

ORDINANCE NO. BL2018-1255

An ordinance amending section Title 3 of the Metropolitan Code pertaining to payroll deductions for benefits administered by the Metropolitan Employee Benefit Board.

WHEREAS, employee contributions for medical insurance, dental insurance and other insurance benefits administered by the Metropolitan Employee Benefit Board are paid by payroll deductions; and,

WHEREAS, Metropolitan Code § 3.16.020(E) provides that employee contributions for medical and dental care benefits shall be prepaid by payroll deduction thirty (30) days in advance of the coverage; and,

WHEREAS, it is standard industry practice that employee contributions be collected concurrent with benefit coverages; and,

WHEREAS, collecting employee contributions concurrent with benefit coverages would enhance employee health benefit coverage, reduce administrative challenges and allow for increased efficiency including compliance with federal reporting requirements under ACA; and,

WHEREAS, the Employee Benefit Board approved this recommended change.

NOW, THEREFORE, BE IT ENACTED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1. Section 3.16.020(E) of the Metropolitan Code is hereby amended by deleting the following language:

Such benefits shall become effective as established under the respective contracts as approved by the board. Employee contributions shall commence as established by board policy. All contributions paid by the employee shall be prepaid by payroll deduction thirty days in advance of the coverage.

And substituting in lieu thereof the following language:

Such benefits shall become effective as established under the respective contracts as approved by the board. Employee contributions shall commence as established by board policy. All contributions paid by the employee shall be by payroll deduction, as directed by the board in coordination with the department of metropolitan finance.

Section 2. This ordinance shall take effect from and after its final passage, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

RECOMMENDED BY:

Metropolitan Employee Benefit Board

APPROVED AS TO AVAILABILITY
OF FUNDS:

Talía Lomax-O'dneal, Director of Finance

APPROVED AS TO FORM AND
LEGALITY:

Assistant Metropolitan Attorney

INTRODUCED BY:

Member(s) of Council