

## **BRYAN CITY COUNCIL**

**December 15, 2025**

Council President Mary Leatherman opened the meeting with the following members present: Richard Hupe, Jim Kozumplik, F. John Betts, and Stephen Alspaugh. Also attending were: Mayor Carrie Schlade, City Engineer Brian Wieland, Police Chief Greg Ruskey, Fire Chief Doug Pool, Wastewater Superintendent Wes Wygant, Parks and Recreation Director Benjamin Dominique, Director of Utilities Derek Schultz, and Clerk-Treasurer John Lehner.

Mr. Kozumplik moved, Mr. Betts seconded, to amend the agenda to remove the executive session to discuss the employment, compensation and discipline of a public employee. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Alspaugh moved, Mr. Hupe seconded, to approve the minutes of the December 1, 2025 Regular Meeting, as written. Roll call vote: all ayes; nays, none. Motion carried.

Dana Clark of the Toledo-Lucas County Port Authority addressed Council to explain the first three pieces of legislation on the agenda, all required for the City of Bryan to participate in the Energy Special Improvement District (ESID) established in Williams County, to approve a Property Assessed Clean Energy (PACE) program project for Weiland Holdings LLC (aka Triton Stamping), and to levy a special assessment on the company's property as the means of financing its energy efficiency project. In short, the Port Authority is proving a financing tool for companies to invest in energy efficiency projects at favorable rates and to be repaid through property tax assessments. The City of Bryan is used as mechanism for the Port Authority to implement the special assessment, but incurs no obligation or risk associated with the project.

Mr. Kozumplik moved, Mr. Betts seconded, to approve the Clerk-Treasurer's Report for the month ending November 30, 2025 as submitted by Clerk-Treasurer Lehner. Roll call vote: all ayes; nays, none. Motion carried.

Resolution No. 45, 2025, titled,

**APPROVING THE PETITION FOR SPECIAL ASSESSMENTS FOR  
SPECIAL ENERGY IMPROVEMENT PROJECTS UNDER OHIO  
REVISED CODE CHAPTER 1710; APPROVING THE NECESSITY OF  
ACQUIRING, CONSTRUCTING, AND IMPROVING CERTAIN PUBLIC  
IMPROVEMENTS IN THE CITY OF BRYAN, OHIO IN COOPERATION  
WITH THE VILLAGE OF EDON, CITY OF BRYAN, VILLAGE OF  
PIONEER ENERGY SPECIAL IMPROVEMENT DISTRICT; AND  
DECLARING AN EMERGENCY**

was presented and read by title only.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Resolution No. 45, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Kozumplik seconded, to pass Resolution No. 45, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 62, 2025, titled,

**DETERMINING TO PROCEED WITH THE ACQUISITION,  
CONSTRUCTION, AND IMPROVEMENT OF CERTAIN PUBLIC  
IMPROVEMENTS IN THE CITY OF BRYAN, OHIO IN COOPERATION  
WITH VILLAGE OF EDON, CITY OF BRYAN, VILLAGE OF PIONEER  
ENERGY SPECIAL IMPROVEMENT DISTRICT; AND DECLARING AN  
EMERGENCY**

was presented and read by title only.

Mr. Kozumplik moved, Mr. Hupe seconded, to suspend the reading of Ordinance No. 62, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Alspaugh moved, Mr. Betts seconded, to pass Ordinance No. 62, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 63, 2025, titled,

**LEVYING SPECIAL ASSESSMENTS FOR THE PURPOSE OF  
ACQUIRING, CONSTRUCTING, AND IMPROVING CERTAIN PUBLIC  
IMPROVEMENTS IN THE CITY OF BRYAN, OHIO IN COOPERATION  
WITH VILLAGE OF EDON, CITY OF BRYAN, VILLAGE OF PIONEER  
ENERGY SPECIAL IMPROVEMENT DISTRICT; AND DECLARING AN  
EMERGENCY**

was presented and read by title only.

