

## Personnel Committee Minutes

Honorable Council  
City of Newark, Ohio, 2017  
June 6, 2017

There was a meeting of the Personnel Committee in Council Chambers on Tuesday, May 30, 2017 following the Economic Development Committee with these members in attendance:

Ryan Bubb, Chair  
Mike Mangus  
Doug Marmie  
Dee Hall  
Curtis Johnson

We wish to Report:

1. **Ordinance No. 17-23** 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.

**Director Buskirk-** I think everybody on the committee knows that every three years we have contracts with our union employees and we also do what is called a statement of policy for our non-union employees. There are four ordinances on the agenda to take care of those people. Ordinance 17-23 is for the Police and Fire Chiefs and the Deputy Chiefs. Ordinance 17-24 is for our management and advisory personnel, 17-25 is our hourly and non-bargaining employees; 17-26 is for administrative technical exempt employees. At the end of each statement of policy it tells the job titles of the people who are in that statement of policy and their wages. The wages that are shown in there that we are asking to be approved is the same as what we gave to the union employees, 1.75, 1.75 and 1.5.

**Mr. Marmie-** I just want to know for the record how we are going to afford these pay increases.  
Director Buskirk- I don't know I talked to you earlier about this.

**Mr. Marmie-** I know I want for the record you don't know how we are going to be able to afford these. If we don't know how we are going to afford them then is it fiscally responsible for this body to proceed knowing that we don't have a plan of action to be able to afford these pay raises.

**Director Buskirk-** Compression is terrible, if we don't give them pay raises pretty soon why would someone even take the job? They can make more money where they are at.

**Mr. Marmie-** using that logic what about appointed positions, Council positions, why is that logic not utilized in the same fashion with that?

**Director Buskirk-** If I were doing the voting and had a say in it, it would change but I don't. Council has passed since I have been here there will be no raises for that.

**Mr. Marmie-** why is your position not in ordinance 17-24?

**Mr. Buskirk-** because I am appointed

**Mr. Marmie-** I don't believe that is correct

**Mr. Bubb-** when we get to 17-24 let's get to that point

**Mr. Marmie-** I wish everybody could get pay raises if we could afford it. My point is if we are utilizing this logic that everybody gets a pay raise why isn't everybody getting a pay raise? Are we being fiscally responsible if we know we can't afford the pay raises that we have and we don't have a clear plan on how we are going to pay for this are we being fiscally responsible by going ahead and granting these pay raises. We don't even know how we are going to pay for the ones that are mandated by the decisions that were put in front of us let alone these which are not mandated. These just like appointed and elected are not mandated so we choose not to give pay raises for whatever reason.

**Motion by Mr. Mangus to send Ordinance 17-23 on to full Council, second by Ms. Hall  
Motion passed by a vote of 4-1 (Mr. Marmie)**

2. **Ordinance No. 17-24** an ordinance setting compensation and stating policy with respect to Management and Supervisory personnel of the City of Newark, Ohio; repealing all ordinances and resolutions in conflict with this ordinance; and declaring an emergency was considered.

**Mr. Bubb-** Doug did you have a question regarding Mike's position?

**Mr. Marmie-** yes, it is not an appointed position. It is supposed to be in this category since it is no longer an appointed position.

**Director Buskirk-** I'd love to argue with you because I'd love to have the raise but that isn't how it works. The Charter made that five years ago a classified position, there has to be a competitive interview process but it is my understanding that it is still an appointed position.

**Mr. Marmie-** we were told it was not with the changes that last took place, the Human Resource Director is no longer an appointed position.

**Mrs. Floyd-** I think that because he was already appointed into the office it is almost like a grandfathered thing for Mike maybe for the next one the Charter would kick in.

**Mr. Marmie-** it took place with the former HR Director.

**Mrs. Floyd-** she was on the Charter but she was not in office.

**Motion by Mr. Mangus to send Ordinance 17-24, second by Ms. Hall  
Motion passed by a vote of 4-1 (Mr. Marmie)**

3. **Ordinance No. 17-25** an ordinance setting compensation and stating policy with respect to Hourly Non- Bargaining unit employees of the City of Newark, Ohio; repealing all ordinances and resolutions in conflict with this ordinance; and declaring an emergency was considered.

**Motion by Mr. Mangus to send Ordinance 17-25, second by Mr. Johnson  
Motion passed by a vote of 5-0 (Mr. Marmie)**

4. **Ordinance No. 17-26** an ordinance setting compensation and stating policy with respect to Administrative Technical Exempt employees of the City of Newark, Ohio; repealing all ordinances and resolutions in conflict with this ordinance; and declaring an emergency was considered.

**Motion by Mr. Mangus to send Ordinance 17-26, second by Ms. Hall**

**Motion passed by a vote of 4-1 (Mr. Marmie)**

Ryan Bubb, Chair