

# 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 5:30 pm Electric Comm. 6:00 pm BOPA joint mtg with Water Sewer/Water Rate Review 7:00 pm Water and Sewer Comm. 7:30 Muni Prop. Comm.	10 4:30 pm BZA-canceled 5:00 pm Planning Commission-canceled	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 12:00pm Personnel Committee	21
22	23 5:30 pm Finance & Budget Comm.	24	25	26	27 5:50pm Personnel Committee	28
29	30	31				

**City of Napoleon, Ohio  
Finance and Budget Committee  
Special Meeting Agenda  
Monday, March 23, 2026, at 5:30 PM**

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

- 1) Approval of Minutes: January 12, 2026 (in the absence of any objections or corrections, the minutes shall stand approved).
- 2) 2026 First Quarter Budget Adjustments
- 3) Any Other Matters to Come Before the Committee
- 4) Adjournment



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Marris Flogaus, Acting Clerk

City of Napoleon, Ohio  
Finance and Budget Committee  
Meeting Minutes  
Monday, January 12, 2026, at 5:30 pm

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**Present**

Council Members	Tom Weaver-Chair, Victor Gaucin, Jordan McBride, Joe Bialorucki
City Manager	Lori Siclair
Finance Director	Kevin Garringer
Clerk of Council	Ann Harper
Others	Media-News

**Call to Order**

Chairman Tom Weaver called the Finance and Budget Committee meeting to order at 5:30 pm.

**Approval of Minutes**

In the absence of any objections or corrections, the minutes from the August 25, 2025, and special meetings November 7th and 8th 2025 meetings were approved as presented.

**2025 Fourth Quarter Budget Adjustment**

Garringer said we're going to have three exhibits that are all in your packet and I'm going to take them out of order. The first one I want to go over is the very last page that you have, and it says Transfer of Funds Number 4. There is one line item on there for \$50,768.46. Let me start off that when we go over these for the fourth quarter, these are a lot more than the other quarters because this is the wrapping up of 2025. So this is when our final expenses are paid out that if things are over spent per budgeting wise out of a line item we need to adjust that to make sure that line item is "not in the red" and that we're balanced. So, this one here is every year Council passes the fund-to-fund transfers, where I can transfer money from the Income Tax Fund to the General Fund for example. This transfer was not on that fund-to-fund transfer and there was a reason why is because we created a special fund and the special fund was for the East Washington Street Project Fund and now that the East Washington has been completed and according to our engineer everything has been paid out. The money that we initially put into that fund wasn't all spent so there is \$50,768.46 in that fund that needed to go back to the Sewer fund. So, this here is going to be a resolution to Council if you guys recommend these obviously that would allow us to move that money from that fund and zero out that Project Fund to the Sewer Fund. So basically, it's putting money back where it came from. So, that is what this first one is about. Bialorucki said the fund that it's coming from is the one you created specifically for this project. Garringer said yes, it's the 435 Fund which the 435 Fund was named the East Washington Street Improvement Fund. So, we started last year going back to I'll say the old ways or the Greg Heath ways when we have larger projects like this, we put everything in its own separate fund so then later in the years we could ask how much did we spend on the East Washington Street Improvement Project and then we can look at it. All this one is, again we took the money initially out of the 521 Fund which is the Sewer, Utility Replacement Improvement Fund and put it in this fund so we have that cash now that everything's paid for it goes back to the rightful place. Bialorucki said okay, thank you. Garringer said the next one is the first two pages of your packet was called Supplemental Number 4. I'm going to hold off and talk about that last. If you put those two pages aside and then you have Transfer of Appropriations Number 1 through 7. So just to refresh everyone's memories, this is the one where we really like to see because it's not an increase in the budget. So, if a line item goes over for whatever reason, if we can take

