

Minutes of Perrysburg Personnel Committee

Meeting Held May 28, 2024

CALL TO ORDER - 4:00 PM

The meeting was called to order at 4:05 p.m. by Chairperson Cory Kuhlman.

ROLL CALL

Committee members present were Cory Kuhlman and Mark Weber. Tim McCarthy arrived at 4:07 p.m. Also present were Joe Fawcett, City Administrator, and Kelly Chalfant, Human Resources Manager.

CITIZEN'S CONCERNS

None.

APPROVAL OF 3/26/24 MEETING MINUTES

There being no objections, the minutes of the March 26, 2024 meeting were approved 2-0.

PROPOSED CODE LANGUAGE AMENDMENTS

266.06-3 Bereavement Leave

266.08-4 Personal Time

267.03-2 Tuition Reimbursement

267.01-3 Volunteer Firefighters (repeal)

267.03-1 Compensation for Advanced Study (repeal)

Ms. Chalfant presented an amendment to Chapter 266.06-3 regarding Bereavement Leave for non-bargaining unit employees. She said that this language is the same as the language in the police and AFSCME contracts. She said that it increases it from three to five days, changes a couple of relationships, and it no longer comes out of an employee's sick leave balance. Mr. Weber said that he likes the language about it being used at a later date. The Committee agreed 3-0 to forward this amendment on to City Council.

Ms. Chalfant introduced a new section in Chapter 266 allowing for the conversion of up to twenty-four hours of sick time into personal time on an annual basis for non-bargaining unit employees. To do the conversion, an employee's sick leave balance would have to be at least 240 hours after the conversion. The personal time would not be cashed out when an employee leaves the City, it would just go away. There was a discrepancy in the Code Section listed on the agenda and the Code Section on the proposed ordinance. Mr. Fawcett said he reached out to the Law Director, and the correct section is 266.06-5. Ms. Chalfant stated that this language is in all three police contracts. She said the police unions had asked for bonus days for not using sick time,

and this was the City's counteroffer. Mr. McCarthy said that it bothers him that this is only in the police contracts, and he would be more comfortable if it were across the board. Mr. Kuhlman agreed. Ms. Chalfant said that all the contracts do not offer tuition reimbursement. Mr. McCarthy said that he sees that as more of a business thing for the City. Mr. Kuhlman agreed and said that has a built-in benefit for the City. Mr. Weber stated that it can't be cashed out so it doesn't affect the budget. This item was tabled for further discussion next month.

Ms. Chalfant presented another new section in Chapter 266 regarding tuition reimbursement. She said it is to encourage staff members to get a college degree to help themselves and the City. She said this language is also in the fire and police contracts. Mr. Kuhlman asked Mr. Fawcett about the criteria he would consider when approving tuition reimbursement. Mr. Fawcett said that it would have to be related to their job, so if a police officer wanted to go to law school, he could see that, but if a firefighter wanted to go to law school, it would be a no. The Committee agreed 3-0 to forward this on to City Council.

Ms. Chalfant said that they would like to repeal Section 267.01-3 dealing with volunteer firefighters. She said we have some part-paid firefighters, but we no longer have volunteers. She also requested that Section 267.03-1 Compensation for Advanced Study be repealed. She said that she cannot remember a time since she's been with the City that this has been used, and if approved, we will have tuition reimbursement so this will not be needed. The Committee agreed 3-0 to move these items on to City Council.

OTHER BUSINESS

None.

ADJOURNMENT

There being no further business, the meeting adjourned at 4:24 p.m.

Respectfully submitted,

Cory Kuhlman, Chairperson
Personnel Committee

The next meeting is scheduled for Tuesday, June 25, 2024 at 4:00 p.m.