

**SALARY COMMITTEE  
MEETING MINUTES  
MONDAY, July 13, 2020**

*The Salary Committee met July 13, 2020 at 7:00 PM in the Council Chambers at the Knisely Centre. The purpose of the Meeting was to discuss the retire/rehire process, and to discuss the legislation pertinent to the ODOT Grant for taxilane rehabilitation at Harry Clever Field, and any other matter that should come before Council.*

*In attendance were Salary Committeepersons:*

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

*Guests were:*

*President of Council Don Kemp  
Mr. Dan Lanzer  
Mrs. Cheryl Ramos  
Council Clerk Julie Courtright*

***Salary Committee Chairperson, John Zucal called the meeting to order at 7:00 PM to discuss an ODOT Grant for taxilane rehabilitation at Harry Clever Field.***

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

The Law Director is working on an Ordinance and the goal would be to have it placed on the Agenda this evening for emergency passage because the Mayor and the Service Director need to act on that tomorrow. The total cost of the project in its entirety would be \$193,860. This project will be 100 percent federally funded if approved.

***Mr. Ricklic had the following comment:***

As Mr. Zucal stated it's free money to rehabilitate the taxiway of the T Hangar. I would hate to lose \$193,000 of free federal money that's going to take care of our airport.

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

So this is an Ordinance to grant the Mayor authority to apply?

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

It's two-fold, the authorization to apply for the grant and if awarded to accept it.

**MR. RICKLIC MOTIONED TO ADD THE LEGISLATION TONIGHT'S AGENDA WITH RECOMMENDATION TO PASS ON 1<sup>st</sup> Reading**

**MR. HOLLAND SECONDED THE MOTION**

**3 YEAS**

**THE LEGISLATION WILL BE PLACED ON TONIGHT'S AGENDA**

Mr. Zucal said they would identify it by number whenever they come to the addition to the Agenda portion of the regular meeting.

**Mayor Day said the taxilane rehabilitation is on the list of improvements for the Airport Master Plan.**

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

The next piece on the Agenda for this meeting is to begin the initial conversations on retire/rehire procedures. We have had that taking place here in the City but we don't have legislation

right now. This is new territory for us and I think it's appropriate in the Salary Committee that we begin to talk about guidelines and protocols.

Mr. Ricklic said he had no problem with retire/rehire as long as it's fair to all employees. He said there should be guidelines to make it fair and beneficial to all employees and the City.

Mr. Zucal said at times retire/rehire can save money but sometimes it doesn't. He said with this practice he's seen the motivation to move up through the ranks is diminished. He said when you retire and are rehired you move to the very bottom of the pay scale. At the City right now you're rehired at the same rate which is not common practice.

Mr. Ricklic said the rehired individual could move up in the pay scale over time.

Mr. Zucal said there would be more meetings to discuss this issue.

Law Director Fete brought the Legislation concerning the taxilane grant. Mr. Ricklic said he would go on record requesting the addition of Resolution 18-2020 to tonight's agenda for 1<sup>st</sup> Reading and emergency passage.

Mr. Holland made a motion to adjourn

*With no further action the Meeting of the Salary Committee adjourned at 7:28pm.*