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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:* September 21, 2018

## CALENDAR

### **MONDAY, SEPTEMBER 24, 2018**

1. **AGENDA–FINANCE AND BUDGET COMMITTEE at 6:30 pm**
  - a. Approval of Minutes
  - b. Discussion on Budget Review Process
2. **AGENDA– SAFETY AND HUMAN RESOURCES COMMITTEE MEETING at 7:00 pm**
  - a. Approval of Minutes
  - b. Health Care Cost Increases for 2019
    - Please see the attached information
  - c. Discussion on Jake Brake
  - d. Discussion of Part-Time Pay Scale for the Fire Department
    - Enclosed is information from Chief O'Brien
  - e. Discussion on Pay Scale for Municipal Court Probation Officer.
    - a copy of Judge Rosebrook's email is attached.

### **WEDNESDAY, SEPTEMBER 26, 2018**

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

### **INFORMATIONAL ITEMS**

1. Civil Service Commission meeting Cancellation.
2. Fall Seasonal Pickup Schedule (October 1<sup>st</sup> thru October 5<sup>th</sup>).
3. AMP Weekly Newsletter/September 14, 2018.
4. OML Legislative Bulletin/September 21, 2018.
5. OML Member Alert/OML Board Opposes State Issue I.

Records Retention - CM-11 - 2 Years

<div> <div>◀ August</div> <div>SEPTEMBER 2018</div> <div>October ▶</div> </div>						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
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 - Special Civil Service Commission 5:00 pm - Planning Commission	12	13	14	15
16	17 6:00 pm - Tree Comm. 7:00 pm – City Council	18	19	20	21 9:00 am - Healthcare Cost Committee Meeting	22
23	24 6:30 pm Finance & Budget Committee 7:00 pm Safety & Human Resources Comm.	25	26 6:30 pm Parks & Rec Board Mtg.	27	28	29
30						

*City of Napoleon, Ohio*


**FINANCE AND BUDGET COMMITTEE**

**Meeting Agenda**

**Monday, September 24, 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) Discussion on Budget Review Process.
- 3) Any matters currently assigned to the Committee.
- 4) Adjournment.

  
Gregory J. Heath  
Finance Director/Clerk of Council

**Monday, August 27, 2018 at 6:30 pm**

Committee Members  
City Manager  
Law Director  
Assistant Finance Director  
Recorder/Records Clerk  
Others

Joseph D. Bialorucki-Chairman, Jeff Comadoll, Ken Haase, Jason Maassel  
Joel L. Mazur  
Billy D. Harmon  
Christine Peddicord  
Roxanne Dietrich  
Newsmedia

## Call to Order

Chairman Bialorucki called the Finance and Budget Committee meeting to order at 6:30 pm.

Hearing no objections or corrections, the minutes of the July 23, 2018 Finance and Budget Committee meeting stand approved as presented.

Harmon reported a defense attorney submitted his bill and somehow the bill didn't get to where it needed to be on time. The county has the right to pay a certain percentage when a bill is submitted late, Judge Rosebrook felt that was unfair to the defense attorney since he submitted his bill on time and ordered the county to pay the full amount, they did and now are requesting the City pay the difference, the City has zero obligations to pay the difference. It has been suggested the money come out of the court's budget or my budget, if anyone were to catch wind of that it would appear inappropriate for the prosecutor to pay the defense attorney's bill. The same could be said for the court if they were to pay the difference out of their budget. The City has zero obligation here. The question was asked how you get a court appointed attorney. Harmon explained they have to submit an affidavit to the court of all their finances and if they are considered to be indigent they have the constitutional right to court appointed counsel, 95% of the cases are paid by the county, if the offense is charged under city code, then the City would pay, most cases charged under city code are either income tax or nuisance. The state code is very clear if the offense is charged under state code the county is responsible for paying. Options are to completely ignore or attempt to work something out in effort to show trying to work with them. The Committee felt if the City has no obligation we shouldn't start using tax payers' money to pay for this, would not be a good process to start. Harmon noted Napoleon residents are also county residents and are paying and contributing the same amount, the county loses sight city residents are also county residents.

Motion: Comadoll                      Second: Bialorucki  
recommend not do anything on the indigent defense billing.

Roll call vote on the above motion:

Yea-Comadoll, Haase, Maassel, Bialorucki

Nay-

**Motion to Adjourn**

Motion: Maassel                      Second: Comadoll  
to adjourn the Finance and Budget Committee meeting at 6:39 pm.

**Passed**

**Yea-4**

**Nay-0**

Roll call vote on the above motion:

Yea-Comadoll, Haase, Maassel, Bialorucki

Nay-

**Approved:**

**September 24, 2018**

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Joseph D. Bialorucki-Chair

DRAFT

*City of Napoleon, Ohio*


**SAFETY AND HUMAN RESOURCES COMMITTEE**

**SPECIAL MEETING AGENDA**

**Monday, September 24, 2018 at 7:00 pm**

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

- 1) Approval of Minutes: August 27, 2018 (*In the absence of any objections or corrections, the Minutes shall stand approved.*)
- 2) Health Care Cost Increases for 2019.
- 3) Discussion on Jake Brake.
- 4) Discussion of Part-Time Pay Scale for the Fire Department.
- 5) Discussion on Pay Scale for Municipal Court Probation Officer.
- 6) Any other matters currently assigned to the Committee.
- 7) Adjournment.

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

**SAFETY & HUMAN RESOURCES COMMITTEE**

**Meeting Minutes**

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

<b>PRESENT</b>	
Committee Members	Dan Baer-Chairman, Jeff Comadoll, Jeff Mires
City Manager	Joel L. Mazur
Law Director	Billy D. Harmon
Asst. Finance Director	Christine Peddicord
City Staff	Dave Mack-Police Chief; Clayton O'Brien-Fire Chief; Joel Freytag-Asst. Chief; Firefighters Brady Schaffner, Scott Bockelman
Recorder/Records Clerk	Roxanne Dietrich
Others	Tracy Busch, Henry County EMA Director, Newsmedia
<b>ABSENT</b>	None
<b>Call to Order</b>	Chairman Baer called the meeting to order at 7:30 pm.
<b>Approval of Minutes</b>	Hearing no objections or corrections, the meeting minutes of February 26, 2018, stand approved as presented.
<b>In-Vehicle Cameras for Police and Fire Departments</b>	<p>Mazur stated currently our Police and Fire Departments do not have in-vehicle cameras which can present some challenges. Tracy Busch from the Henry County EMA informed the committee he is working on rebuilding the county and looking for grants to help with the costs, it all takes time. Mazur cited the total cost for the project is \$45,000 that includes the six cameras, installation, IT services and networking. With the income tax refund made and having yet to address the remainder, the income tax collection will be lower than the projection for 2018, 2019 is a two vehicle replacement year for the Police Department. Chief Mack noted they received a quote of \$45,000-\$47,000, that is about \$7,000 a car. Mazur said the retention policy will follow the minimum standard for digital video recording. After talking with Chief O'Brien, the Fire Department has other priorities and will not be asking for in-vehicle cameras. Chief Mack noted from the court standpoint it is a standard anticipated in today's world; we do get requests for videos from our criminal cases. Harmon stated Chief Mack has some very important points, this is a crucial piece of evidence that I am lacking in OVI cases. As prosecutor, I spend a lot of time on OVI cases, this would help clear up exactly what took place on the scene, I now get a written description from the officer but when you have that video and can show it to them, things can be cleared up very quickly. The Ohio State Patrol has had in-vehicle cameras for a while, as prosecutor, this is something I would ask for as it is a crucial piece of evidence that is missing in every OVI case plus it would help resolve cases a lot faster. Chief Mack added the cameras can also serve as a learning tool that will enable us to fix problems before they become a bigger problem. This is an important piece of evidence I would request.</p> <p>Baer asked what is the feasibility of phasing in with two cars? Chief Mack replied this is something that can be phased in with our normal car rotation, the camera system can be moved from one car to the</p>

next. Mazur said there is an initial cost of \$11,000 for the server, storage and network. Mires said Ohio State Patrol has the cameras, what about the sheriff department? Harmon replied OSP does have the in-vehicle cameras and the sheriff department does not. Tracy Busch added this is something the sheriff has discussed. Mazur said we would be bringing our police force up to a standard that is expected. The next item is the radios. Chief Mack said the radios will be used for the criminal aspect too. They come with a body mike that can be activated and will record in the car, along with the criminal aspect it will also serve to help clear up any internal issues we may have. Comadoll suggested starting with four cameras for all your road crews. Harmon said this will be a tool to help officers when complaints are received. Baer totally agreed this is a definite need; however, I would like to pursue any grants that may be available. Tracy Busch said he can help with the grants. Mazur said he is not looking for a recommendation right now these will be general fund topics that will be discussed at budget time.

#### **Update on Radio System**

Chief O'Brien started the county radio project as a whole has been going on for two years with AFG grants being applied for. The first time we scored 87 and still did not get funded, the second time they changed the way they were doing the AFG computer scoring and kicked our application out. The county as a whole applied for the MARCS grant through the State Fire Marshal's Office, the grant would have been \$50,000 for each entity and we did not receive any funding from that grant. It was decided to go on the Lucas County trunk system (no user fee per radio/per month) instead of the MARCS radio system at \$10 per radio each month. Currently, paging, radio communications and dispatch are all being done on the same channel that creates issues. Tracy Busch explained we are now using the VHF system, frequency and coverage is about how high you are and how much power you can put out. FCC decided to go to narrow banding that limits how high towers can go and cuts the wave length, we saw a 60% reduction in coverage. Every option was looked at by the committee and Fire Chiefs and it was decided to switch over to the 700-800 mhz digital trunking system, it is a life safety issue. Chief O'Brien noted the other issue is we only have one channel in Napoleon, the Napoleon fire channel, the rest of the county has one channel for the whole county. With the new system every department will have their own individual channel separate from the dispatch channel, each entity will have their own Fire Department Channel and operations channel. The ASR site is located at the Metal Link tower on 281. The county commissioners fronted the bill, at a cost of \$400,000 to put the site up. Motorola did propagation study maps of the coverage area. Fulton County operates on this system as does Wood County and Defiance County will soon be on this system too, once we have the equipment it is just a matter of getting it programed before we can start using the site. Tracy Busch played a huge role in obtaining grants for the Police Department. Chief Mack reported from the grants we were able to obtain thirteen portable radios for our full time front line people and through the capital budget Governor's grant we received ten mobiles and five high end portables for my command staff. The county commissioners have offered a promotional pricing that is 50% off the list price and the



county has agreed to pay fifty percent of that cost. To bring my auxiliary up to this system I will need seven more radios that will cost about \$23,000 which will be financed over ten years at 0% interest. Chief O'Brien stated the list price for a portable radio is \$6,682 the list price for a mobile radio is \$4,817, if we were to buy what we need, twenty portables and four mobiles, the cost would be \$144,908.00. The commissioners have offered us (the Fire Department) the promotional pricing of \$78,620 and then offered to pay 50% of that promotional price leaving \$39,311 for us to finance over ten years at 0% interest that comes to about \$4,000/year. I would recommend this be paid out of the Fire Equipment Fund (242), each radio will be added to our insurance policy which will not be an issue per Greg Heath. There will be an annual maintenance fee to be paid to the commissioners, the current charge is \$36.52 per radio/per year. Annual maintenance costs for the Fire Department and for the Police Department would be \$1,400 each. Chief Mack stated the Police Department is currently paying the \$10/month to have MARCS capability in the cars. Chief O'Brien continued we will need to purchase twenty-three pagers at a cost of \$660.00/each. Twenty-three is the bare minimum for the Fire Department, the pagers will have the 700-800 mhz and also be able to receive the VHF paging, the radios will be issued to each member that can potentially respond back to the station, the pagers will be left at the rack and not taken home; therefore, we will need bank chargers for the engines and spare batteries at a cost of \$92.00 for each battery, currently there are six radios in each truck. Mazur added the pagers we have now need to be replaced, it is not a new cost, it is an ongoing cost. The cost to reprogram the radios is \$100/radio, the cost for the Fire Department would be \$2,000 and \$800 for the Police Department.

#### **RECAP**

##### Fire Department - 2018

\$2,000 Re-program all radios

2018 Budget – 100 Communications Fund

\$4,400 Bank charger and Batteries

Budget Adjustment will be needed either can be supplement or move money from 400 account to 242 account. There is money in the 400 account to do river access on back of the station, we are not doing this project.

\$6,400 Total for 2018

##### Fire Department - 2019

\$4,000 Payment Payback Plan to the commissioners out of 242 Fire Equipment Fund for 23 pagers at a total cost of \$15,500.

##### Police Department - 2019

\$21,800 Payment Payback Plan to the commissioners over ten years at 0% interest.

\$84,211 Ten-year total investment for both departments

Mazur expressed his appreciation for the leadership role the commissioners have taken in dealing with the communication needs of the county, they have up-fronted a lot of the costs. Tracy Busch added the county invested \$423,000, this is a life safety issue. The entities will pay a cost to maintain the site. Chief O'Brien stated the county will be putting the project out to bid and would like to know by September 1<sup>st</sup>

## Motion Recommend Updating Radio System

**Passed  
Yea-3  
Nay-0**

## Health Care Cost Increase for 2019

4 of 5

can continue the way we are going or change the city and employee share and/or continue down the wellness program path and make changes in other areas. Baer noted prevention should help with other changes being phased in. Mazur said these are big changes but we are behind, we have a very good health care plan for all employees that helps us attract and retain employees, but with an increase of one-quarter of a million over the last five years and in looking out to the future the estimated annual cost will be almost \$1.5 million. I would ask for the committee's approval to vote "yes" on implementing the BORMA wellness program.

**Motion to Implement  
Wellness Program for all  
of BORMA**

Motion: Comadoll                      Second: Mires  
to approve a "yes" vote for BORMA to implement a wellness program.

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

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

This item will remain on the agenda for next month's meeting. Peddicord said Heath wanted his concern stressed about the city's share, the \$93,272.75, to look at that, do you want to continue going forward or make changes. Mazur noted we will see what impact the HSA has as people retire or move onto new jobs and new employees come on the HSA plan. The HSA plan has more out-of-pocket expenses for visits but the monthly expense is less. AMP has started this and stopped PPO enrollments.

**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-Comadoll, Mires, Baer  
Nay-

**Adjournment**

Meeting was adjourned at 9:12 pm.

