

**SALARY COMMITTEE
MEETING MINUTES
WEDNESDAY, APRIL 15TH, 2015**

The Salary Committee met Wednesday, April 15th, 2015 at 6:00 PM in the Council Chambers at the Knisely Centre. In attendance were Salary Committeepersons: Mr. Dan Lanzer, Ms. Winnie Walker, and Committee Chairperson Mr. John Zucal. Alternate Salary Committeeperson Ms. Cox was also present.

Guests were Mayor David Johnson, Law Director Marvin Fete, Auditor Beth Gundy, Treasurer Mr. Tom Gerber, President of Council Sam Hitchcock, Council Clerk Patti McKay, Councilperson Mrs. Cheryl Ramos, Councilperson Mr. Darrin Lautenschleger, and Aimee May.

Salary Committee Chairperson John Zucal called the meeting to order at 6:00 PM.

Mr. Zucal announced that everyone should have a copy of Resolution 12- 2015 in front of them.

The legislation does read that this would authorize the City Auditor to pay the Elected Officials' Salaries for the Fiscal Year 2015 and at the recommendation of Ms. Cox we did include the Clerk of Council as part of that as well.

Mr. Zucal then requested the Law Director to briefly explain

how the budget and the positional request and the shifting of money did allow for that to be covered.

The Law Director spoke on his employees Mr. Fete is an Elected Official,

You have your folks those individuals that you talked about were included in the budget.

Comment from the Law Director:

We had discussed at the previously meeting that was assigned to Salary Committee to handle Mr. Fete's employees. The Law Director also drafted the prior resolution that was passed out here last Wednesday was with that in mind.

It is the Law Director's legal opinion that covered all the non-bargaining employees including the Law Directors set forth in the budget. I don't think we need another piece of legislation just to specify this.

Comment from the Mayor:

You will need a letter from the Law Director and from the Mayor,also. The Auditor, Beth Gundy agreed.

Comment from the Law Director:

The next time he talks with the Auditor he will send her a copy of the letter that he originally sent to Ms.Cox and copied Mr. Zucal.

Salary Committee Chairperson John Zucal:

That covers all the loose ends as far as that is concerned.

From the prospective, of the Elected Officials it is pretty clear those that were listed in the budget.

Mr. Zucal asked if there was any discussion regarding that from any members of the Committee.

Comment from Committeeperson Mr. Lanzer:

I think this is a good time to do it.

It is not so much for me; it is for the Mayor the different positions that have been skipped over through the years.

I think the cost of living that has been earned.

Comment from Committeeperson Ms. Walker:

I agree with Mr. Lanzer. It is a good time to do this.

Salary Committee Chairperson John Zucal:

That is what we have been saying all along. The timing is right.

Comment from the Mayor:

I did not put a raise in for me in my budget I do have funds

Do I have to do something differently?

Comment from the Auditor:

If it is there to move around you don't have to do it.

Comment from the Law Director:

I concur with the Auditor,

If she thinks its fine I'm alright with it.

Comment from Councilperson Mrs. Ramos:

I don't have problems with raises.

I've said that all along, but this is in-term for everybody if you go retroactive to 2015.

I happen to agree with Marvin's statement. Just because it is legal doesn't make it ethical.

I think it is unethical to give yourself a raise.

My suggestion would be to make it for the people that are starting a new term.

On 2016, make it for them.

For the rest of us that are starting later make it for that.

So none of us are getting an in-term raise.

But the Clerk of Council gets her raise.

Salary Committee Chairperson Mr. John Zucal:

What you end up with some members of Council being on one pay rate; other members of Council being on a different pay rate.

Councilperson Mrs. Ramos:

If we can figure it out it would be the same but nobody is getting an in-term raise.

I will not accept an in-term raise. I'm against that.

Salary Committee Chairperson Mr. John Zucal:

Theoretically/realistically could we say we are going to grant raises to Elected Officials and not someone be In-term.

Councilperson Mrs. Ramos:

There is some way, if you can figure it out.

Councilperson Mrs. Ramos:

Dover City Council does it four years in advance. They have it figured out so no one is in-term.

Salary Committee Chairperson Mr. John Zucal:

You can't say that we are going to grant raises to people five years down the road.

You are not guaranteeing anybody would be in-term because you are out of an election cycle.

But do you know if you are going to have the funds at that point and time.

