

City of Montgomery  
City Council Work Session Minutes  
November 16, 2022

Present

Brian Riblet, City Manager  
Terry Donnellon, Law Director  
Tracy Henao, Asst. City Manager  
Chris Bigham, Interim Finance Director  
John Crowell, Police Chief  
Gary Heitkamp, Public Works Director  
Matthew Vanderhorst, Community and Information Serv. Dir.  
Paul Wright, Fire Chief  
Amy Frederick, Community Engagement Coordinator  
Connie Gaylor, Clerk of Council

City Council Members Present

Craig Margolis, Mayor  
Mike Cappel  
Chris Dobrozsi  
Ron Messer  
Sasha Naiman  
Ken Suer

Council Members Absent

Lee Ann Bissmeyer, Vice Mayor

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City Council convened its Work Session for November 16, 2022, at 7:00 p.m. at City Hall, with Mayor Margolis presiding.

**ROLL CALL**

Mayor Margolis asked for a roll call.

The roll was called with one member absent, Vice Mayor Bissmeyer.

Mayor Margolis asked for a motion to excuse Vice Mayor Bissmeyer's absence due to illness.

Mr. Cappel made a motion to excuse Vice Mayor Bissmeyer. Mr. Dobrozsi seconded. City Council unanimously agreed.

**SPECIAL PRESENTATIONS**

Hamilton County Commissioner Denise Driehaus provided an update to City Council on current projects and initiatives in which she is involved.

Ms. Julie Prickett addressed City Council on behalf of the Health Care Benefits Committee (HCBC) members: Sargent TJ Shreve, Tony Brothers, and Firefighter Mike Young. She explained the HCBC have met with Amy Smith of Horan Associates to review proposals for the renewal of group medical and dental insurance coverages for the policy period beginning January 1, 2022. Ms. Prickett explained that the Committee has the responsibility to evaluate group insurance proposals and to make recommendations on the insurance renewal coverage options. She stated that the recommendation for the upcoming policy period offers the best combination of service and value for the City and the employees. She explained that this year the City initially received a 21% rate increase proposal from the current medical insurance carrier, Humana, in part due to several significantly high chronic conditions claims projected for our group in 2023 (\$81,000, \$50,000 and \$41,000 are the top three of several projected claims costs associated with chronic conditions.) Through negotiations, Humana countered twice. The first counterproposal was a 7.35% rate increase. Humana's second counter proposal was a 6% rate increase with the City keeping the group dental insurance contract with Humana and the voluntary vision insurance contract with Humana. Anthem, Anthem ERC, Medical Mutual of Ohio and United Healthcare submitted proposals that were reviewed; however, these proposals did not match our current plan design. Additionally, United Healthcare's proposal was not competitively priced. No quotes were received from Jefferson Health Plan or from Aetna.

Ms. Prickett stated that the Committee decided to recommend remaining with Humana and continuing with the same plan structure of a High Deductible Health Plan/Health Savings Account (HDHP/HSA) with \$3,000/\$6,000 deductibles (which cover prescriptions after meeting deductibles.) The Humana HDHP/HSA plan with the \$3,000/\$6,000 deductible would result in monthly premium costs of \$530.06 for Single coverage, \$1166.13 for Employee/Spouse, \$1007.12 for Employee/Child(ren), and \$1696.19 for Family coverage. She added that it should

57 also be noted that factoring in the proposed 6% increase for the new contract period, the average annual premium  
58 increase with Humana over nine contract periods would be 2.53%.

59  
60 Ms. Prickett reported that the City received dental proposals from its current carrier, Humana, as well as proposals  
61 from United Healthcare, Anthem, and Superior Dental Care. Humana, United Healthcare, and Anthem all require  
62 bundling with their group medical contract proposals. Superior Dental Care provided a competitive quote; however,  
63 it was not sufficient enough to offset savings to be realized by bundling medical, dental, and voluntary vision  
64 insurance with Humana and continuing with Humana's Go365 program. The Health Care Benefits Committee was  
65 able to reach unanimous agreement in favor of recommending continuing with Humana for an additional one-year  
66 contract for group dental insurance.

