

ORDINANCE NO. 1-26

AN ORDINANCE RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF MEDINA AND THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION FOR THE PATROL OFFICERS AND AUTHORIZING THE MAYOR TO EXECUTE SAID AGREEMENT.

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

- SEC. 1:** That the Agreement between the City of Medina and the Ohio Patrolmen's Benevolent Association for the Patrol Officers is hereby ratified for the period of January 1, 2026 through December 31, 2028.
- SEC. 2:** That a copy of the Collective Bargaining Agreement is marked Exhibit A, attached hereto and made a part hereof.
- 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 6, 2026

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: January 7, 2026

SIGNED: James A. Shields
Mayor

Effective date – January 1, 2026 through December 31, 2028

**NEGOTIATIONS BETWEEN
CITY OF MEDINA
AND
THE OPBA
(PATROL AND DISPATCHERS)**

**Summary of Tentative Agreements
December 1, 2025**

1. **Wages – Article 26**

- **Wage Increases**

- Effective 1/1/2026 4.0%
- Effective 1/1/2027 4.0%
- Effective 1/1/2028 3.0%

- **Pension Pick-Up**

Effective 1/1/2028, increase by 1% to 11%

- **Detective Pay**

Institute annual payment of \$1500 (or pro-rated where applicable) for officers assigned as Detectives.

- **TAC Officer**

Provide \$500 annual payment for Dispatcher designated as TAC Officer and \$250 annual payment for Assistant TAC Officer (or pro-rated amounts).

- **Training Officers**

Patrol Officers and Dispatchers assigned to train and evaluate probationary employees shall receive a 10% premium for all hours so assigned.

2. **Insurance – Article 25**

- Update language to reflect current premium contributions of 15% (wellness) and 20% (non-wellness).
- Update dates of current language addressing premium-contribution inflator of 1% for 2028 if City's costs increase by 1% or more.

- Add language to allow City to institute employee-optional HSA plan.

3. **OIC Pay and Court Time – Article 16**

- § 2 – Increase premium of Patrol Officers filling in for Sergeant from 5% to 10% of pay for all hours so assigned.
- § 5 – Modify as follows:

Every employee called back after normal daily working hours or on a regular day off, including holidays, for a court appearance shall be paid a minimum of three (3) hours at a rate of one and one-half (1½) times the regular rate of pay, provided the employee is not notified by 7:00 P.M. the **business** day before the court appearance that the court appearance has been cancelled. If the employee is called back to work for more than one (1) court appearance in the same day, he shall be paid a minimum of three (3) hours for the first appearance and the actual time worked for the second appearance, unless there is three (3) hours or more between **the beginning of the first appearance and the beginning of the second appearance**, in which case the employee shall be paid a minimum of three (3) hours for each appearance.

4. **Vacation – Article 18**

NEW SECTION – The City has the discretion to provide new hires, with five or more years of full-time police experience with another police department, credit for that time for the purposes of placement on the accrual table of Section 1 above. For the first year of employment, the City may grant the use of this vacation amount for the first year of employment. A newly hired officer who separates in the first year of having utilized any of this vacation shall reimburse the City of the value thereof.

5. **Sick Leave/Funeral Leave – Article 19**

- § 1 – Add ability to use sick leave for birth or adoption of a child of up to 120 hours.
- § 3 – Allow for employee option to receive cash or compensatory time for current attendance bonus. (Currently comp-time only).
- § 4 – Add language such that utilizing sick leave for funeral leave does not serve as penalty for attendance bonus or holiday pay.
- § 5 – **With two weeks' notice to the employer**, an employee may elect, at the time of retirement from active service **under the Ohio Police and Retirement Pension Fund** and with ten (10) or more years of service with the City, to be paid in cash for 37.5% of the value of his accrued but unused sick leave credit. Such payment shall be based

on the employee's rate of pay at the time of retirement. Payment for sick leave on this basis shall be considered to eliminate all sick leave credit accrued by the employee at the time. Such payment shall be made only once to any employee. The maximum payment which may be made under this section shall be ~~four hundred (400)~~ **four hundred and fifty (450)** hours.

6. **New Article – Gun Purchase**

Allow for retiring employee to purchase their service weapon at its fair market value.

7. **Part-Time MOU**

Update MOU allowing for City to hire part-time officers.

8. **Duration – Article 34**

Three-year Agreement.