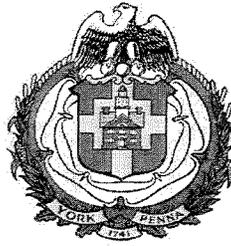


Council of the City of York, Pennsylvania

Carol Hill-Evans, President of Council
Henry Hay Nixon, Vice President of Council
Renee S. Nelson, Member of Council
Joanne Borders, Member of Council
Michael Helfrich, Member of Council

Dianna L. Thompson, City Clerk
Email: dthomps@yorkcity.org



Office of York City Council
1 Marketway West, 3rd Floor
York, Pennsylvania 17401-1231

Telephone: (717) 849-2246
Fax: (717) 849-2329

Website: www.yorkcity.org

AGENDA

January 17, 2012

Public Comment 6:30 p.m.

Legislative Session 7:00 p.m.

I. Public Comment: 6:30 p.m. to 7:00 p.m.

***Disclaimer:** Pursuant to the Sunshine Act, the City of York will only record citizens' names and the subject of testimony provided during the public comment period. Should you request information or desire a response to your testimony, you must provide the City Clerk or Council President with your contact information. Information you provide will be used by City of York agents to process your request. Your name, address and request for information may be entered into the City of York complaint tracking system.*

City Council welcomes public comment on agenda items and on City-related issues not on the agenda. Under Council's adopted Rules and Procedures, comment on agenda items occurs during Council's regular 7:00 p.m. meeting. Comment on non-agenda items begins at 6:30 p.m., with Council sitting as a General Committee. Persons wishing to speak on non-agenda items should sign up with the City Clerk before the 6:30 Public Comment committee meeting. Each speaker shall have up to five minutes to speak. To assure access to all participants, the presiding officer may reduce the time limit down to three minutes if the number of speakers who have signed up would extend the total comment period beyond 30 minutes and/or may resume public comment after Council's legislative session has adjourned. Council's Rules, available from the City Clerk, are also on display in Council Chambers and on Council's web page at www.yorkcity.org.

II. Call Legislative Meeting to Order: 7:00 p.m.

III. Roll Call

IV. Pledge of Allegiance

I pledge Allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation, under God, Indivisible, with Liberty and Justice for All.

V. Action on previous meeting Minutes of **December 29, 2011, December 31, 2011, and January 3, 2012.**

VI. Correspondence and/or Announcements

VII. Presentations, Proclamations and Awards: None

VIII. Committee Meeting(s) Scheduled: None

IX. Status of Prior Committee Referrals: No reports

X. Legislative Agenda: (Order of Business – Action on Subdivision/Land Development & HARB Resolutions; Final Passage of Bills/Resolutions; New Business.)

Subdivision / Land Development / HARB

1. Resolution No. 20 (Amended) - A Resolution
Accepting the recommendations of HARB.
Introduced by: Carol Hill-Evans
Originator: Historic York

Final Passage of Bills / Resolutions

NONE

New Business

2. Introduction of Bill No. 1 (Will appear on 2/7/12 agenda) - A Bill
Amending Article 338.02 “Imposition of Tax” of the Codified Ordinances. (To reflect an increase in parking tax approved in the 2012 Budget.)
Introduced by: Michael Ray Helfrich
Originator: Business Administration
3. Introduction of Bill No. 2 (Will appear on 2/7/12 agenda) - A Bill
Amending Article 338.03 “Annual License” of the Codified Ordinances. (To reflect fee changes recommended by the EIP, Phase II.)
Introduced by: Michael Ray Helfrich
Originator: Business Administration
4. Resolution No. 21 - A Resolution
Reappointing members to the Zoning Hearing Board. (M. Miller & E. Kirkland)
Introduced by: Renee S. Nelson
Originator: Council
5. Resolution No. 22 - A Resolution
Awarding a contract to Polydyne Inc. (For cationic polymer - \$498,403.59)
Introduced by: Joanne Borders
Originator: Public Works (WWTP)
6. Resolution No. 23 - A Resolution
Accepting a deed of land from the York County Industrial Development Authority. (Tract 1 – Sewage Pumping Station Site; and Tract 2 – Detention Basin 1 – PA Ave.)
Introduced by: Carol Hill-Evans
Originator: Solicitor's Office
7. Resolution No. 24 - A Resolution
Authorizing an agreement with Air Cleaning Systems, Inc. (For a vehicle exhaust extraction system)
Introduced by: Henry Hay Nixon
Originator: Fire/Rescue
8. Resolution No. 25 - A Resolution
Authorizing an agreement with The Waters Consulting Group. (To undertake a comprehensive compensation, classification and benefits study.)
Introduced by: Michael Ray Helfrich
Originator: Business Administration
9. Resolution No. 26 - A Resolution
Authorizing an agreement with Chartis. (For stop loss insurance)
Introduced by: Michael Ray Helfrich
Originator: Business Administration

XI. Requests for Future Meetings

- ▲ Council to select dates to meet in committee with representatives from Maillie, Falconiero & Company, LLP, to hear a presentation on the 2010 city audit. (Potential dates: Feb. 14 or 28, 2012 at 6:30 p.m.)

XII. Council Comment

XIII. Administration Comment

XIV. Adjournment

XV. Resumption of Public Comment Period (at the discretion of the presiding officer)



This agenda is subject to change before and during the meeting for consideration of such other business Council may desire to act upon including items of business deferred from previous Council meetings.

If you are a person with a disability and plan to attend the public meeting, please call 849-2883 if any accommodations are needed to participate in the proceedings. Persons with hearing impairments may contact the Deaf Center at TDD 848-6765 for assistance.

