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**MINUTES OF THE CHARTER REVIEW COMMISSION**  
**MAYFIELD VILLAGE, OHIO**

Wednesday, February 12, 2020 – 6:30 p.m.  
Mayfield Village Civic Hall - Mayfield Village Civic Center

Present: Paul Fikaris, Mark Granakis, Larry Harrison  
Alexandra Jeanblanc, Dona Kless, Lorry Nadeau,  
Diane Stricker, Dr. Jim Thomas

Also Present: Anthony Coyne, Allen Meyers and Mary Betsa

Mr. Granakis stated, I have checked with others relative to the gender-neutral language in the Charter as voted on by the electorate in 2010. There are a few revisions that need to be made.

Chairman Fikaris suggested, we will review this and bring it up as we go along. Certainly, if it needs to be corrected, we will do so.

**Approval of Minutes of the Organizational Meeting of Wednesday, February 5, 2020**

Mr. Granakis, seconded by Dr. Thomas, moved to approve the Minutes of the Organizational Meeting of Wednesday, February 5, 2020 as written.

Roll Call:	AYES: All	Motion Carried
	NAYS: None	Minutes of February 5, 2020
		Approved as Written

Chairman Fikaris stated, in the past we have reviewed Articles and Sections at a time. As they get larger, we spend more time on them. We will look at Articles I, II and III at this meeting. If we need further information on any of the Sections, we will table them for further discussion. At some meetings, we will have guests here to discuss any pertinent language in any Sections we will be reviewing at that meeting. We are here to review and analyze the Charter and, if necessary, suggest changes. If you have any ideas or would like to provide input, it is welcome. Please suggest them and make recommendations. We will leave everything open, preliminarily approving or tabling each Section if necessary and then at the end take a final vote on each Article and Section. Suggestions we make get passed to Council for their review and discussion. A public hearing is then scheduled prior to the Third Read. With the Law Department's blessing, it goes to the electorate. We are not making changes ourselves. We are proposing changes to be reviewed by Council. The ultimate decision is made by the electorate. If you feel strongly about any changes or have heard from others about changes they feel strongly about,

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that's fine because it ultimately goes to the electorate. We are citizens and voters as well doing our civic duty.

**ARTICLE I – THE MUNICIPALITY**

- Section 1. Name and Change of Name. The Municipality now existing in the County of Cuyahoga, State of Ohio, and known as the Village of Mayfield shall continue to be a municipal corporation known as Mayfield Village, Ohio. If and when the Municipality of Mayfield Village shall, under the Constitution and general laws of the State of Ohio, become a city, then it shall be known as the City of Mayfield Village, and the provisions of this Charter shall apply whether this Municipality is a village or a city.

Chairman Fikaris stated, we are a Village by population. We need 5,000 to be a City. This Section states we are Mayfield Village. Does anyone have any questions?

There were none.

- Section 2. Boundaries. The Municipality of Mayfield Village shall have the same boundaries as now exist, but with power and authority to change its boundaries in the manner authorized by the general laws of the State of Ohio and/or this Charter when not in conflict therewith, except that no territory shall be detached from the Municipality nor shall the Municipality be annexed or merged with any other body politic, nor shall the corporate existence of the Municipality be terminated, without the consent of the Council of the Municipality, and of two-thirds of the electors voting on such question at a general or special election.

Chairman Fikaris stated, this is the boundaries of Mayfield Village which are pretty well squared away.

**ARTICLE II - FORM OF GOVERNMENT AND POWERS**

- Section 1 – Form. The municipal government provided by this Charter shall be known as the "Mayor-Council" form of government.

Chairman Fikaris stated, the *Guide for Charter Commissions* describes the different forms of government. We have a "Mayor-Council" form of government here in Mayfield Village. Any questions or suggestions?

There were none.

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- Section 2 – Powers. The Municipality shall have all of the powers, general or special, governmental or proprietary, expressed or implied, that may now or hereafter lawfully be possessed or exercised by municipal corporations under the Constitution and laws of the State of Ohio.

Chairman Fikaris stated, as Tony described, the laws we have have to be in line with the State of Ohio and with the nation. This is pretty straightforward.

- Section 3 – Manner of Exercise. The powers of this Municipality shall be exercised in the manner prescribed in this Charter, or if not prescribed herein, then in such manner as the Council may determine. When not prescribed in this Charter or determined by Council, such powers shall be exercised, except as a contrary intent appears in this Charter or in the enactments of Council, in such manner as may now or hereafter be provided by the general laws of the State of Ohio.

Chairman Fikaris stated, this is open-ended. Council may determine how the laws are exercised and ascribed. Any questions?

There were none.

- Section 4 – Interpretation. The powers of the Municipality under this Charter shall be interpreted liberally in favor of the Municipality, and the specific mention of particular powers in this Charter shall not be interpreted as exclusive or as limiting in any way the general powers stated in this Article II.

Chairman Fikaris stated, this is pretty straightforward.