**Minutes Approved**

**September 24, 2018**

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Dan Baer, Chair



# *City of Napoleon, Ohio*

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Napoleon, OH 43545  
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www.napoleonohio.com*

## *Memorandum*

*To: Safety & Human Resources Committee  
From: Joel L. Mazur, City Manager and  
Gregory J. Heath, Finance Director  
cc: Mayor and Members of City Council  
Date: September 21, 2018  
Subject: Health Care for 2019*

The Health Care Cost Committee met on Friday, September 21<sup>st</sup> with the following motions made by the committee:

1. MOTION: to adopt the BORMA Wellness Program.
2. MOTION: All new employees hired after January 1, 2019 will go on Plan No. 3.
3. MOTION: to stay on the current Plan No. 2 with the employee share at 12.5%.

All three motions were passed unanimously by the group representatives, (Administration, Non-Bargaining, Fire, Police and AFSCME).

## 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														Employee Share	City Share	
PREMIUM SHARE - 2015 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share (Wellness Included as Part of the Base Premium)														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 Pm.Shr. @ 12.50%			Emp.Shr.Ded.	Emp.Max.	City Pm.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	19	\$ 462.76	\$ 5,553.12	\$ 694.14	\$ 57.85	\$ 28.93	\$ 670.00	\$ 1,364.14	\$ 4,858.98	\$ 80.00	\$ 4,938.98	\$ 119,759.28	\$ 25,918.66	\$ 93,840.62	
	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	12	\$ 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	\$ 189,100.80	\$ 37,467.60	\$ 151,633.20	
	Family	42	\$ 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	\$ 811,671.84	\$ 149,863.98	\$ 661,807.86	
	Total PPOs->	98														
	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	1	\$ 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	\$ 16,924.68	\$ 4,840.59	\$ 12,084.09	
	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->	2														
	Total Plans->	100														
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.																
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																
Total Estimated Annual Cost>														\$ 1,494,733.92	\$ 292,725.50	\$ 1,202,008.42

## 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 - DEDUCTIBE 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	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		
PPO - 2016 Final Rates from BORMA	Single	19	\$ 525.10	\$ 6,301.20	\$ 787.65	\$ 65.64	\$ 32.82	\$ 600.00	\$ 1,387.65	\$ 5,513.55	\$ -	\$ 5,513.55	\$ 131,122.80	\$ 26,365.35	\$ 104,757.45		
	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	12	\$ 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	\$ 165,628.80	\$ 33,303.60	\$ 132,325.20		
	Family	42	\$ 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	\$ 844,351.20	\$ 149,643.90	\$ 694,707.30		
	Total PPOs->	98															
	H.S.A.																
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	1	\$ 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	\$ 15,878.76	\$ 5,234.85	\$ 10,643.91		
	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->	2															
	Total Plans->	100															
NOTE: (1) Total 2016 Annual Rate by Plan Types, Reflects a Net Overall Decrease of -0.8449% below 2015 Rates,										Total Estimated Annual Cost>			\$ 1,479,023.76	\$ 282,477.98	\$ 1,196,545.78		
										Dollar Difference to 2016 from 2015 ->			\$ (15,710.16)	\$ (10,247.52)	\$ (5,462.64)		
										Percentage Difference to 2016 from 2015 ->			-1.0510%	-3.5007%	-0.4545%		
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																	

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)	(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
PPO - 2017 Final Rates from BORMA	Single	19	\$ 587.74	\$ 7,052.88	\$ 881.61	\$ 73.47	\$ 36.74	\$ 600.00	\$ 1,481.61	\$ 6,171.27	\$ -	\$ 6,171.27	\$ 145,404.72	\$ 28,150.59	\$ 117,254.13
	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	12	\$ 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	\$ 183,670.56	\$ 35,558.88	\$ 148,111.68
	Family	42	\$ 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	\$ 939,067.92	\$ 161,483.70	\$ 777,584.22
	Total PPOs-> H.S.A.	98													
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	1	\$ 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	\$ 17,057.28	\$ 5,382.16	\$ 11,675.12
	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->	2													
	Total Plans->	100													
NOTE: (1) Total 2017 Annual Rate by Plan Types, Reflects a Net Overall Increase of +11.93% over 2016 Rates,										Total Estimated Annual Cost>			\$ 1,641,725.40	\$ 302,815.95	\$ 1,338,909.45
										Dollar Difference to 2017 from 2016 ->			\$ 162,701.64	\$ 20,337.97	\$ 142,363.67
										Percentage Difference to 2017 from 2016 ->			11.0006%	7.1998%	11.8979%
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.															

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)	(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					
PPO - 2018 Final Rates from BORMA	Single	19	\$ 603.49	\$ 7,241.88	\$ 905.24	\$ 75.44	\$ 37.72	\$ 600.00	\$ 1,505.24	\$ 6,336.65	\$ -	\$ 6,336.65	\$ 148,995.72	\$ 28,599.56	\$ 120,396.16					
	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	12	\$ 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	\$ 188,206.56	\$ 36,125.88	\$ 152,080.68					
	Family	42	\$ 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	\$ 962,786.16	\$ 164,448.48	\$ 798,337.68					
	Total PPOs-> H.S.A.	98																		
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	1	\$ 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	\$ 17,353.56	\$ 5,419.20	\$ 11,934.36					
	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-> Total Plans->	2 100																		
NOTE: (1) Total 2018 Annual Rate by Plan Types, Reflects a Net Overall Increase of +2.68% over 2017 Rates,										Total Estimated Annual Cost>			\$ 1,682,536.56	\$ 307,917.57	\$ 1,374,618.99					
										Dollar Difference to 2018 from 2017 ->			\$ 40,811.16	\$ 5,101.62	\$ 35,709.54					
										Percentage Difference to 2018 from 2017 ->			2.4859%	1.6847%	2.6671%					
* Number of Plan Types listed for 2015 through 2019 based on Estimated Budgeted Full Time Employee Plans for Annual Comparison Purposes Only, NOT ACTUAL.																				



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																			
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			
PREMIUM SHARE - 2019 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share															*** SEE SPECIAL NOTE->	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)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)				
Plan	Plan	#'s in	Monthly	Annual Rate	EMPLOYEE Pm.Shr. @ 12.50%			Emp.Shr.Ded.	Emp.Max.	City Pm.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 2			D x 12	E x 12.5%	F / 12	G / 2	As Listed **	F + I	E x 87.5%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O				
PPO - 2019 Proposed Rates from BORMA	Single	19	\$ 644.21	\$ 7,730.52	\$ 966.32	\$ 80.53	\$ 40.27	\$ 600.00	\$ 1,566.32	\$ 6,764.21	\$ -	\$ 6,764.21	\$ 158,279.88	\$ 29,760.08	\$ 128,519.80				
	\$ Inc.to 2018->		\$ 40.72	\$ 488.64	\$ 61.08	\$ 5.09	\$ 2.55	\$ -	\$ 61.08	\$ 427.56	\$ -	\$ 427.56	9,284.16	1,160.52	\$ 8,123.64				
	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	12	\$ 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	\$ 199,931.04	\$ 37,591.44	\$ 162,339.60				
	\$ Inc.to 2018->		\$ 81.42	\$ 1,355.04	\$ 169.38	\$ 14.11	\$ 7.06	\$ -	\$ 169.38	\$ 1,185.66	\$ -	\$ 1,185.66	11,724.48	1,465.56	\$ 10,258.92				
	Family	42	\$ 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	\$ 1,024,440.48	\$ 172,155.06	\$ 852,285.42				
\$ Inc.to 2018->		\$ 122.33	\$ 1,467.96	\$ 183.49	\$ 15.29	\$ 7.64	\$ -	\$ 183.49	\$ 1,284.46	\$ -	\$ 1,284.46	61,654.32	7,706.58	\$ 53,947.74					
	Total PPOs->	98																	
	H.S.A. 8																		
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	1	\$ 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	\$ 18,119.40	\$ 5,514.93	\$ 12,604.47				
	\$ Inc.to 2018->		\$ 63.82	\$ 765.84	\$ 95.73	\$ 7.97	\$ 3.98	\$ -	\$ 95.73	\$ 670.11	\$ -	\$ 670.11	765.84	95.73	\$ 670.11				
	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								

## 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															
2019 HEALTH CARE INCREASE WITH PPO PLAN CHANGE (3), AND NO DEDUCTIBLE CHANGES, COMPARED TO 2018 COST															
2019 HEALTH INSURANCE RENEWAL - BORMA Standard "PPO PLAN 3" and Standard "HSA PLAN 8" RATES - PREMIUM INCREASE ON BOTH PLANS - AVERAGED INCREASE (+3.58%, PPO PLAN 3															
													Employee Share	City Share	
PREMIUM SHARE - 2019 - Funded 12.50% Employee Premium Share; 87.50% Employer Premium Share													12.50%	87.50%	
PPO DEDUCTIBLE SHARE - \$500 Single & \$1,000 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)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)
Plan	Plan	#s in	Monthly	Annual Rate	EMPLOYEE Pm.Shr. @ 12.50%			Emp.Shr.Ded.	Emp.Max.	City Pm.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 3			D x 12	E x 12.5%	F / 12	G / 2	As Listed **	F + I	E x 87.5%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O
PPO - 2019 Proposed Rates from BORMA	Single	19	\$ 623.43	\$ 7,481.16	\$ 935.15	\$ 77.93	\$ 38.97	\$ 1,750.00	\$ 2,685.15	\$ 6,546.02	\$ -	\$ 6,546.02	\$ 175,392.04	\$ 51,017.85	\$ 124,374.19
	\$ Inc.to 2018->		\$ 19.94	\$ 239.28	\$ 29.91	\$ 2.49	\$ 1.25	\$ 1,150.00	\$ 1,179.91	\$ 209.37	\$ -	\$ 209.37	26,396.32	22,418.29	\$ 3,978.03
	EE/Childs	25	\$ 1,122.17	\$ 13,466.04	\$ 1,683.26	\$ 140.27	\$ 70.14	\$ 3,500.00	\$ 5,183.26	\$ 11,782.79	\$ -	\$ 11,782.79	\$ 424,151.00	\$ 129,581.50	\$ 294,569.50
	\$ Inc.to 2018->		\$ 35.88	\$ 430.56	\$ 53.82	\$ 4.48	\$ 2.24	\$ 2,300.00	\$ 2,353.82	\$ 376.74	\$ -	\$ 376.74	68,264.00	58,845.50	\$ 9,418.50
	EE/Spouse	12	\$ 1,246.85	\$ 14,962.20	\$ 1,870.28	\$ 155.86	\$ 77.93	\$ 3,500.00	\$ 5,370.28	\$ 13,091.93	\$ -	\$ 13,091.93	\$ 221,546.40	\$ 64,443.36	\$ 157,103.04
	\$ Inc.to 2018->		\$ 39.86	\$ 478.32	\$ 59.79	\$ 4.99	\$ 2.49	\$ 2,300.00	\$ 2,359.79	\$ 418.53	\$ -	\$ 418.53	33,339.84	28,317.48	\$ 5,022.36
	Family	42	\$ 1,870.28	\$ 22,443.36	\$ 2,805.42	\$ 233.79	\$ 116.90	\$ 3,500.00	\$ 6,305.42	\$ 19,637.94	\$ -	\$ 19,637.94	\$ 1,089,621.12	\$ 264,827.64	\$ 824,793.48
	\$ Inc.to 2018->		\$ 59.99	\$ 719.88	\$ 89.98	\$ 7.50	\$ 3.75	\$ 2,300.00	\$ 2,389.98	\$ 629.89	\$ -	\$ 629.89	126,834.96	100,379.16	\$ 26,455.80
	Total PPOs->	98													
	H.S.A. 8														
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	1	\$ 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	\$ 18,119.40	\$ 5,514.93	\$ 12,604.47
	\$ Inc.to 2018->		\$ 63.82	\$ 765.84	\$ 95.73	\$ 7.97	\$ 3.98	\$ -	\$ 95.73	\$ 670.11	\$ -	\$ 670.11	765.84	95.73	\$ 670.11
	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->	2													
	Total Plans->	100													
NOTE: (1) Total 2019 Annual Rate by Plan Types, Reflects a Net Overall Proposed Avg. Increase of +3.58% over 2018 PPO Premium.													Total Estimated Annual Cost>		
													\$ 1,938,562.92	\$ 518,026.90	\$ 1,420,536.02
													\$ 256,026.36	\$ 210,109.33	\$ 45,917.03
													15.2167%	68.2356%	3.3403%
* 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.															
													\$ 443,829.00	\$ 225,301.40	\$ 218,527.60
													29.6928%	76.9668%	18.1802%

