

Public Service Committee Meeting March 2, 2021

The Public Service Committee Meeting was called to order by Brenda Sweet, Chairperson at 7:00 pm at the Enon Government Center. Purpose of the meeting: Pay Scale and Compensation

Members present: Mrs. Sweet, Mr. Whitacre, Mr. Bear Visitors: Mr. Hanna Staff Present: Administrator Kevin Siferd, Chief Michael Holler

Mrs. Sweet has several questions herself. First thing is the format.

Mr. Siferd has examples of set pay scales, increase scales that projects pay steps out for many years or just a pay scale range. (which is what the Village has now)

Mr. Whitacre would like to have a discussion with the entire Council to discuss the wages, step increases to make sure the Committee is going in the right direction. Wages have been received from surrounding communities.

Questions: How are we going to increase the pay scale? On the time of service and/or meet or above the standards on evaluations.

Trying to get a standard procedure for all employees. Discussion regarding using the anniversary time of hire or hired in that current position or every December/January for yearly reviews and increases.

Mr. Hanna stated that Kettering has a step increase with a successful annual review. That way the employee knows what they will be receiving and what their next career step will be.

Chief Holler stated that part time officers typically only stay one to two years. Then they move on to other agency mostly due to the pay. Enon is not able to compete with other agencies pay. Also, they move on for full time positions. Typically, full time officers stay here to five years and move on to other agencies due to the pay ranges. The Chief stated that Enon is already spending the money (background, drug test, physical etc) why not increase the pay to retain officers. Currently you receive training/certificate and the position will receive an increase. When you leave that pay range doesn't get decreased so someone could come in making what the employee that left is making although they have received trainings and certificate.

Mr. Whitacre stated that the pay ranges need to be wide enough to start a new hire but compensate a long term employee.

Mr. Bear agrees that Council needs to have input.

Mrs. Sweet stated that the Village needs to keep in mind how much money they have to work with.

Chief Holler feels that employees need to be compensated that do more. He likes the shift differential.

Mr. Whitacre stated that half of the base people will say that most employees did not deserve the step increase that they received. Need to make sure we are grading people on their performance, not just getting increases for being here at work.

Chief Holler stated that the police department had a personal improvement plan. They do not receive their increase and they are given a date to improve by or they will be terminated.

Mr. Whitacre suggested that this discussion be added to the agenda under Committee Reports to see how the Committee should move forward. The Committee to review other pay scales.

Mrs. Sweet asked if all the employees know their job descriptions and if it was time to amend them. Mr. Siferd stated that he reviewed the job descriptions with supervisors and they were adjusted.

Mr. Hanna inquired if it would be easier to have everyone's review in December/January to make it easier.

Discussion in regards to longevity pay and bonus pay for training. Bonuses sound more impressive.

Mr. Whitacre thinks it would be best to get everyone on the same page and we (the Committee) need to get it right.

Mr. Whitacre made a motion at 7:40 pm to adjourn the meeting. Seconded by Mr. Bear. Next meeting will be announced at a later date.

Respectfully submitted,

Brenda C. Sweet, Chair Date: *Brenda C. Sweet*

Minutes taken by Kristy Thome (from the video taping)