

The Council for the Village of Monroeville held a work session at 6:00pm on Tuesday, June 22, 2021 at the MMC Council Chambers

Present were: Council Members Chris Raftery, Sue Rogers, Craig Franklin, Bob Whitacre, and Mark Rupp; Mayor Melissa Fries-Seip; Administrator Tom Gray and Fiscal Officer Bonnie Beck.

Also attending were: Chief Gary Lyons, Ann and David Beck, and Heather Alicea.

Chris opened the meeting by stating that this meeting was regarding wages and was only for dialogue.

Bonnie started by stating that she thinks it would be beneficial to create a wage ordinance that established progressive steps for employees to advance in the pay scale. Noting that this won't be an easy task because no one can equally compare employees in each department, but there are those who meet their probationary period, get a pay increase, and then just get annual across-the-board pay increases while they continue to learn the position, gain experience, and maybe even attend training or seminars to further their knowledge of the position over the next few years. Chris commented that she believes Council should show their loyalty to the employees just as the employees show their loyalty to the Village. After Bonnie spoke a little more on the wage ordinance structure and wages, Bob asked how they could address this. Heather suggested job audits, where a Council member would spend time with each department to see what the employees do on a day-to-day basis. Bob said he doesn't think they are experts to audit the departments, and suggested hiring a firm who could do this. Bonnie said she could check into this to see if there is a firm that could do this, and find out what their consulting fees or costs would be. Using the example of the administrative office staff, Heather expounded on the numerous tasks that the staff is responsible for, noting that the OML wage survey shows several communities who have assistants for those tasks, while we do them all ourselves. Bonnie asked Ann if she wanted to contribute anything, and she said she was here to follow up on her request from two years ago (for something more uniform.) David reiterated what Heather had said, adding that what's on paper (the job descriptions) versus what's actually being done is very different. Heather said she's afraid of a consulting firm and their expertise in what we actually do. She stated that she recently did a ride along with Dave Hamons and was surprised at the vastness of our community.

Chris stated that it's important to continue to retain individuals who have great potential, adding that we've lost more employees than we can count due to our wages. If we want people to stay here, we need to pay them wages that are comparable to what they do. Discussion followed.

Bonnie reported that our ARP Act monies have now been reduced significantly because the US Treasury has just determined that townships qualify for the funding. Since it's already been determined how much each state is going to receive, the amount for the municipalities has been reduced so that townships can get funds, too. Bonnie was asked how income tax revenue is doing now that RITA is involved. She said the revenue was steady, but we're still transitioning and working out a few issues. Mark commented that earlier in the year he heard Bonnie say that she was concerned about the General Fund, and in 11 ½ years he has never heard her say that.

David asked if there were any plans for upgrading some of the streets. He was told that Brown Street and Hollister Street are potentially scheduled for resurfacing with the Rt 20 waterline project.

Chris said that Council should look over the material that's been provided, which includes wage ordinances from other municipalities, as well as the job descriptions for our employees., and come back with some ideas at the next work session.

The Mayor informed Council that she met with Scott Sparks and the gentleman from the Purple Heart Trail about our event. Because Council is used to meeting on the fourth Tuesdays of the month, she scheduled a special meeting for September 28th at Clark Park, and asked if Council had any objections to that. Bonnie asked why it had to be a special meeting, and the Mayor said because there will be a proclamation read, and it will be the only item on the agenda. We will be presented with a plaque, and if we choose to do signage we would have to pay for that. We want to recognize all Purple Heart recipients in our community. The scout troops have been notified, and they would like to participate. The Mayor would like to get stories from or about the Purple Heart recipients, both those who are still alive and those who have passed on or were killed in action, and maybe create a booklet or something with them. Scott Sparks will be doing the research on recipients. August 7th will then annually be recognized as National Purple Heart Day.

The meeting adjourned at 7:00pm.

Respectfully submitted,

Bonnie Beck, MMC, Fiscal officer