

Minutes of Perrysburg Personnel Committee

Meeting Held March 25, 2025

CALL TO ORDER - 4:00 PM

The meeting was called to order at 4:08 p.m. by Mark Weber acting as the Pro Tem Chairman.

ROLL CALL

Committee members present were Mark Weber and Tim McCarthy. Cory Kuhlman arrived at 4:13pm. Also, present were Kelly Chalfant, Human Resources Manager, Joe Fawcett, City Administrator and Pat Jones, Police Chief.

CITIZEN'S CONCERNS

None.

APPROVAL OF JANUARY 28, 2025 MEETING MINUTES

There being no objections, the minutes of the January 28, 2025 meeting were approved 3-0.

PROPOSED CODE LANGUAGE AMENDMENTS

Ms. Chalfant stated this is a cleanup to coincide with the City's code and charter as positions have been moved around over the years. Ms. Chalfant said that the proposed legislation involves updating terminology across multiple sections of the City's codified ordinances to improve clarity in job titles. There being no objections, this is being recommended 3-0 to City Council.

ARCHER WAGE STUDY AND COMPENSATION PLAN

Mr. Fawcett discussed the ongoing Archer Wage study. Mr. Fawcett explained that he has first-hand experience with Archer, and they are familiar with other public sector agencies in this area. Mr. Fawcett added that Archer has an objective analysis, and they will review particular positions in the future with a specific process, in order to remain unbiased when it comes to wage increases. Mr. Fawcett also mentioned that the Archer Company found that no employee is receiving more compensation or benefits than what is fair for the job title. Mr. Fawcett talked about the deferred compensation benefits that the City offers employees, and he spoke about the matching requirements for each pay scale. Mr. Fawcett ended by mentioning that this is the beginning of the discussion, and it will continue in more detail at the April meeting.

LOGO WEAR/ UNIFORMS

Ms. Chalfant explained that this is for new language to permit non-bargaining employees to purchase Logo Wear. Ms. Chalfant also discussed that this language change also goes over uniforms for bargaining employees like police officers and utility

workers. Mr. Kuhlman expressed that this is a good idea and will help with branding/ advertising for the City. There being no objections, this is being forwarded 3-0 to City Council.

EXECUTIVE SESSION TO CONSIDER THE APPOINTMENT, EMPLOYMENT, DISMISSAL, DISCIPLINE, PROMOTION, DEMOTION, OR COMPENSATION OF A PUBLIC EMPLOYEE

Mr. Kuhlman moved to go into Executive Session to consider the employment of a public employee. Seconded by Mr. Weber. The Committee went into Executive Session at 4:44 p.m. They returned from Executive Session at 4:52 p.m.

OTHER BUSINESS

Mr. Fawcett announced that the vacant position of Assistant City Administrator has been filled by Pat Jones, who is the current Director of Public Safety/Chief of Police. Mr. Fawcett said that the transition into his new role will take place over the next few months.

ADJOURNMENT

There being no further business, the meeting adjourned at 4:54 p.m.

Respectfully submitted,

Cory Kuhlman, Chairperson
Personnel Committee

The next meeting is scheduled for Tuesday, April 22, 2025 at 4:00 p.m.