



**City Of Broadview Heights  
City Council  
Work Session Minutes  
February 2, 2026 - 7:30 pm**

### **Call to Order**

**Boldt:** Call to order, council work session February 2, 2026 at 7:30.

### **Pledge Of Allegiance**

Led by: Jennifer Mahnic

### **Roll Call**

Council Members Present:

- Mr. Glenn Goodwin - Councilor At-Large
- Ms. Jennifer Mahnic - Councilor At-Large
- Mr. Thomas Pavlica - Ward 1 Councilor, President Pro-Tem
- Mr. Brian Dunlap - Ward 3 Councilor
- Mr. Brian Wolf - Ward 2 Councilor
- Mr. Robert Boldt - Ward 4 Councilor, President

Council Members Absent:

- Mr. Joe Price - Councilor At-Large

Officers Present:

- Mr. Samuel J. Alai - Mayor
- Mr. Vince Ruffa - Law Director
- Asst Chief Joe Fleming - Fire Chief
- Chief Don Polick - Police Chief
- Mr. David Schroedel - Service Director
- Mr. Ethan Neff - City Engineer
- Ms. Robin Parsons - Council Clerk

### **Business**

#### **Discussion from Council**

#### **HR Position - Boldt**

**Boldt:** Okay, first on the agenda tonight is HR position. This is something the mayor brought up a while ago. It did get voted down, and I believe talking to the council people there we're all over the place. There's people that want part-time. There was one people that wanted outside HR. There's others that want a full-time manager, wants a director. So I'm trying to get everybody together on this so we can move this forward. I think it's important enough to have an HR person. Even if you just talk business, I have about the same amount of employees at my day job, I have a full-time HR manager. I communicated back and forth with the mayor this week. I believe that he's willing, he doesn't want to, so let me state it that way. If we can do an HR manager full time, just to give it some legs to see where we can get this started, open up the door, he's willing to do that. So I think we need to talk about full-time, part-time issues here. I'd like the HR manager because we can turn around and put the structure in, have the HR person and find out after a year, like the mayor said, we could revisit it to see if it needs to be

director level or keep it at a manager level. Manager level would probably be best to have Dave Pfaff as the director. I know I do have that structure at my business where the HR manager reports to the finance director, and I know there's a few other cities that do that. So I just want everybody to know that's what I was thinking, as far as how to implement this. And then we can find out the responsibilities, build on that, the flexibility, and then we can scale it. I think day to day there's stuff that people are not thinking that an HR manager needs to do. You have FMLA, you have BWC, you have EEOC, you have Title vii. There is a lot of government entities that you need to fill out paperwork. You have onboarding, you have offboarding, future growth. Any vacancies that come up, you need to hire. So that's why I believe it should be a full-time person. Also, at my job, I had a person come in about 18 years ago. His name's Robert Foley. He is a veteran. He's big on hiring veterans. He changed our company into looking for veterans to give some skill sets. Some do not have all the skillset required for employment. You have disabled veterans, you have disabled people. And I think this is a perfect match for the city because we're service oriented. Most of the people that work for the city of Broadview Heights deal with service. So this gives us opportunity to even open it up to those. And in talking to mayor, he is big on the veterans. So, we can continue with that. One other thing we were talking about is grants. We talk about grants all the time. Difference between a part-time HR and a full-time HR person could be grants. Every director out there looks for grants. Amanda's talked about it. Kathy's talked about it. Both chiefs have talked about it. An HR director would be the perfect person to go out and look for grants. Not only for the hiring aspect of it, but upscaling your employees. I'm sure there are police grants out there for more education with the police department. And then even with the employees that are here, they talked about the firemen that fixed the truck about two, three months ago. So maybe we send one of our firemen for a little mechanics. I mean, those are opportunities that an HR person can help us with. You got Jobs Ohio, and then finally, communications. We need to work on communication. We need to work on communication with council, the administration and the employees. Vicky did a great job when we were talking a few times. She talked about that she put on classes. She may be one that we could ask her to come in, talk to council, administration, employees, but the HR director could be the person to find out where the biggest need is at and help us with it. So those were just things I thought about this week. So I open it up to you and discussions.

