



SALARY REVIEW COMMITTEE

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

MEETING MINUTES JUNE 30, 2021

This meeting of the Salary Review Committee of Kent City Council was called to order at 5:30 p.m. on **Wednesday, June 30, 2021** by Jerry T. Fiala, Mayor & President of Council.

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

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

ABSENT: MS. KATHIE SLATER

MOTION TO EXCUSE MS. SLATER

Motion made by Dr. Pascarella, seconded by Mr. Tipton, and carried by a voice vote of 2-0.

Committee members and staff present at the meeting went around the room and introduced themselves to each other.

INTRODUCTION FROM MAYOR FIALA

Mayor Fiala welcomed all members and thanked them for their interest of serving on this committee. He referenced the copy of the City Charter Section 5.04, which was included in the packet of information. This section explains that every two-years, Council is to appoint a salary review committee, but has never really been a good steward of this requirement. He added some members think you are a public servant and it's your duty, others see their position as a means of income and others feel it is a mechanism to support community needs. He added that all members feel OPERS is a way to build up their retirement.

He continued by stating the last salary review, which concluded in 2017, the committee recommended the Mayor's position would get a \$1500 increase. This is due to the different daily duties over the ward and at-large seats. They did not recommend an increase for the ward or at

large.

City Council revisited this recommendation on 11-15-17 and passed the following:

In 2018 Mayor would receive \$1500.00 \$8,100.00

In 2020 ward seats would receive \$1500.00 \$7,700.00

In 2022 at-large would receive \$1500.00 \$7,700.00

Mayor Fiala asked if there were any questions.

Mr. Roeger asked if they would be voting for the position after the next election and not voting for themselves. Mayor Fiala said they are not voting for themselves, but for the position (not knowing who will be elected next).

Mr. Tipton asked what brought the formation of this committee this time around.

Ms. Rhonda Hall said she would be explaining that next.

Mayor Fiala said part is the timeline from the Charter and the other part will be explained shortly.

COMMITTEE GOALS

Ms. Rhonda Hall said the reason we are here is that in 2018/2019, the Ohio Public Retirement System (OPERS) put in place a minimum salary Council Members have to earn in order to get 1-year service credit. The City of Kent never implemented that raise, and in the packet is a chart. This chart shows a 1.75% increase each year in order to get the minimum payment. Ms. Hall referenced the spreadsheet handed out at the beginning of the meeting (**Attachment 1**), the Ward members would not get a raise until 2024 (when the next term is elected). The At Large members and the Mayor would be eligible next year of the 2021 elections. They would then be at the minimum salary to have a one-year service credit. She reviewed what the minimum increases in salary would need to be put in place for each. She would like to keep the Mayor's position at least \$400 more than everyone else.

Dr. Pascarella asked if they needed to come up with an absolute number or could they come up with a percentage increase. Ms. Rhonda Hall said they could give them \$10,000 so we know they would be covered all the way through 2029. Your suggestion could include in the ordinance to stay within the minimum salary required by OPERS to be eligible for the one-year service. Dr. Pascarella said they could build an escalator in every year for every position.

Ms. Hope Jones asked what fraction of the year credit council members are receiving. Ms. Hall was not sure of those numbers.

Dr. Pascarella stated he was on the Ohio Retirement Study Commission which reviewed OPERS, STERS, and one controversial issue was that elected officials earned 1.3 service credit. Ms. Hall

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said it may be different for higher salaries, and as far as she knows in OPERS its 1.5. Ms. Hall said she would follow up with OPERS to find out. Dr. Pascarella added when elected service ends, you could buy a third more credit, and any elected official had that option at the end of their career. Ms. Hall was wondering if they haven't been at the one-year service credit since 2018 if they could buy credits. She will follow up with OPERS on these issues.

Mr. Tipton asked if Council has not had the one-year service credit for a few years. Ms. Hall confirmed this. He asked if Council expressed interest in the service credit. Ms. Hall said some did not even know about service credits when she brought it to their attention to let them know.

Dr. Pascarella asked how long members making current salaries. Clerk Wilkens added the previous Salary Review Committees were 2016, 2010 and 1997.

Ms. Hope Jones added there is a list of other city council salaries to review. Dr. Pascarella asked where the list came from, and Clerk Wilkens said she would be happy to get any additional information on cities.