• **ARTICLE III - THE COUNCIL**

- Section 1 – Composition and Term The legislative powers of the Municipality, except as otherwise provided by the Charter and by the Constitution of the State of Ohio, shall be vested in a Council of seven (7) members, three (3) of whom shall be elected by the people-at-large and four (4) of whom shall be elected from wards, one (1) from each of the four (4) wards. The members of Council representing Wards One (1) and Three (3) and one (1) At-Large Council member shall be elected at the regular Municipal election in 1987 and every fourth year thereafter for a term of four (4) years commencing on the first day of January next after such election or until their successors are elected and qualified. Two (2) of the At-Large Council members shall be elected at the regular Municipal election in 1987 for a term of two (2) years commencing on the first day of January next after such election, or until their successors are elected and qualified, with such members of Council again being elected at the regular Municipal election in 1989 and every fourth year

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thereafter for a term of four (4) years commencing on the first day of January next after such election, or until their successors are elected and qualified. The members of Council representing Wards Two (2) and Four (4) shall be elected at the regular Municipal election in 1989 and every fourth year thereafter for a term of four (4) years commencing on the first day of January next after such election or until their successors are elected and qualified. (Amended 11-2-04.)

Chairman Fikaris stated, this is four sentences long and a bit confusing. In the past, we proposed to clarify this to separate by paragraphs. This basically says how many members of Council there are and the separation of elections so all members are not up for election at the same time. Is there any discussion on this?

Ms. Jeanblanc asked, has the size of our Village changed substantially since this was originally enacted? Are people sufficiently represented?

Mr. Coyne replied, it has not changed much.

Chairman Fikaris stated, our population is going down. We have a wonderful community here with wonderful elected officials and wonderful volunteers like you all. There was a concern about if there were a possibility of someone not running, would a Ward be eliminated? It did not get too far. We did not want to limit ourselves of the availability of someone who wanted to serve on Council. I like the idea of the Wards. I think most people do. As to the number of Council and At-Large, I have not heard any rumblings about the size or makeup of Council.

Ms. Stricker asked, have the Wards stayed the same size consistently? Has there been a shift? Do they need to be redrawn?

Chairman Fikaris referenced the Ward map on the wall in the Conference Room. I think it is done by population.

Mr. Coyne stated, it's geographic. Most communities are 7-11 Council people. Anything under 10,000 population that I know it is 7. You might have one or two in Northeast Ohio that are 5. Townships are 3 Trustees. You have about 800 people per Ward. I don't believe you change your ward boundaries with the census. I don't know that for sure. I don't see the requirement to do that.

Mrs. Kless stated, I have not heard anybody complain about it.

Chairman Fikaris stated, I have not either. We didn't make any changes in 2010. The only suggestion was to make it more readable. We can provide the information at our next meeting. We made sweeping changes in 2010 and 2015. One of the changes were to fix outdated language. For example, the term "Village Hall" was changed to "Civic Center". In 2010 we did the same thing with the gender language.

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Mr. Coyne asked, and that went on the ballot?

Chairman Fikaris replied, they both did. Is there any more discussion or questions on this?

Ms. Stricker asked, is there any way to update 1987 to 1989 to the present?

Mr. Coyne replied, it's a fixed date. You could do that. It won't matter.

Ms. Stricker stated, you're right. It takes away the origination. It's not hard to follow.

Ms. Jeanblanc stated, I don't think there's much you can do to it.

Chairman Fikaris stated, and if you did, I would want to separate it into more readable sentences. As it sits, it's pretty straightforward.

- Section 2 – Election. Candidates shall declare whether they are running for seats as members of Council from a ward, which is limited to the ward in which the candidate resides, or whether the candidate is running for membership in Council at large. A candidate from each ward polling the greatest number of votes shall be elected as a Council member from that ward. In years where two at large candidates are to be elected, the two candidates polling the greatest number of votes shall be elected. (Amended 11-7-00)

Ms. Jeanblanc stated, this is pretty straightforward.

With regard to the requirement that the candidate must declare whether they are running for seats as members of Council from a ward, Mr. Granakis asked, who do you declare that to? We had signs the last time that did not define what ward they were running for or if they were running for an at-large position.

Mrs. Kless stated, when they go to the Board of Elections, you have to declare that.

Mr. Granakis asked, this says candidate shall declare whether they are running for seats as members of Council from a ward or an at-large. Who do they declare that to?

Mr. Coyne replied, when you take out your petitions to run for public office, they ask you for what office are you seeking? When you fill that out at the Board of Elections, your name will be on the ballot for either at-large or a specific ward. In terms of the campaign signs, you can put anything you want on them, as long as it is not misleading. Your legal name will appear at the Board of Elections.

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- Section 3 – Qualifications. Each member of Council shall have physically resided and been a qualified elector of the Municipality for at least two (2) continuous years immediately prior to the member’s election or appointment, and shall continue to physically reside and be a qualified elector throughout the member’s term of office. A member of Council shall not hold any other elected public office or other employment with Mayfield Village. Any member of Council who shall cease to possess any of the qualifications enumerated herein shall forfeit the member’s office, but failure to maintain such qualifications shall not render void or ineffective any action of the Council in which such member has participated. In addition to the foregoing qualifications, no person shall be eligible to serve as a member of Council from a ward unless such person has, for at least one (1) continuous year immediately prior to either the member’s election or appointment, physically resided in the ward to be represented and during such term of office shall continue to physically reside in that same ward. (Amended 11-7-00.)

Chairman Fikaris stated, this section describes the requirements for Council. Some of the key terms are “two continuous years immediately prior to member’s election,” “physically reside” and “be a qualified elector.” This has been brought up the past two Charter Reviews about what a qualified elector was. We had it described as a resident of Mayfield Village 18 years of age or older. Someone qualified to vote, not necessarily a registered voter. That was a question.

Ms. Jeanblanc asked, do we want to put that in there to clarify?

Chairman Fikaris stated, I don’t think that’s what they meant.

