



COUNCIL AGENDA

Monday, November 15, 2021 - 7:00 pm
Waynesville Municipal Building

- I. Roll Call
- II. Pledge of Allegiance
- III. Mayor (for purposes of acknowledgements)
- IV. Disposition of Minutes of Previous Meetings
November 1, 2021 at 7:00 p.m.
- V. Public Recognition/Visitor's Comments (A five minute per person time limit will be allowed each speaker unless more time is requested and approved by a majority of council)
- VI. Old Business
- VII. Reports
 - Standing Council Committees
 - a) Finance Committee
 - b) Public Works Committee
 - c) Special Committees
 - Village Manager's Report
 - Police Report
 - Finance Director's Report
 - Law Directors Report
- VIII. New Business:

Legislation:

Reading of Ordinances and Resolutions:

First Reading of Ordinances and Resolutions:

Second Reading of Ordinances and Resolutions:

ORDINANCE NO. 2021-044

RATIFYING AND ACCEPTING PLANS FOR DENTAL, VISION, AND LIFE INSURANCE FOR VILLAGE EMPLOYEES AND DEPENDENTS

ORDINANCE NO. 2021-045

ESTABLISHING A HEALTH REIMBURSEMENT PLAN FOR VILLAGE EMPLOYEES AND AUTHORIZING RELATED PAYMENTS

ORDINANCE NO. 2021-046

AUTHORIZING COMPENSATION IN LIEU OF HEALTHCARE BENEFITS FOR VILLAGE EMPLOYEES FOR THE 2022 BENEFIT YEAR

ORDINANCE NO. 2021-047

ADOPTING A SCHEDULE FOR WATER RATES FOR THE VILLAGE OF WAYNESVILLE FEE SCHEDULE

ORDINANCE NO. 2021-048

AUTHORIZING THE VILLAGE MANAGER TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH KITTY CROCKETT

ORDINANCE NO. 2021-049

AUTHORIZING THE MAYOR TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH GARY L. COPELAND

Tabled:

IX. Executive Session

- To consider the employment of a public employee

X. Adjournment

Next Regular Council Meeting:

December 6, 2021 at 7:00 pm

Upcoming Meetings and Events:

Finance Meeting, November 18, 2021 @ 5:00 p.m.

Planning Commission Meeting, November 23 @ 7:00 p.m.

Public Works Committee Meeting, December 6, 2021 @ 6:00 p.m.

**Village of Waynesville
Council Meeting Minutes
November 1, 2021 at 7:00 pm**

DRAFT

Present: Mayor Earl Isaacs
Mr. Chris Colvin
Ms. Joette Dedden
Mr. Zack Gallagher
Mr. Troy Lauffer
Mrs. Connie Miller
Absent: Mr. Brian Blankenship

Village Staff Present: Jeff Forbes, Law Director; Chief Gary Copeland, Village Manager and Safety Director; Jamie Morley, Clerk of Council

CLERK'S NOTE- This is a summary of the Village Council Meeting held on Monday, November 1, 2021.

Mayor Isaacs called the meeting to order at 7:00 p.m.

Roll Call – 6 present

Mrs. Miller made a motion to excuse Mr. Blankenship from tonight's meeting and Mr. Gallagher seconded the motion.

Motion – Miller
Second – Gallagher

Roll Call – 6 years

Mayor Acknowledgements

Halloween was a success with no incidents. Thank you to all that decorated Main Street. They did a fantastic job and looks great.

Mrs. Miller wanted to acknowledge Mr. Colvin and Ms. Dedden for a great job representing Council at Meet the Candidates Night.

Disposition of Previous Minutes

Mrs. Miller made a motion to approve the minutes for the Council meeting on October 18, 2021 as written and Ms. Dedden seconded the motion.

Motion – Miller
Second – Dedden

Roll Call – 6 years

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Public Recognition/Visitor's Comments

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Old Business

None

.....

Reports

Finance

The Finance Committee will meet on Thursday, November 18, 2021 at 5:00 p.m. in the small conference room at the Government Center. The public is welcome to join.

Public Works Report

Public Works met this evening and went over projects including street paving, streetlights on Main Street, and electronic message board. The next meeting is scheduled for December 6 at 6:00 p.m. The public is encouraged to attend.

Special Committee Reports

Personnel Committee met and discussed yearly reviews of the Village Manager and Finance Director. Requesting an executive session tonight to discuss the employment of a public employee. Mr. Colvin stated that the executive session would occur after the first reading of ordinance 2021-047.

Ms. Dedden thanked the following individuals for helping decorate Main Street in time for Hearth Warming for the Holidays: Dave Miller, Connie Miller, Dave Stubbs, Chris Colvin, Robin Colvin, Adrianna Colvin, Casey Colvin, Hannah Colvin, Chuck Dedden, Joette Dedden, and Waynesville Street Department.

Village Manager Report

- Water Department did an inhouse Fourth Street water lateral repair.
- Researching electronic message boards to be placed at the government center. This will be an effective way to communicate with residents about upcoming events (fireworks, SKF, bike rodeo, recycling rally, and drug take back programs), emergencies (boil advisories, missing person, Amber Alerts,

and street closures), and public information (meeting dates and times, weather forecasts, Holidays, election dates, Mayor's Court, and Government Center closure).

- Researching the replacement of the streetlights along Main Street. The old lights are deteriorating and becoming a liability. One light has even fell over. Would like to change to LEDs to offer better lighting and less electric to light up. It was suggested at the Public Works meeting to involve the MOMS Committee in the decision-making process.
- Provided photos of the progress of the new catch basin being installed behind Pat's Gas.
- Picture of the old leaf vacuum has been provided. Plan to put this on Gov Deals with a beginning price of \$1,500.
- Considering the use of micro surfacing for a couple of the streets within the Village. The cost is 1/3 the price of a complete mill and fill. Wayne Township just had this done to Thomas Drive. Set up a meeting with the company to get more information.

