

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
March 5, 2024

There was a meeting of the Personnel Committee following Capital Improvements Committee in Council Chambers on March 4, 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. 24-12** AN ORDINANCE SETTING THE COMPENSATION WITH RESPECT TO CERTAIN ELECTED OFFICIALS OF THE CITY OF NEWARK, OHIO FOR THE TERMS BEGINNING JANUARY 1, 2026 AND JANUARY 1, 2028 AND REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT HEREWITH UPON THE EFFECTIVE DATE

David Rhodes, Service Director - We met and we determined it's best to get this out there now, it puts it out there what these salaries will be. The Treasurer's salary will be adjusted in 2026, the Auditor's, Law Director's and Mayor's would be adjusted in 2028, that meets the spirit of the Council's Ordinance and we just thought we would get this out now, that way anyone wanting to run for those positions know what the salaries will be.

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

Kevin Garwick, President of Newark Firefighters 109 - I just have a couple questions, one, how did they come up with the amounts for the wage packages and two were there any other positions used to come up with that decision.

Director Rhodes - We came up with the numbers for the positions similar to other adjustments that were made in the last years' contracts for other executive positions.

Mr. Lang - It looks to me, so there's a one- time adjustment for the 2028 salary, focusing on the Mayor, Auditor, Law Director, then we can talk about the Treasurer. So, it looks like there's a one-time adjustment for 2028 and then from there it's 4/4/4 which is similar to what we are currently doing, is that right?

Director Rhodes - That's correct.

Mr. Lang - I don't have all of the numbers, so what does the one- time

adjustment end up being, do you know?

Director Rhodes - About 19%.

Mr. Lang - So then, on the Treasurer's side, I believe we've always tied that to OPERS minimums pertaining to health care benefits, is this what we're doing with that?

Director Rhodes - This adjustment would exceed OPERS just for one time, but you've got to look in the Treasurer's Department, what they do, they bring into the General Fund of the City, they collect money, so it's important to keep that salary moving ahead, so we have the best possible people who can run it. The whole City relies on the General Fund.

Mr. Marmie - I just want to know, is this then repealing what we did for the Treasurer as far as keeping that up because it basically will freeze any raises according to that for those 3 years after.

Mr. Lang - So the Treasurer we haven't made any adjustment for the next term yet, so we would need to adjust it anyway.

Mr. Marmie - Well it automatically does in order to OPERS.

Mr. Lang - No, we did not adjust that, that was only for Council, I don't think we adjusted the Treasurer legislation.

Mr. Marmie - I think you need to double check that, I think we did.

Mr. Lang - We can double check it and if it needs adjusted before it goes through Council we can. I think to Mr. Marmie's point we need to make sure we fix it long term, ahead of that term then we would still need to be adjusting the Treasurer's position, it being somewhat of an outlier with the other positions because it's on a different term it's the only one that's not Council on that cycle.

Motion passed 4-1 with Mr. Chute voting nay

2. **Ordinance No. 24-13** AN ORDINANCE AMENDING THE POSITION CLASSIFICATION, PAY RANGE AND DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK, DEPARTMENT OF PUBLIC SERVICE, DIVISION OF WATER ADMINISTRATION BY THE RECLASSIFICATION OF ACCOUNT CLERK PART-TIME, AND SETTING THE COMPENSATION THEREFORE

Bill Spurgeon, HR Director - The piece before you, Brando has had the chance in his operation to try to do some succession planning, adding some duties to the Account Clerk Part-Time and simply taking them from a 31 to a 33, so it's a very simple piece, add some duties, additional compensation it brings them in line with every other Account Clerk. It's been a professional philosophy of mine that what's the separation of duties in regards to the hours you work, the particulars are in the position description at the bottom, we've underlined what we've added. I'd certainly invite Brandon if he had any more depth to the conversation.

Mr. Lang - Mr. Spurgeon, what's the total cost here to the budget?

Director Spurgeon - About \$1,400 annually.

Motion to send to full Council by Mr. Labutis, Second by Mr. Rine, Motion passed 5-0

The Personnel Committee is adjourned

Jonathan Lang- Chair