

**RESOLUTION NO. 087-18**

**A RESOLUTION APPROVING THE AMENDED PROVISIONS OF  
A CERTAIN COLLECTIVE BARGAINING AGREEMENT NO.  
2016-19 BETWEEN THE CITY OF NAPOLEON, OHIO AND  
AMERICAN FEDERATION OF STATE, COUNTY, AND  
MUNICIPAL EMPLOYEES, AFL-CIO LOCAL 3859 FOR THE  
TERM COMMENCING FROM DECEMBER 17, 2018 THROUGH  
NOVEMBER 30, 2019; AUTHORIZING THE CITY MANAGER TO  
EXECUTE THE SAME; AND DECLARING AN EMERGENCY**

**NOW THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE  
CITY OF NAPOLEON, OHIO:**

Section 1. That, the provisions of a certain Collective Bargaining Agreement (hereinafter referred to as "the Agreement") between the City of Napoleon, Ohio (hereinafter called "the City") and the American Federation of State, County, and Municipal Employees, AFL-CIO local 3859 (hereinafter called "the Union") for the term retroactive commencing December 1, 2016 through November 30, 2019, both dates inclusive, (a true and complete copy of which is on file in the office of the City Finance Director marked as City Contract No. 2016-19) have been reviewed, and certain amendments as listed in Exhibit "A" are hereby approved by this Council.

Section 2. That, upon ratification of the Amendment by the Union, the City Manager is authorized and directed to execute the Amendment in the name of and on behalf of the City, subject to any non-material amendments, additions, or deletions as deemed necessary or advisable by the City Manager and approved by the City Law Director. The Agreement may contain a provision that allows the terms and conditions of the Agreement to be retroactively applied, the same being hereby approved if so exist.

Section 3. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Resolution 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 4. That, if any other prior Ordinance or Resolution is found to be in conflict with this Resolution, then the provisions of this Resolution shall prevail. Further, if any portion of this Resolution is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Resolution or any part thereof.

Section 5. That, this Resolution is declared to be an emergency measure necessary for the immediate preservation of the public peace, health or safety of the City and its inhabitants, and for the further reason that this legislation must be in effect at the earliest possible time to allow essential City services to continue without distraction or disruption; therefore, provided it receives the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law.

Passed: December 21, 2018

Joseph D. Bialorucki  
Joseph D. Bialorucki, Council President

Approved: December 21, 2018

Jason P. Maassel  
Jason P. Maassel, Mayor

VOTE ON PASSAGE 7 Yea 0 Nay 0 Abstain

Attest:

Gregory J. Heath /CP  
Gregory J. Heath, Clerk/Finance Director

*I, Roxanne Dietrich, interim Clerk of Council of the City of Napoleon, do hereby certify that the foregoing Resolution No. 087-18 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the 27th day of December, 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.*

