

BRYAN BOARD OF PUBLIC AFFAIRS

FEBRUARY 16, 2016

Bryan Board of Public Affairs Chairman Jim Salsbury presided over the meeting with the following members present: Karen Ford, William Pepple, Tom Sprow and Richard Long. Also present were: Director of Utilities Brian Carlin, City Attorney Rhonda Fisher, Electric Superintendent Al Sullivan, Power Plant Superintendent Matt Killion, Lineworker Supervisor Adam Brandt, Water Distribution Supervisor John Caperton, Water Superintendent Norm Echler, Human Resource Director Jacqueline Perry, Public Relations Director Lou Pendleton and Clerk-Treasurer Laura Rode.

Mr. Long moved, Ms. Ford seconded, to approve the minutes from the February 1, 2016, Special Joint Meeting and the February 2, 2016, Regular Meeting as written. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Pepple moved, Ms. Ford seconded, to approve the Clerk-Treasurer's report for the month ending January 31, 2016, as presented by Clerk-Treasurer Rode. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 4, 2016, titled,

**A RESOLUTION ADOPTING THE BRYAN MUNICIPAL UTILITIES
COMPENSATION PLAN FOR BRYAN MUNICIPAL UTILITIES AND
REPEALING ANY PORTION OF PRIOR RESOLUTIONS INCONSISTENT
THEREWITH**

was presented and read by title only. Director of Utilities Carlin described the process taken to develop the Bryan Municipal Utilities Compensation Plan which utilizes a 12 point factor system in conjunction with a fair market wage survey based on utility job classifications. The firm Clemons and Nelson were instrumental in evaluating job classifications, wages, the labor market, and other various components. According to Director of Utilities Carlin, the plan should be reviewed in three (3) years to monitor any necessary changes. He was clear in expressing that this plan only impacts Bryan Municipal Utilities. Further discussion was held noting that the plan pertains to non-union personnel and that the plan allows for future assessment as well as other issues.

Mr. Long moved, Mr. Sprow seconded, to pass Resolution No. 4, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 5, 2016, titled,

**A RESOLUTION AUTHORIZING AN ANNUAL WAGE INCREASE FOR
BRYAN MUNICIPAL UTILITIES HOURLY AND SALARIED EMPLOYEES**

was presented and read by title only. Director of Utilities Carlin recommended the Board approve the proposed wage resolution for non-union Bryan Municipal Utilities employees noting April 1, 2016, as the effective date. Further discussion was held noting that if employees reached the top of their pay range, a stipend may be received.

Mr. Long moved, Mr. Sprow, to pass Resolution No. 5, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 6, 2016, titled,

A RESOLUTION AUTHORIZING THE BRYAN DIRECTOR OF UTILITIES TO PURCHASE A CASE 580SN 4WD BACKHOE FOR THE WATER DEPARTMENT THROUGH THE STATE PURCHASING PROGRAM FROM MEYER EQUIPMENT, RIDGEVILLE CORNERS, OHIO, FOR A TOTAL OF NINETY EIGHT THOUSAND, SIX HUNDRED THIRTY DOLLARS (\$98,630)

was presented and read by title only. Director of Utilities Carlin requested the Board approve the purchase of a backhoe for the Water Department via the State Purchasing Program. The backhoe is replacing a 2001 model; however, the 2001 model will be transferred to the Auglaize facility as the backhoe in use at that location is of 1988 vintage. Further discussion was held.

Mr. Sprow moved, Ms. Ford, to pass Resolution No. 6, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Director of Utilities Carlin recommended that the Board move Laborer III John Degroff from probationary status to regular employment status effective February 22, 2016, noting his dedication to the Bryan Municipal Utilities.

Mr. Long moved, Mr. Sprow seconded, to move Laborer III John Degroff from probationary status to regular employment status effective February 22, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Director of Utilities Carlin recommended that the Board move Power Plant Operator III AJ Geren from probationary status to regular employment status effective February 22, 2016, noting his ability to perform the required job functions. Further discussion was held regarding Mr. Geren's additional training.

Mr. Pepple moved, Ms. Ford seconded, to move Power Plant Operator III AJ Geren from probationary status to regular employment status effective February 22, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Director of Utilities Carlin recommended that the Board move Power Plant Operator III Jay Zigler from probationary status to regular employment status effective February 22, 2016, noting his ability to start up and operate the available generation at the Power Plant and the Auglaize facility. Further discussion was held.

Ms. Ford moved, Mr. Long seconded, to move Power Plant Operator III Jay Zigler from probationary status to regular employment status effective February 22, 2016. Roll call vote: all ayes; nays, none. Motion carried.

Electric Superintendent Sullivan introduced Mr. Rod Sibery and Mr. Bryan Reece with Spectrum Engineering Corp. who reviewed with the Board the results and recommendations of the recently completed Bryan Electric System Study. The study provided an in depth look at the City's electrical infrastructure identifying strengths and weaknesses in the system, inventorying of assets, evaluating the system condition and creating a master plan. A detailed planning table was provided with the packet of information noting specific projects by year, cost, location, priority, etc., through the year 2023. Discussion was held at various points during the presentation.

Mr. Long moved, Ms. Ford seconded, to pay bills. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Long moved, Mr. Pepple, seconded to take a brief recess. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Sprow moved, Mr. Long seconded, to come out of recess. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Sprow moved, Ms. Ford seconded, to go into Executive Session to discuss the employment and compensation of a public employee at 6:28 p.m. Roll call vote: all ayes; nays, none. Motion carried.

Asked to attend the Executive Session was Human Resource Director Perry.

Mr. Pepple moved, Ms. Ford seconded, to adjourn the Executive Session at 7:44 p.m. Roll call vote: all ayes; nays, none. Motion carried.

Ms. Ford moved, Mr. Sprow seconded, to adjourn the meeting. Roll call vote: all ayes; nays, none. Motion carried.

Chairman of the Board

Clerk-Treasurer