

BRUNSWICK CITY COMMITTEE-OF-THE-WHOLE

Agenda

DECEMBER 14, 2020

6:30 PM

or immediately following Planning & Zoning Committee Meeting

1. Motion Items

- (a) Motion to allow the City Manager to enter into an agreement with Medical Mutual of Ohio to provide flexible spending program;

2. Review Legislation

RES. NO. 99-2020 - An emergency resolution authorizing the City Manager to enter into a one (1) year contract with the Jefferson Health Plan (through Medical Mutual of Ohio) for the provision of major medical health insurance and prescription coverage for all full-time employees from January 1, 2021 through December 31, 2021. - **1st Reading** (To be brought from Committee-of-the-Whole, *Administration/Jim Foster*)

RES. NO. 100-2020 - An emergency resolution authorizing the City Manager to enter into a one (1) year contract with MetLife for the provision of dental insurance coverage for all full-time employees from January 1, 2021 through December 31, 2021. - **1st Reading** (To be brought from Committee-of-the-Whole, *Administration/Carl DeForest*)

3. General Discussion

4. Adjournment

THE CITY OF BRUNSWICK
PROPOSED MOTION



DATE: 12/14/2020

TO: Vice Mayor Michael Abella Jr. and Members of City Council

FROM: Carl S. DeForest, City Manager
Jim Foster

COPY: Mayor Ron Falconi

MOTION: Motion to allow the City Manager to enter into an agreement with Medical Mutual of Ohio to provide flexible spending program;

BACKGROUND: All six of our collective bargaining agreements contain an article which states the City will offer a flexible spending plan for its employees. Our flexible spending plan in the past is for medical expenses that are not covered through a health plan and for dependent care expenses. The plan is voluntary for our employees to participate in. The City only pays for the monthly administration fee and participant's monthly fee. The City has had a flexible spending plan since 2002.

Medical Mutual Services is charging the City \$55.00 per month for the administration fee and and \$5.50 per participant per month which is the same fee rate in 2020.

Total expenditure for 2021 is anticipated to be under \$4,000.00.

PURPOSE AND EXPLANATION: To provide Flexible Spending program for full time employees.

IMPLEMENTATION SCHEDULE: January 1, 2021 - December 31, 2021

FINANCIAL INFORMATION: Flex Spending - - General Fund #001 - 001-0880-54280 - - 4000

FINANCIAL SUMMARY: Compliance Fee - \$55.00/month
Participation Fee - \$5.55/person per month

The 2021 City Budget for 2021 has been introduced and approved by City Council on 11/23/2020, Ordinance #85-2020. This exp is expected to be less than \$4,000 and will be charged to account#001-0880-54280 pending proper po certification per ORC 5705.41 D.

**RECOMMENDED
ACTION:**

Pass the motion.

**ADDITIONAL
INFORMATION:**

THE CITY OF BRUNSWICK

PROPOSED LEGISLATION



DATE: 12/14/2020

TO: Vice Mayor Michael Abella Jr. and Members of City Council

FROM: Carl S. DeForest, City Manager
Jim Foster

COPY: Mayor Ron Falconi

LEGISLATION: **RES. NO. 99-2020** - An emergency resolution authorizing the City Manager to enter into a one (1) year contract with the Jefferson Health Plan (through Medical Mutual of Ohio) for the provision of major medical health insurance and prescription coverage for all full-time employees from January 1, 2021 through December 31, 2021. - **1st Reading** (To be brought from Committee-of-the-Whole, *Administration/Jim Foster*)

BACKGROUND: We are required by our six (6) union contracts to provide medical and prescription coverage for all full time employees.

PURPOSE AND EXPLANATION: We are required to provide medical and prescription coverage for all full time employees.

IMPLEMENTATION SCHEDULE: The coverage will be effective January 1, 2021 through December 31, 2021.

FINANCIAL INFORMATION:

FINANCIAL SUMMARY: Our renewal for this year includes an overall increase generally in the 2%-3% range. All costs included as a result of this legislation are subject to sufficient Council appropriations. The costs associated with this legislation were not be known prior to the budget document and the summary prepared for the November 9, 2020 Finance Committee meeting. Once plan selections occur by the employees and are known by the Finance Department, budget amendment legislation will need to be compiled for Council's consideration.

Employees are required to pay a percentage of the monthly premium based on whether they have participated in a wellness program or are a new employee.

The monthly premium amounts are charged to each department and then paid into a self-insurance fund. All health care claim costs are paid out of the City's internal self-insurance fund #600 regardless of whether the costs are borne by the City or employees.

**RECOMMENDED
ACTION:**

One Reading	Yes
Two Readings	No
Three Readings	No
Emergency	Yes
Suspension of Rules	Yes

If emergency or suspension of the rules, why the request?
We request this Resolution be adopted on an emergency basis with suspension of the rules in order for it to be effective immediately to allow for open enrollment to be conducted timely so the insurance carrier has time to make adjustments to the enrollment census.

