

ORDINANCE NO. 14-23**AN ORDINANCE AMENDING SECTION 31.15 AND 31.16 OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO GROUP HEALTHCARE AND TRAVEL AND EDUCATION.**

WHEREAS: Section 31.16 of the Salaries and Benefits Code of the City of Medina, Ohio presently reads, in part, as follows pertaining to Group Healthcare:

The premiums for such plan shall be paid as follows:

- A. The City shall pay eighty percent (80%) of the premium costs, and the bargaining unit member shall pay twenty percent (20%) of the premium costs through payroll deduction. Employees who satisfy the wellness program obligations (see Attachment B) will be eligible for a “wellness” discount and will pay Fourteen percent (14%) as their premium contribution for 2023. In order to qualify for the reduced premiums in 2024 and 2025, the employee must satisfy the wellness components identified in Attachment B by September 1st of the preceding year.
- B. Effective January 1, 2024, if the City’s insurance premium costs increase by one percent (1%) or more, employees satisfying the wellness program obligations shall pay fifteen percent (15%) of the premium costs through payroll deduction. Employees failing to satisfy the wellness program obligations will not be eligible for a “wellness” discount and will pay twenty percent (20%) as their premium contribution. The employee premium-contribution percentage shall remain at the 2023 percentage (14% or 20%) for 2024 if the City’s insurance premium costs do not increase or increase by less than one percent (1%).
- C. Effective January 1, 2025, if the City’s insurance premium costs increase by one percent (1%) or more, and the employees are still paying a fourteen percent (14%) premium contribution, the employees satisfying the wellness program obligations shall pay a premium contribution one percent (1%) higher than the 2023 rate (an increase to 15%) of the premium costs through payroll deduction. Employees failing to satisfy the wellness program obligations will not be eligible for a “wellness” discount and will pay twenty percent (20%) as their premium contribution. The employee premium contribution percentage shall remain at the 2024 percentage for 2025 if the City’s insurance premium costs do not increase or increase by less than one percent (1%). (Ord. 93-20, 102-20)

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF MEDINA, OHIO:

SEC. 1: That Section 31.16 of the Salaries and Benefits Code of the City of Medina, Ohio pertaining to Group Healthcare shall be amended to read, in part, as follows:

- A. The City shall pay eighty percent (80%) of the premium costs, and the bargaining unit member shall pay twenty percent (20%) of the premium costs through payroll deduction. Employees who satisfy the wellness program obligations (see Attachment B) will be eligible for a “wellness” discount and will pay Fourteen percent (14%) as their premium contribution for 2023. In order to qualify for the reduced premiums in 2024 and 2025, the employee must satisfy the wellness components identified in Attachment B by September 1st of the preceding year.
- B. Effective January 1, 2024, if the City’s insurance premium costs increase by one percent (1%) or more, employees satisfying the wellness program obligations shall pay fifteen percent (15%) of the premium costs through payroll deduction. Employees failing to satisfy the wellness program obligations will not be eligible for a “wellness” discount and will pay twenty percent (20%) as their premium contribution. The employee premium-contribution percentage shall remain at the 2023 percentage (14% or 20%) for 2024 if the City’s insurance premium costs do not increase or increase by less than one percent (1%).
- C. Effective January 1, 2025, if the City’s insurance premium costs increase by one percent (1%) or more, and the employees are still paying a fourteen percent (14%) premium contribution, the employees satisfying the wellness program obligations shall pay a premium contribution one percent (1%) higher than the 2023 rate (an increase to 15%) of the premium costs through payroll deduction. Employees failing to satisfy the wellness program obligations will not be eligible for a “wellness” discount and will pay twenty percent (20%) as their premium contribution. The employee premium contribution percentage shall remain at the 2024 percentage for 2025 if the City’s insurance premium costs do not increase or increase by less than one percent (1%). (Ord. 93-20, 102-20, **14-23**)

SEC. 2: That Section 31.15 shall be amended to include the following at the bottom of page:

Reference City of Medina Travel Policy, Ord. 215-21, passed December 13, 2021. (Ord. 14-23)

SEC. 3: That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with the law.

SEC. 4: That this Ordinance shall be in full force and effect at the earliest period allowed by law.

PASSED: January 23, 2023

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: January 24, 2023

SIGNED: Dennis Hanwell
Mayor