

REGULAR MEETING OF THE COUNCIL OF THE VILLAGE OF SILVER LAKE

Monday, December 5, 2016

7:00 p.m.

The Village of Silver Lake Council met in a regular session on Monday, December 5, 2016, at Silver Lake Village Hall, 2961 Kent Road, Silver Lake, Ohio.

With President of Council Mr. Gerald Jones presiding, the meeting was called to order at 7:00 p.m.

Mr. Jones led the Pledge of Allegiance.

The following members were present and responded to roll call: Mrs. Karen Fuller, Mrs. Betsy Meyer, Mr. Gerald Jones, Mr. William Church, Mrs. Carol Steiner, and Mr. Matthew Plesich

Roll call of Council - 6 members present

Absent - Mr. Christopher Scott

Mrs. Fuller moved to excuse the absence of Mr. Scott, seconded by Mrs. Meyer.. All members of Council signified their approval by saying aye.

Mr. Jones asked if there were any additions or corrections to the minutes of the November 21, 2016, regular Council Meeting.

Mrs. Meyer said on Page 13 where it says "Mr. Jones polled Council, with Mrs. Fuller, Mr. Scott, Mrs. Meyer and Mr. Jones agreeing to the charge of \$15.94", Mrs. Meyer thought it also included Mr. Plesich.

Mr. Housley will listen to the tape and bring back the minutes for approval at the next meeting.

Mr. Jones asked Mr. Sean Housley, Clerk-Treasurer, for the reading of any pending legislation that is up for first reading.

RESOLUTION NO.: 86-2016 A RESOLUTION AUTHORIZING THE PAYMENT OF CERTAIN CLAIMS TOTALING \$57,135.26.

Mr. Jones assigned Resolution No.: 86-2016 to the Finance & Appropriation Committee.

ORDINANCE NO.: 87-2016 AN ORDINANCE TO AMEND APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF SILVER LAKE DURING THE FISCAL YEAR ENDING DECEMBER 31, 2016, AND DECLARING AN EMERGENCY.

Mr. Jones assigned Ordinance No.: 87-2016 to the Finance & Appropriation Committee.

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Second Reading:

ORDINANCE NO.: 84-2016 AN ORDINANCE AMENDING THE ANNUAL SALARY ORDINANCE OF THE VILLAGE OF SILVER LAKE, OH, HEREBY ESTABLISHING A NEW SCHEDULE OF PAY GRADES AND RANGES FOR THE GENERAL CLASSIFICATION PLAN FOR EMPLOYEES WHICH INCLUDES RULES FOR THE ADMINISTRATION OF SUCH SCHEDULE AND RANGES, AND DECLARING AN EMERGENCY.

Ordinance No.: 84-2016 had previously been assigned to the Finance & Appropriations Committee.

RESOLUTION NO.: 85-2016 A RESOLUTION FOR THE PROVISION OF SURPLUS VILLAGE ROAD SALT TO THE CUYAHOGA FALLS SCHOOL DISTRICT, AND DECLARING AN EMERGENCY.

Resolution No.: 85-2016 had previously been assigned to the Planning, Zoning & Insurance Committee.

Third reading: None

Comments from the audience: None

FINANCE AND APPROPRIATIONS COMMITTEE – MR. WILLIAM CHURCH

RESOLUTION NO.: 86-2016

Mr. Church asked if there were any questions on any of these payments.

There being no comments or questions, Mr. Church said this Resolution would be brought out for adoption this evening.

ORDINANCE NO.: 87-2016

Mr. Church asked for questions or comments.

Mr. Housley said this is a routine year-end appropriation measure. We are returning \$128,000 in appropriations for 2016. Our actual expenditures are coming in lower than what we anticipated them to be.

Mr. Jones asked if there was one department in the General Fund for \$58,000. Mr. Housley said that's the grand total. The breakdown includes Security of Persons and Property, Leisure Time

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Activities, Community Environment, Transportation, etc. All the functions of the General Fund were looked at.

General discussion held.

There being no further comments or questions, Mr. Church said this Ordinance would be brought out for adoption this evening.

ORDINANCE NO.: 84-2016

Mr. Jones questioned Ordinance No.: 35-2014, as he thought raises were granted in 2013.

Mr. Housley said we may have had discussions on this at the budgetary meetings at the end of 2013, but yes, this legislation was approved in 2014.

Mr. Jones asked why the effective date of October 30, 2016, was chosen.

Mayor said he wanted to start it the beginning of November, but October 30, 2016, is the first day of the pay period.

Mr. Jones asked if employees would get this increase included as their step.

Mayor said it would be 1.5% above where they are right now.

Mr. Jones asked if Mr. Lipan would get another 1.5%, as he just got a raise.