*AMENDED

Council of the City of York, PA
Session 2012
Resolution No. 20



Introduced by: **Carol Hill-Evans**

Date: **January 17, 2012**

BE IT RESOLVED, by the Council of the City of York, Pennsylvania, and it is hereby resolved by the authority of the same as follows:

Council hereby approves a Certificate of Appropriateness to be certified to and forwarded by the City Clerk to the York City Building Inspector who is hereby authorized to issue permits for work to be covered in the following application(s) as recommended and approved by the Historical Architectural Review Board:

1. **Gibbor Construction** for work to be done at ~~287 W. Market St.~~ and **315 E. Locust St.**

The foregoing work to be done in accordance with plans and specifications approved by the Historical Architectural Review Board.

Passed Finally: **January 17, 2012**

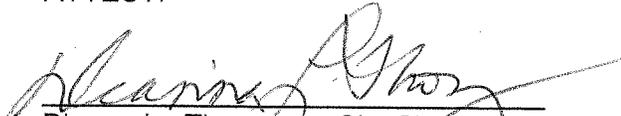
By the following vote:

YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None.


Carol Hill-Evans, President of Council

ATTEST:


Dianna L. Thompson, City Clerk

Note: The vote on 287 W. Market St. was stricken. Council will consider said application as a new Resolution on or about its February 7, 2012 mtg. The application for 315 E. Locust st. was approved.



HISTORIC YORK

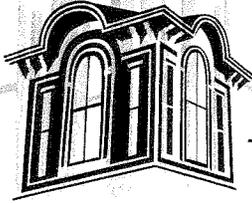
Building the Future with Architecture of the Past

York Historical Architectural Review Board Agenda

6:30 PM Wednesday, January 4, 2012

City Council Chambers at One Marketway West, Third Floor, York, PA 17401

- I Welcome:** John Fox, HARB Chair
- II Agenda:** Additions or changes to the agenda
- III Minutes:** Approve minutes from December 21, 2011 HARB meeting
- IV Cases:**
- A. **1-11H** **287 West Market Street** – Rosey & Luis Maldonado of Gibbor Construction will present plans to build a small rear shed and to install fencing.
- X. **2-11H** **315 East Locust Street** – Rosey & Luis Maldonado of Gibbor Construction will present plans to install an aluminum fence across the front of a parking lot.
- Preliminary Review** **George Street Commons (intersection of South George Street & East College Avenue)** – Kelley Coey, Senior Project Manager at PIRHL, will discuss informally plans for a new residential/commercial development in order to obtain the HARB members' opinions and suggestions. Note: Some significant changes have been made to the plans since the previous HARB preliminary review on 10/5/11.
- V Other Business/Committee Reports**
- VI Adjourn**



HISTORIC YORK

Building the Future with Architecture of the Past

York Historical Architectural Review Board

Meeting Minutes

Wednesday, January 4th, 2012

A meeting of the York Historical Architectural Review Board was held on Wednesday, January 4th, 2012 at 6:30 PM in the City Council Chambers at One Marketway West, Third Floor, York, PA.

Members in Attendance included John Fox, Chair; Dennis Kunkle, Vice Chair; Craig Zumbrun; Dave Redshaw; Jim Leaman; Justine Landis; Teresa Johnescu and Historic Preservation Consultant Alycia Reiten.

Absent: Gary Geiselman, Mark Shermeyer

There was a seven-member quorum present at the meeting.

On a motion by Dave Redshaw, second by Dennis Kunkle, the board voted 7-0 to *Approve* the minutes of the December 21, 2011 HARB meeting without change.

The following cases are forwarded to York City Council with the recommended actions:

1-11H – 287 West Market Street presented by Rosey & Luis Maldonado of Gibbor Construction.

The applicants presented plans to build a small shed in the rear of the building and to install fencing.

Points of Discussion:

1. The applicant presented plans for a 10x10 shed to be placed at the rear of the building next to the existing door along the brick wall. The roof will slope toward the alley, using the brick building as the back wall, building 3 new sides. The siding depicted on the drawing is vinyl and it will be placed on stone, not a concrete pad. Dave Redshaw said that with no foundation, the floating of the shed with freeze thaw from the weather would cause a problem to the existing brick wall. Jim Leaman suggests putting a piece of plywood to the brick instead of directly to the brick
2. Dave Redshaw asked if the applicant would consider any other siding such as T-111 or cement fiber board. The applicant said that the existing building has vinyl on the 3rd floor. Jim Leaman referred to staff report that limited visible have been previously permitted. Justine Landis and Teresa Johnescu said it is in a difficult location to see.
3. The applicant asked if they could put siding up on the second floor balcony that is currently particle board to match the shed. Various members of the board stated that this area would be much more visible. Craig asked if they will consider a different material such as cement fiber board. Dave Redshaw suggested a quality T-111 with a pressure treated lumber bottom band to alleviate any water damage for the shed.
4. The applicant then described the fencing proposed. They would like to use an aluminum black picket style along the alley and small black chain link on the side, perpendicular to Clark

Avenue. The fence will be 6' tall completely across the width of the yard with two 10' gates, with a man gate at side.

5. Craig Zumbrun asked where chain link fencing had been permitted before. Dave Redshaw reminded him of the rear of Columbia Gas and Crispus Attucks properties.

On a motion by Craig Zumbrun second by Justine Landis, the board voted 7-0 to *Approve* the application to install a 10'x10'x8' shed on a stone base, not attached directly to the building with cement fiber board on the two visible sides with same cement fiber board siding to be installed on the exposed plywood on the 2nd floor railing and fascia. Also to install 6' black Aero fencing along the alley and 30' long chain link perpendicular to the alley with 20' matching Aero gates, 4' off the neighboring building.

2-11H – 315 East Locust Street presented by Rosey & Luis Maldonado of Gibbor Construction.

The applicant presented plans to install an aluminum fence across the front of a parking lot.

