

**ORDINANCE NO. 011-18**

**AN ORDINANCE AMENDING A CERTAIN SECTION OF THE  
PERSONNEL CODE CHAPTER 197 OF THE CODIFIED  
ORDINANCES OF THE CITY OF NAPOLEON, OHIO; AND  
DECLARING AN EMERGENCY**

**WHEREAS**, City Council acknowledges that from time to time it must review the various codes and policies of the City of Napoleon; and,

**WHEREAS**, City Council now desires to amend the Personnel Code of the City of Napoleon, Ohio; **Now Therefore**,

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

Section 1. That, the City of Napoleon, Ohio does hereby amend and enact Chapter 197.15(a)(3) of the Codified Ordinances of the City of Napoleon, Ohio as follows:

**“197.15 MAJOR PAID BENEFITS**

**(a) Hospital and Medical Benefits**

**(1) Applicability**

This section (Major Paid Benefits) applies to all members or officers of the appointing authority and other full-time regular employees, both classified and unclassified; specifically exempt from this section are members of city council, the mayor, and, except as herein provided, the judge of the municipal court. Section 197.15(d) (Pensions) applies to members of council and the mayor. The judge of the municipal court shall receive City shared contributions towards benefits as contained in this Section 197.15 to the extent permitted by law. Unless specifically authorized for part-time, permanent part-time or temporary employees by this Code or other controlling law, such part-time, permanent part-time or temporary employees are not eligible for major benefits, paid leave, or any other benefits described in this Code.

**(2) Scope of Health Benefits**

Subject to reasonable cost containment measures, the City provides group hospitalization, surgical, and extended medical benefits for each full-time regular employee in accordance with the benefit schedule provided in the City’s plan as on file in the office of the City Finance Director marked “City of Napoleon Health Benefit Plan (#HBP-1)”and as may be amended from time to time by resolution of Council. The Health Benefit Plan shall include covered services, co-pays and premium contribution.

**(3) Preventative Care Wellness Program**

The City of Napoleon cares about the health and safety of employees. The goal of a Preventative Care Wellness program is to educate employees on how to use their benefits wisely and to promote participation in health and wellness programs. As determined by the Healthcare Cost Committee, employee premiums may be adjusted for employees that choose to participate or not. In addition, employee incentives may be provided to employees who choose to participate in the wellness

program. Should funding be made available by the healthcare provider, all incentives must be pre-approved by said healthcare provider.

Examples of incentives may include Wellness Fairs, wellness magazine subscriptions, registration fees for walkathons (5k, etc.), athletic shoes, water bottles, fitness trackers, discounted diet programs, discounted gym memberships on-site chair massages, healthy eating cookbooks, etc.

Wellness events and challenges may take place throughout the year to earn incentives. If an employee has an idea for a program or event they are encouraged to submit them to a member on the Healthcare Cost Committee or Human Resources.”

Section 2. That, it is found and determined that all formal action of this City Council concerning and relating to the adoption of this Ordinance were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon, Ohio.

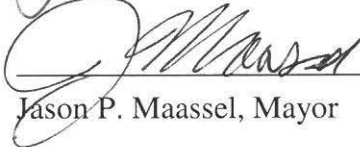
Section 3. That, unless otherwise stated, if any other prior Ordinance or Resolution is found to be in conflict with this Ordinance, then the provisions of this Ordinance shall prevail. Further, if any portion of this Ordinance is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof.

Section 4. This Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the City and for the further reason that this Ordinance is required to be immediately effective in order to effectuate the changes prior to personnel issues that may arise due to the conflict in past practices versus the actual Code; wherefore, this Ordinance shall be in full force and effect immediately upon its passage.

Passed: April 16, 2018

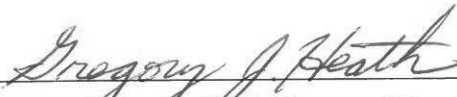
  
Joseph D. Bialorucki, Council President

Approved: April 16, 2018

  
Jason P. Maassel, Mayor

VOTE ON PASSAGE 6 Yea 0 Nay 0 Abstain

Attest:

  
\_\_\_\_\_  
Gregory J. Heath, Clerk/Finance Director

*I, Gregory J. Heath, Clerk/Finance Director of the City of Napoleon, do hereby certify that the foregoing Ordinance No. 011-17 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the 23rd day of April, 2018; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances Of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.*

  
\_\_\_\_\_  
Gregory J. Heath, Clerk/Finance Director

STATE OF OHIO  
COUNTY OF HENRY

Kimberly Imm, being first duly sworn, states that she is the Assistant Publisher of The Bryan Publishing Company, owner of The Northwest Signal, a daily newspaper, published and of general circulation in the county of Henry aforesaid, and that the annexed notice was published in one issue in said paper, on the 23rd day of April, 2018.

