

## Personnel Committee Minutes

Honorable Council  
City of Newark, Ohio, 2017  
November 14, 2017

There was a meeting of the Personnel Committee in Council Chambers on Monday November 14, 2017 following the Service Committee with these members in attendance:

Ryan Bubb, Chair  
Mike Mangus  
Doug Marmie  
Dee Hall  
Jonathan Lang

We wish to Report:

1. **Ordinance No. 17-57** amending the position classification, pay range, and position authorization tables of the City of Newark by creating the position of assistant Director of Human Resources within the Division of Human Resources with a strength of one (1) was considered.

**Director Buskirk-** it looks like with the amended authorized this would be authorized for three people; In essence we would be but we don't plan on filling the HR Assistant position, we won't have the money to do that. The plan would be if this goes through for the Assistant Director of HR when I decide to move on hopefully she would move up and then we would use the HR Assistant position then but we don't have any intention of increasing the number of people in the department. We already have this money in our budget we would just move it around but it wouldn't be effective until January 1 2018. We have \$5,000.00 set aside for overtime. In her current position she can get overtime but with this new position she wouldn't get overtime so we would move that money over into personnel account. She also loses her longevity taking this position. For those of you not familiar with longevity after so many years with the city you get additional money added to your rate.

**Motion by Mr. Marmie to send to full Council, second by Mr. Lang**

**Motion passed 5-0.**

2. **Ordinance No. 17-58** setting compensation with respect to certain elected officials of the City of Newark, Ohio and repealing all ordinances and resolutions in conflict herewith was considered.

**Director Rhodes-** what we are bringing forward is salaries that will make sure that City Council earns a year of PERS for years served and then we set the table to that level. When I first got on City Council, City Council had full insurance benefits which have been repealed which I voted to help repeal. They got credit for health care through PERS 1 point now they do not and at the current wages you don't receive credit for PERS service according to the Assistant Auditor. If you look at the last set of Council races we had the races that were uncontested and we need to continually draw from our citizens the best talent that we can get to run for Council. It is a modest adjustment and it brings it in line so that members would receive 1 year of PERS credit. For the Ward Council members who were voted in it would start in January but for the At Large candidates that are currently serving it wouldn't start for two years at the new election cycle.

**Mr. Mangus-** I believe that we should remove from the table Ordinance 17-44 which dealt with pay raises for the Law Director's office before we move forward with any legislation regarding City Council salaries.

**Motion by Mr. Mangus to remove Ordinance No. 17-44 from the table, second by Marmie**

**Mr. Marmie-** is it just your wish to pull it off or what is the purpose of pulling it off before the other one? We wanted it off the table this evening but I don't understand why it needs to be before or after. It is at your discretion.

**Mr. Bubb-** I don't really have a feeling one way or the other because we are going to discuss it. If it is the wish of this committee we can vote on it now.

**17-44** 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.

**Motion to bring Ordinance No. 17-44 off the table passed by a vote of 5-0.**

**Law Director-** this legislation was drafted because the six employees who I identified in this piece of legislation four of whom are Assistant Law Director's in my office, one is the Deputy Auditor and one is the Chief Deputy Clerk in Municipal Court are essentially the only six non-elected officials in city government whose salary and compensation packages have not been addressed this year. Note in the attachment to the ordinance the amount set for the next three years is concurrent with our collective bargaining agreement and other statements of policy. The amount of raises that I proposed and requested for these six employees four of whom again are mine is 2%. It is slightly higher than the other employees received this year when all of those other categories came before Council. The reason I selected that number is because in 2014 and 2017 these six employees received no raise whatsoever so I was trying to balance out that five year picture so that they are brought up to the same level as all the other employees we have addressed this year.

**Mr. Lang-** do you have a bottom line number of how much this is going to cost to the budget?

**Law Director-** after this was put on the table at the request of Mr. Marmie we were able to go back and look at the entirety of our budget in the Law Director's office; I can't speak to the Deputy Auditor or the Chief Deputy Clerk but 96% of my budget is salary

and compensation. We were able to go back and make a little cut here and a little cut there so the long and short answer to your question is in my office it is going to cost \$2200.00 net.

**Mr. Marmie-** point of order a motion and a second was previously established when it was tabled therefore it already has a motion and a second and bringing it off the table reenacts that motion and second.

**Motion to move Ordinance No. 17-44 to full Council passed by a vote of 5-0.**

**Mr. Lang-** Director Rhodes moving back to Ordinance 17-58 if my math is correct this about a \$5,000.00 cost to the budget for next year.

**Director Rhodes-** in that area

**Mr. Fraizer-** when it comes to PERS and setting the compensation for benefits does that change every year?

**Director Rhodes-** no it is something that they adjust every so often and it is something that they have adjusted currently and we became aware of it. The administration brings this forward because we feel as though you guys work hard and ought to at least receive years of PERS credit and the salary has to be at that particular level in order to do that according to the Assistant Auditor.

**Mr. Fraizer-** so over the next two years I won't receive any PERS benefits?

**Director Rhodes-** according to the Assistant Auditor

**Mr. Bubb-** I believe that you do receive a PERS credit I don't think that it is the full year.

**Director Rhodes-** it is not the full year.

**Law Director-** essentially the way that it is reported to PERS from the Auditor's office is on a monthly basis so this salary amount had to be crafted so that each month that there is a certain amount money so you get a credit for that month. As it currently stands even though the overall amount the increase isn't great it coordinates that the monthly amount paid to PERS gets a full credit. Currently I think that really happens in only three months out of the year so Council is only getting PERS credit currently for three months out of the year. The reason Ward seats are changing at 2018 and At Large is changing in 2020 is because you can't change compensation packages in the middle of a term.

**Motion by Mr. Lang to send to full Council, second by Mr. Marmie**

**Motion passes by a vote of 4-1 (Mr. Mangus)**

Ryan Bubb, Chair