

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
February 6, 2024

There was a meeting of the Personnel Committee following Capital Improvements Committee in Council Chambers on February 5, 2024 with these members in attendance:

Jonathan Lang -Chair
Bradley Chute- Vice Chair
Mark Labutis
Bill Cost
Colton Rine

We wish to Report:

1. **Ordinance No. 24-02** 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 CLASSIFICATION OF Body Worn Camera Administrator, AND SETTING THE COMPENSATION THEREFORE

Bill Spurgeon, HR Director - We seek your support, we know the Police Department has installed a body worn camera program that the officers wear. Since that has taken root they need somebody to administer, so this is a classified position, this will reside within the AFSCME bargaining unit and is pay range 35, we've included a Table of Organization to kind of get glimpse of what the non-safety looks like with non-uniformed, we also since it is a new position have included a position description to get a better idea of the specific duties and I do have some cost estimates and for your awareness, this is a grant funded position, which I'm sure our Director or Chief could speak more to.

Motion to send to full Council by Mr. Labutis, Second by Mr. Rine

Mr. Lang - So, you mentioned that some or all of this is grant funded?

Chief McKee - For the last three years we've upgraded our cameras through the grant funding, it's the same grant through the State of Ohio, just this time we have all of the equipment we need. Obviously when we first introduced the body cameras we wanted to see if this position would be needed and it is. So, for every minute or second of video that has to be released, it has to be watched, so 4 cruisers and 4 officers show up on a scene, that's minute for minute, that's 8 hours someone has to spend on just that one record itself, so this position, obviously we were awarded just over \$88,000 and that position cost is going to be a little less than that, but we would also buy some equipment for that person, computers and stuff to help out with the redaction, if needed. That's the long and short of it.

Mr. Lang - I'll just offer, I think it is great that we were able to get grant support to

support the program, so it's not really coming out of our pocket, I see you have a camera on tonight, so I appreciate it.

Motion passed 5-0

2. **Ordinance No. 24-08** AN ORDINANCE AMENDING THE POSITION CLASSIFICATION, PAY RANGE AND DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK, DEPARTMENT OF PUBLIC SERVICE, DIVISION OF CEMETERY AND PARKS BY ABOLISHING THE CLASSIFICATION OF EQUIPMENT OPERATOR AND CREATING THE CLASSIFICATION OF GROUND MAINTENANCE WORKER, AND SETTING THE COMPENSATION THEREFORE

Director Spurgeon - I want to commend our Superintendent Patznick, she's found a more effective and efficient way to meet her mission. We are essentially abolishing a pay range 36 Equipment Operator and wishing to create a Grounds maintenance Worker, so digging the graves, whatever she needs to meet her mission she's able to do, the citizens will enjoy about a \$3,500 a year cost savings and I certainly urge your support and as we customarily do we've inserted a Table of Organization so you can get a snapshot of the agency. If you have detailed questions, certainly the superintendent is here if you would like.

Motion to send to full Council by Mr. Cost, Second by Mr. Labutis

Mr. Lang - What is the main difference in the position we are getting rid of and the position being created in terms of certifications and things like that?

Director Spurgeon - Commercial Drivers License. Our decision makers wisely at one time decided if we were overran in the Street Division with snowplowing needs, we need some CDL's and great decision. I've asked Chance to measure it and what she discovered was we are using Cemetery and Parks assets to clear snow occasionally, but they are more likely to drive a smaller pickup truck with a blade, not the heavy equipment, they have more senior, better trained with more experience drivers operate those.

Mr. Lang - So we don't need somebody in this position that needs a CDL.

Director Spurgeon - That's my understanding. What are we going to do if we have a season like a couple of years ago, we could still deploy those assets, but a smaller more residential piece of equipment.

Director Rhodes - It comes down to having air brakes, in the Parks Department we don't have any trucks that have air brakes, the ones we would call in would be driving the smaller trucks without air brakes.

Mr. Lang - So, net savings on this.

Director Spurgeon - A 36 is currently \$24.58, it will go down to \$23.17, that's about a \$3,600 savings at base, as a 7 year member about a \$3,700 savings so, an average of about \$3,500 annual savings, so same bang for

less buck.

Motion passed 5-0

The Personnel Committee is adjourned

Jonathan Lang- Chair