

The Bainbridge Township Board of Trustees met in special session at the Bainbridge Town Hall on April 24, 2010. Those present were trustees Mr. Jeffrey S. Markley, Mr. Matthew J.D. Lynch, and Mrs. Lorrie Sass Benza and Fiscal Officer Mrs. Cherianne H. Measures. Mr. Markley presided and called the meeting to order at 8:05 A.M.

PUBLIC COMMENTS

Mrs. Melody Tewksbury stated that she attended the candidates night and had the opportunity to meet Geauga County Auditor, Mr. Frank Gliha, and he stated that county collections were down last year, are expected to be down this year and next year as well. He painted a very bleak picture.

WORK SESSION

Mr. Markley began the work session on the compensation review of our employees. He reviewed the COLA raises that Social Security has allowed since 1975. He then discussed the Consumer Price Index (CPI) and how that related to the COLA amounts. He also showed an overhead of COLA computations.

Mr. Markley mentioned a collective review completed for Cleveland-Akron-Elyria National Compensation Survey. He expressed his desire to find a company to review our personnel policy manual and conduct a compensation review/evaluation for the township.

Mr. Lynch cautions that the CPI may not be relevant to our situation because our income is dependent on the taxes our residents are willing to pass. Mr. Lynch asked the Chairman specifically, what the goal was for today's meeting. Mr. Markley stated that today's conversations would be centered around non-bargaining full-time employees, which at this point, the Road Department has voted to unionize and therefore have six now bargaining employees.

Mr. Lynch presented a list of questions regarding "Why Increase Wages or Benefits?" as follows:

1. To equalize with other communities?
2. To equalize with similar private employees?
3. To "keep up with inflation", ie COLA?
4. To keep trained work force?
5. To keep employees happy?

6. To avoid conflict?

Mr. Lynch felt the answers were 1. No, 2. No, 3. No, 4. No, 5. And 6. Are the issues that could raise discussions. Mrs. Benza feels there are other way to make the employees “happy.”

The board discussed the need to have evaluations and reviews done on an annual basis performed by the Department Head and the Department Head would then present a written evaluation, job description included, to the board to justify a merit raise for each individual employee.

Mrs. Benza made a motion that the Department Heads should have valid job descriptions for each position within their department within 30 days to the board of trustees.

Mr. Markley seconded the motion that passed unanimously.

Mrs. Benza made a motion that the Department Head perform employee evaluations according to the Employee Policy Manual that was adopted in 2003 within 60 days.

Mr. Markley seconded the motion that passed unanimously.

The board was in general agreement to not institute a flat COLA raise across the board but will consider individual merit raises based on the evaluations.

Mr. Lynch changed the priority of the questions in light of the new strategy to be 2, 5, 4, 6, 1, and then 3.

Mr. Markley ranked the priority of the questions now as 4, 5, 2, 1, 6, and 3.

Mrs. Benza ranked them as 4, 2, 5, 6, 1, and 3 in order of highest to lowest priority.

The board discussed the prospect of running the Township like other government entities or like the private sector.

Mr. Markley moved to increase the Health Savings Account funding levels to \$2,250 for single coverage and \$4,500 for family coverage, which includes employee/spouse, employee/child, and family coverage, per the recommendation of the Healthcare Committee.

Mr. Lynch seconded the motion. Vote followed: Mrs. Benza, aye; Mr. Lynch, nay; Mr. Markley, aye. Motion carried.

Mrs. Benza retired from the meeting at 10:47 A.M. due to a prior obligation.

Mr. Lynch expressed his concern that this is a faint hope that this will reduce legal expenses in the future.

Mr. Markley explained that this will make huge strides in improving employee relations and will enhance the negotiating process that will occur later this year for four collective bargaining contracts.

Discussion ensued regarding the funding levels and the appropriate uses of the funds.

Ms. White commented that the purpose of changing the meetings and adding work sessions was to have different people at the sessions and that is not happening.

Since there was no further business to come before this meeting of the Bainbridge Township Board of Trustees, the meeting was adjourned at 11:05 A.M.