

CUYAHOGA FALLS CITY COUNCIL  
Minutes of the Meeting of the Public Affairs Committee

December 21, 2015

Call to Order

The meeting was called to order by Mr. Pallotta, Chair, at 8:29 p.m. A quorum was present.

Approval of the Minutes

Without objection, the minutes of the meeting of December 7, 2015 were approved as submitted.

Agenda Items

Temp. Ord. B-112

An ordinance providing for health care insurance coverage for benefits-eligible employees, and declaring an emergency.

The Chair recognized Mr. Balthis, who stated that the ordinance creates a healthcare committee made up of members of the administration, members of all the city's collective bargaining units, and a non-bargaining city employee selected by the Mayor. This Committee has already met and helped to develop the city's proposed health care plan. Flyers were distributed to all the members of the Council.

Mr. Balthis stated that the committee first began meeting more than a year ago and established mutual goals of labor and management, including making the health care plan sustainable and uniform, educating employees on health care issues including preventive care, addressing affordability, wellness, and making the plan meet market best practices. A number of changes were made to the health insurance coverage, including employee contributions which will bring estimated revenue to the city of \$417,000 annually. Employees will now have 3 options of coverage. The insurance plan includes a wellness incentive. In open enrollment 9% of employees elected to take the Health Savings Account, 75% selected the PPO Base plan, and 14% selected the PPO Premier plan. In the past, healthcare insurance increased at 10-12%. It is estimated, the city will see a decrease this year of 7%. The city used a healthcare consultant to assist with this. The Chair asked whether any member of the City Council is on the Health Care Committee. Mr. Balthis stated there is no representation from Council.

The Chair recognized Mr. Weinhardt, who asked if the health insurance plan covers only full-time employees. Ms. Steiner stated if an employee works 30 hours per week, the employee is covered by the Plan as required by federal law. It is measured as an average over a 12-month period.

The Chair recognized Mrs. Pyke, who asked if employees are allowed to go to any Akron area hospital. Ms. Steiner stated "yes." The network has not changed. The City is using Medical Mutual Supermed PPO Plus network which has a relationship with all of the Akron hospitals. Mrs. Pyke asked about employees who reside in the Canton area. Mrs. Steiner stated she would look into this. Mrs. Pyke asked if primary care physicians are required. Ms. Steiner stated they are not required. Mrs. Pyke asked if employees required to get approval for referrals to specialists. Ms. Steiner stated they are not required to do so. Mrs. Pyke asked if there is a higher co-pay for emergency room visits versus urgent care visits. Ms. Steiner stated this is correct. Employees are encouraged to use urgent care. Mrs. Pyke asked if the Healthcare Committee considered requiring a primary care physician, as this tends to reduce usage of the emergency room. Ms. Steiner stated that this was not addressed by the Committee due to the large number of other changes that were made. Mrs. Pyke asked if there is an incentive for an employee to be seen for a wellness physical. Ms. Steiner stated that all preventive care is covered at 100%, which will encourage employees to do so, and employees doing so can earn participation points toward the wellness program. Mrs. Pyke asked if employees are rewarded for results, for example, for improved test results. Ms. Steiner stated that the program is participation-based, not outcome-based. For example, employees earn points for working out at the Nat and wearing fitbits.

The Chair recognized Mr. Weinhardt, who asked if Western Reserve is part of the network. Ms. Steiner stated "Yes." Mr. Weinhardt asked if the City can incentivize employees to go to Western Reserve versus other hospitals, because it is within Cuyahoga Falls. Ms. Steiner stated this is not possible at this time, but could be considered in the future.

The Chair recognized Mrs. Pyke, who asked if the Council has approved a contract with Medical Mutual. Ms. Steiner stated that they are working on an ordinance now which would extend the contract through the end of 2016. Mrs. Pyke asked whether under these circumstances it is permissible for this plan to go into effect January 1, 2016. Mr. Balthis stated that he will review the contract.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-112 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-120

An ordinance establishing a Cuyahoga Falls Partnership for Parks Donation Fund, and declaring an emergency.

The Chair recognized Mr. Stewart. Mr. Stewart stated that the Partnership for Parks is a non-profit organization with a Board of Directors in place. Money from the Jeans Day program was used to pay startup expenses. A new program called "Change for the Park" has been started. A brochure was distributed to members of Council. The program will be seeking grants and donations. First projects to be funded by these donations will be restoration of the Keyser Park Farmhouse and a new computer lab at the Quirk Center. Also being considered is a "scholarship" program to help individual with paying membership fees for waterworks and the Natatorium.

