CITY OF MEDINA
AGENDA FOR COUNCIL MEETING

February 9, 2026
Medina City Hall – Council Rotunda
7:30 p.m.

Call to Order.

Roll Call.

Reading of minutes. (January 26, 2026)

Reports of standing committees.

Requests for council action.

Reports of municipal officers.

Confirmation of Council's appointments. Bill Lamb, Ward 4 Councilperson is appointed to the following boards and committees:

- Finance Committee
- Special Legislation Committee
- Streets and Sidewalks Committee
- Emerging Technologies Committee, Chair
- ACCESS Commission – Exp. 12/31/27
- Strategic Plan Advisory Committee – Exp. 12/31/26

Notices, communications and petitions.

Unfinished business.

Introduction of visitors.
(speakers limited to 5 min.)

Introduction and consideration of ordinances and resolutions.
Motion to suspend the Rules requiring three readings on the following ordinances and resolutions: Ord. 25-26, Ord. 26-26, Ord. 27-26, Ord. 28-26, Ord. 29-26, Ord. 30-26.

Ord. 25-26
An Ordinance amending Section 133.01 of the Codified Ordinances of the City of Medina, Ohio relative to the "Finance Director", "City" and "Civil Service Commission" Association Memberships.

Ord. 26-26
An Ordinance ratifying the Agreement between the City of Medina and the International Brotherhood of Teamsters, Local 436.

Ord. 27-26
An Ordinance authorizing the expenditure to Goodyear Tire and Rubber Company for the Sanitation Department.

Ord. 28-26
An Ordinance amending Section 31.07 of the Salaries and Benefits Code of the City of Medina, Ohio relative to adopting the revised job descriptions for Backflow Coordinator and Operations Technician for the Water Department.

Ord. 29-26
An Ordinance Amending Ordinance No. 218-25, Passed December 8, 2025. (Amendments to 2026 Budget)

Ord. 30-26
An Ordinance replacing section 31.03 of the Salaries and Benefits Code of the City of Medina, Ohio relative to the salary schedules for employees not covered under current union contracts for the years 2026, 2027, and 2028, ~~and declaring an emergency~~.

Council comments.

Adjournment.

MEDINA CITY COUNCIL
Monday, January 26, 2026

Call to Order:
Medina City Council met in regular session on Monday, January 26th, 2026, at Medina City Hall. The meeting was called to order at 7:30 p.m. by President John Coyne, who also led in the Pledge of Allegiance.

Oath of Office
William C. Lamb – Ward 4 Councilman by the Honorable Betty Sutton - bible held by Lisa Cambell.

Roll Call:
The roll was called with the following members of Council present: E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, and R. Haire.

Also present were the following members of the Administration: Mayor Shields, Greg Huber. Patrick Patton, Keith Dirham, Nino Piccoli, Chief Kinney, Chief Walters, Janson Wehrley, Kathy Patton, Andrew Dutton, and Kimberly Marshall.

Reading of Minutes:
Ms. Haire moved that the minutes from the meetings on January 12th as prepared and submitted by the Clerk of Council be approved, seconded by Mr. Simpson. The roll was called and the motion passed with the yea votes of B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire and E. Isabella

Reports of Standing Committees:

Finance Committee: Mr. Coyne stated the Finance Committee met prior to Council this evening and will meet again in two weeks.

Public Properties Committee: Ms. Haire had no report.

Health, Safety & Sanitation Committee: Mr. Simpson had no report.

Special Legislation Committee: Ms. DiSalvo had no report.

Streets & Sidewalks Committee: Mr. Isabella stated he has a meeting scheduled for February 9th at 5pm. before the finance meeting.

Water & Utilities Committee: Mr. Simmons had no report.

Emerging Technologies Committee: Mr. Lamb will be chair of this committee and there is a meeting scheduled for March 12th.

Requests for Council Action:
Finance Committee
26-025-1/26 – Budget Amendments
26-026-1/26 – Then & Now – Ohio Edison
26-027-1/26 – Expenditure – Kokosing Materials – Street Dept.
26-028-1/26 – Review Allocation of Income Tax – Amend Sec. 161.13

26-029-1/26 – Amend Code 133.01 – Association Memberships
26-030-1/26 – Ratify Collective Bargaining Agreement – Teamsters Local 436
26-031-1/26 – Expenditure – Goodyear Tire & Rubber Co.
26-032-1/26 – Adopt Changes – Job Descriptions – Water Dept.

Reports of Municipal Officers:

James Shields, Mayor, Jim welcomed Mr. Lamb to council.
Mayor thanked employees for their incredible response to the snowstorm.
It was a total team effort including Streets, Parks and Sanitation Departments. Thank you to the Water Department who were also dealing with broken waterlines during this same time. Thanks to the residents who took the time to express their appreciation for our city employees and their efforts.
America 250 Medina Program, "The founding of Medina and it's early years" has been rescheduled for Sunday, February 1, 2026, at the Medina Library Community Room for 2pm.
Martin Luther King program presented by Medina County Churches went well, Thanks to all who attended the service.
On January 21st Main Street Medina Annual Meeting and Awards were held. Congratulations to Former Mayor Dennis Hanwell for receiving the Lifetime Achievement Award.
The administration is in the early stages of exploring a Designated Outdoor Refreshment Area (DORA) for the City of Medina.

Keith Dirham, Finance Director, Keith stated there are a couple of things that originated with Finance on the agenda and he will address those when we get there. Keith also addressed the city workers that took care of all the snow removal this past weekend.

Greg Huber, Law Department, Greg had no report. Greg welcomed Bill Lamb back.

Kimberly Marshall, Economic Development Director, Stated this Friday there are three ribbon cuttings: 10am – Maureen Dabbieri Agency – All State Insurance Agent, located at 107 W. Liberty St. and then at 11am – One Shot Soccer Academy, located at 777 W. Smith Rd. and finally at 3pm.- Off The Wagon located at 101 Public Square.

Chief Kinney, Police Department, Chief Kinney had no report.

Nino Piccoli, Service Director, Nino stated he appreciates the mayor's comments and feels the same way about his crews and the outstanding job they've done with the last snowstorm. Sanitation is delayed this week because the CPF was closed today.

Patrick Patton, City Engineer, Patrick stated the work to reconstruct Lake Avenue has been postponed due to the weather.

Chief Walters, Fire Department, Had no report.

Andrew Dutton, Community Development Director, had no report.

Jansen Wehrley, Parks and Recreation Director, Jansen had no report.

Dan Gladish, Building Official – not present.

Confirmation of Mayor's appointment

Paul Wood – Uptown Park Advisory Committee – Exp. 12/31/28

Ms. Haire motioned to approve, seconded by Mr. Simpson. The roll was called and approved with the yea votes of C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella and B. Lamb.

Notices, communications and petitions

There were none.

Unfinished Business

There is none.

Introduction of visitors

John Whittenower – resides on Manchester Court, spoke on traffic in Medina and truck drivers. People running red lights, blocking driveways and intersections, need cleaned up.

Introduction and consideration of ordinances and resolutions.

Ms. Haire moved to suspend the rules requiring three readings on the following ordinances and resolutions, seconded by Mr. Simpson. Ord. 9-26, Ord. 10-26, Ord. 11-26, Res. 12-26, Res. 13-26, Ord. 14-26, Ord. 15-26, Ord. 16-26, Ord. 17-26, Ord. 18-26, Ord. 19-26, Res. 20-26, Res. 21-26, Ord. 22-26, Ord. 23-26, Ord. 24-26. Motion passed by the yea votes of D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb and C. Simmons.

Ord. 9-26

An Ordinance authorizing the Mayor to enter into a three-year contract with Rea & Associates, Inc. for the preparation of the City's CAFR in accordance with accounting principles generally accepted in the United States of American (GAAP) for the years ending December 31, 2025, December 31, 2026, and December 31, 2027. Ms. Haire moved for the adoption of Ordinance/Resolution No. 009-26, seconded by Mr. Simpson. Kieth stated this is the same company that has been doing it for the last three years. The roll was called and Ordinance/Resolution No. 009-26 passed by the yea votes of J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons and D. Simpson.

Ord. 10-26

An Ordinance authorizing the expenditure of not to exceed $60,000 to Signal Service Company for the Street Department. Ms. Haire moved for the adoption of Ordinance/Resolution No. 010-26, seconded by Mr. Simpson. Mr. Piccoli stated this contractor handles emergency repairs to our traffic signalization system. This will get us through the year. The roll was called and Ordinance/Resolution No. 010-26 passed by the yea votes of N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, and J. Coyne.

Ord. 11-26
An Ordinance authorizing the expenditure of $70,000 to Lake County Sewer Co. for the Street Department. Ms. Haire moved for the adoption of Ordinance/Resolution No. 011-26, seconded by Mr. Simpson. Mr. Piccoli stated this contractor handles our cleaning and grouting of storm sewer and infrastructure. We usually have about two hundred of these areas a year that we need addressed and this company has expertise in grouting and jointing of pipes. The roll was called and Ordinance/Resolution No. 011-26 passed by the yea votes of R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, and N. DiSalvo.

Res. 12-26
A Resolution authorizing the application and accepting reimbursements from the FY2024 Patrick Leahy Bulletproof Vest Program for the Police Department. Ms. Haire moved for the adoption of Ordinance/Resolution No. 012-26, seconded by Mr. Simpson. Chief Kinney explained this as one of two bulletproof vest grants for the year. The roll was called and Ordinance/Resolution No. 012-26 passed by the yea votes of E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, and R. Haire.

Res. 13-26
A Resolution authorizing the mayor to file an application for grant assistance with the Bureau of Justice Assistance, U.S. Department of Justice for the FY2025 Bulletproof Vest Partnership (BVP) Grant Program for the Police Department. Ms. Haire moved for the adoption of Ordinance/Resolution No. 013-26, seconded by Mr. Simpson. Chief Kinney stated this is the second grant request for their bulletproof vest program. The roll was called and Ordinance/Resolution No. 013-26 passed by the yea votes of B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire and E. Isabella

Ord. 14-26
An Ordinance authorizing the purchase of one (1) 2026 Ford F250 Regular Cab 4 WD Pickup Truck equipped with snowplow from Montrose Ford to be used by the Cemetery Department. Ms. Haire moved for the adoption of Ordinance/Resolution No. 014-26, seconded by Mr. Simpson. Jansen stated this unit will replace a 2011 Ford F-250. Being purchased using the community university education purchasing program through Montrose Ford. The roll was called and Ordinance/Resolution No. 014-26 passed by the yea votes of C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella and B. Lamb

Ord. 15-26
An Ordinance amending Section 133.01 of the Codified Ordinances of the City of Medina, Ohio relative to the "City" Association Memberships. Ms. Haire moved for the adoption of Ordinance/Resolution No. 015-26, seconded by Mr. Simpson. Nino stated they benefit greatly from this membership as the Police Department buys their cars as well as Parks Dept. and the Service Dept. The roll was called and Ordinance/Resolution No. 015-26 passed by the yea votes of D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb and C. Simmons.

Ord. 16-26
An Ordinance accepting the appraisal (Fair Market Value Estimate) for the South Huntington Street Bridge Project. Ms. Haire moved for the adoption of Ordinance/Resolution No. 016-26, seconded by Mr. Simpson. Ms. Haire moved that the emergency clause be added to Ordinance/Resolution No. 016-26, seconded by Mr. Simpson. Mr. Patton stated they are going to be rebuilding the bridge on South Huntington St. and in order to do that we need to acquire several easements. This is accepting the appraisal for one of those and the emergency clause is requested for grant deadlines. The roll was called on adding the emergency clause and was approved by the yea votes of J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons and D. Simpson. The roll was called and Ordinance/Resolution No. 016-26 passed by the yea votes of N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, and J. Coyne.

Ord. 17-26
An Ordinance approving the Tenth Amendment to the City of Medina – Montville Township Joint Economic Development District and Annexation Contract to add territory to the district. Ms. Haire moved for the adoption of Ordinance/Resolution No. 017-26, seconded by Mr. Simpson. Ms. Haire moved that the emergency clause be added to Ordinance/Resolution No. 017-26, seconded by Mr. Simpson. Kimberly stated they will be bringing four parcels into the district with council's approval that total 59.4 acres. Two of the parcels are owned by Lakefront Ohio LLC and the other two are owned by Cobblestone Crossings LLC. JEDD Board met and approved the four parcels to join the JEDD. Public hearing was held and passed two weeks ago. Emergency clause is needed so the developer can move forward with breaking ground on the project as soon as possible. The roll was called on adding the emergency clause and was approved by the yea votes of D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb and C. Simmons. The roll was called and Ordinance/Resolution No. 017-26 passed by the yea votes of R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, and N. DiSalvo.

Ord. 18-26
An Ordinance authorizing the mayor to execute a Railroad Crossing Agreement and a Letter Agreement between the Wheeling and Lake Erie Railway Company and the City of Medina, Ohio pertaining to the Prospect Street Bridge Project. Ms. Haire moved for the adoption of Ordinance/Resolution No. 018-26, seconded by Mr. Simpson. Ms. Haire moved that the emergency clause be added to Ordinance/Resolution No. 018-26, seconded by Mr. Simpson. Mr. Patton explained they will be replacing the Prospect St. Bridge just north of West Smith. The bridge abuts the railroad, and they have some work to do inside the railroads right of way. The roll was called on adding the emergency clause and was approved by the yea votes of E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, and R. Haire. The roll was called and Ordinance/Resolution No. 018-26 passed by the yea votes of B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire and E. Isabella

Ord. 19-26
An Ordinance amending Ordinance No. 218-25, passed December 8, 2025. (Amendments to 2026 Budget) Ms. Haire moved for the adoption of Ordinance/Resolution No. 019-26, seconded by Mr. Simpson. Keith stated that when additional funds come in, we have to appropriate them in

order to be able to spend them. The roll was called and Ordinance/Resolution No. 019-26 passed by the yea votes of C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella and B. Lamb

Res. 20-26
A Resolution accepting the donation of $12,000 from Murray and Susan VanEpp to assist the City of Medina with the purchase of vacant land located at 338 Foundry Street. Ms. Haire moved for the adoption of Ordinance/Resolution No. 020-26, seconded by Mr. Simpson. Mr. Wehrley thanked Murray and Susan VanEpp for considering funding a portion of the purchase of the property at 338 Foundry St. The roll was called and Ordinance/Resolution No. 020-26 passed by the yea votes of D. Simpson, J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb and C. Simmons

Res. 21-26
A Resolution accepting the donation of $20,500 from the Tom and Jill Lincoln Foundation to assist the City of Medina with the purchase of vacant land located at 338 Foundry Street. Ms. Haire moved for the adoption of Ordinance/Resolution No. 021-26, seconded by Mr. Simpson. Mr. Wehrley stated much like the last resolution they turned in an application to the Tom and Jill Lincoln Foundation to support the purchase of this property at 338 Foundry St. Jansen stated they generously contributed $20,500.00 and we appreciate their support. The roll was called and Ordinance/Resolution No. 021-26 passed by the yea votes of J. Coyne, N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons and D. Simpson.

Ord. 22-26
An Ordinance authorizing the Mayor to execute a Purchase Agreement with Richard Allen Anthony for the purchase of the property located at 338 Foundry Street, Medina, Ohio. Ms. Haire moved for the adoption of Ordinance/Resolution No. 022-26, seconded by Mr. Simpson. Mr. Wehrley stated this is for the purchase of this property. Jansen stated they have acquired a number of properties along Foundry St. to help expand the frontage throughout that area, this parcel abuts one that we recently purchased at 334 Foundry St. and is currently a vacant lot. The roll was called and Ordinance/Resolution No. 022-26 passed by the yea votes of N. DiSalvo, R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, and J. Coyne.

Ord. 23-26
An Ordinance authorizing the Mayor to approve Change Order #01 to GMP #3 with the Ruhlin Company for renovation work at the Medina Municipal Courthouse. Ms. Haire moved for the adoption of Ordinance/Resolution No. 023-26, seconded by Mr. Simpson. Mr. Patton stated this change order actually encompasses seven different project changes at the courthouse. The amount of money is $280,000.00. The roll was called and Ordinance/Resolution No. 023-26 passed by the yea votes of R. Haire, E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, and N. DiSalvo.

