
Memorandum

To: Mayor & Members of Council
From: Jon Bisher/rd
Subject: General Information
Date: August 22, 2013

1. **CALENDAR**
2. **AGENDA – Finance & Budget Committee; Monday, August 26th @6:30 pm**
 - a) June 24th Meeting Minutes
 - b) Tax Amnesty Program – Greg has enclosed information on this program.
3. **CANCELLATION – Safety & Human Resources Committee**
4. **AGENDA – Civil Service Commission; Tuesday, August 27th @4:30 pm**
 - a) Minutes from the June 19th and June 27th meetings
5. **AGENDA – Parks & Rec Board Meeting; Wednesday, August 28th @6:30 pm**
 - a) May 29th Meeting Minutes
6. **ARTICLE: Tax Reform could hurt US State and Local Governments: S&P**

rd
Records Retention
CM-11 - 2 Years

July 2013							August 2013							September 2013						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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7	8	9	10	11	12	13	4	5	6	7	8	9	10	8	9	10	11	12	13	14
14	15	16	17	18	19	20	11	12	13	14	15	16	17	15	16	17	18	19	20	21
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28	29	30	31				25	26	27	28	29	30	31	29	30					

 Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
	6:00 PM City TREE Commission Meeting 7:00 PM City COUNCIL Meeting AV	3:00 PM Preservation Commission Meeting AMP - BISHER	AMP - BISHER	AMP - BISHER	ROXANNE - OFF	
25	26	27	28	29	30	31
	6:30 PM Finance & Budget Committee Mtg. AV - Shery	4:30 PM Civil Service Commission	6:30 PM Parks & Rec Board Meeting	BISHER - 12 Noon > Vacation	BISHER - VACATION	BISHER - VACATION

August 2013							September 2013							October 2013						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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11	12	13	14	15	16	17	15	16	17	18	19	20	21	20	21	22	23	24	25	26
18	19	20	21	22	23	24	22	23	24	25	26	27	28	27	28	29	30	31		
25	26	27	28	29	30	31	29	30												

Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 BISHER - VACATION	2 HOLIDAY - LABOR DAY - OFF	3 7:00 PM City COUNCIL Meeting	4	5	6	7
8	9 6:30 PM Electric Committee Board of Public Affairs (BOPA) 7:00 PM Water/Sewer Committee 7:30 PM Municipal Properties/ED Committee Meeting AV - Rox	10 4:30 PM Board of Zoning Appeals (BZA) 5:00 PM Planning Commission Mtg.	11 BISHER - >12 Noon Vacation	12 BISHER - VACATION	13 BISHER - VACATION	14 BISHER - VACATION
15 BISHER - VACATION	16 11:30 AM City Employee Picnic @ Oberhaus Shelterhouse 6:00 PM City TREE Commission Meeting 7:00 PM City COUNCIL Meeting 8:00 PM Parks & Rec Committee Mtg. AV - Dar	17	18	19	20	21
22	23 6:30 PM Finance & Budget Committee Mtg. 7:30 PM Safety & Human Resources Committee Mtg. AV - Shery	24 AMP - @ Dover, Delaware (BI)	25 AMP - @ Dover, Delaware (BI)	26 AMP - @ Dover, Delaware (BI)	27	28
29	30 5th Monday-No Scheduled Meet	1	2	3	4	5

City of Napoleon, Ohio

FINANCE & BUDGET COMMITTEE

LOCATION: City Offices, 255 W. Riverview Avenue, Napoleon, Ohio 43545

Meeting Agenda

Monday, August 26, 2013 at 6:30 PM

- I. **Approval of Minutes** *(In the absence of any objections or corrections, the minutes shall stand approved.)*
- II. **Tax Amnesty Program**
- III. **Any Other Matters Currently Assigned To Committee**

Gregory J. Heath, Finance Director/Clerk

City of Napoleon, Ohio
FINANCE AND BUDGET COMMITTEE

Meeting Minutes

Monday, June 24, 2013 at 6:30 PM

PRESENT
Committee
City Staff

Christopher Ridley – Chair, John Helberg, Jason Maassel, Mayor Ron Behm
Dr. Jon A. Bisher, City Manager
Tony Cotter, Parks & Recreation Director
Trevor Hayberger, Law Director
Gregory J. Heath, Finance Director/Clerk of Council

Recorder
Others

Barbara Nelson
News Media, Patrick McColley

ABSENT

None

Call To Order

Chairman Ridley called the meeting to order at 6:30 PM

Approval Of Minutes

Minutes from the May 27 meeting stand approved with no objections.

Motion To Untable
Mayor's Presentation
On Spending Plan

Motion: Maassel Second: Behm
To remove *Mayor's Presentation On Spending Plan* from the table

Passed
Yea-4
Nay-0

Roll call vote on above motion:
Yea- Maassel, Behm, Ridley, Helberg
Nay-

Hayberger reported that statutes allow earmarking money for certain capital improvements (CI) with a 10-year limitation. There are some hoops to jump through, but nothing herculean. If Council sees a big project coming, they can put money away. The problem he sees is that when one of the unions goes to arbitration for something like pay raises, they can say there is extra money to pay for them no matter how it is levied or where it is placed. Ridley said they could say that today since we currently have about \$20,000,000 in balances.

Mayor Behm asked if Hayberger came up with a resolution using Behm's outline. Hayberger said what the Mayor wants to do might get overly complicated and keeping track of it could be difficult. Behm said he wants to take the savings from things like positions that have been cut, etc. and put it into a specific fund for CI. This way if a one-time cut is put in place, we know where the money is going instead of floating out there or getting redistributed somewhere else.

Heath said a pot of money is a pot of money. You can't assume that because you had a cut and have perceived savings, the money will be there next year. There are so many variables. Cutting \$60,000 and labeling it and keeping track of it for 10 years can become untenable. There is a 401 CI reserve fund. Council can move money there. If Council wants to set up a rainy day fund in the GF, they can do that. You cannot use electric for water, etc. We strive for \$1,000,000 in the GF at the end of the year. The budget is prepared estimating revenues conservatively and budgeting expenditures liberally. He suggested reviewing how much reserve money to set aside as part of the budget process. The GF can be used for any proper public purpose.

Helberg asked about the 50/50 or 38/62 split. Heath said that was done when the new

levy was passed. The level of money (actual cash dollars) going into the CI fund has not changed since 2009 when the new levy went into effect. 38% into CI was picked to maintain service levels. Council has control of electric, water, sewer and refuse rates and can pass increases on. Council has very little or no control over the funds that go into the GF. The State has taken over a lot of that revenue and may take income tax too. When the GF balances are down, you will fight a difficult battle for a long time to make up shortfalls.

Behm said we don't want to run down the GF. We want to take money that has been saved and apply it to a fund for future expenditures. That way we won't have to raise rates. Our streets are falling apart while we do EPA projects. We are spending more money on operations than CI. We don't want to cut back on services. If Council can save \$150,000 on dispatch and other cuts, we can apply that money to a fund to use for the cost of other projects.