from another line item that's not going to be used up to its budgeted amount, we pull that and then we apply it to this line item. I'm going to start down from the top. If there's something that I don't cover, stop me and I'll explain it. So, the top one, from Hospitalization and Insurance which then that \$36,000.00 was used for salary non bargaining, for PERS, Workers Compensation, and Medicare Share and then we put the reason down below that mainly we had increases and there were line items is because Andy Small retirement pay off and sometimes it's just additional funds needed. So, we didn't budget in 2025 for a new City Manager. When we had a new City Manager then we had payouts and then we had a new City Manager come on board. We never had a gap. We didn't have when Joel Mazur left, we had like I'll say like three or four months where we didn't pay anybody exclusively to be the City Manager so because of that we had to do some budgeting increases for that, but we took it out of our Hospitalization. A lot of these smaller ones I'm not going to check on. Go down to the one for \$6,500.00 for the 100/1400. Additional funds were needed out of the Service Fees Legal Expenses line item. 1400 is the department for our Legal and a lot of that came from when we had the new contract with the attorneys that were going to go out to Muni Court with that. So, when that contract was signed somewhere at the beginning of 2025 that wasn't initially budgeted for, we had to pull the funds from Investigation expenses out of that to there. Bialorucki said explain to Gaucin why that happened. Garringer said in a nutshell and always add on to it is our Law Department was made up of two people. You had the Law Director and then you had his Assistant, and she was a paralegal and so she could do paralegal type of work and then our Law Director spent a lot of time out at the Muni Court because we're obligated to prosecute certain cases out at the Muni Court. When she left that created a department of one person, so he did work it out that she works remotely part time, but she's not physically here. He proposed that we contract with this attorney's office in Wauseon, which we did but didn't budget for. So, to assist him in prosecuting some of the cases out of the Muni Court which in turn frees him up to do other things here at the City Building. Bialorucki said we didn't know that the Assistant was leaving when we were doing the budget. Thinking in a year after the budget was done, she told us. Garringer said yes, I think this came about at the end of February of 2025 and something in the lines of that. So, it's sort of a domino effect. She leaves, what are we going to do, this is the plan for now. The city signed a two- year agreement to do contract work with that. Keep going down to the 100/1700 is a little bit more, Salary Non-Bargaining, Non-Bargaining Overtime: We took money from Salary Non-Bargaining Part Time because they needed additional money. But we took it from Salary Non-Bargaining so we could pay for the additional part time people we took it from the Overtime line items for that one. Let's go to page 2 of 7. Smaller items again that we got 100/1800 we took from Salary Non-Bargaining, Salary Elected Officials and to pay for Salary Elected Officials and Hospitalization and Insurance about a quarter of the way down. 100/1900 we have \$4,400.00 the admin building roof repair, admin water coolant and additional funds for utilities. We under budgeted for the building, our utility building for our utilities and we had to pay \$2,900.00 for buildings and structures and we took out of taxes and assessments with that. We had undefined contingency money that we budget every for the \$4,669.81 and we had to pay that for insurance and bonding. What you'll notice on a lot of these is the insurance and bonding our insurance rate increased about 13% in addition to the 11% that we had last year so we had a lot of line items for insurance that were under budgeted. That should not be so bad next year because we anticipate a 12% increase next year unfortunately. Again, because if you go down to like 4705 100/2100 is the lease department and we had to pay for additional insurance and bonding for them. We'll go to page 3 of 7. Weaver asked what the dollar increase is, total, ballpark, We'll put that on pause, because as we get down through the agenda it pertains to another question that I'll bring up so I don't want to interrupt at this point. Garringer said okay, just make note of that. Look on page 3 of 7, 100/2200 is Workers Compensation and that is for the Fire Department so we saw that our Workers Comp has increased a little bit this last year that we didn't budget for and Workers Comp is broken out by the amount of pay roll that each

department has so as there are pay roll increases the amount that they pay increases by a percentage, so that went up but we were able to take that out of Salary Non-Bargaining. 2700 was Service Fees Professional and Service Prevention on contract maintenance buildings and structures. That was for fuel systems repairs that we had in the Fire Department for 2700. The last one is we were able to take out a hospitalization and insurance to pay for salary non-bargaining and additional PERS. Next is page 4 of 7, the 200 Fund is the Road

