

**NORTH RIDGEVILLE COMMITTEE OF THE WHOLE  
MEETING MINUTES  
JULY 6, 2020**

**CALL TO ORDER:** 6:30 p.m.

President DeVries called the Monday, July 6, 2020 Committee of the Whole meeting to order.

**PLEDGE OF ALLEGIANCE:**

Led by President DeVries.

**ROLL CALL:**

Present were Council members Holly A. Swenk, Dennis Boose, President Pro-Tem Bruce Abens, Clifford Winkel, President Martin DeVries, James R. Maleski and Michelle Hung.

Also present was Mayor Kevin Corcoran, Safety-Service Director Jeff Armbruster, Law Director Brian Moriarty, Engineer Dan Rodriguez, Auditor April Wilkerson, Assistant Clerk of Council Tara Peet and Clerk of Council Nancy Linden.

**DISCUSSION RE: T 77, T 84, T 86, T 87, T 88**

President DeVries turned the meeting over to the Mayor for an overview of the items on the agenda this evening.

Mayor Corcoran stated there are a few ordinances to discuss but they are all related. He is trying to remove the parity clause out of the ordinances for non-union employees. He stated he will ask for an executive session to discuss specifics and contract negotiations and that he would just speak generally.

Mayor Corcoran stated they have discussed how positions are only worth so much. Some people were getting the negotiated union increase and a merit increase and it is unsustainable for the future. The amendments are designed to achieve the removal of the contract wage parity only. The merit system would be in place in conjunction with a performance evaluation. Those people that are doing better than average would receive a better than average increase, those at average would get an average increase and those below average would not receive an increase or something below average. Over the years, the merit increases have been applied throughout and a little differently than how Council thought. Mayor Corcoran felt there were some deficiencies in the process in the past.

Mayor Corcoran stated the review system has been in place for a few years. He stated department heads review their employees and then department heads are reviewed by the administration. He stated when he reviewed the previous Auditor, he would check in with other department heads to get a wide view of his performance. This is how he would like it to continue but with the removal of the wage parity.

President DeVries stated he recalls the discussion of how sustainable this would be and agrees that it isn't very sustainable.

Councilman Abens asked if there is an incentive by taking the union parity away that employees will unionize.

Mayor Corcoran stated as department heads and confidential employees they are prohibited from unionizing. He also mentioned there is a bigger picture of moving some employees to salary. He felt more people could be salary then he originally thought. Mayor Corcoran stated even if a person is salary, they can achieve a merit increase based on performance.

Councilman Abens stated he understood department heads, but what about the additional employees that aren't department heads.

Auditor Wilkerson stated there are non-union, non-department heads that are part of the wage parity. In order for them to unionize, the union would need to grieve that the positions are similar but the positions are actually confidential and would not be likely to enter the union.

Moved by Mayor Corcoran and seconded by Boose to enter into executive session for the discussion of compensation of public employees and discussion of the collective bargaining contract.

A roll call vote was taken and the motion carried.

Yes – 7                      No – 0

The Committee entered into executive at 6:40 p.m.

The Committee reconvened into the Committee of the Whole meeting at 7:24 p.m.

President DeVries stated more discussion is needed.

Moved by President DeVries and seconded by Hung to table the discussion of each ordinance.

A voice vote was taken and the motion carried.

Yes – 7                      No – 0

**ADJOURNMENT:**

President DeVries adjourned the meeting at 7:25 p.m.

Approval of minutes on July 20, 2020:



PRESIDENT OF COUNCIL



CLERK OF COUNCIL