Bisher said he is all for this concept, but we have to do the negatives too. Employees have to get raises; chemical costs go up, etc. We currently do not spend frivolously. The State may take the money we need to balance the budget. Heath said cities typically wait until the end of the year to see actual balances to move money into a rainy day fund reserve account. Behm asked when Council would do that. Heath said Council can do it any time they desire to do it. The GF should retain a minimum balance of \$1,000,000. That is not unreasonable. The bulk of the money savings you are talking about is in the GF and CI. Both are primarily funded by income tax. You could look at balances quarterly and determine where we are in GF & CI and move money into a reserve account. Bisher said we may have to come back during budget time to say we will need money to show a positive balance when we pass the budget in December. In a normal year we have 10-15% unused appropriations, which is why we can maintain the GF balance. Maassel said looking at projections and expenditures quarterly makes sense. Emergencies happen but we can put money in a reserve fund.

Heath said we may get more money in income tax or maybe the State will provide more Local Government Funds. Interest rates are up from .2% to .55%. Council can create a GF reserve or rainy day account and move funds into it in conjunction with the budget. At the end of the year based on actual expenses Council can make final adjustments. We use reserves to balance the budget so if you pull this money out, you may have to be willing to give it back to balance the budget.

Behm said he would agree with making it mandatory to look at this quarterly. He would like to put a cap on it at the end of the year so we don't spend the extra money. The quarterly numbers may not change that much. Heath said a cap is confusing. Costs go up and that affects service levels. You are setting a cap already by setting service levels.

Behm said if all things were considered equal and nothing changed and the State gave us \$500,000, where would it go? Heath said it would go to the GF. If Council didn't budget it and everything else went as budgeted, there would be an extra \$500,000 that you would see quarterly. Helberg said he would like to discuss the 38/62 or 50/50 split for next year's budget. Heath said that is a major cut in level of service and less money to put aside. Behm said we are on the third year of 38/62. Moving back to 50/50 is almost impossible. Helberg said the 38/62 split was something staff and the former Mayor came up with.

Bisher said Council made that split to make the budget balance in the GF. They decided to put more money in it instead of cutting service. That is what changed the

50/50 split to 38/62. Heath said when the levy passed, the former Law Director did not like the transfer concept of moving money from one fund to another to maintain levels of service. Instead of transferring, more money was put into the GF from income tax to maintain service levels. Council reviewed and passed that ordinance and we've needed that split ever since. Helberg said the need is different according to the audit.

Heath said we either have money or we don't. If we don't have enough money for the GF, all of the services won't be there. It is a service level issue. Ridley said water rates are also a service level issue. We want to offset water rate increases. Bisher said he has heard Council say he should run the City just like a business. If a business is losing money selling hamburgers, they either raise the price of burgers or lose money and go out of business. Enterprise funds should stand on their own. Enterprise funds are small businesses. Police, fire, parks & recreation, and streets are not businesses. They are levels of service. Police don't charge people to run to their house. It is not like a commodity charge for water. Police and fire are socialized costs. A water truck should come out of water funds because it is a real rate. You cannot move those moneys around per law.

Heath said Council sets all budget policies, levels of service, etc. He is concerned about using GF moneys on water when Council has control of water rates. Why should someone pay income tax to cover someone's sewer tap that goes bad? GF money should stay in the GF. Council can define service levels and put extra money in reserve funds. You have a 401 CI fund and a reserve for each enterprise fund. Bisher said Council can put extra money where they want, in CI or a reserve fund. Heath said the 401 CI and a 101 Reserve Fund are all GF related. Helberg said we want to keep it tagged to know where it came from so we know where to spend it. Heath said he wants to stay away from that. Councils change and goals change. Tracking is very difficult and can last 30 years.

Ridley said Council can set the fund balance and transfer money out to the other account intelligently on a quarterly basis instead of at the moment it arrives. Maassel asked about the 10 year time period. Hayberger said that is just for specific capital improvements, not for reserve funds. Ridley asked if Heath has a preference regarding a CI or reserve fund. Heath said we already have a 401 CI fund with \$186,000 projected for the end of the year. He recommended creating a GF reserve or rainy day fund with a quarterly review. Council can move identifiable unneeded reserves into that fund and spend it for any proper public purpose. Bisher said if you have enough money and want to do something in CI, you can move the money. Heath said it can be used for both CI and GF, but we may need it to balance the budget for service levels.

**Motion To Establish
A GF Reserve Acct**

Motion: Mayor Behm Second: Helberg
To recommend that Council establish a general fund reserve account

Passed
Yea-4
Nay-0

Roll call vote on above motion:
Yea- Maassel, Behm, Ridley, Helberg
Nay-

**Motion To Establish
Quarterly Review Of
GF & CIP Balance**

Motion: Maassel Second: Mayor Behm
To establish a quarterly review of the general fund and the capital improvement fund balance by this Committee

Passed
Yea-4
Nay-0

Roll call vote on above motion:
Yea- Maassel, Behm, Ridley, Helberg
Nay-

Golf Course Update & Budgetary Plan

Members reviewed Tony Cotter's golf course report and budgetary update. Cotter said we did a lot of marketing of the course this year. Revenues and memberships are up. Weather is what hurt the course the last three years and this year it has been great with the exception of some rain storms in April. Mike Willhite has cut back on chemicals without jeopardizing course conditions. We saved \$10,000 in expenses over last year. The Friends of the Napoleon Golf Course group has been volunteering to help sales.

Ridley said Council was looking at eliminating the GF subsidy to the golf course per Performance Audit recommendations. He would like to establish what we are considering as a budget for the course. Cotter said we are working hard to shrink the gap between revenues and expenses at the golf course and the pool. This will not happen in one year. We have reduced the subsidy overall from 6 digits down to \$31,000 in 2013.

It was said the Parks & Recreation (P&R) Board ran P&R programs for a long time. When Council puts GF money into P&R, we have a say. If we aren't putting GF money in, we don't have a say. Helberg asked if that includes CI. Cotter said the P&R levy supplies about 60% of P&R revenue. Levy money has always been used for operational costs. CI money has been a wish list. Council decides whether departments get this or not. If we spend operations money to maintain equipment, it becomes a level of service issue. It is difficult to absorb CI expenses while trying to balance operational costs. P&R spent zero on CI this year. We did not replace golf carts or the mower vac so we could save money. We ask for things because they are falling apart or there is a Federal mandate, as there was for the pool lift.

Bisher said boat docks must be bought eventually and other things must be replaced. He believes CI dollars should be split among departments. P&R operations can be paid for by the levy. Behm asked if P&R is not a separate business. Bisher said it is a service. Cotter said Napoleon is one of the few cities that has a P&R levy. Bowling Green has a P&R levy and is also funded well over 6 digits from their GF. Most P&R departments don't live solely on their levy. Levies are there to help perpetuate services with additional funds decided by Council and staff. Ridley said the idea is that the P&R levy sets the operational budget. A major repair to the pool would be a CI project. Helberg said the operational budget is supplemented with fees.