Maintenance Funds that we have. Out of the 200 Funds a lot of times we pay for road repairs and or when they plow snow, so we had to take additional money out of salary AFSCME for \$5,400.00 to pay for salary non-bargaining. We had to pay additional for insurance and bonding and then we had to pay for additional for supplies, ice, snow and control which is sort of like our beat heat that we had to take out of service fees professionals. Under 2200 about halfway down for \$5,573.67. This is the 220 Fund which is our Rec Fund so out of supplies, utility materials we had to have increases in our telephone, our bank service charge, our supplies out of concessions, our sales tax to golf and our refunds, all of these are out of the golf. This doesn't increase the budget we just had to move money around to make sure that we pay for that one. If you go down to \$3,737.65 this is additional funds needed out at the pool so we have natural gas increase is whether we take the money out to pay for water, sewer, telephone, electric insurance and bonding and bank service charge. We move to 5 of 7. The 4400 is the Park Department so we got contract services additional funds needed for \$500.00 out of Service Fees Professional. If I go to supplies, gasoline and fuel we needed additional funds for our electric out of the parks because the parks do pay for when the lights are on. Then if I go down to the 9150 out of building and improvements again, we have to pay for electric, water, professional fees, contract services, some bank service charges and some machinery and equipment out of the 224/4400 Fund. The 435 if you go down that is the sanitary sewer improvements and then that goes to the street improvements and this is the East Washington Street number 6 so we when we created that fund, we created a sanitary sewer improvements and we also created street improvements and the payment number 6 should come out of the street improvements so we can keep track of that. Now we're moving to our 500 Fund. Our 500 Fund is our Electric Fund. So, for Salary Non-Bargaining we took \$6,600.00 from that and that was applied to the AFSCME overtime. The \$71,800.00 we took out of supplies transformers, this is the ongoing AMI and meter upgrade project and items for the bucket truck, and, we had to pay additional money for those. And if you go down under the last one under undefined contingency, meter testing and state tax kilowatt hour used tax we needed additional funds, so we took it out of undefined contingency. Bialorucki asked AMI meters and testing the \$65,000.00, why is that such a big number that we didn't know we were going to need. Garringer said it's just a matter of when we purchase them and then if we're ahead of the game and we had to purchase more we're not at 100% for the AMI meters, so as they go and they put those in, and if they get run short then we budget for more to put in. Bialorucki asked so we don't buy them ahead of time, we just buy them as we go. Just like in 2026 there's a portion that we budget for AMI meters and so we're going to say buy 200 of them, but if we end up using all 200 of them then we would just purchase more as we go. We don't have the space to hold all of them nor do we want to. So, it doesn't benefit us to not like a group discount if we purchase them all up front. So, it's just a matter as the electric guys have time to place in and it slowed down a little bit, but again when they run short, we go and purchase more. Bialorucki said okay, thank you. Weaver said the costs of the meters, we don't see it going up over like the last year or anything? Garringer said no, not really, I'd have to double check, we have a contract that we would purchase them at a certain amount. Weaver said going back to your point, it's really usage. Garringer said yes. Gaucin asked is the AMI meter, is that a household residential property? Garringer said it can go to residential and or commercial industrial. Commercial industrial there are certain things that are met that if you go

into there. Typically, it's residential just to what AMI allows us to do, is it allows us to remotely monitor it better and to turn on and turn off remotely. Whereas opposed to having an older meter then to have it turned on or turned off, then somebody has to physically needs to go to the residence to take out and put on. It's a project that we started two years ago now. Bialorucki said we've talked about it for probably eight years at least that I know of. Garringer said so that is the electrical part of the AMI and I can talk to you more about it if you're more interested. Not only can we do this with electric we can also read water meters too. In fact, we just had somebody that came in today and he was pretty adamant that his water was too high and we were able to print out a report to show him his daily usage. It reads it once a day and sends it to our system and we have record of what that individual used on a daily basis, because the remote, they talk to each other, I'll just put it that way. Page 6 of 7. When we get up to the 510 Fund this is the Water Fund. The \$13,763.00 we have undefined contingencies and these and we had to south tower maintenance and water rate study and additional funds were needed out of these line items that we needed to pull from, so we took it out of undefined contingency. The building and structures they had a heck of a time with the air conditioner out at the water plant this past year, so we had to pay for repairs to the air conditioning units. If you go down to the \$13,165.00 about half way down we took out of service fees professionals into our insurance and bonding and supplies meter and meter testing and because they had to do more testing on the meters this past year at the Water Plant. I think they repaired one or two of those so we had to do an increase in that amount. Then when you go down to the 510, it's a total of \$16,990.00 supplies meter testing, we had to pull more money out of there and we took it out of travel training, rents and leases and supplies operating materials. Workers' Compensation and Salary AFSCME were taken out of Salary Non-Bargaining \$3,829.00. Now we're getting into sewer funds. The 520 Fund The undefined contingency we had to pay an additional \$500.00 for chemicals and for the utilities for the water/sewer. The other ones are the Salary AFSCME just to make sure that they're balanced with that. Insurance and bonding again, we had to pay for an increase for that and then additional costs for PERS and workers' compensation on the last page we have the \$3.00 for the BMV Deputy Fees out of the 600 Fund and then supplies and equipment out of the 600 Fund, which is our Maintenance Fund. We took out insurance and bonding, and vehicles parts and supplies out of other equipment. So, again, this does not increase the budget. It allows us flexibly to move money from one line item, and we try to do our best out of the same funds and out of the same department. Any questions on any of these before we move forward. The final one, this is an actual increase in the budget. We have to, since this is the fourth one, the final one, anything we can't move money to we do our best and then we are forced to increase So, for example, salary elected officials is 6 cents the one at the top it's probably just a rounding thing when we budget that in the pay. So, whatever the total amount was for salary elected officials we were 6 cents too short by the time everything was calculated so we have to increase it by 6 cents. That's the same thing with PERS, Workers Compensation, Medicare, so all of those are increases to make sure they balance out. We had travel training for \$113.70 for Human Resources. A lot of it was the additional education of the training that the employees had to do at the end of the year that wasn't accounted for, the Athena training: 100.1400 is a salary non - bargaining that is the law director. Increase of electric, insurance and bonding out of 100.1800. Then we go to Police. The Police pensions were short by \$57 000.00 so we had to increase the pensions. The VAWA Grant Pass-through that was an in and out so when that money comes in then we pay 'it out to the respective nonprofits so that's is a lot but again that's an in and out and we got more than we expected. All of these 2100's are Police pensions Police salary non-bargaining, we just had to balance those. We get to the point of the Fire Department. The Fire Department again salary full time we under budgeted by \$8,000.00. The salary fireman part time \$1,554.00 and change, that's a pretty big number. But that's just the amount that we over budgeted and we budgeted about \$300,000.00 for our