Mayor said he received his step raise, and now he is going to get a COLA.

Mr. Plesich asked if it is based on what he is making now or what he was making on October 30th.

Mayor said it would be October 30th.

Mr. Jones said he was under the impression this was a step they would get when they got to their next step.

Mrs. Fuller said she was under the impression every category of steps was going to raise by 1.5%.

Mayor said yes.

Mr. Jones said everybody will be getting a 3.5% increase.

Mayor said everybody will be getting a 1.5% COLA and then they will get their step increase, if granted by Council. The step increase has nothing to do with the COLA.

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Mr. Heydorn said don't try to confuse that concept again. The whole step system is based on a merit system. Whatever somebody is making right now it's going to up by 1.5% as of October 30, 2016, based upon the cost of living increase. It has nothing to do with the step system. When they get ready for a merit increase they will be going on a higher base of 1.5% higher than it was.

Mr. Jones said but it's all included in the step program.

Mr. Heydorn said yes, but once you start using language like that you begin to confuse the concept. There is a merit increase and a cost of living increase. Their step is going to go up 2%, based upon the 1.5% increase they got as of October 30, 2016.

Mrs. Meyer said she would rather do it January 1, 2017.

Mrs. Fuller asked why October 30, 2016?

Mayor said because they have been granted nothing since 2013 and Council did not go forward with the 1%, 1%, 1% that I asked for including 2016, 2017 and 2018. To make up for not getting anything this year, I thought it would be appropriate to give them at least two months out of the twelve for 2016 and carry that through 2017.

Mr. Church said it seems to me we agreed last time in principle to 1.5% now.

Mr. Plesich said every time we start this discussion we start back at square one. If we would continue where we left off last time, the only thing we were changing in this was taking out the effective date for 2018.

Mrs. Fuller and Mr. Church concurred. Mr. Church said that would be the compromise.

Mrs. Meyer said she thought it was for January.

Mr. Jones said in 6, 7, or 8 years when none of us are here, we are going to have a step program, and when people look at that, they are going to say that's 3.5%.

Mr. Heydorn said the WHEREAS clauses tell you exactly what you are doing. The 1.5% has nothing to do with the step program. It is a cost of living increase. They are going to get the 2% based upon merit. The 1.5% is across the board so their wages won't go down because the cost of living goes up.

Mr. Church said because it's a merit we can say no to that.

Mr. Heydorn said don't confuse this COLA concept with the merit increase. They don't go together.

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Mayor said the problem is all those steps are based on a wage set in 2013. It was 3% in 2013 and 0% in 2014. If we never change that, we get further and further behind in competitive salaries. If we don't change it, in 2020 am I going to offer a new employee a wage that was set in 2013? We are not going to attract people.

Mr. Heydorn said if you don't make some adjustment to these steps based on a cost of living increase, unless cost of living goes down, these people will be making less every year.

Mr. Church said if I am looking at Step 16 for 2014 for Secretary-Bookkeeper that is \$44,905. If I am looking at the same position effective October 30, 2016, it's \$45,578 with that increase. We are talking about only a \$600 change in three years.

Mr. Jones said Social Security said .3%, so where do we come up with 1.5%?

Mayor said he had those figures last time. Since 2010 the COLA's granted by Social Security total 8.5%. Our COLA's totaled 3%. Since 2014 the Social Security COLA's totaled 2%. I am asking for 1.5%. We are behind for 2010-2014. We are still behind for 2014-2016. Compared to Social Security we are still offering less of a COLA.

Mr. Jones said he thought we talked about January 1, 2017.

Mr. Church said we agreed to a compromise of 1.5% now and forget the 1% in 2018.

Mr. Plesich said we are only looking on average at \$20 per pay per employee.

Mrs. Meyer said she talked to a lot of residents in the past few weeks. To them, they would love to have a \$20 pay raise. They are giving me negative vibes that they are not for it.

Mayor said he has talked to a lot of residents, and they have been in my office. They said they would show up at this meeting if I wanted them to, but I told them not to. They cannot believe that Council would not grant a 1% or 1.5% increase.

Mr. Church clarified that Ordinance No.: 84-2016 would not include 2018. Mayor said yes, 2018 was taken off the board.

Mr. Housley wanted to add clarification to what was said. At the last meeting, Mayor passed out a handout and we said if we made it effective October 30, 2016, it would cost \$3,500 for 2016 and we wouldn't have to increase this year's appropriations. It was discussed and there may have been a misunderstanding, but that's where we left off.

There being no further comments or questions, Mr. Church said this Ordinance would be brought out for adoption this evening.

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PLANNING, ZONING AND INSURANCE COMMITTEE – MR. WILLIAM CHURCH

RESOLUTION NO.: 85-2016

Mr. Church said the costs per load were included in the Resolution.