It was said it comes down to levels of service. We will never make money on the pool. It is our biggest social program in the City. Helberg said everyone accepts the loss at the pool to keep kids busy and out of trouble, but the golf course is different. We are not trying to keep adults out of trouble.

Mayor Behm said we asked P&R to operate off of their own levy, not talking about CI. They are heading in the right direction at the golf course. Bisher said fees were a big step. Helberg said people who paid for the levy and don't have kids appreciate those fees because they don't have to pay the whole cost for kids' sports. Bisher said some people may have a boat and others don't. We may want to consider charging for boat storage.

Bisher said the fire department has an aggressive CI plan to replace their equipment. Helberg suggested a separate fund be set up for major repairs or a line item in the budget. Bisher said we haven't been doing this because we have been subsidizing P&R. We have to work it down until we get a surplus, then make a fund for it. Heath said the ORC fund accounting concept is easiest to understand because it is like a checking account. His recommendation would be to create a reserve fund there too. If we closed the golf course, that money could go in this fund. Helberg said we would



CITY OF NAPOLEON, OHIO

255 West Riverview Avenue • PO 151 • Napoleon, Ohio 43545-0151

Gregory J. Heath, Director of Finance/Clerk of Council

phone (419) 599-1235 fax (419)-599-8393

Web Page: www.napoleonohio.com

E-mail: gheath@napoleonohio.com

DATE: August 22, 2013

TO: Members of City Council
Ronald A. Behm, Mayor
Dr. Jon A. Bisher, City Manger
Trevor Hayberger, Law Director

FROM: Gregory J. Heath, Finance Director/Clerk of Council *GJH*

SUBJECT: Income Tax Operations – Tax Amnesty Program

As you may be are aware, the City's Income Tax Department has recently undergone major internal changes with the retirement of the Income Tax Administrator, Ms. Peg Miller; the appointment of a new Income Tax Administrator, Ms. Shannon Fielder; and the reduction of a Full-Time Income Tax Clerk. In addition, other operational considerations have been pursued as listed in the Performance Audit (PA) prepared by the Auditor of State Office, released on January 31, 2013; those include accessing the Federal Income Tax Data Base for audit and compliance purposes, and the setup and operation of an On-Line City Income Tax Filing System.

To meet the other operational considerations listed in the PA report, the City has been in contact with representatives from the Central Collection Agency (CCA), out of Cleveland, Ohio. The CCA provides Income Tax collection and other services to Cities on a contractual basis. We are currently in discussions with CCA to contract for access to the Federal Income Tax Data Base and to provide a possible solution to an On-Line City Income Tax Filing System.

As a part of this review process, and probable implementation of these services, it is the recommendation of staff that implementation of a **Tax Amnesty Program** be considered by City Council. The purpose of a one-time **Tax Amnesty Program** for the City is as follows:

- Allow potential Taxpayers discovered through the Federal Income Tax Data Base to first file with the City without Penalty, and relieve the possibility of Criminal Charges being filed for Non-Filing.
- Clean up City's current Data Base on Non-Filers, and to setup for possible On-Line City filing.

The **Tax Amnesty Program** being proposed would run just One Month (**November 1, 2013 through November 30, 2013**). The City would waive Penalties, including Criminal Charges, for Non-Filing from those filing; however, any Tax Due would have to be paid along with any accrued interest. Once the **Tax Amnesty Program** is complete, then the City would return to its Criminal Charge program.

Please See Attached (*Attachments A1 & A2*) a description of the proposed **Tax Amnesty Program** for the City, including the Public Service Announcement. I have also included information from the City of Salem, Ohio, whom did a Tax Amnesty Program in 2012, with their program description, and the Resolution they passed approving the program. Please See Attached (*Attachments B1 & B2*).

Staff and I will discuss the program in more detail at the Finance and Budget Committee meeting.

Attachments

Cc: Shannon Fielder, Income Tax Administrator
Christine Peddicord, Assistant Finance Director



CITY OF NAPOLEON, OHIO

Income Tax Department

255 West Riverview Avenue, PO Box 151 • Napoleon, Ohio 43545-0151

Phone (419) 599-2821 Fax (419)-592-6748

E-mail: naptax@napoleonohio.com

Web Page: www.napoleonohio.com

The City of Napoleon will be offering an amnesty program from November 1, 2013 to November 30, 2013. The amnesty program will allow business, residential and withholding accounts to file and pay delinquent tax year's penalty free. As part of the amnesty program the City of Napoleon is forgiving all penalty charges and only assessing the interest which is calculated at 1% per month compounded monthly. This program is being made available to all Napoleon city taxpayers in order to provide the opportunity to become current.

What is tax amnesty?

An opportunity to pay back income taxes without penalty charges. This one time chance to catch up with your taxes includes returns that have not yet been filed and paid. It also allows for businesses that have withholding taxes that have been withheld and not paid, to file and pay without penalty charges. Amnesty can be given to both new taxpayers as well as current taxpayers with delinquent returns. Interest will still be assessed at the rate of 1% per month, compounded monthly on the unpaid tax balance.

Taxes covered

Individuals, businesses, withholding accounts and other entities with City of Napoleon tax delinquencies as of April 15, 2013, are generally eligible to participate in the amnesty program. Any tax years that have been processed criminally do not qualify for amnesty. Non-filed tax return that is un-known to the department. Type of taxes covered by the department:

- *Delinquent tax returns
- *Employer withholding taxes

Participation requirements

A participating taxpayer in the amnesty program must do each of the following during the amnesty period:

- *File a return with the department
- *Make payment of all taxes due plus interest due
- *File a completed tax return for all required tax periods for which the taxpayer previously has not filed a tax return

Can tax amnesty be revoked?

Yes, tax amnesty will be revoked for:

- *Filing a false or fraudulent return
- *Failure to pay an additional amount due within 15 days after the income tax department had determined that this amount is owed to the city after review of your return
- *Failure to sign your return

Will amnesty be offered each year?

No, amnesty is a one time offer.

How do I file?

You can download a form at www.napoleonohio.com to complete your returns. Or you can come to our office located at 255 W. Riverview Ave Napoleon OH. For help with questions you can call 419-599-2821.

(A1)

How to advertise the program:

Newspaper
Radio
Printed on Utility bills
City Website

Flyers posted:

Post Office
Library
Municipal court
Utilities billing window
Administration door

*****Notice will be given when the non-filing notices are mailed*****



CITY OF NAPOLEON, OHIO

Income Tax Department

255 West Riverview Avenue, PO Box 151 • Napoleon, Ohio 43545-0151

Phone (419) 599-2821 Fax (419)-592-6748

E-mail: naptax@napoleonohio.com

Web Page: www.napoleonohio.com

2013 Tax Amnesty Public Service Announcement

The City of Napoleon is offering a one-time Income Tax Amnesty program from November 1 through November 30, 2013. This is an opportunity for citizens to file and pay income taxes with no penalty.

Individual, business and withholding accounts are all covered by the amnesty. In order to participate in the amnesty, you must file a completed tax return for all the required tax years. Payments of taxes and interest are due at the time of filing.

