

**RESOLUTION NO. 17 , 2024**

**A RESOLUTION ESTABLISHING CITY CONTRIBUTIONS TO EMPLOYEE  
HEALTH SAVINGS ACCOUNTS AND HEALTH REIMBURSEMENT  
ACCOUNTS FOR PLAN YEAR 2024-2025**

**WHEREAS**, the City has adopted a high deductible health plan (“HDHP”) upon recommendation from the City Administration and the Employee Healthcare Benefits Committee; and

**WHEREAS**, the City has in the past contributed monies to the employee’s individual health savings account to offset uncovered medical expenses and to incentivize employee participation in the HDHP; and

**WHEREAS**, the City has in the past provided a similar benefit in the form of a health reimbursement account for employees who participate in the HDHP but who are not eligible for a health savings account; and

**WHEREAS**, the Plan Year for such contributions runs from September 1 to August 31 annually, and the Plan Year for the contributions outlined herein shall be September 1, 2024 to August 31, 2025 (“Plan Year 2024-2025” or “Plan Year”); and

**WHEREAS**, for the Plan Year 2024-2025, the Administration recommends renewing the City’s program for contributions to employee health savings accounts and health reimbursement accounts.

**NOW THEREFORE, BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** All employees eligible to contribute to a health savings account who elect to participate in the City’s HDHP shall receive a contribution from the City in the

amount of \$1,050.00 during the Plan Year 2024-2025, if such employee elects to receive family coverage within the HDHP (family coverage being defined as a Family Plan, Employee and Spouse Plan, or Employee and Children Plan), or \$750.00 for the Plan Year 2024-2025 if such employee elects to receive single plan coverage through the HDHP. These amounts will be paid on or after September 1, 2024 and deposited to the employee's health savings account. For the Plan Year 2024-2025, in addition to the incentive contribution to be paid by the City, the City agrees to match the employee's contribution to their health savings account up to an additional \$700.00 for employees enrolled in family plans and \$500.00 for employees enrolled in single plans. The matching contribution from the City shall be paid to the employee's health savings account at such time during the Plan Year as the employee's contributions reach the City's maximum level of matching contribution. If the employee does not reach the maximum level on or before August 31, 2025, then the City's matching contribution shall be paid at the close of the Plan Year, August 31, 2025.

**SECTION 2.** For all employees electing to participate in the City's HDHP but who are not eligible to contribute to a health savings account, the City shall deposit to a health reimbursement account established by such employee the amount of \$263.00 during the initial three months of the Plan Year 2024-2025 and an additional \$787.00 deposit during the latter nine months of the Plan Year 2024-2025 if such employee elects to receive family coverage within the HDHP (family coverage being defined as a Family Plan, Employee and Spouse Plan, or Employee and Children Plan), or the amount of \$188.00 during the initial three months of the Plan Year 2024-2025 and an additional \$562.00 deposit during the latter nine months of the Plan Year 2024-2025 if such employee

elects to receive single plan coverage through the HDHP. The first deposit to health reimbursement accounts will be made on or after September 1, 2024 and the second deposit to health reimbursement accounts will be made on or after January 1, 2025.

**SECTION 3.** This Resolution shall be in full force and effect from and after its passage.

PASSED: August 7 2024

ATTEST: Connie M. Gaylor  
Connie M. Gaylor, Clerk of Council

Ronald G. Messer  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

Terrence M. Donnellon  
Terrence M. Donnellon, Law Director