

September 5, 2023

PERSONNEL COMMITTEE

August 31, 2023

Council Chambers

Following Service Committee

Committee and Council Meetings can be viewed by accessing YouTube

AGENDA

1. Consider **Ordinance No. 23-49** AN ORDINANCE APPROVING, ACCEPTING, RATIFYING AND ADOPTING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF NEWARK, OHIO, AND AFSCME LOCAL 2963 AND OHIO COUNCIL 8, AFL-CIO, PROVIDING FOR THE APPLICATION OF ALL TERMS, CONDITIONS, AND BENEFITS OF SAID AGREEMENT, EFFECTIVE JANUARY 1, 2023, REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THE PROVISIONS OF SAID EMPLOYMENT AGREEMENTS AND DECLARING AN EMERGENCY.

2. Consider **Ordinance No. 23-50** AN ORDINANCE MODIFYING THE PAY RANGE FOR THE POSITION OF STREET/TRAFFIC CONTROL OPERATIONS MANAGER IN THE CITY OF NEWARK, DEPARTMENT OF SERVICE DIVISION OF STREET MAINTENANCE AND AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF AND SETTING THE COMPENSATION THEREFORE

3. Other items at the discretion of the chair

NEWARK CITY COUNCIL COMMITTEE ACTIVITY FORM

Name of Committee: Personnel Committee

Date of Meeting: 09/05/2023

Committee Members Present: _____

Substance of Discussion Ordinance No. 23-49

AN ORDINANCE APPROVING, ACCEPTING, RATIFYING AND ADOPTING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF NEWARK, OHIO, AND AFSCME LOCAL 2963 AND OHIO COUNCIL 8, AFL-CIO, PROVIDING FOR THE APPLICATION OF ALL TERMS, CONDITIONS, AND BENEFITS OF SAID AGREEMENT, EFFECTIVE JANUARY 1, 2023, REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THE PROVISIONS OF SAID EMPLOYMENT AGREEMENTS AND DECLARING AN EMERGENCY.

Expedite: Yes

Emergency Clause included: Yes

Reason for legislation to be Expedited or Emergency Clause included:

Information Regarding the Discussion/Comments Received From:

Motion by: _____ **Second by:** _____

Vote: Yeas _____ Nays: _____

Signature of Chair or Substitute _____

BY _____

AN ORDINANCE APPROVING, ACCEPTING, RATIFYING AND ADOPTING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF NEWARK, OHIO, AND AFSCME LOCAL 2963 AND OHIO COUNCIL 8, AFL-CIO, PROVIDING FOR THE APPLICATION OF ALL TERMS, CONDITIONS, AND BENEFITS OF SAID AGREEMENT, EFFECTIVE JANUARY 1, 2023, REPEALING ALL ORDINANCES AND RESOLUTIONS IN CONFLICT WITH THE PROVISIONS OF SAID EMPLOYMENT AGREEMENTS AND DECLARING AN EMERGENCY.

WHEREAS, the City of Newark, has tentatively reached an agreement concerning economic and non-economic employment facts, with the AFSCME Local 2963 and Ohio Council 8, AFL-CIO; and,

WHEREAS, this Council is charged by Section 731.08 of the Ohio Revised Code, with the ultimate responsibility of fixing, by ordinance or resolution, the respective salaries and compensation of the officers, clerks and employees in each department of the City government; and,

WHEREAS, an emergency is hereby declared to exist in order to preserve the public health, safety and welfare of the citizens of the City of Newark as it is immediately necessary to establish the policies and terms herein and to meet the statutory deadlines imposed on the City to approve or reject the tentative agreement; and,

WHEREAS, this matter was addressed by the Personnel Committee at a regularly scheduled meeting thereof which recommended consideration of passage by full Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF NEWARK, COUNTY OF LICKING AND STATE OF OHIO, THAT:

Section 1: The Employment Agreement prepared and submitted by the City of Newark and the AFSCME Local 2963 and Ohio Council 8, AFL-CIO, setting forth provisions providing for compensation, fringe benefits, working conditions, grievance procedures, and collateral matters concerning personnel of the AFSCME Local 2963, is hereby approved, accepted, ratified and adopted.

Section 2: The purpose of the Employment Agreement, which is limited in application to only personnel in the AFSCME Local 2963, is to define all relevant terms, specify the class of employees who are affected by the Agreement, set forth certain authorized and unauthorized employment practices, provide for rates of compensation for the class of employees specified, guarantee certain fringe benefits, set forth various grievance procedures, and otherwise provide for all related personnel employment matters which constitute the complete and entire Agreement relating to the employer/employee relationship between the City of Newark and the employees of the AFSCME Local 2963.