Napoleon City Tax forms for all years can be downloaded from our website at www.napoleonohio.com/city-departments/income-tax. In addition, the City of Napoleon Income Tax Department can assist in the preparation of the City tax forms free of charge. If you have any questions, please call the Income Tax Department at 419-599-2821 Monday – Friday from 7:30 a.m. to 4:00 p.m.

(B1)

SALEM CITY INCOME TAX DEPARTMENT

231 South Broadway Ave

Salem Ohio 44460

Ph# 330-332-4241 (option 2)

Fax#330-337-0246

www.cityofsalemohio.org

THE SALEM TAX AMNESTY PROGRAM

What is Tax Amnesty?

Tax amnesty is an opportunity to file and pay delinquent income taxes with no penalty charges and a reduced interest rate. During the amnesty period, the City of Salem is waiving all penalty charges and half of the interest. The **Amnesty Period is from October 1, 2012 through November 15, 2012.**

The City of Salem has contracted with the City of Cleveland- CCA (Central Collection Agency). Upon completion of the Amnesty Program, CCA will be comparing the Salem Tax database with the IRS tax database. The records will be used to pursue **non filing taxpayers** as well as **under reporting taxpayers.**

What types of taxes are covered by amnesty?

Individual, Business and Withholding tax will all be covered by the amnesty. Any delinquencies as of October 1, 2012, that are not in current or prior prosecution are covered. Amnesty will cover nonfiled tax returns as well as unpaid and underreported taxes that are unknown to the department.

How do I qualify for Amnesty?

The following is to be completed by the end of the amnesty period (November 15, 2012).

1. **File a completed tax return for all required tax periods** for which the taxpayer has not previously filed.
2. Make **payment of all taxes and interest due.**

Can Amnesty be revoked?

Yes, for the following reasons:

1. Filing a false return.
2. Due to audit, if an additional amount is found to be due, failure to pay any additional amount due within (15) days of being notified by the Income Tax Department.

Do I qualify for Amnesty?

You do qualify for amnesty, if you have not filed or paid Salem Income Tax for any past year(s) through 2011, and you are not under court supervision for previous Salem Income Tax issues.

Any tax years that are currently under court supervision, do not qualify for amnesty .

Will Amnesty be offered each year?

NO, amnesty is a ONE TIME OFFER. Salem is offering this opportunity for taxpayers to clear up any Income Tax Issues, before a new program is started using IRS data to identify noncompliant taxpayers.

How do I file?

Tax forms and instructions are available on our website for **tax years 2011 and 2010.**

To file **any other year**, the 2011 tax form can be used, by crossing out 2011 and indicate the filing year.

Complete the form and attach all required supporting information.

Taxpayers can bring their information to our office for assistance in preparation.

(Salem City Income Tax Department 231 South Broadway Ave, Salem, Ohio 44460)

If you have any questions, please contact our office:

Office Hours 8:30 am to 4:30 pm Monday through Friday

Phone: 330-332-4241 option 2 (or extension 225)

email: taxes@cityofsalemohio.org

BI**AMNESTY PROGRAM**

From: "Fred Pamer" <fred@cityofsalemohio.org>

07/16/13 10:18

To: sfielder@napoleonohio.com

Dear Shannon,

I saw an email that you are looking for information about amnesty programs. Salem had an amnesty program last year, we feel it was very successful. We offered the program from October 1 through November 15, 2013. The amnesty applied unpaid and unfiled tax issues through the 2011 tax year.

Normal Salem late charges are: A Late Filing Penalty, a Late Payment Penalty and Interest charged on any tax amount due.

For the Amnesty Program, if the taxpayer, filed all past year tax returns and paid all taxes due, we would waive all Penalty Charges

(Late Filing and Late Payment) and we would charge one half of the normal interest charge. We encouraged payment in full, by

November 15, 2013 (the end of the program), but this was not always possible. For approved situations, we offered a definite payment plan

with a contract to be signed.

In preparation for this program, we reviewed our delinquent list and closed all known uncollectable accounts. We mailed statements to all accounts with a tax balance due and included an amnesty notice. We also sent a notice to all account with a non filing issue and included an amnesty notice. The Amnesty Program was also promoted in the Local Newspaper, Television and radio, and our web site (www.cityofsalemohio.org).

In addition to the Amnesty Program, Salem also became a "Special Member" of CCA- to benefit from their program to match Federal Income Tax

Returns filed by Salem, residents with Salem City Income Tax Returns. This has also been a successful program. CCA reviewed Federal returns for 2011 and back 6 years.

Salem Annual Tax receipts are about \$ 4,000,000.00.

Through April, 2013 (October 2012- through April 2013)- we have received over \$95,000.00 through the Amnesty Program.

Through April, 2013 (Feb, 2013- through April, 2013) we have received \$17,900.00 through the CCA -- Federal Tax Return Program.

Both programs will continue due to payment plans, and past years filing issues are resolved.

Please contact me, if you have any questions .

Fred Pamer - Tax Administrator

City of Salem, Ohio

Income Tax Department

231 S. Broadway Avenue

Salem OH 44460

(330) 332-4241 Option 2taxes@cityofsalemohio.org

BI

Page 1 of 2

RE: AMNESTY PROGRAM

From: "Fred Pamer" <fred@cityofsalemohio.org>
To: "Shannon Fielder" <sfielder@napoleonohio.com>
Attachments: AMNESTY RESOLUTION-09-18-2012.pdf (108.8 kB);

07/16/13 18:17

Shannon,

The Salem Tax Ordinance gives the Tax Administrator the ability to reduce Penalty and Interest. Our Law Director said no Legislation was required for the Amnesty Program. The program was presented to Salem City Council, so they were aware of and agreed to the program. A resolution was passed by City Council to put the program on record, plus this was a way to promote the program to the Salem Residents.

I have attached a copy of our resolution.

Fred

(BI)

Athens

Collected over \$50,000

Identified hundreds of new tax payers

Salem

Collected over \$95,000

London

Collected Over \$21,000

CITY OF SALEM, OHIO

RESOLUTION NO. 120918- 57

INTRODUCED BY: MR. APPLE

First Reading _____

Second Reading _____

Third Reading _____

9-18-12

BEING A RESOLUTION AUTHORIZING THE TREASURER TO CONDUCT AN AMNESTY PROGRAM TO ENCOURAGE THE PAYMENT OF DELINQUENT INCOME TAX ACCOUNTS AND DECLARING AN EMERGENCY.

The Council of the City of Salem, Columbiana County, Ohio, met in regular session on the 18th day of September, 2012, at the City Hall, Salem, Ohio.

