

ORDINANCE 25-150

**AN ORDINANCE AMENDING EMPLOYEE HANDBOOK SECTION 3.8(A) ENTITLED "INSURANCE WAIVER OPTION," AND DECLARING AN EMERGENCY.**

WHEREAS, the Village's Employee Handbook includes a policy that gives employee who are eligible to receive health and hospitalization insurance benefits as remuneration for their Village position ("Eligible Employees") the right to receive a payment of \$1,000 (the "Opt-Out Payment") if such Eligible Employee opts-out of receiving health and hospitalization insurance benefits, provided such Eligible Employee demonstrates that the employee has adequate health and hospitalization insurance in place from a source other than the Village; and

WHEREAS, the current policy does not allow an Opt-Out Payment to an Eligible Employee who opts-out and receives health and hospitalization insurance through a spouse who is also employed by the Village and is an Eligible Employee, even though only one policy is obtained to cover two Eligible Employees

WHEREAS, in instances where Eligible Employees are a married couple, the Village wishes to provide the incentive for one such Eligible Employee to opt-out and receive the Opt-Out Payment;

NOW, THEREFORE, BE IT ORDAINED by the Council of the Village of Middlefield, County of Geauga, and State of Ohio, that:

SECTION 1. Council hereby amends Employee Handbook Section 3.8(A) entitled "INSURANCE WAIVER OPTION" to read in its entirety as follows:

**3.8(A) INSURANCE WAIVER OPTION**

Each Employee of the Village who is eligible for health insurance coverage under the Village's health insurance program, may, in lieu of accepting said coverage, opt-out of the coverage in exchange for a payment to the employee by the Village, if the employee can show proof that **either (i) he or she has adequate health insurance coverage available from a source other than the Village, or (ii) he or she is married to an employee of the Village who is also eligible for health insurance, and will be insured under his or her spouse's coverage through the Village.** The Payment for the opt-out shall be \$1,000.00 per year payable during the first week of each insurance year. An employee who has opted out of the Village's

insurance program may return to the program, but only if the employee qualifies under standards then established by the Village's health insurer. In the event the employee elects to opt-in to the health insurance program during an insurance coverage year, the employee must reimburse the Village a pro-rata share of the opt-out payment, plus ten (10%) percent of that amount to cover the Village's administrative costs.

SECTION 2. The Village Administrator is authorized and directed to update the Village Employee Handbook in accordance with this ordinance.

SECTION 2. This Ordinance is hereby declared to be an emergency measure, necessary for the immediate preservation of the public peace, health and safety, due to the need to allow for such waivers among spouses during calendar year 2025. Therefore, this Ordinance shall take effect at the earliest date permitted by law.

PASSED this 13 day of November, 2025.

  
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MAYOR

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PRESIDENT PRO TEMPORE

ATTEST:

  
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FISCAL OFFICER