

November 15, 2024

TO: Mayor and City Council Members

FROM: Brian K. Riblet, City Manager 

SUBJECT: City Council Work Session of Wednesday, November 20, 2024

As a reminder, City Council is scheduled to meet in Work Session on Wednesday, November 20, 2024 at 6:00 p.m.

Work Session

1. Call to Order
2. Roll Call
3. Special Presentation
4. Guest and Residents
5. Legislation for Consideration this Evening
6. Establishing an Agenda for December 4, 2024 Business Session

Pending Legislation

- a. An Ordinance to Make Appropriations for Current Expenses and Other Expenditures of the City of Montgomery, State of Ohio During the Fiscal Year Ending December 31, 2025— (Mr. Suer-3<sup>rd</sup> reading) Information has been previously supplied on this legislation that, if approved, would adopt this Ordinance that establishes the City's budget for fiscal year 2025. These documents were presented to and reviewed with City Council at the September 12 Budget Review meeting. As a result of these discussions, any changes to the budget will be forthcoming and will be presented to City Council in the packet for the December 4, Business Session.

*Add this Ordinance to the December 4, 2024 Business Session for third reading and with adoption of the Ordinance requested at that meeting.*

- b. An Ordinance Establishing Compensation For Elected Officials— (Mr. Dobrozsi-2<sup>nd</sup> reading) Information has been previously supplied on this legislation that, if approved, would initiate the process to increase compensation for Council Members and the Mayor commencing January 1, 2026. The Charter allows Council to set compensation for Council Members, but the compensation cannot be increased during a Council Member's term. As a result, those Council Members elected in November 2025 will see an increase in compensation January 1, 2026, whereas those Council Members who are elected for a full term of office in November 2027 will see the increase effective January 1, 2028. Since the Mayor is appointed by Council and the Mayor's term does not commence until after the organizational meeting, the additional stipend for the Office of the Mayor will commence January 1, 2026.

*Add this Ordinance to the December 4, 2024 Business Session for second reading. The third reading will be held at the January 8, 2025 Business Session with adoption of the Ordinance requested at that meeting.*

#### New Legislation

- a. A Resolution Adopting a Five-Year Capital Improvement Program for The City of Montgomery—Please find attached correspondence from Maura Gray, Finance Director, requesting that City Council consider a Resolution to adopt the City's proposed Five-Year Capital Improvement Program. This was reviewed by City Council as a companion piece to the proposed 2025 Operating and Capital Budget with Four Year Forecast and represents a comprehensive planning tool for capital investment in the community over the next five years.

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

- b. A Resolution Authorizing The City Manager To Enter Into A Contract With Anthem (Dba Anthem ERC And Anthem) To Provide Medical Insurance And Dental Insurance For Full-Time Employees—Please find attached correspondence from the Employee Health Care Benefits Committee requesting that City Council authorize the City Manager to enter into a contract with Anthem DBA Anthem ERC and Anthem for both medical and dental insurance coverages for the City's full-time employees for the January 1, 2025 through December 31, 2025 benefit period. The Anthem proposal for medical insurance represents a 6% percent increase but includes enhancements (i.e., greater prescription drug coverage and opportunities to save on renewals and recoup a portion of paid premiums.) The Anthem dental insurance proposal for 2025 is a renewal of the current plan with a rate hold.

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*



- c. A Resolution Establishing City Contributions for Health Care Benefits—Please find attached correspondence from Human Resources Manager Julie Prickett to City Manager Brian Riblet requesting that City Council consider adoption of a Resolution that will establish the City's maximum contribution limits (caps) for a 12-month period beginning January 2025 for medical and dental insurance. The caps determine the amount of money the employees must contribute toward the cost of their medical and dental insurance coverages. Typically, the City has increased these "caps" annually by six percent (6%) for medical insurance and three percent (3%) for dental insurance. It should be noted that the recommended caps for medical and dental insurance are already in place in AFSCME, FOP and IAFF collective bargaining agreements.

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

- d. A Resolution Authorizing the City Manager to Enter into a Contract with CT Associates, Inc. For Professional Services Related To General Engineering And Architectural Services For Calendar Year 2025 —Please find attached correspondence from Brian Riblet, City Manager, Gary Heitkamp, Public Works Director, and Tracy Henao, Assistant City Manager, requesting that City Council authorize the City Manager to enter into a contract with CT Consultants, Inc. for professional engineering and architectural services for calendar year 2025. The City has contracted with CT Consultants to provide civil, traffic, structural, electrical and storm water engineering services. CT Consultants has provided a competitive fee structure for 2025 including slight hourly rate increases for engineering services.

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

- e. A Resolution Authorizing the City Manager to Contract With National Inspection Corporation For Professional Services To Serve As Building Official And To Provide Plan Review And Field Inspection Authority And Services For The City's Building Department For The Calendar Year 2025—Please find attached correspondence from Kevin Chesar, Community Development Director requesting that City Council consider a Resolution to authorize the City Manager to enter into a contract with National Inspection Corporation for professional services to serve as Building Official and to provide plan review and field inspection authority and services for the City's Building Department for the calendar year 2025.

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

- f. An Ordinance Amending Chapter 34 Of The Montgomery Code Of Ordinances To Modify Sick Leave Benefits—Please find attached correspondence from Brian Riblet, City Manager requesting that City Council consider this Ordinance that would amend Chapter 34 of the Montgomery Ohio Code of Ordinances. On May 15, 2024, City Council approved Ordinance #5 which included an initial group of modifications to Chapter 34. This modification request is specific to Section 34.05 (B) Sick Leave and would provide a minimal increase in the accrual rate.

*Add this Ordinance to the December 4, 2024 Business Session agenda, assign to a Council Member for first reading. It is requested that the second and third readings be suspended with adoption of the Ordinance requested at that meeting.*

7. Administration Report

8. Law Director Report

9. City Council Member Reports

- a. Mrs. Bissmeyer
- b. Mrs. Mills-Reynolds
- c. Mr. Dobrozsi
- d. Vice Mayor Naiman
- e. Mr. Suer
- f. Mr. Margolis
- g. Mayor Messer

10. Approval of Minutes-November 6, 2024 Business Session

11. Other Business

12. Executive Session

13. Adjournment

Should you have any questions or concerns regarding this information, please do not hesitate to contact me.

C: Connie Gaylor, Executive Assistant/ Clerk of Council  
Department Heads  
Terry Donnellon, Law Director



November 20, 2024  
City Hall  
6:00 p.m.

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*Add this Ordinance to the December 4, 2024, Business Session for third reading and with adoption of the Ordinance requested at that meeting.*

- b. An Ordinance Establishing Compensation For Elected Officials—(Mr. Dobrozsi-2<sup>nd</sup> reading)

*Add this Ordinance to the December 4, 2024, Business Session for second reading. The third reading will be held at the January 8, 2025, Business Session with adoption of the Ordinance requested at that meeting.*

New Legislation

- a. A Resolution Adopting a Five-Year Capital Improvement Program for The City of Montgomery

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

- b. A Resolution Authorizing The City Manager To Enter Into A Contract With Anthem (dba Anthem ERC And Anthem) To Provide Medical Insurance And Dental Insurance For Full-Time Employees

*Add this Resolution to the December 4, 2024 Business Session agenda, assign it to a City Council member for reading, and consider adoption of the Resolution that evening.*

c. A Resolution Establishing City Contributions for Health Care Benefits

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b. Mrs. Mills-Reynolds

c. Mr. Dobrozsi

d. Mrs. Naiman

e. Mr. Suer

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g. Mayor Messer

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C: Connie Gaylor, Executive Assistant/Clerk of Council  
Department Heads,  
Terry Donnellon, Law Director

ORDINANCE NO. \_\_\_\_\_, 2024

**AN ORDINANCE TO MAKE APPROPRIATIONS FOR CURRENT EXPENSES AND  
OTHER EXPENDITURES OF THE CITY OF MONTGOMERY, STATE OF OHIO,  
DURING THE FISCAL YEAR ENDING DECEMBER 31, 2025**

**WHEREAS**, Council previously did approve and submit to the Budget Commission a Budget for revenues and expenses for the fiscal year commencing January 1, 2025 and ending December 31, 2025; and

**WHEREAS**, the proposed Budget has been accepted and approved, and Council does desire to appropriate funds according to the Budget to meet current expenses and other expenditures for the 2025 fiscal year.

**NOW THEREFORE, BE IT ORDAINED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** Commencing January 1, 2025 and for the fiscal year ending December 31, 2025, in order to provide for the current expenses and other expenditures of the City, the sums detailed on the attached Budget schedule are hereby appropriated as if such schedule is fully set forth herein.

