

March

2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 6:15 pm Tech & Comm Committee – canceled 6:15 pm SHR Special meeting 7:00 pm City Council	3	4	5	6	7
8	9 6:30 pm Electric Comm. 6:30 pm BOPA 7:00 pm Water and Sewer Comm. 7:30 Muni Prop. Comm.	10 4:30 pm BZA 5:00 pm Planning Commission	11	12	13	14
15	16 6:00 pm Tree Commn. 6:00 pm Parks & Rec Comm. 7:00 pm City Council	17 5	18	19	20	21
22	23 5:30 pm Finance & Budget Comm. 7:30 pm Safety & Human Resources Comm.	24 4:30 pm Civil Service	25 6:30 pm Parks & Rec Board	26	27	28
29	30	31				



City of Napoleon, Ohio

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Napoleon, OH 43545
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Memorandum

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

From: Ann Harper, Clerk

Date: February 27, 2026


Subject: Technology and Communications Committee–
Cancellation

The regularly scheduled meeting of the Technology and Communications Committee for Monday, March 2, 2025, at 6:15 pm has been **CANCELED** due to lack of agenda items.

City of Napoleon, Ohio
Safety and Human Resources Committee
Special Meeting
Monday, March 2, 2026, at 6:15 PM

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

- 1) Approval of Minutes: February 23, 2026 (in the absence of any objections or corrections, the minutes shall stand approved).
- 2) Waste Water Treatment Plant Assistant Superintendent Position and pay scale layout
- 3) Electric Department Electrical Construction/Maintenance Inspector position and pay scale adjustment
- 4) Any Other Matters to Come Before the Committee
- 5) Adjournment



Ann Harper, Clerk

City of Napoleon, Ohio
Safety & Human Resources Committee
With
Freedom, Napoleon & Harrison Townships
Henry County South Joint Ambulance District
And the Village of Florida
Special Joint Meeting
Monday, February 23, 2026, at 7:00 pm

Present

Council Members	Jordan McBride-Chair, Tom Weaver
City Manager	Lori Siclair
Clerk of Council	Ann Harper
City Staff	David Bowen - Fire Chief, Jonah Stiriz -Asst. Fire Chief, Denny Bockelman – Freedom Township, Scott Norden – Napoleon Township, Vern Oberhaus – Harrison Township
Others	News Media
Absent	Brittany Schwab, Lori Siclair, Kevin Garringer

Call to Order

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

Approval of Minutes

In the absence of any objections or corrections, the minutes from the November 24, 2025, meeting were approved as presented.

2026 Contracts and Review of the EMS Costs and Revenues

Bowen said so everybody's aware that the 2026 Contracts go over 2025 costs. In front of you, you will see the incidents for 2025, broke them down, you will see a total of 1735 busiest days of the week, busiest hours of the day so we're still in that 8 to 4 o'clock, 5 o'clock time frames are our super busy times. I broke it down by shift and then I broke it down by district like I have in the past so you all can see where all the calls are going. And then Stiriz and I went to a class on how to run the reports, so we've been really diving into them, him more than me. We broke it down by call types so you can see all the call types that we did over 2025. And then it goes into, I know from previous meetings, the very last page, it talks about our turnout times which is our time from dispatch till out the door. Response times from time of responding to on scene and then how long we're spending on seeing for both EMS and Fires. So, as you can see, obviously the fire calls are taking more time on scene there a little more in depth than the average EMS calls. At previous meetings I knew the topic was Mutual Aid and how much we're giving our Mutual Aid out, how much we're receiving, so we broke those down. Automatic and Mutual Aid received. A total of 12 times in 2025 is all we called for Mutual Aid or Auto Aid. And then it shows what we received those for. And the following one, the very last one, is our Auto or Mutual Aid given. We gave a total of 70 times in 2025 and same breakdown of what we gave it for, who we gave it to. So, it averages out just shy of 5 calls a day. It's a little bit down from 2024 but our revenue was also up as you guys remember from our last meeting. The last meeting we had I believe was in November. Because of Christmas, we didn't have it in December, I believe, if I'm speaking correctly, we had already surpassed last year's numbers in November. So, our transport revenues are up. And Vern, I know you asked a question why that was. And without really even looking we found the answer, because Chief Benecke from Ridgeville reached out to us and asked what we're doing differently because their Mutual Aid responses for EMS calls are dropping. They were in 30 calls less in 2025 than they normally do and they

related that back to EMS Mutual Aid because now we have ample staffing that we're able to cover those second and third calls that we're not having to bring a mutual aid department in, which in turn flips revenue as well because they're not collecting that money, we are. So that's a good portion of it as well. Oberhaus said so the calls that were down for mutual aid? Bowen said that is correct, they were down 30 mutual aid calls from the previous year in 2025. Oberhaus said so is mutual aid going past this, or is it up as well then number, when you gave that number 70 how has it been in the past years. Bowen said we're right around that same mark, but I will say since a change of administration in Liberty Center. If you look, they were the biggest users of our mutual aid, and when we track that, if it truly is mutual aid they have a basic life support ambulance that responds to the scene and they need advanced life support and they call for us we consider that mutual aid. If they don't even have somebody show up or they don't have the ability to transport in their unit we consider that a primary mutual aid. And most of those 30, but there was a large number that were primary responses for us because they didn't have a crew. Well since they've had a change in their administration over there, we've run there once as primary responders just because they couldn't get a crew around. The other times that we've run over there is because they needed our HazMat trailer, another time they needed an additional crew. So, it truly was mutual aid at that point, which we don't have a problem providing any services. But that was getting to be an issue when you look at it looks like 34 of them were primary responses for us. Oberhaus said so that's a little bit confusing too because it went down in primary, but it could be considered mutual aid. Bowen said that is correct, it still counts as mutual aid, but we track it as a primary response mutual aid. It's just how we look at it because they didn't have a crew show up. Because there was talk years and years ago about sending them a bill for things like that and it kind of went away and we just started tracking it just in case. Because we know that when we go over and do that it's taking away from the people that are paying for the service here whether we transport over there or not. We just want to track it so we have all of our I's dotted and our T's crossed. Oberhaus said it sounds like they're moving in a positive way. Bowen said they are moving in a very positive direction, yes. The paper that was emailed to you on Friday or some of you may have picked up today, it's a breakdown of what Garringer does every year. On the very last page it goes over what the budgeted quarterly payments would be. Like we talked about at the last meeting we had you will see the 210 side did go up a little bit, but remember that's where we also moved stuff from the fire truck account and also where we started pulling some things out of the fire side and putting in there that we're EMS based so those that only pay for EMS services are covering their share of that as well. Scott, do you have any questions, I know this is all new to you. Norden said this is all new to me, so I'm just taking it all in. Bowen said well, if you need clarification on anything, just let me know. Oberhaus said a lot of Harrison's primary still gone to Campbells? Bowen said yep, you figure the population there is probably pretty close on a good day to Harrison Township, and the coverage there we cover if not more. Oberhaus said and Dana? Bowen said we've been running a lot for Dana as well. They actually had a fire in the Dana building a couple of weeks ago. They didn't call us. They showed up there for a medical call and realized all the smoke was in the building and they said oh yeah, we had a fire that's why you're here for this person. They said they got a little bit of smoke, so we got on them a little bit about that. Oberhaus said they took care of the fire themselves. Bowen said yeah, a good portion of it. It was in their dust collection system for one of their welders and the spark resistor or whatever it's called got into the filters and they took them outside to dump them, and they were still burning outside. But it filled the place with smoke. Anything from the committee? McBride said if everyone's good, I'll move on to three. You guys good? Bowen said so, this expires April 1st I believe we have to have it signed by if I'm not mistaken. So, you'll have to make the recommendation to suspend the rules for it.

Chief Wastewater Treatment Operator

Department: Wastewater Treatment
Reports To: Water/Wastewater Treatment Superintendent
FLSA Status: Hourly (Non-Exempt)
Civil Service: Classified (Non-Competitive)
Union: Non-Bargaining
Approved By: Joel Mazur, City Manager
Last Updated: June 2, 2016

SUMMARY

Performs supervisory and complex technical work in the operation, servicing, and general maintenance of equipment in the Wastewater Treatment Plant.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned as required.

- Takes samples and performs appropriate chemical analysis to determine that all wastewater treatment facilities are operating efficiently.
- Supervises and carries out the necessary corrective action.
- Assists in training wastewater treatment plant operators.
- Operates plant equipment to control wastewater flows and maintain proper operation levels.
- Plans and supervises Wastewater Treatment Plant operations.
- Issues general instructions for Wastewater Treatment activities.
- Advises subordinate plant operators on operating procedures.
- Supervises and/or performs the servicing and maintenance of facilities including large scale pumping devices, aeration basins, clarifying installations, digesters and related equipment.
- Fulfills the duties of operator of record in the absence of the superintendent.

QUALIFICATIONS

- Must have considerable knowledge of wastewater treatment characteristics, treatment plant principles, operations, and equipment.
- Must have considerable knowledge of wastewater treatment plant equipment maintenance and related functions.
- Must have working knowledge of chemistry, mathematics, and biology.
- Must be able to supervise and instruct lower-level personnel.
- Must be able to work and exercise judgment independently.
- Must be able to establish and maintain effective working relationships with employees.
- Ability to make simple mathematical calculations.

EDUCATION and/or EXPERIENCE

- High school diploma or equivalent; or any equivalent combination of experience and training that provides the required knowledge, skills and abilities.

LANGUAGE SKILLS

- Must be fluent in both writing and speaking the English language.
- Must be able to communicate effectively verbally and in writing.

REASONING ABILITY

- Ability to understand and carry out complex oral and written directions.

CERTIFICATES, LICENSES, REGISTRATIONS

- Must possess and maintain a valid Ohio Driver's License.
- Must possess and maintain a valid Ohio CDL License.
- Must possess and maintain a Wastewater Treatment Plant Operator Class III certification.

PHYSICAL DEMANDS

- Must be able to lift and move fifty (50) pounds easily and up to one hundred (100) pounds on occasion.
- Must be able to climb a thirty (30) foot ladder.
- Must have good hearing and eyesight with or without corrective measures.

WORK ENVIRONMENT

- This job must be performed on-site, unless otherwise directed.

Acknowledgement

I acknowledge that I have received, reviewed and fully understand the above job description. Further, I acknowledge and agree that this job description is provided for informational purposes and is not an implicit or explicit agreement of employment or continuing employment.

Employee Name (Please Print)

Employee Signature

Date

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodation and possess or have the qualifications listed. The requirements listed are representative of the knowledge, skill, and/or physical ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

2026 Pay Ordinance

EXHIBIT "A"

(BASE HOURLY RATE)

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Clerk-Typist II	\$14.80	\$17.04	\$18.28	\$19.61
Receptionist	\$16.75	\$19.20	\$20.58	\$22.13
Administrative Assistant	\$20.39	\$23.54	\$25.29	\$27.21
Front Desk Administrator	\$14.80	\$16.72	\$17.52	\$18.53
Service Building Secretary	\$14.80	\$16.72	\$17.52	\$18.53
Senior Service Building Secretary	\$24.77	\$26.40	\$28.09	\$29.91
Executive Assistant to Appointing Authority	\$24.77	\$26.40	\$28.09	\$29.91
Executive Assistant/Paralegal to Law Director	\$33.87	\$36.19	\$38.63	\$41.07
Account Clerk I	\$14.80	\$16.72	\$17.52	\$18.52
Account Clerk II	\$18.39	\$21.10	\$22.70	\$24.50
Utility Billing Administrator	\$20.89	\$24.06	\$25.76	\$30.61
Senior Account Clerk	\$20.39	\$23.54	\$25.30	\$29.92
Records Clerk/Recorder	\$18.39	\$21.10	\$22.69	\$24.49
Accounts Payable Clerk	\$18.39	\$21.10	\$22.69	\$25.76
Tax Administrator	\$20.89	\$24.05	\$25.76	\$30.61
Engineering Technician	\$20.80	\$22.26	\$23.82	\$25.48
Senior Engineering Technician	\$26.59	\$28.44	\$30.43	\$32.58
Staff Engineer	\$27.75	\$29.69	\$31.76	\$33.98
Licensed Staff Engineer	\$43.78	\$46.84	\$50.12	\$53.63
Construction Inspector	\$30.00	\$34.46	\$36.92	\$40.58
Senior Electric Engineering Technician	\$24.76	\$28.54	\$30.68	\$32.94
GIS Technician	\$20.80	\$22.26	\$23.82	\$25.48
Senior GIS Technician	\$32.94	\$35.25	\$37.72	\$39.01
Electrical Construction/Maintenance Inspector	\$32.94	\$35.25	\$37.72	\$40.36
Zoning Administrator	\$24.76	\$28.54	\$30.68	\$32.94
Assistant Water Superintendent	\$38.32	\$39.46	\$40.57	\$41.86
Chief Water Treatment Operator	\$26.65	\$30.68	\$32.84	\$37.13
Chief Wastewater Treatment Operator	\$26.65	\$30.68	\$32.84	\$37.13
Police Lieutenant	\$40.24	\$41.36	\$42.44	\$43.56
Deputy Court Clerk	\$19.78	\$21.54	\$23.10	\$24.75
Chief Probation Officer	\$23.88	\$0.00	\$0.00	\$26.40
IT Specialist	\$24.76	\$28.54	\$30.67	\$32.94
Probation Officer / Bailiff	\$23.05	\$24.09	\$25.14	\$26.40
Facility Manager/Recreation Pro. Coord.	\$22.33	\$24.12	\$26.10	\$27.92
Assistant Golf Course and Ground Superintendent	\$22.00	\$23.54	\$25.18	\$26.95
Assistant Wastewater Superintendent	\$38.32	\$39.46	\$40.57	\$41.86

*4.75% Increase from 2025.

*Licensed Staff Engineer position capable of obtaining \$2.00 an hour more for Surveyor Intern (SI) Certification and \$3.00 per hour more for PS Certification.

2026 Pay Ordinance

EXHIBIT "B"

(BASED ON AN 80 HOUR PAY PERIOD)

<u>Title</u>	<u>BOTTOM</u>	<u>TOP</u>
Assistant to the City Engineer	\$3,333.98	\$3,846.99
City Engineer	\$3,911.09	\$4,744.60
Public Works Director	\$4,651.58	\$5,569.32
Golf Course & Grounds Superintendent	\$2,601.99	\$3,497.60
Parks & Recreation Director/Cemetery	\$2,862.19	\$3,847.35
Assistant Finance Director	\$3,552.61	\$4,123.97
Electrical Engineer	\$3,699.81	\$4,308.87
Electric Distribution Superintendent	\$3,772.14	\$4,646.72
IT Administrator	\$2,327.29	\$3,740.91
Human Resources Director	\$2,653.42	\$4,026.67
Municipal Court Bailiff	\$1,818.11	\$2,576.97
Municipal Court Clerk	\$2,248.81	\$3,938.07
Assistant Fire Chief	\$3,496.67	\$3,709.07
Fire Chief	\$3,961.36	\$4,202.60
Operations Superintendent	\$3,395.60	\$3,915.99
Water Superintendent	\$3,691.36	\$3,915.99
Wastewater Superintendent	\$3,691.36	\$3,915.99
Chief of Police	\$3,961.36	\$4,202.60
Assistant Chief of Police	\$3,496.67	\$3,709.07

*4.75% Increase from 2025.

2026 Pay Ordinance

EXHIBIT "C"

(BASE HOURLY RATE)

<u>Title</u>	<u>Bottom</u>	<u>Top</u>
Front Desk Administrator (Part Time)	\$11.91	\$16.28
Administrative Assistant (Part Time)	\$0.00	\$35.62
Executive Assistant to the Appointed Authority (PT)	\$33.87	\$41.07
Legal Clerk (Temporary)	\$17.12	\$27.51
Probationary/Trainee Fire Fighter/EMT	\$16.67	\$16.67
All Fire/Rescue Department (Part Time)	\$16.67	\$29.04
Deputy Court Clerk (Part Time)	\$13.20	\$18.14
Deputy Court Bailiff (Part Time)	\$0.00	\$17.37
Probation Officer PIIG Grant	\$0.00	\$19.62
Construction Inspection (Temporary)	\$16.02	\$17.15
Construction Engineer (Temporary) Engineering Dept.	\$48.58	\$52.06
Income Tax/Collection Clerk (Part Time)	\$11.91	\$21.01
Lifeguard (Seasonal)	\$11.27	\$17.80
Seasonal Laborer – Other	\$11.27	\$17.80
Recreation Worker (Seasonal)	\$11.27	\$17.80
Parks Maintenance Worker (Seasonal)	\$11.27	\$17.80
Golf Course Clubhouse Attendant (Seasonal)	\$11.27	\$17.80
Senior Center Fitness Coordinator (Part Time)	\$11.27	\$17.80
CODE ENFORCEMENT INSPECTOR	\$23.09	\$35.91
Adjunct EMS Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66
Adjunct Fire Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66

*4.75% Increase from 2025.

