



2022 General Assembly Non-Governmental Members Caucus Notes Monday, April 25, 2022

Call to Order/Welcome/Introductions – The Non-Governmental Members Caucus met on Monday, April 25, 2022, at 8:15 a.m. in Parlor A at the Hilton Garden Inn in Perrysburg, Ohio. Sarah Helbig, executive director of marketing for Jones & Henry Engineers, called the meeting to order and welcomed everyone present. She explained the purpose of the caucus for anyone who may be new to TMACOG.

TMACOG members in attendance included:

- Frank Butwin, President, Maumee Valley Heritage Corridor
- Lucas Camuso-Stall, Director of Government Relations & Advocacy, Toledo Lucas County Public Library
- Victor Coleman, External Affairs, FirstEnergy/Toledo Edison
- Brian Dicken, VP, Advocacy & Strategic Initiatives, Toledo Regional Chamber of Commerce
- Patrick Etchie, Chief Planner, Mannik & Smith Group, Inc.
- Kurt Harris, Treasurer, Maumee Valley Heritage Corridor
- Sarah Helbig, Executive Director of Marketing, Jones & Henry Engineers, Ltd.
- Mike Jay, Director of Strategic Networks, Regional Growth Partnership
- Cindy Kerr, Vice President, ConneCToledo
- Tom Kovacik, Executive Director, TAGNO
- Robert Langford, Regional External Affairs, FirstEnergy/Toledo Edison
- Todd Ritzler, SVP Government Relationship Manager, Huntington Bank
- Traci Hernandez, Marketing Leader, Nooter Toledo
- Joel Schlageter, Senior Commercial Lender, Premier Bank
- Roberta Streiffert, Senior Rural Development Specialist, Great Lakes Community Action Partnership
- Michael Szuberla, Grants/Government Relations, ProMedica
- Keith Webb, Director, We Are Traffic, LLC

Other TMACOG members and guests in attendance t included:

- John Krochmalny, Owner, JKrochmalny
- Eli Stace, Regional Outreach Manager, Federal Reserve Bank of Cleveland

TMACOG staff present included:

- Roger Streiffert, Transportation Planner
- Gilda Mitchell, Director of Membership and Outreach

Nomination of Representatives to the TMACOG Board of Trustees – The first order of business on the agenda was the nomination of caucus members to this year's Board of Trustees. A ***motion*** was made by Frank Butwin and ***seconded*** by Mike Jay to nominate the following people. The motion was approved unanimously.

Trustees

Meg Adams, FirstEnergy/ToledoEdison
Brian Dicken, Toledo Regional Chamber of Commerce
Sarah Helbig, Jones & Henry Engineers, Ltd.
Michael Jay, Regional Growth Partnership
Frank Butwin, Maumee Valley Heritage Corridor
Cindy Kerr, ConnecToledo
Roberta Streiffert, Great Lakes Community Action Partnership
Todd Ritzler, Huntington Bank
Joel Schlaghter, Sr., Premier Bank
VACANT SEAT
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VACANT SEAT

Alternates:

Ruthann House, Great Lakes Community Action Partnership
Bob Kazmierczak, AAA Northwest Ohio Region/AAA Alliance Club
David Kuhn, Senior Project Manager, Feller, Finch & Associates, Inc.
Keith Webb, We Are Traffic, LLC
Kurt Harris, Maumee Valley Heritage Corridor
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Note: *The caucus still needs 4 more trustees and 8 more alternates to fill the seats.*

Discussion Topics – The caucus members spent most of the meeting discussing the various ideas of attracting/recruiting and retaining workers. Some commentary included:

- Ideas on how to attract and retain employees in the workforce, changes in compensation, working conditions and benefits:
 - Overall, there is a need for more engineers in the work force.
 - Infrastructure improvement is a very important initiative for the engineering field.
 - There is also a shortage of water/wastewater operators, especially at the small community level when their experienced operators move on to larger communities.
 - Many non-traditional high schools are working to educate and train high school students in the trades and other industries that are lacking employees.
 - A record number of employees left the workforce during the COVID pandemic.
 - Employers are working to attract employees by restructuring their incentive programs.
 - It was also mentioned to assist employees to be more involved in their communities by organizations working with employers on volunteer opportunities.
 - In addition, employers are looking into flexible schedules, reduced hours, healthcare costs and personal time off.

- Employers are giving employees the opportunity to get continual skilled training.
 - Employers may need to offer an education stipend for continuing education to their employees as a benefit.
- Employers have raised salaries and hourly pay to attract new employees.
- Employers are working to include in their policies team building, building character and counseling opportunities, and working to build collaborations with other organizations.
- DEI (Diversity Equity and Inclusion) should be a big part of the culture with employers.
- Employers need to identify workforce problems and find a plan or solution for the problem to attract more employees.
 - May need to work with Talent Regional Managers to assist with finding talent for specific positions needed by employers.
 - Sign-on bonuses are attractive but are not valuable in the long term.
 - Some companies are rewarding individual productivity.
- Transportation has been an issue for students and non-traditional students to get to their jobs.
 - Some employers have partnered with other organizations to assist with transportation to home and work.
 - Available housing has been an issue as well.
 - Supply chain disruptions is still a big problem.
 - There has been a customer shortage in banking.
- Employers found that they need to educate their newer employees on how to manage money, open a savings or checking account.
- In the banking environment, interest rates have gone up with buying powers and the housing supply.
- A key idea was that workforce development results in economic development.
 - Modernization of the Community Reinvestment Act (CRA) was discussed.

Other Topics or Announcements – Staff stressed the importance of getting involved in the councils and committees of TMACOG and reminded them to fill out their committee interest forms.

Adjournment – The meeting was adjourned at 9:35 a.m.