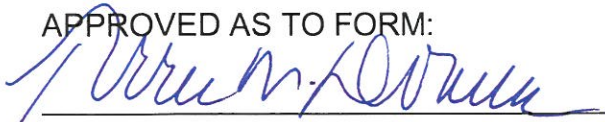
**SECTION 2.** This Ordinance shall be in full force and effect from and after the earliest period allowed by law.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director



## Attachment to 2025 Appropriation Ordinance

Fund	Personnel	Non-Personnel	Total
<b>General Fund</b>			
101 Police Department	4,180,862	362,900	4,543,762
106 Disaster Services	0	9,300	9,300
201 Public Health and Welfare	0	59,500	59,500
301 Recreation	292,043	131,940	423,983
303 City Parks	392,122	410,750	802,872
317 Swaim and Terwilliger Lodges	0	63,150	63,150
321 Special Events	0	150,000	150,000
405 Landmarks Commission	0	17,250	17,250
406 City Beautiful	0	182,179	182,179
407 Development	473,459	492,200	965,659
408 Planning Commission	0	207,200	207,200
409 Historical Building Operations	0	54,629	54,629
701 City Administration	846,029	32,950	878,979
702 Finance Department	570,803	519,000	1,089,803
703 Legal Administration	0	255,500	255,500
705 City Council	10,596	13,000	23,596
707 Mayor's Court	41,193	75,500	116,693
708 Civil Service Commission	0	5,150	5,150
709 Public Works Administration	698,550	281,900	980,450
712 Community & Information Svcs	455,369	384,700	840,069
715 General Government	10,000	2,813,600	2,823,600
<b>Total General Fund</b>	<b>7,971,026</b>	<b>6,522,298</b>	<b>14,493,324</b>
Amount of General Fund Transfers included in Total			637,050
<b>Special Revenue Funds</b>			
209 Memorial Fund	0	6,500	6,500
210 Parks & Recreation	0	500	500
214 OneOhio Fund	0	16,500	16,500
215 Law Enforcement	0	102,700	102,700
216 Drug Enforcement	0	200	200
217 DUI Enforcement and Education	0	400	400
218 Mayor's Court Technology	0	11,125	11,125
219 Community Oriented Policing	158,933	350	159,283
220 Law Enforcement Assistance	0	1,000	1,000
223 Fire Department	4,468,480	844,165	5,312,645
227 Environmental Impact Area I	0	8,000	8,000
228 Environmental Impact Area II	0	10,150	10,150
229 Environmental Impact Area III	0	10,000	10,000
230 Environmental Impact Area IV	0	5,000	5,000
261 Street Maintenance and Repair	1,000,512	445,101	1,445,613
265 State Highway Fund	0	36,000	36,000
266 Permissive MVL Fund	0	66,000	66,000
275 Municipal Pool	0	323,800	323,800
485 Arts and Amenities	0	100,250	100,250
<b>Total Special Revenues</b>	<b>5,627,925</b>	<b>1,987,741</b>	<b>7,615,666</b>

Fund	Personnel	Non-Personnel	Total
<b>Debt Service Funds</b>			
324 General Bond Retirement	0	840,402	840,402
329 Montgomery Quarter TIF Fund	0	1,376,885	1,376,885
331 Vintage Club TIF Fund	0	2,516,090	2,516,090
332 Vintage Club North TIF Fund	0	662,407	662,407
<b>Total Debt Service</b>	<b>0</b>	<b>5,395,784</b>	<b>5,395,784</b>
<b>Capital Projects Funds</b>			
410 Capital Improvements	0	4,405,649	4,405,649
460 Heritage District Fund	0	10,000	10,000
461 Triangle Equivalent TIF Fund	0	94,200	94,200
463 Vintage Club Capital Construction	0	300,000	300,000
480 Downtown Improvements	0	550	550
<b>Total Capital Projects</b>	<b>0</b>	<b>4,810,399</b>	<b>4,810,399</b>
<b>Fiduciary Funds</b>			
546 Trust Reimbursements	0	100,000	100,000
601 State Fees	0	17,000	17,000
836 Historical Trust Fund	0	5,000	5,000
840 Cemetery Expendable Trust	0	73,850	73,850
875 Compensated Absence	101,450	0	101,450
890 Unclaimed Moneys Fund	0	3,106	3,106
<b>Total Fiduciary</b>	<b>101,450</b>	<b>198,956</b>	<b>300,406</b>
<b>Total All Funds</b>	<b>13,700,401</b>	<b>18,915,178</b>	<b>32,615,579</b>



**ORDINANCE NO.                      , 2024**

**AN ORDINANCE ESTABLISHING COMPENSATION FOR ELECTED OFFICIALS**

**WHEREAS**, Section 3.05 of the Charter of the City of Montgomery, Ohio, requires Council to fix the compensation for City officers and employees, including elected officials; and

**WHEREAS**, after several years and a review of the compensation paid by other communities to their public officials, Council believes it is appropriate to increase the compensation to be paid to Council Members and the Mayor to better reflect the time commitment and at times the related cost to serve in this public role; and

**WHEREAS**, the Charter and Ohio law do not permit an increase in compensation by an elected official during his or her term of office, so any increase as provided herein shall be staggered to commence with the new term of office for public officials elected in 2025 and those whose term may commence in 2027.

**NOW THEREFORE, BE IT ORDAINED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** Commencing January 1, 2026, persons elected to Council for the term commencing at the organizational meeting in December 2025 shall be paid a salary of Five Thousand Dollars (\$5,000) per year, payable in convenient increments consistent with the payroll practices of the City.

**SECTION 2.** Commencing January 1, 2028, persons elected to Council for the term commencing at the organizational meeting in December 2027 shall be paid a salary of Five Thousand Dollars (\$5,000) per year, payable in convenient increments

consistent with the payroll practices of the City.

**SECTION 3.** Additionally, commencing January 1, 2026, the Council Member chosen by the Members of Council to serve as Mayor for the two-year Council term commencing at the organizational meeting in December 2025 shall receive an additional One Thousand Dollars (\$1,000) annual stipend for the additional duties and responsibilities for service as Mayor.

**SECTION 4.** All Ordinances or parts of Ordinances inconsistent herewith are hereby repealed.

**SECTION 5.** This Ordinance shall take effect the earliest opportunity as allowable by law.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director



November 11, 2024

TO: Brian Riblet, City Manager

FROM: Maura Gray, Finance Director *mg*

SUBJECT: Recommendation on Adopting Capital Improvement Program (CIP)

**Introduction**

As part of the City's Budget process, City Council is asked to approve by Ordinance, the 2025 Operating and Capital Budget and Four-Year Forecast and to approve by Resolution, the 2025-2029 Capital Improvement Program. The City's appropriation Ordinance is currently in the reading stages for final passage and adoption at the December 4, 2024 City Council Business Session. This Resolution requests that City Council consider passage and adoption of the City's Capital Improvement Program (CIP).

**Background**

The City's 2025-2029 Capital Improvement Program is a formal document providing a detailed description of the City's operating equipment, capital equipment and capital expenditures for the five-year period beginning in 2025. This document is a companion document to the 2025 Operating and Capital Budget and Four-Year Forecast and presents the same capital financial information as the budget document. The CIP, however, provides a more thorough description and presentation of the City's planned capital expenditures than does the budget document. Both documents serve as supporting documentation for the City's annual appropriations and serve as guides for conducting the financial plans of the City.

At the September budget review meeting, the Capital Improvement Program and the related budget documents were reviewed with City Council and staff.

**Recommendation**

As part of the 2025 budget process, it is recommended that City Council place the 2025-2029 Capital Improvement Program on its agenda for the November 20, 2024 Work Session for consideration and approval at its December 4, 2023 Business Session.

RESOLUTION NO. , 2024

**A RESOLUTION ADOPTING A FIVE-YEAR CAPITAL IMPROVEMENT  
PROGRAM FOR THE CITY OF MONTGOMERY**

**WHEREAS**, the City Manager has recommended, and this Council has considered, a Five-Year Capital Improvement Program (CIP) for the years 2025 through 2029; and

**WHEREAS**, the CIP should be approved by City Council so that projects may be planned and implemented.

**NOW THEREFORE, BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** The Council hereby adopts the Five-Year Capital Improvement Program for the years 2025 through 2029.

**SECTION 2.** The City Manager is hereby authorized and directed to implement the Five-Year Capital Improvement Program and to report on its progress from time to time to the Council.

**SECTION 3.** This Resolution shall be in full force and effect from and after its passage.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director

November 5, 2024

TO: Brian K. Riblet, City Manager

FROM: Health Care Benefits Committee

SUBJECT: Group Insurance Renewal Proposals

## Introduction

The employee Health Care Benefits Committee (HCBC) has been meeting with Emily Lehn (HUB representative) to review options for the renewal of our group medical and dental insurance coverages for the policy period beginning January 1, 2025. The current HCBC members are Tony Brothers, Maura Gray, Julie Prickett, TJ Shreve, and Mike Young. In addition, Jessica Tice attends the Committee meetings and provides valuable administrative support for the open enrollment process. The Committee has the responsibility to evaluate group insurance proposals and to make recommendations on the insurance renewal coverage options. We believe that our recommendation for the upcoming policy period offers the best combination of service and value for the City and the employees.

## Background

**Medical** - Earlier this year, Emily Lehn, the City's HUB representative, recommended that the City pursue a "no bid" renewal with Anthem. This recommendation was based on preliminary information that indicated our group's utilization numbers were favorable, making retaining our group's business attractive to Anthem. Consequently, Anthem offered a 5% renewal of the same plan design for the 2025 benefit year. The 5% renewal is lower than national renewal trends which are averaging increases of 8% to 9%. In addition, Anthem indicated that our group was eligible for another plan option (Anthem ERC) with a 6% renewal.

The Anthem ERC plan offers the same plan design as the regular Anthem renewal; however, additional advantages and cost-savings opportunities are available with the Anthem ERC plan. The Anthem ERC plan covers a list of preventive prescription drugs at 100%. These preventive prescription drugs address the following common major health risk categories: heart health and high blood pressure, osteoporosis, diabetes, mental health, and high cholesterol. In addition, with the Anthem ERC plan our group could earn a 2% renewal discount each year based on employees and spouses scheduling annual physicals with a primary care physician. The City could



also receive a return of up to 10% of paid premiums (after the first renewal) if utilization is less than expected. The Anthem ERC plan also reports more information than the regular Anthem plan (or other carriers' plans to groups our size) regarding premium costs compared to claims costs, as well as more information regarding large claims costs.

The Health Care Benefits Committee decided to recommend the Anthem ERC plan option, which closely matches the current plan and represents a 6.0% increase over current premium costs. Although the Anthem ERC plan represents a 6% increase and the regular Anthem plan renewal represents a 5% increase over current rates, the Health Care Benefits Committee determined that the advantages the Anthem ERC plan offers (e.g. numerous preventive prescriptions covered at 100%, the potential to earn back up to 10% of paid premiums, and a potential 2% renewal discount for member participation in primary care physician visits for annual physical exams) make this plan the best and potentially most cost-effective choice in the long run.

The Anthem ERC plan option meets the IRS 2025 mandated changes for High Deductible Health Plans (HDHP) with \$3,300/\$6,600 deductibles. As with our current plan design, prescription drugs not on the preventive prescription list are covered (imbedded) after meeting out of pocket maximums of \$4000 single/\$8000 family. The recommended plan would result in monthly premium costs of \$627.44 for Single coverage, \$1380.36 for Employee/Spouse, \$1192.13 for Employee/Child(ren), and \$2007.80 for Family coverage.

