

**SALARY COMMITTEE
MEETING MINUTES
MONDAY, September 12, 2016**

The Salary Committee met September 12, 2016 at 7:15 PM in the Council Chambers at the Knisely Centre. The purpose of the meeting was to discuss Proposed Resolution 36-2016, a resolution to commend Terry L. Brick for his 31 years of service as an employee for the City of New Philadelphia.

In attendance were Salary Committeepersons:

*Mr. Darrin Lautenschleger
Mr. Dean Holland
Alternate: Aimee May
Committee Chairperson Mr. John Zucal.*

Guests were:

*Mayor Joel Day,
Law Director Marvin Fete,
Service Director Ron McAbier,
Auditor Beth Gundy
Treasurer Tom Gerber
President of Council Sam Hitchcock,
Council Clerk Julie Courtright,
Councilperson Mr. Kelly Ricklic
Councilperson Mrs. Cheryl Ramos*

Salary Committee Chairperson, John Zucal called the meeting to order at 7:15 PM.

Mr. Zucal thanked everyone for coming to the meeting noted that Proposed Resolution 36-2016 is a standard piece of legislation to commend one of our retiring employees. He said that Mr. Brick did retire in July so we're a few months out from that retirement date, but we do want to make sure that we take the opportunity to commend Mr. Brick for his years of service.

Mr. Holland made the following statement:

I would like to renew my thoughts concerning the delay in recognition of an employee who has served 31 years. Here we are a month and a half after this employee has left. I think we're failing to acknowledge their performance, their service. It gets to the point that at some point down the road it's meaningless, the recognition serves no functional purpose.

Chairman of the Salary Committee Zucal had the following response:

I recognize and agree with your position on that, Mr. Holland. We've typically in the past always allowed for 3 readings, but I think your position is to forego the 3 readings and try to present this as quickly as possible.

Mr. Holland had the following response:

I think in many cases we are circumventing the 3 readings. I understand the significance in allowing the general public to have input into whatever we're doing. I think that's very important. I do think that this is a resolution from this body that's recognizing service. I can't imagine anyone from the general public coming forward and saying "don't you dare recognize that employee."

Mr. Lautenschleger made the following comment:

I would agree. I would say that the past position has been to go ahead and create the framed piece of legislation and invite the employee so that they can be recognized in front of the body. If it so pleases I could move to have that approved on 2nd reading to allow us time for the next Council meeting to invite Mr. Brick to attend.

MR. LAUTENSCHER MOTIONED FOR RESOLUTION 36-2016 BE ADDED TO THE AGENDA OF TONIGHT'S REGULAR COUNCIL MEETING
MR. HOLLAND SECONDED THE MOTION
3 YEARS
RESOLUTION 36-2016 WILL BE ADDED TO TONIGHT'S AGENDA WITH RECOMMENDATION TO PASS THE LEGISLATION UPON 2ND READING ON SEPTEMBER 26, 2016

Mrs Ramos had the following comment before the final vote:

I hear what Mr. Holland's saying, such a lag in time between when they actually retire and Council recognizes them. Is there another process or procedure we could put in place where they can be recognized?

President of New Philadelphia City Council Sam Hitchcock had the following response before the final vote:

A proclamation wouldn't have to go through the process of 3 readings.

Mr. Zucal had the following response before the final vote:

A proclamation could be done in a much more timely fashion. All it would take is an email from the Mayor's office asking for signatures from Council. That could be done within a week or so of the employee's retirement.

President of New Philadelphia City Council Sam Hitchcock had the following response before the final vote:

I think it would be much more meaningful to have that done by the Mayor than the President of Council.

Mr. Ricklic had the following comment before the final vote:

If the individual wants to be recognized by Council invite them, if not you can present them with the proclamation in your (The Mayor's) office.

Mr. Zucal said Resolution 36-2016 will be added to this evening's agenda and will recommend that it be passed upon 2nd Reading on September 26, 2016. In the meantime Mr. Brick will be notified by mail and receive an invitation to attend the September 26, 2016 Council Meeting where he will be recognized and receive a framed commendation signed by all members of Council.

The Meeting of the Salary Committee adjourned at 7:24 pm.