Mr. Apple moved the adoption of the following Resolution:

WHEREAS, the City of Salem, income Tax Department believes that an Amnesty Program for delinquent income tax accounts would benefit the City; and

WHEREAS, the Amnesty Program would begin on October 01, 2012 and end on November 14, 2012; and

WHEREAS, the Amnesty Program provides an opportunity to educate the City of Salem taxpayers about their civic responsibilities under the City of Salem Income Tax Ordinance; and

WHEREAS, the Amnesty Program allows taxpayers an opportunity to resolve their delinquent income tax accounts without penalty.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SALEM, COLUMBIANA COUNTY, OHIO:

(1) The City of Salem Treasurer is hereby authorized to conduct an Amnesty Program from October 01, 2012 through November 14, 2012, adjusting fees, penalties and/or interest accordingly.

(2) This Council finds and determines 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 its committees that resulted in those formal actions were in meetings open to the public in compliance with the law.

(B2)

ORDINANCE NO. 120918- _____
PAGE NO. 2

(3) That this Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety in the City of Salem, and shall go into immediate effect for the reason that it is immediately necessary to maximize funds available for the operating budget of the City of Salem.

Seconded by Mr. Cushman.

Upon roll call on the adoption of the Resolution, the vote was as follows:

Dave Nestic	<u>Yes</u>
Clyde Brown	<u>Yes</u>
Rick Drummond	<u>Yes</u>
Cyndi Baronzzi Dickey	<u>Yes</u>
Jeff Cushman	<u>Yes</u>
K. Bret Apple	<u>Yes</u>
Brian Whitehill	<u>Yes</u>

Adopted the 18th day of September, 2012.

PASSED: 9-18-12
DATE

ATTEST: Anthony A. Bricker
CLERK OF COUNCIL

APPROVED AS TO FORM:
[Signature]
LAW DIRECTOR

William Cape Weiler
PRESIDENT OF COUNCIL
John C. Bates, Mayor
MAYOR

09/18/2012
DATE

Memorandum

To: Safety and Human Resources Committee, Township Trustees, Council,
Mayor, City Manager, City Law Director, City Finance Director, Department
Supervisors

From: Gregory J. Heath, Finance Director/Clerk of Council

Date: 8/20/2013

Re: Safety and Human Resources Committee Meeting Cancellation

The Safety and Human Resources Committee meeting scheduled for Monday,
August 28, 2013, has been CANCELED due to lack of agenda items.

City of Napoleon, Ohio

CIVIL SERVICE COMMISSION

LOCATION: Council Chambers, 255 W. Riverview Ave., Napoleon, OH 43545

Meeting Agenda

Tuesday, August 27, 2013 at 4:30 PM

1. Approval of Minutes (In the absence of any objections or corrections, the minutes shall stand approved.)
2. Review of Applicant Qualifications for Police Lieutenant Exam
3. Any other Business to come before the Commission

Gregory J. Heath, Finance Director/Clerk of Council

City of Napoleon, Ohio
CIVIL SERVICE COMMISSION

Special Meeting Minutes
Wednesday, June 19, 2013 at 4:00 PM

PRESENT

**Members
City Staff**

David Meekison - Chair, Mike Flory, Ellsworth Mitchell (arrived at 4:15 pm)
Dr. Jon A. Bisher, City Manager
Trevor Hayberger, Law Director
Gregory Heath, Finance Director/Clerk
Sheryl Rathge, Executive Assistant
Robert Weitzel, Police Chief
Members of the Napoleon Police Department
Tracy Crist

**Acting Recorder
ABSENT**

None

Call To Order

Chairman Meekison called the meeting to order at 4:03 pm.

**Review Letter From
Police Lieutenant
Candidates**

Four members of the Napoleon Police Department authored and submitted a letter to the Civil Service Commission regarding the upcoming Police Lieutenant eligibility list for the exam scheduled on June 27, 2013 at 6:00 pm. Meekison would like the record to show he was on vacation for the last two weeks and did not return to his office until Tuesday, June 18, and within the confines of yesterday's office hours Meekison spoke with Hayberger, Bisher and Heath and made special and unusual arrangements to convene a very quick meeting of the Civil Service Commission to address the letter dated June 10, 2013. Meekison makes this statement to let the individuals know who wrote the letter that four members of the City administration, plus himself and Mr. Flory, rearranged their schedules on short notice to address the item on the agenda.

**Letter From Police Lt.
Candidates**

Meekison read the letter into the record. See attached "Exhibit A".

**Consideration Of
Cancellation of Police
Lieutenant Testing and
Rescheduling**

Meekison made a personal statement, that after nine years of service on the Civil Service Commission, this is the hardest issue to be faced but the rules of the Civil Service Commission are meant to be followed. Meekison stated the Commission expects that all authors of the letter, whom are public servants, are to serve as the best example for the citizens that are served. Last month the Commission was unanimous in the vote for precluding Mr. Augustine to be ineligible due to an incomplete application and that the Commission has, at other times, consistently turned down applications with missing requested and required documentation. This was discussed prior to the unanimous vote. Meekison stated there is a chain of command to be followed and the letter shows a lack of respect to the Civil Service Commission's unanimous vote. As Chairman, Meekison stated his brain is telling him the best course of action would be to set an example and vote to cancel the test while making a motion authorizing City Manager Bisher to have the sole power and discretion to appoint an individual that Bisher finds best qualified to the Lieutenant position. Meekison said however there is another side and that is his heart. He stated his heart goes out to Mr. Augustine. Mr. Augustine called Mr. Meekison prior to his going on vacation and they had a cordial, personal conversation but Mr. Meekison informed Mr. Augustine that even if he had come to the meeting to

plead his case, the Commission's vote still would have been unanimous against him. Meekison stated his heart says rather than make a motion to give Bisher sole authority to make an appointment and cancel the test, he will instead make a motion to cancel the June 27 examination and to reschedule it for a date and time that is available for himself, the other Commission members and any members of the city administration that wish to be present for the test.

Motion to Cancel June 27, 2013 Police Lieutenant Exam and Reschedule for Later Date

Motion: Meekison Second: Flory
To cancel the June 27, 2013 Police Lieutenant exam and reschedule for a later date and time that is available to all Commission members

Discussion

Flory asked if it were true that other applicants were allowed to correct errors on their application, while Mr. Augustine was not. Weitzel replied that he was made aware of an application that had an insufficient tally of the number of education hours well in advance of the deadline. Weitzel notified the applicant and the corrections were made. Weitzel was not made aware of Mr. Augustine's application being unsigned. Had he been, he would have notified him prior to the due date. Weitzel stated the authors of the letter came to him before and asked if the thought there would be any repercussions from this request. He said he feels their hearts and minds are in the right place with the submitting of the letter. Weitzel stated he admired the writing of the letter and had suggested to the authors to be as complete as possible and to offer options to the Commission with their reply. Meekison stated that although he is bothered by the precedent this may setting, he has no negative feelings towards the authors of the letter. Bisher added that when in the past the Civil Service could not get a candidate, he was given the authority to direct hire (as with Chief Bennett). However, this case is different in that the testing has not been done and there is not Lieutenant position currently available; so this is not a matter of public safety. Bisher stated he does not want the authority to direct hire but prefers a rescheduling of the testing date and time. Heath stated that there is an issue with the applications being carried forward and suggested rejecting all applications and making all applicants reapply for the new testing date and time.