Historically, the annual percentage premium changes for medical insurance over the last sixteen years have ranged from a decrease of 6.9% to an increase of 25% as the following shows:

<u>Year</u>	<u>Percentage Increase</u>	<u>Provider</u>
2008	18%	Medical Mutual Ohio
2009	21%	Medical Mutual Ohio
2010	25%	Medical Mutual Ohio
2011	15%	United Health Care
2012	6%	Anthem BC/BS
2013	5%	Anthem BC/BS
2014	6.9% decrease	Humana
2015	5.0% decrease	Humana
2016	5.68%	Humana
2017	zero	Humana
2018	zero	Humana
2019	9.0%	Humana
2020	zero (15 months)	Humana
2021	14%	Humana
2022	6.0%	Humana
2023	12.2%	Anthem
<i>2024 proposed</i>	<i>6.0%</i>	<i>Anthem ERC</i>

Factoring in the proposed 6.0% increase for the new contract period, the average annual premium increase for the 17 contract periods would be 7.70%.

With its preventive prescription drug list and emphasis on annual physicals, the Anthem ERC plan encourages cost-effective strategies to maintain good health (and ultimately keep insurance costs down.) Moving forward, the Health Care Benefits Committee intends to encourage employees and their spouses to get their annual physical exams and maintain a relationship with their primary care physicians.


**Dental** – The Health Care Benefits Committee recommends renewing with Anthem for group dental insurance for the upcoming contract period as Anthem offered a rate hold for the 2025 contract period. (It should be noted when our group moved from Humana dental to Anthem dental for the current 2024 contract period, we realized a 3.63% decrease in premium costs.)

**Life** – The City currently contracts with Reliance Standard for group term life and AD&D insurance. Reliance Standard has agreed to a rate hold (current rates have been in place for four years and represented a 35.8% decrease from the prior carrier's rates.) There is no need for a recommendation for legislative action for group life insurance at this time.


#### Recommendation

The Health Care Benefits Committee recommends that City Council place an item regarding group medical and group dental insurance on the agenda for its November Work Session, and then pass the resolution at its December Business Session approving the recommendation of the Committee for group medical and dental insurance coverages for its full-time employees.

  
Tony Brothers

  
Maura Gray

  
Julia E. Prickett

  
Thomas J. Shreve

  
Michael R. Young

**RESOLUTION NO.           , 2024**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A  
CONTRACT WITH ANTHEM (D/B/A ANTHEM ERC AND ANTHEM) TO PROVIDE  
MEDICAL INSURANCE AND DENTAL INSURANCE FOR FULL-TIME EMPLOYEES**

**WHEREAS**, the City of Montgomery provides medical insurance benefits and dental insurance benefits to its full-time employees; and

**WHEREAS**, the City reviewed proposals for medical and dental insurance benefits and determined that the proposal submitted by Anthem d/b/a Anthem ERC and Anthem is the best proposal for City employees in terms of quality, price, service and adaptability.

**NOW THEREFORE BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** The City Manager is hereby authorized to enter into a contract with Anthem d/b/a Anthem ERC and Anthem to provide medical insurance benefits and dental insurance benefits for all full-time employees for twelve months commencing January 1, 2025 through December 31, 2025, subject to any separate requirements from any Collective Bargaining Agreement between the City and any employee group during the term of this benefit contract.

**SECTION 2.** The City Manager is hereby authorized to pay Anthem d/b/a Anthem ERC and Anthem according to the rates set forth in the schedules submitted by Anthem attached hereto as Exhibits "A" and "B" and incorporated herein by reference.

**SECTION 3.** This Resolution shall be in full force and effect from and after its passage.



PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director

November 5, 2024

TO: Brian K. Riblet, City Manager

FROM: Julia E. Prickett, Human Resources Manager *JEP*

SUBJECT: Legislation Request to establish City "Caps" for Healthcare Benefits

### Introduction

It is recommended that City Council adopt a Resolution that sets the City's "caps" for the cost of healthcare benefits for employee group insurance for the twelve-month period of January 1, 2025 through December 31, 2025.

### Background

In 1998, the City established "caps" to contain its costs related to employee medical and dental insurance coverages based upon the types of plans that are selected by employees (family, single, employee plus spouse, and employee plus children plans.) For many years, the City has increased these "caps" by six percent (6%) for medical insurance and three percent (3%) for dental insurance. This practice allows for some increase in the cost of healthcare but also ensures that significant increased costs are shared between the City and its employees. The "share concept" also incentivizes the Employee Healthcare Benefits Committee to modify benefits where appropriate to contain costs. The cap figures below represent a six percent increase for medical insurance caps and a three percent increase for the dental insurance cap over current cap amounts. The recommended caps for the upcoming twelve-month period which would be effective January 1, 2025 are as follows:

Family Plan:	\$1,873.27
Employee/Spouse:	\$1,360.93
Employee/Child(ren)	\$1,360.93
Single:	\$ 680.77
Dental:	\$ 216.65

It should be noted that these "caps" are already contained in all three of the City's labor contracts (AFSCME, FOP and IAFF.)

### Request and Recommendation

Staff requests the City Manager recommend that City Council place an item on the agenda for its November Work Session regarding establishing City "caps" for medical and dental employee insurance coverages, and then pass a resolution at its December Business Session approving the recommendation for these "caps" for the twelve-month period of January 1, 2025 through December 31, 2025.

RESOLUTION NO. , 2024

**A RESOLUTION ESTABLISHING CITY CONTRIBUTIONS  
FOR HEALTHCARE BENEFITS**

**WHEREAS**, Section 34.01 (C) of the Code of Ordinances sets forth the procedure for Council to establish healthcare insurance costs and benefits for City employees; and

**WHEREAS**, by Resolution No. 17, 2024 passed August 7, 2024 Council did approve contributions to be made to employees' health savings accounts and health reimbursement accounts for the employer sponsored high deductible health plan ("HDHP"); and

**WHEREAS**, Council must establish the contribution limits for both medical and dental insurances.

**NOW THEREFORE, BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** The following contribution limits are established for the cost of medical and dental plans for the twelve-month period beginning January 1, 2025, subject to any separate requirements from any Collective Bargaining Agreement between the City and any employee group:

***Medical Benefit  
City Contribution Limit Per Month – Family Plan  
\$1,873.27 effective January 1, 2025***

***Medical Benefit  
City Contribution Limit Per Month – Single Plan  
\$680.77 effective January 1, 2025***

**Medical Benefit**  
**City Contribution Limit Per Month – Employee and Spouse Plan**  
\$1,360.93 effective January 1, 2025

**Medical Benefit**  
**City Contribution Limit Per Month – Employee and Child(ren) Plan**  
\$1,360.93 effective January 1, 2025

**Dental Insurance**  
**City Contribution Limit Per Month – All Plans**  
\$216.65 effective January 1, 2025

If the cost to provide such insurance coverage exceeds the contribution limits established by City Council, fifty percent (50%) of the cost in excess of such contribution limit shall be paid by the City and fifty percent (50%) of the cost in excess of the contribution limit shall be paid by the employee. Insurance cost payments to be paid by the employee shall be made by payroll deduction.

**SECTION 2.** This Resolution shall take effect the earliest opportunity as allowable by law.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director



November 8, 2024

TO: Mayor and City Council Members

FROM: Brian Riblet, City Manager  
Tracy Roblero, Assistant City Manager  
Gary Heitkamp, Public Works Director

SUBJECT: Legislation Request for a Professional Services Contract with CT Consultants, Inc. for 2025

## Request

It is necessary for City Council to consider a Resolution authorizing the City Manager to enter into a one-year contract with CT Consultants, Inc. for professional engineering services. It is anticipated that the City will spend more than seventy-five thousand (\$75,000) dollars with CT Consultants, Inc. during 2025 for various professional engineering services, thus a contract for these professional services is required.

## Financial Impact

If approved, funding for professional engineering and architectural services is provided in the 2025 operating budgets "303" Parks, "407" Development, "709" Public Works, and in the Capital Improvement Program's "261" Street Maintenance and Repairs.

## Background

The City has contracted with CT Consultants, Inc. for approximately 33 years to provide civil, traffic, structural, electrical, and storm water engineering and have been very satisfied with their ability to perform each of these engineering services.

Attached is the proposed 2025 fee schedule from CT Consultants, Inc. In keeping with the commitment that CT Consultants, Inc. has made to the City to provide professional engineering services at a reasonable cost, CT Consultants, Inc. has provided a competitive fee structure for 2025 that includes minor increases in their hourly fee schedule, averaging 2.5%.

As was provided in previous years, CT Consultants, Inc. has deleted the hourly rate line item for billing of the "Principal" from the fee schedule. If for any reason a Principal

Engineer provides engineering services during the contract year, that work will be billed at the hourly rate of a "Senior Project Engineer".

### Recommendation

Staff recommends that the City continue the contractual relationship with CT Consultants, Inc. for professional engineering services. It is requested that the City Council adopt legislation authorizing the City Manager to enter into a contract for those professional engineering services that CT Consultants, Inc. is staffed to provide during 2025 based on the attached hourly fee schedule.

If there are any questions or concerns, please do not hesitate to contact me.

Enclosure



November 6, 2024

Mr. Brian Riblet  
City Manager  
City of Montgomery  
10101 Montgomery Road  
Montgomery, Ohio 45242

RE: 2025 Professional Services

Dear Brian:

The end of the year is approaching and, as always, we would like to review with the city our performance over this past year and to see if, and how, we can improve our service to your staff and to Montgomery in the upcoming year.

This is also the time of year when we review our annual agreement for professional services and the associated hourly fee schedule. As we are integrated into Verdantas, we are also looking at the status of our existing Master Services Agreements and taking this opportunity to update these agreements. We have attached a draft agreement for your review and comment as well as our requested adjustment to our fee schedule for 2025.

I will be contacting you next week to set up a convenient time to meet to review our proposed Master Services Agreement, our proposed 2025 fee schedule and our performance for the past year.

Thank you for your long-term trust.

