

COUNCIL PRESIDENT-JENNIFER WASILK
COUNCIL AT LARGE-DAVID JANIK
COUNCIL AT LARGE-MARTIN HEBERLING
COUNCIL AT LARGE- CHUCK WINIARSKI

COUNCIL WARD ONE-BRIAN DEMBINSKI
COUNCIL WARD TWO-BECKY HARMYCH
COUNCIL WARD THREE-JAKE WACHHOLZ
COUNCIL WARD FOUR-MATT NAHORN

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Minutes of the Finance Committee Meeting held November 3, 2025, at 7:00 P.M. Present in Council Chambers were Chairman Dembinski, Mr. Nahorn, Mr. Wachholz, Mr. Heberling, Ms. Harmych, Mr. Janik, Mr. Winiarski, Council President Wasilk, Mayor Costilow, Auditor Phillips, Treasurer Lawrence, Law Director Pecora, Assistant Law Director Ward. Mr. Jeffreys was absent and had a letter on file. Mr. Heberling motioned to excuse Mr. Jeffreys as he had a letter on file. Seconded by Mr. Nahorn. Voice vote 7-0 to excuse Mr. Jeffreys.

A-25-36 An ordinance establishing the salary of the Auditor of the City of Amherst for the years 2026, 2027, 2028 and 2029; repealing all Ordinances in conflict herewith; emergency.

Mayor spoke and said there are some items that may be tabled, especially the ones Council got very late. The Union takes responsibility of typing up their contracts. Generally speaking, his suggestion for the increases is 3.5% increase for the first year, 3% and 3% for the following two years. For the fourth year of the Auditor, what we have done in the past is that it's just the average of the two groups of unions what it would be. He made some general comments regarding most of the ordinances.

Mr. Winiarski motioned to take this to the floor of council as written with the emergency. Seconded by Mr. Wachholz. Voice 7-0 to send to the floor with the emergency.

A-25-37 An ordinance establishing the salary, terms, and other conditions of employment for the Information Technology Department of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor asked this to be voided because the technology department was moved into A-25-38. Mr. Wachholz motioned to kill. Seconded by Mr. Heberling. Vote: 7-0 to kill this item.

A-25-38 An ordinance establishing the salary, terms, and other conditions of employment for certain full time non-bargaining employees of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow pointed out that the IT department has been added to this agenda. The raises are consistent with the other ordinances. This is also consistent with the longevity with the ordinances based on hourly rate. Sick time buy out has been raised from 60 to 90 days. Funeral leave has been updated to be consistent with what AFSCME currently receives. Dental has been increased to level 4. Employees have also now have access to legal services. Meal rates and college degree stipends have been updated to reflect the current prices. Mr. Janik asked the mayor if he knew how much overtime was normally worked by these positions and the mayor answered not an excessive amount of overtime. Mr. Janik asked for a report on the overtime worked for the next meeting. Mr. Winiarski asked about the starting rate wages and how the percentages are determined. The mayor answered it's largely based on experience and knowledge. Mr. Winiarski asked about the Cobra rate for new hires and how that works and the mayor explained that the rate for employees is now set at 15% of Cobra costs. Mr. Winiarski asked about "pyramid overtime" and the mayor said we don't use it here but would have a good explanation for the next meeting. Mr. Winiarski asked who tracks comp time and the mayor explained it's part of the payroll system. Mrs. Wasilk Googled "pyramid overtime" and explained it's when you pay an employee twice by combining two types of overtime like daily and weekly overtime. Mr. Dembinski commented that the "Income Tax Clerk" is technically named the "Income Tax Office Clerk" per the ordinances earlier this year. Mr. Dembinski also asked about why we break down meals instead of a flat rate for the day. The mayor explained if the employee is only out working for breakfast then we only wanted to pay for breakfast. Mr. Janik asked if we award compensation for meals if a meal is provided by a conference and the mayor explained that no, we do not.

Mr. Nahorn motioned to take to the floor of council with emergency. Seconded by Mr. Winiarski. Vote: 7-0

A-25-39 An ordinance establishing the salary, terms, and other conditions of employment for the Office of Aging of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow said the changes are the same as the previous ordinance. Mr. Winiarski motioned to take this to the floor of council with emergency. Seconded by Ms. Harmych. Vote 7-0 to take to the floor of council.

A-25-40 An ordinance establishing the salary, terms, and other conditions of employment for the permanent part time Payroll/Clerk/Budget Assistant of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow explained that Part time employees may not get all the same benefits as a full time employee but there were increases to keep this position closer to the other ones. Mr. Janik asked about what if any benefits are included and how many hours they work and the mayor explained the benefits are the same as they currently are, including a max of 32 hours per week.

Mr. Heberling motioned to take to the floor of council with emergency. Seconded by Mr. Wachholz. Vote: 7-0

A-25-41 An ordinance establishing the salary, terms, and other conditions of employment for the Super Intendent of Utilities and Water Pollution Control Center and Supervisors of the Electric, Sewer, Street water and Water Pollution Control Center of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow explained that these positions are consistent with the pay raises and other benefits of the other positions. There was an additional increase in the clothing allowance which had not been updated in a while.

Mr. Wachholz motioned to take this to the floor of council with emergency. Seconded by Mr. Heberling. Vote: 7-0

- A-25-42 An ordinance establishing the salary of the Treasurer of the City of Amherst for the years 2026, 2027, 2028 and 2029; repealing all ordinances in conflict herewith; emergency

Mayor Costilow said this is only a salary increase for an elected position. Mr. Janik asked about a typo and the mayor said it'd be corrected for the next meeting. Mr. Janik motioned to take this to the floor of council with emergency. Seconded by Mr. Wachholz. Vote 7-0 to send to the floor of Council.