part time fireman so we had to balance that line item out for that amount. Which then in turn the fire pension and social security increased, insurance and bonding increased for the fire department at \$2200.00. The insurance and bonding increased \$3000.00 for the cemeteries and then the \$51,130.00 it's the amount of money that we pay on AFSCME on our maintenance guys here like Tom Nagel they get paid out of the 100 Fund. We have general maintenance man for the city and that would be his salary that we under budgeted for which in turn which caused more PERS and then workers compensation that would go with that. So that's all the 100 Fund. The 147 Fund is unclaimed money. Unclaimed money funds we transfer that to the General Fund. We transferred more than we budgeted for in 2025, so we had to increase that \$53,899.00 so in some cases when we see those budget increases it's because we've actually received more in than what we anticipated. If you go to the 170 Fund that's a perfect example of that. The last three line items are \$486,00.00, \$152,000.00 and \$204,000.00 all of those transfer to the General Fund to the Rec Fund and to the 400 which is the Capital Fund means that we did not budget enough that our income tax come in enough that we had to transfer that out to the other funds. At the end of the year our 170, our Income Tax Fund has very little money in it. Whatever comes in for 2025 goes out at 2025. That's actually good, when you see those numbers there, that means that to compared to our budget, what we collected was a good sign. Kilowatt hour tax we had to increase that by \$12,782.00 where we reimbursed shared administrative expenses. Kilowatt tax is a tax that gets collected by in city residence that they pay a portion of kilowatt tax, and we get to keep that, and we have reimbursed shared expenses when some of this money when we increase that it will go back to the 100 Fund. The Rec Fund, insurance and bonding was one we also had salary AFSCME was increased by \$8,553.00. Then the insurance and bonding was \$13,000.00. Go to page two the 240 Fund. 240 Fund is the Hotel/Motel. When we see this, this is another one. All of the Hotel/Motel tax that we collect, half goes to the Chamber, the other half goes to the city, so when we see increases here that we have to spend that out which that means we under budgeted for that amount. The CDBG Programs is an in and out Fund where we have programs where people can use CDBG funds. We just go off previous history of how much that was spent out of there, so it was spent higher than expected CDBG payouts. That's a program that people can use to help improve their properties if they're the owner and various things like that. Municipal Properties is the Judges Fund as is the 287 is the CCA 2.0 Grant, that's their Probationary Officer Fund. 400 is the Capital Fund that was increased because in 2024 because when we budgeted for 2025 there was a property acquisition that we were not even close to what we were thinking we were going to purchase and we ended up purchasing this past year. The 435 Fund is the transfer of that \$50,000.00 that I started with, so we have to budget the line items to get there. So, the 510 Revenue Fund, the HCWSB is the Henry County Water Sewer Board which is now called the District. We needed \$30 000.00 additional funds because there are some lines of theirs that we provide them water and we bill them, we take a fee of billing them and then we send the money to the District so that is how much we didn't have budgeted for that. And so, in essence it's an in and out fund for us. The Maumee River Crossing Project was a fund that we created this past year, and we didn't have anything budgeted so we budgeted \$30,000.00 and that was mainly because we were going to purchase the property here relatively soon. The Water, Sewer, Utility Revenue is again insurance and bonding. We had increase in insurance rates and this is also large because of the new sewer plant that just got completed so at the end of 2024 they came through and audited our assets, and they picked up a lot. Utility Revenue is again insurance and bonding. We had increase in insurance rates and this is also large because of the new sewer plant that just got completed, so at the end of 2024 they came through and audited our assets, and they picked up alot at the sewer plant and the cost for replacements. And finally; the sanitation the refuse insurance and bonding of \$26,000.00 and then the salary increases

