TOWNSHIP OF RICHLAND
ORDINANCE NO. 523

AN ORDINANCE AMENDING RESOLUTION 69-3, AS AMENDED, WHICH PROVIDES FOR EMPLOYEE BENEFITS AND WORK RULES, TO MODIFY § 1-709, MEDICAL, DENTAL, VISION, LIFE, SHORT-TERM DISABILITY AND LONG-TERM DISABILITY INSURANCE, TO ADDRESS RESPONSIBILITY FOR PAYMENT OF MEDICAL INSURANCE PREMIUM WHEN MORE THAN ONE MEDICAL INSURANCE PLAN IS OFFERED.

WHEREAS, the Township of Richland has adopted a Home Rule Charter; and

WHEREAS, § 501.I of the Home Rule Charter requires that Board actions to establish wages, hours or fringe benefits of Township employees be by ordinance; and

WHEREAS, the Board initially adopted provisions relating to general employee benefits by Resolution No. 69-3 on January 30, 1969, which has subsequently been amended numerous times, including most recently by Ordinance No. 522 on September 20, 2023; and

WHEREAS, the Board desires to revise Section 1-709 of the Ordinance, in order to clarify payment responsibility for medical insurance premiums when more than one medical insurance plan is offered.

IT IS HEREBY ORDAINED AND ENACTED by the Board of Supervisors of Richland Township as follows:

I. Section 1-709, Medical, Dental, Vision, Life, Short-Term Disability and Long Term Disability Insurance ,Paragraph 2, of Resolution No. 69-3, as amended, is hereby revised to read, in its entirety, as follows:

> 2. Any non-bargaining-unit full-time employee receiving medical insurance benefits shall be required to contribute 5% of the premium cost, which shall be deducted from the employee's wages pre-tax. Required contributions by part-time employees receiving medical insurance benefits are set forth in Section 1-715, Paragraphs 2.f and 3.f below. For both non-bargaining-unit full-time employees and part time employees receiving medical insurance benefits under Section 1-715, Paragraphs 2.f and 3.f below, Richland Township shall pay the premium of the lowest cost medical insurance benefits plan (herein referred to as the "Baes Plan"), less the required employee contribution. If the Township offers a higher priced plan and the employee wishes to enroll in such higher priced plan, then the employee shall pay the difference between the higher plan's premium and the Base Plan premium, in addition to the required employee contribution. Full-time employees hired prior to January 1, 2015, who are eligible for such benefits but decline to be covered shall be paid $640 per month, and full-time employees hired after January 1, 2015, who decline coverage shall be paid $234 per month, or such other amount as may be approved by the Board of Supervisors from time to time.

Those part-time employees identified in Section 1-715, Paragraphs 2 and 3 below who are eligible for medical insurance benefits but decline to be covered shall be paid $175 per month.

II. Any Ordinance or Resolution or part thereof conflicting with the provisions of this Ordinance be and the same are hereby repealed to the extent of such conflict.

III. Should any part or section of this Ordinance be declared by a court of competent jurisdiction to be invalid, the same shall not affect the validity of the Ordinance as a whole or any part thereof other than the part held to be invalid.

IV. This Ordinance shall be effective immediately upon adoption.

This Ordinance adopted by the Board of Supervisors of Richland Township at a duly assembled public meeting held on the 15th day of November 2023.

ATTEST:

TOWNSHIP OF RICHLAND

Secretary
Dean E. Bastianini

By: _____
Chairman, Board of Supervisors
Raymond P. Kendrick

Recording Certification: This Ordinance recorded in the Township Ordinance book on November 15, 2023 by the undersigned.

Township Manager
Dean E. Bastianini