

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
December 20, 2022

There was a meeting of the Personnel Committee in Council Chambers on December 19, 2022 following the Service Committee with these members in attendance:

Jonathan Lang -Chair
Cheri Hottinger- Vice Chair
Mark Labutis
Spencer Barker
Colton Rine

We wish to Report:

1. **Ordinance No. 22-56** AN ORDINANCE AMENDING THE POSITION CLASSIFICATION, PAY RANGE AND DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK, DEPARTMENT OF Safety, DIVISION OF Police BY CREATING THE POSITION OF Criminalist, ABOLISHING THE POSITIONS OF 2 Communications Operator(s), 3 Communications Operator 1(s), 7 Communications Operator 2 (s), 1 Crime Prevention Coordinator, 1 Forensic Scientist, 1 Parking Meter Repair Worker and 1 Police Communication Supervisor AND SETTING THE COMPENSATION THEREFORE

Bill Spurgeon, HR Director - The piece before you does two things. We wish to create a Criminalist. Chief McKee and his Command Staff have had the opportunity to review their organization and believe some changes are in order. Director Hickman and I agree. We currently have a sworn police officer analyzing evidence, testifying, helping court build parties to account. As we're doing some succession planning, we'd like to put that person on the street when a new asset comes in, strictly a scientific mind. So, that's the overall strategy is to put the police officer on the street to fight crime and get a scientific mind in here to be a criminalist. If it would please the committee I took the liberty of bringing some position descriptions if you would like to pass them over. You will notice this is a degreed position, scientific mind processing evidence and so on and so forth. So, would certainly urge your cooperation to send that on to Council, we have Chief McKee here if you have technical questions, there is a second dynamic to this piece of legislation. I want to thank the Auditor and Law Director because it's comprehensive, Director Hickman said let's get it in there. Every position we're not going to use, let's abolish them. So we're proud of the fact we're asking for one position, we're abolishing 16. This was done, I've engaged our business partners in the AFSCME bargaining unit to

make sure they were comfortable with our abolishing these positions and they said we're good to go. We're pretty proud of being able to clean up our books.

Motion to send to full council by Mr. Barker, second by Mr. Rine

Ms. Hottinger - The positions you're abolishing have never been filled or were once filled and are no longer, what's the history behind them?

Director Spurgeon - Great question. After becoming HR Director 3 years ago, getting our hands around legislative positions, what's out there, wasn't the easiest task, that's one reason why I want to thank our Auditor's office. So these yes, on the books, for example, parking meter attendant at one time we used it, it's a different animal now, different methods. So, it's a blend, some have changed and are no longer needed some were in the past and we just weren't using.

Ms. Hottinger - So none of these would be possibly used in the future.

Director Spurgeon - That's why we engaged our business partners to make sure they were comfortable and certainly strategic decisions of Director Hickman and Chief McKee, we've had a lot of discussions and are pretty comfortable abolishing the positions we've brought before you.

Mr. Lang - I will just add that I appreciate the effort to go out and clean up as we go along to get those empty positions off the books, so thank you for doing that.

Motion passed 5-0

The Personnel Committee is adjourned

Jonathan Lang- Chair