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# Memorandum

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*To:* Mayor and Members of City Council  
*cc:* City Manager, Finance Director, City Law Director  
*From:* Roxanne  
*Regarding:* General Information  
*Date:* August 24, 2018

## **CALENDAR**

### **MONDAY, AUGUST 27, 2018**

1. **AGENDA–FINANCE AND BUDGET COMMITTEE at 6:30 PM**
  - a. Approval of Minutes
  - b. Indigent Defense Billing
2. **AGENDA– SAFETY AND HUMAN RESOURCES COMMITTEE MEETING at 7:30 pm**
  - a. Approval of Minutes
  - b. In-Vehicle Cameras for Police and Fire Departments
  - c. Update on Radio System
  - d. Health Care Cost Increase for 2019
    - Information on health care is attached.

### **WEDNESDAY, AUGUST 29, 2018**

3. **AGENDA– PARKS AND REC BOARD MEETING at 6:30 pm**

## **INFORMATIONAL ITEMS**

1. Meeting Canceled
  - a. Civil Service Commission
2. AMP Weekly Newsletter/August 17, 2018
3. Ohio Municipal League Legislative Bulletin/August 24, 2018.

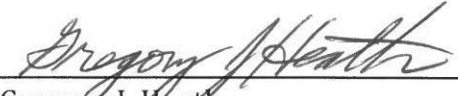
Records Retention - CM-11 - 2 Years

<div> <div>◀ August</div> <div>AUGUST/SEPTEMBER 2018</div> <div>October ▶</div> </div>						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
AUG 26	AUG 27 6:30 pm Finance & Budget Committee 7:30 pm Safety & Human Resources Comm	AUG 28	AUG 29 6:30 pm Parks & Rec Board Mtg.	AUG 30	AUG 31	SEPTEMBER 1
2	3 LABOR DAY City Offices Closed	4 6:15 pm Technology Committee 7:00 pm City Council	5	6	7 9:00 am – Healthcare Cost Committee Meeting	8
9	10 6:15 pm Electric Comm BOPA 7:00 pm Water & Sewer Committee 7:30 pm Municipal Properties/ED Committee	11 4:30 pm Board of Zoning Appeals 4:30 pm Special Civil Service Commission 5:00 pm Planning Commission	12	13	14	15
16	17 6:00 pm Tree Comm. Parks & Rec Comm. 7:00 pm – City Council	18	19	20	21	22 Fall begins
23	24 6:30 pm Finance & Budget Committee 7:30 pm Safety & Human Resources Comm.	25 4:30 pm Civil Service Commission	26 6:30 pm Parks & Rec Board Mtg.	27	28	29
30						

*City of Napoleon, Ohio*  
**FINANCE AND BUDGET COMMITTEE**  
**Meeting Agenda**  
**Monday, August 27, 2018 at 6:30 pm**

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

- 1) Approval of Minutes: *(In the absence of any objections or corrections, the Minutes shall stand approved.)*
- 2) Indigent Defense Billing.
- 3) Any matters currently assigned to the Committee.
- 4) Adjournment.

  
\_\_\_\_\_  
Gregory J. Heath  
Finance Director/Clerk of Council

**Monday, July 23, 2018 at 6:30 pm**

<b>PRESENT</b>	Joseph D. Bialorucki-Chairman, Jeff Comadoll, Ken Haase, Jason Maassel Joel L. Mazur Gregory J. Heath Roxanne Dietrich Newsmedia
Committee Members City Manager Finance Director/Clerk Recorder/Records Clerk Others	
<b>ABSENT</b>	
<b>Call to Order</b>	Chairman Bialorucki called the Finance and Budget Committee meeting to order at 6:30 pm.
<b>Approval of Minutes</b>	Hearing no objections or corrections, the minutes of the May 29, 2018 Finance and Budget Committee meeting stand approved as presented.
<b>Second Quarter Budget Adjustments</b>	Heath informed the committee the only appropriation he has to present tonight is for the income tax refund with his recommendation for funding being as follows: \$200,000 out of the General Fund and \$201,000 out of the Capital Improvements Program fund. The CIP Street Improvements Fund (400.5100.57000) has an unobligated balance of \$693,410.00, taking \$201,000 out of this account will still leave a balance close to half million should anything occur. Maassel asked if this will adversely affect the current service level. Heath replied at budget time there could be some tightening of funds.
<b>Motion to Recommend Council Make the Appropriations and Transfers as Recommended by the Finance Director</b>	Motion: Maassel                      Second: Comadoll to have Council: (1) do a Supplemental Appropriation to appropriate \$200,000 in the 100 General Fund moved to the 170 Municipal Income Tax Fund; and appropriate \$401,000 to the 170 Municipal Income Tax Fund for payment of the Income Tax Refund; (2) to move \$201,000 appropriated in the 400 CIP fund from 5100 into the 9900 Transfer Accounts to transfer to the 170 Municipal Income Tax Fund; and (3) to transfer move \$401,000 in actual cash funds from the 100 General Fund (\$200,000) and the 400 CIP Fund (\$201,000) to the 170 Municipal Income Tax Fund.
<b>Passed</b> <b>Yea-4</b> <b>Nay-0</b>	Roll call vote on the above motion: Yea-Bialorucki, Comadoll, Haase, Maassel Nay-
	The legislation will be on the next Council agenda with Emergency and Suspension being requested. The Committee members feel the legislation should be presented that way to show good faith of making every effort to make sure payment happens as quickly as it can.

**Motion to Adjourn**

Motion: Maassel                      Second: Comadoll  
to adjourn the Finance and Budget Committee meeting at 6:42 pm.

**Passed**

**Yea-4**

**Nay-0**

Roll call vote on the above motion:

Yea-Bialorucki, Comadoll, Haase, Maassel

Nay-

**Approved:**

**August 27, 2018**

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Joseph D. Bialorucki-Chair

DRAFT

*City of Napoleon, Ohio*

**SAFETY AND HUMAN RESOURCES COMMITTEE**

**MEETING AGENDA**

**Monday, August 27, 2018 at 7:30 pm**

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

- 1) Approval of Minutes: February 26, 2018 (*In the absence of any objections or corrections, the Minutes shall stand approved.*)
- 2) In-Vehicle Cameras for Police and Fire Departments.
- 3) Update on Radio System.
- 4) Health Care Cost Increase for 2019.
- 5) Any other matters currently assigned to the Committee.
- 6) Adjournment.

  
\_\_\_\_\_  
Gregory J. Heath  
Finance Director/Clerk of Council

*City of Napoleon, Ohio*  
**Special Joint Meeting**  
of  
**SAFETY & HUMAN RESOURCES COMMITTEE**  
with  
Freedom, Napoleon, Harrison Townships &  
Henry County South Joint Ambulance District &  
Village of Florida

**Meeting Minutes**  
**Monday, February 26, 2018 at 7:30 PM**

**PRESENT**

Committee Members  
Finance Director  
City Manager  
Acting Recorder  
Others

Dan Baer-Chairman, Jeff Comadoll, Jeff Mires  
Gregory J. Heath  
Clayton O'Brien, Fire Chief  
Gregory J. Heath  
Daniel Benecke, Chief of Ridgeville Township Fire Department  
Dennis Bockelman, Freedom Township Trustee  
Kyle Borstelman, Napoleon Township Trustee  
Kevin Sonnenburg, Napoleon Township Trustee  
Kevin Gerken, Napoleon Township Trustee  
Vern Oberhaus, Harrison Township Trustee  
Scott Buddelmeyer, Henry Co. South Joint Ambulance District

**ABSENT**

None

**Call to Order**

Chairman Baer called the meeting to order at 7:30 pm.

**Approval of Minutes**

Hearing no objections or corrections, the meeting minutes of the November 27, 2017 and December 4, 2017, stand approved as presented with no objections or corrections.

**Review Fire/EMS Costs and Revenues for 2018 Contracts with the Contracted Entities**

Heath stated he sent to each contracted entity a copy of the actual 2017 expenses and revenues by account (See Attached). Heath reviewed the updated summarized spreadsheet with the 2017 actual expenses and revenues to determine the 2018 contracts. The Net Total Cost for 2017 to be used in the 2018 Contracts is \$1,214,190.19:

<u>ENTITY</u>	<u>FIRE (44.18%)</u>	<u>EMS(55.82%)</u>	<u>TOTAL</u>	<u>%-TOT</u>
City of Napoleon	\$405,969.65	\$525,400.30	\$ 931,369.95	76.71%
Freedom Twnshp.	\$ 9,012.01	\$ 10,911.95	\$ 19,923.96	1.64%
Napoleon Twnshp.	\$ 70,540.44	\$ 79,433.58	\$ 149,974.02	12.35%
Harrison Twnshp.	\$ 50,907.13	\$ 38,767.93	\$ 89,675.06	7.39%
HC South Amb.Dst.	\$ ---	\$ 9,556.43	\$ 9,556.43	0.78%
Village of Florida	\$ ---	\$ 13,690.77	\$ 13,690.77	1.13%
NET TOTALS	\$536,429.23	\$677,760.96	\$1,214,190.19	100.00%

It was noted the annual contract amounts are paid quarterly over the year.

## Motion for Fire/EMS Contracts with Contracted Entities

Passed  
Yea-3  
Nay-0

Buddelmeyer, asked if the allowable rates charged for EMS Runs have been reviewed to be sure they are at the proper level to maximum payment from Medicare and Medicaid. He knows they have not changed for the past couple of years. O'Brien stated he inquired to the City's current EMS Biller (AccuMed) and they responded that our rates are where they should be to maximize payment from Medicare and Medicaid. He stated he would forward the information he received to the contracted entities.

To request City Council accept the Fire/EMS 2018 Contracted Numbers, based on 2017 actuals as presented, to enter into Fire/EMS Contracts for 2018 with Freedom, Napoleon & Harrison Townships, Henry County South Joint Ambulance District and the Village of Florida, directing the Law Director to draft both Contracts and Legislation as needed.

Nay-



**Review of Proposed  
Amendment to the Fire  
Auto Aid Agreement**

Fire Chief O'Brien reviewed the proposed changes to the Fire Auto Aid Agreement. The proposed changes are listed in the Automatic Response Plan, in the Memorandum of Understanding, included in the Council Packet (See Attached). The Memorandum of Understanding creates a fixed protocol on when to dispatch mutual aid from the various mutual aid providers City of Napoleon, Ridgeville Township, Monroe Township and City of Wauseon.

Daniel Benecke, Chief of Ridgeville Township Fire Department, was present and agreed on the proposed changes. This new protocol would be the same for all entities making the timing, and the determination of when mutual aid should be dispatched, consistent for all entities.

O'Brien requested the Committee request City Council to direct the City Manager to sign the Memorandum of Understanding.

**Motion for City Manager  
to Sign Memorandum of  
Understanding on Fire  
Auto Aid Agreement**

Motion: Comadoll                      Second: Mires  
To request City Council direct the City Manager to sign the Memorandum of Understanding on Dispatch Protocol for the Fire Auto Aid Agreement.

**Passed**  
**Yea-3**  
**Nay-0**

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

**Motion To Adjourn**

Motion: Comadoll                      Second: Mires  
To adjourn the Safety and Human Resources Committee meeting.

**Passed**  
**Yea-3**  
**Nay-0**

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

**Adjournment**

Meeting was adjourned at 8:15 pm.

**Minutes Approved**

August 27, 2018

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Dan Baer, Chair

## 8. Wellness Initiatives & Funds

- **Year 1** – Employers may receive 1% renewal credit for 2020 with 75% participation of employees and spouses participating in the Preventive Care Campaign between May 1, 2018 – April 30, 2019.
- **Year 2** – Employers may receive an additional .5% renewal credit with 75% participation of employees participating in 3 or more Wellness Challenges (6 Standard Wellness Program choices).
- **Year 3** – Employers may receive an additional 1.5% renewal credit if the following criteria are met:
  1. 65% of employees and spouses must complete a biometric screening and meet 3 or more Cardio Metabolic Measures (CMS).
  2. Loss ratio must be below 100.1%
- **Year 3** – Employers may receive an additional 1.5% renewal credit if an outcomes-based wellness program is implemented.
  - **Waist Circumference:** Men <40" ; Women <35"
  - **HDL Cholesterol:** Men  $\geq$ 40mg/dl ; Women  $\geq$ 50mg/dl
  - **Triglycerides:** <150mg/dl
  - **Blood Pressure:** Systolic <130 & Diastolic <85
  - **Glucose:** <100mg/dl

## 8. Year 1 - Preventative Care Campaign (cont.)

**Who:** All employees enrolled in a medical plan as of January 1, 2019 and their covered spouses. Employees must be actively enrolled at the end of the Preventive Care Campaign to be eligible for this incentive.

**What:** Receive a \$50 Visa gift card for completing your annual preventive exam with your Primary Care Physician. Covered spouses can earn their own \$50 Visa gift card.

**When:** Preventive exams performed between May 1, 2018 and April 30, 2019 are eligible for the incentive.

**Where:** Preventive exams must be performed by a Primary Care Physician. Enrolled employees and covered spouses cannot receive a Preventive Exam at a Minute Clinic, Urgent Care, nor does a Fit-for-Duty exam qualify.

**Why:** Building a relationship with a Primary Care Physician can help detect dormant, often symptom-less, health issues like pre-diabetes or high blood pressure which can lead to high cost, largely preventable diseases like diabetes, obesity, and heart disease. Most often these are caught by routine visits with your doctor, but when ignored can drive up your overall healthcare costs and employee contributions.

## 8. Year 1 - Preventative Care Campaign (cont.)

**How:** Enrolled employees and covered spouses must each complete a Preventive Care Confirmation Form with their Primary Care Provider and submit to their Benefits Administrator by May 1, 2019 in order to be eligible for the \$50 Visa gift card. Employees must be actively employed at work at the end of the Preventive Care Campaign to be eligible for the \$50 Visa gift card.

BORMA members are able to offer additional incentives for the completion of the Preventive Care Campaign. For example, reduced employee contributions, raffle prizes, etc. If an additional incentive is chosen, please work with Chapman and Chapman to determine plan affordability.

Benefits Administrators must submit a starting census to Chapman and Chapman by January 15, 2019 and include only enrolled employees and spouses as of January 1, 2019. New hires are excluded until the following year.

Completed Preventive Care Confirmation Forms must be submitted to the Benefits Administrators by May 15, 2019. An ending census (less all terminations) must be sent to Chapman and Chapman by May 31, 2019 with all completed Preventive Care Confirmation Forms.

## 8. Wellness Initiatives & Funds (cont.)

### a. 1-3 Year Program

Year 1 – PCP Campaign

Year 2 – Wellness Challenges

Year 3 – Biometrics

### b. Use of \$75,000 Aetna Wellness Fund for Year 1 PCP Campaign

***Motion to Vote to Authorize***

**Financial Statements  
of  
Buckeye Ohio Risk Management Association Benefits Pool  
For the Seven Months Ended July 31, 2018 and 2017**

**See Accountant's Compilation Report**

**SIELSCHOTT, WALSH, KEIFER & REGULA, INC.**  
**CERTIFIED PUBLIC ACCOUNTANTS**

ROBERT E. SIELSCHOTT, CPA, CVA, ABV  
JARED T. WALSH, CPA, CFP™  
TRACEY A. REGULA, CPA  
KATHERINE E. KEIFER, CPA

GARY E. HAWK, CPA  
AUSTIN A. SHERER, CPA  
SHONDA L. WALSH, CPA

To the Board of Trustees of  
Buckeye Ohio Risk Management Association Benefits Pool

Management is responsible for the accompanying financial statements of Buckeye Ohio Risk Management Association Benefits Pool (a self-insurance pool), which comprise the statement of financial position as of July 31, 2018 and 2017 and the related Statement of Activities for the seven months then ended in accordance with accounting principles generally accepted in the United States of America. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these financial statements.

Management has elected to omit substantially all of the disclosures and Statements of Cash Flows required by accounting principles generally accepted in the United States of America. If the omitted disclosures and Statements of Cash Flows were included in the financial statements, they might influence the user's conclusions about the Organization's financial position, changes in net assets, and cash flows. Accordingly, these financial statements are not designed for those who are not informed about such matters.

The supplementary information, Statement of Activities (monthly) and the Profit and Loss by Class, is presented for purposes of additional analysis and is not a required part of the basic financial statements. This information is the representation of management. The information was subject to our compilation engagement; however, we have not audited or reviewed the supplementary information and, accordingly, do not express an opinion, a conclusion, nor provide any form of assurance on such supplementary information.

We are not independent with respect to Buckeye Ohio Risk Management Association Benefits Pool.

