

November / DECEMBER 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
24	25 7:00 pm Safety and Human Resources Committee	26	27	28 Thanksgiving Day	29	30	
				CITY OFFICES CLOSED			CITY OFFICES CLOSED <i>Floating Holiday</i>
1	2 6:15 pm Technology Comm. 7:00 pm City Council	3	4	5	6	7	
8	9 6:15 pm Electric Comm. 6:15 pm BOPA 7:00 pm Water/Sewer 7:30 pm Muni Prop. Comm.	10 4:00 pm Records Comm. 4:30 pm BZA 5:00 pm Planning Comm.	11	12	13	14	
15	16 6:00 pm Park & Rec Comm. 6:00 pm Tree Commission 7:00 pm City Council	17	18	19	20	21	
22	23 6:30 pm Finance & Budget 7:30 pm Safety & HR Comm.	24 Christmas Eve	25 Christmas	26	27	28	
		City Offices Close @2:00 pm	CITY OFFICES CLOSED				
		4:30 pm Civil Service	6:30 pm Park & Rec Bd.				
29	30 5th Monday No Scheduled Meetings	31	Notes:				

City of Napoleon, Ohio

SAFETY AND HUMAN RESOURCES COMMITTEE

SPECIAL MEETING AGENDA

Monday, November 25, 2019 at 7:00 pm

LOCATION: Council Chambers, 255 West Riverview Avenue, Napoleon, Ohio

- 1) Approval of Minutes: September 23, 2019. (In the absence of any objections or corrections, the Minutes shall stand approved.)
- 2) Fire Department Fee Schedule
- 3) SAFER Grant
- 4) Any other matters currently assigned to the Committee
- 5) Adjournment

Roxanne Dietrich

Roxanne Dietrich
Clerk of Council

SAFETY & HUMAN RESOURCES COMMITTEE

Meeting Minutes

Monday, September 23, 2019 at 7:30 PM

PRESENT	
Committee Members	Dan Baer-Chairman, Jeff Comadoll, Jeff Mires
City Manager	Joel Mazur – via teleconference
Acting City Manager	Clayton O'Brien
City Finance Director	Kelly O'Boyle
Recording Secretary	Roxanne Dietrich
City Staff	Lanie Lambert, HR Director
Others	Brian Koeller-Northwest Signal
ABSENT	
Call to Order	Chairman Baer called the meeting to order at 7:44 pm.
Approval of Minutes	Hearing no objections or corrections, the minutes from the August 26, 2019 meeting stand approved as presented.
Healthcare Costs for 2020	<p>O'Boyle presented information on the 2020 Employee Healthcare Costs through BORMA. The increase for 2020 is 7.95%. The actual increase was 8.95% but, we received a 1% credit from the wellness program. The spreadsheet compares the monthly cost from 2019 to 2020. The cost is split 12.5% for the employee and 87.5% for the City. Then the cost was broken down into what the payroll deduction will be for the employee and what the city's share is. The 2020 cost for the PPO2 Plan for the employees is \$207,791.64. The cost to the employer is \$1,454,541.48. The total increase for 2020 from 2019 for the PPO2 plan is \$122,421.84. On the PPO3 plan, the employees' cost is \$13,527.08. The cost to the employer is \$94,689.53 that is an increase of \$7,969.44 from 2019. Lambert added beginning last year all new employees have to go on the PPO3 plan. To date we have eight employees on this plan. O'Boyle continued the HSA Plan 8 has one employee. The total 2020 increase for that plan is \$1,605.84. The second spreadsheet gives the same information with the split at 15% for the employee and 85% for the City. We have a total of 100 employees with fifty percent of the healthcare cost coming from the General Fund. Lambert stated the BORMA members voted to have Chapman and Chapman come up with a proposal for offering vision and dental for everyone in BORMA. The vision and dental plans are totally optional. The Healthcare Cost Committee recommended to offer all three plans for each vision and dental. The employees can choose if they want to participate or not. The per month costs is the employee's responsibility. Baer confirmed they can choose between one of the three plans on dental or vision and also have the option not to choose any. On the wellness part, are there any problems with employees? Lambert noted they have until November 30th of this year to get their wellness physical exam done. This year spouses that are on our</p>