## 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																	
2019 HEALTH CARE INCREASE WITH INCREASE IN EMPLOYEE PREMIUM SHARE TO 15%, 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		
PREMIUM SHARE - 2019 - Funded 15.0% Employee Premium Share; 85.0% Employer Premium Share													*** SEE SPECIAL NOTE->		15.00%	85.00%	
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)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)		
Plan	Plan	#'s in	Monthly	Annual Rate	EMPLOYEE Pm.Shr. @ 12.50%			Emp.Shr.Ded.	Emp.Max.	City Pm.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	@ 85.0%	Deductible	City Share	TOTAL	EMP.SH.w/DED.	CITY SH.w/DED.		
	PPO 2			D x 12	E x 15.0%	F / 12	G / 2	As Listed **	F + I	E x 85.0%	As Listed	K + L	C x (E+I+L)	C x (F+I)	N - O		
Proposed Rates from BORMA	Single	19	\$ 644.21	\$ 7,730.52	\$ 1,159.58	\$ 96.63	\$ 48.32	\$ 600.00	\$ 1,759.58	\$ 6,570.94	\$ -	\$ 6,570.94	\$ 158,279.88	\$ 33,432.02	\$ 124,847.86		
	\$ Inc.to 2018->		\$ 40.72	\$ 488.64	\$ 254.34	\$ 21.19	\$ 10.60	\$ -	\$ 254.34	\$ 234.29	\$ -	\$ 234.29	9,284.16	4,832.46	\$ 4,451.70		
	EE/Childs	25	\$ 1,159.57	\$ 13,914.84	\$ 2,087.23	\$ 173.94	\$ 86.97	\$ 1,200.00	\$ 3,287.23	\$ 11,827.61	\$ -	\$ 11,827.61	\$ 377,871.00	\$ 82,180.75	\$ 295,690.25		
	\$ Inc.to 2018->		\$ 73.28	\$ 879.36	\$ 457.79	\$ 38.15	\$ 19.07	\$ -	\$ 457.79	\$ 421.56	\$ -	\$ 421.56	21,984.00	11,444.75	\$ 10,539.25		
	EE/Spouse	12	\$ 1,288.41	\$ 15,460.92	\$ 2,319.14	\$ 193.26	\$ 96.63	\$ 1,200.00	\$ 3,519.14	\$ 13,141.78	\$ -	\$ 13,141.78	\$ 199,931.04	\$ 42,229.68	\$ 157,701.36		
	\$ Inc.to 2018->		\$ 81.42	\$ 977.04	\$ 508.65	\$ 42.39	\$ 21.19	\$ -	\$ 508.65	\$ 468.38	\$ -	\$ 468.38	11,724.48	6,103.80	\$ 5,620.68		
	Family	42	\$ 1,932.62	\$ 23,191.44	\$ 3,478.72	\$ 289.89	\$ 144.95	\$ 1,200.00	\$ 4,678.72	\$ 19,712.72	\$ -	\$ 19,712.72	\$ 1,024,440.48	\$ 196,506.24	\$ 827,934.24		
\$ Inc.to 2018->		\$ 122.33	\$ 1,467.96	\$ 763.28	\$ 63.60	\$ 31.80	\$ -	\$ 763.28	\$ 704.67	\$ -	\$ 704.67	61,654.32	32,057.76	\$ 29,596.56			
	Total PPOs->	98															
	H.S.A. 8																
Proposed Rates from BORMA	Single	1	\$ 561.08	\$ 6,732.96	\$ 1,009.94	\$ 84.16	\$ 42.08	\$ 1,800.00	\$ 2,809.94	\$ 5,723.02	\$ 1,200.00	\$ 6,923.02	\$ 9,732.96	\$ 2,809.94	\$ 6,923.02		
	\$ Inc.to 2018->		\$ 35.45	\$ 425.40	\$ 221.49	\$ 18.46	\$ 9.23	\$ -	\$ 221.49	\$ 203.90	\$ -	\$ 203.90	425.40	221.49	\$ 203.91		
	EE/Childs	1	\$ 1,009.95	\$ 12,119.40	\$ 1,817.91	\$ 151.49	\$ 75.75	\$ 4,000.00	\$ 5,817.91	\$ 10,301.49	\$ 2,000.00	\$ 12,301.49	\$ 18,119.40	\$ 5,817.91	\$ 12,301.49		
	\$ Inc.to 2018->		\$ 63.82	\$ 765.84	\$ 398.71	\$ 33.22	\$ 16.61	\$ -	\$ 398.71	\$ 367.12	\$ -	\$ 367.12	765.84	398.71	\$ 367.13		
	EE/Spouse	0	\$ 1,122.17	\$ 13,466.04	\$ 2,019.91	\$ 168.33	\$ 84.17	\$ 4,000.00	\$ 6,019.91	\$ 11,446.13	\$ 2,000.00	\$ 13,446.13	\$ -	\$ -	\$ -		
	\$ Inc.to 2018->		\$ 70.91	\$ 850.92	\$ 443.02	\$ 36.92	\$ 18.46	\$ -	\$ 443.02	\$ 407.90	\$ -	\$ 407.90	-	-	\$ -		
	Family	0	\$ 1,683.25	\$ 20,199.00	\$ 3,029.85	\$ 252.49	\$ 126.25	\$ 4,000.00	\$ 7,029.85	\$ 17,169.15	\$ 2,000.00	\$ 19,169.15	\$ -	\$ -	\$ -		
\$ Inc.to 2018->		\$ 106.35	\$ 1,276.20	\$ 664.50	\$ 55.38	\$ 27.69	\$ -	\$ 664.50	\$ 611.70	\$ -	\$ 611.70	-	-	\$ -			
	Total HSAs->	2															
	Total Plans->	100															
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>			\$ 1,788,374.76	\$ 362,976.54	\$ 1,425,398.22		
										Dollar Difference to 2019 from 2018 ->			\$ 105,838.20	\$ 55,058.97	\$ 50,779.23		
										Percentage Difference to 2019 from 2018 ->			6.2904%	17.8811%	3.6941%		
* 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 15.0%, Wellness Plan raised that by \$50/Mo if Emp does not complete a Wellness Check.																	
										Dollar Difference to 2019 from 2015 ->			\$ 293,640.84	\$ 70,251.04	\$ 223,389.80		
										Percentage Difference to 2019 from 2015 ->			19.6450%	23.9989%	18.5847%		

# Napoleon Fire & Rescue

## Part-Time Pay Scale



# Mission Statement

- *The goal of the Napoleon Fire-Rescue Department is to provide the highest level of life and property safety possible, through the extension of: PUBLIC EDUCATION, EMERGENCY MEDICAL, FIRE PREVENTION, and FIRE SUPPRESSION SERVICES in accordance with local and nationally accepted standard operating guidelines and procedures.*

# Objectives

- Describe the lack of part-time and local responders
- Describe current part-time pay scale
- Show comparison from surrounding departments.

# Current Department staffing

- The fire department is made up of
  - Full-time (8)
  - Part-time (working at the station) (7) (non local people)
  - Part-time that respond in from home. (8) (Local)

# What's Changing

- The fire service has changed over the past 10 years
- Most departments have a full-time/part-time combination
- This makes it extremely hard to recruit part-time employees because they are working part-time elsewhere for more pay and better hours.
- We do not have the ability to have them work 24 hour shift on a regular basis.
  - 24 hr shift that is more lucrative than a 12 hour shift.



# Certifications

- The amount of certifications and training that is required for this job is a lot.

Lieutenant

Paramedic

Firefighter 2

Advanced EMT

Inspector

Haz-Mat-Tech

Fire Officer I or 2

Confined Space

Instructor Fire

Instructor EMS

Swift Water Tech 2

Ems & Fire Instructor

Fire Officer III & IV

Haz-Mat-Specialist

# Market Summary

- Average pay rate across all counties for:
  - FF1/EMT B- \$14.93 /hr
  - FF2/Paramedic - \$16.43 /hr
- Napoleon Fire currently pays
  - FF1/EMT B – \$11.50 /hr
  - FF2/Paramedic – \$12.33 /hr
    - This pay is for the first year then increases to
      - FF1/EMT B- \$12.50
      - FF2/Paramedic - \$13.70
- Difference of \$3.43 for FF1/EMT and \$4.10 for FF 2/Paramedic

# Market Summary

Lucas County	Whitehouse	Maumee	Oregon	Waterville	Springfield	Sylvania
FF1/EMT	14	17	24.91	12.5(1st yr) 12.70	15.67	15.6-18.72 (4 steps)
FF2/Paramedic	15.5	17	24.91	13.45 (1st yr) 14.10	21.26	15.60-18.72 (4 Steps)
Wood County	Rossford	Perrysburg				
FF1/EMT	15.57	15				
FF2/Pamamedic	16.76	15.5				
Fulton County	Wauseon	Delta	Swanton	Archbold		
FF1/EMT	14.00	12.75	15	14.28		
FF2/Paramedic	15.08	13.25	17.5	14.28		
Williams County	Bryan					
FF1/EMT	10.75					
FF2/Paramedic	N/A					
Defiance County	Defiance Cty					
FF1/EMT	12					
FF2/Paramdic	13.5					
	Maumee					
Standby pay	5.25					

# What changes need to be made?

- In order to have the ability to attract part-time employees we need to increase our starting wage.
- Currently the part-time pay scale according to Ordinance 068-15 is
  - Probationary - \$8.10 - \$12.33
  - After probation – \$11.60 - \$16.10

# Solution

Base Rates						
No certifications	Min wage					
Fire Only	11					
EMS Only	11					
36 hour/EMT	12					
FF 1 / EMT	14.3					
Lieutenant +0.30						
Paramedic +0.77						
Firefighter 2 +0.30						
Advanced EMT+0.30						
Inspector +0.15						
Haz-Mat-Tech+0.10						
Fire Officer I or 2 +0.10						
Confined Space +0.10						
Instructor Fire +0.10						
Instructor EMS +0.10						
Swift Water Tech 2 +0.20						
Ems & Fire Instructor +0.20						
Fire Officer III & IV +0.20						
Haz-Mat-Specialist +0.20						
FF2/Paramedic	15.37					
FF2/Paramedic/Tech	15.42					
FF2/Paramedic/Inspector	15.52					

# Recommendation

- Pay part-time employees based on the certifications they hold
- Pay based on retention
- I recommend the following pay scales
  - No certifications – Minimum wage
  - Fire Only or EMS only certification - \$11.00
  - 36 hr/EMT - \$12.00
  - FF1/Basic EMT - \$14.30 to \$20.64
  - FF2/Paramedic - \$15.37 - \$21.85
- By removing the probationary restriction this would give us the ability to start the part-time members out at a higher rate.

# Cost

- Payroll for part-time employees for Q1 & Q2 of 2018
  - \$62,710
- NET Revenue to off set the cost of part-time employees for Q1 & Q2
  - \$59,213
- Difference of \$3,497
- Having the transfer unit it brings in \$100,000 per year.

# Cost

- This number is drastically effected by the amount of part-time members we have.
- The NET revenue helps offset the cost of part-time wages
- The NET has been out of service 93 days between Jan 1<sup>st</sup> and Aug 30<sup>th</sup>
  - Loss of \$28,000 in NET revenue
- The NET is not the only reason we have part-time we need the part-time for help with the 1,300 other incidents throughout the year.



## In the End

- In the end our part-time staff will be compensated appropriately based on the market and the certifications they hold.
- We will have the ability to attract additional part-time employees
- The ability to keep the NET in service

**ORDINANCE NO. 068-15**

**AN ORDINANCE ESTABLISHING A NEW POSITION  
CLASSIFICATION PAY PLAN FOR EMPLOYEES OF THE CITY  
OF NAPOLEON FOR THE YEAR 2016; REPEALING  
ORDINANCE NO. 083-14; AND DECLARING AN EMERGENCY**

**WHEREAS**, Council reviewed the proposed Year 2016 annual appropriation measure and finds, in general, as it relates to non-bargaining employees of the City of Napoleon, Ohio, that a compensation increase of 1.5%, is generally warranted subject to various considerations as contained herein; and

**WHEREAS**, Exhibits A, B, C, and D attached hereto and incorporated herein, reflect pay scales for City of Napoleon non-bargaining employees. The pay scales noted in these Exhibits generally contain a 1.5% pay increase from 2015 pay scales; and

**WHEREAS**, Council desires to make said compensation increases effective on the pay period starting December 21, 2015; and

**WHEREAS**, Council desires to adopt a new 2016 Classification Pay Plan for its non-bargaining employees as stated in this Ordinance and Exhibits A-D; Now Therefore,

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NAPOLEON,  
OHIO:**

Section 1. That, notwithstanding any Ordinance or Resolution to the contrary, the City of Napoleon, Ohio, (the "City") establishes a new 2016 Position Classification Pay Plan ("Pay Plan") for its non-bargaining employees.

Section 2. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, the pay scale (steps) for the City's non bargaining employees (full time) shall be established as provided in Exhibit "A." Exhibit "A" contains base hourly rates. Subject to the provisions of the City's Personnel Code, the Employment Policy Manual as Amended 2014-1 (Ordinance No. 084-14), and Section 3 of this Ordinance, the Department Director or Appointing Authority may place any employee affected by this Ordinance at the level of compensation the Department Director or Appointing Authority deems appropriate as listed in Exhibit "A." Additionally, the position of Deputy Court Clerk is hereby created and the pay is set as expressed in Exhibit "A."

Section 3. That, effective with the first pay period for the Year 2016, which commences on or about December 21, 2015, each non-bargaining employee (full time regular) (hourly), subject to Employment Policy Manual Policy §8.10 (Compensation Reviews), is eligible on such employee's annual hiring anniversary date of uninterrupted full time service with the City, to be advanced one (1) step in the Pay Plan until the maximum step is reached. The non-bargaining employee's (full time regular) (hourly) step location prior to advancement in the Pay Plan shall be determined by contrasting the base hourly rate said employee received prior to the enactment of this Ordinance with the table found in Exhibit "A" for the respective year. For new hires, the Department Director or Appointing Authority may place an employee within the scale where the Department Director or Appointing Authority deems appropriate considering merit and fitness. Nothing in this Section shall be construed to prohibit a decrease in pay. Step increases for transfer employees shall be in accordance with §197.09(e) of the Personnel

Code. A mere reclassification of a current position, where job duties are substantially the same, does not constitute a transfer. Notwithstanding any other provision of this Pay Plan, the Zoning Administrator shall receive a bonus to be pro-rated over the calendar year of *Five Hundred (\$500.00) Dollars* for each certification he or she holds, as follows: an Ohio Residential Building Official; Ohio Residential Plumbing Inspector; and, Ohio Electrical Safety Inspector. The Zoning Administrator must provide written proof of each certification to the City Manager prior to receiving the bonus. Notwithstanding any other provision of this Pay Plan, the Staff Engineer of the City's Engineering Department shall receive an additional *One (\$1.00) Dollar* per hour over and above the established base hourly rate upon successful passage of examinations as administered by the National Council of Examiners for Engineering and Surveying (NCEES), except for the Professional Engineer license (in Ohio) which shall be an increase of *Two (\$2.00) Dollars* per hour over and above the established base hourly rate upon attainment thereof. The Staff Engineer must provide written proof of passage of the NCEES and/or attainment of the Professional Engineer License to the City Manager prior to receiving the increase(s).

Section 4. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, the pay scale for non-bargaining employee (salaried) (full time) positions of this City which are exempt under the Fair Labor Standards Act (FLSA) as it relates to overtime, shall be provided, unless modified, as established in Exhibit "B," attached and incorporated herein, (expressed in base biweekly salary amounts). Subject to the provisions of the City's Personnel Code, the Employment Policy Manual as Amended 2014-1 (Ordinance No. 084-14), and Section 5 of this Ordinance, the Department Director or Appointing Authority may place any employee affected by this Ordinance at the level the Department Director or Appointing Authority deems appropriate as listed in Exhibit "B."

Section 5. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, each non bargaining employee (salaried) (full time) position of this City as defined in Section 4 of this Ordinance, is eligible to have a minimum salary increase of 1.5% for Year 2016, subject to Employment Policy Manual "Policy §8.10 (Compensation Reviews)," calculated from what the employee is making at the time just prior to the proposed increase period, and as reflected in the amounts expressed in Exhibit "B." In no event shall any increase place the employee above the top scale as established in Section 4 of this Ordinance. For new hires or current employees, the Department Director or Appointing Authority may place an employee, at any time, within the scale where the Department Director or Appointing Authority deems appropriate considering merit and fitness. Nothing in this Section shall be construed to prohibit a decrease in pay. Notwithstanding the above, the Public Works Director, in addition to the bi-weekly salary and any longevity received by the City Engineer, shall receive a bi-weekly amount of Three Hundred Eighty-Four Dollars and 62/100 (\$384.62).

