

ORDINANCE 23-2024

**AN ORDINANCE RESTATING AND
CONFIRMING THE VILLAGE OF DELTA
EMPLOYEE HEALTH BENEFIT PROGRAM
AND EMPLOYEE COST SHARING
DECLARING AN EMERGENCY**

WHEREAS, The Village of Delta is a member of the Northern Buckeye Consortium; and

WHEREAS, The Village of Delta selected in 2012 to offer its employees a high deductible medical plan and established certain employee cost sharing programs as part of selecting the high deductible medical plan; and

WHEREAS, the Interim Village Administrator is requesting the Village of Delta Council to restate its Employee Health Benefits and Employee Cost sharing to be in effect for fiscal year 2025.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF DELTA, FULTON COUNTY, OHIO, THAT:

Section 1: Confirms the following Employee Health Benefit Plan for 2025:

- Medical (including drugs) - the Anthem Advantage High Deductible Health Plan either single or family coverage.
- Dental-Delta Dental either single or family coverage.
- Vision-Vision Service Plan (VSP) single of family coverage.

Section 2: Employee cost sharing for fiscal year 2025 are as follows:

- Medical
 - Family Coverage-6% of the monthly premium.
 - Single Coverage-6% of the monthly premium.
- Dental
 - Family Coverage-50% of the monthly premium.
 - Single Coverage_50% of the monthly premium.
- Vision
 - Family Coverage & Single Coverage-No Cost Share

Section 3: A Healthcare Reimbursement Arrangement (HRA) is established for 2025 whereby the Village of Delta will reimburse Village employees' out of pocket deductible upon submission of required documents at the following amounts:

- Family Coverage - Maximum \$3000.00 per year
- Single Coverage - Maximum \$1,500.00 per year

Section 4: A Health Insurance Waiver of \$300.00 per month is established for 2025 for those employees who elect not to receive Village Health Benefits for all twelve months (2025 calendar year) during the open enrollment and for new employees who elect to receive the waiver upon acceptance of employment.

Section 5: All formal actions of Council relating to the adoption of this Ordinance and all deliberations of Council and any of its committees leading to such action were in meetings open to the public in compliance with law.

Section 6: This ordinance is declared an emergency for the health, safety, and welfare of the community and to have these benefits in place for the 2025 open enrollment period and shall take effect immediately.

Passed this _____ day of _____, 2024.

MAYOR

CLERK OF COUNCIL