



City of Napoleon, Ohio

*P.O. Box 151 ~ 255 West Riverview Avenue
Napoleon, OH 43545
Telephone: (419) 592-4010 Fax: (419) 599-8393*

Memorandum

To: Mayor and Members of City Council
From: Roxanne Dietrich, Executive Assistant to Appointing Authority/Clerk of Council
cc: Joel L. Mazur-City Manager, Billy D. Harmon-City Law Director, Kelly O'Boyle-City Finance Director
Date: January 27, 2020
Subject: General Information

MEETING CALENDAR

MONDAY, JANUARY 27, 2020

6:45 PM MEETING – Volunteer Peace Officers' Dependents Fund Board
6:50 PM MEETING – Volunteer Firefighters' Dependents Fund Board Meeting
7:00 PM MEETING – Safety and Human Resources Committee
- Enclosed is an informational packet from Joel.
MEETING CANCELED – Finance and Budget Committee

TUESDAY, JANUARY 28, 2020

4:30 PM MEETING – Civil Service Commission

WEDNESDAY, JANUARY 29, 2020

7:00 pm Meeting – New Swimming Pool Aquatic Facility Commission
MEETING CANCELED – Parks and Rec Board

SATURDAY, FEBRUARY 01, 2020

9:00 AM MEETING – Special Civil Service Commission

INFORMATIONAL

AMP Weekly Newsletter/January 17, 2020
OML Legislative Bulletin/January 24, 2020

January 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 New Year's Day City Offices Closed	2	3	4
5	6 7:00 pm – City Council	7	8 6:30 pm - Special Parks and Rec Board Meeting	9	10	11
12	13 6:15 pm – Electric Committee 6:15 pm - Board of Public Affairs 7:00 pm – Water/Sewer Comm. 7:30 pm – Municipal Properties Committee	14	15	16	17	18
19	20 6:00 pm – Tree Commission 7:00 pm – City Council	21	22	23	24	25
26	27 6:45 pm-Vol. Peace Officers' Dependents Fund Board 6:50 pm-Vol. Firefighters' Dependents Fund Board 7:00 pm – Safety and Human Resources Committee	28 4:30 pm - Civil Service Commission	29 7:00 pm – New Swimming Pool Aquatic Facility Commission	30	31	01 FEBRUARY 9:00 am – Special Civil Service Commission Meeting (Police Officer Physical Agility Test) @ St. Paul's Lutheran Church



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Memorandum

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

From: Roxanne Dietrich, Executive Assistant to Appointing
Authority/Clerk of Council

Date: January 23, 2020

Subject: Finance and Budget Committee – Cancellation

Due to lack of agenda items, the **FINANCE AND BUDGET COMMITTEE** meeting scheduled for Monday, January 27, 2020 at 6:30 pm has been *canceled*.

City of Napoleon, Ohio
VOLUNTEER PEACE OFFICERS' DEPENDENTS FUND BOARD
Meeting Agenda

LOCATION: City Hall Offices, 255 West Riverview Avenue, Napoleon, Ohio 43545

Monday, January 27, 2020 at 6:45 pm

1. Appointment of Fifth Board Member
2. Election of Chairperson.
3. Election of Secretary.
4. Approval of Minutes: January 28, 2019 (In the absence of any objections or corrections, the Minutes shall stand approved.)
5. Any Other Matters
6. Adjournment

Roxanne Dietrich

Roxanne Dietrich
Executive Assistant to Appointing Authority
Clerk of Council

Monday, January 28, 2019 at 6:15 pm

Board Members

Jeff Comadoll, Les Tietje, Dr. David Cordes
Roxanne Dietrich

Joe Bialorucki, Genia Donnelly

Call to Order

The meeting was called to order at 6:15 pm by Dietrich.

Motion to Appoint Dr. David Cordes as Fifth Board Member

Motion: Comadoll Second: Tietje
to appoint Dr. David Cordes as the fifth board member.

Passed

Yea-2

Nay-0

Roll call vote on the above motion:

Yea-Comadoll, Tietje

Nay-

Members Oath of Office

Dietrich administered the Oath of Office to the board members that were present.

Motion to Nominate Bialorucki as Chairman

Motion: Comadoll Second: Dr. Cordes
to nominate Joe Bialorucki as Chairman of the Board.

Passed

Yea-3

Nay-0

Roll call vote on the above motion:

Yea-Comadoll, Tietje, Dr. Cordes

Nay-

Motion to Nominate Comadoll as Board Secretary

Motion: Comadoll Second: Dr. Cordes
to nominate Jeff Comadoll as Secretary of the Board.

Passed

Yea-3

Nay-0

Roll call vote on the above motion

Yea-Comadoll, Tietje, Dr. Cordes

Nay-

Approval of Minutes

Minutes from the meeting on January 22, 2018 stand approved as presented with no corrections or objections.

Any Other Matters

It was noted the City pays \$300 into this fund annually. ORC Chapter 143 requires the City to establish a Volunteer Peace Officers' Dependents Fund Board; this board typically has one annual meeting and has the authority to handle and process any claims that may be submitted.

Motion to Adjourn

Motion: Comadoll Second: Tietje
to adjourn the Volunteer Peace Officers' Dependents Fund Board
meeting at 6:19 pm.

Passed

Roll call vote on the above motion:

Yea-3

Yea-Comadoll, Tietje, Dr. Cordes

Nay-0

Nay-

Date Approved

January 27, 2020

Chairman

City of Napoleon, Ohio
VOLUNTEER FIREFIGHTERS' DEPENDENTS FUND BOARD
Meeting Agenda

LOCATION: City Hall Offices, 255 West Riverview Avenue, Napoleon, Ohio 43545

Monday, January 27, 2020 at 6:50 pm

1. Appointment of Fifth Board Member
2. Election of Chairperson
3. Election of Secretary
4. Approval of Minutes of January 28, 2019 (In the absence of any objections or corrections, the Minutes shall stand approved.)
5. Any Other Matters
6. Adjournment

Roxanne Dietrich

Roxanne Dietrich
Executive Assistant to Appointing Authority
Clerk of Council

VOLUNTEER FIREFIGHTERS' DEPENDENTS FUND BOARD

Meeting Minutes

Monday, January 28, 2019 at 6:00 pm

PRESENT

Board Members

Interim Clerk of Council

Others

ABSENT

Board Member

Jeff Comadoll, Pete Celani, Betty Ward, Dr. David Cordes

Roxanne Dietrich

Joe Bialorucki

Call to Order

The meeting was called to order at 6:00 pm by Dietrich.

Motion to Appoint Dr. David Cordes as the Fifth Board Member

Motion: Comadoll

Second: Celani

to appoint Dr. David Cordes as the fifth member of the Board.

Passed

Yea-3

Nay-0

Roll call vote on the above motion:

Yea-Comadoll, Celani, Ward

Nay-

Members Oath of Office

The Oath of Office was administered to the Board Members.

Motion to Nominate Ward as Chairman

Motion: Celani

Second: Dr. Cordes

to nominate Betty Ward as Chairman of the Board

Passed

Yea-4

Nay-0

Roll call vote on the above motion:

Yea-Comadoll, Celani, Ward, Dr. Cordes

Nay-

Motion to Elect Comadoll as Secretary

Motion: Comadoll

Second: Celani

to elect Jeff Comadoll as the Secretary of the Board.

Passed

Yea-4

Nay-0

Roll call vote on the above motion:

Yea-Comadoll, Celani, Ward, Dr. Cordes

Nay-

Approval of Minutes

Hearing no objections or corrections, the minutes from the January 22, 2018 meeting stand approved.

Any Other Matters

Dietrich reported last year it was noted the City does pay \$300 into the firefighters' dependents fund each year. As required in ORC Chapter 146, the City must have a Volunteer Firefighters' Dependents Fund Board that meets annually.

Motion to Adjourn

Motion: Comadoll Second: Celani
to adjourn the meeting at 6:04 pm

Passed

Yea-4

Nay-0

Roll call vote on above motion
Yea-Comadoll, Celani, Ward, Dr. Cordes
Nay-

Date Approved:

January 27, 2020

Chair

City of Napoleon, Ohio
SAFETY AND HUMAN RESOURCES COMMITTEE
SPECIAL MEETING AGENDA
Monday, January 27, 2020 at 7:00 pm

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

- 1) Approval of Minutes: November 25, 2019. (In the absence of any objections or corrections, the Minutes shall stand approved.)
- 2) Fire Department Fee Schedule (Tabled)
- 3) SAFER Grant
- 4) Any other matters currently assigned to the Committee
- 5) Adjournment



Roxanne Dietrich
Executive Assistant to Appointing Authority
Clerk of Council

SAFETY & HUMAN RESOURCES COMMITTEE

Special Meeting Minutes

Monday, November 25, 2019 at 7:00 PM

PRESENT

Committee Members
City Manager
Finance Director
Fire Chief
Asst. Fire Chief
Executive Asst. to Appt.
Authority (Clerk of Council)
Others

Dan Baer-Chairman, Jeff Comadoll, Jeff Mires
Joel Mazur
Kelly O'Boyle
Clayton O'Brien
Joel Frey
Roxanne Dietrich

Brian Koeller, NW Signal

ABSENT

Call to Order

Chairman Baer called the Safety and Human Resources Committee meeting to order at 7:00 pm.

Approval of Minutes

Hearing no objections or corrections, the minutes from the September 23, 2019 meeting stand approved as presented.

Baer pointed out we usually meet with the townships in November; however, that will be done at the February meeting.

Fire Department Fee Schedule

Chief O'Brien started with, I want to talk about the fee schedule involving vehicle crashes. I remember we talked about this a year or two ago and now would like to revisit that matter. There is some potential revenue if this was to be done. The purpose of the crash fee is it requires a certain amount of people, apparatus and time to handle these calls. We ran the numbers and between 2015 to 2019 the average amount of crashes per year was around 70 to 80. 60% of the crashes occur in the City. 40% of the crashes occurred outside of the City in the contracted areas of the townships that we cover.

Level 1 per the response policy, involves ice and water rescues, clearing the road of hazards, and smaller things that take less than 60 minutes.

Level 2 is anything less than 60 minutes that involves the extrication tool.


Level 3 is anything with hazardous materials, anything over 25 gallons.

We follow our current fee schedule through the EMA and the LAPC.

I would recommend Level 1 crashes be charged \$500 and Level 2 crashes be charged \$750. I would also recommend if we move towards the crash schedule that it would be more of a soft billing approach. Currently with our EMS billing we do a follow-up on the bill based on what they call a hard billing. Soft billing is, if you are a resident of the City of Napoleon or contracted area that we cover, they would only be billed what their insurance covers. Whoever is found at fault of the crash, the bill will be sent to them. If they are a resident, they would not see any balance bill. We would accept whatever their insurance covers. All the billing would be

done through our current EMS billing company that does our fire billing too. It will not involve any extra time for our City staff. We would need to clean-up the procedures on how they want us to send the reports. Mazur said there was a little bit of confusion the last time. I don't think the soft billing approach was explained. It could have been explained a little bit further. It's not as heavy handed. There is a cost to responding. This is not out-of-line with what other communities have in place. O'Brien added, there are other communities that are doing it, Swanton is. It's hit or miss on which ones are going to do it. I believe the soft billing approach is the way to go. I would recommend that we do the exact same thing for the vehicle crash billing that we do with our EMS billing. What I mean is, if we respond to a vehicle crash in any of our contracted areas and we recover any cost from that, we would reimburse that contracted entity. This is no different than what we do for our EMS calls. If we take an EMS call and collect "x" amount of dollars for an EMS call in Napoleon Township, it comes in as revenue and goes out as an expenditure in the 210 EMS fund. Baer asked, under the soft billing. First the bill is sent to the insurance company, correct? O'Brien said *correct*. Baer asked if there is no insurance, then what? O'Brien replied it would just be a write-off. We would not balance bill that for the soft billing approach. Now if they are not a resident, this would be something to discuss too. Let's talk about people who are not residents. If they are not a resident within our 53 square mile district. Then I would say we send a balance bill. We can make it easy and do soft billing across the board. Or, we can divide it up either way. Those individuals are using a service they don't pay for on a regular basis. That would be more of a hard billing.

We would follow the same fee schedule that is provided in your packet. Comadoll asked what do you mean by special events? O'Brien said that is for the football games. Mazur said we talked about that the last time it was approved. O'Brien noted we have always charged for football games. The NLL is required to have a medical unit at all games. We charge \$100 for home football games and it's \$150 for the playoff games. Comadoll asked Chief O'Brien, is that enough for false alarms? Sometimes you are going out two-three times a day. O'Brien responded the calls may be at different locations. The false alarm has been in place for a long time. We haven't really ever had to use it. We usually get compliance pretty quickly. Mires asked about the third alarm is that in a month, a year? O'Brien replied that is in an annual year. Mires asked what is the nearest city that is doing this billing for crashes. O'Brien responded *Swanton*. I can't say how much they have collected on it. I did not get a firm answer. If we were to collect \$500 for the minimum amount of crashes, you are looking at close to \$40,000. That would be 60% recovered to the City of Napoleon. I don't want to be the department that looks for fees all the time. We have to be creative on how we are going to start paying for things. There is an actual cost to send these people out to take care of these calls. Mazur said I'm on board. Having more explanation on the soft billing side makes more sense. I agree that people using the services and not paying for it we should use more of a hard billing approach for those people traveling through town. It's a matter of cost recovery for things that we do. It's not uncommon. It is something we can do. Logically it



**Motion to Table Fire
Dept. Fee Scheduled Until
January 2020 Meeting**

Motion: Comadoll Second: Mires
to table Fire Department Fee Schedule until the January 27, 2020
committee meeting.

Passed

Yea-3

Nay-0

Roll call vote on the above motion:

Yea-Mires, Baer, Comadoll

Nay-

Mazur said as we do more research on this. We can put the information together in and put it in the packet. O'Brien said a word of caution, it varies so much, that it is out of our control on what we can bring in.

SAFER Grant

Mazur said this was brought up during budget talks. In front of you is the Chief's presentation. The SAFER Grant talks about staffing levels. Chief O'Brien stated SAFER stands for Staffing for Adequate Fire and Emergency Response grants. It provides funding to different area departments. To either put firefighters back to work or get new firefighters so they can actually start having adequate staffing levels per a certain standard. That standard is either NFPA1710 or NFPA1720. NFPA1710 is an all career department. NFPA1720 is more of a combination department.

The Mission Statement of our Fire Department is: *The goal of the Napoleon Fire 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.* That is what we are striving to do. For a period of time we have talked about how tough it is with things that have changed over the course of the period with the amount of people that we have at the Fire Department. There has been a decrease in volunteers. This is happening across the nation people are seeing a decrease in volunteers. The National Volunteer Fire Council (NVFC) took a hard look at some factors for this including different time demands, training requirements, an increase in call volume, aging communities, higher costs in housing, changes in the nature of the business, two income families and training demands (state and local mandates). The NVFC has titled it the *me generation*. They don't have the want to volunteer, they don't have the time, the cost of living.

Aging Population: Volunteers have reached retirement. We are seeing the me generation. In Napoleon 19.8% are greater than age 65. That is 3.8% greater than the national age. Why does that affect the Fire Department? We are targeting ages between 18 and the mid-30's. How does this affect the call volume in Napoleon? Since 2011 we have seen a 40% increase in patients aged 50 years and older. That equates to 378 calls. We have seen a 41% increase in people aged 0 to 50. That equates to 209 calls. Mazur said the median age in Napoleon has increased from 36.2 years to 41.2 years.

Contributing Factors/Age Population from the 2010 census. We start at age 15 years old and go all the way to 85 years plus. People are here for a period of time and don't come back until they are in their mid-50s. Then we stay on track with the national average. As we get to age 65 that is where Napoleon is attractive, then we are above the national average of senior citizen population. I hear a lot we can't afford to volunteer. Employers may not let employees leave the workplace. It's hard to explain

to your wife you've used eight hours of vacation time to run on calls or rescues during the day. Everybody's working. Somebody's at work. Somebody's watching the kids and you have a loss of wages as well. Mazur said employers are having a hard enough time to find workers let alone letting someone leave to go out on a run. We've talked about the success you see coming from Ridgeville. That's because their employers, Alex Products and Gerald Grain, allow them to leaving during the day. Baer said I don't know what the homeless number is here in Napoleon but that is increasing as well. Mazur said in the Master Plan survey done ten years ago, it reported the number one reason people are living here in Napoleon is because of family. 61% reported that, today that number is 47%. Less people are moving back and staying here because of family. O'Brien said that is a good point. Especially with social media you may not see your family for three or four months and when you do see them it seems like you just saw them last week.

Fire Service: we have not done a good job as far as our reputation for new people to come into the service. We constantly hear about being a public servant. A couple of main points: firefighters have a 9% greater risk of getting cancer. There's a 14% risk of a firefighter dying from cancer. Specific cancers have almost doubled for firefighters.