*Sielschott, Walsh, Keifer & Regula CPA's, Inc.*

Sielschott, Walsh, Keifer & Regula CPA's, Inc.  
Lima, Ohio  
August 14, 2018

**BUCKEYE OHIO RISK MANAGEMENT ASSOCIATION BENEFITS POOL**  
**Statements of Financial Position**  
**July 31, 2018 and 2017**

	Jul 31, 18	Jul 31, 17	\$ Change
<b>ASSETS</b>			
Current Assets			
Checking/Savings			
Bank Accounts			
KeyBank	6,387,779.01	4,677,403.20	1,710,375.81
Total Bank Accounts	6,387,779.01	4,677,403.20	1,710,375.81
Investments			
StarOhio	1,032,966.30	1,017,283.22	15,683.08
Total Investments	1,032,966.30	1,017,283.22	15,683.08
Total Checking/Savings	7,420,745.31	5,694,686.42	1,726,058.89
Accounts Receivable			
Member Receivables	0.00	28,838.93	(28,838.93)
Total Accounts Receivable	0.00	28,838.93	(28,838.93)
Other Current Assets			
Other Receivables	212,067.50	207,674.73	4,392.77
Total Other Current Assets	212,067.50	207,674.73	4,392.77
Total Current Assets	7,632,812.81	5,931,200.08	1,701,612.73
<b>TOTAL ASSETS</b>	<b>7,632,812.81</b>	<b>5,931,200.08</b>	<b>1,701,612.73</b>
<b>LIABILITIES &amp; EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	10,910.60	12,615.32	(1,704.72)
Total Accounts Payable	10,910.60	12,615.32	(1,704.72)
Other Current Liabilities			
Loss Reserve	2,927,600.00	2,990,800.00	(63,200.00)
Total Other Current Liabilities	2,927,600.00	2,990,800.00	(63,200.00)
Total Current Liabilities	2,938,510.60	3,003,415.32	(64,904.72)
Total Liabilities	2,938,510.60	3,003,415.32	(64,904.72)
Equity			
Retained Earnings	3,863,720.44	1,562,284.24	2,301,436.20
Net Income	830,581.77	1,365,500.52	(534,918.75)
Total Equity	4,694,302.21	2,927,784.76	1,766,517.45
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>7,632,812.81</b>	<b>5,931,200.08</b>	<b>1,701,612.73</b>

See Accountant's Compilation Report



# BUCKEYE OHIO RISK MANAGEMENT ASSOCIATION BENEFITS POOL

## Statement of Activities

For the Seven Months Ended July 31, 2018 and 2017

	Jan - Jul 18	Jan - Jul 17	\$ Change
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Claim Recoveries			
Provider Refunds	78,134.00	21,525.30	56,608.70
<b>Total Claim Recoveries</b>	<b>78,134.00</b>	<b>21,525.30</b>	<b>56,608.70</b>
COBRA Contributions Individuals	55,356.38	40,347.11	15,009.27
Interest Income	11,150.78	4,996.88	6,153.90
<b>Membership Contributions</b>			
Dental Premiums	313,199.22	306,365.15	6,834.07
Life Ins Fees	59,233.24	55,727.74	3,505.50
Medical Premiums	11,585,523.03	11,320,923.97	264,599.06
<b>Total Membership Contributions</b>	<b>11,957,955.49</b>	<b>11,683,016.86</b>	<b>274,938.63</b>
Rebates	217,714.50	320,748.96	(103,034.46)
<b>Total Income</b>	<b>12,320,311.15</b>	<b>12,070,635.11</b>	<b>249,676.04</b>
<b>Expense</b>			
ACA Tracking Fees	30,108.09	31,761.10	(1,653.01)
<b>Claims Expense</b>			
Dental Claims	281,307.85	305,779.59	(24,471.74)
Life	25,036.05	0.00	25,036.05
Medical	7,566,001.07	7,084,613.12	481,387.95
Prescription Drug Claims	2,361,157.85	2,029,109.14	332,048.71
Vision Claims	1,424.40	2,067.19	(642.79)
Claims Expense - Other	160,183.23	223,727.16	(63,543.93)
<b>Total Claims Expense</b>	<b>10,395,110.45</b>	<b>9,645,296.20</b>	<b>749,814.25</b>
<b>Fees - Administrative</b>			
Cobra Administrative Fee	12,528.72	5,396.35	7,132.37
Dental Fees	14,507.25	14,462.40	44.85
Life Fees	59,237.59	55,722.52	3,515.07
Medical Fees	420,055.82	371,120.62	48,935.20
MHS Administration Fees	0.00	1,178.00	(1,178.00)
<b>Total Fees - Administrative</b>	<b>506,329.38</b>	<b>447,879.89</b>	<b>58,449.49</b>
<b>Insurance</b>			
Insurance Premiums	535,846.40	555,572.16	(19,725.76)
<b>Total Insurance</b>	<b>535,846.40</b>	<b>555,572.16</b>	<b>(19,725.76)</b>
Meeting Expense	1,215.06	1,575.31	(360.25)
Other Expenses	0.00	79.93	(79.93)
Professional Fees	21,120.00	22,970.00	(1,850.00)
<b>Total Expense</b>	<b>11,489,729.38</b>	<b>10,705,134.59</b>	<b>784,594.79</b>
<b>Net Ordinary Income</b>	<b>830,581.77</b>	<b>1,365,500.52</b>	<b>(534,918.75)</b>
<b>Net Income</b>	<b>830,581.77</b>	<b>1,365,500.52</b>	<b>(534,918.75)</b>

See Accountant's Compilation Report

**BUCKEYE OHIO RISK MANAGEMENT ASSOCIATION BENEFITS POOL**  
**Statement of Activities (Monthly)**  
January through July 2018

	Jan 18	Feb 18	Mar 18	Apr 18	May 18	Jun 18	Jul 18	TOTAL
<b>Ordinary Income/Expense</b>								
Income								
Claim Recoveries								
Provider Refunds	6,553.60	11,008.11	60,572.29	0.00	0.00	0.00	0.00	78,134.00
Total Claim Recoveries	6,553.60	11,008.11	60,572.29	0.00	0.00	0.00	0.00	78,134.00
COBRA Contributions Individuals	6,907.57	6,894.86	6,806.50	7,317.10	9,368.53	8,031.53	10,030.29	55,356.38
Interest Income	1,339.39	1,259.15	1,509.48	1,617.67	1,741.57	1,781.61	1,901.91	11,150.78
Membership Contributions								
Dental Premiums	44,611.94	44,285.75	44,370.23	44,901.73	45,074.58	44,920.76	45,034.23	313,199.22
Life Ins Fees	8,373.60	8,407.42	8,371.97	8,435.79	8,514.29	8,532.69	8,597.48	59,233.24
Medical Premiums	1,657,888.76	1,653,828.02	1,658,360.00	1,656,765.95	1,653,118.72	1,656,707.97	1,648,853.61	11,585,523.03
Total Membership Contributions	1,710,874.30	1,706,521.19	1,711,102.20	1,710,103.47	1,706,707.59	1,710,161.42	1,702,485.32	11,957,955.49
Rebates	0.00	0.00	79,576.59	0.00	0.00	138,137.91	0.00	217,714.50
Total Income	1,725,674.86	1,725,683.31	1,859,567.06	1,719,038.24	1,717,817.69	1,858,112.47	1,714,417.52	12,320,311.15
Expense								
ACA Tracking Fees	0.00	0.00	2,108.09	0.00	28,000.00	0.00	0.00	30,108.09
Claims Expense								
Dental Claims	40,134.98	48,707.55	48,418.15	32,810.96	33,132.68	42,949.19	35,154.34	281,307.85
Life	0.00	0.00	0.00	0.00	0.00	25,036.05	0.00	25,036.05
Medical	1,007,277.34	992,705.77	1,117,557.80	1,101,948.91	1,113,848.05	1,377,556.79	855,108.41	7,566,001.07
Prescription Drug Claims	356,332.12	403,483.65	249,422.76	387,415.00	357,768.80	211,614.91	395,120.61	2,361,157.85
Vision Claims	184.40	60.00	925.00	100.00	80.00	134.00	(59.00)	1,424.40
Claims Expense - Other	20,033.95	30,551.08	5,666.10	21,979.90	23,459.27	15,874.15	42,618.78	160,183.23
Total Claims Expense	1,423,962.79	1,475,508.05	1,421,989.81	1,544,254.77	1,528,288.80	1,673,165.09	1,327,941.14	10,395,110.45
Fees - Administrative								
Cobra Administrative Fee	1,121.98	4,101.48	1,055.68	1,555.80	1,590.69	1,653.40	1,449.69	12,528.72
Dental Fees	2,070.00	2,059.65	2,052.75	2,083.80	2,080.35	2,070.00	2,090.70	14,507.25
Life Fees	8,378.82	8,412.64	8,361.53	8,443.18	8,514.51	8,525.08	8,601.83	59,237.59
Medical Fees	60,435.60	59,109.94	61,035.98	59,880.22	59,932.80	59,881.22	59,780.06	420,055.82
Total Fees - Administrative	72,006.40	73,683.71	72,505.94	71,963.00	72,118.35	72,129.70	71,922.28	506,329.38
Insurance								
Insurance Premiums	77,407.20	75,174.32	76,679.44	76,679.44	76,745.60	76,613.28	76,547.12	535,846.40
Total Insurance	77,407.20	75,174.32	76,679.44	76,679.44	76,745.60	76,613.28	76,547.12	535,846.40
Meeting Expense	0.00	0.00	1,215.06	0.00	0.00	0.00	0.00	1,215.06
Professional Fees	100.00	5,950.00	1,200.00	1,775.00	1,175.00	5,575.00	5,345.00	21,120.00
Total Expense	1,573,476.39	1,630,316.08	1,575,698.34	1,694,672.21	1,706,327.75	1,827,483.07	1,481,755.54	11,489,729.38
Net Ordinary Income	152,198.47	95,367.23	283,868.72	24,366.03	11,489.94	30,629.40	232,661.98	830,581.77
Net Income	152,198.47	95,367.23	283,868.72	24,366.03	11,489.94	30,629.40	232,661.98	830,581.77

# BUCKEYE OHIO RISK MANAGEMENT ASSOCIATION BENEFITS POOL

## Profit & Loss by Class

For the Seven Months Ended July 31, 2018

	Admin	Dental	Life	Medical	TOTAL
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
Claim Recoveries					
Provider Refunds	0.00	0.00	0.00	78,134.00	78,134.00
Total Claim Recoveries	0.00	0.00	0.00	78,134.00	78,134.00
COBRA Contributions Individuals	0.00	0.00	0.00	55,356.38	55,356.38
Interest Income	11,150.78	0.00	0.00	0.00	11,150.78
Membership Contributions					
Dental Premiums	0.00	313,199.22	0.00	0.00	313,199.22
Life Ins Fees	0.00	0.00	59,233.24	0.00	59,233.24
Medical Premiums	0.00	0.00	0.00	11,585,523.03	11,585,523.03
Total Membership Contributions	0.00	313,199.22	59,233.24	11,585,523.03	11,957,955.49
Rebates	0.00	0.00	0.00	217,714.50	217,714.50
Total Income	11,150.78	313,199.22	59,233.24	11,936,727.91	12,320,311.15
<b>Expense</b>					
ACA Tracking Fees	0.00	0.00	0.00	30,108.09	30,108.09
Claims Expense					
Dental Claims	0.00	281,307.85	0.00	0.00	281,307.85
Life	0.00	0.00	25,036.05	0.00	25,036.05
Medical	0.00	0.00	0.00	7,566,001.07	7,566,001.07
Prescription Drug Claims	0.00	0.00	0.00	2,361,157.85	2,361,157.85
Vision Claims	0.00	0.00	0.00	1,424.40	1,424.40
Claims Expense - Other	0.00	0.00	0.00	160,183.23	160,183.23
Total Claims Expense	0.00	281,307.85	25,036.05	10,088,766.55	10,395,110.45
Fees - Administrative					
Cobra Administrative Fee	0.00	58.65	0.00	12,470.07	12,528.72
Dental Fees	0.00	14,507.25	0.00	0.00	14,507.25
Life Fees	0.00	0.00	59,237.59	0.00	59,237.59
Medical Fees	0.00	0.00	0.00	420,055.82	420,055.82
Total Fees - Administrative	0.00	14,565.90	59,237.59	432,525.89	506,329.38
Insurance					
Insurance Premiums	0.00	0.00	0.00	535,846.40	535,846.40
Total Insurance	0.00	0.00	0.00	535,846.40	535,846.40
Meeting Expense	1,215.06	0.00	0.00	0.00	1,215.06
Professional Fees	21,120.00	0.00	0.00	0.00	21,120.00
Total Expense	22,335.06	295,873.75	84,273.64	11,087,246.93	11,489,729.38
Net Ordinary Income	(11,184.28)	17,325.47	(25,040.40)	849,480.98	830,581.77
Net Income	(11,184.28)	17,325.47	(25,040.40)	849,480.98	830,581.77

See Accountant's Compilation Report

# BORMA

Group Reporting and Analytics

Presented by Aaron Marinelli

Analysis period 1/01/2012 - 6/30/2018

General Disclaimer: Chapman and Chapman does not warrant the accuracy or validity of the Carrier data used to create this reporting package. The information provided in this packet is intended for analytic and planning purposes. Paid data is entered on a monthly basis and may not reflect retroactive adjustments. Final Stop-Loss and/or other Settlements will be determined by the Carrier.

# Index

Report Name	Page
Medical and Prescription Drug Actual Versus Expected Claims and Costs by Month.....	3
Medical and Prescription Drug Net Costs versus Premium.....	4
Medical and Prescription Drug Paid Claims (Gross).....	5
Medical and Prescription Drug Paid Claims (Net).....	6
Medical Paid Claims (Gross).....	7
Prescription Drug Paid Claims.....	8
Large Claims with Diagnosis.....	9

# BORMA

## Detail - Self Funded

### Medical and Prescription Drug Actual Versus Expected Claims and Costs by Month

Monthly 01/01/2017 thru 06/30/2018 with Prior Periods

Months	Medical Contracts	Medical Gross Claims	Claims over Specific	Rx Claims	Rx Rebates	Fixed Costs	Total Net Costs	Funding Premium	Funding Premium - Net Costs	Cumulative Funding Premium - Net Costs	Cost Ratio	Cumulative Cost Ratio
01/13-12/13	23,495	\$19,238,764	\$350,299	\$5,097,813								
01/14-12/14	22,808	\$20,049,990	\$423,512	\$5,451,814	-\$521,849	\$1,967,226	\$25,431,655	\$22,916,546	-\$2,515,109	-\$2,515,109	110.98%	110.98%
01/15-12/15	22,407	\$19,954,401	\$1,807,529	\$5,567,576	-\$498,592	\$1,899,352	\$26,479,052	\$26,517,018	\$37,966	\$37,966	99.86%	99.86%
01/16-12/16	14,001	\$13,954,085	\$1,475,907	\$4,046,164	-\$764,543	\$2,104,950	\$25,054,856	\$30,045,166	\$4,990,310	\$4,990,310	83.39%	83.39%
1/1/2017	1,161	\$1,159,869	\$0	\$322,218	-\$314,808	\$1,461,592	\$17,671,126	\$18,451,267	\$780,141	\$780,141	95.77%	95.77%
2/1/2017	1,165	\$1,018,785	\$0	\$328,248	\$0	\$132,679	\$1,614,766	\$1,858,482	\$243,716	\$243,716	86.89%	86.89%
3/1/2017	1,159	\$1,197,229	\$0	\$359,989	\$0	\$133,136	\$1,480,169	\$1,864,885	\$384,716	\$628,432	79.37%	83.12%
4/1/2017	1,163	\$924,731	\$23,906	\$353,054	-\$133,328	\$132,451	\$1,556,341	\$1,855,281	\$298,940	\$927,373	83.89%	83.38%
5/1/2017	1,163	\$1,204,123	\$82,079	\$349,188	\$0	\$132,908	\$1,386,787	\$1,861,684	\$474,897	\$1,402,269	74.49%	81.15%
6/1/2017	1,162	\$1,015,316	\$36,563	\$337,875	\$0	\$132,908	\$1,604,139	\$1,861,684	\$257,545	\$1,659,814	86.17%	82.16%
7/1/2017	1,167	\$794,470	\$25,189	\$330,660	-\$143,269	\$132,793	\$1,306,153	\$1,860,083	\$553,930	\$2,213,744	70.22%	80.17%
8/1/2017	1,167	\$1,113,583	\$43,685	\$328,764	\$0	\$133,365	\$1,233,306	\$1,868,087	\$634,781	\$2,848,525	66.02%	78.14%
9/1/2017	1,170	\$1,013,922	\$24,943	\$331,303	-\$112,485	\$133,365	\$1,532,027	\$1,868,087	\$336,060	\$3,184,585	82.01%	78.62%
10/1/2017	1,171	\$898,111	\$22,527	\$379,009	\$0	\$133,708	\$1,341,505	\$1,872,889	\$531,385	\$3,715,970	71.63%	77.84%
11/1/2017	1,171	\$1,061,898	\$51,608	\$353,925	\$0	\$133,822	\$1,388,415	\$1,874,490	\$486,075	\$4,202,045	74.07%	77.46%
12/1/2017	1,168	\$1,388,664	\$415,895	\$358,309	\$0	\$133,822	\$1,498,037	\$1,874,490	\$376,453	\$4,578,498	79.92%	77.69%
01/17-12/17	13,987	\$12,790,702	\$726,396	\$4,132,543	-\$142,180	\$133,479	\$1,322,377	\$1,869,688	\$547,311	\$5,125,809	70.73%	77.11%
1/1/2018	1,175	\$1,109,113	\$0	\$384,502	-\$531,263	\$1,598,434	\$17,264,021	\$22,389,830	\$5,125,809	\$5,125,809	77.11%	77.11%
2/1/2018	1,172	\$1,033,573	\$0	\$360,936	\$0	\$140,448	\$1,634,063	\$1,722,162	\$88,100	\$88,100	94.88%	94.88%
3/1/2018	1,171	\$1,014,388	\$0	\$373,459	\$0	\$140,089	\$1,534,598	\$1,717,765	\$183,167	\$271,267	89.34%	92.11%
4/1/2018	1,173	\$1,085,850	\$0	\$336,996	-\$79,577	\$139,970	\$1,448,240	\$1,716,300	\$268,059	\$539,326	84.38%	89.54%
5/1/2018	1,173	\$1,164,993	\$16,500	\$395,555	\$0	\$140,209	\$1,563,055	\$1,719,231	\$156,176	\$695,502	90.92%	89.88%
6/1/2018	1,170	\$1,238,131	\$36,033	\$363,099	\$0	\$140,209	\$1,684,256	\$1,719,231	\$34,975	\$730,478	97.97%	91.50%
					-\$138,138	\$139,850	\$1,566,909	\$1,714,834	\$147,924	\$878,402	91.37%	91.48%
01/18-06/18	7,034	\$6,646,047	\$52,534	\$2,214,548	-\$217,715	\$840,774	\$9,431,121	\$10,309,523	\$878,402	\$878,402	91.48%	91.48%

