

Commissioners' Journal
March 15, 2012

The Geauga County Board of Commissioners met in session on March 15, 2012 at 10:00 a.m. in the Commissioners' Chambers located at 470 Center Street in Chardon, Ohio.

It is declared and determined that all formal actions of the Board of County Commissioners concerning and relating to the adoption of all resolutions that were adopted in this meeting, and that all deliberations of the Board of County Commissioners that resulted in such formal action were open to the public and were in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

The President of the Board, Mary E. Samide opened the meeting at 10:02 a.m. by leading the Board and audience in reciting the Pledge of Allegiance.

APPROVE MINUTES

Motion: by Commissioner Jemison, seconded by Commissioner Young to approve and execute the minutes for the meeting of March 13, 2012.

<i>Roll Call Vote:</i>	<i>Commissioner Jemison</i>	<i>Aye</i>
	<i>Commissioner Young</i>	<i>Aye</i>
	<i>Commissioner Samide</i>	<i>Aye</i>

APPROVE FINANCIALS

Budget Administrator Heidi Delaney explained the financials as an Appropriation transfer for the Transit Department for vehicle purchases and a Supplemental Appropriation for the Department of Job and Family Services Child Services Enforcement Agency (CSEA) travel; and a purchase order for Motorola, Incorporated for the state term purchase of radios for the Department of Emergency Services with Homeland Security equipment funds.

Motion: by Commissioner Jemison, seconded by Commissioner Young to approve and execute Resolution #12-050 itemizing the financials for the meeting of March 15, 2012.

<i>Roll Call Vote:</i>	<i>Commissioner Jemison</i>	<i>Aye</i>
	<i>Commissioner Young</i>	<i>Aye</i>
	<i>Commissioner Samide</i>	<i>Aye</i>

DEPARTMENT OF WATER RESOURCES – HIRE SAMANTHA BIRLI - ADMINISTRATIVE SECRETARY (#2319)

Director Doug Bowen explained that they had done the interviews for the Administrative Secretary position and all agreed upon Ms. Birli. Mr. Bowen stated that Ms. Birli had graduated with a Business Administration degree from Kent State and that she is from Chardon. Mr. Bowen noted that Ms. Birli knows what she wants to do and that includes staying here in Chardon.

Motion: by Commissioner Jemison, seconded by Commissioner Young to approve hiring Samantha Birli for the position of Administrative Secretary (#2319) to be effective March 19, 2012 at a rate of \$10.99 per hour. After the successful completion of a 180 day probationary period the rate will increase to \$11.57 per hour.

<i>Roll Call Vote:</i>	<i>Commissioner Jemison</i>	<i>Aye</i>
	<i>Commissioner Young</i>	<i>Aye</i>
	<i>Commissioner Samide</i>	<i>Aye</i>

PLANNING COMMISSION – PLAT – STONERIDGE OF GEAUGA SUBDIVISION PHASE 6 – BAINBRIDGE TOWNSHIP

Commissioner Samide stated that the Planning Commission had approved the plat for Stoneridge of Geauga, Phase 6. Ms. Samide noted that Mr. Peterson had commented at the meeting that this project was the twelve year overnight wonder. This subdivision originally started as condos and is now individual homes. County Administrator David Lair asked if the roads were dedicated to the Township. Planning Director David Dietrich stated no, that they were private roads. Some discussion took place regarding the size of the homes and their value, noting that some were in the million dollar range and that one home was around 17,000 square feet in size. Mr. Dietrich added that the agreement with Mr. Petersen is to continue to do phases as he progresses with having secure sales.

Commissioners' Journal
March 15, 2012

Motion: by Commissioner Jemison, seconded by Commissioner Young to approve and execute the Plat of Stoneridge of Geauga Subdivision Phase 6 in Bainbridge Township.

<i>Roll Call Vote:</i>	<i>Commissioner Jemison</i>	<i>Aye</i>
	<i>Commissioner Young</i>	<i>Aye</i>
	<i>Commissioner Samide</i>	<i>Aye</i>

OTHER

Local resident Skip Claypool asked a question about an action that had been taken to give the county employees a raise. Mr. Claypool asked the Board what the plan was to pay for it. Commissioner Jemison stated that the cash balance was \$400,000.00 more than we went into 2011 with. The net effect of a 2% raise on the General Fund starting on March 4, 2012 is less than \$300,000.00, if it had been for the full year it would be more. Mr. Lair stated that they use the General Fund as a kind of barometer for the financial ability of the county to pay even though a number of employees are not paid out of the General Fund. Mr. Claypool added that this was a permanent commitment adding that this year we are apparently in pretty good shape, but this increases the budget for next year by another \$300,000.00. Mr. Jemison stated that he would say the county was in better shape, that the last couple of years the county has concentrated on being able to maintain the services we have. Mr. Jemison explained that the employees, Elected Officials and Department heads have come to the Board with ways to save money and with new ways to make ourselves more efficient and the time was now that we needed to compensate that effort, with a very conservative amount. Mr. Lair stated that it is a permanent commitment, but when people leave they are replaced generally with lower paid people. Commissioner Samide added that some employees are not replaced by attrition.