Mr. Granakis asked, can you vote without being registered?

Ms. Jeanblanc replied, no.

Mr. Granakis stated, you have to sign in every time.

Mr. Coyne stated, you can’t vote unless you are registered. Could you be a non-voter and be on a ballot? You probably could. You cannot vote for yourself.

Ms. Jeanblanc stated, sure. I think that actually happened in places.

Mr. Coyne stated, the only thing you want to be careful of is people moving. If you move to a new location and you don’t update your voter registry card, you can’t vote.

Ms. Jeanblanc stated, you could vote provisionally. They could verify it later.

Chairman Fikaris stated, but for qualifications on Council, it says qualified elector meaning you have to be over 18 and a resident of Mayfield Village which would qualify you to register to vote if you so choose. I don’t know the ramifications of making that a legal qualification. I don’t

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think we can. I don't think we should. The electorate understands who the candidates are. I don't know if their voting record comes into play at the Council level.

Mrs. Kless stated, it doesn't make sense that someone would run and not register to vote, at least for themselves.

Ms. Jeanblanc stated, they would have to be able to register.

Chairman Fikaris stated, I don't believe registered to vote should be a qualification for anything.

Mr. Coyne stated, there have been rare occasions where you have had someone 17 run for office but they turn 18 by the time they take the office. It's a rare occasion but that has happened.

Ms. Stricker stated, but this says they have to be a qualified elector from a municipality for at least 2 years immediately prior.

Chairman Fikaris stated, you could become a qualified elector at age 18 and then you become eligible to be on Council if you are a Mayfield Village resident for more than 2 years.

Mrs. Kless stated, it says you have to be a qualified elector for two years.

Ms. Jeanblanc stated, if you want to separate it, you could. An 18-year-old cannot run for Council with this language. They have to be 20.

Chairman Fikaris asked, how might we amend that if we separate the language?

Ms. Jeanblanc replied, you would have to separate the residency from the qualified elector. So, "must have resided in the Village for 2 years", and "at the time of their appointment be a qualified elector."

Mrs. Kless stated, you could say they have resided for 2 years and be a qualified elector.

Chairman Fikaris stated, or was it amended in 2000 to not specify an age?

Ms. Jeanblanc stated, our job is to decide what it should say not what they were thinking when they wrote it.

Chairman Fikaris asked, so do we want to leave it like this? It's something for thought.

Mr. Granakis stated, I don't think this is discouraging young people from running.

Ms. Jeanblanc stated, it's just disqualifying them.

Chairman Fikaris asked, is there any other portion of this section that raises any questions?

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Mr. Harrison asked, what about the residency requirement of an 18 or 20-year-old? They could go off to college or be drafted. Are they still going to be allowed?

Ms. Jeanblanc stated, yes. You would still be a resident of Mayfield Village.

Ms. Stricker stated, they would have to be able to attend Council meetings.

Mrs. Nadeau stated, if someone physically resides in the Village, then you are going to make the assumption that they are aware of what goes on in the Village. If something comes up where we have an emergency election, they wouldn't be aware of it like someone who physically lives here does.

Chairman Fikaris stated, someone can own multiple homes in different communities.

Mr. Coyne stated, you have to be a resident. Your residency has to be declared. If you are in the military, that's an exception. But going to college in Boston and being on Council in the Village, if you didn't attend Council meetings, Council could throw you out of your office.

Ms. Jeanblanc stated, someone who graduates and comes back if they kept their residency as Mayfield Village, physically they don't qualify, legally they do qualify to run. If we are saying physically resides, then your graduated college student who went to Boston doesn't qualify.

Mr. Coyne stated, they have to be coming back for breaks. That would still be physically.

Chairman Fikaris stated, one of the questions is not necessarily being on Council while being away, but would their time away count as the qualification?

Ms. Jeanblanc stated, I think that's what we are talking about.

Mrs. Kless stated, if their home is still here, it shouldn't make a difference.

Chairman Fikaris stated, this was discussed last time pretty extensively about having multiple homes and declaring residency. We can either keep it or clarify the section about 2 years and being a qualified elector to open it up to 18-year-olds.

Mrs. Kless asked, has this ever been an issue?

Chairman Fikaris replied, no. But say you and I ran, and I said, wait a second, you can't run because of this and I can cite this. What we are here to do is just to clarify. It does open up whether we want people younger than 20. As far as I know, we haven't had anything occur, but that doesn't mean it may or may not. That's some food for thought. Preliminarily we are reviewing these things and we will vote on these things at the end.

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- Section 4 – Organization. In January of each year, the Council shall meet in the Council Chambers of the Civic Center to organize. (Amended 11-3-15.)

Chairman Fikaris stated, this is pretty straightforward.

- Section 5 – Clerk of Council. The Clerk of Council shall be appointed by and serve at the pleasure of Council. The Clerk shall give notice of the Council meetings, keep the journal of its proceedings, authenticated by the Clerk's signature and recorded in full, in a book kept for the purpose, all ordinances and resolutions of Council and perform such other duties as shall be required by this Charter or by ordinance or resolution of the Council. (Amended 11-8-05.)

Chairman Fikaris stated, we discussed in the past about including qualifications for this position. We have a highly qualified Clerk of Council. We wanted to memorialize those qualifications but it was determined that it was more ordinance related rather than Charter related. But just note we have one of the best Clerks of Council.

