

**ITEMS TO BE CONSIDERED
AT THE CAUCUS PRIOR TO THE COUNCIL MEETING
TO BE HELD ON TUESDAY, MARCH 1, 2022**

The meeting was called to order by Council President Vecchio at 7:00 p.m., the clerk called the roll and the following Members of Council answered:

TROYER, MENCINI, ROBERTS, SCOTT, COYNE, POINDEXTER, SALVATORE

Also in attendance were Mayor Orcutt, Law Director Horvath and Finance Director Cingle.

Mr. Vecchio began the meeting by asking Council to vote on whether to end the mask mandate and go back to regular seating.

Motion by Mr. Roberts, supported by Madame Coyne, to end the mask mandate immediately and go back to regular seating,

ROLL CALL: AYES: Roberts, Coyne, Poindexter, Troyer, Mencini, Salvatore, Scott,
NAYS: Unanimous.

Mr. Vecchio stated the mask mandate is now lifted.

DISCUSSION:

1. ORDINANCE NO. 11238-2022, AMENDING CERTAIN SECTIONS OF THE ADMINISTRATIVE CODE TO PROVIDE ADJUSTMENTS IN COMPENSATION FOR EMPLOYEES OF THE CITY, OTHER THAN ELECTED OFFICIALS OR THOSE COVERED UNDER NEGOTIATED LABOR CONTRACTS AND DECLARING AN EMERGENCY. Introduced by Mayor Orcutt.

Mr. Troyer asked Mr. Cingle if it is still policy to appropriate for the high end of the salaries.

Mr. Cingle confirmed that in years past appropriations were budgeted to the maximum salary range. This year, the finance department will not budget some positions to the maximum which will be discussed in the budget hearings.

Mr. Troyer stated there are a couple things he would like to amend:

1. 139.01b- zero this out since there is no one in this position.
2. 131.08
3. 131.13
4. 145.01
5. 147.02

Lower all these to the lowest salary temporarily until these positions are filled. This will only apply to the new hires.

Discussion: cont.

Mr. Mencini directed a question to Mr. Troyer asking if this is for a six-month period, or a year?

Mr. Troyer replied until it is brought back to Council after the refunds are figured out and then it can be adjusted.

Mr. Mencini asked for clarification that this is according to the schedule year up to 2022?

Mr. Troyer replied that there was a motion to bring this price back to Council on July.

Madame Coyne asked for a point of clarification for 139.01 Director of Public Safety, by zeroing this position's salary out, would it be difficult to fill the position if there is no salary.

Mr. Troyer responded that it would not be hard to fill. The Mayor could bring it back and put some numbers in there.

Mayor Orcutt reiterated a point he made in the past. He will evaluate that position until past June. There are several projects that need his immediate attention however, this is a position to evaluate sooner than later. To zero out this particular position will put him in a difficult situation by tying his hands on trying to hire someone with no salary to show a potential candidate. Additionally, it would take time to appropriate a salary for this position and then wait for Council to approve it.

The Positions chosen to be lowered should remain the same. These positions have been adjusted according to financially responsible schedule. Some positions have been marked lower and some already have a cap on them and those positions without a cap should have room for growth for retention reasons.

Mr. Troyer responded that it is doubtful that department heads will consider leaving if salaries are dropped. The proposed adjustments to the salaries will only be until July or August. It is a temporary wage freeze on those who have just started. As for the Safety Director's position, he suggested making it a pseudo part time position with a salary range of \$52,000 to \$62,000.

Mr. Salvatore stated that the Safety Director's salary should stay as it is because the city needs this position. There is a struggle to fill our workforce resulting in a bidding war. Hospitals are giving bonuses to nurses and doctors. So it's important to have that latitude to hire a good candidate.

Discussion: cont.

Mr. Mencini asked Mr. Troyer what kind of qualified person would you be able to hire part time at that salary?

Mr. Troyer responded that this part time position would attract more people. This part time position would include benefits because it is considered a full time position with the pay of a part time position with adjusted hours. The type of applicant could be someone who is retired from departments such as the police or fire department and could work part time with benefits which would save the city money. The motion would be to zero this position out at this time because there is no one currently in that position.

Mr. Scott stated that the minimums, maximums should stay as they are in order to draw the best person for this position and his vote will reflect his opinion on this topic.

Mr. Poindexter stated that the concern is that new employees' salaries will be bumped up along with the long time bargaining union employees as their salaries are negotiated and increased. This could be the motive for capping these salaries temporarily so that new hires would not be entitled to the negotiated increase. As for the Safety Director's position, appropriating \$92,000 for an unfilled position takes away from areas where this money could be utilized to benefit the city i.e. filling potholes, etc. This is especially concerning since it is projected that the city may receive less revenue this year.