there. So, all these increases here allow us to bring all line items up to what was spent out of them. Does anyone have any questions?

Motion: McBride

Second: Bialorucki

To approve the transfers

Roll call vote on the above motion

Yea- Weaver, Gaucin, McBride, Bialorucki

Nay-

Yeas-4, Nay-0. Motion passed.

### **Any Other Matters to Come Before the Committee**

Weaver said I did have some conversation with Garringer not specific for tonight but to give us quarterly as we meet, kind of a macro view one page helping us understand financially all our accounts. For example, the 2025 budget for General Fund was 9 million we put in 9.5 million, that is 5%, and some people are going to say that's a huge increase, are we really going to do that. But I'd like to see that snapshot, and I want the Finance team to do whatever format that works best, I'm not trying to look to create work. Transfers and supplementals are a necessity but in smaller dollars but if we step back and look at it even when we talk about in years past, it's been over a year I think we looked at the Refuge Fund, how is that going, we decided our stickers or whatever, we did some different things there, but how are we keeping up now that we get a full year in to see where we're at since we increased cost of stickers versus increasing everybody's bill. I just ask for the rest of Council to understand and have Garringer take a look at that and give us a one-page summary in this meeting and then of course we can take it to Council. Sort of a score card of a macro level where we're at. I know in our minutes Garringer, from our joint meeting we had, we started the year 3.4 million was our balance, I'm sorry at the end of the year, our balance so if we look in our General Fund. Where do we want to be, where is that year over year, where was it the year before, where do we see us trending. I'd like to get a handle on where we are at. So, if someone asks do you have more in the bank, well speaking of more in the bank, our interest rates for example have probably decreased, probably pushing almost 2% decrease over the last couple of years when they peaked our investment interest rates. I know that's handled by an external consultant that helps us with that, but that would be something to look at like when I say it might be 1.5% to 2% I don't know what that means in a dollar, what does that mean annually is it \$150,000.00 investment income would go down, I'd like to see that included. I'm not asking for more work, I don't want to create more work for the department. But for the rest of Council to have and Sicclair, she might already have it, but just kind of for Finance and Budget to see and understand that. That way if there are concerns about what would be the right amount for the balance at the end of the year, where do we really want to be at. And I know when we budget, I think most private or public you'd want a budget to make sure you're covering your expenses, which I understand that. We don't budget overly aggressively because it's accurate but not too aggressive. Garringer, said I've come up with some ideas Weaver, and I'll work with you guys on getting that snapshot with that and if there's something more specific that you want then we can certainly add that to it because I understand what you're saying. When we start running the numbers at the end of the year there are some catch up that gets done and some revenues but then there's also some year-end expenses. So what we can do is look at quarterly views to see because of where we stand at. What I can tell you now and these are not official numbers of the General Fund we're going to bring in approximately under \$40,000.00 more for a carryover balance than what we had last year. Again, these are very generic numbers with this. But I'll be honest, I thought at one point that we were going to be spending more than we brought in. There were some revenues that

