

**CITY OF MIDDLETOWN
ORDINANCE # 07-13-2023-A, SERIES 2023
AN ORDINANCE AMENDING THE CITY'S EMPLOYEE MANUAL
ORDINANCE IN CHAPTER 37 IN THE CODE OF ORDINANCES**

WHEREAS, the City of Middletown City Commission finds that the ordinance it recently passed repealing and replacing its employment manual has an error in employee benefits which needs to be corrected,

NOW THEREFORE, BE IT ORDAINED BY THE MIDDLETOWN CITY COMMISSION:

Section 1: Section 6 of the City of Middletown Ordinance 5-11-2023-A is hereby amended as set out below:

Section 6 – Health, Retirement, and Other Benefits
Limitations of Coverage

All insurance benefit coverages stated in the City of Middletown Employee Handbook are subject to plan document restrictions, if applicable.

Health Insurance

- (1) All full-time employees cost are eligible for a health reimbursement account for themselves and their dependents. The effective date of coverage will be the first day of the month following the first day of employment.
- (2) The city may provide coverage for employees and their dependents up to a maximum amount, as determined by the city, based on the statewide average in the Kentucky League of Cities Wage and Salary Survey of Health Insurance Premium Costs and reflected in the annual budget. Employee shall submit request for payment on the last Thursday of each month. Specific information regarding health insurance plans available to employees should be obtained from the city clerk. Elected city officials may participate in the city's health insurance plans **at their own cost**.
- (3) The city complies with state continuation coverage and any additional amendments designed to provide employees and eligible dependents with the opportunity to continue health insurance coverage at group rates, where the coverage would otherwise cease, such as upon termination of employment, death of the employee, divorce, or a child ceases to be a qualified beneficiary. The premium for this continuation coverage shall be the sole responsibility of the employee or dependent, unless otherwise provided for by law. Coverage is not

automatic and employees and/or their eligible dependents must make an affirmative election before coverage will begin. More detailed information regarding the continuation of health insurance coverage under state continuation coverage may be obtained by going to: <https://insurance.ky.gov/ppc/Documents/statecontinuationcoverage012612.pdf>.

Dental Insurance

All full-time employees, and elected city officials (~~at the elected official's own cost~~), may be eligible for dental insurance, for themselves and their dependents. Specific information about the city's dental insurance plan is available from the city treasurer.

Vision Insurance

All full-time employees and elected city officials (~~at the elected official's own cost~~), may be eligible for vision insurance, for themselves and their dependents, Specific information about the city's vision insurance plan is available from the city treasurer.

Life Insurance

All full-time employees ~~and elected city officials (at the elected official's own cost)~~, may be eligible for life insurance coverage. Life insurance will be in the amount approved by the city commission as reflected in the annual budget. Specific information regarding life insurance is available from the city treasurer.

~~Other Optional Benefits~~

- (1) All full-time employees ~~and elected city officials (at the elected official's own cost)~~, may participate in other optional benefit plans. Participation in these benefits is voluntary and the cost of the premium shall be paid by the employee. Benefits are subject to change, but may include:
 - a. ~~Flexible Spending Account~~
 - b. ~~Life Insurance~~
 - c. ~~Vision Care Insurance~~
 - d. Simple IRS Account for Retirement

Section 2: This ordinance shall take effect immediately upon its adoption, passage, and publication.

First Reading: 7-13-2023

Second Reading: 8-10-2023

Passed and approved this the 10 day of Aug, 2023.



Mayor J. Byron Chapman

ATTEST:



Clerk Marianne Butler

Oliver yes Hayden yes

Stigers yes Wolf yes

Chapman yes