- Section 6 – Salaries, Bonds and Compensation.
  - (a) The Council shall have the power to fix all compensation paid by the Municipality and the salary of its own members except as otherwise provided in this Charter. Any person may be required by the Council, from time-to-time, to furnish a bond for the faithful performance of that person's duties and the Council shall provide that the premium for such bond be paid by the Municipality. Per the recommendations of the Charter Review Commission of 2015, and as approved by the Voters, the compensation beginning on January 1, 2016, shall be as follows: Mayor: \$26,000 per annum; Council President \$11,000 per annum; Council Members: \$10,000 per annum. The Council shall not increase the compensation for itself or the Mayor from and after the effective date of this amendment unless such increase in compensation has been enacted by ordinance and submitted to the electorate for approval by a majority vote thereof. Such compensation, when so fixed, shall become effective on the first day of January of the following year and shall remain in effect unless and until increased in accordance with this section. Council may decrease compensation for itself and the Mayor at its sole discretion. Each member of Council shall be compensated equally, both newly elected members and those serving the balance of a term, except the President of Council who shall receive 10% more. (11-3-15).
  - (b) The Council shall, in accordance with this section, fix the salaries of all elected and appointed officials. The Council, or the Mayor with the concurrence of the Finance Director, may authorize the payment of reimbursement of expenses incurred by any official, employee or member

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of any board or commission of the Municipality for travel or otherwise in the interest of the Municipality, provided that any such expense approved by the Mayor with the concurrence of the Finance Director shall not exceed the Mayor's general spending limit. Any of the expenses set forth herein incurred by the Mayor shall be approved by Council. (Amended 11-8-05.)

Chairman Fikaris stated, the Mayor wishes to hold this section until she can attend the next meeting. I agree, but don't think it's a harm to review this section to familiarize ourselves with this. This was the first major proposed change we made last time. Compensation for the Mayor and Council had not been updated since 2000 or prior to that. We can find recent data that reflects what area Mayors and Council are compensated. The salaries reflect a part-time position. We discussed hard numbers. We felt it needed to be changed. It was passed because it hadn't been updated in about 15 years. The Mayor was previously \$19,000; Council was \$7,500 and Council President was \$8,000. The increases took effect after any other present Council or anyone voted on it.

Mr. Coyne stated, it went into effect in the next term.

Chairman Fikaris stated, Council had not brought this up to us. We did this on our own.

Mrs. Kless asked, do you know where you can find what the areas around us are doing?

Mr. Coyne stated, it's available. We can talk to Ron and Mary Beth. The salaries can be ascertained for all of the Mayors and Council members and President of Council in the area. It would be worth knowing that.

Mr. Granakis asked, could it be something close in size to where we are?

Mr. Coyne replied, yes and no. You really should look at the big picture. Your population is 3,000 but you probably have in any given day 25,000 people that Police and Fire are responsible for.

Chairman Fikaris stated, we will get that information as we move forward. As Mary indicated, the Mayor would like to address us on this subject. We can get some more information.

Ms. Jeanblanc shared information she had from 2014 on salaries.

Mr. Coyne stated, that has all gone up.

Dr. Thomas stated, we should get something more recent.

Chairman Fikaris stated, we will research that.

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Dr. Thomas stated, with populations.

Ms. Jeanblanc stated, if we could, factor in number of businesses and population of employees bringing in tax money. That's an important component of the Mayor's job, bringing in new business and keeping new business that's here.

Mr. Granakis stated, we shouldn't have to go to Charter Review every 5 years to get an increase for the Mayor and Council. I think it would be better if we build in something.

Chairman Fikaris stated, as it is written, it is still viewed as a part-time position here.

Ms. Jeanblanc asked, how many hours does the Mayor work? Would the Mayor do more if we paid more?

Chairman Fikaris stated, those are the questions we can pose. We are definitely getting our money's worth. Let's see what Mayor Bodnar has to say.

Mrs. Nadeau stated, but you can't tailor make this to a Mayor because some mayors are retired and want to be in the office for several hours a week. Another person qualified who has an active career that won't put in as much time, but that doesn't mean he won't be as effective.

Chairman Fikaris stated, reflect on it to say are we compensating them adequately for their time.

Mr. Granakis stated, it's hard. You can't pin down a time. If the Mayor participates in a lot of things by choice versus the duty.

Ms. Jeanblanc stated, if we have a part-time Mayor, what does that leave that we have to hire other staff for? You then have potentially benefits and other responsibilities. It could end up costing us more to have a Mayor plus all these other support people compared to having a full-time Mayor.

Mr. Granakis stated, I don't think you should have to wait 5 years to get a raise in salary.

Mrs. Nadeau stated, we had a Mayor for 20 years. He didn't get a raise. You could have a Mayor and then four years later another Mayor. Mayfield Village is not so much about what the person is paid, the person who wants to be Mayor usually wants to do it in part because they feel it is a civic duty. I personally wouldn't want a Mayor who was looking at how much they were going to get paid.

Ms. Jeanblanc stated, some of these salaries are so high you run the risk of it being really ugly politics.

Mrs. Nadeau stated, I agree.

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Chairman Fikaris asked, isn't there delineation with these salaries that people were declared either a full-time or a part-time?

Mr. Coyne replied, some of them could be. For example, Mayfield Village does not have a safety director. Some communities have a safety director. That person coordinates safety service issues between police and fire. That may involve issues that relate to employment problems that occur, equipment issues, training issues, whatever. Some cities require the Mayor to act in that role as well. Our Charter doesn't but if there's a problem with Police and Fire, they are going right to the Mayor. There's nobody in between to help work it out. It's something that has to get done. She does the work as if there were a Safety Director here. There are some communities who do have Mayors who take on the role of Safety Director and get an additional stipend for that. It saves them money.