- A-25-43 An ordinance establishing the salary, terms and other conditions for the permanent part-time Tax Assistant 1 of the City of Amherst; repealing all Ordinances in conflict herewith; Emergency

Mayor Costilow said the holidays may not be consistent with the other positions but we could update if needed. Mr. Janik motioned to make the holidays match the Payroll/Clerk/Budget Assistant position. Seconded by Ms. Harmych. Vote 7-0 to update. Vote 7-0 to update the proposed ordinance. Mr. Janik motioned to take this to the floor of council as amended with emergency. Seconded by Mr. Wachholz. Vote 7-0 to take to the floor of Council.

- A-25-44 An ordinance establishing the salary, terms, and other conditions of employment for the Fire Chief of the Fire Department of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow explained that not much was needed to be changed because this was a new ordinance from just a few years ago. The pay and some of the benefits were changed to be consistent with the other positions. Mr. Winiarki asked if the holidays were correct. The mayor explained it would be corrected for the next meeting, including changing the 2nd Labor Day to New Year Day. Mr. Winiarski asked if the bereavement days were correct and Mayor Costilow said he would double check if it should match the other ordinances and if this is consistent with the police department. Mr. Winiarski asked about military leave pay is missing and Mayor Costilow said he'd look into it for the next meeting. Mr. Winiarski asked why the Chief is able to donate 40 vacation hours to any other employee and if that's supposed to be there and the mayor said he'd look into it. Mr. Janik motioned to take this to the floor of council with emergency. Seconded by Mr. Wachholz. Vote 7-0 to send to the floor of council with emergency.

A-25-45 An ordinance establishing the salary, terms, and other conditions of employment for the Chief and Lieutenant of the Police Department of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow explained that some of these positions have a higher raise for the first year to bring them better in line with what is deserved. The bereavement leave is consistent between the police and fire departments. The other benefits were changed to bring them consistent with the other positions.

Mr. Wachholz motioned to take to the floor of council with emergency. Seconded by Mr. Nahorn. Vote: 7-0 to take to the floor of council.

A-25-46 An ordinance establishing the salary, terms, and other conditions of employment for the full-time Civilian Administrator for the Police Department of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow explained there is one difference in this ordinance to give them one and a half rate for working on a holiday. It also clarifies the maximum amount of vacation which may be earned. The other benefits were changed to be consistent with the other ordinances.

Mr. Heberling motioned to take this to the floor of Council with the emergency. Seconded by Ms. Harmych. Vote 7-0 to take to the floor of council.

A-25-47 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's American Federation of State, Municipal and County Employees (AFSCME) for the years 2026, 2027 and 2028; emergency

Mayor asked that this be tabled. Mr. Heberling motioned to table. Seconded by Mr. Wachholz. Vote 7-0 to table.

A-25-48 An ordinance establishing the salary, terms, and other conditions of employment for the Fire Department of the City of Amherst and repealing all ordinances in conflict herewith; emergency.

Mayor Costilow asked that this be tabled. Mr. Wachholz Motioned to table this item. Seconded by Mr. Heberling Vote 7-0 to table.

A-25-49 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's Full Time Patrols and Sergeants unit of the Ohio Patrolmen's Benevolent Association for the years 2026, 2027 and 2028; emergency

Mayor Costilow asked to table. Mr. Wachholz motioned to table this item. Seconded by Ms. Harmych. Vote 7-0 to table.

A-25-50 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's Part-time Dispatchers unit of the Ohio Patrolmen's Benevolent Association for the years 2026, 2027 and 2028; emergency.

Mayor Costilow asked to table. Mr. Wachholz motioned to table this item. Seconded by Ms. Harmych. Vote 7-0 to table.

A-25-51 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's Full-time Dispatchers unit of the Ohio Patrolmen's Benevolent Association for the years 2026, 2027 and 2028; emergency.

Mayor Costilow asked to table. Mr. Wachholz motioned to table this item. Seconded by Ms. Harmych. Vote 7-0 to table.

A-25-52 An ordinance establishing the salary, terms, and other conditions of employment for the Fire Department of the City of Amherst and repealing all ordinances in conflict herewith; Mayor Costilow asked to table. Mr. Wachholz motioned to table this item. Seconded by Ms. Harmych. Vote 7-0 to table.

A-25-53 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's Part-time Dispatchers unit of the Ohio Patrolmen's Benevolent Association for the years 2026, 2027 and 2028; emergency.

Mayor Costilow asked to kill. Mr. Wachholz motioned to kill this item. Seconded by Ms. Harmych. Vote 7-0 to kill.

A-25-54 An ordinance approving and accepting a collective bargaining agreement with the City of Amherst's Part-time Patrol Unit of the Ohio Patrolmen's Benevolent Association for the years 2026, 2027 and 2028; emergency.

Mayor Costilow asked to table. Mr. Wachholz motioned to table this item. Seconded by Ms. Harmych. Vote 7-0 to table.

Finance November 3, 2025

Page 7

Mr. Wachholz motioned to adjourn. Seconded by Ms. Harmych. Vote 7-0 to adjourn.

The meeting adjourned at 7:46 p.m.

Brian Dembinski, Chairman

Finance Committee

Committee