Mr. Alspaugh moved, Mr. Betts seconded, to suspend the reading of Ordinance No. 63, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Kozumplik seconded, to pass Ordinance No. 63, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 64, 2025, titled,

**AN ORDINANCE AUTHORIZING THE SALARY RANGES AND  
CLASSIFICATIONS IN THE COMPENSATION PROGRAM FOR THE  
CITY OF BRYAN, AMENDING ORDINANCE 53, 2024 AND REPEALING**

**ANY PORTION OF THE ORDINANCES INCONSISTENT THEREWITH,  
AND DECLARING AN EMERGENCY.**

was presented and read by title only. Clerk-Treasurer Lehner introduced the annual wage ordinance for non-bargaining employees for 2026, 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. Kozumplik moved, Mr. Betts seconded, to suspend the reading of Ordinance No. 64, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Betts moved, Mr. Alspaugh seconded, to pass Ordinance No. 64, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 65, 2025, titled,

**AN ORDINANCE PROVIDING FOR ANNUAL APPROPRIATIONS FOR  
THE CITY OF BRYAN, FOR THE FISCAL YEAR ENDING DECEMBER  
31, 2026, 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 2026 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. He explained the one-time provisions of the budget that will facilitate the closing of the Refuse and Recycling Fund, the Communication Fund, and the Communications Capital Fund and how the related transfers artificially inflate the size of the budget. Further discussion was held. Council member Betts noted the time and effort that go into building the budget and thanked all involved.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 65, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Kozumplik seconded, to pass Ordinance No. 65, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 66, 2025, 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, 2026 AND RESCINDING ORDINANCE NO. 54, 2024.**

was presented and read by title only. Parks and Recreation Director Dominique explained that, as has been typical of recent years past, the recommended wage

adjustments for seasonal employees in 2026 are necessary to comply with the State of Ohio's updated minimum wage law. Further discussion was held.

Mr. Kozumplik moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 66, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Betts moved, Mr. Alspaugh seconded, to pass Ordinance No. 66, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 67, 2025, titled,

**AN ORDINANCE AUTHORIZING EITRI FOUNDRY LLC, A FLORIDA LIMITED LIABILITY COMPANY, ACCESS TO CERTAIN CITY PROPERTY TO BEGIN PRELIMINARY WORK ON A NEW SOLAR FIELD FOR THE BRYAN MUNICIPAL UTILITIES**

was presented and read by title only. Director of Utilities Schultz explained that Eitri Foundry LLC is the selected contractor for work on a new solar field, previously discussed and located near the City of Bryan Wastewater Treatment Plant. The ordinance provides the company with access to the property to begin preliminary work on the project.

Mr. Kozumplik moved, Mr. Hupe seconded, to suspend the reading of Ordinance No. 67, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Alspaugh moved, Mr. Betts seconded, to pass Ordinance No. 67, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 68, 2025, titled,

**AN ORDINANCE TO ADOPT A CYBERSECURITY PROGRAM AND DECLARING AN EMERGENCY.**

was presented and read by title only. Mayor Schlade explained that the new program is the result of and will be compliant with recently adopted cybersecurity requirements passed by the Ohio General Assembly in 2025. More details will follow, but she credited the IT staff at Bryan Municipal Utilities and Clerk-Treasurer Lehner for their efforts in establishing the program parameters.

Mr. Kozumplik moved, Mr. Betts seconded, to suspend the reading of Ordinance No. 68, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Alspaugh seconded, to pass Ordinance No. 68, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 69, 2025, titled,

**AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE INTERNATIONAL UNION OF POLICE ASSOCIATIONS AND THE CITY OF BRYAN GOVERNING PATROL OFFICERS AND DETECTIVES IN THE BRYAN POLICE DEPARTMENT**

was presented and read by title only. Mayor Schlade explained the main changes incorporated into the new three-year contract, including updated wage tables. She thanked Council Member Hupe for his participation in the negotiations and encouraged Council to approve the contract. Further discussion was held.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 69, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Kozumplik seconded, to pass Ordinance No. 69, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Ordinance No. 70, 2025, titled,

**AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE OHIO PATROLMEN'S BENEVOLENT ASSOCIATION AND THE CITY OF BRYAN GOVERNING SERGEANTS IN THE BRYAN POLICE DEPARTMENT**

was presented and read by title only. Mayor Schlade explained the main changes incorporated into the new three-year contract, including updated wage tables. She thanked Council Member Hupe for his participation in the negotiations and encouraged Council to approve the contract. Further discussion was held.