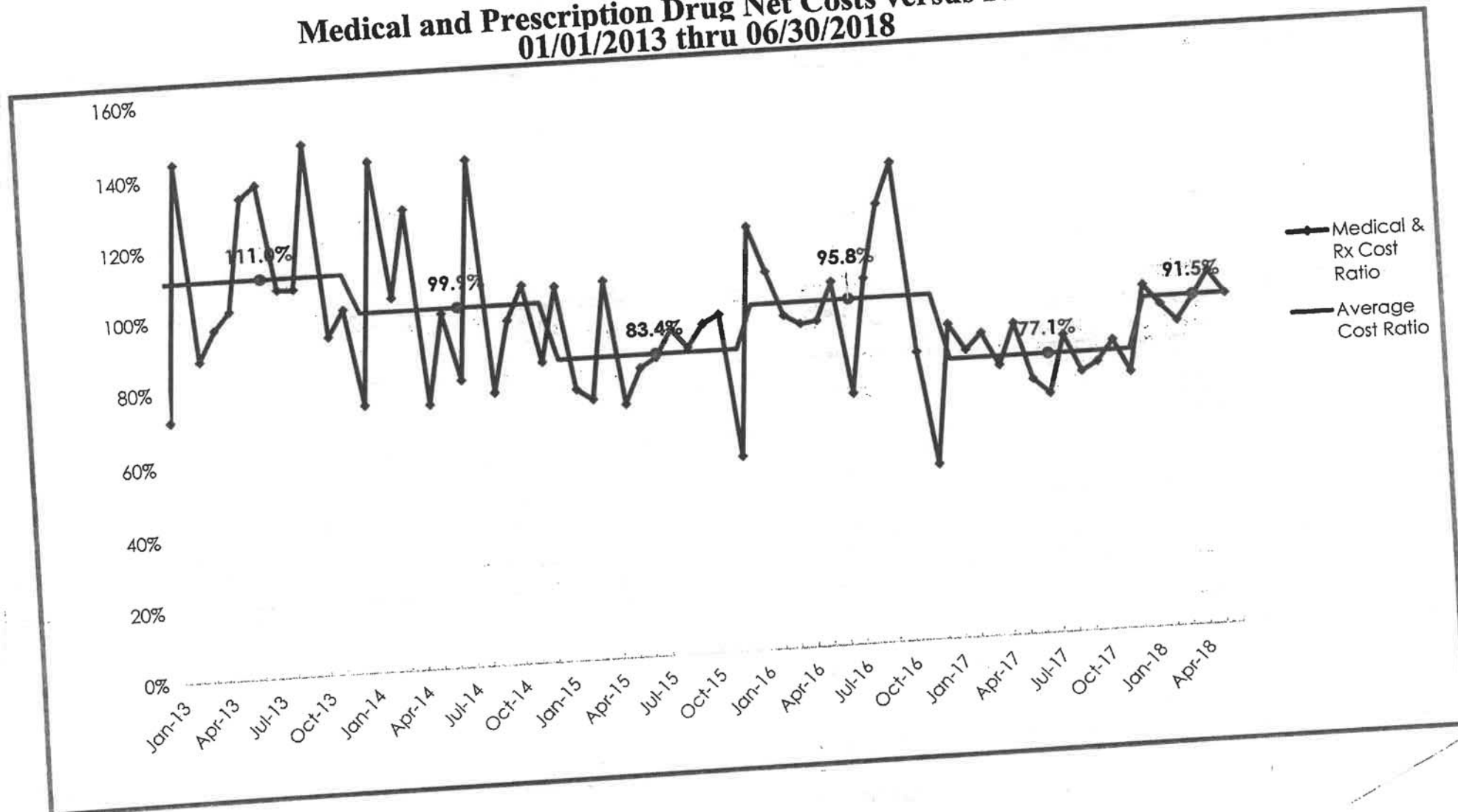
Notes:

# BORMA

## Cost Ratio

### Medical and Prescription Drug Net Costs versus Premium

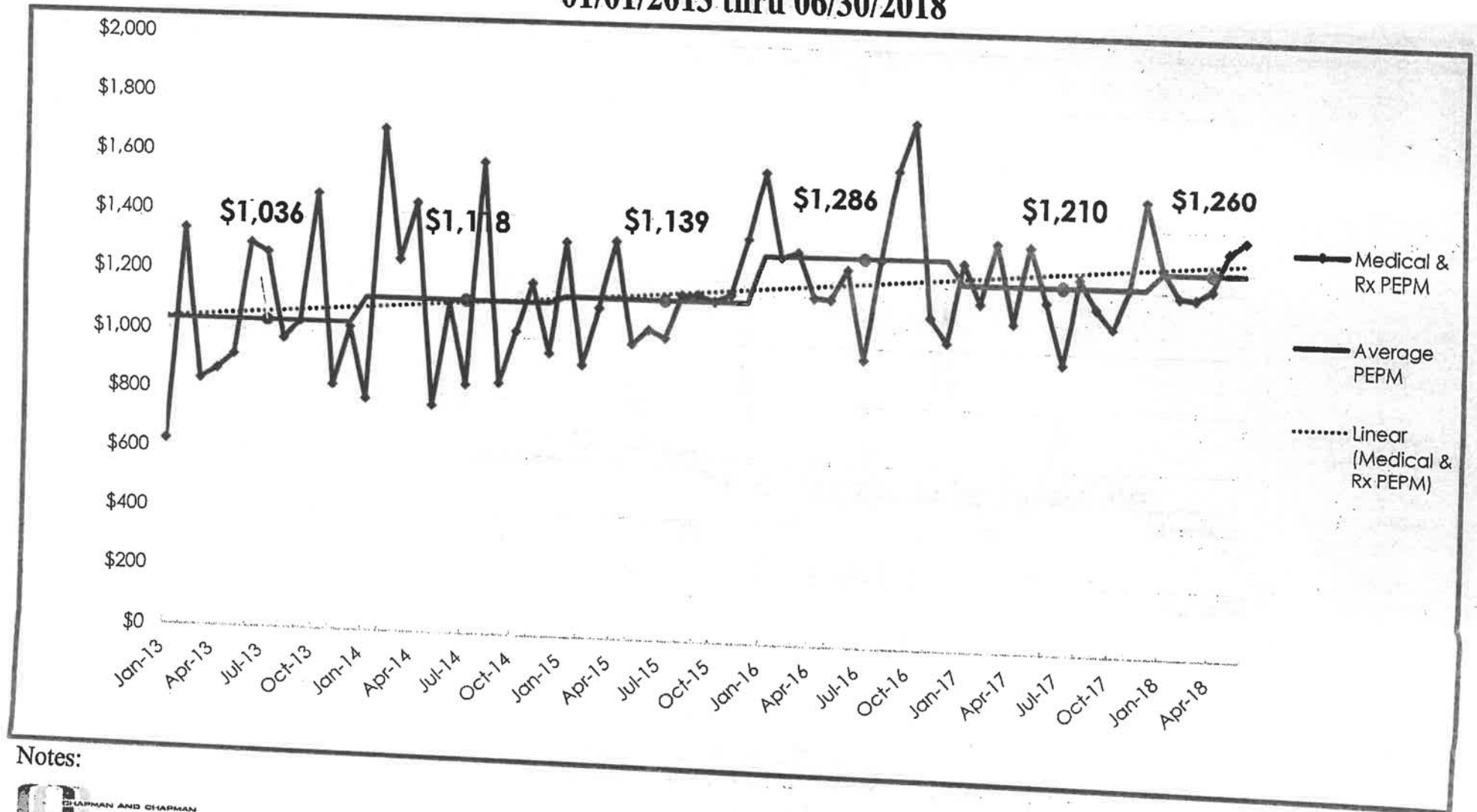
01/01/2013 thru 06/30/2018



Notes:

# BORMA

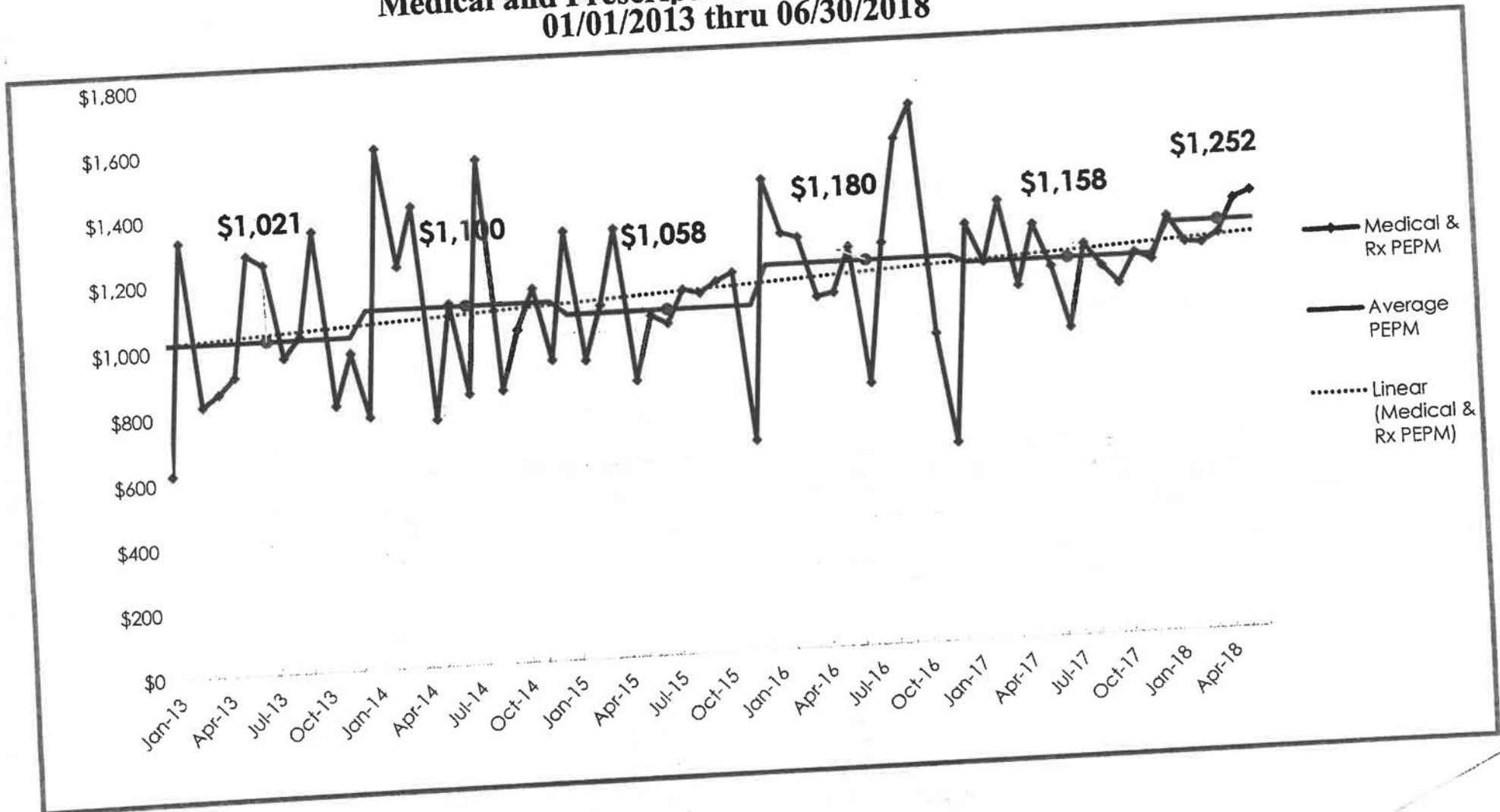
## Per Employee Per Month (PEPM) Medical and Prescription Drug Paid Claims (Gross) 01/01/2013 thru 06/30/2018





# BORMA

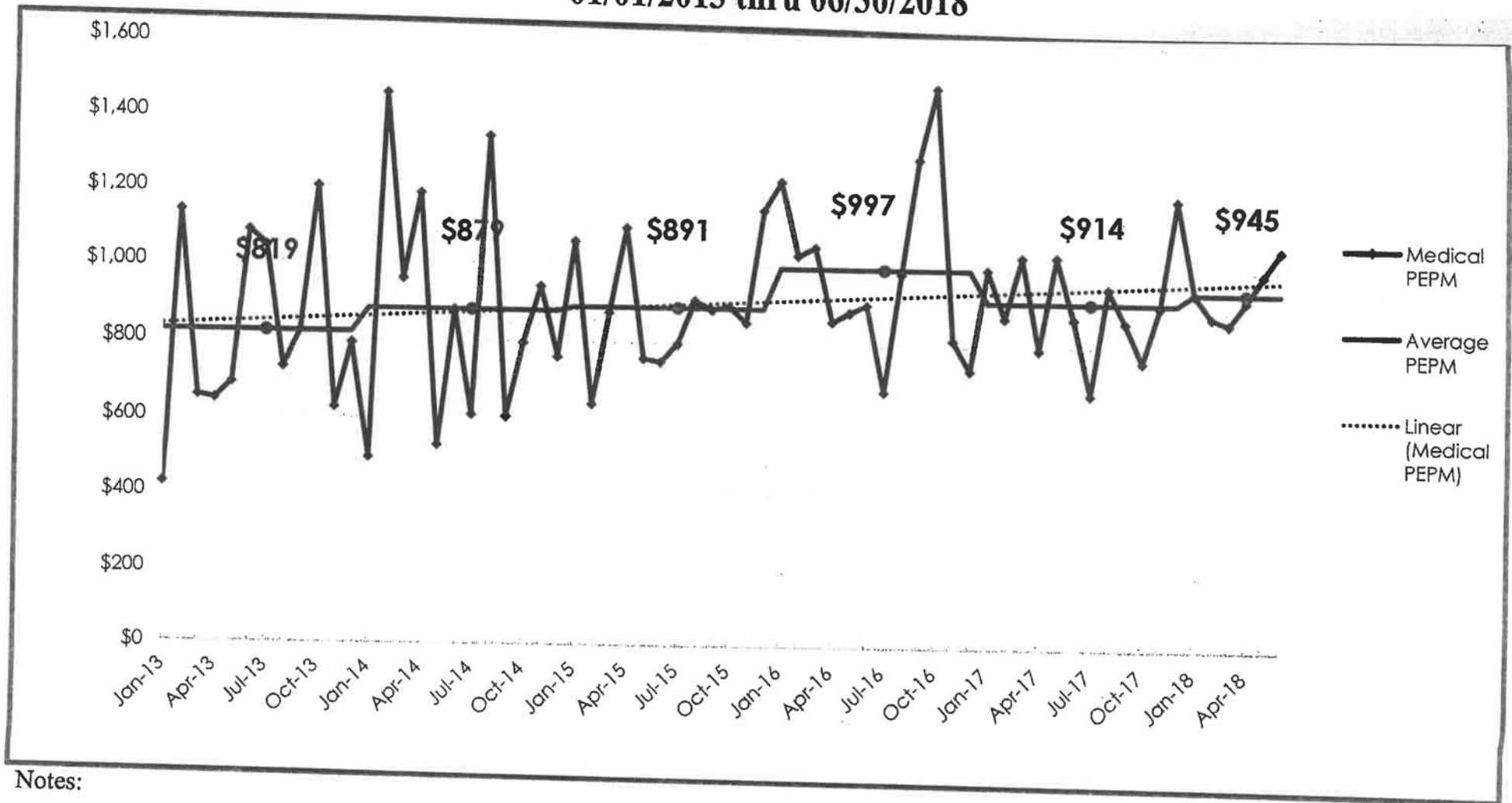
## Per Employee Per Month (PEPM) Medical and Prescription Drug Paid Claims (Net) 01/01/2013 thru 06/30/2018



Notes:

