

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio, 2018
January 22, 2020

There was a meeting of the Personnel Committee in Council Chambers on Tuesday January 21, 2020 following the Service Committee with these members in attendance:

Ryan Bubb
Mark Labutis
Sean Fennell
Dee Hall
Doug Marmie for Jonathan Lang

We wish to Report:

1. **Ordinance No. 19-52** an ordinance setting compensation and stating policy with respect to Police and Fire Chiefs and Deputy Chiefs of the City of Newark, Ohio; repealing all ordinances and resolutions in conflict with this ordinance; and declaring an emergency was considered.

Mr. Marmie- I have done some research on this and the reason that there was a difference in the two chiefs' salary is because it was two different agreements ago that Chief Sarver requested that he take a lesser pay raise in order to increase his quartermaster. He chose one thing over the other where the Fire Chief didn't want to do that so that is why there was a difference in the salary and the quartermaster. Then the last agreement what happened is they rounded up the Fire Chief's quartermaster to equal the Police. Therefore to round up again the salary when the Fire Chief has already gotten the additional and the benefit of both so therefore it is my recommendation that we not round up like that instead to equal their salaries make sure that we are rounding in the correct manner. I have put a couple of different options together, one of which would be to basically take the 4% increase for the Fire Chief which is equal to what all of the Unions received then the Police Chief would get a little bump up over that which would make that over the 4%. The only other way to go would be option 2 is basically put the Police Chief and Deputy Police Chief at 4% and then that would put the Fire Chief and the Deputy Fire Chief a little below the 4% and that is basically the round down. I am willing to discuss both of those options. It is my belief that these positions should equal what the unions received we just have to determine how we if we are going to round off their salaries to be equal. Do we want to round it off to where the Fire Chief and the Deputy Fire Chief get a little less the first year then they continue to get the 4% or do we want the Police Chief and the Deputy Police Chief to get a little bit

higher than the 4% in that first year. I am willing to discuss that with anybody on the committee but those are my recommendations. They are definitely a change from the current proposal which would actual give the Police Chief over a 7.5% increase and the Fire Chief over 6.5% increase and that is a lot higher than what we gave the unions.

Ms. Hall- asked Mr. Marmie to repeat the percentages he just stated.

Mr. Marmie- the current proposal is 7.65% for the Police Chief and for the Fire Chief it would be 6.61%.

Chief Connor- I would just like to clarify real quickly, Mr. Marmie on something that you mentioned about the quartermaster between Police and Fire Chiefs. The Police Chief has \$600.00 more than the Fire Chief a year and it has not changed it has been that way as long as I have been Chief for 5 years. Just to clarify that information, I think that you said in years past they brought me up to match his that is not true.

Motion by Mr. Marmie to adopt Ordinance No. 19-52, second by Mr. Labutis

Motion to amend Ordinance 19-52 to state the first year for the Police Chief 4% the Deputy Police Chief at 4% the Fire Chief at 2.99% and the Deputy Fire Chief 3.58%, second by Mr. Bubb

Sean Fennell- I was wondering the reason for selecting option 2 versus option 1.

Mr. Marmie- because that way no one would get any higher than the unions.

Rochelle Bolen Smith, 237 Violet Ct- if the ordinance is being amended should it be amended before it is adopted?

Mr. Bubb- are you asking a procedural question?

Rochelle Bolen Smith- yes

Mr. Bubb- no it has to be adopted and then you can amend the adopted ordinance or resolution.

Mr. Blake- I want to thank Mr. Marmie for his work on making this more in line with what was received by other employees and I think that it is a good agreement to honor the service that these employees are doing for our city and community.

Motion to adopt the amendment passed by a vote of 4-1 (Ms. Hall)

Motion to pass Ordinance No. 19-52 as amended on to full Council passed by a vote of 5-0.

Ryan Bubb, Chair