



ANNUAL REPORT

FY 2014

Contents

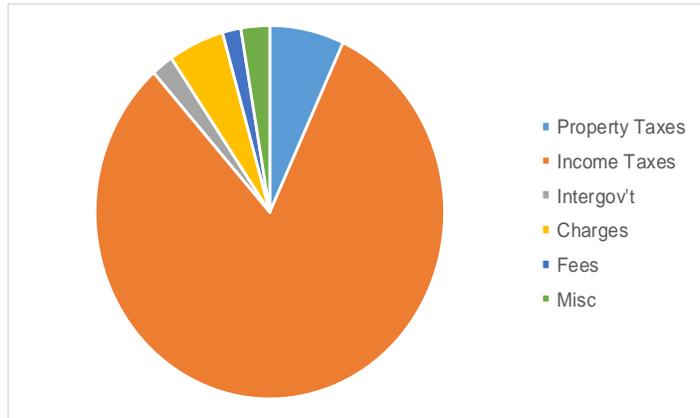
Finance Department_____	1-5
Division of Police_____	6-17
Division of Fire_____	18-29
Information Technology Department_____	30-34
Public Service Department_____	35-52
Law Office_____	53-54
Human Resource Department_____	55-72



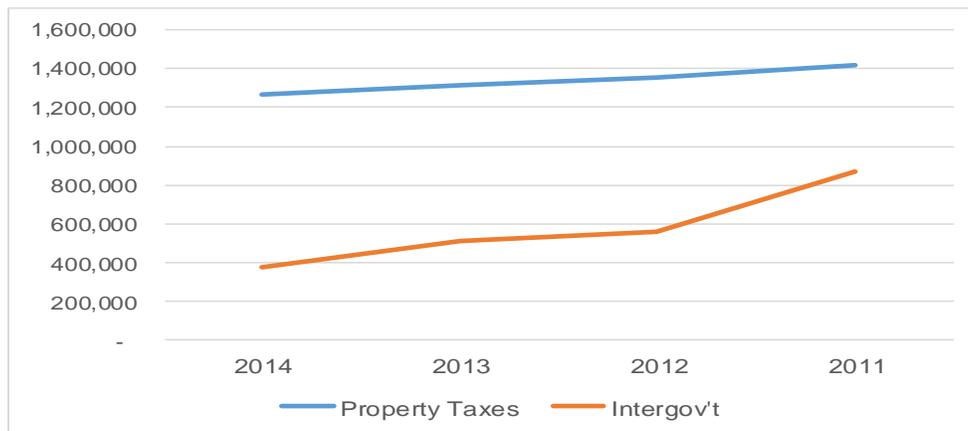
Finance Department

GENERAL FUND

2014 General Fund Revenues totaled \$18,446,655, which is \$1,314,960 more than 2013. This is attributed to an increase in income tax receipts. Income Tax Revenues continue to be the major source of revenue for the General Fund at 81%. Income Tax Revenue totaled \$15,042,306 for 2014, which is \$1,075,268 more than anticipated and \$948,094 more than 2013.

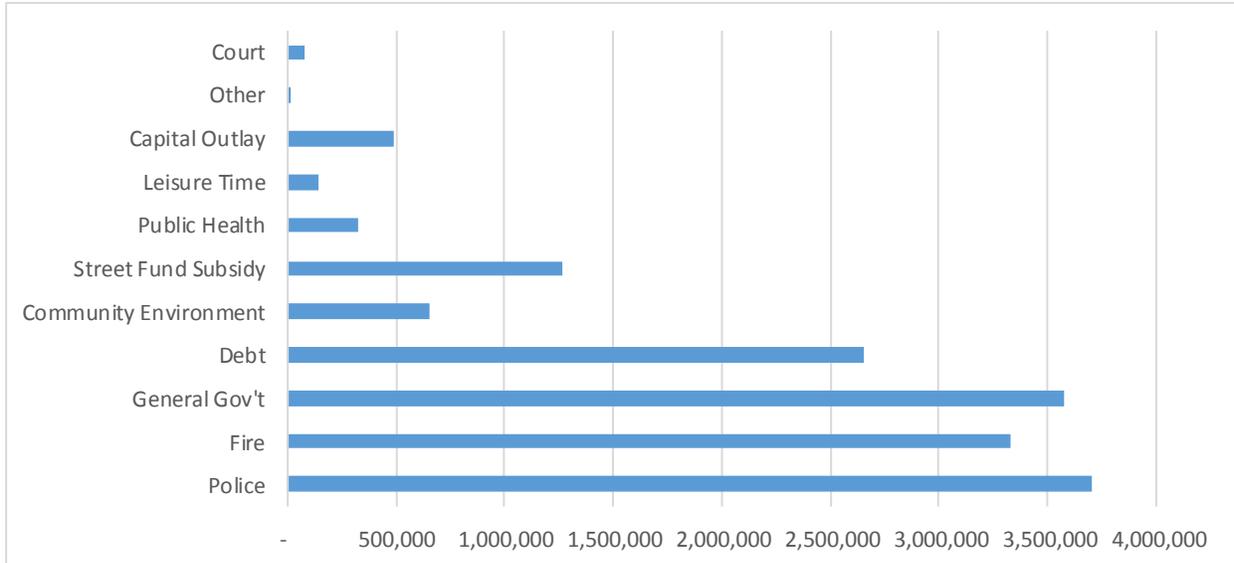


Other sources of General Fund Revenue include Property Tax and Intergovernmental Receipts. Both of these revenue sources continue to decrease when compared to previous years (see chart below). Since 2011, the City has seen a decrease of \$641,365 from these two revenue sources. Intergovernmental receipts are lower due to the State of Ohio reducing and/or eliminating revenue sources to municipalities.

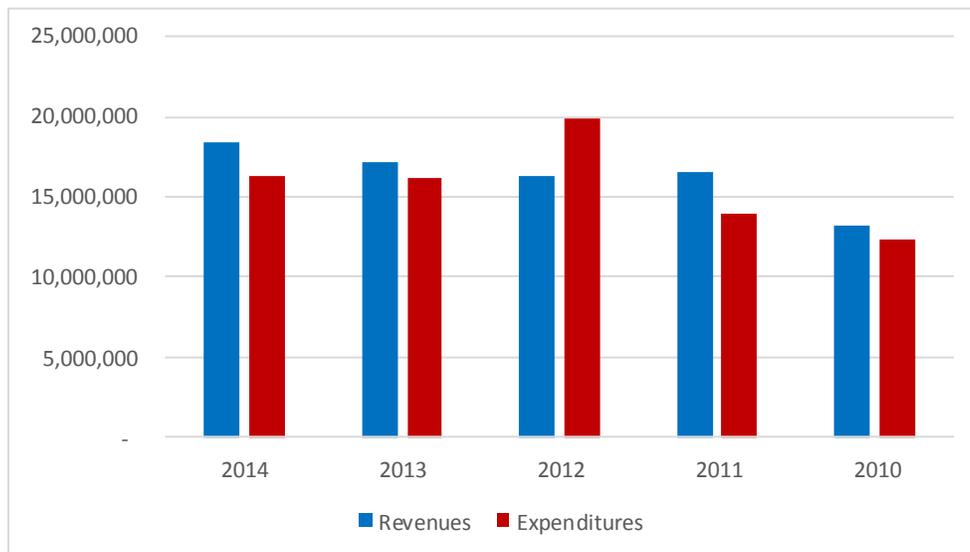


2014 General Fund expenditures totaled \$16,241,247, which is \$127,037, or 0.8% less 2013. This decrease in expenditures is the result of spending less in capital expenditures in 2014.

Police and Fire continue to be the major expenditures supported by the General Fund (43%).



Revenue versus Expenditures

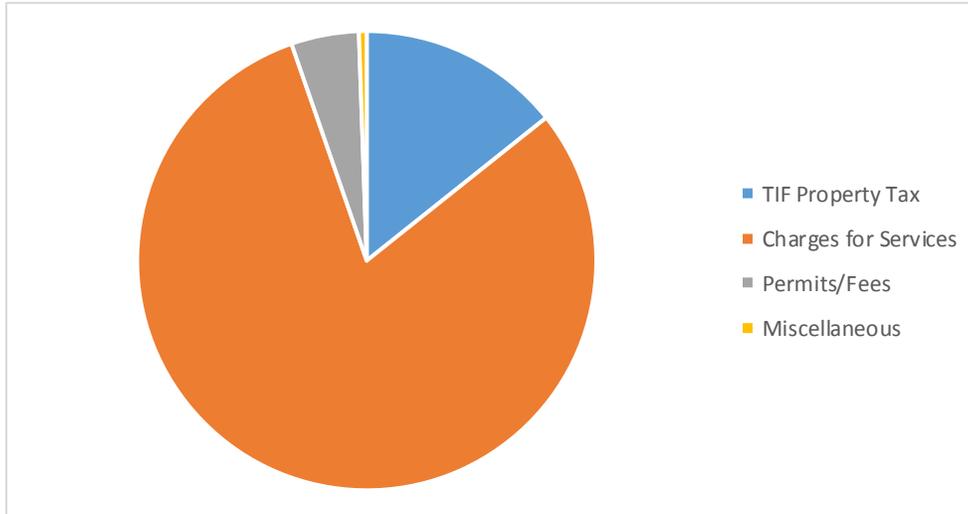


The above chart depicts the General Fund revenues and expenditures for the past five years. In 2014, revenues exceeded expenditures by \$2,205,408 mainly due to income tax receipts exceeding the original budget.

The unencumbered fund balance for the General Fund was \$6,926,485 as of December 31, 2014. The recommended minimum balance for the General Fund is \$5,000,000 ensuring the financial stability of the City and allowing the City to improve its infrastructure and maintain excellent customer service.

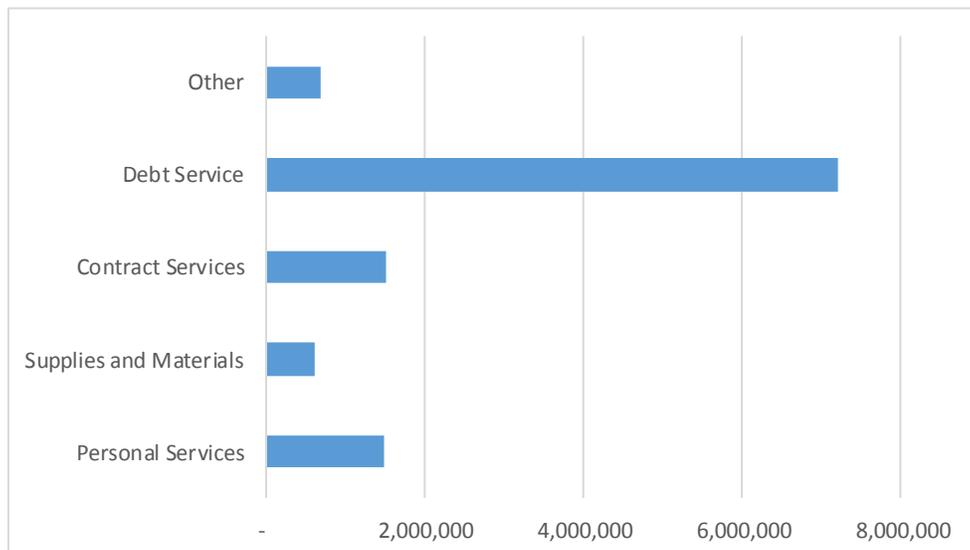
SEWER OPERATING FUND

2014 Sewer Fund Revenues (less Bond Anticipation Notes rollovers) totaled \$12,191,696. Charges for Services, which is the largest source of revenue, totaled \$9,800,770 for 2014.



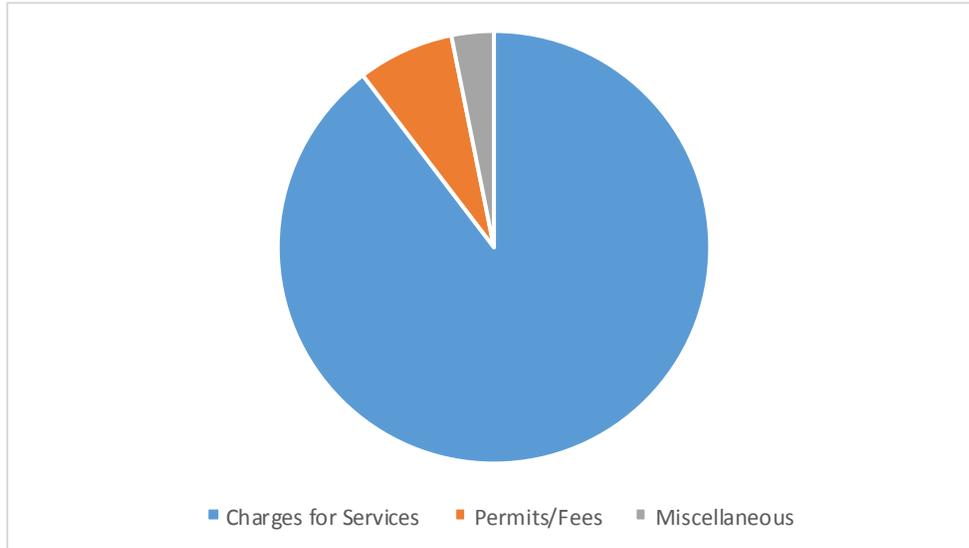
The average number of consumers increased by 66 in 2014. In addition, overall total usage decreased 2.37% when compared to 2013, mainly due to the slight decrease experienced by the main user (0.69%).

2014 Sewer Fund Expenditures (less Bond Anticipation Notes rollovers) totaled \$11,520,910, which is a 2.1% increase from 2013. Debt service is the largest expenditure for the Sewer Fund and is a planned and budgeted amount each year.



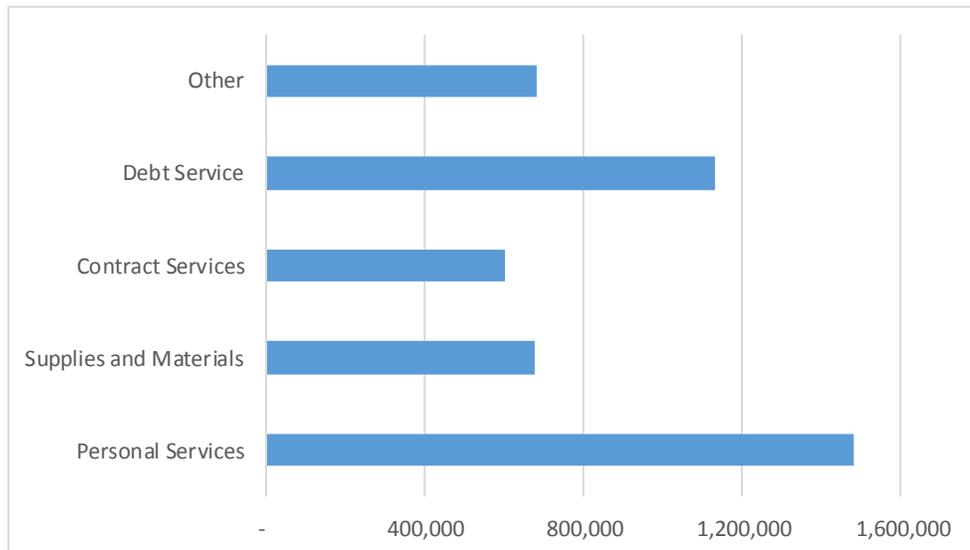
WATER OPERATING FUND

2014 Water Fund Revenues totaled \$7,158,355. Charges for Services, which is the largest source of revenue, totaled \$6,416,093 for 2014.



Total 2014 overall usage increased 0.86% when compared to 2013. In addition, the average number of consumers increased 355 when compared to 2013.

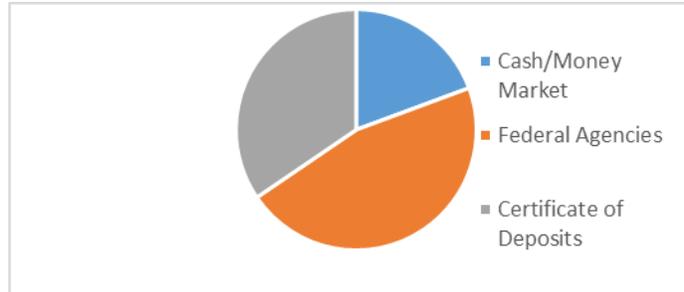
2014 Water Fund Expenditures totaled \$4,584,821. Personal Services is the largest expenditure followed by debt service.



ADDITIONAL INFORMATION

City's Portfolio

December 31, 2014	
Money Market	\$48,787
Star Ohio	\$191,952
Commercial Paper	\$344,638
Star Plus	\$601,309
Cash	\$5,892,623
CDs	\$12,601,338
Federal Agencies	\$16,849,928
TOTAL	\$36,530,575



As of December 31, 2014, the City had \$36,350,575 invested in the following institutions: Chase Bank, Fifth Third Securities, Richwood Bank, Star Ohio, and Baird Public Investors. \$180,418 in interest was earned in 2014.

Miscellaneous Items

Certificate of Achievement for Excellence in Financial Reporting

The Government Finance Officers Association of the United States and Canada (GFOA) awarded its fourth consecutive Certificate of Achievement the City of Marysville for Excellence in Financial Reporting for its comprehensive annual financial report (CAFR) for the year ending December 31, 2013. This Certificate is the highest form of recognition in governmental accounting and financial reporting and its attainment represents a significant accomplishment by the City and its Administration.

House Bill 5

In 2014, the Ohio Senate passed the Municipal Income Tax Reform bill, House Bill 5. The bill was intended to standardize and streamline various rules and regulations, making them uniform across the state. However, the bill tramples on municipalities' home rule and greatly reduces revenue and includes "unfunded mandates." Municipal income tax loss is estimated at a minimum of \$500,000 per year for the City. This is in addition to the \$500,000 in State funding that was recently cut (Tangible Personal Property, Estate Tax, and Local Government Fund). The bill will be effective for taxable years beginning on and after January 1, 2016.

Division of Police

EXECUTIVE SUMMARY

The police division handled 17,687 Calls for Service (CFS) during 2014 compared to 15,627 in 2013. The CFS covers a broad range of activity, and can comprise anything from a request for extra patrol in an area, to a call concerning a traffic crash, a missing child, a disabled vehicle, a suspicious person, a theft or a homicide. The CFS have been increasing each year placing a larger demand for police services, and assistance. Because of those CFS 1,933 Incident Reports were initiated. This was a three percent increase over 2013. Division personnel initiated 3,343 traffic stops in 2014. This was a 78% increase of traffic stops over traffic stops last year. 1,179 traffic citations were issued compared to 756 in 2013. Officers also issued 2,164 traffic warnings compared to 1,025 traffic warnings in 2013.

The police division has four more sworn officers than in 2004. During those ten years, the population of Marysville has increased from 16,949 (in 2004) residents to the current population of 22,051. This is a thirty percent increase in population. The current geographical area of Marysville is 16.216 square miles. With the continued growth of our neighborhoods and business community the demands for police services continues to increase. The big box stores along Coleman's Crossing have also led to an increase in Calls for Service (CFS). The CFS for one of those stores was as follows: 2012 (479), 2013 (408), and in 2014 (230). The division handled 17,687 CFS in 2014 compared to approximately 12,000 in 2004. In addition to the regular CFS in 2014, we have received 159 calls requesting extra patrol in various areas of the city. Many of the additional traffic citations were in response to requests for extra patrol.

There has been an increased success in solving organized retail thefts due to a collaboration between law enforcement and local retailers. This is evident in the successful arrests and prosecution of those responsible for thefts from Lowe's, Home Depot, and Meijer. These were organized retail theft rings investigated by our Investigations Section. Additionally the three investigators assigned to the Investigation Section have handled 247 in-depth investigations this year, which amounts to a 24% increase over their caseload of 2014.

The Police Communications Officers' primary responsibility is providing emergency assistance between the public and police officers. However that is just a part of what they do each duty shift. Other duties include, accepting bail bond for the municipal court after regular business hours and on weekends. They performed this duty ninety-two times during 2014. Outside of normal business hours, they often receive calls requesting information on other city services. They provide copies of crash and incident reports, process Vacation Watch forms, and interact with attorneys and other visitors to the facility. They provide access to the building outside of normal business hours. They monitor 83 cameras that are located within the Police and Court Facility, the City Hall and the Decker Fire Station 271 located on County Home Road. The majority of the time these activities and others are handled by two communications officers and on some shifts by one officer. The communications officers have contacts for some type of service, via telephone, or personal contact, an average of 84 times per day.