**Goodwin:** Question because the ordinance that we turned down was for hiring not a full-time employee. Wasn't it a legal firm?

**Boldt:** So we voted down an HR director Spring, ok, summer. What's before us now is a law firm to help us with, that's our legal counsel, both the negotiations and HR legal counsel.

**Goodwin:** One question is, I guess our assistant finance director is retired or has left employment. Would it not be wise to try to maybe meld that into his position at all, for savings?

**Boldt:** I was gonna say, I understand what we're trying to do, what we're trying to watch, but you need an HR manager.

**Goodwin:** No. I mean, say hire the position, but make that in addition, the duties as assistant in his absence.

**Boldt:** I think that's a tall order to have anybody do both.

**Wolf:** Mr. President, so I wrote down some notes since I kind of kickstarted this at the last meeting. So I have a lot more detail than the ideas that you had, which are really good. The average ratio of HR to employees ranges for 1-3.5 per a hundred employees. We currently employ 120 full-time employees and approximately 200 seasonal and part-time employees, which gives us an FTE total of about 300. So we have a half of an HR person for 300, or sorry, 200 FTEs, which is a full-time equivalent kind of breaking everybody down to a full-time spot, just for those who aren't familiar with FTEs. This is where I don't understand, like half of a HR person is sufficient for these 200 PE employees. With a part-time person, you don't have time sensitive action to questions, concerns, issues in the workplace. An HR person should be available during business hours when city Hall is open. A person should not have to wait two to three days to be able to talk to HR about something. I mean, something may be just bothering them, it might be something that's time sensitive. This allows for time, real time responses and adjustments to be made during the workday. I considered having an HR person under finance 'cause that's like, most businesses do that and private businesses. But I think there might be a better solution to break up how HR would work and having one person function instead of having a whole department of people. So if we split their responsibilities between reporting to the mayor and reporting to the law department, I think we can have some efficiencies there. I'll explain which ones we're looking at here. So normal HR functions would report to the mayor, and for the law director would be compliance and safety, conflict resolution investigations, environmental safety, union grievances, things of a legal statute or nature. 'cause they know the law, if there's civil law involved. Um, the rest of what you had mentioned, which I have listed under talent acquisition terminations, training and development, performance management, compensation and benefits, employee relations training, FMLA, all that would then report to the mayor. Currently a part-time person could not possibly accomplish all those things that we have listed. So I think having a full-time person would allow us to get more bang for our buck. We would have a face in front of the employees that they would see and know, and they would know that they were available at any given time. This is just an idea. The mayor may have some input on it, in any case, no matter how this person is structured, the city employees really deserve to have an HR person during the day when they need it. This is how we, as council, should be supporting our employees. Just like we support the fire and the police, I think this is something that we can shine and say that we do actually support the employees of the city and we can help them out.

**Boldt:** I agree with you most of what you said, I don't think the part time's even on the table, I don't think that's even possible. I have 135 employees, I have one HR director, reports to finance. Also has legal's phone number when they need it. I think that's the way, even though Vicky was part-time, she reported, asked a lot of questions. There's always a lot of legal questions. Mr. Dunlap?

