

CIVIL SERVICE MEETING MINUTES FOR OCTOBER 9, 2014

Present: Mr. Tom Majeski, Mr. Tom Kicher, Mrs. Carolyn Patton

The meeting was called to order at 1:07 p.m.

OLD BUSINESS

- **Job descriptions for Police and Fire Positions were tabled until input from the Mayor is received.**
- **CSC needs to send a copy of the Conflict of Interest to SPBR for review.**
- **CSC Secretary was asked to generate a letter to accompany the Conflict of Interest information to the SPBR.**
- **Please note in the Financial Review an age change for retirement has been put into place and is to be from 48 to 52 for members hired after July 1, 2013.**

The increased time needed to work and the decrease in money paid was discussed. (see FINANCIAL REVIEW and THE OHIO ETHICS LAW attachments)

NEW BUSINESS

- **Tom Majeski read the letter written to the provisional police officer, Michael Jones, as to the testing procedure.**
- **Tom Majeski distributed application packets (eight and one provisional officer candidates) to be checked for correctness of required information, as noted herein:**

Birth Certificate

High School Diploma

Valid Ohio Driver's License

Three references

OPOTC Certificate

Proof of agility test and date taken

College diplomas, if any

Military discharge papers, if any

FINANCIAL REVIEW

OP&F's financial health remains strong. Retirees can rely on receiving their benefits without concern and active members can be secure that the pensions they earn will be waiting for them when they retire. The benefits for our current members have never been in doubt, but now future generations of members will also be able to rely on OP&F for retirement benefits as a result of pension reform legislation passed in 2012.

Elements from pension reform were implemented that greatly improved OP&F's long-term financial standing. Among the changes that became law in 2013 were:

- An increase to the active member contribution rate, reaching 12.25 percent by July 2015;
- Increasing normal service retirement age from 48 to 52 for members hired after July 1, 2013;
- Adjusting cost of living adjustments (COLA) to the lesser of the Consumer Price Index or three percent for those members with less than 15 years of service credit or who are hired on or after July 1, 2013;
- Delay COLAs until age 55 for all benefit recipients, excluding statutory survivors and members receiving permanent and total disability benefits;
- Redefining average annual salary as the highest five years of salary for members who have less than 15 years of service credit or who are hired after July 1, 2013;
- Changing the minimum Deferred Retirement Option Plan (DROP) participation period from three years to five for members who become DROP participants after July 1, 2013;
- Eliminate COLAs during DROP for members who become DROP participants after July 1, 2013; and
- Reducing the percentage of the member contribution that gets credited to DROP accruals for members entering DROP after July 1, 2013.

The combined effects of these changes and outstanding investment performance in 2012 and 2013 resulted in a tremendous improvement in OP&F's long-term funding status, as confirmed in the annual actuarial valuation released in October 2013.

The valuation, which measures assets and liabilities as of Jan. 1, 2013, indicated that OP&F would pay off all unfunded liabilities in 47 years. Prior to this report, OP&F's funding period was listed as infinity, meaning that substantial changes in funding sources were needed to reduce the system's long-term unfunded liabilities. The 2012 legislation provided these changes.

While the progress on long-term funding has been substantial, OP&F still fell short of Ohio's required 30-year funding period. The Board of Trustees developed a new funding plan in December 2013 and submitted the plan to the Ohio Retirement Study Council (ORSC) for consideration in February 2014.

A key portion of this plan was a reduction in the amount of employer contributions that are earmarked for the retiree health care program. This reduction – from 2.85 percent to 0.5 percent – was approved in December 2013 and immediately reduced OP&F's funding period from 47 years to 38 years. When Executive Director John Gallagher reported to the ORSC, he emphasized that with this change in place and additional investment gains not yet accounted for, OP&F was confident that the system would reach the required 30-year funding level without the additional changes outlined in the new plan.

The Ohio Ethics Law: A Focus on Financial Disclosure

Susan Willeke



New Year's Day brought more than football games and egg nog to the Ohio Ethics Commission. In addition to being a day of holiday fun, January 1, 2014 marked the 40th enactment anniversary of most of the Ohio Ethics Law. While much has changed in Ohio since 1974 (one gallon of regular gas cost 53 cents then!), the purpose of the Ohio Ethics Law has remained consistent.

The Ethics Law was created to protect the general public by ensuring that public officials and employees are not influenced by personal, financial, or other interests when spending public money or making decisions on behalf of a public agency. The law prohibits public officials or employees from participat-

ing, in any way, in actions or decisions that directly involve their own financial interests, or those of their families or business associates.

The Ohio Ethics Law applies to all public servants in Ohio. This includes all elected officials, all appointed officials, and all public employees, regardless of whether they are compensated for their public service. The law extends to those in all areas of public service, including state and local governments, such as counties, cities, townships and villages.

One provision of the Ethics Law that provides protection and government transparency to Ohio citizens is known as financial disclosure. A financial disclosure statement is an annual report filed by many public officials and employees. In a financial disclosure statement, the filer reports sources of income, investments, real estate holdings, and other financial interests.

Financial disclosure is an important part of the Ethics Law as it reminds public officials of any personal finan-

cial interests that might impair their judgment on behalf of the public. It also informs the public of potential conflicts of interest and assists in instilling confidence in the actions of public officials.

It is important to note that although all public servants are subject to the Ohio Ethics Law, only certain public officials and employees are statutorily required to annually file personal financial disclosure statements.

These include:

- Elected officials at the state, county, and city levels;
- Candidates for state, county, and city elective offices;
- School board members and candidates in school districts with more than 12,000 students;
- Superintendents, treasurers, and business managers for all school districts;
- Upper-level state employees, such as university presidents or agency directors; and
- Members and chief executive officers of sovereign power state boards and commissions.

The Financial Disclosure section of the Ethics Commission administers the financial disclosure requirement for those officials and employees. The Commission prepares the form each year, provides assistance to filers, receives forms, and makes filed forms available to the public.

Last year saw the very successful launch of the online Financial Disclosure filing system. Of the approximately 11,000 people who filed statements with the Commission this year, 60 percent did so electronically. The Commission received very positive feedback regarding the online filing system and has introduced the most recent form on its web site.

If you are a financial disclosure filer and have not yet tried the online filing system, here are just some of

the benefits provided by electronic filing:

- No postage costs
- Instant filing confirmation and the ability to save a time-stamped copy of your filed statement
- Payments can be made via credit card or electronic check (ACH)
- Import your responses from the prior year's statement
- View previously filed statements at any time
- Upload attachments
- 24/7 availability, statements filed prior to midnight are time-stamped the same day
- Elect to receive annual filing reminders via e-mail

If you would like additional guidance about filing an electronic statement, the Ohio Ethics Commission has created three tutorials that will guide

you through the process. These tutorials are:

- How to Create an Online FDS Account
- How to File Your Online Financial Disclosure Statement
- How to Save a Document as a PDF

If you have further questions, please contact the **Ethics Commission** at (614) 466 – 7090 or visit the *Financial Disclosure* page on the Ethics Commission's web site which contains a plethora of helpful information and access to online filing!

For more information or to sign up for notification of the Ethics Commission's online newsletter, please email me at:

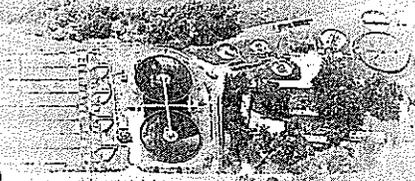
susan.willeke@ethics.ohio.gov

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100 E. Campus View Blvd/Suite 130
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