

**MINUTES
MAY 4, 2016
NOON**

FINANCE & PERSONNEL COMMITTEE

Members in Attendance: Jeff Risner, Chair
Chris Fahl, Vice-Chair

Administrators and/or
Other Elected Officials: President Knisely
Mayor Patterson
Service-Safety Director Horan Moseley
Human Resources Director Galbraith
Auditor Hecht
Deputy Auditor Kreider

Items Discussed:

- Non-Union Compensation Plan
 - Risner – noted that this Plan has been a work in progress since October, 2015 – he asked the Administration if the final Plan being discussed today is ready to move into legislation

 - Mayor – “yes”

 - Risner – asked the Auditor if funds are available to move forward with this Plan

 - Auditor – her office is still unclear at this time, on the filling of vacant positions – some appear to be going from part-time to full-time – will need additional information from the Administration (annualized hourly rate increase, plus benefit holdings) for the vacant and/or reclassified positions, not currently budgeted, in order to calculate and address his question on available funds – she questioned whether years of service is being included

 - Mayor – clarified that it is not years of service, but years in same position

 - Fahl – this Plan has the benefit of having an outside consultant, Clemans-Nelson, review the positions

- Human Resources Director – clarified that, initially, the Clemans-Nelson “years of service” methodology was used to get employees to the mid-point of the pay scale
- President – understands this will be a July 1, implementation
- Benefits (amended)
 - Mayor – noted that he would like to remove the salary increase at the end of the probationary period
 - Risner – asked about the change in the Military benefit
 - Mayor – currently it is 21 days of paid leave (ORC regulations) – Union contracts have been allotted 30 days of paid leave, and he would like it to be a consistent policy – active duty forces are stretched thin, and are being backfilled in theaters of operation with National Guard and Reservists
 - Auditor – in Section 21(E) and 21(E) 2, suggested removing “equal to the general increase,” and simply saying, “as approved by City Council.”
 - Deputy Auditor – is confused by the language in Section 20 as it refers to position and classification – they appear to mean the same thing – also, in 20(2) she noted that demotions may be subject to appeal to the Municipal Civil Service Commission, and questioned whether non-union positions, not classified as civil service, have any appeal process for a grievance
 - S-S Director – contends that there is no appeal process
 - Auditor – requested a grievance procedure for unclassified non-union personnel
 - S-S Director – such a procedure would not allow an elected official the opportunity to determine who they would like serving in these very specific positions that are not rank and file – would also affect positions hired by others having “appointing authority”
 - Risner – requested the Compensation Plan and amended Benefits legislation move forward next Monday
 - S-S Director – will provide the edited, updated documents to the Clerk
 - Mayor – clarified that years of service will be included upon Plan implementation, as can be documented

- Walmart Grant
 - S-S Director – a community grant award was received through Walmart – legislation is needed to appropriate the \$1500 grant to purchase fire extinguishers for distribution

- Staffing (splits)
 - Auditor – should be part of staffing prior to approval of the new Compensation Plan — will provide better budgeting, especially for EPW's streets, water and sewer funds – there may also be split positions between the Community Center and Recreation – she requested that it be retroactive to January

- Income Tax Increase
 - Mayor – would like to put a general income tax increase before the voters in November – the last general increase was in 1986 – student enrollment at Ohio University continues to increase – in 1986 enrollment was 14,961 and with incremental increases, today is 23,306 – the City continues to grow through smart annexation and land donations, also impacting our City services

 - Fahl – the State has radically cut local government funding, making local taxation imperative – the State no longer wants to fund local governments, and will likely stop within the next couple of years – correspondence from the Ohio Municipal league has noted that many Ohio municipalities have already gone to the voters

 - Mayor – agrees, there has been a steady decrease in State local government funds – in 2005 it was \$812,000 and in 2006, \$815,000; with a linear drop since 2007 and 2014 being only \$383,000 – our City resources are stretched – capital improvements have suffered

 - Auditor – State “Impacted City” Funds has also drastically decreased

 - Mayor – an annual income of \$50,000 with a .20% income tax increase would mean approximately \$100 annually to the taxpayer – stressed that the City's budget is predicated upon the income tax

ITEMS NEEDED ON THE NEXT CITY COUNCIL AGENDA:

1. Compensation Plan
2. Benefits (amend)
3. Community Grant Appropriation
4. Staffing
5. Income Tax