

Ordinance No. 4-07

Passed January 29, 2007

1/24/07-gmk
(Personnel & Safety)

Ordinance No. 4-07

An ordinance authorizing the Director of Finance of the City of North Canton to enter into an Agreement by and between the City of North Canton and MHM Resources, Inc. to commence and administer a flexible benefit plan under Section 125 of the Internal Revenue Code, and declaring the same to be an emergency.

WHEREAS, North Canton City Council and the Administration find it to be in the best interest of the employees of the City to commence the operation of a flexible benefits plan pursuant to Section 125 of the Internal Revenue Code of 1986, as amended; and

WHEREAS, the City of North Canton intends to provide its eligible employees with a plan designed to comply with the requirements of Section 125 of the Internal Revenue Code; and

WHEREAS, said plan will be tax advantageous to most eligible employees and will incur no cost to the City and shall be effective upon passage of the labor contracts.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NORTH CANTON, COUNTY OF STARK, STATE OF OHIO:

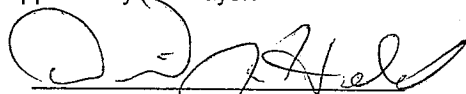
Section 1. That the Director of Finance of the City of North Canton, be, and is hereby authorized to enter into an Agreement by and between the City of North Canton and MHM Resources, Inc. to commence and administer a flexible benefit plan under Section 125 of the Internal Revenue Code.

Section 2. That the Director of Finance of the City of North Canton, be, and shall serve as the Plan Administrator.

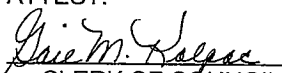
Section 3. That a copy of said Agreement, which is marked Exhibit A, is attached hereto and incorporated herein as if fully rewritten herein.

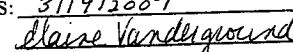
Section 4. That this ordinance is hereby declared to be an emergency measure necessary for the preservation of the health, safety and peace of the City of North Canton and further necessary for the timely implementation of the aforementioned program upon passage of the labor contracts in order to provide eligible employees with pre-tax benefits pursuant to the Internal Revenue Code; wherefore, this ordinance shall take effect and be in full force immediately upon its adoption by Council and approval by the Mayor.

North Canton, OH
Passed: 1/29/07


MAYOR

SIGNED: 1/31, 2007

ATTEST:

CLERK OF COUNCIL

Published in THE REPOSITORY
DATES: 3/19/2007

ASST. CLERK OF COUNCIL

Adoption Agreement (2007)

For City of North Canton

Section 125 Premium Only Plan

The undersigned Employer adopted the Premium Only Plan for those Employees who shall qualify as Participants hereunder. It shall be effective as of the date specified below. The Employer hereby selects the following Plan specifications:

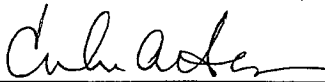
1. **Name of Employer:** City of North Canton
2. **Effective Date:** This adopted Premium Only Plan shall be effective as of **March 1, 2007**. This Plan's original effective date is March 1, 2007
3. **Plan number:** 520
4. **Plan Year:** Your Plan's records are maintained over a twelve-month period. This is known as the Plan Year. The adopted plan year begins on March 1, 2007 and ends on December 31, 2007. Future plan years will be based on the same twelve-month period beginning each January 1 and ending each December 31.
5. **Employer's Principal Office:** This Premium Only Plan shall be governed under the laws of the:
 - a. State of Ohio
 - b. Commonwealth of
6. **Benefits:** All the benefits listed below are included in this plan whether you currently offer them or not.

Health Plans. Premiums that are payroll deducted on a pre-tax basis may include medical insurance, dental insurance, vision care, critical illness insurance, accidental death/dismemberment insurance and/or cancer insurance.

Group-Term Life Insurance up to \$50,000. The \$50,000 limit must include any employer-provided group-term life insurance coverage. For example, if the employer provides \$20,000 of group-term life insurance for every employee, then participants in the POP can only pay premiums on a pre-tax basis for an additional \$30,000 worth of coverage.

Disability Plans. If paid for on a pre-tax basis, any future benefits received will be taxable to the employee.

Health Savings Account (HSA). Allows employees to make payroll deducted contributions to their individual HSA, on a pre-tax basis. Employers may also make contributions to the employee's HSA plan on each employee's behalf, in the manner set forth in the Plan.

by 
City of North Canton

RECEIVED

FEB 02 2007

COUNCIL OFFICE
NORTH CANTON, OHIO