

Committee Members:

- Grant Russel, At-Large, Chair
- Brian Bauman, Ward 5
- Joshua Palmer, Ward 7
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Meeting Start Time: 4:15 pm

Meeting End Time: 5:39 pm

Staff:

- DON ESSEX, HR DIRECTOR
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-

Guests: Jim SUTCHIAK, CITY AUDITOR

Agenda:

Call to Order

Roll Call

New Items

- ~~1. 2024-2025 Council committee assignments and rules of procedure review~~
2. Elected officials salary ordinance (Mayor, City Auditor, Law Director) via Ordinance No. 2023-133

Adjournment



Ad Hoc Committee Chair

COMMITTEE REPORT

THE CITY COUNCIL OF THE CITY OF FINDLAY, OHIO

An AD HOC COMMITTEE met on November 27, 2023 to discuss the elected officials salary ordinance for Mayor, City Auditor, and Law Director via Ordinance No. 2023-133.

We recommend

~~including~~ ~~no~~ ~~amended~~ ~~ing~~ ~~legislation~~ ~~to~~ ~~be~~ ~~created~~
#1 ^{Ordinance 2023-133 as bill} generation of Section 3 paragraph "c" to include the salary ladder from Section 7 and language to indicate the ladder is only used to set the initial salary of a new law director in the event there is a change in the person holding the law director position
#2 that the ladder be changed

(OVER) 7

Aye Nay

Grant Russel MOTION
Grant Russel, Chair

AD-HOC COMMITTEE

LEGISLATION: _____

Aye Nay

Brian Bauman
Brian Bauman

DATED: November 27, 2023

Aye Nay

Josh Palmer SECOND
Josh Palmer

As follows:

11-15 years - \$ 95,000
16-20 years - \$101,000
21-25 years - \$116,000

— we recommend the creation
of an ad-hoc committee in
January of 2024 to further evaluate
the salary ladder for the
LAW Director Position

ORDINANCE NO. 2023-133, AS AMENDED

AN ORDINANCE ESTABLISHING THE SALARIES FOR THE MAYOR, AUDITOR, AND DIRECTOR OF LAW OF THE CITY OF FINDLAY, OHIO, BEGINNING JANUARY 1, 2024 AND ENDING DECEMBER 31, 2027 AND REPEALING ALL OTHER ORDINANCES AND/OR PARTS OF ORDINANCES IN CONFLICT THERETO, AND DECLARING AN EMERGENCY.

BE IT ORDAINED by the Council of the City of Findlay, State of Ohio, a majority of all members elected thereto concurring:

WHEREAS, Council desires to amend certain sections of the Salary Ordinance for the Mayor, Auditor and Director of Law for calendar years 2024, 2025, 2026, and 2027.

WHEREAS, All Ordinances and/or parts of Ordinances in conflicts herewith be and the same are hereby repealed.

WHEREAS, Sections 1, 2, 3, 4, and 7 of Ordinance No. 2018-125 be and the same is hereby amended to read as follows:

SECTION 1: That effective January 1, 2024, the salary for the Mayor of the City of Findlay, Ohio, be and the same are herewith established as follows:

- A. For calendar year 2024 - \$92,861.00 annually, payable bi-weekly
- B. For calendar year 2025 and each calendar year thereafter, the Mayor shall receive a pay increase each year that is commensurate with the raise, if any, including any adjustments made to the base prior to calculating a pay increase, provided to the non-union employees of the City of Findlay. Said salary to be paid on a bi-weekly basis.

SECTION 2: That effective January 1, 2024, the salary of the Auditor of the City of Findlay, Ohio, be and the same are herewith established as follows:

- A. For calendar year 2024 - \$92,746.00 annually, payable bi-weekly
- B. For calendar year 2025 and each calendar year thereafter, the Auditor shall receive a pay increase each year that is commensurate with the raise, if any, including any adjustments made to the base prior to calculating a pay increase, provided to the non-union employees of the City of Findlay. Said salary to be paid on a bi-weekly basis.

