

Cuyahoga Falls City Council
Minutes of the Special Finance and Appropriations Committee Meeting

October 21, 2024

Members: Mary Nichols-Rhodes, Chair
Mike Brillhart, Vice Chair
Meika Penta, Brian Ashton, Joe Siegfert

Ms. Nichols-Rhodes called the meeting to order at 6:45 p.m. All members were present.

The minutes of the October 7, 2024 and October 14, 2024 Finance Committee meetings were approved as written.

Legislation Discussed

Temp. Ord. A-88
Temp. Ord. A-90
Temp. Ord. A-91
Temp. Ord. A-92
Temp. Ord. A-93
Temp. Ord. A-94
Temp. Ord. A-95
Temp. Ord. A-96
Temp. Ord. A-97
Temp. Ord. A-98

Discussion:

Temp. Ord. A -88

An ordinance authorizing the Parks and Recreation Board to enter into a contract or contracts for the purchase of a Reelmaster 5010-H Hybrid Fairway Mower for use at Brookledge Golf Club, and declaring an emergency.

Ms. Sara Kline, Parks and Recreation Superintendent, presented Temporary Ordinance A-88 to Council. The purchase by contract of the equipment, services, materials or supplies through participation in a contract between the vendor and Sourcewell, a cooperative purchasing group, and is thus exempt from competitive bidding requirements.

The Parks and Recreation Board will be authorized to enter into a contract or contracts with Toro, Century Equipment, A Jerry Pate Company, on the basis of its proposal dated September 17, 2024, for the purchase of a Reelmaster 5010-H hybrid fairway mower for use at Brookledge Golf Club. The Director of Finance will be authorized to make payment for same from Leisure Time Fund, Line Item Capital Outlay.

Ms. Kline stated that they first started looking at this mower at the beginning of 2023 and, due to supply chain demands, at the end of 2024 they are asking Council to approve its purchase as part

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of their operation. Even though they are going into the winter season, they will have it up and ready to go in the spring.

Ms. Nichols-Rhodes asked if they had an estimate for fuel cost because it is hybrid. Ms. Kline stated that she does not have estimates of fuel cost, but they can report back after using it for a while and gauging how it goes.

Mr. Brillhart moved to bring out Temp. Ord. A-88, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-90

An ordinance setting the compensation of the Mayor, Members of Council, Council President, and Clerk of Council commencing January 1, 2026 and January 1, 2028, and declaring an emergency.

Mr. Bryan Hoffman, Finance Director, presented Temporary Ordinance A-90 to Council. Effective January 1, 2026, the annual salary for the office of mayor of the City of Cuyahoga Falls will be the current salary for the office of mayor as of the effective date of this Ordinance, plus eleven percent (11%) of the salary for positions classified as “DSG” as of thirty (30) days prior to the date for the filing of nominating petitions for the primary election for the office of mayor. Said salary will increase by two and one-half percent (2.5%) per year effective the following January 1 for the remainder of the Mayor’s four-year term. Not less than thirty (30) days prior to the date for the filing of nominating petitions for the next primary election for the office of mayor, the annual salary for the office of mayor will be adjusted as per the calculation set forth in this Ordinance, with the new salary effective the following January 1st at the commencement of the Mayor’s term of office, and the two and one-half percent (2.5%) annual increase effective thereafter.

Effective January 1, 2026, the salary for the offices of the eight (8) ward members of Council elected to a two (2) year term and the two (2) at large members of Council elected to a four (4) year term at the November 4, 2025 general election will be fifteen percent (15%) of the salary of the office of mayor as of January 1, 2026 as established per Section 1. The salaries for these offices will increase by two and one-half percent (2.5%) per year effective following January 1 for the remainder of their two (2) and four (4) year terms. In the case of the offices of the eight (8) ward members of Council elected to two (2) year terms in the years the Mayor and the two (2) at large members of Council are not on the ballot, their salaries, effective the January 1 after their election, will be the salaries then in effect plus two and one-half percent (2.5%), and will increase another two and one-half percent (2.5%) effective the following January 1 for the remainder of their two (2) year term. The salaries for the offices of the eight (8) ward members of Council elected to a two (2) year term and the two (2) at large members of Council elected to a two (2) year term will be adjusted every four (4) years in accordance with the adjustment of the salary for the office of mayor as set forth in Section 1.

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Effective January 1, 2026, the salary for the office of Council President will be sixteen percent (16%) of the salary for the office of mayor. That salary shall increase by two and one-half (2.5%) per year effective the following January 1 for the remainder of the term of office and will be adjusted every four (4) years in accordance with the adjustment of the salary for the office of mayor as set forth in Section 1.