Increased safety at our schools is a focal point of our operations that has resulted in many ALICE training sessions with school staff. This has been accomplished by members of the police division as well as in collaboration with Union County Sheriff Jamie Patton's Office. Additionally MARCS radio equipment has been installed in City and County schools to enable direct emergency communications

between law enforcement and the schools. The police division provides a full-time School Resource Officer at the Marysville High School. Our DARE Officer also handles some issues that may arise at other city schools.

The division continues to collaborate with Union County Sheriff Jamie Patton’s Office and Union County Prosecuting Attorney David Phillips Office through the Union County Multi-Agency Drug Task Force to combat drug abuse in Marysville and throughout Union County.

Operations

There were 1933 Incident Reports (Case Investigations) initiated in 2014 compared to 1884 in 2013. A summary of the most frequent are as follows:

Assault	Domestic Violence	Attempted Suicide	Burglary & B&E	Dispute	Disorderly Conduct	Theft from Motor Vehicle	ID Theft
44	34	7	58	16	62	59	26
Auto Thefts	Unruly Juveniles	Sex Offenses	Criminal Damaging/Vandalism	Telecomm Harassment	Death Investigations	Thefts	Fraud
13	37	24	82	52	10	324	42

POLICE K-9

Police Officer David Nist and K-9 Bear

- Vehicle Searches.....34
- School Sniffs.....18
- K-9 Demonstrations.....17
- Tracking.....2
- Area Searches.....2
- Building Narcotic Search.....2
- Building Searches.....1
- Arrests.....13



(Photo Courtesy of Marysville Journal-Tribune)

Officer Nist and Bear collaborate with other law enforcement agency K-9 units such as: the Union County Sheriff's Office, the Bellefontaine Police Department, the Delaware County Sheriff's Office, the Dublin Police Department, the Pickerington Police Department, and the Madison Township Police Department for training as well as assisting each agency with school related drug searches.

CALLS FOR SERVICE 2014

ASSISTANCE	ASSIST OTHER AGENCY	BURGLARY	BURGLARY IN PROGRESS	TRANSPORT	DOMESTIC
151	32	65	31	194	232

DISPUTE	CIVIL STANDBY	DRUNK	DRUGS	FIGHT	LARCENY/ THEFT IN PROGRESS
503	183	36	76	54	30

FRAUD	ID THEFTS	THEFT FROM MOTOR VEHICLE	MISSING PERSON-ADULT	MISSING JUVENILE	SOLICITOR COMPLAINT
78	33	86	29	38	41

RAPE	SEX OFFENSE	PUBLIC INDECENCY	FATAL CRASH	ROBBERY	SUSPICIOUS PERSON
6	31	7		4	488

CHECK WELL BEING	SUSPICIOUS CIRCUMSTANCE	VANDALISM	MESSAGE DELIVERY	TELECOMM HARRASSMENT	ABANDONED VEHICLE
121	394	174	48	183	41

OPEN DOOR/OPEN WINDOW	TRAFFIC ENFORCEMENT/ COMPLAINT	LOUD PARTY/ DISTURBANCE	911 FOLLOW UP	RECOVERED PROPERTY	PROPERTY DAMAGE CRASH
108	854	158	301	149	583

911 WIRELESS INFO	HOUSE WATCH	CIVILIAN FINGERPRINTING	BOND/MUNI. COURT	OVERDOSE	FAILURE TO PAY
290	556	779	92	7	54

FORGERY/PASSING BAD CHECKS	WARRANT SERVICE	ANIMAL/DOG COMPLAINT	BARKING DOG	TRAFFIC STOP	VEHICLE LOCKOUT
24	218	173	54	3513	738

HIT SKIP PROPERTY DAMAGE CRASH	JUVENILE COMPLAINT	CHILD ABUSE	UNRULY JUVENILE	LARCENY/THEFT	MISC. CALLS
174	196	21	49	468	211

INJURY CRASH	PERSON WITH A GUN	PERSON WITH A KNIFE	UNKNOWN & 911 UNKNOWN	PROWLERS	FIRE
61	16	6	107	22	9

STOLEN CAR/WANTED CAR	SECURITY/MONEY ESCORT	FUNERAL ESCORT	ATTEMPTED SUICIDE	THREATENED SUICIDE	DIRECTED & EXTRA PATROL
32	16	47	23	92	266

MENTAL HEALTH	ALARM DROP	ASSAULT	ROAD HAZARDS	DISABLED VEHICLE	TRESPASSING
93	627	79	188	552	41

LOST PROPERTY	ATTEMPT TO LOCATE	K-9 USAGE	SUSPICIOUS VEHICLE
58	15	70	620

CFS breakdown is NOT total CFS.

INVESTIGATIONS SECTION

The Investigation Section of the police division consists of Sergeant Terry Basinger, Officer Don McGlenn and Officer Dennis Flanagan. Criminal incident reports that require in-depth investigation are transferred from the responding officer to a plain-clothes investigator. Of the 1993 Incident reports initiated in 2014, these three investigators assumed responsibility for 247 of the investigations. A brief summary of the most notable investigations is provided in the following:

2014 Investigation Cases Summary

A father and his adult son were under investigation by Marysville, Union County, Dublin, Grove City and Delaware County for thefts. They have each been indicted on thirty counts including breaking and entering, theft, receiving stolen property, and engaging in a pattern of corrupt activity. The son was initially indicted for the robbery that occurred on January 12, 2014 at the Uptown Village Pantry. Locally, they were responsible for stealing snow blowers around Millcrest Drive in early January.

April 22, 2014, a male subject was arrested and charged with Felonious Assault (F-2) and Child Endangering (F-3) after it was found he had physically abused a one-month-old child causing fractures and other injuries.

April 22, 2014 Darrin Phelps was sentenced for a sexual assault that had occurred at the Comfort Inn in 2012. He was sentenced to five years in prison, required to register as Tier 1 sex offender

for the next twenty years after his release (he will be 70 yrs old by then), was placed on five years' probation, and ordered to have no contact with the victim.

Scott Yasko drug overdose/negligent homicide solved in one day. It resulted in charges, three for involuntary manslaughter and several other drug related crimes.

Plum Street shooting, discharging within the city. Search warrant resulted in two weapons used in the incident, and charges for the owner.

Jesse Walters plead guilty to rape after month's long investigation for sexually assaulting a juvenile family member on numerous occasions. He received a ten-year sentence.

A large amount of cash was found on the floor at WalMart. The money was returned to the rightful owner.

Two subjects were identified and apprehended in Pearl, Mississippi. The arrests were related to a Craigslist scam after a Marysville resident paid for a vehicle, which was never delivered.

Lauren Thomas entered a plea to Pandering Sexual Oriented Material Involving a Juvenile and Illegal Use of a Minor in Nudity-Oriented Material. In the spring of 2013, Thomas posed as a fourteen-year-old female online and solicited pictures and video from a juvenile resident of Marysville. A search warrant was executed on Thomas' residence and place of employment in Warren, OH. Thomas received a prison sentence of forty years. The evidence obtained through the search warrant exposed several other victims in other jurisdictions. He is still under investigation by those agencies.

Julian Williams shooting after a drug deal on Greenwood Blvd. Williams shot at persons fleeing in a vehicle. Mr. Williams is awaiting trial.

Danny Johnson sentenced to eight and a half years in prison for the Eighth Street arsons.

Henry Landrum pled to the Lowes thefts. Pled to two felony thefts related to stealing expensive lawn mowers from five locations in central Ohio. His accomplice, Billy Hazelwood is currently on the run and has active warrants for his arrest.

Kyle Woolf pled guilty to the April 28 robbery of the Village Pantry. Seven-year prison sentence.

Sgt. Basinger instructed at the Ohio Peace Officers Training Academy (OPOTA), training officers from Ohio, Georgia, Indiana, Michigan, and Canada, to include members of the Ohio State Highway Patrol, Columbus Police Department, OPOTA staff in advanced driving skills.

Cleve Tacket entered a plea to sexually assaulting a juvenile family member on numerous occasions, over several years. He received a life sentence with the possibility of parole in ten years.

Because of an investigation by Detective Flanagan, over \$10,000 worth of equipment stolen from Sunbelt rental was recovered. The equipment was located in Columbus.

Detective Flanagan investigated several organized retail theft rings, and the members were charged. They had targeted retail businesses in Central Ohio including Meijer, Lowes and Home Depot in Marysville.

Detective Flanagan worked with the U.S. Secret Service to identify members of a credit card theft ring which targeted victims in a number of states including Ohio, Colorado and California. The case was eventually taken over by the Secret Service due to the substantial financial impact and the interstate investigation.

2014 Case Investigations submitted to Union County Prosecuting Attorney David Phillips Office

Charges filed in 2014 included many serious crimes, including murder, child rape and felonious assault. Drug and theft related charges continued to be the most frequently filed felony charges.

In 2014, the Marysville Division of Police submitted cases regarding **75** incidents involving **101** defendants leading to **162** felony counts. The M.A.D.E. Task Force consists of the Marysville Division of Police, Union County Sheriff's Office and the Union County Prosecutor's Office. The Task Force submitted **10** incidents involving **17** defendants leading to **46** felony counts.

State v. Cleve Edward Tackett -- Sex Offender Sentenced to Life in prison.

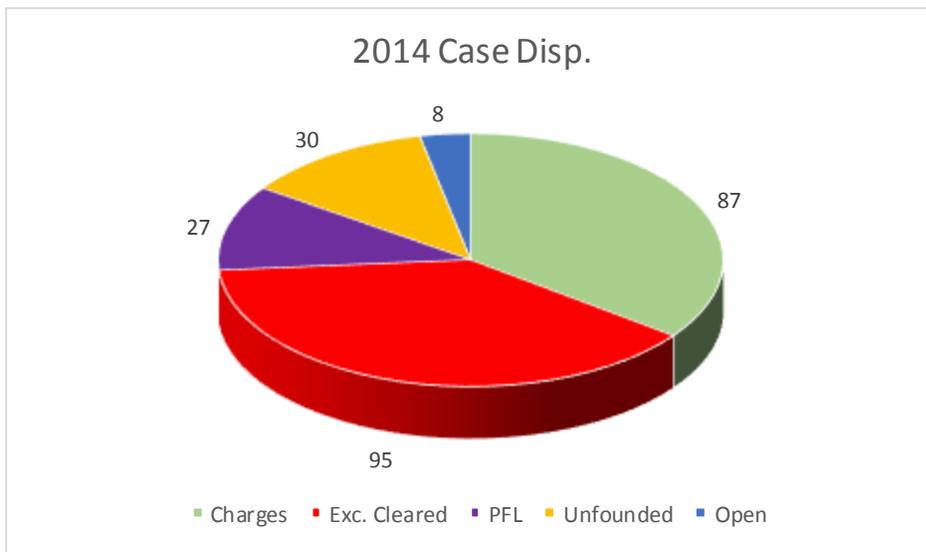
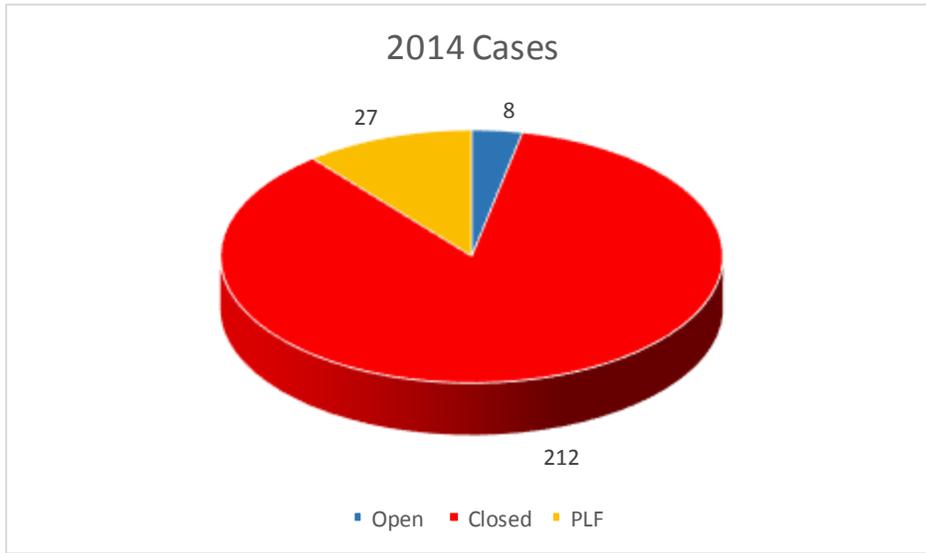
State v. Kyle Woolf -- Knife Wielding Robber Enters Plea – Sentenced to 7 Years

State v. Brandon Huff – Multiple count offender sentenced to 7.5 years

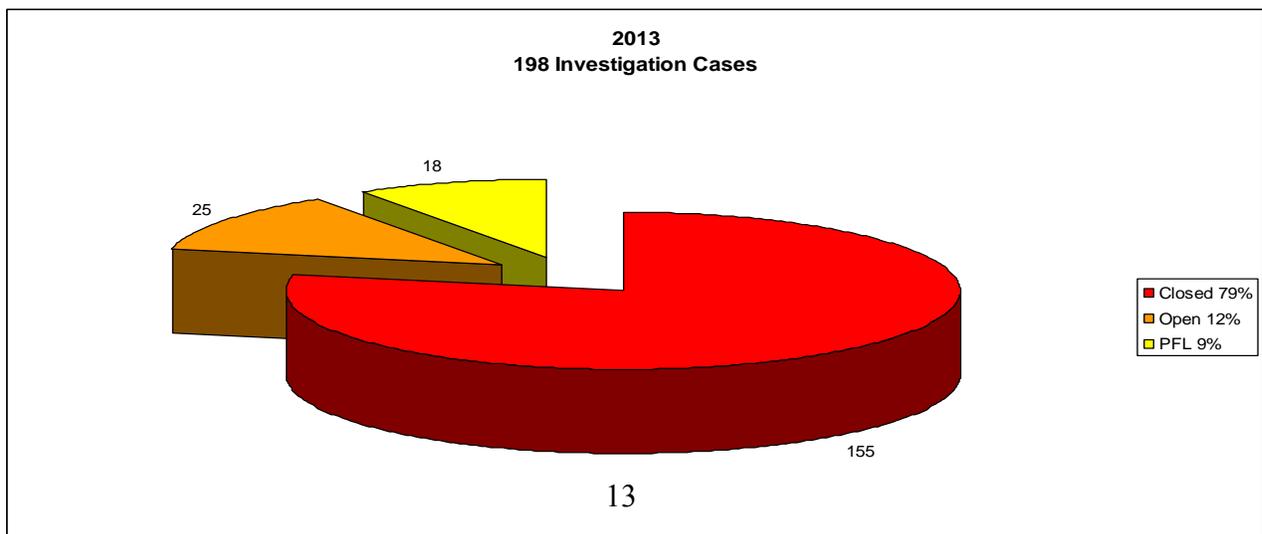
State v. Lauren Kerr Thomas -- Child Pornographer Sentenced to 40-years in Prison

State v. Lesley Kent Phillips -- Child Abuser Sentenced to 7-years prison

Case Data through December 3, 2014 – 247 Investigations



Case Data from 2013 for comparison



TRAINING

The police division recognizes the importance of continuing to update our officers' training throughout their careers. The following is a summary of the training completed in 2014:

- State of Ohio mandated training in Domestic Violence, Search and Seizure and other optional training subjects.
- All City of Marysville mandated training.
- Four officers completed Pursuit Termination Technique training at the Ohio Peace Officers Training Academy (OPOTA).
- Two officers completed a forty-hour course in the Core Criminal Investigation class at the Ohio Peace Officers Training Academy (OPOTA).
- All sworn officers and our administrative assistant completed CPR and AED training instructed by Marysville Firefighter Nathan Wyrick.
- Fourteen officers completed training on the BAC Datamaster.
- All sworn officers completed their annual firearms and Taser certification.
- At least twenty-two officers took advantage of on-line training sponsored by Ohio Attorney General Mike DeWine's Office and OPOTA including but not limited to: Awareness of Human Trafficking, Autism & Other Developmental Disabilities, Fraud against seniors, Financial Exploitation of Seniors, De-escalating Mental Health Crises, Animal Encounters, and Law Enforcement Response to people with Autism.
- Officers attended a one-day seminar entitled "Effects, Investigation and the Prosecution of Strangulation," sponsored by Union County Prosecuting Attorney David Phillips.
- Several officers attended Officer Safety training sponsored by the Ohio State Highway Patrol.

Additional specialized training was provided to members of the Special Operations group, which includes the Special Response Team and Hostage Negotiators.

SPECIAL OPERATIONS GROUP

The Joint Special Operation Group (SRT) comprised of members from the Marysville Division of Police and the Union County Sheriff Office trained twelve times totaling 96 Hours in 2014. The team consist of 14 members.

Marysville Police added one new member to the team to replace an officer who resigned. This Officer, Nathan Stone completed a basic SWAT school comprised of forty hours of training in the operations of a SRT team.

We added four tactical Medics to the team consisting of members from the Marysville Division of Fire and Allen Center Fire Department. The Medics were trained to deal with any medical situation, which may arise during a tactical deployment. This team of medics responds with the SRT anytime the team is deployed. They also train with SRT at times.

Three members of the team went to Dayton and trained at the Ohio Tactical Officers Association annual conference. These members then brought the training back to our team and trained members of the SRT.

Training in 2014 included: precision shooting in critical situations, shooting while moving and in the dark, shooting while wearing gas mask, ground fighting movement's, felony vehicle takedowns, deployment of chemical agents and the use and care of gas mask, and man down and extraction drills.

A special emphasis was placed on the planning and execution of missions. Members received additional training in the planning and execution of missions. Members worked along with the negotiators in barricaded situations and utilizing the equipment to secure and search the home and property.

The SRT was deployed two times in 2014, both for the execution of high-risk search warrants. One in the Union County and one in the City of Marysville. Other agencies working with the team in the callouts were the Franklin County Sheriff SWAT bearcat team and the Union County EMA.

SPECIAL PROJECTS, ACTIVITIES AND ACHIEVEMENTS

- Officers conducted three Women's Self Defense classes with a total of eighty people trained.
- Officer Josh Dillahunt taught the D.A.R.E. program to 450 fifth grade students at Creekview Intermediate School, and 387 seventh grade students at Bunsold Middle School.
- The division provided a full time School Resource Officer to the Marysville High School. Officer Phil Doyle fulfilled this assignment.
- Traffic and crowd control for several events including but not limited to the following: Memorial Day Parade, Independence Day Parade, Union County Fair Parade, Homecoming Parade, and the Christmas Parade.
- Officers also assisted with the All Ohio Balloon Festival, the Uptown Friday Night events, the Honda 5K Run for Kids, Festifair, 5K All Ohio Balloon Festival 5K Race, the XTS Car procession and car show, the Click it or Ticket campaign and the Drive Sober or Get Pulled Over campaign.
- Officers taught twelve Health classes at Marysville High School related to alcohol and drugs. The Freshman Class received ALICE training. Other classes presented included Ballistics, K-9 operations, crime scene investigation and forensics. The forensic class was conducted in the Proficiency and Qualifications building at the new police and court facility.
- The division has been working closely with Boy Scout Troop 101. During 2014, Sgt. Doug Ropp became certified to teach Fingerprinting to the Boy Scouts for their merit badge. In addition, officers assisted the scouts with parking assistance for their Blue Grass concert. Chief Floyd Golden participated in three Eagle Scout Boards of Review.
- Provided escorts for forty-seven funerals.
- Conducted 150 background checks for the Union County Fair.

- Conducted civilian background check fingerprinting for 779 persons.
- Conducted criminal history checks on Solicitor applicants and issued 41 permits.
- The division continues to collaborate with the Union County Prosecutor’s Office and the Union County Sheriff’s Office with the Union County Multi-Agency Drug Enforcement Task Force.
- There were five “Ride to School with the Chief” events in cooperation with Trinity Lutheran School, Edgewood Elementary School, LEADS Head Start and the CARE Train.
- The Chief and police officers provided a walking escort to and from Legion Park near the end of the 2014 school year for Edgewood students.
- Conducted several tours of the police facility.

PERSONNEL

- An open police officer position was filled in October with the hiring of Officer Jacob Smith.
- An additional police officer position was also filled in October with the hiring of Officer Alex Joseph.