came in and also some expenses that were lower than expected. When I look at other funds too, we have our main enterprise funds that we can look at that I think we certainly need to keep our eye on. Our Capital Fund is going to be quite solid it's going to increase by about \$150,000.00 plus compared to last year. So those are things that we need to keep an eye on. As a state wise the state might look at it and even the state auditors are going to look at which way is the city of Napoleon. You want to trickle up a little bit every year because if you have this trend of two or three years in a row of negative equity then you know that in about four or five years you're going to run out of funds. So, right now we're solid for most of our funds, but it's certainly something we'll take a look at. You know when you talked about the investments and the interest rates we are still finding out we're increasing a little bit until this last year we use a lot of our funds or several million of our funds is what we call Star Ohio which is what we're getting the largest rate at and about a year ago at this time we were getting close to like 4.9%, maybe not quite 5%. We were above 5% about a year and a half ago and now we're down to like 3.98%, 3.97% and I see that it's hitting stagnant with that. However, we are also cycling out where we still have investments that are less than 1% return on our investment so if you go back five years when interest rates were a little bit better, then we have investments of \$200,000, \$400,000.00 and anywhere in between of less than 1%, we're cycling out of those and when we cycle out we're able to invest into a five year treasury bond at 4.5%. So, we're gaining on one end but are more liquid investments that Star Ohio allows us to is certainly coming down. And we would anticipate that that would continue to come down if we hear things like the Feds going to cut two times in 2026 or four times in 2026, because that is all relative to what that is. Our banker here, you can give me a CD of what you were able to pay out a year ago I'd appreciate that.

Bialorucki said pretty close. Come see me. Weaver said so, that's what I'm looking for and also any input from other Council members from what they want to see but I'm not asking to flood you for again, but for one page and you recited a lot of things that we want to see how we're doing. Transfers and supplementals, I mean that's mostly I'm going to call it smaller minutia that we have to do of course; we need to understand that it's proper gap accounting that's required, it's just at a higher level, like where are we, what should we be looking at. It came up during our budget reviews and we talked about opportunities, whether it's cutting some costs here or cutting costs there. Always knowing where would we what are our opportunities to cut. If we said okay, we want to even out the refuge fund. Lulfs had ideas of how to come up with \$50,000.00 if we did this, without getting in the detail of what he said. It's opportunity and I've always wanted to understand without creating work. Garringer said it's something that I can take a look at and I need to present this also to you guys and a more frequent matter. We have other funds that are decreasing, why are they decreasing, do we need to watch our expenses more, do we need to increase our revenues more or a little bit of both. And I'll be honest, what I'd like to get the guidance or the blessing from you guys, the Finance and Budget is maybe we need to look at a different way of how we're budgeting. The idea of just increasing things to increase things, I think we're beyond that at this point, we're sort of stale in how we do our budget and maybe it's just a matter of we have to challenge our departments and like every department trying to find 3 to 5% of savings somewhere. Unfortunately, it's just too much and I don't think enough gets looked at that way and I'm not picking on any department, and my department included, where could I have some savings at. Weaver said that point is well taken because we don't necessarily want the Finance Director to come across as the bad guy and that he's always beating on us. No, I think City Council that's our due diligence to make sure we understand it and help provide that direction, and Siclair and Bialorucki, and we all understand it and we can help make those decisions too. Garringer said that's what I'll be sure to do by the end of this first quarter is I will come up with some sort of score card or fact sheet or whatever we want to call it, but if there's something that is missing or you want something a little clearer, let me know. In fact, Weaver,

what I'll do is recreate it and get your views and opinions and I can share it with all of you and see if this is what you're looking at. I already have some ideas in the works on what we're going to do with that. Weaver said perfect, thank you. McBride said you said that perfectly a call out I wanted to make and I challenge Siclair to challenge your department heads we talked about capturing those savings opportunities, you touched on it and Garringer touched on it and when we make a chemical change from brand A to brand B and we have a savings can we identify that and call that out by department so that we can see that highlighted. I think like you said, to challenge departments to find 3 to 5% is not unrealistic and even to offset inflation. If we can challenge ourselves to offset inflation every year, I think it puts the city in a much more advantageous position, but I don't want to lose all of those activities that are happening. A, it just frustrates people when they make cuts and they aren't acknowledged and B, that our public isn't seeing the hard work that our department heads are doing to make those cuts. So, I brands think driving visibility on that and quarterly we have a summary of hey we changed toilet paper brands and saved \$500.00 that's okay. Showing the public that we are treating our funds like we would treat our own and to try find Savings wherever we can. Siclair said there have been many discussions already just as wheels get turning and I have to say that challenges are going to be a strong word, because I've had several people come forward with ideas and thoughts. McBride said yeah, let's highlight that and celebrate it as we find it. Siclair said yes, and I think they appreciate the agency to take in their own departments to do that. From one tiny conversation.

### **Adjournment**

Motion: Bialorucki

Second: McBride

To adjourn the Finance and Budget Committee meeting at 6:16 pm.