plan must get a physical too. Mazur added if they do not get their wellness exam done in time, they will have to pay a higher monthly premium. The Healthcare Cost Committee voted to move forward with the wellness plan and continue with the additional \$50 to the health premium if they do not get their physical. The vision and dental plans will not impact our bottom line. Baer said the committee approved the 87.5% city share and wellness plan. Mazur reiterated we were told by sending our employees to the doctor things might be caught early and our claims would go up in the first year or two. In theory, our employees will be healthier and have less claims in the long run, based on the statistics. We are looking at other options. Before we renewed the contract we had discussions. Someone said our best option is to stay with BORMA as it is a pool and look what is happening. Everyone is getting different percentage increases and decreases. It is not a true sense of a pool where everyone takes on the same risk and everyone has the same premium increases. It's more or less a pool that pools resources together and gives a break on the bulk. For those reasons, we are looking at other options that could be a cost savings when our contract is up.

**Motion to Approve
Healthcare Cost Comm.
Recommendation**

Motion: Comadoll Second: Mires
to recommend Council approve the Healthcare Cost Committee recommendation: to leave the plan as is with employees paying 12.5% and the City 87.5%, to continue with the Wellness Program, to offer Vision and Dental plans through BORMA, and to continue with the \$50 monthly surcharge to the health insurance premium for those who do not complete their annual wellness check.

**Passed
Yea-3
Nay-0**

Roll call vote on the above motion:
Yea-Comadoll, Mires, Baer
Nay-

Motion to Adjourn

Motion: Comadoll Second: Mires
to adjourn the Safety and Human Resources Committee meeting at 8:01 pm.

**Passed
Yea-3
Nay-0**

Roll call vote on the above motion:
Yea-Comadoll, Mires, Baer
Nay-

Approved

November 25, 2019

Dan Baer, Chairman



City of Napoleon, Ohio

255 West Riverview Avenue, P.O. Box 151

Napoleon, OH 43545

Telephone: (419) 599-1235 Fax: (419) 599-8393

www.napoleonohio.com

Memorandum

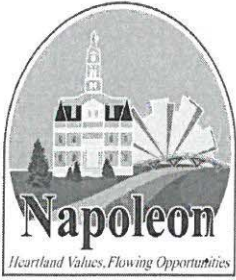
To: Mayor and City Council, City Manager, City
Law Director, City Finance Director,
Department Supervisors, News media

From: Roxanne Dietrich, Clerk of Council *RD*

Date: November 21, 2019

Subject: Finance and Budget Committee – Cancellation

Due to lack of agenda items, the **FINANCE AND BUDGET COMMITTEE** meeting scheduled for Monday, November 25, 2019 at 6:30 pm has been *canceled*.



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Memorandum

To: Civil Service Commission
cc: Mayor and City Council, City Law Director, City Manager, City Finance Director, Department Supervisors, News Media
From: Roxanne Dietrich, Clerk of Council *rd*
Date: November 21, 2019
Subject: Civil Service Commission – Cancellation

Due to a lack of agenda items, the **CIVIL SERVICE COMMISSION** meeting scheduled for Tuesday, November 26, 2019 at 4:30 pm has been *cancelled*.



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Memorandum

To: Parks and Recreation Board
cc: Mayor and City Council, City Law Director, City Manager, Department Supervisors, News Media
From: Roxanne Dietrich, Clerk of Council *RD*
Date: November 21, 2019
Subject: Parks and Recreation Board – Canceled

The **PARKS AND RECREATION BOARD** meeting scheduled for Wednesday, November 27, 2019 at 6:30 pm has been Canceled due to lack of agenda items.