Police Report

- Calls for service for the Sauerkraut Festival have been provided. Also received a check for \$234 for the operation and use of the Village vehicles during the festival.
- Provided Code Enforcement Report.
- Turned over to Drug Task Force 23.5 pounds of prescription drugs from the Drug Take Back Program at the Government Center and Fields Pharmacy.
- Will not be at the next Council meeting as will be attending the Chiefs' Conference in Columbus, OH.
- Waynesville Police Department was nominated and awarded certificate from Faith and Friends Radio.
- Trick-or-treat went well with no incidents. Three officers were on duty and used the Command Vehicle to hand out candy in the Camp Creek area.

Mr. Colvin stated he believes the Village Manager should continue researching the electronic message board sign for the Government Center.

Mr. Gallagher agreed with the suggestion of listing the leaf vacuum for \$1,500.

Mr. Colvin made a motion to refer the streetlights along Main Street to MOMS for further input and research and was seconded by Mr. Lauffer

Motion – Colvin
Second – Lauffer

Roll Call – 6 yeas

Financial Director Report

- Couple ordinances on tonight's agenda from the Finance meeting including the increase of water rates, insurance renewals, and renewal of the HRA.

Law Report

None

New Business

None

Legislation

First Reading of Ordinances and Resolutions

Ordinance No. 2021-044

Ratifying and Accepting Plans for Dental, Vision, and Life Insurance for Village Employees and Dependents

Ms. Dedden made the motion to have the first reading of Ordinance 2021-044 and was seconded Mrs. Miller.

Motion – Dedden

Second – Miller

Ms. Dedden explained that the Finance Committee met with Jim Hough from Wade Insurance. The proposed dental insurance carrier changed to Superior Dental from Dental Care Plus. The rates are lower and offers expanded benefits. Life insurance coverage has no changes and rates are the same. Vision insurance has no changes and the rates are the same.

Roll Call – 6 yeas

Ordinance No. 2021-045

Establishing a Health Reimbursement Plan for Village Employees and Authorizing Related Payments

Mr. Colvin made the motion to have the first reading of Ordinance 2021-045 and was seconded Mrs. Miller.

Motion – Colvin

Second – Miller

Ms. Dedden stated there are no changes from previous year.

Roll Call – 6 yeas

Ordinance No. 2021-046

Authorizing Compensation in Lieu of Healthcare Benefits for Village Employees for the 2022 Benefit Year

Mrs. Miller made the motion to have the first reading of Ordinance 2021-046 and was seconded Mrs. Lauffer.

Motion – Miller
Second – Lauffer

Ms. Dedden stated there are no changes from previous year.

Roll Call – 6 yeas

Ordinance No. 2021-047

Adopting a Schedule for Water Rates for the Village of Waynesville Fee Schedule

Ms. Dedden made the motion to have the first reading of Ordinance 2021-047 and was seconded Mrs. Miller.

Motion – Dedden
Second – Miller

Ms. Dedden explained the proposed water rate increases are over the next three years. Inside water rates will go from \$3.59 to \$3.77 on January 1, 2022, from \$3.77 to \$3.95 on January 1, 2023, and from \$3.95 to \$4.14 on January 1, 2024. The outside water rates will go from \$4.39 to \$4.61 on January 1, 2022, from \$4.61 to \$4.84 on January 1, 2023, and from \$4.84 to \$5.08 on January 1, 2024. The bulk water rate will also increase from \$5.25 to \$5.50 on January 1, 2022 and to \$5.75 on January 1, 2023.

Roll Call – 6 yeas

Executive Session

Mr. Colvin made a motion for executive session for the purposes to discuss the employment of a public employee at 7:30 p.m. and was seconded by Ms. Dedden

Motion – Colvin
Second – Dedden

Roll Call – 6 yeas

Council returned from executive session at 8:12 p.m. with a roll call and six members were present.

First Reading of Ordinances and Resolutions (Continued)

Ordinance No. 2021-048

Authorizing the Village Manager to Execute an Amendment to the Employment Agreement with Kitty Crockett

Mr. Colvin made the motion to amend Ordinance 2021-048 to fill in the blank in Section 2 with \$41,200 and to fill in the blank in section 3 with \$6,000 and was seconded Ms. Dedden.

Motion – Colvin
Second – Dedden

Roll Call – 6 yeas

Mr. Colvin made the motion to have the first reading of Ordinance 2021-048 and was seconded Mr. Gallagher.

Motion – Colvin
Second – Gallagher

Roll Call – 6 yeas

Ordinance No. 2021-049

Authorizing the Mayor to Execute an Amendment to the Employment Agreement with Gary L. Copeland

Mr. Colvin made the motion to amend Ordinance 2021-049 to fill in the blank in Section 2 with \$137,247.50 and to fill in the blank in section 3 with \$6,000 and was seconded Mr. Gallagher.

Motion – Colvin
Second – Gallagher

Roll Call – 6 yeas

Mr. Colvin made the motion to have the first reading of Ordinance 2021-049 and was seconded Mr. Dedden.

Motion – Colvin
Second – Dedden

Roll Call – 6 yeas

Second Reading of Ordinances and Resolutions

None

Tabled Ordinances and Resolutions

None

All were in favor to adjourn at 8:17 pm.

Date: _____

Jamie Morley, Clerk of Council

ORDINANCE NO. 2021-044

RATIFYING AND ACCEPTING PLANS FOR DENTAL, VISION, AND LIFE INSURANCE FOR VILLAGE EMPLOYEES AND DEPENDENTS

WHEREAS, Council for the Village of Waynesville desires to offer dental, vision, and life insurance coverage with the amounts and method of coverage to be ratified and accepted by Council; and

WHEREAS, Council desires to ratify and accept said amounts and method of coverage.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring:

Section 1. That the amounts and methods of coverage for dental, vision, and life insurance,, as set forth in Exhibit "A" attached hereto and incorporated herein by reference, are hereby ratified and accepted effective January 1, 2022.