City of Napoleon

Assistant Wastewater Superintendent

Department: Wastewater
Reports To: Wastewater Superintendent
FLSA Status: Hourly (Non-Exempt)
Civil Service: Classified (Non-Competitive)
Union: Non-Bargaining
Approved By: Lori Siclair, City Manager
Approval Date: January 14, 2026

SUMMARY

Under general direction of the Wastewater Superintendent, administers, supervises, directs and performs the duties and responsibilities of day-to-day operations of the wastewater treatment plant. Aids the Wastewater Superintendent in supervision of all areas and functions of the Wastewater Division. Assumes the responsibilities of all Wastewater operations in the absence of the Wastewater Superintendent.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned as required.

- Assists Wastewater Superintendent to ensure proper operations and maintenance of the Wastewater Plant.
- Supervises and directs Wastewater Plant personnel and ensures work complies with Division standards, policies and procedures.
- Recommends and initiates the purchasing of materials and equipment necessary to maintain, enhance and/or upgrade treatment plant operations.
- Participates in management responsibilities such as but not limited to recommending discipline; hiring; promotions; adjusting grievances, and other labor contract administrative matters; assignments; and employee performance evaluations.
- Evaluates and administers city policies and procedures including safety and work rules.
- Prepare monthly performance reports as required by governing agencies.
- Meets with Federal, State and local agencies to ensure compliance with current requirements and future needs.
- Meets with various individuals and groups to discuss the quality and quantity of wastewater, future wastewater needs and department operation in general.
- Performs related work as required.
- Administers and coordinates the biosolids land application program including field sampling, delivery of materials, and application of materials following all regulatory guidelines.
- Maintains the lift stations and associated equipment throughout the collections system

QUALIFICATIONS:

- Extensive knowledge of maintenance and repair characteristics of treatment plant equipment and apparatus.
- Ability to interpret and apply laws, ordinances and regulations pertaining to wastewater operations.
- Ability to prepare reports accurately.
- Ability to communicate effectively orally and in writing.
- Ability to establish and maintain effective working relationships with representatives of other agencies, supervisors and the public.
- Must be able to make simple mathematical calculations.
- May be required to cover standby rotations, weekends and holidays due to staffing levels.

EDUCATION AND EXPERIENCE

- High School Diploma or equivalent.
- Five (5) years of increasingly responsible experience in wastewater operations including one (1) year at a supervisory level.

LANGUAGE SKILLS

- Must be fluent in both writing and speaking the English language.

REASONING ABILITY

- Ability to understand and carry out complex oral and written directions.

CERTIFICATES, LICENSES, REGISTRATIONS

- Must possess and maintain a valid Class III Ohio Wastewater Certificate.
- Must possess and maintain a valid State of Ohio Commercial Driver's license.

PHYSICAL DEMANDS

- Must be able to lift and move fifty (50) pounds.
- Must have good hearing and eyesight with or without corrective measures.

WORK ENVIRONMENT

This job is performed on and off site, unless otherwise directed.

Acknowledgement

I acknowledge that I have received, reviewed and fully understand the above job description. Further, I acknowledge and agree that this job description is provided for informational purposes and is not an implicit or explicit agreement of employment or continuing employment.

Employee Name (Please Print)

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Date

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2026 Pay Ordinance

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City of Napoleon

Assistant Water Superintendent

Department: Water
Reports To: Water Superintendent
FLSA Status: Hourly (Non-Exempt)
Civil Service: Classified (Non-Competitive)
Union: Non-Bargaining
Approved By: Joel Mazur, City Manager
Approval Date: February 4, 2019

SUMMARY

Under general direction of the Water Superintendent, administers, supervises, directs and performs the duties and responsibilities of day-to-day operations of the water treatment plant. Provides assistance to the Water Superintendent in supervision of all areas and functions of the Water Division. Assumes the responsibilities of all Water operations in the absence of the Water Superintendent.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned as required.

- Must be the Operator of Record for Water Supply
- Assists Water Superintendent to ensure proper operations and maintenance of the Water Plant.
- Supervises and directs Water Plant personnel and ensures work complies with Division standards, policies and procedures.
- Recommends and initiates the purchasing of materials and equipment necessary to maintain, enhance and/or upgrade treatment plant operations.
- Participates in management responsibilities and decisions such as, but not limited to: recommending discipline; hiring; promotions; adjusting grievances, and other labor contract administrative matters; assignments; and employee performance evaluations.
- Evaluates and administers city policies and procedures including safety and work rules.
- Prepares monthly performance reports as required by governing agencies.
- Meets with Federal, State and local agencies to insure compliance with current requirements and future needs.
- Meets with various individuals and groups to discuss the quality and quantity of water, future water needs and department operation in general.
- Performs related work as required.

QUALIFICATIONS:

- Extensive knowledge of machines, equipment, materials, laboratory techniques, principles and operating practices of a water plant and distribution systems.
- Extensive knowledge of maintenance and repair characteristics of treatment plant equipment and apparatus.
- Ability to interpret and apply laws, ordinances and regulations pertaining to water operations.

- Ability to prepare reports accurately.
- Ability to communicate effectively orally and in writing.
- Ability to establish and maintain effective working relationships with representatives of other agencies, supervisors and the general public.
- Must be able to make simple mathematical calculations.
- May be required to cover standby rotations, weekends and holidays due to staffing levels.

EDUCATION AND EXPERIENCE

- High School Diploma or equivalent supplemented by approved coursework in engineering or chemistry or other related field.
- Five (5) years of increasingly responsible experience in water operations including one (1) year at a supervisory level.

LANGUAGE SKILLS

- Must be fluent in both writing and speaking the English language.

REASONING ABILITY

- Ability to understand and carry out complex oral and written directions.

CERTIFICATES, LICENSES, REGISTRATIONS

- Must possess and maintain a valid Class III Ohio Water Certificate.
- Must possess and maintain full laboratory certification in chemistry and microbiological.
- Must possess and maintain a valid State of Ohio Driver's license.

PHYSICAL DEMANDS

- Must be able to lift and move fifty (50) pounds.
- Must have good hearing and eyesight with or without corrective measures.

WORK ENVIRONMENT

This job is performed on and off site, unless otherwise directed.

Acknowledgement

I acknowledge that I have received, reviewed and fully understand the above job description. Further, I acknowledge and agree that this job description is provided for informational purposes and is not an implicit or explicit agreement of employment or continuing employment.

Employee Name (Please Print)	Employee Signature	Date
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To perform this job successfully, an individual must be able to perform each essential duty satisfactorily with or without reasonable accommodation and possess or have the qualifications listed. The requirements listed are representative of the knowledge, skill, and/or physical ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

2026 Pay Ordinance

EXHIBIT "A"

(BASE HOURLY RATE)

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Clerk-Typist II	\$14.80	\$17.04	\$18.28	\$19.61
Receptionist	\$16.75	\$19.20	\$20.58	\$22.13
Administrative Assistant	\$20.39	\$23.54	\$25.29	\$27.21
Front Desk Administrator	\$14.80	\$16.72	\$17.52	\$18.53
Service Building Secretary	\$14.80	\$16.72	\$17.52	\$18.53
Senior Service Building Secretary	\$24.77	\$26.40	\$28.09	\$29.91
Executive Assistant to Appointing Authority	\$24.77	\$26.40	\$28.09	\$29.91
Executive Assistant/Paralegal to Law Director	\$33.87	\$36.19	\$38.63	\$41.07
Account Clerk I	\$14.80	\$16.72	\$17.52	\$18.52
Account Clerk II	\$18.39	\$21.10	\$22.70	\$24.50
Utility Billing Administrator	\$20.89	\$24.06	\$25.76	\$30.61
Senior Account Clerk	\$20.39	\$23.54	\$25.30	\$29.92
Records Clerk/Recorder	\$18.39	\$21.10	\$22.69	\$24.49
Accounts Payable Clerk	\$18.39	\$21.10	\$22.69	\$25.76
Tax Administrator	\$20.89	\$24.05	\$25.76	\$30.61
Engineering Technician	\$20.80	\$22.26	\$23.82	\$25.48
Senior Engineering Technician	\$26.59	\$28.44	\$30.43	\$32.58
Staff Engineer	\$27.75	\$29.69	\$31.76	\$33.98
Licensed Staff Engineer	\$43.78	\$46.84	\$50.12	\$53.63
Construction Inspector	\$30.00	\$34.46	\$36.92	\$40.58
Senior Electric Engineering Technician	\$24.76	\$28.54	\$30.68	\$32.94
GIS Technician	\$20.80	\$22.26	\$23.82	\$25.48
Senior GIS Technician	\$32.94	\$35.25	\$37.72	\$39.01
Electrical Construction/Maintenance Inspector	\$32.94	\$35.25	\$37.72	\$40.36
Zoning Administrator	\$24.76	\$28.54	\$30.68	\$32.94
Assistant Water Superintendent	\$38.32	\$39.46	\$40.57	\$41.86
Chief Water Treatment Operator	\$26.65	\$30.68	\$32.84	\$37.13
Chief Wastewater Treatment Operator	\$26.65	\$30.68	\$32.84	\$37.13
Police Lieutenant	\$40.24	\$41.36	\$42.44	\$43.56
Deputy Court Clerk	\$19.78	\$21.54	\$23.10	\$24.75
Chief Probation Officer	\$23.88	\$0.00	\$0.00	\$26.40
IT Specialist	\$24.76	\$28.54	\$30.67	\$32.94
Probation Officer / Bailiff	\$23.05	\$24.09	\$25.14	\$26.40
Facility Manager/Recreation Pro. Coord.	\$22.33	\$24.12	\$26.10	\$27.92
Assistant Golf Course and Ground Superintendent	\$22.00	\$23.54	\$25.18	\$26.95
Assistant Wastewater Superintendent	\$38.32	\$39.46	\$40.57	\$41.86

*4.75% Increase from 2025.

*Licensed Staff Engineer position capable of obtaining \$2.00 an hour more for Surveyor Intern (SI) Certification and \$3.00 per hour more for PS Certification.

2026 Pay Ordinance

EXHIBIT "B"

(BASED ON AN 80 HOUR PAY PERIOD)

<u>Title</u>	<u>BOTTOM</u>	<u>TOP</u>
Assistant to the City Engineer	\$3,333.98	\$3,846.99
City Engineer	\$3,911.09	\$4,744.60
Public Works Director	\$4,651.58	\$5,569.32
Golf Course & Grounds Superintendent	\$2,601.99	\$3,497.60
Parks & Recreation Director/Cemetery	\$2,862.19	\$3,847.35
Assistant Finance Director	\$3,552.61	\$4,123.97
Electrical Engineer	\$3,699.81	\$4,308.87
Electric Distribution Superintendent	\$3,772.14	\$4,646.72
IT Administrator	\$2,327.29	\$3,740.91
Human Resources Director	\$2,653.42	\$4,026.67
Municipal Court Bailiff	\$1,818.11	\$2,576.97
Municipal Court Clerk	\$2,248.81	\$3,938.07
Assistant Fire Chief	\$3,496.67	\$3,709.07
Fire Chief	\$3,961.36	\$4,202.60
Operations Superintendent	\$3,395.60	\$3,915.99
Water Superintendent	\$3,691.36	\$3,915.99
Wastewater Superintendent	\$3,691.36	\$3,915.99
Chief of Police	\$3,961.36	\$4,202.60
Assistant Chief of Police	\$3,496.67	\$3,709.07

*4.75% Increase from 2025.

2026 Pay Ordinance

EXHIBIT "C"

(BASE HOURLY RATE)

<u>Title</u>	<u>Bottom</u>	<u>Top</u>
Front Desk Administrator (Part Time)	\$11.91	\$16.28
Administrative Assistant (Part Time)	\$0.00	\$35.62
Executive Assistant to the Appointed Authority (PT)	\$33.87	\$41.07
Legal Clerk (Temporary)	\$17.12	\$27.51
Probationary/Trainee Fire Fighter/EMT	\$16.67	\$16.67
All Fire/Rescue Department (Part Time)	\$16.67	\$29.04
Deputy Court Clerk (Part Time)	\$13.20	\$18.14
Deputy Court Bailiff (Part Time)	\$0.00	\$17.37
Probation Officer PIIG Grant	\$0.00	\$19.62
Construction Inspection (Temporary)	\$16.02	\$17.15
Construction Engineer (Temporary) Engineering Dept.	\$48.58	\$52.06
Income Tax/Collection Clerk (Part Time)	\$11.91	\$21.01
Lifeguard (Seasonal)	\$11.27	\$17.80
Seasonal Laborer – Other	\$11.27	\$17.80
Recreation Worker (Seasonal)	\$11.27	\$17.80
Parks Maintenance Worker (Seasonal)	\$11.27	\$17.80
Golf Course Clubhouse Attendant (Seasonal)	\$11.27	\$17.80
Senior Center Fitness Coordinator (Part Time)	\$11.27	\$17.80
CODE ENFORCEMENT INSPECTOR	\$23.09	\$35.91
Adjunct EMS Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66
Adjunct Fire Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66

*4.75% Increase from 2025.

Electrical Construction/ Maintenance Inspector

Department: Electric Department
Reports To: Electrical Distribution Superintendent
FSLA Status: Hourly (Non-Exempt)
Civil Service: Classified (Non-Competitive)
Union: Non-Bargaining
Prepared By: Brittany Roof, HR Director
Approved By: Lori Siclair, City Manager
Approved Date: January 30, 2026

Summary:

Performs electrical engineering duties; supervises and instructs line crews, clearance crews and service truck; responsible for safety practices and yearly evaluations of assigned personnel; responsible for field inventory installation and retrieval; supervises contractors and performs related duties as required. This person works under the general guidance and direction of the Electrical Distribution Superintendent and may serve as the Acting Superintendent when required.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(The listed examples may not include all duties found in this class).

- Prepares and assists in electrical construction drawings and layouts.
- Responsible for calculation of quantities.
- Responsible for keeping daily work logs of supervised personnel and records of construction plans.
- Coordinates engineering function of the department with other City departments and other governmental agencies as assigned.
- Confers with contractors and representatives of governmental agencies on construction design problems.
- Designs new electrical installation such as over head and under ground electrical lines and transformer banks including metering.
- Prepares material cost estimates on construction projects.
- Performs electrical inspections as required.
- May be subject to be placed on the standby rotation with the permission of the Electrical Superintendent.
- Assist in making electrical repairs as required.
- Maintains working relationships with trade and professional groups, customers, and public and community agencies.
- Confers frequently with the Electrical Distribution Superintendent concerning personnel and ongoing projects.
- Must be an example to subordinates concerning safety practices and utilization of safety equipment.
- Performs related duties as required.

QUALIFICATIONS

To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Thorough knowledge of engineering principles and practices of electrical design and construction as related to the preparation of plans and specifications for a wide variety of electrical projects.
- Thorough knowledge of electric distribution construction materials and standards.
- Good knowledge of approved standards of safety as related to electrical designs and specifications.
- Good ability to instruct and supervise subordinate personnel and the ability to control emergency situations.

EDUCATION and EXPERIENCE

- High school diploma or equivalent.
- Must have previous 1st class lineman experience and completion of a four (4) year lineman program.
- Must possess a valid State of Ohio Commercial Driver's License Class A.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with a disability to perform the essential functions.

Must be able to lift and move up to fifty (50) pounds.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with a disability to perform the essential functions.

This job is performed on and off-site unless otherwise directed.

2026 Pay Ordinance

EXHIBIT "A"

(BASE HOURLY RATE)

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
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Records Clerk/Recorder	\$18.39	\$21.10	\$22.69	\$24.49
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Tax Administrator	\$20.89	\$24.05	\$25.76	\$30.61
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Chief Probation Officer	\$23.88	\$0.00	\$0.00	\$26.40
IT Specialist	\$24.76	\$28.54	\$30.67	\$32.94
Probation Officer / Bailiff	\$23.05	\$24.09	\$25.14	\$26.40
Facility Manager/Recreation Pro. Coord.	\$22.33	\$24.12	\$26.10	\$27.92
Assistant Golf Course and Ground Superintendent	\$22.00	\$23.54	\$25.18	\$26.95
Assistant Wastewater Superintendent	\$38.32	\$39.46	\$40.57	\$41.86

*4.75% Increase from 2025.

*Licensed Staff Engineer position capable of obtaining \$2.00 an hour more for Surveyor Intern (SI) Certification and \$3.00 per hour more for PS Certification.