Section 6. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, the pay scale for non-bargaining employee (salaried) (full time) positions of this City, defined as non-exempt under the Fair Labor Standards Act (FLSA) as it relates to overtime, shall be provided, unless modified, as established in Exhibit "C," attached and incorporated herein (expressed in base biweekly salary amounts). Subject to the provisions of the City's Personnel Code, the Employment

Policy Manual as Amended 2014-1 (Ordinance No. 084-14), and Section 7 of this Ordinance, the Department Director or Appointing Authority may place any employee affected by this Ordinance at the level the Department Director or Appointing Authority deems appropriate. Notwithstanding any ordinance, resolution, or provision of this City's Personnel Code or policy to the contrary, any overtime as it relates to non-exempt salaried employees as found in this Section 6 shall be calculated on a 40 hour work week and not an 8 hour day. In the case of the Chief Probation Officer, level placement shall be controlled by Section 14 of this Ordinance and subject to the provisions found in Section 14; moreover, flexible time shall be permitted at the discretion of the Municipal Court Judge as it relates to the Chief Probation Officer. The Chief Probation Officer shall not accrue overtime without the express consent of the Municipal Court Judge.

Section 7. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, each non bargaining employee (salaried) (full time) position of this City, defined as non-exempt under the Fair Labor Standard Act (FLSA) as it relates to overtime and as found in Section 6 of this Ordinance, is eligible to have a minimum salary increase of 1.5% for Year 2016, subject to Employment Policy Manual PM2001-1 Policy §8.10 (compensation reviews), calculated from what the employee is making at the time just prior to the proposed increase period, and as reflected in the amounts expressed in Exhibit "C" (said amounts include the 1.5% increase). In no event shall any increase place the employee above the top scale as established in Section 6 of this Ordinance. For new hires or current employees, the Department Director or Appointing Authority may place an employee, at any time, within the scale where the Department Director or Appointing Authority deems appropriate considering merit and fitness. Nothing in this Section shall be construed to prohibit a decrease in pay.

Section 8. That, effective with the first pay period of the Year 2016, that commences on or about December 21, 2015, the Pay Scale (steps) for part time, permanent part time, and temporary employees of this City shall be provided unless modified, as stated in the table found in Exhibit "D" (attached and incorporated herein), except when Federal or State minimum wage of a higher amount is required, then the higher amount of the Federal or State minimum wage shall apply. Subject to the provisions of the City's Personnel Code and Employment Policy Manual as Amended 2014-1 (Ordinance No. 084-14), the Department Director or Appointing Authority may place any employee affected by this Ordinance at the level the Department Director or Appointing Authority deems appropriate as listed in Exhibit "D." Employment Policy Manual 2014-1, Policy Section 8.10, (compensation reviews), is applicable only to permanent part time employees, not part time or temporary employees.

Section 9. All paid part time, permanent part time, and temporary employees of the City shall, effective with the first pay period of the Year 2016, that commences on or about December 21, 2015, have a minimum hourly base pay increase of 1.5% for Year 2016 calculated from what the employee's base rate was just prior to this proposed increase, and as is reflected in the amounts expressed in Exhibit "D" (the amounts include the 1.5% increase). Only permanent part time employees are subject to Employment Policy Manual 2014-1 Policy §8.10 (compensation reviews), when applicable. Part time employees of the Fire/Rescue Department will remain on probationary/trainee status until removed by the City Manager upon recommendation of the Fire Chief. For new hires or current employees of the City, the Appointing Authority or Department Director may place an employee within the scale where the Appointing

Authority or Department Director deems appropriate considering merit and fitness. Nothing in this section shall be construed to prohibit a decrease in pay. The non-full time status positions found in Exhibit "D" (i.e. temporary part time or permanent part time) may be modified by the Appointing Authority or Department Director at any time, except that Council shall approve any modification to a full time status. Additionally, the position of Probation Officer PIIG Grant is hereby created and the pay is set as expressed in Exhibit "D."

Section 10. That, compensation for employees' appointments made in order to fill temporarily vacant positions shall be at a rate established by the Department Director or Appointing Authority, except that it shall not exceed the top pay scale established in this Ordinance for the position being filled. Temporary positions being filled by temporary employees for whom no pay scale has been established shall be at a pay scale established by the Department Director or Appointing Authority by comparing the temporary position created to the most similar position established within the same department that is utilizing the temporary employee. In the event no such similar position exists, then it shall be paid in an amount as determined appropriate by the Department Director or Appointing Authority so long as the amount paid may be accomplished without exceeding the department's annual budget.

Section 11. That, notwithstanding any section of this Ordinance to the contrary, compensation of the Clerk of the Napoleon Municipal Court shall be as found in Section 4 of this Ordinance and as stated in Exhibit "B" unless otherwise set by the Municipal Court Judge pursuant to ORC §1901.31 (C).

Section 12. That, compensation for the Chief Deputy Clerk and all other Deputy Clerks of the Napoleon Municipal Court shall be as set by the Clerk of the Napoleon Municipal Court pursuant to ORC §1901.31 and as stated in Exhibits "A-D."

Section 13. That, the compensation for Municipal Court Bailiff and/or Deputy Bailiff shall be established by the Municipal Court pursuant to ORC §1901.32 and as stated in Exhibits "A-D."

Section 14. That, the position of Chief Probation Officer as established in and for the City for the Napoleon Municipal Court shall be considered a full time regular employee having a salary, non-exempt status. The job description as included in the Pay Plan, as prepared and/or revised by the Municipal Court Judge, is continued to be approved by this Council. The Chief Probation Officer shall not be entitled to any longevity pay; moreover, the Municipal Court Judge may adjust the Chief Probation Officer's salary at any time so long as within the limits of the CCA Grant or as may be otherwise supplemented by the Municipal Court. Notwithstanding any other provision of this Ordinance, in no event shall the Chief Probation Officer's pay and benefits exceed the amount of the CCA Grant or as otherwise may be supplemented by the Municipal Court. Nothing shall be construed in this Ordinance as mandating that the position be filled or continued to be filled each year.

Section 15. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, the bi-weekly salary of the City Manager of this City shall be Three Thousand Four Hundred and Sixty-One dollars and 54/100 (\$3,461.54), and which is supported by Resolution No. 013-15.

Section 16. That, effective with the first pay period for the Year 2016, that commences on or about December 21 2015, the bi-weekly salary of the City Finance



Director of this City shall be Three Thousand Eight Hundred Thirty-Four dollars and 98/100 (\$3,834.98) and shall continue as such each year thereafter, so long as employed, unless modified by Council.

Section 17. That, effective with the first pay period for the Year 2016, that commences on or about December 21, 2015, the bi-weekly salary of the City Law Director of this City shall be Two Thousand Nine Hundred Seventy-One dollars and 15/100 (\$2,971.15) and shall continue as such each year thereafter, so long as employed, unless modified by Council.

Section 18. That, all positions and/or classifications found in this Ordinance shall be deemed created, established, and existing in and for the City of Napoleon, Ohio. The status of part time employees may be further defined by the Department Director or Appointing Authority as permanent part time, temporary, seasonal, or intermittent employees without affecting the compensation status as stated in this Ordinance. Nothing in this Ordinance shall be construed as mandating that each and every position and/or classification be filled by this City.

Section 19. That, those employees who are covered by collective bargaining agreements shall be paid in accordance with the respective collective bargaining agreement.

Section 20. That, all compensation paid under this Ordinance is subject to appropriation of funds by Council.

Section 21. That, the Finance Director may adjust compensation for all affected employees to meet the intent of this Ordinance.

Section 22. That, all pay scales reflected in this Pay Plan shall be rounded, utilizing the five rule, to the nearest penny.

Section 23. That, no position mentioned in this Ordinance shall receive longevity benefit unless specified in this City's adopted longevity plan unless otherwise specifically provided for herein, or except as may be permitted by the City's longevity policy.

Section 24. That, any employee who is employed by the City in more than one position shall be paid overtime in accordance with State and Federal wage and salary laws (specifically, after forty hours of work within one week the person should receive overtime based on the salary or wage for the position they are working when they surpass forty hours for that work week). However, but for the employee's normal scheduled employment, the department that causes the overtime shall be liable for the payment of overtime regardless of where the hours were worked.

Section 25. That, Ordinance No. 083-14 is repealed in its entirety effective December 21, 2015.

Section 26. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Ordinance were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon Ohio.

Section 27. That, if any other prior Ordinance or Resolution is found to be in conflict with this Ordinance, then the provisions of this Ordinance shall prevail. Further,

if any portion of this Ordinance is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof.

Section 28. That, this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health, or safety of the City and its inhabitants, and for the further reason that this legislation must be in effect at the earliest possible time to allow for proper payment of wages to employees, proper payment being essential to the harmony of the necessary workforce; therefore, provided the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law.

Passed: December 21, 2015

  
Travis B. Sheaffer, Council President

Approved: December 21, 2015


  
Ronald A. Behm, Mayor

VOTE ON PASSAGE 7 Yea 0 Nay 0 Abstain

Attest:

  
Gregory J. Heath, Clerk/Finance Director

I, Gregory J. Heath, Clerk/Finance Director of the City of Napoleon, do hereby certify that the foregoing Ordinance No. 068-15 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the 9<sup>th</sup> day of January, 2016; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances Of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.

  
Gregory J. Heath, Clerk/Finance Director

# EXHIBIT "A"

(BASE HOURLY RATE)

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Clerk-Typist II	\$11.31	\$13.02	\$13.98	\$14.99
Receptionist	12.79	14.68	15.74	16.92
Records Clerk/Recorder	14.06	16.13	17.35	18.72
Account Clerk I	11.31	12.76	13.40	14.17
Account Clerk II	14.06	16.13	17.35	18.72
Deputy Court Clerk	15.12	16.46	17.66	18.92
Civil Engineering Technician	17.15	19.70	21.10	22.64
Senior Engineering Technician	20.36	23.45	25.11	26.93
Zoning Administrator	22.28	25.60	27.43	29.41
Distribution Services Supervisor	24.71	28.42	30.48	32.67
Electrical Construction/Maintenance Inspector	24.71	28.42	30.48	32.67
Chief Water Treatment Operator	20.36	23.45	25.11	26.93
Chief Wastewater Treatment Operator	20.36	23.45	25.11	28.38
Construction Inspector	22.28	25.60	27.43	30.14
Police Lieutenant	25.48	28.63	29.97	31.48
Accounts Payable Clerk	14.06	16.13	17.35	18.72
Administrative Assistant	15.60	18.00	19.33	20.81
Senior Account Clerk	15.60	18.00	19.33	22.84
Sr. Electric Engineering Tech	20.36	23.45	25.11	26.93
Service Building Secretary	11.31	12.76	13.40	14.17
Senior Service Building Secretary	14.06	16.13	17.35	18.72
Tax Administrator	15.97	18.38	19.70	23.38
Utility Billing Supervisor	15.97	18.38	19.70	21.10
Staff Engineer	18.93	21.82	23.45	25.20



# EXHIBIT "B"

(BASED ON AN 80 HOUR PAY PERIOD)

<u>Title</u>	<u>BOTTOM</u>	<u>TOP</u>
Assistant to the City Engineer	\$1718.65	\$2512.72
City Engineer	2443.00	3966.03
Parks & Recreation Director/Cemetery	1645.87	2860.56
Water Superintendent	1903.32	3060.14
Wastewater Superintendent	1903.32	3060.14
Electrical Engineer	1960.10	2878.60
Electric Distribution Superintendent	2144.46	3151.40
Operations Superintendent	1885.18	2757.48
Fire Chief	2239.63	3300.57
Chief of Police	2239.63	3300.57
Golf Course & Grounds Supt.	1816.18	2441.32
Municipal Court Clerk	1719.31	1923.08
Assistant Finance Director	1723.15	2716.11
Management Information System Administrator	1779.32	2521.70
Human Resources Director	2028.66	3078.55
Public Works Director	3932.38	4214.91
Assistant Fire Chief	2500.00	3070.38
Municipal Court Bailiff		1269.97
City Manager		3461.54
City Finance Director		3834.98
City Law Director		2971.15

**EXHIBIT "C"**  
(BASED ON AN 80 HOUR PAY PERIOD)

<u>Title</u>	<u>BOTTOM</u>	<u>TOP</u>
Executive Assistant to Appointing Authority	\$1515.20	\$1826.34
Chief Probation Officer	1285.60	1357.48

# EXHIBIT "D"

(BASE HOURLY RATE)

<u>Title</u>	<u>Bottom</u>	<u>Top</u>
Front Desk Administrator (Part Time)	\$9.10	\$12.43
Golf Course Clubhouse Attendant (Seasonal)	8.10	13.59
Golf Course Clubhouse Manager (Seasonal)	8.10	13.59
Lifeguard (Seasonal)	8.10	13.59
Seasonal Laborer - Other	8.10	13.59
Parks Maintenance Worker (Seasonal)	8.10	13.59
Recreation Worker (Seasonal)	8.10	13.59
Senior Center Fitness Coordinator (Part Time)	8.10	13.59
Probationary/Trainee Fire Fighter/EMT	8.10	12.33
All Fire/Rescue Department (Part Time)	11.60	16.10
Deputy Court Clerk (Part Time)	10.09	13.87
Legal Clerk (Temporary)	13.09	21.03
Utility & Income Tax/Account Clerk (Part Time)	9.10	16.06
Construction Engineer (Temporary) Engineer Dept	37.14	39.81
Construction Inspection (Temporary)	12.24	13.11
MIS Technician (Part Time)	14.00	20.71
Probation Officer PIIG Grant		15.00
Deputy Court Bailiff		13.27

	A	B	C	D	E	F	G
38							
39	Lucas County	Whitehouse	Maumee	Oregon	Waterville	Springfield	Sylvania
40	FF1/EMT	14	17	24.91	12.5(1st yr) 12.70	15.67	15.6-18.72 (4 steps)
41	FF2/Paramedic	15.5	17	24.91	13.45 (1st yr) 14.10	21.26	15.60-18.72 (4 Steps)
42							
43	Wood County	Rosford	Perrysburg				
44	FF1/EMT	15.57	15				
45	FF2/Pamamedic	16.76	15.5				
46							
47	Fulton County	Wauseon	Delta	Swanton	Archbold		
48	FF1/EMT		12.48	15	14.28		
49	FF2/Paramedic	15.08	12.48	16	14.28		
50							
51	Williams County	Bryan					
52	FF1/EMT	10.75					
53	FF2/Paramedic	N/A					
54							
55	Defiance County	Defiance Cty					
56	FF1/EMT	12					
57	FF2/Paramdic	13.5					
58							
59							
60							
61		Maumee					
62	Standby pay	5.25					

September 20, 2018

To whom it may concern:

I am requesting that the Counsel change the pay scale for the Court's Probation Officer to \$21.00 per hour as an emergency with a suspension of all the readings. This is due to the vacancy in the position which is grant funded and has time requirements.

