



SALARY REVIEW COMMITTEE

CITY OF KENT ■ 320 S. DEPEYSTER STREET ■ KENT, OHIO 44240 ■ 330-678-8007

MEETING MINUTES

July 13, 2021

This meeting of the Salary Review Committee of Kent City Council was called to order at 4:30 p.m. on **Tuesday July 13, 2021** by Chair, Dr. Tom Pascarella.

PRESENT: DR. TOM PASCARELLA, MR. JEFF ROEGER (ALTERNATE) MR. WARNER MENDENHALL (ALTERNATE), MS. KATHIE SLATER, MR. BENJAMIN TIPTON

ALSO PRESENT: MR. JERRY FIALA, MAYOR & PRESIDENT OF COUNCIL; MS. HOPE JONES, LAW DIRECTOR; MS. RHONDA HALL, BUDGET AND FINANCE DIRECTOR

ABSENT: MS. AMY WILKENS, CLERK OF COUNCIL

MOTION TO APPROVE MEETING MINUTES OF JUNE 30, 2021 made by Mr. Tipton, **SECONDED** by Dr. Pascarella and **CARRIED** by a voice vote of 2-0-1 with Ms. Slater abstaining.

Discussion:

Dr. Pascarella reviewed items that were requested concerning Council Salaries and asked the City to finalize information requested by the next meeting. Data on surrounding cities is still needed, particularly Streetsboro and Cuyahoga Falls. Also need information regarding cities with City Managers in NE Ohio: Bedford, Hudson, Painesville and Cleveland Hts. Also need information from large University cities, still need Oxford.

Dr. Pascarella reviewed the original list and looked of 31 communities between 20,000 to 60,000 residents. He took out any mistakes in the data and created a new spreadsheet. He distributed his spreadsheet to the committee. (Attachment #1). He ran an average, which was \$10,476 for those 31 communities, not including Kent. He also rank ordered the communities from \$22,000 to \$3840, Kent being 26th on the list of 31. He then did the median which was \$10,431.

Mayor Fiala asked if many of the cities on the list will find out they are having the same problem as Kent. Dr. Pascarella said he suspects this is happening in communities where they make less than \$8700 (which is the OPERS figure). He suspects cities with numbers below the threshold

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will be having these same discussions.

Mr. Tipton said that the information provided from Dr. Pascarella is very helpful as well as the comments provided in the excel spreadsheets concerning Council President Salaries and Council benefits.

Dr. Pascarella noted that a city with a Mayor and a City Manager is different from a strong Mayor form of government, like Cuyahoga Falls and Tallmadge. He said they should possibly decide on a salary for Council and then modify the Mayor's Salary as some increment above that figure due to the additional responsibilities.

Mr. Tipton and Ms. Slate both agreed with his statement.

Mr. Tipton asked how much time Council Members spend on their duties. Asked for a report He suggested a report from the city on how many meetings occur in a year.

Ms. Jones replied there are two a month, with the first of the month all committees meet and those usually go between one to four hours. The second meeting of the month is the full council meeting where legislation is introduced. Some members serve on other boards and commissions as well. Jack Amrhein serves on the Health Board, so he meets once a month with them. Ms. Rosenberg meets with Park and Rec. These are appointed positions.

Mayor Fiala said it is more than the amount of time spent in the meetings, it is also handling calls from residents and working with the City Administration on resolving issues. Council works with residents to solve problems and work through issues.

Dr. Pascarella said it depends on each Council Member, but there is quite a bit of time put into what they do. Most spend a lot of time with constituents.

Mayor Fiala said everyone is generally here for every meeting, unless they have a health issue that prevents them from coming. Depending on the issue, they may also need to attend Planning Commission meetings if a zoning question comes up in their ward.

Mr. Roeger added he has lived in Kent a long time, and some times you know your representative and sometimes you don't. He asked if when council runs for office if there is competition for their seats.

Mayor Fiala replied there has not been much competition recently, and part of the reason may be because of compensation.