Mayor John Gore administers the oath of office to Officer Alex Joseph and Officer Jake Smith.

We are a member of the Union County Multi-Agency Drug Task Force. This is a major commitment in our efforts to combat drug abuse, primarily opiate drugs to include Heroin. We have two detectives and one detective sergeant assigned to conduct in-depth investigations. During 2014, these three detectives handled 247 investigations, resulting in a 24% increase over 2013. We plan to transfer a patrol officer to the investigations section during 2014 primarily to handle drug investigations. This is possible due to an officer being hired in late 2014.

PLANS FOR THE FUTURE

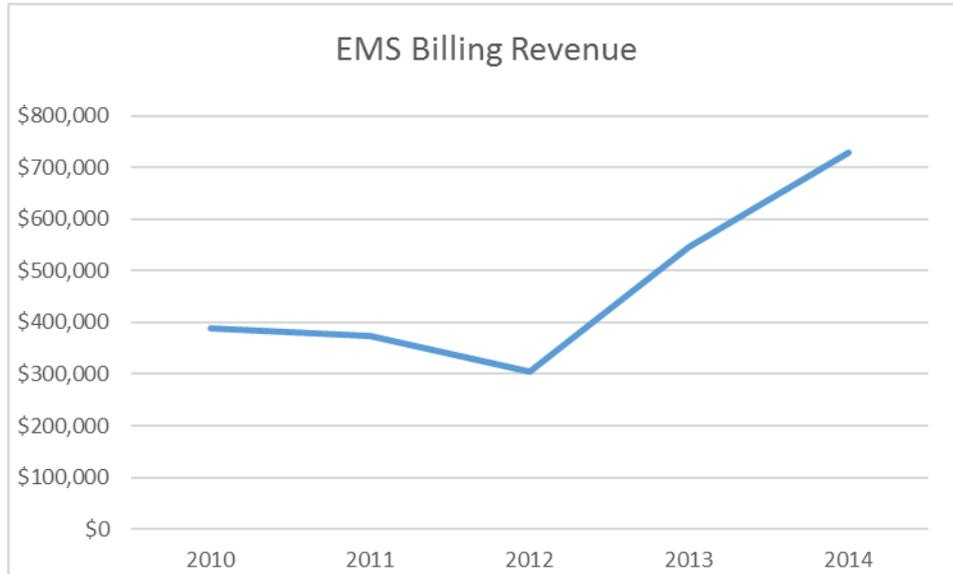
In 2004, there were two School Resource Officers, (SRO), one at MHS and the other at Bunsold Middle School. We currently have one SRO at MHS. Due to the school violence in many parts of the country, we have taken steps to educate students and staff in methods to provide for their safety. We have an officer who teaches the DARE program in the Elementary and Intermediate schools. We need to increase our presence in the schools. Even having an officer who could rotate between all of the school buildings during the day would help. This would require an additional officer.

Community Policing has proven to be beneficial in many cities and we incorporate it in our operations as much as possible. However having an officer assigned to Community Education and Community Services would be a proactive step and beneficial to the division as well as to the community. This would be a uniformed officer responsible for law enforcement response and follow-up on police related details. This officer could develop and oversee Neighborhood Watch Groups, citizen group meetings, business/retail meetings and apartment complex managers associations as well as additional duties. This would also require an additional officer

We currently have six full-time Communications Officers one of which has supervisory duties. As has been pointed out in the Executive Summary much is demanded of the communications officers on a daily basis. It is imperative that we have two communications officers on duty at peak Calls for Service times. However, with our current staffing level that is not possible. We are operating at very nearly the 2004 staffing level in communications. Having two officers on duty for twenty-four, seven would require an additional communications officer.

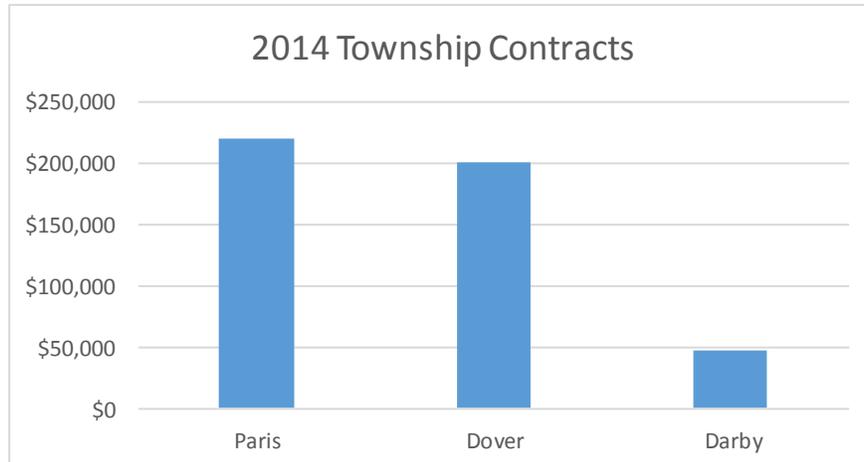
Division of Fire

EMS billing saw its best year in the history of the division in 2014. We attribute the improvement to two factors: 1.) We switched EMS billing companies in March 2014. Med3000, based locally in Miamisburg, Ohio, has been very professional in aggressively pursuing accounts. 2.) We have a contract with the State of Ohio to perform EMS transport for prisoners at Ohio Reformatory for Women (ORW). With the inclusion of the ORW contract, the fire division realized \$729,534 in revenue in 2014. This is a 33% increase over what was collected in 2013.



During all of 2014, we maintained a contract with the State of Ohio to perform EMS transports of patients from ORW to Memorial Hospital and from Memorial Hospital to Ohio State Wexner Medical Center. We performed 156 EMS transports from ORW to Memorial Hospital and 85 transports from Memorial Hospital to OSU Wexner Medical Center. These 241 runs resulted in \$80,671 revenues for ORW to MH and \$71,592 for MH to OSU transports. This contract benefited the City \$152,263 or 20.8% of our total EMS billing revenue for 2014.

Paris Township, Dover Township and a portion of Darby Township contract with the City of Marysville to provide fire protection and EMS. As a result, we received \$457,243 because of those contracts in 2014.



During 2014, we spent several months developing and refining our Strategic Plan for 2015-2020. All of our firefighters contributed in developing a strategic vision for the fire division. The resulting five strategic priorities with multiple action items will provide a road map to move the division forward in meeting goals. The Strategic Priorities are:

1. Develop and manage our resources
2. Deploy our resources effectively
3. Develop our employees and our organization
4. Reach out to our community; and,
5. Improve our infrastructure

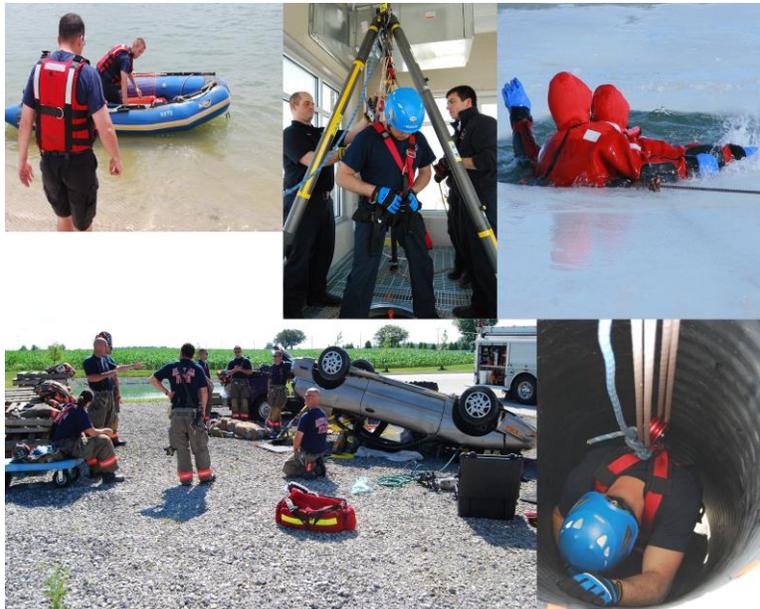
A large project in 2014 was the transition of Ohio MARCs radios from 3.5 to 7X platform. This \$35,000 project was required when the State of Ohio upgraded their infrastructure for the MARC's system. Both the Police Division and Fire Division worked diligently to overcome the hurdles in making this transition. Battalion Chief Nathan Burns and FF Zach Welch did a great job, displaying agility during the completion of this project.

Early in 2014 the Fire Division with the help of Brian Dostanko, were successful in acquiring a Striker Power Lift Cot & Stryker Power Load System from the Bureau of Workers Compensation Safety Intervention Grant (SIG). As firefighter back injuries are common in the Fire/Rescue arena, we felt compelled to acquire this equipment to help reduce the amount of heavy awkward lifting the firefighter must do. Awkward and heavy lifting frequently leads to work related back strains and other lifting related injuries in the fire service every year. The BWC SIG Grant (approximately \$40,000) was approved. This equipment was installed into M-272 and has proven to be a widely appreciated and a valued addition to our EMS apparatus. Future EMS vehicles such as the one planned for early 2015 will most likely have this specialized equipment installed at the time of manufacture.

We spent a significant amount of time collaborating with the Union County Health Department in 2014. We developed and implemented countywide protocols for Ebola, and other similar infectious diseases. We assisted them in formulation of Closed Point of Dispensing Protocols, Community Health Improvement Plan, and Child Fatality Review.

The Marysville Fire Division helped to facilitate the purchase of two more Automatic External Defibrillators (AED's) this year. The fitness facility at the Decker Fire Station has had an AED since the station opened. The two new units were purchased and installed into the fitness facilities at the downtown fire station/City Hall, and in the fitness facility located at the Marysville Police & Municipal Court facility. In the case of "sudden cardiac death", CPR and early defibrillation with an AED is a very important key to survival.

TRAINING AND EDUCATION



The Division of Fire conducts daily training in-house by experts in varying fields. Members participated in many educational outreach opportunities as well as classes at the Ohio Fire Academy, National Fire Academy, and several conferences. During 2014, the fire division personnel participated in 1,661 hours of EMS training and 12,278 hours of fire training.

Firefighters and officers attended several Department of Homeland Security (DHS) classes this year. Battalion Chief Jim Strayton and FF Mike Montgomery attended leadership courses at the National Fire Academy. Lt. Luke Streng, FF Mike Best and FF Nate Weirick also attended a Unified Command course in College Station, Texas. It is important to note that All DHS classes are totally funded thru the federal government and has allowed us the opportunity to attend training that is not funded within the current budget.

In April 2014, twenty-three MFD personnel were trained to Hazardous Materials Technician Level. This is a large step in providing better trained personnel to meet the growing threats in our community. The training was funded by LEPC funds through the Union County EMA.



Hazardous Materials Technician Level Training at Station 271

During 2014, Battalion Chief Mark Ropp, FF Jonathon Price, FF Gus Jerew and FF Gianluca Blengio attended specialized training in Tactical EMS. They are the founding members of our Tactical Medic Program that are deployed with the Marysville Police/Union County Sheriff Special Response Team (SRT). Our medics will provide immediate care and stabilization for law enforcement officers during their high-risk operations. Our tactical medics participated in monthly trainings with the law enforcement officers, and deployed on four incidents with the SRT in 2014.

All Paramedics in the division completed their bi-annual Pediatric Life Support training. The Division of Fire frequently combines resources with other county fire departments and continues to co-sponsor semi-annual EMS continuing education conferences that draw participants from throughout the state.

We have had a mandatory physical fitness program for several years, but this year we expanded it. In October, the newly instituted Wellness and Fitness Initiative was instituted after two years of development between the City and IAFF Local 3032. There is still a requirement for all firefighters to perform 30-minutes of physical fitness every duty day. This initiative provides both medical physicals and physical fitness evaluations at age-appropriate benchmarks to provide for healthy employees. We have collaborated with the wellness staff at Memorial Hospital to develop and will continue to refine this program to meet the needs of our division into the future.

In December of 2014, Marysville Fire Division has made available to all its members the CentreLearn Training System. CentreLearn has merged with Target Solutions to deliver an online training management system for Fire & EMS. This system is web-based Fire Training,

Medical Training, Prevention, and Inspector courses. CentreLearn will allow us to track all training activities and assign specific monthly training. The goal of the CentreLearn Training system is to provide consistent and uniform training throughout the Fire Division. This training will remain available through 2015.



MFD Honor Guard during Annual 9/11 Remembrance Ceremony

The Marysville Fire Division has always put an emphasis on EMS Continuing Education Training and was the host facility for the MedFlight 2 Lecture Series in 2014. These training sessions were facilitated by MedFlight and guest lecturers were invited to provide valuable medical information. These sessions were held monthly at the Decker Fire Station. They were also broadcast live to neighboring agencies/staff via the Blue Jeans Networking system.

FIRE AND EMS OPERATIONS

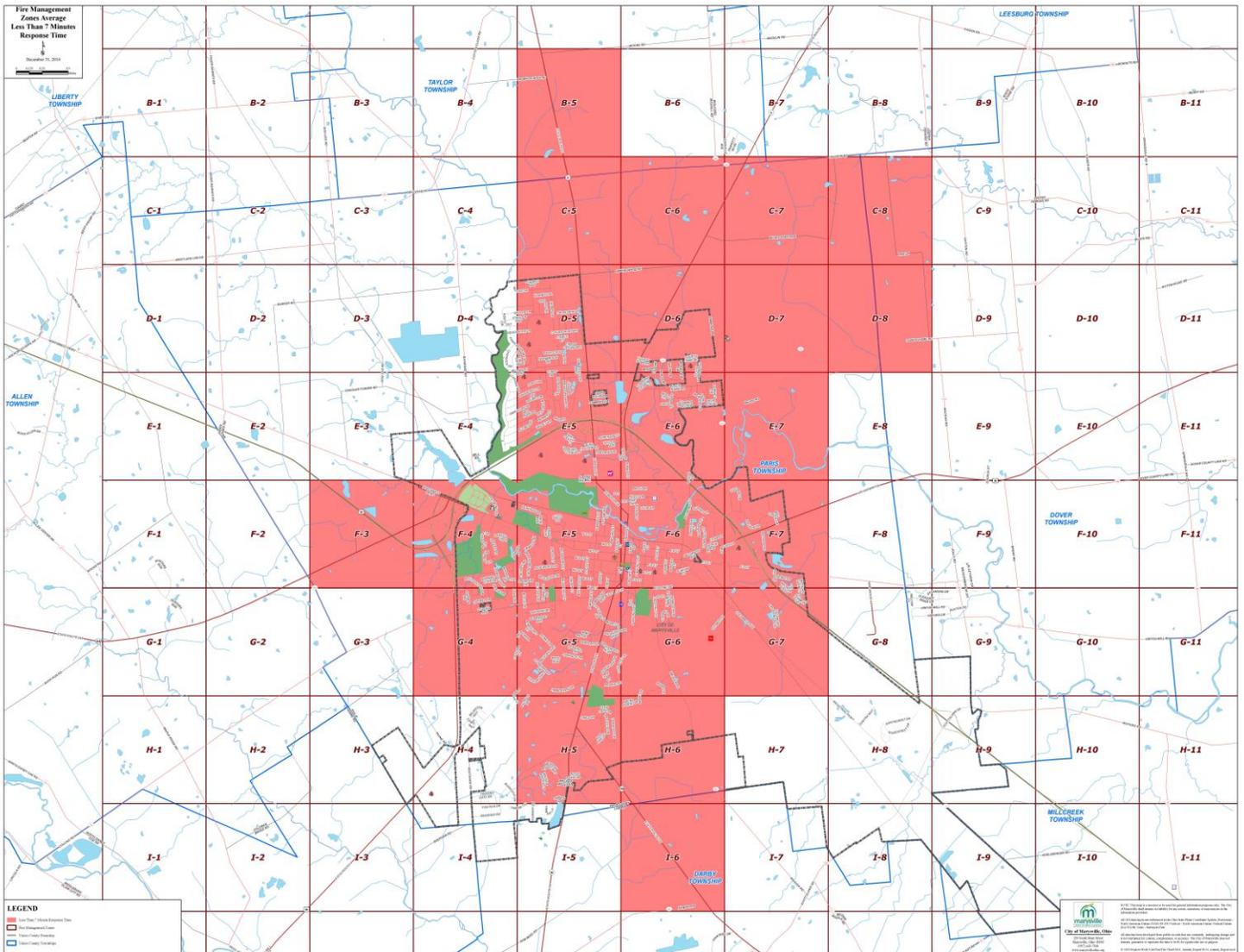


A resident rescued during the fire at Windsor High Rise

In addition to our training, the Fire Division was very active with a significant increase in requests for response. Several significant responses occurred in 2014:

- W. 5th Street Fire: On January 17, 2014, firefighters rescued a woman trapped inside her burning home.
- In January, the fire division had a number of fires during brutally cold temperatures below 0°F for three weeks.
- Windsor High Rise Fire: On May 11, 2014, the fire division had one of its largest fires in its history at 207 Windsor Ct. The four-alarm fire resulted in several civilian injuries, but no fatalities. Forty-seven occupancies were evacuated with several residents rescued by firefighters.
- Collins Avenue Fire: On July 15, 2014, firefighters rescued a trapped resident from a fire in her Marysville home. Paramedics were able to successfully resuscitate her before she was transported to Memorial Hospital.

The division continues to have the goal of being on scene within 7 minutes from the time of call to any of our fire management zones at least 90% of the time. Fire management zones are one-mile square blocks within the City and contracted townships. This information has been useful in projecting run volumes for deployment and staging of resources for the future. At this point, we are able to achieve that goal in most of the City, with the exception of the Industrial Parkway/Scottslawn Road area. We are unable to meet our response time goals in the townships at this time. The fire management zones highlighted in red on the map below depict the area where our response times are less than 7 minutes from the time of call.

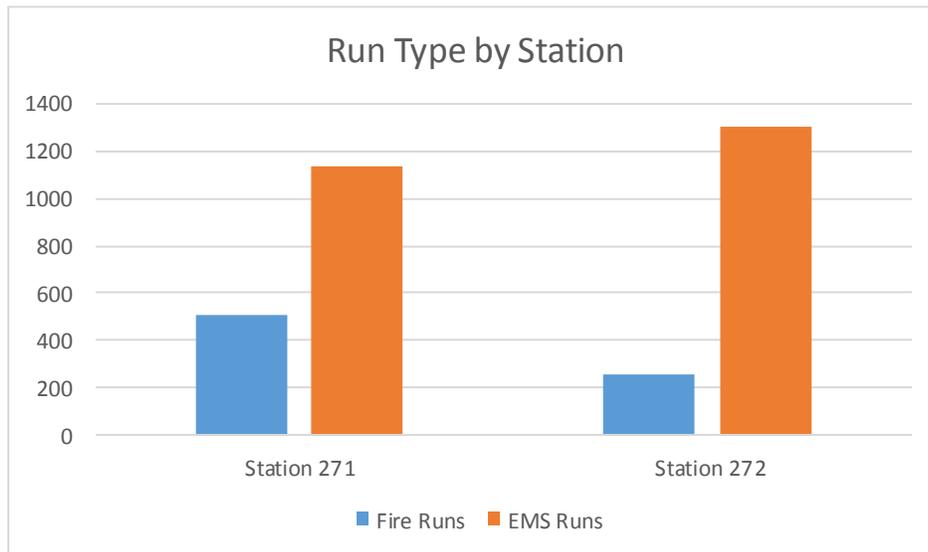


We also continue to rely on mutual aid from area fire departments and the Union County EMA. Our closest average response time from a mutual aid department is nearly 13 minutes. MFD received mutual aid 105 times during 2014 and gave mutual aid 135 times. We have developed an outstanding working relationship with our neighboring departments, and are grateful for the assistance they provide us during high call volume periods.