I also request that this be considered for the October 1, 2018 meeting agenda because the current probation officer's retirement is on October 8, 2018. The pay scale shall be \$19-\$21 per hour.

Very truly yours,

Amy C. Rosebrook

*City of Napoleon, Ohio*

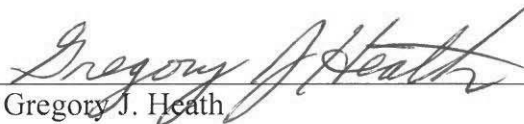
**PARKS & RECREATION BOARD**

Meeting Agenda

Wednesday, September 26, 2018 at 6:30 pm

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

1. Approval of Minutes: August 29, 2018 (*in the absence of any objections or corrections, the Minutes shall stand approved*)
2. Discussion and/or Action on the Swimming Pool.
3. Review of Parks and Recreation Rates and Fees.
4. Discussion and/or Action on Capital Improvement Items.
5. Discussion and/or Action on Trick-or-Treat Night Recommendation.
6. Miscellaneous.



Gregory J. Heath  
Finance Director/Clerk of Council



# *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 *GJH*  
**Date:** September 21, 2018  
**Subject:** Civil Service Commission – Cancellation

Due to lack of agenda items, the **CIVIL SERVICE COMMISSION** meeting scheduled for Tuesday, September 25, 2018 at 4:30 pm has been *canceled*.

## **SCHEDULE FOR FALL SEASONAL PICK UP**

***October 1 through October 5, 2018***

The following General Rules and Regulations shall be effective for the October 1 – October 5, 2018 Fall Seasonal Clean Up:

1. MATERIALS MUST BE IN CONTAINERS AND KEPT DRY.
2. NO CONTAINERS LARGER THAN THIRTY (30) GALLONS, OR WEIGHING MORE THAN 50 LBS.
3. ALL UNMARKED CONTAINERS WILL BE CONSIDERED AS LEFT FOR DISPOSAL.
4. ALL MATERIAL MUST BE COVERED DURING RAIN OR STRONG WIND TO AVOID WETNESS AND BLOWING.
5. ALL BUILDING MATERIAL SHALL NOT BE LARGER THAN FOUR FEET (4') IN LENGTH AND THREE FEET (3') WIDE. ALL LOOSE ITEMS MUST BE BOXED OR BAGGED. THE WEIGHT OF SUCH CONTAINERS SHALL NOT EXCEED 50 LBS. CARPETING OR PADDING SHALL BE IN ROLLS NO WIDER THAN FOUR FEET (4') AND TIED WITH A CORD.
6. **DO NOT BLOCK OR BURY FIRE HYDRANTS.**
7. NO MATERIAL SHALL CONTAIN NAILS THAT HAVE NOT BEEN BENT OVER.
8. IT IS PROHIBITED TO HAVE ROCKS, BRICKS, CONCRETE BLOCKS OR PLASTER WEIGHING IN EXCESS OF 50 LBS.
9. IT IS PROHIBITED TO MIX REGULARLY SCHEDULED REFUSE WITH MATERIAL SCHEDULED FOR THIS PICK UP
10. IT IS PROHIBITED TO PLACE FOR PICKUP BRUSH, LIMBS, OR OTHER YARD WASTE MATERIAL.
11. IT IS PROHIBITED TO PLACE FOR PICK UP LIQUID WASTE, INCLUDING BUT NOT LIMITED TO: PAINT, HOUSEHOLD CHEMICALS, USED MOTOR OIL, ANTIFREEZE, AND TAR. HOUSEHOLD CHEMICAL CONTAINERS AND PESTICIDES MUST BE RINSED PRIOR TO PLACEMENT FOR PICKUP AND WHEN APPLICABLE, IN ACCORDANCE WITH PRODUCT LABELING INSTRUCTIONS (TRIPLE RINSE FOR PESTICIDES).
12. PAINT CANS OR TAR BUCKETS MUST HAVE THE LIDS REMOVED AND REMAINING PAINT OR TAR COMPLETELY DRY. PAINT WILL BE ACCEPTED IN THE FOLLOWING WAYS: (i) WOOD OR CARDBOARD MAY BE PAINTED TO USE UP THE REMAINING PAINT; OR, (ii) CAT LITTER OR FLOOR DRY MAY BE USED TO MAKE THE PAINT A THICK PASTE; THEREAFTER, SO LONG AS THE CONTAINER IS DRY, THE MATERIAL MAY BE INCLUDED FOR PICKUP.
13. ALL REFRIGERATORS AND/OR FREEZERS MUST HAVE THE DOORS REMOVED AND THE CONTENTS EMPTIED PRIOR TO PLACEMENT FOR PICKUP.
14. WHITEWARE SHALL BE TAGGED IN ACCORDANCE WITH APPROVED TAGS AND AMOUNTS AS ESTABLISHED BY THE CITY. TAGS FOR REFRIGERATORS AND/OR FREEZERS MUST BE ON THE UNIT AND NOT ON THE REMOVED DOOR.
15. ANY ITEMS NOT PROPERLY TAGGED OR PLACED FOR PICKUP, IN A MANNER THAT APPEARS TO BE INTENDED FOR PICKUP, SHALL BE DEEMED AUTHORIZED BY PICKUP AND WILL BE TREATED BY THE CITY AS A "SPECIAL PICKUP" WITH CHARGES BEING ACCORDINGLY ASSESSED.
16. ***MATERIAL OR OTHER ITEMS PLACED FOR PICK UP SHALL BE AT THE CURB NO MORE THAN FIVE (5) DAYS IN ADVANCE OF THE SUBSCRIBER'S SCHEDULED SEASONAL PICK UP DAY. ITEMS PLACED AT THE CURB EARLIER THAN FIVE (5) DAYS IN ADVANCE OF THE SCHEDULED PICK UP DAY WILL BE TREATED BY THE CITY AS A "SPECIAL PICKUP" WITH CHARGES BEING ASSESSED TO THE SUBSCRIBER OR PERSON RESPONSIBLE FOR PLACEMENT.***

The City shall require the use of City *Refuse Tags* to cover the disposal cost of the following items:

- |                         |        |
|-------------------------|--------|
| 1. Whiteware with Freon | 5 tags |
| 2. Air Conditioner      | 5 tags |
| 3. Passenger Car Tire   | 1 tag  |
| 4. Semi-Truck Tire      | 4 tags |
| 5. Tractor Tire         | 6 tags |

*The City of Napoleon, in cooperation with Zack's Recycling, will again accept used **computers, printers, and keyboards** as part of this year's "spring seasonal clean up". Please set the equipment out apart from your regular material. A separate truck, which picks up recyclable materials, will stop and collect the electronics for proper recycling. **Monitors are to be placed with regular pick up items.***

**ALL RULES AND REGULATIONS, ALONG WITH ANY ACCESSED CHARGES, WILL BE ENFORCED.** All materials are to be at the curb by 7:00 a.m. the morning of your pick up. Return trips will not be made for items set out late.

Any questions regarding the guidelines should be directed to the City of Napoleon Operations Department at 419/599-1891.



**Monday, October 1, 2018**

Arden Court  
Avon Place  
Becca Lane  
Bordeaux Drive  
Briarcliff Drive  
Buckeye Lane  
Capri Drive  
Chesterfield Drive  
Cripple Creek Court  
Duquesne Drive  
Erie Street  
Garden Street  
Glenwood Avenue (from Riverview to Washington)  
Haley Avenue (from Riverview to Washington)  
Hilltop Lane  
Hurst Drive  
Jahns Road  
Joliette Drive  
Lafayette Drive  
Lemans Drive  
Martha Lane  
Neward Drive  
Norton Avenue (from Washington to Park)  
Orchard Lane  
Orwig Lane  
Park Court  
Park Lane  
Park Place  
Park Street  
Robinwood Avenue  
Rohm Drive  
Sedward Drive  
Sheffield Avenue (from Riverview to Washington)  
Strong Street  
Sycamore Lane  
Thershan Drive  
Vincennes Drive  
Vine Street  
Wayne Park Drive  
Webster Street (from Washington to Main)  
Welsted Street  
West Main Street  
West Front Street  
West Riverview Avenue  
West Washington Street  
Williamsburg Avenue

**Tuesday, October 2, 2018**

Bauman Place  
Becklee Drive  
Carey Street  
Collingwood Drive  
Depot Street  
Derome Drive  
Detroit Avenue  
Dodd Street  
East Riverview Avenue (from Scott to Enterprise)  
East Clinton (from Perry to Riverview)  
East Washington Street (from Monroe to Hobson)  
Enterprise Avenue  
Fair Street  
Fillmore Street  
Freedom Drive  
Hobson Street (from Riverview to Oakwood)  
Hudson Street  
Independence Court  
Independence Drive  
Industrial Drive  
Ken James Court  
Kolbe Street  
Lagrange Street (from Willard to Dodd)  
Lakeview Drive  
Lamar Lane  
Maple Street  
Monroe Street (from Fillmore to Riverview)  
North Street  
North Perry Street  
Northcrest Circle  
Northcrest Drive  
Norwood Drive  
Oakwood Avenue  
Ohio Street (from Willard to Scott)  
Old Creek Drive  
Railroad Street  
Reynolds Street  
Rye Street  
Scott Street  
Shelby Street  
Stevenson Street  
Trail Drive  
Union Street  
Vocke Street  
W. Clinton Street (from Scott to Perry)  
Willard Street  
Woodland Groves

Yeager Street

**Wednesday, October 3, 2018**

Bales Road  
Briarheath Avenue  
Broadmoor Avenue  
Chelsea Avenue  
Clairmont Avenue  
Glenbrook Court  
Glenwood Estates  
Glenwood Avenue (from Washington to Harmony)  
Haley Avenue (from Washington to Woodlawn)  
Harmony Drive  
High Street  
Highland Avenue  
Indiana Avenue  
Kenilworth Avenue  
Lagrange Street (from Indiana to Willard)  
Leonard Street  
Lumbard Street  
Lynne Avenue  
Melody Lane  
Michigan Avenue  
North Sheffield Avenue (from Washington to Clinton)  
North Harmony Drive  
Norton Avenue (from Washington to railroad tracks)  
Oakdale Avenue  
Ohio Street (from Glenwood to Willard)  
Richmar Lane  
Romain Avenue  
Taylor Drive  
Tyler Street  
Webster Street (from Clinton to Washington)  
West Clinton Street (from Scott to Sheffield)  
Westchester Avenue  
Westmont Avenue  
Westmoreland Avenue  
Westwood Avenue  
Woodlawn Avenue  
Woodlawn Court

**Thursday, October 4, 2018**

Appian Avenue  
Bavarian Village  
Beckham Street  
Brownell Street  
Cambridge Street  
Cliff Street  
Daggett Drive  
East Washington Street (from Hobson to Waste Water Plant)  
East Barnes Avenue  
East Front Street  
East Graceway Drive  
East Main Street  
East Maumee Avenue  
Euclid Avenue  
Fairview Drive  
Fifth Street  
First Street  
Fourth Street  
Hobson Street (from Riverview to Front)  
Huddle Road  
Jefferson Street  
Last Street  
Pleasant View  
Maumee Lane  
Meekison Street  
Monroe Street (from Riverview to Front)  
Moorings Drive  
Moser Drive  
Oak Street  
Oxford Street  
Pontious Place  
Raymond Street  
Rohrs Street  
Second Street  
Short Street  
South Perry Street  
Spruce Street  
Stout Street  
Third Street  
Walnut Street  
Wayne Street  
West Maumee Avenue  
West Graceway Drive  
West Barnes Avenue

Friday, October 5, 2018

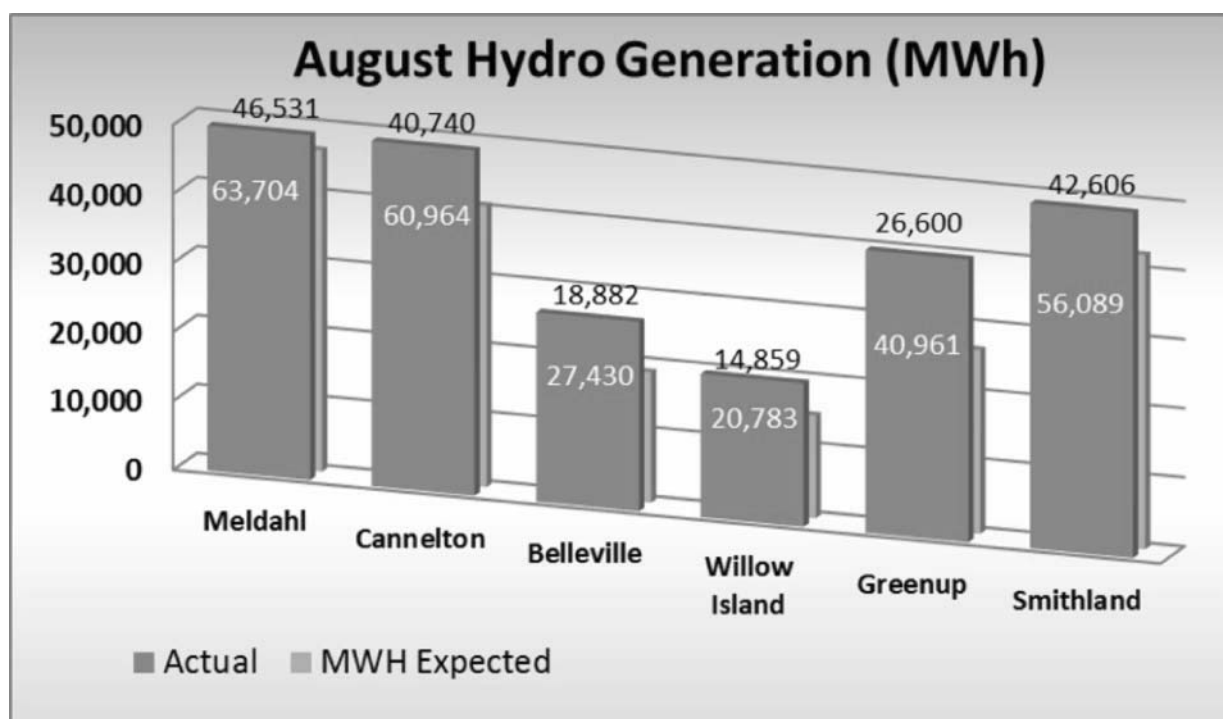
**Catch-up Day!!!**



## Hydro production record set in August

By Phil Meier - vice president of hydroelectric development and operations

Well-timed rainfall throughout the month of August led to all-time high generation output totals at the Cannelton, Smithland and Greenup hydro facilities. For the month, AMP's six hydro facilities produced 270,000 MWh of electricity, which is an average of 362 MW per hour.



