

The meeting was called to order at 5:40 P.M. by Council President Martin S. Horwitz and Seconded by James Pasch.

ROLL CALL: Present: J. Berns, M.S. Horwitz, A. Isaacson, M.M. Jacobs,
B.B. Janovitz, Brian Linick, James Pasch
Absent: None.
Also Present: Mayor Gorden, H.L. Jones, M. Kaplan, D. Amburn,
T. Turick

Mayor Gorden thanked Ms. Kaplan, Ms. Amburn, and Ms. Turick for all the work they have done on the Salary Ordinance.

Ms. Turick stated that the objective was for Council as a whole to look at the original salary, look at what has been proposed, and for Council to leave the committee meeting with all the information received from The Archer Company.

Ms. Turick stated that there is some time but Ms. Turick also stated that she would like to make a decision before the 2017 pay scale is released.

Ms. Turick stated she will be walking through the outline of the information that has already been presented to Council.

Ms. Turick stated that in in May of 2015, this Salary Study was started.

Ms. Turick stated that there was a three pronged approach which studied Director positions, Chain of Command, and Employee interviews.

Ms. Turick stated that employees completed a survey that was reviewed by the Department Director and an interview was scheduled with Mr. Archer to sort through actual job duties.

Ms. Turick stated that the information captured was applied to the Archer Matrix Point Scientific Method.

Ms. Turick stated that in order to preserve internal equity, the administrative positions were the only participants. Union employees did not participate.

Ms. Turick stated that the Archer Method measured function, responsibility and aptitude. There was also the component of surveying other cities to define a competitive market. Tripe A rated cities were the cities that were surveyed.

Ms. Turick stated that a few examples of cities surveyed were; Dublin, Hudson, Solon, and Westlake.

Ms. Turick stated that the surveyed cities were evaluated on pay range, actual salary, and degree of match. The information gained was gathered, compiled, and tabulated. The cost of living was adjusted and the differences in job duties were considered.

Ms. Turick stated that the mid-point competitive market range of fifty percent (50%) was given to the City of Beachwood without any further input. The original schedule was presented with a five percent (5%) acceleration.

Ms. Turick stated that another step increase was added to account for a Van Driver.

Ms. Turick stated that the Directors that are classified in the same category at pay grade 20 makes no change to the current salary range.

Ms. Turick stated that with a fifty percent (50%) range there would be seventeen (17) steps and with a forty percent (40%) range there would be thirteen (13) or fourteen (14) steps.

Ms. Turick stated that there was a separate market analysis conducted for union employees. This analysis was conducted with other local cities and this showed that the City of Beachwood is above the market by fourteen percent (14%).

Ms. Turick stated that the second part of this Salary Study is benefits. She stated that would be brought to Council as part of the final adoption of the Salary Ordinance.

Ms. Turick stated that the standard is a forty percent (40%) range and that the midpoint is the starting point.

Ms. Turick stated that another Work Session would need to be held in October to discuss the budget for the money for Salary and money for Benefits. This Salary Ordinance needs to be adopted before December.

Ms. Turick then opened floor to the Committee for questions and discussion.

Mr. Pasch opened the discussion with a preliminary question as to the reason that Archer isn't at the current meeting.

Ms. Turick stated that she wanted to speak with Council to try and answer their questions and then she would go back to Archer with questions from the Committee.

Mr. Pasch stated that he wanted to make it clear that a decision needed to be made before the next Fiscal Year salary has to take effect.

Mr. Pasch stated that the uncertainty within the non-union employees needs to be finalized quickly.

Mr. Jacobs asked if there was a one hundred percent (100%) return on the survey.

Ms. Turick stated that yes, there was.

Mr. Jacobs asked if in the past the administrative employees received roughly the same benefits as union employees.

Ms. Turick stated that yes that was past Council's philosophy on salary raises.

Mr. Horwitz discussed with Ms. Turick the years that were evaluated for the Economic Development Director position. It was decided that the salary evaluated was in 2016 dollars.

Mr. Horwitz also discussed with Ms. Turick where the two percent (2%) salary increase that was factored into these calculations came from.

Ms. Turick stated that Mr. Archer chose a two percent (2%) increase based on the Cost of Living average that is routinely used.