Ord. 24-26
An Ordinance of the Council of the City of Medina, Ohio, certifying that when a municipal obligation was incurred sums were lawfully appropriated in the funds to satisfy the

obligation and sufficient sums currently exist to satisfy the obligation. Ms. Haire moved for the adoption of Ordinance/Resolution No. 024-26, seconded by Mr. Simpson. Ms. Haire moved that the emergency clause be added to Ordinance/Resolution No. 024-26, seconded by Mr. Simpson. Mr. Dirham stated they did not have enough money on their 2025 purchase order to pay for all of the electric bills, and he needs a new purchase order, and the emergency clause is requested as they have to pay the bill. The roll was called on adding the emergency clause and was approved by the yea votes of E. Isabella, B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, and R. Haire. The roll was called and Ordinance/Resolution No. 024-26 passed by the yea votes of B. Lamb, C. Simmons, D. Simpson, J. Coyne, N. DiSalvo, R. Haire and E. Isabella

Council comments.

Mr. Simpson spoke of the tragedy in Minnesota and stated as a group we all can stand up and support the people that are suffering. He is afraid there will be other states that will be involved with this type of action. Keep them in your thoughts and prayers. It is so much easier to be kind.

Ms. Haire agreed with Mr. Simpson. She has spoken to many folks that are highly distraught over what has happened over the last few days in Minnesota and feels the need to remind people that we need to protect the constitution and the first and second amendment it's for all of us.
As a member of city council one of the things that she really tries to do in her position is to encourage people to be involved in what is going on in our community through discussions and coming to meetings that may be held. Thanked her neighbor Aamad for coming tonight and hopes he continues to come.

Mr. Simmons wanted to remind everyone if you have not seen the America 250 book, it's here at city hall in the literature rack. On Sunday, February 1st at the library there will be early stories from Medina and the following Sunday February 8th at the UCC Church you will hear about pulpits to patriots.

Ms. DiSalvo complimented the city workers for such a great job this past weekend.

Mr. Isabella echoed Natalie. He welcomed Bill Lamb back to council. Reminded all about the Streets and Sidewalk committee meeting.

Mr. Lamb stated that city government is one place that is so close to us in our everyday life. Cleaning streets, fixing waterline breaks and people not following traffic laws – these are some of the things that matter to us locally as a community and that is what city government is all about. He is honored to have this opportunity to participate in public service again. Bill thanked Betty Sutton and Lisa Campbell.

Mr. Coyne thanked the Honorable Betty Sutton for coming and swearing in Bill Lamb and staying for the meeting.

There being no further business, the meeting was adjourned at 8:16 p.m.

_____
Kathy Patton, Clerk of Council

_____
John Coyne III, President of Council

ORDINANCE NO. 25-26

AN ORDINANCE AMENDING SECTION 133.01 OF THE CODIFIED ORDINANCES OF THE CITY OF MEDINA, OHIO RELATIVE TO THE "FINANCE DIRECTOR", "CITY", AND "CIVIL SERVICE COMMISSION" ASSOCIATION MEMBERSHIPS.

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

SEC. 1: That Section 133.01 of the codified ordinances of the City of Medina, Ohio pertaining to Association Memberships for the "Finance Director", "City", "Civil Service Commission" shall be amended with the addition of the following:

Finance Director	**Medina SHRM**
City	**Medina SHRM**
Civil Service Commission	**Medina SHRM**

SEC. 2: That the Mayor is hereby authorized to execute any and all documents to procure membership for these City departments.

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: _____ **SIGNED:** _____
President of Council

ATTEST: _____ **APPROVED:** _____
Clerk of Council

SIGNED: _____
Mayor

ORDINANCE NO. 26-26

AN ORDINANCE RATIFYING THE AGREEMENT BETWEEN THE CITY OF MEDINA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 436.

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

SEC. 1: That the Agreement between the City of Medina and the International Brotherhood of Teamsters, Local 436, is hereby ratified for various part-time and full time Service, Building, Engineering, and Parks and Recreation employees.

SEC. 2: That a copy of the 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: _____ **SIGNED:** _____
President of Council

ATTEST: _____ **APPROVED:** _____
Clerk of Council

SIGNED: _____
Mayor

Effective: January 1, 2026 through December 31, 2028

COLLECTIVE BARGAINING AGREEMENT

Between the CITY OF MEDINA

and the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, Local 436

EFFECTIVE:

JANUARY 1, 2026
THROUGH DECEMBER 31, 2028

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ARTICLE 1
AGREEMENT

Section 1. This document is a contractual agreement ("Agreement"), entered into between the City of Medina, ("the City"), subject to approval by the Medina City Council, and the Teamsters Local 436 ("the Union"), to establish the bargaining unit employees' wages, hours, terms and conditions of employment.

Section 2. The wages, hours, terms, and conditions of employment in this Agreement supersede any related Ohio laws, including all specifications under those related laws. Specifications in Ohio laws that are not specifically written into this Agreement are nonetheless modified by this Agreement.

Section 3. If any part of this Agreement is rendered illegal by state or federal legislation or by a court of competent jurisdiction, it shall be considered void, but the remainder of the Agreement shall remain effective.

Section 4. Any reference to a City management representative in this Agreement includes that representative's designee. References to male gender include the female gender.

Section 5. References to the Medina Salary and Benefits Code are those in effect on January 1, 2015, notwithstanding any changes in the cited Code sections after January 1, 2015. The Medina Salary and Benefits Code will be inserted where applicable into this collective bargaining agreement as contract provisions.

ARTICLE 2
RECOGNITION

Section 1. The City recognizes the Union as the exclusive certified bargaining representative of all employees employed in the job classifications certified as the bargaining unit by the State Employment Relations board on April 15, 2001 (00-REP-11-0248) (referred to collectively as "the bargaining unit"), as follows:

INCLUDED: All regular part-time employees employed by the City of Medina in Parks, Building, Streets and Sanitation and all full-time employees employed by the City of Medina in the following departments working in the following Classifications:

Department	Classification
Building	Inspectors
Service	Building Maintenance and Repair
Parks	Laborer
Cemetery	Sexton

Streets	Machine Equipment Operator (MEO)
	Laborer
Water	Operator (System Tech)
	Operations Tech
	Machine Equipment Operator (MEO)
	Laborer
	Meter Service
	Water Tech
City Engineer	Construction Inspector
	Senior Construction Inspector
Sanitation	Machine Equipment Operator (MEO)
	Laborer
Equipment Maintenance	Mechanic

EXCLUDED: Superintendents, assistant superintendents, foremen, all other part-time employees, employees excluded under O.R.C. 4117.01(C)(1)-(15), and all other classifications not specifically included above.

Section 2. The Union's status as exclusive representative relieves the City of any obligations to allow the participation of any bargaining unit member's private attorney or private representative in any matter concerning negotiations, grievances, a violation of this Agreement, or any other matter where the legal right to representation exists.

Section 3. The Union agrees to represent all bargaining unit members fairly and equally. Any one of the Union's designated representatives shall be deemed equally qualified and capable of representing a bargaining unit employee.

Section 4. The City's recognition of the classifications in this Article as a bargaining unit does not limit the City's right to add or eliminate bargaining unit positions or to add job duties to those positions.

Section 5. If a disagreement arises between the City and the Union as to whether a position belongs in the bargaining unit, the parties will discuss the issue. If the parties are unable to reach agreement on the issue, they shall file a petition with SERB requesting a unit clarification determination. This section establishes mutual consent under O.A.C. Section 4117-5-01.

ARTICLE 3
DUES DEDUCTIONS AND MEMBER FEE

Section 1. The Employer agrees to deduct union dues and fees as determined by the Union and for which the employee has voluntarily submitted a signed authorization.

Section 2. Employees are not required to become members of the Union as a condition of employment. New employees who do not become members within thirty-one (31) days following the beginning of their employment may voluntarily consent to pay a non-member fee as a voluntary contribution towards administration of the agreement. An employee is not required to pay a fee unless he/she voluntarily consents to pay union dues or a non-member fee through payroll deduction. Non-member fees and Union dues shall be deducted on a monthly basis.

If sufficient funds do not exist in the employee's paycheck for the payment of the Union dues or non-member fees, then the balance of the Union membership dues or the non-member fee shall be deducted from the employee's next paycheck.

Section 3. A check in the amount of the total Union dues or non-member fee withheld shall be tendered to the treasurer of the Teamsters within fifteen (15) days from the date of the deduction.

Section 4. The Union hereby agrees to hold the City harmless from any and all liabilities or damages which may arise from the performance of its obligations under this Article and the Union shall defend and indemnify the City for any such liabilities or damages that may arise.

Section 5. The Union shall certify the rate at which Union dues and non-member fees are to be deducted to the City Finance Director during January of each year.

ARTICLE 4
UNION REPRESENTATION

Section 1. Four (4) designated employee representatives shall be recognized by the City as Union Stewards upon the Union's submission of a letter identifying them as the Stewards.

Section 2. A Steward who is on duty working a normal shift shall be allowed reasonable time off without pay to represent an employee for reasons allowed under this agreement or provided by law. Any Steward that comes into work early or works outside of normal scheduled hours to handle Union matters or to represent a bargaining member does so voluntarily without pay or overtime.

Section 3. Stewards shall be paid for all meetings required by the City for which the Steward has a right to represent a bargaining unit member.

Section 4. Non-employee union representatives may be allowed on City property with prior notice to and approval by the Mayor. Approval shall not be unreasonably denied.

ARTICLE 5
EMPLOYEE RIGHTS

Section 1. An employee has the right to the presence and advice of a union representative and/or union attorney at all disciplinary hearings and/or disciplinary interrogations. The unavailability of a union representative or a union attorney within a reasonable time is not grounds to postpone or reschedule a disciplinary hearing or a disciplinary interrogation.

Section 2. An employee shall have the right, upon written request, to review the employee's civil service personnel file. Requests for copies of the items included in the file shall be honored within a reasonable period of time.

Section 3. Citizen complaints against an employee that are reduced to writing shall be provided to the employee.

Section 4. Whenever an employee receives any written disciplinary action that will appear in the employee's file, the employee shall be provided a copy of it.

Section 5. Upon completion of an investigation of a complaint against an employee, the employee shall be notified in a reasonable period of time.

Section 6. Questioning or interviewing an employee in the course of an internal or external investigation will be conducted in hours reasonably related to the employee's shift, unless operational needs require otherwise. The interrogation sessions shall be for a reasonable period of time and shall allow the employee periodic rest periods for a refreshment and snack and a bathroom break.

ARTICLE 6
NONDISCRIMINATION

Section 1. Neither the City nor the Union shall discriminate against any bargaining unit member on the basis of age (40 and over), sex, race, color, creed, national origin, disability or handicap. The Union shall share equally with the City the responsibility for applying this Article to the Agreement.

Section 2. All references to employees in this Agreement designate both sexes, and whenever the male gender is used, it shall be construed to include males and females.

ARTICLE 7
NO STRIKES

Section 1. During the term of this Agreement, the Union and its members agree that they will not engage in, initiate, authorize, sanction, ratify, sympathize, support or participate in any strike or other concerted activity affecting the City's operation, including sick outs, slowdowns, protests over safety or refusals to perform voluntary assignments. The Union shall promptly take all possible actions to prevent and to end any such concerted activity. Bargaining unit members engaging in a strike or concerted activity as contemplated herein may be disciplined up to, and including, discharge.

Section 2. The Employer shall not lock out employees during the term of this Agreement.

ARTICLE 8
TOTAL INTEGRATION

Section 1. This Agreement represents the entire scope of the City's negotiated agreement with respect to wages, hours, terms and conditions of employment. It supersedes and nullifies prior, existing, or contemporaneous oral or written agreements, understandings, or practices between the parties. Any past practices carried over during the term of this Agreement may be discontinued with prior notice to the affected party.

ARTICLE 9
WAIVER OF NEGOTIATIONS

Section 1. The Union acknowledges that it had the unlimited opportunity to negotiate with respect to any mandatory or permissive subject of bargaining. The Union therefore waives the right to bargain over any mandatory or permissive subject of bargaining during the life of this Agreement.

ARTICLE 10
MANAGEMENT RIGHTS

Section 1. The Union recognizes that the management of the City in all its phases and details remains vested in the City and its designated representatives. The City shall have the right to take any action it considers necessary and proper to effectuate any management policy, express or implied.

Section 2. Except as limited by the express terms of this Agreement, the City's management rights include, but are not limited to, the rights:

> To manage and direct employees, including the right to hire, select, train, promote, transfer, assign, reassign, evaluate, retrain, layoff, and recall employees; to discipline employees for just cause; to manage and determine the location, type and number of physical facilities, type of equipment, programs and the work to be performed; to subcontract services; to determine the City's goals, objectives, budget programs and services, and to utilize personnel in a manner determined by the City to effectively and efficiently meet those purposes; to determine the size and composition of the work force and each department's organizational structure; to introduce technology and other modern methods; to promulgate and enforce reasonable work rules, policies and procedures; to determine the hours of work and work schedules; to determine when a job vacancy exists, the duties to be included in all job classifications, and the standards of quality and performance to be maintained; to determine overtime, the amount of overtime required, and to assign mandatory overtime; to determine each department's budget and uses thereof; to maintain the security of records and other pertinent information; and to exercise all management rights outlined in O.R.C. § 4117.08(C)(1)-(9).

Section 3. The City reserves to itself all other management rights not expressly listed in this Agreement.

History: Language regarding arbitration of management rights withdrawn without prejudice.

ARTICLE 11
PROBATION

Section 1. Newly hired employees must complete a probationary period of one hundred eighty (180) calendar days.

Section 2. Newly hired probationary employees shall be employed at the City's discretion until the completion of their probationary period. A newly hired probationary employee's seniority is calculated from the original date of hire after the employee successfully completes the probationary period.

Section 3. Newly hired probationary employees may be disciplined or dismissed for any reason and at any time prior to the completion of the probationary period and such actions shall not be grievable under the terms of this Agreement or otherwise subject to challenge before the State Employment Relations Board or under any legal or other dispute resolution procedure. Newly hired probationary employees may otherwise file grievances over non-disciplinary breaches of this Agreement.

Section 4. Current employees permanently transferred, recalled, appointed or promoted into a different classification shall serve a forty-five (45) calendar day evaluation period. They are still subject to the just cause provisions of this Agreement. Should the City determine that the employee cannot acceptably perform the duties of the new classification, the employee has no guaranteed right to return to his prior classification. The City reserves the right to determine the appropriate measures to be taken with an employee who does not succeed in the new classification, (e.g., transfer, demotion, etc.).

ARTICLE 12
SENIORITY

Section 1. Seniority shall be defined as an employee's uninterrupted length of continuous full-time employment with the City.

Section 2. An employee's seniority and employment shall be terminated under the following conditions:

a. Discharge;

b. Resignation;

c. Layoff for a period exceeding one year;

d. Retirement;

e. Unexcused failure to report to work for two (2) or more working days;

f. Inability to return to work upon exhaustion of paid leave and FMLA leave;

g. Failure to report to work within five (5) working days from the date the employee receives the recall notice by certified mail.

Section 3. If two (2) or more employees are hired or appointed on the same date, seniority shall be determined by the time filed stamp on their employment application.

ARTICLE 13
VACANCIES

Section 1. A vacancy is a job opening, other than original appointments and positions filled by temporary assignment or permanent transfer that the City decides to post and fill on a permanent basis. The Rules of the City of Medina Civil Service Commission shall apply to all original appointments.

Section 2. The Mayor is the appointing authority for the Parks and Recreation Department and the Building Department. The Service Director is the appointing authority for the Service Department and the Engineering Department.

Section 3. Qualifications. The appointing authority decides whether candidates are qualified to fill vacancies. The appointing authority shall consider a candidate's skill, qualifications, experience, potential, and, if current employees are candidates, the employee's seniority, overall job record, and prior performance evaluations.

Section 4. Posting. The department shall post a vacancy notice that contains at least (a) the job title, (b) the general job duties and responsibilities, (c) the minimum qualifications necessary to be considered for the job; and (d) whether a test will be administered for the job. The City shall provide the Union stewards with a copy of all bargaining unit job postings.

