

201

**RESOLUTION NO. R2015-17**

**AN EMERGENCY RESOLUTION DECLARING THE  
POLICY OF THE CITY OF GALLIPOLIS IN REGARDS TO  
MEDICAL INSURANCE COVERAGE FOR SPOUSES**

**WHEREAS**, the City of Gallipolis is dedicated to providing medical, dental, and vision insurance for the Employees of the City so as to attract and maintain the best possible Employees; and

**WHEREAS**, the City of Gallipolis is also dedicated to providing employee benefits at a reasonable cost the Citizenry; and

**WHEREAS**, the cost of providing medical, dental, and vision insurance has risen dramatically in the recent past; and

**WHEREAS**, the City of Gallipolis is desirous of adopting a new "Spouse Eligibility Policy" in regards to medical, dental, and vision insurance for spouses of employees so as to balance the goals of lowering the cost to the Citizenry of providing employee benefits and providing employee benefits that are commensurate with the practices of other employers; and

**WHEREAS**, the City Manager has recommended in writing the passage of this Resolution as an emergency measure as it is necessary for the immediate preservation of the public peace, health, safety and property and in order to provide for the usual operations of the municipal departments.

**NOW, THEREFORE, BE IT RESOLVED** by the City Commission of the City of Gallipolis, Ohio:

**SECTION 1:** For insurance coverage periods beginning January 1, 2016 forward and for any employee who is married and newly enrolling or changing their enrollment status to add a spouse: The Spousal Eligibility Policy will require that if a City employee's spouse's employer or retirement program offers group medical coverage and the employee's spouse is eligible for the same, the spouse must be enrolled in at least a single policy with their own employer or retirement program. The City of Gallipolis will no longer cover as primary or secondary such spouses. This Resolution will have no impact on current employees whose spouses are covered under the policy period ending December 31, 2015.

Employees' spouses may enroll on the City Health Insurance Plan as primary if they meet one of the following criteria:

- A. Spouse is NOT employed.
- B. Spouse is retired and not eligible for employer sponsored retirement medical plan
- C. Spouse is self-employed and does not have access to a group medical plan.
- D. Spouse is also employed by City (NOTE: if no dependents requires both take single plan)
- E. Spouse is employed and spouse's employer does NOT offer medical coverage for spouse or spouse does not meet their employer's medical insurance eligibility requirements.
- F. Spouse is covered under Medicare

**SECTION 2:** That this Resolution shall take effect and be in full force upon passage as an emergency measure and effective January 1, 2016.

**PASSED:** December 22, 2015

**ATTEST:**

Annette M. Landers  
Clerk of the City Commission  
Annette M. Landers

Steven E. Wallis  
President of the City Commission  
Steven E. Wallis

The foregoing Resolution is hereby approved as to form.

Adam R. Salisbury  
Gallipolis City Solicitor  
Adam R. Salisbury