2026 Pay Ordinance

EXHIBIT "B"

(BASED ON AN 80 HOUR PAY PERIOD)

<u>Title</u>	<u>BOTTOM</u>	<u>TOP</u>
Assistant to the City Engineer	\$3,333.98	\$3,846.99
City Engineer	\$3,911.09	\$4,744.60
Public Works Director	\$4,651.58	\$5,569.32
Golf Course & Grounds Superintendent	\$2,601.99	\$3,497.60
Parks & Recreation Director/Cemetery	\$2,862.19	\$3,847.35
Assistant Finance Director	\$3,552.61	\$4,123.97
Electrical Engineer	\$3,699.81	\$4,308.87
Electric Distribution Superintendent	\$3,772.14	\$4,646.72
IT Administrator	\$2,327.29	\$3,740.91
Human Resources Director	\$2,653.42	\$4,026.67
Municipal Court Bailiff	\$1,818.11	\$2,576.97
Municipal Court Clerk	\$2,248.81	\$3,938.07
Assistant Fire Chief	\$3,496.67	\$3,709.07
Fire Chief	\$3,961.36	\$4,202.60
Operations Superintendent	\$3,395.60	\$3,915.99
Water Superintendent	\$3,691.36	\$3,915.99
Wastewater Superintendent	\$3,691.36	\$3,915.99
Chief of Police	\$3,961.36	\$4,202.60
Assistant Chief of Police	\$3,496.67	\$3,709.07

*4.75% Increase from 2025.

2026 Pay Ordinance

EXHIBIT "C"

(BASE HOURLY RATE)

<u>Title</u>	<u>Bottom</u>	<u>Top</u>
Front Desk Administrator (Part Time)	\$11.91	\$16.28
Administrative Assistant (Part Time)	\$0.00	\$35.62
Executive Assistant to the Appointed Authority (PT)	\$33.87	\$41.07
Legal Clerk (Temporary)	\$17.12	\$27.51
Probationary/Trainee Fire Fighter/EMT	\$16.67	\$16.67
All Fire/Rescue Department (Part Time)	\$16.67	\$29.04
Deputy Court Clerk (Part Time)	\$13.20	\$18.14
Deputy Court Bailiff (Part Time)	\$0.00	\$17.37
Probation Officer PIIG Grant	\$0.00	\$19.62
Construction Inspection (Temporary)	\$16.02	\$17.15
Construction Engineer (Temporary) Engineering Dept.	\$48.58	\$52.06
Income Tax/Collection Clerk (Part Time)	\$11.91	\$21.01
Lifeguard (Seasonal)	\$11.27	\$17.80
Seasonal Laborer – Other	\$11.27	\$17.80
Recreation Worker (Seasonal)	\$11.27	\$17.80
Parks Maintenance Worker (Seasonal)	\$11.27	\$17.80
Golf Course Clubhouse Attendant (Seasonal)	\$11.27	\$17.80
Senior Center Fitness Coordinator (Part Time)	\$11.27	\$17.80
CODE ENFORCEMENT INSPECTOR	\$23.09	\$35.91
Adjunct EMS Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66
Adjunct Fire Instructor Fire Depart. (Part-Time)	\$0.00	\$24.66

*4.75% Increase from 2025.

Electrical Line Foreman

Department: Electric Department
Reports To: Electrical Distribution Superintendent
FSLA Status: Hourly (Non-Exempt)
Civil Service: Classified (Non-Competitive)
Union: Non-Bargaining
Approved By: Lori Siclair, City Manager
Approved Date: Febuaury 26, 2026

SUMMARY

Performs electrical engineering duties; supervises and instructs line crews, clearance crews and service truck; responsible for safety practices and yearly evaluations of assigned personnel; responsible for field inventory installation and retrieval; supervises contractors and performs related duties as required. This employee is also responsible for keeping daily work logs of supervised personnel and records of construction plans. This employee acts as the Electrical Distribution Superintendent in the absence of the Electrical Distribution Superintendent.

PROBATIONARY PERIOD

There will be a six (6) month probationary period during which this employee will be given an opportunity to become familiar with the job duties and provide evidence of their abilities. Because of the complexity of the work, the probationary period may be extended an additional amount of time up to (but not to exceed) six (6) months.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(The listed examples may not include all duties found in this class).

- Prepares and assists in electrical construction drawings and layouts.
- Responsible for calculation of quantities.
- Responsible for keeping daily work logs of supervised personnel and records of construction plans.
- Coordinates engineering function of the department with other City departments and other governmental agencies as assigned.
- Confers with contractors and representatives of governmental agencies on construction design problems.
- Designs new electrical installation such as over head and under ground electrical lines and transformer banks including metering.
- Prepares material cost estimates on construction projects.
- Performs electrical inspections as required.
- May be subject to be placed on the standby rotation with the permission of the Electrical Superintendent.
- Assist in making electrical repairs as required.
- Maintains working relationships with trade and professional groups, customers, and public and community agencies.
- Confers frequently with the Electrical Distribution Superintendent concerning personnel and ongoing projects.
- Must be an example to subordinates concerning safety practices and utilization of safety equipment.
- Performs related duties as required.

QUALIFICATIONS

To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Thorough knowledge of engineering principles and practices of electrical design and construction as related to the preparation of plans and specifications for a wide variety of electrical projects.
- Thorough knowledge of electric distribution construction materials and standards.
- Good knowledge of approved standards of safety as related to electrical designs and specifications.
- Good ability to instruct and supervise subordinate personnel and the ability to control emergency situations.

EDUCATION and EXPERIENCE

- High school diploma or equivalent.
- Must have previous 1st class lineman experience and completion of a four (4) year lineman program.
- Must possess a valid State of Ohio Commercial Driver's License Class A.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with a disability to perform the essential functions.

Must be able to lift and move up to fifty (50) pounds.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with a disability to perform the essential functions.

This job is performed on and off-site unless otherwise directed.

2026 Pay Ordinance

EXHIBIT "A"

(BASE HOURLY RATE)

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Electrical Line Forman	\$39.86	\$42.65	\$45.64	\$48.84

City of Napoleon, Ohio

CITY COUNCIL

MEETING AGENDA

Monday March 2, 2026, at 7:00 pm

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

A. Call to Order

B. Attendance (Noted by Clerk)

C. Prayer and Pledge of Allegiance

D. HOPE Services (Henry County Board of Developmental Disabilities) presentation of a proclamation declaring March as Developmental Disabilities Month

E. M.A.N. Unit Presentation

F. Approval of Minutes (in the absence of any objections or corrections, the minutes shall stand approved)
February 16, 2026, Regular Council Meeting

G. Citizen Communication

H. Reports from Council Committees

1. The Finance and Budget Committee did not meet on February 23, 2026, due to a lack of agenda items.
2. The Safety and Human Resources Committee along with the Townships met on February 23, 2026, at 7:00 pm and discussed:
 - a. Reviewed the EMS Costs and Revenues
 - b. Requesting approval for the 2026 Contracts for EMS and Fire
3. The Technology and Communications did not meet earlier this evening due to a lack of agenda items
4. The Safety and Human Resources met earlier this evening and discussed:
 - a. Waste Water Treatment Plant Assistant Superintendent position and pay scale
 - b. Electric Department Electrical Construction/ Maintenance Inspector position and pay scale

I. Reports from Other Committees, Commissions and Boards (*Informational Only-Not Read*)

1. The Civil Service Commission did not meet on February 24, 2026, due to a lack of agenda items.
2. The Parks and Recreation Board met on February 25, 2026, and discussed:
 - a. Approval of a \$2,500.00 donation for the Napoleon Baseball Commission
 - b. Updates on the Parks and Recreation Department Projects and Programs
 - c. Selected a candidate for the Parks and Recreation Service Award

J. Introduction of New Ordinances and Resolutions - None

K. Second Reading of Ordinances and Resolutions - None

L. Third Reading of Ordinances and Resolutions

1. **Ordinance No. 003-26**, an Ordinance adding section 925.89 and amending section 925.99, of the city of Napoleon, Ohio Codified Ordinances as they relate to the rules for disposal at the city's yard waste collection site; and Declaring an Emergency.
2. **Resolution No 060A-25**, a Resolution authorizing the City Manager to execute any and all documents necessary to sell approximately 0.876 acres of land, more or less, a portion of parcel No. 41-129332.0040, located within and owned by the city of Napoleon, Ohio; and Declaring an Emergency.

M. Good of the City (Any other business as may properly come before Council, including but not

limited to):

1. Discussion/Action: 2026 Fire/EMS Contracts with Freedom, Harrison, Napoleon Townships, Henry County South Joint Ambulance District and Village of Florida (direct the law director to draft legislation)
2. Discussion/Action: Requesting approval of plans and bid documents for the Industrial Drive Pavement Replacement Project.
3. Discussion/Action: Award of the N. Harmony Drive Replacement Project.
4. Discussion/Action: Approval of a new Liquor Permit for Hawk's Pizza and Drive Thru

N. Executive Session (As May Be Needed)

O. Approve Payments of Bills (In the absence of any objections or corrections, the payment of bills shall stand approved).

P. Adjournment



Ann Harper, Clerk of Council

A. ITEMS REFERRED OR PENDING IN COMMITTEES OF COUNCIL

- 1. Technology & Communication Committee (1st Monday)**
(Next Regular Meeting: Monday, April 06, 2026 @ 6:15 pm)
- 2. Electric Committee (2nd Monday)**
(Next Regular Meeting: Monday, March 09, 2026 @ 6:30 pm)
 - a. Review of Power Supply Cost Adjustment Factor for March 2026
 - b. Electric Department Report
- 3. Water, Sewer, Refuse, Recycling & Litter Committee (2nd Monday)**
(Next Regular Meeting: Monday, March 09, 2026 @7:00 pm)
- 4. Municipal Properties, Buildings, Land Use & Economic Development Committee (2nd Monday)**
(Next Regular Meeting: Monday, March 09, 2026 @7:30 pm)
 - a. Backyard Chickens
- 5. Parks & Recreation Committee (3rd Monday)**
(Next Regular Meeting: Monday, March 25, 2026 @6:00 pm)
- 6. Finance & Budget Committee (4th Monday)**
(Next Regular Meeting: Monday, March 23, 2026 @6:00 pm)
- 7. Safety & Human Resources Committee (4th Monday)**
(Next Regular Meeting: Monday, March 23, 2026 @7:30 pm)
 - a. Review of EMS Rates and Revenues
- 8. Personnel Committee (as needed)**

B. Items Referred or Pending in Other City Committees, Commissions & Boards

- 1. Board of Public Affairs (2nd Monday)**
(Next Regular Meeting: Monday, March 09, 2026 @6:00 pm)
 - a. Water & Sewer Rate Review (untable)
- 2. Board of Zoning Appeals (2nd Tuesday)**
(Next Regular Meeting: Tuesday, March 10, 2026 @4:30 pm)
- 3. Planning Commission (2nd Tuesday)**
(Next Regular Meeting: Tuesday, March 10, 2026 @5:00 pm)
- 4. Tree Commission (3rd Monday)**
(Next Regular Meeting: Monday, March 16, 2026 @6:00 pm)
- 5. Civil Service Commission (4th Tuesday)**
(Next Regular Meeting: Tuesday, March 24, 2026 @4:30 pm)
- 6. Parks & Recreation Board (Last Wednesday)**
(Next Regular Meeting: Wednesday, March 25, 2026 @6:30 pm)
- 7. Privacy Committee (2nd Tuesday in May & November)**
(Next Regular Meeting: Tuesday, May 12, 2026 @10:30 am)
- 8. Records Commission (2nd Tuesday in June & December)**
(Next Regular Meeting: Tuesday, June 9, 2026 @ 8:15am)
- 9. Housing Council (1st Monday after the TIRC meeting)**
- 10. Health Care Cost Committee (as needed)**
- 11. Preservation Commission (as needed)**
- 12. Napoleon Infrastructure/Economic Development Fund Review Committee (NIEDF) (as needed)**
- 13. Tax Incentive Review Council**
- 14. Volunteer Firefighters' Dependents Fund Board (as needed)**
- 15. Volunteer Peace Officers' Dependents Fund Board (as needed)**
- 16. Lodge Tax Advisory & Control Board (as needed)**
- 17. Board of Building Appeals (as needed)**
- 18. ADA Compliance Board (as needed)**



HOPE Services – Henry County Board of Developmental Disabilities

HOPE Services provides and funds supports for approximately 400 individuals in Henry County, serving people from birth through end of life. Our mission is centered on seeing potential, inspiring opportunities, and supporting individuals with developmental disabilities and their families.

Who We Serve & Support

- Eligibility is required for individuals residing in Henry County prior to receiving services.
- Our agency employs 30 staff members and partners with 58 independent and agency providers dedicated to person-centered supports.

Core Services & Programs

- **Early Intervention (Birth–3):** Supports families of young children with developmental delays or disabilities during critical early years.
- **Service & Support Administration (SSA):** Advocates for, empowers, and assists individuals and families in achieving lifelong goals.
- **Residential & Living Supports:** Developed through partnerships to meet current needs while supporting future independence.
- **Day Habilitation Services:** Enhances quality of life for adults, including seniors, by supporting skill development and optimal functioning.
- **Family Support Services:** Provides financial assistance to eligible children and adults living at home, strengthening family unity.
- **Individual Employment Services:** Promotes competitive, community-based employment. Currently, 63 individuals are competitively employed, representing 31% of adults served.

Community Partnerships & Opportunities

- **Special Olympics Ohio – Henry County:** Year-round training and competition for individuals with developmental disabilities.
- **Henry County Abilities Resource Council (HARC):** Provides housing, activities, and supports through grants, fundraising, and state funding.

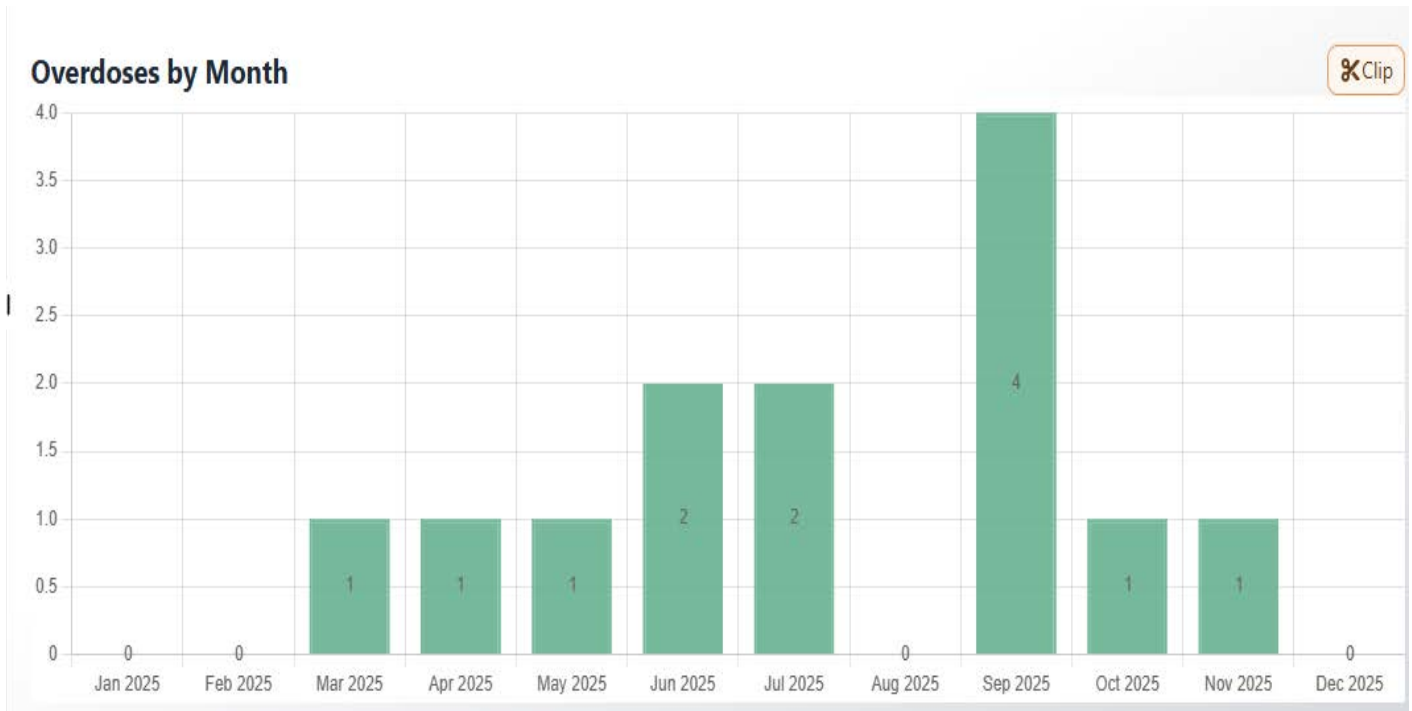
HOPE Services Foundation: The HOPE Services Foundation is a 501(c)(3) organization offering tax-deductible giving opportunities. Funds support items not covered by other sources, including Early Intervention materials, communication devices, sensory equipment, hearing aids, dentures, electronics, and more.

Self-Advocacy

- **Voices of HOPE:** Our self-advocacy group meets regularly, empowering individuals with disabilities to speak up, make choices, and exercise their rights.

