

**NORTH RIDGEVILLE CITY COUNCIL
FINANCE COMMITTEE
MINUTES OF MEETING HELD
MAY 31, 2018**

To Order:

Chairman Martin DeVries called the meeting to order at 6:00 p.m. in Council Chambers at North Ridgeville City Hall, 7307 Avon Belden Road.

Attendance:

In attendance were Committee members Dennis Boose, Bruce Abens and Chairman Martin DeVries.

Also in attendance were Assistant Clerk of Council Tara Peet, Law Director Brian Moriarty, Mayor David Gillock, Auditor Jeff Wilcheck and President Kevin Corcoran.

Minutes:

Chairman DeVries asked for any additions or corrections to the March 5, 2018 meeting minutes. No discussion was offered. The minutes stand approved as submitted.

T 52-2018 and T 62-2018:

Chairman DeVries stated this was just an opening to the conversation to discuss the conversion. There will be more Committee meetings in the future.

Mayor Gillock stated that many department heads have different benefits and different wages. Most department heads still clock in. Mayor Gillock stated his goal was just to eliminate overtime. As department heads, these are managerial staff. He noted a salary survey was completed for most of the positions being converted and he also worked with the Auditor. The Administration calculated the new wage based on the average of the last three years' worth of overtime and salary and converted to the wage on the spreadsheet. Mayor Gillock stated everyone's new proposed salary is within the range of the salary survey. He stated that for the most part, this won't be an additional cost for the City. As for benefits, he stated the Mayor's position is the only position that won't receive the four percent pension pickup. He didn't think that was fair. Converting department heads and assistants to salary will eliminate overtime, merit time and compensatory time. Mayor Gillock stated no one will lose any of the other benefits.

Chairman DeVries asked if Mayor's in other cities receive additional fringe benefits.

Mayor Gillock stated his position aside; North Ridgeville is in the middle of the road with fringe benefits. All employees receive longevity; the health plan is standard where employees pay 12.5% to their coverage.

Chairman DeVries asked why the survey doesn't provide a current wage for the Engineer.

Auditor Wilcheck stated the survey was being completed as the previous Engineer left and the new Engineer was being hired.

Chairman DeVries stated he assumed the Engineer probably earns a lot of overtime and the qualifications compared to other cities would be important when determining wage.

Mayor Gillock stated he didn't think he earned much overtime.

Assistant Clerk of Council Peet stated the current Engineer is an exempt employee not eligible for overtime per ordinance.

Mayor Gillock stated long ago he lowered the Engineer's salary and he found that lowered the standard from the applicants. After the last Engineer left, they raised the wage to find a more qualified person.

Chairman DeVries asked how increases worked.

Mayor Gillock stated the non-union employees get the average of the three union contracts or a cost of living increase. Merit increases are based on performance from the performance evaluation done annually. Mayor Gillock stated if the employee does not receive a certain score on their evaluation, they don't receive the merit increase.

Chairman DeVries asked how overtime was approved through the year for department heads.

Mayor Gillock stated he receives a report every pay period that he reviews. He had to crack down on a few people using excessive overtime. Mayor Gillock stated the average employee is paid two to three hours of overtime a week and the IT Director receives about ten hours a week. Mayor Gillock stated he doesn't look at Police, Fire, Street Department or French Creek.

Chairman DeVries stated each position is worth a dollar amount. In addition to a wage, the City is paying longevity, merit and cost of living increases. He stated he was uncertain if the City could afford to keep at that pace.

Mayor Gillock stated the conversion won't cost the City any more money. He further added he felt this was the most financially responsible move.

Chairman DeVries suggested the idea of creating more jobs.

Councilman Abens asked if the Mayor received resistance from any of the department heads.

Mayor Gillock stated he hasn't received resistance, but Tara was the only one to ask a technical question on how things were being calculated for everyone.

Councilman Abens stated it seemed as though the City is competitive in salary and benefits and in some cases superior to other cities.

Mayor Gillock stated this conversion is just for department heads and assistants. He noted Councilman Abens could be correct regarding wage. Most municipalities do a cost of living increase at 2.35%.

Councilman Abens stated the benefits are superior as well speaking from the private industry he comes from.

Mayor Gillock stated the salary side is usually higher on the private side. He didn't feel the City was paying much on the wage side.