Motion To Amend Original Motion To Be Read As Police Lieutenant Exam To Be Cancelled And All Applications Be Rejected And Re-filed For New Exam

Motion: Meekison Second: Flory
To amend the original Motion to read as Police Lieutenant exam currently scheduled for June 27, 2013 at 6pm be cancelled and all current applications be rejected and the Commission will schedule a date and time of a new exam with new applications to be filed.

Passed
Yea- 3
Nay- 0

Roll call vote on above motion:
Yea – Meekison, Flory, Mitchell
Nay-

Discussion

Mitchell asked if it were normal that Mr. Smith, according to the letter could not be available for the exam due to a scheduling conflict, could not get time off to take the test? Weitzel replied that Mr. Smith had personal issues that could not accommodate the testing time. He stated that the Police Department works very diligently and makes every effort possible for the officers to be available for testing.

Heath asked what the time frame would be for getting the applications in; Weitzel replied 30 days would be sufficient since all the applicants have had previous knowledge of the reading list. Meekison suggested choosing one of the dates listed in the letter; either September 19 or September 26, 2013. Mitchell and Flory had no preference. Heath stated that the checklist will be added to the agenda for the Fire Captain testing meeting on June 27, 2013 at 6pm.

**Motion To Reschedule
Police Lieutenant Exam For
Thursday, September 19,
2013 At 6:00 PM**

Motion: Meekison Second: Mitchell
To reschedule the Police Lieutenant exam for Thursday, September 19, 2013 at 6pm in Council Chambers with the Fire Captain's testing to still be June 27, 2013 at 6pm.

Passed
Yea- 3
Nay- 0

Roll call vote on above motion:
Yea – Meekison, Flory, Mitchell
Nay-

Motion To Adjourn

Motion: Meekison Second: Mitchell
To adjourn the meeting at 4:40 pm

Passed
Yea- 3
Nay- 0

Roll call vote on above motion:
Yea – Meekison, Flory, Mitchell
Nay-

Date Signed: _____

David Meekison, Chair

City of Napoleon, Ohio
CIVIL SERVICE COMMISSION

Special Meeting Minutes
Thursday, June 27, 2013 at 6:00 PM

PRESENT

Members:

City Staff:

Recorder:

Others:

David Meekison - Chair, Ellsworth Mitchell, Mike Flory

Gregory J. Heath, Finance Director/Clerk

Barbara Nelson

Jason Baker, Joel Frey

ABSENT

None

Call To Order – Work Session

Chairman Meekison called the special meeting of the Civil Service Commission to order at 6:07 pm noting that this was a work session for administering the test for Fire Lt. Meekison introduced himself and the members of the Commission to the two candidates who were present for testing for Fire Captain. He explained testing procedures for the two hour, 100-question test. The members proceeded with written testing for the position of Fire Captain at 6:14 pm. The last candidate finished his test at 7:52 pm. Members graded the tests.

Call To Order – Business Meeting

Chairperson Meekison called the business meeting of the Commission to order at 7:56 PM, stating that both applicants for the Fire Captain test completed their tests and the tests were graded by the members of the Commission.

Report Of Final Scores For Fire Captain Candidates

Meekison reported the final results of civil service testing for Fire Captain candidates in order of priority from the highest to the lowest percentage score, as follows:

Joel M. Frey 81%

Jason B. Baker 80%

Meekison told Frey and Baker that the Commission appreciates their interest and their taking the test.

Motion To Certify The Fire Captain Eligible List

Motion: Meekison Second: Mitchell

That the list just read of Joel M. Frey with 81% and Jason B. Baker with 80% be certified as the eligible list for Fire Captain:

Passed

Yea – 3

Nay - 0

Roll call vote on motion:

Yea – Flory, Mitchell, Meekison

Nay –

Application Dates For Police Lt.

Meekison said Commission members received a printed out timeframe for administration of the Police Lt. test that will occur on September 19, 2013 at 6:00 pm in council chambers. Heath set the time frame in relation to the test date.

Motion That Checklist & Timeline Be Adopted

Motion: Meekison Second: Flory

That the Checklists & Timeline for Promotional Civil Service Testing of Police Lt. be adopted by this Commission

Passed

Yea – 3

Nay – 0

Roll call vote on motion:

Yea – Flory, Mitchell, Meekison

Nay –

City of Napoleon, Ohio

PARKS & RECREATION BOARD

LOCATION: City Hall Offices, 255 West Riverview Avenue, Napoleon, Ohio

Meeting Agenda

Wednesday, August 28, 2013 at 6:30 PM

1. Call to Order
2. Approval of Minutes
3. Update from the Friends of the Napoleon Golf Course
4. Financial Reports for the Golf Course and Swimming Pool Operations
5. Discussion on 2014 Capital Improvements
6. Miscellaneous
7. Any other Items to Come Before the Board

Gregory J. Heath, Finance Director/Clerk of Council

City of Napoleon, Ohio
PARKS AND RECREATION (P&R) BOARD

Meeting Minutes
Wednesday, May 29, 2013 at 6:30 PM

<p>PRESENT Parks & Recreation (P&R) Board City Staff Recorder Others</p>	<p>Matt Hardy – Chair, Mike Saneholtz, Peg Funchion, Chad Richardson, Aaron Schnitkey, Jon Tassler Tony Cotter, Parks & Recreation Director Barbara Nelson News Media</p>
<p>ABSENT Members</p>	<p>David Prigge</p>
<p>Call To Order</p>	<p>Chairman Hardy called the meeting to order at 6:28 PM.</p>
<p>Approval Of Minutes</p>	<p>Minutes of the April 24, 2013, meeting stand approved.</p>
<p>Fourth Of July Celebration Activities</p>	<p>Tony Cotter said he put a list of proposed 4th of July activities in the packet. It is the same as previous years, but some were flip flopped by date. The 3 on 3 will be Tuesday. There are two issues to discuss tonight:</p> <ol style="list-style-type: none">1. The concert on July 3. This is free. We used to get a decent crowd with a local band, but attendance has fallen off dramatically. It is expensive due to being outside and having to hire sound. The cost for this event can be up to \$2,000 plus a standby person in case of electrical problems. Cotter is wondering whether to pull this event. He has not booked it yet. Saneholtz said he would definitely agree to pulling the event, considering we are charging fees for youngsters to play sports. It doesn't seem right to pay for this, especially when attendance is down. Other members agreed with Saneholtz.
<p>Motion To Not Have A Band This Year</p>	<p>Motion: Saneholtz Second: Funchion To NOT have a band for 4th of July celebration activities this year</p>
<p>Passed Yea - 6 Nay- 0</p>	<p>Roll call vote on above motion. Yea – Hardy, Saneholtz, Funchion, Schnitkey, Richardson, Tassler Nay –</p> <ol style="list-style-type: none">2. Cotter hasn't talked to staff about whether to stay open for concessions and beer sales throughout the day. We would be stretching the beer permit if we sell it this year, plus we don't know who would sell it. He is concerned about the license there, but beer must be confined to the golf course parking lot. The concern is that people will buy beer and walk away. Hardy said it would be more headache than it's worth. Saneholtz said you have to draw a perimeter when you apply for a liquor license. If someone goes outside the perimeter, it is a violation. Funchion asked when the golf course closes that day. Cotter said there will be no public play on July 4. The scramble typically ends between 2:30 and 4:00. The clubhouse would be open for anyone walking up from the park. This could cause problems. Tassler said even if you fence it completely off, people will still walk away with it. Richardson said the crowd is getting bigger. Cotter said other vendors get permits to sell concessions.