Together, HOPE Services and its partners work to empower individuals, strengthen families, and build an inclusive Henry County community.

2025 Henry County Overdoses



Two Fatal Overdoses Reported

One Fatal by opiates

One Fatal suicide attempt by prescription medications

4 Suspected to be Opiates

3 Suicide attempts by Prescription Medication (non-fatal)

1 Juvenile ingested THC Gummies

1 Juvenile ingested Methamphetamine

1 Juvenile ingested Mushrooms

Zip Codes Affected

43545 (7)

43532 (2)

43523 (1)

43555 (1)

43524 (1)

**Please note that there are 11 actual overdoses reported in 2025. Two were entered in the system twice and will be deleted

City of Napoleon, Ohio
City Council Meeting Minutes
Monday, February 16, 2026, at 7:00 pm

Present

Council Members	Ross Durham - Council President, Brittany Schwab - Council President Pro-Tem, Dr. Dave Cordes, Jordan McBride, Tom Weaver, Victor Gaucin, Meredith Wolff
Mayor	Joseph Bialorucki
City Manager	Lori Siclair
Finance Director	Kevin Garringer
Law Director	Billy Harmon
Clerk of Council	Ann Harper
City Staff	Chad Lulfs - Public Works Director, David Bowen – Fire Chief, Robert Lipscomb – Police Department, Lori Rausch
Others	News-Media, Kelly Burkhart, Scott Sands, Pat McColley, Robert Bender
Absent	

Call to Order

Council President Ross Durham called the City Council meeting to order at 7:00 pm with the Lord's Prayer followed by the Pledge of Allegiance.

Scott Sands from the Auditor of State Office to present the City of Napoleon with the Auditor of State Award with Distinction

Sands: Mr. President, Mayor, Council, thanks for having me it's nice to be here as Pat's opening act. I'll make this short. This is one of the things that I really enjoy doing. I'm your regional liaison for the Auditor of State Keith Fabor. I love recognizing the successes in local government. Just quickly I think the Auditor of States Office audits 6000 government entities and 4200 of those every year. Less than 4% received the Auditor of State Award with Distinction and it's my honor to present it to Kevin Garringer here today. Thank you very much for having me. Durham: Sands, thank you again, we really appreciate you being here and congratulations Garringer and team and thank you for all the work that you guys do for the city and for our residents. Garringer: I appreciate Sands coming out and doing this for us. I can't say anything without recognizing the five ladies in my office that certainly do most of the work on a day-to-day basis. They're the ones that really deserve this just as much as I do. We're very happy to receive this. I appreciate you coming out again, thank you. But it's the teamwork of all six of us throughout the year that gets this done.

ODOT Projects Update: Pat McColley

Durham: A little bio for Mr. McColley. He has served as the District II Deputy Director for the Ohio Department of Transportation since April 2017. Prior to joining ODOT, he served as a city councilman for the city of Napoleon and is the Chief Deputy Engineer for Henry County. Mr. McColley, welcome and thank you for coming tonight. McColley: Thank you very much Council, Mayor and other members and President of Council. As they said it was about nine years ago and I had to resign from my council seat and I will tell you it was one of my favorite jobs. And I hear congratulations, Billy Harmon, going over to Spain, I think that's news that everybody can share. I was on the Personnel Committee when we hired Billy and got to work with him at the county too so that seems like a neat opportunity and again, I apologize if I spoiled that. Thanks for being here, Bialorucki asked me to speak, Kelsie's here with me as well, Kelsie Hoagland's our Public Information Officer, so anytime you turn on the news she's usually the one on there. I try to avoid that as much as possible and it's probably a liability to have a camera in front of me. It's a pleasure to be here. I didn't know what exactly to speak on, so I just kind of took one of our presentations and changed it and I'll also talk about our projects, regional to this area and also high level that's going on right now. If you want me to hurry up, just start playing some music and then I can do that. A little bit about Ohio we're 35th in area 7th in population so we are a very densely populated

state. This is actually a new map, and I'll get to why on the next slide, but statewide, we take care of the state's largest manmade asset. And when you look at any department of the state of Ohio there's no other department that has a greater direct daily impact on the citizens of Ohio than what the Ohio Department of Transportation does. We are the second largest agency by employees. Can anybody guess what the first is I've never had anyone get this one. If you want to take a guess? It's the Department of Rehabilitation and Corrections, so most people guess DNR, they'll guess the Department of Public Safety which would be the State Patrol you don't usually see the Department of Rehabilitation and Corrections or the prisons, they're tucked away for a reason. So, they have the most people. We have about 5000 employees statewide. There's about 367 right now in District 2 and it's going to go up. About a \$200 million construction budget each year and \$50 million operating budget. This is some big news as of last week we rolled this out. And I think this was a big surprise, we have not realigned our districts in 40 years. The last time this was done was Montgomery County, a county in the state of Ohio about 40 years ago. Governor was not very happy that some people in Dayton were mad that they were playing second fiddle to Cincinnati, so District 8 has Hamilton County Cincinnati and Montgomery was in District 8, so they had to move so they went up to 7 but since then it hasn't been done before. We're switching a total of six counties around. Defiance is now coming into District 2. It makes the most sense as we all know it the four-county area kind of associates together both government wise, non-profits, educationally and our Williams and Henry County garage we're closer with Defiance County than Defiance does with Paulding and Putnam so there is definitely some growing pains probably for Defiance. We are the most decentralized organization in the state too, so each district operates a little differently but that's okay. So that's some of the things that are getting that in as we add Defiance County. It also helps balance the workload out. Cincinnati and District 86 are two of our highest districts in the state, which is Columbus and Cincinnati, as you would expect. We're fifth in lane miles. So again, small state, but a lot of density, but interstate lane miles, we're fifth in the nation. We're second in structures. I think we're third now. I think Illinois might have beat us. Sixth in vehicle miles traveled. So that's the number of vehicle miles that are traveled on our highway systems. Six in tonnage with freight, that could be rail, that could be obviously we got CSX going through Henry County, it could be trucks, it could be planes, it could be a seaport like in Toledo, which Toledo has to go back and forth with Cleveland as far as who has the most tonnage and freight going through those two seaports. Third in route miles and we have a number if you look at a national map this area right here has two of the main lines going through it. You have the Norfolk southern line in Fulton County; you have the CSX line going through Henry County and you look at a whole national map you have a lot of class one rail lines running right through this area. Grand opportunities and I know the city of Napoleon is taking advantage of many of these safe routes to school we have abbreviated safety apps. Lulf's knows more about this I don't need to bore you with a lot of this but under \$500k. Okay, we almost automatically fund those. Tap funds, that's how you guys paid for a big portion of your bike path here, I believe, right? Small city. So, there's only about 20-some-odd cities in the whole state that are eligible for this. You got to be outside of metropolitan planning organization area, which Napoleon is. And you've got to be under 25,000 population over 5,000. So, there's only, I think, 29 or 30 cities. So, like Wauseon would be as well and Bryan and now Defiance in District 2. Port Clinton was, but they're in an NPO now. Municipal bridge, urban paving, jobs and commerce. And I know you guys have access to some of those. Here's some of the grant money in the last 10 years that you've received from ODOT. It's about \$6.3 million. I know even before that, Lulf's, correct me if I'm wrong, but like there, oh, you got the Industrial Drive. I know Industrial Drive is on there and there's been some other grants even before that. Scott Street. So, adopt a highway group. Siclair, when she was a commissioner, we'd go every year and visit all our county commissioners. So, we always like to give good props to our adopt a highway groups, and we do appreciate their efforts. We're required to notify a chip seal. Everybody's favorite thing that ODOT does is chip seal. When we put the stone on the road and people complain about it for weeks afterwards, but it's usually only a few weeks. We are now required to notify the county commissioners, which we were already doing, so it didn't really impact anything we were doing in District 2. Some other districts it did. So, we have got two in Henry County that we'll be chip sealing. Brine agreements. I wouldn't even typically share this. We have the most brine agreements out of any other district by a factor like two or three. Napoleon is one of our largest brine users. So, we

charge about six, seven cents a gallon. So, it's 13,800 gallons. So, Bowling Green is our biggest user. We were thinking about cutting them off. Like, you might have to get your own system, but they're at 86,500. But it works out well. We got the systems, you know, it works well to share or sell to the municipalities versus them having to purchase their own systems. Construction projects, I just threw this one in. As you've noticed, I-75 has been completely reconstructed and widened and 475 is now too. So, I-75 has been three lanes each way. It's about \$1.2 billion over the last 10 - 15 years. When you look at 475, we just completed the 28A interchange and 475 from US 24 up to Airport Highway. The only two sections left to do capacity and in all of District 2 really is that east west section. So, it's green right Kelsey? Hoagland: Yeah. McColley: So, the green part on the top, so as you're going to like Franklin Park Mall, so kind of between ProMedica and then the 23-systems interchange going north to Ann Arbor, that's the one section we're working on now. And then the other one is the Perrysburg section. And that has enough room, the other part, the one going through Toledo, is tight. It's really tight. I mean, they put that interstate in, and they went right through the neighborhoods, you know, that's just what they did. So, it is a little tight in there, but we're not planning on taking any houses. I don't need to give my same spiel in Napoleon that I have to give there because there's a lot of upset people up there, but I don't think any of you are going to talk to any of those folks. New interchange, I think you're all aware, 17D, this is, as we look at that as the main focal point, but it really is about all these other state intersections, too. Those will be closed off when we're done. The county engineer's office is purchasing right away to connect 16 to P, and to really connect that in better and even down to Leaders essentially. Big reason they need to do that, one of the big reasons is because of that rail track there. If we would just close that off that rail, it's gotten a lot better, but if it derailed, it would kind of strand some people north of there. So, they bought that right away. That'll get worked on and we'll close off B and 16 and 17 and all of them in Henry County will be closed off. So, ES Wagner's working on that. That's \$13 million, goes through 2026. And then Banner School Road will also be closed. This is from October. I'm sure you've all driven through this. It looks different now. And, so, it is about buttoning up this corridor. So, the story was, District 1 designed US 24 going up to the city of Napoleon. They left at great intersections. Well, where have we had problems? Where have we had fatalities? At the great intersections. We had them at P. We've had them at 17D. Not as much the other intersections, but those two. When you go east to Napoleon except for 11 and that had the whole rail issue there, but it was all limited access. Interstate lookalike is what we call it. So, it's 70 miles per hour. Trying to prohibit people from crossing. The other thing about this, what's very interesting about US 24, as we all know, it's a heavy truck route, but there's more trucks at this 17D and 24. There's more trucks there than there is I-75 south of Lima. So, I-75 is the highest on average, the highest average mile of I-75 has more vehicle traffic and more truck traffic than any other interstate in the state of Ohio. The average mile. I'm obviously picking the lowest area of 75 but still having more truck traffic than I-75 is pretty incredible when you think about it. Independence Road just threw this in. This is a District 1 project up until we take over District 1. So that'll be coming. But they're pretty much wrapped up there. Picturing that in October. This is the big one, right? That's impacting the city of Napoleon. This is our largest job that we are selling this fiscal year. We just sold it for \$58 million. And what we're doing is reconstructing 24. So, when ODOT came in and did 24, we worked west of here. We worked east of here. We didn't really work here. So, we've had a lot of blown out concrete pavement. It's old concrete pavement. It will be replaced with asphalt, which I'm not going to give my opinion one way or another on asphalt or concrete because I do not want that in any newspaper. Those two industries, they get at it, you know. So, anyways, it's going to be asphalt. We're also redecking a lot of those bridges. We're filling the bridge there by the old Fosters Canning Plant near Walmart. Then extending that foot path up to 108, which is great because, you know, for years 108 didn't have pedestrian facilities except for the cow path that you could see as people walked there and it was very dangerous. Now it does. And that was really kind of another I don't know that probably wasn't on there, was it? That was a city-led project, but we ended up having ODOT letting the roundabout there. So really in all reality that's actually a city project that. So, I don't know if that was on that grant list. You can probably add that to the grant list and you know Lulf's applying for that. So, City of Napoleon by and large and I forgot to mention that. Some cities and I'm not going to say which ones; some are better than others at applying for grants and it's not easy because it's federal money. There are a lot of regulations and paperwork and all this other stuff that goes

with it. But the city of Napoleon does a fairly good job out of all the cities. We have got about 30 cities in District 2 applying for grant money. So, kudos to that. Traffic impacts. So, as you can see here that's going to begin in April. So, they just bid this out. It's ES Wagner and Vernon Nagel is the team that's going to do it. I think I saw in the paper that Scott was buying some property by where that's filling in. I'm guessing they're going to need a lot of dirt to fill in there. So, I have a hard time believing there's not going to be a pond there eventually. ES Wagner's already working on 17D and that tissue plant in Defiance so, they're kind of out this way as well. So, they were the successful bidders. Main traffic set up for 60 days by directional traffic in the eastbound lane through June. And again, they're still trying to work some of this out. I mean, they just won this and just were awarded it. I don't know if they've actually been awarded it. Hoagland: January, they did award it. McColley: They awarded it already? Okay, I mean, it's pretty recent. And then the bridges, ramps, closures, to be determined and have this one-way traffic. It is going to potentially be disruptive. I'm not going to sit here and say it's not. If there is a crash or something like that, the best thing you can do, and the patrol is good about it and I think by and large most police departments are. So, I know the police are here now. Just try to get that road open and we call it quick clear. But sometimes there's one entity that's not as good at getting the road open, remaining nameless. But the problem is you start having secondary crashes and you we had one, you know, when you had that what was it like a hostage situation or something on 24. So, if you don't open that up quickly, you know, you can start having secondary crashes or push stuff out on the system and have crashes. So, this is our new maintenance facility. It's going in. It's going to start at the end of the year. We have an architect selected. It's the viewer group out of Maumee was the one selected. So, we're going to be designing and then building a new Henry County maintenance facility just east of the Petro Truck Stop. Our plan is, and I think the commissioners want it, is to give our other facility, sell it for a dollar to the commissioners, our old facility. Now, there's no water, sewer, or natural gas, but that won't be our problem anymore. Roundabouts. So, you're seeing a lot of these pop up. You guys are familiar with them. If I'm going out to Williams County or Seneca a few years ago, it's a little bit more of a sales job, but there are fewer conflict points, what we call it, which is a place of crash can occur. There's a more than a 90% reduction in fatalities, about 76% reduction in serious injuries, about 30% reduction in crashes, and it's better for pedestrians. The other thing is a lot of times they just operate more efficiently than at a traffic light or a stop sign. So, they're very effective. We're seeing more and more of them. So, that's good. Now, there's some other benefits. I won't read them all. Here's our results in District 2. So, we're seeing very similar results as what the federal statistics have. Again, I'm trying to test your vision here, but our most successful one, I think, is in Seneca County. So, there was fatalities there. There hasn't even been a crash there since we put it in. But as you can see kind of combine injury and fatalities in this graph versus, I gave them separately on the previous slide. So good results. So, 34 and County Road 24. So, County Road 24 is used as a bypass to the end to the 80/90 to the turnpike as well as down to Domersville Road and 24. Our Steve Knipp was our bridge inspector at Henry County Engineers Office. Used to live there at the southwest quadrant. There's a number of times he had vehicles that one of them ended up in the pond and he had a fatality there too. That's a pretty dangerous intersection just with the skew and his by at county. So, this is about a \$3.4 million job construction in 2027. The village of Archbold's putting in one as well in Highway 24 in Fulton County. So, this is US 6 and 24. So another roundabout. So, Highway 24 is going to have three roundabouts all up and down. Now some people might be worried. US 6 has a lot of traffic. It does. Roundabouts can handle traffic very well. I mean we've seen them. We put them in areas of higher traffic than that. So, there's Fulton 20 at 109. So that's another one going in actually. So that one's in 20 in fiscal year 29. So, this one's at 109. So, it looks like construction in 27 100% safety funding. And we're putting them in at about \$3.5 to \$4 million apiece. But when you look at if you have a couple fatalities, we do look at return on investment benefit cost ratio. There's a cost associated with a fatal. There's a cost associated with serious injuries and then you know that's the benefit you would save versus the cost of putting one in that's how they look at those. So, 108 and D, this has been a problem for a while a lot of people use that to bypass Wauseon, I know I certainly did when I was going to like Toledo Express Airport up on Airport Highway so that'll be going in there. Now this is the village of Archbold project they've received money from ODOT. But that's right where that gas station is on the northeast quadrant if you're familiar with that area. Now they have a sales job. Dexter Krueger is