The initial job posting shall be for no longer than seven (7) calendar days, including the first working day of the posting. A full-time bargaining unit employee, or his Union Steward, must submit a written request to the shift supervisor during the posting period, or the employee has waived all rights to be considered eligible as a candidate for the vacancy. After the initial seven (7)-day posting period, the City shall interview full-time bargaining unit candidates first for the vacancy.

If a vacancy for a full-time laborer position is not filled by the appointing authority with a full- time bargaining unit candidate through the process set forth in the preceding paragraph, the City shall post a vacancy notice for a second seven (7) calendar day period, including the first working day of the posting. A part-time bargaining unit employee, or his Union Steward, must submit a written request to the shift supervisor during the second posting period, or the employee has waived all rights to be considered eligible as a candidate for the full-time position vacancy. The City shall then interview part-time bargaining unit employees for the full-time position vacancy. Part-time bargaining unit candidates will be subjected to a written test as a requirement for appointment to a full-time position.

If a vacancy is not filled by the appointing authority with either a full-time or part-time bargaining unit candidate through the procedures set forth in this Section 4, the position becomes an original appointment and the Civil Service Commission shall be responsible for advertising and testing for the vacancy.

Section 5. Selection. The appointing authority shall select the candidate the appointing authority deems most qualified based on the factors outlined in Section 3 above. The most senior employee who meets the minimum qualifications to be considered for a vacancy is not automatically entitled to fill the vacancy. Vacancies are awarded to the candidate the appointing authority believes is the most qualified for the job.

ARTICLE 14
TRANSFERS AND ASSIGNMENTS

Section 1. The service director determines all permanent and temporary transfers. An involuntary temporary transfer shall not be longer than forty-five (45) days in a position(s).

Employees temporarily transferred involuntarily to a higher job classification shall receive a seven percent (7%) increase above their current rate of pay. No less than their current rate of pay applies to employees temporarily transferred involuntarily to a lower classification.

Employees permanently transferred on a voluntarily basis shall be paid the rate of the new position. Employees permanently transferred on an involuntarily basis shall be paid the rate of the new position, but no less than their old rate of pay.

Section 2. An assignment is an order to perform work, including temporary assignments of less than eight (8) hours in a day, to another shift or to another department. The department head determines all assignments. A temporary assignment to a vacancy is not considered filling a vacancy.

If an employee is assigned to perform work in a higher classification for four (4) hours or less, the employee shall receive four (4) hours of pay at a rate of pay ten percent (10%) higher than the employee's regular hourly rate of pay. If an employee is assigned to perform work in a higher classification for more than four (4) hours, the employee shall receive pay at a rate of pay ten percent (10%) higher than the employee's regular hourly rate of pay for all hours actually worked on his regular shift that day.

Section 3. The work performance of employees temporarily transferred or temporarily assigned to a vacancy shall not be considered as part of the employee's qualifications if the employee becomes a candidate for the vacant position.

ARTICLE 15
LAYOFFS AND RECALLS

Section 1. A layoff is a decision to reduce the present number of employees in a job classification in a department. A layoff becomes effective at the end of the working day named in the written layoff notice. An employee's seniority becomes frozen at the time the layoff becomes effective. A laid off employee shall be given reasonable notice (two [2] weeks) prior to being laid off.

Section 2. Layoff. The City will use the following procedure when it decides to lay off any employee:

A. Part-time employees in the classification of the full-time person who is being laid off shall be laid off first.

B. Newly hired probationary employees in the bargaining unit are laid off next.

C. Full-time employees shall then be laid off by juniority in the affected classification of the affected department.

Section 3. Recall. Recall shall be by total continuous service with the City. An employee recalled to a position outside his classification shall serve an evaluation period in accordance with Article 11, Section 4. If the employee does not perform satisfactorily during the evaluation recall period, the employee shall be laid off and shall thereafter only be eligible for recall to his former position.

The City shall provide notice of recall to laid-off employees by registered mail at their last known address. Recall rights are lost if the employee fails to accept the offered job within five (5) days from the recall notice (attempt of service). The employee must provide the City with the employee's most current address. If the employee is on vacation or otherwise not immediately available, the employee must notify the City of where a recall notice can be received.

Section 4. A laid-off employee is not eligible for recall after one (1) year from the effective date of the layoff. Laid-off employees lose all seniority rights after that one (1) year period.

Section 5. Bumping. Bargaining unit employees who are laid off have the right to bump any other bargaining unit employee, or a part-time employee in another classification with less converted full-time seniority, if they have more seniority than the bumped employee and can satisfactorily perform the employee's job within the forty-five (45) calendar day evaluation period. If the bumping employee fails to perform satisfactorily during the forty-five (45) calendar day evaluation period, the employee shall be laid off. Conversion of part-time to full- time seniority is as follows:

Total part-time regular hours worked/2080 = Years of full-time seniority

ARTICLE 16
HOURS OF WORK AND OVERTIME

Section 1 The department head shall establish schedules and assign scheduled and mandatory overtime. The City reserves the right to set the hours, shifts, and work days according to the operational needs of the City. The City shall provide seven (7) days' notice to the Union and the affected employees prior to changing hours, shifts or work days. The City agrees to change shifts no more than quarterly each year, unless otherwise agreed by the parties. Starting and ending times may vary from department to department. The following are the normal working hours for each department as of the date of execution of this agreement:

Mechanics	6:00 am	--	4:00 pm
Water Department	7:00 am	--	3:30 pm
Sanitation Department	5:00 am	--	1:00 pm
Parks Department	7:00 am	--	3:30 pm
Street Department	7:00 am	--	3:00 pm
Building Department	8:00 am	--	5:00 pm
Engineering Department	7:00 am	--	3:00 pm

Service Department	6:00 am	--	4:00 pm

Any hours worked outside the employee's normal working hours shall be considered for overtime, provided the hours worked are in excess of forty (40) hours in the scheduled work period as provided in Section 2, or qualify as call in time pursuant to Article 28.

Section 2. Employees required to work in excess of forty (40) hours in the scheduled seven (7) day work period shall be paid at the rate of one and one-half (1½) times their regular hourly rate of pay for all hours actually worked. Vacation time, comp time and holidays shall be considered hours worked for the purposes of calculating overtime. Sick time and any other paid or unpaid time off are not considered hours worked for calculating overtime.

Section 3. Employees may elect to accrue up to 120 hours of compensatory time in lieu of overtime annually. All compensatory time over 100 hours at the end of each calendar year shall be cashed out. Compensation time requests must be approved in writing in advance by the department head. A minimum of forty-eight (48) hours' notice must be provided. All overtime earned working for another Department must be taken as overtime pay. Compensatory time can only be earned in your home Department.

Section 4. Voluntary Overtime. A voluntary overtime roster shall be maintained for each department. An employee is not required to sign up for voluntary overtime in his own department. If an employee does not wish to be called for overtime in his own department, he must give a written opt-out note to his supervisor or Department Head. The voluntary overtime roster for employees within the department shall be contacted in order of seniority, on a rotating basis based upon qualifications to perform the work needed. The department voluntary overtime roster will be updated only as personnel leave or enter a department.

The Water Meter, Water Distribution, and Water Operations Departments shall all be considered a part of the Water Department for purposes of overtime.

At the beginning of each month, the Union Steward shall submit to the department head a written voluntary overtime roster of employees outside the department who are willing to work voluntary overtime. The employees on the roster shall be contacted in order of seniority, on a rotating basis based upon qualifications to perform the work needed. Any employee who refuses the overtime or cannot be contacted shall be credited with having been offered the overtime for equalization and rotation purposes. The Department Head or Supervisor does not have to call the top name or any name on the list if that person is not qualified to perform the work requiring the overtime.

To assist the City in providing the best service at the lowest cost, a Department Head or Supervisor may call the highest, most senior full-time Laborer on the overtime roster over a Motor Equipment Operator, regardless of his place on the overtime roster. The City recognizes that the intent of this provision is to have the laborer perform "laborer" work, as long as the Laborer is qualified to do the work. At the end of each calendar year, the laborer should have an equivalent amount of overtime as the average employee in that department. Laborers who are qualified and who are called in order of seniority and by the normal rotation of the overtime roster may perform Motor Equipment Operator work.

Section 5. Mandatory Overtime. If the department head or department supervisor decides mandatory overtime is necessary, a request for volunteers on the shift where the mandatory overtime is

necessary will be asked first. If no volunteers exist, employees in the effected department shall be contacted in accordance with their juniority, by rotation, and asked to volunteer for the overtime. If no employees can be contacted or no volunteers exist, mandatory overtime shall be assigned in accordance with juniority.

Section 6. In some cases, where the department head determines that an employee's unique skill or qualifications are essential to perform the overtime work, the employee may be assigned the overtime without regard to seniority.

Section 7. Employees must be dressed and ready to begin work at the time they report to work at their assigned starting time.

Section 8. Water Department Remote Monitoring. Employees of the Water Department may be assigned the duties of monitoring the water system by a remote computer link using the Water Department laptop computer. Any employee assigned the duty of remote monitoring shall receive two (2) hours of pay at the overtime rate of pay for each day he is assigned the monitoring duty. Should the employee be required to respond to the City facility to maintain the water system, the employee shall receive two (2) hours of pay at the overtime rate of pay for each on-site response. The employee shall be required to keep a time log sheet and document all hours actually spent monitoring the water system. The employee shall receive compensation for all hours actually worked above the two (2) hour minimum at the employee's applicable rate of pay.

Section 9. A supervisor in a department will not work more overtime bargaining unit hours annually than the highest number of overtime hours worked by a bargaining unit member in the same department for the same period of time.

ARTICLE 17
WORK RULES

Section 1. The City has the right to promulgate written work rules and directives to regulate the conduct of employees. The City agrees to notify the Union prior to implementing any written work rules. Copies of work rules will be furnished to the Union. All work rules that exist at the time this Agreement is executed are presumed to be in accordance with this Agreement.

Section 2. Upon receiving a copy of a new or revised work rule, the Union has seven (7) calendar days to provide written notice as to whether it believes the work rule violates the terms of this Agreement. If the City does not receive written notice within that seven (7) day period, the work rule is considered consistent with the terms of this Agreement and may be implemented. The work rule shall not be grievable after the seven (7) day period expires.

Section 3. Disagreements as to whether a work rule violates this Agreement shall be discussed between the parties. If no resolution of the issue occurs, the City may implement the work rule and the Union may challenge the rule through the grievance procedures.

Section 4. The Union has the right at any time to grieve the consistent application of the work rules. "Consistency" for the application of work rules is reviewed on a department basis.

ARTICLE 18
DISCIPLINE

Section 1. The City shall discipline a non-probationary employee only for just cause. Employees shall be entitled to union representation at any level of the discipline process. This does not mean management has to consult with the Union before deciding or imposing discipline.

Section 2. Administering discipline is a management right. The City's decision to administer a certain level of discipline for a given offense shall be based on the facts and circumstances of each situation.

Section 3. Discipline is cumulative. Any written form of discipline for any matter is considered in determining a greater level of discipline for any subsequent offenses.

Section 4. No oral discipline exists. Employees shall not rely on any oral warnings as a first step in the discipline process.

Section 5. The City normally will administer a system of discipline based on its assessment of the circumstances. Discipline may include (1) written warning; (2) written reprimand; (3) suspension; (4) reassignment; and (5) termination. All discipline must be imparted within ten (10) days after the employer notifies the employee of the employee's misconduct.

Section 6. With respect to discipline under this Article, only disciplinary reassignments, suspensions and discharges are arbitrable.

Section 7. Before the City issues a suspension, disciplinary reassignment, or termination, the employee will be given a personal opportunity to informally present a statement about the facts and circumstances of the proposed discipline. The City will provide prior written notice to the employee and the Union representative of the time, date, and place where the meeting shall occur and of the nature and grounds for the proposed discipline. The employee will have waived the opportunity to make a statement about the proposed discipline if the employee fails to attend the meeting.

If the employee does not make a statement or fails to attend the pre-disciplinary meeting, the City will make its decision regarding discipline based on the facts and the inferences drawn from the facts known at the time of the decision.

The Union shall not use any recording device or stenographic or transcription during questioning of the employee during the disciplinary meeting. If the city records the meeting, a copy of the tape shall be supplied to the union upon its request.

Section 8. When an employee is under formal investigation for criminal charges or illegal offenses, the employee shall cooperate in the investigation and answer all questions relevant to the investigation. Prior to any interrogations for alleged criminal charges, the employee shall be given Miranda rights and be allowed to consult with an attorney who is available within a reasonable amount of time. If, after being provided Miranda warning, the employee refuses to answer questions, the employee may be ordered to do so. Prior to ordering an employee to answer questions, Garrity rights must be given, assuring the employee that the City will not use any answers against the employee in criminal prosecution. If an employee still

refuses to answer questions after having been provided Miranda and Garrity rights, the employee may be disciplined, up to and including discharge, for insubordination.

Section 9. Records of disciplinary actions shall not be considered for progressive disciplinary action at the expiration of the periods outlined below:

Discipline	Time Period
a. Written Warning/Reprimand	Eighteen (18) months
b. suspensions and Reassignments	Eighteen (18) months

If, after the expiration of any of these time periods outlined above, the employee is disciplined and uses work history as defense to mitigate discipline, then all of the employee's prior discipline may be brought forth as evidence of the employee's work record.

Section 10. Discipline shall be carried out in a private and business-like manner.

Section 11. Grievances over discipline outlined in Section 6 may be filed at Step 2 of the grievance procedure.

ARTICLE 19
GRIEVANCE PROCEDURE

Grievances shall be resolved according to the procedures outlined below.

GRIEVANCE EVENT ACTUALLY OCCURS	
Informal Step	Discussion with immediate supervisor and verbal answer within two (2) days after discussion.
Step 1: Department Head **Seven (7) day filing deadline.**	Written grievance filed with department head within seven (7) days after immediate supervisor's Informal Step answer, but no longer than ten (10) days total from when the grievance event actually occurred. Department head must schedule meeting with the grievant, consider merits of the grievance, and provide a written final answer within ten (10) days after receiving the employee's grievance from the Informal Step.

Step 2: Service Director* **Seven (7) day filing deadline.**	Grievance filed with Service Director within seven (7) days after the department head's Step 1 response. Service Director reviews grievance claim and, if necessary, consults with the department head or the grievant to review the merits of the grievance and the City's answer to the claim. Service Director provides answer to the grievant within seven (7) days of receiving the grievance at Step 2.
Step 3: Arbitration **Ten (10) day filing deadline.**	Demand for arbitration submitted to the Service Director within ten (10) days after Service Director's answer at Step 2. Parties select arbitrator from panel listed under Arbitration Procedure. Hearing date must be established within fourteen (14) days after the arbitrator has accepted the appointment.

*Parks and recreation employees shall file their grievance with the Parks Director at this step instead of the Service Director.

Section 1. Definitions The term "grievance" shall mean an allegation by an employee or the Union that a breach, misinterpretation, or improper application of this Agreement has occurred.

Section 2. Grievance Procedure Rules All grievances must be written, including group grievances, and shall contain the following information:

(a) aggrieved employee(s) name and signature;

(b) aggrieved employee(s) classification;

(c) date grievance was first discussed;

(d) name of supervisor with whom grievance was discussed;

(e) date grievance was filed in writing;

(f) date and time grievance occurred;

(g) where grievance occurred;

(h) description of incident giving rise to the grievance;

(i) articles and sections of Agreement violated; and

(j) resolution requested.

The Union shall have the responsibility for the duplication, distribution, and accounting of the grievance forms.

Section 3. Any grievance not answered by the City within the stipulated time limits above may be advanced to the next step in the grievance procedure automatically. A grievance not submitted by the Union within the stipulated time limits above shall be dismissed with prejudice. All time limits on grievances or steps in the procedure may be waived upon mutual written consent of the parties.

Section 4. When an employee covered by this Agreement does not want Union representation, no grievance settlement shall conflict with any provision of this Agreement. An employee shall be entitled to representation at each step of the grievance procedure by a union representative or a union attorney. The absence or unavailability of the union representative or union attorney shall not delay the processing of the grievance.