**Dunlap:** Yeah. Thank you, Mr. President. With anything, a lot of times the dirt is in the details. I like the idea of it being in finance's hand. I'm looking at, is it gonna be a salary position with a retainer, not a salary position with a retainer? It's gonna be a retainer position with billing for hourly. How do you run that in? I think that in all fairness, we do with Mr. Ruffa. Finance should have a little control over this, where there should be itemized billing. It's an opinion, just a thought on the process, what they're doing. We do that with Mr. Ruffa. He submits his billing statements to finance, and we have to approve those once a month. I think I'd be delusional if I said that HR is good for employees, but HR is there for the employer. I think we all know that because they make sure their i's are dotted and t's are crossed and they attend certain classes and seminars. And we did this and we did sexual harassment, we did workplace harassment and everything else. So again, to rephrase it, the dirt's in the details, what this person's gonna do. I think it's a very broad scope to expect them. I like the idea with the grants. I think that's fabulous. That fills a lot of voids, a lot of downtime. But, I think seeing a really detailed job description is going to be quite an undertaking with this position. And then you get into the situation that I brought up in the past and it's kind of surfacing its head right now. When you have employees that get benefits and HR handles certain benefits and is HR tethered to those benefits and wages and so on and so forth, things can get very complicated depending on the duties you give that person. And I hate to bring up a bad, bitter subject, but we're currently dealing with somewhat of a situation with that lake now with some of our tethering that's going on. So I think we should keep, be mindful of that at least, and recognize that this has been a problem in the past. We have to correct that problem currently, and we're gonna place HR, what's the old saying, and then jump out of the pan into the fire or in the fire into the pan. So I think we should be very delicate how we handle this 'cause it is such a delicate position. And I'm no expert by any means. By no means am I an expert, I'm just recognizing some issues we're currently faced with that we have to clean up our house a little bit before we bring somebody on board and do it. So I don't think it's gonna happen in a timely fashion. Now do I think that the proposal for a, I'm gonna call it a short term proposal with the company that was presented by Mr. Pfaff last week. Is that a bad idea? I'm not completely saying that's a bad idea because it's short term. You've got something in your pocket for a very short period of time. Okay, so that might be, somebody said that Mrs. Brinkman was leaving. She's leaving in the spring or summer.

**Alai:** Was supposed to leave in November, but did not wanna leave us high and dry without any HR. So she decided to stay on, to get us as far as long as we can in a conversation, but she won't be here much longer.

**Dunlap:** Okay. So in other words, haste makes waste. And I think if we make any knee jerk decisions on improperly placing an HR person in the city we've got some housekeeping to take care of, but we do that so that we know who's in charge. I love the Dave Pfaff, I love the finance idea. I think that's fabulous. But, I just want to mention my colleagues can be, should be conscious of those points. Thank you.

**Pavlica:** Mr. President?

**Boldt:** Mr. Pavlica?

**Pavlica:** I think all my colleagues have come up with some good points regarding this HR position. At first, I was more reluctant to do a part-time HR, but after all these responsibilities that they're adding on to HR position, particularly grants, which I've always been interested in the city getting more grants as many as possible. I would favor you in a full-time HR person. Okay. Thank you.

**Mahnic:** I don't know what order to say this in. I think obviously we're not gonna make a decision this second. And I think you and Mr. Wolf have incredible ideas. I tried to write 'em down as fast as I could. I hope that you'll email them to us. I think they're phenomenal. I don't necessarily think that there's, maybe a committee that can handle this, but maybe an ad hoc committee that can kind of work out some sort of job description presentation to council, get all these ideas down. I definitely probably prioritize the in-person person. Having someone physically here versus someone that doesn't work on site. I think that that is important for a variety of reasons. I do like the extra roles, at some point though, I think we're like piling on, piling on. I'm thinking about, this is a lot of work. And although some weeks might be less work, other weeks might be 60 hours worth of work. And that should be something kept in mind. And then when I'm thinking about all these ideas that was shared tonight, who would do that? And for how much? Although regardless of the how much within reason, of course, I think it has tremendous value and is something that's definitely needed. I think that's it.

