



Charter Review Commission

May 26, 2020

6:00 p.m.

Zoom Conference Call

345 High Street

Hamilton, OH 45011

Charter Review Commission Members

Theodore Pickerill

Chair

David Stark

Vice Chair

Fred Andes

Commissioner

Donna Baker

Commissioner

Dan Bates

Commissioner

Robert Batterson

Commissioner

Warren Brookins

Commissioner

Daniel Hall

Commissioner

Danny Ivers

Commissioner

Jeffery Jones

Commissioner

Jennifer McQueen

Commissioner

Kevin Kessler

Commissioner

Rob Wile

Commissioner

I. Call to Order

II. Approval of Minutes

III. Article V – Section 5.09 Number of Assistants and Subordinantes; How Fixed

A discussion led by Law Director Letitia Block regarding her findings on Section 5.09.

IV. Administrative Recomendarion List

A discussion on the administrative list of suggestions for review by the Commission so far.

V. Commissioner Recomendarion List

A discussion on the Commissioner list of suggestions for review by the Commission so far.

VI. Audience of Citizens

Individuals who wish to make comments regarding items scheduled on the Agenda may speak during this part of the agenda or may reserve the right to speak specifically when that item is up for a vote on the floor. Individuals who wish to speak regarding items not specifically scheduled may by do so at this time. All individuals who intend to address the Commission are required to state their name and address for the record.

If Citizens wish to have an issue addressed by the Commission they should email those questions or comments to the City Clerk at: nick.garuckas@hamilton-oh.gov. The City Clerk may read your comments into the record during the appropriate meeting. If comments are submitted far enough in advance of an upcoming meeting, an official response may also be read into the record. You must still provide your name and address for the record. Please be concise with potential comments.

VII. Audience of the City Clerk

VIII. Audience of the Commission

IX. Next Meeting

X. Adjournment

All Charter Sections being discussed are on file in the Office of the City Clerk at 345 High Street Hamilton, OH 45011 and are available on request in advance of the meeting. Additionally, the discussed Charte Sections are available on the City's website. The City of Hamilton is pleased to provide accommodations to disabled individuals and encourage their participation in city government. Should special accommodations be required, please contact the City Clerk's office at 513-785-7182 (24) hours before the scheduled meeting.



Section 5.03:

Suggestion: Consider deleting or rewriting entirely. Layoff and other employment procedures can/should be included in Section 10. Section appears to provide appeal rights to unclassified employees. Paragraph (A) is a single, run-on sentence that is difficult to parse.

Article IX:

Suggestion: Consider revision of Article in its entirety. Council controls budget and appropriations on a macro level. Individual contracts and change orders, if within budgeted and appropriated amounts can be handled administratively, without necessitating legislative action.

Article X:

Consider renaming Department of Civil Service and Personnel and Director of Civil Service and Personnel to Human Resources Management. Per Director Pope:

Changing the department name from civil service and personnel to human resources management indicates that the department moves in a more fluid and knowledgeable fashion to support its employees. It illuminates the fact that the department is interested in the full employment experience from recruitment to retirement. Currently the title, civil service and personnel elucidates that there is only functionality; that it does not comprise the additional components that aid the organization and its employees in continuing education growing the business and making future investments in new hires

Revising the antiquated name and scope of civil service and personnel to human resources fulfills the promise that the City of Hamilton will continue to modernize and be in the forefront of change.

Section 10.01 (D):

Suggestion: Consider amending to provide for appointment of Director of Civil Service by City Manager. Having a department director who does not report to the City Manager causes administrative difficulty.

Section 10.03(H):

Suggestion: Consider removing the limitation on annual number of hours or increasing to 1,560 hours for temporary employment. Seasonal employment in the City used to be primarily tied to summer months recreation. Temporary employment is now primarily tied to quality of life type issues that are addressed regularly from early spring to late fall. Tracking hours and requesting extensions ties up resources that could be better utilized.

Section 10.03(P):

Suggestion: May need to be amended if the suggestion regarding 5.03 is implemented.

3.05 Compensation of Elected Officials

The parenthetic sentence, *in the event.. November of 2000.....* should be removed.

3.07 Rules of Council

The word *Expelled* appears, non-defined, and I believe, for the first time in the Charter. Perhaps semantics, but for clarity, *removed from office for the duration of their elected term*, might be more appropriate. The word **Vacate** is used further down in this section; consistency of those terms is needed.

Additionally, the council does not to my knowledge, have hard and fast rules of conduct, referenced in this section 3.07. Perhaps in addition to the absentee cause referenced, something could be added, *conduct appropriate for removal for cause includes nefarious conduct deemed unbecoming of the office and conduct found to be in violation of the State of Ohio Ethics laws.*

5.04 Council not to interfere

This section compels council to be removed from all matters of personnel. However, the remedy appears to be through the courts. Not a very likely solution; who is the plaintiff, for example. How do we strengthen that section to be consistent with the powers to *Expel*, referenced in **3.07**?

18.02 Financial Interest in Contracts

This section references officers and employees shall not have financial interest in a City contract. I believe elected officials need to be specified, even though they are employees. Perhaps the wording addressing their conduct should also be transposed somewhere into **article III The Council**, to add emphasis to the intent.