



Finance & Insurance Committee Meeting  
September 22, 2014 @ 5:45 PM

1. Welcome

- Meeting was called to order at 5:45 PM by Chairperson Minarcin
- Members Present: Councilman Ruse and Councilman Minarcin, Councilman Wagner was absent. Others in attendance were Finance Director Karen Freeman and City Administrator Ed Ciecka

2. Open Discussion Non-Bargaining Staff Compensation, Ordinance 2014 – 62

There are currently no incentive and/or bonus programs in place for the non-bargaining staff. The percentage for pay increases for these positions is recommended by the Mayor, as they are appointed by the Mayor, with the exception of the Clerk of Council, who is appointed by Council. In the past this type of Ordinance has not gone through committee just as union contracts have not, they have been presented to full Council.

There were no raises from 2009 thru 2012 due to Budget constraints. (See following exhibit)

The last wage increase for the non- bargaining staff was July 8, 2013.

The Mayor recommended a 5% across-the-board increase for non-bargaining staff and the Clerk of Council.

The Finance and Insurance Committee reviewed local wages (see attached spreadsheet) for similar positions; ability to handle the wage increases within the current budget and makes the following recommendations:

- 7.5% compensation increase for the City Administrator, Superintendent of the Public Works Department and the Police Chief
- Increasing the Finance Director's pay to be equivalent to the Chief of Police
- 7.5% compensation increase for the Fire Chief upon the completion of 1 year of service in his position (March 10, 2015)
- 5% compensation increase for all other non-bargaining employees of Rossford addressed in Ordinance 2014 - 62

The committee recommends that Ordinance 2014 – 62 be amended to reflect these changes at the third reading on October 13, 2014.

3. Open Discussion on Solid Waste Contract Renewal (Mr. Ciecka)
  - Waste Management proposed a 5-year extension with a 1<sup>st</sup> year estimated cost of 11.6% over 2014; and recycle collection, on an every other week basis
  - The committee recommends that the City advertise for other available service options while bargaining with the same terms of existing contract with Waste Management (motion made by Councilman Ruse, seconded by Councilman Minarcin; motion carries 2-0)
  
4. Health and Care Benefits (Mr. Ciecka)
  - The City will attempt to get more employees on the HSA Insurance plan versus the Medical Mutual Insurance Mop 7 plan, currently we only have 12 out of 28 city employees enrolled in the HSA Plan.
  
5. General Fund Revenue & Expense Forecast (Mrs. Freeman)
  - 3.5 mil levy renewal
    - a. Renew the 3.5 mil levy, it expires in 2015 (on the ballot in 2015)
    - b. Committee to explore alternatives/options (different types of levies)
    - c. Look at our long term objectives (streets, sidewalks, municipal building and other city structures.)
  - 2015 budget direction
    - a. Majority of dollars come in from Income Tax collections
    - b. Closing of Giant Eagle (lost employees = no tax collections)
    - c. Opening of Camping World (taxes brought in?)
  
6. Adjournment
  - Motion to adjourn was made by Councilman Ruse, seconded by Councilman Minarcin   Vote: Aye, 2- 0;   Meeting Adjourned at 6:45PM

*Respectfully submitted,*  
Chairperson/Recorder,  
*Joe Minarcin, Jr.*

**Non-Bargaining Staff Pay History**

Ordinance Effective Date	2008-48	2009-06	2010	2011	30 months	2013-64	2014
	January, 7	January, 5			2012-70 July, 2	July, 8	
City Administrator	67,085	68,426 2%	68,426 0%	68,426 0%	69,500 2%	71,552 3%	
Super. Public Works	hr/ot	hr/ot	hr/ot	Sept, 11 55,016	56,680 3%	58,448 3%	
Finance Director	49,569	50,560 2%	50,560 0%	50,560 0%	60,008 19%	61,880 3%	
Fire Chief	55,698	56,812 2%	56,812 0%	56,812 0%	62,088 9%	63,960 3%	
Police Chief	57,222	58,366 2%	58,366 0%	58,366 0%	62,088 6%	63,960 3%	
Parks & Rec Director	Oct. 6, 2008 45,900	46,818 2%	46,818 0%	46,818 0%	48,048 3%	49,504 3%	
Parks & Rec Asst. Director	na	na	na	na	na	Hired at 35,000 Jan 5, 2014 36,712	
Asst. Fire Chief	17.09	17.43 2%	17.43 0%	17.43 0%	17.95 3%	18.50 3%	
Clerk of Council	3,600	3,600 0%	3,600 0%	3,600 0%	3,600 0%	4,800 33%	

2014 Salaries - obtained via phone calls

2013 City Salary Survey by the Ohio Municipal League

2011 Clemans, Nelson & Associates Survey

	Ordinance 2014-62	Amended 2014-62	Bowling Green Ranges Only	Northwood	Maumee	Oregon	Perrysburg	Perrysburg Township	Waterville
City Administrator	\$ 75,131	\$ 76,918	87,474-131,212	\$ 80,411	\$ 100,196	\$ 120,000	\$ 98,000	\$ 86,694	\$ 87,439
Super. Public Works	61,360	62,832	57,019-85,527	65,816	74,598	77,827	95,075	54,954	59,112
Finance Director	67,163	68,757	66,093-99.134	70,435	88,865	91,603	75,793	Elected	59,112
Fire Chief	67,163	68,757	66,093-99.134	*	102,616	93,912	84,424	83,637	58,099
Police Chief	67,163	68,757	66,093-99.134	78,030	86,769	93,912	86,536	57,117	70,341
Asst. Fire Chief	19,43	19,43	27,42-41.12	N/A	41.24	43.20		34.31	**
Parks & Rec Director	52,000	52,000	66,093-99.134	N/A	Seasonal	69,692		stipend	N/A
Parks & Rec Asst. Director	38,542	38,542	46,186-69,276	N/A	N/A	66,174		N/A	N/A
Clerk of Council	5,040.00	5,040.00	12.48-18.71	17.34	Asst Fin Dir	27.58	Fin Director	Fin Director	17.34

Bowling Green would only provide wage ranges

\* Part-time \$29,172

\*\* \$91.31 every pay