the village engineer there and their village council was not as receptive to the city of Napoleon council when you know the county put those in and you guys put it in on 108 but he got it through to the finish line so that's good. Again 109 and D. Statewide initiatives. So, we have two statewide initiatives. That's probably might be bigger in the Toledo area, but they've been pushing these 23 to 71 connectors around Columbus as well as an I-73. So, some people think they're the same. They're kind of the same, but they're different. I-73 is a corridor coalition from South Carolina from Myrtle Beach all the way up to Michigan. The 23 to 71 connector study is specific much more in depth than the 73 feasibility one connecting 23 to 71 around Waldo. So, that report is due to the interim report was already due the final report be due October 1st, 2026, and they'll have a final alignment. The general assembly passed this in the transportation budget both of these and that's why we are doing that. So that's the I-73 corridor study. And then this is the conceptual alternative for where 23/71 could be. They really narrowed it down to E1. So, they might go south of Waldo or north of Waldo. Waldo is right where the bend is and then northeast of that. So, essentially that's their focus area. They're looking to connect into 71 and they are looking at potentially toll on that. New technology, fiberglass rebar. You are home to the state's largest fiberglass rebar deck in the entire state of Ohio. So, fiberglass rebar is about a quarter of the weight of typical rebar. It doesn't corrode. It's the tensile strengths stronger. So, this was the Anthony Wayne trail going into Toledo. This is the first one ODOT did in the state. And as you can see how light that is. Got those workers there. So that's something we've been putting in our decks. Bam Tech, this is a cool one. So, the first bridge in the world to utilize this technology is the 28A interchange at 475. Bam Tech, if you're familiar with Foundation Steel or Danny Dymarkowski up in Fulton County, he is one of the owners of Foundation Steel. And what do they do at Foundation Steel? What they do is essentially put the Auto CAD drawings into this machine and it spaces out the rebar at the correct spacing and with that they can just roll out the rebar on site. So, they're using it for buildings. They've used it for buildings for a while. It's actually a European company that they bought this machine from. But this is the first bridge in the world and the 20A and them rolling it out. So, obviously they can do that in a factory setting. They can do it 24/7. They can do it when it's raining, snowing, whatever. And then have these rolls ready to go. That would have taken what Dymarkowski told me at least that would have taken eight man hours to do. What took a minute and 20 seconds or something like that. If we had this technology on the DiSalle Bridge, which was the bridge by the casino on I-75 over the Maumee River, that would have shaved off approximately six months of time. So, that was about \$180 million dollar job when we did that job. So, that would have shaved off some significant time. They bought another machine. They're going to be using it in for the Brett Spence bridge. Cordes: Since corrosion doesn't occur with this what is the estimated lengthening of time that you're expected? It should last longer. Correct. Because you don't have the corrosion going on with the salts. McColley: So, for this yes. So, this is not the fiberglass rebar, but the fiberglass rebar, it kind of gets into one of these things like when you deal with concrete, it's usually we use epoxy coated, but it's usually the steel fails first. Yeah. So, what happens when the steel doesn't fail first? That is a question that, you know, some folks are asking. People are way smarter than me in engineering. But it could last significantly longer. There's no doubt about it. Now, we're only putting it in the deck, they're not being used in beams and other places, but yeah, I mean, it depends on the bridge where we decide to put it and sometimes, we have an alternate bed. State of Florida uses a lot of fiberglass rebar, obviously salt water when you get close to the ocean. So yeah, this is a little different technology, but they haven't been able to figure out, and I'll show you why they can't do it with fiberglass here, but this is the machine, and this plant is in Archbold, Ohio. So, they feed it in. They got to feed the epoxy coat in. If they didn't weren't doing epoxy coating like they were doing spec, you can see the different rebar. These are all different rebar sizes here. And it'll automatically cut it exactly what it's supposed to. And then it drops it down. This is just a sample one. It drops it down and then it actually ties it together. So, you can see that tying together. There's this ribbon here that it ties to. So, the problem with epoxy coated like they get it doesn't come in a spool and black bar does. So, when you look at the whole machine, there's spools of black and white. I always like to end my presentations with bad driver reels. I mean, although I don't think there's any sound. Do you guys have sound on this? Okay. That's all right. You'll just miss the iron workers later. So, this is I-75. We had to close I-75. This was about a year ago, wasn't it? Hoagland: March. McColley: So, there was a roll off dumpster except he didn't have a dumpster

on it and he had his boom up and he hit right. You can see the whole bridge shake and then you see him trailing on the other side. Now according to the police, he said he swore his boom was down when he left the yard. I don't know that or not, but so that closed I-75 down for a weekend and this was ES Wagner out there and so that happened Friday night and we had it open Sunday night. So, they got in, they had to tear off the deck. And if you notice, see how beams aren't supposed to look like this? The funny part is he came from this way. So, what happened when you look at it the first beam you can see some scratch marks basically from his boom, I think it must have pushed him down and then he came back up and just smoked this. So that's what happened there. Almost cleared it. If you had the sound on when that thing drops the iron workers start screaming. Yeah. Got excited there and it was open. This is 475 at Monroe. So, you'll see there's a vehicle smoking. I'm also making some safety announcements here. If your vehicle is smoking on the interstate, do not jump and roll. That guy could have gotten run over fast. He just let his car go and he kept leaving his car. Wolff: Oh my gosh. McColley: Stop, drop, and roll. Do not stop, drop and roll outside a moving vehicle on 475. It's not a good idea. He does run after it. We got a lot of interesting videos on interstates. Okay. So, here's another I-280. So, this vehicle, they're hauling another vehicle on top of them. So, this is at Navarre Avenue and right there. So, what I always tell people when I give a presentation is don't look at the car that falls off. Imagine you're the driver behind them. And then you might have to check your pants after. That was a final destination moment right there. Okay. If the national news had got this, this sure would have made national news. This is at I-75 and I-280. 3:00 a.m. on a Sunday morning. I'm sure everybody was completely sober. They were not. But you'll see a vehicle coming right this way. Okay. So, remember this is when we got the intercepts 280, right? It's ramp 280 underneath it. I call this the Blues Brother slide. Wolff: Oh my. Cordes: Wow. McColley: Yeah. So, if you count, it's about four and a half seconds of airtime. So, he goes up right now, lands it. He clears it. He cleared 280. A ramp to 280. Jumped over the whole thing. They were cited. So, I think they were drunk or high or something. They were all fine. The couple that went to the hospital had some injuries, but there were minor injuries. Just cleared it. Rossford PD did a nice pit maneuver. Somebody was trying to go the wrong way down I-75 or trying to get on I-75 going the wrong way. I think they call that a pit maneuver, right? Whenever there's a sheriff or police in attendance, it's like I say it and then I look at them like I think that's what it's called. Don't want to mis state there. Otherwise, other people will be checking on it. They just assumed it. So, the best part is you have got all these cops calling you and what do you do? The smart decision. You get out and run. That's exactly what he did, he didn't get far. So, if you do something stupid on the interstate system we might have a video of you. There you go. He's running and jumping over. A couple distracted by driving crashes. This is not in District 2. This is heading into Columbus. Everybody was fine after this one. This is one of them we were showing when we're trying to get the hands-free law passed. Okay, here's another one. This is an ODOT vehicle on the side of the road. This is in District 4, which should be around the Akron area, I-77. You'll see a dump truck start to swerve off. The ODOT worker was not in the vehicle, so that's good. He was working. And traffic keeps going. That's all I got. So, have you got any questions? Hopefully, this is what you're looking for. Bialorucki: Yes, and some. McColley: Questions, I'd be happy to answer. Bialorucki: How long do you say the project on 24 do you anticipate that? McColley: It's going to be two construction seasons. So, it's going to be disruptive. There's no doubt about it and just like in this when we did I-75 or any of these other jobs. Yeah, there's going to be some disruptions, I'm sure. Hoagland: We'll have a pre-construction meeting that's likely going to be in early March where we'll be able to get every round table. So, I'll send the invitation to at least some folks from you guys so they can join in. But as far as ramp closures and things they haven't fully identified that schedule. So, that would be good information to obtain at that pre-construction meeting. McColley: And a lot of times in our construction meetings that we have in municipalities, we'll obviously invite Lulf's, police, fire, whoever wants to come. It's up to them. Just so they're aware of what's going on. It also helps. We also recommend to like and share anything on your Facebook page so we can get the message out if we're making changes or shifts. That's always helpful as well. Bialorucki: Was this anticipated when 24 was built that it would need to be redone? McColley: I mean eventually everything needs to be redone. So that was built I think in the 60s if I'm not mistaken maybe 60s or 70s. So, we're having the same issue with like 475. I mean we've and I-75 we've completely ripped out I-75/475 because you're not just like people just think you're replacing what you're driving on.

It's also the pipe below it. It's also the other infrastructure that's there. It's not just what's on the surface. So having said that, like it's getting replaced now. I mean it was put in around like I said the same time we put 75 and 475 in. So, I don't know like I'm sure they figured you'd have to do it eventually. But as far as like I guess you're asking like should they have done it 15 years ago? I don't know. I think part of it too is like 24 was a lot of money and I think that's when District 1 looked at it going west here some of it was a money thing putting in all those overpasses and stuff like that. So, I'm sure they would not have looked at that at the time, and it was bad, but it probably wasn't as bad as it is today. Bialoruciki: So, when they redid 24, expanded it in what 2010 or 2011, something like that, that wasn't all like rebuilt completely. McColley: It wasn't rebuilt at all. The bridges weren't redacted. It was not rebuilt. That part stayed because really everything was already there. So same thing I think I don't know if Defiance is like that too. I mean I'm trying to remember back but, Maumee was like that, you know, Maumee is somewhat similar. You know, you got to Fallen Timbers area and that was already four lanes in that area as well. If they didn't need to touch it, they weren't going to and it probably took every bit of political capital amongst everything else to get 24 built at the time. So, adding, you know, all that extra cost and everything, that's my guess. I couldn't tell you. I wasn't there. Hoagland: I was and that's how it was. McColley: Yeah, you were. Hoagland: I was at all those meetings. McColley: Yes. So that's accurate, right? Hoagland: That's accurate. McColley: I'm just throwing that out there. You have a better knowledge of that than I would. Any other questions? Durham: Thank you so much for your time. I really appreciate you being here and sharing all the information. It's enlightening for sure. McColley: Well, thank you for allowing me to come back. It's been almost nine years since I was here and all the faces except for Bialorucki's have changed and so yeah, best of luck and I will tell you I've always missed being on city council. It's a hard job to do. It's a thankless job as you guys all know. But yeah, it is rewarding. So, keep doing what you're doing. So, thank you. Bialorucki: Thanks McColley.

Robert Bender, CEO of The Provident Company; Housing Project

Durham: Please welcome Robert Bender, CEO of the Provident Company to share plans on a housing project. Joy Ernie is here with him. Thank you for being here tonight. Bender: Well, first, I want to thank you all for having me. So, President Durham and Mayor, Harmon, and council again, thank you for your time. How much time do I have? I don't want to go too long. Durham: Floor is yours. Bender: Okay. As long as you didn't say like, you know, two minutes, but I don't plan on taking very long. So, I want to give you a quick intro. Again, my name is Robert Bender. I'm the CEO of the Provident Companies. It's a conglomeration of multiple companies. We're owner, management agent, development company, construction, and have been since the late 60s. The owner and founder, his name is Bernard Swack. Bernie sends his regards. He's 95 years old. He said, "Go get him, kid." right before I got in here. So, I just want to let you know he's really the reason I'm here in the community. You know, Provident Companies is, again, we've been around since the late 60s. We have 84 affordable housing communities throughout the state of Ohio and only in the state of Ohio. It's about 3,000 apartments. And again, I've been kind of in the community for a little while. Frankly, about nine years. We've had the Oakwood Village property on Oakwood Avenue, I think it was 1983 was, but please don't quote me on that, but I was thinking that was the time frame. And Bernie built that and anyways that particular property has 32 units. It's one two-bedroom units. It has a tax credit layering to it, but it's originally a USDA RD 515 project property. What does that mean? I know that's a lot of the crazy stuff that I was thinking about being on the school board when I was there and it's like you learn all these new acronyms and your first term you're just trying to figure out what the acronyms are and then your second term you're like, "Hey, I'm trying to figure it out." But by the end of the second term you're thinking, I really don't want to do this anymore. So, I applaud you guys for being here, but anyways, you know, RD 515 is a mortgage that's placed on the property. It's a 50-year mortgage with a 1% interest rate. I'm trying to dumb it down really low, so but there's a lot more intricacies to it. So, anyways, that makes the budget lower, but it also comes with rental assistance tied to that. So, those apartments have rental assistance. And what does that mean? There are 27 apartments, I believe, there that have rental assistance. And that's kind of like your Section 8 type of rent. So, if you make \$1,000.00 or bring home \$1,000.00 a month, your rent and utilities are roughly about \$333.00, and it is subsidized. What I'm here to propose is not a subsidized property. It's a

little different. So, I wanted to kind of put your mind at ease about that because I think that's kind of the first question I get. You know, what kind of property is it? So, first, income housing is a Low-Income Housing Tax Credit Program is the name of the program. And what it is, is tax credits, it's a program that was designed in 1986 by President Ronald Reagan and Tip O'Neal. If you can imagine two of the most opposite bipolar opposites, they come together on a on a program that we're still using today. It's a great bipartisan program. What it does is the IRS distributes tax credits. It's a dollar for-dollar tax credit exchange through state agencies known as HFAs. In Ohio, ours is called OHFA, the Ohio Housing Finance Agency. And every two years, they put out a plan called the Qualified Allocation Plan. That plan designates how they're going to award those dollars or those credits. It's very competitive. We're competing in the 9% pool. I've been nosing around this community for about nine years. About five or six years ago I started getting really serious, but the community has never scored well in the state of Ohio competitively. So obviously we're not spending the money to do that. It takes almost six figures to really put an application in. And if you know you're not going to win, why do that, right? So anyways those tax credits are awarded and once they're awarded, let's say the project's \$10 million. I go to the state and I'm asking for a million dollars in tax credits because they're awarded over 10 years. So, you get those over 10 years, but I can't go to Lowe's and say, "Hey, I want to buy a stick of lumber with a tax credit." So basically, investors in banks buy those tax credits. And that is where the for-profit and not for-profit and both sides of the aisle were able to come together and say we're going to create affordable housing, but it's also going to you know, benefit businesses and corporations. It's done through the community reinvestment act. So, banks are motivated to do it for that reason. So, I ask for a million dollars of credits getting 10 go to the bank. Right now, those credits are selling for about .78 cents on the dollar. Because so just so for your knowledge let's say that's I'm going to round it to 80. So, you get \$8 million out of a \$10 million development and now I've got 80% of the equity and I need to go borrow 20% of the debt or so it's a little different. You know, Mayor, if you and I were to go build a project together, we got to come up with 20% of cash and go borrow the other 80%. This flips it and it allows it to be affordable. And for the next 30 years, we have to make it affordable. What does affordable mean in Henry County? So, the area median income for a family of four in Henry County is \$97,000.00 according to HUD. So, a family of four can make up to \$77,000 and live on this property. So, we are not going after the lowest of the low, although we do have some units that will be geared towards lower income. So, we're looking at 66 units in this particular property. 60% of those will be three- and four-bedroom units. That can be changed a little bit. We're still tweaking our final numbers. Our application is due on the 26th of this month. We're still working on final architecture, some market study information still coming in. But again, the numbers that I wanted to share, so for example a one bedroom can be rented for as low as \$450.00 a month but most of those will be \$820.00 or \$900.00. So, we're hitting a couple different demographics or excuse me income levels. And the four bedrooms will be rented for up to \$1,350.00. So, a family, your workforce has to have some sort of income to live on this property. It's not subsidized. No one's paying the rent for them unless they bring a voucher with them. And just for your knowledge, in Henry County, there are 124 families on a voucher and there are over 500 families on the waiting list. So, there is dire need for housing and affordable housing. According to the health study that was done by the health department here, there's 412 affordable units needed right now. And so, we're not even going to put in a quarter of those with this project. So that's needed right now and addressed right now by the Health Department study and that's why I'm here frankly I came here really starting to nose and look at the site that we have and I started to meet some of the nonprofit groups here but the one person who is your community champion is Joy Ermie who is the Health Commissioner. There is no one like her in the state of Ohio and I can say that because I bounce around. She's the first Health Commissioner that's really gone to the state and said we need help. We need housing. So, the state knows she's been banging the drum. She's talking about how wonderful Henry County is and we just need help. And again, this year Henry County does not score well in the QAP, the Qualified Allocation Plan. So, you're asking me, why am I here? I feel like this is the year to shoot the shot. This year they have something called the Community Strategic Impact set aside. So, after all the projects are funded in the state, they're going to fund at least one project with money that's left over. They may do more, but just whatever's left over is what they're going to use. I don't know if we're ever going to score well in this community. Obviously, we own the land. We'd like to see something done