- Section 3: A complete copy of the Employment Agreement shall be kept on file with the Clerk of Council for inspection by the public. Copies shall be made available for distribution to the public at cost.
- Section 4: The benefit and wage provisions and all other provisions of the Employment Agreement are effective January 1, 2023.
- Section 5: In lieu of retroactivity, the City and AFSCME have agreed to a one-time ratification bonus to be awarded to each member of the bargaining unit employed as of September 1, 2023 in the amount of \$2,350.00.
- Section 6: All ordinances, resolutions, sections of the Codified Ordinances, or parts thereof which are inconsistent with any provision within the subject Employment Agreement are hereby repealed. Matters not specifically repealed hereby, to include matters of custom and practice, which are not directly treated or otherwise dealt with by the Employment Agreement, shall be interpreted, construed, and applied in such a way as to render the interpretation, construction, and application as consistent with the purpose and intent of the Employment Agreement as is possible.
- Section 7: WHEREAS, an emergency is hereby declared to exist in order to preserve the public health, safety and welfare of the citizens of the City of Newark as it is immediately necessary to establish the policies and terms herein and to meet the statutory deadlines imposed on the City to approve or reject the tentative agreement. Therefore, this legislation shall become effective immediately upon passage in accordance with Article 4.06 of the City Charter.

Passed this _____ day of _____, 2023

PRESIDENT OF COUNCIL

ATTEST: _____
Clerk of Council

DATE FILED WITH MAYOR: _____

DATE APPROVED BY MAYOR: _____

MAYOR

FORM APPROVED: _____
DIRECTOR OF LAW

Prepared by the Law Director's Office

NEWARK CITY COUNCIL COMMITTEE ACTIVITY FORM

Name of Committee: Personnel Committee

Date of Meeting: 09/05/2023

Committee Members Present: _____

Substance of Discussion Ordinance No. 23-50

23-50 AN ORDINANCE MODIFYING THE PAY RANGE FOR THE POSITION OF STREET/TRAFFIC CONTROL OPERATIONS MANAGER IN THE CITY OF NEWARK, DEPARTMENT OF SERVICE DIVISION OF STREET MAINTENANCE AND AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF AND SETTING THE COMPENSATION THEREFORE

Expedite: No

Emergency Clause included: No

Reason for legislation to be Expedited or Emergency Clause included:

Information Regarding the Discussion/Comments Received From:

Motion by: _____ Second by: _____

Vote: Yeas _____ Nays: _____

Signature of Chair or Substitute _____

ORDINANCE NO: 23-50

BY: _____

AN ORDINANCE MODIFYING THE PAY RANGE FOR THE POSITION OF Street/Traffic Control Operations Manager IN THE CITY OF NEWARK, DEPARTMENT OF Service, DIVISION OF Street Maintenance AND AMENDING THE DEPARTMENT AUTHORIZATION TABLES OF AND SETTING THE COMPENSATION THEREFORE

WHEREAS, the Division of Street Maintenance has had cause to review their staffing needs and has determined that an alteration to the current position of Street/Traffic Control Operations Manager is warranted due to changing workplace needs; and,

WHEREAS, in order to accomplish the foregoing objective, it is necessary to amend the position classification/pay range table for the Department of Service- Division of Street Maintenance; and,

WHEREAS, the Personnel Committee considered this matter on September 5, 2023, and recommended that it be considered by full council.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF NEWARK, COUNTY OF LICKING AND STATE OF OHIO, THAT:

SECTION 1: The position classification/pay range table for the Street/Traffic Control Operations Manager is hereby amended as follows: \$73,444.87 yearly/\$35.31 hourly

SECTION 3: The position of Street/Traffic Control Operations Manager shall receive compensation and benefits as set forth in the current Management and Supervisory Exempt Statement of Policy. This position is in the classified exempt service of the City of Newark

SECTION 4: This ordinance shall become effective at the earliest time permitted by Article 4.07 of the Charter of the City of Newark, Ohio.

Passed this _____ day of _____, _____

PRESIDENT OF COUNCIL

ATTEST

Clerk of Council

DATE FILED WITH MAYOR

DATE APPROVED BY MAYOR

MAYOR

APPROVED AS TO FORM

Director of Law

**Strength authorization table*

Position Number	Description	Benefit Group	Current	Proposed	Current Pay Rate	Proposed Pay Rate
2.302.222.01	Superintendent	MGMT EXEMPT	1	1	\$ 42,2602	\$ 42,2602
2.302.211.01	Assistant Superintendent	MGMT EXEMPT	1	1	\$ 39,3177	\$ 39,3177
2.302.212.01	Street/Traffic Control Operations Manager	MGMT EXEMPT	1	1	\$ 28,5793	\$ 35,3100
4.302.662.01	Secretary 1	NON-BARG	1	1	PR-30	PR-30
3.302.813.02	Auto Mechanic/Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.865.01	Crew Leader	AFSCME	1	1	PR-38	TBD - Per CBA
3.302.865.02	Crew Leader	AFSCME	1	1	PR-38	TBD - Per CBA
3.302.319.01	Data Technician/Sign Fabricator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.320.01	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.320.02	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.320.03	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.320.04	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.321.01	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.321.02	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.03	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.04	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.05	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.06	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.07	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.08	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.09	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.10	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.11	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.12	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.14	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.15	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.16	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.01	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.02	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.830.13	Equipment Operator	AFSCME	1	1	PR-36	TBD - Per CBA
3.302.812.01	Senior Auto Mechanic/Equip Op	AFSCME	1	1	PR-40	TBD - Per CBA
3.302.864.01	Senior Crew Leader	AFSCME	1	1	PR-40	TBD - Per CBA
3.302.623.01	Sign Fabricator/Impound Clerk	AFSCME	1	1	PR-31	TBD - Per CBA
		Total	33	33		