

CITY OF BEDFORD, OHIO

ORDINANCE NO. 077-25

AN ORDINANCE ALLOWING EMPLOYEE PARTICIPANTS TO MAKE INSURANCE PLAN PREMIUM CONTRIBUTIONS ON A PRETAX BASIS FOR THE CALENDAR YEAR **2026** THROUGH HEALTH EQUITY/WAGE WORKS AND DECLARING AN EMERGENCY

WHEREAS, the City has established a Premium Only Plan (POP) within the meaning of Section 125 of the Internal Revenue Code of 1986, and any amendments thereto, so that participants will not have to include as taxable income the amount of compensation they use to pay their premium contributions to eligible insurance plans; and

WHEREAS, the administration and Council wish to permit participation to those eligible in the Section 125 plan(s) for the calendar year **2026**.

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Bedford, County of Cuyahoga and State of Ohio:

Section 1. That employees who are eligible are permitted to participate in the Health Equity/Wage Works POP for the calendar year **2026** and all employees will be notified and given a copy of the Summary Plan Description.

Section 2. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were passed in an open meeting of this Council and that all such deliberations of this Council and any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including the City's Charter and Codified Ordinances and Section 121.22 of the Ohio Revised Code.

Section 3. This Ordinance is declared to be an emergency measure immediately necessary for the public peace, health, safety and welfare, daily operations and to timely notify the employee participants of their eligibility to participate.

WHEREFORE, this Ordinance shall take effect and be in force from and after the earliest date allowed by law.

Stanley C. Koci, Mayor – President of Council

Tracy M. Simons, CMC, Clerk of Council

Prepared and approved as to legal content by: _____
John J. Montello, Law Director

PASSED: _____ FAILED: _____