Section 2. That the Village Manager is hereby authorized to execute any and all documents, contracts, and agreements related to said coverage.

Section 3. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor



Value-added Benefits

SDC's dental and other ancillary plans offer a superior value...but the benefits don't stop there! All SDC plans include the following value-added benefits:



Free Second Opinions

SDC members have the option to get a no-cost second opinion for covered extensive dental treatment plans that include numerous or costly services. To coordinate a **Free Second Opinion**, members simply call SDC's Member Services Team at (800) 762-3159 (*Monday–Friday, 7:30am–5:00pm*) before seeing a second dentist/specialist.



Discount on Cosmetic Dental Services

SDC's **SmileRider** program provides a 15% discount on cosmetic or other non-covered dental services from a participating subset of SDC's network. Participating **SmileRider** dentists can be found through our Find-A-Dentist online search tool at **SuperiorDental.com**.



Savings on Vision Services

SDC dental plans include a free **EyeMed Vision Discount Plan*** that offers savings on eye exams, frames, lenses and contact lenses from participating providers. This valuable benefit also provides up to 15% savings off the retail price of Lasik and PRK procedures at all U.S. Laser Network Centers.



Savings on Prescriptions

SDC's **prescription discount card*** provides up to 20% off the regular retail price of many prescription drugs at participating pharmacies. The card may be used anytime a prescription isn't covered by insurance or as an alternative to insurance for better savings.

Benefit Enhancements:

- **Implants covered under Major**
- **Adult Ortho for all cases with Ortho**
- **Perio and Sealants covered under Basic**

No waiting periods
No missing tooth clause
No balance billing (in network)
No claim forms (in network)
No office visit co-pay

1-800-762-3159

SuperiorDental.com





SDC Ohio Small Group Dental Plans—2022

2–99 Enrolled Employees

These plans are available to new groups of 2-99 enrolled employees with an effective date on or after January 1, 2022. Rates are guaranteed for 12 months when implemented by December 31, 2022. Employer groups with 100 enrolled employees or more will be individually underwritten based on the group's specifications. Current groups with SDC may not be eligible for these rates.

Ohio Small Group Dental Plans

	Plan A In/Out of Network	Plan B In/Out of Network	Plan C In/Out of Network	Plan D In/Out of Network
Preventive	100%	100%	100%	100%
Basic	80%	90%/80%	80%	50%
Major	N/A	60%/50%	50%	50%
Contract Maximum	\$1,000	\$1,500	\$1,000	\$1,000
Orthodontia (Optional)	N/A	See Options Below	See Options Below	See Options Below
Deductible (Applies to Basic and Major Only)	\$50/\$150	\$50/\$150	\$50/\$150	\$50/\$150
Copay	\$0	\$0	\$0	\$0

Implants Covered Under Major Services

Employer Contribution Rates and Additional Plan Options

Rates listed below are based on Employer Contribution and participation requirements. Please see below to calculate rates for Voluntary or Open Participation.

Employer Contribution: Minimum 50% employer paid. Minimum 50% employee participation. To qualify for the base rates, employers must pay a minimum of 50% of the employee premiums.
Voluntary: Premiums 10% above Employer Contribution rates. Minimum 25% participation. No employer contribution is required for this option.
Open Participation: Premiums 28% above Employer Contribution rates. Minimum participation of 2 employees. No employer contribution is required for this option. No Orthodontia options available.

Select the desired plan, then determine rate based on tier and plan. The Orthodontia options below include coverage for adults but are not available to groups with less than 10 enrolled employees or to groups in the Open Participation segment.

Employer Contribution Rates Shown Below	Plan A Base Rate	Plan B Base Rate	\$1,000 Contract Max	50%/\$1,000 Ortho	\$1,000 Contract Max + Ortho	Plan C Base Rate	\$1,500 Contract Max	50%/\$1,000 Ortho	\$1,500 Contract Max + Ortho*	Plan D Base Rate	\$1,500 Contract Max	50%/\$1,000 Ortho	\$1,500 Contract Max + Ortho*
2-Tier													
Employee	\$19.59	\$30.39	\$26.55	\$31.91	\$28.06	\$24.10	\$26.83	\$25.61	\$28.34	\$20.77	\$22.56	\$22.29	\$24.08
Family	\$54.45	\$84.48	\$73.82	\$88.70	\$78.01	\$66.99	\$74.58	\$71.19	\$78.77	\$57.75	\$62.72	\$61.95	\$66.92
3-Tier													
Employee	\$19.59	\$30.39	\$26.55	\$31.91	\$28.06	\$24.10	\$26.83	\$25.61	\$28.34	\$20.77	\$22.56	\$22.29	\$24.08
Employee + Spouse / Employee + Child	\$37.92	\$58.83	\$51.40	\$61.53	\$54.10	\$46.66	\$51.94	\$49.36	\$54.63	\$40.20	\$43.66	\$43.12	\$46.59
Employee + Children /Family	\$67.38	\$104.55	\$91.34	\$109.94	\$96.74	\$82.91	\$92.29	\$88.30	\$97.69	\$71.47	\$77.62	\$76.66	\$82.82
4-Tier													
Employee	\$19.59	\$30.39	\$26.55	\$31.91	\$28.06	\$24.10	\$26.83	\$25.61	\$28.34	\$20.77	\$22.56	\$22.29	\$24.08
Employee + Spouse	\$39.18	\$60.78	\$53.11	\$63.82	\$56.13	\$48.20	\$53.66	\$51.22	\$56.68	\$41.55	\$45.13	\$44.57	\$48.15
Employee + Child(ren)	\$48.62	\$75.43	\$65.90	\$79.20	\$69.65	\$59.82	\$66.59	\$63.56	\$70.34	\$51.56	\$56.01	\$55.31	\$59.75
Family	\$68.21	\$105.82	\$92.45	\$111.11	\$97.72	\$83.92	\$93.41	\$89.18	\$98.68	\$72.34	\$78.57	\$77.60	\$83.83
No Waiting Periods—No Missing Tooth Clause—No Balance Billing (In Network)—No Claim Forms (In Network)													

National Network

SDC's network of participating dentists and specialists offers coverage across the country with one of the largest dental networks in the United States. Enrolled Members are encouraged to seek care from a participating dentist. Please visit SDC's website SuperiorDental.com for a directory of participating dentists.