Points of Discussion:

1. The applicant presented an application to install a 4' fence along East Locust Street around the corner and up Fawn Avenue. The fence will be an Aero fence with a 3' man gate.

On a motion by Dave Redshaw, second by Dennis Kunkle, the board voted 7-0 to *Approve* the installation of a 4' high black aluminum Aero fence along 315 East Locust Street and Fawn Avenue with a 3' matching gate and hardware.

Preliminary Review for George Street Commons Revised, located at the intersection of South George Street & East College Avenue, presented by Kelly Coey, Senior Project Manager at PIRHL.

The applicant informally presented plans for a new residential/commercial development in order to obtain the HARB members' opinions and suggestions. Note: Some significant changes have been made to the plans since the previous HARB preliminary review on 10/5/11.

Points of Discussion:

1. The applicant presented revised preliminary plans for the development at George Street Commons. Presenters included Kelley Coey, Dave Uram, Ron Lloyd & Jessica Fieldhouse.
2. Kelly Coey discussed the site plan changes including reorienting the site to make more green space with easier access. They turned the buildings, removed the proposed Short George Street, created a new building prototype along East Hope Avenue as a single story for all the handicap units, moved the Community building to the other corner with the 3 story structures in between. They removed all the interior islands and added sidewalks at rear of building entrances which put the parking areas together allowing for more green space and a muse.
3. Dave Redshaw asked if all of the residential buildings were 3 story townhomes but building 4 is a single level? The applicant explained that building 4 was all accessible units. The development will be owned by 1 owner – rentals. The community space will serve residents with

different community services and the market will be on the corner. Dave Redshaw said to address ADA guidelines that ADA units should be randomly spaced throughout the development instead of segregated into one area. Jessica Fieldhouse said that the grade of the site somewhat dictates the layout.

4. Ron Lloyd explains that there is a 10' grade drop from one side of the property to the other so orienting the single story cottages provide a shorter distance to the community building & market and general access is easier all around.
5. Ron Lloyd presented material changes and elevations. He explained that they cannot emulate buildings from 200 years ago but try to emulate the colors and massing.
6. For the buildings facing George and College streets the exterior materials include batten board, and cement fiber board and a cornice with different colors with rusticated stone for lintels and masonry. Split face will be at the base and textured over the windows. The cement fiber board will be smooth not wood grain. The canopies will be standing seam metal roofs over each entry. The vertical striping is batten over joints. The buildings are slab on grade.
7. For the South Court Avenue units they turned the buildings sideways for safer in/out cars. The buildings have different elevations, with broken cornice heights and the buildings step down along street. They propose vinyl siding on the rear of two buildings and on the two interior buildings and on all of the single story building. The colors will match cement fiber board. Ron Lloyd explained that vinyl comes in a maximum length of 18'. In order to deal with the typical exposed joints they will introduce a vertical element, a 2" x 6" pressure treated feature at the seam so there is no visible joint overlap. Mr. Lloyd explained that they have many things to accommodate – buildings will be LEED certified silver or gold when complete. They are trying to be compatible with the site and surrounding elements.
8. The other item proposed for discussion is the vinyl windows. They have to exceed the 2009 energy building code for residential buildings by 10%. Windows have to consider noise issues as well. They have to choose a window to do that and what they found is an extruded vinyl. Dave Redshaw asked how they couldn't find wood or fiberglass clad? Mr. Lloyd said they probably could find but they could not afford them. This window performs to the requirements. The first level windows in the projecting areas are casement. The upper levels are single hung, all vinyl.
9. Dave Redshaw said that he is willing to compromise on applications of vinyl on interior buildings but the single story cottages that are depicted in all vinyl is different. The vinyl is all of the horizontal elements on the cottages from the stone up to the eaves.
10. Craig Zumbrun asked if other windows were considered for the George and College Street facades because to permit vinyl on the front facades would be a real precedence. Fiberglass windows were permitted on another application which replicates a wood window and all the elements of energy efficiency. Mr. Zumbrun also stated a few comments provided by an email from Mark Shermeyer, a copy of which was provided to the applicant. Mr. Shermeyer said that he felt that there was a randomness of the varied materials, an urban feel & that the massing was of concern. Mr. Zumbrun said the design was well done but he was concerned about the windows and would prefer less vinyl siding.
11. John Fox asked about the various changes in material and a discussion ensued. Mr. Lloyd said the materials provide variation. The split face creates shadow, independent of another material. There was mixed discussion about the various materials and the colors being monochromatic.
12. There was further discussion about the windows, number, illusion of more because of the panels and the requirements by code per sleeping room. Discussion about the 2 story projections being monochromatic and very heavy was also undertaken. It was suggested to consider some

softening by a change in color and that the split block not be white.

13. John Fox said the applicants have done so well. There are just the 2 remaining points of concern – vinyl windows and siding.
14. Some members of the board said that the proposed vinyl windows on the interior would be ok.
15. Various members of the board stated positive review of the proposed revised plan. The two elements of concern remaining are the proposed vinyl windows and the vinyl siding.
16. The applicant said they hope to formally submit by the end of the month, early next.

Being no other business, the meeting was adjourned at 8:00pm.

Respectfully submitted,

Alycia Reiten
Executive Director,
Historic York, Inc.

Council of the City of York, PA
Session 2012
Resolution No. 21



INTRODUCED BY: **Renee S. Nelson**

DATE: **January 17, 2012**

BE IT RESOLVED, by the Council of the City of York, Pennsylvania, that Council hereby reappoints the following members to the **York City Zoning Hearing Board**:

1. Michael G. Miller to serve as a regular member until January 1, 2017.
2. Eric Kirkland to serve as a regular member until January 1, 2017.

