

COMMITTEE REPORT

THE CITY COUNCIL OF THE CITY OF FINDLAY, OHIO

An **AD HOC COMMITTEE** met on November 13, 2017 to continue discussions from the October 30, 2017 and November 6, 2017 meetings on Councilmember 2018-2019, Council President 2018-2019, and Treasurer 2018-2021 salaries via Ordinance No. 2017-091.

We recommend:

Salary increases were ~~is~~ provided to the Treasurer, President of Council and City Council per Ordinance being prepared by Tom Kammeyer. See Attached.

Aye Nay

Dennis Hellmann
Dennis Hellmann, Chair

LEGISLATION: _____

Aye Nay

Thomas Klein
Tom Klein

DATE: November 13, 2017

Aye Nay

Tom Shindlecker
Tom Shindlecker

COMMITTEE: AD HOC

*recor'd
mmed*

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 381, AFL-CIO

	2018 - 2018	2013 - 2015	2011 - 2012	2008 - 2010	2006 - 2007	2003 - 2005	2001 - 2002
Sick Leave Retirement Settlement with 30 Days Notice	hired on or before 1/1/13 get 1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs, hired after 1/1/13 get 1/4 of 960 hours	hired on or before 1/1/13 get 1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs, hired after 1/1/13 get 1/4 of 960 hours	1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs	1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs	1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs	1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs	1/4 of first 960 hrs, 1/2 of excess over 960, if balance over 1920, 1/2 of all hrs
Worker's Comp Wage Agreement	12 weeks	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Avg Hours Per Week	50.4	50.4	50.4	50.4	2006 - 49.9, 2007 - 49.4	50.4	51.7
Holovac Accrual Limit	3 years w/special limits	3 years w/special limits	3 years w/special limits	Unlimited	Unlimited	3 years	2 years
Days Eligible for Holiday Premium Pay	11	11, added day after T-giving & Pres Day	9	9	9	7	7
Annual Paid Holidays	9	9	9	9	9	8	9
Life Insurance	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$25,000	\$20,000
Wage Increases	2%, 2%, 2%	0%, 0%, 3%	0%, 2%	3%, 5%, 4%	2%, 2%	1%, 2%, 2.5%	3.76%, 3.7%
Education/License Stipend	\$250, \$500, \$750, \$1000	\$250, \$500, \$750, \$1000	\$250, \$500, \$750, \$1000	\$250, \$500, \$750, \$1000	\$250, \$500, \$750, \$1000	\$250, \$500	\$250, \$500
Longevity - Biweekly and Step Increases	\$80, \$80, \$100, \$120, those hired on or before 1/1/13, 5 years to get to max step, those hired after 1/1/13, 7 years to get to maximum step	\$80, \$80, \$100, \$120, those hired on or before 1/1/13, 5 years to get to max step, those hired after 1/1/13, 7 years to get to maximum step	\$80, \$80, \$100, \$120, 5 years to maximum step	\$80, \$80, \$100, \$120, 5 years to maximum step	2%, 4%, 6%, 8% or 10% of biweekly pay, equating to an approximate 25% increase	2003 - \$35, \$55, \$75, \$90 2004 - \$40, \$60, \$80, \$85 2005 - \$45, \$65, \$85, \$100	\$35, \$55, \$75, \$90
Call-in Pay	3 hours at straight time	3 hours at straight time	3 hours at straight time	3 hours at straight time	3 hours at straight time	3 hours at straight time	3 hours at straight time
Acting Pay	\$24.00 per day	\$24.00 per day	\$24.00 per day	\$24.00 per day	\$20.00 per day	\$20.00 per day	\$20.00 per day
Employee Assist. Pgm.	Yes	Yes	Yes	Yes	Yes	None	None
Court Call In Pay	3 hours at 1 1/2 rate of reg pay	3 hours at 1 1/2 rate of reg pay	3 hours at 1 1/2 rate of reg pay	3 hours at 1 1/2 rate of reg pay	3 hrs at 1 1/2 rate of reg pay	3 hours at 1 1/2 rate of reg pay	3 hours at 1 1/2 rate of reg pay
Comp Time Limit	180 hours	180 hours	180 hours	180 hours	180 hours	80 hours	80 hours
Comp Time Sell Back	Up to 96 hours	None	None	48 hrs per yr in 2008 only	48 hours per year	None	None
Holovac Sellbacks for Active Employees	Up to 216 hours at reg rate, up to 3 years accrue at retirement, and 96 hours per year for anybody including those who do not qualify for the 216, 216 requirement lessened to 20 years instead of 22	Up to 216 hours at reg rate, up to 3 years accrue at retirement, and 48 hours per year for anybody including those who do not qualify for the 216	Up to 216 hours at reg rate, up to 3 years accrue at retirement	Up to 216 hours at reg rate, up to 3 years accrue at retirement	Up to 216 hours at reg rate, up to 3 years accrue at retirement	None	None
Overtime Calculations	All paid time included	All paid time included	All paid time included	All paid time included	All paid time included	All paid time included	All paid time included
Sick Tim Accrual	On base hours only	On base hours only	On base hours only	On base hours only	On base hours only	On base hours only	On base hours only
Clothing Allowance	As approved by Chief	As approved by Chief	As approved by Chief	As approved by Chief	As approved by Chief	As approved by Chief	As approved by Chief
Exit Leave	None	None	None	Equal to accrued holovac and/or Comp Time	Equal to accrued holovac and/or Comp Time	None	None
Kelly Days	12 days annually	12 days annually	12 days annually	12 days annually	12 days annually	12 days annually	9 days annually
Double OT	1 1/2 x 80 hr rate	1 1/2 x 80 hr rate	1 1/2 x 80 hr rate	1 1/2 x 80 hr rate	2 x reg rate	2 x reg rate	2 x reg rate
Fitness Memberships	None	None	None	No	Yes	None	None
Fitness Bouns	\$500	\$500	\$500	\$500	2008 - \$250 2007 - \$500	None	None
Comp Lump Sum	None	None	None	1.8462 hours biweekly in 2008 only	1.8462 hours biweekly	None	None
Sick Leave Retirement Settlement with 180 Days Notice	N/A	N/A	N/A	3/4 of 1920 hours and 1/2 of excess over 1920	3/4 of 1920 hours and 1/2 of excess over 1920	Same as 30 day notice above	Same as 30 day notice above
Sick Leave Sell Backs for Active Employees	Up to 1000 hours in excess of 1920, paid at 1/2 reg rate	Up to 1000 hours in excess of 1920, paid at 1/2 reg rate	Up to 1000 hours in excess of 1920, paid at 1/2 reg rate	Up to 1000 hours in excess of 1920, paid at 1/2 reg rate	Up to 1000 hours in excess of 1920, paid at 1/2 reg rate	None	None