Roxanne Dietrich  
Roxanne Dietrich, interim Clerk of Council



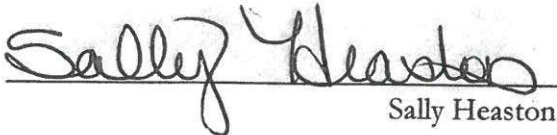
Base Wage

Line	Job Description	Employees	Hrs	2019 New Steps (Calc back from D)				2020 New Steps (Calc back from D)				2021 New Steps (Calc back from D)				2022 New Steps (Calc back from D)			
				7.25%				7.25%				7.25%				7.25%			
				A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
1	Community Service Foreman		2080	15.80	17.00	18.24	19.36												
2	Head Greenkeeper		2080	21.37	22.92	24.58	26.36												
3	Parks/Recreation Assistant Director		2080	11.03	11.83	12.60	13.61												
4	Parks/Recreation Foreman		2080	21.93	23.53	25.23	27.06												
5	Parks/Recreation Worker I		1580	11.01	11.81														
6	Parks/Recreation Worker II		2080	12.91	13.95	14.85	15.83												
7	Parks/Recreation Worker III		2080	15.04	16.14	17.31	18.56												
8	Labors		2080	15.04	16.14	17.31	18.56												
9	Automotive Mechanic		2080	11.69	12.54	13.45	14.42												
10	Automotive Mechanic Helper		2080	16.09	19.30	20.70	22.20												
11	Head Mechanic		2080	15.86	17.00														
12	Collection System Technician I		2080	21.93	23.53	25.23	27.06												
13	Collection System Technician II		2080	19.07	20.45	21.93													
14	Collection System Technician III		2080	20.44	21.93	23.52	25.22												
15	Streets & Sewer Foreman		2080	21.93	23.53	25.23	27.06												
16	Maintenance Foreman		2080	21.37	22.92	24.58	26.36												
17	Maintenance Serviceman		2080	18.54	19.88	21.32	22.87												
18	Municipal Service Worker I		2080	15.08	16.47														
19	Municipal Service Worker II		2080	16.34	17.52	18.79													
20	Municipal Service Worker III		2080	17.77	19.08	20.44	21.92												
21	Sanitation Foreman		2080	17.25	18.50	19.84	21.28												
22	Water Distribution System Foreman		2080	19.00	20.38	21.86	23.44												
23	Water System Technician I		2080	21.93	23.53	25.23	27.06												
24	Water System Technician II		2080	18.77	20.13	21.59													
25	Operations Lead Worker		2080	20.44	21.93	23.52	25.22												
26	Construction Foreman		2080	19.35	20.78	22.25	23.87												
27			2080	21.37	22.92	24.58	26.36												
28			2080	17.25	18.50	19.84	21.28												
29			2080	17.25	18.50	19.84	21.28												
30			2080	17.25	18.50	19.84	21.28												
31			2080	17.25	18.50	19.84	21.28												
32			2080	17.25	18.50	19.84	21.28												
33			2080	17.25	18.50	19.84	21.28												
34			2080	17.25	18.50	19.84	21.28												
35	Line Clearance Worker		2080	13.30	14.27	15.30	16.41												
36	Apprentice Lineman		2080	18.30	19.63														
37	Master Reader		2080	15.88	17.00	18.24	19.55												
38	Electric Service Worker		2080	17.03	18.27	19.59	21.01												
39	Groundmen		2080	17.03	18.27	19.59	21.01												
40	Electrical Engineering Technician		2080	18.77	20.13	21.59	23.16												
41	Lead Line Clearance Worker		2080	20.17	21.63	23.20	24.86												
42	Linemen Second Class		2080	20.17	21.63	23.20	24.86												
43	Servicemen		2080	20.17	21.63	23.20	24.86												
44	Linemen First Class		2080	20.17	21.63	23.20	24.86												
45	Substation Technician		2080	24.00	25.74	27.61	29.61												
46	Lead Linemen		2080	24.00	25.74	27.61	29.61												
47	Substation Specialist		2080	27.43	29.42	31.55	33.84												
Total				27.43	29.42	31.55	33.84	28.23	30.27	32.47	34.82	28.53	30.59	32.81	35.19				

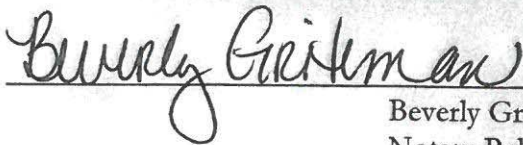


STATE OF OHIO  
COUNTY OF HENRY

Sally Heaston, being first duly sworn, states that she is the General Manager 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 27th day of December, 2018.

  
Sally Heaston

Subscribed and sworn to before me this  
27th day of December, 2018

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

Printer's Fee: \$354.00  
Notary Fee: \$2.00

Resolution No. 079-18

A RESOLUTION AUTHORIZING THE EXPENDITURE OF FUNDS AND AUTHORIZING A DEPARTMENT DIRECTOR TO TAKE BIDS ON CERTAIN PROJECTS, SERVICES, EQUIPMENT, MATERIALS, OR SUPPLIES WITHOUT THE REQUIREMENT FOR ADDITIONAL LEGISLATION TO DO SO IN THE YEAR 2019; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the expenditure of funds and City departments to take bids on certain items and services without the need of additional legislation in 2019.

Resolution No. 080-18

A RESOLUTION AUTHORIZING EXPENDITURE OF FUNDS IN EXCESS OF TWENTY-FIVE THOUSAND DOLLARS (\$25,000.00) IN AND FOR THE YEAR 2019 AS IT RELATES TO REOCCURRING COSTS ASSOCIATED WITH THE OPERATION OF THE CITY, FOR PAYMENT OF EXPENSES, AND FOR PURCHASES ASSOCIATED WITH VENDORS UTILIZED BY MULTIPLE DEPARTMENTS WITHIN THE CITY; ELIMINATION OF NECESSITY OF COMPETITIVE BIDDING IN AND FOR THE YEAR 2019 AS IT RELATES TO CERTAIN TRANSACTIONS; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the expenditure of funds for reoccurring City costs in 2019.

Resolution No. 084-18

A RESOLUTION AUTHORIZING THE FINANCE DIRECTOR TO TRANSFER CERTAIN FUND BALANCES FROM RESPECTIVE FUNDS TO OTHER FUNDS PER OHIO REVISED CODE SECTION 5705.14 ON AN AS NEEDED BASIS IN FISCAL YEAR 2019, LISTED IN EXHIBIT "A;" AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon authorized the transfer of certain fund balances on an as needed basis in 2019.

Resolution No. 087-18

A RESOLUTION APPROVING THE AMENDED PROVISIONS OF A CERTAIN COLLECTIVE BARGAINING AGREEMENT NO. 2016-19 BETWEEN THE CITY OF NAPOLEON, OHIO AND AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO LOCAL 3859 FOR THE TERM COMMENCING FROM DECEMBER 17, 2018 THROUGH NOVEMBER 30, 2019; AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME; AND DECLARING AN EMERGENCY

In this legislation, the City of Napoleon approved amendments to Agreement No. 2016-19 with AFSCME employees commencing from December 17, 2018 through November 30, 2019.

All of the above summaries are approved as to form and correctness by Billy D. Harmon, City Law Director