Section 5. Arbitration Procedure. The parties hereby establish a panel of the following three arbitrators:

A. Dennis Minni
B. Jonathan Klein
C. Dennis Byrne

The parties agree to mutually agree to add two additional names of arbitrators within sixty (60) days of execution of the 2020-2022 Agreement.

Upon receipt of a notice to arbitrate, the parties shall choose an arbitrator by alternatively striking names from the panel until one (1) name remains as the arbitrator. The arbitrator shall be notified as soon as possible of the selection and a hearing shall be held within forty-five (45) days of the arbitrator's confirmation that the appointment as arbitrator has been accepted. Once selected, the arbitrator shall not be eligible to hear another case until the panel is exhausted.

Section 6. Arbitration Rules. The first question to be placed before the arbitrator may be whether or not the alleged grievance is related to matters specifically covered by the Agreement, or whether the procedural requirements of this Article have been satisfied. If the grievance is not arbitrable, the grievance will be considered concluded at that point and the Union will pay all arbitration fees and costs. If the arbitrator determines that the grievance is timely and is within the arbitrator's jurisdiction, the grievance will be heard on its merits before the same arbitrator in the same hearing.

The arbitrator shall limit decisions strictly to the interpretation, application, or enforcement of the specific Articles of this Agreement, and shall be without power or authority to:

(a) make any decisions contrary to or inconsistent with or modifying or varying in any way the terms of this Agreement.

(b) make any decisions granting any right or relief or any alleged grievance occurring at any time other than the contract period in which such right originated; and

(c) make any decisions concerning the establishment of wage scales.

(d) Reduce or dismiss any employee discipline where the City has proven just cause for the level of discipline.

Section 7. The decision of the arbitrator made within the arbitrator's jurisdiction shall be final and binding on the parties. Unless otherwise agreed, the arbitrator's decision shall be rendered within 30 days of the submission of the parties' briefs.

Section 8. The costs of the services of the arbitrator shall be borne by the losing party. The fees of the court reporter, if any, shall be paid by the party requesting the reporter. The appearance fees and transcript shall be split equally if both parties desire a reporter or request a copy of any transcript. All other expenses are borne by the party incurring them.

ARTICLE 20
SICK LEAVE

Section 1. Each full-time bargaining unit employee shall be entitled, for each completed eighty (80) hours of service, sick leave of 4.615 hours based on the employee's regular hourly wage. Unused sick leave shall be cumulative without limit. Any sick leave used for purposes that are FMLA qualifying shall be credited against any unpaid time available under the FMLA.

Section 2. Employees may use sick leave for absence due to personal illness, pregnancy, injury, exposure to contagious disease which could be communicated to other employees, and for illness, injury or death in the employee's immediate family. For purposes of this Article, immediate family is defined as parent, mother and father-in-law, sister, brother, spouse, child, or stepchild.

Section 3. Employees unable to report for any of the reasons in Section 2, must report their anticipated absence to the department supervisor one-half (½) hour before the start of their shift on the first day of absence and each succeeding day of absence, unless other arrangements are authorized by the supervisor. Employees who fail to provide the required one-half (½) hour notice will not be paid for the time off. Upon return to work from sick leave, the employee shall submit to the department head a sick leave absence card confirming the sick leave hours taken off.

Section 4. When sick leave is used, it shall be deducted from the employee's accumulated sick leave credit on the basis of one (1) hour for every one (1) hour of absence from previously scheduled work.

Section 5. All employees who are absent for three (3) or more consecutive days may be requested to submit a statement from a licensed physician concerning their illness (or illness of those being cared for). In addition, any abuse or patterned use of sick leave may be just and sufficient cause for disciplinary action. The City may require a physician's verification for each occurrence of sick leave of employees who have demonstrated a patterned use or abuse of sick leave.

Patterned use or abuse of sick leave includes regularly using sick leave before or after weekends, before or after holidays, before or after normal days off, on certain days of the week, in an excessive number of individual sick days off compared to the average number of sick leave days off for the department as a

whole, use immediately after sick leave is accrued, or in a manner inconsistent with the request for sick leave, e.g. personal reasons during the time the employee would have been scheduled to work.

Section 6. Sick leave time off is for the employee's recuperation from illness or activity directly related to recuperation, e.g., purchase of medicine, or doctor's visits, during an employee's normal working hours. It also includes similar activity for the care of a person defined in Section 2 above.

Employees on sick leave or taking care of someone for appropriate sick leave purposes shall not engage in any personal or recreational activity during the time they would have been scheduled to work. Sick leave for a doctor's visit shall be used for the time necessary for such visit and related visits to obtain prescription drugs or prescribed therapy. Sick leave abuse will be analyzed based on an employee's conduct during normal working hours while on sick leave.

Section 7. In addition to sick leave accrued in Section 1 above, each City employee shall be entitled to sick leave of thirty (30) days annually with pay, upon approval of the responsible administrative officer of the employing unit, for absence due to injury or occupational disease, where such injury has occurred or occupational disease has been contracted in the course of employment with the City of Medina, provided the same was not purposely self-inflicted. Unused sick leave under this section shall not be cumulative. The responsible administrative officer of the employing unit may require the employee to furnish a satisfactory affidavit that this absence was caused by injury or illness while working on the job for the City.

Section 8. A City employee may elect, at the time of retirement from the active service 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 credit 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 that may be made under this section shall be four hundred (400) hours. This maximum payment shall increase to four hundred fifty (450) hours effective February 9, 2026.

Section 9. Full-time employees shall be allowed to use two (2) days of sick leave annually as personal days. Employees must report their anticipated use of a personal day to the department supervisor one-half (½) hour before the start of their shift on the first day of absence, unless other arrangements are authorized by the supervisor. Employees who fail to provide the required one-half (½) hour notice will not be paid for the time off.

Section 10. An employee who does not use sick time within a six (6) month period shall be permitted to convert one (1) day of accrued sick leave into either compensatory time or a cash payment. Six (6) month periods shall be defined as January 1 through June 30 and July 1 through December 31. A compensatory-time day earned under this section must be utilized within six months of when it is earned and shall only be taken with the advance approval of management, except when used in an emergency situation.

ARTICLE 21
FUNERAL LEAVE

Section 1. A full-time employee shall be granted three (3) days off with pay deducted from sick leave for each death in the immediate family. Immediate family shall be defined to include the employee's spouse, children, mother, father, grandmother, grandfather, brother, sister, mother-and daughters-in-law and father-and sons-in-law. A death certificate or an obituary notice in the newspaper is necessary for payment.

Section 2. The City may approve two (2) additional sick leave days off for funeral leave for funerals or for other legitimate reasons related to the death of a member of an employee's immediate family.

ARTICLE 22
HOLIDAYS

Section 1. All full-time employees shall be entitled to eight (8) hours of regular pay with time off for the following ten (10) holidays:

New Year's Day	First Day in January
Martin Luther King Day	Third Monday in January
President's Day	Second Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19th
Independence Day	Fourth Day in July
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	Twenty-Fifth Day in December

Section 2. Unless otherwise granted by the department head or designee, including approval of appropriate use of sick leave, an employee must work the employee's regularly scheduled day before and after the holidays listed in Section 1 to receive holiday pay.

Section 3. If an employee works on a holiday in Section 1 as a normal part of the employee's schedule, the employee will be paid time and one-half (1½) the employee's regular rate of pay for all hours actually

worked, plus eight (8) hours of holiday pay. Employees who do not work on any of the holidays listed in Section 1 are just paid holiday pay.

Section 4. If an employee is not regularly scheduled to work on the day on which a holiday falls and is called in to work and works Martin Luther King Day, Presidents' Day, Columbus Day, or Veteran' Day, the employee will be paid time and one-half (1½) the employee's regular rate of pay for all hours actually worked on the holiday, plus eight (8) hours of holiday pay.

If an employee is not regularly scheduled to work on the day on which a holiday falls and is called into work and works New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, or Christmas Day, the employee will be paid at the rate of two (2) times his regular rate of pay for all hours actually worked on the holiday, plus eight (8) hours of holiday pay.

Section 5. For purposes of calculating overtime based on hours worked in a seven (7) day work period, an employee who works eight (8) hours on a holiday and receives eight (8) hours of holiday pay shall only be credited with eight (8) hours worked on the holiday and not sixteen (16) hours for that day.

Section 6. Part-time employees who work on a weekend or holiday shall be paid one and one-half (1½) their hourly base rate for all hours actually worked.

ARTICLE 23
JURY DUTY

Section 1. Any employee who is called for jury duty shall continue to receive the employee's regular rate of pay. The employee shall submit the juror pay per diems to the City before the next pay period after the employee receives the juror pay.

ARTICLE 24
VACATIONS

Section 1. Each full-time employee shall be entitled to paid vacation in accordance with the following schedule:

A. An employee with less than five (5) years of service shall earn vacation with pay at the rate of 3.077 hours per pay period with a maximum earning of two (2) basic work weeks, and may carry over a maximum of 160 hours of earned vacation. Employees shall not be able to take vacation until completion of one (1) year of service.

B. An employee with five (5) years, but less than eleven (11) years of service, shall earn vacation with pay at the rate of 4.615 hours per pay period with a maximum earning of three (3) basic work weeks, and may carry over a maximum of 240 hours of earned vacation.

An employee with eleven (11) years, but less than twenty (20) years of service, shall earn vacation with pay at the rate of 6.154 hours per pay period with a maximum earning of four (4) basic work weeks, and may carry over a maximum of 320 hours

of earned vacation.

An employee with twenty (20) years or more of service shall earn vacation with pay at the rate of 7.692 hours per pay period with a maximum earning of five (5) basic work weeks, and may carry over a maximum of 400 hours of earned vacation.

C. Credited Service. For all employees hired after January 1, 1992 only service as a full-time employee of the City of Medina will be credited for purposes of vacation eligibility.

D. For employees on a leave of absence, lay-off or a period of termination service time will not be accumulated during such leave of absence, lay-off, or period of employment termination.

Section 2. A part-time employee employed by the City of Medina shall earn one (1) vacation day at seven (7) hours pay for every month worked up to a maximum of ten (10) days' vacation in a calendar year to be awarded on January First (1st).

Section 3. Employees returning from approved leaves of absences, lay-off, or a period of termination will be entitled to a vacation in the succeeding year based on the schedule in Section 1 above. Service time will not be accumulated during a leave of absence, lay-off, or period of employment termination.

Section 4. Vacations normally shall be scheduled in seven (7) calendar day blocks between Sunday and Saturday. Effective January 1, 2001, available vacation day slots shall be scheduled between January 1st and January 31st of each calendar year for each current calendar year in accordance with seniority. Two (2) weeks maximum shall be chosen by seniority at one time. Prior approval of the department head is necessary for any vacation to be scheduled in less than seven (7) day blocks in conjunction with holidays or compensatory time off, which approval shall not be unreasonably denied.

Section 5. After January 31st, vacations are scheduled on a first-come first-served basis, in accordance with the department head's perception of the department's personnel needs. In addition, two weeks' prior notice must be given to the department head for vacation requests made after January 31st. Exceptions can be made where the department head determines scheduling can be accommodated. Vacation scheduling (in 7 days blocks) takes precedence over any other personal time off.

Section 6. If the supervisor determines department staffing needs can be met, more than one employee may be allowed to take vacation off for the same period of time. An employee whose vacation has been denied because of staffing needs can request review and reconsideration of the employee's request for vacation time off by the Service Director within ten (10) days of the supervisor's denial of vacation leave.

Section 7. Any employee who resigns, is terminated, retires, or is separated from employment by the City because of a reduction in force will receive pay for the unused and accrued vacation time. In the case of resignation, the employee shall give two (2) weeks' notice in writing to the department head to be eligible for such payment. The money shall be paid the pay period following separation.

Section 8. Vacation time may be carried over from one (1) year to another, in accordance with Medina Salary Benefits Code §31.13(B)(1).

Section 9. The City shall continue to recognize service credit under in accordance with Medina Salary Benefits Code §31.13(b).

Section 10. The vacation period is from the first day of the payroll year through the last day of the payroll year. The payroll year is based on pay dates, not worked dates.

ARTICLE 25
PAYROLL

Section 1. There are normally twenty-six (26) pay periods per fiscal year. All employees are normally paid every other Friday and are normally paid for a two (2) week period.

Section 2. If a holiday falls on a Friday, pay checks shall be distributed by the close of the working day on the previous Thursday.

ARTICLE 26
INSURANCE BENEFITS

Section 1. The City shall provide group hospitalization, surgical and dental insurance coverage or options to full-time employees. A summary of insurance benefits that the City shall provide effective February 1, 2020 is set forth in Attachment A.

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 fifteen percent (15%) as their premium contribution for 2026 and 2027. In order to qualify for the reduced premiums in 2026, 2027 and 2028, the employee must satisfy the wellness components identified in Attachment B by December 31st of the preceding year.

B. Effective January 1, 2028, if the City's insurance premium costs increase by one percent (1%) or more above the 2026 rates, employees satisfying the wellness program obligations shall pay sixteen percent (16%) 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 2026 percentage (15% or 20%) for 2028 if the City's insurance premium costs do not increase or increase by less than one percent (1%).

C. Newly-hired employees are not eligible for the reduced Wellness premium rate until the January 1st following successful completion of the September 1st to August 31st Wellness requirements.

Temporary full-time employees expected to be employed by the City for a continuous period greater than three (3) months shall be eligible for said benefit.

Section 2. The City retains the right, in its sole discretion, to change insurance carriers, provided the benefits under the policy with the new carrier are comparable to or better than the benefits provided to bargaining unit employees as of the effective date of this Agreement. Insurance benefits are comparable even if employee deductibles, co-pays, coinsurance levels, or payments for prescription drugs increase to maintain comparable or better coverage. The City also reserves the right to implement an employee-option Health Savings Account plan.

Section 3. Opt-out benefits set forth in the 2013-2016 Agreement shall be maintained through September 1, 2017. Effective September 1, 2017, employees who are eligible to receive family coverage under any comprehensive group medical plan, who opt not to participate in such program and execute an appropriate waiver form, and who have met the wellness program obligations, will receive Four Hundred Twenty-Five Dollars ($425.00) per month in lieu of medical insurance coverage. Employees opting out of family coverage who have not met the wellness program obligations, will receive Two Hundred Dollars ($200.00) per month in lieu of medical insurance coverage. For the period covering May 23, 2017 through August 31, 2017, pro-rated wellness-satisfaction requirements shall be identified by the City for those employees opting out who were not participating in the wellness program, in order for those employees to have an opportunity to satisfy the wellness obligations for September 1, 2017 through December 31, 2018. Failure to satisfy these pro-rated requirements will result in the employee receiving the reduced opt-out amount.

Section 4. Employees opting out who have successfully completed the wellness obligations of their spouse's healthcare plan can be considered as having satisfied the City's wellness obligations, provided that the City has approved the wellness criteria of the spouse's plan and confirmed the employee's satisfaction of same.

Section 5. The City shall provide each full-time employee with a $25,000 paid life insurance policy in accordance with the rules of the carrier.

ARTICLE 27
HEALTH AND SAFETY

Section 1. All employees accept the responsibility to maintain their personal safety equipment and work area in a safe and proper manner, and accept the responsibility to follow all safety rules and safe working methods of the City. All working conditions believed to be unsafe must be reported to the designated supervisor as soon as said unsafe working conditions are known. The supervisor will investigate all reports of unsafe working conditions, and will attempt to correct any which are found and see that safety rules and safe working methods are followed by his employees. The Employer shall make all reasonable efforts to eliminate the unsafe condition within a reasonable period of time.

Section 2. Any employee operating equipment that the employee believes to have a dangerous defect shall report such defect to the Employer immediately. Upon receipt of such notice of defect, the Employer shall have the equipment inspected by a supervisor. If the supervisor determines the equipment is unsafe, the equipment shall be taken out of service.

Section 3. First aid kits and protective equipment shall be provided where required by law.

Section 4. In the event of any dispute under this Article, such dispute shall be immediately subject to resolution pursuant to Step 2 of the grievance procedure.

