

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
October 7, 2024

There was a meeting of the Personnel Committee following Service Committee in Council Chambers on October 7, 2024 with these members in attendance:

Spencer Barker -Chair
Bradley Chute- Vice Chair
Mark Labutis
Bill Cost
Colton Rine

We wish to Report:

1. **Ordinance No. 24-39** AN ORDINANCE MODIFYING THE PAY RANGE FOR THE POSITION OF Senior Automotive Mechanic/Equipment Operator IN THE CITY OF NEWARK, DEPARTMENT OF Service, DIVISION OF Street Maintenance AND AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF AND SETTING THE COMPENSATION THEREFORE

Ralph Prince, Streets Superintendent – Thank you. Originally, when we did this in 2020, the senior mechanic we come up with is also like the crew leader in the garage because there's two mechanics. He orchestrates the work, coordinates with me daily, you know, prices and needs and so forth and vice versa. And the last bargaining agreement, they had moved just a slash mechanic operator up in pay scale, which closed the gap. And at the same time, you know, by seeing that to keep our mechanic, I would like to move him up to this because he's making less than the crew leader and the other, and with his certifications, he has to have the ASE and he has to have them updated every four years he has to recertify. I know there was talk of doing a certification pay scale. I'm not really for that because anybody in the shop down there could go up to CTEC, get a certification, they're going to be paid at that rate. I think we need to separate that part and bring him into alignment with what the county, I investigated all this, the county, their pay scale and so forth, their certification, same as his, that he has and to bring him up to that level, somewhat equal with them. He'll be a little less, but it's closer. I definitely don't want to lose the guy. I mean, we have to start contracting it out. You take it to Midway or something like that in the middle of the night, we're not first on the list. You know, I can pull it in the garage and get it taken care of.

Mr. Rine - Does this position, is he required to have a CDL?

Mr. Prince - Yes, he has to have a CDL. Yes.

Mr. Rine – Okay, that's good. Thank you.

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

Mr. Barker - Mr. Prince, I don't know if you know this. Maybe the auditor can speak on it. I'm not sure. By taking him up to this pay range 42, what's the differential? What's the increase? If you don't have it now, you can just send it to the Personnel Committee later. It's fine.

Ryan Bubb, Auditor - I don't have that, but I can get it for you. If I would have known earlier I could have...

Christina Barth - The annual increase for both is \$4,700.

Mr. Barker - For both?

Ms. Barth - For the pay range increase from 40 to 42 and the license too.

Mr. Barker – Thank you.

Motion passed 5-0

2. **Ordinance No. 24-40** 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 RECLASSIFYING THE CLASSIFICATIONS (4) OF GROUNDS MAINTENANCE WORKERS, AND ABOLISHING THE CLASSIFICATION (2) OF EQUIPMENT OPERATORS AND ABOLISHING THE CLASSIFICATION OF ASSISTANT SUPERINTENDENT WHILE CREATING TWO ADDITIONAL CLASSIFICATIONS OF GROUNDS MAINTENANCE WORKERS AND SETTING THE COMPENSATION THEREFORE

Ms. Barth - Good evening. In regards to this ordinance, we work with Chance Patznick and the union in regards to identifying some needs for Chance to reach her vision of the department. With that, she's reclassifying the grounds maintenance workers position from pay range 32 to 34. She has four current positions. Three of those are currently filled, with one in the process of being filled, abolishing the two existing equipment operators that are currently pay range 36 while creating, and those are vacant positions, while creating two additional ground maintenance workers at a pay range 34, and then abolishing the existing assistant superintendent. With doing this, it gives her six total assets that can provide more array of work to accomplish her mission within the department. She currently doesn't need the equipment operators, which requires CDL, and the current grounds maintenance workers have been performing the duties of the equipment operators that don't require the CDL, like running the backhoe and everything else. Then in regards to the assistant superintendent position, she's just looking to clean up her authorization table. At this time, it is my understanding, she doesn't have any intention of filling that position. If the vision were to change, she of course would come back to committee for that.

Mr. Barker – One question I have right away, on the authorization table, on 3.432.830.02, the second equipment operator, the position status says single?

Ms. Barth – Because at the time this was created in New World, he's still showing as an active employee until he's terminated through OPERS, but that position is actually vacant.

Mr. Barker – So, there's nobody actually in that position?

Ms. Barth – Nope.

Mr. Barker – Thank you.

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

Mr. Barker – One other thing Christina, if you could let Director Spurgeon know we would like him at the next Personnel Committee next month? We'd appreciate it.

Ms. Barth – Yeah, absolutely. Not a problem.

Mr. Barker – Thank you.

Ms. Barth – Thank you.

The Personnel Committee is adjourned

Spencer Barker - Chair