



**OFFICE OF THE CITY COUNCIL**

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**FINANCE COMMITTEE MEETING MINUTES  
NOVEMBER 10, 2022**

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

Also present: Councilmembers Duane Van Dyke, Dennis Sullivan and Mike O'Donnell; Law Director Mike Maloney; Finance Director Prashant Shah; and Planning Director Jim Bedell.

The meeting convened at 6:55 p.m.

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

Councilmember Getsay explained the various scenarios he considered to revise this code section. Its original intent was to create transparency and good public policy, allowing for exceptions for certain critical positions. Given the current economic situation and minimum wage, this section is unreasonable and not effective. Finance Director Shah stated that the job market is very competitive which makes it more difficult to retain employees. Mr. Getsay proposed removing "as requested by the Mayor" in 167.26(b), since the Mayor is already responsible for setting salaries, and replacing the pay reduction factor of 150% with a set rate of \$25/hour in 167.26(b)(1). Committee members and other Councilmembers present asked questions about which jobs this would impact and whether it is warranted. It was agreed that further discussion could be had once legislation is drafted.

Councilmember Getsay moved, seconded by Councilmember Havelka, to recommend that legislation be drafted relative to this request as discussed above. Motion carried, 3 yeas, 0 nays.

**II. Discuss §141.11, compensation of acting directors.**

Council President Greenspan explained what he proposed for the compensation of an acting director in 141.11(a) by replacing "shall be set at the lowest end of the salary range" with the same intent as in 141.11(b) for interim directors, namely, that it be no greater than the highest end of the pay range. Committee members and other Councilmembers present concurred that this alleviates the problem of an acting director taking a pay cut, and it is consistent with the rest of the ordinance.

Council President Greenspan moved, seconded by Councilmember Havelka, to recommend that legislation be drafted as discussed above. Motion carried, 3 yeas, 0 nays.

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

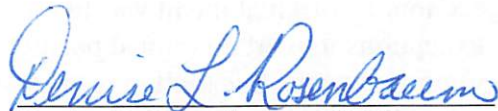
Councilmember Havelka explained that this section had been created because many of the directors are at the top of their pay ranges, and this was a way for the Mayor to give out incentives, at his discretion, at the end of the year. Approximately 25-30 employees – directors, assistant directors and senior personnel – fall into this category. Discussion ensued as to what the total amount should be, how to distribute it equitably and setting a cap per person, the standards used as to who is included, and if it affects pensions. Councilmember Sullivan was opposed to the proposals stating that the city has very talented employees who are paid favorably and fairly and that salaries are adjusted every year during budget hearings. Other Councilmembers present were in favor or inclined to consider it further after legislation is drafted.

Councilmember Havelka moved, seconded by Council President Greenspan, to recommend that legislation be drafted to increase the amount to \$60,000.00 with a per employee maximum of 2.5% of the employee's salary. Motion carried, 3 yeas, 0 nays.

The meeting adjourned at 7:43 p.m.

Respectfully submitted,

  
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David S. Greenspan  
Chair

  
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Denise L. Rosenbaum, MMC  
Clerk of Council