Mr. Roeger said he has concerns about how a substantial increase in compensation may be viewed by the community. Maybe they don't know their council person. The citizens rarely fail a

school levy. He does not want citizens to compare the two. He wants this to be considered in the discussion.

Dr. Pascarella reviewed minutes from the last Salary Review Committee, adding they had Council Members come to their meeting. They mentioned council being a public service. Said this could also be a good argument to bring salary to \$10,000.

The discussion continued about how long it has been since there has been a raise, and that this has only been considered three times since 1995. The main goal of the group is to raise the salary to meet the minimum OPERS salary requirement. Public perception is important. Comments were made about passing school levies, and how they always pass in Kent. Being in a year of contract negotiations is another item to consider.

Ms. Slater added she was astounded that Council pay was so low. She added that Kent needs to be more transparent about what Councilmembers do for the residents and communicate that better. They should get at least enough money that they get the OPERS full credit.

Mr. Mendenhall added this issue was discussed in 2016 and Council came to discuss what they did. Time spent may differ depending on the Council Member. He suggested having Council Members come to the next meeting to present and answer questions.

Dr. Pascarella asked for this to be arranged for the next meeting on July 27th and if they cannot attend that they send an email to this committee. Other members added they would like to know what motivates them to be on Council, what they do, what feedback they get. They would like to hear what is involved, what are the demands on time, how many hours a month and the types of tasks. With a population of approximately 50,000 when students return to town, how does that impact councilmembers.

Ms. Hope Jones said they would need to have less than a quorum attend the meeting, so they may want to only have three voting members who are on separate committees to abide by public meeting laws. The Clerk will ask a few of the members to come to the next meeting and ask for additional comments.

MOTION TO ADJOURN MADE by Mr. Tipton SECONDED by Ms. Slater and CARRIED by a voice vote of 3-0.

Amy Wilkens
Clerk of Council

FROM DP. 7-13-21

Municipality	Population	Council Salary
1 Painesville	20,399	\$ 22,676
2 Strongsville	44,750	\$ 18,841
3 Massilon	32,342	\$ 15,983
4 Centerville	23,772	\$ 14,926
5 Avon	21,193	\$ 13,700
6 Brunswick	34,897	\$ 13,472
7 North Royalton	30,239	\$ 13,135
8 Lima	37,414	\$ 12,984
9 Rocky River	20,216	\$ 12,500
10 Oregon	20,291	\$ 12,000
11 Avon Lake	23,659	\$ 12,000
12 Barberton	26,000	\$ 12,000
13 Solon	23,348	\$ 11,877
14 North Ridgeville	33,436	\$ 11,414
15 Springfield City	59,208	\$ 11,019
16 Zanesville	25,500	\$ 10,431
17 Shaker Heights	28,448	\$ 9,000
18 Medina	26,000	\$ 8,760
19 Miamisburg	26,190	\$ 8,760
20 Wooster	26,560	\$ 8,500
21 Mason	26,544	\$ 8,400
22 Troy	25,058	\$ 8,328
23 Wadsworth	23,500	\$ 8,185
24 Green	25,000	\$ 8,000
25 Marysville	23,912	\$ 7,920
26 Hilliard	36,414	\$ 7,500
27 Sandusky	21,229	\$ 5,200
28 Vermilion	21,567	\$ 5,000
29 Sidney	21,229	\$ 4,400
30 Xenia	25,000	\$ 4,000
31 Hudson	22,285	\$ 3,840
Kent		\$ 7,700
Median		\$ 10,431

Kent
\$7,700

Kent would be 26th on list between Marysville and Hilliard.

From - DP - 7-13-21

Cities 20,000 to 60,000 Population

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Vermilion	21,567	\$ 5,000
Wadsworth	23,500	\$ 8,185
Wooster	26,560	\$ 8,500
Xenia	25,000	\$ 4,000
Zanesville	25,500	\$ 10,431
Average		\$ 10,476