

A RESOLUTION AUTHORIZING THE MAYOR AND THE FINANCE DIRECTOR TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE FRATERNAL ORDER OF POLICE, LODGE 66 FOR DENTAL BUY UP OPTION AND DECLARING AN EMERGENCY

WHEREAS, the Village desires to enter into a Memorandum of Understanding with the Fraternal Order of Police, Lodge 66 for dental buy up option.

NOW, THEREFORE, BE IT RESOLVED by the Council of the Village of Richfield, Summit County, State of Ohio:

SECTION 1. That the Mayor and the Finance Director be, and they hereby are, authorized and directed to enter into a Memorandum of Understanding with the Fraternal Order of Police, Lodge 66 for dental buy up option, under terms and conditions substantially similar to the Memorandum of Understanding, attached hereto as Exhibit A.

SECTION 2. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulting in such formal action were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

SECTION 3. This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare and for the further reason that it is immediately necessary in order to comply with the timing requirements of the buy up program; wherefore, provided this Resolution receives the affirmative vote of two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution by the mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: 6-17-2025




President of Council



Mayor

Dated: 6/17/2025

ATTEST:


Clerk of Council

MEMORANDUM OF UNDERSTANDING
DENTAL INSURANCE BUY UP PLAN

The Village of Richfield (Village) and the Fraternal Order of Police, Lodge 66 ("Union") do hereby agree to the following with regard to a Dental Insurance Buy Up Plan.

1. The Parties agree that the Village may offer a dental buy-up plan that permits employees to voluntarily increase the maximum benefit amount at the employees' expense.
2. The Village may institute, modify, and/or end the Dental Insurance Buy Up Plan at the discretion of the Mayor and with recommendation from the Chief.
3. The Village agrees to maintain a Dental Insurance Plan at the current base plan program and for the services offered by the provider. The cost difference between buy up plan and the base plan will be paid by the employee with a payroll deduction.
4. Contractual Rights. An employee's participation in the Dental Insurance Buy Up Plan does not operate to waive any other rights granted to the employee by this Agreement. This MOU does not operate to waive rights of the Village pursuant to the CBA. This MOU does not waive or supersede any terms of the collective bargaining agreement (CBA).

This Memorandum of Understanding shall be effective upon execution and shall remain in full force and effect through December 31, 2026, unless discontinued at the discretion of the Village in accordance with Section 1 herein.

FOR THE VILLAGE

Michael Wheeler

MICHAEL WHEELER

MAYOR

Date Signed 6/2/2025

FOR THE UNION

Christopher Fyffe

Christopher Fyffe

Union Rep

Date Signed 6-3-25

