File #: 0001-2020, **Version:** 1

BACKGROUND: To maintain the employee insurance programs in accordance with the negotiated labor contracts, appropriation is necessary for the continuation of all employee benefits programs. To determine the amounts necessary for the annual appropriation, current utilization and projected future claims were analyzed and trended on the basis of an 18-month trend of actual city utilization in conjunction with industry trends, as well as actuarial services. The appropriation included 2020 budgeted amounts, employee premium contributions, COBRA premium deposits, and prescription drug rebate deposits.

Emergency action is requested to ensure the health insurance program for city employees are able to commence as soon as contractually possible, thereby maintaining continuity of service.

FISCAL IMPACT: Claims costs and administrative fees for 2020 are estimated at $213,336,240. A total of $213,336,240 is projected to be required for 2020. These funds are needed to cover the costs of the City employee insurances and wellness programs. This ordinance is contingent on the passage of the 2020 Operating Budget (ordinances 2925-2019, 2926-2019, and 2927-2019).
Appropriation is being made to the following programs:

Medical Plan*	199,826,000
Ohio AFSCME Cares Plan	25,000
Front Street Fitness	60,240
Biometric Health Screenings	104,000
Dental Plan	7,645,000
Vision Plan	1,026,000
Life Plan	1,000,000
Disability Plan	3,650,000
TOTAL	$213,336,240

- Includes medical, drug, COBRA, and tobacco cessation & PCORI fees.

To make appropriations for the 12 months ending January 31, 2021 for the funding of the City employee insurance programs; and to declare an emergency. ($213,336,240.00)

WHEREAS, in order to maintain the employee insurance programs in accordance with the negotiated labor contracts, appropriation is necessary for the continuation of all employee benefits programs; and

WHEREAS, an emergency exists in the usual daily operation of the Department of Human Resources in that it is immediately necessary to authorize appropriations to ensure the health insurance program for city employees are able to commence as soon as contractually possible, thereby maintaining continuity of service; **now therefore**

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS, OHIO

SECTION 1. That from the monies in and from all monies estimated to come into the Employee Benefits Fund 5502, from any and all sources during the 12 months ending January 31, 2021, the following appropriations are hereby authorized and directed:

See attachment: 2020 Appropriation attachment

SECTION 2. That from the monies appropriated in the foregoing Section 1 shall be paid on order of the Human Resources Director and no order shall be drawn or money paid except by voucher, the form of which shall be approved by the City Auditor.

SECTION 3. That the funds necessary to carry out the purpose of this ordinance are hereby deemed appropriated, and the City Auditor shall establish such accounting codes as necessary.

SECTION 4. To authorize the City Auditor to make transfers as may be necessary.

SECTION 5. That for the reasons stated in the Preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure and shall take effect and be in force from and after its passage and approval by the Mayor or ten days after passage if the Mayor neither approves nor vetoes the same.

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