ARTICLE 28
CALL IN PAY

Section 1. Any employee called into work during their off-duty hours shall be guaranteed a minimum of two (2) hours pay at the rate of one and one-half (1 ½) his regular rate of pay, so long as such time does not abut or overlap the employee's regularly scheduled shift. All time actually worked in excess of the two (2) hours shall be compensated at the rate of one and one- half (1 ½) his regular rate of pay. This provision shall not result in the pyramiding of overtime.

ARTICLE 29
LABOR-MANAGEMENT CONFERENCES

Section 1. In the interest of Labor/Management relations, the Union or the City may request a Labor/Management meeting in order to discuss issues of safety or concern to either party. When requested, meetings shall be convened as soon as possible, subject to the provisions of Section 2.

Section 2. The Safety and Labor/Management meetings as set forth herein shall meet at least quarterly unless the parties agree to meet more or less often. When requested, the meetings shall be convened as soon as possible. At least two (2) work days prior to the meetings, the party requesting the meeting shall provide to the other party an agenda of the list of items to be discussed. The parties may agree to conduct such meetings during work hours. In the event a meeting under this Article is scheduled during work hours, the Union shall be permitted to have representatives who shall suffer no loss in pay while attending such meetings. Meetings will normally last 1 – 2 hours unless agreed to otherwise by the parties. The parties agree that the safety and/or Labor/Management meetings hereunder are advisory only.

Section 3. Appropriate topics for discussion at labor-management conferences shall be limited to:

(a) Administration of this Agreement;

(b) Notification of the Union of changes made by the City that affect bargaining unit employees;

(c) Discussion of grievances that have not been processed beyond the final step of the established grievance process, only if such discussion is mutually agreed to by the City and the Union or bargaining unit members;

(d) Dissemination of general information of interest to the parties;

(e) Sharing of perspectives of bargaining unit members with management and discussion of proposed suggestions concerning items of concern or interest to bargaining unit employees;

(f) Discussion of ways in which to increase productivity and efficiency of work units; and employees;

(g) Consideration and discussion and health and safety matters relating to bargaining unit employees.

ARTICLE 30
SUBCONTRACTING AND SEASONAL EMPLOYEES

Section 1. If a decision to sub-contract work will result in job loss or a reduction in regularly scheduled non-overtime hours for employees, the City will provide reasonable notice to the Union. The Union will be allowed a reasonable period of time to discuss alternatives to sub-contracting with the city before its decision is final.

Section 2. The City retains the right to hire up to twenty-five (25) seasonal employees for the Parks Department and up to six (6) seasonal employees in the Cemetery Department. Seasonal employees will not work more than 243 calendar days or 1,300 hours between April 1 and November 30 of any calendar year.

ARTICLE 31
JOB DESCRIPTION

Section 1. The City shall create, amend or update all job descriptions. Employees shall have access to their current job description. The Union shall receive a copy of a modification or update of any bargaining unit job description.

ARTICLE 32
TOOLS

Section 1. The City shall provide all tools that it deems necessary for employees to perform their assigned duties.

ARTICLE 33
EMPLOYEE UNIFORMS

Section 1. An employee uniform consists of a shirt and pants. The employee has a choice of long or short sleeve shirts.

Section 2. Part-time and newly hired employees shall receive five (5) uniforms. The March 1st after their anniversary date or at a mutually agreeable time, part-time and new hires shall receive up to a one hundred fifty dollar ($150) annual allowance for the purchase of uniforms with reflective safety stripes. Current employees shall receive up to a one hundred fifty dollar ($150) annual allowance for replacement uniforms with reflective safety stripes by March 1st. As an alternative to the $150 annual allowance, the

City, in its discretion, may provide uniforms. Newly hired employees must complete their probationary period to be eligible for a uniform allowance.

Section 3. In addition to their uniforms, new hires, part-time employees, and full-time employees shall receive up to a three hundred dollar ($300.00) annual shoe allowance effective January 1, 2026. Purchases must be turned in by October thirty-first (31st) for the purchase of ASTM-ANSI approved work shoes or work boots. New hires must complete their probationary period to be eligible for a shoe allowance.

Section 4. The City shall provide all employees with work gloves, rain gear and rubber boots or rubber shoes as necessary and is job related. Abuse or carelessness by an employee may lead to revoking this benefit for that employee. At the employee's option, the employee shall receive a one hundred dollar ($100.00) outerwear allowance for the employee to purchase winter outerwear during the life of this agreement. Any outerwear purchased must have safety reflective stripes to be approved for payment. New hires must complete their probationary period to be eligible for an outerwear allowance.

Section 5. Mechanics in the bargaining unit shall receive a uniform service for regular clean uniforms.

ARTICLE 34
CDL LICENSES

Section 1. The City shall provide all equipment for training and testing for CDL licenses. The City will pay for the initial CDL license for all bargaining unit employees required to have one to perform the essential functions of their job. Employees shall pay for any renewals of CDL licenses. They agree to reimburse the City for any CDL license payment by automatic deduction from their paycheck if they leave the City within two (2) years after the City pays for their CDL license. CDL license payments are prospective only, and do not apply to any bargaining unit member who has already obtained a CDL license.

ARTICLE 35
LEAVES OF ABSENCE

Section 1. The City agrees to maintain the Medina Salaries and Benefits Code policy regarding leaves of absences in Section 31.18.

ARTICLE 36
WAGES

Section 1. Employees shall receive the following percent wage increases applied to their rates of pay effective in the first paycheck of January of each year of the contract as follows:

Retroactive to January 1, 2026	4.0%, and then 2% from the date the 2026, 2% pension pick-up becomes effective
January 1, 2027	0.0%
January 1, 2028	0.0%

2026 PAY SCALE – 4.0% increase until 2% pension pick-up begins

part time		22.10					
9	Construction Inspector	28.45	29.87	31.36	32.93	34.58	36.31
10		29.34	30.81	32.35	33.97	35.67	37.45
11	Senior Construction Inspector	-	-	-	-	-	-
12		32.35	33.97	35.67	37.45	39.32	41.29
16	Building / Property Maintenance Inspector	39.32	41.29	43.35	45.52	47.80	50.19
31	Laborer	22.11	23.22	24.38	25.60	26.88	28.22
32	Park Maintenance Tech	23.22	24.38	25.60	26.88	28.22	29.63
33	Water System Testing Tech	24.38	25.60	26.88	28.22	29.63	31.11
34	Sexton Motor Equipment Operator Tree Care Technician Building Maintenance & Repair	25.60	26.88	28.22	29.63	31.11	32.67
35	Water Operations Technician	26.88	28.22	29.63	31.11	32.67	34.30
36		28.22	29.63	31.11	32.67	34.30	36.02
37		29.63	31.11	32.67	34.30	36.02	37.82
32.5	Meter Technician / Water Technician	23.93	25.13	26.39	27.71	29.10	30.56
34.5	Mechanic	27.42	28.79	30.23	31.74	33.33	35.00

2026 PAY SCALE – 2.0 % increase effective upon commencement of 2% pension pick-up.

part time		21.68					
9	Construction Inspector	27.91	29.31	30.78	32.32	33.94	35.64
10		28.77	30.21	31.72	33.31	34.98	36.73
11	Senior Construction Inspector	0.00	0.00	0.00	0.00	0.00	0.00
12		31.72	33.31	34.98	36.73	38.57	40.50

16	Building / Property Maintenance Inspector	38.57	40.50	42.53	44.66	46.89	49.23
31	Laborer	21.69	22.77	23.91	25.11	26.37	27.69
32	Park Maintenance Tech	22.77	23.91	25.11	26.37	27.69	29.07
33	Water System Testing Tech	23.91	25.11	26.37	27.69	29.07	30.52
34	Sexton Motor Equipment Operator Tree Care Technician Building Maintenance & Repair	25.11	26.37	27.69	29.07	30.52	32.05
35	Water Operations Technician	26.37	27.69	29.07	30.52	32.05	33.65
36		27.69	29.07	30.52	32.05	33.65	35.33
37		29.07	30.52	32.05	33.65	35.33	37.10
32.5	Meter Technician / Water Technician	23.47	24.64	25.87	27.16	28.52	29.95
34.5	Mechanic	26.90	28.25	29.66	31.14	32.70	34.34

2027 PAY SCALE – 0.0 % increase

part time		21.68					
9	Construction Inspector	27.91	29.31	30.78	32.32	33.94	35.64
10		28.77	30.21	31.72	33.31	34.98	36.73
11	Senior Construction Inspector	0.00	0.00	0.00	0.00	0.00	0.00
12		31.72	33.31	34.98	36.73	38.57	40.50
16	Building / Property Maintenance Inspector	38.57	40.50	42.53	44.66	46.89	49.23
31	Laborer	21.69	22.77	23.91	25.11	26.37	27.69
32	Park Maintenance Tech	22.77	23.91	25.11	26.37	27.69	29.07
33	Water System Testing Tech	23.91	25.11	26.37	27.69	29.07	30.52

34	Sexton Motor Equipment Operator Tree Care Technician Building Maintenance & Repair	25.11	26.37	27.69	29.07	30.52	32.05
35	Water Operations Technician	26.37	27.69	29.07	30.52	32.05	33.65
36		27.69	29.07	30.52	32.05	33.65	35.33
37		29.07	30.52	32.05	33.65	35.33	37.10
32.5	Meter Technician / Water Technician	23.47	24.64	25.87	27.16	28.52	29.95
34.5	Mechanic	26.90	28.25	29.66	31.14	32.70	34.34

2028 PAY SCALE – 0.0 % increase

part time		21.68					
9	Construction Inspector	27.91	29.31	30.78	32.32	33.94	35.64
10		28.77	30.21	31.72	33.31	34.98	36.73
11	Senior Construction Inspector	0.00	0.00	0.00	0.00	0.00	0.00
12		31.72	33.31	34.98	36.73	38.57	40.50
16	Building / Property Maintenance Inspector	38.57	40.50	42.53	44.66	46.89	49.23
31	Laborer	21.69	22.77	23.91	25.11	26.37	27.69
32	Park Maintenance Tech	22.77	23.91	25.11	26.37	27.69	29.07
33	Water System Testing Tech	23.91	25.11	26.37	27.69	29.07	30.52
34	Sexton Motor Equipment Operator Tree Care Technician Building Maintenance & Repair	25.11	26.37	27.69	29.07	30.52	32.05

35	Water Operations Technician	26.37	27.69	29.07	30.52	32.05	33.65
36		27.69	29.07	30.52	32.05	33.65	35.33
37		29.07	30.52	32.05	33.65	35.33	37.10
32.5	Meter Technician / Water Technician	23.47	24.64	25.87	27.16	28.52	29.95
34.5	Mechanic	26.90	28.25	29.66	31.14	32.70	34.34

Section 2. Longevity. The City agrees to maintain the longevity formula outlined in City of Medina Salaries and Benefits Code policy Section 31.17. In addition, each full-time bargaining unit member shall receive an additional five dollars ($5.00) per month above the monthly amount paid pursuant to the Salaries and Benefits Code.

Section 3. Shift Premium. The City shall pay a $.35 shift premium for all second and third shifts designated by the City. Second and third shifts are those that follow the first shift established by the City, or designated by the city as a second or third shift. A shift equals a minimum of eight (8) hours. The shift premium applies only if the employees assigned to work the second or third shift as a regularly scheduled shift. It does not apply to call-ins or overtime.

Section 4. P.E.R.S. Effective in 2026, subject to, and upon notification of the Public Employees' Retirement System's ("P.E.R.S.") approval, the City will pay two percent (2.0%) of the employee's contribution to P.E.R.S. This payment by the City of the employee's contribution shall increase to six percent (6.0%) effective January 1, 2027, and to ten percent (10%) effective January 1, 2028.

Section 5. Travel and Education Benefits. The City shall maintain the travel and education benefits provided under City of Medina Salaries and Benefit Code Section 31.15.

Section 6. Severance Pay. All employees who are employed at the City's Water Treatment Plant who are not retained by the City after the Water Treatment Plant closes shall be awarded one (1) week of severance pay for each year of continuous service and/or fraction thereof. By accepting the severance pay, the employee terminates the employee's employment with the City and loses all seniority and/or reemployment rights with the City. If an employee is offered the same or greater paid position and rejects the offer, the employee shall not receive severance pay.

Section 7. Emergency Vehicle (EV) Certification Pay. Mechanics obtaining the following EV certifications while employed by the City will receive a premium payment as follows: One (1) EV certification = 3.0% of base pay; Two (2) or Three (3) EV certifications = 5.0% of base pay; Four (4) or more EV certifications = 7.0% of base pay.

The City agrees that it shall consult with the Union about severance if it decides to eliminate a department in the future.

ARTICLE 37
DURATION

Section 1. This Agreement shall be effective from the date of ratification (February 9, 2026) through December 31, 2028.

Section 2. Negotiations on a successor agreement shall be in conformity with R.C. 4117, et seq. If either party desires to modify, amend, or terminate this agreement, it shall give written notice of such intent not more than one hundred twenty (120) calendar days nor less sixty (60) calendar days prior to the expiration date of this agreement.

ARTICLE 38
SIGNATURES

IN WITNESS WHEREOF, the undersigned parties pursuant to proper authority have caused this Agreement to be signed as of this _____ day of _____, 2026.

FOR THE CITY OF MEDINA

_____
James Shields, Mayor

_____
Nino Piccolli, Service Director

FOR TEAMSTERS LOCAL 436

_____
Dennis Kashi, President

_____
Fred Crow Jr. , Secretary Treasurer

_____
Sal Alioto, Business Representative

APPROVED AS TO FORM

_____
Greg Huber, Law Director

APPROVED AS TO CONTENT

_____
Jon M. Dileno
Dileno Law, LLC

NEED ATTACHMENT A – SUMMARY PLAN DESCRIPTION

ATTACHMENT B
THE CITY OF MEDINA WELLNESS PROGRAM

To be eligible for the reduced premium contributions for 2027, 2028, and 2029 the employee must:

1. Complete an annual Health Risk Analysis by December 31, 2026; December 31, 2027 and December 31, 2028 to be administered by the wellness Portal App. The Health Risk Assessment is comprised of:

    a. A Health Assessment, confidential questionnaire provided by and submitted on the Portal App.
    b. Biometric screening in the form of a blood draw that will measure:
        i. Total Cholesterol
        ii. High-density lipoprotein (HDL)
        iii. Blood Sugar (Glucose)
        iv. Low-density lipoprotein (LDL)
        v. Triglycerides
        vi. Blood pressure
        vii. BMI
        viii. Waist Circumference

2. Maintain an active account with a wellness provider designated by the City.
    a. Employees will need to log onto the App a minimum of 10 days per month and enter one or more entries each of those days. A minimum total of 10 days per month or 120 days per 12 months of logged entries must be entered during each annual wellness-program period (January 1st to December 31st).
    b. This total will be gathered on an average, so if the employee misses logging on a specific month, although they will not be able to back log/back enter into a previous month once it has ended, they will be able to add additional entries in the current/future months to maintain their acceptable average. One activity per day, each month is the maximum credit they can earn towards the 120 annual amount.

3. Employee must attend or participate in three (3) Health Activities during the annual wellness-period and these can be a combination of the following:

    a. Preventative screening: Colonoscopy, mammogram, annual physical, annual eye exam, annual dental exam, screening for prostate cancer, screening for cervical cancer
    b. Flu Vaccination
    c. Webinar Events provided through wellness portal or EAP
    d. Participate in a race: limit 1 race per annual wellness program
    e. Complete a "challenge" provided in wellness portal

Wellness program requirements may be subject to change based on the Healthcare Committee recommendations.

The parties agree, in concept, to the introduction of an outcomes-based component to the Wellness Program in future Collective Bargaining Agreements. The parties agree to discuss the introduction of the outcomes-based component in the next negotiations consistent with the Federal Patient Protection and Affordable Care Act.

Wellness Program design complies with Federal regulations. Program design may change as new regulations and/or clarifications are issued.

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services
Medical Mutual : Plan 1

Coverage Period: 01/01/2026- 12/31/2026
Coverage for: Single or Family | **Plan Type:** PPO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately.