It is very hypothetical. It is hard to project three years down the road let alone that length of time.

I understand what you are trying to say. Also we are talking about three percent not a monumental pay raise. Now is probably, with the transitions taking place at least in part, this is probably one of the better times to do it.

Comment from the Law Director:

There is no question about a 3% raise. If you don't want to give yourself a raise,

It is completely legal and appropriate to have yourself excluded from it.

And voted on separately and not vote for your own.

Your name pulled out and voted on separately.

You can abstain.

You can do what I did last time

Not to take the raise, it is the same thing Council did last time around.

You could take your raise and donate to a worthwhile cause.

Councilperson Ms. Cox:

The ten or twelve extra dollars we will be getting a month, donate it to a charity.

If you deny a raise he is down 10.5% back

The Mayor is 7.5% back when you don't accept the raise.

You are putting all these people back in salaries.

Now they start the complaining.

THAT IS NOT FAIR TO THE POSITION.

It is the position you are looking at not the people.

Salary Committee Chairperson Mr. John Zucal:

You provide for that position.

It sounds honorable I'm not disputing peoples intentions when you think about it you are putting others behind. When you say I won't accept that I'll freeze my salary.

That is not necessarily fair. It puts the position in a disadvantage if you want to fill it down the road.

Councilperson Mr. Lautenschleger:

As a group we have abstained from taking raises in the past when the budget position was that way.

I have had a concern for the salary structure for years I don't think there is a good salary structure in place for our Elected Officials and the Non-Bargaining Group.

I'm glad we have the HR Person to research that and start to put that process into play.

Overall amount in the budget for Elected Officials is less than \$12,000.00

Ms. Cox reported that the amount was \$7,700.00 and approximately \$30,000.00 for non-bargaining.

Salary Committee Chairperson Mr. John Zucal:

We are not really talking about a big chunk of change.

Councilperson Mr. Lautenschleger:

That wouldn't even fund a position that is something I would like to remind people of.

Councilperson Ms. Cox

Reminded everyone of her expenses:

She bought a computer, fax machine, pays for internet service, paper, ink and etc.

I am not doing this for me I'm doing it for Council and because of what I do.

You can't imagine the money I spend.

Councilperson Mr. Lautenschleger:

All of us can attest to that.

Comment from the Mayor:

It has been 16 years since the Mayor's position got an increase.

Salary Committee Chairperson Mr. John Zucal:

We realized that when we looked at the comparison between Dover and New Philadelphia.

Comment from the Auditor:

When you look at the Non-Bargaining plus the Elected Officials the increase it is not all General Fund Money.

Comment from the Law Director:

I think the City is way past due for a major course correction on salaries.

Last time it was done was 1997.

We are way past due.

Dover did it a few years ago I think it was the right move you put yourself out there and it wasn't going to be until the next term. Let's do a major course correction that is not 3%.

When I saw that article last year on comparisons of all the ones in the Tuscarawas County. I think New Philadelphia is upside down. Salary Committee Chairperson Mr. John Zucal agreed.

Comment from the Law Director:

I would say this regard less of who the Mayor was.

I like Dave and enjoy working with him.

I think the Mayor of New Philadelphia should be the highest paid official in the City.

The Auditor and Law Director should be comparable the same way that it is in Dover.

They excluded the Dover Law Director from the article.

Dover Law Director makes \$76,000.

Uhrichsville has and Assistant Law Director.

I think it is time for a course structure.

We get back in shape financially a better position come 2016.

I think council seriously needs to look at correcting it.

I have no problem of putting that out until another term or four years down the road.

I think it is completely appropriate.

When we were talking about a 3 % raise everyone here has forgone raises in the past. I don't think it is unethical it is legal. I think it is passed time for a major course correction.

Salary Committee Chairperson Mr. John Zucal:

Part of what we have to recognize is and one of the key points you made was that. Even from a salary prospective. Council doesn't make a lot of money. It is not like you are putting 3% on a \$36,000 position or \$70,000. You name a figure we are still dark ages when it comes to that. Committeeperson Mr. Lanzer and Councilperson Ms. Cox the figures they put out there (12/15 per month) were Gross Wages that is before taxes. From Council's prospective nobody is getting rich off the 3% raise. The last two meetings we've had have been outside of the norm on Wednesday evenings we had you here for an hour or two hours your gross wages have already been eaten up.

