

Re: Grievance of Patrolmen Fenlon & Reeder against  
the City of Centerville Council.

Councilmen J. V. Stone and John McIntire met  
Thursday March 25<sup>th</sup> as the Council Committee on  
Personnel and Finance. Mr Davis was unable to  
attend. The members in attendance agreed that the  
Personnel Appeals Board has within their  
jurisdiction the authority to rule on a question  
of the nature of this grievance, that being  
that the employees mentioned did not receive  
the increase in salary to the true letter of  
the pay ordinance under which they were  
hired. The said employees had completed their  
probationary period upon the one (1) year or  
twelve<sup>(12)</sup> month anniversary date of their  
employment (original employment). The ordinance  
that they were hired under does not have  
the requirement of continuous written into the  
conditions, nor do the present ordinances.  
We recommend that the employees in question  
be paid immediately for that step rate  
increase that was missed, and that they be  
paid retroactively to that date that concludes  
a twelve (12) month anniversary date from  
their original employment date.

We recommend that the ordinance on  
personnel classifications be immediately  
amended to include twelve (12) months of  
continuous service.

Re: Grievance of Police Dispatchers Mrs. Jean Lemon  
Mrs. Sue Link and Mrs. Shirley Copeland...

It was agreed by the Council Committee on Finance  
and Personnel that the Personnel Appeals Board  
was improperly presented with this grievance.

The employee is questioning council's authority  
to legislate salaries. It is not the authority  
of the Personnel Appeals Board to hear a question  
of this nature and certainly in accord with  
the Ohio Revised Code the Centerville Council  
can legislate personnel classifications.

However, the above parties (dispatchers) salary  
increases were presented to us (council) and  
it does not show clearly that the Step Rate  
increase did occur at the end of the twelve  
(12) month period as was stated should occur  
under the older personnel classification ordinance.

Having checked this point (Step rate increase  
at end of 1<sup>st</sup> 12 mo. service) with the city manager  
John Griffin and Chairman of P.A.B., Mr. Jack  
Phillips I have not recd. evidence showing  
the 1 yr step rate having been paid. If the  
Step Rate increase was missed due to  
lack of communication and or verbally  
promised by the City Manager concerning  
that first (1<sup>st</sup>) anniversary date. We  
recommend that the first (1<sup>st</sup>) anniversary  
date increases be forthcoming retroactive  
to the first (1<sup>st</sup>) anniversary date.

This, the Committee feels is the moral approach even if in spite of or even whether or not it is in direct conflict to subsequent Personnell Classification Ordinances which eliminated this one (1) year step rate increase.

- Further: The City Manager develop a booklet for all employees. ~~establish~~ showing the
1. Conditions of Hiring a new Employee as provided by Ordinance....
  2. Develop Personnell Rules and procedure pertaining to correct procedure for employees  
I.E. - in questions of this nature...
  3. This should be done at the earliest possible date. within 2 weeks is sufficient.
  4. Report to Council when this is complete
  5. Present this in a meeting <sup>or meeting</sup> with all employees.
  6. Report back to Council when this is concluded. May regular meeting...