

## Personnel and Finance

**Date:** 8-2-2022

**Time:** 6:00pm

**Members Present:** Daniel Angel (Councilman and Chair), Laura Meyer (Councilwoman), Robert Schacht (BPA), Carol Bailey (Mayor) and Sarah Dyer (Fiscal Officer)

**Guest:** Nathan Schultze (Water Department) and Sue Rahe (Council President)

### Topics:

1. Nathan Schultze
  - a. Councilwoman Meyer praised Nathan for his handling of the public Water Tower meeting over a year ago.
  - b. Councilwoman Meyer asked, what do we need to do to maintain your employment here in Pemberville? How can we support you?
    - i. Nathan asked Council to do better supporting employees who are trying to finish projects. To take the time to learn about what is happening and find ways to help make the projects successful.
    - ii. Nathan feels that his compensation is fair.
  - c. Councilwoman Meyer asked his opinion on the Village moving to new time clocks?
    - i. He had no issues with moving to the clocks.
  - d. Nathan shared his displeasure with a public meeting about the water tower being scheduled without his or the BPA knowledge.
  - e. Councilwoman Meyer shared her desire to see better communication within the Village. Lack of communication fosters frustrations.
  - f. Mayor Bailey asked Nathan to share some info about himself.
    - i. He spent time speaking about his family and hobbies.
  - g. Councilwoman Meyer ask Nathan's opinion about future comp-time discussions.
    - i. Nathan said he would like to be involved in those talks when the time comes.
2. Cindy's Winfrey 15%

- a. The Village has covered employee Medicare in the past:
    - i. Gale Loebrich \$104
    - ii. John Lockard \$134.
    - iii. Currently, Cindy Winfrey total is \$297.60.
    - iv. If Cindy went with the Village supplemental, the Village would pay \$623.05.
  - b. Councilwoman Meyer feels that it is unfair to the other employees to not have Cindy cover her 15%. For Councilwoman Meyer, it is an issue of principle. Councilwoman Meyer thinks the wage ordinance should be followed and any issues with it can be addressed when the committee works on next years wages ordinance.
  - c. Councilman Angel disagreed with Councilwoman Meyer. Councilman Angel feels saving the Village taxpayer an additional \$300 a month overrides the question of fairness for employees. Councilman Angel stated he is also willing to make any similar agreements with any employee if it saves the taxpayer 50% on insurance cost.
  - d. The committee talked about possibly raising Cindy's pay or giving her a bonus to cover her 15%. This could be an option if it is impossible for Councilmembers to agree on covering Cindy's 15% out right.
  - e. Councilwoman Meyer said she would gather some more information for the next committee meeting.
  - f. The committee tabled this issue till the next committee meeting.
3. New Police Chief
    - a. Mayor Bailey plans to present John Vaughn as police chief and hopes the Council votes to confirm.
  4. Motor vehicle tax stuff.
    - a. There is no new information to share at this time.
  5. Splash pad.
    - a. There is no new information to share at this time.
  6. Councilwoman Meyer ask to set a date to discuss overtime and comp-time with employees before appropriations.

**Adjourned:** 6:54pm

