

The meeting was called to order at 5:35 p.m. by Chairman James Pasch.

ROLL CALL: Present J. Berns, B. Linick, J. Pasch
Absent: E. Synenberg
Also Present: Mayor M. S. Horwitz, B. B. Janovitz,
D. Calta, W. Griswold, L. Heiser, M. Graham

1. Mayor's Report.

Mayor Horwitz stated that he has been speaking with local developers to come up with a plan for the City of Beachwood for the next several years. He has already spoken with two developers and plan on meeting with three more.

2. Discussion regarding City BBQ request for Waiver of Deed Restriction.

Mr. Pasch introduced the next agenda item and turned the discussion over to Diane Calta and Bill Griswold.

Ms. Calta gave a brief history and the rezoning and deed restriction of the above property.

Ms. Calta discussed the changes she would like to make and Mr. Pasch instructed the Clerk to place this item on the next available City Council agenda for approval.

3. Discussion regarding Parental Leave Policy for City of Beachwood, Ohio employees.

The next item discussed was the Parental Leave Policy for City of Beachwood, Ohio employees.

Mr. Heiser discussed the current policy which states that Parental Leave is offered for twelve weeks but employees must use there sick time and vacation time and the leave runs concurrently with FMLA required leave.

Several different options were discussed regarding the structure of the leave policy.

Mr. Pasch stated that at the next Committee Meeting, he would like to see a model and estimates for 6, 8, and 12 weeks of Parental Leave.

Mr. Pasch stated that this would be discussed again in a Legal and Personnel Committee Meeting at a later date.

4. Discussion regarding City of Beachwood HR Department.

The next item discussed was the City of Beachwood HR Department.

Mayor Horwitz stated that he is comfortable with the current structure of the HR Department. He also stated that he is opposed to creating a Director level position in this department.

Mr. Linick stated that employee issues are high and creating an HR Department is imperative in creating better practices.

Mr. Linick stated that the goal is to make the City of Beachwood a great place to work.

At this point in the discussion, a motion was made to enter into an Executive Session. The Executive Session was for the purpose of discussing Personnel and Positions with in the HR Department including the HR Administrator and the HR Coordinator.

Moved by J. Pasch, seconded by B. Linick, at 7:02 P.M. to commence the Executive Session.

ROLL CALL:	Yes:	J. Berns, B. Linick, J. Pasch
	Abstain:	None.
	No:	None.
	Not Voting:	None.
MOTION ADOPTED		

The Legal and Personnel Committee was back on the record at 7:51 P.M. and a motion was made to adjourn the Executive Session.

Moved by J.Pasch, seconded by E. Synenberg, at 7:51 P.M. to adjourn the Executive Session.

ROLL CALL:	Yes:	J. Berns, B. Linick, J. Pasch, E. Synenberg
	Abstain:	None.
	No:	None.
	Not Voting:	None.
MOTION ADOPTED		

5. Discussion regarding Supplier Diversity and Inclusion Policy.

Mr. Pasch introduced the next item and stated that this was brought up by Ms. Taylor.

Mr. Pasch recommended that the Law Department review inclusion policies outside of the state of Ohio.

Mr. Pasch also recommended researching Contract language policies in other Ohio cities such as Cleveland and Columbus.

Mr. Pasch instructed the Clerk to schedule another Legal and Personnel Committee Meeting to discuss the Parental Leave Policy and the Supplier Diversity and Inclusion Policy.

6. Any other matters coming before the Legal and Personnel Committee.

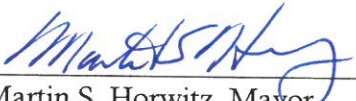
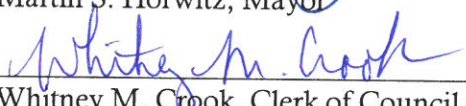
None.

ADJOURNMENT

Moved by J. Pasch, seconded by J. Berns, at 8:05 P.M. to adjourn the Legal and Personnel Committee Meeting.

ROLL CALL:	Yes:	J. Berns, B. Linick, J. Pasch, E. Synenberg
	Abstain:	None.
	No:	None.
	Not Voting:	None.
		MOTION ADOPTED

Approved:


_____ Martin S. Horwitz, Mayor

_____ Whitney M. Crook, Clerk of Council

Pursuant to Ordinance Number 2017-107 Council has determined that the official Minutes of its Body, its Committees, and those of the Planning and Zoning Commission shall consist of the Audio Recording of the meetings together with a written synopsis of all agenda items and votes.