Indicators that can push people away from fire service-PTSD. This job is a risky job that you could potentially die from. PTSD trauma involves things they see on a regular basis and then it starts to have a negative impact on them. Another effect is time demands. Training Requirements are different for whatever level of certification you hold. Firefighters require 56 hours every three years. Most members have more than one certification. Paramedics require 60 hours every two years. EMT requires 48 hours. Hazmat certification is eight hours. All these training hours continue to add up. Then we have our own department mandates for training requirements that correlates back to what the state requires. To Retain Members. We've tried the hybrid approach, doing EMS training online at home. We are trying to not take them away from home so much. They only have to have 75% of training that is offered throughout the year.

Changes in the Business. Fire Departments are expected to do more. Answer fire and EMS calls, we answer calls for road rescue, hazmat, water rescue. The Fire Department is not a social club anymore. The total calls for service since 2011 has increased each and every year. 9-1-1- calls, overlapping calls and transfer calls. There is an increase in 9-1-1 and overlapping calls. We had 450 overlapping calls. An overlapping call is when an apparatus is out on a call and another apparatus gets dispatched. All EMS calls requires a minimum of four people. Four people is the minimum to enter a working structure fire, two in and two out is the rule. 450 overlapping calls requires more than the two people we have. There is an increase in calls for service by age. In 2011 ages 50 and older had 568 calls, we are at 946, that is just patients. We have an aging population that continues to go up and we want to be there for the citizens.

Future Demands. The City Manager has done a great job on helping the economic development. In the same breath he has heard me say Mazur chanted *that just means more calls for me*. O'Brien continued although

I'm happy for the City to see this growth, I'm also nervous. We do have an obligation to those industries, citizens and everybody in the City. Mazur said when you look at the US Census Bureau, you see the population where it was in the year 2000 and where it is now, it is lower. I'm in the process of filing a dispute with that. I don't think their numbers are accurate. We are not losing housing we are gaining housing. Yet the numbers are decreasing by a rate that by the end of this year they'll have us projected to be about 11% lower than where we were in the year 2000. Baer noted next year is a census year. Mazur said we are dealing with a very high level bureaucracy that uses some formula and spits numbers out. I believe we are closer to 8,500 or 8,800 people. O'Brien said in addition to the City of Napoleon we cover the townships too. Mazur said with more businesses there is the daytime population piece. You are attracting people in. The population center on a daily basis is more like 16,000 and could be more if you include Campbell's. O'Brien said as that changes we are trying to get ahead of the impact where we need to be at. Mazur said we are now at a period where we need to have conversations where we need to be. We have tried so many ways to get more people involved, it is a time commitment. It is a \$10,000 investment we put into individuals. We cannot just put anybody on our department. People have to be able to fulfill their obligation. Our numbers tell us all we get in return is 2%. We do have one or two people that do come quite a bit. They are not allowed to go over 1500 hours in the course of the year. I bring you a problem but I like to have a solution. I believe the SAFER grant is a phased approach on how we can resolve the staffing issues at the Fire Department. The SAFER Grant provides funding for new firefighters. To be able to hire new recruits and also provide funding for departments that may have people laid off. My recommendation would be we try to get our shifts to four full time members per day. The only way we can do that is to hire four more full time people. We are currently at eight. We would need to hire four more. O'Boyle has done a really nice job putting together a simplified chart to be able to show how much it is exactly going to cost the City of Napoleon. If we have four full time positions that would put us at what we would recommend being a three paramedic and one EMT. EMT is crucial because I think that will drastically change our help and recruitment. You cannot get hired in Napoleon unless you already have a paramedic card full time. The paramedic card is now between 18 and 24 months to be able to obtain. It is a lot more commitment. We have the combination of full time and permanent part time to work at the station and we have the local responders. We don't have the ability for the part timer who works at the station or even a local responder to move up to something. You see them for a short period of time then they are looking for a full time job. I believe if we begin repaying the individual working part time by having something for them to work for. When full time positions are opened up they have been interviewing for however long they have been working for us. It becomes more of a retention thing to keep more employees so they don't feel burned out. Dealing with 4½ calls a day doesn't sound like a lot. When you are doing all the other things, working on equipment, doing public education events, doing company walk throughs, there is so much more entailed to working at the

Fire Department. The other retention part is the feeling of no help at night. We have the two people at night that respond to the EMS calls. A lot of times you may need additional help. When they call for help, that's when we are not seeing response.

SAFER Grant cost. The grant it is not a guarantee. It is a highly competitive grant. The grant period is February - March. We may not know until August of 2020 if we receive the grant. If we were to get the grant, I want you to know what it would cost. If we hired four firefighters the net cost to Napoleon would be \$55,203. The SAFER grant pays for 75% the City of Napoleon pays 25%. We hire four we pay for one. Mires asked the 75% would only be for one year. O'Brien said it would be for year one and year two. Baer asked are these four different firefighters in year two or are they the same four firefighters. O'Brien said *the same four firefighters*. It would be hiring four firefighters. The increase in Year 2 is by contract they are given their raise to the second "B" step. Mazur said they have six steps up to the "F" step. O'Boyle noted there is a projected 10% health increase. Year 3 is where the drastic change is. The SAFER grant is 35% covered by SAFER and 65% by the City. Mires confirmed years one and two they pay 75% and year three they pay 35%. O'Brien replied *correct*. Year four the City pays 100%. The grant is for a 3-year period. We would take over in the fourth year. Mazur said at the current rate even in year one, it would not be sustainable for us. You saw in the budget, to get the grant and pay for it even if it was 75% right now. What I'm getting at is, in year three and four we don't have the funding coming in, at least as of right now, to be able to sustain this. Baer asked are you saying apply for this or hold off on? It sounds like you are applying next year and it would not start until 2021. Mazur said *that is correct*. O'Brien said what I am asking for is the approval to apply for the grant in 2020. By the time you get the grant, it would be late 2020. I believe you have a six-month window to begin hiring the firefighters, it takes time. Mazur noted the obvious question is, how do we pay for it? We don't have the funding now to pay for it. Comadoll added that is a decision this committee is not going to be able to recommend. It has to go in front of the whole Council. This is too big of a move for us to even think about. Especially when you get out to the fourth year. Baer asked let's say you apply and you don't get the grant. Are you allowed to re-apply another year? O'Brien replied yes. Defiance was the most recent that we know of that got the SAFER grant during their bridge project. Comadoll noted what did their Mayor say is going to be done after the project? Mazur said he is quoted as saying "we may have to lay them off". Comadoll said I don't know if we want to have that situation. O'Brien said I don't think that is the situation we are faced with. The reason I think this is the solution to our issue is it does phase in. At some point we have to make some hard decisions on how we are going to resolve it. The calls over the last ten years have increased. I do not anticipate anything different for the next four years. Baer noted even if we do soft billing for vehicle crashes that is not going to make up near that kind of money. O'Brien responded *no, it will not*. Comadoll said I think the only way you are going to be able to do anything and I hate to say it, is to do an income tax increase just for Fire. I don't know how good that will do, they have turned down two tax increases for

roads. Mazur said it is a community decision. A 1.5% income tax is nice to taunt that we have such a low income tax. That definitely is an attractive piece to this community. You are right to take this to the full Council and continue the conversation. Is there a timeline when applications are due? O'Brien said they haven't put the grant out yet. It is usually February or March. There are certain things we have to have in place like letters and approvals, that is why I wanted to get talking about it now. Comadoll said we need to take this to the whole Council. Mazur confirmed this should be taken before the whole Council. Baer asked you want the whole presentation taken to Council? Mazur replied yes. You have the numbers, it's good to let everyone digest the information for a little bit and think about options that are out there. In decision making you always start with the *do nothing alternative*. Then you see the data that has been presented. Then there's where do you go from there. Baer noted it would be a good idea to share this information with the whole Council either as part of the packet or to get that information to them the first meeting in December so they have time to review and then discuss at the second meeting in December. To get the whole body of Council to try to make some kind of a decision without having time to look over the information and ask questions I'm not in favor of that. I agree with Comadoll, I want Council to see this the first meeting of December and have it brought up for discussion the second meeting of December. Mires agreed. O'Brien explained the last spreadsheet is based on different departments in our area. I talked around to area departments to see what their staffing levels are. Perrysburg Township does 1700 - 1800 calls a year. We do about 1600 - 1700 calls a year. They have fifteen full time guys and a part time person. Wauseon does 1700-2000 calls and they have twelve full time and two 12-hour part time people. They also have a good administrative staff. They have three full time chiefs that work forty hours a week and an administrative assistant. They also have a full time inspector. Celina does 1900 calls and has twelve full timers and one-part timer and an administrative assistant. Swanton is around 900 calls so far this year and will probably be around 1200 total for the year. They have three full timers per day with one part timers for 24 hours. We have been at 1600-1700 calls a year and we have eight full timers. We have three assigned to Shift A and Shift C but we only have two assigned to Shift B. If we get a structure fire, they are not leaving right away. If no one responds, it puts them in a really tough situation whether to go or not. They go because that is what we do. That puts them in another tough situation once they get there. What I am asking is we are trying to stay competitive to be able to attract people. That is the tough part. They want to be part of the department that has the ability to have more staff and be able to answer the calls. Comadoll asked how does Wauseon pay for theirs? O'Brien said they have a county-wide EMS system that gets quite a bit. I guess the rest would be on their City, I'm not exactly sure. Baer asked O'Brien to include that in the packet to the whole Council and asked Asst. Chief Frey *why did you decide to stay in Napoleon as a firefighter with a wife and either two or three children?* Freytag replied it's because I love it here. A big driver is my family is here and my wife's family is from here and the Defiance area. Baer asked so you wouldn't be intrigued by going to Perrysburg Township?

Freytag responded sometimes you think about but I love it and I love what I'm doing here that's really why I stick around here. Baer said I do understand your point Chief if we do end up doing the SAFER grant somehow or we put a tax levy on. At present status how are we going to keep people, at least the way things stand right now. I know we did discuss the steps to try to help. If people are going to work less hours, have less stress and more family time somewhere else the extra steps won't combat that. O'Brien said I do think the steps have helped us to be able to retain. I think you can pay them whatever you want to pay them and you will still have the same outcome. We see that with our neighbors. They were paying \$75.00 per call, \$50 if you were an EMT. That happened for a short period and they had to go with staffing their station with one person as a start. It is just everywhere. It is a battle. The individuals that work full time also work part time somewhere else. The individuals that work part time for us also work part time somewhere else. They are managing two or three part-time jobs while going to school. It does boil down to the work load and how many people are at the station. Asst. Chief Freytag said when I meet with people I explain to them in intricate detail what the cancer risks are. We see people coming through training and learning the job and not wanting to do it. I get people interested in joining the Fire Department until you tell them how long an EMT class is, how long a fire class takes, what the risks are as cancer causing, PTSD, what are the risks to you and your family, divorce. Once I get through explaining the risks we do get a few that come through saying *I'm in it for the long haul* and they are. A lot that follow through want that full time job someday.

**Motion to Provide
Information to Council
Put Item on December 16,
2019 Council Agenda for
Discussion**

Motion: Comadoll Second: Mires
to provide the full body of Council at the first meeting of December the Chief's informational packet along with the sheet and to put this on as a discussion/action item for the December 16, 2019 meeting agenda.

**Passed
Yea-3
Nay-0**

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

Freytag asked are there any other matters you would like us to provide you? Comadoll asked why don't you put out a feeler on the tax levy for the Fire Department. I don't know how the other places are doing it. Rossford just did fire and personnel. How did they do it? Mazur said they get a lot of support. They have an active Mayor and good support from the community. Comadoll added it is going to take the community. Mazur said it is a community decision. Anything that has to do with a tax levy is totally a community decision. I think there is data here that supports it but I want to take into consideration too there is talk about a dispatcher position. We are also doing a facility study. When you start combining things and looking at the bigger picture, what is it that you want to see? What does the community want to see? What it comes down to is what does the community value more? Lower taxes or better service.

Koeller asked about crash responders, what would the billing situation be for someone living outside of the City but who works here and pays income tax. O'Brien said that is a good question. They live outside of our district but work inside the City and pay income tax in Napoleon. I do not have an answer now. Mazur said it is either the soft billing approach or the resident/non-resident approach. O'Brien said when you explain it like that it wants me to take the soft billing approach. Baer noted there are a lot of people that work in town and do not live here. Comadoll said he gets that all the time, I pay income tax here and live outside the City and I don't get a say. I tell them *move into the City*. Baer said I agree that might be an idea to do a soft billing. O'Brien said if they are paying income tax and working in the City and paying for the service to be there then they should not be double billed. Mazur said the thought process is it is a cost recovery. It's like anything else, residents pay but people that don't live here or contribute are getting services and benefits. Comadoll said that was my question to you a few weeks ago. We have people living in the City of Napoleon and not paying income tax here. Mazur said they should be filing, if they live here they have to file. Comadoll added that could be big money most of the people outside are \$100,000 jobs.

Motion: Comadoll Second: Mires
to adjourn the Safety and Human Resources Committee meeting at
8:22 pm.

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

Dan Baer, Chairman

Dan Baer, Chairman

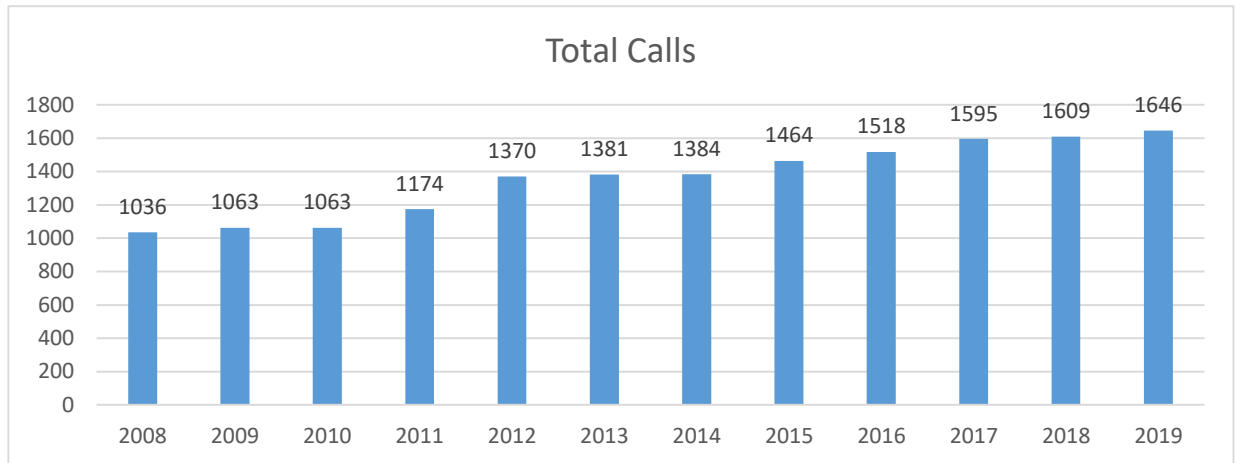
Safety and Human Resources
Committee Meeting Information
January 27, 2020

Over the past few months, discussions have taken place regarding the increase of the number of calls to service for Napoleon Fire and Rescue (NF&R) and the staffing levels at the Department. A solution was proposed to increase the number of staff members at the Department by using a grant and potentially implementing a vehicle crash fee. Concerns were raised during these discussions and it was determined that the proposal is not sustainable. Therefore, staff investigated other options. After further review, we are proposing a solution for not only the fire department, but the police department, capital improvement fund, and general fund operations.

The current proposals on the agenda have been brought to the attention of Napoleon City Council due to the need of additional staffing and associated funding. The National Volunteer Fire Council (NVFC) reports that there is a decrease in the number of volunteer firemen across the United States. The NVFC study found this decrease is due to several contributing factors. Here are a few listed in no specific order:

- a. Time demands
- b. Training requirements
- c. Changes in the nature of the business
- d. Aging communities

In order to make up for the loss in volunteers and the increase in calls in our aging community, we are tasked to find a solution that works for the City of Napoleon. The solution must be affordable, sustainable and able to handle the growing call volume (See the chart below for the call volume trend for the City of Napoleon since 2008).



Vehicle Crash Fees

At the previous meeting, Chief O'Brien was tasked to bring back more information.

