

**MINUTES OF RAVENNA CITY PERSONNEL COMMITTEE MEETING**  
**August 12, 2019**

The August 12, 2019 meeting of the Ravenna City Personnel Committee was called to Order at 5:44 P.M., by Matt Harper. In attendance were Bruce Ribelin; Paul Moskun, Rob Kairis, Andrew Kluge, and Joe Bica. Also attending were Mayor Frank Seman; Finance Director, Kimble Cecora; Director of Public Service, Kay Dubinsky; City Engineer, Bob Finney; Fire Chief, Geoffrey Cleveland; Police Chief, Jeff Wallis; Larry Silenius of 123 North Walnut Street, Ravenna, Ohio; Clifford Soudil of 434 Woodland Street, Ravenna, Ohio; Deena Tannert of 784 East Main Street, Ravenna, Ohio; Tim Calfee of 910 Murray Avenue, Ravenna, Ohio and Christina West of 732 Eastland Avenue, Ravenna, Ohio.

Mr. Harper said the only item on the agenda is a Memorandum of Understanding between AFSCME union and the administration.

Mayor Seman said the Chuck Dowdy has been looking for a way to do something positive for the employees who always show up whenever they are called for overtime. They are talking basically during the winter months. If they have a perfect record of showing up for overtime in the two quarters (one and four) which are the winter months, they get a day off during the other two quarters (two and three). They would trade always being available for overtime for one day in the off time. Overtime in the Street Department is very important and it is required for an employee to participate. If the employee drops below 50% participation, they are into a discipline situation. That's a negative way to deal with it. Mr. Dowdy was looking for something positive. He spoke with the union representative who is in favor of it. This will probably end up being addressed in the negotiations with the union in the next couple of months.

Mr. Moskun asked if the water distribution employees would be eligible.

Mayor Seman responded in the negative stating it's for snow plowing.

Mr. Cecora said there is no longer distribution per se. The salaries come from the Street Fund. If you work in Distribution, you are paid out of Distribution but they do not have designated individuals in Distribution, all but one.

Mr. Kairis asked if the idea is because they are overworked.

Mayor Seman said that it's just an incentive or a thank you for always being there. Quite often, there are two or three people who would be eligible for it. They are trying to increase the participation rate for overtime.

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It was decided by those present that the issue would be forwarded to Committee of the Whole for further action.

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

**ATTEST:**

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Clerk of Council

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Scott Rainone, Chairperson  
Personnel Committee