**3.30.22 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
* , 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 the CPI. 2015 Commission used Midwest and 2018 Commission used All U.S. Cities
  + Average of Midwest is estimated at 1.21% and average of All Cities is estimated at 2.53%
  + Niyah to looks at meeting minutes to try and determine why 2018 Commission used All U.S. Cities
* Commissioner Williams who sat on the previous Commission opined that it’s possible that the Commission used All U.S. Cities because the Commission was looking at cities outside of the Midwest in their comparison data and utilizing All U.S. Cities was deemed more appropriate.
* Commissioner Ransier feels like Columbus is outpacing other Midwest cities so maybe that’s why we compared to All U.S. Cities
* Chair Kasler asked whether we should invite Dr. LaFayette come back
* Both Commissioners Ransier and Williams didn’t feel like we need to have another session with Dr. LaFayette
* Commissioner Hunley-Jenkins asked should we average both Midwest and All U.S. Cities as a middle ground
* Greg recommended against averaging both because you would be including some cities twice
* Commissioner Ransier views Columbus as an outlier of other Midwest cities
* Chair Kasler provided a mock-up of his potential recommendations
* Commissioner Williams suggested looking at the per capita data and based on the data choosing a number. Based on the per capita data we have she came to the conclusion that all elected officials except the Auditor needed an increase
* Darlene provided context that the Columbus auditor is like a CFO and a lot of the data that is sourced from comparator cities is based on basic audit/internal audit/watch dog types of roles. Columbus Auditor is responsible for payroll, debt issuance, revenue estimate, financial management, and collecting income tax.
* Commissioners would like additional data comparison in graph format for per capita and what it would take to bring all the elected positions up to the median per capita as well as more information on what the responsibilities are for other Auditors for a more accurate comparison based on what was shared in terms of other cities could have 5 different staff for all of the responsibilities our one auditor does. Darlene and Greg to provide updates
* Commissioner Ransier thinks there should be some requirements for the Auditor in the Charter
* Commissioner Williams would like to see an assessment of what the qualifications are for a City Auditor
* Commissioner Ransier wants to hinge the recommendations on something we can point to – wants to look at the data
* Chair Kasler discussed Council President’s duties in Charter as the reason for his suggested 15% increase. He also took into account the addition of two members to Council
* Commissioner Ransier stated that Council President is an ex-officio on all committees
* Greg will find the numbers and percentages to bring all offices up to the median based on the per capita data
* Chair Kasler stated that we need to determine if the median is the number we are going to go with as our data hinge
* Greg stated you start with the data but discussion has helped get us to that point. We have talked about the data but what is the value of the job
* Chair Kasler isn’t sure he wants to tie his suggestion to the per capita median and that elected officials deserve more than the median
* Commissioner Ransier believe the per capita median is a starting point
* Commissioner Williams and Greg reinforced that using the median is a standard compensation practice
* Jason believes that we should adjust salary based on the position
* Commissioner Williams highlighted that there is color behind every position and that we have to use what we have which in this case is the data
* Commissioner Ransier stated that the greatest push to move salaries is to move them towards the median
* Commissioner Hunley-Jenkins believes we should use the median as the base and then we can layer the pay based on responsibilities
* Chair Kasler feels the value of the job doesn’t set the pay
* Commissioner Williams doesn’t agree with that way of thought. Believes the Commission needs to be objective and use data as the standard. We can look at other things but the data should be the anchor
* Commissioner Ransier agrees with Commissioner Williams. 2018 looked at the data of other cities. We are talking to the public and are the check against the elected. Don’t want to leap over collective bargaining so that kind of sets a ceiling for the Commission in his opinion.
* Greg stated that compensation is an art and a science and the Commission is starting with science by using the data
* Commissioner Williams reminded the Commission that we need to be thinking about the jobs and not the people in the jobs currently
* Chair Kasler also wanted to keep top of mind that we want to attract the best and brightest for our elected positions and he doesn’t want people to not consider taking the job because of the pay
* Greg talked about this commission basically setting a new market level as we continue to see inflation and rising costs.