

ORDINANCE NO. 97-14

AN ORDINANCE AMENDING SECTION 31.14 (D) AND 31.16 (A) OF THE SALARIES AND BENEFITS CODE OF THE CITY OF MEDINA, OHIO RELATIVE TO EMPLOYEE HEALTHCARE, AND DECLARING AN EMERGENCY.

WHEREAS: Section 31.14 (D) of the Salaries and Benefits Code of the City of Medina, Ohio presently reads in part as follows:

(D) 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 **forty-five (45) eight-(8) hour days.**

In the event of the death of a full time employee, the estate may request payment for 37.5% of the value of the accrued but unused sick leave credit as described above provided the employee has five (5) or more years of service with the City. The maximum payment that may be made under this section shall be **forty-five (45) eight - (8) hour days.** (retroactive to 9-26-00)

WHEREAS: Section 31.16 (A) of the Salaries and Benefits Code of the City of Medina, Ohio presently reads as follows:

(A) Effective January 1, 2011, all full time employees, unless specified differently in union contracts, shall pay an amount equal to eight percent (8%) of the monthly premium for such plan. (Ord. 187-02, 1-04, 42-07, 131-08, 134-11)

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

SEC. 1: That Section 31.14 (D) of the Salaries and Benefits Code of the City of Medina, Ohio shall be amended to read in part as follows:

(D) 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 ~~forty-five (45) eight-(8) hour days~~ **four hundred (400) hours.**

In the event of the death of a full time employee, the estate may request payment for 37.5% of the value of the accrued but unused sick leave credit as described above provided the employee has

five (5) or more years of service with the City. The maximum payment that may be made under this section shall be ~~forty-five (45) eight (8) hour days~~ **four hundred (400) hours**. (retroactive to 9-26-00) (Ord. 97-14)

SEC. 2: That Section 31.16 (A) of the Salaries and Benefits Code of the City of Medina, Ohio shall be amended to read as follows:

(A) ~~Effective January 1, 2011, August 1, 2014~~, all full time employees, unless specified differently in union contracts, shall pay an amount equal to ~~eight percent (8%)~~ **twelve percent (12%)** of the monthly premium for such plan. (Ord. 187-02, 1-04, 42-07, 131-08, 134-11, 97-14)

Effective October 1, 2014, the employee healthcare contribution shall increase to sixteen percent (16%) for those employees who fail to satisfy the Wellness Program obligations set out in the attachment and to specify that, beginning in 2015, the higher amount will be charged all year for any employee who fails to satisfy the Wellness Program obligations by September 1st of the previous year. (Ord. 97-14)

SEC. 3: That a copy of the Wellness Proposal is marked Exhibit A, attached hereto, and Incorporated herein.

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 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 the Bargaining Unit Agreement; wherefore, this Ordinance shall be in full force and effect immediately upon its passage and signature by the Mayor.

PASSED: May 27, 2014

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: May 28, 2014

SIGNED: Dennis Hanwell
Mayor

31.16(A)
Ord. 97-14
Exh. A

ATTACHMENT C

THE CITY OF MEDINA
WELLNESS PROPOSAL

Effective September 1, 2014, to be eligible for the reduced premium contributions as of October 1, 2014, the employee must:

1. Complete an annual Health Risk Analysis by September 1, 2014, to be administered by the wellness provider. The Health Risk Analysis is comprised of:
 - a. A Health Risk Questionnaire, including height, weight, body mass index (BMI), waist circumference.
 - b. Biometric screening in the form of a blood draw that will measure:
 - i. Total Cholesterol
 - ii. High-density lipoprotein (HDL)
 - iii. Glucose
 - iv. Low-density lipoprotein (LDL)
 - v. Triglycerides
 - vi. Blood pressure
2. Establish a personal account with a wellness provider designated by the City by September 1, 2014.

In order to maintain the reduced premium contributions for October 1, 2014 through 2016, the employee must:

After completion of the Health Risk Analysis, participate in a Health-Contingent activities-only program¹ offered by the wellness provider. Under such a program, an employee is required to perform or complete activities related to a health factor or health risk in order to maintain the reduced premium and enter information on the City-designated wellness provider system, as of September 1, 2014 (to maintain the reduced premium beyond September 30, 2014) and by September 1, 2015 (for 2016 reduced premium).

3. The parties agree in concept to the introduction of an outcomes-based component to the Wellness Program in 2017. The parties agree to discuss the introduction of the outcomes-based component in the 2016 Healthcare Committee meeting(s).

¹ Wellness program design complies with Federal regulations. Program design may change as new regulations and/or clarifications are issued.