This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 800-585-2583. For general definitions of common terms, such as **allowed amount**, **balance billing**, **coinsurance**, **copayment**, **deductible**, **provider**, or other underlined terms see the Glossary. You can view the Glossary at MedMutual.com/SBC or call 800-585-2583 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	**$500**/single,**$1,000**/family Network **$1,000**/single,**$2,000**/family Non-Network	Generally, you must pay all of the costs from providers up to the **deductible** amount before this **plan** begins to pay. If you have other family members on the **plan**, each family member must meet their own individual **deductible** until the total amount of **deductible** expenses paid by all family members meets the overall family **deductible.**
Are there services covered before you meet your deductible?	**Yes. Certain preventive care and all services with copayments are covered and paid by the plan before you meet your deductible.**	This **plan** covers some items and services even if you haven't yet met the **deductible** amount. But a **copayment** or **coinsurance** may apply. For example, this **plan** covers certain **preventive services** without **cost-sharing** and before you meet your **deductible**. See a list of covered **preventive services** at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No	You don't have to meet **deductibles** for specific services.
What is the out-of-pocket limit for this plan?	**$1,000**/single,**$2,000**/family Network **Unlimited**/single,**Unlimited**/family Non-Network	The **out-of-pocket limit** is the most you could pay in a year for covered services. If you have other family members in this **plan**, they have to meet their own **out-of-pocket limits** until the overall family **out-of-pocket limit** has been met.
What is not included in the out-of-pocket limit?	Certain **specialty drugs**, **premiums**, balance-billed charges and health care this **plan** doesn't cover.	Even though you pay these expenses, they don't count toward the **out-of-pocket limit.**
Will you pay less if you use a network provider?	Yes, See MedMutual.com/SBC or call 800-585-2583 for a list of participating providers.	This **plan** uses a **provider network**. You will pay less if you use a **provider** in the **plan's network**. You will pay the most if you use an **out-of-network provider**, and you might receive a bill from a **provider** for the difference between the **provider's** charge and what your **plan** pays (**balance billing**). Be aware your **network provider** might use an **out-of-network provider** for some services (such as lab work). Check with your **provider** before you get services.
Do you need a referral to see a specialist?	No	You can see the **specialist** you choose without a **referral.**

All **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies. Services with **copayments** are covered before you meet your **deductible**, unless otherwise specified.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$20 copay/visit	40% coinsurance	None
	Specialist visit	$40 copay/visit	40% coinsurance	None
	Preventive care/ screening/ immunization	No charge	40% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services you need are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray)	No charge	40% coinsurance	None
	Diagnostic test (blood work)	No charge	40% coinsurance	None
	Imaging (CT/PET scans, MRIs)	20% coinsurance	40% coinsurance	None

[For more information about limitations and exceptions, see the plan or policy document at MedMutual.com/SBC.]

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you need drugs to treat your illness or condition	Generic copay - retail Tier 1	$15	See Plan Documents for Details	Covers up to a 30-day supply.
More information about **prescription drug coverage** is available at MedMutual.com/SBC	Generic copay - home delivery Tier 1	$30	See Plan Documents for Details	Covers up to a 90-day supply.
	Preferred brand copay - retail Tier 2	$30	See Plan Documents for Details	Covers up to a 30-day supply.
	Preferred brand copay - home delivery Tier 2	$60	See Plan Documents for Details	Covers up to a 90-day supply.
	Non-preferred brand copay - retail Tier 3	$50	See Plan Documents for Details	Covers up to a 30-day supply.
	Non-preferred brand copay - home delivery Tier 3	$100	See Plan Documents for Details	Covers up to a 90-day supply.
	Specialty drugs	Applicable drug tier copay or the max of any available manufacturer-funded copay assistance	See Plan Documents for Details	Covers up to a 30 day supply. Certain specialty drugs are considered non-essential health benefits and therefore do not apply to the out-of-pocket maximum. They will also be subject to higher cost-share.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	20% coinsurance	40% coinsurance	None
	Physician/surgeon fees (Outpatient)	$20 copay/visit at PCP; $40 copay/visit at Specialist; 20% coinsurance for all other places after deductible	40% coinsurance	(except for excision or elimination of hanging skin, which is not covered for all places of service)
If you need immediate medical attention	Emergency room care	$100 copay/visit		None
	Emergency medical transportation	$50 copay/visit		(includes non-emergency)
	Urgent care	$20 copay/visit	40% coinsurance	None
If you have a hospital stay	Facility fee (e.g., hospital room)	20% coinsurance	40% coinsurance	None
	Physician/ surgeon fee (inpatient)	20% coinsurance	40% coinsurance	None

[For more information about limitations and exceptions, see the plan or policy document at MedMutual.com/SBC.]

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		Network Provider (You will pay the least)	Non-Network Provider (You will pay the most)	
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Benefits paid based on corresponding medical benefits		None
	Inpatient services	Benefits paid based on corresponding medical benefits		None
If you are pregnant	Office visits	No charge	40% coinsurance	Cost sharing does not apply to certain preventive services. Depending on the type of services, copay, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound).
	Childbirth/delivery professional services	20% coinsurance	40% coinsurance	None
	Childbirth/delivery facility services	20% coinsurance	40% coinsurance	None
If you need help recovering or have other special health needs	Home health care	20% coinsurance	40% coinsurance	(60 visits per benefit period)
	Rehabilitation services (Physical Therapy)	$20 copay/visit	40% coinsurance	(30 visits per benefit period)
	Habilitation services (Occupational Therapy)	$20 copay/visit	40% coinsurance	(60 visits per benefit period; except for work hardening, which is not covered)
	Habilitation services (Speech Therapy)	$20 copay/visit	40% coinsurance	(60 visits per benefit period)
	Skilled nursing care	20% coinsurance	40% coinsurance	(120 days per benefit period; combined with Physical Medicine and Rehabilitation)
	Durable medical equipment	20% coinsurance	40% coinsurance	None
	Hospice services	20% coinsurance	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	No charge	40% coinsurance	None
	Children's glasses	Not Covered		Excluded Service
	Children's dental check-up	Not Covered		Excluded Service

[For more information about limitations and exceptions, see the plan or policy document at MedMutual.com/SBC.]

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Acupuncture
- Bariatric Surgery
- Children's dental check-up
- Children's glasses
- Cosmetic Surgery
- Dental Care (Adult)
- Infertility Treatment
- Long-Term Care
- Non-emergency care when traveling outside the U.S.
- Private-Duty Nursing
- Routine Foot Care
- Weight Loss Programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Chiropractic Care
- Hearing Aids
- Routine Eye Care (Adult)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends.The contact information for those agencies is: your state insurance department at 800-686-1526 and the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 877-267-2323 x61565 or cciio.cms.gov. Other coverage options may be available to you, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit HealthCare.gov or call 800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: your state insurance department at 800-686-1526 or your plan at 800-585-2583.

Does this plan provide Minimum Essential Coverage? Yes.

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet Minimum Value Standards? Yes.

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

----------*To see examples of how this plan might cover costs for sample medical situations, see the next section*----------

The coverage example numbers assume that the patient does not use an HRA or FSA. If you participate in an HRA or FSA and use it to pay for out-of-pocket expenses, then your costs may be lower.

[For more information about limitations and exceptions, see the plan or policy document at MedMutual.com/SBC.]

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	$500
Specialist copay	$40
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Specialist office visits (*prenatal care*)
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests (*ultrasounds and blood work*)
Specialist visit (*anesthesia*)

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$500
Copayments	$0
Coinsurance	$500
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$1,060**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$500
Specialist copay	$40
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Primary care physician office visits (*including disease education*)
Diagnostic tests (*blood work*)
Prescription drugs
Durable medical equipment (*glucose meter*)

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$0
Copayments	$800
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$820**

Mia's Simple Fracture
(in-network emergency room visit and follow-up care)

The plan's overall deductible	$500
Specialist copay	$40
Hospital (facility) coinsurance	20%
Other coinsurance	20%

This EXAMPLE event includes services like:
Emergency room care (*including medical supplies*)
Diagnostic test (*x-ray*)
Durable medical equipment (*crutches*)
Rehabilitation services (*physical therapy*)

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$300
Copayments	$300
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$600**

Note: These numbers assume the patient does not participate in the plan's wellness program. If you participate in the plan's wellness program, you may be able to reduce your costs. For more information about the wellness program, please contact: 800-585-2583.

The plan would be responsible for the other costs of these EXAMPLE covered services.

[For more information about limitations and exceptions, see the plan or policy document at MedMutual.com/SBC.]

Multi-Language Interpreter Services & Nondiscrimination Notice

This document notifies individuals of how to seek assistance if they speak a language other than English.

Spanish

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-382-5729 (TTY: 711).

Chinese

注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 1-800-382-5729 (TTY: 711)。

German

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-382-5729 (TTY: 711).

Arabic

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 1-800-382-5729 رقم هاتف الصم والبكم (711).

Pennsylvania Dutch

Wann du Deitsch schwetzscht, kannscht du mitaus Koschte ebber gricke, ass dihr helft mit die englisch Schprooch. Ruf selli Nummer uff: Call 1-800-382-5729 (TTY: 711).

Russian

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-382-5729 (телетайп: 711).

French

ATTENTION: Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-382-5729 (ATS: 711).

Vietnamese

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-382-5729 (TTY: 711).

Navajo

Díí baa akó nínízin: Díí saad bee yáníłti' go Diné Bizaad, saad bee áká'ánída'áwo'dę́ę́', t'áá jiik'eh, éí ná hóló, kojį' hódíílnih 1-800-382-5729 (TTY: 711).

Oromo

XIYYEEFFANNAA: Afaan dubbattu Oroomiffa, tajaajila gargaarsa afaanii, kanfaltiidhaan ala, ni argama. Bilbilaa 1-800-382-5729 (TTY: 711).

Korean

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-382-5729 (TTY: 711)번으로 전화해 주십시오.

Italian

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-382-5729 (TTY: 711).

Japanese

注意事項:日本語を話される場合、無料の言語支援をご利用いただけます。1-800-382-5729 (TTY: 711) まで、お電話にてご連絡ください。

Dutch

AANDACHT: Als u nederlands spreekt, kunt u gratis gebruikmaken van de taalkundige diensten. Bel 1-800-382-5729 (TTY: 711).

Ukrainian

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 1-800-382-5729 (телетайп: 711).

Romanian

ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 1-800-382-5729 (TTY: 711).

Tagalog

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-382-5729 (TTY: 711).

QUESTIONS ABOUT YOUR BENEFITS OR OTHER INQUIRIES ABOUT YOUR HEALTH INSURANCE SHOULD BE DIRECTED TO MEDICAL MUTUAL'S CUSTOMER CARE DEPARTMENT AT 1-800-382-5729.

Nondiscrimination Notice

Medical Mutual of Ohio complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex in its operation of health programs and activities. Medical Mutual does not exclude people or treat them differently because of race, color, national origin, age, disability or sex in its operation of health programs and activities.

- Medical Mutual provides free aids and services to people with disabilities to communicate effectively with us, such as qualified sign language interpreters, and written information in other formats (large print, audio, accessible electronic formats, etc.).
- Medical Mutual provides free language services to people whose primary language is not English, such as qualified interpreters and information written in other languages.

If you need these services or if you believe Medical Mutual failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, with respect to your health care benefits or services, you can submit a written complaint to the person listed below. Please include as much detail as possible in your written complaint to allow us to effectively research and respond.

Civil Rights Coordinator
Medical Mutual of Ohio
2060 East Ninth Street
Cleveland, OH 44115-1355
MZ: 01-10-1900
Email: CivilRightsCoordinator@MedMutual.com

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights.

- Electronically through the Office for Civil Rights Complaint Portal available at:
  ocrportal.hhs.gov/ocr/portal/lobby.jsf
- By mail at:
  U.S. Department of Health and Human Services
  200 Independence Avenue, SW Room 509F
  HHH Building
  Washington, DC 20201-0004
- By phone at:
  (800) 368-1019 (TDD: (800) 537-7697)
- Complaint forms are available at:
  hhs.gov/ocr/office/file/index.html

SUPERIOR DENTAL CARE

Schedule of Benefits – Plan #1477	In Network	Out of Network
Preventive	**80%**	**80%**
Basic	**80%**	**80%**
Major	**80%**	**80%**
Contract Maximum	**$1,350.00**	**$1,350.00**
Deductible *(applies to Basic and Major services)*	**$25/$50**	**$25/$50**
Orthodontia	**60%**	**60%**
Lifetime Ortho Max	**$1,000.00**	**$1,000.00**
Copay *(applies to eligible oral evaluations)*	**None**	**None**

Contract Period – The defined time during which your benefits will apply. This is typically a 12 month period of time; however please check with your employer to be sure.
Contract Maximum – The amount of dental expenses allotted to each member per Contract Period. Typically includes all benefits paid under the Preventive, Basic, Major categories.
Deductible – The amount of dental expense, which you are responsible for before SDC begins calculations of benefits. Deductibles follow the contract period and have individual and family maximums.
Lifetime Ortho Maximum – The amount of orthodontia benefit, per member per lifetime, while enrolled with SDC. Any orthodontia payments made by SDC are applied toward the Lifetime Maximum. The orthodontia Lifetime Maximum is separate from the Contract Maximum and does not refresh. Timely submission of ortho claims is necessary for prompt consideration of benefit.
Copay - This amount is applied to eligible oral evaluations in the Preventive Category only and is to be paid per Covered Person per occurrence, at the time of the visit.

PREVENTIVE SERVICES

ORAL EVALUATIONS *2x contract period;* **PROPHYLAXIS** *2x contract period less any benefitted periodontal maintenance;* **TOPICAL APPLICATION OF FLUORIDE** *2 treatment per contract period for children under 19;* **BITEWING X-RAYS** *up to 4 Bitewings per contract period;* **FULL MOUTH X-RAYS OR PANORAMIC SURVEY** *1x 5 years;* **INTRAORAL PERIAPICAL X-RAYS**; **MINOR EMERGENCY TREATMENT** *for the temporary relief of pain, bleeding or swelling;* **SEALANTS** *1x 3 years per tooth for children under 16;* **SPACE MAINTAINERS** *1x lifetime per area for children under 19*

BASIC SERVICES

SPECIALIST EXAMINATIONS *2x per contract period for endodontics, periodontics, or oral surgery;* **ORAL SURGERY** Extractions; Removal of Periapical and Follicular Cysts; Intraoral Incision and Drainage; Exposure of Tooth to Aid Eruption; Frenectomy; General Anesthesia or IV Sedation - in connection with oral surgery Alveoplasty, Vestibuloplasty *1x 5 years;* Removal of Exostosis or Tori; **PERIODONTICS/SURGICAL PERIODONTICS** Periodontal Scaling and Root Planing *1x 2 years each quadrant;* Periodontal Maintenance *2x per contract period less any benefitted prophylaxis during a course of full mouth periodontal treatment;* Complete Occlusal Adjustment *1x 3 years following periodontal surgery;* Gingivectomy *each quadrant/area 1x 3 years;* Gingival Grafts *1x 3 years each quadrant/area;* Osseous Surgery *1x 3 years each quadrant/area;* **ENDODONTICS** Root Canal Treatment *1x lifetime per tooth;* Surgical Endodontics *1x lifetime per tooth;* Pulp Cap *1x lifetime per tooth;* **RESTORATIVE** Restorations *1x 2 years per surface;* Sedative Filling *1x 2 years per tooth;* Pins *1x 2 years per tooth;* Rebasing *1x 3 years;* Relining *1x 3 years;* Denture Adjustments *1x 12 months*

MAJOR SERVICES

PROSTHODONTICS *(replaceable after 5 years in place)* Bridge Abutments Pontics Removable Partial Dentures; Complete Dentures; **CROWNS, INLAYS AND ONLAYS** *(replaceable after 5 years in place);* Crowns, Inlays, Onlays, Prefabricated Crowns, Post and Core; **REPAIRS** *1x 12 months;* Recementation *1x 12 months;* **IMPLANTS** *1x 5 years per tooth;* Surgical placement of implant, Implant supported prosthetics, Removal of an implant; Implant Maintenance

ORTHODONTIC SERVICES

Superior Dental Care's (SDC) orthodontia benefits are limited to members under 19. Coverage is for a "Treatment Plan" evaluated through a pre-determination of benefits. Treating dentists providing this service must supply SDC with films and study models upon request. The one-time Record/Diagnosis fee consists of initial exam, diagnosis and consultation, x-rays, and study models. This fee can be submitted for payment separately and will apply to the member's lifetime maximum. Ortho payments for members will be made monthly beginning after the first month of treatment, and continue for the estimated duration of the treatment plan, as long as the patient is in active treatment. Retention is not covered. For treatment in progress at the time of eligibility, SDC will review the initial treatment months and total cost to determine benefit eligibility. All calculations are based on the appropriate plan percentage, up to the plan's allowable orthodontic lifetime maximum, and for the remaining months of estimated treatment. Benefits will automatically terminate when the patient ceases to be eligible.