**Boldt:** Anyone else? Mayor?

**Alai:** Thank you. First and foremost, we do need HR. There's no doubt. And I don't think anybody here is doubting that whatsoever. Again, I went to our HR person to see what we could do to replace what she's doing for the future. This happened last year. She wrote the job description for that person based off of exactly what she's been doing. And we have that document, so there's no need to recreate the wheel. And a trained HR person wrote the job description. Her recommendation is make this an in-house. Somebody who is loyal to the city, not an outside firm, that might have other HR duties. We are very lucky with Mrs. Brinkman. She lived in the city. She's getting ready toward her retirement. We were her only client in the last year and a half, which was great. So maybe going outside, maybe, maybe not. I'm not saying we shouldn't do it again, I'm not tied to a department head. You could call it a manager. You call this position peanut butter. It doesn't matter. But we need to replace this person. And I agree, we don't need to jump forward. We brought this last year, it was brought up last week. We shouldn't have a recommendation next week. We need to work this through and make sure council is okay with what we're doing. Having said that, we have to understand these things. And Glenn, you made a good point about, hey, can we maybe get some value out of this by merging it with the other person? Great idea. Jennifer, talking about doing something else. Somebody talked about grants. And I'll tell you right now, that will not work. It just won't work. And having somebody, and I don't want to throw any stones at the finance department, but if we put that person in finance department, you never know.

They may be doing payroll one day. If we put 'em in engineering, they may be doing a flood map or if we put 'em in service, they're doing REQs. This person needs to be autonomous. And if we keep piling on, we're not gonna get anybody in this position. HR directors or HR professionals get paid a lot of money in today's day and age, whether we like it or not. And I'm just as frugal as the rest of you don't need to spend the city's money. But if you think we're gonna get a full-time HR person who's not a director, going to do grants, going to do training, you're not gonna find somebody. We're just not. So we have to be mindful about a manager position, a little scaled back from what a director would do less, pay less obligations to the city. And that's what we need to look at. So I'll work with you, we can talk back and forth, but we have to understand we want a lot. What is out there? What can we get for what we want? So I just think we all need to think about that. Good ideas. Nobody said anything wrong or out of place tonight. Looks like we're all working together to try to find a solution to this problem. And that's all I have to say right now. Thank you, Mr. President.

**Goodwin:** Would you be so kind of forward that obviously there's been some discussion about it. If you could communicate that to us, I think it would be very beneficial.

**Alai:** I will, and I think it, you may have seen it last year in July. Now I did have Vicky look at it. And again, here's somebody who only works part-time now was working over the weekend to try to get a document together for more of a manager position and took out some of the larger duties of an HR director so that we could scale it down from, and I'm just throwing numbers out there from the a \$100,000+ to maybe 75 to \$85,000 range. So that's what we're looking at. So again, we have to be mindful of all of these things. And I think we all said a lot here tonight. I think we all have ideas. And I wrote down, I love the idea about a veteran, grants, trainings will be there still. We'll be able to do a lot of this, but I'm afraid you put this person in a department, we wanna make sure they're not beholden to that particular department. We want them to be autonomous and be able to, and I love the idea of there's an investigation. They don't report to me, report to the law director, the law department. I think that's a good idea as well. That's good. So let's just keep this conversation going. We'll be open, honest, and candid with each other on this. That's all I could ask for. Thank you.

**Boldt:** Okay. And just go ahead Dave.

**Schroedel:** Thank you, Mr. President. Just to add my 2 cents. I have the largest department in the city, and I work very closely with our current HR, with Vicki. And when I started in service, there was no structure to the department at all. The head facilities guys was the same category as a full-time custodian. Now there's different categories. There were no job descriptions. We have job descriptions for every position now. So she has put a lot of work. She's a very valuable person to me and to the city. And I think having a full-time person here, which seems to be the direction you're going, is the best for the city. I would caution one thing about the finance department being in charge. A lot of the visits to our HR department are for errors on a paycheck. And there may be some conflict if the HR person is under the finance department in that specific case. They will work closely with Mr. Pfaff for sure. Vicki does. And whoever starts will, along with the chiefs, me, Ethan, all the other department heads, I am constantly hiring and disciplining, unfortunately. And it's a big job. It's a big job even to search for a part-time custodial position. You put it out there and you get 150 resumes and it's very valuable to me to have somebody narrow those resumes down before they get to me. So that's my 2 cents. I'm here to answer any questions that you may have though,

Mr. President?

