

City of Trotwood
2025 COMPENSATION BOARD

DATE: May 7, 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 (Revised from March 26, 2025)

STATUS

During a Special Meeting held Monday, April 28, 2025, the Trotwood City Council formally rejected the Report of the 2025 Compensation Board dated March 26, 2025. Further, in accordance with Section 3-5 of the Trotwood City Charter, as part of their motion rejecting the Report, Council asked the 2025 Compensation Board to reconvene and consider submitting a revised report to Council.

UPDATE

Upon Council's request, the 2025 Compensation Board (the "Board") met on Wednesday, May 7, 2025. All members present either watched Council's meeting live, or watched/listened to the recording forwarded via e-mail on Tuesday, April 29, 2025 by Clerk Landis.

The Board discussed at length, the role of public service and how it is about serving the people and helping the community, not the compensation. The Board's conversations centered around Council's expressed desire to follow tradition in setting the mayor's compensation at an amount double that of a council member, the base salary of the mayor, and the timing of increases due to staggered terms.

The Board recognized that during Council's Special Meeting, the question was raised asking how the Board arrived at their recommendation to compensate the mayor \$15,000.00 per year and to terminate the optional annual per diem. Council pointed out that this amount reflects an overall decrease of \$3,000.00 from the current model, which totals \$18,000.00 per year, broken down as a base salary of \$12,000.00 per year plus an optional \$6,000.00 annual per diem. To address Council's question, the Board's report dated March 26, 2025 explained the data points used, to include the population of cities in Montgomery County. After considering the base salary of mayors from jurisdictions similar to the City of Trotwood, along with the idea that the per diem was optional, the Board felt their recommendation of an increase to the base salary equal to half of the optional annual per diem amount was appropriate. However, after hearing Council's observation that the Board's recommendation carried a negative connotation, the Board agreed to reconsider their recommendation.

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Additionally, the Board acknowledged that during their Special Meeting, Council expressed concern over their belief that the mayor's compensation is to be double the salary of a council member. The Board noted that Assistant Law Director McHugh described this to Council as a past practice, not a requirement. The Board discussed the importance of this difference in compensation to Council, and although not all Board members feel it is necessary to follow such tradition, the Board decided to reconsider their recommendation to reflect the desire of Council to follow the past practice.

Lastly, the Board raised the issue of Council's discussion regarding when increases would go into effect for each elected official due to staggered terms. Law Director Conard confirmed that per the Charter, in-term increases are not allowed. The Board recognizes that four (4) members of Council would receive any approved increase in January 2026, and the mayor and two (2) members of Council would receive any approved increase in January 2028.

CONCLUSION

The Board took into consideration Council's viewpoint that the Board's original recommendation of a \$15,000.00 base salary for the mayor, and to terminate the optional annual per diem, gave the appearance of a pay decrease. The Board agrees their recommendation to terminate the optional annual per diem in the amount of \$6,000.00 stands, regardless of the recommended base salary amount.

The Board also considered Council's expressed desire to continue the past practice of the difference in compensation between the mayor and council members, meaning the mayor's salary would remain double that of a council member.

The Board expressed no concerns with the implementation of an approved increase, pointing out that while terms are staggered causing some elected officials to receive the increase before others, each elected official will receive the same amount of pay for the same number of years (four-year term).

With four (4) members voting yay and two (2) members voting nay, the Board agreed to revise their recommendation setting the mayor's salary at \$18,000.00 per year and the salary of a council member at \$9,000.00 per year.

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CLOSING

The Board submits to City Council this Report setting forth the Board's revised recommendations, **to be effective at the commencement of a new term for each elected position:**

1. The optional 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 \$18,000.00 per year, to be paid in equal monthly installments.
3. The salary of council members shall be \$9,000.00 per year, to be paid in equal monthly installments.

Respectfully submitted,

2025 Compensation Board

A handwritten signature in cursive script that reads "Katrina Coleman, Chair". The signature is written in dark ink and is positioned above the printed name.

Katrina Coleman, Chair

Marcus Rutherford, Vice Chair

Shane English, Member

Rap Hankins, Member

Adrienne Heard, Member

Scott Thommason, Member

Cheryl Wheeler, Member