CITY OF NAPOLEON, OHIO

OPERATIONS DEPARTMENT

PO Box 151, 1775 INDUSTRIAL DR.

NAPOLEON, OH 43545

PHONE: (419) 599-1891 FAX: (419) 592-4379

WEB PAGE: WWW.NAPOLEONOHIO.COM

Operations Superintendent

Jeffery H. Rathge

Water Distribution Foreman

Brian Okuley

Streets/Sewer Foreman

Roger Eis

Refuse/Recycling Foreman

Perry Hunter

Head Mechanic

Tony Kuhlman

PRESS RELEASE

Refuse and Recycling Holiday Route Schedule

The City of Napoleon's refuse and recycling routes will be scheduled as follows for the week of November 25, 2019 due to the upcoming **Thanksgiving** holiday:

Monday, November 25 – Monday Route

Tuesday, November 26 – Tuesday Route

Wednesday, November 27 – Wednesday and Thursday Routes

Thursday, November 28 – HOLIDAY – NO PICK UP

Friday, November 29 – Friday Route

The Thursday route will run together with the Wednesday route. For those that are affected, please make an extra effort to have your refuse and recycling to the curb by 7:00 AM on Wednesday. There is a possibility of later than usual pick up times during the double day.

Please contact the Operations Department between 7:00 AM and 3:30 PM at 419-599-1891 with any questions regarding this matter.

###

Ohio Municipal League Legislative Bulletin

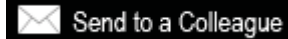
Ohio Municipal League

Fri 11/22/2019 1:03 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>

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Legislative Bulletin

November 22, 2019

OML UPDATE AT-A-GLANCE

Here are the top three things you need to know from this past week:

- The National Oceanic and Atmospheric Administration issued a seasonal assessment confirming earlier projections of a "significant" algal bloom season. The DeWine administration is accepting pre-proposals from universities and colleges for research projects aimed at producing solutions to algal blooms. Those projects could qualify for up to \$2 million in project funding.
- The U.S. Department of Housing and Urban Development awarded over \$3.2 million to Ohio public housing authorities through the Family Self-Sufficiency program, which is aimed at helping residents increase their income and reduce their dependency on housing assistance programs.
- The Ohio Department of Natural Resources has approved more than \$3.3 million for 86 projects in 66 counties through its NatureWorks grant program to support outdoor recreation projects such as trails, playgrounds and picnic shelters.

LEGISLATURE BEGINS THANKSGIVING BREAK

The legislature will have a slow week next week due to the Thanksgiving holiday, so we will not be sending a bulletin until after the holiday break. The League wishes everyone a safe and happy Thanksgiving!

BILL PREEMPTING MUNICIPAL INCOME TAX RECEIVES SECOND HEARING

This week, the Senate Ways and Means Committee met to hold a second hearing on SB 206, legislation introduced by Sen. Tim Schaffer (R - Lancaster), which would mandate a 10% income tax credit to taxpayers who work, but do not live, in a municipality that collects \$100 million in annual revenue. You can find the bill language [HERE](#).

SB 206 would require municipal corporations with more than \$100 million in annual income tax collections in any one year since 2009 to provide a tax credit to nonresident taxpayers. This includes those who work in the municipality but live in townships, "bedroom communities" and out of state. The tax credit would either be the greater of 10% of the nonresident's tax liability or their tax liability in excess of 2% of the nonresident's taxable income. This means that depending upon the municipality, the tax credit can be from 10% to 20%.

