

**SALARY COMMITTEE  
MEETING MINUTES  
MONDAY, November 11, 2019**

*The Salary Committee met November 11, 2019 at 6:30 PM in the Council Chambers at the Knisely Centre. The purpose of the meeting is to discuss the Proposed Salary Increases for Non Bargaining Unit Employees of the City of New Philadelphia.*

*In attendance were Salary Committeepersons:*

*Mr. Dean Holland*

*Committee Chairperson Mr. John Zucal.*

*Alternate: Mr. Rob Maurer*

*Excused Absense: Mrs. Aimee May, Mr. Kelly Ricklic*

*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 6:30 PM to discuss pay increases for Non Bargaining Unit Employees in the City of New Philadelphia.***

*We had a previous meeting with Council regarding this and it is still a work in progress and it is a process we need to go through and continue to vet and discuss.*

***Councilman Holland had the following comment:***

*I have listened for nearly four years and I think we're about treating all employees equally. That means starting at the top to the lowest paid person in the City. In 2015 the average Mayor's salary was \$72,500. We don't pay the Mayor that today. We're doing nothing to represent the true responsibilities that I think Municipal employees have.*

***Chairman Zucal had the following comment:***

*We're talking about 27 non-bargaining unit members that had been neglected for a long period of time. The municipal league gives you all the information and compared to similar communities we are behind. We want to commit to recruiting the best and brightest to work for us. There is no incentive right now for any of those people to move into leadership positions. Again, 27 individuals, 6 are elected officials.*

***Councilman Holland said that he has maintained that the Mayor should be the highest paid individual in the City. He continued saying the Auditor and Law Director both have huge responsibilities, as well as the Service Director.***

***Mr. Maurer stated that his only concern is going 4 years in this proposal what if we go into a recession? Dover has Cleveland Clinic Union Hospital, they're more recession proof than we are.***

***Chairman Zucal asked Mr. Fete that if down the road the Law Director position became full time, would that impact private practice?***

***Mr. Fete made the following comment:***

*In the list that I provided to Mr. Holland there were five communities that Mary Kurtz had looked at and two of them had full time Law Directors that were not allowed to have a private practice.*

***Chairman Zucal said we have a 5 year projection that Mr. Holland has worked diligently on. We can look at it again after 3 years.***

***Mrs. Ramos had the following statement:***

*I agree that nobody should be cheated on their wages. My concern is that we have no idea but we're projecting deficit spending for the next two years.*

**Auditor Gundy explained that there are two projections. One is what they're going to ask for in the budget and the other one is what they're probably going to spend out of it.**

**Mrs. Ramos asked if Ordinance 19-2017 was specified for new hires. She pointed out the similarities between Brian Mertes' work in 2017 and Mr. Holland's work.**

**Mr. Zucal had the following statement:**

**Mr. Holland's intent was to catch us up and make us relevant in a community. I think Mr. Mertes did what he could with bare bones. There were two different goals. All I know is when that water main broke I wanted the best people fixing it. The Mayor of this City leads the largest City in Tuscarawas County.**

**Mrs. Ramos said she would be concerned about the Me Too Clause because everyone would be sitting on the same side of the bargaining table.**

**Mr. Zucal said his hope that Council would be able to secure a minimum of 4 votes to move this forward. Lets get something that we can all agree on that enhances and makes better what we have right now.**

**Mr. Holland said he would see if he could massage the numbers and get the new figures to Chairman Zucal.**

**Mrs. Ramos asked for the backup data. Mr. Holland said he would provide the links.**

**No action was taken tonight.**

**With no further action the Meeting of the Salary Committee adjourned at 7:29pm.**