67  
68 Ms. Prickett also presented on a Resolution Establishing City Contributions for Health Care Benefits. She explained  
69 that in 1998, the City established "caps" to contain its costs related to employee medical and dental insurance  
70 coverages based upon the types of plans that are selected by employees (family, single, employee plus spouse, and  
71 employee plus children plans.) For many years, the City has increased these "caps" by six percent (6%) for medical  
72 insurance and three percent (3%) for dental insurance. This practice allows for some increase in the cost of  
73 healthcare but also ensures that significant increased costs are shared between the City and its employees. The  
74 "share concept" also incents the Employee Healthcare Benefits Committee to modify benefits where appropriate to  
75 contain costs. The cap figures below represent a six percent increase for medical insurance caps and a three percent  
76 increase for the dental insurance cap over current cap amounts. The recommended caps for the upcoming twelve-  
77 month period which would be effective January 1, 2023 are as follows:

78		
79	Family Plan:	\$1,667.21
80	Employee/Spouse:	\$1,211.23
81	Employee/Child(ren)	\$1,211.23
82	Single:	\$ 605.89
83	Dental:	\$ 198.39
84		

85 Ms. Prickett added that it should be noted that these "caps" are already contained in the City's labor contracts with  
86 AFSCME, FOP and IAFF.

87  
88 **GUESTS AND RESIDENTS**

89  
90 There were no additional guests or residents.

91  
92 **ESTABLISHING AN AGENDA FOR DECEMBER 7, 2022 BUSINESS SESSION**

93  
94 **PENDING LEGISLATION**

95  
96 **An Ordinance to Make Appropriations for Current Expenses and Other Expenditures of the City of**  
97 **Montgomery, State of Ohio During the Fiscal Year Ending December 31, 2023**

98  
99 Mayor Margolis explained that this legislation had been previously introduced and this would be the third reading  
100 of the Ordinance. He asked if there were any updates.

101  
102 Mr. Bigham reviewed the following changes:

- 103
- 104 • The Law Enforcement Fund -214- was not included in the original attachment and has a balance of \$500.00
- 105 • Reserve Bond Retirement Fund -328- due to the termination of the assessment of The Reserves subdivision,
- 106 refunds were issued to those property owners where the assessments were collected resulting in a zero
- 107 balance.
- 108 • The Triangle Equivalent TIF Fund - 461- there was a \$2,000 increase due to the School Board payment.

109 Mr. Bigham added that the revenue estimates originally set by Finance and approved by Council actually came in  
110 higher than estimated. He explained that the Local Government Fund was estimated at \$165,000 and came in at  
111 \$189,000. He explained that investments and account interest income has increased. He explained that there would  
112 be \$700,000 reinvested in 2023. He stated that the Star investment rate is now at 3.74% but was budgeted at 3.25%.  
113 He explained that he spoke with the City's account representative who gave the opinion that the rates would stay  
114 stable and not decrease. He explained that all of these factors would be incorporated into the final presentation of  
115 this legislation at the December 7 Business Session.  
116

117 **An Ordinance for The Allocation of Earnings Tax Revenues and Amending Section 44.14 of The**  
118 **Montgomery Code of Ordinances**

119  
120 Mayor Margolis explained that this legislation had been previously introduced and this would be the third reading  
121 of the Ordinance. He asked if there were any updates.  
122

123 Mr. Bigham replied that there were none.  
124

125 **NEW LEGISLATION**

126  
127 **A Resolution Adopting a Five-Year Capital Improvement Program for The City of Montgomery**

128  
129 Mayor Margolis assigned the legislation to Mr. Suer.  
130

131 Mr. Bigham explained that this legislation is a companion piece to the 2023 Operating Budget. He stated that the  
132 capital improvement program was reviewed by City Council and represents a comprehensive planning tool for  
133 capital investment in the community over the next five years.  
134