with it. So, I called Joy and I said, "This is our year, I think, to try it." We're willing to make the investment and spend the money to do that. And we don't do that lightly. You don't stay in business, you know, taking risky shots. This one's about as risky as I like to get, but so far, we've gotten support from the Dana Corporation, from Campbell's, the county commissioners, Representative Jim Hoops, and Senator McColley have all supported the project. So, I'm now coming to you to ask for your support. And frankly, if you do not support it, this project will not get funded. So, you know, that's kind of a weighty thing to throw at you. But I also wanted to talk a little bit about the housing stats that were brought out by the study at the Health Department. 30% of the houses here were built before World War II. Only 10% of them have been built since 2000 and 70% of them were built prior to lead paint being banned. And I just want to say that quality affordable housing promotes obviously job stability. We're getting some feedback that companies are looking for people to come and work. And people are looking for places to live. It increases your graduation rates because families don't have to move around. Again, we're going to have three- and four-bedroom units in this property. I was trying to do my own preliminary markets today. Like, how much does a four-bedroom rent for Napoleon? Can't find it. There's nothing on Apartments.com, Realtor.com. There's nothing. So, right now, if things don't change, I'm proposing 14 four bedrooms and 23 bedrooms. That's a lot. It's got my management team a little on edge because we don't have anything like that anywhere in the state of Ohio, but I think the need is here. Also, obviously you know it's pointed out in the health study, and we believe it will increase the mental health of families. When I was on the school board at Riverside, which is a little small town called DeGraff between DeGraff and Quincy. And when I was on the school board there, I remember I came into Mrs. Cores classroom and there was a little girl her desk was point pushed right up to the teacher's desk and being new to the school board kind of was like what's that all about she said well she doesn't really get along well with the others and frankly we have to get her dressed in the morning because she comes in the school smelling of urine she was in second grade her older sister was in sixth grade and watched her overnight because her mom worked third shift and they had been bouncing around in the community because they couldn't find a place to live and to me that really broke my heart and realized made me realize why even small communities need to address housing in some way, shape, or form. I don't know of any specific situations here. I just know that that's what it is in housing. And frankly, why am I coming to you so late before the end of the deadline? First of all, I walked into Sicclair's office, and I want to give her credit. She is the devil's advocate. She wanted to make sure I wasn't bringing anything hairbrained here. And she asked me some very good questions and pointed questions. And one of those I wanted to answer, we have 32 apartments. There are 42 households waiting for housing at Oakwood Village. 18 of those are from Napoleon. I believe six are Defiance. Another number from Wauseon. Then others were from towns I don't know. So maybe they are around here, I'm just not super familiar with the smaller towns. But there are more people waiting on that waiting list than we have units available. So, just so you're aware of the situation there. And frankly, that's what I have if we are fortunate enough to be awarded, we hope to start by the end of the year, but it's probably more likely we would start in the spring as we start looking at what's possible, what kind of funding we would need to use, what kind of lending we would need to use. The 9% tax credits are the only major funding hurdle that I have. I think we'll be using a USDA 538 Loan, which is a 40-year amortization. Again, it comes with the same income restrictions, same time frame. So, it would work along with the tax credits and those income limits that I just mentioned. And again, frankly, we kind of waited till the last minute to make sure we had a good project, our market study felt comfortable. And again, the Provident Companies have been doing this for decades. We don't bring a project lightly. And we don't ask for support casually. I know this is your community and that you care about it. It's not lost on me. Frankly, I was super pleased when the meeting started. There wasn't even announcement. You started to address the one who needs to be addressed anytime you have a meeting. And I come to you in that same spirit that I really want to do the right thing for the right reasons. And anyways I just believe that Oakwood Village II, which is the name of the property as we present it, represents a rare opportunity to stabilize working families, improve long-term health outcomes, and strengthen your community that depends on its workforce. This is a strong blue-collar community. And I want to honor that with our property and our project. Do you have any questions? Durham: Thank you, Mr. Bender. Questions for council. Schwab: Mr. Bender, as if there is no

approval for the 9%, do you see likelihood of this project moving forward? Bender: Not in the near future, and I neglected to mention that our hope was by placing infrastructure in this site because there will be some remaining acreage at the back end of this property along and also behind the current property that we have. We were planning on at least putting something conventional or market rate behind that because the infrastructure would be in place. You know, it's a two-year QAP. So, this is the first year of that. I'm trying to take a shot at the fact that we have the best property and the best community in the state of Ohio that's going to compete for that one spot. I don't know what that looks like in the second year. The second year tends to be more competitive. If we weren't funded, we would probably try again next year. I mean, I don't know. I really don't know. It just depends on who applies, what's not funded, and what, you know, I just can't really speak to that. Would we do anything else in the immediate future? Probably not because again, it's the 80% equity versus the 20%. Do you see the difference in financials there? And the other thing is, obviously I know it's late in the game. I would like the council to take some sort of maybe I don't know if you can do something formally allowing the Mayor to write a letter of recommendation or support because I know it's too late for resolution, but something of that nature would be greatly appreciated and it is necessary for the application to go forward. Schwab: Thank you. Bialorucki: When do you have to have the application in? Bender: It's due on the 26th. Bialorucki: The 26th. Durham: I'll just share a little bit of background. I've had extensive talks with Ernie and Sclair about the project. This was something that I'm certainly in favor of. I think it not only helps our residents here in Napoleon with housing, but it's water users, its electric users, it's great for our schools, hopefully increasing graduation rate. I shared a personal story. My wife and I had our first daughter when we were 21 and we both worked, both low income and we applied to live out at Oakwood. The wait was too long for us, so we had to move on to find something else. But I recognize that there's a need there. So, it's something that I'm hugely in favor of before I did any sort of letter of support. I thought it was important for Bender to come and share with council and get everyone's buy in on it. Bialorucki, I don't know if you have any thoughts on your stance, but that's where I'm at. Bialorucki: Yeah, I pretty much echo everything council president is saying. We've had some discussions about it. I've done quite a bit of research myself and I think this would be great for our community. Gaucin: Mr. Bender, I have a question for you. I speak for individuals with disabilities. Are any of these apartments made for a person that's in a wheelchair like countertops that are at their level, showers that are accessible for them? Bender: Yeah, I'm at a loss of what percentage of units have to be accessible? That's our code word. But yes, there are going to be. If you look at that layout, there are four buildings. Those are all townhouse styles and for the ones that have a bathroom on the first floor, those will all be visitable. So, in other words, it is accessible for someone with mobility impairment. And then the back building, all of those are flats. So, there will not be an elevator in that building, but the first floor will have all the accessible units there. They're all on one floor, accessible units in that building. So, you know that's one thing that in fair housing that is the number one complaint brought in fair housing is discrimination against disabilities. So obviously we're keenly aware of that, but I think and I want to say it's 5% of your apartments must be accessible and two have to have sight and hearing as well. I think we're going to be at 10% on accessibility. But yes, we will have accessible and all of the walkways, everything will be accessible. They're 5-foot-wide walkways. All the trash refuge, mail stations, laundry facilities, all of that will be completely accessible. And the playground will be accessible. Harmon: So, I guess if this has broad support, I guess we would have maybe a motion for approval of the application and then maybe a letter from the mayor with the signature from Council President as well stating the approval. Just so it's not the two of you doing it on your own. Schwab: Harmon, to that point, since we haven't seen the application, I don't know if I feel comfortable approving an application. Harmon: I don't know if we're approving, I think we're just approving the idea or just supporting the application. I don't know I've not seen one obviously, but not that we're approving every single thing that's contained in the application, but that is the idea of the application. Bender: That's the best way to put it. The application isn't complete, number one, and it goes on what's called an Affordable Housing Finance application. So, we're just finalizing those numbers. I'm obviously willing to share those. And they can also be requested by a fiat at the state as well. I mean, they're all public records. But again, this is just basically supporting 66 units, Oakwood Village II and you're right, it has nothing to do with approving what funding sources because that kind of changes as the project goes. When we submit

the application, it is really a pre-application. The architecture drawings aren't ready. I mean they're not even 80%. So, we still must come through the city for permitting. We still must do everything at that regard to make sure the building is built to code. Durham: Do you have anything Siclair? Siclair: I do not. I appreciate Mr. Bendor's time and we had a great conversation and the wishes of the council will be made and we can get the letter ready for Mayor to sign tomorrow. Durham: Anything else from council questions, comments, concerns? If not, I would entertain a motion to draft a letter of support for the project.

Motion: Cordes
Second: McBride
To draft a letter of support for the Oakwood Village II project

Roll call vote on above motion
Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes
Nays-
Yays-7, Nays-0 Motion Passed.

Bender: Wow. Awesome. Thank you very much. Durham: Yeah. Thank you. I appreciate your time and good luck. Bender: No, I'm going to need it. But thank you very much. I appreciate it.

Approval of Minutes

In the absence of any objections or corrections, the minutes from the February 2, 2026, meeting were approved as presented.

Citizen Communication

Kelli Burkhardt: Just thank you guys very much, appreciate this.

Reports from Council Committees

The Electric Committee did not meet on February 9, 2026, due to a lack of agenda items.

The Water, Sewer, Refuse, Recycling and Litter Committee along with the Board of Public Affairs and the Water Rate Review Commission met on February 9, 2026, at 6:00 pm and discussed Water and Sewer Rates.

The Municipal Properties, Building, Land Use, and Economic Development Committee met on February 9, 2026, at 6:30 pm and recommended the Council to give \$10,000.00 to the Community Improvement Corporation (CIC) Contribution.

The Parks and Recreation Committee did not meet earlier tonight due to a lack of agenda items.

Introduction of New Ordinances and Resolutions- None

Second read of Ordinances and Resolutions

Council President Durham read by title, Ordinance No. 003-26, an Ordinance adding section 925.89 and amending section 925.99, of the city of Napoleon, Ohio Codified Ordinances as they relate to the rules for disposal at the city's yard waste collection site; and Declaring an Emergency.

Motion: Schwab
Second: Wolff
To approve Second read of Ordinance No. 003-26

Sicclair: Thank you, Council President. These are the proposed changes to the Ordinance ruling our yard waste site and changes that are meant to clean up language. We have Chad Luffs here if you wanted to ask questions or if you have anything to add. There's been quite a bit of discussion around this already. Durham: Thank you, Sicclair. Lulf's, anything to add? Lulf's: No, just as the City Manager mentioned, clean up a few items specifically as staff's concern as potential liability issues that we'd like to avoid through prohibiting the use of outside equipment and some other items that are just for housekeeping. Durham: Thank you, Lulf's. Any questions from Council?

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed.

Good of the City (discussion/action)

Approval of the Power Supply Cost Adjustment Factor for February 2026 as PSCA three-month averaged factor \$0.01979 and JV2 \$0.064354

Siclair: Thank you, Council President. This is to approve our rolling average of our power supply costs. We see a slight uptick this time around, but it's still well within what we typically pay.

Durham: Thank you, Siclair. Are there any questions? If not, is there a motion to approve?

Motion: Schwab

Second: Weaver

To approve the PSCAF for February 2026

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed

Municipal Properties Committee recommendation to give an additional \$10,000.00 to the Community Improvement Corporation.

Siclair: Thank you, Council President. Again, this is uh the result of the last municipal properties meeting, and this was a topic that was brought up at around budget time last year in November.

Councilman McBride had suggested that the city may want to contribute more to the CIC's budget to help with some downtown development specifically. So, this would be the first step. Garringer can help me with this, too. This would be creating a fund specifically to put the money for the CIC.

Garringer: We can either create a fund and hold the funds ourselves or depending on the verbiage that I see here, we will do what council wishes and then I think we'd probably have to have a resolution or ordinance to addition. Harmon: It depends on where we're at with if this is budgeted or various other questions. I'm not certain where the money's coming from. Durham: Thank you, guys. I don't believe this was a budgeted item. I think the intent is for the city to hold those funds. Cordes:

Correct. Durham: And there'd be an application process through the CIC and the CIC potentially present applications to the city. That is my understanding of it. Garringer: If that's the intent of council then I think we would still need to have some sort of ordinance to create said fund possibly and not sure if we need to have the specific guidelines or just create the program and then the program has its own guidelines. Harmon: I'm not certain. So, if we pay the CIC currently, if we were going to move funds to that fund now, that would be a pretty simple piece of legislation. If we're creating an entire new program, that's going to need some more information, I guess. So, I guess I would need to know, I mean, what route we're going with on this. Garringer: So, we already have the Economic Development Fund. And right now, we put in this year \$47,000.00 because they bill us quarterly. We could use that same fund. That would not be a problem. And then just "house" \$10,000.00 in there and keep that in there annually for a max amount. Harmon: That might be a cleaner way to do it. It might be. It might make sense to do that and then I guess flesh out exactly how you want to run the program for funding. Siclair: Wolff can correct me if I'm wrong, but I believe the intent of the committee was to dedicate the funds and then come back to committee and come up with the plan. Harmon: Okay. Wolff: Yes. Harmon: Okay. So, that might be the way to do it. Garringer: So, if it's a matter of dedicating the funds, I would believe it'd be as simple as a first quarter budget adjustment. Harmon: Yeah, I think so. Garringer: of where we want to take the funds from. Probably either the 100 or the 400 fund and then we would be able to put that in there as a placeholder. Harmon: Yeah. So, without any further information, I would suggest that that be the

To award the North Perry Street and Railroad Street Improvement project to Hohenbrink Excavating, LLC

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed

Around the Table

Bialorucki: Thank you, Council President. I just have one thing. Harmon, on behalf of the city of Napoleon, I want to thank you for your nine years of dedicated service as our law director. It was my first year on city council, which is the same year that you were hired. The first appointment that I had privilege of being a part of, and I have had a front row seat to see the professionalism, integrity, and steady guidance that you've provided ever since. During your tenure, you've been a constant through the extraordinary amount of change. You've worked a lot alongside four City Managers, four Finance Directors, three Police Chiefs, two Fire Chiefs, two Mayors, four Council Presidents, and somewhere between 15 and 20 council members. Through all of those transitions, your professionalism, institutional knowledge, and steady hand helped ensure continuity and stability for our city. You have consistently represented Napoleon with distinction. You have protected the interest of our residents, supported council members, advised myself in all of my roles here at the city, and served every city employee with fairness and respect. Your council has helped us navigate difficult decisions, complex issues, and moments of uncertainty with confidence. Harmon, you will be missed for more than your legal advice. You have been a trusted partner, a steady voice, and a true public servant who cares deeply about this community. Thank you for your commitment, your professionalism, and your years of service for the city of Napoleon. Harmon: Thank you, Mr. Mayor. Bialorucki: You're welcome.

Cordes: Just thank you for serving, Harmon. That's all I have.

Weaver: Same. Thank you very much, Harmon.

Wolff: Thanks, Harmon.

Harmon: I'm going to interrupt everything and ask for an executive session to consider the appointment or employment of a public employee or official. And thank you for your kind words.

Sicclair: Thank you, Harmon. We'll have more to say, hopefully in the next week or so before your departure, but I do have a need to request a special Safety and Human Resources meeting. As you know, the five of us will be out next week for the APA Legislative Rally in Washington DC. So, Safety and Human Resources will go on as usual. Chief Bowen will have the show that night, but I do have a need for some re-evaluation of an Electric Department position that needs to be hired. So, at that meeting, we'd like to talk about titles and wage adjustments. And I talked with McBride a little bit previously. I'm open to whenever you are able to do this, but it shouldn't be more than 30 minutes, I would say. McBride: March 2nd, 6:15 p.m. Sicclair: That's all I have, thank you.

Garringer: I've got nothing. Thank you.

Gaucin: Nothing right now.

McBride: Mayor took all the good parts. I want to say thank you Harmon.

Schwab: Thank you, Harmon

Durham: Thank you, Harmon. Being the last one, I mean, it's hard to echo everybody, but the guidance that you've given me personally over the last two years, I've been incredibly thankful for and, wish you all the best in life and in the next phase of your career. So, thank you. With that said, can we have a motion to go into executive session for the employment or appointment of an appointed authority?

Executive Session (to consider the appointment or employment of a public employee or official)

Motion: Schwab

Second: Weaver

To enter Executive Session to consider the appointment or employment of a public employee or official at 8:24 pm

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed

Motion: Weaver

Second: McBride

To exit Executive Session to consider the appointment or employment of a public employee or official at 9:12 pm

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed

Durham said no action taken

Motion: Weaver

Second: Cordes

To appoint Tony Johnson as the acting Law Director effective February 25, 2026

Roll call vote on above motion

Yays-Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays-

Yays-7, Nays-0, Motion passed

Approve Payment of Bills and Financial Reports. (In the absence of any objections or corrections, the payment of bills and financial reports shall stand approved)

Adjournment

Motion: Schwab

Second: Wolff

To adjourn City Council meeting at 9:13 pm

Roll call vote on above motion

Yays- Schwab, Durham, Gaucin, Wolff, McBride, Weaver, Cordes

Nays

Yays- 7, Nays-0. Motion passed.