# BORMA

## Per Employee Per Month (PEPM) Medical Paid Claims (Gross) 01/01/2013 thru 06/30/2018



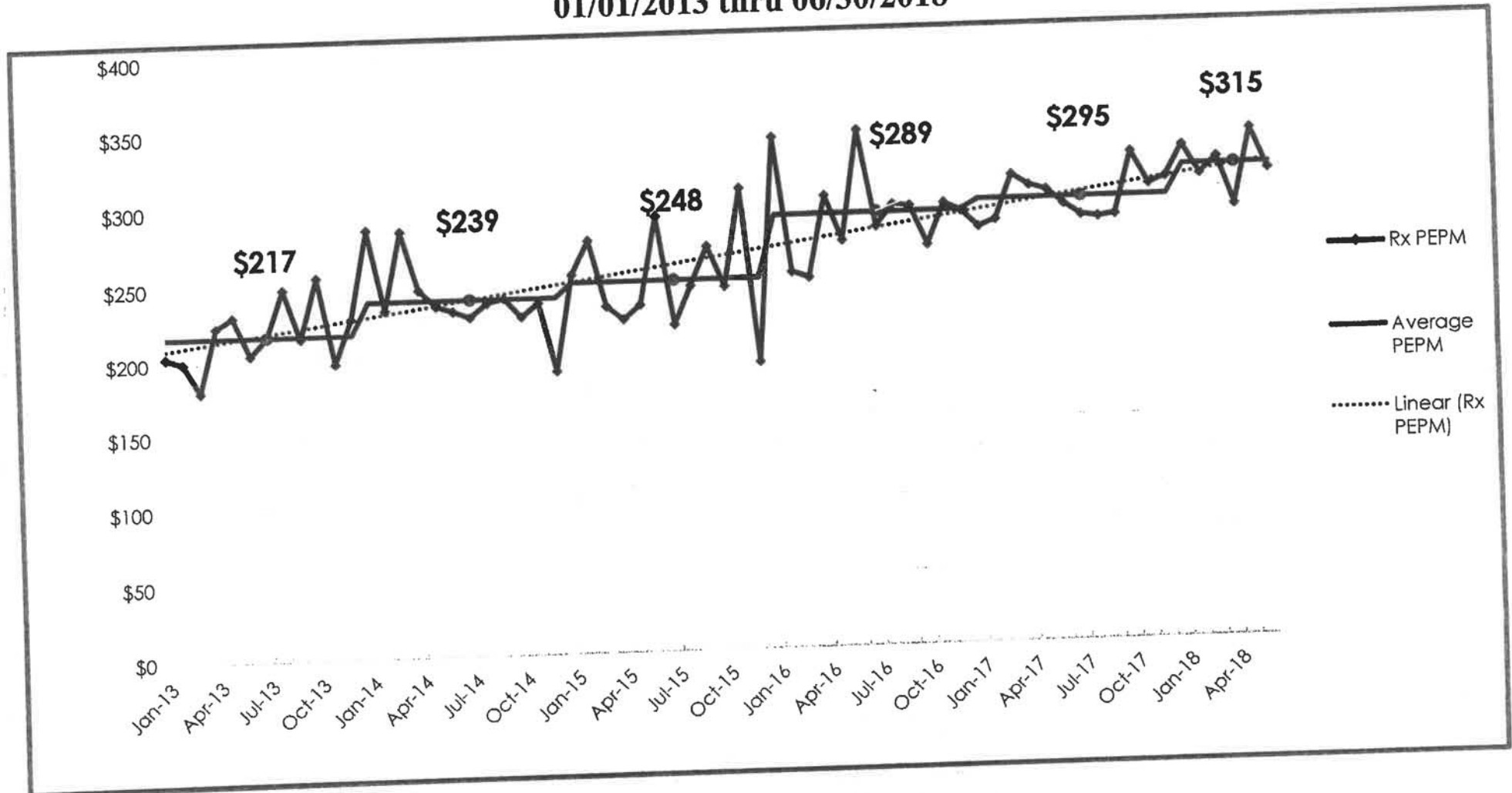
Notes:



Benefits Partner & Consultant

# BORMA

## Per Employee Per Month (PEPM) Prescription Drug Paid Claims 01/01/2013 thru 06/30/2018



Notes:



Benefits Administration

# BORMA

## Detail

### Large Claims with Diagnosis

01/01/2017 thru 06/30/2018 with Prior Periods

Month	Pooling Point	Counts over Pooling	Total Large Claim Amount	Amount Over Pooling	Status	Primary Diagnosis
01/16-12/16	\$200,000	8	\$3,075,907	\$1,475,907		
01/17-12/17	\$200,000	#1	\$228,984	\$28,984	Active	Single Liveborn Infant
01/17-12/17	\$200,000	#2	\$282,422	\$82,422	Active	Thrombosis Due to Vascular Prosthetic Devices, Implants & Grafts
01/17-12/17	\$200,000	#3	\$435,239	\$235,239	Active	Cystic Fibrosis with Pulmonary Manifestations
01/17-12/17	\$200,000	#4	\$488,830	\$288,830	Active	Single Liveborn Infant
01/17-12/17	\$200,000	#5	\$254,707	\$54,707	Active	Breast Cancer
01/17-12/17	\$200,000	#6	\$235,318	\$35,318	Active	Ulcerative Colitis
01/17-12/17	\$200,000	#7	\$200,895	\$895	Active	Breast Cancer
01/17-12/17	\$200,000	7	\$2,126,396	\$726,396		
01/18-06/18	\$250,000	#1	\$267,218	\$17,218	Active	Not Provided
01/18-06/18	\$250,000	#2	\$285,315	\$35,315	Active	Not Provided
01/18-06/18	\$250,000	2	\$552,534	\$52,534		

Notes:



Benefits

# BORMA



## Update on 2018 Reserves

### Current BORMA Reserve Goal - \$7,458,674 (4.5 Months)

Expected Medical/Rx Claims:	18,208,504	7,632,813	July 31, 2018 Cash Balance
Administrative Fees	721,707	4,143,708	BORMA Reserve Requirement (2.5 Months)
Stop Loss Fees	959,587	3,489,105	Surplus/Deficit
Annual Expected Costs	19,889,799		
Fixed Costs		1,681,295	
95% Expected Med & Rx Claims		17,298,079	
Estimated Expenses:		18,979,373	
Estimated Reserve Requirement		4,143,708	
Estimated Reserve Balance as of 12/31/18		8,543,238	
Surplus/Deficit		4,399,530	
Fixed Costs		1,681,295	
100% Expected Med & Rx Claims		18,208,504	
Estimated Expenses:		19,889,799	
Estimated Reserve Requirement		4,143,708	
Estimated Reserve Balance as of 12/31/18		7,632,813	
Surplus/Deficit		3,489,105	
Fixed Costs		1,681,295	
110% Expected Med & Rx Claims		20,029,354	
Estimated Expenses:		21,710,649	
Estimated Reserve Requirement		4,143,708	
Estimated Reserve Balance as of 12/31/18		5,811,962	
Surplus/Deficit		1,668,254	



Aetna Pharmacy Management

REBATE DISTRIBUTION SUMMARY

Date Produced: 05/18/2018

Rebate ID: 00109606  
 Client Name: BUCKEYE OHIO RISK MANAGEMENT ASSOCIATION POOL, INC  
 Company/Vendor: ZAC - 999999

Invoice&Collection Summary

<u>Inv qtr</u>	Total Collections To-Date	Share %	Client Share
2016Q1	\$125,762.70	100.00%	\$125,762.70
2016Q2	\$113,235.04	100.00%	\$113,235.04
2016Q3	\$131,437.99	100.00%	\$131,437.99
2016Q4	\$122,820.64	100.00%	\$122,820.64
2017Q1	\$114,473.84	100.00%	\$114,473.84
2017Q2	\$123,884.17	100.00%	\$123,884.17
2017Q3	\$97,997.95	100.00%	\$97,997.95
2017Q4	\$58,252.69	100.00%	\$58,252.69
Total	-- \$887,865.02	--	\$887,865.02

Distribution Summary

<u>Inv qtr</u>	Client Collections	Amount Due	Prior Distribution	Current Distribution	Undistributed
2016Q1	\$125,762.70	\$125,762.70	\$125,762.70	\$0.00	\$0.00
2016Q2	\$113,235.04	\$113,235.04	\$113,235.04	\$0.00	\$0.00
2016Q3	\$131,437.99	\$131,437.99	\$131,437.99	\$0.00	\$0.00
2016Q4	\$122,820.64	\$122,820.64	\$121,942.92	\$877.72	\$0.00
2017Q1	\$114,473.84	\$114,473.84	\$113,675.11	\$798.73	\$0.00
2017Q2	\$123,884.17	\$123,884.17	\$117,082.55	\$6,801.62	\$0.00
2017Q3	\$97,997.95	\$97,997.95	\$26,590.80	\$71,407.15	\$0.00
2017Q4	\$58,252.69	\$58,252.69	\$0.00	\$58,252.69	\$0.00
Total	\$887,865.02	\$887,865.02	\$749,727.11	\$138,137.91	\$0.00

# *Medical Claims Repricing Study*

*For*

---

## BORMA

## Project Overview

Medical Claims and Disruption Study Information	
Category	Source Data
Network:	Incumbent Carrier: Aetna
Charges Included:	Inpatient Facility, Outpatient Facility and Professional Services claims.
Charges Excluded:	All carriers were asked to price all claims in the file
Methodology:	Provider-Specific
Source Data:	Time Period Requested - 2 years (April 1, 2016 through March 31, 2018)
	Total Billed Charges - \$55,341,867

Carriers Invited to Participate	
Provider	Study Response
Anthem	Yes
Cigna	Yes
Medical Mutual of Ohio	Yes
UnitedHealthcare	Yes



# BORMA

## Medical Claims Repricing Summary

Date Range: 4/1/2016-3/31/2018

Provider Type	Aetna	Anthem	Cigna	Medical Mutual of Ohio	UnitedHealthcare
<b>Facility Inpatient</b>					
Allowed Charges:	\$10,968,710	\$12,032,000	\$10,928,509	\$10,968,710	\$10,992,718
Savings Amount:	\$5,965,637	\$6,442,000	\$5,617,447	\$5,843,991	\$5,556,980
Allowed Amount:	\$5,003,073	\$5,590,000	\$5,311,062	\$5,124,719	\$5,435,738
Savings Percentage:	54.4%	53.5%	51.4%	53.3%	50.6%
<b>Facility Outpatient</b>					
Allowed Charges:	\$26,585,158	\$26,446,000	\$26,457,615	\$26,588,268	\$26,593,995
Savings Amount:	\$13,328,578	\$13,858,000	\$12,608,781	\$11,899,464	\$11,700,255
Allowed Amount:	\$13,256,580	\$12,588,000	\$13,848,834	\$14,688,804	\$14,893,740
Savings Percentage:	50.1%	52.4%	47.7%	44.8%	44.0%
<b>Facility Total</b>					
Allowed Charges:	\$37,553,868	\$38,478,000	\$37,386,124	\$37,556,978	\$37,586,713
Savings Amount:	\$19,294,215	\$20,300,000	\$18,226,228	\$17,743,455	\$17,257,235
Allowed Amount:	\$18,259,653	\$18,178,000	\$19,159,896	\$19,813,523	\$24,276,239
Savings Percentage:	51.4%	52.8%	48.8%	47.2%	45.9%
<b>Professional Services</b>					
Allowed Charges:	\$16,483,865	\$15,140,000	\$15,583,244	\$16,003,690	\$17,754,910
Savings Amount:	\$8,878,728	\$8,004,000	\$8,082,603	\$8,240,104	\$8,372,411
Allowed Amount:	\$7,605,137	\$7,136,000	\$7,500,641	\$7,763,586	\$9,382,499
Savings Percentage:	53.9%	52.9%	51.9%	51.5%	47.2%
<b>Total</b>					
Allowed Charges:	\$54,037,733	\$53,618,000	\$52,969,368	\$53,560,668	\$55,341,623
Savings Amount:	\$28,172,943	\$28,304,000	\$26,308,831	\$25,983,559	\$25,629,646
Allowed Amount:	\$25,864,790	\$25,314,000	\$26,660,537	\$27,577,109	\$33,658,738
Savings Percentage:	52.1%	52.8%	49.7%	48.5%	46.3%
Estimated Historical Savings:	N/A	\$352,627	-\$1,333,476	-\$1,957,948	-\$3,147,151

### NOTES:

#### ANTHEM

The 52.8% discount is based on the claim file provided. Claims were paired with providers based on TIN on 96.7% of the eligible charges. When TIN was not available, discounts for those records was calculated based on zip code of the member or provider.

- Excluded claims for dental, behavioral health and claims without credible discounts.

#### AETNA

- Claims associated with Vision Providers, Dental Providers, Pharmacy Providers, Military Providers, Third Party Administrators, Government Agencies/Police Department, Record Management Services, Blank Records, Billing Services, Cruise Lines, Foreign Providers, Retired/Deceased Providers, and Not Considered Records (records associated with invalid TINs, medical management vendors from other carriers, unknown provider records, etc.).

- Out-of-network savings reflect savings from NAP programs applicable to claims incurred at non-NAP contracted/network providers and facilities including Facility Charge Review, Single Case Contracting and Ad Hoc Negotiations.

#### CIGNA

- Provider Specific repricing used. Injectable, Lab, Radiology & HCPCs excluded from repricing calculation.

#### MEDICAL MUTUAL OF OHIO

- Excluded charges of \$1,781,200 for the following reasons: Dental, Does not accept any Insurance, Governmental Services, Insufficient data, Other payer, retired and Vision.

#### UNITEDHEALTHCARE

- Rx claims have not been repriced. This is an estimate only. Actual costs may vary on a number of factors including member utilization and provider mix.

- There is no consideration of network development activities that would result in better future overall discounts due to higher % of in network reimbursements.

# City of Napoleon

Effective 1/1/2019

Current - 2018

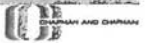


	Plan 2 PPO - Non-Grandfathered		Plan 8 -HSA - Non-Grandfathered		Plan 1 PPO - Non-Grandfathered	
Plan Type (PPO/HSA)	Network	Non-Network	Network	Non-Network	Network	Non-Network
Employer Funding	None		\$1,200/\$2,000		None	
Coinsurance %	90%	70%	80%	60%	90%	70%
Deductible (Individual/Family)	\$250/\$500 (Embedded)	\$500/\$1,000 (Embedded)	\$3,000/\$6,000 (Embedded)	\$6,000/\$12,000 (Embedded)	\$0/\$0 (Embedded)	\$250/\$500 (Embedded)
Out of Pocket Maximum	\$600/\$1,200 Includes coinsurance, deductibles and medical copays	\$1,200/\$2,400 Includes coinsurance, deductibles and medical copays	\$6,550/\$13,100 Includes coinsurance and deductibles	\$13,100/\$26,200 Includes coinsurance and deductibles	\$250/\$500 Includes coinsurance, deductibles and medical copays	\$500/\$1,000 Includes coinsurance, deductibles and medical copays
Inpatient Facility	\$6,250/\$12,500 Includes Rx copays 90% after Deductible	Unlimited Includes Rx copays 70% after deductible	N/A	N/A	\$6,600/\$13,200 Includes Rx copays 90% after Deductible	Unlimited Includes Rx copays 70% after deductible
Emergency Room (ER)	\$250 copay	\$250 copay	80% after Deductible	60% after deductible	\$250 copay	\$250 copay
Urgent Care	\$40 copay	70% after deductible	80% after Deductible	60% after deductible	\$40 copay	70% after deductible
Office Visits (Diagnostic)	\$10 copay (\$25 specialist)	70% after deductible	80% after Deductible	60% after deductible	\$10 copay (\$25 specialist)	70% after deductible
Office Visits (Preventive)	100%	70% after deductible	100%	60% after deductible	100%	70% after deductible
Prescription Drug						
Retail	Tier 1: \$5 copay Tier 2: \$15 copay Tier 3: \$30 copay Tier 4: \$125 copay	Not Covered	80% after Deductible	Not Covered	Tier 1: \$5 copay Tier 2: \$15 copay Tier 3: \$30 copay Tier 4: \$125 copay	Not Covered
Mail Order	Tier 1: \$12.50 copay Tier 2: \$37.50 copay Tier 3: \$75 copay	Not Covered	80% after Deductible	Not Covered	Tier 1: \$12.50 copay Tier 2: \$37.50 copay Tier 3: \$75 copay	Not Covered
Medicare Part D Creditable	Creditable		Creditable		Creditable	
Notes	If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic	
Funding Rates						
Single	22	\$603.49	1	\$525.63	23	\$664.99
Employee/Spouse	15	\$1,206.99	0	\$1,051.26	15	\$1,329.97
Employee/Child(ren)	25	\$1,086.29	2	\$946.13	27	\$1,196.98
Family	39	\$1,810.48	0	\$1,576.90	39	\$1,994.96
Monthly Premiums	101	\$129,148	3	\$2,418	104	\$145,366
Annual Premiums		\$1,578,786				\$1,744,395
\$ Increase over Current						\$165,609
% Increase over Current						10.49%