Mr. Meyers stated, years ago they had that in Mayfield Heights.

Mr. Coyne stated, it's not in the Charter that the Mayor is a Safety Director. I don't believe we have a Safety Director position.

Mr. Meyers stated, she is the Safety Director.

Mr. Coyne stated, she basically is de facto Safety Director.

Chairman Fikaris stated, compensation should mean other things as well aside from salary. We will wait for Mayor Bodnar.

Mr. Coyne stated, other communities tie health insurance into it as well. All of the members of Council and the Mayor are in the pension system. I don't think there are any health benefits included with Council members or the Mayor. We can verify if other communities have health insurance.

Chairman Fikaris stated, with section (b) there were a couple questions in the past about the Mayor's general spending limit. We don't know what that is.

Mr. Coyne stated, it's \$5,000. After that she needs authority from Council. If it goes over \$10,000, three bids are needed.

Chairman Fikaris asked, Council determines that number?

Mr. Coyne stated, that can be done by Ordinance. That may be looked at. That's one of the lower amounts. That's up to Council and the Mayor.

Chairman Fikaris asked, any other questions on Section 6?

There were none.

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- Section 7 – Council Meetings.

- (a) The Council shall hold at least one regular meeting in each calendar month. A majority of the members of the Council shall constitute a quorum for the transaction of business at any meeting of the Council, but a lesser number may adjourn the meeting from time to time. At any meeting at which a quorum is present, any ordinance or resolution may be passed or adopted, or any other action may be taken, by the affirmative vote of a majority of members of the Council unless a larger number be required by the provisions of this Charter. The Clerk of Council shall keep a record of its proceedings in a journal in which the yea or nay vote of each Council member voting on every ordinance or resolution, and the action of Council on other measures, shall be recorded. The Council's journal shall be available for public inspection at all reasonable times. All meetings of the Council shall be open to the public unless an executive session is called pursuant to the Ohio Revised Code. (Amended 11-7-89.)
- (b) The Mayor, the President of Council, or any three members of Council may call special meetings of the Council upon at least twelve hours' notice to each member, served personally or left at the member's usual place of residence.

Chairman Fikaris stated, this describes Council meetings. The sentence that a lesser number may adjourn the meeting from time to time, if you don't have a quorum, you can call for an adjournment?

Mr. Coyne replied, yes. Sometimes if the meeting's been called, you can regain your quorum if a member shows and then recommence the meeting. Time to time is kind of old school but that's the point of that.

Chairman Fikaris stated, the other discussion we had in the past was in section (a) regarding Executive Session. Have we ever done that?

Mr. Coyne stated, sure. There are specific matters an Executive Session can be called for. Council has to declare in an open meeting that they are convening an Executive Session. They cannot conclude the meeting in Executive Session and they can't take a formal vote in Executive Session. They have to go back out on the floor.

Chairman Fikaris stated, I brought it up because it's always a concern. I wanted to make sure it's all squared away with the Sunshine Laws. With Special Meetings, I don't know if that's occurred.

Mr. Coyne stated, there have been some Special Meetings on emergency ordinances. For example, if the boiler needs to be replaced. Sometimes during Caucus we have a matter that needs to be taken care of. We will conclude Caucus and have a Special Meeting right after Caucus to be able to vote.

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- Section 8 – Vacancies in Council- Whenever the office of a member of Council shall become vacant, the vacancy shall be filled for the remainder of the terms by a majority vote of all of the remaining members of the Council; and if the vacancy shall not be so filled by Council within thirty (30) days, the Mayor shall fill it by appointment. In filling any vacancy, the Council and Mayor shall consider the candidates for the vacated seat at the preceding election for same, but are not obligated to appoint any such candidate to the vacant seat. (Amended 11-2-10.)

Chairman Fikaris stated, this was another item clarified in the 2010 Charter. We discussed replacement of a Council person and the length of the term served. If it was the first half of their term, it would be one method of replacement and the second half of their term it would be another. We removed the fact that de facto if, for example, Larry won and I came in second and Larry moved away, they would give it to the guy that came in second. It was interpreted as that was the one who wasn't desired because they didn't receive the number of votes. It was simplified. Some of the questions were, is 30 days enough notice and how the Village is required to make that known through an announcement to say that there's an opening in Council.

Dr. Thomas stated, you are subjecting that to almost an election.

Ms. Jeanblanc stated, I don't think that's necessary.

Chairman Fikaris stated, that was discussed and tabled. It was simplified that Council has the discretion to determine the filling of a vacancy and if they failed to do so in 30 days, the Mayor shall fill it by appointment.

Mr. Meyers stated, before I got on Council, one of the Council members left. I was just going to ask Mary how did that work?

Mrs. Betsa replied, Council places an ad in the paper and it goes on the website. Resumes are accepted within a certain period of time. Council calls Special Meetings to interview each candidate and then their selection is made following the interviews.

Ms. Jeanblanc stated, I think it's appropriate to do it that way. Council is all duly-elected. They are public servants. Otherwise, you are getting into special elections.

Mr. Granakis stated, I agree with what this says. I don't agree with how it says. It says filled for a remainder of the term by a majority. Who's picking the names?

Mr. Coyne replied, Council picks the name.