Mr. Claypool asked if there was a plan, if the Board was looking at the next five years, and if they were doing projections, with expectations of people retiring. Mr. Lair stated that they do projections informally, but with recent installations of new software that will help do projections more precisely and they hope to use it for the next tax budget for 2013. Mr. Claypool asked if the questions were asked, if any of the things he had asked were even considered, and if the Board would have to offset costs in other areas or if they would have to raise taxes. Mr. Jemison stated that there is no plan to increase taxes whatsoever. Mr. Jemison explained that when they do the budget they not only look at 2012, but they are also looking at 2013, 2014 and 2015. Mr. Jemison stated that the Board felt that they believed the county could afford to do this, it will be \$300,000.00 for next year for the 2% as it continues on, but this year the amount is less because it was being started now. Mr. Jemison stated they felt they could sustain this and it is well deserved to the employees as they haven't seen a raise since 2009. Mr. Lair explained that how it is applied is up to the individual hiring authority, that under the Commissioners' hiring authority other than Job and Family Services, the calculations were done and it was figured out that the Board could give everyone an additional \$0.35 per hour. This increase's overall effect was a little under 2%; this helps the people that need the most help and raised the entry level wages to be more competitive. On the other side, the higher you are paid, the less percentage of increase you actually saw. Mr. Lair stated the Board felt it was the right thing to do. Mr. Lair stated that the Commissioners by their action approved increases to appropriations for the other Elected Officials and hiring authorities, how they handle that, with a 2% across the board increase allowed in the salary appropriation is within their discretion.

Mr. Claypool asked out of curiosity how salaries are handled in terms of performance versus across the board kind of pay increases. Mr. Lair explained that raises based on annual performance reviews have a criteria level and if an employee falls below the minimum criteria they would not receive a raise; conversely in good times there was a merit raise that would be two steps in the pay scale. This case is a flat rate increase to most benefit the lower paid people. Mr. Claypool inquired about pay scales, and Mr. Lair stated that the county has pay grades. Mr. Lair noted that in doing these calculations it was found that the average salary in the Commissioners hiring authority is a little under \$35,000.00 a year, noting that relatively speaking that these employees are not super highly paid. Mr. Claypool added that 2% wasn't much. Mr. Lair stated that it figured out to be about \$520.00 more per employee for this year. Mr. Claypool inquired about the number of employees in the county. Mr. Jemison and Mr. Lair responded that it is about six hundred (600+) plus full-time, but with part-time employees it is around eleven hundred (1100). Ms. Samide added that the Elected Officials are not included in this increase. Mr. Lair added that the county is blessed to have very good employees. Mr. Claypool asked them to explain the hiring authority. Mr. Lair stated that Elected Officials,

Commissioners' Journal
March 15, 2012

like the Sheriff are their own hiring authority. Mr. Claypool added that the Board then had no responsibility regarding the Sheriff's Department. Mr. Lair stated no, that the Board sets the budget and the Sheriff does what he needs to do to live within in that budget amount, and that this increase would be up to them on how it would be divided out.

Commissioners' Clerk Christine Blair added that the Board took action on March 8th to approve supplemental appropriations of 2% for those in their budgetary authority and then on March 13th the Board approved wage adjustments and compensation of \$0.35/ hour to those under their hiring authority. Ms. Blair added that the minutes were not yet online as the minutes from March 13th were just approved in this morning's meeting.

ACKNOWLEDGEMENTS

- a) A weekly report filed by the County Dog Warden of all dogs seized, impounded, redeemed or destroyed for the week ending March 7, 2012 as required by O.R.C. 955.12.*
- b) A monthly report filed by the Geauga County Sheriff's Office of an account of expenses for the prisoner transport for the month ending February 2012 as required by O.R.C. 325.07.*

OTHER

The Board reviewed upcoming events.

MEETINGS

Thu., 3/15 Leadership Geauga Youth Government Day

Mon., 3/19 Board of Revision, 9:00 a.m.

Mon., 3/19 Family First Council, 2:00 p.m. at Job and Family Services

Tues., 3/20 The Commissioners will hold regular session.

Tues., 3/20 Investment Advisory Board, following session (re-scheduled from 3/13/2012)

Thu., 3/22 The Commissioners will hold regular session.

Mon., 3/26 Geauga Park District will hold a work session with the Commissioners beginning at 8:00 a.m., Swine Creek Park Lodge, Middlefield

Tues., 3/27 The Commissioners will hold regular session.

Tues., 3/27 The Commissioners' will hold Public Hearing #1 for the Community Development Block Grant (CDBG) Grant Program at 10:30 a.m.

Wed., 3/28 Health District Advisory Committee meeting, 7:00 p.m.

Thu., 3/29 The Commissioners will hold regular session.

Commissioners' Journal
March 15, 2012

BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD, COMMISSIONER JEMISON ADJOURNED THE MEETING AT 10:23 A.M.

Geauga County Board of Commissioners

Mary E. Samide

William S. Young

Tracy A. Jemison

Christine Blair, Commissioners' Clerk