Mr. Jones said one truck would be about \$111.00. Mr. Lipan said it would be \$25.00 additional per truck. Their trucks have a one ton hopper in the back. If two trucks come between regular working hours they would pay \$35.00 per hour, plus \$51.47 per ton (twice) and \$25.00 per load (twice). All other hours, weekends, and holidays would be \$51.00 per hour, plus the other charges.

There being no further comments or questions, Mr. Church said this Resolution would be brought out for adoption this evening.

Finance and Appropriations Committee – Mr. Church

Mr. Scott stated **Resolution No.: 86-2016** was discussed in Committee and is ready for adoption.

Motion to adopt by Mr. Church, seconded by Mrs. Steiner

Roll call on adoption: Yes 6 No 0

Mr. Scott stated **Ordinance No.: 87-2016** was discussed in Committee and is ready for adoption.

Motion to suspend the rules by Mr. Church, seconded by Mrs. Steiner

Roll call on suspension: Yes 6 No 0

Motion to adopt by Mr. Church, seconded by Mrs. Steiner

Roll call on adoption: Yes 6 No 0

Mr. Scott stated **Ordinance No.: 84-2016** was discussed in Committee and is ready for adoption.

Motion to suspend the rules by Mr. Church, seconded by Mrs. Steiner

Roll call on suspension: Yes 6 No 0

Motion to adopt by Mr. Church, seconded by Mrs. Steiner

Roll call on adoption: Yes 6 No 0

Planning, Zoning and Insurance Committee – Mr. Church

Mr. Church stated **Resolution No.: 85-2016** was discussed in Committee and is ready for adoption.

Motion to suspend the rules by Mr. Church, seconded by Mrs. Steiner

Roll call on suspension: Yes 6 No 0

Motion to adopt by Mr. Church, seconded by Mrs. Steiner

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Motion to amend as noted in Section 3 (struck out version and including in accordance with the following schedule:) by Mr. Church, seconded by Mrs. Fuller

Roll call on amendment:	Yes	6	No	0
Roll call on adoption:	Yes	6	No	0

Mr. Housley noted that the salary ordinance (No.: 84-2016) was also amended.

Mr. Heydorn said there should be a motion to reconsider and vote to amend and to adopt.

Motion to reconsider **Ordinance No.: 84-2016** by Mr. Church, seconded by Mrs. Steiner

Roll call:	Yes	6	No	0
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Motion to suspend the rules by Mr. Church, seconded by Mrs. Steiner

Roll call:	Yes	6	No	0
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Motion to adopt by Mr. Church, seconded by Mrs. Steiner

Motion to amend by Mrs. Fuller to remove the 1% pay raise effective April 1, 2018, as disclosed in the initial legislation, and per Mr. Housley there was some bolded and italicized text added on Page 1 of 8, making it effective for part time employees, seconded by Mrs. Meyer

Roll call on amendment:	Yes	6	No	0
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Roll call on motion to adopt:	Yes	6	No	0
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Mr. Church moved to accept the **Statement of Cash Position of November 30, 2016**, seconded by Mr. Plesich. All members of Council signified their approval by saying aye.

Reports of Village Officials

Mayor Hovey reported he would like to thank Council for passing Ordinance No.: 84-2016.

You have a draft ordinance dealing with the thinning of the herd of deer. Mr. Heydorn wrote something and I put some things in I thought were important. If there is anything else you think needs to be done or changed let me know. We are still talking with ODNR to see if there is anything they require of us. Once we get that taken care, of we will give you a resolution to consider.

Two bucks were killed today. Two bucks hooked horns and one of them had some wire around its antlers and it must have got hooked on the other one and they couldn't separate. While they were trying to separate, one of them just keeled over dead. The other one was dragging the dead

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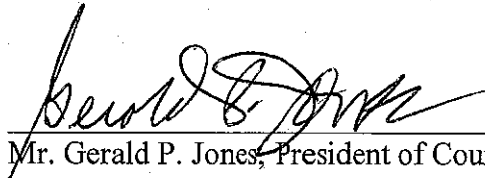
Mrs. Meyer said a resident complained about the gate being locked before 3:30 p.m. Mr. Lipan said they have to lock it before they leave at 3:30, but he will look into it.

Mr. Sean Housley, Clerk-Treasurer, reported we are reconciled through the end of October.

Miscellaneous Business

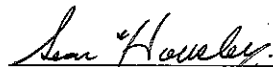
There being no further comments or questions, Council adjourned at 7:58 p.m. until the next regular meeting of Council on Monday, December 21, 2016, at 7:00 p.m.

APPROVED



Mr. Gerald P. Jones, President of Council

ATTEST:



Sean M. Housley, Clerk-Treasurer

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prepared by: Darlene Pedicino