

**NORTH RIDGEVILLE CITY COUNCIL
COMMITTEE OF THE WHOLE
MINUTES OF MEETING HELD JULY 17, 2017**

To Order:

President Kevin Corcoran called the meeting to order at 6:30 p.m. in Council Chambers at North Ridgeville City Hall, 7307 Avon Belden Road.

Attendance:

In attendance were Council members Dennis Boose, Gregg Westover, Bruce Abens, Roseanne Johnson, Bernadine Butkowski, Robert Chapek and President Kevin Corcoran.

Also present: Mayor David Gillock, Law Director Andy Crites, Clerk of Council Tara Peet, Safety-Service Director Jeffry Armbruster, Deputy Auditor April Wilkerson and Auditor Jeffrey Wilcheck.

President Corcoran opened the meeting by stating they are waiting on information from a company that is doing a salary survey and assisting the City with the proper language for these ordinances. The Parks and Recreation Director was promised a raise, which will be retroactive, and the Administration is looking to hire a new City Engineer as the position is currently vacant. President Corcoran stated he wanted to see the benefits consistent and felt that is where the discussion needed to happen.

Councilwoman Butkowski asked what benefits he was discussing.

President Corcoran stated sick time, merit time, comp time and the four percent pension pickup.

Mayor Gillock stated he didn't feel the ordinances proposed were in conflict with the standard of all other City employees. He stated both ordinances were drafted in similar nature and are consistent with the AFSCME contract. He did note an outside company is looking to standardize the language for department head ordinances, but it cannot be done all at once. Mayor Gillock stated the goal is to eliminate overtime by converting to salary. He further stated the outside company did give the City a draft ordinance, but it is currently twenty pages and needs looked over. Mayor Gillock stated the Parks and Recreation Director has been waiting since February for a raise. He felt there could be an issue which may need decided as the Ohio Revised Code states department heads can get up to 250 hours of banked sick time eligible for cash-out, whereas the AFSCME contract allows employees, upon retirement and with ten years of service, to cash out up to 1000 hours of sick time. Mayor Gillock stated he felt the standard should be the same for everyone. He noted that changes should be made when people are promoted or retire. Mayor Gillock stated because overtime will be cut out going to salary, the salary will need adjusted. There are a few employees up for retirement to include Gary Teel this year. Mayor Gillock stated he didn't want to take benefits away from current employees.

Councilwoman Johnson asked Mayor Gillock if it was his goal to follow Ohio Revised Code regarding sick time.

Mayor Gillock stated no, he would like to see all employees follow the AFSCME contract.

Councilman Boose stated he thought a comprehensive analysis needed done. He noted that he asked for

this and felt the City needed to look at the salaries globally. Councilman Boose stated he was not certain the City could afford the ranges being selected. Councilman Boose stated that the position should be looked at rather than the person.

Mayor Gillock stated the City Engineer salary used to be what is currently being proposed. He noted it was he who introduced an ordinance to reduce the wage and stated look where it got the City. Mayor Gillock stated if the wage is kept where it is currently, a competent engineer won't be hired.

Councilman Boose asked what the current wage was.

President Corcoran stated \$70,000- \$83,000.

Councilman Boose stated the proposed salary seemed like a big jump.

Councilwoman Butkowski stated the wage needs paid if the City wanted someone good.

Councilman Boose stated he felt this was being looked at in a vacuum.

Mayor Gillock told Councilman Boose he was on Council when the wage was reduced and voted for it and noted the end product the City received. He also stated he spoke to other companies regarding the wage and it was a reasonable range. Mayor Gillock stated it would cost a lot more money if the work was contracted out.

Councilman Boose stated he was just trying to do his due diligence.

Mayor Gillock stated a study isn't done every time an employee is hired.

President Corcoran stated his issue wasn't the salary, it was the benefits.

Councilwoman Johnson asked how the wage compared to the Assistant Engineer.

Mayor Gillock stated without overtime, she makes \$79,888.

Councilwoman Johnson noted her range caps at \$90,000.

Auditor Wilcheck stated the Assistant Engineer actually makes more in benefits than the Engineer. He noted that over a five year period, it would cost about \$100,000. The General Fund can handle that. He also noted all the other employees have to be looked at and the five year forecast. He noted the City can afford the new range for the Engineering position. The benefits for the Engineer are less than the staff members. He stated that he hopes the second meeting in August things will get cleaned up regarding the benefits.

Councilman Boose stated he isn't saying the City cannot afford \$100,000. He stated his concern is that this cannot be done for everyone. He noted the question is whether the City can afford to do this for all department heads.

Auditor Wilcheck stated he cannot answer that question with the information he has now.

Councilwoman Johnson asked if the Administration was interviewing Engineers based on the proposed range.

Mayor Gillock stated yes. He also stated he wanted to give Councilman Boose what he wants, but it will take weeks and if not, months. He further added an Engineer needs hired now. Mayor Gillock stated he felt more vacation should be offered to a seasoned applicant coming in rather than what the contract reads.

President Corcoran noted that the proposed ordinance does permit for that.

Moved by Johnson and seconded by Westover to recommend City Council adopt T 54 as submitted.

A voice vote was taken and the motion carried 5-2 (Boose, Chapek).

President Corcoran stated no discussion has been had regarding T 51. He noted that it needed reported back to Council within sixty days of referral and that time expired on July 14.

Councilman Boose again reiterated he doesn't know how the position compares to anywhere else.

Moved by Boose and seconded by Johnson to suspend the By-laws to add an additional sixty days for further study regarding T 51.

A voice vote was taken and the motion carried, 7-0.

With no further business to discuss, President Corcoran adjourned the meeting at 7:09 p.m.

Approval of minutes on August 7, 2017:



PRESIDENT OF COUNCIL



CLERK OF COUNCIL