SDC Small Group Underwriting Guidelines

Employer Contribution: Minimum 50% employee participation.

Voluntary: Minimum 25% participation.

Open Participation: Minimum participation of 2 employees. No Orthodontia options available.

*All Orthodontia options have a \$1,000 max and minimum participation of 10 enrolled employees.

No-Cost Extras Offered to Members With Every Plan

SDC Mobile: Our convenient app gives members easy access to their plan and Mobile ID card.

Free Second Opinion: SDC will provide a no-cost second opinion by a participating dentist for covered extensive treatments that include numerous or costly services.

SMILERIDER™: This is a supplemental cosmetic rider that provides a 15% discount for elective cosmetic services including teeth whitening, veneers, bonding, porcelain facings, etc.

Vision Discount: Administered through EyeMed Vision Care® Discount Plan, members enjoy discounts on vision products and services.

Prescription Discount: This discount provides a savings of up to 20% off retail price on many prescription drugs at participating pharmacies.

SIGN UP IS EASY! Contact SDC's Account Services Team at AccountServices@SuperiorDental.com | 1-800-762-3159 | SuperiorDental.com

SHELF RATE RENEWAL NOTICE
00382 - VILLAGE OF WAYNESVILLE

HMO

Benefit Plan Number: D214

Network: Dental Care Plus

Benefit Year: The 12 month period beginning January 1st and ending December 31st (calendar year)

Annual Maximum Benefit: **\$1000** per Member

Orthodontic Lifetime Maximum Benefit: \$1000 per Eligible Member
Limited to eligible dependent children under age 19

Deductible: **\$50** per Member, per Benefit Year
\$150 per Family, per Benefit Year
The deductible applies to Basic and Major Benefits only

Covered Dental Services	Deductible Applied	Percentage of Allowable Expense Paid by the Plan	Member Copayment
Preventive Benefits Routine Oral Exams and Prophylaxis (per visit)	No	100% - After \$10.00 Copayment <i>DELETED WITH SUPERIOR DENTAL</i>	\$10.00
Other Preventive Benefits	No	100%	None
Basic Benefits	Yes	80%	20%
Major Benefits	Yes	50%	50%
Orthodontic Benefits	No	50%	50%

Limited to eligible dependent children under age 19

Endodontic Services are covered as Major Benefits.

Periodontic Services are covered as Major Benefits.

Sealants are covered as Basic Benefits.

Dependent Children will be eligible for coverage until age 26.

<u>Contract</u>	<u>Enrolled</u>	<u>Current</u>	<u>Renewal</u>	
Individual	3	\$26.58	\$26.58	(Effective 01/01/2021)
Employee And Spouse	1	\$53.17	\$53.17	
Employee And Dependents	2	\$60.89	\$60.89	
Family	4	\$94.47	\$94.47	

SUPERIOR DENTAL
25.25
50.51
57.85
89.75

The next scheduled renewal date is January 01, 2022.

This renewal is for a standalone dental benefits plan that is not a federally qualified health plan. The plan does not include the full range of pediatric dental benefits required under the federal regulations governing essential health benefits.

The Dental Care Plus Group reserves the right to reconsider these rates if overall enrollment varies by more than 10%.

James Hough

From: Shannon Kleflin <Shannon.Kleflin@standard.com>
Sent: Thursday, April 15, 2021 12:02 PM
To: James Hough
Cc: eBenefits
Subject: Village of Waynesville - Renewal
Attachments: Invoice.pdf

Hi Jim,

Thanks for your voicemail! Please read the Agility renewal blurb below. Please note there will not be an increase to group rates for the Life policy (I have yet to see an increase in Life or Disability rates for any Agility group being on this team 7 years – not to say it will never happen, but it has not yet). Due to that, it is rare that you or the customer would see a notification from us. IF an employee changes age bands, that email would have gone out in December 2020, but a notice was not sent, so nothing has changed. Does that help? I have enclosed the latest invoice with rates for you. Please let me know if you need anything further. Thank you and have a great weekend! 😊

Life and Disability – New policies have an initial 3 year rate guarantee. Rates for these products are age-graded; therefore, on the policy anniversary date, there will be an increase in premium for employees who moved into the next age band at any point during the year. This occurs only once a year to keep it simple for the group and for the ease of administration. A letter will be emailed to the Group Administrator (with the broker copied) in the event that an employee were to move into the next age band, so they are aware of any upcoming changes in premium. With the exception of age graded rates, renewals after the initial rate guarantee period are a “pass” or silent.

The Standard's response to COVID-19 can be found at the following link. <https://www.standard.com/covid-19>.

Kind Regards,
Shannon

Shannon Kleflin | Agility Account Specialist
The Standard | Agility
Standard Insurance Company
900 SW 5th Avenue | Portland, OR 97204
Direct: 971-321-4567 | Shannon.Kleflin@standard.com
Team: 855-737-4575 – **Press Option#6** | ebenefits@standard.com

agilitySM

Easy Online Benefits From The Standard



August 16, 2021

GARY COPELAND
VILLAGE OF WAYNESVILLE
1400 LYTLE RD
WAYNESVILLE, OH 45068-8482

DEAR GARY COPELAND:

Thank you for being a valued VSP® Vision Care client. VSP is raising the bar by being the first to offer fully-covered **standard progressive lenses**—included as part of your VSP Plan.