135 Mr. Dobrozi stated that he would recuse himself from the vote on this legislation at the December 7 Business  
136 Session.  
137

138 **A Resolution Authorizing the City Manager to Enter into A Contract with Humana Health Plan of Ohio to**  
139 **Provide Medical and Dental Coverage for Full-Time Employees**

140  
141 Mayor Margolis assigned the legislation to Mr. Dobrozi.  
142

143 Mayor Margolis stated that as Ms. Prickett and the Health Care Benefits Committee had already presented on this  
144 piece of legislation there was not a need for further comment from staff and asked if Council had any further  
145 questions regarding this legislation.  
146

147 City Council had no further questions.  
148

149 **A Resolution Establishing City Contributions for Health Care Benefits**

150  
151 Mayor Margolis assigned the legislation to Mr. Dobrozi.  
152

153 Mayor Margolis stated that similar to the health care legislation, Ms. Prickett had also presented on this legislation  
154 and asked Council if they had any additional questions.  
155

156 City Council had no further questions.  
157

158 **A Resolution Ratifying A Pool Management And Maintenance Agreement With Swimsafe Pool Management,**  
159 **Inc. And Approving An Amendment To Such Agreement For The 2023 Season**

160

161 Mayor Margolis assigned the legislation to Mrs. Naiman.

162  
163 Mr. Heitkamp explained that in March 2022, SwimSafe Pool Management contacted staff and indicated that the  
164 contractual amount of \$131,960 for 2022 was insufficient due to unforeseen increased costs for pool chemicals and  
165 staff wage rates. Information was provided to City staff at that time substantiating their claim. Staff reviewed that  
166 information and agreed that a new negotiated contract cost for 2022 was appropriate. Thus, the contract was  
167 increased \$30,928 by Council legislation, bringing the total contract cost for 2022 to \$162,888 with the increase of  
168 \$30,928 being covered by ARPA funds the City received.

169  
170 Mr. Heitkamp stated for 2023, City staff would again like to extend the contract with SwimSafe based upon their  
171 very satisfactory performance. And again, similar to last year, SwimSafe has provided an increased cost for 2023  
172 based on increased costs for pool chemicals, staff wage rates, and other items. SwimSafe purchases pool chemicals  
173 from Miami Products and Chemical Company. Miami Products and Chemical Company indicated that there would  
174 be a substantial price increase for bulk liquid chlorine and all other chemicals, thus increasing the total costs of the  
175 chemicals by \$2,200. Regarding staff wage rates, the average hourly wage rate for lifeguards and other pool staff  
176 in 2022 was \$12.00 per hour. Due to the current labor market wage increases and worker shortages, SwimSafe has  
177 recommended that the average wage rate be \$14.35 per hour for 2023. This would allow SwimSafe to retain a  
178 majority of their lifeguards and other staffing, while also allowing them to attract new hires to fill the vacant  
179 positions. This \$2.35 per hour wage increase results in a total labor cost increase of \$23,310. Additionally, to recruit  
180 and retain lifeguards, SwimSafe has recommended that required training and uniforms be provided to the employees  
181 free of charge, which would add \$3,808 to the contract. Lastly, increased costs for insurance and office supplies  
182 would add \$2,794 to the contract.

183  
184 Mr. Heitkamp explained that the combination of the increases of costs for chemicals, staff wage rates, training,  
185 uniforms, insurance, and office supplies, the total contract increase would be \$32,112 when compared to the 2022  
186 contract. Thus, the new contract amount for 2023 would total \$195,000. He added staff will be issuing a request  
187 for proposal in 2023 to obtain competitive quotes from other pool management companies as well.

188  
189 Mr. Messer stated that while he realizes that inflation has increased costs, he is glad that staff will be rebidding these  
190 services next year.

191  
192 Mr. Suer explained that years ago it was determined that the pool management services were contracted out in order  
193 to staff and manage the day to day operations of the pool but now the City is in a different scenario in that we rely  
194 on these services to run the pool and will have to continue the contract until the services can be rebid.