Respectfully,

**CT Consultants, Inc.**

Mark V. Brueggemann, P.E.  
Vice President

Jay Korros, PE, PTOE  
City Engineer

Jk:pb

Attachment

cc: Gary Heitkamp, Public Works Director  
Tracy Henao, Assistant City Manager  
Kevin Chesar, Community Development Director



CITY OF MONTGOMERY  
2025 HOURLY FEE SCHEDULE

		2024 Fee	2025 Proposed Fee Schedule
CT Titles	Verdantas Titles		
Principal	Senior Consultant	249.75	256.00
Senior Project Engineer/Architect	Senior Engineer/Architect	191.75	196.50
Project Engineer/Architect	Engineer/Architect	167.00	171.25
Engineer 2/Architect 2	Staff Engineer/Architect II	140.25	143.75
Engineer 1/Architect 1	Staff Engineer/Architect I	125.50	128.75
Designer 3	Senior Technician	122.25	125.50
Designer 2	Technician II	103.00	105.50
Engineer Intern	Engineer Intern	64.00	65.75
Survey Crew	Survey Crew	175.00	179.50
Construction Rep 3	Construction Rep 3	105.75	108.50
Word Processing & Office Support	Word Processing & Office Support	65.25	66.00

Expenses at Cost Plus 10%

2025 City of Montgomery

4420 Cooper Rd. | Ste. 200 | Cincinnati | OH | 45242 | 513.791.1700 | [www.ctconsultants.com](http://www.ctconsultants.com)



RESOLUTION NO. , 2024

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO  
A CONTRACT WITH CT CONSULTANTS, INC. FOR PROFESSIONAL SERVICES  
RELATED TO GENERAL ENGINEERING AND ARCHITECTURAL SERVICES  
FOR CALENDAR YEAR 2025**

**WHEREAS**, Section 9.03 of Article IX of the Charter of the City of Montgomery, Ohio, provides the method by which the City Manager shall make certain purchases and enter into contracts on behalf of the City; and

**WHEREAS**, it is appropriate to provide contract authority for professional services that are generally not subject to competitive bidding but will exceed a total of \$75,000 in a calendar year; and

**WHEREAS**, it is the desire of the Council of the City of Montgomery to enter into a contract with CT Consultants, Inc. for calendar year 2025 to perform general engineering and architectural services for the City.

**NOW THEREFORE, BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** The City Manager is hereby authorized to enter into a contract with CT Consultants, Inc. for professional services to be provided to the City of Montgomery for calendar year 2025 according to the schedule submitted by CT Consultants, Inc., attached hereto as Exhibit "A" and incorporated herein by reference.

**SECTION 2.** The City Manager is hereby authorized to pay CT Consultants, Inc. according to the rates set forth in said schedule.

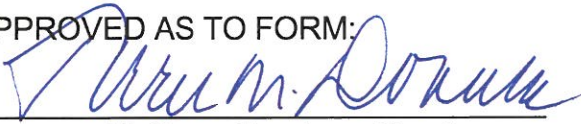
**SECTION 3.** This Resolution shall be in full force and effect from and after its passage.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director

November 7, 2024

TO: Brian K. Riblet, City Manager

FROM: Kevin Chesar, Community Development Director *KC*

SUBJECT: Legislation Request for a Professional Services Contract with National Inspection Corporation

### Request

It is necessary for City Council to adopt a Resolution to authorize the City Manager to enter into a contract with National Inspection Corporation to provide plan review and field inspection authority and services for the City's building department. It is anticipated that the City will spend more than seventy-five thousand (\$75,000) dollars with National Inspection Corporation during 2025 to provide professional building department services; consequently, a contract for these professional services is required.

### Financial Impact

Funding for professional building department services is provided for in the 2025 operating budget in account "407" Development.

### Background

The City has contracted for approximately twenty (20) years with National Inspection Corporation to provide plan review and field inspection authority and services for the City's building department and the City continues to be very satisfied with their ability to perform each of these duties.

Attached is an updated agreement from National Inspection Corporation. In keeping with the commitment that National Inspection Corporation has made to the City the agreement for payment remains the same as in previous years, with National Inspection Corporation collecting ninety percent of all fees received less the administrative fees as are required to be paid to the Ohio Board of Building Standards.

### **Recommendation**

Staff recommends that the City continue the contractual relationship with National Inspection Corporation for plan review and field inspection authority and services for the City's building department. It is requested that City Council adopt legislation authorizing the City Manager to enter into a contract for those professional building department services that National Inspection Corporation is staffed to provide during 2025 based on the attached agreement.



RESOLUTION NO      , 2024

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO CONTRACT WITH  
NATIONAL INSPECTION CORPORATION FOR PROFESSIONAL SERVICES TO  
SERVE AS BUILDING OFFICIAL AND TO PROVIDE PLAN REVIEW AND FIELD  
INSPECTION AUTHORITY AND SERVICES FOR THE CITY'S BUILDING  
DEPARTMENT FOR THE CALENDAR YEAR 2025**

**WHEREAS**, Section 9.03 of Article IX of the Charter of the City of Montgomery, Ohio, provides the method by which the City Manager shall make certain purchases and enter into contracts on behalf of the City; and

**WHEREAS**, it is appropriate to provide contract authority for professional services that are generally not subject to competitive bidding but will exceed a total of \$75,000 in a calendar year; and

**WHEREAS**, it is the desire of the Council of the City of Montgomery to renew the City's contract with National Inspection Corporation for calendar year 2025 to perform general building official and inspection services for the City.

**NOW THEREFORE, BE IT RESOLVED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** The City Manager is hereby authorized to contract with National Inspection Corporation for professional services to be provided to the City of Montgomery for calendar year 2025 according to the Agreement submitted by National Inspection Corporation attached hereto as Exhibit "A" and incorporated herein by reference.

**SECTION 2.** The City Manager is hereby authorized to pay National Inspection Corporation according to the rates set forth in said Agreement.

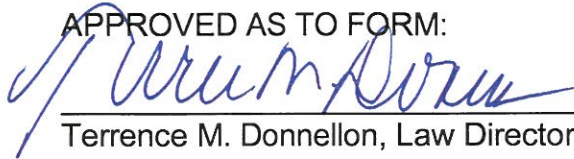
**SECTION 3.** This Resolution shall be in full force and effect from and after its passage.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellon, Law Director

## AGREEMENT

THE CITY OF MONTGOMERY, OHIO, An Ohio municipal corporation, 10101 Montgomery Road, Montgomery Ohio 45242 ("Montgomery" or "City"), and NATIONAL INSPECTION CORPORATION, an Ohio corporation, 311 Regency Ridge, Dayton, Ohio 45459, ("NIC"), hereby enter into this Agreement upon the terms and conditions as set forth herein.

WHEREAS, the Montgomery Building Department has been certified by the State Of Ohio Board of Building Standards to exercise enforcement authority, accept and approve plans and specifications, and make inspections pursuant to sections 3781.10 and 3791.04 of the Ohio Revised Code; and

WHEREAS, Ohio law authorizes the City to contract with a third party to provide plan review and field inspection authority and services for the City's Building Department; and

WHEREAS, Montgomery and NIC desire to enter into a contract for NIC to review and approve construction documents, provide building, heating, ventilation, air conditioning, electrical, and site inspection services to Montgomery, to exercise enforcement authority for plan review and inspections as set forth in this Agreement, to provide enforcement authority through NIC's Certified Inspectors to assure compliance with the adopted Building Code of Montgomery and to provide Building Official and Plan Review services to the City of Montgomery; and

WHEREAS, the services to be performed by NIC are of a technical, non-competitive and professional nature, and the appropriate authority to execute this Agreement with NIC has been granted by the Council of the City of Montgomery;

NOW, THEREFORE, Montgomery and NIC agree as follows:

1. Montgomery and NIC agree that NIC shall exercise enforcement authority for inspections and approval of plans and specifications, issue plan and specification approval and make field inspections on behalf of Montgomery for enforcement of state and local building codes, including the Ohio Building Code and Ohio Residential Building Code, and such other regulations as Montgomery may

adopt related to building construction (individually and collectively "Code"). NIC shall designate a person within NIC to serve as the Certified Building Official for the City. Such authority conveyed to NIC by this Agreement shall be no more than the authority conveyed to Montgomery, Ohio by its building codes and by state law. The extension of this authority to NIC shall not authorize NIC to waive any requirements of the zoning or building codes on behalf of the City.

2. Inspections shall be performed on a daily basis during regular business hours, except for inspections that must be performed during hours of darkness or during commercial "shut-down" conditions. Plan review shall be completed within a reasonable period of time from receipt of such plans by the Montgomery Building Department. For 1, 2, and 3 family dwellings, such review shall typically be completed within two business days of receipt, and for all other plan reviews such review typically shall be completed within three to ten business days of receipt. Plans are to be submitted to Montgomery's office at its address as written above.

3. NIC agrees that inspectors will be available by telephone for citizen and contractor queries between 8:00am and 5:00pm, Monday through Friday with the exception of legal holidays. All NIC inspectors will maintain state certification as required by law. Plan review shall be performed by a Certified plans Examiner for all plans submitted for a permit under the requirements of the Ohio Building Code (OBC).

4. Montgomery has established a statutory permit fee schedule, as enumerated in the ordinances of Montgomery. A true copy of said ordinance is appended hereto as Exhibit "A" and incorporated by reference herein. Montgomery reserves the right to amend the fee schedule from time to time. Any such change which significantly impacts the compensation to be paid to NIC under the terms of this Agreement shall authorize NIC to terminate this Agreement upon sixty (60) days advanced written notice to the City.

In accordance with the schedule of fees adopted by Montgomery, commencing January 1, 2013 Montgomery shall pay NIC for services rendered ninety percent (90%) of all fees received by Montgomery pursuant to such ordinance. The fees received by Montgomery for which NIC shall receive compensation do not include any penalty fees or penalties assessed by Montgomery for Code enforcement. Net fees shall be the amount of the gross fees



paid to the City, less such administrative fees as are required to be paid to the Ohio Board of Building Standards. Collection of permit fees shall be the sole responsibility of Montgomery. NIC shall invoice Montgomery monthly itemizing the project reviewed and fees due. Any other fees required to be collected with the building permit such as water, sewer or environmental impact fees shall be collected by Montgomery and shall not be considered as a part of the net fee structure upon which NIC shall be compensated.

