

City of Trotwood
2025 COMPENSATION BOARD

DATE: March 26, 2025
TO: Mayor Yvette F. Page and Council Members
FROM: 2025 Compensation Board
CC: Chris Conard, Law Director and
Kara Landis, Clerk of Council
SUBJECT: Report of the 2025 Compensation Board

SYNOPSIS

In accordance with Section 3-5 of the Trotwood City Charter, the Compensation Board for the City of Trotwood (the “Board”) was appointed by City Council on February 3, 2025, Resolution No. R25-13. The Board held three (3) public meetings, during which they studied the compensation of the mayor and council members. After much review and thoughtful discussion, the Board, by unanimous vote, recommends the following compensation to be paid in equal monthly installments:

Mayor: \$15,000.00 Per Year
Council Member: \$10,000.00 Per Year

Should City Council adopt this recommendation, the above salaries shall become effective on the commencement of a new term as determined at the next regular municipal election. In-term pay increases are not allowed.

CONTEXT

Role of Mayor and Council Members. The Board understands that City Council is the legislative branch of the city. The Board recognizes that the mayor and council members have equal power, and that the mayor shall preside at all meetings, shall be recognized as the ceremonial head of City Council, and by the Governor for emergency declarations. The Board also understands that while the city manager manages the day-to-day operations of the City, City Council hires the city manager and votes into place, the legislation that determines how the City is to be governed.

Financial Documents. The Board received an overview of the FY2025 Budget Request and a summary of the wage increases for non-union employees from the past five (5) years, as well as the anticipated increases for the next two years. Finance Director Chris Peeples and Assistant Finance Director Julie Kilbarger reviewed this information with the Board and advised that the City could sustain a reasonable increase to the compensation of the mayor and council members, should that be the Board’s recommendation.

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Comparison Spreadsheets. The Board was provided with the compensation of elected officials from cities in Montgomery County organized by population, as well as by the salaries of mayors and by the salaries of council members. The Board studied the data, paying particular attention to those cities most closely aligned to the City of Trotwood. After review and much discussion, the Board requested additional data points from several surrounding communities (Clayton, Englewood, Huber Heights, Riverside, Miamisburg, and Vandalia).

Personal Insight. Board members reiterated that they want to continue having individuals who have the best interest of Trotwood seeking these elected positions. Members expressed an understanding that the responsibilities of an elected official go beyond attending a monthly meeting, and those seeking these positions have to be able to give the amount of time required to serve.

Several members stressed the importance of making sure salaries are competitive, adding that it has been their experience that those who feel they are being compensated fairly are more likely to stay motivated and exceed expectations.

Several members called attention to the many projects currently underway in the City of Trotwood. Specifically, they mentioned several new facilities in the industrial park and the new jobs being created. All Board members agreed that the economic growth is a testament of the work being done by City staff and the Trotwood City Council. The Board wants to continue to see the City progress and believes that the salaries of elected officials must be comparable to the communities we strive to be like.

Data Points. Of the cities included in this study, the City of Trotwood is the only jurisdiction that appoints an independent board to study the compensation of its elected officials, and only two other jurisdictions review the salaries of their elected officials regularly. Board members methodically reviewed and discussed the many data points. The key datapoints the Board discussed were:

1. No other city has a compensation package that includes a per diem available to the mayor for participating in non-professional development activities that benefit their city.
 - a. The Board believes the mayor should be participating in such activities in their role as the mayor without having to document each event.
2. Riverside (2020 pop. 24,474) increased the salaries of their elected officials by 100% in 2023 (by ordinance). The mayor will earn \$12,000.00 per year (was \$6,000.00) and council members will earn \$8,000.00 per year (was \$4,000.00) at the commencement of a new term. Prior to 2023, this is the only increase they've received since becoming a city in 1995.

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3. Huber Heights (2020 pop. 43,439) increased the salaries of their elected officials in 2019. The mayor will earn \$12,000.00 per year – an increase of 61%, and council members will earn \$8,100.00 per year – an increase of 125%. This is the first- and only-time compensation for elected officials has been increased since 1981.
4. Miamisburg (2020 pop. 19,923) has not increased the salaries of their elected officials since 2001, nearly 25 years ago. The mayor earns \$14,515.00 per year and council members earn \$10,640.00 per year.
5. In looking at the three next highest populated cities in Montgomery County based on the 2020 census (Centerville, Riverside, Huber Heights), the current average salary for the mayor is \$14,402.05.
6. In looking at the same three cities from item 5., the current average salary for council members is \$11,353.05.
7. It should be taken into consideration that any adopted salary increase will be realized from January 2026 to December 2029 for the four (4) ward representatives, and from January 2028 to December 2031 for the two (2) at-large representatives and the mayor. Therefore, salaries need to be an amount appropriate for a seven-year span, 2026 to 2031.

CONCLUSION

The Board's first action was to address the current per diem compensation for the mayor, which allows for an additional \$50.00 per non-professional development activity, not to exceed \$500.00 per month. The Board believes the mayor should be participating in such non-professional development activities in their role as the mayor without having to document each event. The Board voted unanimously to remove the per diem as part of the mayor's compensation.

The Board then considered the salary of the mayor, which is currently set at \$12,000.00 per year. After considering all of the information and data points, the Board voted unanimously to set the mayor's salary at \$15,000.00. Although this amount reflects a base salary increase of \$3,000.00, after removing the per diem which could be an additional \$6,000.00 per year, the total possible compensation is being reduced by \$3,000.00.

The Board then considered the salary of council members, which is currently set at \$6,000.00 per year. After considering all of the information and data points, the Board voted unanimously to increase the salary for council members by \$4,000.00 per year for a total of \$10,000.00 per year.

The Board believes that for the period of time to be considered, a pay differential of \$5,000.00 per year between the mayor (\$15,000.00) and council members (\$10,000.00) accurately represents the additional responsibilities of the mayor.

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Recommendations. Based on the data received and considered during this appointment, the Board recommends to the next Compensation Board, that the following details be reviewed and considered:

1. Population of cities in Montgomery County
2. Annual compensation of the mayor
3. Annual compensation of council members
4. Amount of last salary increase for elected officials
5. Date of last salary increase for elected officials
6. How the city determines salary increase for elected officials (legislation, ballot, etc.)
7. Review pay differential between the salaries of mayor and council members

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CLOSING

The Board spent a considerable amount of time studying the compensation of the mayor and council members. After much discussion and deliberation, we submit to City Council this Report setting forth the Board's recommendations, **to be effective at the commencement of a new term for each elected position:**

1. The per diem compensation for the mayor of \$50.00 per non-professional development activities up to \$500.00 per month shall be terminated.
2. The salary of the mayor shall be \$15,000.00 per year, to be paid in equal monthly installments.
3. The salary of council members shall be \$10,000.00 per year, to be paid in equal monthly installments.

In closing, we would like to thank you for the opportunity to serve our community.

Respectfully submitted,

2025 Compensation Board

A handwritten signature in dark ink, appearing to read "Katrina Coleman", is written over a horizontal line.

Katrina Coleman, Chair

Marcus Rutherford, Vice Chair

Shane English, Member

Rap Hankins, Member

Adrienne Heard, Member

Scott Thommason, Member

Cheryl Wheeler, Member