

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
October 4, 2022

There was a meeting of the Personnel Committee in Council Chambers on October 3, 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. 22-40** AN ORDINANCE AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK DEPARTMENT OF HUMAN RESOURCES AND CREATING THE POSITION OF *RISK CONTROL AND EDUCATION SPECIALIST* AND SETTING THE COMPENSATION THEREFORE

Bill Spurgeon, HR Director – This is a collaboration between myself and the Superintendent of our Water Division. We had a position, an asset that was solely dedicated to providing services to the Water Department, safety and training. We'd like to expand that reach, this would be more of a global position, it would reside in my shop. We've added an educational piece to it so we could identify unsafe practices, show folks how to be safe for future endeavors and again we would continue to provide training to our friends in the Water Department. This will keep our BWC experiences low which is a good thing for all of us and we certainly urge your support.

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

Ms. Hottinger – Clarification, when would this begin?

Director Spurgeon – We are not asking for funding today. This would be a partnership, this would be next years budget. I'm envisioning a 70/30 split, I realize there are priorities in every budget and am hoping it survives, but if it doesn't I want to be clear we are not asking for funding this evening. Just creating the position.

Mr. Lang – I understand that you did work with the Law Director on an update to the legislation that was in the packet.

Director Spurgeon – Yes, thank you and I certainly want to thank our Director of Law. I am still learning to use the software to run strength authorization tables, there is one vacant, but unfunded position. I believe that is the next to the last one, 667.02, I just wanted to show that to you to make sure you are aware that is created but unfunded at this time.

Mr. Lang – So you are asking to replace 22-40 with 22-40-A which has everything in the department.

Director Spurgeon – Yes, Mr. Chair we would.

Motion to amend by Mr. Labutis, second by Mr. Barker, motion to amend passed 5-0

Mr. Marmie – This is going to be someone who is basically analyzing other employees throughout the city, correct? There could be situation where they would have to write up another employee, is that correct?

Director Spurgeon – There could be, but I want to be clear, it's not my office's intention to discipline anyone, but to make enhanced awareness and conduct training. If it was a disciplinary process, we would report that through their chains of command and make recommendations and they could choose to do what they wish.

Mr. Marmie – My concern is that this is a Union position we are basically trying to create here and that Union person could actually be observing and recognizing and having to write up other Union employees. Could that be of concern in the future or could it be something where we've put them in a bad situation.

Director Spurgeon – I believe it's not a bad situation, we have crew leaders in water Distribution as we are now, so we do have members of the bargaining unit responsible for other members of the bargaining unit and I've not observed any conflicts of interest or unwillingness to execute their duties.

Mr. Marmie – My final question then would be, why did we choose to put it as a Union position?

Director Spurgeon – This was a revision of a position that was already in the bargaining unit, these are the primary duties, that would be an erosion of the bargaining unit to put it somewhere else. You keep it within the bargaining unit. Certainly, my office, me now I am responsible to make sure it is being done appropriately, but that is the logic.

Motion to send to council as amended passed 5-0

2. **Ordinance No. 22-41** AN ORDINANCE AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK DEPARTMENT OF SERVICE, DIVISION OF CEMETERY & PARKS AND CREATING THE POSITION OF *ASSISTANT SUPERINTENDENT* AND SETTING THE COMPENSATION THEREFORE

Director Spurgeon – We have a unique opportunity to extract knowledge from our Superintendent who has served a long time and who has served well. Our Service Director believes and I agree that we must make some plans, we can't count on everyone to be here forever and again, we want to create a second in command. The idea being whoever the Assistant Superintendent ends up being they can learn from our current Superintendent while they are still here. And again, I am anticipating Ms. Hottinger's question, We're not asking for money.

Motion to send to full council by Ms. Hottinger, second by Mr. Barker

Mr. Lang – I understand this one is similar to the last one, we wanted to update it and include everything that is in the Table in the Department.

Director Spurgeon – Yes, I failed to recognize position 3432651.01 which is a crew leader, it is on the books and currently not funded, I've not had a conversation, but I feel the intention is to not fill that.

Mr. Lang – My question I would pose and I don't know if you have any thoughts one way or the other is to just eliminate that now since it is unfunded and then re-introduce it later. I know generally as we go through these we try to eliminate positions that are unfunded, I don't know if Director Rhodes has any thoughts on that.

Director Rhodes – I have no problem with eliminating that position, but I served on Personnel Committee, Councilman Marmie and myself, we always felt we need to clean up Tables and if we need that position, which we do not intend to fund, next year it will be three years unfunded, I can always re-approach Council.

Motion by Mr. Lang to replace 22-41 with 22-41-A with the exception of marking out the unfunded crew leader position, second by Mr. Barker, motion to amend passed 5-0

Motion to send 22-41-A as amended on to full council passed 5-0

1. The Personnel Committee is adjourned

Jonathan Lang- Chair