



OFFICE OF THE CITY COUNCIL

27700 Hilliard Blvd. Phone 440.871.3300
Westlake, OH 44145 Fax 440.617.4089

**FINANCE COMMITTEE MEETING MINUTES
JANUARY 20, 2015**

Present: Committee members Michael Killeen, chairman, Ken Brady and Mark Getsay.

Also present: Councilmembers Lynda Appel, Michael O'Donnell, Nick Nunnari and Dennis Sullivan; Mayor Dennis Clough, Law Director John Wheeler, Finance Director Prashant Shah.

The meeting convened at 7:03 p.m.

Mayor Clough stated that he had incorporated the proposed 2014 pay range changes in Ordinance Nos. 2014-56 and 2014-77 into Ordinance Nos. 2015-7 and 2015-9 which now reflect 2 years of proposed adjustments. Therefore, Ordinance Nos. 2014-56 and 2014-77 are no longer needed and should be defeated.

Motion by Mr. Getsay, seconded by Mr. Brady, to recommend to Council to defeat Ordinance Nos. 2014-56 and 2014-77. Motion passed 3-0.

Ordinance No. 2014-125 will be un-referred since Council has already acted on this matter through Ordinance No. 2015-1.

Finance Director Shah indicated all the ranges for all positions in Ordinance No. 2015-9 have been raised by 2% annually. The committee recommended to Council to approve Ordinance No. 2015-9. Motion passed 3-0.

At 8:31 p.m., on motion by Mr. Brady, seconded by Mr. Getsay, all three committee members voted yes to go into executive session to discuss compensation and employment matters. The Mayor, Law Director and Finance Director were asked to attend the session. At 8:56 p.m., Mr. Brady moved, seconded by Mr. Getsay, to come out of executive session. The vote was 3-0 in favor, and the executive session ended and regular meeting resumed.

Ordinance No. 2015-7, as currently written, raises all ranges by 2% in both years covered. After discussion, a consensus was reached to adjust the top end of all ranges by 2% in both 2014 and 2015 except the three director positions – Finance, Service and Engineering – where the directors are already at the top of the range would be 3% for 2015 only. Motion to recommend to Council passage of Ordinance No. 2015-7 as proposed to be amended passed 3-0.

The committee asked the Administration to undertake a study of the pay ranges at the director level based not only on updated comparative survey data but also a comprehensive review of each position's duties and responsibilities which would result in individual pay ranges for each position. Such study should be led by an outside qualified expert, to be approved by Council. Further, the Administration could then use the methodology to subsequently review and adjust other non bargaining employee pay ranges. Until such study is complete, the committee indicated that it would be difficult to make future changes in director pay ranges. The committee also asked the Administration to recommend an outside party, whose hiring would be approved by Council, to conduct an independent employee survey.

Ordinance No. 2015-8 was then discussed with only Council present. The committee recommended the Mayor's compensation for 2015 be \$136,700 and that the portion for years of experience remain unchanged. Further, that the Director of Law compensation should be adjusted to \$91,000. The committee voted 3-0 to recommend to Council the ordinance as proposed to be amended.

Meeting adjourned at 9:21 p.m.

Respectfully submitted,

Michael F. Killeen
Chairman