Effective January 1, 2026, the salary of the clerk of Council will be eighty percent (80%) of the salary of a member of Council. The salary of the clerk of Council will increase by two and one-half percent (2.5%) effective the following January 1 and thereafter and shall be adjusted in accordance with the salary adjustments set forth in this Ordinance.

Effective January 1, 2028, the salary for the office of the single at large member of Council elected to a four (4) year term at the November 2, 2027 general election will be fifteen percent (15%) of the salary for the office of mayor then in effect. That salary will increase by two and one-half percent (2.5%) per year for the remainder of the term of office and will be adjusted every four (4) years in accordance with the adjustment of the salary for the office of mayor as set forth in Section 1.

The intent of this Ordinance is that the Mayor, members of Council and Council President not receive an increase in salary during their terms of office in which an increase was enacted.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-90, second by Mr. Siegferth. Motion passed, voice vote (5-0).

Temp. Ord. A-91

An ordinance authorizing the Mayor to enter into an agreement with the Ohio Patrolman's Benevolent Association, Patrol and Community Service Officers bargaining unit, effective July 1, 2024, and declaring an emergency.

Ohio Revised Code Chapter 4117 authorizes public employees to bargain collectively with public employers regarding wages, hours, terms, and other conditions of employment and to enter into collective bargaining agreements. The Mayor and his representatives and the Ohio Police Benevolent Association have bargained collectively and in good faith and said bargaining has resulted in a tentative agreement on a collective bargaining agreement effective July 1, 2024. On or about August 29, 2024 the membership of Ohio Police Benevolent Association ratified said collective bargaining agreement.

The Mayor will be authorized to enter into a collective bargaining agreement as negotiated with and ratified by Ohio Police Benevolent Association, Patrol and Community Service Officers bargaining unit, effective July 1, 2024.

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Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-91, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-92

An ordinance authorizing the Mayor to enter into an agreement with the Ohio Patrolman's Benevolent Association, Sergeants and Lieutenants bargaining unit, effective July 1, 2024, and declaring an emergency.

Ohio Revised Code Chapter 4117 authorizes public employees to bargain collectively with public employers regarding wages, hours, terms and other conditions of employment and to enter into collective bargaining agreements. The Mayor and his representatives and the Ohio Police Benevolent Association have bargained collectively and in good faith and said bargaining has resulted in a tentative agreement on a collective bargaining agreement effective July 1, 2024. On or about October 4, 2024, the membership of Ohio Police Benevolent Association ratified said collective bargaining agreement.

The Mayor will be authorized to enter into a collective bargaining agreement as negotiated with and ratified by the Ohio Police Benevolent Association, Sergeants and Lieutenants bargaining unit, effective July 1, 2024.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-92, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-93

An ordinance authorizing the Mayor to enter into an agreement with the Utility Workers Union of America, Local 399, effective July 1, 2024, and declaring an emergency.

Ohio Revised Code Chapter 4117 authorizes public employees to bargain collectively with public employers regarding wages, hours, terms and other conditions of employment and to enter into collective bargaining agreements. The Mayor and his representatives and the Utility Workers' Union of America, Local 399 (UWUA) have bargained collectively and in good faith and said bargaining has resulted in a collective bargaining agreement covering various classifications of employees effective July 1, 2024. On or about September 11, 2024, the membership of the UWUA ratified said collective bargaining agreement.

The Mayor will be authorized to enter into a collective bargaining agreement as negotiated with and ratified by the Utility Workers Union of America, Local 399 effective July 1, 2024.

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Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-93, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-94

An ordinance authorizing the Mayor to enter into an agreement with the International Association of Firefighters, Local 494, effective July 1, 2024, and declaring an emergency.

Ohio Revised Code Chapter 4117 authorizes public employees to bargain collectively with public employers regarding wages, hours, terms and other conditions of employment and to enter into collective bargaining agreements. The Mayor and his representatives and the International Association of Firefighters, Local 494 (IAFF) have bargained collectively and in good faith and said bargaining has resulted in a tentative agreement on a collective bargaining agreement effective July 1, 2024. On or about September 27, 2024, the membership of the IAFF ratified said collective bargaining agreement.

The Mayor will be authorized to enter into a collective bargaining agreement as negotiated with and ratified by the IAFF, effective July 1, 2024.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-94, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-95

An ordinance authorizing the Mayor to enter into an agreement with the American Federation of State, County, and Municipal Employees (AFSCME), Local 2662, effective July 1, 2024, and declaring an emergency.

Ohio Revised Code Chapter 4117 authorizes public employees to bargain collectively with public employers regarding wages, hours, terms and other conditions of employment and to enter into collective bargaining agreements. The Mayor and his representatives and AFSCME Local 2662 have bargained collectively and in good faith and said bargaining has resulted in a tentative agreement on a collective bargaining agreement effective July 1, 2024. On or about October 9, 2024, the membership of AFSCME Local 2662 ratified said collective bargaining agreement.