There's no extra cost and nothing more for you and your employees to do — their VSP doctor will help determine which lens best suits their patient's individual lifestyle and vision needs. As the only national not-for-profit vision carrier, we're free to invest in the things your employees value most, like high-quality care for the lowest out-of-pocket costs. You can also expect:

- **Low out-of-pocket costs** – employees' #1 priority in a vision plan.
- **VSP Exclusive Member Extras Program** –VSP members can save more than \$2,500 on lifestyle services.
- **World Class Service** – the highest customer satisfaction in the industry, 16 years in a row.

Your VSP plan automatically renews on **January 1, 2022** and **no action is required** to continue offering consumers' #1 choice in vision care.

Group Name/Number: VILLAGE OF WAYNESVILLE / 30080616
Renewal Period: January 1, 2022 – December 31, 2023
 Current Plan Frequency: 12/ 12/ 12
 Current Copay: \$10.00 Exam / \$25.00 Materials
 Current Allowance: \$130.00 Retail Frame / \$130.00 Elective Contact Lenses
 Current Rates: \$14.82/ 24.97/ 25.49/ 41.09
 Renewal Rates: \$14.82/ 24.97/ 25.49/ 41.09

Rates include all applicable taxes and health assessment fees known as of the date of your renewal.

Enhanced Offering

Have you considered **increasing your Retail Frame Allowance** to maximize the lowest out-of-pocket for your employees? We recommend these enhancements when you renew your current plan to deliver greater value:

Plan Frequency: 12 / 12 / 12
 Copay: \$10.00 Exam / \$25.00 Materials
 Allowance: \$200.00 Retail Frame / \$150.00 Elective Contact Lenses
 Renewal Rates: \$16.30/ 27.46/ 28.03/ 45.19

Give me a call to enhance your benefits or to lower your premium and keep delivering the lowest out-of-pocket costs. Thank you,

Victoria McLallen (800) 216-6248

cc: RALPH E WADE INSURANCE AGENCY

775 GARDNER RD STE A
SPRINGBORO, OH 45066-5001

ORDINANCE NO. 2021-045

ESTABLISHING A HEALTH REIMBURSEMENT PLAN FOR VILLAGE EMPLOYEES AND AUTHORIZING RELATED PAYMENTS

WHEREAS, Council for the Village of Waynesville has always desired that all regular full-time employees be covered by medical insurance; and

WHEREAS, as part of the medical coverage, the Village desires to provide a health reimbursement program; and

WHEREAS, all funds for the health reimbursement program have been or will be properly appropriated; and

WHEREAS, Council further desires to express its intent make certain contributions to the health reimbursement program.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the Council for the Village of Waynesville hereby ratifies the health reimbursement program and related payments as set forth below:

Individual Plans	Family Plans
First \$3,000 Village pays 100%	First \$6,000 Village pays 100%
Next \$2,000 Village pays nothing	Next \$2,000 Village pays nothing

Section 2. That the Village Manager is further authorized to execute any and all documents necessary for the administration of this program.

Section 3. That the Finance Director is hereby authorized to make any and all payments as described above.

Section 4. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor



Health Reimbursement Arrangement (HRA)

Established by Village of Waynesville | Administered by Navia

Navia Benefit Solutions is proud to be the administrator of your HRA plan. This reimbursement plan has been established by Village of Waynesville to help you afford your medical costs by subsidizing a portion of your medical plan deductible.

Benefit Summary

Plan Year: January 1, 2022 – December 31, 2022

Eligible Expenses: In-network deductible expenses associated with the employer sponsored group medical plan. You may submit claims for eligible expenses that incurred during the plan year.

Benefit: The HRA will reimburse deductible expenses as indicated below for each enrolled participant.

- 100% of the first \$3,000 per enrolled member

Maximum HRA Reimbursement

Employee Only: \$3,000

Employee + Family: \$6,000

How it Works: Once you've received treatment from a provider, the provider will bill your medical insurance. You will receive an Explanation of Benefits (EOB) from your insurance carrier showing how your benefits were applied. If the EOB shows that the service was applied to the deductible, you may submit the EOB and a completed claim form to Navia for reimbursement.

Claim Submission

- 1) Complete a claim form, itemize your expenses and list the total amount you are claiming.
- 2) Attach an Explanation of Benefits (EOB) from your insurance carrier. If you have secondary insurance coverage, you must submit the EOB from both insurance carriers.
- 3) Submit the claim form and EOB to Navia. The most efficient way to submit a claim is by using the online claim submission tool or the MyNavia smartphone app for Android or iPhone. You may also submit claims via email, fax or mail. Please use only one method per submission. Allow 2 full business days for your claim to be reviewed and processed once it has been received.
- 4) Reimbursements are processed daily. Reimbursements will be directly deposited into your bank account or a check mailed to your home. Direct deposits may take 1-2 days to post to your bank account.
- 5) You will have 90 days to submit claims after the end of the plan year. In the event that your employment is terminated, or you lose HRA coverage, you will have 90 days after the end of the plan year to submit claims for expenses incurred while you were covered under the plan.

ORDINANCE NO. 2021-046

**AUTHORIZING COMPENSATION IN LIEU OF HEALTHCARE BENEFITS
FOR VILLAGE EMPLOYEES FOR THE 2022 BENEFIT YEAR**

WHEREAS, the Village currently offers healthcare benefits to all full-time employees; and

WHEREAS, the Village desires to authorize compensation in lieu of these benefits for employees making such an opt out election and are able to provide reasonable evidence that they and their dependents are covered by health care insurance during the opt out year.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville,
_____ members elected thereto concurring:

Section 1. The Village of Waynesville hereby authorizes additional compensation of \$250 per month to full-time employees who elect to decline to participate in the Village offered medical health plan, with such compensation to be paid in one lump sum payment at the end of each calendar year. This payment can be prorated for individuals who take advantage of this program during the course of the year.

Section 2. That the Finance Director is authorized and directed to administer such a compensation program.

Section 3. That the Finance Director is hereby authorized to make payments in accordance with such program, with all payments being made subject to all regular and customary withholdings consistent with all other forms of compensation.

