

Ravenna City Council Personnel Committee
Meeting Minutes
March 16th, 2020

The Personnel Committee Meeting was called to order at 6:41 P.M. by Chairperson, Tim Calfee

Council present were: Amy Michael, Rob Kairis, Paul Moskun, Tim Calfee and Matt Harper

Also attending the meeting were: Mayor Frank Seman; Finance Director, Kimble Cecora; Service Director, Kay Dubinsky; City Engineer, Bob Finney; Fire Chief, Geoffrey Cleveland; Finance Director-elect, Brian Huff; Clerk of Council, Kathy Hann; Maple Grove Superintendent Mark Gabriel; Tessa Gabriel, Record Courier, Diane Smith; Larry Silenius of 123 North Walnut Street, Ravenna, Ohio

Mr. Calfee called the meeting to order and brought up the first item which was the Collective Bargaining Agreement. Mayor Seman, Mr. Cecora, Ms. Dubinsky, AFSCME and Human Resources Ms. Richkowsky were the bargaining team for the 5 unions that the City has, which is comprised of 3 Police, Fire and AFSCME. The settlements are similar in terms of percent of raise, which is 9%. It is front loaded with 5 1/2% the first year, 2 1/2% the second year and 1% the third year. A lot of the bargaining was over the spread between Patrolmen and Sergeants which are two different unions. The City did increase the spread for the Sergeants, partially because people were not taking the test because people thought they picked up too much responsibility for the wage. With the new redesign that has happened over the last few years Mayor Seman stated that there are currently 5 Sergeants with the City.

Mayor Seman spoke about the hospitalization reduction that the City benefited from by not having any major illnesses or issues. He said that Council had copies of the agreements and that they are not done deals officially. The Unions have signed off, but Council still has to sign off and Mayor Seman wanted Council to be able to look at them before they approved them, which they were all sent to them electronically. Most of the language is still the same, but some needed to be added because of the Supreme Court decision on collecting union dues. Mayor Seman said he wanted to give Council a skeleton view of the contract so that Council could take a look at the contracts and discuss them at the next meeting. He added that most of the negotiations were done between the City and its employees with little spent on lawyers, but ensuring to check in with advice on critical items.

Mayor Seman said that the City has a very good Fire, Police and Service Department, but sometimes it is hard to pay them the way that they could get paid in other places, so the City does have a problem on occasion getting them to sign or to stay.

The Mayor mentioned a rate freeze and Mr. Calfee wanted to verify that the City was not currently in a freeze, or coming out of one. Mr. Kimble stated that it had been 5 years since the freeze.

Personnel Committee Meeting Minutes

March 16, 2020

Page Two (2)

It was questioned as to why the raise was front loaded. Mr. Kimble explained that it was to help parity one bargaining unit, which then was able to be rolled forward to the others. He stated that he was an advocate of front loading due to the fact that the City does not know where they are going to be the following year. Mr. Kairis stated that by front loading it was costing the City more, and Mr. Kimble said that he looked at the numbers and said it was a difference of between \$8,000-\$9,000 for the total of the 9% versus 3% every 3 years.

Mayor Seman said that the City received a nice check back from Worker's Comp.

Mr. Calfee asked if it was a variable what employees pay on their health insurance. Mr. Kimble said that it is based on Cobra rates, and that this year it went down and in previous years it had gone up. There does not need to be a contract adjustment. Once the percentage is etched into the contract, the percentage is then applied to the Cobra rate which determines what the individual premiums will be based on the plan that was selected. Mr. Kimble said the City was able to manage the plan design to make some changes that were more beneficial in terms of out of pockets and in terms of deductibles.

Mr. Calfee asked if the Collective Bargaining Groups were aware of how unusual a 5½% front loaded contract is, adding that it is a real benefit and that he's happy the City was able to do it. Mr. Kimble said that they did, and that he was looking to the year 2022 when there is 1% and it is easy to figure out what the liability is going to grow to. Mayor Seman said that they wanted to move it forward for legislation and that they may try to pass it at the Special meeting on March 23, 2020. Mr. Calfee said that they are moving it forward for possible approval at the next Special meeting.

The next item was the Payroll Ordinance Revision. Mr. Kimble said that at the end of the year he always does a reiteration of the City's payroll ordinance. It is refreshing the ordinance with the new rates, which will include the training for the new Council Clerk. The big ticket item will be the new salary schedule that goes with it, which will replace the one that passed on December 31, 2019.

Mr. Kimble wanted to add that he hit the send button on the permanent budget. There was a meeting on March 5th with some Councilmembers present to discuss the budget. He requested that if anyone had any questions between now and the March 23rd meeting to pass it, to please call him so that he could review any issues.

There being no further business for discussion, the meeting adjourned at 6:59 P.M.

ATTEST:

Clerk of Council

**Tim Calfee, Chairperson
Personnel Committee**