This bill would have a severe negative impact on Ohio's municipalities and the state as a whole in the following ways:

- **SB 206 is a direct attack on fire, police and EMS services.** The loss of revenue caused by this bill would likely nullify existing contracts and agreements for crucial fire and safety services with their neighboring communities. 70% of municipal revenues fund these first responders who are all on the front lines of the on-going opioid epidemic throughout our state. If a municipality loses millions in funding for exceeding \$100 million in annual revenues, it may become financially impossible for that municipality to share first-responder services with the neighboring communities that house the nonresidents receiving the tax credit.
- **SB 206 is distinctly un-business friendly.** Companies would be mandated to calculate whether their nonresident workers are owed the greater of 10% of the nonresident's tax liability or their tax liability in excess of 2% of the nonresident's taxable income. This is especially unfair to smaller businesses that lack the adequate resources to comply with these burdensome reporting requirements.
- **SB 206 disincentivizes economic development.** This bill severely penalizes municipalities for successfully attracting the very businesses that have freely elected to locate within a municipality. Ohio's municipalities strive to be business-

friendly, which is why 80% of all the businesses in Ohio are located within a city or village.

- **The cost to provide these essential services to the employer do not change merely because some of the workforce lives outside the municipality.** Businesses choose to locate in municipalities because of the services provided to those employers such as fire, police, water, sewer, streets and roads. Nonresident workers benefitting from quality services delivered by the municipality such as clean water, fire and safety services, and safe roads would use those services five days a week without having to pay for them.
- **SB 206 would essentially change the structure of how municipalities are funded.** While counties have the sales tax and townships and school districts have the property tax, municipalities have the income tax. It is the largest source of revenue for the vast majority of Ohio's cities and villages. SB 206 is yet another attack on the ability of municipalities to continue to create safe, business-friendly communities throughout our state.
- **SB 206 would raise taxes on Ohioans.** The 10% tax credit to non-residents represents more than just a loss of much-needed revenue for a city or village; it also represents a likely increase in the tax burden on the residents of that city or village. While non-residents would see a 10% or 20% reduction in tax, the cost of delivering those quality services will not in turn decrease by 10% or 20%. The municipality will need to balance the difference on the backs of its residents.
- **SB 206 would punish success, progress and prosperity when Ohio's municipalities are "too good" at generating economic development.** Cities and villages would be forced to be wary of the number of businesses and workers they attract because they stand to lose millions in revenues if they reach \$100 million in annual revenues collected.
- **SB 206 would result in direct payouts to out-of-state workers.** Those that work in Ohio but live in Indiana, Pennsylvania, Kentucky and Michigan would receive a 10% tax credit, essentially creating a process by which Ohio directly invests in the economies of "that state up north" and other surrounding states.

The League will not support this legislation as it is not business friendly and puts Ohio at a distinct disadvantage with our neighboring states. SB 206 would punish economic development, benefit out-of-state workers, increase taxes and jeopardize service-sharing contracts and agreements. While the bill currently sets the threshold for the tax credit at

\$100 million in annual revenues, there is no reason that threshold would not be reduced or done away with entirely.

We strongly encourage our members to call their senators and educate them on why they should oppose this misguided idea.

We will alert our members when SB 206 is slated for opponent testimony in committee.

LEAGUE TESTIFIES IN SUPPORT OF BILL CREATING PERMISSIVE TOOL FOR ECONOMIC DEVELOPMENT

This week, the League gave testimony on SB 212, which is sponsored by Sen. Schuring (R - Canton). The bill would authorize townships and municipal corporations to designate areas where new homes, as well as improvements to existing homes, are wholly or partially exempted from property taxation. You can find the bill language [HERE](#).

During its second hearing before the Senate Ways and Means Committee, the League's Director of Communications Ashley Brewster testified in support of the bill. In her testimony, she explained that a municipality can designate a Neighborhood Development Area, or NDA, that would qualify new owners or developers of single-family homes for either full or partial property tax exemptions. It would also qualify owners who spend \$10,000 or more renovating a single-family home for an incremental value exemption for five years.

