**3.23.22 Meeting Minutes**

Attendance

* Michael Kasler, Chair
* Sarah Ingles, Commissioner
* Fred Ransier, Commissioner
* Keisha Hunley-Jenkins, Commissioner
* Qiana Williams, Commissioner
* Greg Beaverson, Compensation Manager, Department of Human Resources
* Richard Blunt, Mayor’s Office
* Robert Tobias, City Attorney’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
* Discussion on hearing of the agenda
  + Niyah went over her presentation. Will be sure to add the email in multiple places in presentation so the public knows how to reach us
  + Will add timeline of Commission’s work thus far
  + Also adds explanation on the current compensation on how that was set by a previous commission
  + Robust discussion on what participation means and ensuring that the public can participate in the hearing
  + Darlene to monitor Facebook and YouTube during hearing
  + Point of the hearing is to get questions for consideration before sharing any sort of draft report
  + Question of whether we needed two public hearings. Ultimately decided to host last meeting in the evening of 4/6 from 5:30-7:30 which will give members of the public a last opportunity to weigh in before a final vote is taken
  + Intentional about sharing with the public that this will likely be the last opportunity for input
* Discussion whether Councilmembers should receive another increase in light of the increase they received last time
* Differential between the Mayor and the Attorney/Auditor noting that the Mayor is the only elected official that can’t hold outside employment
  + Mayor is like a CEO with roughly 9K people report to him
  + City Attorney is required by Charter to be a member of the Ohio Bar
  + City Auditor is not required to have CPA per the Charter
  + Chairman Kasler feels there should be a differential between Mayor and Attorney/Auditor
  + Commissioner Ransier asked question if there should be a charter provision created to set qualifications for Mayor. Differential is not an issue for him. Thinks there should be more to it than just title in terms of creating pay hierarchy
  + Commissioner Williams expressed that a differential feels arbitrary. Doesn’t feel there should be qualifications that’s essentially the public’s role to determine who is fit to hold the office. Roles should be paid based on the role irrespective of differential between other offices. Look at going rates
  + Greg stated that value of job sets the pay. Standard practice is we would look at differential which is usually no more than 2%
  + Commissioner Williams believes it should be based on job value not on title or hierarchy of titles
* Commissioner Ransier expressed concern on whether or not the public will give input. Feels it’s important to get public input
* Commissioner Williams feels that voter input is based on performance not on the actual job and therefore doesn’t think decisions should be based upon what is heard in a public forum but that decision should be based in the data
* Plan for next meeting is to provide hard numbers and recommendations as we begin to hone in on the report.
* Plan to have all the necessary information for the report so that the meeting on 4/6 is to refine report and vote on recommendations.