## Members preparing to offer assistance following Hurricane Florence

By Jennifer Flockerzie - technical services program coordinator

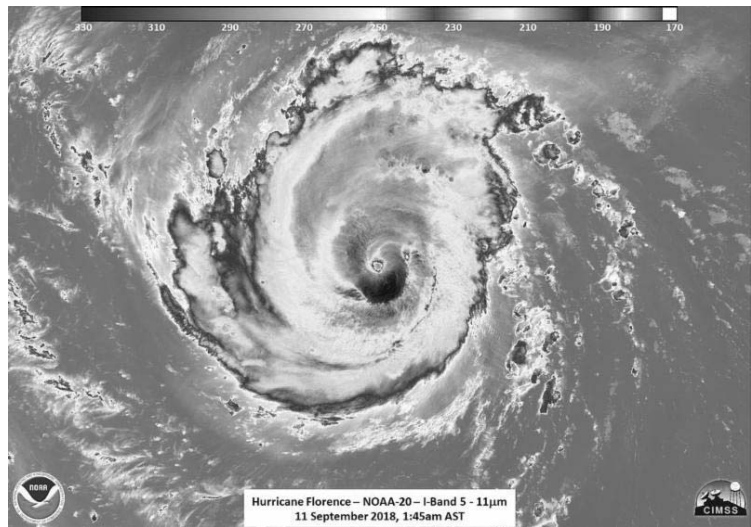
As the Carolinas and other states along the East Coast brace for the impact of Hurricane Florence, many AMP member communities are prepared to offer assistance if a call for mutual aid arrives. Thus far, the preemptive support that our members are offering has been impressive.

The following members have offered mutual aid assistance:

- Westerville
- Piqua
- Bowling Green
- Bryan

- Deshler
- Montpelier
- Napoleon
- Oak Harbor
- Marshall
- Coldwater
- Oberlin
- Orrville
- Wadsworth
- Cuyahoga Falls
- Hudson
- Lebanon
- Hamilton

Thank you to all the communities who have made themselves available. Let's all hope the assistance isn't needed.



AMP's Mutual Aid program is an agreement between communities to help one another in restoring power in the event of a serious outage event or natural disaster. The program is voluntary and is enacted by passage of an ordinance in participating member communities.

If your community is interested in joining AMP's Mutual Aid program or would like more information, please contact me at [jflockerzie@amppartners.org](mailto:jflockerzie@amppartners.org) or 614.540.0853.

## Update on the Cross-State Air Pollution Rule Update

*By Adam Ward - vice president of environmental affairs, sustainability and energy*

The United States Environmental Protection Agency (U.S. EPA) promulgated updates to the Cross-State Air Pollution Rule (CSAPR) in 2016 to address ongoing issues with interstate transport of air pollution. At the time of the CSAPR Update, U.S. EPA could not determine whether "Good Neighbor" obligations under the updated 2008 NAAQS for ozone were sufficient. If determined to be insufficient, then additional efforts to control nitrogen oxides and volatile organic compounds, in the form of emissions control equipment, may be required on generating sources.

On July 10, 2018, U.S. EPA issued a draft determination saying that the CSAPR Update met the "Good Neighbor" obligations under the 2008 NAAQS for ozone and asked for comments. This determination means that no additional rules or emissions controls are required to meet these obligations, which is a favorable determination for AMP and our members. On Aug. 31, AMP submitted comments supporting U.S. EPA's proposal. A copy of those comments may be found [here](#). For more information, please contact me at [award@amppartners.org](mailto:award@amppartners.org) or 614.540.0946.

## Danville Utilities holds EV event during National Drive Electric Week

*By Jason Grey - director of utilities, Danville*

In recognition of National Drive Electric Week, Danville Utilities held Danville Plugs In on Sept. 8. The event provided the public with an introduction to the benefits of electric vehicles (EV). The city also used the opportunity to unveil Danville's first-ever public EV charging station.

Local residents had the opportunity to drop by the Danville Community Market to learn about and see demonstrations of different EVs, including a Honda Clarity hybrid, Toyota Prius Hybrid, Tesla Model III and even a Nissan Leaf from the city's own fleet.

Danville's new charging station is not only available to the public, but it free to use for an hour at a time. The station, which is located at the Danville Community Market, draws power from solar panels that were deployed on the premises ten years ago.





## AMP to offer two concurrent tracks at AMP/OMEA Conference

*By Jodi Allalen - member events and programs manager*

The AMP/OMEA Annual Conference, to be held Sept. 24-27 in Cleveland, will again feature concurrent sessions in two tracks, Technical Services/Sustainability/IT and Power Supply/Finance. Sessions for each track are as follows:

### Technical Services/Sustainability/IT

#### **Session I - Member Lightning Round - 2 p.m.**

Attendees of this session will hear a number of brief presentations in a quick, insightful and clear manner. These presentations are intended to grab the attention of the audience while quickly conveying key information, allowing several presentations on different engineering and operations issues.

#### **Session II - Electric Vehicles: Are you ready? - 3 p.m.**

Attendees of this session will hear from Britta Gross, GM, and Randal Kaufman, Black and Veatch, about electric vehicle (EV) technologies and charging infrastructure, the EV market, now and into the future, and how municipal utilities can best prepare, plan and manage EV charging.

#### **Session III - Ephrata Business Case - 4 p.m.**

Attendees of this session will hear about the Borough of Ephrata's experience in deploying advanced metering infrastructure (AMI). The session will cover the steps within the process, including: design, business case, vendor selection, projection approval, deployment, operations and benefits/efficiencies to date, as well as future opportunities, benefits and operational efficiencies of a future AMI expansion.

### Power Supply/Finance

#### **Session I - Energy Market Trends and the Value of Local Generation - 2 p.m.**

Attendees of this session will hear a review of energy market trends and the value of local generation, while being provided with examples of customer programs used to control load.

### **Session II - Who's who Roles in a Bond Issue - 3 p.m.**

Attendees of this session will hear from Lisa Eisenberg, deputy director of debt management, Office of the Treasurer of Ohio, about the various roles and responsibilities of those inside and outside of an organization when issuing a bond.

Conference registration can be completed [here](#). For additional information or questions about the AMP/OMEA Annual Conference, please contact me at 614.540.0916 or [jallalen@amppartners.org](mailto:jallalen@amppartners.org).

## **AMP/OMEA Annual Conference mobile app available next week**

*By Bethany Kiser - senior manager of digital content*



Attendees of this year's AMP/OMEA Annual Conference will find it easier to access the event mobile app. Next week, an email will be sent to all conference registrants with the event password and links to download the app for Apple/Android devices and access the mobile web version. It will also provide an easy way to log into the app directly from the email.

This year's app includes a detailed schedule of event sessions with links to speaker biographies and room locators. The app also features an Activity Feed for attendees to post event photos and share comments, as well as a Game page that lists points that can be earned toward winning a prize by interacting with the app.

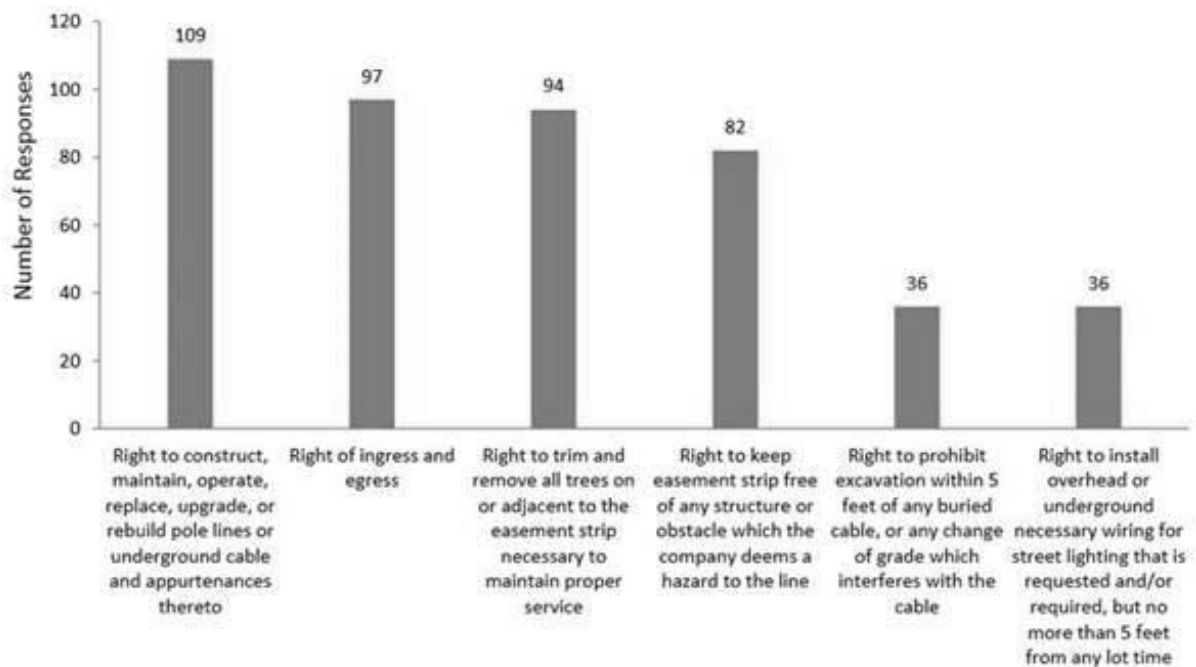
If you have questions about the conference mobile app, please contact me at [bkiser@amppartners.org](mailto:bkiser@amppartners.org) or 614.540.0945.

## **Last chance to fill out APPA survey**

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

The deadline for completing the 2018 Distribution System Reliability and Operations Survey is tomorrow, Sept. 15. If you haven't already done so, please [follow this link](#) to take the survey or contact APPA at [reliability@publicpower.org](mailto:reliability@publicpower.org) if you need more time to complete it.

For those of you that are interested in the various ways that public power utilities use property rights and easements to improve operations, our 2015 survey found that the "right to construct, maintain, operate, replace, upgrade or rebuild pole lines or underground cable and appurtenances thereto" was the most common. Here is a summary of the related 2015 survey results:



The more data we collect, the better we can serve our members with practical evaluations on system reliability and operations.

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

## AMP holds lineworker training

*By Cody Crose - circuit rider*

AMP held a Lineworker Training Basic 2 course in Columbus, Sept. 10-14. The training course provides second-year apprentices with an opportunity to expand their knowledge and skills in areas such as enhanced climbing skills, installation of equipment, underground and overhead conductors, substations and live line equipment. The course expands on the Lineworker Training Basic 1 course that AMP holds for first-year apprentices.

Twenty lineworkers from COMMUNITIES were in attendance.

Throughout the year, AMP offers high-quality training designed to improve employee performance and enhance safety. A Lineworker Training Advanced course is scheduled for the week of Oct. 1. Members are encouraged to browse the [2018 training catalog](#) on the member extranet (login required) and sign up for any courses that might benefit their community.

If you have questions about other training opportunities, please contact Jennifer Flockerzie at [jflockerzie@amppartners.org](mailto:jflockerzie@amppartners.org) or 614.540.0853.



## August 2018: Warm temperatures, mild prices

*By Mike Migliore - vice president of power supply planning*

August 2018 finished in the top 15 percent of all-time warmest months throughout the AMP service territory, but without any extreme temperatures and generation outages, prices remained close to normal throughout the month. The highest hourly day-ahead price for the month was \$88/MWh on Aug. 28 at 5 p.m. in AEP. Congestion costs were near expectations throughout PJM.

<b>AVERAGE DAILY RATE COMPARISONS</b>			
	<b>August 2018 \$/MWh</b>	<b>July 2018 \$/MWh</b>	<b>August 2017 \$/MWh</b>
<b>A/D Hub 7x24 Price</b>	<b>\$31.62</b>	<b>\$32.33</b>	<b>\$27.08</b>
<b>PJM West 7x24 Price</b>	<b>\$32.23</b>	<b>\$32.27</b>	<b>\$27.08</b>
<b>A/D to AMP-ATSI Congestion/Losses</b>	<b>\$1.65</b>	<b>\$1.79</b>	<b>\$0.78</b>
<b>A/D to Blue Ridge Congestion/Losses</b>	<b>\$0.54</b>	<b>\$0.43</b>	<b>\$0.56</b>
<b>A/D to PJM West Congestion/Losses</b>	<b>\$0.61</b>	<b>-\$0.06</b>	<b>\$0.00</b>
<b>PJM West to PP&amp;L Congestion/Losses</b>	<b>-\$1.83</b>	<b>-\$2.11</b>	<b>-\$3.19</b>
<b>IND Hub to A/D Hub Congestion/Losses</b>	<b>-\$0.11</b>	<b>\$0.75</b>	<b>\$0.41</b>

## Energy markets update

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

The October 2018 natural gas contract decreased \$0.012/MMBtu to close at \$2.817 yesterday. The EIA reported an injection of 69 Bcf for the week ending Sept. 7, which was above market expectations of 66 Bcf. As Hurricane Florence bears down on the Carolinas, some gas supply disruptions are possible, but demand will also be hampered as flooding ensues. Aside from the devastating hurricane impacts, temperatures are likely to remain above average for much of the CONUS through the end of month.

On-peak power prices for 2019 at AD Hub closed yesterday at \$36.60/MWh, which was \$.36/MWh higher for the week.

