

BRYAN CITY COUNCIL

December 16, 2024

Council President Mary Leatherman opened the meeting with the following members present: Jim Kozumplik, F. John Betts, and Stephen Alspaugh. Richard Hupe was absent. Also attending were: Mayor Carrie Schlade, Police Captain Jamie Mendez, Fire Chief Doug Pool, Street Commissioner Tyson Engstrom, Wastewater Superintendent Wes Wygant, Parks and Recreation Director Benjamin Dominique, City Attorney Marc Fishel, and Clerk-Treasurer John Lehner.

Mr. Alspaugh moved, Mr. Betts seconded, to approve the minutes of the December 2, 2024 Regular Meeting and the December 2, 2024 Joint Special Meeting, as written. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Bryan resident Steve Cox addressed Council to inquire about the nature of a possible meeting between Council, city officials and residents of Huntington Drive that Council Member Betts had suggested at a previous meeting to discuss possible options for improving the pavement on Huntington Drive. It was explained the meeting would need to be an official public meeting if it included a quorum of the Council, but that a dialogue between the Council and any public attendees would be encouraged.

Clerk-Treasurer Lehner explained that the financial reports for the month of November, 2024 represented a truncated version that included data only through November 25th due to the upgrade and conversion of the office's financial software and a required temporary shutdown of related computer activity. Most of the delayed activity would be reported in the December records.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to approve the Clerk-Treasurer's Report for the month ending November 30, 2024 as submitted by Clerk-Treasurer Lehner. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 53, 2024, titled,

AN ORDINANCE AUTHORIZING THE SALARY RANGES AND CLASSIFICATIONS IN THE COMPENSATION PROGRAM FOR THE CITY OF BRYAN, AMENDING ORDINANCE 64, 2023 AND REPEALING ANY PORTION OF THE ORDINANCES INCONSISTENT THEREWITH, AND DECLARING AN EMERGENCY.

was presented and read by title only. Mayor Schlade introduced the annual wage ordinance for non-bargaining employees for 2025, and explained that most employees would be receiving a 4.0 percent wage increase, as supported by members of both the Bryan City Council Wage and Budget Committees.

Mr. Alspaugh moved, Mr. Betts seconded, to suspend the reading of Ordinance No. 53, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to pass Ordinance No. 53, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 54, 2024, titled,

AN ORDINANCE ESTABLISHING THE PAY RATE SCALE FOR SEASONAL WORKERS IN THE PARKS AND RECREATION DEPARTMENT OF THE CITY OF BRYAN, MAKING IT EFFECTIVE JANUARY 1, 2025 AND RESCINDING ORDINANCE NO. 1, 2024.

was presented and read by title only. Parks & Recreation Director Dominique explained that, as has been typical of recent years past, the recommended wage adjustments for seasonal employees in 2025 are necessary to comply with the State of Ohio's updated minimum wage law.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 54, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Betts moved, Mr. Alspaugh seconded, to pass Ordinance No. 54, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 55, 2024, titled,

AN ORDINANCE PROVIDING FOR ANNUAL APPROPRIATIONS FOR THE CITY OF BRYAN, FOR THE FISCAL YEAR ENDING DECEMBER 31, 2025, AND DECLARING AN EMERGENCY

was presented and read by title only. Clerk-Treasurer Lehner explained a number of the significant components of the proposed City of Bryan 2025 Budget, noted its support from members of both the Bryan City Council Wage and Budget Committees, and asked Council to pass the budget, as presented.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 55, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Alspaugh moved, Mr. Kozumplik seconded, to pass Ordinance No. 55, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 56, 2024, titled,

**AN ORDINANCE ADOPTING THE UPDATED CITY OF BRYAN
PERSONNEL HANDBOOK**

was presented and read by title only. Mayor Schlade explained that she, Human Resources Director Tricia Lyons, Director of Utilities Derek Schultz, and Clerk-Treasurer Lehner had spent many hours over multiple meetings reviewing each section of the current handbook, and that the document before them represented a thorough update. She highlighted some of the significant changes, many of which benefit the City of Bryan workforce and will help in recruiting new employees. She asked Council to consider adopting it, as presented. Further discussion was held.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 56, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Alspaugh moved, Mr. Kozumplik seconded, to pass Ordinance No. 56, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 57, 2024, titled,

**AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO
MEMORANDA OF UNDERSTANDING WITH THE IBEW, IUPA, AND
OPBA EXTENDING CERTAIN CHANGES MADE TO THE CITY
PERSONNEL HANDBOOK TO BARGAINING UNIT EMPLOYEES**

was presented and read by title only. Mayor Schlade explained that the proposed agreements would serve to apply many of the beneficial changes in the updated employee handbook to the bargaining unit employees upon adoption rather waiting for each contract renegotiation.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 57, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to pass Ordinance No. 57, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Ordinance No. 58, 2024, titled,

**AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A
WORK AUTHORIZATION AGREEMENT WITH ARCADIS, U.S., INC.
TO PROVIDE CONSTRUCTION AND RESIDENTIAL INSPECTION
SERVICES FOR THE CITY OF BRYAN'S WASTEWATER
TREATMENT PLANT – SECONDARY TREATMENT IMPROVEMENTS
PROJECT, PHASE 1 IN AN AMOUNT NOT TO EXCEED \$740,000 FOR**

THE CONSTRUCTION SERVICES AND \$270,000 FOR THE RESIDENTIAL INSPECTION SERVICES.

was presented and read by title only. Wastewater Superintendent Wygant provided Council with a refresher on the Wastewater Treatment Plant Secondary Treatment Improvements project and the role that Arcadis will play during construction.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 58, 2024, on three separate days. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Alspaugh moved, Mr. Betts seconded, to pass Ordinance No. 58, 2024. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mayor Schlade recommended that due to Council Member Hupe's absence, discussion on filling the Council President and Vice President roles for 2025 should be put off until the first meeting in January. Council President Leatherman was in agreement.

Mayor Schlade reviewed the following to set the time and dates of Council meetings for 2025: Council meetings are currently at **5:30 PM** on the **First** and **Third Mondays** of the month unless changed upon special request. Proposed changes are Monday January 20, 2025 **Martin Luther King Day** council meeting is changed to **Thursday, January 23, 2025**, Monday, September 1, 2025 **Labor Day** council meeting is changed to **Tuesday, September 2, 2025**, Monday, November 3, 2025 (**Ready, Set, Relax**) council meeting is changed to **Tuesday, November 4, 2025**.

Mr. Alspaugh moved, Mr. Betts seconded, to approve the 2025 Bryan City Council meeting schedule, as presented. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mayor Schlade thanked the City of Bryan workforce and the Bryan City Council for all of their support and good work in 2024.

A brief recess was taken.

Mr. Alspaugh moved, Mr. Betts seconded, to go into Executive Session to discuss pending or imminent litigation at 6:01 p.m. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Asked to attend: Mayor Schlade, City Attorney Fishel, Fire Chief Pool, Police Captain Mendez, Clerk-Treasurer Lehner

Mr. Alspaugh moved, Mr. Betts seconded, to adjourn the Executive Session at 6:58 p.m. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

Mr. Alspaugh moved, Mr. Kozumplik seconded, to adjourn the meeting. Roll call vote: all ayes; nays, none. Motion carried. Hupe absent.

President of Council

Clerk-Treasurer