

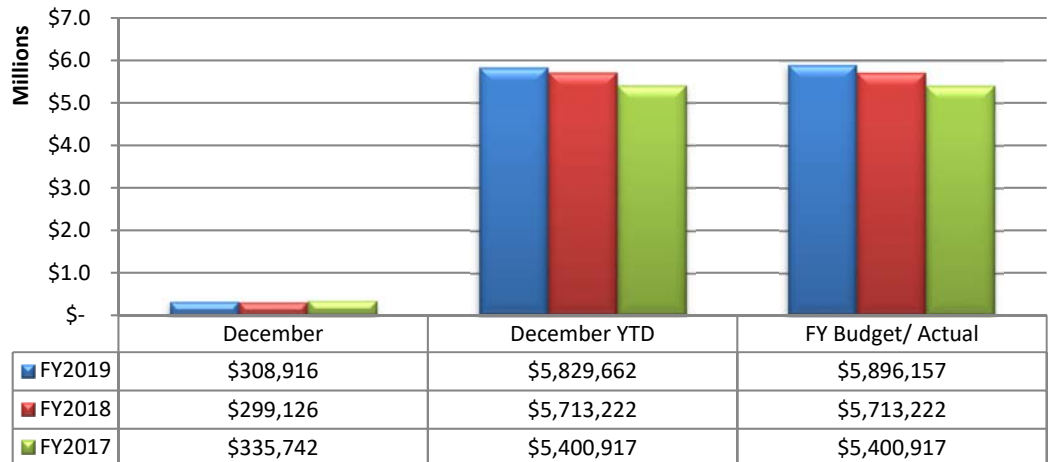


City of Pataskala Finance Department
James M. Nicholson, Finance Director
Finance Director's Report to Council

Current Projects & Issues

- **December 2019** – Over the next week, we will begin the process of closing the books for the month of December. I would anticipate closing the month within 10-15 days after the New Year's holiday, and plan to have the monthly financial report prepared and distributed shortly thereafter. At this point in time, however, I am able to update Council on the preliminary status of December's income tax collections.
 - **Income Tax Revenue** - Collections for the month of December were \$308,916 and are \$90,210 (30.16%) higher than December 2018 collections. On a year to-date basis, total collections are \$5,829,662 and are \$116,440 (2.04%) higher than last year. On a full-year basis, the 2019 collections ended the year within 1.13% (\$66,495) of budget. When comparing our year over year increase to other comparable RITA communities, we are experiencing a significantly lower rate of increase than those other communities combined. The average 2018-2019 increase for all 228 RITA comparable communities (including Pataskala) was 4%, while ours was approximately 2%. For purposes of this analysis, comparable communities reflect only those municipalities that have had a consistent income tax rate/reciprocal credit over the time period in the report.

Income Tax Collections - All Funds



- **2020 Property, Casualty & Liability Insurance Renewal** – Our review and response to the Ohio Plan's request for updated information was completed and submitted prior to their December 20th deadline. We do not currently have a meeting scheduled with our insurance broker to go over the 2020 proposal and any significant changes from the 2019 policy. We would, however, anticipate meeting in early-January. It is my hope that we will be able to bring the authorizing legislation to Council at the January 21st meeting for approval. A comprehensive analysis of the rates and changes will be provided to Council as a part of that meeting's legislative report.

- **Employee Health Insurance** – As a part of the insurance program, we will be having Mount Carmel onsite on January 9th to provide biometric screening for employees and their spouses. The biometric screening is a core requirement for employees to satisfy prior to being eligible to participate in the wellness program and earn credits toward their annual deductible. Having a provider visit the city and offer the service should make it easier for our employees to complete this requirement.
- **2020 Budget** – The revenue and expenditure budgets were loaded into the accounting system which will enable operations to be able to continue smoothly into 2020. Over the course of the January Council meetings, department heads will be submitting requests to Council seeking approval of their respective 2020 capital projects and equipment purchases.
- **Collective Bargaining** – We continue to meet with the FOP to negotiate a successor agreement for 2020-2022. At our most recent meeting with the FOP, we presented our response to their initial economic proposals. We met with the United Steelworkers (Public Service and Utility) on December 17th and were provided with their initial economic and non-economic proposals. We are scheduled to next meet with the USW on January 9th. Given the pending income tax ballot issue, most of the discussion with the bargaining units will center mostly around non-economic issues and non-wage economic issues (other sources of compensation such as shift differential, longevity pay, etc.).
- **2020 Pay Matrix** – In contrast to the collectively bargained employees, the non-union exempt and salaried employees are paid pursuant to the Council-approved pay matrix. The most recent pay matrix (2017-2019) will expire on 12/31/19, however we will continue to pay according to that schedule until such time as we can bring an updated pay matrix to Council. During collective bargaining years this is not typically done until agreements have been reached with all three unions. In all cases (pay matrix and union contracts), no individual step increases (e.g., employment anniversary increases) will be given until such time as the 2020 governing document has been approved by Council. Employees will be given any 2020 pay rate increases they would have been otherwise eligible to receive retroactively back to the first full pay period in 2020.