



## Legislation Details (With Text)

**File #:** ORD-0093-2017      **Version:** 1      **Name:** Benefits Ordinance For the Personnel  
**Type:** Ordinance      **Status:** Passed  
**File created:** 11/8/2017      **In control:** City Council  
**On agenda:** 11/20/2017      **Final action:** 12/4/2017  
**Title:** TO ESTABLISH THE BENEFITS FOR PERSONNEL OF THE CITY OF GAHANNA, EFFECTIVE JANUARY 1, 2018; AND TO DECLARE AN EMERGENCY.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. EXHIBIT A-2018 Benefits Ordinance with tracked changes, 2. HR-RPT-11.13.2017, 3. ORD-93-17 SIGNED

Date	Ver.	Action By	Action	Result
12/4/2017	1	City Council	Adopted	Pass
11/20/2017	1	City Council	Introduced	
11/13/2017	1	Committee of the Whole	Recommended for Introduction, Next Agenda Consent	

TO ESTABLISH THE BENEFITS FOR PERSONNEL OF THE CITY OF GAHANNA, EFFECTIVE JANUARY 1, 2018; AND TO DECLARE AN EMERGENCY.

WHEREAS, the Benefits Ordinance requires City Council approval when modifications are requested; and

WHEREAS, in 2018, the City of Gahanna will offer full-time employees a second health plan choice with a higher deductible and copay and will cost approximately 5% less than the traditional plan; and

WHEREAS, to incentivize employees to enroll in this plan option, the City is offering a 50% discount on their premium contributions and will be a cost savings to the City; and

WHEREAS, under Article 14, the sentence has been removed indicating that this benefit would be replaced by a flex-time policy; and

WHEREAS, under Article 15, the compensatory time that a part-time employee earns should be updated to allow the time to be earned and used beyond the 90-day limit currently in place; and

WHEREAS, under Article 18, Funeral Leave for Part-Time Employees has been increased to three work days and the option for two additional days for extreme circumstances and for paid time off, the calculation for determining eligibility has been removed; and

WHEREAS, it is imperative to move forward with this legislation to have benefits in place for January 1, 2018, and all for the preservation of the public peace, property, health, safety and welfare.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GAHANNA, COUNTY OF FRANKLIN, STATE OF OHIO:

Section 1. That where not in conflict with the Charter, Ordinances, or lawfully promulgated rules and regulations of the City of Gahanna, the Benefits Ordinance for personnel of the City of Gahanna, is hereby enacted as noted in EXHIBIT A, attached hereto and made a part herein.

Section 2. That the benefits for the personnel of the City of Gahanna shall not be effective until January 1, 2018.

Section 3. That any ordinances or parts of ordinances in conflict here within are hereby repealed.

Section 4. That, for the reasons set forth in the preamble hereinabove, this Ordinance is declared emergency legislation and shall be in full force and effect immediately upon passage by this Council and on date of signature approval by the Mayor.