Mr. Vecchio stated that he thinks the department heads needs to be held accountable for the daily operations of their departments. Additionally, the city should have the best of the best concerning the Safety Director's position. Therefore, the Safety Director should not be paid less than the city's Chiefs when this position has more responsibility. He thinks the salary should be as competitive as possible by increasing the high end of the salary range for this position.

Mayor Orcutt said that he appreciated everyone's comments. This is a position that he is going to analyze. He has spent his two months in office negotiating with the Union and preparing for Fact-Finder. Once he has completed the budget, he is going to look to fill this position. Narrowing applicants to retired persons limits the type of talented and experienced candidates that the city could attract to this position. He said that he is bringing this before the Council because it is mandatory by law to do so. Once negotiations are finished, the salary for this position can be reviewed again. He reiterated that he has not had the opportunity to look at the Public Safety Director's position to assess whether there is a need to actually fill this position.

Discussion: cont.

Mr. Troyer made a point of clarification that he did not state that we should hire a retired Safety Director but that we should hire someone from the police or fire department or anyone qualified to do the job. He asked the Mayor if 131.07a (COE) Assistant Clerk/Office Clerk, going to be a part-time or full -time, six-month job?

Mayor Orcutt responded that this position is currently vacant.

Mr. Troyer inquired about the position status of 131.06 (Temporary Clerical).

Mayor Orcutt responded that there are several people in that position.

Mr. Troyer inquired why the 131.07a (COE) Assistant Clerk/Office Clerk raised to 24.91 an hour, almost double from the previous salary.

Mayor Orcutt responded that's for a position that can serve multiple positions including assisting the Economic Development Commissioner with grant writing and can fill in as clerical; could be a utility player that City Hall use but currently is not filled.

Mr. Troyer continued this is a need, you think, to help the city?

Mayor Orcutt concurred and stated the differential staff salary savings of 2022 versus 2021 is \$6,790.00 with an overall savings since taking office on January 1, 2022 is \$166,241.15.

Mr. Troyer questioned if the safety director position is included in that?

Mayor Orcutt responded no.

Mr. Troyer always inclined to give the Mayor what is needed but still adamant won the amendments and think 131.07 is reasonable.

LEGISLATIVE COMMITTEE – CHAIRWOMAN, COYNE:

1. A RESOLUTION APPROVING PARTICIPATION IN REGION 3 GOVERNANCE STRUCTURE UNDER THE ONEOHIO MEMORANDUM OF UNDERSTANDING AND DECLARING AN EMERGENCY. Introduced by Mayor Orcutt and C/W.

Mayor Orcutt stated in 2021 a resolution was passed to participate in the state's opioid settlement and this legislation is to accept the dollars disbursed. The monies will be put into a trust and a non-profit organization will be doing the distribution for Region 3 - Cuyahoga County.

Legislative Committee - Chairwoman, Coyne: cont.

Mr. Mencini stated the percentage for Cuyahoga County is a nice little share, unfortunate the city has to get monies this way.

Mayor Orcutt stated see no reason to hold back and once the monies are disbursed they can be used for Narcan, interventions and other safety matters.

Mr. Troyer asked Mayor Orcutt isn't this redundant, done a while back.

Mayor Orcutt reiterated in 2021 legislation was passed to participate in this and this legislation is to accept the funds.

Mr. Vecchio stated this will put the group together for disbursement of those funds.

Motion by Mr. Troyer, supported by Mr. Mencini, to move the Council agenda under letter M, immediately following.

ROLL CALL: AYES: Troyer, Mencini, Salvatore, Scott, Roberts, Coyne, Poindexter

NAYS: Unanimous.

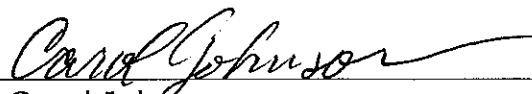
Mr. Mencini thanked former the former Clerk of Council, Michelle, for stepping in while Carol was under the weather, glad to have Carol back.

There being no further business to come before this meeting a **motion** by Mr. Poindexter, supported by Madam Coyne, to adjourn.

ROLL CALL: AYES: Poindexter, Coyne, Roberts, Scott, Mencini, Salvatore, Troyer

NAYS: Unanimous.

Council President Vecchio declared this meeting adjourned at 7:38 p.m.

RESPECTFULLY SUBMITTED 
Carol Johnson
Clerk of Council

APPROVED May 17, 2022

THESE MEETING MINUTES APPROVED BY BROOK PARK CITY COUNCIL ARE A SYNOPSIS, NOT TRANSCRIBED IN THEIR ENTIRETY, ALTHOUGH ACCURATE.