Overall Rate Increase 6.6%

# City of Napoleon

Effective 1/1/2019

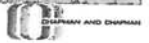


	Plan 2		Plan 3		Plan 4		Plan 5	
Plan Type (PPO/HSA)	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Employer Funding	PPO - Non-Grandfathered		PPO - Non-Grandfathered		PPO - Non-Grandfathered		PPO - Non-Grandfathered	
Coinsurance %	None		None		None		None	
Deductible (Individual/Family)	90%	70%	90%	70%	80%	60%	80%	60%
Out of Pocket Maximum	\$250/\$500 (Embedded)	\$500/\$1,000 (Embedded)	\$500/\$1,000 (Embedded)	\$1,000/\$2,000 (Embedded)	\$750/\$1,500 (Embedded)	\$1,500/\$3,000 (Embedded)	\$1,250/\$2,500 (Embedded)	\$2,500/\$5,000 (Embedded)
	\$600/\$1,200 Includes coinsurance, deductibles and medical copays	\$1,200/\$2,400 Includes coinsurance, deductibles and medical copays	\$1,750/\$3,500 Includes coinsurance, deductibles and medical copays	\$3,500/\$7,000 Includes coinsurance, deductibles and medical copays	\$2,250/\$4,500 Includes coinsurance, deductibles and medical copays	\$4,500/\$9,000 Includes coinsurance, deductibles and medical copays	\$4,500/\$9,000 Includes coinsurance, deductibles and medical copays	\$9,000/\$18,000 Includes coinsurance, deductibles and medical copays
	\$6,250/\$12,500 Includes Rx copays 90% after Deductible	Unlimited Includes Rx copays 70% after deductible	\$5,100/\$10,200 Includes Rx copays 90% after Deductible	Unlimited Includes Rx copays 70% after deductible	\$4,600/\$9,200 Includes Rx copays 80% after Deductible	Unlimited Includes Rx copays 60% after deductible	\$2,350/\$4,700 Includes Rx copays 80% after Deductible	Unlimited Includes Rx copays 60% after deductible
Inpatient Facility	\$250 copay	\$250 copay	\$250 copay	\$250 copay	\$250 copay	\$250 copay	\$250 copay	\$250 copay
Emergency Room (ER)	\$40 copay	70% after deductible	\$40 copay	70% after deductible	\$45 copay	60% after deductible	\$45 copay	60% after deductible
Office Visits (Diagnostic)	\$10 copay (\$25 specialist)	70% after deductible	\$10 copay (\$25 specialist)	70% after deductible	\$15 copay (\$30 specialist)	60% after deductible	\$15 copay (\$30 specialist)	60% after deductible
Office Visits (Preventive)	100%	70% after deductible	100%	70% after deductible	100%	60% after deductible	100%	60% after deductible
Prescription Drug								
Retail	Tier 1: \$5 copay Tier 2: \$15 copay Tier 3: \$30 copay Tier 4: \$125 copay	Not Covered	Tier 1: \$5 copay Tier 2: \$15 copay Tier 3: \$30 copay Tier 4: \$125 copay	Not Covered	Tier 1: \$10 copay Tier 2: \$20 copay Tier 3: \$35 copay Tier 4: \$125 copay	Not Covered	Tier 1: \$10 copay Tier 2: \$20 copay Tier 3: \$35 copay Tier 4: \$125 copay	Not Covered
Mail Order	Tier 1: \$12.50 copay Tier 2: \$37.50 copay Tier 3: \$75 copay	Not Covered	Tier 1: \$12.50 copay Tier 2: \$37.50 copay Tier 3: \$75 copay	Not Covered	Tier 1: \$25.00 copay Tier 2: \$50.00 copay Tier 3: \$87.50 copay	Not Covered	Tier 1: \$25.00 copay Tier 2: \$50.00 copay Tier 3: \$87.50 copay	Not Covered
Medicare Part D Creditable	Creditable		Creditable		Creditable		Creditable	
Notes	If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic	
Funding Rates								
Single	23	\$644.21	23	\$623.43	23	\$602.64	23	\$581.86
Employee/Spouse	15	\$1,288.41	15	\$1,246.85	15	\$1,205.29	15	\$1,163.73
Employee/Child(ren)	27	\$1,159.57	27	\$1,122.17	27	\$1,084.76	27	\$1,047.35
Family	39	<u>\$1,932.62</u>	39	<u>\$1,870.28</u>	39	<u>\$1,807.93</u>	39	<u>\$1,745.59</u>
Monthly Premiums	104	\$140,824	104	\$136,281	104	\$131,738	104	\$127,195
Annual Premiums		\$1,689,883		\$1,635,374		\$1,580,854		\$1,526,342
\$ Increase over Current		\$111,097		\$56,588		\$2,068		(\$52,444)
% Increase over Current		7.04%		3.58%		0.13%		(3.32%)

Overall Rate Increase 6.6%

# City of Napoleon

Effective 1/1/2019



	Plan 6		Plan 7		Plan 8		Plan 9	
Plan Type (PPO/HSA)	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Employer Funding	PPO - Non-Grandfathered		PPO - Non-Grandfathered		HSA - Non-Grandfathered		HSA - Non-Grandfathered	
Coinsurance %	None		None		\$1,200/\$2,000		None	
Deductible (Individual/Family)	80%	60%	80%	60%	80%	60%	80%	60%
Out of Pocket Maximum	\$2,000/\$4,000 (Embedded)	\$4,000/\$8,000 (Embedded)	\$3,000/\$6,000 (Embedded)	\$6,000/\$12,000 (Embedded)	\$3,000/\$6,000 (Embedded)	\$6,000/\$12,000 (Embedded)	\$4,000/\$8,000 (Embedded)	\$8,000/\$16,000 (Embedded)
	\$4,500/\$9,000 Includes coinsurance, deductibles and medical copays	\$9,000/\$18,000 Includes coinsurance, deductibles and medical copays	\$5,000/\$10,000 Includes coinsurance, deductibles and medical copays	\$10,000/\$20,000 Includes coinsurance, deductibles and medical copays	\$6,550/\$13,100 Includes coinsurance and deductibles	\$13,100/\$26,200 Includes coinsurance and deductibles	\$8,550/\$13,100 Includes coinsurance and deductibles	\$13,100/\$26,200 Includes coinsurance and deductibles
	\$2,350/\$4,700 Includes Rx copays	Unlimited Includes Rx copays	\$1,850/\$3,700 Includes Rx copays	Unlimited Includes Rx copays	N/A	N/A	N/A	N/A
Inpatient Facility	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible
Emergency Room (ER)	\$250 copay	\$250 copay	\$250 copay	\$250 copay	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible
Urgent Care	\$65 copay	60% after deductible	\$75 copay	60% after deductible	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible
Office Visits (Diagnostic)	\$20 copay (\$45 specialist)	60% after deductible	\$30 copay (\$55 specialist)	60% after deductible	80% after Deductible	60% after deductible	80% after Deductible	60% after deductible
Office Visits (Preventive)	100%	60% after deductible	100%	60% after deductible	100%	60% after deductible	100%	60% after deductible
Prescription Drug								
Retail	Tier 1: \$15 copay Tier 2: \$25 copay Tier 3: \$45 copay Tier 4: \$125 copay	Not Covered	Tier 1: \$20 copay Tier 2: \$40 copay Tier 3: \$70 copay Tier 4: \$125 copay	Not Covered	80% after Deductible	Not Covered	80% after Deductible	Not Covered
Mail Order	Tier 1: \$37.50 copay Tier 2: \$62.50 copay Tier 3: \$112.50 copay	Not Covered	Tier 1: \$50.00 copay Tier 2: \$100.00 copay Tier 3: \$175.00 copay	Not Covered	80% after Deductible	Not Covered	80% after Deductible	Not Covered
Medicare Part D Creditable	Creditable		Creditable		Creditable		Creditable	
Notes	If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		If a brand name drug is purchased when a generic is available, the copay equals the brand copay plus the cost difference between brand and generic		Creditable		Creditable	
Funding Rates								
Single	23	\$561.08	23	\$540.30	23	\$561.08	23	\$498.74
Employee/Spouse	15	\$1,122.17	15	\$1,080.60	15	\$1,122.17	15	\$997.48
Employee/Child(ren)	27	\$1,009.95	27	\$972.54	27	\$1,009.95	27	\$897.73
Family	39	\$1,683.25	39	\$1,620.91	39	\$1,683.25	39	\$1,496.22
Monthly Premiums	104	\$122,653	104	\$118,110	104	\$122,653	104	\$109,025
Annual Premiums		\$1,471,833		\$1,417,320		\$1,471,833		\$1,308,294
\$ Increase over Current		(\$106,952)		(\$161,466)		(\$106,952)		(\$270,492)
% Increase over Current		(6.77%)		(10.23%)		(6.77%)		(17.13%)

Overall Rate Increase 6.6%

## CITY OF NAPOLEON, OHIO - HEALTH INSURANCE COST - REVIEW SUMMARY

**2019 - HEALTH INSURANCE PREMIUMS INCREASE AND COST ALLOCATION REVIEW - 2019 - (REVISED 08-27-2018) - City of Napoleon, Ohio**  
**BASE YEAR FOR COMPARATIVE PURPOSES IS 2015; 2018 IS USED FOR COMPARISON TO 2019 INCREASE**
**2015 HEALTH INSURANCE RENEWAL PREMIUM with CHANGES TO PREMIUM SHARES**
**PREMIUM SHARE - 2015 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share (Wellness Included as Part of the Base Premium)**

Employee Share      City Share

12.50%      87.50%

**PPO DEDUCTIBLE SHARE - \$750 Single and \$1,500 Family; funded (90% Employee, or \$670 Single and \$1,340 Family) and (10% Employer, or \$80 Single and \$160 Family)**

90.00%      10.00%

**H.S.A. DEDUCTIBLE SHARE - \$2,700 Single and \$5,400 Family; funded (Employee-Single 55.56% or \$1,500, and Family 62.96% or \$3,400); and (Employer-Single 44.44% or \$1,200, and Family 37.04% or \$2,000).**

(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	
Plan	Plan	#'s In	Monthly	Annual Rate	EMPLOYEE Prm.Shr. @ 12.50%			Emp.Shr.Ded.	Emp.Max.	City Prm.Shr.	City Share	Total Max.	== PREMIUM + SHARED DED. ALLOCATIONS ==			
Year	Type	Plan*	Rate (1)	By Type	Annual	Monthly	Bi-Monthly	Max (In Net.)	OoP Liability	@ 87.5%	Deductible	City Share	TOTAL	EMP.SH.w/DED.	CITY SH.w/DED.	
	PPO			D x 12	E x 12.5%	F / 12	G / 2	As Listed	F + I	E x 87.50%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O	
2015 Final Rates	Single	22	\$ 462.76	\$ 5,553.12	\$ 694.14	\$ 57.85	\$ 28.93	\$ 670.00	\$ 1,364.14	\$ 4,858.98	\$ 80.00	\$ 4,938.98	\$ 138,668.64	\$ 30,011.08	\$ 108,657.56	
	EE/Childs	25	\$ 1,039.56	\$ 12,474.72	\$ 1,559.34	\$ 129.95	\$ 64.98	\$ 1,340.00	\$ 2,899.34	\$ 10,915.38	\$ 160.00	\$ 11,075.38	\$ 349,368.00	\$ 72,483.50	\$ 276,884.50	
	EE/Spouse	15	\$ 1,188.20	\$ 14,258.40	\$ 1,782.30	\$ 148.53	\$ 74.27	\$ 1,340.00	\$ 3,122.30	\$ 12,476.10	\$ 160.00	\$ 12,636.10	\$ 236,376.00	\$ 46,834.50	\$ 189,541.50	
	Family	39	\$ 1,485.46	\$ 17,825.52	\$ 2,228.19	\$ 185.68	\$ 92.84	\$ 1,340.00	\$ 3,568.19	\$ 15,597.33	\$ 160.00	\$ 15,757.33	\$ 753,695.28	\$ 139,159.41	\$ 614,535.87	
	Total PPOs->	101														
	H.S.A.															
2015 Final Rates for H.S.A.	Single	1	\$ 434.11	\$ 5,209.32	\$ 651.17	\$ 54.26	\$ 27.13	\$ 1,500.00	\$ 2,151.17	\$ 4,558.16	\$ 1,200.00	\$ 5,758.16	\$ 7,909.32	\$ 2,151.17	\$ 5,758.15	
	EE/Childs	2	\$ 960.39	\$ 11,524.68	\$ 1,440.59	\$ 120.05	\$ 60.03	\$ 3,400.00	\$ 4,840.59	\$ 10,084.10	\$ 2,000.00	\$ 12,084.10	\$ 33,849.36	\$ 9,681.18	\$ 24,168.18	
	EE/Spouse	0	\$ 1,097.60	\$ 13,171.20	\$ 1,646.40	\$ 137.20	\$ 68.60	\$ 3,400.00	\$ 5,046.40	\$ 11,524.80	\$ 2,000.00	\$ 13,524.80	\$ -	\$ -	\$ -	
	Family	0	\$ 1,371.99	\$ 16,463.88	\$ 2,057.99	\$ 171.50	\$ 85.75	\$ 3,400.00	\$ 5,457.99	\$ 14,405.90	\$ 2,000.00	\$ 16,405.90	\$ -	\$ -	\$ -	
	Total HSAs->	3														
	Total Plans->	104														
NOTE: (1) Monthly Rate by Plan Type, Reflects a Net +4.8% BORMA Increase over 2014 Rate, and reflects Reductions to Monthly Rate due to Plan Design and/or Benefit Changes from 2014.													Total Estimated Annual Cost>	\$ 1,519,866.60	\$ 300,320.84	\$ 1,219,545.76
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																



## CITY OF NAPOLEON, OHIO - HEALTH INSURANCE COST - REVIEW SUMMARY

2019 - HEALTH INSURANCE PREMIUMS INCREASE AND COST ALLOCATION REVIEW - 2019 - (REVISED 08-27-2018) - City of Napoleon, Ohio																		
BASE YEAR FOR COMPARATIVE PURPOSES IS 2015; 2018 IS USED FOR COMPARISON TO 2019 INCREASE																		
2016 ACTUAL INCREASE WITH PLAN CHANGES AND COMPARED TO BASE YEAR 2015																		
2016 HEALTH INSURANCE RENEWAL - CITY CHOSE BORMA REVISED "PPO PLAN 2" and REVISED "HSA PLAN 8" RATES - PREMIUM INCREASE (-0.30%), HSA PLAN INCREASE (+5.35%)																		
														Employee Share	City Share			
PREMIUM SHARE - 2016 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share														12.50%	87.50%			
PPO PLAN 2 - DEDUCTIBLE SHARE - \$250 Single and \$500 Family; funded 100% Employee														100.00%	0.00%			
H.S.A. DEDUCTIBLE SHARE - \$3,000 Single and \$6,000 Family; funded (Employee-Single 60.0% or \$1,800, and Family 66.7% or \$4,000); and (Employer-Single 40.0% or \$1,200, and Family 33.3% or \$2,000).																		
(A)	(B)	(C)	(D)	(E)	(F)			(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	
Plan Year	Plan Type	#'s in Plan*	Monthly Rate (1)	Annual Rate By Type	EMPLOYEE Pm.Shr. @ 12.50%			Annual	Monthly	Bi-Monthly	Emp.Shr.Ded. Max (In Net.)	Emp.Max. OoP Liability	City Pm.Shr. @ 87.5%	City Share Deductible	Total Max. City Share	== PREMIUM + SHARED DED. ALLOCATIONS ==		
	PPO			D x 12	E x 12.5%	F / 12	G / 2	As Listed	F + I	E x 87.50%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O			
PPO - 2016 Final Rates from BORMA	Single	22	\$ 525.10	\$ 6,301.20	\$ 787.65	\$ 65.64	\$ 32.82	\$ 600.00	\$ 1,387.65	\$ 5,513.55	\$ -	\$ 5,513.55	\$ 151,826.40	\$ 30,528.30	\$ 121,298.10			
	EE/Childs	25	\$ 945.18	\$ 11,342.16	\$ 1,417.77	\$ 118.15	\$ 59.08	\$ 1,200.00	\$ 2,617.77	\$ 9,924.39	\$ -	\$ 9,924.39	\$ 313,554.00	\$ 65,444.25	\$ 248,109.75			
	EE/Spouse	15	\$ 1,050.20	\$ 12,602.40	\$ 1,575.30	\$ 131.28	\$ 65.64	\$ 1,200.00	\$ 2,775.30	\$ 11,027.10	\$ -	\$ 11,027.10	\$ 207,036.00	\$ 41,629.50	\$ 165,406.50			
	Family	39	\$ 1,575.30	\$ 18,903.60	\$ 2,362.95	\$ 196.91	\$ 98.46	\$ 1,200.00	\$ 3,562.95	\$ 16,540.65	\$ -	\$ 16,540.65	\$ 784,040.40	\$ 138,955.05	\$ 645,085.35			
	Total PPOs-> H.S.A.	101																
HSA - 2016 Final Rates from BORMA	Single	1	\$ 457.35	\$ 5,488.20	\$ 686.03	\$ 57.17	\$ 28.59	\$ 1,800.00	\$ 2,486.03	\$ 4,802.18	\$ 1,200.00	\$ 6,002.18	\$ 8,488.20	\$ 2,486.03	\$ 6,002.17			
	EE/Childs	2	\$ 823.23	\$ 9,878.76	\$ 1,234.85	\$ 102.90	\$ 51.45	\$ 4,000.00	\$ 5,234.85	\$ 8,643.92	\$ 2,000.00	\$ 10,643.92	\$ 31,757.52	\$ 10,469.70	\$ 21,287.82			
	EE/Spouse	0	\$ 914.70	\$ 10,976.40	\$ 1,372.05	\$ 114.34	\$ 57.17	\$ 4,000.00	\$ 5,372.05	\$ 9,604.35	\$ 2,000.00	\$ 11,604.35	\$ -	\$ -	\$ -			
	Family	0	\$ 1,372.05	\$ 16,464.60	\$ 2,058.08	\$ 171.51	\$ 85.76	\$ 4,000.00	\$ 6,058.08	\$ 14,406.53	\$ 2,000.00	\$ 16,406.53	\$ -	\$ -	\$ -			
	Total HSAs-> Total Plans->	3 104																
NOTE: (1) Total 2016 Annual Rate by Plan Types, Reflects a Net Overall Decrease of -0.8449% below 2015 Rates,														Total Estimated Annual Cost>		\$ 1,496,702.52	\$ 289,512.83	\$ 1,207,189.69
														Dollar Difference to 2016 from 2015 ->		\$ (23,164.08)	\$ (10,808.01)	\$ (12,356.07)
														Percentage Difference to 2016 from 2015 ->		-1.5241%	-3.5988%	-1.0132%
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																		

## CITY OF NAPOLEON, OHIO - HEALTH INSURANCE COST - REVIEW SUMMARY

**2019 - HEALTH INSURANCE PREMIUMS INCREASE AND COST ALLOCATION REVIEW - 2019 - (REVISED 08-27-2018) - City of Napoleon, Ohio**

BASE YEAR FOR COMPARATIVE PURPOSES IS 2015; 2018 IS USED FOR COMPARISON TO 2019 INCREASE

**2017 HEALTH CARE INCREASE WITH NO PLAN OR DEDUCTIBLE CHANGES, COMPARED TO REVISED BASE YEAR 2016****2017 HEALTH INSURANCE RENEWAL - BORMA Standard "PPO PLAN 2" and Standard "HSA PLAN 8" RATES - PREMIUM INCREASE ON BOTH PLANS - INCREASE (+11.93%)**

