

**SALARY COMMITTEE
MEETING MINUTES
MONDAY, AUGUST 12, 2019**

The Salary Committee met August 12, 2019 at 6:00 PM in the Council Chambers at the Knisely Centre. The purpose of the meeting is to discuss the IAFF Local 1501 tentative contract agreement .

In attendance were Salary Committeepersons:

*Mr. Dean Holland
Mr. Kelly Ricklic
Committee Chairperson Mr. John Zucal.
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
Fire Chief Jim Parrish
Brian Mertes
Matthew Graham*

Salary Committee Chairperson, John Zucal called the meeting to order at 6:00 PM to discuss Proposed Resolution 17-2019

Mayor Day had the following comment:

Our goal was to come up with a contract that would help us to have a better handle on the amount of overtime. We did negotiate a pay increase of 1% this year and next year and 2% in the 3rd year. There was a lot of give and take.

Attorney Brian Mertes gave an overview of the contract to Council and Administration.

Matthew Graham had the following comment:

The negotiations were like any negotiation. We didn't get everything we wanted and were a little disappointed with some things and satisfied with other things.

Chairman Zucal had the following comment:

The critical piece in negotiations it's always give and take. Both sides come to the table with what they hope to achieve but in the end trying to find that common ground.

Mr. Holland had the following question:

You commented about the 12 and a half percent between lieutenants and captains and that was consistent with police. Is this working toward Perry?

Mr. Mertes had the following response:

We looked at one contract to find out what the other unions were doing. In most contracts there is some difference between those different ranks.

Mr. Holland had the following question:

Is it standard in the State of Ohio that overtime is paid at almost double the hourly rate?

Mr. Mertes had the following response:

Yes.

On the tuition reimbursement, are the courses the employees reimbursed for all job related?

Mr. Mertes had the following response:

Yes.

Mr. Holland had the following questions:

Is the full time Fire Inspector a Civil Service Position? On promotions, there's a provision where an employee is not eligible for the next highest position unless they've been with the Department 5 years...does that include the Fire Chief?

Mr. Mertes had the following responses:

Yes. Yes it does but if a Fire Chief is hired from the outside they could immediately ascend the ranks.

Mr. Holland had the following comment:

One of the things we're looking at is gender sensitivity. I was rather disappointed that in the contract the reference to male does include female. As this became published there's a reference 4 times to she, he 17 times and his 75 times. I think we should have been a little more sensitive to recognizing gender.

Mrs. Ramos had the following questions:

Article 16 Section 1 I think the article reads "members of the fire department". Was that a typo? In Article 2 you added the full time fire inspector. There's a captain/ fire inspector before that position. Will there be two employees in that position? In Safety and Health Article 46 Section 4 under the right to refuse work it says there should be an appendix attached but there is nothing attached.

Mr. Mertes had the following responses:

It reads "members of the fire department" as it should. Regarding the full time fire inspector it's worded that way in case of other employees trained for that job. The last question is referencing a prior negotiated agreement.

Mrs. Ramos had the following statement:

I've already expressed my concerns about overtime.

Mr. Zucal noted that the SAFER Grant is doing an effective job of controlling overtime.

Auditor Gundy said there are no real issues with the contract but it does take time because retroactive pay is based on the shifts that were worked, the overtime they had, and Holiday pay. It then gets calculated by pension period.

MR. RICKLIC MOTIONED TO ADD RESOLUTION 17-2019 TO TONIGHT'S AGENDA WITH RECOMMENDED PASSAGE UPON 1st Reading

MR. HOLLAND SECONDED THE MOTION

3 YEAS

RESOLUTION 17-2019 WILL BE ADDED TO TONIGHT'S AGENDA

With no further action the Meeting of the Salary Committee adjourned at 6:31pm.