

ORDINANCE NO. 2025-16

AN ORDINANCE AMENDING SECTION 9.04 OF THE VILLAGE OF ANTWERP PERSONNEL MANUAL TO PROVIDE VILLAGE EMPLOYEES REIMBURSEMENT FOR MEDICARE PART B PREMIUMS IN LIEU OF ENROLLMENT IN THE VILLAGE HEALTH INSURANCE PLAN AND DECLARING THE SAME AN EMERGENCY

WHEREAS, the Village of Antwerp previously enacted the current version of Section 9.04 of the of the Village Personnel Manual on January 1, 2020; and

WHEREAS, the Council of the Village of Antwerp, Ohio now wishes to update the language of Section 9.04 of the Village Personnel Manual to allow Village employees, their spouses and dependents, to be reimbursed for Medicare supplement premiums in lieu of enrollment in the Village health insurance plan; and

WHEREAS, this ordinance is being deemed an emergency measure for the reason that, due to plan restrictions with the traditional Village health insurance plan, employees over the age of Sixty-five (65) face impending, potential coverage lapses which the Village wishes to immediately address.

NOW, THEREFORE, BE IT ORDAINED BY A MINIMUM OF A THREE-FOURTHS VOTE by the Council of the Village of Antwerp, Paulding County, Ohio:

Section 1. That the rules requiring three readings of any ordinance or resolution prior to its passage by a minimum of the majority of the council are hereby suspended pursuant to Ohio Revised Code Section 705.15.

Section 2. That Section 9.04 of the Village Personnel Manual currently reads as follows:

Effective January 1, 2020, the Village will continue to provide health insurance coverage for full-time Employees hired on or after January 1, 2020. Those Employees may elect health insurance coverage for spouse and/or dependents but the Employee will be responsible to pay an amount equal to 10% of the premium for spouse and/or dependent coverage. Fulltime Employees hired before January 1, 2020, can continue to elect health insurance coverage for spouse and/or dependents and the premiums for such coverage will be paid by the Village. There will be no change to vision insurance.

Section 3. That Section 9.04 of the Village Personnel Manual is amended to read as follows:

Effective January 1, 2020, the Village will continue to provide health insurance coverage for full-time Employees hired on or after January 1, 2020 **who are under the age of Sixty-five (65)**. Those Employees may elect health insurance coverage for spouse and/or dependents but the Employee will be responsible to pay an amount equal to 10% of the premium for spouse and/or dependent coverage. Fulltime Employees hired before January 1, 2020, can continue to elect health insurance coverage for spouse and/or dependents and the premiums for such coverage will be

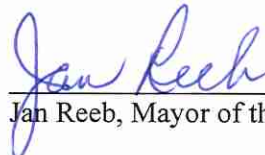
paid by the Village. There will be no change to vision insurance. **Effective October 8, 2025, employees who reach Sixty-five (65) years of age while still employed by the Village shall no longer be eligible for the traditional Village provided health insurance program due to plan restrictions which may lead to denial of coverage for said employees. Any Village employee who reaches Sixty-five (65) years of age while still employed by the Village shall, as a result of their ineligibility for the traditional Village provided health insurance program, be required to enroll in Medicare Part B coverage and thus shall immediately become eligible for enrollment in the Village Healthcare Reimbursement Account (HRA) program. Upon enrollment in the Village HRA program, such employees shall have access to a maximum annual benefit amount of Ten Thousand and 00/100 dollars (\$10,000.00) which shall be used to reimburse said employees, their spouses and dependents, for health insurance premiums, such as those charged by Medicare Part B, and other out of pocket medical expenses. Reimbursement for said premiums and expenses out of the employee's HRA shall be subject to presentation of proof of enrollment in Medicare Part B, as well as monthly proof of payment of said premiums and expenses. The HRA maximum benefit amount shall be subject to annual change at the discretion of the Village Council.**

Section 4. That previous ordinances and/or any portions thereof, including Section 9.04 of the Village Personnel Manual, and rules of the Village of Antwerp that are not consistent with this Ordinance are hereby set aside, revoked and held for naught.

Section 5. That it is hereby found and determined that all formal actions of the Council concerning or relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all 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.

Section 6: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety, and welfare of the Village of Antwerp, Ohio, more specifically, it is necessary that the Council act on immediately to avoid an lapse in coverage for Village employees over the age of Sixty-five (65), and provided it receives the affirmative vote of at least three-fourths of the members of this Council, the Ordinance shall take effect and be in force immediately upon its adoption by this Council or otherwise it shall take effect and be in force after the earliest period allow by law.

Date: 10/8/25


Jan Reeb, Mayor of the Village of Antwerp

ATTEST:


Kevin Hornish, Fiscal Officer