Cotter said Jeff struggles to pull together enough kids to participate in the Jr. Little League Tournament. Cotter would like to see it happen if possible, but it is still to be determined. Saneholtz asked if many young people come for the free swim from 10-6. Cotter said there are a lot of families who take advantage of this. They get a good spot in the park, have a picnic, then swim.

The hot shot contest does well. The 3 on 3 depends on the day. Eventually if the 3 on 3 dwindles, Cotter would like to replace it with a corn hole tournament. He would put it on the golf course property. Hardy said that would go over well. Cotter said if he can't do it this year, he will do it next year. The advisory committee could help with concessions and refreshments. The girls softball challenge has blossomed into something good. The contract for fireworks is in place. He will coordinate with the fireworks company and the fire department.

**Motion To Approve 4th
Of July Activities**

Motion: Saneholtz Second: Funchion
To approve the schedule of Fourth of July activities

Passed
Yea - 6
Nay - 0

Roll call vote on above motion.
Yea – Hardy, Saneholtz, Funchion, Schnitkey, Richardson, Tassler
Nay –

**Miscellaneous
Tassler**

Tassler – no items

Schnitkey

Schnitkey asked if Council approved extending the golf season. Cotter said he took the recommendations from the advisory committee to Council. They were adamantly opposed to the incentive program. They said if the committee wants to bring members in, they should do it and not feel the need to glean some type of discount. They may have misunderstood the intent of the incentive. He believes it wasn't for the committee to get a discount, but for other people to be encouraged to get people to join. Saneholtz said every fraternal organization he belongs to does this type of incentive program. Nobody on the advisory committee wants to garner anything for themselves. They are just trying to increase members.

Cotter said the second request from the group was to lengthen the season at the course. This was kicked back to the P&R Committee in order to forecast the money that was to be generated. He took ½ of October and ½ of April and did a 3-4 year average. Weather is key. We would have to be careful how we staff it. Staff would go home if there is bad weather. November might be better weather, but it gets darker earlier and people lose interest in golf by then. March would be the month with opportunity to gain revenue. The Committee's recommendation is moving to Council this Monday. Saneholtz said Council should allow Cotter as Recreation Director to have the opportunity to lengthen the season when the weather cooperates.

Richardson

Richardson – no items

Hardy

Hardy – no items

Funchion

Funchion – no items

Saneholtz

Saneholtz said we must be more proactive than ever at the pool this year. Staff has to be aware of budget constraints, not opening when it is 68 degrees or less. We

extended hours on hot days last year and that was good. Cotter said part of the interview process was fiscal responsibility. This included how many people should be kept back to clean, when to send guards home, chemical use, etc. There will be a 73 degree rule and 15 in the pool. Funchion asked if Cotter can check monthly records to see where we are at. Saneholtz said Diane showed him on the computer that we are up \$10,000 at the golf course. Cotter said there is no point of sale at the pool like the golf course. He gets deposits every day and monitors expenses, but can't do much on utilities. We can control the heater to minimize usage. It is shut off on August 1. We are calibrating the automated system to not use as much chlorine. The pool is not a money maker. We will be as efficient as possible to save money. The pool will open this Saturday, June 1, weather permitting.

Cotter

Cotter said he doesn't have official data from Diane at the golf course. As of May 15, we were about \$6,000 ahead of last year. Memberships are up. Greens fees are down slightly due to the weather. Course conditions are good. The Advisory Committee is still meeting and coming up with ideas.

The Jr. Golf Program starts June 5 at 9:00 am. Baseball leagues will be in full swing by June 3. Enrollment is better than last year. We have 8 T-ball teams now. We added 5-year-olds and got 2 additional coaches.

Cotter is working with the men's and women's tennis coach from Defiance College. He would like to have a 2-week camp format that is more instructional. Tennis coaches from the high school may want to get involved. He hasn't heard back. This will be less expensive for us. It was \$2,000 before and that would be cut in half with a 2-week session.

Funchion asked about Aquatic Club activities. Cotter said they have meets on June 28 and championships on July 19, 20 & 21. We will open the indoor pool up on those weekends. Swim lessons are going on.

Cotter said this Board doesn't usually meet in June or July.

Motion To Adjourn

Motion: Schnitkey Second: Richardson
To adjourn the meeting at 7:05 PM

Passed
Yea - 6
Nay - 0

Roll call vote on above motion.
Yea – Hardy, Saneholtz, Funchion, Schnitkey, Richardson, Tassler
Nay -

Date Approved

Matt Hardy, Chair

Fw: ARTICLE: Tax reform could hurt US state and local governments: S & P

From: "Gregory J Heath" <gheath@napoleonohio.com>
To: "Roxanne Dietrich" <rdietrich@napoleonohio.com>

08/21/13 08:15 AM

-----Original Message-----

From: "Michelle Jordan" <datataxgroup@gmail.com>
To: "undisclosed-recipients:"@napoleonohio.com
Date: 08/21/2013 08:02 AM
Subject: ARTICLE: Tax reform could hurt US state and local governments: S & P

Dear DATA members:

Please share this article with your administration, specifically your Auditor, Fiscal Officer, Finance Director, or similar position. This issue is important to all municipalities.

Thank you so much! Have a wonderful day!

Michelle

--

Michelle Jordan
DATA
Dayton Area Tax Administrators

Tax Manager, Dayton Branch Office
Central Collection Agency
371 W Second St, Suite 110
Dayton OH 45402
937.227.1359 Office
216.857.7382 Cell
www.ccatax.ci.cleveland.oh.us

Tax reform could hurt U.S. state and local governments: S&P

Monday, August 19, 2013 4:49 p.m. CDT

WASHINGTON (Reuters) - Congressional lawmakers working on comprehensive tax reform could harm U.S. cities, states and other governments that sell municipal debt and damage their credit quality, Standard & Poor's Ratings Service said on Monday.

Eliminating the tax exemption for interest paid by municipal bonds, or simply changing the exemption, could reduce market access and raise borrowing costs for issuers, which in turn would have negative credit implications, the rating agency said.

Also, cutbacks to deductions for mortgage interest or state and local property taxes could hurt smaller issuers, it added.

The chairmen of the major tax-writing committees - Senator Max Baucus, a Democrat who heads the Finance Committee, and Representative Dave Camp, a Republican who leads the Ways and Means Committee - are expected to unveil a revamp of the tax code when Congress returns from its August recess.