EXCLUSIONS

The following items are not covered under SDC dental plans unless your plan indicates otherwise on the reverse side of this document.
1. Services which are not dentally necessary, those which do not meet generally accepted standards of care for treating the particular dental condition, or which we deem experimental in nature. **2.** Services for which a covered person would not be required to pay in the absence of dental insurance. **3.** Services or supplies received by a covered person before the insurance starts for that person. **4.** Services which are neither performed nor prescribed by a dentist except for those services of a licensed dental hygienist **5.** Services which are primarily cosmetic. **6.** Services or appliances which restore or alter occlusion or vertical dimension. **7.** Restoration of tooth structure damaged by attrition, abrasion or erosion unless caused by disease. **8.** Restorations or appliances used for the purpose of periodontal splinting. **9.** Counseling or instruction about oral hygiene, plaque control, nutrition and tobacco. **10.** Personal supplies or devices including, but not limited to: water piks, toothbrushes, or dental floss. **11.** Decoration or inscription of any tooth, device, appliance, crown or other dental work. **12.** Missed appointments. **13.** Services covered under any workers' compensation or occupational disease law. **15.** Services received at a facility maintained by the Policyholder, labor union, mutual benefit association, or VA hospital. **16.** Temporary or provisional restorations or appliances. **17.** Prescription drugs. **18.** Services for which the submitted documentation indicates a poor prognosis. **19.** Services, to the extent such services, or benefits for such services, are available under a government plan. This exclusion will apply whether or not the person receiving the services is enrolled for the government plan. We will not exclude payment of benefits for such services if the government plan requires that Dental Insurance under the group policy be paid first. **20.** The following when charged by the dentist on a separate basis - Claim form completion; infection control such as gloves, masks, and sterilization of supplies; or local anesthesia, non-intravenous conscious sedation or analgesia such as nitrous oxide. **21.** Caries susceptibility tests. **22.** Precision attachments associated with fixed and removable prostheses. **23.** Adjustment of a denture made within 6 months after installation by the same dentist who installed it. **24.** Duplicate prosthetic devices or appliances. **25.** Replacement of a lost or stolen appliance, cast restoration or denture. **26.** Intra and extraoral photographic images. **27.** Fixed and removable appliances for correction of harmful habits. **28.** Appliances or treatment for bruxism (grinding teeth), including but not limited to occlusal guards and night guards. **29.** Treatment of temporomandibular joint disorder.

NATIONAL NETWORK

While SDC is licensed to sell to groups domiciled in Ohio, Kentucky and Indiana, our network of participating dentists and specialists offers coverage across the country with **over half a million access points nationwide.** SDC members are encouraged to seek service from a Participating Dentist or Specialist. **You may access our directory of Participating Dentists on our website superiordental.com. Participating dentists are prohibited from collecting any amount beyond the assigned member responsibility and SDC's reimbursement.** Unless otherwise contracted, SDC's payments for out of network services will be directed to the Enrollee. Members receiving SDC payment for services performed by a non-participating dentist will be responsible for the full payment to that dentist. Any out of network service may be subject to a "balance bill" for any amount that the dentist's charge exceeds SDC's then current allowable amount for an eligible service.

PLAN SPECIFICS

Pre-determination of Benefits Pre-determination of Benefits is necessary for services $400.00 or more and for periodontal services. Alternate benefits may be received when there is more than one acceptable course of treatment.
Coordination of Benefits SDC coordinates benefits with other carriers and with other SDC plans. SDC follows the rules established by state law for Coordination of Benefits to decide which plan pays first. The birthday rule applies for covered dependents – the parent's birthday first in the calendar year is considered the primary carrier. If a divorce has occurred, the plan follows the divorce decree.
Evidence of Coverage Your Evidence of Coverage is on file with your employer or you may call our office to request a copy. Additional access is provided on our website at: superiordental.com. Important information addressed in the Evidence of Coverage includes: claims appeal procedures, exclusions, coordination of benefit rules, contact information for SDC's Member Services Team, for State Departments of Insurance, for State Dental Associations and more.
Claim Submission All claims must be submitted and resolved within one year from the date of service to be considered for payment, regardless of enrollment status.

VALUE-ADDED BENEFITS

SMILE*RIDER*® Dentists who participate in our Smilerider program offer a 15% discount for elective services such as teeth whitening, veneers, bonding and porcelain facings. This discount comes with the SDC dental plan at no additional charge.
EyeMed Vision Care® Discount Plan SDC offers a vision discount plan through EyeMed Vision Care at eyemed.com. This program offers significant savings and there are no limitations on the frequency of use. Please contact your employer to confirm this benefit is available to you. After confirming this benefit, be sure to mention to your eyecare provider that you are a member of Superior Dental Care. This plan is not vision insurance.
Free Second Opinion SDC will provide a Free Second Opinion by a participating dentist for extensive treatment plans. This is provided at no cost and without utilizing any portion of the individual's Contract Maximum. This benefit is required to be coordinated, in advance, through SDC's Dentist and Member Services team.
General SDC Information Warning: If you or your family members are covered by more than one healthcare plan, you may not be able to collect benefits from both plans. Each plan may require you to follow its rules or use specific doctors and hospitals, and it may be impossible to comply with both plans at the same time. Before you enroll in this plan, read all of the rules very carefully and compare them with the rules of any other plan that covers you or your family.

ORDINANCE NO. 27-26

AN ORDINANCE AUTHORIZING THE EXPENDITURE TO GOODYEAR TIRE AND RUBBER COMPANY FOR THE SANITATION DEPARTMENT.

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

SEC. 1: That the expenditure of $65,000.00 is hereby authorized to Goodyear Tire and Rubber Company for the Sanitation Department, is hereby authorized.

SEC. 2: That the funds to cover this expenditure in the amount of $45,000.00 are available in Account No. 514-0543-53321.

SEC. 3: That in accordance with Ohio Revised Code §5705.41(D), at the time that the contract or order was made and at the time of execution of the Finance Director's certificate, sufficient funds were available or in the process of collection, to the credit of a proper fund, properly appropriated and free from any previous encumbrance.

SEC. 4: 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. 5: That this Ordinance shall be considered in full force and effect at the earliest period allowed by law.

PASSED: _____ **SIGNED:** _____
President of Council

ATTEST: _____ **APPROVED:** _____
Clerk of Council

SIGNED: _____
Mayor

ORDINANCE NO. 28-26

AN ORDINANCE AMENDING SECTION 31.07 OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO ADOPTING THE REVISED JOB DESCRIPTIONS FOR BACKFLOW COORDINATOR AND OPERATIONS TECHNICIAN FOR THE WATER DEPARTMENT.

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

SEC. 1: In accordance with Section 31.07 of the Salaries and Benefits Code of the City of Medina, Ohio the revised job descriptions for the positions of Backflow Coordinator and Operations Technician for the Water Department are hereby approved, marked Exhibit A and Exhibit B, attached hereto and incorporated herein.

SEC. 2: 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. 3: That this Ordinance shall be in full force and effect at the earliest period allowed by law.

PASSED: _____ **SIGNED:** _____
President of Council

ATTEST: _____ **APPROVED:** _____
Clerk of Council

SIGNED: _____
Mayor

ORD 28-26

THE CITY OF MEDINA
JOB DESCRIPTION

TITLE: Backflow Coordinator

REPORTS TO: Water Superintendent or Operations Foreman

DEPARTMENT/DIVISION: Water

CIVIL SERVICES STATUS: Classified

JOB STATUS: Full-time

EXEMPT STATUS: Non-exempt

CLASSIFICATION FEATURES: The individual in this classification is responsible for a wide variety of duties within the Water Department, including administering the backflow prevention procedures mandated by the Environmental Protection Agency, monitoring the Department systems and assisting the Operations Foreman. Work is performed under the general direction of the Water Superintendent.

ESSENTIAL JOB FUNCTIONS:

Administers the City's cross connection program.

Interprets and enforces City ordinances and regulations and statutes governed by the Environmental Protection Agency pertaining to backflow prevention devices.

Completes facility inspections.

Maintains comprehensive records of installations, permits and tests.

Collects water samples as required by EPA standards

Collects bacterial samples from line breaks, new line installation, and weekly samples

Generates letters of notification.

~~Administers the City's fire hydrant flushing program.~~

Monitors functions necessary to operate City's water system, including computer, pump stations and water tank levels.

Adjusts water quality parameters as necessary when in charge of water system.

Maintains regular and consistent attendance.

Assists Water Superintendent in preparing and submitting required Environmental Protection Agency reports.

Able to perform the physical demands including but not limited to having the strength and agility sufficient to walk for long periods of time as well as the ability to climb and descend stairs and climb into and operate motor vehicles. Able to stand, bend, stoop, crawl, squat, lift, kneel and reach occasionally throughout the day.

Assists the Operations Foreman by performing field work as needed.

EDUCATION, TRAINING AND EXPERIENCE:
Considerable experience working within a municipal water distribution and operation facility.

High school diploma or GED, preferably with coursework in chemistry or any equivalent combination of experience and training that provides the required knowledge, skills and abilities.

Certifications:
Certification for completion of backflow training.

License:
Valid driver's license issued by the State of Ohio and must remain insurable under the City of Medina's vehicle insurance plan.

Public Water System Operator Class ~~II~~ 1 or Water Distribution Class ~~II~~ 1 as issued by the State of Ohio.

QUALIFICATIONS:

Knowledge of:
- Municipal water delivery systems; and
- Processes involved in the purification of water, including knowledge of chemistry.

Skilled in:
- Maintaining accurate records and reports; and
- Interpreting reports and data.

Ability to:
- Communicate effectively in writing or orally with co-workers, supervisors and the general public in person or over a telephone or radio;
- Monitor Department's computerized systems; and
- Understand and follow oral and written instructions.

ENVIRONMENTAL ELEMENTS:
The employee in this classification may spend the majority of the work day in an administrative office atmosphere, with a percentage of time spent in the field performing facility inspections and monitoring the water system. While performing field work, the employee may be required to be outside in all types of weather conditions and during various periods of the day or night.

WORKING CONDITIONS:
This position requires that the employee be available for on-call operation of the City's water system and may be required to work outside normal business hours including weekends, evenings and holidays.

EQUIPMENT USED: Non CDL truck or van

ADDITIONAL REQUIREMENTS: The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. Employee understands that conditions may require the City to modify this Job Description and that the City reserves the right to exercise its discretion to make such changes.

EMPLOYEE ACKNOWLEDGMENT: _____

DATE: _____

THE CITY OF MEDINA
JOB DESCRIPTION

ORD 28-26

TITLE: Operations Technician

REPORTS TO: Water Operations Foreman

DEPARTMENT/DIVISION: Water

CIVIL SERVICES STATUS: Classified

JOB STATUS: Full-time

EXEMPT STATUS: Non-exempt

CLASSIFICATION FEATURES: The individual in this classification is responsible for monitoring all aspects in the operation of the City's water system and operating Department equipment. The Operations Technician also performs building and grounds maintenance and assists Department personnel as required. The Operations Technician reports directly to the Water Operations Foreman.

ESSENTIAL JOB FUNCTIONS:

Monitors department functions necessary to operate the water system, including computer, pump stations, water tanks and other equipment used by the Department.

Monitors and adjusts water quality control parameters when in charge of water system.

Collects water samples as required by the Environmental Protection Agency's standards.

Collects bacterial samples from line breaks and new lines.

Maintains regular and consistent attendance.

Performs building and grounds maintenance, including snow removal, mowing, painting and other duties to further the Department.

Assists as necessary in emergency repair of water lines.

Maintains motors, pumps, telemetric equipment and other equipment as required.

Assists in valve-exercising/flushing program.

Staffs Department facilities to operate system on scheduled weekends and holidays.

Able to perform physical demands including but not limited to having the strength and ability to climb into or onto equipment and trucks and maneuver over rugged terrain. Ability to lift up to 75 pounds. Able to stand or walk most of a scheduled shift with bending, stooping, squatting, climbing of scaffolding and ladders, twisting, reaching and working on irregular surfaces or at heights above ground or depths below ground.

Assists Backflow Coordinator as required.

EDUCATION, TRAINING AND EXPERIENCE:
High school diploma or GED with any equivalent combination of experience and training that provides the required knowledge, skills and abilities.

Some experience in mechanical equipment operation.

Prefer experience in water sampling.

Certifications:
Backflow certificate preferred at time of appointment or need to obtain within one year of appointment.

License:
Valid driver's license issued by the State of Ohio and must remain insurable under the City of Medina's vehicle insurance plan.

~~Water System Operator Class I license or Water Distribution Class I~~ Water Distribution Class II license as issued by the State of Ohio, or obtain license within ~~one~~ two ~~year~~years of appointment to Operations Technician

Valid Class B or Higher CDL at time of appointment, or obtain license within one year of appointment

QUALIFICATIONS:

Knowledge of:
- Mechanical equipment operations;
- Electrical equipment;
- ~~Chemistry~~;
- ~~Water purification processes, including chemical testing; and~~
- Computerized water system equipment.

Ability to:
- Communicate effectively in writing or orally with co-workers, supervisors and the general public in person or over a telephone or radio;
- Read simple meters and charts accurately;
- Maintain a simple record of daily operations;
- Operate equipment and machinery by both night and day; and
- Understand and follow oral and written instructions.

ENVIRONMENTAL ELEMENTS:

This position includes occupational exposure to noise, pulmonary irritants, toxic materials and extreme weather conditions.

WORKING CONDITIONS:
This position requires that the employee be available for on-call operation of the City's water system, and also may require work on scheduled holidays, nights and weekends.

EQUIPMENT USED: ~~Non-~~CDL truck, lawn care equipment, chain saw

ADDITIONAL REQUIREMENTS: The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. Employee understands that conditions may require the City to modify this Job Description and that the City reserves the right to exercise its discretion to make such changes.

EMPLOYEE ACKNOWLEDGMENT: _____

DATE: _____

ORDINANCE NO. 29-26

AN ORDINANCE AMENDING ORDINANCE NO. 218-25, PASSED DECEMBER 8, 2025. (Amendments to 2026 Budget)

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

SEC. 1: That Ordinance No. 218-25, passed December 8, 2025, shall be amended by the following additions:

Account No./Line Item	Additions
131-0320-53315 (Open space #2-tools/minor)	1,595.29*
171-0301-54411 (arpa-pk Maint.)	3,415.02*
172-0355-52215 (Celebrations- Contractual)	2,515.00*
301-0707-52234 (Rental of Facilities)	42,000.00*
301-0716-54412 (Muni Court)	140,135.00*
574-0350-54412 (Rec Bldgs. & Structures)	100.00*
104-0301-54411 (Parks – Land Improvement)	10,500.00*
169-0716-54412 (Muni Courthouse – Bldgs.)	140,135.00

SEC. 2: That Ordinance No. 218-25, passed December 8, 2025, shall be amended by the following reductions:

Account No./Line Item	Reductions
169-0705-54412 (CT spec project – Bldgs.)	140,135.00
141-0310-53313(Christmas Lighting Sq.)	8,856.60

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.

* - new appropriation

PASSED: _____ **SIGNED:** _____
President of Council

ATTEST: _____ **APPROVED:** _____
Clerk of Council

SIGNED: _____
Mayor

ORDINANCE NO. 30-26

AN ORDINANCE REPLACING SECTION 31.03 OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO THE SALARY SCHEDULES FOR EMPLOYEES NOT COVERED UNDER CURRENT UNION CONTRACTS FOR THE YEARS 2026, 2027, AND 2028, AND DECLARING AN EMERGENCY.