- a. *How much has Swanton Fire Department billed out and recovered?*
 - a. According the Swanton Fire Chief, they billed out a little over \$30,000 and recovered about \$4,000.
 - b. Ridgeville Fire Department bills for crashes but use a different company than Swanton to recover the assessed fee. They collect around \$20,000 a year.
- b. *At the request of Councilman Comadoll, contact was made with the State of Ohio Department of Insurance by Chief O'Brien*
 - a. The representative informed Chief O'Brien they understand the need to bill for this service. There is not a "blanket liability policy" meaning that the fee would not likely be covered if it isn't within the description of the liability on their policy. It was further stated liability policies are all different, therefore the fire department could charge the

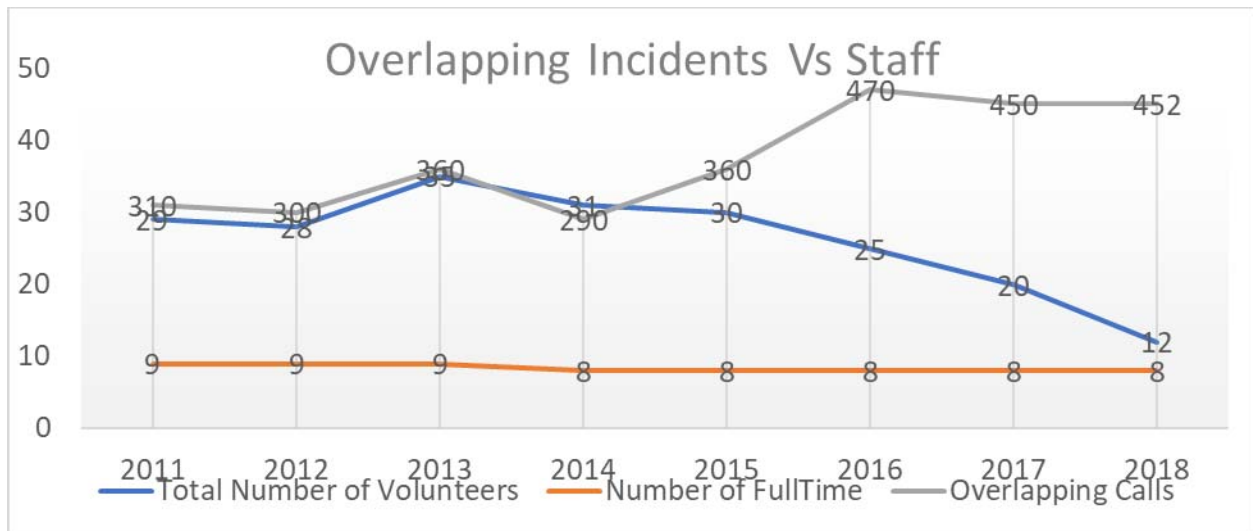
fee. If the insurance company does not pay, then they are required to provide an explanation.

NF&R Staffing Levels and the SAFER Grant

The goal of the fire department is to have four (4) firefighters at the fire station around the clock. The SAFER grant (Staffing Adequate Fire and Emergency Response) is a federal grant that is intended to help local governments put on new firemen. The term of this grant is for three (3) years.

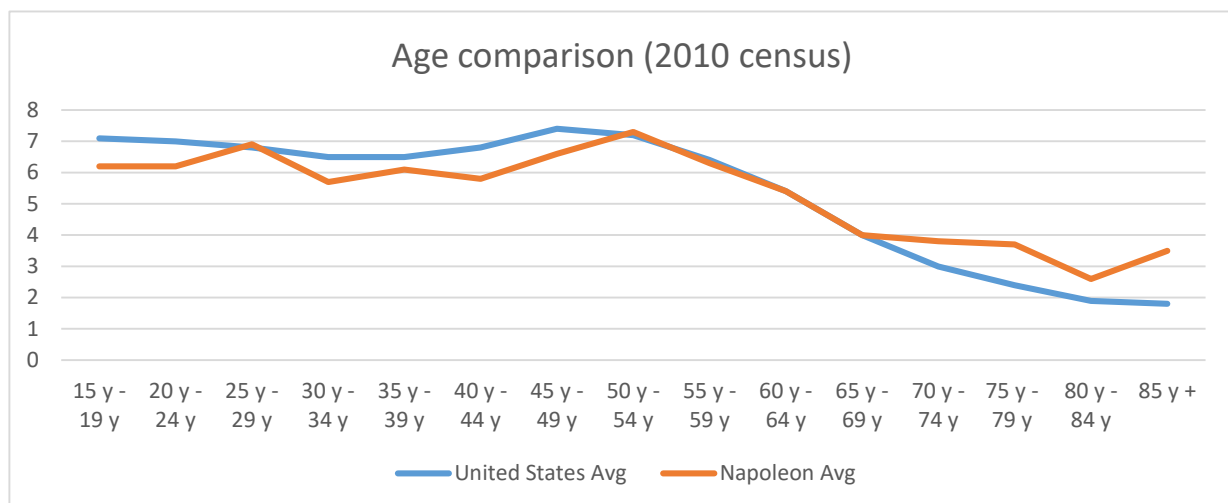
- a. 1st year – 75% covered by grant with 25% paid for by City (\$55,203.07 net township contract reimbursement of 24%)
- b. 2nd year - 75% covered by grant with 25% paid for by City (\$61,793.47 net township contract reimbursement of 24%)
- c. 3rd year – 35% covered by grant with 65% paid for by City (\$168,664.43 net township contract reimbursement of 24%)
- d. 4th year – 100% paid for by City (\$281,595.39 net township contract reimbursement of 24%)

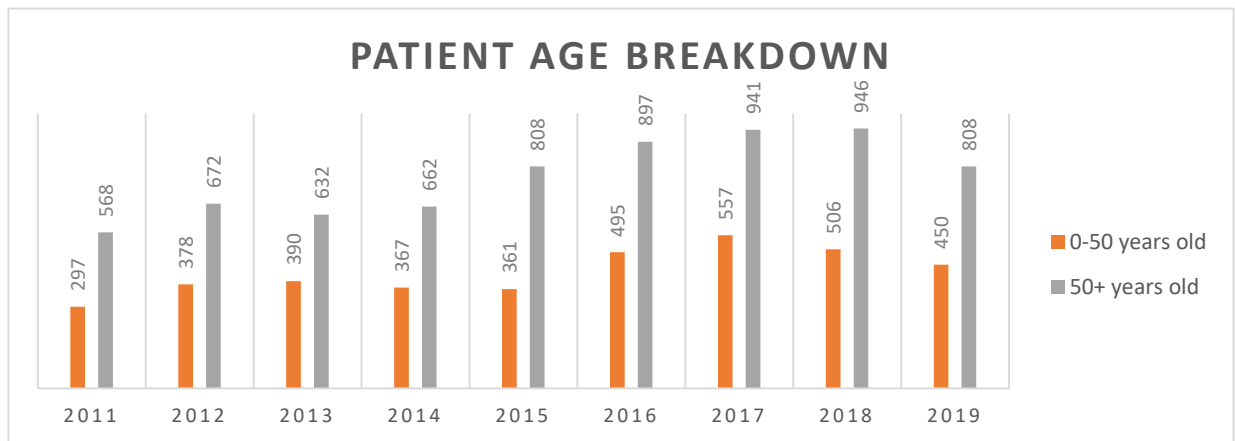
The SAFER grant would provide four (4) additional firefighters allowing for four full-time firefighters per shift. This would provide enough personnel to handle the first fire or EMS call and the overlapping calls. However, we believe this staffing structure would have a significant impact on the volunteer staffing structure within the Department. As you can see from the chart below, due to the increase in our call volume, we are seeing an increase in the number of overlapping calls. This is a point of concern for the service that the City of Napoleon provides for the citizens and businesses within the NF&R coverage area, which covers portions of the townships surrounding Napoleon.



The fire department has seen a 60% increase in calls for service since 2008. In 2008 the fire department responded to 1,036 calls for service; whereas, in 2019 the fire department answered 1,646 calls for service.

There are many factors that play a part in the increased call volume with the City of Napoleon's aging population at the forefront. Compared to 2011, the fire department responded to a 40% increase in patients that are 50 and older prior to the senior apartments and other housing units being built. Below are two charts that show the comparison of the median age for Napoleon and the nation, and the Napoleon patient age breakdown by year.





Police Department Dispatch Staffing

Between 2001 and 2006 the department saw a 30% increase or approximately 3,000 calls. This increase precipitated the need to increase staffing. In 2006, the approved dispatchers went from five (5) to six (6). A performance audit was performed in 2012 with a large focus on the elimination of the dispatch center. In 2014, the voters with a margin of 68% to 32% approved maintaining the city dispatch center. Since 2008, the service calls have increased an additional 40% or 4,000 calls. Emergency 911 calls for service have doubled since 2008.

Since 2014, the sixth (6th) approved dispatcher position was not refilled and eliminated within the city budget. This was part of a personnel restructuring of positions within City administration. Loss of the 6th dispatcher, continues to be a great concern of the Napoleon Police Department (NPD). There have been many unintended consequences due to this reduction in staffing, which include the following:

- a. Turnover in dispatchers
- b. Overtime and multiple consecutive 12-hour shifts
- c. Significant decrease in experience among dispatchers
- d. Extended work weeks or shorten regular days off

- e. Cancelled time off
- f. Burnout, less job satisfaction, and concern for overall wellbeing of employees

Dispatching is provided for the following agencies:

- a. Police, Fire and EMS
- b. Electric, Water/Wastewater, and Operations
- c. Secondary dispatch center for Henry County Emergency Services

(*Note-any increase to the above agencies results in an increase in workload to the dispatch)

On top of answering the calls, many administrative duties are assigned to these employees. Records requests/maintenance, various levels of court ordered documentation, and help with administrative tasks within the department.

NPD Overtime

The table below contains the number of hours that are required in the schedule based on the level of staffing. These numbers are before any discretionary time off is approved, which includes vacation, compensatory time, sick leave, personal days or other types of leave.

(6) Six Dispatchers	<u>0</u> Hours of OT required before any discretionary time approved
(5) Five Dispatchers *Current Approved Staffing*	<u>120</u> Hours of OT required before any discretionary time approved
(4) Four Dispatchers (Loss of (1) dispatcher due to any reason, extended sick leave, trauma leave, vacation, resignation, termination or other reason)	<u>960</u> Hours of OT required before any discretionary time approved

(*Note – These numbers are based on a 1-year cycle)

Experience

Since 2008, the NPD has hired 16 dispatchers. In 2008, the dispatchers had an average 5.5 years of experience compared to a current average of 1.33 years of experience, thus a loss of over 67 years of experience. This can be attributed to the performance audit and inadequate staffing.

Every time a dispatcher position is vacant the financial impact to the City is approximately \$9,800.00. This figure represents the amount required for overtime net the vacancy savings, fringe benefits, drug testing, uniforms, potential partial vacation payouts and emergency medical dispatch certification.

Extended Work Hours/Cancelling Time Off

As a result of the turnover in the dispatch center, eight (8) days of discretionary time had to be cancelled. This was with a significant collaborative effort between patrol, dispatch and command to prevent this. The police department was faced with times where there would have been no available personnel to operate the dispatch center. In an effort keep this from happening we had to negotiate the ability to have patrol officers working in the dispatch center. The officers can only sign up for the dispatch overtime on a voluntary basis. Even with restriction, officers covered 166 hours of overtime last year. In 2015, we had five (5) officers certified in dispatch with currently only two (2) due to legal certification requirements.

Impact on Employees Under Current Conditions

Job satisfaction is defined as the extent to which an employee feels self-motivated, content and satisfied with his/her job. Job satisfaction happens when an employee feels he or she has job stability, career growth and a comfortable work life balance. The positive effects of job satisfaction include: higher efficiency, employee loyalty, morale and employee retention. Overtime is inevitable in safety services but too much overtime will lead to employee burnout by cutting into the employees' work-life balance. Working excessive hours is not what employees seek, people work to live not live to work. Working excessive overtime is taking away from their personal life. The Centers for Disease Control and Prevention states that overtime can contribute to poorer general health, increased rates of injury, and more illnesses. A study by the American

Psychological Association (APA) claimed that burned-out employees are 2.6 times as likely to be actively seeking a different job; 63% more likely to take a sick day; and 23% more likely to visit the emergency room. During the times that the Dispatch Center is not fully staffed the dispatchers routinely work 12-hour shifts. Studies have linked 12-hour schedules to increased fatigue, especially when compared to 8-hour schedules. Sleep deprivation/fatigue has a list of unintended consequences, which may include:

- a. Increased irritability and lacking levels of tolerance
- b. Reduced levels of alertness and increased propensity for accidents
- c. Memory impairment, Lack of concentration and overall inattention
- d. Stress-related illnesses, obesity, hypertension, and changes in both metabolic and hormonal functions.

Having a more adequately staffed fire department and dispatch center would likely result in higher employee retention, employee satisfaction, and a boost in department morale.

Proposed Solution

The intent of the SAFER Grant was to use federal funds to finance the front end of the initial proposal. But this was not financially sustainable without a significant income tax increase in the long run. This is why we are proposing to eliminate 50% of the Reciprocity Income Tax Credit offered to residents that live in the City limits, but work in another jurisdiction that collects income tax from them. A Reciprocity Income Tax Credit is described as this: If you live in one city but work in another, you get credit from the city you live in for the tax withheld from the city in which you work. If there is a difference in the tax rate between those two cities, then you still pay the difference when you file your tax return. For example, if you live in Napoleon (1.5% income tax) and work in Bowling Green (2.0% income tax), then you do not have to pay

income tax to Napoleon. But if you live in Napoleon (1.5% income tax) and work in Deshler (1.0% income tax), then you must pay 0.5% income tax to Napoleon.

By implementing a 50% reciprocity income tax credit instead of the current 100% credit, we would be able to resolve not only the NF&R Department and NPD Dispatch Center staffing issues, but also help address concerns with the amount of capital improvement funds used for road resurfacing and the City's General Fund operations. The proposed solution would provide funding for the following:

- One (1) full-time fireman – (this will allow for three (3) full-time firefighters on each shift)
- 12-hour part -time fireman (restructure the part-time schedule to work 24-hour shift)
- Result is four (4) firemen around the clock – made up of full-time and part-time. This would accomplish the same outcome as the SAFER grant for less cost.
- One (1) full time dispatcher (bringing the staffing level back to six)
- Increase the amount of funding for the capital improvement fund, which we propose to use strictly for additional road resurfacing projects.
- Any additional funding from this change will help lessen the gap of the projected revenues to the proposed budget, thus reducing the impact on the general fund reserve.

Financial Outlook

As stated, the funding for the proposed solution would come from a reciprocity income tax. We are recommending a 50% reciprocity instead of the current 100%. Reciprocity can be achieved by council action and would generate approximately \$400,000 per year. Based on average projections, this revenue would be able to fund the above issues the city is facing. Below is information regarding the impact of the fifty (50) percent reciprocity change along with other jurisdictions percents.

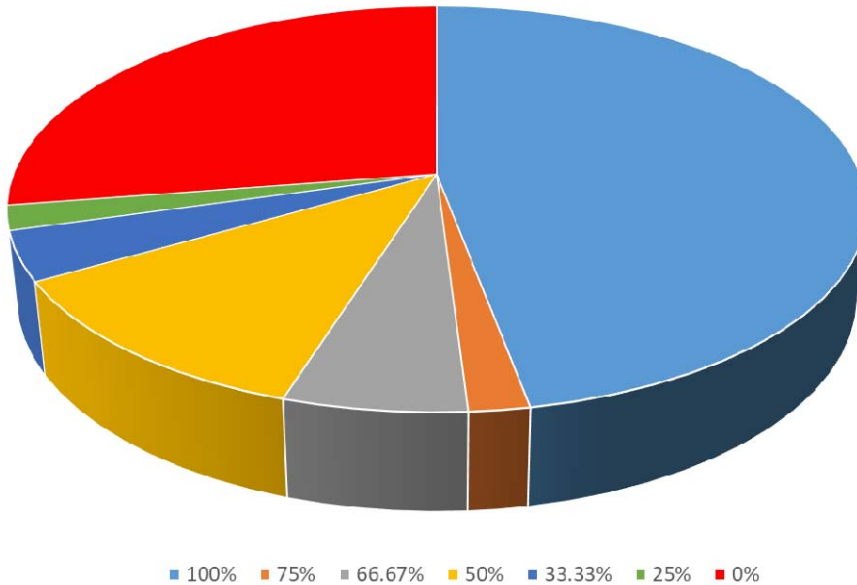
Impact of Reciprocity - If someone lives in the City of Napoleon but works outside, then they would receive 50% credit instead of 100% credit for host employer location. The person would also have to pay the difference between the City of Napoleon income tax rate and the host employer.