PASSED FINALLY: **January 17, 2012**

BY THE FOLLOWING VOTE:

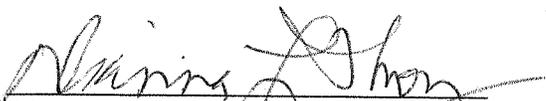
YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None



Carol Hill-Evans, President of Council

ATTEST:

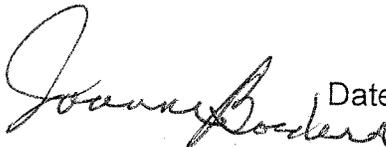


Dianna L. Thompson, City Clerk

Council of the City of York, PA
Session 2012
Resolution No. 22

Introduced by:

Joanne Borders



Date: January 17, 2012

WHEREAS, the City of York Wastewater Treatment Plant uses a cationic polymer to aid in the dewatering of biosolids; and

WHEREAS, bids were received from one (1) vendor with Polydyne, Incorporated, One Chemical Plant Road, Riceboro, Georgia 31232 being the lowest responsive bid; and

WHEREAS, the General Manager of the wastewater treatment plant has reviewed said bids and found to be correct, and has selected a three (3) year option in the amount of \$498,403.59.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of York, Pennsylvania that a contract to furnish said polymer for a period of three (3) years is hereby awarded to Polydyne, Incorporated in accordance with the price set forth in the attached bid tabulation sheet. The cost of said material shall be paid from the Intermunicipal Fund account 61-240-45220-00002.

The Mayor is authorized and the Controller is authorized and directed to enter into an Agreement for same on behalf of the City of York, Pennsylvania.

PASSED FINALLY: January 17, 2012

BY THE FOLLOWING VOTE:

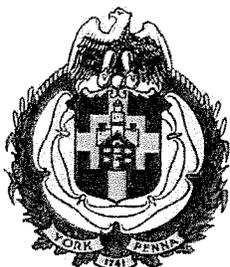
YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None


Carol Hill Evans
PRESIDENT OF COUNCIL

Attest:


Dianna L. Thompson
CITY CLERK



The City of York Pennsylvania

50 West King Street ❖ PO Box 509 ❖ York, PA 17405

www.yorkcity.org

Honorable C. Kim Bracey, Mayor

Steven E. Douglas
General Manager - Wastewater Treatment Plant
1701 Black Bridge Road
York, Pa 17402

January 4, 2012

TO: JAMES E. GROSS – DIRECTOR OF PUBLIC WORKS

SD FROM: STEVEN E. DOUGLAS – GENERAL MANAGER, W.W.T.P.

SUBJECT: LIQUID EMULSION POLYMER CONTRACT – POLYDYNE INC.

Liquid emulsion polymer is needed for the biosolids dewatering process. It reacts with the stabilized solids and allows for the facility's centrifuges to efficiently remove about 20% of the water from the solids before it is land-applied. The York WWTP typically produces over 10,000 wet tons of this material annually.

We have been using this polymer by Polydyne for two years and have been very satisfied with its performance. Deliveries have been made on time and their representative has been helpful in optimizing its usage.

In 2011, the Operations Manager corresponded with eight vendors who supply this dewatering aid. Of the eight, only two indicated an interest in testing their products. Repeated attempts were made, without success, to encourage more vendors to participate.

Several wastewater treatment plants were contacted to determine their cost for polymer. Based on the responses I received, the average cost was \$1.16/pound.

The cost of this product is driven by the price paid for petroleum oil as this is a major component in its production.

Funding for this material will come from account 61-240-45220-00002.

I am recommending that we opt for the three-year agreement as the pricing is in line with what others are paying and the fixed known cost will make it easier to budget in the future.

Please contact me with any questions or concerns you may have.



City of York
Department of Public Works
LIQUID EMULSION POLYMER
Bid Tabulation Details
January 4, 2012 – 9:00 am

PROPOSAL: To furnish and deliver Liquid Emulsion Polymer for a period of two (2) contract years, or, if the alternative bid is selected, a third contract year, in strict and entire conformance with the Proposal, Instructions to Bidders and Specifications attached hereto and made a part hereof.

PROSPECTIVE BIDDERS		
SNF/Polydyne, Inc. One Chemical Plant Road Riceboro, GA 31323	Kemira Water Solutions, Inc. 3211 Clinton Parkway Court, Suite 1 Lawrence, KS 66047	
10% Bid Security – BID BOND	NO BID RECEIVED	
<u>TWO YEAR PROPOSAL</u> Price per pound and Total Contract Price First Year: \$1.030/pound \$156,989.51/total Second Year: \$1.090/pound \$166,134.53/total Grand Total Contract Price: (sum of the 1 st & 2 nd year) \$323,124.04/Grand Total	/	
<u>THREE YEAR ALTERNATE PROPOSAL</u> Price per pound and Total Contract Price First Year: \$1.03/pound \$156,989.51/total Second Year: \$1.09/pound \$166,134.53/total Third Year: \$1.15/pound \$175,279.55/total Grand Total Contract Price: (sum of the 1 st 2 nd 3 rd year) \$498,403.59/Grand Total	/	



INTRODUCED BY: Carol Hill-Evans

DATE: January 17, 2012

WHEREAS, the York County Industrial Development Authority wishes to convey property located in the City of York which tracts of land are more particularly described as follows:

ALL THAT CERTAIN lot or piece of ground, with the improvements thereon erected, situate along and off Pennsylvania Avenue in the City of York, York County, Pennsylvania, and being located in the York Industrial Park along and off Pennsylvania Avenue, being bounded, limited and described as follows, to wit:

TRACT 1 – Sewage Pumping Station Site – UPI# 14628160106B

BEGINNING at a point at Lot #7 of the Plan and Pennsylvania Avenue, a sixty (60') feet dedicated street; thence along Pennsylvania Avenue, North sixteen (16) degrees eight (08) minutes forty-nine (49) seconds West, a distance of seventy-five (75') feet to a point at Lot#6 of the Plan; thence along Lot #6 of the Plan the following two courses and distances; [1] South seventy-three (73) degrees fifty-one (51) minutes eleven (11) seconds West, a distance of fifty (50') feet; [2] South sixteen (16) degrees eight (08) minutes forty-nine (49) seconds East, along which course is a twenty (20') foot wide access easement to Detention Basin – 1, a distance of seventy-five (75') feet to a point at Lot #7 of the Plan; thence along Lot #7 of the Plan South seventy-three (73) degrees fifty-one (51) minutes eleven (11) seconds West, a distance of fifty (50') feet to the point and place of **Beginning**.