**Boldt:** Hold on one second, Dave. I completely agree with you on everything you said because being the operation guy too, there's tons of resumes that come in and when I get to top two or three, that saves me so much time and all that. A few things said that, I just want to clarify, the grants I was talking about will deal with upscaling our employees. There's a lot of employees that want extra training, want to be able to do something different. And what I've learned in my nine to five job, the more you invest in your employees, the more you're gonna retain them and they'll like what they're doing. And so that's why I mentioned the grant. The grant is more geared not to service, not to safety. Is one where the fire, police, I believe, where they can get training. But really it's training the employees and that's what HR is about, what the employees need. The reason I think finance is better is you have FMLA, there's a lot of rules and regulations you need to do with FMLA that fix their paycheck, time off, all that stuff. So there is no silver bullet as far as a department, unless you have an HR department. I don't think we have enough employees to have an HR department. You perform service to everybody in Broadview Heights, 21,000 people, the chief 21,000 people, Ethan 21,000 people, Kathy she's got 21,000 people/homes that is under her umbrella. To me, that's a director. HR is really what's in the building. Now granted, somebody may come to the REC and have an issue with an employee and there's some conferencing there. I get that. But really an HR department is more about the employees that are in this building. And like Brian said, put the part-timers in there, they're up to 300. That's a job in of itself. So you want to say something? Everyone else is done.

**Ruffa:** I just want to be clear, the legislation that was presented to you guys a couple weeks ago or last week with respect to the law firm. That is not for an HR person that is our labor council. I just wanna be a hundred percent clear. They're two completely different things. Now, they do offer if we need them, some of that service, but that's not their bailiwick. This is our labor negotiator. We've had a labor negotiator for well before my time. So just so we know, they're not one and the same. They're two completely different things. So we need to, that stream knew our contract. I don't know if they would even do the type of stuff that we would need from an HR perspective. But if they did that set their hourly billing weight rate of whatever it is, \$265 that would be very cost per cost prohibitive. So I just wanna make sure that we're in complete understanding here. That one has nothing to do with the other from that perspective. That's our labor council that we need to figure out from an HR perspective. Just to answer Brian's question, if they're full-time, you don't have to worry about hourly, right? You're either gonna pay 'em full-time or you're not. But if they're full-time, then they're gonna get a salary. You don't have to worry about

hourly. But if, in my case, I'm part-time and then I bill certain things hourly. So if you decide to go that route, you'd have to worry about that. But if you're gonna have a full-time person, you pay 'em a full-time salary, you know exactly what you're paying and what the responsibilities are with respect to that. That's all I have.

**Boldt:** Yeah, I think he was more about if we do a part-time, definitely full-time would be a salary. Does anybody else have anything else to say on this matter?

**Wolf:** Yeah, I spoke to four employees today. Just random, different departments and I got the same pretty much overall yes, that a full-time HR person would be helpful. It's good to have a person that you can go to during the day and, so I get an employee's perspective. I can't see anybody saying no.

**Boldt:** I'm not going to, I don't think I'd vote for anything less than a full-time during the day HR person. And I would give it to Vicky, but she wants to retire, right? So she would be excellent and I can't thank her enough for the last year. Her and I had talked a lot. She was wonderful. She helped me with a few situations. So, what I would like you to do is if you can contact the surrounding cities, find out how they're structured as far as an HR person and also some wages to find out apples to apples.

**Dunlap:** Mr. President?

**Boldt:** Yes.

**Dunlap:** Could you also add to that specific duties, what it involves, hiring, firing, drug testing, things of that nature, what whatever. And find out if any of those people are attorneys do it part-time or not. If she can do that. Like I said, dirt's in the details sometimes about what we're gonna get. Right. So if we could do that, get specifics other than money's the easiest thing in the world to figure out. You either got it or you don't? But thank you.