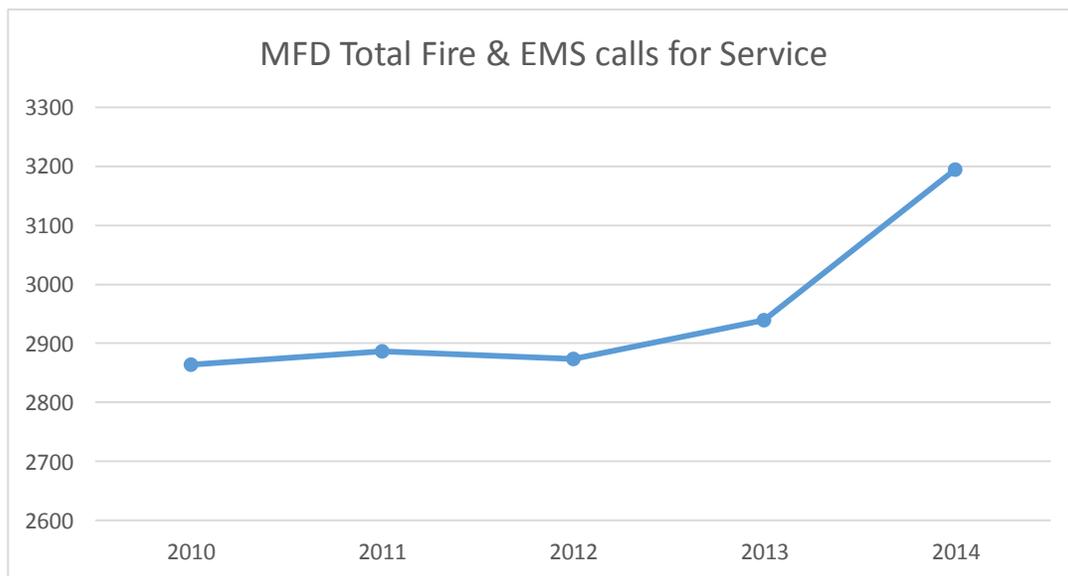
We continue to provide a significant amount of our mutual aid given (58) to Union Twp. FD. This is largely due to their department having a limited number of volunteers available for responses. Our mutual aid to Union Township is up 6 calls compared to 2013. We received the largest amount of our mutual aid from Allen Township with 23 calls, down from 38 in 2013. We are grateful to have a partner agencies to back-fill us during high volume time periods and large events.

The fire division has always provided fire protection services to the Ohio Reformatory for Women (ORW) and has provided EMS emergency transports for employees. The EMS transport

of prisoners is contracted out by the State of Ohio and has been provided by a third service provider with Marysville Fire being a backup for them. During the bid process in 2013, the fire division was awarded the contract to be the primary EMS provider for prisoners, eliminating the third party and allowing the City to bill the State of Ohio directly for services. Additionally, the fire division provided inter-facility transport of prisoners from Memorial Hospital to Ohio State Wexner Medical Center.



MFD responded to 3,194 calls for service in 2014. There were 2430 EMS calls (76%) and 764 fire calls (24%). Although the number of calls remains consistent with the total for 2011, our EMS calls are up 247 and fire calls are up eight (8). The increase in EMS runs for 2014 is relative to the 241 additional EMS runs for ORW. Between our two stations, we are balanced with Station 271 handling 1,640 calls (51%) and Station 272 handling 1,554 calls (49%). Station 271 handles more fire responses, and Station 272 handles more EMS calls respectively.



The Division of Fire is very proud of the dedication and professionalism of its firefighters. Many have taken on additional special duties and tasks to better the division and the City. Because of their outstanding service to the City of Marysville, the following awards were given this year:

Fire Chief's Commendation

Awarded to any member who, in the judgment of the Fire Chief, deserves to be commended for an action on the Fire Ground, EMS Service, or any other incident or occasion in the line of duty where an individual was or is outstanding in some way.

January 17, 2014-W. 5th St Fire

Lt. Keith Watson
FF Jonathan Price
FF Kim Icely
FF Cole Tomlin
FF Clayton Spring
FF Jeff Galant

July 15, 2014-Collins Avenue Fire

Battalion Chief Mark Ropp
FF Johnie Myers
FF Drew Pavao
FF Adam Lybarger
FF Parker Robison
FF Gus Jerew
FF Brent Mudgett
FF Brody Dille

May 11, 2014-Windsor High Rise Fire

Battalion Chief Mark Ropp
FF Dave Webber
FF Drew Pavao
FF Brody Dille
FF Johnie Myers
FF Travis Headings
FF Leroy Yoder
FF Adam Lybarger
FF Brent Mudgett
FF Andy Hays
Officer Steve Hardy (MPD)
Officer Paul Lewis (MPD)
Officer Eric Kolopajlo

Medal of Merit

Awarded for exceptional service to the City or the community at large. Such service may include, but shall not be limited to service under adverse conditions, distinguished service to the department and City, or acts involving personal danger in the line of duty.

January 17, 2014-W. 5th St Fire

Battalion Chief Nate Burns
Lt. Joe Daniels
FF Brady Monroe
FF Steve Rausch
FF Mark Smothers
FF Zach Welch

July 15, 2014-Collins Avenue Fire

Lt. Luke Streng
FF Leroy Yoder

Many of our staff has experience and years of service with other fire departments, but the dedication of those that have served more than 5 years with the Marysville Fire Division is outlined below.

30+ years

Dave Althouse (35)
BC Mark Ropp (32)
Lt. Todd Disbennett (31)
Steve Rausch (30)

20+ years

Lt. Joe Daniels (21)
Nathan Weirick (21)
Johnie Myers (19)

15+ years

Tim Merrick (19)
Lt. Keith Watson (17)
Kim Icely (17)
Adam Smith (17)
David Webber (17)
Chad Jolliff (17)
BC Jim Strayton (16)
Brent Mudgett (15)
Drew Pavao (15)

10+ years

Sean Rengert (14)
Jerry Branton (14)
Matt Gleason (13)
Travis Headings (13)
Lt. Luke Streng (11)
Mike Montgomery (11)
Andy Hays (10)
Gianluca Blengio (10)

5+ years

Nick Arnold (9)
BC Nathan Burns (9)
Zach Welch (9)
Sarah Batchelder (8)
Mike Best (8)
John Price (8)
Leroy Yoder (7)
Steve Hemelgarn (6)
Adam Lybarger (5)



Members of 1-Unit and 3-Unit that earned Awards for Heroism

FIRE PREVENTION BUREAU

Fire Prevention activities remained brisk throughout the year. We can proudly announce that the Fire Prevention Bureau completed ninety-nine percent of all life safety inspections in required occupancies. They visited and inspected 998 business occupancies, many with follow-up inspections to address code violations. They also successfully conducted fire investigations of suspect fires, and collaborated with law enforcement when criminal cases are suspected. The workload on the two fire prevention staff has increased significantly, and we are challenged with planning for the future to meet our on-going demands and goals.



Tanker 271 placed in service December 2014

The Division of Fire Juvenile Fire Setter Program continues to be a significant source of pride for the division, providing a resource to community youth that have experimented with fire. The courts and local schools continue to refer families for participation in the successful program.

In early 2011, the division collaborated with Union County Senior Services to formulate a program where all senior Union County residents would be provided smoke detector(s) when needed. This program is now in place and is administered through our department, including detector distribution through all county fire departments to seniors. The program, funded through Union County Senior Services, replaces a program run from an expired federal grant by the Marysville Fire Department that was only for citizens in our response district. During 2014, 121 smoke detectors were provided to Marysville area seniors free of charge through this program.

During 2014, fire prevention bureau staff also presented safety and career programs to the public through the following:

- 1670 Students educated on-site at local elementary schools
- 475 Persons educated on the use of fire extinguishers
- 998 Inspections completed
- 13 Investigations completed, with one awaiting prosecution
- 10 Fire safety presentations given to local business and/or civic groups
- 44 Pre-scheduled fire station tours

In 2014, the fire division was very proud of its involvement in the community. This provides the fire division the opportunity to engage our community members and provide safety information. Events that we participated in this year included:

Home Depot Fire Safety Event	Marysville Trick or Treat
Lowes Fire Safety Awareness Event	Hope Center's "Hope Fest"
Marysville Church of Christ Fire Safety Event	Marysville Nazarene Church Fire Safety Event
Marysville UMC Fire Safety Event	Uptown Friday Nights
Safety Tent during the Union County Fair	Care Train Kick-off at Benny's
Fairbanks Group Work Camp	UC Senior Services Fair
Harold Lewis School Fire Safety Visits	Navin Elementary: Reading with students
Cleaning up Aldersgate Park with Edgewood Elementary Students	

Information Technology (IT) Department

Over the past year, the IT department has entertained many new projects, network upgrades as well as daily user requests coming in from all three major city locations. Many new projects in 2014 were taken on and completed from the past year and many more are under review and are being prioritized for 2015.

All departments within the city have expressed multiple new technology needs for 2014. Once again, the IT department signed a one-year contract with a private network consulting company for layer 2 & 3 network support. Signing with this larger company aids the city's IT staff with the city's growth and network support.

Union County Council of Governments (UCCOG)

2014 was once again a very busy year for the UCCOG. A UCCOG Sub-Committee group was added to entertain the frequent requests coming into the UCCOG and allow the technical members the time to focus on the more in-depth needs, and then present these items to the standing monthly UCCOG group.

The UCCOG's original Local Governments Incentive Funds (LGIF) loan to connect fiber optic cabling to the city's Police and Court facility, fiber loop into Bunsold Schools and City Hall is now complete and the loan funds are now exhausted. With these initial stages complete, the UCCOG's fiber network now supports all city buildings, as well as Union County Offices and Marysville City Schools.

Now that the initial point-to-point communications lines are in place, for 2014 the UCCOG's members have started building additional fiber sub-loops and adding additional sites to the network. A total of 6.5 miles of new fiber was pulled by the UCCOG in 2014.

The additional sites added to the UCCOG fiber are:

- Fladt Road Water Tower to the City's Water Reclamation Facility (WRF).
- Extension of the E. 6th street fiber to the City's Dunham Ave. Water Tower.
- Extension of the W. 5th street fiber into American Legion Park Swimming Pool.
- Collins Ave. & St.Rt.4 to the MARCS Radio Tower on the Ohio Reformatory for Women (ORW) property.
- 500 London Ave, Memorial Hospital to 120 Coleman's Crossing, City Gate Medical Center.
- Union County Buildings, 128 S. Main to 940 London Ave.
- Extension of the County Home Road fiber run to the Union County Co-Op Extension Services @ 18000 St. Rt. 4.
- Extension of the County Home Road fiber run to the Union County Engineers Office @ 18200 St.Rt.4.

In late October 2013, the UCCOG was awarded an \$81,000.00 Local Governments Incentive Fund (LGIF) grant for the study of a combine data center plus an industry study for the possible expansion of the UCCOG's fiber network plus a countywide network fiber audit.

This grant was not officially put into place until January 2014 for the UCCOG to begin utilizing funds.

The UCCOG awarded \$35,000.00 of the grant to Ice Miller Whiteboard for network/fiber consulting and \$40,000.00 to NetGain/Chesapeake-NetCraftsman for the combine data center study. UCCOG technical members have reviewed this study and parts of the study are under consideration for future implementation.

In addition, a Request for Information (RFI) is in progress and being finalized to be distributed out to interested vendors for the fiber network audit and maintenance.

Projects & Networking

Over the past year the Information Technology department has been very project oriented working on a magnitude of individual project, plus keeping focused on the daily upkeep of the network and its performance.

Listed below are some of the major accomplishments for 2014.

A new TV Signage Package called Industry Weapon was implemented into all three main city building entrances for public information on upcoming events as well as public notices. Different staff members located in each building allowing their monitor to be configured for their location administer this signage package. Converting to this package eliminates the days of paper notices on bulletin boards and adds a much cleaner, professional appearance to all buildings.

Multiple wireless point-to-point networks were installed over the past year. The first was installed from the rear of the Police and Court Proficiency and Qualification Center (PAQC) to the Cemetery Maintenance Facility. Installation of this Wireless link puts the Maintenance Facility onto the city's network and eliminates the Century Link DSL into this facility.

The second and third installations originate from the rear of the Decker Fire Station. One link now connects the City's North Water Tank located on St.Rt.4 into the city's network to collect bulk water hauling data via a software package call Gas Buddy. This install now allows real time data to be collected as customers use the water tank for bulk water hauling. The second install now connects the Union County Joint Recreational District (UCJRD) into the city's network for Internet services. This link will also allow the UCJRD to eliminate its Century Link DSL and enjoy much fast internet speeds.

A new Tape Back-up system was implemented to streamline our daily/weekly/monthly network backups.

A multi-tape storage device was install onto our network that allows back-up tapes load automatically when back-ups are running eliminating any user intervention. As the tapes fill, the system administrator is notified of the amount of free space available on the tapes and when the tapes will be required to be changed out. Once the back-ups are complete, they are then rotated to an offsite location for storage.

PC, Laptop and iPad allocation

23 new desktop pc's and 6 laptop pc's were installed throughout the city. Also, a total of 20 new iPads were allocated. Seven of the new iPads were allocated to City Council members allowing them to work wirelessly, send, and receive documents eliminating all paper correspondences.

Along with this new equipment allocation, 23 Touchscreen laptops were installed into Police cruisers along with new adjustable keyboards, GPS antennas, and multifunction modems. This installation bring all Police Cruisers state of the art communications and much needed user-friendly hardware.

199 Web Site changes were requested and completed in 2014.

158,085 web site visits were logged, with a 3 minute and 22 second average time per visit.

Top ten visited pages

1. Home Page
2. City Employment
3. City Parks
4. News & Announcements
5. Events
6. Income Tax Page
7. Utility Page
8. Income Tax Forms
9. City Departments
10. Police Page

Top Ten Websites Searches

1. Trash
2. Pool
3. Tax Forms
4. Trick or Treat
5. Maps
6. Secondary Meter
7. Tax
8. Tax Tool
9. Water
10. Curfew

*This number does not include the monthly meeting calendar, author submissions, event information and tax forms changes that are performed on a regular basis.

Approximately 8,500 pounds of City Records per the Approved Records Retention Schedule were shredded and destroyed in 2014.

Microsoft Office was upgraded from version 2003 to 2013 for all city users. This software installation process required all network pc's be personally visited and loaded with the new software. This was a very time-consuming installation working around each users schedule not to experience any down time.

Thirteen new multi-function phones with electronic answering lifters were installed in the Finance Department to accommodate their needs. In addition, a new software package called VistaPoint was installed to accommodate answering and transferring calls. With all the new phone and answering service changes the telephone Call Attendant was changed a total of 4 times to route calls differently.

Firehouse documentation software that has been cloud based was moved back in-house due to poor internet response time. The vendor responsible for supporting this software was based off the west coast and due to the numerous internet service provider hops created a tremendous amount of latency being experienced by the fire department staff making it almost impossible for them to document their fire and EMS runs. A decision was made to move this system in-house and run this application locally to eliminate this issue.

In June of 2014, a Helpdesk Trouble Ticketing system from Solarwinds was implemented to help track our user's issues. This system allows all city users to log-in and enter their IT issues and assign a priority. Once logged in, the system automatically assigns the Trouble Ticket to a IT staff member to begin work. At any given time, the user can sign-in and track their tickets progress. Once the issue is complete and the ticket is closed, the system automatically notifies the user. To date, 366 Trouble Tickets have been entered and 357 have been closed.

Along with these projects was a multitude of much smaller projects that had a major impact on our user community and network infrastructure.

- Closed Circuit Television (CCTV) Clean up. This involved moving cameras and recording storage clean-up
- Update and patch the network infrastructure Storage Area Network (SAN), VMware, Solarwinds, ArcGIS
- Fladt Road Water Tank, Municipal Operations Center (MOC), Water Reclamation Facility (WRF) data area/room, rack clean-up
- Trace and Label all in-house fiber connections
- Single Sign-on. This now eliminates the need of two passwords, and allows all city users to use one password when they sign on.
- Installation of networked cameras in all city data closets that monitor traffic in and out of the room plus room temperature & humidity
- Active Directory Clean up. Many city staff members have come and gone over the years and their user addresses/sign-ons were not deleted. Deleting these entries eliminates possible security threats and cleans-up the directory.

- Move Firewall, Wireless Controller to City Hall. During the new building construction period, some network hardware needed to be placed in temporary locations as construction progressed. This equipment was originally located in the Decker Fire Station and needed to be permanently moved into the new City Hall.
- Move from Postini mail archive to Google. When Google was originally selected as the operating system for the city, they did not offer archive email. This has now changed and it is in our best interest to move away from a secondary provider (Postini) and move under one provider (Google).
- GIS updates. New software releases and projects have been very active within GIS over the past year. Projects that have completed, new user training, Stantec Utility Project, GPS Projects, Streetlights, Street Signs, Plan (maps) Scanning.

Overall, 2014 has been a very busy and productive year for the Information Technology Department and we are looking forward to 2015.

Public Service Department

Engineering

The Engineering Division is responsible for pursuing funding opportunities, compliance with regulatory agencies and miscellaneous code changes for the betterment of the City and its residents. Below are the highlights from 2014:

- The following funding submittals were made during the 2014 calendar year:
 - Ohio Public Works Commission Grant for the repaving of Milford Avenue from approximately Stocksdale Drive to SR 4 / US 36. These funds (\$325,000) will be available July 2015 with this project being incorporated into our annual Pavement Maintenance Program.
 - Ohio Department of Natural Resources for the Reservoir Improvements, which includes a boat ramp widening, parking lot expansion and provision of a walking access from the parking lot to the boat ramp area. If successful, the requested funds (\$427,500) will be available July 2015 with project construction anticipated in spring 2016.
 - The Ohio Department of Transportation's (ODOT) Safe Routes to School program granted a partial award to provide for four (4) additional bike racks at Northwood and Navin Elementary Schools. This project is expected to be complete in the spring 2015.
 - Our office applied for ODOT Transportation Alternatives program funds for a multi-use path along Milford Avenue that would have connected existing sidewalk near Kenny Lane to Bunsold Middle School. Unfortunately, ODOT did not select this project for funding. We will continue to pursue other funding opportunities for this potential project.
- The City's Utility Rate Working Group (led by Engineering staff) conducted regular meetings and ultimately recommended several Codified Ordinance changes to operate more efficiently and effectively for our customers. The recommendations include the modification of several commercial utility connection charges and fire protection fees.
- The City continues to meet the required goals for compliance with our Ohio EPA Municipal Separate Storm Sewer System (MS4) stormwater permit. To fulfill our permit requirements, Engineering staff completed our required yearly tasks, created Stormwater Pollution Prevention Plans (SWP3) for each of the City Facilities, and organized the City's second annual Stream Cleanup Event in April.
- The City is represented by Engineering Staff on the following:
 - American Public Works Association
 - Central Ohio Engineering Group
 - Logan-Union-Champaign Planning Commission (Executive Committee)
 - OPWC Integrating Committee
 - National Resources Assistance Council, Board Member
 - Union County Civic Infrastructure Committee
 - Union County Safe Routes To School Committee

- Union County Trail and Greenway Master Plan

Ninety (90) Right-of-Way Permits (granting permission to work within the City's roadway right-of-way) have been processed during this calendar year.

- 347 service requests have been coordinated and completed for residents during this calendar year. Typical service requests include sewer backups; drainage problems; potholes, etc.
- Thirteen (13) residents were able to take advantage of the annual Sidewalk Improvement Program, managed by the Engineering division. Staff coordinated the application process, inspections and reimbursement of funds to the residents.
- Our GPS pavement condition rating software was used to rate the pavement condition of all the City streets. The results of these ratings coupled with the available budget will dictate the order and schedule of the 2015 Pavement Maintenance Program.
- Engineering staff addressed approximately 8,400 utility location tickets (i.e. the communication link between utility companies and individuals planning any digging activity) in compliance with all Ohio Utilities Protection Services (OUPS) standards. This is an increase of twenty-five (25) percent from 2013.

Capital Projects (Completed)

The Engineering Division is responsible for the planning, design, construction management and inspection of Capital Improvement Projects funded by the City. Below are the projects that were completed in 2014:

- 2014 Pavement Maintenance Program - This project included the pavement milling and asphalt resurfacing of the following areas:
 - Pinehurst Street
 - Pinehurst Court
 - Sherwood Drive/Grove Street from Hickory Drive to Collins Avenue
 - VanKirk Drive
 - Jim Simmons Trail
 - Alley between 8th Street and 7th Street just west of Oak Street
 - Clovernoll Court
 - Todd Court
 - North Plum Street between 4th Street and 6th Street
 - Waldo Road from the bridge to Corporation Limit
 - Cherry Street (southbound lane only) from the railroad tracks to Lakeview Drive
 - Damascus Road from Gables Drive to West 5th Street

This project also included upgrades to the following City Parking Lots:

- Lewis Park southern parking lot paving
- Concrete parking lot expansion at the Decker Fire Station
- Asphalt parking lot expansion at Mill Creek Park

- The construction of the southern parking lot adjacent to Partners Park
- This project also included the construction of a right turn lane at the intersection of East 5th Street and Coleman’s Crossing Boulevard.
- Industrial Parkway Road Widening - This project involved the partial widening of Industrial Parkway (to be a future three-lane roadway) and the installation of a shared-use path along the entire frontage of the newly constructed Sumitomo and Moriroku buildings. This project achieved substantially complete status during the fall of 2014.
- Partners Park - This project involved the conversion of the former City Hall property into a City park, which included a community pavilion, gazebo, recreational splash, pad, Friendship Garden and parking lot. The Engineering Division was responsible for the design, internal coordination, construction management and contract administration for this project. This project achieved substantially complete status by the end of the 2014 calendar year.