TRACT 2 – Detention Basin –1- UPI#14628160106A

BEGINNING at a point three hundred forty-eight and eighty hundredths (348.80) feet from the right-of-way of Pennsylvania Avenue at a corner of Lot #7 of the Plan; thence along Lot #7 of the plan North twenty-four (24) degrees twenty-five (25) minutes fifty-six (56) seconds West, a distance of three hundred forty-six and eighty-nine hundredths (346.89) feet through a twenty-five (25) feet wide Drainage Easement to a point at Lot #6 of the Plan; thence along Lot #6 of the Plan through a twenty-five (25) feet wide Drainage Easement, the following two courses and distances; [1] North twenty-four (24) degrees twenty-five (25) minutes fifty-six (56) seconds East, a distance of one hundred fifty-three and eleven hundredths (153.11) feet; [2] North seventy-two (72) degrees twelve (12) minutes East, a distance of two hundred forty-nine and six hundredths (249.06) feet to a point; thence along properties now or formerly of William Kline, Dennis Free, Robert Peters, Lewis Sullivan, Barry Bupp, Fae Page and Paul Garbrick, to a point at Lot #8 of the Plan; thence along Lot #8 of the Plan North seventy-three (73) degrees fifty-one (51) minutes eleven (11) seconds East, a distance of two hundred fifty and zero hundredths (250.00) feet to the point and place of **BEGINNING**.

NOW THEREFORE BE IT RESOLVED by the Council of the City of York, Pennsylvania, and it is hereby ordained by the authority of the same as follows:

The City of York does hereby accept the deed tendered to it conveying title to the City, of the tracts of land therein mentioned.

PASSED FINALLY: January 17, 2012

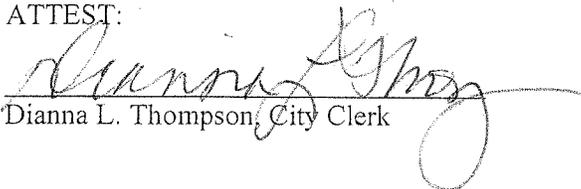
BY THE FOLLOWING VOTE:

YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None


Carol Hill-Evans, President of Council

ATTEST:


Dianna L. Thompson, City Clerk

Council of the City of York, PA
Session 2012
Resolution No. 24


Introduced by: HENRY HAY NIXON

Date: January 17, 2012

WHEREAS, the City of York has been awarded an Assistance to Firefighters Grant (AFG) by FEMA and the Department of Homeland Security in the amount of \$117,800.00 for purchase and installation of vehicle exhaust extraction systems to be installed at Stations 1,5 & 9.

WHEREAS, FEMA & DHS will provide \$106,020.00 (90%) of the project and the City's match will be \$11,780.00(10%).

WHEREAS, the City's 10% match of \$11,780.00 will come from line item 10-600-46170-00000

WHEREAS, the systems to be installed are Plymovent systems and the vendor for this purchase is Air Cleaning Systems, INC. P.O. Box 358 Exton, PA 19341

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of York, Pennsylvania that the Department of Fire/Rescue Services is authorized to accept the AFG in the amount of \$117,800.00 and the Mayor is authorized and the Controller is authorized and directed to enter into a vehicle exhaust extraction system purchase agreement with Air Cleaning Systems, INC. on behalf of the City of York, Pennsylvania.

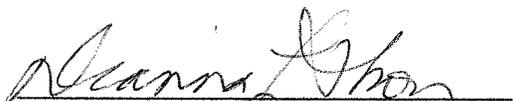
PASSED FINALLY: January 17, 2012 BY THE FOLLOWING VOTE:

YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None, _____, _____, _____, _____


Carol Hill-Evans
PRESIDENT OF COUNCIL

Attest:


Dianna L. Thompson
CITY CLERK

Council of the City of York, PA
Session 2012
Resolution No. 25



INTRODUCED BY: **Michael Ray Helfrich**

DATE: **January 17, 2012**

WHEREAS, Compensation is a systematic approach to providing monetary value to employees in exchange for work performed. Compensation achieves several purposes, such as assisting in recruitment, job performance, and job satisfaction; and

WHEREAS, In order to have consistent pay across equivalent positions, it is necessary to first know what the work of each position is and then decide which work is, in fact, equal. This is accomplished in the course of preparing and maintaining a position classification plan. The City's classification plan is meaningless if not implemented with appropriate pay policies; therefore, the City's pay policies must be based on the classification plan; and

WHEREAS, Classification is a process by which groups jobs of a common nature with similar duties and responsibilities together for the purposes of assignment to an appropriate pay range. The class description is the foundation of the classification process because it is the primary tool used to accurately define and describe the current duties and responsibilities of a position; and

WHEREAS, Classification is based upon the objective elements of a position which include the nature, scope, and level of duties and responsibilities; the relationship of the position to other positions in the City; supervision given/received; and exercise of independent judgment; and

WHEREAS, A classification plan provides the cornerstone for building strong selection and compensation programs and aids in budget and organizational planning and analysis. Most importantly, the classification plan is the basic tool for making pay decisions that are reasonable in comparison to similar work being carried out in all areas of City government.