Section 4. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor

ORDINANCE NO. 2021-047

ADOPTING A SCHEDULE FOR WATER RATES FOR THE VILLAGE OF WAYNESVILLE FEE SCHEDULE

WHEREAS, Section 50.121 of the Codified Ordinances of the Village of Waynesville states that water rates shall be as set forth in the Village's fee schedule as adopted by reference in section 36.05 of the Codified Ordinances; and

WHEREAS, it is now the intention of Village Council to provide notice of new water rates.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the water rates shall be as set forth in the Village's fee schedule, specifically as set forth in Exhibit A, attached hereto and incorporated herein by reference, effective as of the dates provided for in Exhibit A.

Section 2. That this fee schedule shall be available for public inspection in the office of the Village Clerk.

Section 3. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor

Exhibit A

Monthly Rate Structure

Water Inside the Village Limits \$3.77 per 1,000 Gallons effective 1/1/2022

Water Inside the Village Limits \$3.95 per 1,000 Gallons effective 1/1/2023

Water Inside the Village Limits \$4.14 per 1,000 Gallons effective 1/1/2024

Capital Surcharge - \$10.00

Water Improvement Loans - \$1.88

Water Outside the Village Limits \$4.61 per 1,000 Gallons effective 1/1/2022

Water Outside the Village Limits \$4.84 per 1,000 Gallons effective 1/1/2023

Water Outside the Village Limits \$5.08 per 1,000 Gallons effective 1/1/2024

Capital Surcharge - \$10.00

Water Improvement Loans - \$1.88

Bulk Water Rates

Bulk Water Rates \$5.50 per 1,000 Gallons effective 1/1/2022

Bulk Water Rates \$5.75 per 1,000 Gallons effective 1/1/2023

ORDINANCE NO. 2021-048

AUTHORIZING THE VILLAGE MANAGER TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH KITTY CROCKETT

WHEREAS, Council of the Village of Waynesville has previously authorized an employment agreement with Kitty Crockett to serve in the position of Finance Director; and

WHEREAS, Council has determined that is necessary to authorize an amendment to said employment agreement in order to reflect adjusted compensation.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the Village Manager is hereby authorized to execute an amended employment agreement as attached hereto as Exhibit "A", incorporated herein by reference on behalf of the Village of Waynesville.

Section 2. That the purpose of said amendment is to provide Kitty Crockett with the annual compensation of \$41,200 effective January 1, 2022. All other terms not specifically amended shall remain in full force and effect.

Section 3. That in addition to the change in annual compensation, Council further authorizes a one-time bonus payment in the amount of \$6,000 payable to Kitty Crockett in recognition of her superior job performance.

Section 4. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor

EMPLOYMENT AGREEMENT

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Introduction

This Agreement, made and entered on this 5th day of July, 2016, by and between the Village of Waynesville, which is a municipal corporation in Warren County, Ohio (hereinafter called Employer), and Kitty Crockett (hereinafter called Employee), an individual who has the education, training and experience in local government finance, both of whom agree as follows:

Section 1: Term

This Agreement shall remain in full force and in effect from July 11th 2016, unless terminated by the Employer as provided in Section 6.04 of the Charter of the Village of Waynesville, or by the Employee as provided in Section 9 of this agreement.

Section 2: Duties and Authority

Employer agrees to employ Kitty Crockett as the part-time Finance Director to perform the functions and duties specified in Sections 6.04 and 6.05 of the Village Charter and to perform other legally permissible and proper duties and functions.

Section 3: Compensation

- A) **Base Salary:** Employer agrees to pay Employee an annual base salary of \$30,000.00, payable in installments at the same time and date as other management employees of the Employer are paid.
- B) This Agreement shall be automatically amended to reflect any salary adjustments that are provided or required by the Employer's compensation policies.

B) Consideration shall be given on an annual basis to increase compensation via merit pay increase and/or bonus based upon the results of a performance evaluation conducted by Council under the provisions of Section 10 of this Agreement.

D) The Employee shall receive any additional cost of living adjustment provided to other staff.

Section 4: Sick Leave, Funeral

A) The Employee shall accrue sick leave as outlined in the Employer's Personnel Policy Manual.

B) The Employee may be granted paid funeral leave with approval of the Council for a maximum of five (5) work days for the death of a spouse or child. "Child" includes a step-child raised in the same household. In the event of a death of an immediate family member, other than spouse or child, the Employee may be granted three (3) work days of leave for the funeral of an immediate family member shall be charged to sick leave. For purposes of this section the "immediate family" is defined as: mother, father, sister, brother, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, legal guardian, or other person who stands in place of the Employee's parent.

Section 5: Automobile Expenses

All mileage for Village business shall be reimbursed at the applicable rates allowed by the Internal Revenue Service for mileage deduction.

Section 6: Cell Phone Allowance

The Employer and Employee acknowledge that Employee shall not have a

business cell phone allowance.

Section 7: Retirement

Employee shall participate, in the manner provided by law, in the Ohio Public Employees retirement System (OPERS).

Section 8: General Business Expenses

Employer agrees to pay for the following upon approval from Council:

- A) Professional dues and subscriptions of the Employee necessary for continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for the Employee's continued professional participation, growth and advancement and for the good of the Employer.
- B) Travel, limited to destinations greater than 25 miles beyond Waynesville, Ohio, and subsequent expenses of Employee for professional and official meetings, occasions to adequately continue the professional development of Employee, and to pursue necessary official functions for Employer, including but not limited to, the annual conferences of local government fiscal officers' organizations in which Employee serves as a member.
- C) Employer acknowledges the value of having Employee participate and be directly involved in local civic clubs or organizations. Accordingly, Employer shall pay for the reasonable membership fees and/or dues to enable Employee to become an active member in local civic clubs or organizations.

Section 9: Resignation

In the event Employee voluntarily resigns his/her position with Employer,

Employee shall provide a minimum of thirty (30) days' notice.