Councilman Boose stated he is on board with converting the positions to salary. It didn't make sense for a supervisor to receive overtime. He noted the conversation was supposed to begin with T 52-2018. Councilman Boose asked who is currently a salary employee.

Assistant Clerk of Council Peet clarified that T 52-2018 is before the Committee as well as T 62-2018. T 52-2018 is the current department head, supervisory employee, discretionary employee wage scale. That is before the Committee to add an additional two columns, columns "K" and "L", as a few employees were at the top of their scale and could not receive their merit increases back in April. This was just adjusting that to add an additional two percent per column. Assistant Clerk of Council Peet stated T 62-2018 is converting some employees to salary and establishing a set of benefits for those being converted and those already on salary.

Mayor Gillock stated the Mayor, SSD, Deputy Auditor, Auditor, Treasurer, Engineer, Assistant Law Director and Parks and Recreation Director.

Councilman Boose stated the ranges in Exhibit "A" of T 52-2018 are different then the ranges in Exhibit "A" in T 62-2018.

President Corcoran stated the current wages the Auditor provided to the Committee don't match the current wages listed in the salary survey.

Auditor Wilcheck stated the numbers he provided is current wage as of today after contract changes. The survey was a bit dated.

Chairman DeVries asked Auditor Wilcheck to explain each document provided to the Committee since many of the numbers don't match.

Auditor Wilcheck stated the Exhibit "A" to T 52-2018 is what is currently in effect.

Councilman Boose asked why the City would adopt T 52 if it anticipates adopting T 62 and then the City would have to go backwards. Councilman Boose stated the titles in the Exhibit "A" of T 52 don't match the titles to Exhibit "A" in T 62. Councilman Boose stated there were so many discrepancies that he just stopped. Councilman Boose asked in Section four, in regard to vacation accrual and banks – how could banks not be established for the already existing salary employees.

Auditor Wilcheck stated it was like that when he first started.

Councilman Boose stated he has been with the City for a year and a half and further asked why his office was not tracking it.

Auditor Wilcheck stated he is attempting to correct that and make it right. He added that was why he was pushing for this ordinance to create accountability.

Mayor Gillock stated he realized the Auditor's should be tracking vacation. He promised they would work on that.

Chairman DeVries asked which salary positions don't have vacation tracked.

Auditor Wilcheck stated the Deputy Auditor, Auditor, Treasurer and the Assistant Law Director

Chairman DeVries asked if a Human Resource person could do this when they are hired.

Councilman Boose suggested that all new department heads come in with at least four weeks' vacation time as they are management.

Mayor Gillock suggested using the table in the union contract. More vacation could be given based on experience.

Chairman DeVries stated he had more questions and wants to table the discussion for a future meeting. He further added they could work together to find more defined answers.

Mayor Gillock asked the Committee if they were in favor of doing this conversion.

The Finance Committee all agreed they were in favor of making the conversion.

President Corcoran stated currently the benefits for current salary positions are inconsistent. He would like to make those benefits consistent. He noted he was not a fan of longevity and didn't think it should be given anymore. President Corcoran stated he didn't agree with cashing in sick time or accruing 4.6 hours of sick time every pay period. He stated sick would need to be tracked like vacation time. He stated the Mayor's position was not listed in the ordinance and he thought that it should be.

Auditor Wilcheck stated the sick time accrual is required by O.R.C.

Assistant Clerk of Council Peet stated O.R.C. Section 124.38 provided exceptions for certain positions.

Law Director Moriarty stated he would research that section and get back to the Committee.

Mayor Gillock stated his position is an elected position so he was exempted from benefits.

Assistant Clerk of Council Peet stated Mayors are entitled to benefits if it is legislated that way. She noted she pulled the legislation for the City of Avon and the City of Avon Lake – both full-time, salary Mayor’s that receive fringe benefits.

Chairman DeVries asked if there was a time frame to get the ordinance passed.

Mayor Gillock stated no, but he would like to see it move forward so they can work on hiring a Human Resource officer.

Moved by DeVries and seconded by Boose to table T 52-2018 and T 62-2018 for time to gather additional information.

A voice vote was taken and the motion carried.

Yes – 3 No – 0

Chairman DeVries adjourned the meeting at 7:03 p.m.

These minutes were approved on _____.

Tara L. Peet, MMC
Assistant Clerk of Council