WHEREAS, The City of York, desires to undertake a comprehensive compensation, classification and benefits study of all employee positions to revise/update the current system, to ensure internal equity (the relationship of jobs within the City) and to ensure external equity (the relationship of City pay ranges to the pay ranges of market peers); and

WHEREAS, the City of York has conducted a search, through a Request For Proposals (RFP) process, for a classification, compensation and benefit consultant and has reached an agreement on services and compensation with The Waters Consulting Group, Inc. which is attached to this resolution and incorporated herein.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of York, Pennsylvania, that the Mayor is authorized and the Controller is authorized and directed to execute an Agreement with The Waters Consulting Group, Inc. to provide classification, compensation and benefits study consulting services in accordance with the attached agreement at the stated rates and coverage, on behalf of the City of York.

PASSED FINALLY: **January 17, 2012**

BY THE FOLLOWING VOTE:

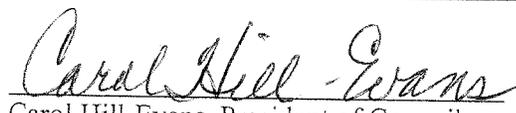
YEAS: Helfrich, Nixon, Borders, Nelson, Hill-Evans - 5

NAYS: None

ATTEST



Dianna L. Thompson, City Clerk



Carol Hill-Evans, President of Council



The City of York Pennsylvania

50 West King Street
PO Box 509 York PA 17405
www.yorkcity.org

Honorable C. Kim Bracey, Mayor

*Michael J. O'Rourke, Esquire
Business Administrator*

MEMORANDUM

Date: January 17, 2012

To: City Council

From: Michael O'Rourke, Esq., Business Administrator

Re: Comprehensive Classification, Compensation and Benefit Study

C.: Mayor C. Kim Bracey
Tom Ray, Deputy BA for HR

The City of York Office of Human Resources solicited a Request for Proposals (RFP) for a comprehensive classification, compensation and benefit study for all employee groups. The City's goals are to maintain effective organization, employment, classification, and compensation guidelines and structures that facilitate recruiting, rewarding and retaining qualified employees, and maintaining competitive and equitable pay practices for its employees. The classification, compensation and benefits study will include recommendations to the City regarding the existing classification and compensation systems, EEO-4 job categories, job evaluation methodology, career progression, FLSA designations, optimum staffing to maintain the classification and compensation structures, etc., as well as alternative concepts such as pay-for-performance, broad banding, pay range and pay step pay plan, merit increase pay plan, total compensation, skill-based pay, and/or other options that would benefit the City of York.

The RFP was sent to Affion Public, L. B. Hayhurst & Associates, Inc., The Mercer Group, Inc., The Waters Consulting Group, Inc., HR Resolutions, N. J. Hess Associates, and Vantagen. Table 1 shows the responses received.

COMPANY	QUOTE
Affion	No Quote
L. B. Hayhurst	No Quote
N. J. Hess Associates	\$210,508.00
The Mercer Group, Inc.	No Quote
The Waters Consulting Group, Inc.	\$52,900.00 ¹
H. R. Resolutions	No Quote
Vantagen	\$91,250.00

Table 1. RFP Quote Comparison

Based on staff interviews with N. J. Hess Associates, The Waters Consulting Group, Inc., and Vantagen, it is recommended the City of York retain the services of the Waters Consulting Group, Inc. Even if all new job descriptions are needed the cost should not exceed \$76,650.00. Another factor in favor of The Waters Consulting Group is its experience in performing such studies for various cities across the nation.

¹. Additional \$300/appeal; \$75/ job description; \$125/new job description

AGREEMENT FOR SERVICES

Agreement made this 17th day of January 2012 between the City of York, Pennsylvania, hereafter referred to as “the Client”, and The Waters Consulting Group, Inc., hereafter referred to as “WCG”.

RECITALS

The Client has its principal place of business at 50 West King Street, York, Pennsylvania 17401. WCG has its principal place of business at 5050 Quorum Drive, Suite 625, Dallas, Texas 75254. WCG provides services to clients across the nation in the field of wage and salary system development, performance management, executive search and other related human resource areas; therefore, the Client hereby engages in the services of WCG, and in consideration of the promises herein contained, both parties agree to the following:

TERM

1. This Agreement shall be for the period necessary for successful completion of the project, commencing on or after January 17, 2012 and may not be terminated by the Client unless WCG’s services are no longer desired. If the Client terminates, WCG is entitled to any portion of its fee so earned. If any of these provisions apply, the terminating party must provide 30 days written notice to the other party.
-

SCOPE OF PROFESSIONAL SERVICES

2. WCG will provide professional services for consulting services as needed to conduct a Comprehensive Classification, Compensation and Benefits Study as outlined in our proposal dated September 16, 2011.
-

PROFESSIONAL FEES AND EXPENSES

3. The all-inclusive professional fees for basic services as outlined in WCG’s proposal are \$52,900.00 for general project elements and project-related expenses with additional hourly and set rates for other optional and variable project elements. Project related expenses include, but are not limited to travel, printing, shipping, and long distance telephone fees. Should the Client require additional services not included in this Agreement and referenced proposal, an amendment to this Agreement stating the exact scope of services and cost of all additional services shall be submitted for the Client’s approval. WCG reserves the right to use the entire total of this project amount as necessary in order to complete the entire scope of the project as

outlined in its proposal regardless of line item assignments. The Client will make payments for the project upon receipt of an invoice submitted by WCG. All invoices will be forwarded to the Client, for processing unless otherwise directed. Invoices will be created and mailed as work progresses throughout the project. Payment to WCG is expected within 30 calendar days. For reporting purposes, WCG's tax identification number is 75-2272138. The billing schedule will be based on the following milestones:

1. \$11,950.00 at contract signing;
2. \$11,950.00 at the end of task I.A.;
3. \$6,250.00 at the beginning of task I.B.;
4. \$6,250.00 at the completion of task I.B.;
5. \$1,500.00 at the beginning of task I.C.;
6. \$1,500.00 at the completion of task I.C.;
7. \$500.00 at the beginning of task II.;
8. \$500.00 at the completion of task II.;
9. \$3,250.00 at the beginning of task III.;
10. \$3,250.00 at the completion of task III..