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

Week ending Sept. 14

MON	TUE	WED	THU	FRI
\$36.28	\$38.79	\$36.89	\$41.22	\$46.01

Week ending Sept. 7

MON	TUE	WED	THU	FRI
\$38.63	\$49.28	\$46.58	\$35.71	\$33.22

AEP/Dayton 2019 5x16 price as of Sept. 13 — \$36.60

AEP/Dayton 2019 5x16 price as of Sept. 6 — \$36.24

### AFEC weekly update

By Jerry Willman

The AMP Fremont Energy Center was 100 percent available for the week. The plant operated between base load and duct fire range during the peak hours. Duct firing operated for 98 hours this week. The plant generated at a 79 percent capacity factor (based on 675 MW rating).

### Wilson joins AMP as senior director, business systems

By Brannndon Kelley - CIO

David Wilson joined AMP on Sept. 10 as the senior director of business systems. In this role, Wilson will work closely with members of the AMP executive management team and other senior managers to ensure optimal performance and function of the enterprise systems.

Wilson brings many years of experience, having previously served as the director of information technology of project management at MediGold. He holds a bachelor's degree in systems analysis from Miami University of Ohio.



Please join me in welcoming David to AMP.

### AMP is on Instagram

By Zachary Hoffman - communications and public relations specialist

AMP recently launched an Instagram account in an effort to increase communications opportunities for our members, and to reach other people and organizations within the industry. Instagram is a photo and video-sharing social media service and is now one of the most popular social media platforms available.

You can follow AMP on Instagram [@AMPpublicpower](https://www.instagram.com/AMPpublicpower) for photos and videos of AMP- and member-owned facilities, public power events and other informational/educational content.



# Register now for Webinars

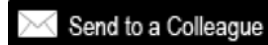
An internet connection and a computer are all you need to educate your staff. Individual webinars are \$99 or sign up for a series at a discounted rate. Register today at [www.PublicPower.org](http://www.PublicPower.org) under Education & Events. Non-members can enter coupon code **AMP** to receive the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

- Raising Awareness of Public Power Series  
#StopScams: Alerting and Educating Customers  
**Oct. 2**
- Accounting & Finance Series  
A Financial Health Checkup **Oct. 9**
- Raising Awareness of Public Power Series  
Driving Engagement in the New Social Media  
Landscape **Oct. 16**
- Raising Awareness of Public Power Series  
Outage Communications:  
Stepping Up Your Game **Oct. 30**



## 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.

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## Legislative Bulletin

**September 21, 2018**

### OML UPDATE AT-A-GLANCE

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

- Ohio Senate President Larry Obhof has appointed Sen. Robert McColley (R - Napoleon) and Sen. Jay Hottinger (R - Newark) to the Regional Economic Development Alliance Study Committee. The committee was created earlier this year by the passage of HB 122, which was supported by the League. The committee was established to study the benefits and challenges involved in creating regional economic development alliances.
- The Ohio Office of Budget and Management reports that total tax receipts are 0.7% ahead of projections. The total, two months into the fiscal year, is \$3.745 billion, which is approximately \$28 million ahead of initial projections.
- Gubernatorial candidates Mike DeWine (R) and Richard Cordray (D) have agreed to three debates: the first took place on Sept. 19<sup>th</sup> at the University of Dayton, the second will happen on Oct. 1<sup>st</sup> at Marietta College, and the final debate will take place on Oct. 8<sup>th</sup> at Cleveland State University. You can watch the full debate [HERE](#)

### AUDITOR'S OFFICE HIGHLIGHTS FISCAL HEALTH INDICATOR

Ohio Auditor of State Dave Yost recently published a letter (which you can read [HERE](#)) highlighting some updates on the impact his office's Fiscal Health Indicator (FHI) tool is having on local municipalities. The Fiscal Health indicator is a tool created and launched by the Auditor's office this past January. The tool is comprised of 17 individual indicators of fiscal health, and each indicator is color-coded to denote that a local government is either doing well, in a cautionary or a critical outlook in that specific area. When combined, local governments can see a "heat map" of their overall fiscal health. The FHI automatically generates a preliminary report when a local government files with the Auditor's office. It is updated to "final" after an audit is conducted.

The Auditor's letter references an article from the *Newark Advocate* late last month, citing an instance where the Fiscal Health Indicators showcased areas of concern for Licking County and resulted in a recommended change in plans for borrowing. You can read that article [HERE](#).



The Auditor's office wants to continue to encourage municipalities to review the Fiscal Health Indicator (which you can access [HERE](#)) to make necessary course corrections and avoid ending up in fiscal warning, watch or emergency. Municipalities are especially encouraged to examine indicators 1, 2, 9 and 11 - which are Unrestricted Net Assets, Unassigned Fund Balance of the General Fund, General Revenues of Governmental Type Activities and the Condition of Capital Assets. These indicators are especially helpful road maps indicating where a municipalities fiscal health is heading.

"These indicators provide a quick but meaningful assessment of the health of our cities and counties," said Auditor Yost. "I encourage our local officials to use these indicators to identify trends - both in their communities but also statewide. They do provide meaningful insights."

The Fiscal Health Indicator is an accessible and important tool for local governments as a data-gathering tool that both helps local governments examine the past while planning for the future. Municipalities should take advantage of this opportunity as they work to improve their fiscal health and ensure strong, bright futures for their communities.

### **NEW LEGISLATION OF MUNICIPAL INTEREST**

Here is the legislation introduced this past month that impacts municipalities:

- SB 327 - CYBER SECURITY. Sponsored by Sen. LaRose (R - Hudson), would create the civilian cyber security reserve forces and make an appropriation.

### **PEP TO HOST WEBINAR ON FAIR LABOR STANDARDS ACT (FLSA)**

On Wednesday, September 26<sup>th</sup> at 1:00 pm, the Public Entities Pool of Ohio (PEP) will be hosting a seminar titled Deep Dive: FLSA & Federal Exemptions from Overtime Requirements. FLSA is a federal act that requires most employees be paid at least minimum wage for their hours worked, as well as overtime pay. Most state laws follow the federal law on this issue. There are some employees, however, who by virtue of their form of compensation as well as the duties in which they are primarily engaged, can be "exempted" from the minimum wage and overtime requirements that otherwise apply. These employees are known as "exempt" - all others are non-exempt.

This webinar will provide guidance concerning when individuals may be classified as exempt under the executive, administrative, professional, computer and outside sales exemptions based upon the requirements of the FLSA. To register, click [HERE](#).

### **DEPARTMENT OF COMMERCE SEEKS INPUT ON POTENTIAL RULE CHANGE**

The Ohio Department of Commerce, Division of State Fire Marshal (SFM) is filing a rule errata/amendment package with the Common Sense Initiative to amend selected portions of the Ohio Fire Code, also known as Ohio Administrative Code (OAC) sections 1301:7-7-01 through 1301:7-7-80. Specifically, amendments are being made to Rules 1 (and Appendices A and B), 2, 3, 5, 7, 9, 10, 11, 23, 27, 32, 50, 56, 57, 60, 61, and 62.

This information is being provided pursuant to the requirements of Executive Order 2011-01K and Senate Bill 2 of the 129<sup>th</sup> General Assembly, which require agencies, including the SFM, to draft rules in collaboration with stakeholders, assess and justify any adverse impact on the business community (as defined in S.B. 2), and provide an

opportunity for the affected public to provide input on the rules. The OFC was recently extensively updated as a part of the required five year rule review process. The current amendments to the rules specified above are to address typographical errors, errors that occurred during the filing process, and to make changes to Section 320 (regarding Mobile Food Units) and paragraph 906.1 (regarding portable fire extinguishers).

You can view the proposed rules and the Business Impact Analysis (BIA) instrument by going to the SFM's website ([www.com.ohio.gov/fire](http://www.com.ohio.gov/fire)) and clicking on the "2017 Ohio Fire Code" tab on the right hand side of the screen. Under a section titled "Errata" you will find a link to a red-lined version of the rules being amended, a chart of the changes, and the BIA.

If you wish to submit a comment on the changes being made in the 2017 OFC Errata package or the BIA, please send your comments to the SFM ([OhioFireCode@com.state.oh.us](mailto:OhioFireCode@com.state.oh.us)) and to the Common Sense Initiative Office ([csipubliccomments@governor.ohio.gov](mailto:csipubliccomments@governor.ohio.gov)) no later than the close of business Thursday, September 27, 2018.

If you have any questions regarding the 2017 OFC or the errata package, please send an inquiry to [OhioFireCode@com.state.oh.us](mailto:OhioFireCode@com.state.oh.us) or contact the SFM's Code Enforcement Bureau at (614) 728-5460.

### 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, was sent out last month. Additionally, registration for the 2018 Annual Conference is now open - just click [HERE](#).

The Municipal Finance Officers Association of Ohio will be holding their annual conference concurrently with the League from Wednesday, October 31<sup>st</sup> through Thursday, November 1<sup>st</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](#)

Vendor Information can be found [HERE](#)

### Upcoming Meetings & Events

<b>OML Annual Conference</b>	<b>October 31 ~ November 2</b>	<b><a href="#">Registration Information</a></b>
<b>MFOA Annual Conference</b>	<b>October 31 &amp; November 1</b>	<b><a href="#">Registration Information</a></b>

[Ohio Municipal League](#)

Legislative Inquires:  
[Kent Scarrett, Executive Director](#)  
[Edward Albright, Deputy Director](#)  
[Ashley Brewster, Director of Communications](#)  
[Rachel Massoud, Legislative Advocate](#)

# Member Alert

The Ohio Municipal League

Fri 9/21/2018 12:03 PM

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



## MEMBER ALERT

### OML BOARD OFFICIALLY OPPOSES STATE ISSUE 1

A quorum of the Ohio Municipal League's Board of Trustees has voted unanimously to officially oppose State Issue 1, the proposed constitutional amendment that would reduce penalties for the crimes of obtaining, possessing and using illegal drugs. Issue 1 will appear on the ballot on Tuesday, November 6<sup>th</sup> for consideration by Ohio voters.

If approved, the amendment would prohibit jail time as a sentence for obtaining, possessing or using illegal drugs until an individual's third offense within 24 months; it would mandate those criminal offenses be classified only as a misdemeanor rather than a felony; and would require sentence reductions of incarcerated individuals, except individuals incarcerated for murder, rape or child molestation by up to 25% if the individual participates in rehabilitative, work or educational programming, among other provisions.

The Ohio Municipal League stands opposed to Issue 1 for several reasons. The amendment would shift the financial responsibility of prosecuting these misdemeanor offenses to the local governments, making them responsible for the costs of treatment, probation and jail. The amendment will also inhibit the prosecution of drug traffickers, in addition to reducing the sentences of violent offenders such as human traffickers, those convicted of aggravated arson, burglary or robbery, kidnapping and felonious assault - just to name a few.

Ohio's local governments are already struggling with combating the worsening opioid crisis on the front lines of our communities despite repeated cuts to their funding. Issue 1 is projected to save the state millions annually - however, shifting the cost of courts, probation, treatment and jail time to municipalities would create an incredible financial burden in the form of yet another massive unfunded mandate.

Issue 1 also ties the hands of local law enforcement to effectively prosecute drug traffickers, hobbling their ability to dole out the criminal penalties necessary to reduce drug use and crime in their communities. By reducing sentences for violent offenders - not just those possessing drugs - Issue 1 poses a very serious threat to public safety by putting violent criminals back on the streets.

Finally, changing Ohio's constitution creates a long-term challenge, as an entire statewide initiative and election would be necessary to make any needed changes to the amendment in years to come. Ohio should not legislate via constitutional amendment: such a serious change in sentencing law should be done in the Ohio Revised Code, where the legislature can make necessary adjustments as needed.

On behalf of Ohio's municipalities, due to the increased financial burden and serious safety concerns, the Ohio Municipal League opposes Issue 1. If your municipality is interested in passing a resolution opposing Issue 1, you can find sample language [HERE](#).



## 2018 AMP/OMEA Annual Conference begins on Monday

*By Jodi Allalen - member events and programs coordinator*

We are excited for this year's AMP/OMEA Annual Conference, which is set to begin on Monday in Cleveland. Some agenda highlights include an update from APPA on the challenges and opportunities facing public power; a look at the technologies and business models that are disrupting the industry; an update on how drones might be used by utilities; an insight into electric vehicles and how municipal utilities should prepare; and the return of the popular Member Lightning Round.

**2018 AMP/OMEA  
CONFERENCE** Sept. 24 - 27

You can still register for the conference [here](#).

## Federal legislative call to action on wireless pole attachments

*By Michael Beirne - vice president of external affairs*

On Sept. 5, the FCC published an "FCC Fact Sheet" and document that outlines their intent to assume more broad regulatory authority over state and local wireless infrastructure, including repealing the existing municipal utility pole exemption under the Communications Act. The FCC proposal identifies a number of rule changes resembling many of the stringent proposals AMP/OMEA opposed at the Ohio legislature during negotiations over small cell wireless legislation, and that appear in legislation under consideration in other states in the AMP footprint. The FCC has expressed its intent to vote on the proposal at their next Commission hearing scheduled for Sept. 26.

Additionally, S. 3157, sponsored by Sen. John Thune (R-SD), proposes turning state and local jurisdiction over the deployment of wireless pole attachments over to the FCC. S. 3157 would mandate access to poles owned or managed by any state or local government for wireless attachments to any "facility in a right-of-way." The bill would also remove the municipal exemption on fees and require all utilities charge the FCC pole attachment rate.

We are encouraging all AMP/OMEA members to contact their local Congressional members to urge them to reach out to the FCC and oppose any effort to limit or repeal the municipal pole exemption for wireless broadband under the Communications Act. This issue affects all of our members, so it is important that we make our unified voice heard.

As this issue progresses, we will endeavor to keep our members up-to-date. We will continue to oppose these actions, and will work to protect the rights of local governance across our member footprint. If you have questions about this issue or our efforts, please contact me at [mbeirne@amppartners.org](mailto:mbeirne@amppartners.org) or 614.540.0835.

## Space still available for upcoming training courses at AMP

*By Jennifer Flockerzie - technical services program coordinator*

Two upcoming training courses, Crew Leadership and Meter School, still have spaces available for communities interested in sending attendees.

### Crew Leadership

**Oct. 23-24, AMP Headquarters - Columbus**

The Crew Leadership training course introduces attendees to the importance of carrying out management goals and the tools needed to do so. The course is led by instructors from the Northwest Lineman's College and covers conducting effective tailboards, improving safety, crew leader responsibilities, making optimal decisions, improving employee performance and delegating. This course is geared to upcoming leaders and current foremen.