Section 10: Performance Evaluation

A) Employer shall annually review the performance of Employee no later than thirty (30) days prior of his/her anniversary date of employment. The process at a minimum shall include the opportunity for both parties to prepare a written evaluation, meet and discuss the evaluation and present a written summary of the evaluation results. The final written evaluation shall be completed and delivered to Employee upon completion of this process.

B) Annually, Council and Employee shall define such goals and performance objectives which are determined necessary for the proper operation of the Village and in attainment of Council's policy objectives and shall further establish a relative priority among those various goals and objectives. They shall generally be attainable with the time limitations specified and the annual operating and capital budgets and approved appropriations.

Section 11: Hours of Work

It is recognized that Employee is a part-time, exempt employee, and may devote a great deal of time outside the normal office hours on business for Employer, and to that end, Employee shall be allowed to establish an appropriate work schedule, agreeable with Council, with a minimum of 20 hours per week and not exceeding 30 hours per week.

Section 12: Outside Activities

The employment provided for by this Agreement shall be the Employee's sole

employment. Recognizing that certain outside opportunities provide indirect benefits to Employer and surrounding communities, Employee may elect to accept limited teaching, coaching or other business opportunities with the understanding that such arrangements shall not constitute direct interference with or conflicts of interest with the responsibilities under this Agreement. Such outside opportunities undertaken by Employee shall be disclosed to Employer.

Section 13: Residency

The Council of the Village of Waynesville has waived any residency requirements.

Section 14: Notices

Notices pursuant to this Agreement shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

- A) EMPLOYER: Village Manager, Waynesville Government Center, 1400 Lytle Road, Waynesville, OH 45068
- B) EMPLOYEE: Kitty Crockett

Alternatively, notice required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission in the United States Postal Service.

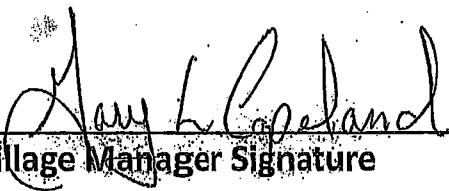
Section 15: General Provisions

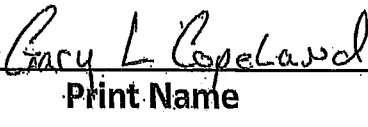
- A) Integration: This Agreement sets forth and establishes the entire

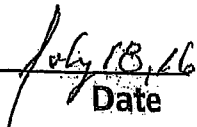
understanding between Employer and Employee relating to the employment of Employee by Employer. Any prior discussions or representations by or between the parties are merged into and rendered null and void by the Agreement. The parties by mutual written agreement may amend any provision of the Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.


- B) **Binding Effect:** This Agreement shall be binding on Employer and Employee as well as their heirs, assigns, executors, personal representatives and successors in interest.
- C) **Effective Date:** This Agreement shall become effective July 11th, 2016.
- D) **Severability:** In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expulsion of judicial modification of the invalid provision.

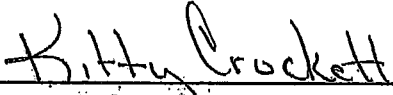
SIGNATURES

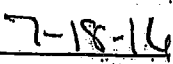

Village Manager Signature


Print Name


Date


Employee Signature


Print Name


Date

ORDINANCE NO. 2021-049

AUTHORIZING THE MAYOR TO EXECUTE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH GARY L. COPELAND

WHEREAS, Council of the Village of Waynesville has previously authorized an employment agreement with Gary L. Copeland to serve in the positions of Village Manager and Director of Public Safety; and

WHEREAS, Council has determined that is necessary to authorize an amendment to said employment agreement in order to reflect adjusted compensation.

NOW, THEREFORE, BE IT ORDAINED by the Village Council of the Village of Waynesville, _____ members elected thereto concurring that:

Section 1. That the Mayor is hereby authorized to execute an amended employment agreement as attached hereto as Exhibit "A", incorporated herein by reference on behalf of the Village of Waynesville.

Section 2. That the purpose of said amendment is to provide Gary L. Copeland with the annual compensation of \$137,247.50 effective January 1, 2022. All other terms not specifically amended shall remain in full force and effect.

Section 3. That in addition to the change in annual compensation, Council further authorizes a one-time bonus payment in the amount of \$6,000 payable to Gary L. Copeland in recognition of his superior job performance.

Section 4. That this Ordinance shall be effective from and after the earliest period allowed by law.

Adopted this _____ day of _____, 2021.

Attest: _____
Clerk of Council

Mayor

EMPLOYMENT AGREEMENT

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Section 10: Performance Evaluation

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Section 13: Residency

Section 14: Notices

Section 15: General Provisions

Introduction

This Agreement, made and entered on this day of , 2014, by and between the Village of Waynesville, which is a municipal corporation in Warren County, Ohio (hereinafter called Employer), and Gary L. Copeland (hereinafter called Employee), an individual who has the education, training and experience in local government management, both of whom agree as follows:

Section 1: Term

This Agreement shall remain in full force and in effect from , 2015, unless terminated by the Employer as provided in Section 5.02 of the Charter of the Village of Waynesville, or by the Employee as provided in Section 9 of this agreement. Employee shall also be compensated for all earned vacation, holidays, and other accrued benefits to date, calculated at the rate of pay in effect upon termination, as defined in the Village's Personnel Policy. In the event the Employee is terminated because of his conviction of any illegal act involving personal gain to himself, or criminal activity (excluding traffic-related offenses), then, in that event, Employer shall have no obligation to pay the Employee any compensation for any accrued benefits.

Section 2: Duties and Authority

Employer agrees to employ Gary L. Copeland as Village Manager and Public Safety Director to perform the functions and duties specified in Sections 5, and 6.08 of the Village Charter and to perform other legally permissible and proper duties and functions.

Section 3: Compensation

A) **Base Salary:** Employer agrees to pay Employee an annual base salary of **\$80,000.00**, payable in installments at the same time and date as other management employees of the Employer are paid.