VOTE ON CHAIR AND VICE CHAIR

Ms. Hope Jones said there are two alternates; Warner Mendenhall and Jeff Roeger. Ms. Hope Jones said the 3 regular members would be used to count for a quorum. Typically, alternate members can listen and ask questions but do not vote if three regular members are present. The alternate members will be able to participate. If something happens to a regular member and they have to step down, that is when one of the alternates would be appointed as a regular member. Alternates only vote if they become a regular member. She added the alternates voices will be helpful in the consideration and votes are probably less necessary.

Since there were not enough regular members to have a motion and a second, the following motion was made first:

MOTION TO APPOINT WARNER MENDENHALL TO FULL MEMBER IN LIEU OF KATHIE SLATER'S ABSENT FOR VOTING PURPOSES made by Mr. Tipton, **SECONDED** by Dr. Pascarella and **CARRIED** by a voice vote of 2-0.

MOTION TO APPOINT DR. PASCARELLA as Chair of the Committee made by Mr. Tipton, **SECONDED** by Mr. Mendenhall and **CARRIED** by a voice vote of 2-0.

MOTION TO APPOINT MR. TIPTON as Vice Chair of the Committee made by Dr. Pascarella, **SECONDED** by Mr. Mendenhall and **CARRIED** by a voice vote of 2-0.


NEEDS OF COMMITTEE

Dr. Pascarella thought there could be two approaches to reviewing the salary data provided. The Committee asked for the Clerk to gather salary data for the following communities and submit to them prior to the next meeting: Ravenna, Streetsboro, Aurora, Hudson (further clarification), Stow, Tallmadge and Cuyahoga Falls. They would also like a separate spreadsheet comparing cities with populations between 20,000 to 60,000. The third list requested would be from college towns- Athens, Bowling Green and Oxford. Lastly, they would like information on cities who have City Managers, such as Hudson, Cleveland Heights, Bedford and any others.

SCHEDULING FUTURE MEETINGS

The committee decided future meetings will be on Tuesday evenings at 4:30pm in the Fire Station Training Room. The dates of future meetings are: 7/13/21, 7/27/21, 8/10/21, and 8/17/21. The recommendation should be submitted to the clerk by August 25th to be presented to Council on September 1, 2021.

Hearing no further business before this Committee, Chair Pascarella adjourned this meeting at 6:35 p.m.



Amy Wilkens
Clerk of Council

**City of Kent Council Salary Schedule
2022 through 2029**

Name	Position	Term End Year	Current Salary	2022 Increase Per 11/15/2017 Motion	New Salary	OPERS Increase to Comply with Minimum Salary	2022 New Salary	2023 Salary Adjustment to OPERS Min Salary	2023 New Salary	2024 Salary Adjustment to OPERS Min Salary	2024 New Salary	2025 New Salary	2026 New Salary	2027 New Salary	2028 New Salary	2029 New Salary	
Fiala	Jerry	Mayor	2021	\$ 8,100	\$ -	\$ 8,100	\$ 662.08	\$ 8,762.08	\$ 146.28	\$ 8,908.36	\$ 148.92	\$ 9,057.28	\$ 9,208.84	\$ 9,362.92	\$ 9,519.88	\$ 9,679.48	\$ 9,841.84
Ferrara	Garret	Ward 1	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Amrhein	Jack	Ward 2	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Turner	Robin	Ward 3	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Kuhar	John	Ward 4	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Shaffer Bish	Heidi	Ward 5	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Wallach	Tracy	Ward 6	2023	7,700	-	7,700	-	7,700.00	-	7,700.00	957.28	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Rosenberg	Gwen	At Large	2021	6,200	1,500	7,700	662.08	8,362.08	146.28	8,508.36	148.92	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
DeLeone	Michael	At Large	2021	6,200	1,500	7,700	662.08	8,362.08	146.28	8,508.36	148.92	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
Sidoti	Roger	At Large	2021	6,200	1,500	7,700	662.08	8,362.08	146.28	8,508.36	148.92	8,657.28	8,808.84	8,962.92	9,119.88	9,279.48	9,441.84
				<u>\$ 72,900</u>	<u>\$ 4,500</u>	<u>\$ 77,400</u>	<u>\$ 2,648.32</u>	<u>\$ 80,048.32</u>	<u>\$ 585.12</u>	<u>\$ 80,633.44</u>	<u>\$ 6,339.36</u>	<u>\$ 86,972.80</u>	<u>\$ 88,488.40</u>	<u>\$ 90,029.20</u>	<u>\$ 91,598.80</u>	<u>\$ 93,194.80</u>	<u>\$ 94,818.40</u>

Note: There would be a 1.75% increase each year through 2029. Each Council member would receive this amount increase by year. \$ 151.56 \$ 154.08 \$ 156.96 \$ 159.60 \$ 162.36