A detailed overview of professional fees follows.

COMPREHENSIVE COMPENSATION, CLASSIFICATION AND BENEFITS STUDY	PROFESSIONAL FEES
I.A. Classification System: Kickoff meetings with City's Project Team and Management Team to discuss project strategy, develop project calendar, review the current compensation system and collect related documents, distribution and review of completed Position Description Questionnaires. (Two consultant days). Note: Job Evaluation, Employees Interviews, FLSA Reviews and Organizational Analysis should not be necessary for Police positions, as hierarchy is established by paramilitary ranking.	23,900.00
I.B. Compensation System: Review of current pay practices and systems; development of custom salary survey, including identification of survey benchmark positions and organizations; analysis of survey data; development or updating of internally and externally equitable pay structures, development of pay plan implementation cost scenarios, and development of survey participant report.	12,500.00
I.C. Evaluation of Benefits: Development of a survey of direct and indirect employee benefits, analysis of survey data, and development of recommendations.	3,000.00
II. Alternative Systems Proposals: Provide recommendations for the City's consideration including advantages, disadvantages, staffing requirements, and training requirements.	1,000.00
III. Reports and Recommendations: Provide draft reports related to progress	6,500.00

and issues during Phase I and Phase II of the Study, and deliver 35 copies of the comprehensive final report, which will includes project methodologies, findings and recommendations. (One consultant day.)	
PROJECT-RELATED EXPENSES CAPPED AT \$6,000.00	6,000.00
TOTAL PROFESSIONAL FEES AND EXPENSES NOT TO EXCEED (Does not include requested and agreed upon variable services approved by client.)	\$52,900.00

VARIABLE SERVICES	PROFESSIONAL FEES
Employee appeals process, including direct interaction with consultant	\$300.00/appeal
Review and update of job descriptions	\$75.00/job description
Development of new job descriptions	\$125.00/job description

DEVOTION OF TIME

4. WCG shall devote such time to the performance of its duties under this Agreement as is necessary for the completion of all project phases.

ENTIRE AGREEMENT

5. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof, and no other agreement, statement, or promise relating to the subject matter of this Agreement that is not contained herein shall be valid or binding.

AMENDMENT

6. This Agreement may be amended by the mutual agreement of the parties hereto in writing and must be attached to and incorporated into this Agreement.

LEGAL CONSTRUCTION

7. In case any one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions thereof and this Agreement shall be constructed as if such invalid, illegal, or unenforceable provision had never been contained herein.

Executed on the day and the year first written in this Agreement.

CITY OF YORK, PENNSYLVANIA

By: x _____

Name: C. Kim Bracey

Title: Mayor

By: x _____

Name: Robert Lambert

Title: City Controller

THE WATERS CONSULTING GROUP, INC.

By: x _____

Name: ROLLIE O. WATERS, CMC

Title: PRESIDENT

Council of the City of York, PA
Session 2012
Resolution No. 26

INTRODUCED BY: 
Michael Ray Helfrich

DATE: January 17, 2012

WHEREAS, The City of York maintains a self funded health insurance program to provide health insurance benefits to the employees of the City; and,

WHEREAS, the City purchases Stop-Loss Insurance for the purpose of limiting risk exposure to excess liability; and,

WHEREAS, The City requested quotes for a Stop Loss Insurance provider services for the year 2012; and,

WHEREAS, Chartis proposed the best combination of services, price and products as shown in the attached Quote Comparison;

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of York, Pennsylvania, that the Mayor is authorized and the Controller is authorized and directed to execute the documents necessary to implement the contract for services proposed by Chartis for stop loss insurance for the year 2012.

PASSED FINALLY: January 17, 2012

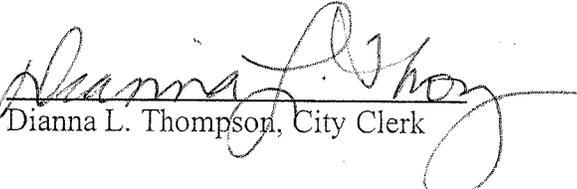
BY THE FOLLOWING VOTE:

YEAS: Helfrich Nixon Borders Nelson Hill-Evans - 5

NAYS: None


Carol Hill-Evans, President of Council

ATTEST:


Dianna L. Thompson, City Clerk



The City of York Pennsylvania

50 West King Street
PO Box 509 York PA 17405
www.yorkcity.org

Honorable C. Kim Bracey, Mayor

*Michael J. O'Rourke, Esquire
Business Administrator*

MEMORANDUM

Date: January 17, 2012
To: City Council
From: Michael O'Rourke, Esq., Business Administrator
Re: 2012 Stop Loss Insurance
C.: Mayor Bracey
Tom Ray, Deputy BA for HR

Riverside Consulting Group on behalf of the City of York, requested stop loss quotes from 7 carriers. Requests were sent to Munich Re, ING, Vista, Optum, HM Life, Symetra, and Chartis. Due to the extremely high claims of 2011 and the year-to-date reimbursements of approximately \$400,000, 5 of the 7 carriers declined to provide renewal quotes. Of those that did, the current high cost claimants are being lasered, meaning that they will be assigned higher deductibles. Symetra and Chartis are the only 2 insurers that responded.