195  
196 Mrs. Naiman thanked staff for negotiating the costs down to the \$32,000.

197  
198 Mr. Dobrozi stated that these increases are the increased costs of labor. He stated that the residents expect the best  
199 and that the City should never put our standards at risk to get a lower price.

200  
201 Mr. Cappel said he would support this as other municipal pools were reducing hours due to lack of staff.

202  
203 Mayor Margolis stated that increased pool memberships and rates will help to mitigate the increase in the contract.

204  
205 **A Resolution Authorizing The City Manager To Extend The Contract With Rumpke Of Ohio, Inc. For Waste**  
206 **Collection Services For The Year 2023**

207  
208 Mayor Margolis assigned the legislation to Mr. Dobrozi.

209  
210 Mr. Riblet explained that, if approved, this legislation will authorize a one-year extension of the contract with  
211 Rumpke of Ohio for waste collection services for 2023. He explained that currently, the City's five-year waste  
212 collection services contract with Rumpke of Ohio, Inc. is scheduled to end on December 31, 2022. Included in the

213 original bid from 2017 were quoted costs for option years for 2023 and 2024; however, due to the cost of inflation,  
 214 fuel costs and staffing, Rumpke has informed staff that they are unable to honor the pricing and extend the option  
 215 years per the current contractual language. He stated that staff reached out to Rumpke and requested a one-year  
 216 quote for services with the understanding that a competitive bid would be solicited in 2023 to go into effect in 2024.  
 217

218 He stated that the following comparison shows an increase of 7%.  
 219

<i>Service Type</i>	<i>2017 Quote</i>	<i>Current Quote</i>
Trash Removal	\$402,534.00	\$423,720.00
Recycling Collection	\$ 165,250.80	\$180,081.00
Limited Yard Waste Collection	\$ 77,117.04	\$ 84,744.00
Unlimited Yard Waste (8 Weeks)	\$ 52,823.76	\$ 57,908.40
Holiday Greenery Collection	\$ 3,600.00	\$ 4,000.00
<b>Total Basic Services</b>	<b>\$ 701,325.60</b>	<b>\$ 750,045.34</b>

220  
 221 Mr. Cappel stated that he felt Rumpke was a wonderful company to work with.  
 222

223 Mr. Dobrozsi stated that he echoed Mr. Cappel’s comments that Rumpke was an incredible service provider.  
 224

225 Mrs. Naiman stated that she felt the increase seemed reasonable.  
 226

227 Mr. Messer agreed that 7% increase was reasonable especially since they held the contract pricing for five years.  
 228

229 **ADMINISTRATION REPORT**

230  
 231 Mr. Riblet reported the following items:  
 232

- 233 • A Council Business Session is scheduled for December 7, 2022 at 7:00 p.m.
- 234
- 235 • A Financial Planning Committee meeting is scheduled for Monday, December 5 at 4:30 p.m. The Law and  
 236 Safety and Planning, Zoning and Landmarks Committees have canceled their meetings for the month of  
 237 December.
- 238
- 239 • It is anticipated that there are agenda items for the Government Affairs Committee for the Monday,  
 240 December 12 meeting. He stated that there are no agenda items for the Parks and Recreation or Public  
 241 Works Committee at this time; however, an update will be provided at the December 7 Business Session.  
 242
- 243 • Staff is once again sponsoring the Midwest Children’s Home and Operation Give Back this year for the  
 244 Christmas season. At the S & P meeting scheduled for this Friday, information will be available for  
 245 sponsoring a child from both organizations to staff. If City Council is interested in participating, please let  
 246 myself or Connie know. An envelope with a child’s name with gift information could be reserved and or a  
 247 \$25 gift card from Walmart, Target, Amazon or Kroger could be donated.  
 248
- 249 • A shout to out to Officer Nick Nimeskern who has had a very productive week working at CVG. On  
 250 Tuesday, November 15 he conducted a cash seizure of \$300,000 and today he was able to take possession  
 251 of 75-100K fentanyl pills with an appraised street value of over \$750,000.  
 252

253 **Human Resources**

- 254
- 255 • Patrol Officer – Final post-offer screening steps have been completed and Andre Jones and Rasheed Kassem  
 256 are both starting employment with the City on November 28.  
 257

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- 259
- 260
- 261
- 262
- Finance Director – Staff continues to meet with potential candidates as well as continue to accept applications. Two more interviews are scheduled this month.
  - Firefighter/Paramedic – Second interviews with four candidates were conducted today.

