**2.16.22 Meeting Minutes**

Attendance

* Michael Kasler, Chair
* Sarah Ingles, Commissioner
* Keisha Hunley-Jenkins, Commissioner
* Qiana Williams, Commissioner
* Fred Ransier, Commissioner
* Greg Beaverson, Compensation Manager, Department of Human Resources
* Robert Tobias, City Attorney’s Office
* Richard Blunt, Mayor’s Office
* Darlene Wildes, City Auditor’s Office
* Matt Erickson, Columbus City Council

Chair Kasler called the meeting to order

* Introductions
* Presentation of meeting minutes and approval
* Staff Updates
  + Greg Beaverson
    - Update on other elected officials salaries
    - The 2018 Commission did not use a market window. It was a direct comparison to the market
    - Greg to follow up on average worker’s wage growth
    - 11 survey responses with three incomplete (waiting on budgets, etc.)
      * Chair especially interest in getting responses from Boston, Cincinnati, Cleveland and Indianapolis
    - Other cities don’t have citizens’ commissions – question on how it’s done in other cities
    - Citizen groups vs elected officials making decisions around elected officials pay
* Presentation by Matt Erickson
  + Columbus uses target-based-budgeting
  + Questions around tuition reimbursement, and sick leave reciprocity
  + His presentation did not include the potential expansion of support offices once Council expands in 2023
  + Permanent improvements to Council Chambers and City Hall are also not included
  + Professional Development
  + Note that not all aides and assistants make the same pay
  + Not sure how many additional staff will be needed when Council expands outside of two staff per new CM for a total of 4
* What is the problem that the commission wants to solve?
  + Part-time vs. full-time
    - What are the duties? NIW to follow up.
    - What are the public’s expectations?
* Commissioners want to see preliminary data of the 11 cities that have responded
* CAO: Focus on the scope of their duties and compensation as it relates to Council
* Commissioner Williams feels like the part-time/full-time conversation is germane to the work that is being done because salaries vary greatly depending on that distinction
* Commissioner Ransier is very concerned about ethical issues and conflicts
* Discussion on professional jobs and potential conflicts
* Discussion on Districting and how it works as it relates to the expansion of Council
* Next meeting, is March 2nd at 10a