Potential Estimated Additional Tax Generated -50% Reciprocity based on 3 year average (2017, 2016 & 2015)	\$	392,229.67			
Est. Portion to General Fund (based on 65% split-2020 and 62% for other years)	\$	254,949.28	\$	243,182.39	\$ 243,182.39
Est. Portion to Capital Improvement Fund (based on 35% split-2020 and 38% for other years)	\$	137,280.38	\$	149,047.27	\$ 149,047.27
Cost of 1 Full time Firefighter		1st Year	2nd Year	3rd Year	4th Year
Salary (includes \$2,000 for Paramedic Bonus)	\$	40,357.49	\$ 45,498.00	\$ 46,845.42	\$ 50,539.71
Fire Pension 24%	\$	9,685.80	\$ 10,919.52	\$ 11,242.90	\$ 12,129.53
FICA	\$	585.18	\$ 659.72	\$ 679.26	\$ 732.83
Worker's Compensation	\$	807.15	\$ 909.96	\$ 936.91	\$ 1,010.79
Health Insurance (Family-new) -projected at 10% increase per year	\$	21,200.00	\$ 23,320.00	\$ 25,652.00	\$ 28,217.20
SUBTOTAL FT FIREFIGHTER	\$	72,635.62	\$ 81,307.20	\$ 85,356.49	\$ 92,630.06
Cost of Part time Fire fighter					
Salary (estimated) -projected at 2% per year	\$	66,500.00	\$ 67,830.00	\$ 69,186.60	\$ 70,570.33
Social Security (6.2%)	\$	4,123.00	\$ 4,205.46	\$ 4,289.57	\$ 4,375.36
FICA	\$	964.25	\$ 983.54	\$ 1,003.21	\$ 1,023.27
Worker's Compensation	\$	1,330.00	\$ 1,356.60	\$ 1,383.73	\$ 1,411.41
SUBTOTAL PT FIREFIGHTER	\$	72,917.25	\$ 74,375.60	\$ 75,863.11	\$ 77,380.37
Cost of 1 Full time Dispatcher					
Salary (estimated) -projected at 2% per year	\$	34,775.68	\$ 38,042.86	\$ 41,616.98	\$ 45,526.90
PERS	\$	4,868.60	\$ 5,326.00	\$ 5,826.38	\$ 6,373.77
FICA	\$	504.25	\$ 551.62	\$ 603.45	\$ 660.14
Worker's Compensation	\$	695.51	\$ 760.86	\$ 832.34	\$ 910.54
Health Insurance (Family-new) -projected at 10% increase per year	\$	21,200.00	\$ 23,320.00	\$ 25,652.00	\$ 28,217.20
SUBTOTAL FT DISPATCHER	\$	62,044.04	\$ 68,001.33	\$ 74,531.14	\$ 81,688.54
LESS 24% REIMBURSEMENT FOR TOWNSHIP FIRE CONTRACT (FT & PT FIREFIGHTER)	\$	(34,932.69)	\$ (37,363.87)	\$ (38,692.70)	\$ (40,802.50)
TOTAL COST FOR FIREFIGHTER (FT & PT) AND DISPATCHER	\$	172,664.22	\$ 186,320.26	\$ 197,058.04	\$ 210,896.47
REMAINING BALANCE OF GENERAL FUND RECIPROCITY ALLOCATION (USING 3 YEAR AVERAGE OF INCOME TAX FIGURES)	\$	82,285.07	\$ 56,862.14	\$ 46,124.36	\$ 32,285.93
Working Draft 1.21.20					

NORTHWEST OHIO CITY & VILLAGE TAX RATES AND CREDITS GIVEN (Rates Listed as of 10/8/18)

	CITY	CREDIT TO	PERCENT %	NET % of TAX
	TAX	ANOTHER	OF TOTAL	DUE AFTER
<u>CITY/VILLAGE</u>	<u>RATE</u>	<u>CITY (Up To)</u>	<u>TAX (CREDIT)</u>	<u>CREDIT</u>
ARCHBOLD	1.50%	1.50%	100.00%	0.00%
ARLINGTON	1.00%	1.00%	100.00%	0.00%
BELLEVUE	2.00%	2.00%	100.00%	0.00%
BLOOMDALE	1.00%	0.00%	0.00%	100.00%
Bowling Green	2.00%	0.50%	25.00%	75.00%
Bradner	1.00%	0.00%	0.00%	100.00%
Bryan	1.80%	1.80%	100.00%	0.00%
Clay Center	1.50%	1.50%	100.00%	0.00%
Clyde	1.50%	1.50%	100.00%	0.00%
Defiance	1.80%	1.80%	100.00%	0.00%
Delta	1.50%	1.00%	66.67%	33.33%
Edgerton	1.75%	1.75%	100.00%	0.00%
Elmore	1.75%	0.00%	0.00%	100.00%
Fayette	1.50%	1.50%	100.00%	0.00%
Findlay	1.00%	0.00%	0.00%	100.00%
Fostoria	2.00%	0.00%	0.00%	100.00%
Fremont	1.50%	1.50%	100.00%	0.00%
Genoa	1.50%	0.00%	0.00%	100.00%
Gibsonburg	1.00%	0.00%	0.00%	100.00%
Grand Rapids	1.00%	0.50%	50.00%	50.00%
Green Springs	1.00%	0.50%	50.00%	50.00%
Holgate	1.00%	0.00%	0.00%	100.00%
Holland	2.25%	2.25%	100.00%	0.00%
Leipsic	1.50%	1.50%	100.00%	0.00%
Liberty Center	1.00%	0.50%	50.00%	50.00%
Lima	1.50%	1.50%	100.00%	0.00%
Luckey	1.00%	0.00%	0.00%	100.00%
Maumee	1.50%	1.50%	100.00%	0.00%
Millbury	1.50%	0.00%	0.00%	100.00%
Montpelier	1.60%	1.60%	100.00%	0.00%
Napoleon	1.50%	1.50%	100.00%	0.00%
N.Baltimore	1.00%	0.00%	0.00%	100.00%
Northwood	1.50%	1.50%	100.00%	0.00%
Oak Harbor	1.00%	0.00%	0.00%	100.00%
Oregon	2.25%	2.25%	100.00%	0.00%
Ottawa Hills	1.50%	0.50%	33.33%	66.67%
Pemberville	1.00%	0.00%	0.00%	100.00%
Perrysburg	1.50%	0.75%	50.00%	50.00%
Port Clinton	1.50%	0.50%	33.33%	66.67%
Rossford	2.25%	2.25%	100.00%	0.00%
Swanton	1.50%	1.00%	66.67%	33.33%
Sycamore	1.00%	0.50%	50.00%	50.00%
Sylvania	1.50%	1.50%	100.00%	0.00%
Tiffin	1.75%	1.75%	100.00%	0.00%
Toledo	2.25%	2.25%	100.00%	0.00%
Tontogany	1.00%	1.00%	100.00%	0.00%
Walbridge	1.50%	1.00%	66.67%	33.33%
Wartsville	2.00%	1.50%	75.00%	25.00%
Wauseon	1.50%	1.50%	100.00%	0.00%
Weston	1.00%	0.00%	0.00%	100.00%
Whitehouse	1.50%	0.75%	50.00%	50.00%

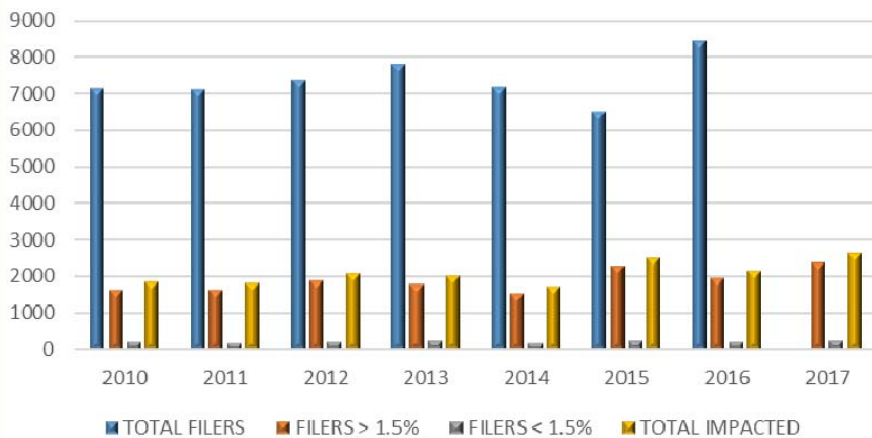
Percent of Reciprocity by Jurisdiction



Reciprocity	Number
100%	24
75%	1
66.67%	3
50%	6
33.33%	2
25%	1
0%	14
TOTAL	51

YEAR	TOTAL FILERS	FILERS > 1.5%	FILERS < 1.5%	TOTAL IMPACTED	% OF FILERS IMPACTED
2010	7127	1648	215	1863	26.1
2011	7086	1647	184	1831	25.8
2012	7364	1886	200	2086	28.33
2013	7786	1787	232	2019	25.66
2014	7181	1549	171	1720	23.9
2015	6499	2293	236	2529	39
2016	8446	1949	195	2144	25.4
2017		2399	239	2638	

TOTAL IMPACTED BY 50% REDUCTION



Implementation

Legislation amending Napoleon Ordinances 143.01, 145.01, and 194.081 will be needed to effectuate the proposed changes.

Other Options

In seeking solutions to this issue, we had to look at alternatives. The first alternative is to do nothing and keep the staffing and funding levels the same. We do not believe that this is a good option due to the reasons above; safety and increased call volume/workload being the main drivers. In addition to this, we are projecting that Napoleon's population will start to increase steadily in the near term. This not only includes the residential population with approximately 113 housing units built or under construction over an 18-month period, but an increase in business growth. The daytime population of Napoleon has increased greatly over the past few years due to increased business activity, which contributes to the workload increase.

Another option would be to raise the proposed Reciprocity Income Tax Credit to 70% and forgo collecting anything additional for capital improvement funding for roads. This would cause the annual income tax split of the typical 62% Operating and 38% Capital Funds to widen. The effect would be that the margin would widen by approximately 6%, which would require a 65% Operating and 35% Capital Fund under current conditions. Also, keep in mind that we are within striking distance of funding the repaving of Oakwood Avenue from Perry Street to the Commissioner's office complex. Though we received a grant for \$2 M, we still need to finance an additional \$2 M more to complete the entire project. There are also many roads throughout the City that are in need of resurfacing or will be in need of resurfacing in the near future. More funding is required in order to stay ahead of the need, even though the two ballot issues were voted down in 2017.

Another option would be to go to the voters to increase the City income tax by approximately 0.2%. This is not recommended because the people that are already paying income tax to the City would be getting taxed again and may not be in favor of this solution. Under current conditions, those that get the Reciprocity Income Tax Credit now are receiving the services, but not paying for them. The reduction of the Reciprocity Income Tax Credit would essentially cause those that are not paying for the services now to at least pay for a portion from their income tax.

Conclusion

We feel that the above identified solution of the fifty percent (50%) reciprocity solves important issues facing the City of Napoleon and would be the best solution of any other options. This approach will offer long term funding for basic essential services for the citizens and businesses of Napoleon. Although this change affects a small percent of our citizens, we believe the benefit of providing these additional resources for public safety outweigh the impact. Those individuals live in this community and may need the service, but do not pay for it now. It is only fair to the citizens who live and work in the City, for them to share the burden of the cost of providing these valuable services.

City of Napoleon, Ohio

CIVIL SERVICE COMMISSION

Meeting Agenda

Tuesday, January 28, 2020 at 4:30 pm

Location: Council Chambers, 255 West Riverview Avenue, Napoleon, OH

1. Call to Order
2. Organization of Board
3. Approval of Minutes - December 3, 2019
4. Approve Applicants for the Police Officer (Patrolman Grade) Physical Fitness Test
5. Discussion/Action on Termination of Current List for Firefighter/Paramedic
6. Set Dates to Receive Applications through the National Testing Network for Firefighter/Paramedic
7. Discussion/Action to Extend Fire Captain Eligibility List by Six Months
8. Any Other Matters to Come before the Commission
9. Adjournment



Roxanne Dietrich

Executive Assistant to Appointing Authority/Clerk of Council

PRESENT	
Members	Bill Finnegan, Megan Lytle-Steele, Amy Bains
City Staff	David J. Mack-Chief of Police HR Director-Lanie Lambert Roxanne Dietrich
Executive Asst. to Appointing Authority (Clerk of Council)	
ABSENT	
Call to Order	The Civil Service Commission meeting was called to order by Chairman Finnegan at 4:30 pm.
Approval of Minutes	Hearing no objections or corrections, the April 23, 2019, April 30, 2019 and May 9, 2019 Civil Service Commission meeting minutes were approved as presented.
List for Police Officer	Lambert stated we are requesting to establish an original appointment hiring list for the entry level or lateral police officer/patrolman grade. We have one opening. Chief Mack added I have an officer who has tentatively accepted a position at Bowling Green. We are trying to get ahead of the curve since we know he is leaving. Lambert said the current list has been exhausted, we have contacted and interviewed everyone on the list and are asking that the list be terminated. Chief Mack noted many of those on the list have accepted offers at other places. The National Testing Network has worked well for us. We are still not seeing the numbers I would like to see but this is common across the state. With the NTN we are getting applicants from further on out.
Motion to Approve an Establishing an Original Appointment Hiring List for Police Officer	Motion: Lytle-Steele Second: Bains to approve establishing an original appointment hiring list for Entry Level or Lateral Police Officer/Patrolman Grade.
Passed	Roll call on the above motion:
Yea-3	Yea-Lytle-Steele, Finnegan, Bains
Nay-0	Nay-
Motion to Terminate Current List for Police Officer Patrolman Grade	Motion: Bains Second: Lytle-Steele to terminate the current Police Officer/Patrolman Grade Certified Eligibility List that expires on March 26, 2021.
Passed	Roll call on the above motion:
Yea-3	Yea-Lytle-Steele, Finnegan, Bains
Nay-0	Nay-
Set Date to Receive Applications	Lambert cited we like using the National Testing Network (NTN) for the written test. We advertise for thirty days and would like to start advertising on December 13, 2019 and end on January 13, 2020. The advertisement will be put

Motion to Approve Using National Testing Network for Police Officer Written Exam

Passed
Yea-3
Nay-0

Motion to Approve Advertising 30 Days Starting Dec. 19, 2019

Passed
Yea-3
Nay-0

Set Date for Police Officer for Physical Fitness Test

Motion for Physical Agility Test for Police Officer to be at 9:00 am on Either Jan. 25, 2020 or Feb. 1, 2020 Pending Location Availability

Passed
Yea-3
Nay-0

Determination of Credits

on the City's website and Facebook, it is sent to area newspapers and community colleges, put on Ohio Means Jobs, and websites geared toward police officers.

Motion: Lytle-Steele Second: Bains
to approve utilizing the National Testing Network for the Police Officer/
Patrolman Grade written exam.

Roll call on the above motion:
Yea-Lytle-Steele, Finnegan, Bains
Nay-

Motion: Bains Second: Lytle-Steele
to approve advertising for one Entry Level or Lateral Police Officer/Patrolman
Grade starting December 19, 2019 and ending on January 13, 2020.

Roll call on the above motion:
Yea-Lytle-Steele, Finnegan, Bains
Nay-

Lambert reported she contacted St. Paul's and their gym is available on January 18, 2020 to do the physical fitness test. This time I would like to put the date of the physical fitness test in the advertisement so the applicants know ahead of time when the physical fitness test will be. After a brief discussion it was determined the Civil Service Commission will not have a quorum for January 18, 2020. The dates of January 25, 2020 and February 1, 2020 were discussed. Lambert will check into the availability of a local gym and let the Commission know the date.

Motion: Bains Second: Lytle-Steele
to approve having the physical agility test for the Police Officer Patrolman Grade on either Saturday, January 25, 2020 or Saturday, February 1, 2020 at 9:00 am, pending availability of a location.

Roll call on the above motion:
Yea-Lytle-Steele, Finnegan, Bains
Nay-

Chief Mack noted we will have a person that is state certified there to handle the testing.

Lambert said in the past we have used 5% for the following credits: Veteran's (military service), having a college degree, OPOTA Certification, and if you have three years of experience with the Napoleon Auxiliary Police. The applicants have to turn in proof of credits with their application. The percentage is added to a passing score not to exceed 10% total. Bains asked if there are any auxiliary officers approaching the three-year mark? Chief Mack replied, we have had a significant amount of turnover recently, I don't believe we have anyone that is

**Motion to Approve
Certain Credits for Those
Who Have a Passing
Score and Give Proof
when Submit Application**



City of Napoleon, Ohio

255 West Riverview Avenue, P.O. Box 151

Napoleon, OH 43545

Telephone: (419) 592-4010 Fax: (419) 599-8393

www.napoleonohio.com

Memorandum

To: Parks and Recreation Board
cc: Mayor and City Council, City Law Director, City Manager, Department Supervisors, News Media
From: Roxanne Dietrich, Executive Assistant to Appointing Authority/Clerk of Council
Date: January 23, 2020
Subject: Parks and Recreation Board – Canceled

Due to lack of agenda items, the regularly scheduled meeting of the **PARKS AND RECREATION BOARD** for Wednesday, January 29, 2020 at 6:30 pm has been Canceled.

City of Napoleon, Ohio
NEW SWIMMING POOL AQUATIC FACILITY COMMISSION
Meeting Agenda

Wednesday, January 29, 2020 at 7:00 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 Ancillary Play Features
- 3) Miscellaneous
- 4) Adjournment



Roxanne Dietrich
Executive Assistant to Appointing Authority
Clerk of Council

City of Napoleon, Ohio

CIVIL SERVICE COMMISSION

Special Meeting Agenda

Saturday, February 01, 2020 at 9:00 am

Location: St. Paul Lutheran Church, 1075 Glenwood Avenue, Napoleon, OH

1. Administer the Police Officer (Patrolman Grade) Physical Fitness Test
2. Certify List for Police Officer (Patrolman Grade)
3. Adjournment.