The Mayor will be authorized to enter into a collective bargaining agreement as negotiated with and ratified by AFSCME Local 2662, effective July 1, 2024.

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Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-95, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-96

An ordinance creating the positions of Specialist, Digital Media Geographic Information System Technician and Safety and Training Compliance Manager; amending Exhibit “A” of Ordinance 41-2024; and establishing compensation levels for employees of non-bargaining of the City Cuyahoga Falls effective July 1, 2024, and declaring an emergency.

Mr. Bryan Hoffman, Finance Director, presented Temporary Ordinance A-96 to Council. The unclassified, exempt position of Digital Media Specialist will be created and incorporated into Exhibit A of this ordinance at pay grade N25. The classified, exempt position of Geographic Information System Technician will be created and incorporated into Exhibit A of this ordinance at pay grade N29. The classified, exempt position of Safety and Training Compliance Manager will be created and incorporated into Exhibit A of this ordinance at pay grade N27. Exhibit “A” of ordinance 41-2024 will be amended to incorporate the additional positions set forth in sections 1 through 3 above and to include additional changes as set forth in the attached Exhibit “A.” Compensation levels for non-bargaining employees employed with the City of 32 Cuyahoga Falls on and including the date of passage of this ordinance as listed on Exhibit will be established as set forth in Exhibit B effective July 1, 2024.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Mark Wilkerson, 2467 6th Street, Cuyahoga Falls, stated that, on all this, they should take what the Federal Government gibes Social Security. Everybody gets a 2.5 percent raise and the discussion is over. He stated that he was being sarcastic, but that's what they did with Social Security.

Mr. Brillhart moved to bring out Temp. Ord. A-96, second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-97

An ordinance amending Ordinance 79-1987 and repealing Ordinance 122-1993 in connection with job classifications, positions, and compensation of various positions within the City of Cuyahoga Falls, and declaring an emergency.

Mr. Bryan Hoffman, Finance Director, presented Temporary Ordinance A-97 to Council. Section 2 of Ordinance 79-1987 will be amended as follows: Positions classified as ~~“ESG” and “MSG”~~ **“DSG” and “C/ESG”** will have their midpoint adjusted annually at such time as a majority of

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the employees covered by bargaining agreements negotiated after January 1, 2024 shall have adopted contracts. Said adjustment of the midpoint will be weighted average of the annual wage adjustments received by said bargaining units negotiated after January 1, 2024 ~~but in no event to exceed the percentage of increase granted to other non bargaining unit personnel.~~ **Positions designated as “DSG” will maintain a pay differential totaling seven percent of the top non-bargaining salary. Positions designated as “C/ESG” will maintain a pay differential totaling five percent of the top non-bargaining salary.** Said midpoint adjustment shall be retroactive to January 1 of each year.

The Finance Director will file with the Clerk of Council the new midpoints 30 days prior to implementation. Ordinance 122-1993 will be repealed. Further, any other ordinances or resolutions or portions of ordinances and resolutions inconsistent herewith will be repealed, but any ordinances and resolutions not inconsistent herewith and which have not previously been repealed will be ratified and confirmed.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-97 second by Mr. Seigferth. Motion passed, voice vote (5-0).

Temp. Ord. A-98

An ordinance establishing policies and procedures within the municipal corporation of the City of Cuyahoga Falls, and declaring an emergency.

Mr. Bryan Hoffman, Finance Director, presented Temporary Ordinance A-98 to Council. Ordinance 82-1987, Section 3, shall be amended as follows: Advancement or Change in pay Ranges or Steps. Employees advancing from range to range will be placed in the ~~range step~~ **commensurate in** which ~~provides the employee compensation closest to a five percent increase but not more than seven percent in excess of that which~~ the employee was receiving in the position from which he had advanced unless the Articles of Agreement entered into by the City with certain employee organizations provide otherwise concerning “working assignments.”

Any ordinances and resolutions, or portions of ordinances and resolutions inconsistent herewith will be repealed, but any ordinances and resolutions not inconsistent herewith and which have not previously been repealed will be ratified and confirmed.

Mr. Hoffman stated that he has no further comment at this time other than what was discussed last week in Executive Session.

Mr. Brillhart moved to bring out Temp. Ord. A-98, second by Mr. Seigferth. Motion passed, voice vote (5-0).

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Ms. Nichols-Rhodes thanked everyone involved in these negotiations. It is difficult for both sides. When negotiating on behalf of the City, they want to make sure that the taxpayers are not paying more than they should. On the other hand, the City has great services and great people that provide those services, and they want to pay people a fair wage so they do good work and survive. It's a hard job to do that, and the Administration does it wonderfully every time. She stated that she appreciates those efforts.

The meeting adjourned at 6:58 p.m.