5. NIC shall indemnify, defend and hold harmless Montgomery, its officers, directors, agents and employees from and against any and all loss, liability, claim for personal injury, wrongful death or property loss, damages, and expenses including attorneys fees and litigation expenses resulting from the negligence of NIC, its agents or employees in connection with NIC's services and obligations provided for under this Agreement except to the extent such loss was caused by or resulted from the negligence of Montgomery. This obligation will survive the termination or expiration of this Agreement. To the extent permitted under any policy of liability insurance issued to the City or in accordance with the rules and regulations of any self insurance pool to which the City may belong, NIC shall be entitled to full participation with Montgomery in defense of any such claim. NIC further shall be required to carry a policy of general liability insurance and errors and omissions coverage with limits not less than \$1,000,000.00 per occurrence and \$1,000,000.00 aggregate. The City of Montgomery shall be named as an Additional Insured under such liability policy with the following language included in such Certificate of Coverage:

*THE FOLLOWING ARE Additional Insureds: the City of Montgomery, Ohio, its elected and appointed officials, all employees, agents, volunteers, all boards, commissions and board members, including employees, agents and volunteers of such boards and commissions. Coverage shall be primary to the Additional Insureds and not contributing with any other insurance or similar protection available to the Additional Insureds whether other available coverage is primary, contributing, or excess*

Upon a request of Montgomery, NIC shall provide to Montgomery certificates evidencing said insurance coverage's, as well as a certificate evidencing worker's compensation coverage.

6. In addition to the general services outlined above, NIC agrees to furnish the following specific services to Montgomery:

a. Provide at its expense a toll free telephone number at its offices and make same available to the City of Montgomery, its general public, and all persons or entities having business with Montgomery which would be covered by this Agreement.

b. Upon request, advise applicants on Code requirements, but shall not perform design services for the completion of inadequate applications.

c. Perform job inspections of all work described on the application and plans, including the installation of equipment. Such service shall be provided promptly in the order received or scheduled without regard to type or extent of work, but within normal scheduling.

d. Prepare permits and certificates of approval when the installed work complies with all applicable regulations, ordinances, and statutes.

e. Except in those cases where NIC is called upon to assist the City in defense of any claim asserted by a third party against the City arising from any act or omission by NIC, upon request of the Montgomery Law Director, make itself reasonably available for and shall testify in any judicial proceeding or any formal or informal dispute resolution proceeding involving issues arising from the performance of the services herein described. After the first appearance on a specific case, NIC shall be paid \$100.00 per hour for the time any of its employees or principals shall take to fulfill the requirement as set forth in this section.

f. Provide utility companies with certificates of approval when necessary for the release of new services.

g. Provide emergency inspections as necessary at the request of other Montgomery Departments for which NIC shall be entitled to charge Montgomery \$75.00 per hour, portal to portal.

7. All documents, including applications, plan review, job progress reports and inspection reports shall remain the property of Montgomery.

8. This Agreement shall be effective January 1, 2025. This Agreement shall be renewable for continuing one-year terms unless terminated by either party with written notice directed to the other party sixty (60) days in advance of such renewal date. Either party may terminate this Agreement without cause with sixty (60) days notice to the other party after the first anniversary of this Agreement. While this agreement is in effect and for one year after termination, Montgomery will not offer employment to, nor solicit any employment applications from employees, former employees or contractors of NIC who provided service to Montgomery under this or a predecessor Agreement.

9. All notices to be given by or to either party to this Agreement shall be sent U.S. Mail, Certified, return receipt requested to the address as is noted above or as it is duly noticed by either party. All such notices shall be effective as of the date received.

10. This Agreement shall be construed under and in accordance with the laws of the State of Ohio, and all obligations to the parties created under this Agreement are performable in Hamilton County, Ohio.

11. This Agreement shall be binding and inure to the benefit of the parties of this Agreement and their respective heirs, executors, administrators, legal representatives, successors and assigns as permitted by this Agreement.

12. If one or more of the provisions contained in this Agreement is held by a Court of competent jurisdiction to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality or unenforceability shall not affect any other provision. This Agreement shall be construed as if the invalid, illegal, or unenforceable provision had never been contained in it.

13. This Agreement constitutes the sole and only agreement of the parties and supersedes any prior understandings or written or oral agreements between the parties respecting the subject matter of this Agreement.

14. This Agreement may not be assigned by either party without express written consent of the other party, which consent may not be unreasonably withheld.

**CITY OF MONTGOMERY, OHIO**

Date: \_\_\_\_\_

By: \_\_\_\_\_

Brian Riblet

Its: City Manager

**NATIONAL INSPECTION  
CORPORATION**

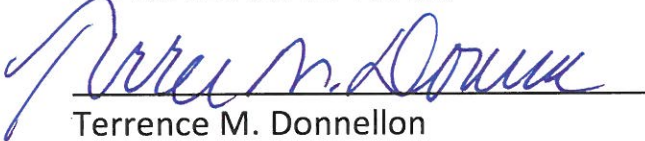
Date: \_\_\_\_\_

By: \_\_\_\_\_

Andrew McKenzie

Its: President

APPROVED AS TO FORM:



Terrence M. Donnellon

Law Director for City of Montgomery



November 15, 2024

TO: Mayor and City Council Members

FROM: Brian K. Riblet, City Manager

SUBJECT: Request to Amend Chapter 34 of the Montgomery Ohio Code of Ordinances

### **Request**

It is necessary for City Council to consider an Ordinance to Amend Chapter 34 of the Montgomery Ohio Code of Ordinances.

### **Background**

Earlier this year, City Administration along with key staff members and members of the Goal F Team of the City of Montgomery 2022-2026 Strategic Plan began a comprehensive review of Chapter 34 of the Montgomery Ohio Code of Ordinances to update many sections to be more adaptive of the current environment locally and regionally, and to be more reflective of the work environment and culture of the City of Montgomery's organization.

As part of our work associated with Goal F of the current Strategic Plan, we evaluated Chapter 34 to continue our desire of cultivating a "Top Workplace" culture and doing this by increasing our abilities to both recruit and retain exceptional employees to ensure our staffing levels and quality of services are meeting the demands of our community.

On May 15, 2024, City Council approved Ordinance #5 which included an initial group of modifications to Chapter 34. This modification request is specific to Section 34.05 (B) *Sick Leave* and would provide a minimal increase in the accrual rate.

Details of the proposed modifications for consideration can be found in the attached document of Chapter 34 of the Montgomery Ohio Code of Ordinances.

### **Recommendation**

Staff recommends City Council suspend the second and third readings and approve an Ordinance to Amend Chapter 34 of the Montgomery Ohio Code of Ordinances at the December 4, 2024 City Council Business Session.

## CHAPTER 34: PERSONNEL POLICIES; BOND

### Section

#### **General Provisions**

- [34.01](#) Compensation/wages and benefits
- [34.02](#) Roster of personnel
- [34.03](#) Employment authorization
- [34.04](#) Full and part-time personnel
- [34.05](#) Employee leave benefits
- [34.06](#) Statutorily required contributions to pensions and retirement funds
- [34.07](#) Longevity pay
- [34.08](#) Collective bargaining agreement
- [34.09](#) Transitional employment appointments

#### **Bond**

- [34.15](#) Municipal officials

#### **Cross-reference:**

*Civil Service Commission and regulations, see §§ [33.15](#) et seq.*

### **GENERAL PROVISIONS**

#### **§ 34.01 COMPENSATION/WAGES AND BENEFITS.**

(A) The Council shall establish a general schedule of municipal compensation for all offices and positions in the municipal service:

(1) The compensation of the municipality's regular personnel and the compensation of part-time, temporary and seasonal personnel shall be governed by a schedule established by the Council for such employees. The schedule shall provide a range of pay for each position.

(2) During the first year of employment in the municipal service, an employee shall be compensated at the lower end of the pay range unless the City Manager shall determine that a higher rate, not exceeding the maximum, is warranted by virtue of skill or experience. Such employee's rate of pay may thereafter be increased annually based on satisfactory performance as set by the City Manager in conjunction with the periodic evaluation of performance until the maximum rate is attained.

(B) Elected officials of the municipality shall be paid on a monthly basis. Payroll periods for employees shall be weekly or bi-weekly as the City Manager shall designate.

(C) *Medical.*

(1) Each full-time employee shall be entitled to medical insurance coverage as established by City Council and subject to any negotiated benefits within a collective bargaining agreement. City Council shall choose the insurance carrier, or carriers, to provide such coverage, the plan options to be offered to employees, and the maximum contribution for such coverage to be paid by the City.

(2) If the cost to provide such insurance coverage exceeds the maximum contribution limits established by City Council, 50% of the cost in excess of such maximum contribution shall be paid by the City and 50% of the cost in excess of the maximum contribution shall be paid by the employee. Insurance cost payments to be paid by the employee shall be paid by payroll deduction.

(3) (a) If the administration determines that it is necessary to change insurance coverages and/or if the anticipated cost of insurance coverage, as it exists or as proposed,



will exceed the maximum contribution limits established by City Council, then these issues shall be referred to the Employee/Management Healthcare Benefits Committee ("EHBC") for review and recommendation to City Council. The EHBC shall be comprised of five members, one of whom shall be appointed by the Police Department bargaining unit, one of whom shall be appointed by the Fire Department bargaining unit, one of whom shall be appointed by the Public Works Department bargaining unit, and one of whom shall be appointed by the administrative employees who are not members of an organized and recognized bargaining unit. The fifth member of the EHBC shall be appointed by the City Manager.