**ADDITIONAL
INFORMATION:**

CITY OF BRUNSWICK, OHIO
RESOLUTION NO. 99-2020

BY: Committee-of-the-Whole

AN EMERGENCY RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A ONE (1) YEAR CONTRACT WITH THE JEFFERSON HEALTH PLAN (THROUGH MEDICAL MUTUAL OF OHIO) FOR THE PROVISION OF MAJOR MEDICAL HEALTH INSURANCE AND PRESCRIPTION COVERAGE FOR ALL FULL-TIME EMPLOYEES FROM JANUARY 1, 2021 THROUGH DECEMBER 31, 2021.

WHEREAS: The City of Brunswick is required per applicable Collective Bargaining Agreements to provide major medical health insurance and prescription coverage for all full-time employees.

WHEREAS: THE COUNCIL OF THE CITY OF BRUNSWICK HEREBY RESOLVES:

SECTION 1: That the City Manager is hereby authorized and directed, upon approval of the Law Director, to enter into a one (1) year contract with the Jefferson Health Plan (through Medical Mutual of Ohio) for the provision of major medical health insurance and prescription coverage for all full-time City employees from January 1, 2021 through December 31, 2021, which contract shall be expressly subject to sufficient appropriations by City Council as required by law.

SECTION 2: That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety or welfare and for the additional reason that immediate passage is necessary to allow for open enrollment of full-time City employees and to ensure the coverage is effective on January 1, 2021. Therefore, the same shall be in full force and effect from and after its passage by the required number of votes or from the earliest time allowed by law.

PASSED: 1st Reading _____

Rules Suspended: AYES _____ NAYS _____

ADOPTED: _____ AYES _____ NAYS _____

ATTEST: _____
Acting Clerk of Council
Holly Quellos

PROPOSED LEGISLATION



DATE: 12/14/2020

TO: Vice Mayor Michael Abella Jr. and Members of City Council

FROM: Carl S. DeForest, City Manager
Jim Foster

COPY: Mayor Ron Falconi

LEGISLATION: **RES. NO. 100-2020** - An emergency resolution authorizing the City Manager to enter into a one (1) year contract with MetLife for the provision of dental insurance coverage for all full-time employees from January 1, 2021 through December 31, 2021. - **1st Reading** (To be brought from Committee-of-the-Whole, *Administration/Carl DeForest*)

BACKGROUND: We are required by our six (6) union contracts to provide dental coverage for full time employees.

PURPOSE AND EXPLANATION: We are required to provide dental coverage to our full time employees per their union agreements.

IMPLEMENTATION SCHEDULE: This coverage would be effective January 1, 2021 through December 31, 2021.

FINANCIAL INFORMATION:

FINANCIAL SUMMARY: All costs included as a result of this legislation are subject to sufficient Council appropriations. Once plan selections occur by the employees and are known by the Finance Department, budget amendment legislation may be needed, especially if the employee has changed plan selections from one year to the next. The current 2021 budget proposal assumes the employee retains the same health insurance plan from one year to the next. The 2021 City Budget for 2021 has been introduced and approved by City Council on 11/23/2020, Ordinance #85-2020.

Employees are required to pay a percentage of the monthly premium based on the the Collective Bargaining Agreements. Date of hire and participation of wellness are also factors in the cost to the employee and the City.

The monthly premium amounts are charged to each department and then paid into a self-insurance fund. All health care costs are paid out of the City's internal self-insurance fund #600 regardless of whether the costs are borne by the City or employees.

**RECOMMENDED
ACTION:**

One Reading	Yes
Two Readings	No
Three Readings	No
Emergency	Yes
Suspension of Rules	Yes

If emergency or suspension of the rules, why the request?
We are requesting this Resolution be adopted as an emergency with suspension of the rules in order for it to be effective immediately so open enrollment can be conducted timely and the carrier has enough time to make any changes to the employee census.

**ADDITIONAL
INFORMATION:**

CITY OF BRUNSWICK, OHIO
RESOLUTION NO. 100-2020

BY: Committee-of-the-Whole

AN EMERGENCY RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A ONE (1) YEAR CONTRACT WITH METLIFE FOR THE PROVISION OF DENTAL INSURANCE COVERAGE FOR ALL FULL-TIME EMPLOYEES FROM JANUARY 1, 2021 THROUGH DECEMBER 31, 2021.

WHEREAS: The City of Brunswick is required per applicable Collective Bargaining Agreements to provide dental insurance coverage for all full-time employees.

WHEREAS: THE COUNCIL OF THE CITY OF BRUNSWICK HEREBY RESOLVES:

SECTION 1: That the City Manager is hereby authorized and directed, upon approval of the Law Director, to enter into a one (1) year contract with MetLife for the provision of dental insurance coverage for all full-time City employees from January 1, 2021 through December 31, 2021, which contract shall be expressly subject to sufficient appropriations by City Council as required by law.

SECTION 2: That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety or welfare, and for the additional reason that immediate passage is necessary to allow for open enrollment of full-time City employees and to ensure the coverage is effective on January 1, 2021. Therefore, the same shall be in full force and effect from and after its passage by the required number of votes or from the earliest time allowed by law.

PASSED: 1st Reading _____

Rules Suspended: AYES _____ NAYS _____

ADOPTED: _____ AYES _____ NAYS _____

ATTEST: _____
Acting Clerk of Council
Holly Quellos