

The meeting commenced at 2019 hrs.

Committee members in attendance: Chairman David W. Voss, Raejean Hardig, Jim Sunderhaus and Dan Cunningham.

Other Council Members in attendance: Kitty Zech, Amy Richter and Stefanie Hawk.

Administration in attendance: Mayor Sam Keller

Others: None

Meeting Objectives: Originally, this meeting was set to discuss a letter from the Police Chief and Fire Chief dated June 17, 2021 requesting a pay adjustment of 6% based on a survey by the Hamilton County Chiefs of Police. The requested raise in pay is to bring the Chiefs salaries closer to the county average. A copy of the letter was provided to all members of Council.

Since the initial letter, Mayor Keller sent a letter dated 07-22-2021, requesting increases in salary for other additional City employees. The employees are the Safety Service Director, the Public Works Superintendent, the Administrative Assistant, the Tax Clerk, part-time filing clerk, and the lifeguards and managers of the pool. A copy of this letter was provided to all members of council.

The chair opened the meeting. To preface discussion of the requested wage increases, the chair provided a packet of information to everyone. The packet included copies of the of the following documents:

1. Letter from the Police and Fire Chief requesting a 6% salary increase
2. Letter from the Mayor re pay increases for SSD-PC-FC-PWS-Admin Asst-Tax Clerk-PT Filing Clerk-Life Guards and Managers
3. Gross Wage Information for 2019 for all employees
4. Gross Wage Information for 2020 for all employees
5. Pool Wages 2021
6. Pay Raise Spreadsheet Info re 2019-2020-2021
7. Salary and Increase Spreadsheet Information

There was a robust discussion amongst Council Members and the Mayor relative the requested pay increases. Council voiced concerns about the affordability of the pay increases, what are the actual real costs of the raises when benefits are factored in, the lack of data to support the requests, no written job descriptions, liability to the City relative comp time and sick time on the books and where will the money come from to pay these salary increases. Will property owners face another tax levy to cover these additional costs? The idea of providing bonuses to employees versus pay increases was also part of the conversation and in line with business practices of many employers.

The meeting adjourned without a consensus to the pay increases. Council requested additional information from the administration before any forthcoming decision.

Another finance committee meeting will be held in the future.

The meeting concluded at 2135 hrs.

Respectfully submitted,



David W. Voss



Raejean Hardig



Jim Sunderhaus

Dan Cunningham