(b) The EHBC shall have the authority to recommend a change in either the level of, or provider for, comprehensive major medical coverage and such additional healthcare benefits as may be authorized by City Council including dental insurance, optical benefits, life insurance or other related benefits. The EHBC shall have the authority to recommend to City Council that Council continue the current plan benefits, even if such plan benefits exceed the maximum contribution limits, if the EHBC determines that such health care benefits at such cost are in the best interest of the City and employees. The EHBC shall not have the authority to modify the maximum contribution limits on employer paid health care benefits. A majority of the EHBC shall constitute a quorum and it may take action or make recommendation only by a consensus vote of its EHBC members. If the EHBC is unable to reach a consensus after exhausting all efforts to do so, their recommendation may be made by a majority of the EHBC members. Council may consider but is not bound by the recommendations of the EHBC.

(D) *Wellness incentive program.* The City may offer a wellness incentive program for its full-time and part-time employees. This program will be developed by the City Manager with the assistance of an employee committee designated by the City Manager. The program shall allow eligible employees to qualify to receive an annual wellness incentive payment in an amount established by City Council. Employees who qualify for an incentive award shall receive their incentive pay no later than March 1 of the year after acceptable levels of program participation by the employee have been achieved.

(E) In addition to the wage compensation, medical insurance and wellness incentive as provided herein, Council may from time to time upon the recommendation from the City Manager authorize additional non-compensatory benefits such as dental insurance, vision benefits, life insurance, accidental death and disability and/or similar benefits.

(F) The compensation and benefits prescribed herein shall constitute the total remuneration for the work performed in the public service by a municipal employee unless otherwise provided by Council.

(Ord. 30-1973, passed 12-27-73; Am. Ord. 27-1981, passed 10-7-81; Am. Ord. 20-1987, passed 9-2-87; Am. Ord. 12-1989, passed 5-3-89; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 14-2001, passed 11-7-01; Am. Ord. 4-2012, passed 3-7-12; Am. Ord. 6, 2018, passed 6-6-18; Am. Ord. 7, 2020, passed 6-3-20)

#### **§ 34.02 ROSTER OF PERSONNEL.**

A roster of all persons in the employment of the municipality shall be maintained by the City Administration. The roster of personnel shall record the full or part-time classification of each position in the municipal service, the person's name, address, date of appointment to, or employment in, the municipal service, the department in which



employed, the title of the office or the position held, the salary or compensation of the officer or employee, and, in the case of resignation, separation or removal, the date thereof.

(Ord. 30-1973, passed 12-27-73; Am. Ord. 20-1987, passed 9-2-87; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 4-2012, passed 3-7-12)

#### **§ 34.03 EMPLOYMENT AUTHORIZATION.**

Department heads shall, on written application to the City Manager setting forth such facts and circumstances which such department head believes justifies the employment of additional personnel, and with the approval of the City Manager, employ such persons as shall be necessary to conduct the work of the department, provided that the total salaries and wages of a department shall not exceed the total amount appropriated for the department or for the purpose which occasions the employment.

(Ord. 30-1973, passed 12-27-73; Am. Ord. 27-1981, passed 10-7-81; Am. Ord. 20-1987, passed 9-2-87; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 4-2012, passed 3-7-12)

#### **§ 34.04 FULL AND PART-TIME PERSONNEL.**

(A) For the purposes of determining eligibility for employment benefits set forth within this chapter, except as otherwise mandated by pre-empting state or federal legislation, municipal employees and personnel shall be considered as full-time personnel if they work at least 37.5 hours per week on an annual basis. An employee who works less than 37.5 hours per week on an annual basis is considered a part-time employee. These definitions apply to City authorized benefit programs and are not intended to modify eligibility status under any other state or federal program.

(B) Part-time City employees are not eligible to accrue sick leave, vacation leave, personal leave, holiday pay or longevity bonuses. Part-time employees may participate in any other benefit programs established by City Council consistent with the policies for eligibility and participation as established by the City Council and/or City Manager.

(Ord. 12-1976, passed 5-5-76; Am. Ord. 27-1981, passed 10-7-81; Am. Ord. 20-1987, passed 9-2-87; Am. Ord. 13-1995, passed 5-3-95; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 4-2012, passed 3-7-12; Am. Ord. 3-2013, passed 2-6-13)

#### **§ 34.05 EMPLOYEE LEAVE BENEFITS.**

Full-time employees may also receive the following benefits. Eligibility for such benefits and the qualifying events for such benefits shall be defined by City personnel policies established by the City Manager. The roster of benefits may be expanded by City Administration from time to time if appropriately budgeted and appropriated by City Council.

(A) *Vacation.* Each full-time municipal employee with one or more years of credited service with the City and/or with a state agency or political subdivision of the state upon becoming employed by the City shall be entitled to vacation with pay corresponding to the following schedule. Credited service shall only include full-time service with any other state agency or political subdivision of the state. Full-time service with any such agency or subdivision shall be the same as defined in § 34.04(A).



<b>Completed years of service</b>	<b>Hours to accrue per bi-weekly <i>pay period</i></b>
Less than 6 years	3.077
6	3.385
7	3.692
8	4.000
9	4.308
10	4.615
11	4.923
12	5.231
13	5.538
14	5.846
15 or more	6.154

(1) *Accumulation rights.* Vacation time may be accumulated and carried over in subsequent calendar years in an amount not to exceed the total amount of vacation earned in a two-year period.

(B) *Sick leave.*

(1) Each full-time employee of the municipality shall be entitled to receive sick leave with pay at the rate of ~~3.692~~ 4.615 hours for each completed 80 hours of service. The policies and procedures for utilizing sick leave shall be established by the City Manager subject to any rights reserved within a negotiated collective bargaining agreement.

(2) When an employee has accumulated 864 hours of unused sick leave, the employee may, subject to policies established by the City Manager, surrender or redeem sick leave days at the employee's then current rate of pay at the rate of one hour of such compensation for each one and one-half hours of sick leave surrendered. The City Manager shall establish rules governing the frequency of redemption, the maximum number of days which may be redeemed within a period, and such other incidents of redemption as may be necessary to protect the public interest and rights of employees. Sick leave cannot be accumulated in excess of ~~960~~ 984 hours.

(3) An employee who retires from the City with 5 to 9 years of service with the City of Montgomery shall be paid for one-fourth the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of ~~960~~ 984 hours, which equates to a pay-out of ~~240~~ 246 hours.

(4) An employee who retires from the City with 10 to 19 years of service with the City of Montgomery shall be paid for one-third the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of ~~960~~ 984 hours, which equates to a pay-out of ~~320~~ 324 hours.

(5) An employee who retires from the City with 20 or more years of service with the City of Montgomery shall be paid for one-half the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of ~~960~~ 984 hours, which equates to a pay-out of ~~480~~ 492 hours.

(C) *Jury duty.* If a full-time employee is called for jury duty, the City will permit the employee to take the necessary time off and the City will pay the employee's regular pay, not to exceed their regularly scheduled hours. In order to receive jury duty pay, an employee must present a statement of jury service.

(D) *Bereavement Leave.* Full-time employees are eligible for Bereavement Leave for up to 24 consecutive work hours. Bereavement Leave will be paid at the employee's current rate of pay and will not be deducted from any of the employee's sick leave, vacation leave or personal leave balances.

(E) *Parental Leave.* Non-seasonal, non-probationary, full-time employees experiencing a New Parental Event are eligible for up to 12 consecutive weeks (480 hours) of Paid Parental Leave at 100% base pay immediately following eligible Parental Events. For Fire Department employees on a 24/48-hour schedule, an adjustment to total paid parental leave hours will be made to meet the intent of the Parental Leave Policy. Details of the leave policy can be found in the City's Personnel Policies.

(F) *Holidays.* With the exception of employees whose terms of employment are governed by separate collective bargaining agreements, all full-time employees shall be paid for the holidays declared in this section and should not be required to work on such holidays unless, in the opinion of the employee's supervisor, the failure to work on such holiday would negatively impact public service and/or safety.

(1) The following are recognized holidays for employees other than those whose terms of employment are governed by separate collective bargaining agreements:

- (a) New Years Day;
- (b) Martin Luther King, Jr. Day;
- (c) Memorial Day;
- (d) Independence Day;
- (e) Labor Day;
- (f) Thanksgiving Day;
- (g) The day following Thanksgiving Day;
- (h) Christmas Eve; and
- (i) Christmas Day.

(2) Holidays are scheduled on the day designated by common business practice.

(3) In the event any of the above listed holidays should fall on Sunday, the Monday immediately following such holiday shall be observed as the holiday. In the event any of the above holidays should fall on a Saturday, the Friday immediately preceding the observed date shall be the holiday. If a non-exempt employee is scheduled to work on any of the listed holidays, those employees shall be paid at one and one-half times the rate of pay for the hours worked on the holiday.

(G) *Personal leave.*

(1) Each full-time employee, other than those employees whose terms of employment are governed by a separate collective bargaining agreement, shall be provided with 32 hours annually for personal leave which must be used during the calendar year in which the leave is awarded. Such leave shall not be charged to the employee's vacation time.

(2) Personal leave may be used by the employee subject to the approval of the employee's supervisor and such regulations as the City Manager may promulgate. The regulations may vary among departments and offices.



(3) Personal leave shall be calculated annually and will be pro-rated for new employees. Personal leave not taken shall not carry forward beyond the calendar year. Personal leave not taken shall not be compensable in money unless the City Manager establishes regulations to the contrary.

(H) *Prior service credit.*

(1) Any employee who transfers from one political subdivision of the state to the City shall be credited with the unused balance of his accumulated sick leave up to a maximum of 960 hours upon presentation of appropriate documentation.

(2) Upon presentation of appropriate documentation, any employee previously employed by a political subdivision of the state is entitled to have his prior service with any of these employers counted as service with the City for the purpose of computing vacation credit as detailed in § 34.05(A). The anniversary date of his employment, for the purpose of computing the amount of vacation leave, is the anniversary date of such prior service.