Mr. Granakis asked, each Council? What if you want to become a candidate?

Mrs. Kless replied, they advertise the opening.

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Ms. Jeanblanc stated, I think we should trust the judgment of Council.

Dr. Thomas stated, if you want to be a Council member and there's a vacancy, you talk to someone on Council and say, I'm interested.

Mr. Granakis stated, I don't disagree with what you are saying. I am just saying this is not what this says. What Al was trying to say is, who decides who is throwing their name in the hat? You are saying Council. Which Council? There were 7 of them. Now there's 6.

Mr. Coyne replied, the word Council is the body. The remaining 6 members shall make the selection.

Mr. Granakis stated, I am okay with that. I just wanted to know how a person says I want to be on Council.

Mr. Meyers stated, you submit a resume like she said and it comes to Council and they schedule interviews.

Ms. Jeanblanc stated, I don't think they even need to do that. They can say, hey, we really like the person who ran and didn't have enough votes.

Mr. Coyne stated, in Cleveland, it's informal. If a Councilperson for example retires, he tells the Council President who he wants. The Council in Cleveland picks that guy. They refer to the recommendation of the Councilman leaving.

Mr. Harrison stated, I think the laws have changed. In past years, there were certain amounts of favoritism. You have to make this open to the public. That's up to you to show interest by reading the ad or coming to the city.

Chairman Fikaris stated, I agree with Mark that the way this is written there is no formal procedure for it. We are here to deliberate. If we feel a change should be made to further clarify, we can discuss. The last time we talked about is 30 days enough? We debated that and thought it was enough. I can see your point that it's not really solid about who gets selected. We will certainly entertain more discussion on this matter.

Ms. Jeanblanc stated, this is not done in secret. It is a vote of the whole Council.

Chairman Fikaris stated, but Al was asking about the process. I don't know if this is the place where we get into that. We will mill this over a little bit and discuss it further.

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- Section 9 – Powers and Duties. All the legislative powers of the Municipality and all other powers as may be granted by this Charter, except as otherwise provided by the Constitution of the State of Ohio, together with all such powers as are now or may hereafter be granted by the Laws of Ohio to boards of control, municipal taxing commissions, boards of health, or any other municipal commission, board or body now or hereafter created, shall be vested in the Council, except as otherwise provided in this Charter.

The Council shall by ordinance make provision for:

- A. The time and place of regular meetings of the Council;
- B. The method of giving public notice of the enactment of its ordinances and resolutions and of any other of its acts or proceedings which it deems proper to publish;

The Council may by ordinance make provision for:

- A. The form and method of enactment of its ordinances and resolutions, provided that no ordinance or resolution shall contain more than one subject which shall be clearly expressed in its title, and provided further that no ordinance or resolution of a general or permanent nature granting a franchise, creating a right, involving the expenditure of money or the levying of a tax (other than a resolution providing for an election on the question of issuing bonds or levying a tax) or for the purchase, lease, sale or transfer of property shall be passed unless it has been read in full or by title on three different days, unless the requirement for such three readings be dispensed with by the affirmative vote of two-thirds of the members of Council in accordance with Section 10 hereof; (Amended 5-8-84.)
- B. The procedure for making public improvements and levying assessments, including the procedure for combining two or more public improvements and the levying of assessments therefore in one proceeding, if the Council finds that it will be economical and practicable to undertake such improvements jointly;
- C. The procedure for the awarding of contracts, including contracts for the purchase, lease, improvement, repair, sale or transfer of real or personal property; and
- D. Such other general regulations as the Council may deem necessary.

Chairman Fikaris stated, this pretty straightforward. Are there any questions or comments?

There were none.

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- Section 10 – Effective Date of Ordinances and Resolutions - Each ordinance or resolution providing for (a) the appropriation of money, (b) an annual tax levy, (c) improvements petitioned for by the owners of a majority of the foot frontage of the property benefited and to be specially assessed therefore, and (d) any emergency ordinance or resolution necessary for the immediate preservation of the public peace, health or safety, shall take effect, unless a later time be specified therein, upon its signature by the Mayor approving the same, or upon the expiration of the time within which it may be vetoed by the Mayor, or upon its passage after it has been vetoed by the Mayor, as the case may be. Except as otherwise provided in this Charter, all other ordinances and resolutions shall take effect and be operative in the manner provided by the general laws of the State of Ohio.

Each emergency measure shall contain a statement of the necessity for such emergency action, and shall require the affirmative vote of two-thirds of the members of Council for its enactment. No ordinance or resolution (a) relating to any change in the boundaries of the Municipality, (b) providing for the surrender or joint exercise of any of its powers, (c) enacting, amending or repealing any zoning ordinance or other matter described in Sections 11 and 12 of this Article III, (d) granting any franchise, (e) contracting for the supply to the Municipality or its inhabitants of the product or service of any utility, whether municipally owned or not, or (f) granting a “Use” variance in any non-residential zoning district pursuant to Article V, 12(A), shall be enacted as an emergency measure. (Amended 11-3-15)

Chairman Fikaris stated, this was amended last time to add the last sentence. A Charter amendment was approved by the electorate. This had to reflect that. Are there any questions?

There were none.

