**3.16.22 Meeting Minutes**

Attendance

* Michael Kasler, Chair
* Sarah Ingles, Commissioner
* Fred Ransier, Commissioner
* Greg Beaverson, Compensation Manager, Department of Human Resources
* Jason Jenkins, Mayor’s Office
* Darlene Wildes, City Auditor’s Office
* Nikki Brandon, Director, Department of Human Resources

Chair Kasler called the meeting to order

* Introductions
* Presentation of meeting minutes and approval
* Presentation by Greg Beaverson
  + We heard from 16 of the 24 cities in response to our survey. We also found trace amounts of information on Indianapolis but because we didn’t have a full survey response that wasn’t included.
  + Greg to compare Mayor and City Manager duties to additionally look at if the city manager duties are more in line with our mayoral duties and thus should be a point of consideration when looking at the mayor’s compensation
    - Could be done by combining and averaging
  + Does the Chief of Staff for the Mayor essentially carry out the role of City Manager based on their duties
  + What is a public office? See ORC 149.011(A)
* Commissioner Ingles discussed whether to set the COLA as a specific number rather than a percentage. She expressed concerns around the compounding COLA every year
  + I.e. setting it at $1,000 if that’s within the COLA and if not then setting at an amount that doesn’t exceed the percentage set by the average of the COLA for the previous four years
* Studies show that if public officials are adequately compensated the chance for corruption is lower
* Chair Kasler discussed the sentiment that there should be more separation in pay between the Mayor, Auditor, and City Attorney
  + Consideration that public license is required for the CA
* Commission to come back to the next meeting with some numbers and reasoning for those numbers
* Meeting on 3/23 at 10a and hearing on 3/24 at 5:30p
* Review information for public hearing
* Hearing format
  + Intro presentation by Niyah; Commission discussion on what has been going on; Open floor for public testimony
* MCP Raise defined by ordinance and is not negotiated. It is a suggestion by the Mayor based on a recommendation from Greg Beaverson
* Unions get increases across the board annually but there is no COLA for those folks