

MUNICIPALITY OF MONROEVILLE
ALLEGHENY COUNTY, PENNSYLVANIA

ORDINANCE NO. 2098

AN ORDINANCE OF THE MUNICIPALITY OF MONROEVILLE,
ALLEGHENY COUNTY, PENNSYLVANIA, AMENDING THE BENEFITS
OF MONROEVILLE EXEMPT AND NON-EXEMPT EMPLOYEES

BE IT ORDAINED AND ENACTED by the Municipality of Monroeville, in Council assembled as follows:

SECTION 1. The Ordinance amends the benefits of Monroeville exempt and non-exempt employees as determined by the Fair Labor Standards Act.

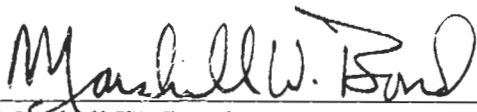
SECTION 2. A copy of the Agreement is attached hereto, made a part hereof and marked "Exhibit A".

SECTION 3. Any ordinance in conflict with this ordinance shall be repealed to the extent of this ordinance.

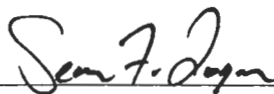
ORDAINED AND ENACTED into law this 12th day of January, 1999.

ATTEST:

MUNICIPALITY OF MONROEVILLE



Marshall W. Bond
Municipal Manager



Sean F. Logan
Mayor

ENTERED INTO LEGAL BOOK ON: January 22, 1999

"EXHIBIT A"

MUNICIPALITY OF MONROEVILLE

- 2 (A.) Health Care. It is the intent of the employer to provide Healthcare coverage and other health related coverage to the employee. The parties agree that the Employer shall seek and accept competitive bids and quotations for such coverage, provided they are substantially similar to the coverage in effect currently. The Labor Management Committee will review said coverage and recommend the insurance carrier and co-pays, which will be chosen. Said coverage is as follows:

- (a) Hospitalization
- (b) Basic Eye Care
- (c) High Option Dental
- (d) Basic Prescription Drug

Health/Prescription Coverage/Basic EyeCare Coverage/High Option Dental Coverage-
The employer shall pay a sum towards healthcare, prescription coverage, eye care and dental or equivalent as indicated on the attached healthcare summary. Municipal Contribution is capped at current rates as of June 1, 1998. Payments on any future healthcare rate increases as described above shall be shared equally with the Municipality and the employee at a rate of up to 1% of the employee's gross salary per month.*

In addition, all new hires will be provided individual coverage only. Any new hire that chooses additional coverage for family or dependents will be required to contribute 10% of the difference between the cost of the individual coverage and the cost of the dependent coverage.

*These provisions shall commence upon applicability and acceptance by all other Municipal employees and unions.

2. (B.) Retiree Hospitalization coverage shall be afforded to those employees and spouses retiring under the General Employee's Pension Plan. This benefit shall remain available to attainment of age 65 or the employee becoming eligible for Medicare. At age 65, the Municipality will provide 65 Special and Prescription coverage to the employee and spouse .

HEALTHCARE RATES & CAPS

Full-time Employees healthcare maximum rates fully paid by the Employer as follows:

1998 Health Rates (eff. 6/1/98)

| DESCRIPTION | INDIV | PARENT/ CHILD | PARENT CHILDREN | FAMILY | TWO PERSONS |
|----------------------|----------|------------------|--------------------|----------|----------------|
| HOSPITALIZATION/PRES | \$262.34 | \$586.03 | \$586.03 | \$694.88 | \$641.61 |
| HIGH OPTION DENTAL | \$ 23.20 | \$ 68.79 | \$ 68.79 | \$ 68.79 | \$68.79 |
| VISION CARE | \$ 4.00 | \$ 9.85 | \$ 9.85 | \$ 9.85 | \$ 9.85 |
| TOTAL | \$289.54 | \$664.67 | \$664.67 | \$773.52 | \$720.25 |

Payments for any future healthcare increases in excess of the above rates shall be shared equally with the Municipality and the employee at a rate of up to 1% of the employee's gross salary per month. The employee contribution requirement shall be effective only when this requirement applies to all other municipal employees.