Kimberly Imm  
Kimberly Imm

Subscribed and sworn to before me this  
24<sup>th</sup> day of April, 2018

Beverly Griteman  
Beverly Griteman  
Notary Public,  
State of Ohio  
My Commission Expires  
February 13, 2021

Printer's Fee: \$332.05  
Notary Fee: \$1.50

Summary of Ordinance No. 009-18, 011-18, 018-18 and Resolution No. 010-18, 012-18, 019-18, 020-18, 022-18

(PURSUANT TO ARTICLE II, SECTION 2-15 OF THE CITY CHARTER, CHAPTER 121 OF THE CODE OF ORDINANCES AND COUNCIL RULE 82-4.1, AS WELL AS APPLICABLE PROVISIONS OF ORC CHAPTER 731.)

**NOTICE**

A copy of the complete text of the above named Ordinance(s) and Resolution(s) are on file in the office of the City Finance Director and may be viewed or obtained during business hours of 7:30 AM to 4:30 PM, Monday through Friday, at the office of the Finance Director, the location being 255 West Riverview Avenue, Napoleon, Ohio. A copy of all or part of the above named Ordinances and Resolutions, or any item mentioned in this notice, may be obtained from the City Finance Director upon the payment of a reasonable fee therefor.

**Ordinance No. 009-18**  
AN ORDINANCE AMENDING THE CITY OF NAPOLEON TRAFFIC SCHEDULES, SPECIFICALLY SCHEDULE II, "PARKING TIME LIMITS" ON CERTAIN STREETS AS LISTED IN THE ATTACHED EXHIBIT A, AND REPEALING ORDINANCE NO. 007-15; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon amended certain parking time limits on certain City streets as listed in the exhibit.

**Ordinance No. 011-18**  
AN ORDINANCE AMENDING A CERTAIN SECTION OF THE PERSONNEL CODE CHAPTER 187 OF THE CODIFIED ORDINANCES OF THE CITY OF NAPOLEON, OHIO; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the addition of language regarding a preventative care/wellness program to the City of Napoleon, Ohio Personnel Code.

**Ordinance No. 018-18**  
AN ORDINANCE SUPPLEMENTING THE ANNUAL APPROPRIATION MEASURE (SUPPLEMENT NO. 1) FOR THE YEAR 2018; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon approved the first quarter budget adjustments to the 2018 City budget as listed in the exhibit.

**Resolution No. 010-18**  
A RESOLUTION AUTHORIZING THE EXPENDITURE OF FUNDS OVER TWENTY-FIVE THOUSAND DOLLARS (\$25,000.00) FOR THE PURPOSE OF PREPARING THE CITY OF NAPOLEON'S COMPREHENSIVE MASTER PLAN WITH THOROUGHFARE PLAN PROVISIONS IN AND FOR THE CITY OF NAPOLEON, OHIO, AND TO SOLE SOURCE SAID COMPREHENSIVE MASTER PLAN TO REVELLE, LTD.; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the preparation of the City's Comprehensive Master Plan with Thoroughfare Plan Provisions by Revelle, Ltd.

**Resolution No. 012-18**  
A RESOLUTION APPROVING A FIFTY DOLLAR (\$50.00) SURCHARGE TO CITY OF NAPOLEON, OHIO HEALTH INSURANCE PREMIUMS; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized a \$50.00 surcharge to City employee health insurance premiums.

**Resolution No. 019-18**  
A RESOLUTION AUTHORIZING ENROLLMENT IN THE OHIO RURAL WATER ASSOCIATION 2019 WORKERS' COMPENSATION POOL, AND AUTHORIZING THE EXPENDITURE OF FUNDS AND DIRECTING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICE CONTRACT WITH COMPANAGEMENT HEALTH SYSTEMS, INC., A WORKERS' COMPENSATION ADMINISTRATOR; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized enrollment in the Ohio Rural Water Association 2019 Workers' Compensation pool to be administered by CompManagement Health Systems, Inc.

**Resolution No. 020-18**  
A RESOLUTION AUTHORIZING THE EXPENDITURE OF FUNDS OVER TWENTY-FIVE THOUSAND DOLLARS (\$25,000.00) FOR THE IMPLEMENTATION OF AN UPGRADE OF THE SUPERVISORY CONTROL AND DATA ACQUISITION (SCADA) SOFTWARE AND HARDWARE, WHICH WAS INCLUDED IN THE 2018 MASTER BID RESOLUTION, FOR THE CITY OF NAPOLEON, OHIO WASTEWATER TREATMENT PLANT, AND TO SOLE SOURCE SAID IMPLEMENTATION TO KOESTER CORP.; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the purchase and implementation of an upgrade to the City SCADA software and hardware at the Wastewater Treatment Plant by Koester Corp.

**Resolution No. 022-18**  
A RESOLUTION AUTHORIZING THE CITY MANAGER TO REMAIN IN THE MAUMEE VALLEY EAST CHIP CONSORTIUM IN ORDER TO SUBMIT AN APPLICATION FOR THE FISCAL YEAR 2018 COMMUNITY HOUSING IMPROVEMENT PROGRAM (CHIP FUNDS) TO THE OHIO DEVELOPMENT SERVICES AGENCY; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized remaining in the Maumee Valley East Chip Consortium, also authorizing the application for CHIP funds for the 2018 fiscal year.

All of the above summaries are approved as to form and