

The meeting was called to order at 5:32 P.M. by Acting Council President Melvin M. Jacobs.

ROLL CALL: Present: J. Berns, M. S. Horwitz, A. Isaacson
B.B. Janovitz, B. Linick, J. Pasch
Absent: M.M. Jacobs
Also Present: Mayor Gorden, Tina Turick, Dianne Amburn,
Michelle Kaplan

Mr. Horwitz stated that the purpose of tonight's meeting is to come to a direction, get all ideas together, and have one more meeting regarding the Salary Study

Ms. Turick presented the proposed salary information for the three different pay scenarios.

Ms. Turick presented the proposal which is attached to these minutes for the record.

That proposal outlined all of the proposed salary changes and was used as reference during the presentation for the Committee.

Ms. Turick stated that she would like to adopt a new Salary Ordinance in November.

After the presentation by Ms. Turick and Mr. Battigaglia the floor was opened to the Committee for questions.

Mr. Isaacson asked the benefit of having an 11 step system versus a 17 step system

Mr. Battigaglia stated that the 11 step system opens the salaries up to more retention and growth.

Ms. Janovitz asked if merit increases and bonuses are included in the proposed Salary Ordinance.

Ms. Turick stated that those were not included because they aren't automatic and employees have to meet expectations in order to earn merit increases or bonuses.

Mr. Horwitz asked if longevity was factored into the proposed Salary Ordinance.

Ms. Turick stated that longevity is addressed in the language of the Salary Ordinance and that the administration would like to keep it in a separate schedule.

Ms. Turick stated that the first longevity bump is at 7 years employment.

After the discussion about longevity, there was a discussion about COLA (Cost of Living Allowance).

Ms. Turick stated that in regards to COLA, the City has historically provided their employees with the same COLA percentage as negotiated by the Unions.

Mayor Gorden stated that currently, COLA does not exist in the City pay scale but that doesn't mean that can't be changed.

Ms. Turick stated that she would like to move on to the Director pay scale.

Mr. Battigaglia stated that Director pay can get a bit political and that paygrades are based on job evaluation points with a large range for Director salaries.

Mr. Battigaglia stated that the range for Director's in the City of Beachwood is \$85,000.00 to \$140,000.00.

Ms. Turick stated that the Mayor recommends putting all Director's in a Pay Grade 20.

Mr. Isaacson stated that he would like an estimate on the yearly budget in regards to incorporating this proposed Salary Ordinance.

Mr. Linick stated that wages make up the majority of the budget but the majority of the salary is Union.

Ms. Kaplan stated that 75% of the salary budget is Union.

Mr. Pasch stated that the overall effect on the budget will be minimal.

Ms. Turick stated that at this point, she needs an idea from Council on how to proceed so that the administration can start budgeting for fiscal year 2017 in October.

Mr. Horwitz stated that he asked to see where the City of Beachwood was comparable to other cities and that he is of the opinion that different jobs have different value and Mr. Horwitz would like to use this survey to come up with numbers that are fair.

Mr. Horwitz stated that he would like to not underpay or overpay an employee as compared to other cities.

Ms. Turick asked if any of the proposed ranges were acceptable.

Mr. Pasch stated that he has two separate thought processes. The first is, what percent pay scale is chosen and second, what philosophy will be adopted to pay the Director salaries.

Ms. Turick stated that there was a third question to consider.

Ms. Turick stated that Council needed to decide on how to handle employees who have reached the maximum step increases.

Mr. Linick expressed concern about only considering the options that have been presented to Council.

Mr. Horwitz stated that now might not be the proper time to discuss other options.

Mr. Linick stated that there was never a "round table discussion" about different philosophies on how to approach these salary increases.

Mr. Isaacson stated that the salary study was done as a comparison to other cities surrounding Beachwood and to make sure we were competitive in our salaries.

Ms. Turick stated the study did show that Beachwood is competitive with surrounding cities.

Mr. Linick stated that the salary study was a tool but now it seems to be the guiding force for changes in the Salary Ordinance and that this salary study was one piece of the process and he is afraid that this is not where Council intended to go in regards to changing salaries.

Mr. Horwitz stated that the salary study was conducted to give Council an idea of where salaries are currently and where salaries could go in the future.

Mr. Horwitz stated that the study did that.

Mr. Linick stated that one thing to be considered is the propensity to retire/rehire at the Director level.

Mr. Linick stated that Council also needed to consider that there are unresolved issues with the restructuring of certain departments within the City.

Mr. Pasch requested an Executive Session to further discuss salaries of certain individual employees.

At this time, Chairman Isaacson asked for closing comments.

Mr. Isaacson stated that there would always be the opportunity to place new hires anywhere in the pay grades and that he is leaning toward the 50% salary increase range.

Mr. Isaacson stated that most of Council is interested in the 40% salary increase range.

Mr. Isaacson stated that Council should proceed with the 40% salary increase range.

Mr. Linick stated that he still had questions and that not all of the benefits are built into the salary.

Mr. Linick stated as an example the allowance for a vehicle or cell phone.

Ms. Turick stated that some department did receive money for a car allowance and cell phone allowance. Those included; Finance, Community Services, and Economic Development.

Ms. Turick stated that the base for those allowances was increased to \$5200.00 and that the car allowance is fully taxed.

Mr. Linick stated that he was concerned that the \$5200.00 not being included in the salary survey may negatively affect the final numbers.

Mr. Pasch's final comments included that the salary study indicated that at the Director level, all Directors are in the approximately the same pay range in surrounding communities.

Mr. Pasch noted that there was a discrepancy between the salary study and the City of Beachwood in regards to Director pay ranges.

Mr. Linick stated that he felt that not all items for consideration were included in the salary survey.

Mr. Pasch stated that was because those items were a part of individual employee's existing salary.

Mr. Linick stated that the car allowance was not equitable between Directors because different positions use their vehicles differently.

At this time, Chairman Isaacson asked for any other questions or comments.

Mayor Gorden stated that City Council should keep in mind that they have the ability to change anything in the Salary Ordinance.

Mr. Pasch stated that he wanted to have an Executive Session to discuss certain aspects of employee salaries.

Chairman Isaacson instructed the Clerk of Council to conduct a poll of when the Committee would be available for an Executive Session.

ADJOURNMENT

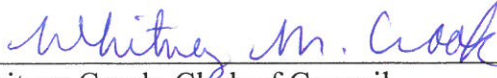
Moved by Justin Berns, seconded by Barbara Janovitz at 7:21 P.M. to adjourn the Committee of the Whole Meeting to the next regularly scheduled Council meeting.

ROLL CALL	Yes:	J. Berns, M. S. Horwitz, A. Isaacson B.B. Janovitz, B. Linick, J. Pasch
	Abstain:	None.
	No:	None.
	Not Voting:	None.

MOTION ADOPTED

Approved:


Merle S. Gorden, Mayor


Whitney Crook, Clerk of Council