SECTION 3: That effective January 1, 2024, the salary of the Full-Time Director of Law for the City of Findlay, Ohio, be and the same are herewith established as follows:

- A. For calendar year 2024 - \$138,772.00 annually, payable bi-weekly
- B. For calendar year 2025 and each calendar year thereafter, the Director of Law, or any new office holder of this position, shall receive a pay increase each year that is commensurate with the raise, if any, including any adjustments made to the base pay to calculating a pay increase, provided to the non-union employees of the City of Findlay. Said salary to be paid on a bi-weekly basis.

C. In the event that the person occupying the office of Director of Law changes, the initial annual salary for a new full time Director of Law shall be paid according to the following schedule:

Years in Legal Practice	Initial Annual Salary
0-5	\$ 60,000.00
6-10	\$ 76,500.00
11-15	\$ 95,000.00
16-20	\$ 101,000.00
21-25	\$ 116,000.00
26+	\$ 138,772.00

SECTION 4: This Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health and safety of the inhabitants of the City of Findlay, Ohio, and for the further reason that said Ordinance must be enacted and in force by January 1, 2024.

SECTION 5: That the Mayor, Auditor, and Director of Law, of the City of Findlay, Ohio shall be provided hospitalization and medical policy upon notification by said elected official that he or she desires said coverage. Said policy shall be under the same group plan provided for non-elected City employees and the amount to be paid by the City of Findlay, Ohio, shall be equal to that paid by the City for non-elected City employees.

SECTION 6: That the Mayor, Auditor, Director of Law of the City of Findlay, Ohio, shall be furnished by the City of Findlay, Ohio, a term life insurance policy in an amount equal to the amount of term life insurance provided to non-elected City employees; said policy to insure the life of said elected official with the aforementioned elected official reserving the right to designate his or her beneficiary of the insurance on his or her life. Said term life insurance policy shall include a double indemnity accidental coverage clause and shall be the same policy furnished to non-elected City employees.

SECTION 7: The Director of Law shall serve in a full-time capacity. The Director of Law shall give up the "full-time" private practice of law," and shall utilize the office space and facilities provided by the City.

WHEREFORE, this Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

PRESIDENT OF COUNCIL

MAYOR

PASSED _____

ATTEST _____
CLERK OF COUNCIL

APPROVED _____

EXPLANATIONS OF PAY CALCULATIONS

Union and non-union employees were granted a 6% pay increase for 2023 by contracts & ordinance. This amount was known at the time the ORD 2022-081 was adopted; the 2024 pay rates were assumed as 3% until the end of fiscal year 2022 Income Tax Collections were finalized. The percentage increase is now known to be 6% for 2024. The new ORD 2023-097 has been presented to Council to reflect the correct rates.

For 2023:

2022 pay rate plus 6%

Example:	2022 Hourly rate		20.00	(Beginning Base Rate)	
	6% Increase	x	0.06		
			1.20		
	20.00	+	1.20	=	21.20
	New <u>pay</u> rate for 2023				\$ 21.20

For 2024:

Only 3% of the 6% pay increase for 2023 is eligible for calculations for 2024
(meaning the new base rate to calculate 2024 can only include up to 3% of the 2023 increase)

Example:	2022 Hourly rate		20.00	(Beginning Base Rate)	
	3% increase	x	0.03		
			0.60		
	20.00	+	0.60	=	20.60
	New <u>base</u> rate for 2023 to calculate 2024				\$ 20.60

Next, the new 2023 base rate is used to calculate the 2024 pay rate with new 6% increase
(calculation shown above)

	2023 Base Rate		20.60	(New Base Rate)	
	6% increase	x	0.06		
			1.24		
	20.60	+	1.24	=	21.84
	New <u>pay</u> rate for 2024				\$ 21.84

	Increases	2021	2022	2023	2024
		1.0131	1.0455	1.0600	1.0600
Years in Legal Practice	Initial Annual Salary - 2020				
0-5	60,000.00	60,786.00	63,551.76	67,364.87	71,406.76
6-10	76,500.00	77,502.15	81,028.50	85,890.21	91,043.62
11-15	82,000.00	83,074.20	86,854.08	92,065.32	97,589.24
16-20	87,400.00	88,544.94	92,573.73	98,128.16	104,015.85
21-25	100,312.00	101,626.09	106,250.07	112,625.08	119,382.58
26+	120,000.00	121,572.00	127,103.53	134,729.74	142,813.52

~ 95,000
 ~ 101,000
 ~ 116,000