Approved

J. Ross Durham, Council President

Joe Bialorucki, Mayor

Ann Harper, Clerk

DRAFT

ORDINANCE NO. 003-26

AN ORDINANCE ADDING SECTION 925.89 AND AMENDING SECTION 925.99, OF THE CITY OF NAPOLEON, OHIO CODIFIED ORDINANCES AS THEY RELATE TO THE RULES FOR DISPOSAL AT THE CITY'S YARD WASTE COLLECTION SITE; AND DECLARING AN EMERGENCY

WHEREAS, the rules for disposal at the City's yard waste collection site were previously approved by Council by unanimous passage of Ordinance No. 082-04 on June 21, 2004 and Ordinance No. 062-18 passed on December 3, 2018.

WHEREAS, the Board of Public Affairs and the Municipal Properties Committee of Council met on January 12, 2025, and reviewed and recommended the following changes to the City of Napoleon, Ohio Codified Ordinances as they relate to refuse service; **Now Therefore,**

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

Section 1. That, Section 925.99 of the Codified Code of Napoleon, Ohio shall be amended and enacted as follows:

“ 925.99 PENALTY.

(a) Whoever violates any provision of this chapter, or any rule or regulation pursuant thereto, where no specific penalty is attached, shall be deemed guilty of a minor misdemeanor and shall be fined not more than \$150.00. Any violation shall constitute a separate offense on each successive day continued. The fact that garbage, refuse, rubbish, yard waste or other waste matter, herein mentioned or not, remains on any residential establishment in the City in violation of this chapter shall be prima facie evidence that the householder of such establishment is responsible for the occurring violation. In addition to the penalties above described for this chapter, the offender may be assessed the cost of any cleanup.

(b) Any person who violates or neglects to comply with any provision of this chapter, or any rule or regulation pursuant thereto, upon commission of the first offense in any twelve-month period, in lieu of filing criminal charges, may be issued a warning by the crew of the City Sanitation Department in the form of an information tag, the form and content of which shall be prepared by the City Manager or his designee, to be issued in person or affixed to the waste, or to its container or to entrance of the dwelling or other structure on the premises upon which the waste or its container is found, and such waste shall not be collected, removed, or disposed of by the City's Sanitation Department.

(Ord. 28-95. Passed 4-3-95.)

(c) Any person who violates Section 925.05 is deemed guilty of a misdemeanor of the 4th degree, punishable by a fine not to exceed \$250.00 and/or a period of imprisonment not to exceed 30 days.

(d) Any person who violates Section 925.24, may be deemed guilty of a minor misdemeanor and shall be fined not more than \$150.00 and/or have their permission/permit for use of the Yard Waste Site revoked.

(de) The City, its officials, boards or employees failing to carry out any directory function imposed upon the same by this chapter shall not be punishable as a crime under this section.”

Section 2. That, Section 925.89 of the Codified Code of Napoleon, Ohio shall be created and enacted as follows:

“925.89 SUPPLEMENTARY RULES.

The City Manager is hereby empowered to make supplementary Rules as may be necessary to properly administer said Rules & Policy for Yard Waste Site. Nothing in this section shall be construed as requiring Board of Public Affairs approval for Rule changes related to specifications, methods, or techniques.”

Section 3. That, the rules for disposal at the City’s yard waste collection site shall remain enacted as follows:

“Rule 1. ACCEPTED MATERIAL

The only materials accepted and to be deposited at the Yard Waste Site are: brush referred to as broken or lopped branches and yard waste referred to as grass clippings, brush, flower waste, domestic vegetative waste, and leaves. No person shall deposit any other material at said Site.

Rule 2. BRUSH PILES

The ~~b~~Brush piles found at the Site are to be used only for broken or lopped branches. ~~drop brush, flower waste, leaves, and domestic vegetative waste (e.g. corn stalks, tomato vines, hedge clippings). The items mentioned in this Rule 2-3 shall only be placed in loose condition in the brush pile and shall not be deposited in bags or boxes. No person shall deposit-~~Items as mentioned in this Rule 2-3 that must not exceed 10” (inches) in diameter or 48” (inches) in length.

Rule 3. GRASS-YARD WASTE PILE

The yard waste pile found ~~All grass deposited~~ at the Site is to be used only for grass clippings, flower waste, domestic vegetative waste and leaves. Items as mention in this Rule 3 must be ~~removed from bags and~~ deposited in a loose condition. ~~No bagged grass shall be deposited at the Site.~~

Rule 4. LEAVES

~~Leaves deposited at the Site must be removed from bags and deposited in loose condition only in the designated area.~~

Rule 4 5. CONCRETE RECYCLING

~~Any~~ No person shall depositing scrap concrete at the ~~Yard Waste~~ Site ~~shall have~~ without prior written permission from the Operations Superintendent, or his/her designee.

Rule 5. USE OF PERSONAL MACHINERY OR EQUIPMENT

No person shall utilize personal machinery or equipment referred to as, but not limited to, chainsaws, mowers, tractors, loaders or skid loaders at the Site.

Rule 6. APPLICABLE LAW

All persons utilizing the Yard Waste Collection Site shall follow all Policies, Regulations, Rules and Laws of this City and State pertaining to dumping at the Yard Waste Collection Site.

Rule 7. MULCH AVAILABILITY

Mulch is available during daylight hours ~~to anyone~~ at no charge, so long as quantity exists.

The city will load a vehicle upon request, within the capacity of City equipment, at a charge of \$8.00 per first scoop (2-3 cubic yards) and \$4.00 for each additional scoop.

The City will deliver a small dump truck load of mulch (approximately 2 cubic yards) inside the City limits for a charge of \$16.00. Outside the City limits, but inside Henry County, the charge will be \$16.00 plus \$3.00 per loaded mile.

The City will deliver a large dump truck load of mulch (approximately 6 cubic yards) inside the City limits for a charge of \$24.00. Outside the City limits, but inside Henry County, the charge will be \$24.00 plus \$3.00 per loaded mile.

Any request for loading or delivery of mulch must be made through the Operations Department Offices at 419-599-1891, between the hours of 7:00 a.m. and 3:00 p.m. Loading and delivery will occur on Fridays ONLY. No delivery or loading will be scheduled on weekends or at anytime that could result in overtime or when work schedules would need to be adjusted to accommodate this service.

~~Any person found violating Rule 1, 2, 3, 4, 5 or 6 of the Yard Waste Collection Rules shall be deemed guilty of a minor misdemeanor offense.~~

Section 4. That, the City Yard Waste Policy shall remain enacted as follows:

“YARD WASTE SITE POLICY

1722 Oakwood Ave.

Ordinance No. 062-18

Policy 1.

The Yard Waste Site will only be open from dawn until dusk.

Policy 2.

Only City residents and select businesses that pay a fee ~~to dispose of yard waste~~ will be permitted to ~~dispose of yard waste at~~ utilize the Yard Waste Site.

Policy 3.

If a person other than the resident is disposing of yard waste at the Yard Waste Site for a resident, the individual must provide proof that the yard waste being disposed of is from a resident’s address.

If a person other than the resident is taking mulch from the Yard Waste Site for a resident, the individual must provide proof that the mulch is taken to the resident’s address.

Policy 4.

A business that does not already pay the refuse fee on the utility bill may be permitted to dispose of yard waste at the Yard Waste Site if the business contacts the City Utility Department and elects to pay six dollars (\$6) per month for unlimited use of the Yard Waste Site.

Policy 5.

A Henry County resident that does not reside in the City of Napoleon may utilize the Yard Waste Site if an annual Yard Waste Use Permit Site Pass is purchased for seventy-five dollars (\$75). The Permit Pass will be valid for each calendar year.

Policy 6.

A contractor (Handyman/Lawn Service) with a business address inside Henry County may utilize the Yard Waste Site if an annual Yard Waste Use Permit Site Pass is purchased for two hundred dollars (\$200) per year. The Permit Pass will be valid for each calendar year.

Policy 7.

A Tree Service/Tree Removal contractor with a business address inside Henry County may utilize the Yard Waste Site if an annual Yard Waste Use Permit Site Pass is purchased for one thousand dollars (\$1,000) per year. The Pass will be valid for each calendar year.

Policy 8.

A Tree Service/Tree Removal contractor with a business address outside Henry County may utilize the Yard Waste Site if an annual Yard Waste Use Permit Site Pass is purchased for two thousand dollars (\$2,000) per year. The Permit Pass will be valid for each calendar year.

Policy 9.

All individuals utilizing the Yard Waste Site are subject to having their identification checked by any City employee.”

Section 5. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Ordinance were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon Ohio.

Section 6. That, if any other prior Ordinance or Resolution is found to be in conflict with this Ordinance, then the provisions of this Ordinance shall prevail. Further, if any portion of this Ordinance is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Ordinance or any part thereof.

Section 7. That, this Ordinance is declared to be an emergency measure necessary for the immediate preservation of the public peace, health or safety of the City and its inhabitants, and for the further reason that this legislation must be in

effect at the earliest possible time to allow for the proper enforcement of City Yard Waste Site disposal and collection rules; therefore, provided it receives the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law. Further, the Emergency Clause is necessary to continue charging the appropriate rates in a timely manner, and for further reasons as stated in the Preamble hereof.

Passed: _____

J. Ross Durham, Council President

Approved: _____

Joseph D. Bialorucki, Mayor

VOTE ON PASSAGE _____ Yea _____ Nay _____ Abstain

Attest:

Ann Harper, Clerk of Council

I, Ann Harper, Clerk of Council for the City of Napoleon, do hereby certify that the foregoing Ordinance No. 003-26 was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the _____ day of _____, 2026; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances Of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.

Ann Harper, Clerk of Council

RESOLUTION NO. 060A-25

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE ANY AND ALL DOCUMENTS NECESSARY TO SELL APPROXIMATELY 0.876 ACRES OF LAND, MORE OR LESS, A PORTION OF PARCEL NO. 41-129332.0040, LOCATED WITHIN AND OWNED BY THE CITY OF NAPOLEON, OHIO; AND DECLARING AN EMERGENCY

WHEREAS, pursuant to City of Napoleon Charter Section 6.01, Council may provide, by ordinance or resolution, a method for the City to purchase, construct, lease, sell, or to otherwise dispose of real property and, tangible or intangible personal property, including the contracting therefor, that may be contrary to any provision of the laws of Ohio.

WHEREAS, the City of Napoleon desires to sell a certain 0.876 acres of land, more or less, located within and owned by the City of Napoleon, Ohio; and,

WHEREAS, pursuant to Napoleon Ordinance 107.04, the City may dispose of real property belonging to it, without advertisement and without the receipt of competitive bids, pursuant to legislation approved by the affirmative vote of two-thirds of the current members of Council authorizing the same and pursuant to a finding by the officer, board or department having supervision or management of such property that it is no longer needed for any municipal purpose, upon determination by Council that it is in the best interest of the City to do so and upon such terms and conditions as Council may decide; and,

WHEREAS, the City of Napoleon desires to sell said land for further economic development of the City; **Now Therefore;**

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

Section 1. That, the City of Napoleon authorizes and directs the City Manager to execute any and all documents necessary for the sale of approximately eight hundred and seventy-six one thousandths (0.876) acres of land which is located within the City of Napoleon.

Section 2. That, the property listed is identified as the Subject Property is Parcel No. 41-129332.0040, as found in the Henry County Auditor's Office, consisting of approximately eight hundred and seventy-six one thousandths (0.876) acres of land, more or less total acres of land, more or less.

Section 3. That, the City Manager, being the official in charge of the property, has advised this Council that the Subject Property is no longer needed for a public purpose.

Section 4. That, pursuant to Napoleon Ordinance 107.04, the City may dispose of real property belonging to it, without advertisement and without the receipt of competitive bids, pursuant to legislation approved by the affirmative vote of two-thirds of the current members of Council authorizing the same and pursuant to a finding by the officer, board or department having supervision or management of such property that it is no longer needed for any municipal purpose, upon determination by Council that it is in

the best interest of the City to do so and upon such terms and conditions as Council may decide; and,

Section 4. That, it is found and determined that all formal actions of this City Council concerning and relating to the adoption of this Resolution were adopted in open meetings of this City Council, and that all deliberations of this City Council and any of its committees that resulted in such formal actions were in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code and the Codified Ordinances of Napoleon Ohio.

Section 5. That, if any other prior Ordinance or Resolution is found to be in conflict with this Resolution, then the provisions of this Resolution shall prevail. Further, if any portion of this Resolution is found to be invalid for any reason, such decision shall not affect the validity of the remaining portions of this Resolution or any part thereof.

Section 6. That, this Resolution is declared to be an emergency measure necessary for the immediate preservation of the public peace, health or safety of the City and its inhabitants, and for the further reason that this legislation must be in effect at the earliest possible time to allow for the City to begin economic development of the property; therefore, provided it receives the required number of votes for passage as emergency legislation, it shall be in full force and effect immediately upon its passage; otherwise, it shall be in full force and effect at the earliest time permitted by law.

Passed: _____

J. Ross Durham, Council President

Approved: _____

Joseph D. Bialorucki, Mayor

VOTE ON PASSAGE ____ Yea ____ Nay ____ Abstain

Attest:

Ann Harper, Clerk of Council

I, Ann Harper, Clerk of Council for the City of Napoleon, do hereby certify that the foregoing Resolution No. 060-25a was duly published in the Northwest Signal, a newspaper of general circulation in said City, on the _____ day of _____, 2026; & I further certify the compliance with rules established in Chapter 103 of the Codified Ordinances Of Napoleon Ohio and the laws of the State of Ohio pertaining to Public Meetings.

Ann Harper, Clerk of Council

2026 CONTRACT FOR FIRE/EMS

**2026 FIRE & EMS PROJECTED SERVICE CONTRACT COSTS WITH CONTRACTED ENTITIES
USING - 2025 ACTUAL EXPENSES & REVENUES & 2026 BUDGETED EXPENSES & REVENUES**

Working Draft

<u>FUND</u>	<u>DEPT</u>	<u>ACCT</u>		<u>2025</u> <u>ACTUAL</u> <u>EXPENSES</u>	<u>2026</u> <u>APPROVED</u> <u>BUDGET</u>
			No/CO = No Prior Year Carryover In Totals->		
<u>2200 FIRE & EMS/SAFETY SERVICES</u>					
<u>Personal Services:</u>					
100.	2200.	51100	Salary-Non Bargaining	210,108.92	199,727.00
100.	2200.	51101	Salary-Non Bargaining-Overtime	0.00	0.00
100.	2200.	51400	Salary-Fire Fulltime	645,302.57	668,476.00
100.	2200.	51401	Salary-Fire Fulltime-Overtime	22,773.45	30,000.00
100.	2200.	51410	Salary-Fire Parttime	454,997.96	375,000.00
100.	2200.	51411	Salary-Fire Fulltime-Overtime-Training	3,035.10	10,000.00
100.	2200.	51412	Salary -Adjunct	0.00	4,000.00
100.	2200.	51413	SALARY - FIRE PARTTIME-OVERTIM - Fire Part Time	16,279.54	15,000.00
100.	2200.	51500	PERS	2,268.07	4,155.00
100.	2200.	51540	Fire Pension	204,892.20	218,929.00
100.	2200.	51560	Social Security	29,453.10	24,304.00
100.	2200.	51600	Worker's Compensation	26,933.98	26,678.00
100.	2200.	51700	Medicare-City Share	18,926.23	19,341.00
100.	2200.	51710	Hospitalization Insurance	202,974.22	245,224.00
100.	2200.	51750	Life Insurance	511.09	770.00
100.	2200.	51900	Unemployment Compensation	0.00	0.00
Total Personal Services				1,838,456.43	1,841,604.00
<u>Other:</u>					
100.	2200.	52000	Travel, Training and Education	6,457.89	11,000.00
100.	2200.	52010	Memberships and Dues	704.99	1,000.00
100.	2200.	53110	Utilities-Electric	22,314.98	24,600.00
100.	2200.	53111	Utilities-Natural Gas	648.00	1,000.00
100.	2200.	53113	Utilities-Water and Sewer	7,165.83	7,250.00
100.	2200.	53114	Utilities-Telephone	8,313.60	8,970.00
100.	2200.	53115	Utilities-Cable Modem	1,194.22	1,300.00
100.	2200.	53200	Service Contracts-Communications	95.62	2,500.00
100.	2200.	53300	Service Fees-Professional	19,680.78	28,870.00
100.	2200.	53510	Contract Maintenance-Vehicles	19,283.51	17,000.00
100.	2200.	53520	Contract Maintenance-Equipment	17,901.22	17,200.00
100.	2200.	53610	Contract Maintenance-Buildings & Structures	16,761.32	17,500.00
100.	2200.	53700	Insurance and Bonding	40,720.25	44,020.00
100.	2200.	53710	Insurance Claims-Deductible	2,500.00	1,000.00
100.	2200.	54100	Supplies-Office	980.50	1,000.00
100.	2200.	54110	Supplies-Postage and Delivery Charges	219.96	200.00
100.	2200.	54200	Supplies-Operating Materials	2,885.36	3,120.00
100.	2200.	54220	Supplies-Fire Prevention	484.00	2,750.00
100.	2200.	54230	Supplies-Gasoline & Diesel Fuels	17,605.60	15,000.00
100.	2200.	54240	Supplies-Chemicals	6,327.06	9,500.00
100.	2200.	54300	Supplies-Vehicle Parts & Supplies	4,447.02	7,500.00
100.	2200.	54500	Supplies-Other Equipment	10,695.46	5,500.00
100.	2200.	54700	Supplies-Small Tools	1,388.92	3,000.00
100.	2200.	54800	Supplies-Uniforms	9,069.00	13,440.00
100.	2200.	57000	Machinery and Equipment	0.00	0.00
100.	2200.	57050	MARCS Radios Equipment and Fees	44,030.16	23,090.00
210.	2200.	52000	Travel, Training and Education	13,886.93	15,200.00
210.	2200.	53300	Service Fees-Professional	58,172.59	63,725.00
210.	2200.	53430	Contracts-Townships EMS Revenues	66,134.35	67,000.00
210.	2200.	53510	Contract Maintenance-Vehicles	8,686.32	5,000.00
210.	2200.	53520	Contract Maintenance-Equipment	18,991.50	60,556.00
210.	2200.	54200	Supplies-Operating	34,859.55	40,000.00
210.	2200.	54225	Supplies-EMS Durable Equipment	6,500.00	6,500.00
210.	2200.	54300	Supplies-Vehicle Parts & Supplies	998.71	2,000.00
210.	2200.	59000	Refunds- Miscellaneous	2,504.57	0.00
100.	9800.	59130	Reimburse-Shared Expense (Township Contracts)	10,000.00	10,000.00
Sub-Total Other				482,609.77	537,291.00
Total Operating Expenses				2,321,066.20	2,378,895.00