(Ord. 19-1995, passed 6-7-95; Am. Ord. 9-1998, passed 7-1-98; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 12-1999, passed 7-21-99; Am. Ord. 9-2001, passed 8-1-01; Am. Ord. 2-2002, passed 1-2-02; Am. Ord. 9-2004, passed 6-2-04; Am. Ord. 11-2007, passed 8-1-07; Am. Ord. 9-2008, passed 5-7-08; Am. Ord. 4-2012, passed 3-7-12; Am. Ord. 3-2013, passed 2-16-13)

#### **§ 34.06 STATUTORILY REQUIRED CONTRIBUTIONS TO PENSIONS AND RETIREMENT FUNDS.**

(A) (1) Effective July 26, 1998, the full amount of the statutorily required employee contributions to the Public Employees Retirement System of Ohio shall be withheld from the gross pay of each employee who is or will become a contributing member of the Public Employees Retirement System of Ohio and shall be "picked up" (assumed and paid to the Public Employees Retirement System of Ohio) by the City. This "pick-up" by the City is, and shall be designated as, public employee contributions and shall be in lieu of contributions to the Public Employees Retirement System of Ohio by each person who is a contributing member of the Public Employees Retirement System of Ohio. No person subject to this "pick-up" shall have the option of choosing to receive the statutorily required contribution to the Public Employees Retirement System of Ohio directly instead of having it "picked-up" by the City or of being excluded from the "pick-up".

(2) Effective August 1, 2001, City employees who are or become contributing members of the Public Employees Retirement System of Ohio may purchase additional service credit, tax deferred, and the City of Montgomery shall withhold the required service credit deduction from the gross pay of each person who elects to do so and shall "pick up" (assume and pay) such deduction to the Public Employees Retirement System of Ohio. A person electing this "pick up" deduction shall not have the option of choosing to receive the payroll deduction directly instead of having this deduction "picked up" by the City. Members who have elected to participate in this plan cannot increase, decrease, or terminate the amount of the "pick up" deduction.

(B) (1) Effective July 26, 1998, the full amount of the statutorily required contributions to the Police & Firemen's Disability & Pension Fund of Ohio shall be withheld from the gross pay of each employee who is or will become a contributing member of the Police & Firemen's Disability & Pension Fund of Ohio and shall be "picked up" (assumed and paid



to the Police & Firemen's Disability & Pension Fund of Ohio) by the City of Montgomery. This "pick-up" by the City of Montgomery is, and shall be designated as, public employee contributions and shall be in lieu of contributions to the Police & Firemen's Disability & Pension Fund of Ohio by each person who is a contributing member to the Police & Firemen's Disability & Pension Fund of Ohio. No person subject to this "pick up" shall have the option of choosing to receive the statutorily required contribution to the Police & Firemen's Disability & Pension Fund of Ohio directly instead of having it "picked up" by the City or of being excluded from the "pick up".

(2) Effective August 1, 2001, City employees who are or become contributing members of the Police and Firemen's Disability and Pension Fund may purchase additional service credit, tax deferred, and the City of Montgomery shall withhold the required service credit deduction from the gross pay of each person who elects to do so and shall "pick up" (assume and pay) such deduction to the Police and Firemen's Disability and Pension Fund. A person electing this "pick up" deduction shall not have the option of choosing to receive the payroll deduction directly instead of having this deduction "picked up" by the City of Montgomery. Members who have elected to participate in this plan cannot increase, decrease, or terminate the amount of the "pick up" deduction.

(Ord. 7-1998, passed 7-1-98; Am. Ord. 8-1998, passed 7-1-98; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 7-2001, passed 8-1-01; Am. Ord. 8-2001, passed 8-1-01; Am. Ord. 11-2001, passed 9-5-01; Am. Ord. 4-2012, passed 3-7-12)

#### **§ 34.07 LONGEVITY PAY.**

(A) All full-time municipal personnel shall be compensated with an annual longevity bonus computed solely upon the employee's tenure in the municipal service of Montgomery and payable at the close of the first full pay period following the employee's anniversary of hire. The amount of the bonus shall correspond to the following schedule:

<b><i>Length Service</i></b>	<b><i>of Amount</i></b>
1 Year or more	\$100 and an additional \$50 per year of service after 1 year up to 5 years of service
5 Years or more	\$500 and an additional \$50 per year of service after 5 years up to 10 years of service
10 Years or more	\$1,000 and an additional \$50 per year of service after 10 years up to 15 years of service
15 Years or more	\$1,500 and an additional \$50 per year of service after 15 years up to 20 years of service
20 Years or more	\$2,000 and an additional \$50 per year of service after 20 years up to 25 years of service
25 Years or more	\$2,500 and an additional \$50 per year of service after 25 years up to 30 years of service
30 Years or more	\$3,000 and an additional \$50 per year of service after 30 years

(B) A municipal employee who is rated, graded or tested for qualification or for performance of the duties assigned to that employee shall not receive his or her longevity



payment for any year in which the employee fails to secure a satisfactory performance review.

(Ord. 19-1995, passed 6-7-95; Am. Ord. 9-1998, passed 7-1-98; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 12-1999, passed 7-21-99; Am. Ord. 4-2012, passed 3-7-12)

#### **§ 34.08 COLLECTIVE BARGAINING AGREEMENT.**

If anything contained in this chapter should be in conflict with provisions of a collective bargaining agreement governing the employment of municipal personnel, the terms of such collective bargaining agreement shall supersede and shall prevail over provisions of this chapter.

(Ord. 15-1989, passed 5-3-89; Am. Ord. 11-1999, passed 7-7-99)

#### **§ 34.09 TRANSITIONAL EMPLOYMENT APPOINTMENTS.**

During an employment transition, such as the retirement or resignation of an employee, when an overlapping period of employment with the transitioning employee and the proposed appointee may be important for succession training, the City Manager is authorized to appoint two persons to the same job position within the City. Such overlap appointment may not exceed a period of 45 days and the cost for such overlapping appointment must be appropriately budgeted. Under such circumstances, the incumbent, or transitioning employee, will hold the official job designation for all statutory, signatory, and decision-making purposes.

(Ord. 20-2014, passed 12-17-14)

### **BOND**

#### **§ 34.15 MUNICIPAL OFFICIALS.**

(A) The following elected and appointed officials of the municipality shall, upon election or appointment to office, furnish a corporate surety bond issued by a company authorized to do business in Ohio to protect the municipality against loss due to his/her actions in the amounts set forth below. Premiums thereon shall be paid by the municipality.

(1) City Manager: \$25,000

(2) Finance Director: \$25,000

(3) Assistant Finance Director/Tax Commissioner: \$25,000

(B) Whenever, in the opinion of the City Manager, by reason of the scope and nature of the responsibilities of a position in the municipal service, bonding is considered desirable in order to protect the interests of the municipality, the City Manager shall require that such officer or employee furnish an official bond in an amount he/she deems sufficient, based upon his/her evaluation of the amount of money or negotiable paper for which such officer or employee is responsible.

(Ord. 30-1973, passed 12-27-73; Am. Ord. 27-1981, passed 10-7-81; Am. Ord. 11-1999, passed 7-7-99; Am. Ord. 4-2012, passed 3-7-12)

ORDINANCE NO. , 2024

**AN ORDINANCE AMENDING CHAPTER 34 OF THE MONTGOMERY CODE  
OF ORDINANCES TO MODIFY SICK LEAVE BENEFITS**

**WHEREAS**, the City Administration, as a part of the 2022-2026 Strategic Plan, completed a comprehensive review of Chapter 34 of the Code of Ordinances relative to Personnel Policies to be sure that employee benefits were appropriately competitive, locally and regionally, and properly reflect the work environment and culture of the City organization; and

**WHEREAS**, following the review, the Administration is recommending that Council modify Section 34.05, *Employee Leave Benefits*, Subsection (B), *Sick Leave*, to increase the accrual rate for sick leave benefits and the schedule for payout of sick leave benefits upon an employee's retirement.

**NOW THEREFORE, BE IT ORDAINED** by the Council of the City of Montgomery, Hamilton County, Ohio, that:

**SECTION 1.** Section 34.05, *Employee Leave Benefits*, Subsection (B), *Sick Leave*, be modified as follows:

(B) *Sick leave.*

(1) Each full-time employee of the municipality shall be entitled to receive sick leave with pay at the rate of 4.615 hours for each completed 80 hours of service. The policies and procedures for utilizing sick leave shall be established by the City Manager subject to any rights reserved within a negotiated collective bargaining agreement.

(2) When an employee has accumulated 864 hours of unused sick leave, the employee may, subject to policies established by the City Manager, surrender or redeem sick leave days at the employee's then current rate of pay at the rate of one hour of such compensation for each one and one-half hours of sick leave surrendered. The City Manager shall establish rules governing the frequency of redemption, the maximum number of days which may be redeemed within a period, and such other incidence of redemption as may be necessary to protect the public interest and rights of employees. Sick leave cannot be accumulated in excess of 984 hours.

(3) An employee who retires from the City with 5 to 9 years of service with the City of Montgomery shall be paid for one-fourth the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 246 hours.

(4) An employee who retires from the City with 10 to 19 years of service with the City of Montgomery shall be paid for one-third the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 328 hours.

(5) An employee who retires from the City with 20 or more years of service with the City of Montgomery shall be paid for one-half the value of his or her accrued but unused sick leave up to a maximum accumulated sick leave of 984 hours, which equates to a pay-out of 492 hours.

**SECTION 2.** All other provisions of Section 34.05 of the Code of Ordinances are hereby ratified and reaffirmed.

**SECTION 3.** All Ordinances or parts of Ordinances inconsistent herewith  
are hereby repealed.

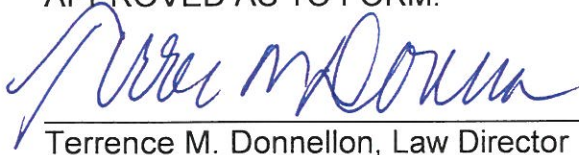
**SECTION 4.** This Ordinance shall take effect the earliest opportunity as  
allowable by law.