The chief concern in the \$3.7 trillion municipal bond market is that they will cut the value of tax breaks for those earning more than \$200,000 a year to 28 percent from the current 35 percent. If approved, the cap would essentially drive down the appeal of municipal bonds, which are often sold to wealthy investors willing to accept lower interest rates because of the exemption.

The market fears Congress could go one step further and eliminate the exemption altogether.

"Without the tax exemption, municipal borrowers would face higher interest rates with the inevitable result that many state and local governments would need to impose higher taxes, do less capital investment, or some combination of both," S&P said. "If ending the federal tax exemption leads to higher state and local taxes, low-income taxpayers could see their tax bills go up."

Larger issuers may be able to weather changes to the municipal bond exemption because they have the resources to appeal to investors, such as big pension funds, which would buy debt with higher interest rates, S&P said. Smaller issuers, though, would likely struggle to attract those buyers.

For many issuers, the higher interest rates accompanying a cap on the exemption would force them to choose "between capital investment, reserve maintenance, taxation and user fee levels, and key services," ultimately resulting in lower infrastructure spending.

Changes to the mortgage interest and local tax deductions "would undercut demand for housing and weaken the prospects for new housing development," it said, as well as risk lowering local tax revenue.

"Any drag on residential purchases - or on the housing market in general - would dampen the rate of economic expansion to some degree. The only debate is by how much," S&P said. "We believe that in aggregate, the contractionary consequences would hit the labor market and retail sales hard."

Property taxes are the primary revenue source for most local governments. If home buyers scale back their purchases because of a smaller mortgage tax break, they would end up paying less in property taxes, S&P said. At the same time, they could pare back purchases of durable goods, which would drag down sales taxes.

(Reporting by Lisa Lambert; editing by Michael Connor and Matthew Lewis)

	PAYROLL AUGUST 23, 2013					
	<u>Current Pay</u>	<u>Current Pay</u>	<u>Current Pay</u>	<u>YTD</u>	<u>YTD</u>	<u>YTD</u>
<u>Department</u>	<u>Regular</u>	<u>Overtime</u>	<u>Gross Pay</u>	<u>Regular</u>	<u>Overtime</u>	<u>Gross Pay</u>
City Council/Legislative	\$2,481.72	\$0.00	\$2,481.72	\$21,124.98	\$0.00	\$21,124.98
Mayor/Executive	\$519.77	\$0.00	\$519.77	\$8,836.03	\$0.00	\$8,836.03
City Manager/Administration	\$6,415.60	\$0.00	\$6,415.60	\$109,969.13	\$670.61	\$110,639.74
Human Resource	\$1,402.50	\$0.00	\$1,402.50	\$4,302.79	\$447.08	\$4,749.87
Law Director/Administration	\$4,344.91	\$0.00	\$4,344.91	\$70,963.21	\$911.36	\$71,874.57
Finance/Administration	\$10,539.25	\$78.13	\$10,617.38	\$178,549.71	\$660.92	\$179,210.63
Finance/Income Tax Department	\$4,669.66	\$0.00	\$4,669.66	\$69,100.01	\$1,782.18	\$70,882.19
Finance/Utility Billing Collection	\$3,529.91	\$173.12	\$3,703.03	\$62,233.49	\$724.87	\$62,958.36
Management Information System	\$3,113.72	\$0.00	\$3,113.72	\$42,643.23	\$0.00	\$42,643.23
Engineering/City Engineer	\$8,954.80	\$640.71	\$9,595.51	\$133,269.72	\$10,988.74	\$144,258.46
Municipal Court/Judicial	\$13,404.72	\$0.00	\$13,404.72	\$227,660.93	\$0.00	\$227,660.93
Police Safety Services	\$39,318.45	\$2,094.88	\$41,413.33	\$740,890.86	\$24,757.54	\$765,648.40
Fire/Safety Services	\$25,659.24	\$455.94	\$26,115.18	\$374,263.94	\$20,083.50	\$394,347.44
Building & Zoning	\$2,950.72	\$0.00	\$2,950.72	\$51,169.60	\$0.00	\$51,169.60
Parks/Administration	\$2,860.35	\$0.00	\$2,860.35	\$50,487.92	\$0.00	\$50,487.92
Recreation/Golf Operating	\$5,679.25	\$0.00	\$5,679.25	\$73,979.33	\$0.00	\$73,979.33
Recreation/Pool Operating	\$1,180.41	\$0.00	\$1,180.41	\$32,401.92	\$0.00	\$32,401.92
Recreation/ Programs	\$7,377.45	\$603.80	\$7,981.25	\$100,729.34	\$8,002.67	\$108,732.01
Cemetery/Grounds	\$2,630.94	\$13.21	\$2,644.15	\$38,300.03	\$2,727.75	\$41,027.78
Streets Maintenance	\$6,964.03	\$504.73	\$7,468.76	\$118,095.49	\$2,551.63	\$120,647.12
Ice & Snow Removal	\$0.00	\$0.00	\$0.00	\$5,075.47	\$6,209.10	\$11,284.57
Service Storm	\$159.09	\$0.00	\$159.09	\$2,875.90	\$70.48	\$2,946.38
Service/Buildings, Properties	\$1,728.96	\$0.00	\$1,728.96	\$30,275.31	\$457.43	\$30,732.74
Service/Central Garage	\$4,125.58	\$174.31	\$4,299.89	\$65,965.47	\$3,635.26	\$69,600.73
Electric/Distribution	\$31,413.51	\$1,635.51	\$33,049.02	\$524,754.40	\$34,948.54	\$559,702.94
Water Treatment Plant	\$9,407.73	\$0.00	\$9,407.73	\$158,353.82	\$3,377.56	\$160,900.51
Pilot Project	\$725.00	\$0.00	\$725.00	\$14,325.00	\$0.00	\$14,325.00
Water Distribution System	\$10,438.34	\$294.67	\$10,733.01	\$174,240.27	\$9,358.24	\$183,598.51
Sewer WWT Plant Operations	\$10,866.49	\$173.70	\$11,040.19	\$181,230.18	\$3,739.13	\$184,969.31
Sewer (WWT) Collection System	\$1,082.79	\$0.00	\$1,082.79	\$18,412.67	\$0.00	\$18,412.67
Sewer Cleaning & Improvement	\$3,346.16	\$0.00	\$3,346.16	\$53,024.88	\$2,793.08	\$55,817.96
Sanitation Collection & Disposal	\$3,627.04	\$0.00	\$3,627.04	\$51,603.62	\$1,969.99	\$53,573.61
Sanitation Special Refuse Service	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Sanitation Recycling Programs	\$1,616.65	\$60.62	\$1,677.27	\$27,483.05	\$2,553.76	\$30,036.81
TOTAL GROSS PAY	\$232,534.74	\$6,903.33	\$239,438.07	\$3,816,591.70	\$143,421.42	\$3,959,182.25
TOTAL GROSS PAY 8-24-12	\$226,680.69	\$4,463.54	\$231,144.23	\$3,874,350.53	\$89,877.13	\$3,964,227.66