

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
May 2, 2023

There was a meeting of the Personnel Committee following Service Committee in Council Chambers on May 1, 2023 with these members in attendance:

Jonathan Lang -Chair
Cheri Hottinger- Vice Chair
Mark Labutis
Spencer Barker
Colton Rine

We wish to Report:

1. **23-15** AN ORDINANCE AMENDING THE POSITION CLASSIFICATION, PAY RANGE AND DEPARTMENT AUTHORIZATION TABLES OF THE CITY OF NEWARK, DEPARTMENT OF Public Service, DIVISION OF Cemetery and Parks BY CREATING THE CLASSIFICATION OF Grounds Maintenance Worker, AND SETTING THE COMPENSATION THEREFORE

Bill Spurgeon, HR Director - Our Superintendent has had an opportunity to review her operations, she believes, our Service Director agrees that change is in order. The view of our town and the administration's commitment to beautification of parks and cemetery with your support will allow us to continue that. This is a classified position, it will be within the bargaining unit, I provided you a table of organization as well to help make a good decision. You'll see we've got a couple of position open we're actively recruiting for, I'm speaking to Equipment Operator, there is also a management position that is unfilled and at the end I showed you financial impact. I would suggest it says \$39k - \$43k, let's add 20% which puts it at \$51k. For those reasons, I would urge your support.

Mr. Lang - Director Rhodes did you want to speak to the intent for this position.

Director Rhodes - One of the changes we made recently in regards to the cemetery is, when the parks and the cemetery were combines and I'm going to say in 2008 or 2009, at that time, the groups were combined and I'm going to get the numbers wrong so excuse me on that, there was probably 4 or 5 people in the parks and 4 or 5 in the cemetery, they were combines, we lost some positions and then what happens is you'd run you cut the cemetery, you run and do property maintenance, you run you do parks, you run and pick up the trash downtown and then you run back to the cemetery. Nobody was in the cemetery full-time, so what we've done is recently we changed and had one individual working in the cemetery 40 hours a week, working general stuff, cutting grass, trimming hedges and also interacting with people that are in the

cemetery. So, we could use one more position to help run around for all the other stuff we do. You've got to remember they do homeless camps and things of that nature also.

Mr. Lang - So just to clarify, we pulled one person that was part of the crew working everywhere to just focus on the cemetery and now we want to kind of replace them on the more general crew.

Director Rhodes - Yes. That's correct.

Motion to send to full Council by Mr. Barker, second by Ms. Hottinger

Mr. Lang - Thanks you Director Rhodes and Spurgeon, we appreciate you bringing this forward so we are able to dedicate some more resources to the cemetery, it makes a lot of sense.

Motion passed 5-0

The Personnel Committee is adjourned

Jonathan Lang- Chair