

**Finance & Judiciary Committee Meeting**

**MINUTES**

**September 22, 2009**

**6:00 p.m.**

**Members:** Robyn Jones, Chairwoman, Jeff McClelland, Mark Masser

**Roll Call:** Robyn Jones, Chairwoman and Jeff McClelland

**Others Present:** Mayor Brennan, Lou Chodosh, Beecher Hale, Bill Harvey, Larry Heiser, Ben Kessler, Bruce Langner, President Lampke, Jed Morison, Kathy Rose, Chief Rinehart and Rick Weber.

**Review of Minutes:** July 28, 2009 - **Approved**

**Presentation and/or Special Guests:** Mr. Paul Cash gave a presentation to the Finance Committee. Mr. Cash is a human resources consultant. He said he has 40 years total experience, 20 years as an independent consultant. He has previous experience working with mergers and acquisitions as well as human resource issues. Mr. Cash distributed his pay study prepared for the City of Bexley. He explained this report pertains only to unclassified employees and their compensation policy. The City of Bexley has 24 unclassified positions. Mr. Cash explained there are various ways to perform a pay study including education, years of service, comparison to other job responsibilities, etc. He chose to use the comparison of other surrounding area Cities with similar job responsibilities and found that all pay levels were appropriate. The actual "classification" is based on the wages earned and sorted accordingly. He said he is always available to Council if they have any questions or would like to contact him.

**Ordinances & Resolutions –**

**a. Finance Committee Report– Robyn Jones, Chair**

**Third Readings.**

**Ordinance 48-09** to authorize the Mayor of the City of Bexley, Ohio or his designated representative and City Auditor of Bexley, Ohio to enter into a Purchase Agreement with Larry Schaffer, seller of property known as Parcel No. 020-003692-00, located in Bexley, Ohio, for the sum of \$22,500.00, introduced by Ms. Jones, (Introduced on July 28, 2009)

Mr. Chodosh stated the Finance Committee had already voted previously 3-0 in favor of recommending to Council for passage but he would like to have the vote for passage taken this evening and suspend the three reading requirement due to the timely events needed in order to complete road projects. **Vote was 2-0 to present this evening.**

**Second Readings.**

**Ordinance 46-09** to appropriate \$700.00 from the unencumbered General Fund for the purpose of paying the contract amount with Franklin County Board of Health, introduced by Ms. Jones, (Introduced on September 8, 2009) **Previously voted on.**

**Amended Ordinance 49-09** to appropriate 10,000.00 from the unencumbered General Fund for the purpose of paying the unemployment compensation of terminated employees for the remainder of 2009, introduced by Ms. Jones, (Introduced on September 8, 2009)

Mr. Hale said he would ask the Finance Committee to consider suspending the three reading requirement since this is concerning a bill the City is obligated to pay.

**Ordinance 50-09** to reduce appropriations in the Recreation Fund by \$20,000, introduced by Ms. Jones, (Introduced on September 8, 2009)

**Ordinance 51-09** to makes supplemental appropriations of \$3,800 to pay life insurance premiums for the City's employees and elected officials for the remainder of 2009, introduced by Ms. Jones, (Introduced on September 8, 2009).

Mr. Hale stated this Ordinance needs to be passed as soon as possible also in order to keep the coverage active due to the rates increase and the increased coverage for the F.O.P.

**Amended Ordinance 52-09** to amend Ordinance 65-97 which placed a moratorium on the hiring of full-time and part-time employees, both new hires and replacement hires, to allow for the hiring of both full-time and part-time employees without the approval of Council provided that the salary has been approved in the budget, introduced by Ms. Jones, (Introduced on September 8, 2009). **No Action**

Ms. Jones moved to incorporate the policy and pay ranges into this Ordinance. Mr. Cash said Council can always look into this the next few years to re-evaluate and track. He does not recommend that this be re-evaluated more often than 4 to 5 years. Three years would be the minimum amount of time. The system is easy to track. Ms. Jones said this would also be part of the budget review. Mr. Cash said this does not pertain to any "classified" employees. These positions would be looked at on an individual basis by Council. Mr. Chodosh stated this would have no effect on negotiating units. Mr. Cash said having an established policy is a plus. The final version will be dated. Mr. Heiser said this would be part of the yearly pay ordinance.

Mr. McClelland asked if you hire a new employee, which level would you be hiring them in at, low, middle or high. Mr. Cash said that would depend on the amount of experience of that particular individual. He would not recommend hiring anyone at the high level. He said he would start at the low level if possible, if not, the middle range. Mr. Weber asked who would make that decision. Mr. Cash said that should be a supervisory decision unless they want to offer someone the high range at which time that should be

going to the Mayor for approval. Mr. Harvey said if a particular person came in higher than our mid-range, we would have to go to Council for approval.

Mr. Kessler asked how the City hires the Director positions. Would Mr. Cash recommend the job search method? Mr. Cash said the job search method is very expensive and most of the time, you can find someone who meets all of your requirements. Especially in this day and age, so he would not restrict it to the policy. Mr. Kessler said we are providing the Mayor to authorize hiring Director Positions. Mr. Cash said no that would not be accomplished with this Ordinance. He would suggest anything over a level 6 to address to the Council for approval; anything under level 6 would be handled by the Mayor.

Ms. Jones asked Mr. Chodosh to provide copies of the Ordinance prior to the next Council meeting.

### **First Readings.**

**Ordinance 54-09** to appropriate \$10,000 to pay property and estate tax collection fees for the remainder of 2009, introduced by Ms. Jones, (Introduced on September 22, 2009).

**No Action**

Mr. Heiser said this is subject to review every so many years and is part of the budget review.

### **Resolutions**

**Resolution 13-09** adopting the recommendations of the Bexley Tax Incentive Review Council regarding tax-abated properties on East Main Street, introduced by Ms. Jones, second reading, (Introduced on September 8, 2009)

Mr. Langner said the City has 60 days to submit the reports. Ms. Jones stated that she did attend that meeting and was very pleased and thought they did a good job. Mr. Langner distributed the summary of findings to all Council members for their review and agreed that the Tax Incentive Review Council did a good job. He felt they were very thorough and also fair. Mr. Langner asked if this Resolution could be suspended and adopted.

**Vote 2-0 to suspend and adopt.**

**Resolution 14-09** accepting the amounts and rates as determined by the budget commission and authorizing the necessary tax levies and certifying them to the County Auditor, second reading, introduced by Ms. Jones (Introduced on September 8, 2009).

**No Action – previously voted on.**

**New Business:** None.

**Old Business:** None.

**Adjourned: 6:55 p.m.**