

Meeting Minutes for the Citizens' Commission on Elected Officials Compensation
June 02, 2015 at 1:00 p.m.
Columbus City Hall, Conference Room 225

- Chester C. Christie, Commission Chair
- Kristen Easterday, Commissioner
- Dawn Tyler Lee, Commissioner
- Marchelle E. Moore, Esq., Commissioner
- William Murdock, Commissioner
- Andrea Blevins, Columbus City Clerk
- Ken Paul, Chief of Staff to Council President Andrew J. Ginther
- Rory McGuinness, Special Assistant to Mayor Michael B. Coleman
- Greg Beaverson, Compensation Manager, Columbus Department of Human Resources
- Amy DeLong, Director, Civil Service Commission

Mr. Christie called the seventh meeting of the Citizens' Commission of Elected Official Compensation to order. Commission members and staff introduced themselves.

Mr. Christie gave an overview of the charge and the work of the Commission so far.

Approval of the minutes: Ms. Moore requested to correct Ms. Tyler Lee's name on the second page, fifth paragraph, second to last line.

Ms. Moore made a motion, seconded by Ms. Easterday, for adoption of the Minutes for the May 19th Meeting as amended.

- Yeas – 5
- Nays – 0
- Motion carried

Mr. Beaverson reviewed the handout on the general fund versus salaries of the 29 peer cities. Ms. Easterday asked whether the Council members and Council President were separated as full or part time and if so, what did the data look like. Mr. Beaverson replied the information could be provided. Ms. Easterday also asked if the data was specific as to which cities had a Mayor with an accompanying City Manager. Mr. Paul explained for the purpose of the discussion, staff combined City Manager and Mayor, if applicable.

Mr. Christie asked what the average increase for city employees was for the last five years, and if there was a projected increase for the next year. Mr. Paul responded that the average raise for all city employees was 2.6 percent and for MCP employees, which includes the group of salaries being decided, over five years was 2.75 percent. Mr. Beaverson added there were no projected percentages yet for 2016. Ms. Easterday asked what the median salary was for the private sector. Mr. Paul replied the 2013 median salary for the Columbus region was \$43,662.00 and for Franklin County was \$43,506.00.

Mr. Christie gave his thoughts on the framework to dissect the data and encouraged Commission members to share thoughts and opinions of how to approach the information. Mr. Paul responded that staff decided to use median per capita pay to try and level out factors by equating salary to population.

Ms. Tyler Lee asked if the Commission would decide a percentage increase recommendation for the salary. Mr. McGuinness clarified the Commission would give an actual number for the base pay.

Ms. Moore asked why the Mayor's salary was flat from the years 2011 to 2015. Mr. Christie responded it was by the decision of the Mayor to forego increases due to the state of the economy. Mr. Paul added that other elected officials also wrote a letter to the City Auditor to decline pay increases, which is not reflected on the ordinances passed by Council.

Mr. Paul presented data on salary per capita and current position within the data to give a framework for the discussion of the Mayor's base salary. Mr. Paul added that the recommendation would only be for one year because the next Commission would meet in 2018, and the CPI had already been voted on by the Commission.

Mr. Christie stated he was concerned with using per capita because bargaining units did not use per capita. Mr. Paul responded this method was intended to be a starting point for conversation by commission members.

The Commission members discussed several formulas to decide the Mayor's base pay salary including multiples of the median salary, percentages of increases over time, per capita, changes to the Mayor's previous salaries, and comparisons to market value and the private sector.

Ms. Moore stated she was not comfortable voting on a salary during this meeting because there was too much data to analyze. Mr. Christie stated there was a good framework for going forward and they could use the same approach for deciding the other elected offices' salaries.

Mr. McGuinness asked what data and information the Commission would like staff to provide for the next meeting. Mr. Murdock asked that staff focus on annual salaries and projected increases along with calculations of 3, 5, and 7 percent raise figures. Mr. Paul stated that in addition to calculations, he was hoping, for consistency, to present per capita numbers for each office to begin the discussion. Mr. Christie added he would also like to have the 3, 5, and 7 percent raises calculated for the next meeting. Mr. Murdock also asked to have per capita calculation to have consistent information for each office.

Mr. Christie stated that the next Commission meeting was scheduled for June 11th at 4:00 p.m. and tentatively set a meeting for June 16th at 3:30p.m., if needed.

Mr. Christie adjourned the meeting.