

City of Rossford, Ohio

Finance and Insurance Committee

Monday, October 1, 2018

Attendees: Larry Oberdorf, Robert Ruse, Bob Densic, Ed Ciecka

Meeting called to order at 8:03 a.m.

Old Business:

1. Non-Bargaining Staff Salary
 - a. Per re-committal from council: Spreadsheet prepared by staff was reviewed showing Department Head Salary comparisons of similar and local municipalities.
 1. The history of previous salary adjustments was reviewed. Ordinance in 2014 provided 3 years of 3% raises as well as equalize Finance, Police and Fire Department Head salaries.
 2. The committee discussed the concept of merit raises. Who evaluates? At what interval? The committee would like to continue this discussion however the immediate need is to discuss these salary increases.
 3. The committee discussed the overall compensation package review must include a review of salary and benefits, as well as support staffing levels. Mr. Ciecka noted there are a number of variables that effect overall compensation including those already mentioned as well as assigned duties and responsibilities.
 4. Mr. Oberdorf noted terms and conditions for employment as well as salary and benefits would be of consideration for future candidates looking to work for our city. For example, the open City Administrator position may have some challenges being tied directly to the elected term of the Mayor's office.
 5. The committee will continue to examine salary/benefits comparisons and requests a consultant be engaged to complete the study.
 6. Mr. Ruse recommended a 3% raise retroactive to January 1, 2018, followed by another 3% raise beginning January 1, 2019.
 - a. Ruse motioned. Oberdorf second. All Aye. Motion carries.

Old Business:

1. Mr. Ruse raised the question if anyone had thoughts of increasing council pay. Mr. Oberdorf thought the topic was valid and should be discussed further. A question was raised as to the minimum pay for full PERS credit for council members. Mr. Oberdorf noted any pay increase would not be for sitting council members and would only be granted following an election.
 - a. Mr. Densic suggested we add Mayor, Council and Clerk of Council to salary/benefit comparison survey. Committee to discuss further.

Work In Progress:

1. Facilities Maintenance and Capital Improvement Planning (Densic)

Next Meeting: October 22, 2018 @ 5:45 pm

Meeting adjourned: 8:40 am