2026 CONTRACT FOR FIRE/EMS

**2026 FIRE & EMS PROJECTED SERVICE CONTRACT COSTS WITH CONTRACTED ENTITIES
USING - 2025 ACTUAL EXPENSES & REVENUES & 2026 BUDGETED EXPENSES & REVENUES**

Working Draft

<u>FUND</u>	<u>DEPT</u>	<u>ACCT</u>		2025 <u>ACTUAL</u>	2026 <u>APPROVED</u>
			<u>No/CO = No Prior Year Carryover In Totals-></u>	<u>EXPENSES</u>	<u>BUDGET</u>
<u>Major Large Equipment Capital Items:</u>					
<u>(Part of Annual Fixed Allocation):</u>					
242.	2200.	57000	Machinery and Equipment (Major Capital Items)	534,783.12	0.00
242.	2200.	43000	Less: Rev. Offset - Grants, Donations, Etc.	0.00	0.00
			Net Machinery & Equipment Costs-Major Capital Items	534,783.12	0.00
<u>Other Capital Items-Not Part of Major Large Equipment:</u>					
210.	2200.	57000	Machinery and Equipment	8,228.07	8,700.00
242.	2200.	57000	Machinery and Equipment	93,361.62	30,554.00
242.	2200.	57200	Buildings and Improvements	0.00	0.00
400.	2200.	57000	Machinery and Equipment	29,848.97	70,000.00
400.	2200.	57200	Buildings and Improvements	5,000.00	37,500.00
			Total Capital Imp.(Less Grants on Major Items)	671,221.78	146,754.00
			Total-2200 Fire & EMS/Safety Services (All Operating and Capital Expenditures)	2,992,287.98	2,525,649.00
<u>EXPENDITURE ADJUSTMENTS:</u>					
242.	2200.	57000	LESS: Net Major Cap.Exp.By Year in 242 Fd.(Large Eq.)	(534,783.12)	0.00
210.	2200.	53430	LESS: Township EMS Revenue Payments	(66,134.35)	(67,000.00)
			LESS: Non-EMS Adjustments		
			ADD: Annualized Capital Fixed Amt.(Large Equip.)	120,000.00	125,000.00
			Sub-Total Expense Adjustments	(480,917.47)	58,000.00
			Net Allocated Expenses Per Contract	2,511,370.51	2,583,649.00
<u>REVENUE ADJUSTMENTS (Not Previously Listed):</u>					
100.	2200.	44350	LESS: Donations in 100 General Fund	0.00	(500.00)
100.	2200.	44400	LESS: Training Facility Fee -Fire/Safety Services	(240.00)	(1,200.00)
100.	2200.	47010	LESS: Misc.Fire Revenue in 100 General Fund	(7,112.86)	(7,500.00)
100.	0000.	49650	LESS: Reimb.Fire 180 kWh Tax Fd.to 100 Gen.Fd.	(63,894.42)	(87,750.00)
210.	2200.	43010	LESS: Federal CARES Act Receipts	0.00	0.00
210.	2200.	43100	LESS: State Grants in 210 EMS Transport Fund	0.00	(2,500.00)
210.	2200.	44350	LESS: Donations in 210 EMS Transport Fund	0.00	0.00
210.	2200.	45600	LESS: Court-Collections Cost Recovery	0.00	0.00
242.	2200.	43100	LESS: State Grants in 242 Fire Equip.Fund	0.00	(16,000.00)
242.	2200.	44350	LESS: Donations in 242 Fire Equip.Fund	(162.50)	(3,000.00)
242.	0000.	47200	LESS: Interest Posted to the 242 Fire Equip.Fund	(14,146.90)	(12,000.00)
242.	0000.	49000	LESS: Sale of Assets in the 242 Fire Equip.Fund	0.00	0.00
400.	2200.	43100	LESS: BWC Grant for Power Cots	0.00	0.00
400.	2200.	44351	LESS: Donations in 400 CIP Fund	0.00	0.00
400.	2200.	47010	LESS: Misc.Fire Revenue in 400 CIP Fund	0.00	0.00
			Sub-Total Revenue Adjustments	(85,556.68)	(130,450.00)
			* NET FIRE & EMS EXPENDITURES for CONTRACT BILLING	2,425,813.83	2,453,199.00

2026 CONTRACT FOR FIRE/EMS

**2026 FIRE & EMS PROJECTED SERVICE CONTRACT COSTS WITH CONTRACTED ENTITIES
USING - 2025 ACTUAL EXPENSES & REVENUES & 2026 BUDGETED EXPENSES & REVENUES**

Working Draft

<u>FUND DEPT</u>	<u>ACCT</u>	<u>No/CO = No Prior Year Carryover In Totals-></u>	<u>2025 ACTUAL EXPENSES</u>	<u>2026 APPROVED BUDGET</u>
<u>DIST%</u> ALLOCATED COSTS BY ENTITY				
			<u>44.18%</u>	<u>44.18%</u>
100.00%	<u>FIRE COSTS ALLOCATED AT (44.18%)</u>		<u>1,071,724.55</u>	<u>1,083,823.32</u>
75.68%	City of Napoleon		811,081.15	820,237.49
1.68%	Freedom Township		18,004.97	18,208.23
13.15%	Napoleon Township (w/Sec.30 & 31)		140,931.78	142,522.77
9.49%	Harrison Township		101,706.66	102,854.83
			<u>55.82%</u>	<u>55.82%</u>
100.00%	<u>EMS COSTS ALLOCATED AT (55.82%)</u>		<u>1,354,089.28</u>	<u>1,369,375.68</u>
77.52%	City of Napoleon		1,049,690.01	1,061,540.03
1.41%	Henry Co.South Amb.Dist. (Frmly.Flatrock Twn.)		19,092.66	19,308.20
1.61%	Freedom Township		21,800.84	22,046.95
11.72%	Napoleon Township (w/Sec.30 & 31)		158,699.26	160,490.83
5.72%	Harrison Township		77,453.91	78,328.29
2.02%	Florida Village		27,352.60	27,661.39
	<u>NET - TOTAL SHARED COST OVERALL (100.00%)</u>		<u>2,425,813.83</u>	<u>2,453,199.00</u>
76.7071%	<u>City of Napoleon (Includes Henry Co. Hospital)</u>		<u>1,860,771.16</u>	<u>1,881,777.52</u>
	<u>Net Shared Costs Allocated to Contracts-></u>		<u>565,042.67</u>	<u>571,421.48</u>
0.7871%	Henry Co.South Amb.Dist. (Frmly.Flatrock Twn.)		19,092.66	19,308.20
1.6409%	Freedom Township		39,805.81	40,255.18
12.3518%	Napoleon Township (w/Sec.30 & 31)		299,631.04	303,013.60
7.3856%	Harrison Township		179,160.57	181,183.12
1.1276%	Florida Village		27,352.60	27,661.39

<u>CAPITAL REVENUE ALLOCATION FOR TOWNSHIPS</u>		<u>(in total payment listed above)</u>	
Total Annual Capital Per Agreement		<u>125,000.00</u>	<u>130,000.00</u>
80.00%	City Share of Annual Capital Per Agreement	100,000.00	104,000.00
20.00%	Net Township Share of Annual Capital Per Agreement	25,000.00	26,000.00
<u>TOWNSHIP ALLOCATION OF NET CAPITAL</u>		<u>25,000.00</u>	<u>26,000.00</u>
<u>(Based on % Of Net Shared Cost to Township)</u>			
3.3800%	Henry Co.South Amb.Dist. (Frmly.Flatrock Twn.)	<u>845.00</u>	<u>878.80</u>
7.0400%	Freedom Township	<u>1,760.00</u>	<u>1,830.40</u>
53.0300%	Napoleon Township	<u>13,257.50</u>	<u>13,787.80</u>
31.7100%	Harrison Township	<u>7,927.50</u>	<u>8,244.60</u>
4.8400%	Florida Village	<u>1,210.00</u>	<u>1,258.40</u>
100.00%	(Revenue Amount Allocated to 242 Fire Eq. Fund)	<u>25,000.00</u>	<u>26,000.00</u>
		=====	=====

		<u>2025 Projected Quarterly*</u>	<u>2026 Projected Quarterly**</u>
0.7871%	Henry Co.South Amb.Dist. (Frmly.Flatrock Twn.)	4,773.17	4,827.05
1.6409%	Freedom Township	9,951.45	10,063.80
12.3518%	Napoleon Township (w/Sec.30 & 31)	74,907.76	75,753.40
7.3856%	Harrison Township	44,790.14	45,295.78
1.1276%	Florida Village	6,838.15	6,915.35

*Used 2025 Actual for 2026 Projected
** Used 2026 Budget for 2027 Projected



City of Napoleon, Ohio

Department of Public Works

255 West Riverview Avenue, P.O. Box 151

Napoleon, OH 43545

Chad E. Lulfs, P.E., P.S., Director of Public Works

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

www.napoleonohio.com

Memorandum

To: Lori L. Sicclair, City Manager
From: Chad E. Lulfs, P.E., P.S., Director of Public Works
cc: Mayor & City Council
Kevin Garringer, City Finance Director
Brian Okuley, Operations Superintendent
Marrisa Flogaus, Administrative Assistant
Ann Harper, Clerk of Council
Date: February 24, 2026
Subject: Industrial Drive Pavement Replacement Project ~
Approval of Plans & Bid Documents

The City of Napoleon's Department of Public Works requests approval of the plans and specifications for the Industrial Drive Pavement Replacement Project. This project consists of removing the asphalt pavement on Industrial Drive from the northerly end of the existing concrete to 345' north of the concrete pavement and replacing it with concrete. The existing curbs shall remain except for where an existing catch basin will be adjusted to grade. This project was included in the 2026 Master Bid Ordinance as part of the 2026 Miscellaneous Street Improvements project.

Engineer's Estimate of Construction: \$270,000.00

2026 Budget: \$500,000.00 (2026 Miscellaneous Street Improvements)

Completion Date: October 31, 2026

CEL



City of Napoleon, Ohio

Department of Public Works

255 West Riverview Avenue, P.O. Box 151

Napoleon, OH 43545

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Memorandum

To: Lori L. Sicclair, City Manager
From: Chad E. Lulfs, P.E., P.S., Director of Public Works
cc: Mayor & City Council
Brian Okuley, Operations Superintendent
Marrisa Flogaus, Administrative Assistant
Ann Harper, Clerk of Council
Date: February 25, 2026
Subject: N. Harmony Drive Replacement Project ~
Recommendation of Award

On Wednesday, February 25, 2026, bids were opened and read aloud for the above referenced project. Four bids were submitted and read as follows:

Ward Construction Company	\$257,720.00
Vernon Nagel, Inc.	\$261,030.00
Bryan Excavating, L.L.C.	\$275,922.50
Hohenbrink Excavating, L.L.C.	\$301,413.98

The Engineer's Estimate for this project is \$275,000.00. This project consists of removing the concrete pavement on N. Harmony Drive from Glenwood Avenue to the easterly dead end and on Indiana Avenue from Melody Lane to the northerly dead end and placing asphalt pavement. The existing curbs shall remain except for around the radii in the intersections. This project was included in the 2026 Master Bid Ordinance.

This project does not have any external funding sources attached. The budget for this project is \$275,000.00. The completion date for this project is October 31, 2026.

Having reviewed the submitted bids, it is my recommendation that Council award Ward Construction Company the contract for the N. Harmony Drive Replacement Project in the amount of \$257,720.00. If you have any questions or require additional information, please contact me at your convenience.

CEL



**Department of
Commerce**

Division of Liquor Control

com.ohio.gov

Mike DeWine, Governor Jim Tressel, Lt. Governor Sherry Maxfield, Director

Dear Local Legislative Authority Official:

Please find enclosed the legislative notice that is being sent to you regarding the applied for liquor permit as captioned on the notice. You **must**, within 30 days from the “mailed” date listed on the notice under the bar code:

- Notify the Division whether you object and want a hearing; or
- Ask for your one-time only, 30-day extension. o Any requests for a one-time, 30-day extension will be reviewed by the Division upon timely receipt. If granted, your additional 30-days runs from the expiration of the original 30-day period.

To be considered **timely**, your above response **MUST** be faxed, emailed, or mailed to the Division no later than the postmark deadline date stated on the form. To speed up processing times and reduce paper, the Division respectfully asks that you either fax or email your response. Please send your response to:

FAX: (614) 644 – 3166
EMAIL: Liquordocs@com.ohio.gov
MAIL: Ohio Division of Liquor Control
Attn: Licensing Unit
6606 Tussing Road
PO Box 4005
Reynoldsburg, Ohio 43068-9005

To find out who has disclosed an ownership interest in the permit application to us you can:

- Visit com.ohio.gov/liquorinfo. Select the “Search who has disclosed an ownership interest” tab. Where asked, enter the permit number listed on the legislative notice; or
- Contact your police department or county sheriff (if you are a township fiscal officer or county clerk). We also sent them detailed ownership information to review for any criminal background issues involving the disclosed persons.

We have resources for you at com.ohio.gov/govhelp. Never miss out on when renewal objections are due! Sign-up for our emails at com.ohio.gov/stayinformed.

Thank you in advance for your cooperation,
Division Licensing Section
(rev. 2.12.25)



NAPOLEON CITY COUNCIL
ATTN CLERK
PO BOX 151
NAPOLEON OH 43545

NOTICE TO LEGISLATIVE AUTHORITY

TO

Form for permit 10012779-1, TRFO type, issue date, filing date, permit classes, tax district, receipt no. Recipient: JTDOUGHBOY, Hawk's Pizza and Drive Thru, 402 East Washington Street, Napoleon OH 43545. Muni/Village/Twp: Napoleon.

FROM 2/20/2026

Form for permit 04179255-1, TRFO type, issue date, filing date, permit classes, tax district, receipt no. Recipient: JC DOUGHGIRLS LTD HAWKS, 402 E WASHINGTON ST, NAPOLEON OH 43545. Muni/Village/Twp: Napoleon.

MAILED 02/24/2026 RESPONSES MUST BE POSTMARKED NO LATER THAN 03/26/2026

IMPORTANT NOTICE

PLEASE COMPLETE AND RETURN THIS FORM TO THE DIVISION OF LIQUOR CONTROL WHETHER OR NOT THERE IS A REQUEST FOR A HEARING.

REFER TO THIS NUMBER IN ALL INQUIRIES: JUN TRFO 10012779-1 (TRANSACTION & NUMBER)

(MUST MARK ONE OF THE FOLLOWING)

WE REQUEST A HEARING ON THE ADVISABILITY OF ISSUING THE PERMIT AND REQUEST THAT THE HEARING BE HELD [] IN OUR COUNTY SEAT [] IN COLUMBUS

WE DO NOT REQUEST A HEARING [] DID YOU MARK A BOX? IF NOT, THIS WILL BE CONSIDERED A LATE RESPONSE.

PLEASE SIGN BELOW AND MARK THE APPROPRIATE BOX INDICATING YOUR TITLE:

Signature line with (Signature), (Title) - [] Clerk of City Council [] Township Fiscal Officer, (Date). Printed Name, Email Address, Telephone No. lines.