**Boldt:** Okay.

**Alai:** Mr. President?

**Boldt:** Go ahead.

**Alai:** Also use Vicky. She's a resource, see what she has to say about it. Might give you some insight.

**Boldt:** I agree with that. I'll put it on a future work session once I get the information. Okay. Not too far down the road. Probably the next one. But let's get some information so we can talk about.

## **House Bill 144, Keith's Law - Dunlap**

**Boldt:** Next is house Bill 144. Mr. Dunlap?

**Dunlap:** Oh, thank you, Mr. President. House Bill 144 Keith's law, let me start off by saying it's one of the very first thing, when I got on council, I came to counsel for your support with Keith's law. And we passed some resolution and a letter to take to Columbus. And Travis and myself, we actually drove to Columbus. Those of you don't know my boy. When he was six years old he had a brain tumor. Travis is 38 now and one of the most difficult things that Travis has to deal with, and Brian Wolf has a son too, that has a disabling condition. But as you get older, things change. And with this law is gonna fix a lot of things for those people that have disabling conditions that have a difficult time communicating because there's going to now be a register in Ohio, other than is it LEEDS Chief? I think it's the LEEDS program that comes through dispatch. There's actually, going to be, now I can read this real quick. A quick overview, on October 20th, 2025, governor Mike DeWine, signed House Bill 144 into law. This important legislation known as Keith's law builds up communication disability law, enabling first responders to have information shared by individuals with disabilities responding to countywide 911 calls. Keith's law modifies the existing communication disability law by broadening the scope of the voluntary statewide registry to include individuals diagnosed with various disabilities, not just communication disabilities. Now individuals diagnosed with a disability, along with parents and their legal guardians of minors with disabilities can submit a disability verification form. It's so easy to get online. It's very like getting a parking placard. You take the form to your doctor, you fill it out and it's a voluntary program too. I'll finish. This information will be included in a database that is accessible to the county 911 countywide, 911 system in counties that choose to participate. It is designed to inform law enforcement, locals, officers, emergency medical personnel, and firefighters that an individual they may be interacting with has a disability when responding to a 911 call. Previously, the communication disability law only allowed individuals with a medical diagnosed communication disability to voluntarily enroll in a database connected to the law enforcement agency's data system leads. This system provides valuable notification to officers during interactions such as traffic stops, indicating that someone in vehicles may have difficulty communicating. By expanding the registry under Keith's law, first responders now have an enhanced access to information about the broader range of disabilities, thereby improving their responses and minimizing potential misunderstandings and emergency situations. I have to tell my colleagues, all of council, I'm so proud of this. This is so huge for an individual that has a disabling condition, that has difficulty speaking, communicating brain injuries, so on and so forth. Because when our first responders, and I witness this a lot, and both chiefs out there too in their time, and if anybody else was in EMS or police out there, where you get to on a call sometimes, and it'd be nice to have this little red flag that pops up, says, this person has a disabling condition. Now we expanded with Keith's law. We participated with Travis. Like I said, we went down there and we testified at a hearing. That was, it was fun. It was good.

And this is the end result two years later. Um, and myself personally, I started this, this ambition about 12 years ago when I went to the Columbus and started lobbying lobbyists or politicians, representatives, to do something like this. And it took a politician that has a son with a disability in Columbus that made this happen. And, I think we were like one of the very first supporters of this in Broadview Heights. So I thank all you. Thank the mayor, thank the administration, thank all the council 'cause this is big. This is big for these people that can't communicate Mr. President. So thank you.

**Boldt:** Excellent,

## **Discussion from Police Department, Chief Polick**

### **2026 TAC Agreement**

**Boldt:** Chief?

**Polick:** Thank you. Tonight all we have is our TAC agreement.

**Boldt:** Council, any discussion on this? We'll put it on chief.

**Polick:** Thank you.

## **Discussion from Finance Department, Mr. Pfaff**

### **Transfer from GF to SCMR**

**Boldt:** Mr. Pfaff's not here.

**Alai:** I'll take it. Yeah. He was not feeling well and he went home. Excuse me. So first, uh, the transfer to general fund to the streets, capital Maintenance and Repair, that is the increase for the road fund.