Roxanne Dietrich

Roxanne Dietrich

Executive Assistant to Appointing Authority/Clerk of Council

AMP Update for Jan. 17, 2020

American Municipal Power, Inc. <webmaster@ampppartners.org>

Fri 1/17/2020 4:33 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>

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



Security tip - NSA issues critical advisory for CVE-2020-0601 vulnerability

By Jared Price - vice president of information technology and CTO

The National Security Agency (NSA) of the United States has issued a critical advisory notice impacting Microsoft Windows 10 and Windows Server 2019/2019 and applications that rely upon Windows for trust functionality. A spoofing vulnerability exists within the Microsoft CryptoAPI service used to "sign" software and also digital certificates used in authentication. The common name for this vulnerability is "Windows CryptoAPI Spoofing Vulnerability." Exploitation of this vulnerability enables a threat actor to subvert critical security controls used by Windows in authentication.



Optiv gTIC (ThreatDNA) has identified two probable vectors of abuse, if weaponized, related to manipulation of digital signatures for execution of untrusted binaries (malware) and subversion of the trusted Hypertext Transfer Protocol Secure (HTTPS) used for secure communications (such as phishing attacks). The NSA has stated that Windows endpoints are vulnerable to a "board range of exploitation vectors" as a result of this vulnerability.

The National Vulnerability Database (NVD) has not yet analyzed this critical vulnerability. Microsoft has identified a base score of 8.1 and temporal of 7.3 for this vulnerability. A public exploit does not currently exist at the time of this publishing.

The NSA states that the only method of mitigation is to patch as soon as possible for the patch that was released on Jan. 14, 2020.

A number of recommendations exist for this vulnerability:

- Prioritize patching for this critical vulnerability.
- Consider emergency patch procedures for high risk environments and solutions.
 - If an incident occurs prior to patching all vulnerable endpoints and servers prioritize devices that are essential to services such as Web servers and proxies performing TLS validation and critical infrastructure such as DNS, VPN and IPSec.
 - Further prioritize based upon risk exposure, patching any device that is remotely accessible to threat actors first.

- Further prioritize based upon devices that are regularly used by privileged users (aka admin) which introduces greater risk if their credentials and access are compromised.
- Perform user-awareness training to all IT and security staff immediately and review internal escalation plans and policies as a situational update for business operations.
- Implement content inspection and validation strategies for critical operational components related to authentication, such as inspection of a X509 certificate.

To view the whole report, click [here](#).

AMP holds first of two customer service operations webinars

By Jennifer Flockerzie - manager of technical services logistics

On Jan. 14, AMP held the first webinar of the two-part *Strategies for Successful Customer Service Operations* webinar series. The webinar, held through the APPA's Academy, explores the changing needs, expectations and demographics of customers.

**THE
ACADEMY**

Forty eight individuals from Berea, Bryan, Carey, Clyde, Coldwater, Cuyahoga Falls, Edgerton, Front Royal, Grove City, Hatfield, Jackson Center, Lansdale, Marshall, Milan, Montpelier, Piqua, Quakertown, St. Marys and Wadsworth were in attendance. For those who were unable to attend, a recording of the webinar can be viewed on the [member extranet](#) (login required).

AMERICAN PUBLIC
POWER ASSOCIATION

The next webinar in the two-part series, which will cover specific customer expectations and examine how customer service can become a part of an organization's infrastructure and culture, will be held on Jan. 28, 10:30 a.m. to noon. See the full course description [here](#).

If you have questions or would like to register for this webinar, please contact me at jflockerzie@ampppartners.org.

APPA to hold Smart Energy Provider program webinar next week

By Randy Corbin - assistant vice president of energy efficiency



The American Public Power Association (APPA) is holding a Smart Energy Provider (SEP) webinar next week on Jan. 22. The webinar will provide an overview of the program and application process for any community that is interested in applying for the designation. More information on the webinar can be found [here](#).

The SEP program began last year as a best-practices designation for utility operations and to bring national recognition to utilities that incorporate energy efficiencies and sustainability into their affordable electric service. The online application process is straightforward and should take 6-10 hours to complete. You can learn all about SEP on the [APPA website](#) and in this [webinar recording](#).

If you have any questions, please contact me at rcorbin@ampppartners.org, or Erin Miller at emiller@ampppartners.org.

Register for AMP's Disaster Workshop and Technical Services Conference

By Jennifer Flockerzie

Members are encouraged to save-the-date for the new Disaster Workshop and 2020 Technical Services Conference, which will take place on March 31 and April 1 respectively at the Quest Conference Center in Columbus.



The Disaster Workshop is a new and exciting training opportunity being held jointly by AMP and the American Public Power Association (APPA)

the day before the Technical Services Conference. During the workshop, participants will take part as we conduct a mock disaster drill designed to test your community's storm readiness. There is no charge to attend this event, but registration is required to ensure an accurate count for lunch.

The Technical Services Conference is designed for electric utility managers, superintendents and technical staff. It provides a great opportunity for members to increase their technical understanding, learn about new products and strengthen relationships with other AMP members and AMP staff. The event will offer a variety of informative sessions and a vendor expo featuring the latest products and offerings.

More information on the conference will be provided as it becomes available. If you have questions or would like to register, please contact me at jflockerzie@amppartners.org.

Registration open for Public Power Certification program

By Jodi Allalen - manager of member events and programs

Registration for AMP's Public Power Certification program is now open. Registration information has been sent electronically and can be accessed on the [member extranet](#) (login required). **The program is available to all elected and appointed officials.**

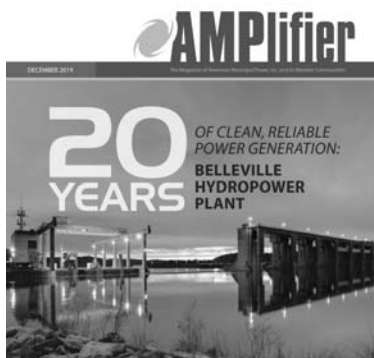
The free program, which consists of seven, one-hour webinars, is designed to provide more information about the technical and regulatory aspects of the electric utility industry, as well as about public power as a whole. Participants who complete all seven sessions will receive the AMP Public Power Certification and be recognized in AMP publications and at the 2020 AMP Annual Conference. The program will include the following sessions:

- AMP and Electric Utility Basics - Feb. 4, 10 a.m.
- Power Supply and Generation Basics - Feb. 18, 2 p.m.
- Transmission/RTO Basics - March 3, 10 a.m.
- Municipal Finance Basics - March 17, 10 a.m.
- Challenges/Opportunities Confronting the Industry - March 30, 2 p.m.
- Raising Awareness of Public Power - April 14, 10 a.m.
- Overview of AMP Services and Programs - April 28, 10 a.m.

If you would like to return a completed registration form or have any questions, please contact me at jallalen@amppartners.org or 614.540.0916.

Latest issue of *Amplifier* available online

By Holly Karg - director of media relations and communications



The latest edition of *Amplifier* has been mailed and is available to view on the [member extranet](#) (login required). This edition covers the importance of public power promotion and the resources available to help in that process, the dangers and safety precautions of backfeed and generator safety, the Focus Forward Advisory Council, the danger of ransomware for municipalities, Belleville's 20-year anniversary, and the results of the AMP Lineworkers Rodeo and 2019 AMP Awards program.

As part of AMP's sustainability principles, *Amplifier* has been made available in digital format. If you would like to join us in our sustainability efforts and receive the digital edition, rather than print, please contact me at hkarg@amppartners.org.

If you have questions about *Amplifier* or would like to suggest a story or topic for coverage, please contact me at hkarg@amppartners.org.

ANNUAL OPERATIONS DATA		
	2019	2018
Fremont Capacity Factor	58%	67%
Prairie State Capacity Factor	87%	83%
Meldahl Capacity Factor	52%	46%
Cannelton Capacity Factor	51%	46%
Smithland Capacity Factor	27%	33%
Greenup Capacity Factor	42%	35%
Willow Island Capacity Factor	63%	54%
Belleville Capacity Factor	74%	63%
Blue Creek Wind Capacity Factor	30%	28%
JV6 Wind Capacity Factor	18%	18%
Front Royal Solar Capacity Factor	21%	20%
Bowling Green Solar Capacity Factor	21%	22%
Avg. A/D Hub On-Peak Rate	\$31/MWh	\$41/MWh
* 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. * Front Royal Solar capacity factor based on 2.5 MW rating. * BG Solar capacity factor based on 20 MW rating.		

Energy market update

By Jerry Willman - assistant vice president of energy marketing

The February 2020 natural gas contract decreased \$0.043/MMBtu to close at \$2.077 yesterday. The EIA reported a withdrawal of 109 Bcf for the week ending Jan. 10, which was above market expectations of -93 Bcf. The year-ago withdrawal was 82 Bcf and the five-year average was -184. Storage is now 3.039 Tcf, 19.4 percent above a year ago and 5.2 percent above the five-year average. The winter withdrawal running total of -693 Bcf compares to the five-year average of -840.

On-peak power prices for 2021 at AD Hub closed yesterday at \$31.05/MWh, which decreased \$0.25/MWh for the week.

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

Week ending Jan. 17

MON	TUE	WED	THU	FRI
\$24.75	\$22.89	\$22.14	\$27.11	\$28.68

Week ending Jan. 10

MON	TUE	WED	THU	FRI
\$25.84	\$25.18	\$24.17	\$23.82	\$19.37

AEP/Dayton 2021 5x16 price as of Jan. 16 — \$31.05

AEP/Dayton 2021 5x16 price as of Jan. 9 — \$31.30

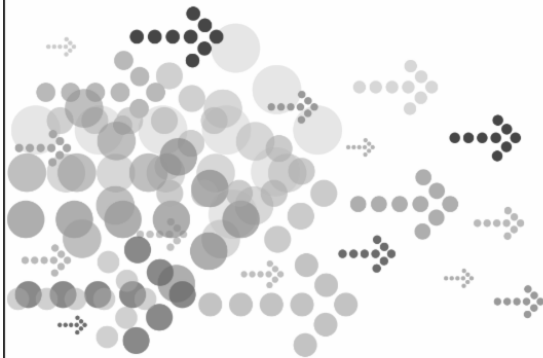
AFEC weekly update

By Jerry Willman

The AMP Fremont Energy Center (AFEC) operated in 1x1 configuration for the week, CT1 remained offline for repairs. PJM dispatched the plant offline on Saturday based on day ahead economics. PJM also dispatched the plant offline overnight for economics Monday through Thursday. The plant remained online for real time operations Thursday. For the week, the plant generated at a 31 percent capacity factor (based on 675 MW rating).

FOCUS FORWARD 2020 WEBINAR SERIES

Register by clicking this [schedule](#) or contact Erin Miller, director of energy policy and sustainability at 614.540.1019 or by email at emiller@amppartners.org.



Jan. 22, 2–3 p.m.

*** EV Public Charging Stations — member case studies

Mar. 9, 2–3 p.m.

*** Communicating with Customers — social media and more

May 14 2–3 p.m.

*** EVs for Your Fleet

July 21 2–3 p.m.

*** Beyond Electrons — social engineering services for customers

September (during AMP/OMEA Annual Conference)

*** Rate Design — what do customers want and need

Nov. 10 2–3 p.m.

*** EV Rate Design and Managing Demand

The Focus Forward Advisory Council has identified these topics to help educate and inform AMP's members about emerging industry trends and to prepare for further integration of distributed energy resources.



THE ACADEMY
Webinars

AMERICAN PUBLIC
POWER ASSOCIATION

2020

**Register Now
for Webinars**

Register today at
www.PublicPower.org
under Education & Events.

Non-members can enter
coupon code AMP to
receive the member rate.





SAVE THE DATE

APPA 2020
Legislative Rally
Feb. 24-26
Washington, D.C.

AMP TRAINING SERIES:

Register for these upcoming courses

Strategies for Successful Customer Service Operations webinar

Date: Jan. 28

Economic Development Best Practices webinar

Date: Feb. 18

Disaster Workshop

Prerequisite: None

Date: March 31

Class length: One day

Location: Quest Conference Center, 8405 Pulsar Place, Columbus

AMP Technical Services Conference

Date: April 1

Class length: One day

Location: Quest Conference Center, 8405 Pulsar Place, Columbus

Cost: \$175

Journeyman Refresher - Transformers

Prerequisite: Must be a lineworker for three years

Date: May 27-28

Class length: Two full days

Location: AMP Headquarters – Columbus

Size: Limited to 20

Cost: \$500

For a complete schedule and full details of the 2019 training courses, see the 2019 AMP Training Catalog at: www.amppartners.org/services/technical-services.

To register contact Jennifer Flockerzie, manager of technical services logistics, at 614.540.0853 or jflockerzie@amppartners.org



Classifieds

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

City of St. Clairsville seeks applicants for two positions

Director of public service/safety

The City of St. Clairsville is seeking applicants for the position of director of public service/safety. By charter, the director is in charge of the planning, construction, operation and maintenance of all public works (water, waste water, electric and street), city properties and improvements, as well as providing limited oversight of police operations, together with all the other powers conferred upon the position by Ohio law. A bachelor's degree preferred along with public administration or related fields of study and three to five years of experience.

Director of finance

The City of St. Clairsville is seeking applicants for the position of director of finance. The director keeps all financial accounts of the city and of the several departments and officers thereof. Responsibilities include keeping an accurate account of all taxes and assessments, all moneys due the city, all receipts and disbursements by the city, all assets and liabilities of the city, and all appropriations made by City Council. A bachelor's degree in finance or accounting, as well as experience in governmental finance, is required.

Deadline to apply for these positions is close-of-business on Jan. 27. For complete job descriptions, visit our [website](#).

City of Coldwater seeks applicants for IT manager

The City of Coldwater is seeking applicants for the position of IT manager. Under the direct supervision of the IT director, this individual primarily manages day-to-day internal City of Coldwater and Coldwater Board of Public Utilities (CBPU) IT operations. This includes maintaining hardware/software, training, documentation, developing policies/procedures and reporting. This individual will also serve as a level three support technician in a four-level support system. The IT team lead will be responsible for resolving support requested escalated from level two support. Support requests that exceed the level three knowledge or resources will be escalated to level four support (internal to the city or through externally contracted services) on a timely basis. The systems administrator (SA) and IT support specialist will report directly to this individual and will be cross-trained to provide direct backup of the system administrator position. This position will require hands-on skills as well team management skills.

The successful candidate will have prior management experience preferred; at least five years of experience in technical operations; prior experience in a customer service environment, including proven project management skills; familiarity with various protocols including TCP-IP, DNS, DHCP and IP addressing schemes; working knowledge of various operating systems (including Apple iOS and all versions of Microsoft Windows), and a basic working knowledge Linux operating system; and a working knowledge of telephone systems and protocols. Candidates must have the ability to learn and comprehend new computer applications and systems; the ability to consistently maintain a high standard of communication and customer service etiquette, especially while under pressure; and the ability to multitask, plan, organize and instruct. Candidates must also have excellent verbal and written communication skills; be able to work well with people, both subordinates and peers; and possess good work habits and work extra hours as needed, including the ability to simultaneously manage multiple large projects.

To view the full job description or to apply, please visit www.coldwater.org.

City of Oberlin seeks applicants for journeyman lineworker

The City of Oberlin is accepting applications for a Journeyman Lineman position in the Distribution Division of the Oberlin Municipal Light & Power System (OMLPS)/Electric Department. Duties include the operation, maintenance and routine construction of the electric distribution system.

Minimum Qualifications include a high school diploma or equivalent, successful completion of journey line worker apprenticeship program, and four years of experience as apprentice lineman, or an equivalent combination of education and experience which provides the skills and abilities necessary to perform the job. Valid State of Ohio Driver's License, valid Ohio Class A Commercial Driver's License and Journeyman Line Worker Certification required. Starting Hourly Rate is \$27.35-\$34.19/Hour, depending on qualifications.

Applications and full job description are available at www.cityofoberlin.com and at Oberlin City Hall (85

South Main Street, Oberlin, Ohio 44074). Applications may be returned via email to: hr@cityofoberlin.com Or mailed to: City of Oberlin Human Resources Department, 85 South Main Street, Oberlin, OH 44074.

City of Cuyahoga Falls to hold competitive written examination for apprentice lineworker position

The City of Cuyahoga Falls will hold an open, competitive written examination for the position of apprentice lineworker on Jan. 28, 6 p.m., at the Quirk Cultural Center, 1201 Grant Ave., Cuyahoga Falls, OH 44221. Registration for the exam will begin at 5 p.m. A valid driver's license or state issued ID must be presented. Completed applications for the position must be postmarked no later than Jan. 21.

Job Summary:

Under the direct supervision of Line Foreman or higher classified Linemen as a learner in training, assists another employee of higher classification in the operation, construction and maintenance of utility facilities, including routine groundwork. Under close supervision with a higher classified employee, may work on secondary lines.