263 Events

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- 274
- 275
- 276
- A Braver Angels presentation has been scheduled for April 20, 2023 from 7:00 to 9:00 p.m.
  - A reminder that City offices will be closed on Thursday, November 24 and Friday, November 25 in celebration of Thanksgiving Day.
  - A reminder that Holiday in the Village will be held on Saturday, December beginning with the Tree Lighting ceremony at 5:00 p.m.
  - The WeTHRIVE Annual Awards dinner is scheduled for Tuesday, December 6 at Forest Park Senior Center from 5:30 to 8:00 pm. The city has been nominated as a WeTHRIVE! Community Champions. Winners will be announced at the ceremony. If you would like to attend, please let Ms. Gaylor know by Monday, November 21.

277

278 LAW DIRECTOR REPORT

279

280 Mr. Donnellon stated he was monitoring hearings at the State level regarding HB512. H.B. 512 would increase the

281 contribution rates for full-time employers over a five-year period based on employee salaries earned in pay periods

282 beginning in 2023 through 2027.

283

284 CITY COUNCIL REPORTS

285

286 Mr. Cappel

287

288 Mr. Cappel reported on the Blue Ash Veteran’s Day ceremony. He stated the highlight was hearing the Sycamore

289 students essays on Veterans Day.

290

291 Mr. Cappel stated the monthly cardboard recycling will be held on Saturday, November 19.

292

293 Mr. Dobrozi

294

295 Mr. Dobrozi reported the Arts Commission’s Live at the Uni’s concert with the Faux Frenchmen was another great

296 success with 92 people in attendance.

297

298 Mr. Dobrozi reported the Sister Cities Commission is working to schedule the 2023 Soiree En Blanc.

299

300 Mr. Dobrozi reported that at the recent Government Affairs Committee meeting staff presented a proposal to

301 change the City’s redemption policy for the repurchase of a gravesite to be \$500 for any grave originally purchased

302 for less than that amount and to continue to offer the original amount paid for anything over \$500.00 He added that

303 the administrative fee of \$35 was raised to \$50. Mr. Dobrozi stated that it was a Committee recommendation to

304 Council to approve these proposed increases effective in January 2023.

305

306 Mr. Cappel moved to support the changes to the redemption policy and the transfer fees beginning in January 2023.

307 Mr. Messer seconded. City Council unanimously agreed.

308

309 Mr. Dobrozsi reported that also discussed at the Committee meeting was the method in which public notifications  
310 of passed legislation would be displayed. He explained that in the Council Rules it is stated that public notifications  
311 would be on the City's website and a community bulletin board located inside Kroger's. He explained that the  
312 community bulletin board was removed from Kroger's for quite some time and now is not a feasible choice for the  
313 notifications. He stated that staff proposed displaying the publication at the Safety Center in the vestibule that was  
314 open 24/7 as well as still posting in the bulletin and on the website.

315  
316 Mr. Dobrozsi stated that it was a Committee recommendation to Council to approve these changes and asked for a  
317 motion of support from City Council.

318  
319 Mr. Cappel made a motion to support the changes to the public notification method. Mr. Messer seconded. City  
320 Council unanimously agreed.

321  
322 **Mrs. Naiman**

323  
324 Mrs. Naiman reported the Parks and Recreation Committee meeting staff proposed an increase in pool memberships  
325 of \$25.00 on each membership as well as a \$2 increase to all daily admissions and a minimal increase in concession  
326 stand items. She explained that in light of the increased costs of the contract with SwimSafe and increased  
327 maintenance expenses staff recommended these increases to offset any shortfall between revenue and expenses.  
328 Mrs. Naiman explained this was a Committee recommendation to Council to approve the increases with a motion  
329 of support by City Council.