**Meter School**

Nov. 6-8, 201 Hemm Ave. - Piqua

The Meter School training course covers safety in metering, basic terminology, principles of instrument transformers, metering math, troubleshooting, installation and wiring methods and hands-on meter wiring. This course is geared toward those who work in operations.

Throughout the year, AMP offers high-quality training designed to improve employee performance and enhance safety. Members are encouraged to browse the [2018 training catalog](#) on the member extranet (login required) and sign up for courses that benefit their community.

If you have questions about other training opportunities, please contact me at [jflockerzie@amppartners.org](mailto:jflockerzie@amppartners.org) or 614.540.0853.

**Finance and Accounting Subcommittee webinar covers trends in bill payment**

*By Joe Regan - member credit compliance analyst*

On Sept. 18, AMP hosted participants from throughout AMP member communities for the fourth Finance and Accounting Subcommittee webinar of 2018.

Laura Difilippo, vice president; Daniel McCarty, senior vice president; and Blaine Carnprobst, vice president; with PNC Financial Services Group, presented *Living in Real Time - Trends, Metrics & Best Practices for Consumer and Commercial Bill Payment*. McCarty and Carnprobst discussed trends in consumer payment methods, including generational differences, and commercial payment trends, including a discussion on the similarities businesses share with consumers; the process flow of receiving, reviewing, approving and processing of bills and invoices; and the process of setting up electronic payments for vendors and the benefits for receivers. They also covered trends in person-to-person payments over the last several years and why an entity should be aware of the changes happening so that it may consider how it interacts with its customer base, as well as the future of payment trends.

For those interested in viewing this webinar, it will be available to view on the [member extranet](#) (login required). If you need assistance or have any questions, please contact me at [jregan2@amppartners.org](mailto:jregan2@amppartners.org) or 614.540.6913.

Please stay tuned for details regarding the next Finance and Accounting Subcommittee webinar.

**Ohio Legislative Update session to feature at Conference**

*By Charles Willoughby - director of government affairs*

The Ohio Legislative Update session is scheduled for the AMP/OMEA Annual Conference on Sept. 26 at 10 a.m., and will focus on the latest legislative issues at the Ohio Statehouse and their impact on public power. The Supreme Court of Ohio has approved this session for Continuing Legal Education credit.

Attendees will hear from Dan Leite, Capitol Advocates, who will join Michael Beirne, vice president of external affairs, in a discussion of the latest legislative issues that might affect the energy industry and public power utilities, including tax issues, energy policy and local control. Following this session, the OMEA will hold its annual General Membership Meeting (open only to members, voting delegates and invited guests).

Conference registration can be completed [here](#).



## Conference session to detail social media, crisis communications

*By Marge Melhus - public relations and communications intern*

The rapid evolution of social media has equipped society with the tools that allow them to share information at a faster rate than ever before. This wave of social media coverage has greatly complicated the way business is conducted. Social media provides the opportunity to reach consumers quickly and successfully, but can also be the cause of new, unexpected crises. For these reasons, a social media strategy is essential.

This will be the subject of the Crisis Communications and Social Media session during the 2018 AMP/OMEA Annual Conference, to be held Sept. 24-27 in Cleveland.

On Sept. 26 at 2:30 p.m., Bruce Hennes, Hennes Communications, and Mark Weaver, Communications Counsel, will discuss social media's role in the utility industry and times of crisis in a panel moderated by Jolene Thompson, executive vice president of member services and external affairs/OMEA executive director. They will offer insight into today's world of constant social networking and how it can be harnessed to mitigate crises efficiently and empathetically.

Conference registration can be completed [here](#).

## Deadline for RP3 applications quickly approaching

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

AMP encourages its members to apply for the American Public Power Association's (APPA) Reliable Public Power Provider (RP3) designation, which is given to municipal electric systems that demonstrate proficiency in reliability, safety, workforce development and system improvement. Utilities that successfully meet the guidelines in each of the four areas will receive tremendous value and recognition for their achievement.

The deadline to submit an RP3 application is Sept. 30. If you are in need of AMP's assistance to assemble or review your application before it is submitted, please contact Jennifer Flockerzie as soon as possible at [jflockerzie@amppartners.org](mailto:jflockerzie@amppartners.org) or 614.540.0853.

## New content from the Smart Electric Power Alliance

*By Brad Benton - senior manager, membership - SEPA*

As a member of the Smart Electric Power Alliance (SEPA), you have unlimited access to all SEPA content. From webinars to research reports to participating in working groups, it's all included in your membership.



Below is a snapshot of a few recent reports and upcoming webinars. You can access all these resources and more at [www.sepapower.org](http://www.sepapower.org).

### Reports

SEPA just released its annual 2018 Utility Storage and Solar Market Snapshots:

#### 2018 Utility Demand Response Market Snapshot

The Second Annual Utility Demand Response Market Snapshot (produced in partnership with Peak

Load Management Alliance and Navigant) delivers in-depth market data and analysis for the utility and wholesale demand response markets. This report covers 62 percent of all U.S. customer accounts and you'll find analysis on everything from program design to market growth and new technology applications.

You can access the whole series of snapshot reports, including the previously released Solar and Energy Storage Reports, [here](#).

## **Webinars:**

### **Electrifying Transportation: How Utilities Should Prepare for Electric Buses**

*Thursday, Oct. 25 - 2 p.m.*

As battery prices plummet, electric buses are emerging as the next big thing in the transportation sector, prompting cities to chase ambitious electric bus targets. Our experts will share insights and experiences including a better interconnection process, challenges of integrating electric buses in more constrained urban corridors, what the deployment of electric buses could look like in the future and potential charging preferences (i.e., slow vs. fast charging) of battery electric bus fleets. Register [here](#).

### **Dynamic Duos: Utility Green Tariffs and Corporate Buyers**

*Thursday, Nov. 8 - 2 p.m.*

Join us for the second webinar in SEPA's Customer Choice series, *Find Out How Utilities are Adapting to Companies Going Green*. In this webinar, we will define the scope of green tariffs and our expert speakers will provide first-hand experience from both a utility and a customer perspective. Register [here](#).

As always, don't hesitate to contact Spencer Schecht on the SEPA Membership Team to learn more about your benefits. He can be reached at [sschecht@sepapower.org](mailto:sschecht@sepapower.org) or 202.350.4671.

<b>AUGUST OPERATIONS DATA</b>		
	<b>August 2018</b>	<b>August 2017</b>
<b>Fremont Capacity Factor</b>	<b>79%</b>	<b>47%</b>
<b>Prairie State Capacity Factor</b>	<b>97%</b>	<b>81%</b>
<b>Meldahl Capacity Factor</b>	<b>80%</b>	<b>58%</b>
<b>Cannelton Capacity Factor</b>	<b>94%</b>	<b>77%</b>
<b>Smithland Capacity Factor</b>	<b>85%</b>	<b>50%</b>
<b>Greenup Capacity Factor</b>	<b>78%</b>	<b>59%</b>
<b>Willow Island Capacity Factor</b>	<b>62%</b>	<b>50%</b>
<b>Belleville Capacity Factor</b>	<b>88%</b>	<b>68%</b>
<b>Blue Creek Wind Capacity Factor</b>	<b>14%</b>	<b>13%</b>
<b>JV6 Wind Capacity Factor</b>	<b>9%</b>	<b>9%</b>
<b>Napoleon Solar Capacity Factor</b>	<b>19%</b>	<b>21%</b>
<b>Bowling Green Solar Capacity Factor</b>	<b>32%</b>	<b>31%</b>
<b>Avg. A/D Hub On-Peak Rate</b>	<b>\$38/MWh</b>	<b>\$32/MWh</b>
* Fremont capacity factor based on 675 MW rating. * PS capacity factor based on 1,582 MW rating. * Meldahl capacity factor based on 105 MW rating. * Cannelton capacity factor based on 87.6 MW rating. * Smithland capacity factor based on 76.2 MW rating. * Greenup capacity factor based on 70 MW rating. * Willow Island capacity factor based on 44.2 MW rating. * Belleville capacity factor based on 42 MW rating. * Napoleon Solar capacity factor based on 3.54 MW rating. * BG Solar capacity factor based on 20 MW rating.		

## Energy markets update

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

The October 2018 natural gas contract increased \$0.068/MMBtu to close at \$2.976 yesterday. The EIA reported an injection of 86 Bcf for the week ending Sept. 14, which was above market expectations of 82 Bcf. The summer injection total is now 1,441 Bcf versus the five-year average of 1,607. Storage may end the injection season at the lowest level since 2003 according to a recent Platts survey.



On-peak power prices for 2019 at AD Hub closed yesterday at \$37.18/MWh, which was \$0.58/MWh higher for the week.

On Peak (16 hour) prices into AEP/Dayton hub				
Week ending Sept. 21				
MON	TUE	WED	THU	FRI
\$45.92	\$56.08	\$53.56	\$62.90	\$51.96
Week ending Sept. 14				
MON	TUE	WED	THU	FRI
\$36.28	\$38.79	\$36.89	\$41.22	\$46.01
AEP/Dayton 2019 5x16 price as of Sept. 20 — \$37.18				
AEP/Dayton 2019 5x16 price as of Sept. 13 — \$36.60				

## AFEC weekly update

By Jerry Willman

The AMP Fremont Energy Center (AFEC) was available for 2x1 operation for the week. The plant operated between base load and duct fire range during the peak hours. PJM real-time prices spiked over \$200/MWh for several hours this week, as the Ohio region continued to experience unseasonable, above-average temperatures. AFEC was able to implement their power augmentation (PAG) during the peak hours to provide additional output. PAG is a process that can be operated on a limited basis, where cold reheat steam is extracted and then reinjected into the combustion turbines. Duct firing operated for 139 hours this week. The plant generated at an 87 percent capacity factor (based on 675 MW rating).

## AMP is on Instagram

By Zachary Hoffman - communications and public relations specialist

AMP recently launched an Instagram account in an effort to increase communications opportunities for our members, and to reach other people and organizations within the industry. Instagram is a photo and video-sharing social media service and is now one of the most popular social media platforms available.

You can follow AMP on Instagram [@AMPpublicpower](https://www.instagram.com/AMPpublicpower) for photos and videos of AMP- and member-owned facilities, public power events and other informational/educational content.



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## Classifieds

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### City of Danville seeks applicants for director of Power & Light Division

The City of Danville, Va. Utilities Department is seeking applicants for the position of director for its Power & Light Division. The Power & Light director manages the overall operations of the city's electric system

that serves approximately 42,000 homes and businesses from 17 substations in a 500-square mile service territory covering all of Danville and portions of a three county area. The system peaks at 220 megawatts and delivers 1 billion kilowatt hours annually. Danville Power & Light owns a small 10 MW hydroelectric facility and purchases generation from various resources. The balance of power distributed is purchased on the wholesale market. The director supervises approximately 75 staff members responsible for generation, distribution, construction and maintenance, substation operations and maintenance, engineering and meter servicing. Strong management skills required. Work is performed under the general supervision of the director of utilities.

The city is seeking applicants with experience combined to be equivalent to a bachelor's degree in electrical engineering or business administration, and preferably has seven to nine years of experience in energy utilities with considerable management experience. Possession of or ability to obtain Certification as a Professional Engineer in the Commonwealth of Virginia is desirable. Salary range: \$79,356-\$124,589 based on qualifications and experience. The position will remain open until filled. Apply online at [jobs.danvilleva.gov](http://jobs.danvilleva.gov). Equal Opportunity Employer.

## **Borough of Wampum weeks applicants for open position**

The Borough of Wampum is seeking applicants for a full time employee. The job requires a minimum two years of experience in water and wastewater, with certifications in both fields. Applicants must also have some experience in the electric line field. The applicant should have experience with machinery used in the day-to-day operation of the borough, i.e. backhoe, dump truck, bucket truck, etc., along with knowledge of road maintenance. A valid driver's license is required.

The job will pay an hourly salary plus benefits. The employment application can be found on the borough's website at [www.wampumboro.com](http://www.wampumboro.com) and should be submitted to the borough along with a resume. If applying in person, the borough office is located at 355 Main St. Ext., Wampum, PA 16157, and office hours are Monday-Friday 8 a.m. to 3:30 p.m. The mailing address for Wampum Borough is P.O. Box 65, Wampum, PA 16157. Wampum Borough is an equal opportunity employer.

## **City of Bowling Green seeks applicants for two positions**

### **Civil engineer**

The City of Bowling Green is seeking applicants for the position of civil engineer. This salaried, exempt position assists the city engineer with supervision of activities of the Engineering Division; plans, designs and reviews plans; handles project management of infrastructure improvements including transportation, drainage, waterline and sanitary sewers. Reviews plans of private and public improvements; oversees planning, design and management of public works projects; supervises project inspection; attends committee meetings at TMACOG, etc. Registration as a Professional Engineer in Ohio is preferred. Applicants should have five to seven years of relevant experience and must have a current Ohio driver's license.

Interested persons must complete an application packet (includes job description) that is available in the Personnel Department, City of Bowling Green, 304 N. Church St., Bowling Green, OH 43402. The online application is available [here](#). Resumes alone are unacceptable. Applications must be returned to the Personnel Department - phone: 419.354.6200; email: [BGPersonnel@bgohio.org](mailto:BGPersonnel@bgohio.org); fax: 419.352.1262. Deadline for making application is Sept. 28 at 4:30 p.m. AA/EEO

### **Water distribution equipment operator**

The City of Bowling Green is seeking applicants for the position of water distribution equipment operator. This hourly position is responsible for installing, maintaining and repairing waterlines, valves, hydrants and service lines. Makes pressurized taps on waterlines; bore lines; install, repair and locate waterlines; install, repair and flush hydrants; exercise valves; locate leaks; install meters; operate excavator, backhoe, dump truck and other equipment; repair asphalt, concrete and lawns; maintain vehicles/equipment; assist with updating GIS. Work performed outdoors in wet environment in prevailing weather conditions. Applicants must have a high school diploma or equivalent, commercial driver's license (Class A with Tanker Endorsement) and fork-lift certification. Class I OEPA Water Certification required within two years of employment; one to three years of relevant experience preferred.

Interested persons must complete an application that is available [online](#) or in the Personnel Department, City of Bowling Green, 304 N. Church St., Bowling Green, OH 43402. Resumes may be included, but will not substitute for a completed application. Applications must be returned to the Personnel Department - phone: 419.354.6200; email: [BGPersonnel@bgohio.org](mailto:BGPersonnel@bgohio.org); fax: 419.352.1262. Deadline for making application is Sept. 28 at 4:30 p.m. AA/EEO