Applicant must be a high school graduate or equivalent and at least 18 years old. Must have physical and mental attributes to climb and work aloft. Must have the ability to learn the layout, functions and operations of the electrical equipment involved. Applicant must be a non-smoker and non-tobacco user, including but not limited to cigarettes, cigars, pipes, snuff, etc. for the duration of their employment at the City. Applicant must possess a valid State of Ohio Class A Commercial Driver's License (CDL) or obtain CDL within probationary period of one (1) year. Applicant must learn to do the following: learn and follow all applicable safety rules; perform groundwork, climb poles and work on energized secondary conductors; anticipate requirements of linemen working aloft and supply them with tools and equipment; raise and lower arms by means of hand lines; dig holes for poles and anchors; set anchors and assist in erecting poles; backfilling and tamping; load, unload, move and handle poles and other overhead line materials and equipment; place or store tools and materials in their proper places; pull strain on block and tackle for linemen; install, remove, maintain and repair secondary services; operate and clean department vehicles; report all failures on items requiring attention involving vehicles or equipment; assemble, clean and straighten block and tackle; tie knots; engage in any work of operating power tools, drill holes in pavement, sidewalks and driveways of concrete, stone or brick; fill and grade same in a neat and orderly manner and in a safe, temporary condition; remove and replace sod and shrubbery; learn first aid and accepted methods of resuscitation; perform routine work in the shop as directed; place, remove and maintain barricades, flags, lights and signals for protection of traffic and pedestrians; act as safety man while linemen are working aloft; make simple customer contacts; snow removal - electric utility building walks, drives and parking lots; holiday decorating, install and service electrical and associated work; occasional desk calls.

Starting pay is \$19.02 per hour. With satisfactory progress and promotions, top Lineman pay is \$38.45 per hour. Examination fee is \$25.00, non-refundable, application processing fee, payable in cash or money order, due at the time the completed application is submitted. Personal checks will not be accepted.

A 20 percent extra credit is offered for any applicant who has completed service in the uniformed services, and has been honorably discharged, has transferred to the reserve with evidence of satisfactory service or is a member of the national guard or a reserve component of the forces of the United States who, at the time of the examination, has completed more than 180 days of active duty service pursuant to an executive order of the president of the United States or an act of the congress of the United States. A 15 percent extra credit is offered for any applicant who is a member in good standing of a reserve component of the armed forces of the United States, including the National Guard. Copy of Form DD-214 (proof of honorable discharge) or certificate of service must be submitted with application to be eligible for extra credit.

Applications may be obtained from the Department of Human Resources/Civil Service Office, City Building, 2310 Second St., Cuyahoga Falls, OH 44221, Monday-Friday, 8 a.m.-5 p.m., or visit www.cityofcf.com to print the Notice of Exam and Civil Service application.

City of Cleveland seeks applicants for electric transmission SCADA engineer

The City of Cleveland is seeking applicants for the position of electric transmission SCADA engineer. Under the direction of the superintendent of purchase power, maintains Cleveland Public Power's (CPP) supervisory control and data acquisition (SCADA) system and associated systems. Interfaces with CPP's SCADA maintenance contractor, maintains current system licenses, troubleshoots, as well as installs and integrates hardware and software updates and enhancements. Develops, designs, programs and troubleshoots applications specific to the CPP SCADA system and associated systems. Prepares and delivers related training materials for transmission operators. Troubleshoots and maintains local desktops and other peripheral equipment as well as remote SCADA equipment including remote terminal units and associated communications systems. Troubleshoots and maintains functionality relating to recording power flows in and out of the CPP system. Schedules wholesale power deliveries and communicates with PJM Interconnection, the regional transmission authority. Troubleshoots and maintains SCADA functions relating to trouble operations such as opening and closing circuits and starting generators and other equipment. Performs other related duties as required. Salary: \$31,200-\$101,920 annually.

A high school diploma or GED is required. A bachelor's degree in engineering, information technology or computer science is required. Three years of full time paid experience designing, implementing, documenting and maintaining SCADA and control systems and components for electric power and distribution networks is required (Substitution: Two years of full time paid experience may substitute for each year of college education lacking). Must be knowledgeable and experienced in working with computer networks and their configurations, communications systems technology, data management and infrastructure security. Must have demonstrated experience troubleshooting and resolving issues on critical equipment. Must be able to be on call to assist in system emergency operations at all hours. A valid State of Ohio driver's license is required.

Town of Bedford seeks applicants for assistant right-of-way supervisor

The Town of Bedford is seeking applicants for the position of assistant right-of-way supervisor. Applicants must be experienced in trimming, climbing and working around electric hazards. Class A CDL required and the ability to operate a bucket truck, chain saws and other right-of-way clearing equipment. Ability to supervise right-of-way crew and promote on the job safety. Compensation based on experience and skill level. Salary up to \$45,760 annually with benefits package to include health insurance, retirement, life insurance and annual leave.

Applications are available online at www.bedfordva.gov. Submit a completed town application online or mail to: Human Resources, 215 E. Main St., Bedford, VA 24523. Applications will be accepted until the position is filled. Resumes alone are not accepted and must be sent in with application. EOE

Qualifications

Must have a Class A CDL (or obtain a CDL in first year of employment) and be experienced right-of-way trimmer.

Borough of Grove City truck for sale by bid

The Borough of Grove City offers the following truck for sale by bid: 2000 model year Ford F750 chassis with Altec D845A Digger/Derrick. The truck has 10,101 miles on the chassis and is in good condition. Most recent ANSI and Dielectric test on Jan. 15, 2019. Front bumper mounted winch and take up reel.

For more information please contact Tanya Pollard, Grove City Borough secretary by calling 724.458.7060 extension 105 or by email at Tanya@GroveCityOnline.com.



City of Marshall seeks applicant for assistant director of electric utilities

The City of Marshall is a quaint Norman Rockwell style community with a population of 7,068 in lower, central Michigan. Located less than one hour from the campuses of the University of Michigan and Michigan State University, two hours from Detroit and beautiful Lake Michigan, and three hours from Chicago. The City has installed a fiber to the premise system to every property in the city with symmetrical speeds up to 10 mbps.

The community is seeing unusual growth with over \$1 billion of industrial growth. Click [here](#) to view the Choose Marshall video. Located at the intersection of I-94 and I-69, the crossroads of international highways, the city is preparing for large industrial and residential growth with a 1,000-acre mega industrial site. The downtown district is 97 percent commercially occupied. The city has the largest National Historic Landmark District in Michigan with many neighborhoods of historic homes.

In the next three years, it is anticipated a peak-demand growth from 23 MW to 123 MW. The city will be constructing infrastructure to meet this demand. A privately developed dual unit 500 MW gas fired power plant is proposed in the city. A complete job description can be found at www.cityofmarshall.com

Qualifications for the Assistant Director of Electric Utilities position include a degree in electrical engineering or a closely-related field, and a minimum of three to five years of experience working for an electric utility with supervisory or executive leadership responsibilities. A State of Michigan licensed professional engineer desired. Annual salary of \$80,000 with excellent benefits.

To apply for this position, submit a cover letter, resume and professional references to HumanResources@cityofmarshall.com.

The City of Marshall is an Equal Opportunity Employer. Position open until filled.

Ohio Municipal League Legislative Bulletin


Ohio Municipal League <kscarrett@omlohio.org>

Fri 1/24/2020 12:32 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>

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Legislative Bulletin

January 24, 2020

OML UPDATE AT-A-GLANCE

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

- Lt. Gov. Jon Husted has announced that InnovateOhio has issued a request for proposal (RFP) with the Ohio Department of Public Safety (ODPS) and the Ohio Department of Administrative Services (DAS) to bring Ohio's background check system into line with Gov. DeWine's STRONG Ohio initiative. The RFP would create eWarrant and eProtection order systems that aim to be user-friendly and free to local governments.
- The Legislative Service Commission (LSC) reports that the state budget is on a favorable trajectory, with General Revenue Fund (GRF) expenditures coming in below estimates by 1.4% or \$264.5 million for the first half of the fiscal year.
- A group known as the Ohioans For Secure & Fair Elections, along with the American Civil Liberties Union (ACLU), has filed petition summary language with Attorney General Yost's office for a constitutional amendment that would automatically register eligible Ohioans to vote when doing business with the Bureau of Motor Vehicles unless they choose to opt-out, along with other voting-related proposals.

AUDITOR'S OFFICE LAUNCHES TRAINING IN CYBER SECURITY FOR LOCAL GOVERNMENTS

As the threat of cyberattacks on local governments continues to be a main issue of concern for local officials, the Ohio Auditor's office has created a training session on how local officials can prevent and deal with cyberattacks should they occur.

The office of the Ohio Auditor of State Keith Faber is hosting a Local Government Officials Conference from April 7-9 at the Hyatt Regency in Columbus. You can register for the conference by clicking [HERE](#).

As local officials learn to protect their cities and villages from cybersecurity threats, the state is also taking action to help local governments in the event of a cyberattack. In late October 2019, Governor DeWine signed SB 52, which create a cyber reserve force under the Ohio Adjutant General.

Much like the National Guard, which is also overseen by the Adjutant General, the cyber reserve force will be called into action when a cyberattack occurs. However, the cyber reserve force will actually be made up of civilians who volunteer to be on the force.

The League encourages our members to attend the conference in April and any subsequent trainings that are made available. It is important that Ohio's cities and villages are equipped to defend themselves from cyber security threats.

DAYTON FEATURED IN NATIONAL LEAGUE OF CITIES' "CITIES SPEAK" BLOG

Jeffrey J. Mims Jr., a Commissioner on the City of Dayton's City Commission, authored a post in the National League of Cities' "Local Leader Voices" series on how the Earned Income Tax Credit (EITC) has impacted the Dayton community for the better.

Mims Jr. explains that the EITC is a refundable tax credit for working individual and families earning \$54,000 or less annually. The community engagement department of Dayton has partnered with the Dayton Earned Income Tax Coalition to ensure those individuals and families understand what they are entitled to under the EITC and ensure they get as much of that tax credit as possible. You can read the article in full [HERE](#).

MUNICIPAL ENGINEERS INVITED TO LEADERSHIP TRAINING

The Engineers Foundation of Ohio is holding training through the Engineers Leadership Institute called "The Engineer as Leader", which will take place from February 7-8 at the Columbus Airport Marriott.

The mission of the Engineers Leadership Institute is "to invest in leadership training in upwardly-mobile engineers so they may develop a vision that motivates others to move with a passion." The training program is designed to instruct attendees on how to motivate their colleagues, expand their range of leadership strategies and explore "situation analysis" and executive leadership.

All design professionals are invited to this training, including government engineers. The registration deadline ends on Jan. 31. To find out more information and to register, click [HERE](#).

NEW BILLS OF MUNICIPAL INTEREST

Here is a bill introduced this week that impacts municipalities:

- HB 476 - EMINENT DOMAIN. Sponsored by Rep. Manning (R - New Middletown) and Rep. Hambley (R -Brunswick), would amend the law regarding eminent domain and to declare an emergency.

Note: This language appears to reflect the concerns of the League and other local governments regarding HB 288, the bill impacting eminent domain in the case of a recreational trail. We will continue to review the legislation and will update our members on this bill as more information becomes available.

(Link: <https://bit.ly/2RJ4tbp>)

COMMITTEE RECAP: BILLS OF MUNICIPAL INTEREST

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

- HB 169 - IMMIGRATION LAWS (SANCTUARY CITIES/POLITICAL SUBDIVISIONS). Sponsored by Rep. Keller (R - Middletown) and Rep. Antani (R - Miamisburg), would require state and local authorities to cooperate with the federal government in the enforcement of immigration laws, sanction those that fail to do so, and declare an emergency. During its first hearing before the House Criminal Justice Committee, the bill's sponsors explained the legislation would withhold funding from political subdivisions that call themselves "sanctuary" jurisdictions and make it possible for those local officials to be held responsible for personal injury, death or property loss if the "sanctuary" jurisdiction declaration is deemed as the proximate cause of the crime. The League is opposed to this legislation.(Link: <https://bit.ly/2RKYdzS>)

- HB 312 - CROWDFUNDING. Sponsored by Rep. Powell (R - Laura), would permit intrastate equity crowdfunding under certain circumstances. During its first hearing before the Senate Finance Committee, the bill's sponsor explained how the bill would encourage increased investment in Ohio businesses. The League is supportive of this legislation.(Link: <https://bit.ly/37naDoa>)
- HB 421 - LOCAL GOVERNMENT IMMUNITY. Sponsored by Rep. Smith (R - Germantown) and Rep. Blair (R - Weathersfield Twp.), would provide a municipal corporation or county immunity from civil and criminal liability in any action that arises from a hospital police officer acting directly in the discharge of the person's duties as a police officer and that occurs on the premises of the hospital or its affiliates or subsidiaries or elsewhere in the municipal corporation or county. During its first hearing before the House Civil Justice Committee, the bill's sponsors explained the legislation was inspired by an incident in Cincinnati. The League is still looking into this legislation.(Link: <https://bit.ly/2RNZIx2>)
- SB 182 - FIREARM PURCHASES. Sponsored by Sen. Thomas (D - Cincinnati) and Sen. Lehner (R - Kettering), would raise the minimum age to purchase a firearm to age 21 and to increase the penalty for improperly furnishing firearms to an underage person. During its second hearing before the Senate Government Oversight and Reform Committee, Moms Demand Action testified in support of the bill. The League is neutral on this legislation.(Link: <https://bit.ly/3aFn4gT>)
- SB 237 - DUTY TO RETREAT. Sponsored by Sen. Johnson (R - McDermott), would enact the Ohio Duty to Retreat Act to modify the law regarding self-defense. During its fourth hearing before the Senate Government Oversight and Reform Committee, opponents including Students Demand Action and Moms Demand Action testified in opposition to the bill. The League is neutral on this legislation.(Link: <https://bit.ly/2TQn6g1>)
- HB 295 - ELECTRIC SCOOTERS. Sponsored by Rep. Hoops (R - Napoleon), would establish requirements governing low-speed electric scooters. During its second hearing before the Senate Transportation, Commerce and Workforce Committee, proponents including scooter company Bird and shared mobility company Wheels Lab testified in support of the bill. The League is neutral on this legislation.(Link: <https://bit.ly/30PgT5J>)
- SB 72 - FIREWORKS LAW. Sponsored by Sen. Burke (R - Marysville), would revise the Fireworks Law. During its fourth hearing before the Senate

Transportation, Commerce and Workforce Committee, a veteran asked the committee to consider veterans with post-traumatic stress disorder (PTSD) before passing a bill regarding fireworks regulations. The League is neutral on this legislation.(Link: <https://bit.ly/37m7AN5>)

- HB 34 - MINIMUM WAGE. Sponsored by Rep. Kelly (D - Cincinnati), would increase the state minimum wage and allow municipalities, townships and counties to establish higher minimum wage requirements. During its first hearing before the House Commerce and Labor Committee, the bill's sponsor explained the bill's intention to gradually increase the minimum wage to \$15 per hour by 2023. The League is still looking into this legislation.(Link: <https://bit.ly/2sRaKJw>)

COMMITTEE SCHEDULE FOR THE WEEK OF JANUARY 26, 2020

Tuesday, January 28, 2020

HOUSE CIVIL JUSTICE

Tue., Jan. 28, 2020, 2:00 PM, Hearing Room 114

Rep. Hambley: 614-466-8140

OR AFTER SESSION

STATUTORY IMMUNITY-HOSPITAL POLICE (SMITH J, BLAIR G) To provide a municipal corporation or county immunity from civil and criminal liability in any action that arises from a HB421** hospital police officer acting directly in the discharge of the person's duties as a police officer and that occurs on the premises of the hospital or its affiliates or subsidiaries or elsewhere in the municipal corporation or county.

Second Hearing, Proponent Testimony

Report(s): Bill Track, My Tracked Bills, OML Legislative Report

Wednesday, January 29, 2020

HOUSE FEDERALISM

Wed., Jan. 29, 2020, 9:30 AM, Hearing Room 121

Rep. Becker: 614-466-8134

CONCEALED WEAPONS (WIGGAM S) To modify the requirement that a concealed handgun HB425** licensee must notify a law enforcement officer that the licensee is authorized to carry a concealed handgun and is carrying a concealed handgun when stopped.

