



OFFICE OF THE CITY COUNCIL

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**FINANCE COMMITTEE MEETING MINUTES
OCTOBER 13, 2022**

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

Also present: Councilmembers Duane Van Dyke, Nick Nunnari (arrived at 6:38) and Mike O'Donnell; Mayor Dennis Clough; Law Director Mike Maloney; Service Director Paul Quinn; Recreation Director Paula Horner; Planning Director Jim Bedell; Purchasing Director Larry Surber; Director of Inspections Don Grayem; Community Services Director Lydia Gadd; Police Chief Kevin Bielozer; and Human Resources Manager Andrea Rocco.

The meeting convened at 6:30 p.m.

I. Discuss §167.26, compensation of retired governmental employees.

Mayor Clough explained his reasons for proposing to amend this provision due to the current job market and difficulties in hiring. Various directors explained the value of being able to hire retired workers for certain positions in their respective departments stating that they bring high quality, character and skill levels as well as experience and training. Hiring such workers benefits the city, tax payers and the younger generation of workers in the long run. Committee and Councilmembers present asked questions about how the public retirement system works, how it differs from the private sector and various scenarios of rehiring retirees. The consensus was that this code section needs to be re-evaluated, and Councilmember Getsay will take the lead in that.

II. Discuss §141.11, compensation of acting directors.

Mayor Clough explained his reasons for proposing to amend this code section stating that, as it currently reads, when a director retires, an acting director would have to be paid at the lowest end of the pay range. That could mean a pay cut for a current employee filling in or being moved up or attracting someone from the outside as a potential director. The Mayor stated there will be instances of this occurring in the near future. It also affects current directors after an election when their term ends, they are technically acting directors until they are confirmed by Council, which historically has been done retroactively, thus avoiding the temporary pay cut. Again, the consensus was that this

provision needs to be re-evaluated, and Council President Greenspan will work with the administration for a solution for Council to consider in the near future.

III. Discuss increasing the amount of §167.24 to \$50,000.00.

Mayor Clough explained that this incentive award section is a way to reward very seasoned directors at the top end of their pay ranges without increasing the actual pay ranges, similar to the way the mayor's compensation ordinance provides for additional pay according to years of experience. By increasing the amount from the current \$13,000, he could give bigger bonuses that would better incentivize and recognize an outstanding job. Councilmember Havelka stated that the amount should at least be increased to reflect inflation since it hasn't been changed in 20 years. Councilmember Getsay stated that a comprehensive compensation plan should include a way to reward employees for outstanding performances and that such should be consolidated into the current pay ordinance for the mayor to use at his discretion. More discussion is needed on how this can be accomplished, and Councilmember Havelka will take the lead in coming up with a couple different approaches for future consideration.

IV. Discuss Ordinance No. 2022-100, declaring the improvement to certain parcels to be a public purpose and exempt from taxation; providing for collection and deposit of service payments and specifying purposes; specifying the public infrastructure improvements; authorizing school compensation payments.


Mayor Clough explained that this is a new type of TIF (tax increment fund) that does not require the schools to concur but requires only a notification to them. The schools still receive the property tax entitled to them, but the county and the city do not. The ordinance specifies that the funds can be used for infrastructure related to the development of the parcels indicated. Since this is a time-sensitive matter having to do with the valuation of the land involved, passage of the ordinance before the end of the year would be preferred. Committee and Councilmembers present asked questions about the area involved and the usages allowed.

Councilmember Havelka moved, seconded by Councilmember Getsay, to recommend to Council that Ordinance No. 2022-100 be placed on its second reading. Motion carried, 3 years, 0 nays.

The meeting adjourned at 7:41 p.m.

Respectfully submitted,


David S. Greenspan
Chair


Denise L. Rosenbaum, MMC
Clerk of Council