PASSED: \_\_\_\_\_

ATTEST: \_\_\_\_\_  
Connie M. Gaylor, Clerk of Council

\_\_\_\_\_  
Ronald G. Messer, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Terrence M. Donnellan, Law Director

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City of Montgomery  
City Council Business Session Minutes  
November 6, 2024

Present

Brian Riblet, City Manager  
Terry Donnellon, Law Director  
Tracy Henao, Asst. City Manager  
Kevin Chesar, Community Development Dir.  
John Crowell, Police Chief  
Maura Gray, Finance Director  
Gary Heitkamp, Public Works Director  
Matthew Vanderhorst, Communications and Information Service Director  
Ben Shapiro, Asst. Fire Chief  
Amy Frederick, Community Engagement Coordinator  
Connie Gaylor, Clerk of Council

City Council Members Present

Ron Messer, Mayor  
Sasha Naiman, Vice Mayor  
Lee Ann Bissmeyer  
Chris Dobrozsi  
Craig Margolis  
Catherine Mills-Reynolds  
Ken Suer

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City Council convened in Council Chambers at 6:00 p.m. with Mayor Messer presiding.

ROLL CALL

Mayor Messer requested a motion to dispense with the roll call as all council members were present.

Mr. Margolis made the motion to dispense with the roll call. Vice Mayor Naiman seconded. City Council unanimously agreed.

SPECIAL PRESENTATIONS

Mayor Messer presented Chip Harrod with a proclamation honoring his work in diversity, equity, and inclusion and for being inducted into the Ohio Civil Rights Hall of Fame.

Members of the Diversity and Inclusion Commission, Council and Staff all congratulated Mr. Harrod on his induction into the Ohio Civil Rights Hall of Fame and for his tremendous accomplishments including his dedication to the City in the work of diversity and civil rights.

LEGISLATION FOR CONSIDERATION THIS EVENING

PENDING LEGISLATION

Mayor Messer asked for a motion to accept the agenda and read all legislation by title only since all of the legislation has been made available to the public before the meeting.

Mr. Margolis made the motion to accept the agenda and read all legislation by title only. Vice Mayor Naiman seconded. City Council unanimously agreed.

Mr. Dobrozsi recused himself from the next two pieces of legislation as they include funding for the Montgomery Quarter and could pose a potential professional conflict. He exited the dais.

**An Ordinance to Make Appropriations for Current Expenses and Other Expenditures of the City of Montgomery, State of Ohio During the Fiscal Year Ending December 31, 2025**

Mr. Suer read the title and moved for passage of the second reading of the Ordinance. Mr. Margolis seconded.



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Mr. Suer explained that information has been previously supplied on this Ordinance that, if passed, will establish the City's budget for fiscal year 2025. These documents were reviewed with City Council at the September 12 Budget Review meeting. As a result of these discussions, any changes to the budget will be forthcoming and will be presented to City Council in the packet for the December 4, Business Session.

Mr. Suer asked if there were any updates.

The roll was called and showed the following vote:

AYE: Bissmeyer, Mills-Reynolds, Messer, Naiman, Suer, Margolis	(6)
NAY:	(0)
ABSTAIN: Dobrozsi	(1)

Mayor Messer explained that the third reading of the Ordinance would be conducted at the December 4, 2024 Business Session.

#### **NEW LEGISLATION**

#### **An Ordinance To Amend Appropriations For Current Expenses And Other Expenditures Of The City Of Montgomery, State Of Ohio, During The Fiscal Year Ending December 31, 2024**

Mr. Suer read the title and moved for suspension of the second and third readings. Mr. Margolis seconded.

The roll was called and showed the following vote:

AYE: Mills-Reynolds, Messer, Naiman, Suer, Margolis, Bissmeyer	(6)
NAY:	(0)
ABSTAIN: Dobrozsi	(1)

Mr. Suer explained that information has been previously supplied on this Ordinance that, if passed, will amend, and decrease the appropriations for current expenditures for FY 2024.

Mr. Suer moved for passage of the Ordinance. Mr. Margolis seconded.

The roll was called and showed the following vote:

AYE: Messer, Naiman, Suer, Margolis, Bissmeyer, Mills-Reynolds	(6)
NAY:	(0)
ABSTAIN: Dobrozsi	(1)

Mayor Messer explained the Ordinance was now passed.

Mr. Dobrozsi rejoined City Council on the dais.

#### **An Ordinance Establishing Compensation For Elected Officials**

Mr. Dobrozsi read the title and moved for passage. Mr. Margolis seconded.

Mr. Dobrozsi explained that information has been previously supplied on this Ordinance that, if passed, will initiate the process to increase compensation for Council Members and the Mayor commencing January 1, 2026. The

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Charter allows Council to set compensation for Council Members, but the compensation cannot be increased during a Council Member's term. As a result, those Council Members elected in November 2025 will see an increase in compensation January 1, 2026, whereas those Council Members who are elected for a full term of office in November 2027 will see the increase effective January 1, 2028. Since the Mayor is appointed by Council and the Mayor's term does not commence until after the organizational meeting, the additional stipend for the Office of the Mayor will commence January 1, 2026.

The roll was called and showed the following vote:

AYE: Naiman, Suer, Margolis, Bissmeyer, Mills-Reynolds, Dobrozsi, Messer (7)

NAY: (0)

Mayor Messer stated that the second reading of the Ordinance will be read at the December 4, 2024 meeting, followed by the third reading at the January 8, 2025 meeting with passage requested that night.

#### **ADMINISTRATION REPORT**

Mr. Riblet gave the following report:

- City Council Work Session is scheduled for November 20, 2024 at 6:00 p.m.
- The Government Affairs Committee will meet Monday, November 11 at 4:30 p.m. The Parks and Recreation and Public Works Committees have cancelled their meetings for November.
- Amy Frederick reports that we now have 24 people registered for MCLA, which means we have one opening left. Our 2025 looks to be an interesting mix of people including a father and his adult daughter, a pair of spouses, along with several others who have donated their time as volunteers for several events. Class begins on January 9.
- An Internal Evaluation Committee will be meeting on Thursday, November 6 to review the four RFQ submittals to be the CMAR for the Montgomery Road Roundabout Monument Project. The Committee will determine if all four firms will move to the RFP process, make notifications, and schedule interviews for early December.
- A RFQ for Architectural and Engineering firms to provide design services for the Safety Center Renovation/Addition project will be advertised beginning November 14 with submittals due on or before December 12. A steering committee much like the one for the monument project, consisting of Council and staff will meet to review submittals after the submission date.
- A S & P meeting will be held on Friday, November 8 where the annual Midwest Children's Home and Operation Give Back Christmas Gift Drive will be focused. Information on sponsoring a child will be available at the meeting. If you are not able to attend the meeting and would like to contribute, please see Connie.

#### **Human Resources**

- Police Officer positions – Michael Ross will begin employment with the City on November 25. Mr. Ross is currently a sergeant with the Ohio State Highway Patrol. This hire will exhaust the current police officer eligible list and advertising for a new police officer Civil Service testing process will begin soon as we will have two open positions to fill.

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- Assistant Police Chief – With Greg Vonden Benken retiring from his role as assistant police chief in January, an interview process with internal police department candidates will be conducted later this month.

#### Events

- A reminder that the Hopewell Cemetery Veterans Grave marking ceremony is this Saturday and will begin at 10:00 am.
- A reminder that the City's Holiday Luncheon is quickly coming up. Please plan to attend the luncheon on Friday, December 13 from 11:00 am to 2:00 p.m. The Energy Team members are planning a fun time of celebration of the holidays and the end of another awesome year here in the City.
- Please plan to attend a retirement celebration for Asst. Chief Greg Vonden Benken for his 27 years of service on Friday, December 20 at St. Barnabas Church from 11:00 a.m.to 2:00 p.m.

#### MINUTES

Mr. Margolis made a motion to approve the minutes as written. Vice Mayor Naiman seconded. City Council unanimously agreed.

#### MAYOR'S COURT REPORT

Mayor Messer requested a motion to disburse the October Mayors Court collections in the amount of \$6,145.

Mr. Margolis made the motion to disburse the October Mayors Court collections in the amount of \$6,145. Vice Mayor Naiman seconded. City Council unanimously agreed.

#### OTHER BUSINESS

Mr. Margolis stated that he would be out of town from November 9 through November 22 and would miss the November Work Session.

Vice Mayor Naiman explained that the Law and Safety Committee met where a discussion regarding legalizing golf carts took place. She explained that the Ohio Revised Code (ORC) places the authority of these types of vehicles on the local community to regulate. She added that after discussion with staff the Committee is in favor of allowing the legalization of golf carts, but the Committee wanted to get feedback from all of Council. She stated that if it were approved that an Ordinance would be presented to Council.

Mr. Margolis asked if golf carts were intended to serve as transportation in lieu of cars.

Vice Mayor Naiman replied, yes, on restricted streets. She explained that they could be useful at the MQ or within neighborhoods.

Mr. Margolis asked if they would be restricted from sidewalks.

Vice Mayor Naiman replied that they would not be permitted on sidewalks but could be on certain roadways.

Mr. Dobrozsi asked if there were State regulations regarding golf carts.

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Vice Mayor Naiman explained that there is a BMV form that lists safety requirements and that the City can add items to it such as seatbelts and additional lights.

Mr. Margolis asked if this applied to utility vehicles such as "Gators."

Mr. Riblet replied that this would be a different type of use.

Mr. Suer explained that the ORC classifies golf carts as under-speed vehicles and provides a framework of how the jurisdiction can manage it. He explained that staff put an effort into surveying other municipalities and that while there are a couple that legalize golf carts, not many do. He stated that speed was the focus of where the golf carts would be permitted to travel.

A resident in the audience added that her concern was with students driving golf carts to the High School.

Council thanked her for sharing that as it would have to be discussed with the Schools as well.

Vice Mayor Naiman added that it should be noted that, if approved, only residents would be able to operate their golf carts in Montgomery. She stated this would not be a cross-community permitted use.

Mr. Suer added that the driver would have to be licensed.

#### **ADJOURNMENT**

Mayor Messer asked if there was any further business to discuss in the Public Session. There being none he asked for a motion to adjourn.

Mr. Margolis moved to adjourn. Mr. Dobrozsi seconded. City Council unanimously agreed.

City Council adjourned at 6:52 p.m.

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Connie Gaylor, Clerk of Council