

PERSONNEL COMMITTEE

MAY 20, 2021

The meeting was called to order at 5:07 p.m. by Chairman Cory Kuhlman. Committee members present were Cory Kuhlman and Mark Weber. Tim McCarthy was absent. Also present were Bridgette Kabat, City Administrator, Kate Sandretto, Law Director, and Kelly Chalfant, Human Resources Manager.

APPROVAL OF MINUTES

There being no objections, the minutes of the April 15, 2021 meeting were approved.

DISCUSS COUNCIL'S PROPOSED POSITION OF CLERK OF COUNCIL

Ms. Kabat stated that it was Council President Smith's idea to put this item on the agenda. Mr. Kuhlman asked what the Administration's desire is. Ms. Kabat said that she does not see enough duties to make this a full-time position. Mr. Weber agreed. Mr. Kuhlman said that we need to advertise for the Recording Secretary position. He suggested tabling the Clerk of Council position for now and said that potentially the Recording Secretary position may blossom into Clerk of Council. Ms. Sandretto asked that the Committee suggest an hourly rate for the Recording Secretary position since the pay range for that position has not been updated in over a decade. Mr. Kuhlman suggested \$15 to \$20 per hour. He also suggested that we reach out to colleges with a Public Administration school to see if any students are interested in the position.

PROPOSED UPDATES TO CODE SECTION 266

Ms. Sandretto distributed proposed amended ordinances and repealed ordinances for Section 266 for the Committee to review. Mr. Kuhlman said they can be discussed at the next meeting.

ZASHIN & RICH WAGE AND COMPENSATION STUDY

The Committee reviewed the Wage and Compensation Study prepared by Zashin & Rich. There was discussion about the positions that are not in line with other communities' wage ranges. There were several items the Committee wanted to see added to the report including years of experience for the employee holding the position and gender. Ms. Kabat said that she will see if someone from Zashin & Rich is available via Zoom for the next committee meeting.

DISCUSS SALARIES FOR MAYOR AND COUNCIL

Mr. Kuhlman stated that while we have a salary survey going on, he thought it would be a good idea to discuss salaries for Mayor and City Council. He reported that Bowling Green is in the process of raising City Council salaries to automatically increase as the OPERS minimum salary requirement increases. This is set to begin in 2024. Mr. Kuhlman said that he thinks this is a good idea. Regarding the Mayor's salary, Mr. Kuhlman said that the expectation in Perrysburg is that the Mayor have a presence, or be accountable, and in his opinion the current salary does not reflect a lot of accountability. He said that he is thinking it should be \$45,000 to \$50,000. There was discussion about City Council voting on these changes or having it go to the voters. Ms. Kabat noted that the last

increases in 2017 were approved by City Council. The Administration said they will check on the deadline to get issues on the ballot.

There being no further business, the meeting adjourned at 6:06 p.m.

Respectfully submitted,

Cory Kuhlman, Chairman
Personnel Committee

Next meeting: Tuesday, June 22, 2021 at 5:00 p.m.