

**SALARY COMMITTEE
MEETING MINUTES
MONDAY, OCTOBER 28, 2019**

The Salary Committee met October 28, 2019 at 6:00 PM in the Council Chambers at the Knisely Centre. The purpose of the meeting is to discuss the acceptance of the ODOT Grant for the PAPI Replacement Project at Harry Clever Field, and Proposed Salary Increases for Non Bargaining Unit Employees of the City of New Philadelphia.

In attendance were Salary Committeepersons:

*Mr. Dean Holland
Mr. Kelly Ricklic
Committee Chairperson Mr. John Zucal.
Excused Absense: Alternate Mrs. Aimee May*

Guests were:

*President of Council Sam Hitchcock
Mr. Dan Lanzer
Mrs. Cheryl Ramos
Council Clerk Julie Courtright
Law Director Marvin Fete
Safety Director Greg Popham*

Salary Committee Chairperson, John Zucal called the meeting to order at 6:00 PM to discuss the acceptance of an ODOT Grant for the PAPI Replacement Project at Harry Clever Field, and to discuss pay increases for Non Bargaining Unit Employees in the City of New Philadelphia.

Councilman Zucal had the following comment:

Basically what this ODOT Grant is asking for is the Grant Allocation Amount that we had received of \$95,000.000 of the \$100,000.00 project. What we'll be looking to do is have a motion placed as quickly as possible to accept that.

Law Director Fete had the following comment:

Resolution 6-2019 has already been passed and it authorizes the acceptance of the grant.

Councilman Zucal had the following comment:

We've had this discussion several times over the years since I've been on Council. Mr. Holland has been putting work into this as well as Mayor Day, so we have two separate proposals to consider tonight. I did include also for tonight Dover's emergency ordinance 46-2016. Also I received a phone call from Matthew Graham letting me know that the Fire Fighter's Union accepts the pay increases.

Councilman Holland discussed his proposal which would be handed out to Councilmembers. He pointed out that the cost of living increases has not been factored into salaries.

Councilman Zucal pointed out that the City needs to incentive leadership.

Mr. Ricklic said that the positions that are running the City need to be compensated correctly to maintain the high level of leadership. He said it's time to face what has been neglected by Council before.

Mayor Day said our Non Bargaining People need to be paid for what they do to maintain the quality of service we have in this town.

Councilman Zucal said that our greatest resource is our people, and without that we are going to have struggles.

Mrs. Ramos asked if the payroll taxes were considered in the proposals. Mr. Zucal said it was just salary that was considered. Auditor Gundy said for non police and fire it would be an 18% increase in payroll taxes.

Mr. Zucal pointed out that there's a \$35,000 difference in non bargaining pay for employees between Dover and New Philadelphia, and we're the County seat.

**MR. RICKLIC MADE A MOTION THAT THE AUDITOR TAKE THE NUMBERS THAT MR. HOLLAND AND THE COMMITTEE PUT TOGETHER TO SEE IF IT'S A FEASIBLE NUMBER TO WORK WITH.
MR. RICKLIC SECONDED THE MOTION**

Mrs. Ramos asked if Council could discuss the numbers before any decision is made. Mr. Zucal said absolutely. Auditor Gundy said the numbers are feasible for 2020.

Mr. Ricklic requested that Mrs. Kurtz provide job descriptions for every position in the City. Mayor Day said she does have it. Mr. Zucal said that will become the next step in the process.

Mr. Zucal said tonight was setting the stage of the vision of where they want to go.

3 YEAS

THE MOTION HAS BEEN APPROVED FOR THE AUDITOR TO TAKE MR. HOLLAND'S NUMBERS INTO CONSIDERATION

With no further action the Meeting of the Salary Committee adjourned at 6:40pm.