This project occurred after obtaining approximately \$925,000 in donations from local businesses, including:

- Memorial Health
- The Scotts Miracle-Gro Company
- Honda of America Manufacturing, Inc.
- Honda Marysville
- Union Rural Electric Cooperative, Inc.
- The Richwood Banking Company
- Dayton Power and Light
- US 33 Pedestrian Bridge - This project involved the installation of a pedestrian bridge that connects Mill Valley (the largest subdivision within the City) to the City’s Uptown Area and Marysville Schools’ property on the south side of US 33. This project also included the installation of a shared-use path that connected the southern terminus of the bridge to Amrine-Mill Road along the Marysville Schools property. At northern terminus of the bridge, a shared use will be constructed and provide connectivity to Valley Drive. The path will be installed by the Contractor in the Spring of 2015. After obtaining funding from ODOT for this project, the total cost to the City for this \$1.67M project was \$419,000.

Capital Projects (Ongoing)

The Engineering Division is responsible for the planning, design, construction management and inspection of City Capital Improvement Projects funded by the City. Below are the capital projects that were ongoing in 2014:

- Town Run Culvert Replacement and Seventh Street Reconstruction - The scope of this project includes box culvert replacement, full depth pavement installation and curb replacement on Seventh Street between Main and Court Streets. The “in-house” design is approximately 75% complete with an anticipated schedule of bidding in late spring 2015 and construction during the summer 2015.

- Fourth and Fifth Street Waterline Replacement (Water Distribution System Improvements) – The Engineering Division’s “in-house” design (at an estimated savings of \$100,000) for this project is close to completion with only the permitting (OhioEPA and CSX Railroad) remaining. This project is anticipated to start construction in spring 2015.
- Water Treatment Plant - This project is in the preliminary design phase with the proposed plant piloting being underway. After the piloting is complete, the final treatment method is anticipated to be selected in early 2015. The final engineering design and permitting will be completed by the end of the 2015, which could allow for construction as early as 2016.
- West Fifth Street Sidewalk Replacement - The scope of this project includes selective sidewalk replacement along West Fifth Street from Maple Street to just west of Grove Street. At this time, the “in-house” design is approximately 25% complete with an anticipated schedule of bidding in late spring 2015 and construction during the summer 2015. This project is fully funded by the ODOT Safe Routes to School program at an estimated cost of \$168,500.
- West Fifth Street Storm Sewer Replacement - The scope of this project includes storm sewer replacement along West Fifth Street from Grove Street to Legion Park. At this time, the “in-house” design is approximately 25% complete with an anticipated schedule of bidding in late Spring 2015 and construction during the Summer 2015.

Private Development Projects (Completed)

The Engineering Division is responsible for reviewing the design and inspecting the installation of infrastructure associated with private development projects funded by Developers. Below are the private development projects that were completed in 2014:

- Adena Pointe Section 2 - This project included the entire necessary public infrastructure (roadway, storm sewer, sanitary sewer, sanitary force main relocation and waterline) to service approximately 17 lots within the Adena Pointe development.
- Jerome Village Hyland-Croy Waterline Phase 2 - This water transmission line project was completed in order to properly provide water service to the central portion of the Jerome Village development.
- Jerome Village Glacier Park Neighborhood Sections 3 and 8 - These waterline projects have been completed and will service 209 lots within the Jerome Village development.
- Milford Crossing - This project included the entire necessary public infrastructure (road widening, stormwater detention / bio-retention, sanitary sewer and waterline) to service 76 multi-family units along Milford Avenue.
- Scott Farms Section 4, Phases 4 and 5 - These projects included the entire necessary public infrastructure (roadway, storm sewer, sanitary sewer and waterline) to service approximately 56 lots within the Scott Farms development.

- Sumitomo and Morioku - These projects included stormwater detention, drainage easement procurement, roadway and pedestrian travel improvements along Industrial Parkway for their combined 400,000 square feet of building space.
- Woodbine Village Section 1, Phase 2, Part B - This project included the sanitary sewer and waterline necessary to service 25 lots within the Woodbine Village development.
- Woods at Mill Valley North Phase 1, Parts 12 and 16 - These projects included all the necessary public infrastructure (roadway, storm sewer, sanitary sewer and waterline) to service 76 lots within the Mill Valley development.

In summary, approximately 460 single-family residential lots and over 400,000 square feet of commercial property were developed in 2014 within the City and County under the Engineering Division's direction.

Private Development Projects (Ongoing)

The Engineering Division is responsible for reviewing the design and inspecting the installation of infrastructure associated with private development projects funded by Developers. Below are the private development projects that were ongoing in 2014:

- Adena Pointe Sections 3 and 4 - These projects will include all the necessary public infrastructure (roadway, storm sewer, sanitary sewer and waterline) to service 38 lots within the Adena Pointe development.
- Jerome Village Eversole Run Neighborhood Sections 1, 4 and 5 - These waterline projects will service 212 lots within the Jerome Village development.
- Jerome Village Hyland-Croy Waterline Phases 3 and 4 - This water transmission line project is currently under construction and is needed in order to properly provide water service to the northern portion of the Jerome Village development.
- Scott Farms Section 4, Phase 6 - This project will include all the necessary public infrastructure (roadway, storm sewer, sanitary sewer and waterline) to service 26 lots within the Scott Farms development.
- Woodbine Village Section 1, Phase 2, Part A - This project includes the sanitary sewer and waterline necessary to service 26 lots within the Woodbine Village development.
- Woods at Mill Valley North Phase 1, Part 17 - These projects will include all the necessary public infrastructure (roadway, storm sewer, sanitary sewer and waterline) to service 32 lots within the Mill Valley development.

In summary, approximately 334 residential lots will be developed in early 2015 within the City and County under the Engineering Division's direction.

City Facilities

The Engineering Division is responsible for the maintenance and operation of City Facilities.

- The Engineering Division coordinated the demolition of the 222 South Main Street building, including obtaining the appropriate permits from the State and County and approvals from the applicable City Boards. Facilities also added a logo, revamped the finishes and painted the garage to freshen up this structure, which will provide aesthetic benefit within the Uptown Area.
- A total of 150 building / maintenance service requests have been coordinated and completed for our internal staff during this calendar year. Typical service requests include temperature modifications, furniture components, decoration/art placement, coordinating and assisting with necessary facility updates, etc.
- Over ten (10) preventative and safety maintenance third-party contracts have been managed for our new and old facilities during the 2014 calendar year.
- Facilities was able to utilize a DP&L rebate for the replacement of outdated light fixtures with more efficient ballasts at our Maintenance and Operations Center.

Planning & Zoning

As a growing City, our Planning & Zoning efforts remain a critical component as we lay the groundwork for our future. Below are the highlights of 2014:

- Our Planning efforts include representation on the Board of Zoning Appeals, Design Review Board, Planning Commission and the Exterior Property Maintenance Commission for the City. Because of these boards and commissions, City staff reviewed 131 requests, which included the adoption of 34 zoning code amendments and two re-zonings.
- During 2014, Planning staff issued 159 Water/Sewer permits for the City of Marysville (26 permits) and Union County (133 permits).
- Planning staff is responsible for securing funding for the City utilizing various grant programs. In 2014, staff completed the FY 2013 CDBG Allocation Grant Program, FY 2014 Community Housing Improvement and Preservation Program (CHIP) application and the FY 2014 CDBG Allocation Grant Program application.
- The City is represented by Planning & Zoning Staff on the following:
 - TEAM Marysville
 - Upper Scioto Watershed Advisory Committee
 - Marysville Business Association
 - Union County Housing Coalition
 - Logan-Union-Champaign Planning Commission (Subdivision and Executive Committees)
 - Ohio Development Services Agency - Consolidated Plan Advisory Board

- Union County Economic Development Strategy Plan
- Ohio Conference of Community Development (OCCD)
- Union County Comprehensive Plan Implementation Team
- Harold Lewis Center Sculpture Project Committee
- NW 33 Innovation Corridor Group (Overlay District sub-committee)

Other Planning accomplishments by City staff in 2014 include:

- Completion of Moving Ohio Forward Program from which four (4) homes were demolished.
 - Administration of the Beautification Program, which recognized nine (9) property owners for their efforts in beautifying their properties and enhancing the City's image.
 - The Program had a record number of nominations during 2014 (26 nominations).
 - This program has been re-named after former Clerk of Council, Connie Patterson, after her untimely passing.
 - Applied for and was awarded funding (no match required) through Ohio EPA to complete a Phase 1 Environmental Review of 124 E. Fourth Street (former Armory Building).
 - Participation in 52 scheduled meetings with landowners and/or developers to discuss potential development projects within the City.
 - FY 2012 Formula Grant Audit (no findings).
 - Completion of an area-wide rezoning in Historic Uptown, which should assist in redevelopment efforts.
 - Completion of and State approval of the Environmental Review Record for the FY 2014 CDBG Allocation Grant.
 - Design Review Board training session with the State of Ohio History Connection.
 - The training is required since the City is a Certified Local Government with the State.
- Permit Statistics for 2014:
 - 390 Zoning Permits issued
 - 138 New single family homes
 - 14 New commercial structures/additions
 - 138 Sign permits issued
 - Zoning violation Statistics for 2014:
 - 1,016 New cases
 - 702 Temporary signs pulled from the right of way
 - 94 Mowing assessments
 - 73 Total Abandoned Registered Properties

Other Zoning/Code Enforcement accomplishments by City staff in 2014 include:

- Added the full time Code Enforcement Officer position
 - This position is in the field 5 days a week up to 6 hours a day (30 hours per week).
 - As a result, the City has conducted more inspections, observed faster compliance times and conducted more proactive inspections.

- This has also increased our number of Zoning Permits for the year, due to finding unpermitted work which is being conducted throughout the City.

Public Service Department Administration

The Public Service Maintenance and Operations Divisions are responsible for the maintenance and operation of City infrastructure and providing oversight and resources to achieve the goals established by the Mayor and City Council.

Streets, Stormwater & Sanitation

In addition to the normal maintenance and operations, activities associated with the Streets, Stormwater & Sanitation Division in 2014, below are some of the highlights:

- Street crews used 920 tons of hot asphalt mix for street repairs in various applications throughout the city in 2014:

Storm tile crossings (140 tons of asphalt):

- Taylor Ave.
- Todd Ct.
- Timber Trails Rd.
- various storm inlet repairs

Full depth pavement repairs (733 tons asphalt):

- Schwartzkopf Park
- Todd Ct.
- Damascus Rd.
- Cherry St.
- Todd Ct.
- Van Kirk Dr.
- Park Ave.
- W. 5th St.

Partial depth pavement repairs (47 tons of asphalt):

- W. 5th St.
- Hickory Dr.
- Jim Simmons Trail
- Elwood Ave.

- Street crews used 29,800 lbs. of sealant as part of routine crack sealing work in 2014. Sealing was performed on various streets in Mill Valley, Connolly and Carriage Acres Subdivisions. Crews also performed sealing on various major arterials and collector streets including US 33 eastbound, Grove St. and 5th through 9th Streets.
- Street crews performed various concrete work around the City including:
 - 130 feet of curb around various storm water structures

- 230 feet of curb on streets included in the 2014 paving program and Delaware Ave.
- 380 square feet sidewalk in various locations
- 7 ADA curb ramps
- 7 concrete driveway aprons

Throughout 2014, City crews were dispatched 34 times resulting in 2540 man-hours for snow and ice control. A total of 1955 tons of salt, 50,558 gallons of brine, 1,500 gallons of “Beet Heat” and 1,500 gallons of calcium chloride were applied to City roadways to combat the winter weather.

Currently the City’s snow removal fleet consists of:

- 1 - tandem axle dump truck with a plow and salt spreader
- 6 - single axle 2.5 ton dump trucks with plows and salt spreaders
- 5 - single axle 1.5 ton dump trucks with plows and salt spreaders
- 5 - Pickup Trucks with plows
- 4 - Skid Loaders
- 3 - Backhoes

During snow emergencies, equipment can also be pulled from other divisions and utilized to aid in the clearing of snow and ice from City roadways.

- The Streets and Sanitation Divisions benefitted from the City’s relationship with the Ohio Reformatory for Women (ORW) by utilizing its residents who logged 6,264 hours assisting the Division with various tasks in 2014.
- The Sanitation Division with assistance from the Ohio Reformatory for Women (ORW) and West Central workers disposed of yard waste, brush and leaves as part of their daily collection routes. This past year we also started hauling all of our leaves and wood chips to Price Farms. On the return trip from Price Farms to the City, we were able to haul stone from a nearby quarry saving money on material delivery costs. The savings thus far, eliminating both mulch processing costs and fees for stone deliveries after labor and fuel costs will exceed \$28,500.
- In 2014, the Sanitation Division disposed of 273 tons of chipped wood from brush, 305 tons of vacuumed leaves and 495 tons (2,478 cubic yards) of bagged yard waste.
- In January of 2014, the City began a new five-year contract (2014-2018) with Republic Services Inc. for Refuse and Recycling Collection. The contract included a toter-style collection system with automated side loading garbage trucks. The residents were provided 96-gallon containers for refuse and recycling. This increased the capacity of the recycling containers, which were previously about 20 gallons. The result was a 43% increase in recycling totals and a 28% decrease in refuse collected in 2014.

	Refuse (Tons)	Recycling (Tons)
2013	4743	767
2014	3420	1097
Difference (%)	28% Decrease	43% Increase

- The Stormwater Division installed the following infrastructure in 2014:

Streets	Storm Sewer Installed (feet)								Concrete
	4-inch	6-	8-	10-	12-	15-	18-inch	Ditch	
Cherry St.					26			600	
Brookstone Dr.			90						
Sherwood Dr.									1
American Legion Park	310								
E. 6 th St.					80				2
E. 4 th St. and Plum									1
Todd Ct.									2
Greenwood Park				220	190			150	
Jim Simmons Trail	30		40				40		1
Delaware Ave.								90	
Aldersgate Park	350								
Timberview Dr.									1
Cinnamon Dr.									2
Mill Rd.									3
Timber Ln.		60	120						1
Buerger St.									4
Oakdale Cemetery	120								
Windsor Dr.									1
W. 4 th St.			250						
Scotts Cir.	20		160						
City Dog Park					140	66			
Industrial Pkwy.					700				
SR-38								200	
222 S. Main St.	160								1
Taylor Ave.					26				1
Palm Dr.									1
West 5 th St..				10					1
Totals	990	60	660	230	1,162	66	40	1,040	23

In addition to installing the infrastructure above, Stormwater crews repaired 19 stormwater structures in 2014 at various locations around the City.

- Special Streets, Stormwater and Sanitation Division projects outside of the normal daily tasks include:

- Excavation for a play area to accommodate the new playground structures at American Legion Park.
- Work to construct a trail connection from Greenwood Park to the Links subdivision.
- Clearing, grading, tree installation and seeding for the new City Dog Park.
- Installation of two new sections at Oakdale Cemetery including roads and stormwater lines
- Painting of all the auxiliary pavement markings in the city.
- Hauled 1,300 cubic yards of dirt and compost to Delaware to blend for topsoil needed at Partners Park.
- Removal of the deteriorated concrete median on W. 5th St.; replacing it with asphalt (120 tons).

Parks & Grounds:

In addition to the normal maintenance and operations activities associated with the Parks & Grounds Division in 2014, below are some of the highlights:

- Parks Facility Rental Statistics
 - Aldersgate – 1 reservation
 - Eljer A & B – 85 reservations
 - Schwartzkopf – 10 reservations
 - Mill Valley Central & South – 10 reservations
 - American Legion – 21 reservations

- Notable Park Updates

Partners Park:

- Parks & Grounds staff assisted contractors and the design engineer with irrigation layout and landscaping.
- Parks & Grounds staff kept a watchful eye on the installation of the splash pad.
- The City purchased 12 modern picnic tables (10 standard and 2 ADA accessible) complete with the City of Marysville’s logo on the sides of the legs for use under the pavilion.

Mill Creek Park:

- Chain link fencing was replaced on fields C and D because of the extensive flooding, which took place on December 2013.
- Batting cages were installed near the fields using Parkland Development Funding.
- Dugouts were installed on fields A and B along the 1st and 3rd base fences using Parkland Development Funding. These dugouts are comprised mostly of chain link fencing which will allow floodwaters to flow through but still keep players safe. A poly-screen cover will be added to the tops of the dugouts in the summer to provide shade.

American Legion Park:

- The existing play structure was removed and replaced with a creative and modern play structure. The Streets Division helped get the play area level and prepared for installation.
- The concrete floor, which was cracked and uneven, was removed from the Upper Legion Shelter with the help of the Streets Division. Concrete work is scheduled for spring of 2015. This is a very popular shelter having 21 reservations in 2014 and being the home of the Concert in the Park series and the City Employee Appreciation Picnic.

Dog Park:

- Staff from Parks & Grounds and Streets Divisions worked closely to design and construct the new City Dog Park.
- Several large culverts were repurposed to enhance the unique experience afforded by the new dog-friendly park creating tunnels through earthen mounds.
- The park was overseeded with 900 lbs of Turf Type Tall Fescue, and 250 lbs of annual rye grass.

Eljer Park:

- New batting cages were installed using Parkland Development Funds.
- The Ohio EPA inspected the Park's engineered capping system in October. Because of the inspection, cracks were filled with assistance from the Streets Division while reseeding and the Parks Staff completed outfall vegetation removal.
- Ten (10) Purple Robe black locust trees were planted south of the soccer field replacing the existing dead cherry trees.
- MJBSA (Marysville Junior Baseball and Softball Association) utilized the baseball fields from early September through late October for their inaugural fall baseball season. Many other youth sports organizations used the Eljer Park facilities for basketball, sand volleyball, baseball, softball, football, soccer, and even cricket.
- 2 trees were planted at Eljer Park as part of the City's Memorial Tree Program.
- A straight rail feature was added to the skate park.

Swartzkopf Park:

- A replacement swing set was purchased to replace the existing unit. Installation will take place in the first quarter of 2015.

- Notable Grounds Updates

Police & Court:

- Staff repaired several large irrigation repairs in late summer.
- Staff updated the irrigation to the planters and replanted with seasonal color in the fall. We will continue to provide annual color to these planters throughout the seasons.

Decker Fire Station:

- Staff uncovered irrigation heads and lines because of the new parking lot to the west side of the fire station. Irrigation heads were spaced and calibrated to provide adequate coverage.

Courthouse Christmas Tree:

- Parks and Grounds staff, with the assistance the City Facilities Division and Del-Mar Tree Service, worked to create a light display on our Courthouse Christmas tree.
- Del-Mar donated time and equipment to assist with project.

Oakdale Cemetery:

- Prepared 77 burials, which included 23 cremations and 2 infants.
- Parks & Grounds crews installed 40 headstone foundations.
- Fifty-eight (58) lots were purchased in 2014, which included 12 lots paid off from installment contracts.
- An additional 10 lots are being secured through payment plans.
- The City purchased new plat books to enable the sale of lots for the newly installed Sections P and Q.
- The Park Maintenance staff have made excellent progress towards day-to-day maintenance tasks including foundation repairs, soil-leveling & seeding, pruning, and leaf removal.
- Staff is working towards cleaning out space in an unused building to provide additional cold storage for the Division's equipment.
- The Parks & Grounds staff collaboratively worked with the Streets Division to layout and install a much needed access path between sections O and E.
- Approximately 20 Austrian Pine trees were removed which were infected with diplodia, overgrown, or were in the ROW of the railroad. Staff will install new, suitably sized and functional plantings in late winter or early spring.

