

CITY OF GROVE CITY, OHIO
COUNCIL MINUTES

December 14, 2000

Special Meeting

The special meeting of Council was called to order by President Bennett, at 6:09 p.m. in the Council Conference Room, City Hall, 4035 Broadway.

Roll was called and the following members were present:

Chris Fulton Vaughn Radi Steve Bennett Budd Eversman Maria Klemack

The Chair recognized Mr. Eversman, Chairman of Finance.

1. Mr. Eversman opened the floor for discussion of the 2001 Annual Appropriation Ordinance.

Mr. Eversman explained that Council wanted to get further clarification on a few items. The first, being the Equity Adjustment. Mr. Ike Stage, City Admin. (& Dev. Dir.), explained that they are working on a chart for the different jobs, matching our pay ranges to those in the MORPC survey. They have acquired the services of Organizational Resources to assist them with this chart as well as putting together job descriptions and pay ranges for each category. After further discussion, Mr. Eversman commented that, like other projects, he would like to see the plan before appropriating the money. Mr. Stage said he would like Council to meet with Organizational Resources and receive an explanation of their process. He said they are 98% sure of what the cost will be and the job descriptions are complete. Mr. Eversman asked if the Equity Adjustment could be shown by department. Mr. Stage said yes, but as a personnel matter, they didn't want everyone looking for their own adjustment and comparing it to others. Mr. Fulton asked who came up with the \$35,000.00 figure. Mr. Stage said Organizational Resources. Mr. Eversman said he understood their concern for giving too much detail to the employees, but would like a little more for Council. Mr. Stage said they would share this with Council. Mr. Eversman asked if this money would be used next year and when. Mr. Stage said they hope to implement it in the first part of February. Mr. Eversman asked if this was enough to cover all departments. Mr. Stage said yes. President Bennett asked if this would keep up with the market. Mr. Stage said yes. Mr. Eversman asked if some other action of Council would be necessary before the money was dispersed. Mr. Stage said yes.

The next item was concerning the Zoning Coordinator's position in the Building Department. Mr. Behlen stated that, as per the meeting of Dec. 11, adjustments have been made to include an amount of \$33,322.00 to reflect a 4% increase in the current salary plus, the addition of insurance coverage. Council was in agreement with this.

The third item was concerning the Development Director's salary. Mr. Eversman asked if the money appropriated for this year has not been spent, except for a couple of months. Mr. Stage said that was correct. Mr. Eversman asked if the money were appropriated for the Development Director's salary, would it be used if Ike were still the City Administrator too. Mr. Stage said that money appropriated might not be an employee's salary. Further discussion on this and the City Administrator's salary took place. Mr. Stage said he wanted to have money available for a salary that has been advertised for the City Administrator's position. Mr. Eversman asked if Council could establish a pay rate and a pay range as part of the Budget. It was explained that the Charter

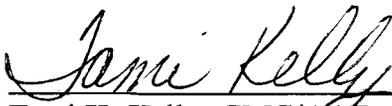
requires the City Administrator's salary to be set in the Budget. Mr. Stage was attempting to abide that that section of the Charter, yet determine a procedure to allow that the salary be adjusted throughout the year. The procedure was discussed in length. Mr. Eversman commented that the Mayor as submitted the budget with a salary of \$88,296.00 for the City Administrator and if Council wishes to change it, they will need to motion to do so. Mr. Stage stated that he feels it sends the wrong message and eliminating the Development Director's salary sends a terrible message. Council members commented that they did not feel it sends a wrong message. They feel they are giving the opportunity to market for a City Administrator and not a Development Director, since we have one.

NOTE: At 6:55 p.m. Council moved to excuse Ms. Klemack from the rest of the meeting by unanimous consent.

Finally, it was noted that the Development Director's salary and the Planning Coordinator's salary has been submitted, "as is" (no change from 12/11/00 meeting) and it was asked if the Mayor doesn't what to change these. Mr. Stage said he believes that the Mayor would entertain any changes as long as she understands the ground rules. Mr. Eversman explained that the ground rules are that they would like to see the City Administrator's salary lower until a permanent City Administrator is hired and then adjust it, up to \$100,000.00 if necessary. Also, until the money for the Development Director is going to be used, they want to take it out and appropriate it when the Development Director is back in the position full-time and the money would be used accordingly. Mr. Stage commented that Council had the Mayor's budget.

There being no additional questions or comments, President Bennett adjourned the meeting by unanimous consent.

Council adjourned at 7:20 p.m.



Tami K. Kelly, CMC/A&E
Clerk of Council



Steven M. Bennett
President