

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
November 27, 2013

Personnel Committee met in Council Chambers on November 25, 2013 following the Service Committee with these members in attendance:

Ryan Bubb	Shirley Stare
Doug Marmie	Rhonda Loomis
Carol Floyd	

We wish to report:

1. **Ordinance No. 13-43** amending the position classification, pay range, and position authorization tables of the Department of Public Service, Division of Traffic Control and Division of Street Maintenance by creating one additional classification of Superintendent, Streets/Traffic Control and abolishing the position of Street Superintendent was considered.

Director Rhodes- Dave Reed our Street Superintendent is retiring, he has had a wonderful career with the City of Newark we are sad to see him go. This is something that Dave and I have talked about for probably 6-8 months, I encouraged him to stay but PERS rules changed a little bit so Dave is going to retire. Dave and I spoke for the last 6 months about what would be the best way to, I don't want to use the word reorganize because this is not a departmental reorganization this is simply an abolishment of his current job and the creation of another job that would oversee both Streets and Traffic. There is no increased cost to the City; we are going to make that salary the same as Mr. Reed has \$67,793.65 per year. He will be in the management classification, which means he will have some accruals of floating holidays, sick accrual and vacation accruals just like other management/supervisory positions have.

Mrs. Loomis- thanked Dave and the Mayor for taking this opportunity with this retirement to do away with some duplication. That is good fiscal management.

Doug Marmie- I am looking at your before and after. Do you currently have a Traffic Control Superintendent?

Director Rhodes- we have a Traffic Operations Manager.

Mr. Marmie- so what position are you actually abolishing here?

Director Rhodes- we are abolishing Streets Superintendent and we are creating a Traffic and Streets Superintendent.

Mr. Marmie- so we are not reducing any personnel

Director Rhodes- at this point no and we are not adding any cost either. What we are adding is more organization, more communication in hopes that the departments will work better together.

Mr. Guthrie- first I wanted to thank Mr. Rhodes we had an opportunity to talk a couple of times about this proposal and also Mike Buskirk for his good follow up to me and Mr. Rhodes for his good follow up to me regarding the proposal. One thing that I want to bring to the attention of the Committee and I think that it deserves your consideration and some thought. You will note in both tables the before and after, the Traffic Engineer does not supervise. If you look at the job description that was created when this individual I believe was hired. The individual is being compensated for supervising employees. This job description was updated February 8, 2011. My concern is that when we are making adjustments to the table of authorization we need to look at these kinds of things. We have and I hate to use the term, a highly paid engineer here who is not supervising anyone but his job description indicates he is supposed to be. I am just concerned that we are not addressing that as a part of this modification. I appreciate what the Director is trying to do and I think it is good he is looking at this in a step by step approach and maybe some of these things can be addressed down the road. But a fix that needs to occur is that the Traffic Engineer, if they have a job description saying they supervise then their pay range was established based on that and they should be supervising.

Mr. Marmie- I am trying to find where it says that in the job description Mrs. Loomis & Director Rhodes stated that it is in purpose.

Director Rhodes- I will speak to this for a minute. This was a position that was created previously before the Hall administration came in. It was interviewed for, the job description was set up prior to us coming in, the description was put together, interviews were held and Director Coffman made decisions to hire a Traffic/Streets Engineer that reports to the City Engineer. The Street/Traffic Engineer is not paid for out of the Street fund, he is paid for through the General fund in the Engineer's budget. I have had several discussions with the City Engineer about the value of the Street/Traffic Engineer. First hand there is great value in having this position in terms of traffic cameras, establishing stop signs, establishing street lights, timing of lights down 21st Street that need to be made when we are closing bridges because all of those lights have to be changed. So the addition of the Street/Traffic Engineer in the Engineering Department is frankly invaluable. The scale that Mr. Guthrie refers to is a scale that was used during the previous administration throughout whether you go to Community Development, Economic Development or whether you go to the Engineering Department that seemed to be their magic number. In terms of reports to, say preparing budgets things of that nature those are things that the Engineer and I will be addressing in job description and be changing. When I spoke to the Engineer today he was very comfortable with the position and very glad that he had it. I have been involved with several Councilmembers talking about whether it is to remove a traffic light or not to remove a traffic light or add a traffic light, these are all questions and things that we debate internally and these are all things that that particular position

brings to us. All pertinent information so we can make a good decision. That position is a very valuable position. Is it paid accordingly?

Mr. Marmie- the reason why I asked that was because I was looking at the primary duties and responsibilities so it conflicts with the purpose. There's nothing in the primary duties and responsibilities that indicate any kind of supervision.

Director Rhodes- I understand that and again we did not write the job description.

Mrs. Loomis- as far as redundancy goes couldn't the clerk and secretary also be combined at a later date? Clerk, Sign Fabricator/Secretary? That is a lot of redundancy for clerical.

Director Rhodes- that is a good discussion, a good discussion that we will probably have in the near future. Whether or not we need a Sign Fabricator.

Mrs. Loomis- my block watch signs don't come from the Sign Fabricator

Director Rhodes- Rhonda your block watch signs did not get fabricated by the Sign Fabricator, that's correct and a lot of signs in the City don't get fabricated by the Fabricator.

Motion by Mr. Marmie, second by Shirley Stare to send to full Council

Motion passed by a 5-0 vote.

Director Rhodes- asked if they had not already to reach out to Dave Reed and say good luck and thank you to Dave Reed he has done a nice job.

Ryan Bubb, Chair