Committeeperson Mr. Lanzer:

It is like a band-aid until we can get that done.
We have to do something; we can't just not do anything

Comment from the Mayor:

We are already working on program so it may not be finished by the end of the year, I don't know.
The handbook as far as I'm concerned it is done.
If anyone wants to look at it and my notes it is in my office.

Salary Committee Chairperson Mr. John Zucal:

Part of what we know I think we are all in agreement.
Nobody has been getting rich off this situation. It is long time coming we certainly have major work to do. We talked about it last year if you want to get people to run for public office to put themselves out there you are always going to be criticized nobody in the General Public wants to ever hear that a public servant is getting a raise. It is just one of those things.
Also Mr. Fete and I have had this conversation on what is the right thing to do.
I believe now is the right time to do it. And the timing is in the best interest. We have been negligent in the past now is time to commit to it.

Councilperson Mrs. Ramos:

Can we compromise in the middle and say January 2016 start the raises retroactive. I'm offering a compromise.

Salary Committee Chairperson Mr. John Zucal said he didn't understand.

Councilperson Mrs. Ramos:

Mrs. Ramos suggested starting January 1st, 2016 (that is only six months.)

Salary Committee Chairperson Mr. John Zucal:

You have excluded a whole year.

Councilperson Mrs. Ramos:

According to Mr. Lanzer it is only going to be \$12 a month. Than it wouldn't be in-term.

Salary Committeeperson Ms. Walker:

Are you going to resign?

Councilperson Mrs. Ramos:

I'm going to refuse an in-term raise.

Salary Committeeperson Ms. Walker:

I'm not going to agree with any of that. It is not right.

Salary Committee Chairperson Mr. John Zucal:

Part of the intentions we have is to keep us moving forward if we wait a year.
We continually to move back.

I as a Committee Member we need to do this now it's not just Council there are other Elected Officials out there that have been very patient from that prospective.

Comment from the Auditor:

Every time we hand out raises at least to more than one individual it is always retroactive.
When the union contracts are settled we are talking May, June, or July it always starts at the beginning of the year. Anytime we have one with non-bargaining before it is never settled by the first week of January so we are well into the year so it is retroactive.

Salary Committee Chairperson Mr. John Zucal:

By the very nature as how you do the budget. The process itself
I've always looked at the need to talk about something retroactive.

We were talking outside the scope of the budget. It was not included we decided in June we were
going to do something to create a raise.

Outside of the norm of the budget.

The retro plays into it. Now you've said it is outside norm of the fiscal year.

Then I understand the need to say retroactive begins on a specific date.

When we are talking about a budget in a fiscal year

There is no other way to look at it.

It begins January 1st ends December 31st so I don't see the need again

it is redundant in my position that is retroactive I tried to explain that even to the media.

It is by the very nature retroactive. Unless it is passed on January 1st.

Comment from the Law Director:

Technically; There are a lot of different ways it can be done it up to the discretion of the Auditor as to
what she wants to do. All she has to do is pay accordance to the budget.

Retroactive, spread out, it can be whatever works best for her as long as you are paying 3% what was
allocated by the budget.

Salary Committee Chairperson Mr. John Zucal stated you try to be fair to the employees.

Comment from the Auditor:

There is the PERS issue

Where the retroactively comes into play. They have certain rules and regulations. We have to show
when the increase was earned. So it is not just simple when someone gets a raise that they can get
the retroactive 3 days from now because of the Pension Rules and Regulation. We have to do what
best for them.

Otherwise they may even fine us.

Salary Committee Chairperson Mr. John Zucal:

The language is fine. We've had a great discussion now to move forward with Resolution 12-2015
Mr. Lanzer made a motion for Resolution 12-2015 be added to the agenda for the April 27th, 2015
Council Meeting and passed on first reading which will require suspension of rules.

(Out of the previous meeting was for all the non-bargaining Resolution 9-2015

Which will be on the April 27th, 2015 Council Meeting agenda for second reading and to have
suspension of rules and passed on that second reading. The Committee is recommending Resolution
9-2015 and Resolution 12-2015 are passed April 27th, 2015)

Mr. Zucal seconded the motion

The Committee voted 3-0

The motion passed.

Adjourned 6:22 PM

Respectfully Submitted,

John Zucal, Chairperson
Salary Committee