

**MEMORANDUM OF UNDERSTANDING FOR  
REIMBURSEMENT FOR HEALTH ACTIVITIES**

WHEREAS, the City of Piqua has made an attempt to offer all employees the same benefits with regards to health insurance as health insurance affects every employee equally, regardless of position; and

WHEREAS, the City has approved a health reimbursement plan for all non-union employees and has agreed to the health reimbursement plan with the IAFF unions and the FOP (sworn) unions; and

WHEREAS, the health reimbursement allows for an employee to receive up to \$400 on a family plan and \$200 on an individual plan towards his HSA/HRA account and serves to benefit the employee and the City due to the City being eligible for lower premiums due to the participation of its employees in such a plan.

NOW THEREFORE, the City of Piqua and the Fraternal Order of Police (Civilians), Ohio Labor Council, Inc., mutually agree to amend its Labor Agreement effective January 1, 2011, through December 31, 2013, as follows indicated below. All other Articles and Sections not listed below shall remain in effect as adopted.

Article 24. GROUP INSURANCE

Section 1. Health Insurance

(d). An employee may be reimbursed up to a maximum of \$400 if on a family plan and \$200 for a single plan each calendar year. The employee and not the family member must participate in the below activities to be eligible for the reimbursement.

Such reimbursement shall be based on participation in self-selected programs established by United Health Care for eligibility for the Bend the Trend Program, or similar program by the health insurance carrier.

Upon completion of an eligible program, the employee shall submit the required form and information to the Human Resources Director who will submit the request for reimbursement. All reimbursement checks will go to the employee's HSA account and not directly to the employee.

The reimbursement shall be effective from January 1, 2012, through the expiration of the Labor Agreement.

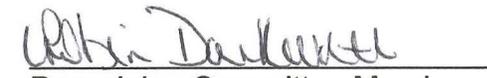
Eligible Activity	Amount Reimbursed	Special Conditions	Date Participated
Biometric Screening Event	\$200	Eligible for reimbursement once each calendar year.	
Health Risk Assessment	\$50	Eligible for reimbursement once each calendar year.	
Wellness Coaching	\$50	Wellness Coaching is as indicated by the Health Risk Assessment. Eligible for reimbursement once each calendar year.	
Registering on myuhc.com	\$50	Eligible for reimbursement once each calendar year.	
Flu Shot	\$50	Must be received at the City. Eligible for reimbursement once each calendar year.	
Exercise	\$50	90 minutes of physical activity per week for each 8 week period completed. Forms must be completed and turned in to Human Resources. The forms are available at HR	<b>See HR for forms</b>
BP of less than 130/80 Cholesterol of less than 200 mg BMI of less than 25	\$100	To qualify for reimbursement, the employee must meet two of the three categories.	<b>Submit statement from physician or form from biometric screening</b>
Prescription Medications	\$100	Employee must switch from brand medication to generic. Must begin <b>only</b> in January and continue for the calendar year. Eligible for each prescription changed.	<b>Submit pharmacy receipts indicating previous brand medication and new generic medication</b>
Prescription Medications	\$50	Employee must switch from brand medication to generic. Must be for a consecutive six month period. Eligible for each prescription changed.	<b>Submit pharmacy receipts indicating previous brand medication and new generic medication</b>

Annual Basic Physical	\$50	Eligible for reimbursement once each calendar year.	
Cessation Program	\$100	Employee must complete a program as approved by the HR department and successfully have stopped smoking for a consecutive 6 month period. Employee will be subject to random testing to verify continued success. Eligible for reimbursement only one time during employee's tenure.	

Entered into this 18<sup>th</sup> day of July, 2012, and as adopted by Resolution R-102-12 by the Piqua City Commission on July 3, 2012.

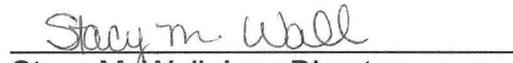
**For the Fraternal Order of Police,  
Ohio Labor Council, Inc:**

  
 Andrea H. Johan  
 Staff Representative

  
 Bargaining Committee Member  
 Robin Dankworth

**For the City of Piqua:**

  
 Gary A. Huff, City Manager

  
 Stacy M. Wall, Law Director

STATE OF OHIO  
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF :

FRATERNAL ORDER OF POLICE,  
OHIO LABOR COUNCIL, INC.,  
EMPLOYEE ORGANIZATION,  
and,

CITY OF PIQUA,  
EMPLOYER.

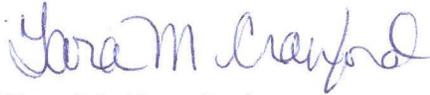
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CASE NO.(S): 09-MED-10-1160  
(Secretaries, et al)

FILING OF MEMORANDUM OF UNDERSTANDING  
TO THE COLLECTIVE BARGAINING AGREEMENT  
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an Addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted,



Tara M. Crawford  
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F.O.P., O.L.C.I.  
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614-224-5700

cc: Ms. Stacy Wall  
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