ordinance authorizing the Mayor, Director of Administration and Personnel & Safety Committee of the North Canton City Council to enter an Agreement by and between the City of North Canton and the North Canton Professional Firefighter and Paramedic Association, IAFF Local 3489 to implement the changes in the group health insurance that will become effective on December 1, 2009 and January 1, 2010 and declaring the same to be an emergency.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH CANTON, COUNTY OF STARK, STATE OF OHIO:

Section 1. That the Mayor, Director of Administration and Personnel & Safety Committee of the North Canton City Council, be, and are hereby authorized to enter Agreement by and between the City of North Canton and the North Canton Professional Firefighter and Paramedic Association, IAFF Local 3489 to implement the changes in the group health insurance that will become effective on December 1, 2009 and January 1, 2010.

Section 2. That said changes are as follows:

**"HOSPITALIZATION, MEDICAL INSURANCE, DENTAL, OPTICAL & PRESCRIPTION DRUG PROGRAM**

Note: The provisions of this section will comply with and periodically change with the health care package negotiated between the City and the Unions.

1. All full-time employees and any part-time officials of the City as authorized by Council shall be entitled to hospitalization, medical insurance, dental, optical and prescription drug program.

2. The Employer shall provide hospitalization, medical insurance, dental, optical and a prescription drug program with coverage levels set forth in Appendix A effective with the December 2009 Plan renewal. Other plan design features are set forth below:

3. Effective January 1, 2010, Collective Bargaining Unit members shall contribute via payroll deduction eight (8%) percent of the monthly COBRA amount established in December 2009 for family or single coverage. In the 2011 the employee contribution shall be eight (8%) percent of the monthly COBRA amount established in December 2010. The 2011 Employee contribution shall be no more than one hundred ten (110%) percent of the monthly employee contribution amount which was in effect in 2010. The Employer will provide the employees 30 days notice of any rate change. Said deductions shall be prorated and deducted on a bi-weekly pay period basis. The Employer will establish an Internal Revenue Service Section 125 Plan so that employee participation as expressed in this section shall be on a pre-tax basis.

4. The Employer shall adopt a standardized PPO benefit plan with network/non-network deductible and coinsurance as follows:

A. Network - **\$250** single/**\$500** family deductible; 90%/10% co-insurance to a maximum annual out of pocket expense of **\$1,500** single/**\$3,000** family.

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B. Non-network - \$500 single/\$1,000 family deductible; 70%/30% co-insurance to a maximum annual out of pocket expense of \$3,000 single/\$6,000 family including the deductible.

**Prescription Co-Pays Shall be as Follows:**

	Retail Co-Pay	Mail Order Co-Pay
Generic: 1 <sup>st</sup> Tier	\$10.00 or 20% Whichever is greater	\$27.00
Preferred: 2 <sup>nd</sup> Tier	\$20.00 or 30% Whichever is greater	\$48.00
Preferred: 3 <sup>rd</sup> Tier Life Enhancing	\$30.00 or 35% Whichever is greater	\$74.00
Non-Preferred: 4 <sup>th</sup> Tier	\$45.00 or 50% Whichever is greater	\$95.00

The North Canton Prescription Plan contains a mandatory generic enforcement component. If the employee chooses a brand name over the generic, the cost will be the brand name co-pay plus the difference in cost between the brand name and the generic drug. If a brand name specifically prescribed for medical reasons, or a generic is unavailable at the time, then the brand name co-pay shall apply.

6. In network physician's office visits shall have a co-pay of \$25, which shall not be applied against the maximum out of pocket. Non-network office visits will be subject to the coinsurance and deductible.

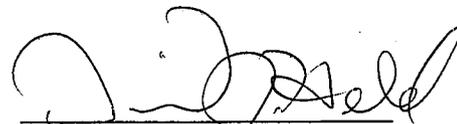
7. If an employee and spouse are both employed by the City of North Canton, only one shall be entitled to the coverage's set forth above, that being the family plan.

8. In the event of a change of insurance carrier, the current benefits of major medical and hospitalization, dental, optical and prescription drugs shall not be reduced.

Section 3. That the City of North Canton agrees that if any wage increase is negotiated or awarded by a SERB neutral, it will be retroactive to August 1, 2009.

Section 4. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary for the timely effectiveness of implementation of the changes in the group health insurance; wherefore, this ordinance shall take effect and be in full force immediately upon its adoption by Council and approval by the Mayor.

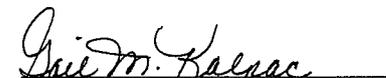
North Canton, Ohio  
Passed: 12/14/09



MAYOR

SIGNED: 12/15, 2009

ATTEST:



CLERK OF COUNCIL