OHIO PATROLMEN'S BENEVOLENT ASSOCIATION (DISPATCHERS, SERGEANTS, PATROLMEN, LIEUTENANTS)

	2016 2018	2013 2015	2011 2012	2009 2010	2006 2008	2003 2005	2001 2002
Sick Leave Retirement Settlement with 30 Days Notice	hired before 1/1/13 gets 1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920, hired on or after 1/1/13 gets 1/4 of 960	hired before 1/1/13 gets 1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920, hired on or after 1/1/13 gets 1/4 of 960	1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920	1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920	1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920	1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920	1/4 of first 960, 1/2 of excess over 960, 1/2 of all if more than 1920
Worker's Comp Wage Agreement	12 weeks (new state policy)	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Avg Hours Per Week	40	40	40	40	40	40	40
Holovac Accrual Limit	3 years	3 years	3 years	3 years	3 years	2 years	2 years
Days Eligible for Holiday Premium Pay	11	11	6	6	6	8	6
Annual Paid Holidays	11	11					
Life Insurance	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$25,000	\$20,000
Wage Increases	2 - 4%, 2%, 2%	0%, 0%, 3%	2%, 2%, 2%, 2%	0%, 0%	3%, 3%, 3%	1%, 2%, 2.5%	3.7%, 3.75%
Education or License Stipend	\$250 - \$750	\$250 - \$750	\$250 - \$750	\$250 - \$750	\$250 - \$750	\$250 - \$500	\$250 - \$500
Longevity - Hourly	90 cents up to \$1.50	90 cents up to \$1.50	90 cents up to \$1.50	90 cents up to \$1.50	70 cents up to \$1.50	40 cents up to \$1.20	40 cents to 1.00
Call - In Pay	3 hours at OT rate	3 hours at OT rate	3 hours at OT rate	3 hours at OT rate	3 hours at OT rate	3 hours at OT rate	3 hours at OT rate
Acting Pay	Difference between 2 wage rates \$4.80 - \$13.32	Difference between 2 wage rates \$3.69 - \$10.99	Difference between 2 wage rates \$3.69 - \$10.99	Difference between 2 wage rates	Difference between 2 wage rates	75 cents per hour	75 cents per hour
Employee Assist. Pgm	Yes	Yes	Yes	Yes	Yes	None	None
Comp Time Limit	160	160	160	160	160	80	80
Comp Time Sell Back	80 hours annually	80 hours annually	80 hours annually	80 hours annually	80 hours annually	None	None
Holovac Sellbacks for Active Employees	80 hours annually	80 hours annually	80 hours annually	80 hours annually	80 hours annually	None	None
Overtime Calculations	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours	All paid hrs. used to make base 40 hours
Sick Time Accrual	Accrued on all paid hours	Accrued on all paid hours	Accrued on all paid hours	Accrued on all paid hours	Accrued on all paid hours	Accrued on all paid hours	Accrued on all paid hours
Clothing Allowance	\$575 - \$1150	\$350 - \$700	\$350 - \$700	\$350 - \$700	\$350 - \$700	\$475.00	\$475.00
Shift Differential	50 cents and 75 cents	30 cents and 60 cents	30 cents and 60 cents	25 cents per hour	25 cents per hour	25 cents per hour	15 cents per hour
Canine Stipend	\$315 per pay period (\$8190)	\$300 per pay period (\$7800)	\$300 per pay period (\$7800)	\$300 per pay period (\$7800)	\$300 per pay period (\$7800)	Works 7 hours, gets paid for 8	None
Training Officer Pay	\$1.00 per hour	1/4 hr at OT rate for every day	1/4 hr at OT rate for every day	None	None	None	None
Lump Sum Holovac	1 day per year	1 day per year	1 day per year	1 day per year	1 day per year	1 day per year	None
Guaranteed Health Ins. Premium Holiday	None	None	None	None	1 month per year	1 month per year	None