													Employee Share	City Share		
PREMIUM SHARE - 2017 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share													12.50%	87.50%		
PPO DEDUCTIBLE SHARE - \$250 Single and \$500 Family; funded 100% Employee													100.00%	0.00%		
H.S.A. DEDUCTIBLE SHARE - \$3,000 Single and \$6,000 Family; funded (Employee-Single 60.0% or \$1,800, and Family 66.7% or \$4,000); and (Employer-Single 40.0% or \$1,200, and Family 33.3% or \$2,000).																
(A) Plan Year	(B) Plan Type	(C) #’s in Plan*	(D) Monthly Rate (1)	(E) Annual Rate By Type	(F) EMPLOYEE Pm.Shr. @ 12.50% Annual	(G) Monthly	(H) Bi-Monthly	(I) Emp.Shr.Ded. Max (In Net.)	(J) Emp.Max. OoP Liability	(K) City Pm.Shr. @ 87.5%	(L) City Share Deductible	(M) Total Max. City Share	(N) == PREMIUM + SHARED DED. ALLOCATIONS == TOTAL	(O) EMP.SH.w/DED.	(P) CITY SH.w/DED.	
PPO - 2017 Final Rates from BORMA	PPO			D x 12	E x 12.5%	F / 12	G / 2	As Listed	F + I	E x 87.50%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O	
	Single	22	\$ 587.74	\$ 7,052.88	\$ 881.61	\$ 73.47	\$ 36.74	\$ 600.00	\$ 1,481.61	\$ 6,171.27	\$ -	\$ 6,171.27	\$ 168,363.36	\$ 32,595.42	\$ 135,767.94	
	EE/Childs	25	\$ 1,057.94	\$ 12,695.28	\$ 1,586.91	\$ 132.24	\$ 66.12	\$ 1,200.00	\$ 2,786.91	\$ 11,108.37	\$ -	\$ 11,108.37	\$ 347,382.00	\$ 69,672.75	\$ 277,709.25	
	EE/Spouse	15	\$ 1,175.49	\$ 14,105.88	\$ 1,763.24	\$ 146.94	\$ 73.47	\$ 1,200.00	\$ 2,963.24	\$ 12,342.65	\$ -	\$ 12,342.65	\$ 229,588.20	\$ 44,448.60	\$ 185,139.60	
	Family	39	\$ 1,763.23	\$ 21,158.76	\$ 2,644.85	\$ 220.40	\$ 110.20	\$ 1,200.00	\$ 3,844.85	\$ 18,513.92	\$ -	\$ 18,513.92	\$ 871,991.64	\$ 149,949.15	\$ 722,042.49	
	Total PPOs-> H.S.A.	101														
HSA - 2017 Final Rates from BORMA	Single	1	\$ 511.91	\$ 6,142.92	\$ 767.87	\$ 63.99	\$ 32.00	\$ 1,800.00	\$ 2,567.87	\$ 5,375.06	\$ 1,200.00	\$ 6,575.06	\$ 9,142.92	\$ 2,567.87	\$ 6,575.05	
	EE/Childs	2	\$ 921.44	\$ 11,057.28	\$ 1,382.16	\$ 115.18	\$ 57.59	\$ 4,000.00	\$ 5,382.16	\$ 9,675.12	\$ 2,000.00	\$ 11,675.12	\$ 34,114.56	\$ 10,764.32	\$ 23,350.24	
	EE/Spouse	0	\$ 1,023.82	\$ 12,285.84	\$ 1,535.73	\$ 127.98	\$ 63.99	\$ 4,000.00	\$ 5,535.73	\$ 10,750.11	\$ 2,000.00	\$ 12,750.11	\$ -	\$ -	\$ -	
	Family	0	\$ 1,535.74	\$ 18,428.88	\$ 2,303.61	\$ 191.97	\$ 95.99	\$ 4,000.00	\$ 6,303.61	\$ 16,125.27	\$ 2,000.00	\$ 18,125.27	\$ -	\$ -	\$ -	
	Total HSAs-> Total Plans->	3 104														
NOTE: (1) Total 2017 Annual Rate by Plan Types, Reflects a Net Overall Increase of +11.93% over 2016 Rates,													Total Estimated Annual Cost>	\$ 1,660,582.68	\$ 309,998.11	\$ 1,350,584.57
													Dollar Difference to 2017 from 2016 ->	\$ 163,880.16	\$ 20,485.28	\$ 143,394.88
													Percentage Difference to 2017 from 2016 ->	10.9494%	7.0758%	11.8784%
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																

## CITY OF NAPOLEON, OHIO - HEALTH INSURANCE COST - REVIEW SUMMARY

**2019 - HEALTH INSURANCE PREMIUMS INCREASE AND COST ALLOCATION REVIEW - 2019 - (REVISED 08-27-2018) - City of Napoleon, Ohio**

BASE YEAR FOR COMPARATIVE PURPOSES IS 2015; 2018 IS USED FOR COMPARISON TO 2019 INCREASE

**2018 HEALTH CARE INCREASE WITH NO PLAN OR DEDUCTIBLE CHANGES, COMPARED TO 2017 COST****2018 HEALTH INSURANCE RENEWAL - BORMA Standard "PPO PLAN 2" and Standard "HSA PLAN 8" RATES - PREMIUM INCREASE ON BOTH PLANS - INCREASE (+2.68%)**

													Employee Share	City Share		
PREMIUM SHARE - 2018 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share													12.50%	87.50%		
PPO DEDUCTIBLE SHARE - \$250 Single & \$500 Family (In Network); funded 100% Employee													100.00%	0.00%		
HSA DEDUCTIBLE SHARE - \$3,000 Single & \$6,000 Family (In Network); funded (Employee-Single 60.0% or \$1,800, and Family 66.7% or \$4,000); and (Employer-Single 40.0% or \$1,200, and Family 33.3% or \$2,000).																
(A) Plan	(B) Plan	(C) #s in Plan*	(D) Monthly	(E) Annual Rate	(F) EMPLOYEE Pm.Shr. @ 12.50%	(G) Monthly	(H) Bi-Monthly	(I) Emp.Shr.Ded.	(J) Emp.Max.	(K) City Pm.Shr.	(L) City Share	(M) Total Max.	(N) == PREMIUM + SHARED DED. ALLOCATIONS ==	(O) EMP.SH.w/DED.	(P) CITY SH.w/DED.	
Year	Type	Plan*	Rate (1)	By Type	Annual	Monthly	Bi-Monthly	Max (In Net.)	OoP Liability	@ 87.5%	Deductible	City Share	TOTAL	EMP.SH.w/DED.	CITY SH.w/DED.	
	PPO			D x 12	E x 12.5%	F / 12	G / 2	As Listed	F + I	E x 87.50%	As Listed	K + L	C x (E+L)	C x (F+I)	N - O	
PPO - 2018 Final Rates from BORMA	Single	22	\$ 603.49	\$ 7,241.88	\$ 905.24	\$ 75.44	\$ 37.72	\$ 600.00	\$ 1,505.24	\$ 6,336.65	\$ -	\$ 6,336.65	\$ 172,521.36	\$ 33,115.28	\$ 139,406.08	
	EE/Childs	25	\$ 1,086.29	\$ 13,035.48	\$ 1,629.44	\$ 135.79	\$ 67.90	\$ 1,200.00	\$ 2,829.44	\$ 11,406.05	\$ -	\$ 11,406.05	\$ 355,887.00	\$ 70,736.00	\$ 285,151.00	
	EE/Spouse	15	\$ 1,206.99	\$ 14,483.88	\$ 1,810.49	\$ 150.87	\$ 75.44	\$ 1,200.00	\$ 3,010.49	\$ 12,673.40	\$ -	\$ 12,673.40	\$ 235,258.20	\$ 45,157.35	\$ 190,100.85	
	Family	39	\$ 1,810.29	\$ 21,723.48	\$ 2,715.44	\$ 226.29	\$ 113.15	\$ 1,200.00	\$ 3,915.44	\$ 19,008.05	\$ -	\$ 19,008.05	\$ 894,015.72	\$ 152,702.16	\$ 741,313.56	
	Total PPOs->	101														
	H.S.A.															
HSA - 2018 Final Rates from BORMA	Single	1	\$ 525.63	\$ 6,307.56	\$ 788.45	\$ 65.70	\$ 32.85	\$ 1,800.00	\$ 2,588.45	\$ 5,519.12	\$ 1,200.00	\$ 6,719.12	\$ 9,307.56	\$ 2,588.45	\$ 6,719.11	
	EE/Childs	2	\$ 946.13	\$ 11,353.56	\$ 1,419.20	\$ 118.27	\$ 59.14	\$ 4,000.00	\$ 5,419.20	\$ 9,934.37	\$ 2,000.00	\$ 11,934.37	\$ 34,707.12	\$ 10,838.40	\$ 23,868.72	
	EE/Spouse	0	\$ 1,051.26	\$ 12,615.12	\$ 1,576.89	\$ 131.41	\$ 65.71	\$ 4,000.00	\$ 5,576.89	\$ 11,038.23	\$ 2,000.00	\$ 13,038.23	\$ -	\$ -	\$ -	
	Family	0	\$ 1,576.90	\$ 18,922.80	\$ 2,365.35	\$ 197.11	\$ 98.56	\$ 4,000.00	\$ 6,365.35	\$ 16,557.45	\$ 2,000.00	\$ 18,557.45	\$ -	\$ -	\$ -	
	Total HSAs->	3														
	Total Plans->	104														
NOTE: (1) Total 2018 Annual Rate by Plan Types, Reflects a Net Overall Increase of +2.68% over 2017 Rates,													Total Estimated Annual Cost>	\$ 1,701,696.96	\$ 315,137.64	\$ 1,386,559.32
													Dollar Difference to 2018 from 2017 ->	\$ 41,114.28	\$ 5,139.53	\$ 35,974.75
													Percentage Difference to 2018 from 2017 ->	2.4759%	1.6579%	2.6636%
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																



## CITY OF NAPOLEON, OHIO - HEALTH INSURANCE COST - REVIEW SUMMARY

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BASE YEAR FOR COMPARATIVE PURPOSES IS 2015; 2018 IS USED FOR COMPARISON TO 2019 INCREASE

**2019 HEALTH CARE INCREASE WITH NO PLAN OR DEDUCTIBLE CHANGES, COMPARED TO 2018 COST****2019 HEALTH INSURANCE RENEWAL - BORMA Standard "PPO PLAN 2" and Standard "HSA PLAN 8" RATES - PREMIUM INCREASE ON BOTH PLANS - AVERAGED INCREASE (+6.60%)**

	Employee Share	City Share
<b>PREMIUM SHARE - 2019 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share</b>	12.50%	87.50%
<b>PPO DEDUCTIBLE SHARE - \$250 Single &amp; \$500 Family (In Network); funded 100% Employee</b>	100.00%	0.00%
<b>HSA DEDUCTIBLE SHARE - \$3,000 Single &amp; \$6,000 Family (In Network); funded (Employee-Single 60.0% or \$1,800, and Family 66.7% or \$4,000); and (Employer-Single 40.0% or \$1,200, and Family 33.3% or \$2,000).</b>		

(A) Plan Year	(B) Plan Type	(C) #s in Plan*	(D) Monthly Rate (1)	(E) Annual Rate By Type D x 12	(F) EMPLOYEE Pm.Shr. @ 12.50% Annual E x 12.5%	(G) Monthly F / 12	(H) Bi-Monthly G / 2	(I) Emp.Shr.Ded. Max (In Net.) As Listed **	(J) Emp.Max. OoP Liability F + I	(K) City Pm.Shr. @ 87.5% E x 87.5%	(L) City Share Deductible As Listed	(M) Total Max. City Share K + L	(N) == PREMIUM + SHARED DED. ALLOCATIONS == TOTAL C x (E+I+L)	(O) EMP.SH.w/DED. C x (F+I)	(P) CITY SH.w/DED. N - O
PPO - 2019 Proposed Rates from BORMA	Single	22	\$ 644.21	\$ 7,730.52	\$ 966.32	\$ 80.53	\$ 40.27	\$ 600.00	\$ 1,566.32	\$ 6,764.21	\$ -	\$ 6,764.21	\$ 183,271.44	\$ 34,459.04	\$ 148,812.40
	\$ Inc.to 2018->		\$ 40.72	\$ 488.64	\$ 61.08	\$ 5.09	\$ 2.55	\$ -	\$ 61.08	\$ 427.56	\$ -	\$ 427.56	\$ 10,750.08	\$ 1,343.76	\$ 9,406.32
	EE/Childs	25	\$ 1,159.57	\$ 13,914.84	\$ 1,739.36	\$ 144.95	\$ 72.48	\$ 1,200.00	\$ 2,939.36	\$ 12,175.49	\$ -	\$ 12,175.49	\$ 377,871.00	\$ 73,484.00	\$ 304,387.00
	\$ Inc.to 2018->		\$ 73.28	\$ 879.36	\$ 109.92	\$ 9.16	\$ 4.58	\$ -	\$ 109.92	\$ 769.44	\$ -	\$ 769.44	\$ 21,984.00	\$ 2,748.00	\$ 19,236.00
	EE/Spouse	15	\$ 1,288.41	\$ 15,460.92	\$ 1,932.62	\$ 161.05	\$ 80.53	\$ 1,200.00	\$ 3,132.62	\$ 13,528.31	\$ -	\$ 13,528.31	\$ 249,913.80	\$ 46,989.30	\$ 202,924.50
	\$ Inc.to 2018->		\$ 81.42	\$ 1,355.04	\$ 169.38	\$ 14.11	\$ 7.06	\$ -	\$ 169.38	\$ 1,185.66	\$ -	\$ 1,185.66	\$ 14,655.60	\$ 1,831.95	\$ 12,823.65
	Family	39	\$ 1,932.62	\$ 23,191.44	\$ 2,898.93	\$ 241.58	\$ 120.79	\$ 1,200.00	\$ 4,098.93	\$ 20,292.51	\$ -	\$ 20,292.51	\$ 951,266.16	\$ 159,858.27	\$ 791,407.89
	\$ Inc.to 2018->		\$ 122.33	\$ 1,467.96	\$ 183.49	\$ 15.29	\$ 7.64	\$ -	\$ 183.49	\$ 1,284.46	\$ -	\$ 1,284.46	\$ 57,250.44	\$ 7,156.11	\$ 50,094.33
	Total PPOs->	101													
	H.S.A.														
HSA - 2019 Proposed Rates from BORMA	Single	1	\$ 561.08	\$ 6,732.96	\$ 841.62	\$ 70.14	\$ 35.07	\$ 1,800.00	\$ 2,641.62	\$ 5,891.34	\$ 1,200.00	\$ 7,091.34	\$ 9,732.96	\$ 2,641.62	\$ 7,091.34
	\$ Inc.to 2018->		\$ 35.45	\$ 425.40	\$ 53.17	\$ 4.44	\$ 2.22	\$ -	\$ 53.17	\$ 372.22	\$ -	\$ 372.22	\$ 425.40	\$ 53.17	\$ 372.23
	EE/Childs	2	\$ 1,009.95	\$ 12,119.40	\$ 1,514.93	\$ 126.24	\$ 63.12	\$ 4,000.00	\$ 5,514.93	\$ 10,604.48	\$ 2,000.00	\$ 12,604.48	\$ 36,238.80	\$ 11,029.86	\$ 25,208.94
	\$ Inc.to 2018->		\$ 63.82	\$ 765.84	\$ 95.73	\$ 7.97	\$ 3.98	\$ -	\$ 95.73	\$ 670.11	\$ -	\$ 670.11	\$ 1,531.68	\$ 191.46	\$ 1,340.22
	EE/Spouse	0	\$ 1,122.17	\$ 13,466.04	\$ 1,683.26	\$ 140.27	\$ 70.14	\$ 4,000.00	\$ 5,683.26	\$ 11,782.79	\$ 2,000.00	\$ 13,782.79	\$ -	\$ -	\$ -
	\$ Inc.to 2018->		\$ 70.91	\$ 850.92	\$ 106.37	\$ 8.86	\$ 4.43	\$ -	\$ 106.37	\$ 744.56	\$ -	\$ 744.56	\$ -	\$ -	\$ -
	Family	0	\$ 1,683.25	\$ 20,199.00	\$ 2,524.88	\$ 210.41	\$ 105.21	\$ 4,000.00	\$ 6,524.88	\$ 17,674.13	\$ 2,000.00	\$ 19,674.13	\$ -	\$ -	\$ -
	\$ Inc.to 2018->		\$ 106.35	\$ 1,276.20	\$ 159.53	\$ 13.30	\$ 6.65	\$ -	\$ 159.53	\$ 1,116.68	\$ -	\$ 1,116.68	\$ -	\$ -	\$ -
	Total HSAs->	3													
	Total Plans->	104													

NOTE: (1) Total 2019 Annual Rate by Plan Types, Reflects a Net Overall Proposed Avg. Increase of +6.6% over 2018 Rates,

Total Estimated Annual Cost&gt; \$ 1,808,294.16 \$ 328,462.09 \$ 1,479,832.07

Dollar Difference to 2019 from 2018 -&gt; \$ 106,597.20 \$ 13,324.45 \$ 93,272.75

Percentage Difference to 2019 from 2018 -&gt; 6.4193% 4.2982% 6.9061%

\* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.

\*\* EXCLUDES additional maximum potential Out of Pocket for Prescription Drugs.

\*\*\* SPECIAL NOTE, Assumes Employee Share for ALL Employees at 12.5%, Wellness Plan raised that by \$50/Mo if Emp does not complete a Wellness Check.

