

**MINUTES OF RAVENNA CITY PERSONNEL COMMITTEE MEETING**  
**April 15, 2019**

The April 15, 2019 meeting of the Ravenna City Personnel Committee was called to Order at 6:53 P.M., by Chairman, Scott Rainone. In attendance were Paul Moskun, Rob Kairis, Amy Michael, Bruce Ribelin, Andrew Kluge, Matt Harper and Joe Bica. Also attending the meeting were Mayor Frank Seman; Finance Director, Kimble Cecora; Director of Public Service, Kay Dubinsky; City Engineer, Bob Finney; Police Chief Jeff Wallis; Fire Chief, Geoffrey Cleveland; Larry Silenius of 123 North Walnut Street, Ravenna, Ohio; Clifford Soudil of 434 Woodland Street, Ravenna, Ohio; Dick Bilotto of 333 North Prospect Street, Ravenna, Ohio; Tim Calfee of 910 Murray Avenue, Ravenna, Ohio and ; Greg Francis of 558 Coolman Avenue, Ravenna, Ohio.

Mr. Rainone said the first item on the agenda is changing the Finance Director position to an appointed position.

Mr. Rainone said it was the general feeling at the last meeting the desire to put that position on the ballot to amend the Charter to allow the Mayor to appoint the Finance Director. He asked Mr. Cimino to attend but he was not available. There are two sections in the Charter that would need to be updated. The first is Article IX which is the Finance Director position and Article VI which is Mayoral appointments. The Code 234.02 talks about the qualifications of Finance Director stating that a bachelor's degree in accounting or finance or if not, at least five years of experience with municipal accounting and proficiency with data processing and knowledge of public administration budgeting. With that, if they want to put an item before the voters this November, Article IX would need to be changed, taking out the Finance Director shall be elected and shall be a qualified elector and resident of the City for at least one year prior to his/her election. Article VI just needs to add Finance Director as a Mayoral appointment. That's all he's looking at.

Ms. Michael asked if there is a new mayor, then it would mean that person could be fired.

Mr. Bica said that would be just like any other position in the City.

Ms. Michael said she thinks the Finance Director is a little different.

Mr. Kairis said that a common theme in all of the city codes is that the Finance Director is appointed by the mayor and ratified by Council. That would be different than the other appointments.

Ms. Michael said that she would think it's more important to be more consistent with that position because they are dealing with the money in the City. They could just be getting in there to learn it and the chance of being uprooted in four years; she just thinks it needs to be more consistent.

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Mr. Rainone said to play devil's advocate, if the people elect a new mayor, shouldn't that mayor be empowered to bring on their own team; why keep someone who might disagree with and might have been loyal to the other mayor. He understands what Ms. Michael is saying.

Ms. Michael said she just thinks it could be dangerous to the City to have a revolving door and someone coming in not knowing what is going on. There needs to be some consistency.

The clerk noted the only two positions really spelled out are the service director and city engineer. Why not all the rest of the mayor's appointees? Do they really need to put the finance director in that section? She is concerned that if they have to write more than one ballot issue, one could pass and the other not. Then they'd be in a dilemma.

Mr. Rainone said that in Article IX it talks about the powers and duties which he doesn't believe would change under any other mayor. He thinks those are already there.

Mr. Kairis said if they aren't going to be electing a finance director, they need to figure out how that person gets appointed. He's not sure they have all agreed to it. This isn't like those other positions. He doesn't see it as an equivalent to the service director, etc.

The clerk said she doesn't understand why the job description has to be in the Charter.

Mr. Ribelin said he thinks that the position should be a mayoral appointment but also thinks Council should also approve that person.

Mayor Seman said they checked with the auditors and the mayor is the person who will be stuck with the results of the audit if this is an appointed position. The mayor is the appointing authority and who will be responsible for the audit.

Mr. Rainone said he understands what they are saying but if they look at the mayor as the CEO and the citizens select that person, they should be empowered to have the team they want.

Mr. Kairis said that it's not like that now. It's an elected position and the mayor has absolutely no control. It is commonplace for those who are not elected be appointed by the mayor with approval or ratification of council. He thinks of they put it in front of voters and if it's radically different than it is now, they may just vote it down. He doesn't know how far out from the norm they want to go.

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Mr. Rainone said Mr. Kairis does bring up a good point. If they read through the code sections of the other communities, it is very interesting.

It was decided by those present that Mr. Cimino would be asked to attend another Personnel Committee meeting on Monday, April 22, 2019 at 6:30 P.M.

There being no further business before the Committee, the meeting adjourned at 7:07 P.M.

**ATTEST:**

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Clerk of Council

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Scott Rainone, Chairperson  
Personnel Committee