

ORDINANCE 2010-25

AN ORDINANCE ESTABLISHING A CAFETERIA 125 PAYMENT OF PREMIUM MEDICAL PLAN FOR THE EMPLOYEES OF THE VILLAGE OF HIRAM AND DECLARING AN EMERGENCY

WHEREAS, the Council of the Village of Hiram has previously adopted an Ordinance enacting the Village of Hiram Employee Handbook, and established benefits for employees of the Village of Hiram; and

WHEREAS, consistent with the Employee Handbook, the Council of the Village of Hiram has determined that it is appropriate to establish a Cafeteria 125 Payment of Premium Plan, so that the employees of the Village of Hiram can pay the employee contribution to the premium for medical insurance with pre-tax dollars; and

WHEREAS, the Council of the Village of Hiram has been informed that establishing the proposed Cafeteria 125 Payment of Premium Plan does not require a revision to the Village of Hiram Employee Handbook.

NOW, THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE VILLAGE OF HIRAM, Portage County, Ohio, two-thirds or more of the members elected thereto concurring that:

SECTION 1. A Cafeteria 125 Payment of Premium Plan is hereby adopted in substantial conformity with the attached Exhibit "A" which is the Premium Only Plan Document for the medical insurance provided to the employees of the Village of Hiram.

SECTION 2: The Council expressly finds that the Payment of Premium Plan, in substantial conformity with that set forth in the attached Exhibit "A" is consistent with Section 5.1(A) of the Village of Hiram Employee Handbook entitled "Health Insurance".

SECTION 3: The Cafeteria 125 Payment of Premium Plan, Third Party Administrator Administrative Agreement in substantial conformity with that attached as Exhibit "B" with third party administrator Chard Snyder is hereby approved and adopted, and the Mayor and the Fiscal Officer are hereby directed to execute the Agreement or an agreement in substantial conformity with Exhibit "B" on behalf of the Village.

SECTION 4: The summary plan description in substantial conformity with that attached as Exhibit "C" is hereby approved, accepted and authorized.

SECTION 5: The Council of the Village of Hiram hereby authorizes the administration of the Village of Hiram to do all things that are necessary to institute the Payment of Premium Plan on or before January 1, 2011, so that the employees of the Village of Hiram receive the benefit of the Cafeteria 125 Payment of Premium Plan authorized by this Ordinance, beginning on January 1, 2011.

SECTION 6: 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 the deliberations of the Council and any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements including Section 121.22 of the Revised Code of the State of Ohio.

SECTION 7: The Village Council further finds that the determination made within this Ordinance is declared to be an emergency measure, effective immediately upon its passage, for the reason that it is essential to comply with Internal Revenue Service regulations so as to enact the Cafeteria 125 Payment of Premium Plan as of January 1, 2011.

Mayor Howard Bentz

Mayor

ATTEST:

Kay E. Ziska

Fiscal Officer

Approved as to Form:

Thomas Reitz

Thomas Reitz, Village Solicitor

I *Kay E. Ziska*, Fiscal Officer of the Village of Hiram, Ohio, hereby certify that the foregoing Resolution or Ordinance No. 2010-25 has been duly posted in the required 5 places.

12-16-10 *Kay Ziska*
Date Fiscal Officer, Village of Hiram