Roll call on the above motion:

Yea- Weaver, Gaucin, McBride, Bialorucki Nay-

Yeas- 4, Nays- 0. Motion passed.

Approved

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Tom Weaver-Chair

**FISCAL YEAR ENDING 2026- TRANSFER OF APPROPRIATION (No. 1)**

**Ordinance Number:** 0XX-26

	<b><u>Amount Requested</u></b>	<b><u>Amount Received</u></b>
<b>FROM :</b> 100.1370.52000 Travel, Training	(1,100.00)	
<b>TO :</b> 100.1370.53810 Legal Advertising		1,100.00
<i>Reason: To post various positions not expected. Law, HR and others</i>		
<b>FROM :</b> 100.1370.56000 Misc. Operating Cost	(700.00)	
<b>TO :</b> 100.1370.53810 Legal Advertising		700.00
<i>Reason: To post various positions not expected. Law, HR and others</i>		
<b>FROM :</b> 200.5100.54200 Supplies - Operating Materials	(2,000.00)	
<b>TO :</b> 200.5100.54300 Supplies - Vehicle Parts/Supplies		2,000.00
<i>Reason: Tire Changer purchase for the Central Garage</i>		
<b>FROM :</b> 220.4100.56900 Undefined Contingencies	(2,000.00)	
<b>TO :</b> 220.4400.54300 Cnt. Maintenace - Equipment		2,000.00
<i>Reason: Unexpected repairs to the Slope Mower</i>		
<b>FROM :</b> 220.4400.54200 Supplies - Operating Materials	(2,000.00)	
<b>TO :</b> 220.4400.54300 Supplies - Vehicle Parts/Supplies		2,000.00
<i>Reason: Tire Changer purchase for the Central Garage</i>		
<b>FROM :</b> 437.5210.57700 Water Improvements	(10,000.00)	
<b>TO :</b> 437.5100.57500 Street Improvements		10,000.00
<i>Reason: Not enough budgeted in this line item</i>		
<b>FROM :</b> 500.6110.56900 Undefined Contingencies	(4,000.00)	
<b>TO :</b> 500.6110.54300 Supplies - Vehicle Parts/Supplies		4,000.00
<i>Reason: Tire Changer purchase for the Central Garage</i>		
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<b>Total Transfer of Appropriation</b>	(21,800.00)	21,800.00

**2026 TRANSFER OF FUNDS - No. 1**

**Ordinance 0xx-26**

<b>FROM:</b> 300.9900.59300 Transfer to 400 Capital Fund <i>Purpose: To move funds back to the Capital Fund since the debt is paid in full.</i>	<b>TO:</b> 400.0000.49900	<b>AMOUNT</b> <b>\$16,894.48</b>
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<b>FROM:</b> 400.9900.59470 Transfer to 130 Economic Development Fund <i>Purpose: To move funds for the new City Economic Development Program</i>	<b>TO:</b> 130.0000.49900	<b>AMOUNT</b> <b>\$10,000.00</b>
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**2026 APPROPRIATION BUDGET - SUPPLEMENTAL #1**

*ORDINANCE No. 0xx-26*

<b><u>Supplemental #1</u></b>	<b><u>PERSONAL SERVICES</u></b>	<b><u>OTHER</u></b>	<b><u>TOTAL</u></b>	<b><u>2026 FUND TOTAL</u></b>
<b>Fund 100 General</b>				
100.1900.52010 Memberships and Dues		\$1,300.00		
<i>Reason: Nothing or not enough was budgeted at the beginning of the year</i>			<b><u>\$1,300.00</u></b>	<b><u>\$1,300.00</u></b>
<b>Fund 253 OneOhio</b>				
253.2100.53441 Prevention and Education		\$28,300.00		
<i>Reason: Increase to budget enough to cover the \$30K donation to the MAN Unit</i>			<b><u>\$28,300.00</u></b>	<b><u>\$28,300.00</u></b>
<b>Fund 300 General Bond Retirement</b>				
300.9900.59300 TR-All Funds		\$16,894.48		
<i>Reason: This is to zero out the fund since the debt is now paid in full.</i>			<b><u>\$16,894.48</u></b>	<b><u>\$16,894.48</u></b>
<b>Fund 400 Capital Improvement</b>				
400.1700.57200 Buildings and Improvement		\$1,200.00		
400.9900.59470 Transfer to 130 Economic Development Fund		\$10,000.00		
<i>Reason: Survey of lot 10 Plat T5N-R6E.</i>				
<i>Nothing was budgeted at the beginning of the year</i>			<b><u>\$11,200.00</u></b>	<b><u>\$11,200.00</u></b>
<b>TOTAL FUNDS</b>	<b>\$0.00</b>	<b>\$57,694.48</b>	<b>\$57,694.48</b>	<b>\$57,694.48</b>



