

MINUTES OF RAVENNA CITY PERSONNEL COMMITTEE MEETING
May 13, 2019

The May 13, 2019 meeting of the Ravenna City Personnel Committee was called to Order at 5:30 P.M., by Chairman, Scott Rainone. In attendance were Bruce Ribelin; Matt Harper; Paul Moskun, Rob Kairis, Amy Michael and Andrew Kluge. Also attending the meeting were Mayor Frank Seman; Law Director, Frank Cimino; Finance Director, Kimble Cecora; Engineer, Bob Finney; Police Chief Jeff Wallis; Larry Silenius of 123 North Walnut Street, Ravenna, Ohio; Tim Calfee of 910 Murray Avenue, Ravenna, Ohio; Greg Francis of 558 Coolman Avenue, Ravenna, Ohio and Deena Tannert of 784 East Main Street, Ravenna, Ohio.

Mr. Rainone said the only item on the agenda is to discuss the Finance Director Position. The ordinance was read once and the law director has indicated he has a few changes he would like to make to that legislation.

Mr. Cimino said the Title references Article XVI Section 1 instead of Article XVIII in reference to the charter. The other thing he wasn't sure about is that it indicates Article VI (3); he is not sure it would be the best way to designate it. If they look under Article VI, it has director of public service. It references sections as opposed to the article and then the section. He thought since Section 1 dealt with the director of public service, the director of finance would be 1.1

Mr. Cimino said the other thing that is disconcerting to him is what are going to be the qualifications. The charter section being eliminated has the educational requirements and the administrative code talks about alternate qualifications, if someone doesn't hold the educational degree spelled out in the charter. It seems to him that if they are going to do this, they should have in place simultaneously whatever those criteria are in the job description; in other words, create a job description that sets forth the qualifications. Those would work hand in hand with the ordinance. If they are going to develop the amendment to the charter, he thinks that it should all be in place. He believes people should know the criteria of holding that position.

Mayor Seman said that can be done if that's the direction they want to go in. It won't take long to put it together.

Ms. Michael said she thought they were keeping everything the same except the person wouldn't be an elected and not have to live in the City.

Mr. Cimino said they are eliminating the section of the charter that spells out the job description and the job qualifications. He thinks that should be in place prior to it going on the ballot.

Mr. Moskun said that way if someone wants to see the detailed description, they can physically see it.

Mr. Rainone asked if there is anything needed from Council to have Ms. Richkowski to start working on it.

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Mayor Seman responded in the negative.

The clerk noted that they talked previously about if the finance director position becomes appointed, eliminating the position of the assistant finance director and portions of that job would be doled out to the finance director as well as other areas.

Ms. Michael said she recalled talked about taking that assistant finance director position and making it not so much as a manager type of position to save money.

Mr. Kairis said he thinks, for this position, they should keep it as equivalent as possible when it comes to the requirements so they don't add that measure of confusion when people go to vote for it. They need to communicate to people that it is no longer elected and there is no residency requirement. The rest of it is the same. They just have to figure out how to make it look the same in the charter and in the code.

It was decided by those present that the legislation would be amended according to Mr. Cimino's recommendations and put on second reading June 3.

Mr. Cimino said the other thing that is significant is the administration code has a provision that deals with the alternate qualifications of the finance director. That eventually is going to have to be addressed also. If this does pass, there will be a conflict in whatever the job description says vs. what is in the administrative code.

Mr. Rainone noted the steps are, get the ballot issue done, the job description and then if it passes in November, address the administrative code?

Mr. Cimino said they will have to do that before it passes. He is assuming the job description is going to eliminate the necessity of portions of the administrative code that set out the optional requirements if a degree is not available.

Mr. Rainone asked if it would be proper to just tighten that administrative code section up right now. What he is asking is, if the administrative code just lays out an alternate, why not make it whole and say here are the qualifications for finance director or if not, these are the qualifications needed.

Mr. Kairis said he understands but doesn't know what kind of message it sends. Ultimately it's up to the voters to decide whether there is going to be any change. If they are already changing stuff officially.

Mr. Rainone said the voters are only making the decision as to whether or not it is an elected position. He's saying they could make the administrative code more complete.

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The clerk said that having that in the administrative code, like it was something that got stuck in there after they didn't have someone with the qualifications as outlined in the charter and they added this alternative. To her it is somewhat in conflict with the charter and it should just be cleaned up anyway.

Mr. Cimino said the other alternative would be to put into the charter amendment legislation to say that section of the code is repealed.

Mr. Rainone said that the problem is that the more they add to the soup, it becomes more confusing.

Ms. Michael said they just want the voters to say yes or no.

Mr. Ribelin said he thinks it is important the voters be educated even though prior to this, there was an article in the newspaper that nobody filed for finance director as an elected position. He thinks they have to let them know, in the newspaper and on the city's website; why they are doing this and why they want to make a change to the charter. He thinks they need to educate people.

The clerk asked if there could be an effective date put on the legislation being put on the ballot, effective April 1, 2020 that way there is no question as to what they are talking about. The end of the finance director's term is March 31, 2020.

After some discussion, it was decided that April 1, 2020 is the date that should be indicated on the legislation.

Mr. Cimino said the only thing he's heard any scuttlebutt about is the concept of the mayor appointing with council approval regarding the issue of liability or responsibility of the work done by that individual. Council would then need to accept or acknowledge, if there should be a problem consequences of those mistakes or omissions, could fall back on just the mayor but those who have consented to the appointment. He wasn't involved in those conversations but he does understand that it has been discussed.

There being no further business before the Committee, the meeting adjourned at 5:48 P.M.

ATTEST:

Clerk of Council

Scott Rainone, Chairperson
Personnel Committee