First Hearing, Sponsor Testimony

Report(s): My Tracked Bills, OML Legislative Report

CHECK OUR WEBSITE MONDAY FOR ANY CHANGES TO THE COMMITTEE SCHEDULE

Ohio Municipal League Meetings & Trainings

<u>Mayors Court 2020 Initial Training</u> February 20 & 21	<u>Registration Information</u>
<u>Newly Elected Council Training Programs</u> Saturday February 29, Mason Area Saturday March 21, Columbus Area Saturday April 4, Independence Area	<u>Registration Information</u>

OML/OMAA Webinar

February 12, 2020 11:00 am ~ 12:00 pm "Top Errors Municipalities make in the Discipline Process" <u>Registration Information</u>

Ohio Municipal League

Legislative Inquires:

Kent Scarrett, Executive Director
Edward Albright, Deputy Director
Ashley Brewster, Director of Communications
Thomas Wetmore, Legislative Advocate

Website/Bulletin Issues:

Zoë Wade, Office Manager

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

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AMP Update for Jan. 24, 2020

American Municipal Power, Inc. <webmaster@amppartners.org>

Fri 1/24/2020 2:59 PM

To: Roxanne Dietrich <rdietrich@napoleonohio.com>

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APPA, AMP and PPANJ request rehearing of FERC MOPR order

By Lisa McAlister - senior vice president and general counsel for regulatory affairs

On Tuesday, Jan. 21, the American Public Power Association (APPA), American Municipal Power, Inc. (AMP) and the Public Power Association of New Jersey (PPANJ) filed a request for rehearing of the Federal Energy Regulatory Commission's (FERC) Minimum Offer Price Rule (MOPR) order.

The Dec. 19, 2019 order, which implemented a sweeping expansion of the MOPR, directs PJM to apply the Rule to any new or existing resource that receives, or is entitled to receive, a broadly defined "state subsidy," unless that resource is specifically exempted. The state subsidy definition in the Dec. 19, 2019 order includes public power but carves out existing public power resources. For public power, this means that every new resource built in the future risks not clearing the capacity auction, resulting in public power utilities and their customers potentially paying twice for that resource every year. The order directly interferes with public power's fundamental business model.

The joint rehearing request argues that FERC overstepped its jurisdiction and ignored substantial evidence in reaching the conclusion that the public power business model should be considered a state subsidy. The rehearing request asks FERC to reconsider its ruling and exclude public power from application of the MOPR.

To read the official APPA news release regarding the matter click [here](#).

To view the Request for Rehearing, click [here](#).

Milan and Monroeville host AMP Quarterly Safety Meeting

By Scott McKenzie - director of member training and safety

The villages of Milan and Monroeville co-hosted an AMP Quarterly Safety Meeting at the Huron River Joint Fire District on Jan. 23. Jim Eberly, AMP OSHA/safety coordinator, presented on the topic of electric meter safety during the two-hour program. More than 20 employees and firefighters from the two villages, Huron River Joint Fire District and North Fairfield Fire District were in attendance.

Throughout the year, AMP offers high-quality training designed to improve employee performance and enhance safety. Members are encouraged to browse the [2020 AMP Training Catalog](#) on the [Technical Services page](#) of the [AMP website](#) and sign up for any courses that might benefit their community.

If you have questions about this event or other training opportunities, please contact Jennifer Flockerzie at jflockerzie@amppartners.org or 614.540.0853.

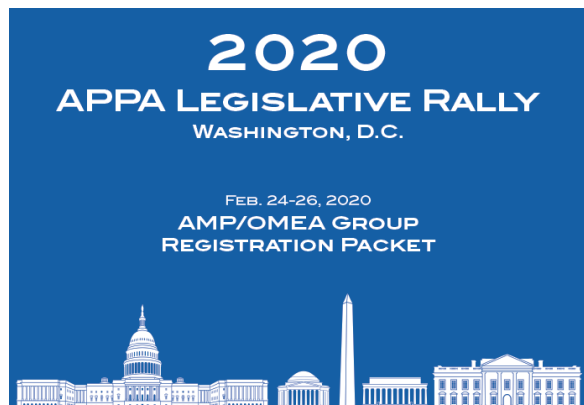


Register for the 2020 APPA Legislative Rally

By Charles Willoughby - director of government affairs

AMP is encouraging members to register for the 2020 American Public Power Association (APPA) Legislative Rally, taking place Feb. 24-26 at the Mayflower Hotel in Washington, D.C.

"The APPA Legislative Rally provides our members with the opportunity to meet with lawmakers for a face-to-face discussion of issues impacting municipal electric systems," said Jolene Thompson, executive vice president of member services and external affairs, and OMEA executive director. "There is not a better advocate or resource than our public power leaders to explain how legislation and regulation impact communities in the real world."



It is critical that our voices be heard, and this event provides the best opportunity of the year to meet with legislators and regulators to discuss the major issues facing our industry and to advocate on behalf of our positions. Among the key issues that our delegations will be focusing on this year are the recent FERC MOPR Order, rising transmission costs, the continued effects of sequestration, climate change legislation and FCC regulation of pole attachments.

"The APPA Legislative Rally is one of public power's best opportunities to advance our interests and share our issues at the federal level," said Wadsworth Mayor Robin Laubaugh. "I would recommend that every community do their best to attend this important event."

Registration packets were recently mailed and are available on the [member extranet](#) (login required). If you have yet to receive registration materials or have questions regarding the Rally, please visit the APPA website or contact me at cwillougby@ampppartners.org.

Registration for Public Power Certification program closes Jan. 29

By Jodi Allalen - manager of member events and programs

There is less than one week left to register for the Public Power Certification program. Registration forms have been sent electronically and can be accessed on the [member extranet](#) (login required). Completed forms must be returned by Jan. 29.

This free program, **which is available to all elected and appointed officials**, consists of seven, one-hour webinars. It is designed to provide more information about the technical and regulatory aspects of the electric utility industry, as well as about public power as a whole. Participants who complete all seven sessions will receive the AMP Public Power Certification and be recognized in AMP publications and at the 2020 AMP Annual Conference. The program will include the following sessions:

- AMP and Electric Utility Basics - Feb. 4, 10 a.m.
- Power Supply and Generation Basics - Feb. 18, 2 p.m.
- Transmission/RTO Basics - March 3, 10 a.m.
- Municipal Finance Basics - March 17, 10 a.m.
- Challenges/Opportunities Confronting the Industry - March 30, 2 p.m.
- Raising Awareness of Public Power - April 14, 10 a.m.
- Overview of AMP Services and Programs - April 28, 10 a.m.

If you would like to return a completed registration form or have any questions, please contact me at jallalen@ampppartners.org or 614.540.0916.

CLEAN Future Act framework released

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

On Jan. 8, the House Energy and Commerce Committee released a legislative framework for the forthcoming *Climate Leadership and Environmental Action for Our Nation's* (CLEAN) Future Act. The goal of CLEAN Future Act is to achieve economy-wide, net-zero greenhouse gas emissions by 2050, and includes several policy areas important to members, including clean energy standards and energy conservation.

AMP staff are reviewing the CLEAN Act legislative framework and associated background documents, and will provide updates as appropriate once the actual legislation is released and reviewed.

For more information on environmental issues, please contact me at 614.540.0946 or award@ampppartners.org.

Proposed National Environmental Policy Act revisions

By John McGreevy - senior director of environmental affairs

On Jan. 10, the Council on Environmental Quality (CEQ) released a proposal in the Federal Register to make significant changes to the rules implementing the *National Environmental Policy Act* (NEPA). CEQ indicated that the proposed changes would modernize and clarify the regulations to make compliance

more efficient and timely. These new rules, if finalized, would affect existing and future AMP and member projects that require federal permits, like hydropower assets.

There is a 60-day comment period for the proposed rules, which ends March 10, 2020. AMP staff are reviewing the proposed rule changes and supporting documents, and will provide updates as appropriate.

For more information, please contact me at 614.540.1047 or jmcgreevy@ampppartners.org.

AMP to host part two of Customer Service Operations webinar Jan. 28

By Jennifer Flockerzie - manager of technical services logistics

AMP will be hosting second part of the *Strategies for Successful Customer Service Operations* webinar series through the APPA Academy on Jan. 28 at 10:30 a.m. to noon. Instructed by Steve Vandermeer, Hometown Connections, the webinar series will help members expand their customer service to meet evolving customer expectations. Both webinars are available at no cost to members.

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The second webinar, titled *Building a Customer Service Infrastructure*, will delve deeper into specific customer expectations - examining how customer service can become a part of an organization's infrastructure and culture. See the full course description [here](#).

Members are encouraged to join the webinar, even if they were unable to attend the first. A recording of the first webinar is available on the [member extranet](#) (login required).

If you have questions or would like to register for this webinar, please contact me at jflockerzie@ampppartners.org or 614.540.0853.

Focus Forward EV Public Charging Stations - member case studies webinar held Jan. 22

By Erin Miller - director of energy policy and sustainability



The Focus Forward Advisory Council and EV sub-group held a webinar for AMP members on Jan. 22. The webinar recording can be found [here](#) on the [member extranet](#) (login required).

Case studies on the process for installing Level 2 public EV charging stations were provided by the Borough of Lansdale, Danville Utilities and City of Shelby.

Andy Krauss and Joe Green from the Borough of Lansdale and Jason Grey from Danville Utilities with project partner, David Slutzky from Fermata Energy presented. They answered questions such as:

- Why did you install a charging station(s)?
- What was the approval process and timeline?
- What were some of the site considerations?
- Did your crews install it, did you hire someone, etc.? what were some of the lessons you learned?
- What did you install - make/model?
- Did you receive grant funding or do innovative financing (lease, etc.)?
- Who can use it and do they have to pay to charge? If so, how does the pay model work?
- Is it powered by renewable energy? Are you or a third party using it for a research project?

In addition, Fermata Energy partnered with the City of Danville on a vehicle-to-grid (V2G) R&D project. Results were shared with participants.

Updates were also provided on the APPA Nissan Leaf discount program, the Smart Energy Provider program, the VW Settlement and an open forum session was held where members updated participants on current projects and discussed opportunities for collaboration.

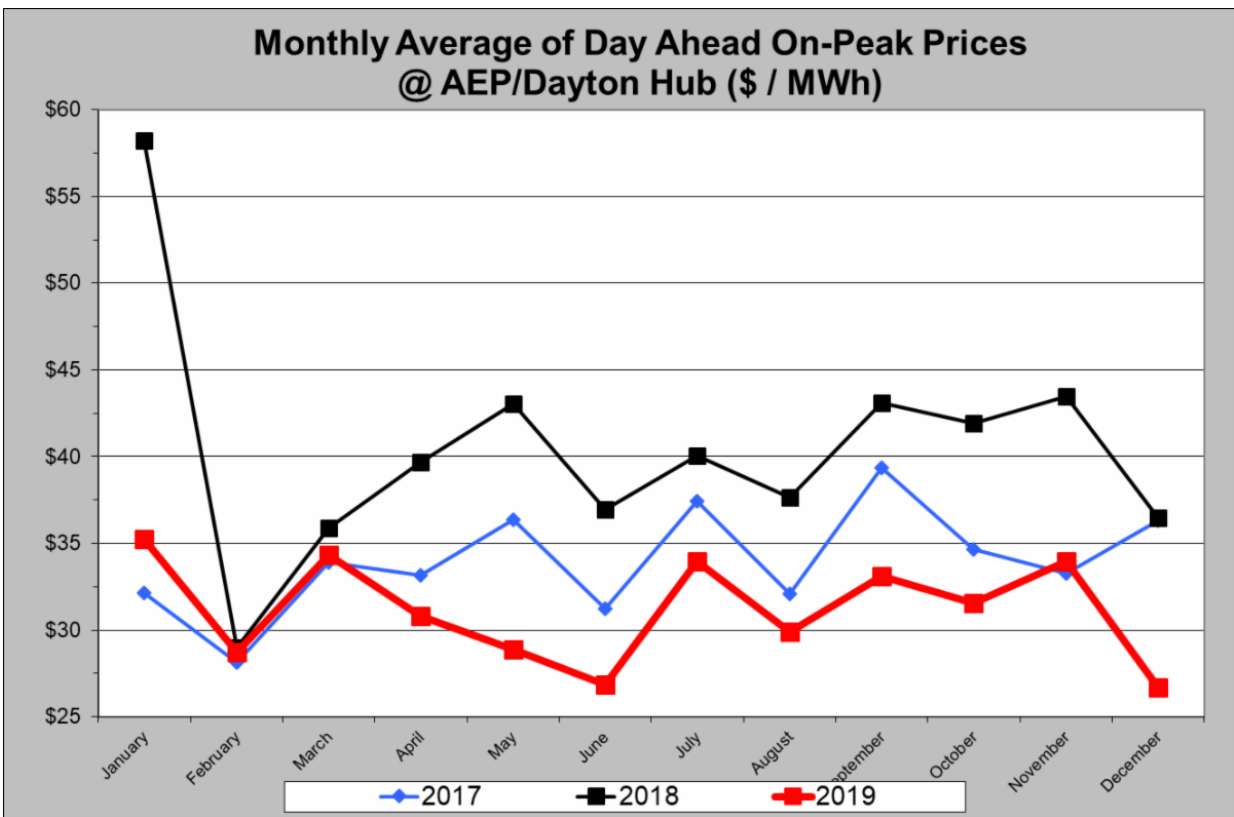
The next Focus Forward webinar is scheduled for March 9, 2020. The topic is Communicating with Customers - social media and more. You can register by clicking [here](#) or contact me at

Market prices - 2019: Lowest prices since 2002

By Mike Migliore - vice president of power supply planning

The weather was mild for most of 2019 and natural gas prices were some of the lowest in the 21st Century. These conditions led to low power prices throughout the year. March, July and November were the few months with temperatures that led to higher energy usage. A brief shot of frigid air on Jan. 31 led to the highest hourly day-ahead price of the year at \$155/MWh. For the year, day-ahead prices only exceeded \$100/MWh for 16 hours, while there were 1,800 hours of prices less than \$20. The lowest day-ahead price of \$9.90/MWh occurred on Aug. 25 at 7 a.m. Real-time hourly prices at A/D Hub averaged the same as day-ahead prices, although there was more volatility. The highest real-time price was \$800/MWh during the unexpected heat wave on Oct. 1, while the lowest real-time price was -\$52/MWh on the morning of May 19. With the cheap power prices and lack of any extreme hot or cold weather, congestion costs were very low throughout the year.

AVERAGE DAILY RATE COMPARISONS			
	2019 \$/MWh	2018 \$/MWh	2017 \$/MWh
A/D Hub 7x24 Price	\$26.88	\$34.63	\$29.33
PJM West 7x24 Price	\$26.81	\$36.45	\$29.70
A/D to AMP-ATSI Congestion/Losses	\$0.06	\$2.06	\$0.62
A/D to Blue Ridge Congestion/Losses	\$0.13	\$3.32	\$0.51
A/D to PJM West Congestion/Losses	-\$0.07	\$1.82	\$0.37
PJM West to PP&L Congestion/Losses	-\$3.40	-\$3.25	-\$1.97
A/D Hub 7x24 Price	\$26.88	\$34.63	\$29.33



Energy market update

By Jerry Willman - assistant vice president of energy marketing

The February 2020 natural gas contract increased \$0.021/MMBtu to close at \$1.926 yesterday. The EIA reported a withdrawal of 92 Bcf for the week ending Jan. 17, which was above market expectations of -89 Bcf. The year-ago withdrawal was 152 Bcf and the five-year average was -194. Storage is now 2.947 Tcf, 23 percent above a year ago and 9 percent above the five-year average. The winter withdrawal running total of -785 Bcf compares to the five-year average of -1034.

On-peak power prices for 2021 at AD Hub closed yesterday at \$31.25/MWh, which decreased \$0.20/MWh for the week.

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

Week ending Jan. 24

MON
\$27.24

TUE
\$27.89

WED
\$21.85

THU
\$21.67

FRI
\$21.41

Week ending Jan. 17

MON
\$24.75

TUE
\$22.89

WED
\$22.14

THU
\$27.11

FRI
\$28.68

AEP/Dayton 2021 5x16 price as of Jan. 23 — \$31.25

AEP/Dayton 2021 5x16 price as of Jan. 16 — \$31.05

AFEC weekly update

By Jerry Willman

The AMP Fremont Energy Center (AFEC) operated in 1x1 configuration for the week while CT1 remained offline for repairs. PJM dispatched the plant offline overnight on Sunday based on economics. For the week, the plant generated at a 47 percent capacity factor (based on 675 MW rating).

David Dorsch joins AMP as manager of financial reporting

By Danny Monk - controller

David Dorsch joined AMP on Jan. 20 as manager of financial reporting. In this role, Dorsch will provide subject matter expertise and internal consultation on the best practices to obtain, evaluate, interpret, record and analyze financial data utilized in the preparation of financial statements, and will work to assure proper understanding of reporting and financial data.



Prior to joining AMP, Dorsch served as controller for Hague Quality Water International and accounting manager for Columbia Pipeline Group. He holds a bachelor's and master's degree in business administration from The Ohio State University and is licensed as a Certified Public Accountant in the State of Ohio.

Please join me in welcoming David to AMP!

Security tip - Watch out for free gift scams

By Jared Price - vice president of information technology and CTO

Watch out, cybercriminals are posing as a mail carrier company that claims to have a free gift waiting for you.