## **Amended Appropriations**

**Alai:** And if I continue, the amended appropriation will be the transfer and the increase in the road program. Robin, if you will, you need to invert them so the amended appropriations need to be passed first and then the transfer would be second. Thank you. If there are any questions?

**Boldt:** I think we're all good with it.

**Alai:** Thank you, Mr. President.

## **Council Open To Residents**

**Boldt:** Council's now open to the residents. Okay.

## **Council Discussion**

**Boldt:** Council, go around. Ms. Mahnic?

**Mahnic:** Nothing this evening.

**Boldt:** So since I had grants on my mind last week, I have talked to Robin, in school when I went for my master's, I went for financial, but they allowed me to take a few classes. So I took, grant class pretty much and learned about the grant process. So I was talking to Robin and asked her if she'd be interested in it. So there's a series of three classes at Cleveland State. I think we should let her get trained in the grants and then she can help the administration out as far as looking at grants, maybe discovering new ones that people did not see out there. So the structure I put forth is I hope council will back me in paying for these classes. And then starting next year, she's to give council four to six ideas on grants. She will write them and hopefully we can make this place a better community through some of the grants that she'll be able to get for us. I'll talk to Mr. Pfaff. She's going to find out when those classes are offered and we'll go from there. This year will be a learning process and then next year she can start applying. Okay, Mr. Dunlap?

**Dunlap:** Thank you, Mr. President, never a good time to do things that nobody likes, but that's okay. I'm sure all my colleagues got a letter today from Mr. Diemert. If it's okay, I'd like to submit that letter on the record tonight and have Ms. Parsons, council clerk, read that letter from Diemert Associates in a response to last week's council meeting.

**Boldt:** Okay.

**Dunlap:** Do you have it?

**Boldt:** Councilman she'll put it in council meeting

**Dunlap:** No, I'd like her to read it for me. Please.

**Boldt:** I know, but we have a council meeting tonight, Mr. Dunlap.

**Dunlap:** I mean, I would read it, sir, but it's kind of weird for me to read.

**Boldt:** No, no, that's not what I'm saying.

**Dunlap:** I'm sorry.

**Boldt:** It's not what I'm saying. So under communications, claims and petitions. She can read it in there. Is that all?

**Dunlap:** Yes. Okay.

**Boldt:** Mr. Wolf?

**Wolf:** I would just like to add that I know there are some firefighters and other employees that are working on doing a lot of grant work. So you have a lot of peers that you can collaborate with.

**Boldt:** Yeah, I think I've named every department head could help her. I said I know Dave Schroedel does a lot of 'em. Even told me the one time, you learn after a year or two of the key words of what needs to be put in and it's an art form. So I agree with you a hundred percent. There's five or six department heads at least power picking up.

**Wolf:** Wonderful. That's all.

**Boldt:** Mr. Pavlica?

**Pavlica:** Yes, Mr. President. Thank you. I agree on this, grants. That's a great idea. I know economic development director we had in the past, Christina, she took some classes and writing for grants and that'd be great that if Robin does take some classes and that'd be a good idea. Very good idea. Thank you.

**Boldt:** Mr. Goodwin?

**Goodwin:** I concur. I mean the expense is minor, very minor for the money that we can pull in. Obviously more than justifies the expenditure. In fact, for such a minor expenditure, if we had somebody else too, I think it would be wise money for the city to send right kind of thing. Because there's an awful lot of departments that are looking for an awful lot of grants, and they are out there. So the more the merrier.

**Boldt:** I picked Robin because she's my only employee, and when we get the HR director, maybe she will tap on the shoulder of a few other people and give them the opportunity. Maybe there's a grant to learn how to write grants so we can go from there.

**Goodwin:** Yeah. Nothing else though this evening. Thank you.

## **Adjourn**

**Boldt:** Okay, so we are adjourned.

The time was 8:11 PM.

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Clerk of Council, Robin Parsons

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President of Council, Robert Boldt