

Personnel Committee Minutes

Honorable Council
City of Newark, Ohio
September 29, 2015

There was a meeting of the Personnel Committee in Council Chambers on Monday September 28, 2015 following the Economic Development Committee with these members in attendance:

Ryan Bubb, Vice Chair	Alex Rolletta
Bill Cost Jr for Carol Floyd	Marc Guthrie
Doug Marmie	

We wish to Report:

1. **Ordinance 15-28** setting compensation with respect to certain Appointed Officials of the City of Newark, Ohio and repealing all ordinances and resolutions in conflict herewith was considered.

Mr. Marmie- there are only four appointed official on here and there are other appointed officials that should fall under that schedule such as anybody that falls under the Auditor's office that is appointed and does the Law Directors have anyone that is appointed?

Director Rhodes- this is not something that I prepared, they wanted to get this through before the elections in case they had any deadlines for people who are seeking office. I think the intent was to show the intent of no raises for the administration and no raises for City Council. We can bring it back when it is a little bit further if you like. We just want to get the intent out there.

Mr. Marmie- the second one looks like all of the positions are on there but the appointed I think that we have to include all of the appointed positions not just the cabinet.

Director Rhodes- if you want to bring it back in two weeks that is fine with me. I don't think that we have a deadline before the election I think it is before they are sworn in.

Mr. Guthrie- before we have a motion to table I think there is another question that needs to be answered. Since the Law Director isn't here he can deal with this maybe in two weeks. I'm sure everybody here recalls that there was a Charter amendment. Section 9 it said all department heads see Section 9.01 of this Charter with the exception of the Director of Human Resources who shall be a classified servant and who shall be appointed through a competitive selection process to the extent practicable. I don't know how you deal with this. I think the Charter amendment took effect in January of 2013 I believe it seems to me based on this language that the HR Director doesn't belong in here because these are not classified employees and secondly that we

have a Charter that says the position has to be filled through a competitive selection process. At some point maybe when the new Mayor takes office...

Director Rhodes- would you read that the HR Director should have gotten the 1 ½% raise this year?

Mr. Guthrie- well let's put it this way he doesn't belong in this category.

Director Rhodes- I'm just asking you what your thoughts are...

Mr. Guthrie- I think probably it should be dealt with in a separate piece of legislation that deals with classified employees. I'm just bringing that up so the Law Director can take a look at this over the next couple of weeks because obviously we need to fix something because in my opinion we are not in compliance with the Charter.

Director Rhodes- I intend to agree

Mr. Bubb- if it is the wish of the committee to have a few of these items clarified; cleaned up before we go any further I guess I don't have an issue with that. Does anyone else from the committee want to speak to that? If not I would entertain a motion.

Motion by Mr. Guthrie to table Ordinance 15-28 for two weeks, second by Mr. Marmie

Director Rhodes- I heard you Marc on the HR Director and in fact I heard you on the other appointed officials we will make sure that is complete on legislation and bring it forward.

Motion to table passed by a vote of 5-0.

2. **Ordinance 15-29** 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.

Mr. Bubb- this is addressing the elected positions of the Mayor, Director of Law, Auditor, President of Council and the three Council at Large seats. I think as the display shows it looks like a 0% raise across the table through 2019.

Director Rhodes- the intent again was just to show 0% pay raises going into 2016, 2017, 2018 and 2019. The only thing that I will say publicly is that I have always said as a Councilman that I believe our Auditor is under paid. That is always something that I have felt. It happened years ago when Fightner was here and he said thanks I don't need a raise and that's how it happened.

Mr. Guthrie- David great minds think alike. I think this should be tabled because of those other issues but I was actually going to propose a 1.5% increase each year for four years for the Auditor because I feel like the Auditor ought to be brought up to the Cabinet members pay at a minimum. He should be making what the Cabinet members are making. If this is tabled we can talk about that and I don't want to open up the flood gates to raises but the Auditor has been consistently not where he should be.

Director Rhodes- I am of similar belief Marc.

Motion to table Ordinance 15-29 for two weeks, second by Mr. Rolletta

Motion passed by a vote of 5-0.

Director Rhodes- one last question for Mr. Marmie, we are all under the same thought that this needs to be done by the end of the year is that right?

Mr. Marmie- yes

Director Rhodes- that was my thought too, I didn't think it had to be done before the election. There was some thought that it might have to be but I never had that clarified with the Law Director's office.

Mr. Marmie- in reality in the past we have always tried to do this before the petitions are to be filed and completed so that it is clear as to what compensation package is going to be included in any election. Not that we have done it every year, it sometimes slips through the cracks but we should try to get it done before any petitions are even filed for a primary is when it should be done.

Ryan Bubb, Vice Chair