

ORDINANCE NO. 91-26

AN ORDINANCE AUTHORIZING THAT THE CITY OF MEDINA WILL PHASE IN A PICK-UP OF THE STATUTORILY REQUIRED CONTRIBUTION TO THE OHIO PUBLIC EMPLOYEES' RETIREMENT SYSTEM PURSUANT TO IRC SECTION 414(h)(2) FOR ALL REGULAR PART-TIME AND FULL-TIME EMPLOYEES OF THE CITY OF MEDINA REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 436.

WHEREAS: Pursuant to federal and Ohio laws, the CITY OF MEDINA (also "City") may offset future salary increases and "pick up" (assume and pay) the contributions statutorily required by such elected officials and covered employees to the Ohio Public Employees Retirement System (OPERS) and such individuals will not be required to pay federal and state income taxes on such contributions.

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

SEC. 1: Effective 6/28/2026, **2%** of the statutorily required employee contributions to OPERS shall be picked up and paid as a fringe benefit by the CITY OF MEDINA for each person within any of the classes established in Section 2 herein. The remaining 8% of the required employee OPERS contribution will continue to be the responsibility of the employee via salary reduction.

Effective 12/27/2026, **6%** of the statutorily required employee contributions to OPERS shall be picked up and paid as a fringe benefit by the CITY OF MEDINA for each person within any of the classes established in Section 2 herein. The remaining 4% of the required employee OPERS contribution will continue to be the responsibility of the employee via salary reduction.

Effective 12/26/2027, the full **10%** of the statutorily required employee contribution to OPERS shall be picked up and paid as a fringe benefit by the CITY OF MEDINA for each person within any of the classes established in Section 2 herein.

The pick up amount shall be an offset against future salary increases. The stated percentage of "pick up" by the CITY OF MEDINA shall be designated as public employee contributions and shall be in lieu of required contributions to OPERS by each person within any of the classes established in Section 2 herein. No person subject to this "pick up" shall have the option of choosing to receive the statutorily required contribution to OPERS directly instead of having it "picked up" by the CITY OF MEDINA, or of being excluded from the "pick up". The CITY OF MEDINA shall, in reporting and making remittance to OPERS, report that the public employees contribution for each person subject to this "pick up" has been made as provided by the statute in the percentages and amounts set forth herein. Therefore, contributions, although designated as employee contributions, are employer-paid, and employees do not have the option to receive the contributions directly. The

stated contributions are paid by the employer directly to the plan.

SEC. 2: The “pick up” by the CITY OF MEDINA provided by this ordinance shall apply to ALL REGULAR PART-TIME AND FULL-TIME EMPLOYEES OF THE CITY OF MEDINA EMPLOYED IN THE BARGAINING UNIT EMPLOYEE CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 436, who are or become contributing members of OPERS.

SEC. 3: Under the fringe-benefit method of employer pick up, salary is not modified by the percentage of pick up; however, the employer CITY OF MEDINA will pay the eligible employees’ statutorily required contribution to OPERS according to the percentages and dates in Section 1 herein. Any remaining contributions made by the employee via salary reduction will be handled in a pre-tax manner.

SEC. 4: The Finance Director and/or Payroll Clerk are hereby authorized and directed to implement the provisions of this ordinance to institute the “pick up” of the statutorily required contributions to OPERS in accordance with the percentages and effective dates set forth in Section 1 herein, for those persons reflected in Section 2 herein, so as to enable them to have their employee contributions paid by their employer as established herein.

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

PASSED: June 8, 2026

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: June 9, 2026

SIGNED: James A. Shields
Mayor