They start by sending a shipment notification email. The email includes a tracking code and other details about your package. If you click on the link in the email and enter your tracking code into this webpage, you're told that the package has arrived in your country but you must pay a very small delivery fee before you can claim it. If you fall for this offer and enter your payment details, your financial information is stolen and your free gift is never mentioned again.



Here are a few reminders to help protect yourself from scams like this:

- **Beware of free gifts.** If it sounds too good to be true, it probably is. Delete suspicious emails or follow the reporting procedures put in place by your organization.
- **Be cautious of courier emails.** Delivery notification emails are often used in phishing attacks. Even if the email appears to be from a familiar organization, reach out to the sender directly (by phone) to get a trustworthy tracking number.
- **HTTPS does not equal secure.** These days, many cybercriminals are using HTTPS websites for their scams because most people look for a padlock in the address bar. However, the padlock does not guarantee that you are on a legitimate website, it only means that you are on a website that has obtained an HTTPS certificate.
- **Do not click.** Never click on links or download attachments from emails you were not expecting - even if it appears to be from a legitimate organization.

New content from the Smart Electric Power Alliance

By Brad Benton - senior manager, membership - SEPA

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



Below is a snapshot of a few recent reports as well as upcoming webinars and events. You can access all of these resources and more at www.sepapower.org.

Webinars

Utility Experiences with Residential EV Rates

Feb. 4 - 2 p.m.

Gather best practices for your own EV program directly from AEP, Austin Energy and Braintree Light, who have already helped customers develop beneficial off-peak charging habits early on. You will learn how those utilities developed a rate that customers actually want. Each has implemented pilot or full-scale EV time-varying rate programs, which is an essential first step in developing a long-term utility EV strategy. Register [here](#).

Events

Registration is Open for the 2020 Utility Conference

Join SEPA May 4-6, in Charlotte. The Utility Conference is an experience for the utility professional in charge of distributed and renewable energy programs and services who need answers they can trust.

Get the tools, experience and expertise to increase performance, innovation and collaboration as the energy system moves to a carbon-free future. Learn more and save on registration [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 or 202.350.4671

Meet the intern



AUBREY MAZEY

.....
Communications & PR
Intern



School: The Ohio State University

Major: Agriculture Communications

Hometown: Bowling Green, Ohio

Pastimes: I enjoy reading,
photography, bike riding and
raising livestock.



Interest in the position and working in public power: The opportunity to work in a professional environment and gain real-world communications experience was too good to pass up. It also gives me an opportunity to learn more about my hometown public power utility.

FOCUS FORWARD 2020 WEBINAR SERIES

Register by clicking this schedule or contact Erin Miller, director of energy policy and sustainability at 614.540.1019 or by email at emiller@amppartners.org.



March 9, 2-3 p.m.

Communicating with Customers — social media and more

May 14, 2-3 p.m.

EVs for Your Fleet

July 21, 2-3 p.m.

Beyond Electrons — social engineering services for customers

September (during AMP/OMEA Annual Conference)

Rate Design — what do customers want and need

November 10, 2-3 p.m.

EV Rate Design and Managing Demand

The Focus Forward Advisory Council has identified these topics to help educate and inform AMP's members about emerging industry trends and to prepare for further integration of distributed energy resources.



THE ACADEMY
Webinars

AMERICAN PUBLIC
POWER ASSOCIATION

2020

**Register Now
for Webinars**

Register today at
www.PublicPower.org
under Education & Events.

Non-members can enter
coupon code **AMP** to
receive the member rate.





SAVE THE DATE

APPA 2020
Legislative Rally
Feb. 24-26
Washington, D.C.

AMP TRAINING SERIES:

Register for these upcoming courses

Strategies for Successful Customer Service Operations webinar

Date: Jan. 28

Economic Development Best Practices webinar

Date: Feb. 18

Disaster Workshop

Prerequisite: None

Date: March 31

Class length: One day

Location: Quest Conference Center, 8405 Pulsar Place, Columbus

AMP Technical Services Conference

Date: April 1

Class length: One day

Location: Quest Conference Center, 8405 Pulsar Place, Columbus

Cost: \$175

Journeyman Refresher - Transformers

Prerequisite: Must be a lineworker for three years

Date: May 27-28

Class length: Two full days

Location: AMP Headquarters – Columbus

Size: Limited to 20

Cost: \$500

For a complete schedule and full details of the 2020 training courses, see the 2020 AMP Training Catalog at: www.amppartners.org/services/technical-services.

To register contact Jennifer Flockerzie, manager of technical services logistics, at 614.540.0853 or jflockerzie@amppartners.org



Classifieds

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

City of Orrville seeks applicants for lineworker

The City of Orrville Department of Utilities is seeking applicants for the position of lineworker. This position will act as ground person, prepare materials for higher level lineworkers, observe activities around energized circuits, work on dead or low voltage circuits, stock trucks and handle other duties related to construction and maintenance of power lines. Candidates must be willing to attend training to prepare to advance. Civil Service position, filled by application for written and practical exam only. High school diploma or equivalent, must have special training/experience in linework including verifiable training in climbing, valid Ohio drivers license, must obtain CDL within six months of hire. Military preference with DD-214. The exam is open to all citizens and those who have legally declared their intentions of becoming citizens.

City of Orrville application must be completed and returned the City of Orrville Human Resources Office, 207 N. Main St, Orrville, by Feb. 10, 5 p.m. Applications and more details available at www.orrville.com. \$22.76-\$28.46 plus benefits. The City of Orrville will not consider for employment nor hire any individual who smokes or uses any form of tobacco products.

City of St. Clairsville seeks applicants for two positions

Director of public service/safety

The City of St. Clairsville is seeking applicants for the position of director of public service/safety. By charter, the director is in charge of the planning, construction, operation and maintenance of all public works (water, waste water, electric and street), city properties and improvements, as well as providing limited oversight of police operations, together with all the other powers conferred upon the position by Ohio law. A bachelor's degree preferred along with public administration or related fields of study and three to five years of experience.

Director of finance

The City of St. Clairsville is seeking applicants for the position of director of finance. The director keeps all financial accounts of the city and of the several departments and officers thereof. Responsibilities include keeping an accurate account of all taxes and assessments, all moneys due the city, all receipts and disbursements by the city, all assets and liabilities of the city, and all appropriations made by City Council. A bachelor's degree in finance or accounting, as well as experience in governmental finance, is required.

Deadline to apply for these positions is close-of-business on Jan. 27. For complete job descriptions, visit our [website](#).

City of Coldwater seeks applicants for IT manager

The City of Coldwater is seeking applicants for the position of IT manager. Under the direct supervision of the IT director, this individual primarily manages day-to-day internal City of Coldwater and Coldwater Board of Public Utilities (CBPU) IT operations. This includes maintaining hardware/software, training, documentation, developing policies/procedures and reporting. This individual will also serve as a level three support technician in a four-level support system. The IT team lead will be responsible for resolving support requested escalated from level two support. Support requests that exceed the level three knowledge or resources will be escalated to level four support (internal to the city or through externally contracted services) on a timely basis. The systems administrator (SA) and IT support specialist will report directly to this individual and will be cross-trained to provide direct backup of the system administrator position. This position will require hands-on skills as well team management skills.

The successful candidate will have prior management experience preferred; at least five years of experience in technical operations; prior experience in a customer service environment, including proven project management skills; familiarity with various protocols including TCP-IP, DNS, DHCP and IP addressing schemes; working knowledge of various operating systems (including Apple iOS and all versions of Microsoft Windows), and a basic working knowledge Linux operating system; and a working knowledge of telephone systems and protocols. Candidates must have the ability to learn and comprehend new computer applications and systems; the ability to consistently maintain a high standard of communication and customer service etiquette, especially while under pressure; and the ability to multitask, plan, organize and instruct. Candidates must also have excellent verbal and written communication skills; be able to work well with people, both subordinates and peers; and possess good work habits and work extra hours as needed, including the ability to simultaneously manage multiple large projects.

To view the full job description or to apply, please visit www.coldwater.org.

City of Oberlin seeks applicants for journeyman lineworker

The City of Oberlin is accepting applications for a journeyman lineman position in the Distribution Division of the Oberlin Municipal Light & Power System (OMLPS)/Electric Department. Duties include the operation, maintenance and routine construction of the electric distribution system.

Minimum Qualifications include a high school diploma or equivalent, successful completion of journey line worker apprenticeship program, and four years of experience as apprentice lineman, or an equivalent combination of education and experience which provides the skills and abilities necessary to perform the job. Valid State of Ohio Driver's License, valid Ohio Class A Commercial Driver's License and Journeyman Line Worker Certification required. Starting Hourly Rate is \$27.35-\$34.19/Hour, depending on qualifications.

Applications and full job description are available at www.cityofoberlin.com and at Oberlin City Hall (85 S. Main St., Oberlin, Ohio 44074). Applications may be returned via email to: hr@cityofoberlin.com Or mailed to: City of Oberlin Human Resources Department, 85 S. Main St., Oberlin, OH 44074.

City of Cuyahoga Falls to hold competitive written examination for apprentice lineworker position

The City of Cuyahoga Falls will hold an open, competitive written examination for the position of apprentice lineworker on Jan. 28, 6 p.m., at the Quirk Cultural Center, 1201 Grant Ave., Cuyahoga Falls, OH 44221. Registration for the exam will begin at 5 p.m. A valid driver's license or state issued ID must be presented. Completed applications for the position must be postmarked no later than Jan. 21.

Job Summary:

Under the direct supervision of Line Foreman or higher classified Linemen as a learner in training, assists another employee of higher classification in the operation, construction and maintenance of utility facilities, including routine groundwork. Under close supervision with a higher classified employee, may work on secondary lines.

Applicant must be a high school graduate or equivalent and at least 18 years old. Must have physical and mental attributes to climb and work aloft. Must have the ability to learn the layout, functions and operations of the electrical equipment involved. Applicant must be a non-smoker and non-tobacco user, including but not limited to cigarettes, cigars, pipes, snuff, etc. for the duration of their employment at the City. Applicant must possess a valid State of Ohio Class A Commercial Driver's License (CDL) or obtain CDL within probationary period of one (1) year. Applicant must learn to do the following: learn and follow all applicable safety rules; perform groundwork, climb poles and work on energized secondary conductors; anticipate requirements of linemen working aloft and supply them with tools and equipment; raise and lower arms by means of hand lines; dig holes for poles and anchors; set anchors and assist in erecting poles; backfilling and tamping; load, unload, move and handle poles and other overhead line materials and equipment; place or store tools and materials in their proper places; pull strain on block and tackle for linemen; install, remove, maintain and repair secondary services; operate and clean department vehicles; report all failures on items requiring attention involving vehicles or equipment; assemble, clean and straighten block and tackle; tie knots; engage in any work of operating power tools, drill holes in pavement, sidewalks and driveways of concrete, stone or brick; fill and grade same in a neat and orderly manner and in a safe, temporary condition; remove and replace sod and shrubbery; learn first aid and accepted methods of resuscitation; perform routine work in the shop as directed; place, remove and maintain barricades, flags, lights and signals for protection of traffic and pedestrians; act as safety man while linemen are working aloft; make simple customer contacts; snow removal - electric utility building walks, drives and parking lots; holiday decorating, install and service electrical and associated work; occasional desk calls.

Starting pay is \$19.02 per hour. With satisfactory progress and promotions, top Lineman pay is \$38.45 per hour. Examination fee is \$25.00, non-refundable, application processing fee, payable in cash or money order, due at the time the completed application is submitted. Personal checks will not be accepted.

A 20 percent extra credit is offered for any applicant who has completed service in the uniformed services, and has been honorably discharged, has transferred to the reserve with evidence of satisfactory service

or is a member of the national guard or a reserve component of the forces of the United States who, at the time of the examination, has completed more than 180 days of active duty service pursuant to an executive order of the president of the U.S. or an act of the congress of the U.S. A 15 percent extra credit is offered for any applicant who is a member in good standing of a reserve component of the armed forces of the United States, including the National Guard. Copy of Form DD-214 (proof of honorable discharge) or certificate of service must be submitted with application to be eligible for extra credit.

Applications may be obtained from the Department of Human Resources/Civil Service Office, City Building, 2310 Second St., Cuyahoga Falls, OH 44221, Monday-Friday, 8 a.m. to 5 p.m., or visit www.cityofcf.com to print the Notice of Exam and Civil Service application.

City of Cleveland seeks applicants for electric transmission SCADA engineer

The City of Cleveland is seeking applicants for the position of electric transmission SCADA engineer. Under the direction of the superintendent of purchase power, maintains Cleveland Public Power's (CPP) supervisory control and data acquisition (SCADA) system and associated systems. Interfaces with CPP's SCADA maintenance contractor, maintains current system licenses, troubleshoots, as well as installs and integrates hardware and software updates and enhancements. Develops, designs, programs and troubleshoots applications specific to the CPP SCADA system and associated systems. Prepares and delivers related training materials for transmission operators. Troubleshoots and maintains local desktops and other peripheral equipment as well as remote SCADA equipment including remote terminal units and associated communications systems. Troubleshoots and maintains functionality relating to recording power flows in and out of the CPP system. Schedules wholesale power deliveries and communicates with PJM Interconnection, the regional transmission authority. Troubleshoots and maintains SCADA functions relating to trouble operations such as opening and closing circuits and starting generators and other equipment. Performs other related duties as required. Salary: \$31,200-\$101,920 annually.

A high school diploma or GED is required. A bachelor's degree in engineering, information technology or computer science is required. Three years of full time paid experience designing, implementing, documenting and maintaining SCADA and control systems and components for electric power and distribution networks is required (Substitution: Two years of full time paid experience may substitute for each year of college education lacking). Must be knowledgeable and experienced in working with computer networks and their configurations, communications systems technology, data management and infrastructure security. Must have demonstrated experience troubleshooting and resolving issues on critical equipment. Must be able to be on call to assist in system emergency operations at all hours. A valid State of Ohio driver's license is required.

Town of Bedford seeks applicants for assistant right-of-way supervisor

The Town of Bedford is seeking applicants for the position of assistant right-of-way supervisor. Applicants must be experienced in trimming, climbing and working around electric hazards. Class A CDL required and the ability to operate a bucket truck, chain saws and other right-of-way clearing equipment. Ability to supervise right-of-way crew and promote on the job safety. Compensation based on experience and skill level. Salary up to \$45,760 annually with benefits package to include health insurance, retirement, life insurance and annual leave.

Applications are available online at www.bedfordva.gov. Submit a completed town application online or mail to: Human Resources, 215 E. Main St., Bedford, VA 24523. Applications will be accepted until the position is filled. Resumes alone are not accepted and must be sent in with application. EOE

Qualifications

Must have a Class A CDL (or obtain a CDL in first year of employment) and be experienced right-of-way trimmer.

Borough of Grove City truck for sale by bid

The Borough of Grove City offers the following truck for sale by bid: 2000 model year Ford F750 chassis with Altec D845A Digger/Derrick. The truck has 10,101 miles on the chassis and is in good condition. Most recent ANSI and Dielectric test on Jan. 15, 2019. Front bumper mounted winch and take up reel.

For more information please contact Tanya Pollard, Grove City Borough secretary by calling 724.458.7060 extension 105 or by email at Tanya@GroveCityOnline.com.



City of Marshall seeks applicant for assistant director of electric utilities

The City of Marshall is a quaint Norman Rockwell style community with a population of 7,068 in lower, central Michigan. Located less than one hour from the campuses of the University of Michigan and Michigan State University, two hours from Detroit and beautiful Lake Michigan, and three hours from Chicago. The City has installed a fiber to the premise system to every property in the city with symmetrical speeds up to 10 mbps.

The community is seeing unusual growth with over \$1 billion of industrial growth. Click [here](#) to view the Choose Marshall video. Located at the intersection of I-94 and I-69, the crossroads of international highways, the city is preparing for large industrial and residential growth with a 1,000-acre mega industrial site. The downtown district is 97 percent commercially occupied. The city has the largest National Historic Landmark District in Michigan with many neighborhoods of historic homes.

In the next three years, it is anticipated a peak-demand growth from 23 MW to 123 MW. The city will be constructing infrastructure to meet this demand. A privately developed dual unit 500 MW gas fired power plant is proposed in the city. A complete job description can be found at www.cityofmarshall.com

Qualifications for the Assistant Director of Electric Utilities position include a degree in electrical engineering or a closely-related field, and a minimum of three to five years of experience working for an electric utility with supervisory or executive leadership responsibilities. A State of Michigan licensed professional engineer desired. Annual salary of \$80,000 with excellent benefits.

To apply for this position, submit a cover letter, resume and professional references to HumanResources@cityofmarshall.com.

The City of Marshall is an Equal Opportunity Employer. Position open until filled.

Opportunities available at AMP

AMP is seeking applicants for the following positions:

Systems engineer (AMI/MDMS)

American Municipal Power, Inc.

STAY CONNECTED



www.amppartners.org

American Municipal Power, Inc., 1111 Schrock Road, Suite 100, Columbus, OH 43229

SafeUnsubscribe™rdietrich@napoleonohio.com

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