The Chair recognized Mrs. Pyke, who asked if donors can target their donations to a particular project? Mr. Stewart stated that they can.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-120 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-121

An ordinance establishing an Evidence Deposit Fund, and declaring an emergency.

The Chair recognized Mr. Hoffman. Mr. Hoffman stated that this is a response to a drug bust that netted a large sum of cash. The City did not want the actual cash held in evidence, and so it was deposited

in a bank account. The City's auditors requested that the City establish a fund to hold these deposits.

The Chair recognized Mrs. Pyke, who asked how the City will determine what is a "large monetary seizure" as the term is used by the ordinance. Mr. Hoffman stated that it would be determined on a case-by-case basis. Mrs. Pyke stated that she is not comfortable with language that is subject to interpretation. Mr. Hoffman stated that he would clarify the language.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-121 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-122

An ordinance authorizing the Director of Public Service to enter into a contract for employment agency services related to seasonal and occasional employees, and declaring an emergency.

The Chair recognized Ms. Steiner. Three companies bid on the City's staffing services contract. Employee Temp Staffing was not the low bidder but received a preference as this is a local Cuyahoga Falls business.

The Chair asked whether temporary and seasonal employees hired through this agency are considered for direct full-time employment by the City. Ms. Steiner stated that bargaining unit positions are posted internally for 7 days per the collective bargaining agreements. Outside candidates are considered only if no internal candidates are selected.

The Chair recognized Mrs. Pyke, who asked if the report reflects each department's actual usage of temporary labor. Ms. Steiner stated that it does.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-122 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Res. B-123

A resolution authorizing the Director of Public Service to apply for and accept a grant from the Summit ReWorks, and declaring an emergency.

The Chair recognized Mr. Novak, who stated that the City applies annually for a grant from the solid waste authority. Their process requires an authorizing resolution. There are no matching funds required. In 2015 the City received \$41,072 from this grant towards the City's recycling program.

The Chair asked if other municipalities also receive money. Mr. Novak stated that most other cities participate in this program. The City uses this money to pay wages and benefits.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Res. B-123 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-124

An ordinance authorizing the Mayor to enter into an agreement with the International Association of Firefighters, Local 494, effective July 1, 2015, and declaring an emergency.

There was no proponent testimony. There was no opponent testimony. There was no public comment. Motion by Mr. Weinhardt to release Temp Ord. B-124 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-125

An ordinance authorizing the Mayor to enter into a collective bargaining agreement with Local 399 of the Utility Workers' Union of America, AFL-CIO, effective July 1, 2015, and declaring an emergency.

There was no proponent testimony. There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-125 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-126

An ordinance authorizing the Mayor to enter into an agreement with the American Federation of State, County and Municipal Employees (AFSCME), Local 2662, effective July 1, 2015, and declaring an emergency.

There was no proponent testimony. There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-126 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Temp. Ord. B-129

An ordinance establishing compensation levels for non-bargaining employees of the City of Cuyahoga Falls for calendar years 2015, 2016, 2017 and 2018, and declaring an emergency.

The Chair recognized Mr. Balthis, who stated that the Ordinance establishes compensation levels for non-bargaining employees, and identifies all the positions covered. Wage increases reflected are the same as that provided in the AFSCME contract.

The Chair recognized Mrs. Klinger, who asked if there were any issues of wage compression, and if so, how those issues were addressed. Mr. Balthis stated that there are a number of such issues in the Police and Fire departments, but he does not consider them urgent because there are few employees affected. There are no such issues relative to the AFSCME contract. There are compression concerns with the Electric Department. There are 5 full time employees affected. This ordinance mitigates but does not resolve the issue, and it is not urgent now but will need to be addressed when these positions become open and need to be filled.

Mrs. Pyke asked if the city council members are voting on their own raises when voting on this

ordinance. Mr. Balthis stated they are not. Council salaries are established by a separate ordinance.

There was no opponent testimony. There was no public comment.

Motion by Mr. Weinhardt to release Temp Ord. B-129 with a favorable recommendation. Seconded by Mr. DeRemer. Motion adopted by acclamation.

Non-agenda items

None.

Adjournment

Without objection, the Chair adjourned the meeting at 9:09 p.m.

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Victor Pallotta, Chair

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Paul A. Janis, Clerk of Council