- Section 11 – Mandatory Referral of Ordinances and Resolutions. No public building, street, boulevard, parkway, path, playground, bridge, tunnel, publicly or privately owned utility or part thereof shall be constructed or authorized to be constructed in the Municipality, nor shall any street, avenue, parkway, boulevard or alley be opened for any purpose whatsoever, nor shall any street, avenue, parkway, boulevard or alley be widened, narrowed, relocated, vacated, or its use changed, nor shall any ordinance referring to zoning or other regulations controlling the use or development of land of changing the existing zoning or use of land, be adopted unless and until it shall have been submitted to the Planning and Zoning Commission for report and recommendation. Any matter so referred to the Planning and Zoning Commission shall be acted upon by it within ninety (90) days from the date of referral unless a different period of time is mutually agreed upon between Council and the Commission. If the Planning and Zoning Commission shall fail to act within the time allotted, it shall be deemed to have

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adopted such matter. Any resolution, ordinance or order disapproved by formal action of the Planning and Zoning Commission shall require a vote of two-thirds of the members of the Council to be authorized or adopted. (Amended 11-8-05.)

Chairman Fikaris stated, this is straightforward. What did the Engineer ask you, Mary?

Mrs. Betsa replied, at the request of the Building Department, the Engineer will be forwarding a request for clarification of the definition of major and minor roadways.

Chairman Fikaris asked, any discussion?

Mr. Harrison asked, should "Municipality" be "Village"?

Mr. Coyne replied, you could, but I would just say it is the same.

Chairman Fikaris stated, the second half of this section talks about how P&Z works. Matters approved or declined by P&Z are reviewed and voted on by Council. If P&Z disapproves, Council can approve with a two-thirds vote. Council approves by a simple majority on items recommended by P&Z. The timeline is also defined. Any further discussion?

There was none.

- Section 12 – Public Notice and Hearing on Certain Ordinances. Before any ordinance or resolution may be enacted by the Council amending or repealing any: (a) platting ordinance, (b) the zoning map of the Municipality, (c) zoning or use classification or district, (d) restrictions on height of buildings and other structures, (e) the size of parcels in any zoning or use classification, or (f) the percentage of lot occupancy of buildings and other structures; the Council shall (i) refer such ordinance or resolution to the Planning and Zoning Commission for report and recommendation as required by Section 11 of this Article III; (ii) read the same in full or by title at two successive Council meetings, (iii) thereafter hold a public hearing thereon (which public hearing shall be held at least thirty days after the second reading and prior to the third reading thereof), and (iv) shall give thirty days notice of the time and place of such public hearing in a newspaper of general circulation in the Municipality. No such ordinance or resolution shall be enacted or adopted unless passed or approved after the third reading thereof by not less than a majority of the members of Council, and, if such ordinance or resolution has been disapproved by the Planning and Zoning Commission, by not less than two-thirds of the members of Council. Thereafter, any such ordinance which has been approved by the Council shall be submitted to a vote of the electors of the Municipality, and shall become effective only upon approval thereof by such electors in accordance with the provisions of Section 13 of this Article III. However, the approval of a "Use" variance pursuant to Article V, Section 12(A) will not require approval of the Electors. (Amended 11-3-15).

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Chairman Fikaris stated, the last sentence was amended last time. It referred to a change in use variances reflected in the Charter.

Discussion ensued as to the advertisement of the public notice and how other municipalities are handling the advertisement of a public hearing. The newspaper is still being used because that's a wider audience. In addition, most municipalities post their notices on the website and at different locations in their municipality.

Chairman Fikaris stated, if the newspaper still works, it still works.

Dr. Thomas stated, the reporter still comes to meetings.

Chairman Fikaris asked, is there any further discussion?

There was none.

- Section 13 – Submission to Electorate of Zoning and Land Use Changes. Upon approval by the Council and the Mayor, or upon the approval of the Council after a veto of the Mayor, of any ordinance or resolution amending or repealing any ordinance, resolution or map described in Section 12 of this Article III, the Council shall thereupon certify such ordinance or resolution to the Board of Elections to be submitted to the electors at the next general or regularly scheduled primary or special election to be held in the Municipality more than sixty (60) days after the approval of such ordinance or resolution by Council. No such ordinance or resolution shall become effective until approved at such an election by a majority vote of the qualified electors of the Municipality voting in such election, and the results of such election have been certified by the Board of Elections. Such election shall be provided for by ordinance of Council, which ordinance shall prescribe the manner in which the submission shall be made. All ordinances, resolutions, motions and orders, or portions thereof, inconsistent with the provisions of Sections 10, 11, 12 and 13 of this Article III are hereby repealed. The provisions of Sections 10, 11, 12 and 13 of this Article III shall be severable and, if any section, subsection, sentence, part, word or phrase, or the application thereof, is held invalid, illegal or unconstitutional for any reason, such holding shall not invalidate or affect the force and effect of any other section, subsection, sentence, part, word or phrase, or the application thereof. It is hereby declared to be the intention of the electors that Sections 10, 11, 12 and 13 of Article III of this Charter would have been adopted had such invalid, illegal or unconstitutional section, subsection, sentence, part, word or phrase, or the application thereof, not been included herein.

