

**SALARY COMMITTEE
MEETING MINUTES
MONDAY, July 27, 2020**

The Salary Committee met July 27, 2020 at 6:45 PM in the Council Chambers at the Knisely Centre. The purpose of the Meeting was to discuss the City's retire/ rehire procedure and Resolution 20-2020 for the right to the application to ODOT for \$448,875 for light replacement at Harry Clever Field.

In attendance were Salary Committeepersons:

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

Guests were:

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

Salary Committee Chairperson, John Zucal called the meeting to order at 6:45 PM to discuss streamlining the City's retire/ rehire procedure.

Committee and Council had an open discussion with Auditor Beth Gundy.

Mr. Zucal had the following comment concerning a recent employee who retired and was rehired.

What would have happened if Council would not have approved that? It would go before Council because it's an item in the budget. Typically on a retire there is a severance of agreement between the City and employee, that changes on a rehire. I think communication is the key part.

Mr. Fete had the following comment:

Just so I understand, we're not asking for legislation on this. You're just asking as a courtesy that Council be informed when something like this is going to happen, that you're not finding out on the street, and that Council is consulted. That could even be done in executive session.

Mr. Zucal had the following reply:

Absolutely, and the key to me is communication. I'm not sold on any way, shape or form it has to be, the question is how best do we handle this going forward? I think there's a sense of equity we have to be aware of too.

Auditor Gundy said she's obligated to pay based on the handbook Council approved.

Mrs. Ramos had the following comment:

I agree there needs to be a lot of communication between Council and Administration so there's no surprise. For a long time we talked about the salary scale and the reason for that was to give the Mayor their discretion as to where to put people on the salary scale and take Council out of it. I'm hearing now you want Council back in it and that just doesn't make sense to me.

Mr. Ricklic said it should be fair across the board and Council should know about any retire/rehire.

Mr. Zucal said the Mayor has the administrative right to make decisions but Council should know about it. Let's do it right so we have no questions being asked about the Mayor's intent or Council's intent. We should have total transparency on what is happening.

Mr. Zucal had the following comment:

Here's the other part that we need done this evening. The Law Director drafted Resolution 20-2020 which gives the approval to apply for an ODOT grant. It's a light replacement project for runway 1533. We're still running incandescent lights there. This would be an LED conversion which is brighter and more energy efficient. This would be the application and the acceptance of this grant.

Mayor Day had the following comment:

I'd like Council to pass this tonight because it has to be included in the application.

Mrs. Ramos asked if there was no match. Mr. Zucal said it's 100% paid for by ODOT

MR. RICKLIC MOTIONED TO ADD RESOLUTION 20-2020 TO TONIGHT'S AGENDA
FOR EMERGENCY PASSAGE

MR. HOLLAND SECONDED THE MOTION

3 YEAS

RESOLUTION 20-2020 WILL BE ADDED TO TONIGHT'S COUNCIL AGENDA

Mr. Holland made a motion to adjourn.

With no further action the Meeting of the Salary Committee adjourned at 7:17pm.