330  
331 Mr. Cappel moved to support the increases in pool memberships, daily rates and concession costs. Mr. Messer  
332 seconded. City Council unanimously agreed.

333  
334 Mrs. Naiman stated that at the same meeting staff also proposed increases to memorial gifts including benches,  
335 bricks and trees in order to cover costs, labor and maintenance. She explained that these increases cover all costs  
336 but do not increase revenue to the memorial account. She explained this was a Committee recommendation to  
337 Council to approve the increases with a motion of support by City Council.

338  
339 Mr. Cappel moved to support the increases in pool memberships, daily rates and concession costs. Mr. Messer  
340 seconded. City Council unanimously agreed.

341  
342 Mrs. Naiman reported that she also attended the Veteran's Day Ceremony where she recalled being one of the  
343 students years ago who read their essay and thought it was special now that she was there to listen to this generation  
344 of students do the same thing.

345  
346 Mrs. Naiman reported that she attended the Chamber of Commerce Annual Awards Dinner along with the Mayor  
347 at which time the City was awarded with the Large Business of the Year award.

348  
349 Mrs. Naiman reported that she attended a Sycamore Advisory Committee meeting where the focus was on the hiring  
350 process for a new treasurer with the upcoming retirement of Beth Weber.

351  
352 **Mr. Suer**

353  
354 Mr. Suer stated he also attended the Veterans Day ceremony in Blue Ash and thought it was a very nice ceremony.

355  
356 **Mr. Messer**

357  
358 Mr. Messer reported he participated in the Blue Ash Veteran's Day ceremony as well.

359

360 Mr. Messer reported on the Hamilton County Municipal League meeting held on November 12. He explained there  
361 were seven representatives there who spoke on various subjects such as ARPA Funds, Energy Efficiency, Election  
362 Integrity, Law Enforcement Training among other topics.  
363

364 **Mayor Margolis**

365  
366 Mayor Margolis also expressed his appreciation to Chief Wright for arranging a ride along with Patrick Morgan and  
367 his crew. He stated how impressed he is with the professionalism of our safety services staff when responding to  
368 emergencies.  
369

370 Mayor Margolis reported that he participated in the grave marking ceremony at Hopewell Cemetery in preparation  
371 of Veteran's Day. He thanked Mr. Messer, Mrs. Bissmeyer and Mr. Vanderhorst for their participation in this  
372 event.  
373

374 Mayor Margolis stated that in addition to Mr. Riblet's reminder about the Christmas Tree lighting ceremony, he  
375 requested that Vice Mayor Bissmeyer officiate the ceremony in his absence and Council members who planned to  
376 be there to assist with displaying the artwork from the coloring contest winners when announced.  
377

378 **MINUTES**

379  
380 Mr. Cappel moved to approve the November 2, 2022 Business Session minutes as written. Mr. Messer seconded.  
381 City Council unanimously agreed.  
382

383 **MAYORS COURT REPORT**

384  
385 Mayor Margolis stated there was a Mayors Court report for October in the packet and asked for a motion to disburse  
386 the October collections in the amount of \$7,470.  
387

388 Mr. Cappel made a motion to disburse the October Mayor's Court Collection in the amount of \$7,470. Mr. Messer  
389 seconded. City Council unanimously agreed.  
390

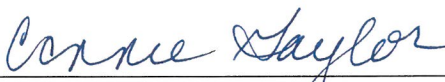
391  
392 **OTHER BUSINESS**

393  
394 Mayor Margolis wished everyone a wonderful Thanksgiving holiday.  
395

396 Mayor Margolis asked if there was any other business to discuss. There being none, he asked for a motion to  
397 adjourn.  
398

399 Mr. Cappel made a motion to adjourn. Mr. Messer seconded. City Council unanimously agreed.  
400

401 City Council adjourned at 8:20 p.m.  
402  
403  
404

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