

## Personnel Committee Minutes

Honorable Council  
City of Newark, Ohio  
August 22, 2023

There was a meeting of the Personnel Committee following Service Committee in Council Chambers on August 21, 2023 with these members in attendance:

Jonathan Lang -Chair  
Bradley Chute- Vice Chair  
Mark Labutis  
Spencer Barker  
Colton Rine

We wish to Report:

- 1. Ordinance No. 23-40-A** AN ORDINANCE SETTING COMPENSATION AND STATING POLICY WITH RESPECT TO CERTAIN APPOINTED POSITIONS OF THE CITY OF NEWARK, OHIO REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT HEREWITH AND DECLARING AN EMERGENCY

**Bill Spurgeon, HR Director** - This is previously introduced legislation, we listened to the Council's concerns and we have eliminated one parity adjustment and captured one additional asset, Chief Deputy Clerk of Courts I omitted in the first legislation, so I urge your support.

**Mr. Lang** - So, at Finance Committee last meeting we amended 23-40, to 23-40-A and we added the Deputy Clerk as Director Spurgeon mentioned. Any discussion or questions from the committee or the audience? So I know Director Spurgeon as we look through this we've got 7's and 4's essentially, so 7-4-4-4 for all of those positions, is that correct?

**Director Spurgeon** - There is one exception, you are correct, so, 7-4-4-4 which is parallel with the compensation I've espoused from the beginning and there is one group that has a modest parity adjustment.

**Mr. Lang** - I would love to hear from any of the elected officials who do these appointments, I don't know if the Mayor has an opinion on this legislation, our Law Director, if you want to speak to your people.

**Mr. Barker** - That parity adjustment, the amount of that adjustment is what?

**Mr. Lang** - 9.21, it's 7 in the first year for the Assistant Law Director, so it's 9.2 instead of 7, so it's an additional 2.2% for those positions.

**Tricia Moore, Law Director** - I did ask for an additional for my people and the reason is, we are part of the safety forces and I don't want us to be forgotten in all of this. Work is getting more voluminous and I don't think it's going to slow down at any point. I also have two members of my staff that are, one could retire at any point and one has been in service 23-25 years. So, from our last experience of hiring an Assistant Law Director, I

don't feel the base we were offering to the public was competitive. We have to remember that these are Doctorate Degree holders and they have to have passed the bar to even have the job. So, we did not get a lot of interest in the job, we did not get a lot of interest from people that we could afford. We were lucky to get one Bobbie Yeager who we hired and she's doing really well, but as we look to the future I just want to make our office competitive and attract good people to the City because it is not an easy job, what we do. That's why I asked for just a little bit of a bump for my people.

**Mr. Lang** - Just a quick question, so I know it's mentioned from time to time that these folks do get money from representing other municipalities, can you speak to where that is for these folks or do you have an average.

**Law Director Moore** - It's all different. We do contracts with Granville, Reynoldsburg, Heath, Hebron and from the County to prosecute those cases, so of course that means more work for my staff. We do get paid for that, our average salary with that compensation is right around 93. One thing I always keep in mind with those contracts is that they could be taken away at any moment. So the only thing we can really rely on from year to year is that base salary from the City.

**Mr. Lang** - So, when you're hiring people that's not necessarily part of the calculus.

**Law Director Moore** - Yes, because we also want to see do they work out, are they efficient, are they good at what they do because we have really good retention in my office. We have attorneys, I've been there 20 years next year, Amy Davison who has been there since 2006, Mike King who has 30 years of experience, so we have a really good group of people and I want to replace them with like people.

**Mr. Lang** - Auditor Bubb would you like to speak to your staff?

**Ryan Bubb, City Auditor** - I appreciate you considering this, I just have one position here. As you know the Auditor's Office is at the end of the day responsible for all the finances of the City and this Deputy Auditor is more in line with what a Deputy Finance Director should make although it's still below what he really should make. I at 5 ½ employees, keep in mind, a few of those employees are part of the bargaining unit and if Jackie's not there we have to have another back up to fill in for payroll and doing P.O's, so, it's very important for consistency, we need to keep good people in there and we need to make this an attractive position. So, I would 100% ask for your support on this.

**Mayor Hall** - I am in support of this wage scale for the 4 directors for the next 4 years. As I think you know we may act a little different than prior administrations, but while we have an enormous amount of communication before Monday night, It's Monday night when I have the Directors come here and engage in most of the legislation, it makes for good bonding with Council. As you know most everything that goes on in the City goes through one of those 4 directors and while Our Auditor works hard with Jim we're also working beside them. Newark's taken on quite a different demeanor in the last few years, looking at that and looking forward to the growth in Licking County, the hard work that all of the Director's do allows me to go over to the MORPC meetings and talk to special groups and do a lot of things that we're doing in preparation for that growth that's coming. I do believe growth is going to happen in a short term in Newark and Heath and a little bit in Johnstown, so we're trying to be ready for what happens

tomorrow, but we still have a ship to float and keep running every day. I appreciate everything the Director's do and the hard work they put in, so I would say keep up with the wage increase extended to the hard workers out there and would ask you to support this.

**Mr. Lang** - I appreciate all of you sharing your thoughts, it's very helpful. I would say from my perspective, I am in support of sending this on, the 7s and 4s keep it in line with our union contract. I do think being an attorney in the private sector, with these people in Director Moore's office we're still behind what you would get in the private sector, but that's okay you're not supposed to get the same in the public sector, but I think to bring good talent in I do think a little bit more is warranted there.

**Motion by Mr. Barker to send to full Council, second by Mr. Chute**

**Mr. Lang** - Director Spurgeon, I do have one more question, this is all to go into effect January 1, correct? Do we need the emergency clause on it, it would be my preference to remove it.

**Director Spurgeon** - Yes, and I would defer to our Director of Law.

**Law Director Moore** - I have no problem with removing it, we have time.

**Motion to amend to remove the emergency clause by Mr. Lang, second by Mr. Barker, motion to amend passed 5-0**

**Motion to forward amended 20-40-A to Council passed 5-0**

**Mr. Lang** - We had a request to discuss the AFSCME contract and we will need to go into executive session.

**Motion to go into executive session for the purpose of discussing a personnel matter related to union contracts, I would like to keep all of the Administration and Council, Department Heads and outside Counsel by Mr. Lang, Second by Mr. Barker**

**Lang - yes, Chute-yes, Labutis-yes, Barker-yes, Rine-yes Motion passed 5-0**

**Motion by Mr. Lang to come out of executive session, Second by Mr. Barker**

**Lang-yes, Chute-yes, Labutis-yes, Barker-yes, Rine-yes Motion passed 5-0**

**Mr. Lang** - Just as a reminder, we did not make any decisions, it was for informational purposes only, everything that was said in executive session has to stay in executive session.

The Personnel Committee is adjourned

Jonathan Lang- Chair