Council 2018/2019 Pay Survey

City/ City Council	Salary- 2018	Salary-2019	Population (2013)	Meeting Frequency	Statutory/Tax Rate
Newark	\$7,679.00	\$7,679.00	47777	Bi-Weekly	Statutory/1.75%
Lancaster	\$9,400.00	Unknown	39325	Bi-Weekly	Statutory/1.75%
Findlay	\$6,086.00		41512	Bi-Weekly	Statutory/1.00%
Lorain	\$12,771.00	\$12,771.00	64097	Bi-Weekly	Statutory/2.00%
Marion	\$7,817.00	\$7,817.00	36837	Bi-Weekly	Statutory/1.75%
Massillon	\$7,992.00	\$7,992.00	32149	Bi-Weekly	Statutory/1.80%
Warren	\$11,110.00	\$11,110.00	41557	Bi-Weekly	Statutory/2.00%
	Salary - 2018	Salary -2019	Population (2013)	Meeting Frequency	Charter/Tax Rate
Ashland	\$8,258.00	\$9,083.00	20337	Bi-Weekly	Charter/1.50%
Bowling Green	\$5,000.00	\$5,000.00	31802	Bi-Weekly	Charter/2.00%
Mansfield	\$7,917.00	\$7,917.00	46454	Bi-Weekly	Charter/1.75%
Middletown	\$5,000.00	\$5,000.00	48630	Bi-Weekly	Charter/1.75%
Sidney	\$4,200.00	\$4,400.00	21006	Bi-Weekly	Charter/1.50%
Westerville	\$9,000.00	\$9,000.00	37530	Bi-Weekly (Summer recess)	Charter/2.00%
Wooster	\$7,000.00	\$7,000.00	26384	Bi-Weekly	Charter/1.50%
Average of Statutory	\$9,461.00				
Remove highest/lowest	\$9,079.00				
Average of Charter	\$6,625.00				
Remove highest/lowest	\$6,635.00				
Overall Average	\$7,256.00				
Remove highest/lowest	\$7,506.00				
Findlay	\$6,086.00				
Denotes Performance Audit					
	Statutory City	Findlay			
	\$7,679.00	\$6,086.00			
	\$9,400.00	\$6,086.00			
	\$12,771.00	\$6,086.00			
	\$7,817.00	\$6,086.00			
	\$7,992.00	\$6,086.00			
	\$11,110.00	\$6,086.00			

Findlay Council to Comparable Statutory Cities



Council 2018/2019 Pay Survey

City/Treasurer				
Newark	\$14,581.00	\$14,581.00		
Lancaster	\$20,000.00	\$20,000.00		
Findlay	\$6,833.00	\$6,833.00		
Lorain	\$77,000 (F/T)	\$77,000.00		
Marion	\$7,299.00	\$7,299.00		
Massillon				
Warren	\$14,238.00	\$14,238.00		
Average	\$14,030.00			
Remove highest/lowest	\$14,410.00			
F/T=Full Time and was not used as part as a comparison				
	Statutory City	Findlay		
	\$14,581.00	\$6,833.00		
	\$20,000.00	\$6,833.00		
	\$7,299.00	\$6,833.00		
	\$14,238.00	\$6,833.00		