Water Division

In addition to the normal maintenance and operations activities associated with the Water Division in 2014, below are some of the highlights:

- The Division of Water inspected several contracted water main installation projects throughout the City and County in 2014. These projects include:
 - Numerous sections in the Jerome Village subdivision to include Hyland Croy Roadway extensions and Glacier Park Neighborhood - Sections 2, 3 and 8
 - New California Woods
 - Heritage
 - Scott Farms
- In 2014, we pumped 763,067,000 gallons of treated water from the Water Treatment Plant (WTP) into the distribution system. On average 58% of that total was surface water provided by the Upground Reservoir and the remaining 42% was well water.
- Lead and Copper samples were collected throughout the distribution system and all sample results were found to be below the OEPA's maximum contaminate levels.

- Per EPA guidelines, the annual Consumer Confidence Report (CCR) was assembled and posted on the City's website for customers to view. Notifications were mailed to customers that do not currently receive a utility bill directly from the City informing them of the CCR availability.
- We continued working with URS to engineer a new Water Treatment Plant (WTP). We are analyzing a treatment process and have started piloting that process to meet OEPA requirements. We have reviewed draft renderings of the WTP buildings and are moving forward with the design of the plant.
- Water Distribution crews focused on two (2) water main replacement/abandonment projects in 2014. These projects eliminated old problematic cast iron lines by either taking them out of service or replacing them altogether. These old cast iron lines have deteriorated over time and have a history of breaking at any given time interrupting service to our water customers. The replacement projects included:
 - Van Kirk Dr. West of Hickory Dr. (complete)
 - Sherwood Dr. East of Hickory Dr. (ongoing)
- A water line leak survey was conducted on the entire distribution system in order to minimize the amount of unaccounted water. According to Aqua-Line, they located fourteen (14) leaks throughout the system. The total gallons-per-day loss was estimated at 88,700 gallons. Water Distribution crews repaired the leaks found as part of the survey shortly after being notified.
- The interior and exterior of the North Water Tower was painted as part of our normal maintenance on the City's water towers. The painting included the City's logo to match the other recently painted tanks.

Wastewater Division

In addition to the normal maintenance and operations activities associated with the Wastewater Division in 2014, below are some of the highlights:

- Ohio EPA performed a Compliance Inspection at the Marysville Water Reclamation Facility (WRF) on May 15, 2014. The treatment facility is evaluated for all aspects of operation. Records on discharge reports, laboratory data, equipment operation and maintenance records, along with general inspection of the facility is performed. The City received an excellent report on the compliance inspection. No violations of the NPDES permit occurred during 2014 and there were no items requiring a response relative to the Compliance Inspection.
- The City, along with Union County, continued efforts to complete and submit the 208 Plan, which outlines wastewater planning for the City of Marysville, unincorporated areas of Union County and other incorporated communities located within Union County. The plan will designate the sanitary sewer service areas and regional service providers

for these various areas and requires OEPA approval. The County submitted the plan to the OEPA on December 18, 2013 for approval. OEPA returned comments relative to the plan in 2014 and the comments will be addressed prior to re-submittal.

- In 2014, The Marysville Division of Wastewater continued its partnering effort with the Union County Engineer, The Ohio State University, Union County Health Department, Ohio Environmental Protection Agency and various other state and county organizations in a research project targeting wastewater subsurface treatment for small communities on a site located along Industrial Parkway.
- High Strength Wastewater Surcharges are for those contributors who discharge compatible pollutant concentrations above those normally experienced at the treatment facility. This program assures the City treatment facility is paid for any additional treatment cost incurred to remove those pollutants to a permitted level. In 2014, these surcharges provided additional revenue of approximately **\$325,793**. These charges reflect the actual cost incurred by the City to treat these high strength wastes.
- 2014 Wastewater Flow statistics:

Water Reclamation Facility	Flow Treated Total (Gallons)	Average Daily MGD	Maximum Daily MGD	Precipitation Inches
2014	1,348,730,000	3.693	15.880	33.30

- 2014 Residuals statistics:

Processed (Gallons)	Landfill Disposal (Tons)
12,900,889	4,332

- Water Reclamation Facility (WRF), Highlights:
 - Rebuilt Influent Screen No. 1
 - Emptied and cleaned both residual holding tanks
 - Began repairs of Clarifier 2 Skimmer structure for rebuild
 - Inspected/repared all Rotork valve actuators
 - Contracted with Andritz for 6000 hour inspection/evaluation of centrifuges
 - Rebuilt various UV modules (ballasts, bulbs, quartz sleeves, fans and wiper mechanisms)
 - Replaced No. 2 Post Aeration Blower
 - Drained and cleaned all Clarifiers
 - Cycled operation of used and unused clarifiers
- Initiated upgrade of SCADA (Supervisory Control and Data Acquisition System) computer workstations (Windows 7) for compatibility with main SCADA computers.

- In 2014, the Division of Wastewater continued to evaluate increased efficiency areas of the Water Reclamation Facility. Electrical energy use, heating and ventilation areas, and chemical use are regularly evaluated to provide for the most cost effective methods.
- Wastewater Collections Unit, Statistics:
 - Responded to 35 emergency complaints. Thirty-four (34) of these complaints were the responsibility of the homeowner to correct and one was due to a City sanitary issue, which was resolved.
 - Replaced or rebuilt 30 air relief valves.
 - Made two complete lateral repairs.
 - Completed 3,550 work orders.
 - Completed over 57 spot repairs (in-situ) relative to the removal of inflow and infiltration.
 - Chemically treated 4,100 feet of sewer for root control
 - Cleaned 7,684 feet of sanitary sewer
 - Televised 33,028 feet of sanitary sewer
 - Root cut 783 feet of sanitary sewer
 - Only one SSO (Sanitary Sewer Overflow) experienced and reported to OEPA in 2014
- Wastewater Collections Unit, Highlights
 - Relocated check valves on the # 3 Pump Station
 - Began demolition of old filter building
 - Rebuilt 3 pumps at various pump stations
 - Replaced the flow meter at the Southard Rd. Pump Station
 - Installed shutoff valves in force main at Honda Transfer Pump Station
 - Provided utility locating and inspection services as needed
 - Painted all piping at Jerome Village Pump Station
 - Replaced a grinder pump at Mill Creek Pump Station

Recreation & Events

In addition to the normal maintenance and operations activities associated with the Recreation & Events Division in 2014, below are some of the highlights:

- City Municipal Pool, Statistics:
 - The City employed 40 seasonal part time staff, all of whom participated in annual safety/CPR and lifeguard training.
 - Over 18,000 people visited the pool spanning its 84-day open-pool season.
 - There were 250 pool memberships sold.
 - An average of 224 people visited the pool each day.
 - One hundred twenty-nine (129) youths participated in swim lessons.
 - There were 47 days in which camps and/or groups visited the pool.
 - One hundred eight (108) youths competed on the Stingrays Swim Team program.
- City Municipal Pool, Highlights:
 - The high dive was placed back into service.

- Tile repairs were made to the baby pool due to freeze/thaw damage, which occurred during the winter.
- A new Sno-Kone machine was purchased for the concession stand and has been well received.
- Recreation Programs, Statistics:
 - Over 2,400 kids participated in activities including baseball, softball, football, soccer, volleyball, Lacrosse, T-ball and disc golf within our City's park system.
 - Co-Rec Sand Volleyball had 36 teams (approx. 300 players) participated in two 8-week sessions.
 - Co-Rec 3-on-3 Basketball had eight (8) teams (approx. 40 players) participating.
 - Union County Grand Prix Series held nine (9) of 13 races within the City at various parks, trails and streets. The races involved 1,862 participants who ran over 7,400 miles and donated more than \$40,000 to charities within our community.
- The City's Uptown Flower Baskets and Planters program was able to secure over \$5,000 in sponsorships for 36 Uptown flower baskets and 8 Uptown planters to continue promoting the City's Beautification program.
- The following events were held in 2014:
 - Concert in the Park held two concerts this summer at the Sean Doebert Amphitheater featuring The Gas Pump Jockeys and Hadden Sayers.
 - The third Annual Green & Clean Week took place April 21 – 28.
 - The annual Day in the Park was held on July 12 with music from Michael Fittro. Families were entertained with clowns, face painting, carriage rides and free admission to the City pool.
 - NSX Nite was presented for the first time in Marysville on October 16. We are hopeful that this will become an annual event, as the NSX car club was very appreciative of our warm reception for them. The evening mirrored an Uptown Friday Night event with food vendors and music provided by The Groove.
 - Friday Nights Uptown completed its 5th season with the City and had its best attendance to date. Thousands filled the City's streets to attend the four Uptown events:
 - Rib Fest (May) featuring Arnett Howard
 - Wine & Jazz Fest (June) featuring Dave Powers
 - Chalk the Block (July) featuring McGuffey Lane
 - Founders Day & Car Show (August) featuring Sibling Rivalry

On average, each of the events' revenue covered their related expenses based on figures for vendor booth fees and concession sales.

- The Legends of Marysville held two weekends of Historic Marysville walking tours. Two tours per day took place; one at Oakdale Cemetery and one through Uptown Marysville. Over 250 patrons took part in the two 2014 tours, raising over \$1,300 in

funds which were distributed equally between the Union County Historical Society and the Marysville Art League

- The Christmas Walk & Community Tree Lighting was held on December 1 in Uptown Marysville. Kindergarten children helped flip the switch on the Courthouse Christmas tree featuring over 4,000 lights. This year we added a 6 foot Nativity Star to the top of the tree.
- The City secured over \$28,000 in sponsorships to help offset any lost revenue and secure marketing and advertisement for the City's recreation and event programs in 2014.
- The City partnered with the following events to provide permits, security, logistics and overall community support with the following festivals:
 - Union County Fair
 - 39th Annual All Ohio Balloon Fest
 - Farmers Market Festival
 - 33rd Annual FestiFair Arts & Crafts Festival
 - Covered Bridge Bluegrass Festival
 - Union County Grand Prix series

Law Office

In 2014, the Law Director by ordinance became for the first time in-house and full-time. As a result, I have been able to devote much more time to the areas of advising Council, boards, commissions and City departments; delinquent tax litigation; economic development (JEDD and JEDZ); contract formation and review; and assisting in many engineering, planning and zoning issues. Headquartered in City Hall and available every day, I have been able to review matters and answer questions in order to help eliminate potential legal roadblocks and restrictions.

John Eufinger is an experienced attorney and former Magistrate, is the part-time Assistant Law Director who acts as the City Prosecutor. Mr. Eufinger appears daily in Municipal Court to represent the City in its prosecution of all misdemeanor and traffic offenses which occur in Marysville. Mr. Eufinger is at the Division of Police each morning to answer questions and review statements and other evidentiary matters involved in criminal cases. Further, both the Law Director and Assistant Law Director are available 24 hours a day to the Division of Police to assist officers in making charging decisions when unique or difficult factual scenarios arise.

The Law Director's office maintains a professionally cooperative relationship with the Division of Police. Routinely working together to update policies and procedures as laws change, the Law Director's office also provides legal instruction at the Division's yearly ADAP (Advanced Detection, Apprehension, and Prosecution of Persons Under the Influence of Alcohol) training sessions. Outside of courtroom matters, we communicate regarding substantive and procedural issues on practically a daily basis.

In addition to advising the City and its departments, boards, and commissions, the Law Director is responsible for representing the City in proceedings in Court or before administrative boards. The following is a synopsis of matters in which the Law Director represented the City in 2014.

CIVIL LITIGATION IN COURT OR BEFORE ADMINISTRATIVE BODIES

Common Pleas Court

Weaver Road, LLC v. City of Marysville

The Plaintiff, Weaver Road, LLC, filed in Common Pleas Court its Complaint for Injunction and Declaratory Judgment against the City, alleging that the City improperly created the Adena Pointe Sewer District. Although the City was the named Defendant, this complex dispute centered around the Plaintiff's allegation that a third party caused Plaintiff's land to be undevelopable as a result of the improper installation of infrastructure. The case was resolved between the named parties and third party by agreement, in which the City repealed its existing sewer district ordinance and subsequently adopted an ordinance that amended the terms of the former district. Per the terms of the Settlement Agreement, the Plaintiff dismissed its Complaint against the City on April 11, 2014.

Marysville Self Storage, LLC, et. al v. Harold Green, The City of Marysville, et. al.

The Plaintiff sued many parties, but specifically contended that the City erroneously issued a permit to one of the Defendants for the use of a drainage pipe that it allegedly had no lawful right to use. The Complaint against the City was dismissed on December 15, 2014.

United States of America, acting through the USDA v. Michahlynn Thompson, The City of Marysville, et al.

The City claims an interest in real estate by virtue of a Second Rehabilitation Mortgage for \$33,758.80 in this foreclosure case. The mortgage is subordinate to the first mortgage given by the Plaintiff to the USDA. This case is pending.

Home Ally Financial, LLC v. Bradley Euans, Lori Euans, City of Marysville, et. al.

This is another foreclosure case in which the City claims an interest of \$2,006.04 in the Defendants' real estate as a result of a Certificate of Judgment that the City obtained against the Defendants for their failure to pay municipal income tax. This case is pending.

Administrative Boards

The Law Director represented the City when it filed an application before the Design Review Board for a Certificate of Appropriateness to demolish a home at 222 South Main Street, which the City owned in the City's designated historic district. The City sought to use the land for park purposes.

The Design Review Board did not issue the Certificate of Appropriateness. Law Director Aslaner then represented the City in its subsequent appeal to the Board of Zoning Appeals, which overturned the Design Review Board's decision, thus granting the Application for the Certificate of Appropriateness.

MUNICIPAL INCOME TAX COLLECTION

In 2014, the Law Director's Office filed complaints in Municipal Court and Small Claims Court against 86 people for the collection of unpaid municipal income taxes. Thirty-three (33) people paid their taxes, interest and penalty before trial. Many others entered into Agreed Judgment Entries to reimburse the City through scheduled and court ordered installment payments.

Because of these court filings, the City in 2014 collected \$25,039.45 of unpaid municipal income taxes, penalties and interest. In the many cases where default judgments were entered and payments were not made in accordance with the terms of the Court orders, the Law Director has pursued collections by way of judgment debtor exams, show cause motions, and the filing of Certificates of Judgment against property owned by the Defendants. The City is making progress in these collection efforts.

MUNICIPAL COURT PROSECUTION

The Law Director represents the City in Municipal Court in the prosecution of all misdemeanor and traffic cases that arise within the City of Marysville. There were 1,695 charges arising in the City of Marysville that were filed in Marysville Municipal Court in 2014. Of those 1,695 charges, 357 were criminal and 148 were related to the operation of a motor vehicle under the influence of alcohol/drugs. The Law Director's office conducted two jury trials in 2014.

Human Resource Department

1. Recruitment/Retention: This is where the employee management cycle begins. The process is critical to our City’s success. Probationary performance of new hires is covered in the section entitled “Performance Evaluation”. We also track turnover ratio to address employee retention.

a. 2014 Complete List of Hires:

Unclassified – Exempted			
Open	Position	Days	# Apps
6/10	Parks & Grounds Superintendent	35	34
6/24	Code Enforcement Officer	27	16
8/28	Project Manager	n/a	n/a
8/26	Utility Engineer	n/a	6
8/29	Clerk of Council	64	35
9/18	Recreation/Events Coordinator	n/a	n/a
9/29	Utility Engineer	n/a	1
Averages Per Category:		42	18.4

Classified Civil Service – Non-Exempted			
Open	Position	Days	#Apps
1/14	Public Service Clerk	49	83
5/9	Police Officer	164	89
6/10	Communications Dispatch Officer	n/a	n/a
6/11	Streets Equipment Operator	35	29
6/17	Utility Clerk II	6	1
6/25	Utility Clerk	6	1
8/28	Streets Equipment Operator	n/a	n/a
8/29	Sanitation Worker	9	1
9/5	Water Distribution Operator	41	16
9/26	Utility Clerk	1	n/a
9/26	Streets Equipment Operator	5	n/a
11/19	Wastewater Operator	4	1
11/25	Collections Operator	6	1
12/8	Parks and Grounds Worker	TBD	TBD
Averages Per Category:		29.7	24.6

Unclassified – Part-time			
Open	Position	Days	# Apps
1/1	PT Firefighter	TBD	TBD
1/8	Parks & Grounds Annual PT (ORW)	32	11
1/13	Streets Annual PT (ORW)	37	11
2/6	Parks & Grounds Annual PT	32	6
2/10	Parks & Grounds Seasonal PT	39	12

2/24	Streets Seasonal PT	25	n/a
3/10	Customer Service Clerk (PPT)	21	n/a
3/12	Pool Seasonal Hires	n/a	n/a
3/13	Water and Wastewater Seasonal PT	8	n/a
3/17	Annual Part-Time Streets	28	4
7/3	PPT Finance Clerk	18	31
7/23	PPT Customer Support Clerk	22	n/a
8/29	Seasonal PT Streets	n/a	n/a
10/6	PPT Finance Clerk	5	n/a
10/24	Seasonal Streets	n/a	n/a
11/12	HR Clerk	TBD	27
Averages Per Category:		24.3	14.6

	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	Avg.
Avg # of Apps.	18	30	19	30	60	30	29	52	26	31	34.1
Avg Days/per Hire	32	43	35	41	22	36	62	45	41	27	39.1

Analysis: The number of applicants decreased by an average of 40%, but we reduced our days per hire by 9 (or 21%).

b. **Recruitment Breakdown:** This measures the types of hires.

Year	Full Time (FT) Civil Service				FT Exempt	Part Time			Total # Hires
	Total	Internal	List	Ext.		PT Season	Perm. PT	PT	
2014	15	8	2	5	6	61	5	11	97
2013	19	2	2	15	3	61	2	23	107
2012	12	9	-	3	6	57	1	14	90
2011	9	5	4	4	2	46	5	4	66
2010	5	2	1	2	2	59	-	2	68
2009	5	1	2	2	2	54	-	3	64
2008	11	4	-	7	5	52	1	3	72
2007	15	1	1	13	1	52	-	5	73
2006	11	3	2	6	2	49	1	5	68
2005	12	5	3	4	-	44	1	10	67
2004	8	1	1	6	4	65	-	8	85
2003	10	2	1	7	1	62	1	2	66
2002	10	1	1	8	2	50	2	2	66
Avg.	10.58	3.3	1.5	6.4	2.8	54.77	1.45	7	82.2

Analysis: Civil Service numbers stayed above average for the third year. We tied our record high for exempted and permanent part-time (PPT). Our overall hiring numbers went up by 36% in 2011 to 2012 and has stayed well above average for 3 years. (Green highlights a high total).

c. **Annual Turnover Ratio (ATR):** This measures retention for **fulltime & permanent part-time** categories. HR monitors this trend in reference to our comparable wage/benefit package and possible morale issues. Separations include terminations, retirements and/or someone simply leaving for another opportunity. (Total separations/average # employees by month x 100 = ATR)

Year	Separations	Employee Average Per Month	Annual Turnover Rate
2014	10	172 employees	5.81%
2013	9	167 employees	5.39%
2012	6	162 employees	3.7%
2011	3	158 employees	1.89%
2010	4	154 employees	2.59%
2009	5	160 employees	3.12%
2008	10	161 employees	6.21%
2007	7	161 employees	4.34%
2006	5	155 employees	3.22%
2005	6	154 employees	3.89%
2004	10	151 employees	6.62%
2003	10	152 employees	6.57%
2002	13	152 employees	8.55%
Avg.	7.9	156.8	4.7%

Analysis: Separations went up in 2013 and remained high in 2014. This is above the history/trend averages of 7.9 separations and the Annual Turnover Rate (ATR) of 4.7%. This is a negative trend (negative trends are highlighted in yellow) worth continued monitoring in 2015. Our average-per-month number of employees has gone up by 20 since 2002. HR conducts exit interviews with all employees leaving service. A review of these interviews does not show any significant issues.

d. **Hiring Process Feedback:** We have been tracking feedback on each hire process since 2009, but have not included it in the annual report. We will start doing it this year. We think it is pertinent to show how we are performing this valuable service for our customers.

Rate length of time for process.					
Year	Unsatisfactory	Marginal	Satisfactory	Excellent	Outstanding
2014			4	6	1
2013			1	7	4
2012	1 (Engineering hire)		1	8	6
2011				7	4
2010			1	3	1
2009			2	3	

Rate HR performance.					
Year	Unsatisfactory	Marginal	Satisfactory	Excellent	Outstanding
2014				8	3
2013			1	6	5
2012				6	10
2011				3	8
2010				2	3
2009				2	3

Analysis: Our overall performance continues to rate high with the feedback on the rate or time of the process trending lower and less satisfactory despite the fact that the average length (in days) decreased by 21%. We have also had a turnover in some managers that are in hiring positions, meaning different managers are now rating us. It appears that either newer managers have a faster expectation of fill, and/or all managers have just increase their expectation on fill time.