# *City of Napoleon, Ohio*

*255 West Riverview Avenue, P.O. Box 151  
Napoleon, OH 43545  
Telephone: (419) 592-4010 Fax: (419) 599-8393  
www.napoleonohio.com*

## *Memorandum*

**To:** Safety and Human Resources Committee  
**cc:** Mayor and City Council, City Manager,  
City Finance Director, Law Director,  
Department Supervisors, News Media  
**From:** Marrisa Flogaus, Acting Clerk  
**Date:** March 20, 2026  
**Subject:** Safety and Human Resources Committee-Canceled

The regularly scheduled meeting of the Safety and Human Resources Committee for Monday, March 23, 2026, at 7:30 pm has been **CANCELED** due to lack of agenda items.



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## *Memorandum*

**To:** Civil Service Commission  
**cc:** Mayor and City Council, City Manager,  
City Finance Director, Law Director,  
Department Supervisors, News Media  
**From:** Marrisa Flogaus, Acting Clerk  
**Date:** March 20, 2026  
**Subject:** Civil Service Commission -Canceled

The regularly scheduled meeting of the Civil Service Commission for Tuesday, March 24, 2026, at 4:30 pm has been **CANCELED** due to lack of agenda items.



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## *Memorandum*

**To:** Parks and Recreation Board  
**cc:** Mayor and City Council, City Manager,  
City Finance Director, Law Director,  
Department Supervisors, News Media  
**From:** Marrisa Flogaus, Acting Clerk  
**Date:** March 20, 2026  
**Subject:** Parks and Recreation Board-Canceled

The regularly scheduled meeting of the Parks and Recreation Board for Wednesday, March 25, 2026, at 6:30 pm has been **CANCELED** due to lack of agenda items.

**City of Napoleon, Ohio  
Personnel Committee  
Meeting Agenda  
Friday, March 27, 2026, at 4:50 PM**

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

- 1) Call to Order
- 2) Approval of Minutes: March 17, 2026 (in the absence of any objections or corrections, the minutes shall stand approved).
- 3) Executive session: to review candidates for Law Director
- 4) Any Other Matters to Come Before the Committee
- 5) Adjournment

  
Marrison Flogaus, Acting Clerk of Council

**City of Napoleon, Ohio  
Personnel Committee  
Meeting Minutes  
Tuesday, March 17, 2026, at 5:50 pm**

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**Present**

Council Members      Joe Bialorucki-Chair, Ross Durham, David Cordes  
City Manager          Lori Siclair  
Clerk of Council      Ann Harper  
Others                  Kevin Garringer- Finance Director, David Bowen- Fire Chief, Chad Lulfs- P.E.,  
                                 P.S. – Director of Public Works, Robert Lipscomb- Police Lieutenant, Tammy  
                                 Fein- Law Director Assistant, Meredith Wolff- Council Member, Tom Weaver-  
                                 Council Member

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**Call to Order**

The Personnel Committee meeting was called to order at 5:52 pm.

**Approval of Minutes**

In the absence of any objections or corrections, the minutes from the March 13, 2026, meeting were approved as presented.

**Executive Session** (Discuss/Review candidates for Law Director)

Motion: Durham          Second: Cordes  
to enter executive session to consider employment of a public employee at 5:52 pm.

Roll call vote on the above motion

Yeas- Bialorucki, Cordes, Durham

Nays-

Yeas-3, Nays-0. Motion Passed.

Motion: Durham          Second: Cordes

to end executive session to consider employment of a public employee at 6:49 pm

Roll call vote on the above motion

Yeas- Bialorucki, Cordes, Durham

Nays-

Yeas-3, Nays-0. Motion Passed.

**Adjournment**

Motion: Durham          Second: Cordes  
to adjourn the Personnel Committee meeting at 6:50 pm

Roll call vote on the above motion

Yeas- Bialorucki, Cordes, Durham

Nays-

Yeas-3, Nays-0. Motion Passed.

**Approved**

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Mayor Joseph Bialorucki -Chair