

## HEALTH CARE PROGRAMS & RESPONSIBLE WAGE

The purpose of this form is to assess the extent to which the bidder is a “quality” employer with respect to provision of health care program and provision of a responsible wage.

Health insurance as defined in Columbus City Code Section 329.01 is: “An adequate and affordable health insurance benefit provided by an employer to an employee. The employer must provide the benefit as part of an overall compensation plan and the benefit cannot be limited to a specific project. A health insurance benefit is "adequate and affordable" if it meets both the minimum value and affordability requirements established in rules promulgated pursuant to Public Law 111-148, The Patient Protection and Affordable Care Act or a successor to that law. The benefit must otherwise meet the requirements of a "bona fide" fringe benefit, as defined in 29 CFR 4.171 or a successor to that section. An employer may provide a health insurance benefit through the Small Business Health Options Program, pursuant to Public Law 111-148, so long as it otherwise meets the criteria of this definition. For the purposes of construction prequalification, the foregoing shall apply only to those persons performing construction service work, as defined by rule of the director of finance and management or designee.”

1. Does the bidder provide health insurance to its employees?

YES

NO

2. If yes, what is the percent paid into the plan by:

Employer

Employee

For this purpose, the definition of responsible wage is a wage that shall be equal or better than the wage actually paid to the lowest paid City of Columbus government full-time employee per the City's effective contracts with its bargaining units.

Pursuant to Code Section 329.18(b)(11), the Finance and Management Director has determined that the responsible wage for purposes of contracts for services **for the year 2024 will be \$20.00 per hour.**

3. Does the bidder provide a responsible wage to its employees?

YES

NO

Please indicate if documentation is attached, or submitted separately.