2. Performance Evaluations: Performance evaluations are essential in maintaining an effective and efficient workforce. This section details the City’s performance evaluation data. We track completion per month, overall citywide numbers, and a history/trend of ratings.

a. 2014 Evaluation Completion Status Per Month: (TBD=To be determined)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Annual Evaluations	6	3	9	16	380	10	8	8	10	12	4	3
Probationary	8	6	15	5	5	16	5	3	8	6	4	7
Total for month:	14	9	25	21	43	26	13	11	18	18	8	11
Completed within 30 days	13	8	13	15	26	17	11	9	13	16	8	10
Completed Late	1	1	12	6	14	8	2		2	1		
Not Completed					3	1	1	2	3	1		1

b. Completion Ratios 2002 to Present:

Year	Total # Due	Total # Completed	Total # Not Completed	Total # Late	Completion Percentage %
2014	217	204	12	47	94.4%
2013	225	216	9	54	96%
2012	174	171	3	55	98.3%
2011	176	176	0	44	100%
2010	152	152	0	44	100%
2009	192	186	6	52	97%
2008	185	181	4	61	98%
2007	179	156	23	27	87%
2006	188	172	16	32	92%
2005	189	171	18	48	90%
2004	174	170	4	20	97%
2003	175	165	10	51	96%
2002	175	161	14	45	92%
Averages:	184.7	175.5	9	44.6	94.9%

Analysis: We experienced a slight decrease in total due as many probation periods ended in 2013. We also trend above average on not completes and late evaluations.

c. Summary Of Ratings for 2014: Tracked in respective work area.

Work Area	Uncompleted	Unsatisfactory	Marginal	Satisfactory	Excellent	Outstanding
Admin (General)	3			1	4	
Engineering				2	5	
Finance	3			9	5	
Fire Division	2			26	50	3

Parks & Grounds	3			1	1	
Police Division				33	14	
Public Service	1			1	1	
Streets				6	7	
Wastewater				14	5	
Water				6	10	
2014 Totals:	12	-	-	99	102	3

d. Rating Comparison 2004 to Present: Both total # per rating and % of total in parenthesis.

Year	Uncompleted	Unsatisfactory	Marginal	Satisfactory	Excellent	Outstanding
2014	12 (6%)	-	-	99 (49%)	102 (50%)	3 (1%)
2013	9 (4%)	-	4 (1.7%)	73 (32%)	130 (58%)	9 (4%)
2012	3 (2%)	-	-	47 (27%)	105 (60%)	18 (10%)
2011	-	-	-	38 (22%)	104 (59%)	34 (19%)
2010	-	-	-	23 (15%)	89 (59%)	40 (26%)
2009	6 (3%)	-	2 (1%)	31 (16%)	116 (60%)	36 (19%)
2008	4 (2%)	-	-	41 (22%)	110 (59%)	30 (16%)
2007	23 (13%)	1 (.5%)	2 (1%)	28 (14%)	102 (59%)	23 (13%)
2006	16 (10%)	1 (.5%)	1 (.5%)	36 (19%)	102 (53%)	23 (16%)
2005	18 (10%)	-	2 (.01%)	29 (26%)	98 (52%)	22 (11%)
2004	4 (3%)	-	4 (.02%)	46 (26%)	99 (60%)	21 (10%)
Annual Avg.	8.4 (4.7%)	.2 (.11%)	1.5 (.83%)	38.6 (22%)	105.4 (59%)	24.9 (14%)

Analysis: We had general movement from Outstanding towards Satisfactory in the past 5 years. This movement increased after City Administrator Terry Emery (during a March 2013 managers' off-site) instructed all to give justification for any rating above or below Satisfactory. MFD appears to trend higher on ratings. We also note that MFD is only one of two areas that utilize job standards per each job tasking (the other is HR). These job standards (a) inform employees what it takes to get each rating and (b) can help managers write the rating as each rating gives defined verbiage that can be more easily used in the evaluation process.

3. **Training:** All training classes attended/provided are contained in each quarter report.

4. **Benefit Management:**

a. Medical/Health Insurance Customer Support:

	Medical Plan	Medical Claims	Medical Network	Pharmacy Rx	Dental Plan	Dental Services	Dental Network	Vision Plan
January	8	7		1	2			2
February	5	2			2		1	1
March	3	1			1	1		2
April	1	2						1
May	5	2			3			3
June	3		1		2			2
July	1						2	
August	6	3	1		1			1
September	3	1	1			1	1	1
October	1			1				1
November	8	1		1	5		2	3

December	4	1			2			1
Total =	48	20	3	3	18	2	6	18
Percentage per	40%	17%	2.5%	2.5%	15%	1.6%	5%	15%

Trended History per Category of Support									
Year	Total	Medical Plan	Medical Claims	Medical Network	Pharmacy Rx	Dental Plan	Dental Services	Dental Network	Vision Plan
2014	120	48	20	3	3	18	2	6	18
2013	108	23	47	5	8	5	4	9	7
2012	110	10	65	8	7	6	2	4	8
2011	153	18	96	1	15	6	2	3	12
2010	194	17	73	12	68	8	4	1	11
2009	117	28	20	20	8	8	5	9	19
2008	136	27	36	19	14	5	3	7	25
2007	88	7	51	7	10	1	3	3	6
2006	152	39	57	10	22	9	2	1	12
2005	192	21	94	13	44	1	9	1	9
Avg.	137.1	21	55.8	9.8	19.8	6.7	3.5	4.4	12.7

Analysis: Our total support number is 12% below annual average. Medical plan issues doubled, while medical claim issues tracked 64% below the norm. Dental and vision issues were high. We have no current discernable reason for this trend, but we will continue to monitor.

b. Medical/Health Insurance Costs: This was our fourth renewal with the HSA, HRA, and the modified PPO. We had a 9.95% increase. Total Costs (below), bottom-line also include COBRA costs and the opt out program (not detailed, but figured into the total).

Medical Insurance Only					
Year	Provider	Percent Increase	City Share Single	City Share Family	Total City Cost
2015	Anthem	1(PPO):8.98% 2(HRA):6.71% 3(HSA):6.71%	\$669.70(PPO) \$544.79(HRA) \$466.88(HSA)	\$1,749.66 \$1,423.34 \$1,219.80	\$182,230 PPO \$546,045 HRA \$1,611,084 HSA \$2,339,359
2014	Anthem	9.95% (for all plans) NOTE: We estimate a 7% due to taxes and fees from the PPACA.	\$614.39(PPO) \$510.45(HRA) \$437.43(HSA)	\$1,605.15 \$1,333.59 \$1,142.90	\$152,434 PPO \$631,295 HRA \$1,390,353 HSA \$2,207,684
2013	Anthem	6.27% (for all plans)	\$558.79(PPO) \$464.25(HRA) \$397.85(HSA)	\$1,459.89 \$1,212.90 \$1,039.47	\$138,639 PPO \$625,347 HRA \$1,153,503 HSA \$1,931,190
2012	Anthem	1(PPO):8.9% decrease 2(HRA):5% decrease 3(HSA):5% decrease	\$525.82 \$463.86 \$374.78	\$1,373.76 \$1,141.34 \$978.14	\$130,459 PPO \$716,739 HRA \$1,025,181 HSA \$1,874,880
2011	Anthem	1: .2% decrease 1(PD): 7% 2: 7% 3: 29% decrease	\$553.49 \$590.84 \$459.85 \$394.09	\$1,446.06 \$1,543.64 \$1,201.41 \$1,029.62	\$339,301 PPO \$747,803 HRA \$771,189 HSA \$1,944,364
2010	Anthem	A 15%	\$552.18	\$1,442.66	\$542,127 PPO

		B .1 %	\$480.71	\$1,255.92	\$1,348,737 HRA
		C 10.5% decrease	\$429.77	\$1,122.82	\$1,890,861
2009	Anthem	8%	\$485.01	\$1,267.15	\$1,689,363
2008	Anthem	14%	\$449.09	\$1,173.29	\$1,530,683
2007	Anthem	20.07%	\$393.95	\$1,029.20	\$1,305,606
2006	Anthem	1.8 % single/3.09 % family	\$328.10	\$857.17	\$1,057,196
2005	COHCC	12.8 % single/18.18 % family	\$322.08	\$831.46	\$1,018,532
2004	COHCC	25 %	\$286.25	\$704.96	\$939,567
2003	COHCC	11.4 %	\$228	\$559.31	\$704,675
2002	United Health	15.8%	\$195.95	\$488.40	\$624,342

NOTE: We added the table below to our annual report in 2008. It provides a comprehensive, by area, total cost figure for our insurance benefits. More detailed figures per family and single are available from HR. Also, note the table includes COBRA administration and opt out costs.

Year	Medical	Dental	Vision	Life	Total Costs	Increase for Year
2015	\$2,388,195	\$100,753	\$16,015	\$16,534	\$2,521,496	\$190,994 (8.2%)
2014	\$2,207,684	\$91,648	\$15,334	\$15,836	\$2,330,502	\$282,542 (13.7%)
2013	\$1,931,190	\$87,946	\$14,582	\$14,242	\$2,047,960	\$57,088 (2.9%)
2012	\$1,876,588	\$85,525	\$14,384	\$14,374	\$1,990,872	\$124,622 (5.9%)
2011	\$1,948,055	\$79,802	\$17,266	\$14,780	\$2,107,493	\$103,086 (5%)
2010	\$1,892,557	\$79,802	\$17,266	\$14,780	\$2,004,406	\$152,410 (8.2%)
Year	Medical	Dental	Vision	Life	Total Costs	Increase for Year
2009	\$1,743,798	\$77,222	\$16,199	\$14,780	\$1,851,996	\$209,560 (12.7%)
2008	\$1,532,459	\$76,760	\$16,029	\$17,191	\$1,642,439	\$230,425 (16.3%)
2007	\$1,307,372	\$70,103	\$16,029	\$18,510	\$1,412,014	\$250,966 (21.6%)
2006	\$1,058,962	\$69,015	\$15,419	\$17,652	\$1,161,048	\$36,971 (3.3%)
2005	\$1,023,273	\$67,725	\$15,388	\$17,691	\$1,124,077	Not Available

Analysis: The single funding line increased 8.2%. Anthem and our insurance broker tells us that the effects of the PPACA can account for 5-7% of this increase; Industry fee was 2% in 2014 and 3-4% in 2015, Reinsurance fee 1-3% both years (PCORI had minor impact). We are also seeing movement more towards the HSA plan option.

c. **HRA City Funds Pledge Tracker:** The City's Health Reimbursement Account (HRA) medical option (starting 2010) consists of a portion of City funding pledged to the employee. The HRA is designed to provide savings to both the employee and the City. HR tracks the use of the pledged amount as an indicator of usage:

2014	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Total	Total Pledge
\$\$ Used	\$27,760.39	\$23,827	\$15,433	\$18,478		\$108,349.76
% of Total	26%	22%	14%	17%	78.8%	
Running %	26%	48%	61.8%	78.8%	-	
Running #	\$27,760.39	\$51,587	\$67,020	\$85,498	\$108,349	78.8%
2013	\$29,767	\$32,000	\$16,783	\$17,197	\$95,748	84%
2012	\$36,969	\$31,180	\$33,087	\$8,992	\$110,228	82%
2011	\$19,143	\$30,961	\$25,796	\$16,197	\$92,097	66.7%

Analysis: This indicates we had the lowest HRA usage by employees since 2011 (the first year we offered the plan option). Our pledge amount (the city funding) was up 13%. The four-year annual average for pledge was \$101,605, so we were also about 6.6% higher than our annual

average. The more years we track the benefit, the more light we shed on trends; we currently see no issues.

d. Flexible Spending Account (FSA): First offered in 2008 and in accordance with law to allow employees to use pre-tax dollars for health related costs and childcare expenses. The City incurs the below costs in the process.

Year	Set-up Fee	Per Employee Per month	Medical	Child Care	Total Cost	City Received from Forfeited Funds	Total Cost to City
2015		\$6.50	34	3	\$2,808	TBD	TBD
2014	-	\$6.50	45	2	\$3,666	TBD	TBD
2013	-	\$5.50	37	1	\$2,508	\$4,863.06	+\$2,355.06
2012	-	\$5.50	50	1	\$3,366	0	\$3,366
2011	-	\$5.50	44	3	\$2,904	\$00.00	\$2,904
2010	-	\$5.50	28	5	\$2,178	\$302.96	\$1,875.04
2009	-	\$5.50	16	3	\$1,056	\$277.25	\$778.75
2008	\$575	\$5.50	16	3	\$1,056	\$1,879.92	+\$823.92

Analysis: We had 11 fewer members sign-up for the medical FSA and three sign up for the childcare. The numbers from 2014 forfeiture were not known at the time of this report. We will update in April 2015. We believe the 11-person drop was due to a movement towards the HSA plan option as FSAs are not IRS compatible with the HSA.

e. BWC: Factors that drive our rates are our total payroll figure (as payroll increases-so do costs), our experience modifier (EM) derived from the amount and type of incidents we have, and the percentage of discounts offered by BWC. Please note that the BWC has reduced many discounts offered to group-rated employers (like us) over the last 4-5 years. This increases cost and is out of our control.

Year Paid	For Year (Payroll)	Payroll Total	Payroll % Increase	EM	BWC Projected	Actual BWC Costs	TPA & MCO Charge	Total Costs	Total % Increase
2015	2014	10,122,171	+9.5%	.68	\$222,647	\$213,644	\$4,975	\$218,619	-5%
2014	2013	9,244,523	+5%	.58	\$224,577	\$224,577	\$4,975	\$229,552	+13%
2013	2012	8,806,207	+3.3%	.68	\$214,404	\$197,343	\$4,830	\$202,173	-13%
2012	2011	8,516,895	+1.5%	.60	\$232,604	\$226,609	\$4,830	\$231,439	+20%
2011	2010	8,393,023	-2.7%	.65	\$236,077	\$188,238	\$4,635	\$192,873	+55%
2010	2009	8,626,720	+5.6%	.46	\$183,768	\$118,548	\$4,635	\$123,183	-17%
2009	2008	8,193,695	+10.2%	.31	\$121,863	\$134,851	\$13,814	\$148,665	+25%
2008	2007	7,432,494	+2.6%	.34	\$114,260	\$105,050	\$13,347	\$118,397	-11%
2007	2006	7,233,909	-	.29	\$99,886	\$119,683	\$13,347	\$133,030	+15%
2006	2005	7,258,429	+5.4%	.38	\$140,454	\$100,260	\$11,917	\$112,177	+18%
2005	2004	6,858,412	+.3%	.27	\$97,179	\$83,874	\$10,785	\$94,659	-2.3%
2004	2003	6,836,495	+8%	.27	\$90,857	\$87,402	\$9,565	\$96,967	-2.8%
2003	2002	6,325,879	+11.6%	.70	\$145,632	\$89,162	\$8,921	\$99,778	+61.2%

Analysis: In 2014 we had a 13% increase in premiums; however, we received \$120,801 in “billion-dollar-back” rebate, and another \$4,000 for reduction in claims/performance bonus, taking our actual paid to just \$104,751 (the lowest since 2005). This is also more noteworthy because our payroll went up 5% in 2013, and another 9.5% in 2014. We were able to pay our 2014 bill early in 2015 and by doing so we accessed the 1% “go-green/pay on line” deduction—

our second year doing so. In 2003, our premiums were 1.57% of payroll; in 2014 (just paid in 2015), we are at 2.1%. This next year we move away from retrospective premiums. We will monitor closely that financial impact.

f. **Sick Leave:** Below we condense our tracking of sick leave usage hours per department & division to just totals and trends for the City. The below is in hours:

	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003
Total Hours:	10,947	9,686	9,606	12,666	11,220	10,378	13,652	12,574	11,587	15,637	13,499	12,645
Up/Down	13%+	Flat	24%-	12.9%+	8.11%+	24%-	8.5%+	8.5%+	26%-	16%+	7%+	32%+
# Employees	169	168	159	159	156	158	165	157	165	162	156	157
Avg. per Employee	64.78	57.66	60.41	79.66	71.93	65.7	82.74	80.08	70.23	96.53	86.53	80.55

Analysis: The total number of sick hours used went up by 13 percent, with total per employee going up about 7 hours per employee in the year 2014. HR also breaks these numbers down per work area to trend more specifically. We use that document to communicate negative trends with the appropriate manager. We also compare this data with FMLA cases to see correlations.

5. Discipline and Grievance Management: We utilize four categories in our management.

Interventions: HR gets involved in a personnel issue at the lowest level, a simple conversation with supervisor and/or subordinate up to, but not including discipline issues.	Grievances: A formal complaint filed by a member of either Union established in the City.
Investigations: A formal investigation performed by HR or Police Division for their Union members.	Disciplinary Actions (Discipline): Any of the four levels of discipline detailed in our policy.

a. **Cases (by month) for 2014:**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Interventions	1	2	1	-	2	2	1	3	2	1	2	-	17
Grievances	-	-	-	-	-	-	-	-	-	-	-	-	0
Investigations	-	-	-	-	3	-	-	-	1	-	-	-	4
Discipline	1	1	-	1	3	9	-	3	2	2	2	-	24

b. **Historical Category Breakdown:**

Year	Total Interventions	Total Grievances	Total Investigations	Total Discipline
2014	17	0	3	24
2013	22	1	2	26
2012	26	2	6	24
2011	18	0	2	9
2010	9	2	2	12
2009	18	1	2	14
2008	9	0	4	10
2007	13	3	6	19
2006	19	2	7	20
2005	22	2	4	10
2004	14	2	2	9
2003	27	5	7	15
2002	29	1	0	10
Total:	243	21	47	202
Avg.	18.7	1.6	3.4	14.4

c. Discipline Action Breakdowns Per Year for 2002 to Present:

Year	Total Actions	Oral Warnings	Written Warnings	Suspension	Demotion	Termination	Resignation
2014	24	14	4	4	1	2	2
2013	26	15	7	3		1	
2012	24	12	5	5			2
2011	9	6	1	1		1	
2010	12	7	4	1			
2009	14	9	3	2			
2008	10	7	3				
2007	19	10	3	3		1	2
2006	20	15	3	2			
2005	10	5	2	2			1
2004	9	3	4	1		1	
2003	15	2	9	3			1
2002	10	1	5	1		2	1
Totals:	204	106	53	28	1	8	9
Avg.	15.7	8.2	4	2.2	.07	.62	.69

d. Discipline History by Work Area:

Year	Police	Fire	Streets	PSC	Finance	WWTP	Parks & Grds	Water	Eng	Admin
2014	3	5	6	5	1		1	1	2	
2013	4	3		13	3		2		1	
2012	4	5	3	2	9		1			
2011	2	1	3		2				1	
2010	3	4	2		1	1		1		
2009	7	2	1		1	1		1	1	
2008	4	1	1			2		1		1
2007	8	5	5				1			
2006	5	14	1							
2005	3	1	5			1				
2004	4	2				2	1			
2003	5	8				2				
2002	1	2	1		1	4		1		
Totals:	53	53	28	20	18	13	6	5	5	1
Avg	4	4	2.2	1.5	1.4	1	.46	.4	.4	.08

e. Grievance History Breakdown:

Year	Total #	Local FOP/OLC 171 – Police	Local IAFF 3032 – Fire
2014	0	-	-
2013	1	-	1
2012	2	-	2
2011	0	-	-
2010	2	2	-
2009	1	1	-
2008	0	-	-
2007	3	-	3

2006	2	1	1
2005	2	2	-
2004	2	1	1
2003	5	4	1
2002	1	-	1
2001	2	-	2
2000	7	5	2
1999	1	1	1
1998	2	1	-
Totals:	29	18	15
Avg.	1.7	1.05	.88

Analysis: Total disciplinary actions increased from nine to an all-time high of 24 (166% increase). Total internal investigations was the highest since 2007 and interventions spiked to our highest since 2003. We had two grievances for the year, both from IAFF/MFD and both were resolved before arbitration. We also had five suspensions, an all-time high. HR will continue to trend this in 2015.

6. 2014 Goals/Projects: We will be slightly changing our goal process, from the past few years, moving forward into 2015. The past several years we have had general HR goals that we then created sub-goals and/or actions plans, in order to meet these general goals. In this year’s internal report, we will not detail next year’s plan, but just the goals and projects for 2014. Our plan for 2015 is a work in progress that will use input from department and division heads. [The data in blue font](#) (below) was updated after our initial report.

