



OFFICE OF THE CITY COUNCIL

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**FINANCE COMMITTEE MEETING MINUTES
JUNE 22, 2022**

Present: Committee members David Greenspan, chair; Amy Havelka and Mark Getsay.

Also present: Councilmembers Duane Van Dyke (via telephone), Nick Nunnari, Dennis Sullivan and Mike O'Donnell; Mayor Dennis Clough; Law Director Mike Maloney; Finance Director Prashant Shah.

The meeting convened at 8:00 p.m.

I. Discuss Ordinance No. 2022-60, compensation of salaried and hourly rate employees in the several departments.

Mayor Clough explained that this ordinance reflects the same increases – 3¼%, 3¼%, 3% for the 3 years – as the labor union contracts, the negotiations for most of which are completed. Three positions were increased by 4% the first year because those employees are at the maximum, those being the Deputy Service Director, Urban Forestry Manager and the Building Engineer at the Recreation Center. General discussion followed regarding those who pay union dues, the per-year 40-hour work week and pro-rata pay of those working less, the difficulties in attracting qualified employees with competitive wages, and planning for replacing those approaching retirement.

Councilmember Havelka moved, seconded by Councilmember Getsay, to recommend to Council that Ordinance No. 2022-60 be adopted. Motion carried, 3 yeas, 0 nays.

II. Discuss Ordinance No. 2022-62, compensation of department heads.

Finance Director Shah explained that this ordinance reflects a 3¼% increase rounded up and for only one year. There was discussion about making it cover three years like Ordinance No. 2022-60, but some research would be needed to assess if the ranges are fair and competitive. A compensation study was done three years ago, but may no longer be an accurate benchmark. The ranges as presented allow a buffer for merit raises, and no director is at the maximum.

Councilmember Havelka moved, seconded by Councilmember Getsay, to recommend to Council that Ordinance No. 2022-62 be adopted. Motion carried, 3 yeas, 0 nays.

III. Discuss Ordinance No. 2022-70, compensation of salaried and hourly rate employees in the law department.

Law Director Maloney gave some background on this ordinance, the ranges of which are a 3% increase, which is less than the collective bargaining unit agreements. He stated that section (a), the hourly pay for extra litigation, has never been and never will be used for Civil I and II positions. He further stated that the Assistant Director – Civil I is a part-time position and that law department employees have historically been treated differently than other department employees.

Much discussion ensued regarding how a per-year salary is paid to a part-time employee; how section (a) came about in the past for the purpose of work on law suits and civil hearings above and beyond the normal work week hours; and the definition of “extraordinary services” therein. It was suggested that the Assistant Director – Civil I be paid an hourly rate instead of a salary. Amending the ranges to reflect the same increases given to other groups of employees – 3¼%, 3¼%, and 3 for the 3 years – was proposed. Compensation of neighboring cities’ law department employees was mentioned, but it is difficult to compare because of variables. Some councilmembers felt they would need more time and information to consider these matters and to determine if ranges are fair.

Councilmember Getsay moved, seconded by Councilmember Havelka, to recommend to Council that Ordinance No. 2022-70 be amended by adjusting the pay ranges to an increase of 3¼%, 3¼% and 3% respectively for the 3 years listed. Motion carried, 3 yeas, 0 nays.

Council President Greenspan moved, seconded by Councilmember Havelka, to recommend to Council that Ordinance No. 2022-70 be amended by removing section (a) under Assistant Director – Civil II. Motion carried, 3 yeas, 0 nays.

This ordinance will remain in committee and be further discussed at a future meeting.

IV. Discuss Ordinance No. 2022-61, compensation of the Mayor.

Mayor Clough excused himself for this ordinance.

Finance Director Shah explained that this ordinance is being presented at the same time as is the directors’ ordinance for 2022, and the blanks historically are filled in by Council. Councilmember Getsay gave a brief history of the section describing the Mayor’s compensation: The base pay was left at a lower level so that, in the event a new mayor came in, the person would start at that pay and not at the pay based on the years of service of the current mayor. The annual amount for years of service has been adjusted incrementally over the years, and the number of years of service, created in 2014, was extended from 12 to 15 years in 2019. Also, longevity was capped in 2011. There was discussion about making the mayor’s compensation ordinance cover 3 years and even freezing it at its current rate for 2022, which is already set by Ordinance No. 2020-105,

for 2023 and 2024 as well. The committee decided to table this ordinance and Ordinance No. 2022-70 to allow more time to consider the various factors.

This ordinance will remain in committee and be further discussed at a future meeting.

Councilmember Havelka moved, seconded by Councilmember Getsay, to adjourn the meeting.

The meeting adjourned at 10:00 p.m.

Respectfully submitted,



David S. Greenspan
Chair



Denise L. Rosenbaum, MMC
Clerk of Council