Ms. Turick stated that two percent (2%) increase was used by Mr. Archer to deduce what 2017 dollars would look like.

Ms. Turick stated that the amounts included were the proposed salaries with a two percent (2%) increase and that the salaries are in fact not the current salary amounts.

Mr. Horwitz asked if the top of our pay schedule in 2015 was one hundred and thirty one thousand dollars and No/Cents (\$131,000.00) for the Economic Development Director Position.

Ms. Turick stated that was correct.

There was a discussion regarding the paygrades of the Department Directors.

Mr. Horwitz stated that he noticed that the Mayor would like to put the Department Directors in the same pay grade of 20.

Ms. Turick stated that some Directors were recommended higher and some were recommended lower by the survey agency and that the Mayor would indeed like to place the Department Directors in the same paygrade.

Mayor Gorden stated that even though the Directors function in a different capacity but each one is an integral part of the City.

Mayor Gorden stated that other cities don't have an Economic Development department.

Mr. Horwitz stated that placing all Directors doesn't take into account the respective roles of the Directors.

Mr. Horwitz stated that one consideration is that the Directors all have a different number of personnel that is managed.

Ms. Turick stated that of the other cities surveyed, Beachwood is above the market average when it comes to Union employees.

Mayor Gorden stated that the philosophy of the City has always been to get a cost of living increase.

Ms. Amburn stated that whatever the Union received in salary increase is what was passed along to the administration in all of the other places she has worked previously.

Mr. Pasch asked how many cities has Ms. Amburn worked for.

Ms. Amburn stated she has worked for Cuyahoga Falls, Hudson, and Brecksville.

Ms. Turick stated that in the process of this conversation, it needs to be decided by the Council and Mayor what the philosophy will be moving forward in future in regards to salary increases.

Mayor Gorden stated that his philosophy has always been to be at the higher end of the spectrum with Beachwood employees and the previous Councils have accepted that as the way the administration wanted to handle salaries.

Mayor Gorden stated that you can look at each department in comparison to the next department. Each department needs to be looked at in totality and weigh what each department means to the City.

Mr. Horwitz stated that his feeling about the purpose of this survey was to see where the City of Beachwood is in comparison to other cities.

Ms. Turick stated that for most positions employees are getting the midpoint salary range and not the maximum salary range.

Ms. Turick stated that the information that has been presented to the Committee is only an example of the different salary increases that can be considered.

Mayor Gorden stated that his concern is that if new employees are paid less than others grandfathered into the program that there would be union grievances.

Mayor Gorden stated that Council can do whatever they like. He doesn't think that any position is getting paid an exorbitant amount and that the City of Beachwood salaries are on track with other cities that are in the County.

There was continued discussion regarding the different ranges and the market average.

Mr. Pasch asked if the administration has a specific proposal of what they would like to see in a recommendation from Council.

Mayor Gorden stated that he would like to get the feeling from Council before a definite recommendation was made.

Ms. Turick stated that Council specifically asked for the Salary Study and the administration wanted to present to Council the findings of that study.

Ms. Turick stated that this will be a collective decision between the administration and Council.

Mr. Horwitz stated that his only wish is that the City of Beachwood is comparable to the cities in the surrounding areas.

Mr. Horwitz stated that in two weeks he would like to have the final proposal from the administration in regards to the proposed salary increases.

Mr. Isaacson stated that he would like to see the Forty and Fifty percent hard numbers.

A discussion was held in regards to scheduling another work session.

The final date was decided and Ms. Turick thanked Council for the meeting.

ADJOURNMENT

Moved by Alec Isaacson, seconded by Justin Berns at 8:05 P.M. to adjourn the Committee of the Whole Executive Session to the next regularly scheduled Council meeting.

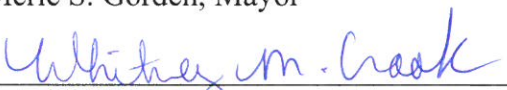
ROLL CALL Yes:	J. Berns, M.S. Horwitz, M.M. Jacobs, B.B. Janovitz, B.H. Linick, J. Pasch
Abstain:	None.
No:	None.
Not Voting:	None.

MOTION ADOPTED

Approved:



Merle S. Gorden, Mayor



Whitney Crook, Assistant Clerk of Council