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

SEC. 1: That the salary schedules contained in Section 31.03 of the Salaries and Benefits Code of the City of Medina shall be increased by 4.0 percent effective January 1, 2026 for all employees not covered under current union contracts or restricted by grant requirements, 4.0 percent effective January 1, 2027, and 4.0 percent effective January 1, 2028.

SEC. 2: That a copy of the salary schedules for Sec. 31.03 are marked Exhibit A, B, and C, attached hereto and incorporated herein, as a clarification of the previously adopted schedule. Grade 50 has been added to the salary schedules and reflects the Ohio minimum wage, grade 50 will always be the Ohio minimum wage and will not receive any other annual increases.

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 considered an emergency measure necessary for the immediate preservation of the public peace, health and safety, and for the further reason to match the effective date of January 1, 2026; wherefore, this Ordinance shall be in full force and effect immediately upon its passage and signature by the Mayor.~~

PASSED: _____

SIGNED: _____
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: _____

SIGNED: _____
Mayor

A

City of Medina
2026 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
1	18.60	19.53	20.51	21.54	22.62	23.75
2	19.53	20.51	21.54	22.62	23.75	24.94
3	20.51	21.54	22.62	23.75	24.94	26.19
4	21.54	22.62	23.75	24.94	26.19	27.50
5	22.62	23.75	24.94	26.19	27.50	28.88
6	23.75	24.94	26.19	27.50	28.88	30.32
7	24.94	26.19	27.50	28.88	30.32	31.84
8	26.19	27.50	28.88	30.32	31.84	33.43
9	27.50	28.88	30.32	31.84	33.43	35.10
10	28.88	30.32	31.84	33.43	35.10	36.86
11	30.32	31.84	33.43	35.10	36.86	38.70
12	31.84	33.43	35.10	36.86	38.70	40.64
13	33.43	35.10	36.86	38.70	40.64	42.67
14	35.10	36.86	38.70	40.64	42.67	44.80
15	36.86	38.70	40.64	42.67	44.80	47.04
16	38.70	40.64	42.67	44.80	47.04	49.39
17	40.64	42.67	44.80	47.04	49.39	51.86
18	42.67	44.80	47.04	49.39	51.86	54.45
19	44.80	47.04	49.39	51.86	54.45	57.17
20	47.04	49.39	51.86	54.45	57.17	60.03
21	49.39	51.86	54.45	57.17	60.03	63.03
22	51.86	54.45	57.17	60.03	63.03	66.18
23	54.45	57.17	60.03	63.03	66.18	69.49
31	21.79	22.88	24.02	25.22	26.48	27.80
32	22.88	24.02	25.22	26.48	27.80	29.19
33	24.02	25.22	26.48	27.80	29.19	30.65
34	25.22	26.48	27.80	29.19	30.65	32.18
35	26.48	27.80	29.19	30.65	32.18	33.79
36	27.80	29.19	30.65	32.18	33.79	35.48
37	29.19	30.65	32.18	33.79	35.48	37.25
41	41.85	43.94	46.14	48.45	50.87	53.41
42	46.14	48.45	50.87	53.41	56.08	58.88
43	53.41	56.08	58.88	61.82	64.91	68.16
50	Ohio Minimum Wage					
51	13.76	14.45	15.17	15.93	16.73	17.57
52	15.44	16.21	17.02	17.87	18.76	19.70
53	15.54	16.32	17.14	18.00	18.90	19.85
54	16.01	16.81	17.65	18.53	19.46	20.43
55	17.05	17.90	18.80	19.74	20.73	21.77
56	19.04	19.99	20.99	22.04	23.14	24.30
57	21.18	22.24	23.35	24.52	25.75	27.04
58	21.44	22.51	23.64	24.82	26.06	27.36

City of Medina
2026 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
59	22.82	23.96	25.16	26.42	27.74	29.13
60	31.01	32.56	34.19	35.90	37.70	39.59
61	37.77	39.66	41.64	43.72	45.91	48.21
62	43.73	45.92	48.22	50.63	53.16	55.82
71	21.24	22.30	23.42	24.59	25.82	27.11
72	22.30	23.42	24.59	25.82	27.11	28.47
73	23.42	24.59	25.82	27.11	28.47	29.89
74	24.59	25.82	27.11	28.47	29.89	31.38
75	25.82	27.11	28.47	29.89	31.38	32.95
76	27.11	28.47	29.89	31.38	32.95	34.60
77	28.47	29.89	31.38	32.95	34.60	36.33
78	22.56	23.69	24.87	26.11	27.42	28.79
79	23.69	24.87	26.11	27.42	28.79	30.23
80	24.87	26.11	27.42	28.79	30.23	31.74
81	26.11	27.42	28.79	30.23	31.74	33.33
82	27.42	28.79	30.23	31.74	33.33	35.00
83	28.79	30.23	31.74	33.33	35.00	36.75
84	30.23	31.74	33.33	35.00	36.75	38.59
85	31.74	33.33	35.00	36.75	38.59	40.52
86	33.33	35.00	36.75	38.59	40.52	42.55
91	29.78	31.27	32.83	34.47	36.19	38.00
92	31.27	32.83	34.47	36.19	38.00	39.90
93	32.83	34.47	36.19	38.00	39.90	41.90
94	34.47	36.19	38.00	39.90	41.90	44.00
95	36.19	38.00	39.90	41.90	44.00	46.20
96	38.00	39.90	41.90	44.00	46.20	48.51

Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)

101	49,324.68
102	55,127.07
103	66,327.39
104	72,916.36
105	75,707.84
106	85,466.70
107	93,636.46
108	153,580.79
109	155,863.26

City of Medina
2026 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F

Salary Ranges (Salaries are paid bi-weeky for the two weeks ended two weeks prior to paydate)

	minimum	maximum
110	57,099.72	73,087.64
111	71,486.62	85,783.94
112	85,783.94	102,940.73
113	102,940.73	123,528.88
114	123,528.88	148,234.66
121	98,964.82	115,462.26
122	102,940.73	111,515.69

B

City of Medina
2027 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
1	19.34	20.31	21.33	22.40	23.52	24.70
2	20.31	21.33	22.40	23.52	24.70	25.94
3	21.33	22.40	23.52	24.70	25.94	27.24
4	22.40	23.52	24.70	25.94	27.24	28.60
5	23.52	24.70	25.94	27.24	28.60	30.03
6	24.70	25.94	27.24	28.60	30.03	31.53
7	25.94	27.24	28.60	30.03	31.53	33.11
8	27.24	28.60	30.03	31.53	33.11	34.77
9	28.60	30.03	31.53	33.11	34.77	36.51
10	30.03	31.53	33.11	34.77	36.51	38.34
11	31.53	33.11	34.77	36.51	38.34	40.26
12	33.11	34.77	36.51	38.34	40.26	42.27
13	34.77	36.51	38.34	40.26	42.27	44.38
14	36.51	38.34	40.26	42.27	44.38	46.60
15	38.34	40.26	42.27	44.38	46.60	48.93
16	40.26	42.27	44.38	46.60	48.93	51.38
17	42.27	44.38	46.60	48.93	51.38	53.95
18	44.38	46.60	48.93	51.38	53.95	56.65
19	46.60	48.93	51.38	53.95	56.65	59.48
20	48.93	51.38	53.95	56.65	59.48	62.45
21	51.38	53.95	56.65	59.48	62.45	65.57
22	53.95	56.65	59.48	62.45	65.57	68.85
23	56.65	59.48	62.45	65.57	68.85	72.29
31	22.66	23.79	24.98	26.23	27.54	28.92
32	23.79	24.98	26.23	27.54	28.92	30.37
33	24.98	26.23	27.54	28.92	30.37	31.89
34	26.23	27.54	28.92	30.37	31.89	33.48
35	27.54	28.92	30.37	31.89	33.48	35.15
36	28.92	30.37	31.89	33.48	35.15	36.91
37	30.37	31.89	33.48	35.15	36.91	38.76
41	43.52	45.70	47.99	50.39	52.91	55.56
42	47.99	50.39	52.91	55.56	58.34	61.26
43	55.56	58.34	61.26	64.32	67.54	70.92
50	Ohio Minimum Wage					
51	14.31	15.03	15.78	16.57	17.40	18.27
52	16.06	16.86	17.70	18.59	19.52	20.50
53	16.16	16.97	17.82	18.71	19.65	20.63
54	16.65	17.48	18.35	19.27	20.23	21.24
55	17.73	18.62	19.55	20.53	21.56	22.64
56	19.80	20.79	21.83	22.92	24.07	25.27
57	22.03	23.13	24.29	25.50	26.78	28.12

City of Medina
2027 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
58	22.30	23.42	24.59	25.82	27.11	28.47
59	23.73	24.92	26.17	27.48	28.85	30.29
60	32.25	33.86	35.55	37.33	39.20	41.16
61	39.28	41.24	43.30	45.47	47.74	50.13
62	45.48	47.75	50.14	52.65	55.28	58.04
71	22.09	23.19	24.35	25.57	26.85	28.19
72	23.19	24.35	25.57	26.85	28.19	29.60
73	24.35	25.57	26.85	28.19	29.60	31.08
74	25.57	26.85	28.19	29.60	31.08	32.63
75	26.85	28.19	29.60	31.08	32.63	34.26
76	28.19	29.60	31.08	32.63	34.26	35.97
77	29.60	31.08	32.63	34.26	35.97	37.77
78	23.46	24.63	25.86	27.15	28.51	29.94
79	24.63	25.86	27.15	28.51	29.94	31.44
80	25.86	27.15	28.51	29.94	31.44	33.01
81	27.15	28.51	29.94	31.44	33.01	34.66
82	28.51	29.94	31.44	33.01	34.66	36.39
83	29.94	31.44	33.01	34.66	36.39	38.21
84	31.44	33.01	34.66	36.39	38.21	40.12
85	33.01	34.66	36.39	38.21	40.12	42.13
86	34.66	36.39	38.21	40.12	42.13	44.24
91	30.97	32.52	34.15	35.86	37.65	39.53
92	32.52	34.15	35.86	37.65	39.53	41.51
93	34.15	35.86	37.65	39.53	41.51	43.59
94	35.86	37.65	39.53	41.51	43.59	45.77
95	37.65	39.53	41.51	43.59	45.77	48.06
96	39.53	41.51	43.59	45.77	48.06	50.46

Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)

101	51,297.67
102	57,332.15
103	68,980.49
104	75,833.01
105	78,736.15
106	88,885.37
107	97,381.92
108	159,724.02
109	162,097.79

City of Medina
2027 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F

Salary Ranges (Salaries are paid bi-weeky for the two weeks ended two weeks prior to paydate)

	minimum	maximum
110	59,383.71	76,011.15
111	74,346.08	89,215.30
112	89,215.30	107,058.36
113	107,058.36	128,470.03
114	128,470.03	154,164.04
121	102,923.41	120,080.74
122	107,058.36	115,976.32

C

City of Medina
2028 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
1	20.11	21.12	22.18	23.29	24.45	25.67
2	21.12	22.18	23.29	24.45	25.67	26.95
3	22.18	23.29	24.45	25.67	26.95	28.30
4	23.29	24.45	25.67	26.95	28.30	29.72
5	24.45	25.67	26.95	28.30	29.72	31.21
6	25.67	26.95	28.30	29.72	31.21	32.77
7	26.95	28.30	29.72	31.21	32.77	34.41
8	28.30	29.72	31.21	32.77	34.41	36.13
9	29.72	31.21	32.77	34.41	36.13	37.94
10	31.21	32.77	34.41	36.13	37.94	39.84
11	32.77	34.41	36.13	37.94	39.84	41.83
12	34.41	36.13	37.94	39.84	41.83	43.92
13	36.13	37.94	39.84	41.83	43.92	46.12
14	37.94	39.84	41.83	43.92	46.12	48.43
15	39.84	41.83	43.92	46.12	48.43	50.85
16	41.83	43.92	46.12	48.43	50.85	53.39
17	43.92	46.12	48.43	50.85	53.39	56.06
18	46.12	48.43	50.85	53.39	56.06	58.86
19	48.43	50.85	53.39	56.06	58.86	61.80
20	50.85	53.39	56.06	58.86	61.80	64.89
21	53.39	56.06	58.86	61.80	64.89	68.13
22	56.06	58.86	61.80	64.89	68.13	71.54
23	58.86	61.80	64.89	68.13	71.54	75.12
31	23.57	24.75	25.99	27.29	28.65	30.08
32	24.75	25.99	27.29	28.65	30.08	31.58
33	25.99	27.29	28.65	30.08	31.58	33.16
34	27.29	28.65	30.08	31.58	33.16	34.82
35	28.65	30.08	31.58	33.16	34.82	36.56
36	30.08	31.58	33.16	34.82	36.56	38.39
37	31.58	33.16	34.82	36.56	38.39	40.31
41	45.26	47.52	49.90	52.40	55.02	57.77
42	49.90	52.40	55.02	57.77	60.66	63.69
43	57.77	60.66	63.69	66.87	70.21	73.72
50	Ohio Minimum Wage					
51	14.88	15.62	16.40	17.22	18.08	18.98
52	16.70	17.54	18.42	19.34	20.31	21.33
53	16.81	17.65	18.53	19.46	20.43	21.45
54	17.32	18.19	19.10	20.06	21.06	22.11
55	18.44	19.36	20.33	21.35	22.42	23.54
56	20.59	21.62	22.70	23.84	25.03	26.28
57	22.91	24.06	25.26	26.52	27.85	29.24

City of Medina
2028 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F
58	23.19	24.35	25.57	26.85	28.19	29.60
59	24.68	25.91	27.21	28.57	30.00	31.50
60	33.54	35.22	36.98	38.83	40.77	42.81
61	40.85	42.89	45.03	47.28	49.64	52.12
62	47.30	49.67	52.15	54.76	57.50	60.38
71	22.97	24.12	25.33	26.60	27.93	29.33
72	24.12	25.33	26.60	27.93	29.33	30.80
73	25.33	26.60	27.93	29.33	30.80	32.34
74	26.60	27.93	29.33	30.80	32.34	33.96
75	27.93	29.33	30.80	32.34	33.96	35.66
76	29.33	30.80	32.34	33.96	35.66	37.44
77	30.80	32.34	33.96	35.66	37.44	39.31
78	24.40	25.62	26.90	28.25	29.66	31.14
79	25.62	26.90	28.25	29.66	31.14	32.70
80	26.90	28.25	29.66	31.14	32.70	34.34
81	28.25	29.66	31.14	32.70	34.34	36.06
82	29.66	31.14	32.70	34.34	36.06	37.86
83	31.14	32.70	34.34	36.06	37.86	39.75
84	32.70	34.34	36.06	37.86	39.75	41.74
85	34.34	36.06	37.86	39.75	41.74	43.83
86	36.06	37.86	39.75	41.74	43.83	46.02
91	32.21	33.82	35.51	37.29	39.15	41.11
92	33.82	35.51	37.29	39.15	41.11	43.17
93	35.51	37.29	39.15	41.11	43.17	45.33
94	37.29	39.15	41.11	43.17	45.33	47.60
95	39.15	41.11	43.17	45.33	47.60	49.98
96	41.11	43.17	45.33	47.60	49.98	52.48

Salaries (Salaries are paid bi-weekly for the two weeks ended two weeks prior to paydate)

101	53,349.58
102	59,625.44
103	71,739.71
104	78,866.33
105	81,885.60
106	92,440.78
107	101,277.20
108	166,112.98
109	168,581.70

City of Medina
2028 Payscale - Hourly

4.00%

Grade/Step	A	B	C	D	E	F

Salary Ranges (Salaries are paid bi-weeky for the two weeks ended two weeks prior to paydate)

	minimum	maximum
110	61,759.06	79,051.60
111	77,319.92	92,783.90
112	92,783.90	111,340.68
113	111,340.68	133,608.82
114	133,608.82	160,330.58
121	107,040.35	124,883.98
122	111,340.69	120,615.37