Dollar Difference to 2019 from 2015 -&gt; \$ 288,427.56 \$ 28,141.25 \$ 260,286.31

Percentage Difference to 2019 from 2015 -&gt; 18.9772% 9.3704% 21.3429%

*City of Napoleon, Ohio*

**PARKS & RECREATION BOARD**

**Meeting Agenda**

Wednesday, August 29, 2018 at 6:30 pm

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

1. Call to Order
2. Approval of Minutes: May 30, 2018. (in the absence of any objections or corrections, the Minutes shall stand approved)
3. Discussion and/or Action on Eagle Scout Project Proposal.
4. Discussion on the Swimming Pool.
5. Update on Recreation Programs and Capital Improvements.
6. Miscellaneous.

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Gregory J. Heath  
Finance Director/Clerk of Council

## **PARKS AND RECREATION BOARD**

### **Meeting Minutes**

**May 30, 2018 at 6:30 pm**

<b>PRESENT</b>	
Board Members	Peg Funchion Vice-Chair, Mike Saneholtz, Chad Richardson, Jon Knepley, Ryan Miller, Ryan Funchion
City Staff	Tony Cotter, Parks and Recreation Director
Recorder/Records Clerk	Roxanne Dietrich
Others	Councilman Jeff Mires, Councilman Ken Haase
<b>Absent</b>	
Board Member	Matt Hardy
<b>Call to Order</b>	Vice-Chair Funchion called the Parks and Recreation Board meeting to order at 6:30 pm.
<b>Approval of Minutes</b>	Hearing no objections or corrections, the minutes from the March 28, 2018 meeting stand approved.
<b>American Legion Proposal</b>	Cotter reported the American Legion would like to sponsor one (1) week of free swim the week of June 27 <sup>th</sup> – July 3 <sup>rd</sup> . They will reimburse us \$1,000 towards daily admission for both children and adults. Last year had a good turnout with 950 kids and 475 adults during that week. This is a very generous gesture from the Legion plus it helps promote the City pool.
<b>Motion to Approve Donation from Legion</b>	Motion: Saneholtz                      Second: Richardson to approve the donation from the American Legion.
<b>Passed</b>	Roll call vote on the above motion:
<b>Yea-6</b>	Yea- Saneholtz, Richardson, P. Funchion, Miller, R. Funchion, Knepley
<b>Nay-0</b>	Nay-
<b>Fourth of July Activities</b>	Cotter reviewed the Fourth of July activities schedule. On Monday, July 2 <sup>nd</sup> we will have the 3-on-3 basketball tournament, the Big Wheel Race will be held on Tuesday, July 3 <sup>rd</sup> .
<b>Knepley Arrived</b>	Knepley arrived at 6:34 pm. The hole-in-one contest for Monday, July 2 <sup>nd</sup> will probably start at either 4:00 pm or 5:00 pm. On the 4 <sup>th</sup> will be the Red, White & Blue Scramble with 4-person teams, last year we had 18 teams play; the Legion will have their hole-in-one contest in the morning; registration for the Basketball Hot-Shot Contest will start at 9:00 am with Open Swim beginning at 10:00 am. There will also be all-star games and skill competitions with details and times yet to be worked out, an alumni baseball game at the High School is being considered, the Legion will have their Chicken BBQ. The Junior Little League All Star Game will start at 1:00 pm at Glenwood Park followed by the Senior Little League All-Star game at 5:00 pm with the homerun derby being held before that game; from 7:00 pm – 8:00 pm David Grahn will be playing next to the wooden shelter with the Community Band starting at 8:00 pm. The fireworks show will top off the day starting at 10:00 pm. The contract is in place with Melrose

Pyrotechnics, the cost is the same at last year, \$22,000 for a 25-minute show. Cotter said he has been asked about possibly having live music and tailgating at the golf course before the fireworks. Traffic and parking are issues that could make this difficult to have on the fourth. There was discussion on possibly having a band on July 3<sup>rd</sup>, like was done a few years back.

**Motion to Approve Fourth of July Activities as Presented**

Motion: Knepley                      Second: Richardson  
to approve the Fourth of July activities as presented.

**Passed**  
**Yea-6**  
**Nay-0**

Roll call vote on the above motion:  
Yea- Saneholtz, Richardson, P. Funchion, Miller, R. Funchion, Knepley  
Nay-

**2018 Budget Issues**

Cotter stated there is going to be a substantial income tax refund that has to be paid out, it was unknown if this would impact the Parks and Rec Fund until the Finance and Budget Committee of Council met. At the committee meeting on Tuesday night, it was said the way the ordinance it written, the refund cannot come out of the Parks and Rec Fund. Depending on how the refund is handled, there could be an indirect impact to the Parks and Recreation Department if there are cutbacks from the General Fund.

**Around the Table**

**Miller**

Thank-you for your understanding in my absence.

**Knepley**

Nothing.

**Richardson**

Nothing.

**Saneholtz**

How did the numbers look for the softball and baseball City sponsored Rec Leagues? Cotter – the numbers picked up a bit from last year, we have the same number of teams, this is the most volunteers we've had for coaches in a long time.

What is the City doing for the new soccer fields at the Senior Center? Cotter-as part of the agreement for our utilization of the soccer fields and gymnasium, we maintain the property (mowing, snow removal, etc.) we are struggling, I have made it known to the City Manager and Senior Center Director that the landscaping and seeding was done very poorly and that makes it difficult for us to get in and maintain it the way we want to. On a couple of occasions, we have requested to Sandy Blackwood to have the landscape contractor redo the whole thing. There are ruts and holes and it is not graded properly, we are doing the best we can; the weather was poor then came a lot of rain followed by sun and heat.

**R. Funchion**

Nothing.

**P. Funchion**

I have one little thing that requires three cans of spray paint, red, white and blue. On the golf course you cannot see your marker, it has been fading for the last five years.

**Cotter**

The swimming pool did not open Memorial Day weekend, we did get the pool filled, it was a challenge with the work that is being done on the water plant. The pool will open on Friday, June 1<sup>st</sup>. Kelly Bales will be the manager again this year. The Health Department will do their inspection tomorrow morning, if we are good to go, they will issue the certificate to operate. The leak detection company was not able to make it out this Spring, that will be pushed back to this Fall.

The Aquatic Club wanted to start practicing this past Monday, we sent them out to the high school, swimming lessons do not start for another week or so.

Softball has been going for three weeks and has been battling some weather issues. Junior Little League is in its second week, Youth Little League and T-ball starts on Monday, baseball has seen some good numbers this year. The batting cage project is coming along, the building is built and we are hoping to get the other two batting cages assembled and the nets hung by the middle of next week. The playground equipment is scheduled to be delivered tomorrow and it is our hope to start installing it sometime after the Fourth of July, a couple of the Ops guys may help us with the installation.

The Junior Golf Program starts one week from today at 9:00 am, it is for ages 8-16. Kidz Fest will be on Thursday, June 7<sup>th</sup>.

The Men's Softball League is up to nine teams and will start playing on June 5<sup>th</sup>. There is a small playground at East Riverdowns between the two ballfields, a couple weeks ago there was a tournament there and the comment was made to me that that might be dangerous, their thought was to put up a 10' chain link fence all the way around, I do not want to spend \$10,000 to enclose a small, older wooden structure, my thought is we need to act since something perceived as dangerous has been brought to my attention. My recommendation would be to close it down before the season starts.

**Motion to Close Playground  
Area between Two Ball  
Diamonds at East  
Riverdowns Park**

Motion: Saneholtz                      Second: Miller  
to close down the playground area between the two ball diamonds at East Riverdowns and remove everything when you have the time.

**Passed**  
**Yea-6**  
**Nay-0**

Roll call vote on the above motion:  
Yea- Saneholtz, Richardson, P. Funchion, Miller, R. Funchion, Knepley  
Nay-

**Motion to Adjourn**

Motion: Funchion                      Second: Knepley  
To adjourn the Parks and Recreation Board meeting at 7:06 pm.

**Passed**  
**Yea-6**  
**Nay-0**

Roll call vote on the above motion:  
Yea-Saneholtz, Richardson, P. Funchion, Miller, R. Funchion, Knepley  
Nay-

**Approved**

**August 29, 2018**

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Matt Hardy, Chair



# 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](http://www.napoleonohio.com)

## Memorandum

**To:** Civil Service Commission  
**cc:** City Council, Mayor, City Law Director, City Manager, Department Supervisors, Newsmedia  
**From:** Gregory J. Heath, Finance Director/Clerk of Council *GA*  
**Date:** August 23, 2018  
**Subject:** Civil Service Commission – Cancellation

Due to lack of agenda items, the **CIVIL SERVICE COMMISSION** meeting scheduled for Tuesday, August 28, 2018 at 4:30 pm has been *canceled*.

# AMP Update for Aug. 17, 2018

American Municipal Power, Inc.

Fri 8/17/2018 2:43 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>;

Having trouble viewing this email? [Click here to view web page version](#)



## AMP Lineworkers Rodeo is ready

*By Michelle Palmer, P.E. - vice president of technical services*

The final preparations are complete for the Fifth Annual AMP Lineworkers Rodeo, scheduled to be held Aug. 24-25 at AMP headquarters in Columbus. The Rodeo provides journeyman and apprentice lineworkers the opportunity to demonstrate their skill and knowledge of the craft. Rodeo events are designed to replicate real lineworker tasks in order to test skills that are needed by lineworkers on a daily basis. This year there are 16 apprentices, seven journeyman and four teams registered to compete.

On Aug. 24, the "Truck Grounding/Barricading - Should or Shall?" training session will begin at 9 a.m., the "Safety Risk" training session will begin at 10:30 a.m. and the Apprentice Written Test will close the day at

3 p.m. Additionally, a Vendor Expo will be held from 10 a.m. to 2:30 p.m. All training sessions remain open to non-competing members.

On Aug. 25, the opening ceremony will begin at 8 a.m., with the first events beginning at 8:30 a.m. The vendor expo will be open from 8:30 a.m. to noon, and the doors for the awards banquet will open at 6:00 p.m.

Member communities that are not participating are encouraged to attend. The rodeo is a family-friendly event that is free and open to the public. For more information, please visit the [rodeo page](#) on the [AMP website](#). If you have questions, would like to volunteer or would like to participate in any of the training sessions, please contact Jennifer Flockerzie at [jflockerzie@amppartners.org](mailto:jflockerzie@amppartners.org) or 614.540.0853.

Rodeo chief judges for events are as follows:

### Apprentice events

**Written test:** Dave Overman - Jackson Center

**Hurtman rescue:** Scott McKenzie - AMP

**Obstacle course:** JJ Savage - Westerville

**Rope toss:** Bill Reddy - Cleveland

**Cutout change out:** Bob Kinstler - Cleveland

### Individual journeyman events

**Insulator change out:** Pete Montgomery - Tipp City

**Hurtman rescue:** Scott McKenzie - AMP

**Obstacle course:** JJ Savage - Westerville

**Rope toss:** Bill Reddy - Cleveland

**Cutout change out:** Bob Kinstler - Cleveland

### Journeyman team events

**Insulator change out 4 kV:** Pete Montgomery - Tipp City

**Hurtman rescue:** Scott McKenzie - AMP

**Three phase transfer:** Steve Holland - Cleveland

**Wire down:** Bob Bowman - Piqua

**Cross arm change out:** Jim Eberly - AMP

## Monthly NERC update call on Aug. 23

*By Art Iler - director of reliability standards compliance*

AMP, in coordination with Utility Services, Inc., will host the monthly North American Electric Reliability Corporation (NERC) update call and webinar for members on Aug. 23 at 1:30 p.m. The agenda includes:

- Presentations on NERC'S Electric Reliability Organization Effectiveness Survey
- Reliability First's upcoming Fall Workshop
- Other pertinent and timely topics.

The presentations will be followed by a question and answer session.

Please contact me with questions, and for the dial-in number and webinar instructions at [ailer@amppartners.org](mailto:ailer@amppartners.org) or 614.540.0857.

## AMP members encouraged to take APPA Distribution Reliability and Operations Survey

*By Michelle Palmer, P.E.*

AMP strongly encourages its members to participate in the 2018 [APPA Distribution Reliability and Operations Survey](#). Participation in this survey will help APPA to better serve members by providing practical evaluations of public power utility reliability and operational practices. Members are asked to complete the survey by Sept. 15.



To illustrate some of the interesting findings from the data gathered in this survey, APPA has provided a chart (Figure A) that shows the distribution of lineworkers per customer from the last survey in 2015. Analysis of the 2015 survey results found that the mean number of lineworkers per 1,000 customers is .94. APPA hopes to remake this comparison on a line-mile adjusted basis with the data collected in this year's survey.

If you have questions or concerns about this survey, please contact APPA at [reliability@publicpower.org](mailto:reliability@publicpower.org).

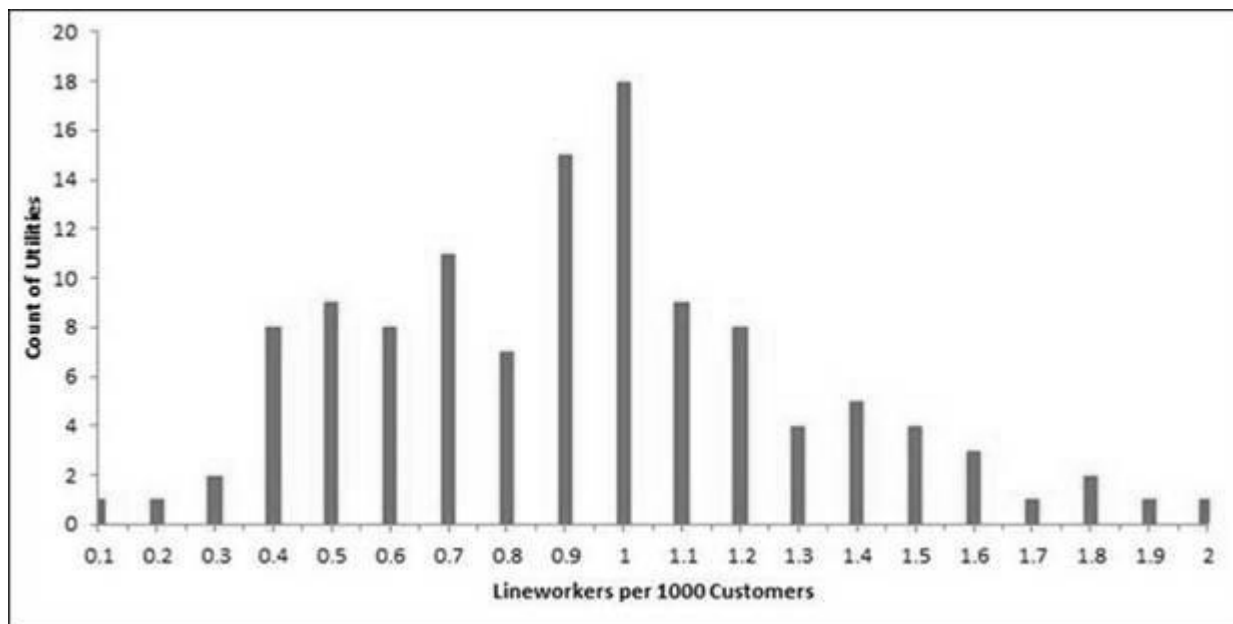
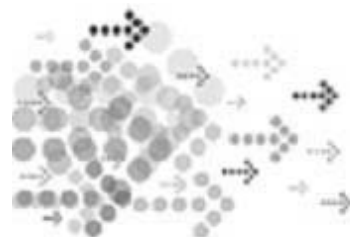


Figure A

## EV Group meeting Aug. 21

*By Erin Miller - director of energy policy and sustainability*

The Focus Forward Advisory Council's Electric Vehicle (EV) Group is scheduled to meet via conference call on Aug. 21, 2-3 p.m. There will be a review of the draft EV lessons learned document in preparation for distribution at the AMP/OMEA Annual Conference in September.



If you have questions, need additional information or are interested in joining the call, please contact me at [emiller@amppartners.org](mailto:emiller@amppartners.org) or 614.540.1019.

## AMP generation facilities receive APPA Excellence in Safety Award

*By Lee Doyle - manager of corporate health and safety*

Recently, several AMP generation facilities placed second for the American Public Power Association's Excellence in Safety Award for systems with 250,000 to 999,999 worker-hours. We would like to congratulate staff members of the facilities on their outstanding achievement - your hard work and commitment to safety does not go unnoticed. Congratulations on receiving this award!

Learn more about the award [here](#).



Representing the Belleville Hydro Facility:

Standing, left to right: Todd Armstrong, Mike Cunningham, Ron Galland, Brad Newlon, Ben Barton and Scott Barta  
Seated, left to right: Charles Bailey, James Dinnin and Tony Belcher



Representing the Cannelton Hydro Facility:  
Standing, left to right: Scott George, Matt McDaniel, Jonathan Woosley, Charles Piercey and Josh Stewart.  
Seated, left to right: Brandon Harrel, Paul Haycraft and Josh Hall



Representing the AMP Fremont Energy Center:  
Left to right: Bryan Walsh and Andrew Tabellion



Representing the Smithland Hyrdo Facility:

Back row, left to right: Mike Prindle, Brandon Terry, Matt Carlson, Thomas Leaidicker and Ross Ashby Front row, left to right: Ron Woodward, Richard Vieitez, Scott Nearing and Beau Beckner



Representing the Willow Island Hydro Facility:

Standing, left to right: Chris Bartmess, Tom Ellyson, Rick Maidens, Jameson Allen, Eddy Craig and Scott Barta  
Seated, left to right: Paul Terlizzi, Mark Stanley, Dan Smith and Dave Golden

## Energy markets update

*By Jerry Willman - assistant vice president of energy marketing*

The September 2018 natural gas contract decreased \$0.032/MMBtu to close at \$2.908 yesterday. The EIA reported an injection of 33 Bcf for the week ending Aug. 10, which was above market expectations of 29 Bcf. Based on this week's storage report, the overall storage levels are at eight-year lows for this time of year, and the storage build rate is slower than normal this summer.