The League's testimony supported the bill as a permissive tool to help municipalities generate economic development. "Cities and villages would be able to use this tool as a means of "placemaking", creating neighborhoods that attract the upcoming younger workforce and thereby attract businesses to their communities," said Ms. Brewster in her testimony. "By encouraging economic development and job creation, a municipality would benefit from increased revenue generation that would further enable the delivery of quality services Ohio businesses and its citizens deserve."

The League appreciates Sen. Schuring's legislation supporting Ohio's municipalities. You can read our testimony in full [HERE](#).

LEAGUE DIRECTOR DISCUSSES RELATIONSHIP BETWEEN STATE AND LOCAL GOVERNMENT IN RADIO INTERVIEW

Last week, the League's Executive Director Kent Scarrett spoke with John Damschroder on Toledo's 107.7 *The Wolf* to talk about preemptions and other issues affecting municipalities. You can listen to the interview in full [HERE](#).

BILLS OF MUNICIPAL INTEREST PASSED BY THE HOUSE

Here is a bill impacting municipalities that passed the House this week:

- HB 312 - CROWDFUNDING. Sponsored by Rep. Powell (R - Laura), would permit intrastate equity crowdfunding under certain circumstances. The House passed this bill unanimously. The League is supportive of this legislation.

(Link: <https://bit.ly/35pbVO4>)

COMMITTEE RECAP: BILLS OF MUNICIPAL INTEREST

Here are the bills impacting municipalities that received committee hearings this week:

- SB 212 - PROPERTY TAXATION. Sponsored by Sen. Schuring (R - Canton), would authorize townships and municipal corporations to designate areas within which new homes and improvements to existing homes are wholly or partially exempted from property taxation. During its second hearing before the Senate Ways and Means Committee, the League's Director of Communication Ashley Brewster testified in support of the bill. You can read her testimony in full [HERE](#).

(Link: <https://bit.ly/2OCUW3Q>)

- SB 33 - CRITICAL INFRASTRUCTURE. Sponsored by Sen. Hoagland (R - Adena), would modify certain criminal offenses with respect to critical infrastructure facilities and to impose fines and civil liability for damage to a critical infrastructure facility. During its sixth hearing before the House Public Utilities Committee, both proponents and opponents of the bill testified before the committee. The bill's chair, Rep. Callender (R - Concord) indicated the bill would be voted on shortly after the Thanksgiving holiday. The League is supportive of this legislation.

(Link: <https://bit.ly/2OyYGU3>)

- HB 264 - INFRASTRUCTURE LOANS. Sponsored by Rep. Wilkin (R - Hillsboro) and Rep. O'Brien (D - Warren), would allow the Ohio Water Development Authority to provide for the refinancing of loans for certain public water and waste water infrastructure projects. During its fourth hearing before the House State and Local Government Committee, the bill was unanimously voted out of committee after proponent testimony from the Buckeye Institute. The League is supportive of this legislation.

(Link: <https://bit.ly/35rmRL9>)

**DUE TO THANKSGIVING BREAK THERE WILL BE NO COMMITTEE SCHEDULE
NEXT WEEK.**

Ohio Municipal League Meetings & Trainings

<p><u>Mayors Court 2020 Initial Trainings</u> January 9 & 10 February 20 & 21</p>	<p><u>Registration Information</u></p>
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Ohio Municipal League

Legislative Inquires:

Kent Scarrett, Executive Director

Edward Albright, Deputy Director

Ashley Brewster, Director of Communications

Thomas Wetmore, Legislative Advocate

Website/Bulletin Issues:

Zoë Wade, Office Manager

Ohio Municipal League, 175 S. Third Street, Suite 510, Columbus, OH 43215

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Sent by kscarrett@omloho.org in collaboration with



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CALL TO ACTION

The Ohio Municipal League

Wed 11/20/2019 1:34 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>



CALL TO ACTION

November 20, 2019

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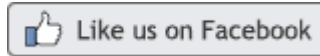
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STAY CONNECTED:



The Ohio Municipal League, 175 S. Third Street, Suite 510, Columbus, OH 43215

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