Goals/Projects for 2014	
<ul style="list-style-type: none"> □ Goal: Lead Well Pointe to monitor the Well Points incentive program and possible enhance the program for 2015, taking in from the “know your numbers” approach to now measurement how good the numbers are in terms of incentives. We monitored and managed the program. We helped MFD institute a Wellness and Fitness Initiative (WFI) that is outcome based; however, we have not done so citywide. We did create a 3-tiered incentive addition for the new program year Nov 1, 2014 – Oct 31, 2015. □ Goal: Hold at least four (4) Well Pointe meetings providing agendas and meeting minutes to the committee and the Administration. We held four productive meetings with agenda and minutes provided. □ Goal: Update the city’s Wellness Plan. Updated! □ Goal: Hold City Health Fair in late fall 2014. We held our usual fair in October (53 employees participated; 22 had blood draw/HRA) and an additional fair with Union County in May. □ Goal: HR Director’s active participation in the Union County Wellness Consortium (UCWC), as we plan to crosswalk much of what happens in the County back to our City employees and their families. HR Director was the UCWC Chair for a second year and helped schedule and market 11 events, many of which we were able to invite employees to. We continued to promote community events to our employees (example: Walk with a Doc). □ Goal: Perform a wage study through outside contractor and plan to implement the results. We performed a wage study, however, we did not utilize an outside contractor to point factor and deeply analysis the results. This was because the study showed we were well within ranges for somewhere around 80-90% of our classifications—there was no prevailing reason. □ Goal: To ensure we are compensating employees properly, the above study will also require a review of all performance plans February 2014. HR conducted the review of all 88 	

classifications and updated the Civil Service classifications folders with the updated performance plans.

- **Goal:** Work closely with Finance and the Administration to plan for the potential move of the 8.5% employee share of OPERS paid by the city to wages. This would end the city's approach to this type benefit. **Accomplished.**
- **Goal:** Finish creating a Career Path Management Model for each area that details career progression from aspects such as training, certification, education and increased responsibilities. **This was not accomplished and may be included in next year's plans.**
- **Goal:** Update and/or administer the City's Strategic Workforce Plan (on-going/every year). **Accomplished.**
- **Goal:** Continue to help publish quality Newsletters designed to inform employees and enhance morale. **Accomplished.**
- **Goal:** Turn the old/suspended quarterly awards program into a simple "recognition program." **Accomplished.**
- **Goal:** Help hold 11th annual City/Company lunch/picnic and holiday lunch/open-house. **Accomplished.**
- **Goal:** Work with IT on the intranet to create more/better access to employees and potentially spouses, on all pay and benefit programs. This could include a comprehensive benefit statement. **It was decided we would use Goggle-sites. We will start with a safety site and then work a wellness site. HR. will do the benefits statements in 2015, in-house.**
- **Goal:** Conduct employee climate survey June-August timeframe. **This was not accomplished and may be included in next year's plans.**
- **Goal:** Update the city's Employee Assistance Program (EAP). **Accomplished. The EAP was greatly expanded to include a comprehensive list of benefits and community contacts that can help employees and their families in dealing with various life challenges.**
- **Goal:** Hold a Management-Supervisory offsite or at least a session or two for new supervisors. **This was not accomplished. We have already submitted a recommendation for date, agenda and attendees for one in 2015.**
- **Goal:** Review the Policy Manual to determine if a revision is needed and if one is necessary; initiate the process and complete the revision. **Accomplished.**
- **Goal:** Review and update all city forms. **Accomplished.**
- **Goal:** Collaborate with IT to help organize the shared drive. **In discussing this with IT, HR changed this to just organizing our own-shared drive first. We completed this plan, but it will be on going into 2015.**
- **Project/FOP CBA Process:** We completed the City/FOP (Police) CBA process. We prepared for, and represented the City at fact-finder hearing set for January 6, 2014. We wrote resolution for Council to approve fact-finder report, to accept the entire agreement and then to move employee share of pension (percentage) to wages. The entire process is complete.
- **Project/WFI:** HR worked closely with Marysville Fire Division and Memorial Hospital to help create a Firefighter Wellness and Fitness Initiative (WFI). We held several meetings with IAFF Union. We completed several revisions and went final with an MOA between the parties. The WFI went into effect in late 2014. We will help monitor the process and explore possible uses in the rest of the city in future years.
- **Project/BWC Wellness Grant:** We continued work on the BWC \$15,000 Wellness Grant. We had 28 employees in 2012, 49 in 2013, and it dropped to 37 in 2014. We held HRA/bio-

metrics and finished the process with our report to the BWC. This process is linked to Well Points as it helps to fund healthy learn sessions, such as the 8-week “Eat Right for Life” series, and also the Healthy Journeys program to help educate employees.

- **Project/Risk Insurance Plan Review:** After several meetings with Public Entities Pool (PEP) and Central Ohio Risk Management Association (CORMA) to consider a transition from one to the next for our liability insurance coverage, we were able to obtain a lower rate from PEP. With an annual savings of \$40,000 per year and an increase in coverage for Limits of Liability and additional Cyber Breach and Flood coverage. We also locked in to a 3-year rate freeze.
- **Project/Well Points Related:** We continued to manage the City’s wellness incentive program (Well Points). We had 34 employees meet the 30-point incentive requirement. We started our second year in the program November 1, 2013. We collaborated with Memorial Hospital (now Memorial Health) to implant a wellness education program called Healthy Journeys. We have held several sessions. We collaborated with Union County on a two health fairs, one on May 11 (in conjunction with a Friday Night Uptown event) and the other our normal month on October 29. We held the sixth annual Spring Slim-down; 14 people signed up for this event. We continue to work our six key plans/programs/projects in 2014 to help reduce premium cost.
- **Project/Hiring Survey:** We completed an extensive survey of 40 some public entities regarding their hiring process. The information gathered is enlightening, but shows many variables regarding almost all steps in the hiring process. So many variables, that there is no discernable take-away as to how we can change or improve our own process.
- **Project/Support of UCWC:** Our HR Director continued into his second year as the Chair of the Union County Wellness Consortium (UCWC), attending meetings, routing wellness event information to our employees and helping other entities coordinate their wellness events with our staff.
- **Project/ORW:** We did some extensive work with both the Ohio Reformatory for Women (ORW) and West Central Correctional Custody Facility (WCCCF) to obtain work crews for our city. West Central is now in place. We have recently restarted the ORW process and we are monitoring it closely.
- **Project/Adhoc Committee:** The HR Director participated in an Adhoc Transition (from Mayor-Council-Manager to Council-Manager form of government) Committee process and attended meetings. The HR team worked collectively to review the policy manual, CBAs, and the mammoth task of a review of all codified and non-codified ordinances to identify changes needed in this transition. Additionally, a survey was conducted of comparable cities using questions from the Adhoc Council members with the results shared at one committee meeting. Lastly, charters were collected from comparable cities and shared with the committee. This Adhoc work will continue well into 2015.

1. **Safety Incident/Accident Data:** For the past 12 years, we have tracked the following data.

a. **By-Month, Yearly Trends-Number of Incidents/Accidents:**

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	#BWC
2014	4	3	3	2	3	4	4	3	1	3	1	3	34	9
2013	6	2	3	1	2	0	4	4	2	0	2	1	27	11
2012	2	2	3	0	2	1	4	1	3	4	0	1	23	12
2011	8	1	0	3	2	2	0	0	0	0	2	0	18	10
2010	4	1	2	0	1	0	1	2	1	1	0	4	17	5
2009	5	6	3	0	0	3	5	2	3	4	2	5	38	23
2008	1	1	3	2	2	2	0	2	0	5	4	1	23	12
2007	0	7	3	1	1	6	0	7	3	3	3	1	35	14
2006	1	5	2	2	2	4	1	1	4	5	4	2	33	19
2005	4	3	2	2	2	3	2	2	5	1	1	1	28	14
2004	0	2	3	1	4	1	5	3	1	3	0	3	26	13
2003	0	2	3	1	4	2	3	0	0	4	2	3	24	20
Total	35	33	30	15	25	28	29	27	23	33	21	25	326	162
Avg	2.9	2.9	2.4	1.3	2	2.3	2.4	2.2	1.9	2.7	1.8	2	27.2	13.5
2002	Detailed records not kept or retained.													

b. **Severity of Incidents/Accidents:**

CAT A: <i>Minor</i> , requires <i>no medical attention</i> . Employee/supervisor documents using Form-11 series.
CAT B: <i>Minor</i> , requires <i>some medical attention</i> . No OSHA recording necessary. Form 11 series used.
CAT C: <i>Significant</i> , requires <i>medical attention</i> , <i>OSHA recording</i> , Form 11s, & no employee lost time.
CAT D: <i>Significant</i> , requires <i>medical attention</i> , <i>OSHA recording</i> , Form 11s, & <i>employee lost time</i> .

Year	#	CAT A	CAT B	CAT C	CAT D	BWC Claims	# Lost Days
2014	34	25	4	2	4	9	10-8-4-5
2013	27	15	6	2	3	11	125-90-20
2012	23	10	9	3	1	13	7
2011	18	8	8	1	0	10	
2010	17	12	4	2	0	5	
2009	38	18	15	3	2	23	10-11
2008	23	13	8	1	1	12	45
2007	35	23	8	2	2	14	11-7
2006	37	20	9	7	1	19	12
2005	27	17	5	2	3	14	2-5-1
2004	26	15	2	7	2	13	30-3
2003	24	8	8	4	4	20	2-3-2-88
Avg.	27.4	15.2	7.1	2.8	1.9	13.5	N/A

c. **Incidents per Division/Department:**

	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	Totals	Avg
Fire	8	6	4	5	4	4	9	13	11	8	7	7	86	7.1
Police	8	10	5	2	3	11	2	6	7	9	6	3	72	6
Streets/San	9	2	4	4	6	7	3	5	7	2	7	6	62	5.2
Park/Grds	1	1	4	1	1	5	3	6	4	4	1	2	33	2.8
Wastewater	2	2	2	1	1	5	2	2	4	1	3	1	26	2.2
Water	3	3	3	2	1	1	2	1	2	1	-	1	20	1.6
PS	1	-	-	-	-	3	-	1	2	1	1	1	10	.8
Finance	1	1	-	3	1	1	1	1	-	1	-	-	10	.8
Engineering	-	1	1	-	-	1	1	-	-	-	1	2	7	.64
Court	-	1	-	-	-	-	-	-	-	-	-	1	2	.18
IT	1	-	-	-	-	-	-	-	-	-	-	-	1	?
	34	27	23	18	17	38	23	35	37	27	26	24	326	27.2

d. Totals/Analysis of Injuries 2003 to Present by Cause and Body Part:

Task	Totals	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003
Motor Vehicle Related	87	17	11	7	3	5	9	9	6	9	3	4	4
Fire/EMS Scene	42	5	2	2	5	3	2		7	5	4	4	3
Lifting or Carrying	38	3	2	6	3	4	8		1	2	2	1	4
Slips, Trips & Falls	33	5	4	1	6	3	2	2	3		2	3	2
Slip on Ice	22	1	5		3	3	7		1				2
Related to Arrest Process/or Resist	22	3	1	2	1		1		3		6	3	2
Mowing/chipping/etc	16	1	1	3	1	1	5	1	1	1	1		
Physical Fitness/Running	12		1			1	3	3	1	2	2		
Insect Related	11		1				2		3		4	1	
Cutting/tool use related	11			2			3	6					
Poison ivy/allergy reaction	10	2		1					2		4	1	
Falling Object	8							1		3	1	3	
Animal Related, Bites, etc.	6	1		2		1			1		1		
Bloodborne Pathogen	5									1	2	2	
Needle Stick	2								1		1		
Fire pole related	2								2				
Fumes, Inhalation Related	2								1				1
Twisting/Turning	2							1			1		
Traffic Control	2		2										
HAZMAT/Splash	1								1				
Type Injury													
Back/neck Injury	51	2	7	5	5	2	5	4	9	4	1	2	4
Knee Injury	21	1		2		1	7	1		1	1	3	4
Shoulder/arm Injury	22	2	6	1	1	2	1	3	1	1			4
Cuts	19	2	1	2	1		1		4	3		3	2
Foot/Ankle Injury	16	1	1	-	3	2	1	1	2	1	1		3
Head/face Injury	13	2				2	4	3				2	
Eye Injury	12	1		1	2	1			2	3	1	1	
Hand Injury	11	2	3	3	1	1	5	4	3	3	1	5	6
Hip/leg	4	1	1		1		1						
Abdominal/groin	1					1							

Analysis-Incidents: We experienced the second lowest number of BWC claims in record (9). Four of which required time away from work. We had a high number (34) of overall incidents. Driving or motor vehicle related (17) accounted for 50% of these with each not being a BWC claim. Driver's training and accountability will be reinforced and pushed in 2015. We had three incidents that related to EMS and lifting of a patient. In each case, the Stryker power-load that we acquired through an intervention grant was not on the scene. We had just one device most of the year, in one medic. This next year we should have all medics equipped and we will monitor the outcome. Streets also took a major increase (9) at almost twice their annual average and up 350% from last year. We had no "Type Injury" excessive with six areas having "2" and four others with a "1." Slips on ice decreased from 5 to 1; this was accented via email campaign.

2. Safety Action Team (SAT) Involvement – by Division/Department: Annual attendance.

Year	Avg Per SAT	Parks & Grds	Streets & Sanitation	Wastewater	Fire	Police	Water	Eng.	Guests
2014	6.75	2	4	7	2	3	5	1	1
2013	3.6	1	4	7	3	1	6	3	-
2012	3.4	-	4	3	5	2	8	2	-
2011	3.4	2	4	4	3	3	5	3	-
2010	4.2	4	6	6	4	2	5	3	-
2009	3.7	4	6	5	4	4	6	2	1
2008	4.7	5	5	7	6	4	5	1	3
2007	6	9	8	7	2	4	6	Added In 2008	10
We switched from monthly meetings to once per quarter (4 per year) in 2007.									
2006	14.3	17	18	19	6	5	21		17
2005	13.8	21	20	20	8	8	6		13

Analysis-SAT Involvement: Since moving from monthly to quarterly meetings in 2007, we were seeing a drop in attendance each year until 2014. We had 3 sessions with 8 or 9, but just two showed at the October meeting, which was our first time we had to cancel. We will send out calendar request in Google for future events to help.

3. Safety Training:

a. Percentage of Employees Trained Per Year:

Year	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003
%	78.8%	64%	96.4%	99.3%	98%	96.4%	98.0%	99.1%	98%	92%	85%	55%

b. Percentage of Employees Trained Per Department/Division – 2014:

Division/Department	Total Tasks	Tasks Completed	% Trained To Date
Human Resources	16	16	100%
Engineering	51	51	100%
Public Service (Admin)	16	16	100%
Police	232	227	100%
Wastewater	169	136	80%
Streets	189	150	79%
Administration/City Hall	30	22	77%
Finance	52	38	73%
Fire	310	222	72%
Water	179	117	65%
Parks and Grounds	77	46	60%
Totals:	1,321	1,041	78.8%

c. Historical Picture/Percent Safety Trained- Per Department/Division:

Division/Department	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	Avg.
Human Resources	100	100	100	100	100	100	100	100	100	100	100	100
Wastewater	80	92	92	100	93	100	100	100	95	95	93	94.5
Streets	79	57	96	100	100	92	100	100	99	99	98	93
Fire	72	100	100	100	100	97	95	99	98	80	87	94.5
Public Service	100	65	80	100	100	96	74	100	100	100	100	94
Water	65	82	94	100	93	95	100	100	100	100	97	93
Engineering	100	70	100	100	100	100	97	100	79	100	75	92.4
Police	100	84	100	99	100	98	97	100	100	86	46	91.4
Parks & Grounds	60	46	100	100	100	92	100	92	96	97	100	89.7

Division/Department	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	Avg.
Finance	73	79	100	100	74	100	100	83	98	93	80	87.8
Admin/IT/City Hall	77	41	81	73	84	100	100	100	100	88	100	87.4
City Avg. by Year:	78.8%	64%	96.4	99.3	98	96.4	98	99.1	98	92	85	90.6

Analysis: We had a 14.4% increase from our record 2013 low of 64%. We had 4 work areas reach 100%. The use of the crew-reviews has fallen off significantly again. We had some issues this year in sending DVD/VHS tapes out with sign-up sheets. For some reason the sheets came back often with many employees not signed off. We also had tapes MIA for weeks on end. In order to reduce the oversight in individual departments/divisions, we will continue to include the safety orientation with the HR policy review for all new hires. We are also exploring computer-based training from BWC streaming to U-Tube. We are also creating a Google-site for safety, which should also help.

4. Risk Management: HR is also responsible for Risk Management. This includes helping to reduce our liability through basic safety/risk management approach about all services we provide. We schedule and host an annual walk-through from the Public Entity Pool (PEP) Risk Manager, who walks through various areas to also provide input, suggestions, and wisdom to reduce risk or liability.

a. 2014 Table/Details:

Claim Number	Status	Date Reported	Line of Coverage	Departments	Total Incurred
PEP017329A1	Closed	1/10/2014	Auto Physical Damage	02 Police	4,689.03
PEP017375A1	Closed	1/29/2014	Auto Physical Damage	06 Streets and Highways	1,976.00
PEP017432A1	Closed	2/18/2014	General Liability	06 Streets and Highways	0.00
PEP017490A1	Closed	3/5/2014	General Liability		0.00
PEP017595A1	Closed	4/11/2014	Auto Liability	06 Streets and Highways	0.00
PEP017828A1	Closed	8/5/2014	Auto Physical Damage	01 Administration	0.00
PEP017834A1	Closed	8/7/2014	General Liability	05 Water and Sewer	0.00
PEP017925A1	Closed	9/10/2014	Property	02 Police	1,158.92
PEP018045A1	Closed	11/17/2014	Auto Liability	06 Streets and Highways	924.66
					8,748.61

b. Recent History 2010-2014:

Year	# Claims	Closed	Open	Details on Open	Paid \$	Open \$
2014	9	9	-	-	\$8,748	
2013	16	15	1	Public official/1 Admin	\$24,051	\$13,684
2012	10	10	-	-	\$5,169	-
2011	8	8	-	-	\$15,632	-
2010	10	10	-	-	\$10,516	-
Avg	10.6				\$12,823	

Analysis: In 2014, we came in under our average of 10.6 claims per year and about \$4,000 under our average total amount.

5. **2014 Projects:** Our five main City safety goals are ongoing. These goals are on our website, and used to focus all our efforts. The 2014 specific projects are listed below.

Goals/Projects for 2014
<ul style="list-style-type: none">□ Safety Action Team (SAT): The SAT met 4 times this year. We performed four quarterly accident/incident analysis sessions and submitted reports to the Administration. We discussed training at each session. We discussed many other issues all reflected in the monthly minutes.□ Monthly Trend Reports: We sent out monthly Trend Analysis Reports showing past month safety activity and detailing what has happened over the last 10 years for the upcoming month for supervisors to brief employees and improve safety awareness.□ Support of Union County Safety Council: We attended 12 sessions in 2014. HR manager became the President (again) for the Steering Committee.□ BWC Safety Intervention Grant (SIG): We acquired a BWC intervention grant for a Stryker power cot for our medics, which will greatly reduce the risk of injuries to our EMTs. The grant was approved as the City received \$29,764 (City will match with \$9,921); it was installed, training was held, and HR filed all the necessary paperwork and reports. This reporting process will continue until May 2015.□ BWC/PERRP Assessment: We brought in BWC/PERRP representative Mike Ely to have the City's first citywide safety assessment in over 10 years. This required several preparation visits by the Safety Manager to each area as well as updating safety files, programs and bulletin boards. The visits took place March 3-7. There were over 50 items identified. We worked with each area to close 48, with two-to-go in 2015.□ Another BWC SIG: We applied for a second Safety Intervention Grant (SIG) for a LUCAS mechanical CPR device. This will provide safety/better lifesaving services to our citizens while reducing risk of injury to our EMTs.□ We purchased three new safety DVDs on vehicle operation, bloodborne pathogen and fire safety.□ We created a safety-training power point on poisonous vegetation and hazardous insects. The slides were distributed to our employees that started working outside to help keep them safe.□ We taught an Incident/Accident Investigation/Analysis class June 23. We had 10 employees attend.