

Minutes of Perrysburg Personnel Committee

Meeting Held April 25, 2023

CALL TO ORDER - 5:00 PM

The meeting was called to order at 5:05pm by Chairperson Cory Kuhlman.

ROLL CALL

Committee members present were Kevin Fuller, Cory Kuhlman, and Tim McCarthy. Also present were Tim Effler, Law Director and Kelly Chalfant, Human Resources Manager.

CITIZEN'S CONCERNS

None.

APPROVAL OF 03/28/2023 MEETING MINUTES

There being no objections, the minutes of the March 28, 2023 meeting were approved 3-0.

REVIEW/APPROVAL OF REVISED JOB DESCRIPTION AND TITLE FOR THE GIS SOFTWARE SPECIALIST (CHANGING TO GIS SOFTWARE ADMINISTRATOR)

Ms. Chalfant stated that this reflects the changes from the Executive Session two meetings ago and the PowerPoint presentation from the last meeting. The Committee members had no questions.

ADDING THIS NEW GIS TITLE TO PAY BAND C

Mr. Effler asked to table this, as they have to work on several other things in the same section of the code.

COST OF LIVING ADJUSTMENTS

Mr. McCarthy made a motion for the Committee to enter Executive Session to discuss the negotiation of labor agreements. Seconded by Mr. Kuhlman.

The Committee entered into Executive Session at 5:07 p.m.

Mr. Kuhlman made a motion to return from Executive Session.

The Committee returned from Executive Session at 5:41 p.m.

Mr. Kuhlman stated that this will be a standing item on the agenda for the time being.

PAY BAND ADJUSTMENTS

Mr. Kuhlman stated that this will be a standing item on the agenda for the time being.

PARENTAL LEAVE

Mr. McCarthy voiced his concern with having a fully paid parental leave policy because it is a lot more than the average citizen has. Mr. Kuhlman stated that is what he loves about it. He noted that only six employees have used parental leave since 2019, so budget wise it would not be substantial. Mr. Kuhlman suggested they publicly discuss this at a City Council meeting. The Committee agreed 3-0 to move this forward to City Council to discuss.

OTHER BUSINESS

Mr. Kuhlman stated that there are events that occur within the City and they are considering a charge for Safety and Service personnel that are required during these events. Mr. Effler's opinion is that this is not the proper Committee for this discussion to take place in. Mr. Kuhlman strongly suggests that Safety Committee discuss this under 'Other Business' so they can get it moved onto City Council for a full discussion. Mr. McCarthy stated that at Finance Committee they agreed there are certain events that are so widely identified with the City, that they should provide Safety and Service staff.

Mayor Mackin explained that because of the success of the Farmer's Market, additional staff was required and was needed to be paid for, so the City invoiced the CVB. The Administration's opinion is that the CVB should and could pay for the additional costs for the staff, safety, and cleanup costs. Mayor Mackin is concerned that the City would sponsor some nonprofit events and not others. Mr. Kuhlman asked if they charge any of the DORA vendors for waste management. Mayor Mackin stated that there is no structure in place to allocate any additional costs currently.

Mr. Effler stated that picking and choosing events to sponsor is a big problem. Mr. Fuller asked about someone wanting to do a public demonstration or protest, where they might not have an entity where they could send a bill to. Mayor Mackin stated that they have had situations where they have not been able to bill because they are using their First Amendment rights. He added that they are trying to avoid the dynamic of picking and choosing. Mr. Kuhlman requested a written legal opinion on Mr. Weber and Mr. Smith not being able to speak on the manner, since they are on the CVB Board because they are on City Council. Mr. McCarthy agreed that it does not make sense to him either.

There being no further business, the meeting adjourned at 6:14 p.m.

Respectfully submitted,

Cory Kuhlman, Chairperson
Personnel Committee

Next meeting: Tuesday, May 23, 2023 at 5:00 p.m.