Mr. Betts moved, Mr. Alspaugh seconded, to suspend the reading of Ordinance No. 70, 2025, on three separate days. Roll call vote: all ayes; nays, none. Motion carried.

Mr. Hupe moved, Mr. Kozumplik seconded, to pass Ordinance No. 70, 2025. Roll call vote: all ayes; nays, none. Motion carried.

Mayor Schlade reviewed the following to set the time and dates of Council meetings for 2026: 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 19, 2026 **Martin Luther King Day** council meeting is changed to **Tuesday, January 20, 2026**, Monday, September 7, 2026 **Labor Day** council meeting is changed to **Tuesday, September 8, 2026**, Monday, November 2, 2026 (**Ready, Set, Relax**) council meeting is changed to **Tuesday, November 3, 2026**.

Mr. Hupe moved, Mr. Alspaugh seconded, to approve the 2026 Bryan City Council meeting schedule, as presented. Roll call vote: all ayes; nays, none. Motion carried.

Fire Chief Pool requested Council approve and appoint the following list of people to the Volunteer Firefighter's Dependents Fund Board for 2026:

Council Member Rick Hupe  
Council Member Mary Leatherman  
Fire Chief Douglas Pool  
Firefighter Gregory Grisier  
City Resident Russ Davies

Mr. Betts moved, Mr. Alspaugh seconded, to approve and appoint members of the Volunteer Firefighter's Dependents Fund Board for 2026, as requested. Roll call vote: all ayes; nays, none. Motion carried.

Police Chief Ruskey requested Council approve and appoint the following list of people to the Volunteer Peace Officers Dependents Fund Board for 2026:

Council Member Jim Kozumplik  
Council Member Rick Hupe, Secretary  
Police Chief Gregory Ruskey  
Police Sergeant Jeremy Viers  
City Resident Jeff Arnold

Mr. Alspaugh moved, Mr. Betts seconded, to approve and appoint members of the Volunteer Peace Officers Dependents Fund Board for 2026, as requested. Roll call vote: all ayes; nays, none. Motion carried.

Mayor Schlade recommended the reappointment of Joe Kimbell to the Williams County Port Authority for the term expiring on 12/31/2033.

Mr. Hupe moved, Mr. Alspaugh seconded, to reappoint Joe Kimbell to the Williams County Port Authority for the term expiring on 12/31/2033. Roll call vote: all ayes; nays, none. Motion carried.

Mayor Schlade recommended the appointment of AJ Nowaczyk to the Planning and Zoning Commission for the term expiring on 12/31/2031.

Mr. Alspaugh moved, Mr. Kozumplik seconded, to appoint AJ Nowaczyk to the Planning and Zoning Commission for the term expiring on 12/31/2031. Roll call vote: all ayes; nays, none. Motion carried.

Mayor Schlade recommended the appointment of Bruce Siders to the Civil Service Commission for the term expiring on 12/31/2031.

Mr. Alspaugh moved, Mr. Betts seconded, to appoint Bruce Siders to the Civil Service Commission for the term expiring on 12/31/2031. Roll call vote: all ayes; nays, none. Motion carried.

Following up on a previous Council discussion on purchasing a refurbished cardiac monitor for the EMS squad housed at the Bryan Fire Department, Mayor Schlade and Fire Chief Pool noted that the warranty for new and refurbished units is the same (1-year), that the refurbished model would be compatible with all other Williams County EMS models, and that its life expectancy coincides with those of the existing units in the Williams County fleet, at which time they would all be replaced. Their recommendation was to purchase the refurbished model.

Mr. Betts moved, Mr. Alspaugh seconded, to proceed with the purchase of the currently available refurbished Stryker Lifepak 15 cardiac monitor. Roll call vote: all ayes; nays, none. Motion carried.

Mayor Schlade offered holiday wishes and thanks to Council and all department heads for their efforts in 2025.

Parks and Recreation Director Dominique notified all of an Ohio Department of Natural Resources Nature Works grants awarded to the Parks Department to partially fund the Lincoln Park Pavillion project in 2026.

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

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President of Council

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Clerk-Treasurer