B) This Agreement shall be automatically amended to reflect any salary adjustments that are provided or required by the Employer's compensation policies.

B) Consideration shall be given on an annual basis to increase compensation via merit pay increase and/or bonus based upon the results of a performance evaluation conducted by Council under the provisions of **Section 10** of this Agreement.

D) The Employee shall receive any additional cost of living adjustment provided to other staff.

E) Employer agrees to provide hospitalization, surgical, comprehensive medical, dental, and vision insurance for Employee. Employee shall be responsible for paying a portion of the premiums as is required by other employees of Employer.

Section 4: Vacation, Sick Leave, Funeral

- A) The Employee shall accrue vacation time as outlined in the Employer's Personnel Policy Manual.**
- B) The Employee shall accrue sick leave as outlined in the Employer's Personnel Policy Manual.**
- C) The Employee may be granted paid funeral leave as outlined in the Employer's Personnel Policy Manual.**

Section 5: Automobile Expenses

All mileage for Village business shall be reimbursed at the applicable rates allowed by the Internal Revenue Service for mileage deduction.

Section 6: Cell Phone Allowance & Clothing Allowance

- A) The Employer recognizes that the Employee shall have the use of his personal cellular phone for business use during working hours and to that effect is given a monthly allowance of \$50.00 towards that usage.**
- B) The Employee shall be entitled to the same clothing allowance that other uniformed officers receive for maintaining his Director of Public Safety Uniform.**
- C) These allowances are not considered part of the salary shown in Section 3 of this Agreement.**
- D) Employer may periodically request documentation of business use to determine the appropriateness of eligibility and level of allowance amount.**



Section 7: Retirement

Employee shall participate, in the manner provided by law, in the Ohio Public Employees retirement System (OPERS).

Section 8: General Business Expenses

Employer agrees to pay for the following upon approval from Council:

- A) Professional dues and subscriptions of the Employee necessary for continuation and full participation in national, regional, state and local associations and organizations necessary and desirable for the Employee's continued professional participation, growth and advancement and for the good of the Employer.
- B) Travel, limited to destinations greater than 25 miles beyond Waynesville, Ohio, and subsequent expenses of Employee for professional and official meetings; occasions to adequately continue the professional development of Employee; and to pursue necessary official functions for Employer.
- C) Employer acknowledges the value of having Employee participate and be directly involved in local civic clubs or organizations. Accordingly, Employer shall pay for the reasonable membership fees and/or dues to enable Employee to become an active member in local civic clubs or organizations.



Section 9: Resignation

In the event Employee voluntarily resigns his position with Employer, Employee shall provide a minimum of thirty (30) days' notice.

Section 10: Performance Evaluation

- A) Employer shall annually review the performance of Employee prior to his anniversary date of employment. The process at a minimum shall include the opportunity for both parties to prepare a written evaluation, meet and discuss the evaluation and present a written summary of the evaluation results. The final written evaluation shall be completed and delivered to Employee.
- B) Annually, Council and Employee shall define such goals and performance objectives which are determined necessary for the proper operation of the Village and in attainment of Council's policy objectives and shall further establish a relative priority among those various goals and objectives. They shall generally be attainable with the time limitations specified and the annual operating and capital budgets and approved appropriations.

Section 11: Hours of Work

It is recognized that Employee is a full-time, exempt employee, and may devote a great deal of time outside the normal office hours on business for Employer. Employee shall strive to maintain a work schedule of Monday through Friday, 8:00 A.M. through 4:30 P.M. but the job duties required for public safety may alter this schedule:

Section 12: Outside Activities

The employment provided for by this Agreement shall be the Employee's sole employment. Recognizing that certain outside opportunities provide indirect benefits to Employer and surrounding communities, Employee may elect to accept limited teaching, coaching or other business opportunities with the understanding that such arrangements shall not constitute direct interference with or conflicts of interest with the responsibilities under this Agreement. Such outside opportunities undertaken by Employee shall be disclosed to Employer.

Section 13: Residency

The Council of the Village of Waynesville has waived any residency requirement

Section 14: Notices

Notices pursuant to this Agreement shall be given by depositing in the custody of the United States Postal Service, postage prepaid, addressed as follows:

A) EMPLOYER: Clerk of Council, Waynesville Government Center, 1400 Lytle Road, Waynesville, OH 45068

B) EMPLOYEE [REDACTED]

Alternatively, notice required pursuant to this Agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as the date of deposit of such written notice in the course of transmission in the United States Postal Service.

Section 15: General Provisions

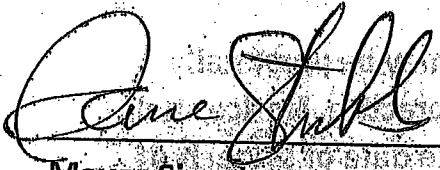
A) Integration: This Agreement sets forth and establishes the entire understanding between Employer and Employee relating to the employment of Employee by Employer. Any prior discussions or representations by or between the parties are merged into and rendered null and void by the Agreement. The parties by mutual written agreement may amend any provision of the Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

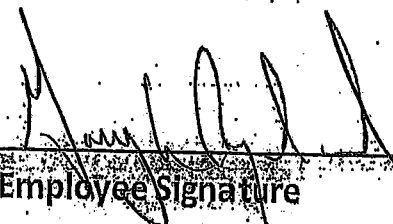
B) Binding Effect: This Agreement shall be binding on Employer and Employee as well as their heirs, assigns, executors, personal representatives and successors in interest.


C) Effective Date: This Agreement shall become effective _____

D) Severability: In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expulsion of judicial modification of the invalid provision.

SIGNATURES

 David Stubbs 3/16/2015
Mayor Signature Print Name Date

 Gary L. Capelwood March 16, 2015
Employee Signature Print Name Date

 Barbara Hernandez March 16, 2015
Clerk of Council Signature Print Name Date