On-peak power prices for 2019 at AD Hub closed yesterday at \$36.32/MWh which, was \$.07/MWh higher for the week.

## On Peak (16 hour) prices into AEP/Dayton hub

Week ending Aug. 17

MON	TUE	WED	THU	FRI
\$38.92	\$38.93	\$37.01	\$36.31	\$39.71

Week ending Aug. 10

MON	TUE	WED	THU	FRI
\$44.28	\$40.72	\$40.48	\$39.79	\$39.19

AEP/Dayton 2019 5x16 price as of Aug. 16 — \$36.32

AEP/Dayton 2019 5x16 price as of Aug. 9 — \$36.25

### AFEC weekly update

*By Jerry Willman*

The AMP Fremont Energy Center was available for 2x1 operation and remained online for the week, operating between base load and duct fire range during the peak hours. Duct firing operated for 108 hours this week. The plant generated at a 80 percent capacity factor (based on 675 MW rating).

### PSGC launches new conservation effort

*By Alyssa Harre - director of public relations and government affairs, Prairie State Energy Campus*

The Prairie State Generating Company (PSGC) is proud to announce plans to aid monarch butterfly population growth. Milkweed, a necessary plant for monarch butterflies, has already been planted in multiple areas across the energy campus, and plans for additional plantings are underway.

The Illinois Department of Natural Resources (IDNR) Division of Natural Heritage works to improve and increase the amount of habitat for native pollinators statewide, including Illinois' state insect, the monarch butterfly. The monarch butterfly population has decreased in the United States by 88 percent from 1999 to 2012. Their larvae can only eat milkweed, a plant that is indigenous to Illinois. Many milkweed plants grow in public locations that are mowed on a routine basis.



PSGC has joined IDNR's statewide initiative to aid the growth of the monarch butterfly population. "Sustainability is one of Prairie State's core values. We are committed to being good environmental stewards. This campus-wide conservation effort is just one way we can contribute to the long-term sustainability of the monarch butterfly and other pollinators that are critical to agricultural growth in the state," said Don Gaston, president and CEO of PSGC.

To improve butterfly habitats in your community, consider planting milkweed, avoiding pesticides and protecting live milkweed plants. Ensuring milkweed growth is one small step toward increasing the future butterfly population.

Located in Washington County, Illinois, PSGC is a technologically-advanced electric generation facility utilizing domestic Illinois coal resources from its adjacent underground mine to power its 1600 megawatt power plant. Since 2012, PSGC has been providing baseload electricity on behalf of its not-for-profit owners to more than 2.5 million families across the Midwest.

## Meet the Intern

*By Marge Melhus - communications and public relations intern*

Megan Bruck, generation intern, has spent her summer at AMP learning the ins and outs of power plants. Bruck is from Maybee, Mich. and is scheduled to graduate from the University of Toledo in the spring of 2019 with a degree in electrical engineering with a concentration in mechanical engineering.

**MEET THE INTERN**

**MEGAN BRUCK**

(Generation intern)

School: University of Toledo where she studies electrical engineering with a concentration in mechanical engineering

Hometown: Maybee, Michigan

Favorite part of internship: learning how a power plant operates

Pastimes: playing with her dog, cooking, reading books and watching movies

At AMP, we value opportunities for growth. Through an internship at AMP, students are able to gain practical experience and valuable insight from seasoned professionals. An internship at AMP is designed to provide a quality learning experience and expose students to the electric industry in order to foster future interest. Internship openings are regularly posted on the AMP careers page. If someone in your community is interested in applying for a position, visit [www.amppartners.org/careers](http://www.amppartners.org/careers).

# Register now for Webinars

An internet connection and a computer are all you need to educate your staff. Individual webinars are \$99 or sign up for a series at a discounted rate. Register today at [www.PublicPower.org](http://www.PublicPower.org) under Education & Events. Non-members can enter coupon code **AMP** to receive the member rate.

- Strategic Planning Series  
Down to Brass Tacks: Implementing Your Strategic Plan **Sept. 6**
- Accounting & Finance Series  
Developing Cash Reserve Policies **Sept. 10**
- Wireless Pole Attachment Series  
Lessons from the Field: Wireless Deployment Best Practices and Issues **Sept. 13**
- Electric Diagnostic Testing of Power Transformers for Municipals **Sept. 20**



## Classifieds

Members interested in posting classifieds in Update may send a job description with start and end advertisement dates to [zhoffman@amppartners.org](mailto:zhoffman@amppartners.org). There is no charge for this service.



## City of Bowling Green seeks applicants for two positions

### **City engineer**

The City of Bowling Green is seeking applicants for the position of city engineer. This salaried, exempt professional position is responsible for supervising activities of the Engineering Division staff, as well as planning, design, review and project management of infrastructure improvements including paving and sidewalks, storm water management, waterline and sanitary sewers. This position reviews plans of both private and public improvements; oversees planning, design and management of public works projects; responds to inquiries; consults with administrative staff; supervises project inspection; attends committee meetings at TMACOG, etc. Must be registered as a professional engineer, have five to seven years of relevant experience and must have a current Ohio driver's license. Excellent fringe benefits.

Interested persons must complete an application packet that is available at the Personnel Department of the City of Bowling Green at 304 N. Church St., Bowling Green, Ohio 43402-2399 or by accessing the online application that is available on the Bowling Green [website](#). Resumes may be included, but will not substitute for a completed application. Applications must be completed and returned to the Personnel Department, City of Bowling Green, 304 N. Church St., Bowling Green, Ohio 43402. Telephone: 419.354.6200; email: [BGPersonnel@bgohio.org](mailto:BGPersonnel@bgohio.org) Office hours: M-F 8:00 a.m.-4:30 p.m. The deadline for making application is 4:30 p.m. on Aug. 24. AA/EEO

### **Customer service specialist**

The City of Bowling Green is seeking applicants for the position of customer service specialist. This full-time, hourly position is responsible for utilities billing, receipts, work order processing and customer service. This position assists customers and resolves billing problems; enters, sorts and distributes work orders; acts as a liaison with other Utilities departments in resolving customer problems; accepts payments, posts to accounts and balances cash drawer; prepares payment batches; reconciles payment batches and balances receipts reports; calculates adjustments to accounts, reviews billing registers, processes customer billing and posts penalties; sets up payment extensions with customers and tracks to ensure compliance; prepares automated phone notification file for past due accounts and final notices; issues orders for disconnections for non-payment; processes customer information, sends to collection agency, posts receipts from collection agency, writes off bad debt accounts and follows up on bankruptcy notices; prepare invoices and maintains spreadsheets. A copy of the job description will be provided to applicants. Must be able to use computers and understand computer software. High school diploma or equivalent; three to five years of related experience required.

Interested persons must complete an application packet that is available at the Personnel Department of the City of Bowling Green at 304 N. Church St., Bowling Green, Ohio 43402-2399 or by accessing the online application that is available on the Bowling Green [website](#). Resumes may be included, but will not substitute for a completed application. Applications must be completed and returned to the Personnel Department, City of Bowling Green, 304 N. Church St., Bowling Green, Ohio 43402. Telephone: 419.354.6200; email: [BGPersonnel@bgohio.org](mailto:BGPersonnel@bgohio.org) Office hours: M-F 8:00 a.m.-4:30 p.m. The deadline for making application is 4:30 p.m. on Aug. 24. AA/EEO

## City of Newton Falls seeks applicants for city manager

The City of Newton Falls is seeking applicants for the position of city manager. Salary negotiable, plus excellent benefits. Newton Falls residency is required. Newton Falls has a charter form of government with a five-member council and mayor. \$17.6 million budget, 38 full-time employees and 23 part-time employees. Municipal utilities include water treatment, water pollution control and electric distribution. A graduate degree in government/public administration/business-related field with a background in electric, water, water pollution control, administration, personnel management and economic development or municipal finance is preferred. Desire a credentialed City Manager who is a strong leader and motivator. Please send a letter of interest, resume, salary history, requirements and at least three work-related references to Kathleen King, city clerk, 19 N. Canal St., Newton Falls, OH 44444 or email [cityclerk@ci.newtonfalls.oh.us](mailto:cityclerk@ci.newtonfalls.oh.us) by Aug. 31, 2018. EOE

## Opportunities available at AMP

AMP is seeking applicants for the following positions:

Accountant

Hydro plant operator I - Smithland

For complete job descriptions, please visit the [AMP careers page](#).

American Municipal Power, Inc.

STAY CONNECTED



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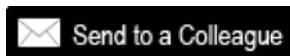


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## Legislative Bulletin

**August 24, 2018**

### OML UPDATE AT-A-GLANCE

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

- Senate President Larry Obhof (R - Medina) said this week Ohio should wait and ensure there is actually a budget surplus before deciding how to spend it, as the figures represent only a projected surplus at this time. He also said any decisions made with regards to spending the surplus should have the Legislature's input.
- Ohio's projected tax revenue for Fiscal Year 2019 as been increased by \$531.1 million, according to the Ohio Department of Taxation and the Office of Budget and Management. This increase is predicted due to changes in law as well as new economic data since the Governor signed HB 49, the latest biennial budget bill.
- The Bureau of Worker's Compensation announced that it will grant local law enforcement agencies up to \$40,000 to purchase body armor provided the municipality has a 25% match. The match will be provided through the BWC's Safety Intervention Grant Program.

### **BUDGET SURPLUS, MUNICIPAL FUNDING CUTS FEATURED IN THE *NEW YORK TIMES***

Last week, the *New York Times* ran an article detailing the debate over the use of this year's budget surplus. Governor Kasich, earlier this month, announced his intention to use excess state revenue to fill Ohio's "Rainy Day" Budget Stabilization Fund to its maximum statutory limit and then make a downward adjustment to the state's withholding tables. As you may remember, this announcement received a very public pushback from Ohio's local leaders. The League made sample resolutions available to help municipalities declare publicly their opposition to the Governor's plan.

The pushback got the national spotlight in the *Times*, which focused specifically on the struggles of a few municipalities like Lorain and Middletown, in addition to other states. The article cited a study conducted by the League that found more than 90% of municipalities have had to delay significant road repairs.

In the article, Governor Kasich shared his perspective of how he feels municipalities are responding to the cuts in revenue and other changes that have depressed the collection

of revenue locally: "We have a constant whining from local governments. They want handouts. They want it to be easy." This quote came amidst the backdrop of the article detailing the inability of Ohio's municipalities to provide basic services like adequate police protection, fire services and sewer systems that work. The article details attempts from local governments to raise taxes just to fund basic road repairs and being stymied by city councils or the voters.

The article is an interesting and important read, and you can access it [HERE](#).

### **NEW BILLS OF MUNICIPAL INTEREST**

Here are the bill introduced this week that impact local governments:

- HB 720 - SALES TAX. Sponsored by Rep. Antani (R - Miamisburg) and Rep. Smith (R - Germantown), would require voter approval of any increase in the rate of a county sales tax.

### **OML 2018 SUMMER REGIONAL CONFERENCES A SUCCESS**

We want to thank all of the municipal officials who have joined us for our four 2018 Summer Regional Conferences held in Athens, Mason, Canton and Findlay. The response from League members to our efforts to take a portion of our annual conference to the four corners of the state has been very gratifying and we appreciate the great turnout and support. We also want to especially thank Mayor Lydia Mihalik for hosting us in Findlay last Friday and for kicking off the conference.

Our goal for the Regional Conferences was to provide an opportunity for League members prevented from attending our three-day Annual Conference held in downtown Columbus, either because of distance constraints or other issues, to have access to the timely information our attendees receive at our Annual Conference and to experience some of the opportunities that the conference provides.

We believe the 2018 Summer Regional Conferences were an invaluable opportunity for municipal officials statewide to have the ability to be presented with critical information directly related to the success of their own communities, as well as connect and network with other local leaders in their area. Each conference was a great opportunity for all municipal and local government officials to refresh their skill sets and get the most recent information on critical topics. Once again, we want to thank each individual who attended each conference and contributed to making each event a success. WE will be working to improve the regional conference program and look forward to next year's events.

### **OML PREPARES FOR ANNUAL CONFERENCE**

The League's 2018 Annual Conference will be here before we know it! The conference will be taking place in downtown Columbus at the Renaissance Hotel from Wednesday, Oct. 31<sup>st</sup> through Friday, Nov. 2<sup>nd</sup>. Attendees will have the opportunity to hear from dynamic speakers, attend meaningful workshops and network with other municipal leaders from across the state. It is an incredible opportunity you don't want to miss!

Information about the Annual Conference, including the agenda, is being sent out today. Additionally, registration for the 2018 Annual Conference is now open - just click [HERE](#).

The Municipal Finance Officers of Ohio will be holding their annual conference concurrently with the League from Wednesday, October 31<sup>st</sup> through Thursday, November 2<sup>nd</sup>. Attendees will participate in general sessions, round table discussions and workshops and will have access to the exhibitor's hall hosted by the League's Annual Conference. To register, click [HERE](#).

We are excited about these upcoming opportunities and look forward to seeing you there!

### **STATE EMPLOYMENT RELATIONS BOARD ANNOUNCES FILING REQUIREMENTS**

The State Employment Relations Board (SERB) is required by Ohio law to collect and analyze all public sector collective bargaining agreements and provide the citizens of Ohio and collective bargaining stakeholders with a reliable source of information. SERB created the Clearinghouse database to house, manage and preserve this information, which can serve as a critically important factor in the bargaining process.

To assure the accuracy and integrity of this database, Ohio law also requires that all Ohio public employers file copies of all contracts, memoranda of understanding, contract amendment, etc., with SERB within 30 days of completion. Employers must file these relevant documents at [research@serb.ohio.gov](mailto:research@serb.ohio.gov). Questions can be directed to Justin Brown at 614-466-1122 or [justin.brown@serb.ohio.gov](mailto:justin.brown@serb.ohio.gov).

### **STATE ISSUES REGULATORY OVERSIGHT OF OHIO'S PUBLIC SWIMMING POOLS AND SPRAYGROUNDS**

Public swimming pools are great places to have fun and get out of the summer heat. But did you know that spraygrounds, splash pads, and wet decks that recirculate water are considered special use pools in Ohio? These pools are very popular and are being installed all over Ohio. It's important to remember that under state law, all public swimming pools, including spraygrounds, must be reviewed and inspected by the Ohio Department of Health (ODH) during construction and before licensing by the local health department. This will help to ensure that they are healthy and safe environments for everyone.

Design plans must be sent to ODH for review and approval prior to construction. Information on the standards for construction are located in Ohio Administrative Code (OAC) 3701-31-05.1. This rule covers everything from materials for building public swimming pools and spraygrounds to signs and decks for public swimming pools and spraygrounds.

In some, but not all circumstances, plans for public swimming pools should be approved by ODH prior to submitting to a building department and before ground is broken for the public swimming pool or sprayground. Once plans are approved and construction begins, inspections must be requested by the operator of the pool or contractor building the sprayground. The inspection of all the pipes and drains is called a rough or underground inspection. This inspection must be done before concrete is poured and before the pipes and drains are covered.

Once a request for inspection is received by ODH, the inspection must be scheduled within two business days. After the rough inspection is complete, the rest of the public swimming pool or sprayground can be built. When the construction of the public

swimming pool or sprayground is completed and ready for use, a final inspection must be requested by the operator of the pool or contractor to receive final approval from ODH. Once approved, the next and final step is to obtain a license from the local health district. Minimum standards for the design, installation, operation, and maintenance of these facilities were established to protect the public from injury, minimize the potential for disease transmission, and provide a safe and healthy recreational environment for Ohioans as they enjoy the summer season.

Contact Mary Shaffer, Recreation Programs Administrator, in the Ohio Department of Health's Bureau of Environmental Health and Radiation Protection if you have questions about how state regulations apply to your public swimming pool or sprayground. She can be reached at [Mary.Shaffer@odh.ohio.gov](mailto:Mary.Shaffer@odh.ohio.gov) or (614) 466-6736.

## OFFICE OF INFORMATION TECHNOLOGY TO HOLD CYBER SECURITY CONFERENCE

Mark your calendars for the annual Cyber Security Day Conference on ***Thursday, October 4*** at the **Ohio Department of Transportation Auditorium**, 1980 W. Broad St., Columbus, Ohio.

The Ohio Department of Administrative Services' Office of Information Technology sponsors this opportunity for cyber security professionals to network with peers and industry experts, and it will be a thought-provoking day of highly informative speakers. Attend to:

- Keep current on cyber security threats, vulnerabilities, exploits, and industry developments
- Grow with peer networking opportunities
- Learn from industry professionals providing information on array of security issues

Who should attend?

- Technology leaders
- CIOs, Agency ISOs, IT administrators
- Security and other IT staff

**Registration opens in September.** Detailed information will be sent out as registration nears. Go to [InfoSec.Ohio.gov](http://InfoSec.Ohio.gov) for updates. This conference is free to public IT and security staff. We hope to see you there!

## Upcoming Meetings & Events

<b><u>OML/OMAA Webinar</u> Drone Technology, The Essential Guide</b>	<b>September 20, 2018 10:00 a.m. ~ 11:00 a.m.</b>	<b><u>Registration Information</u></b>
<b>OML Annual Conference</b>	<b>October 31 ~ November 2</b>	<b><u>Registration Information</u></b>
<b>MFOA Annual Conference</b>	<b>October 31 &amp; November 1</b>	<b><u>Registration Information</u></b>