Stop loss insurance is what reduces the financial risk for the City of York should a covered employee, retiree or dependent experience very high healthcare expenses under the self-insured medical plan. For 2011, any expense for a member above \$150,000 is refunded through stop loss.

The recommendation is to increase the annual specific deductible to \$175,000, with an aggregating deductible of \$70,000. The aggregating deductible of \$70,000 is the amount that the City would pay over and above the normal stop loss deductible for the first claimant. This special deductible only applies to one person. Once one claimant has met the aggregating deductible, the policy reverts to a standard deductible at \$175,000. Should there be no stop loss claimants, such as the 2010-year, the City will have saved on the premium rather than spending it for premium with no return.

By increasing the stop loss deductible and using an aggregating deductible design, the City of York will save 21.6% or \$50,000. Without making this plan change, the renewal would have increased by 28.8% or \$67,600.

The premium quoted by Chartis with the above referenced recommendations is \$183,797.00.

CITY OF YORK 2012 Stop Loss Summary

	EEs	Current Coverage	RENEWAL OPTIONS									
			Renewal	Alternative Renewal	Option 1	Alternative Option 1	Option 2	Alternative Option 2	Option 1	Option 2	Option 3	
		National Union Fire Ins	Chants/National Union Fire Ins.									
Deductible		\$150,000	\$150,000	\$150,000	\$175,000	\$175,000	\$175,000	\$200,000	\$200,000	\$150,000	\$175,000	\$200,000
Single	205	\$16.60	\$21.01	\$15.86	\$17.34	\$12.62	\$14.83	\$10.72	\$38.52	\$32.37	\$27.29	\$27.29
Family	346	\$46.66	\$60.34	\$45.46	\$50.67	\$36.79	\$44.10	\$31.76	\$92.05	\$76.76	\$64.15	\$64.15
Total Annual Premium	551	\$234,568	\$302,216	\$227,766	\$253,038	\$183,797	\$219,585	\$158,239	\$476,951	\$398,338	\$333,484	\$333,484
Rate Increase		N/A	28.8%	-2.9%	7.9%	-21.6%	-6.4%	-32.5%	103%	70%	42%	42%
Aggregating Specific Deductible		N/A	N/A	\$70,000	N/A	\$70,000	N/A	\$70,000	N/A	N/A	N/A	N/A
Overall Liability		\$234,568	\$302,216	\$297,766	\$253,038	\$253,797	\$219,585	\$228,239	\$476,951	\$398,338	\$333,484	\$333,484
Rate Increase		N/A	28.8%	26.9%	7.9%	8.2%	-6.4%	-2.7%	103.3%	69.8%	42%	42%
Maximum Reimbursement		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Contract Basis		12/15	12/15	12/15	12/15	12/15	12/15	12/15	12/15	12/15	12/15	12/15
Coverage		Medical, Rx	Medical	Medical	Medical	Medical	Medical	Medical	Medical	Medical	Medical	Medical

Notes: There is a \$400,000 laser on Claimant 1, a \$350,000 laser on Claimant 2, a \$300,000 laser if a \$400,000 laser on Claimant 3, and a \$300,000 laser on a claimant with factor-.9. There is a \$400,000 laser on Claimant 1, a \$400,000 laser on Claimant 2, and a \$400,000 laser on Claimant 3.

claimant has a stem cell transplant.

- Declines:
 Munich Re
 ING
 Vista
 Optium
 HM Life

EXPECTED NUMBER OF CLAIMS BY SIZE OF CLAIM AND SIZE OF EMPLOYEE

No. of Ees	No. of Members	Expected Number of Claims to Exceed													
		25,000	30,000	40,000	50,000	75,000	100,000	125,000	150,000	200,000	250,000	300,000	350,000		
175	395	12	10	7	5	3	2	1	1	0	0	0	0		
200	461	14	11	8	6	3	2	1	1	0	0	0	0		
400	903	27	22	16	11	6	5	3	2	1	1	0	0		
600	1,364	41	33	24	17	10	7	4	3	1	1	1	0		
800	1,806	55	44	32	22	13	9	6	4	2	1	1	0		
1,000	2,267	68	55	40	28	16	12	7	5	2	2	1	1		
1,200	2,708	82	67	48	33	19	14	9	6	3	2	1	1		
1,400	3,160	96	78	56	39	22	17	10	7	3	2	1	1		
1,600	3,611	110	89	64	44	25	19	11	8	4	3	2	1		
1,800	4,063	123	100	72	50	29	21	13	9	4	3	2	1		
2,000	4,514	137	111	80	55	32	24	14	10	5	3	2	1		
2,200	4,965	151	122	88	61	35	26	16	10	5	4	2	1		
2,400	5,417	164	133	96	66	38	28	17	11	6	4	2	1		
2,600	5,868	178	144	104	72	41	31	19	12	6	4	3	1		
2,800	6,320	192	155	112	77	45	33	20	13	7	5	3	1		
3,000	6,771	205	166	120	83	48	36	21	14	7	5	3	2		
4,000	9,078	274	222	160	111	64	47	29	19	9	7	4	2		
5,000	11,285	342	272	200	138	80	50	36	24	12	8	5	3		
6,000	13,542	411	333	240	166	96	71	45	29	14	10	6	3		
7,000	15,799	479	388	280	193	111	83	50	33	16	12	7	4		
8,000	18,056	548	443	320	221	127	95	57	38	19	14	8	4		
9,000	20,313	616	499	360	249	143	107	64	43	21	15	9	5		
10,000	22,570	685	554	400	276	159	118	71	48	23	17	10	5		