Chairman Fikaris stated, this is straightforward. Any zoning or land use change must be submitted through the channels and go to the electorate. There are two issues on the ballot

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coming up on March 17<sup>th</sup> reflecting zoning changes. There was one modification to the Charter last time allowing that if P&Z suggested in a non-residential section in a commercial zoning section you could make a land use variance meaning the change goes with the property. This is to facilitate the commercial section, mainly Beta Park that concessions can be made for things not specifically in the Charter. We will discuss that as we get to that section. P&Z felt it would give us more opportunities to work with applicants in the commercial and industrial areas of Beta Park. The two things on the ballot now are the proposed medical building next to the former Fisher's. The second issue on the ballot is the schoolhouse, so it can change hands from the school board. This section had proposed changes in 2010 and was soundly defeated. It was done in economic times. There was a higher vacancy rate in Beta Park than there is now. We were trying to do things to entice and remove referendum zoning. There was an argument as to whether this is an impediment, if you are a company looking in Mayfield Village and another community and one has referendum zoning meaning everything has to go through a vote and one doesn't, your developer would tend to avoid the referendum zoning due to the time and expense it takes to go through that. The Commission ran it up the flagpole and put it out there to try and help entice more folks to come to Mayfield Village commercial entities. That was soundly defeated. In 2015, P&Z got a little bit of wiggle room as it applies to commercial and industrial properties. Any other questions about Section 13?

There were none.

- Section 14 – President of Council and President Pro Tem. In January of each year the Council shall, at its organizational meeting, choose one of its members as President of Council who shall serve for a term of one year. The President of Council shall have all the powers, duties, functions, obligations and rights of any other member of Council, including the right to vote; shall preside at all meetings of Council; and shall appoint the various committees of Council, co-coordinating the work of the various committees appointed by the President. At the same meeting each year, the Council shall choose one of its members as President Pro Tem, who shall preside at meetings of Council in the absence of the President of Council. In the event of a vacancy in the office of President of Council, the President Pro Tem shall automatically succeed to the office of President of Council and Council shall, as early as practicable thereafter, elect a new President Pro Tem. (Amended 11-3-81.)

Chairman Fikaris stated this is the leadership of Council and how they are chosen.

Mr. Granakis stated, in some communities, the person runs for President of Council through the General Election.

Mr. Coyne stated, that is done occasionally. You can't run from a ward; you have to be at-large. Some communities do it when it is a manager-council form of government. When you run for Council President, you are essentially the Mayor as well, but you are only a ceremonial Mayor.

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The manager runs the city, but you as Council President/Mayor are the ribbon cutter. You are the ceremonial head. The manager runs the city. Those are the only times I have seen.

Mr. Granakis stated, I am not saying I am in favor or opposed. All the duties the Council President has including appointing Committees, takes the Mayor's place if the Mayor is absent or is not around anymore. There's a lot of things the Council President does. I am not saying I am in favor of it, but I am just saying should we look at it.

Chairman Fikaris stated, it goes back to the compensation issue. I thought the concern would have been "elected for one year."

Ms. Jeanblanc stated, the Council President needs that vote of confidence from the rest of Council. Council as a body says we feel like this one member among us is the best at organizing everyone, coordinating people, the person that we would want to go cut ribbon, etc. It has to be a functioning body.

Mrs. Kless asked, why are we even thinking about doing anything?

Mr. Granakis stated, I'm not, I didn't say I wasn't in favor of it. I just brought it up. I'm fine with it.

Chairman Fikaris stated, I want to clarify that the position of President of Council appoints the various committees of the Council.

Mr. Coyne stated, standing council committees. If the person did not want to be it and said I don't want to be it, they don't have to.

Chairman Fikaris stated, but I like the one-year idea that it is more of an organizational position. There's a lot of work involved to keep everything going. We can further discuss this.

- Section 15 – Employees of Council. The Council may employ such persons as it deems necessary for the proper discharge of its legislative duties, which persons shall serve at the pleasure of Council, except as hereinafter set forth.

Chairman Fikaris, is there technically anybody like that who would be classified under employees of Council and not employees of the City?

Mr. Coyne replied, there are some cities who have hired legal counsel. Cleveland Council has their own legal counsel. But you have to appropriate funds and the Mayor can veto that. You can go down a whole ugly path.

Chairman Fikaris stated, so this just provides options and scenarios. It's pretty straightforward.

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- Section 16 – Removal. The Council shall be the judge of the election and qualification of its own members. It may remove any member for gross misconduct, or malfeasance in or disqualification for office, or for the conviction while in office of a crime involving moral turpitude, or if adjudicated legally incompetent, or for a violation of the member’s oath of office, or persistent failure to abide by the rules of the Council; provided, however, that such removal shall not take place without the affirmative vote of all other members of Council nor until the accused shall have been notified in writing of the charge against the accused at least fifteen days in advance of a public hearing upon such charge, and the accused or the accused’s counsel has been given an opportunity at such hearing to be heard, present evidence and examine any witness appearing in support of the charge. The accused shall not vote on the question of the accused’s removal.

Chairman Fikaris stated, this is open-ended. It doesn’t have too many specifics. I don’t recall ever having that happened.

Mr. Coyne stated, throughout the County I have seen occasions where I have seen Council members removed for a number of meetings or broke the law or were about to so Council had the person removed.

Ms. Stricker stated this seems like it provides Council with authority. Is there anything missing from it?

Dr. Thomas stated, missing meetings.

Mr. Coyne stated, that could be a basis. It has to be pretty flagrant like missing it for a year.

Dr. Thomas asked, is that in here, attendance?

Mr. Coyne stated, failure to abide by the rules of Council. In the ordinance, you attend meetings of Council.

Dr. Thomas stated, but there’s nothing specific.

Ms. Jeanblanc asked, can we look into the rules of Council?

Chairman Fikaris stated, if we think there is an absence level or anything specific. It’s interesting that the first sentence serves as an umbrella. We put out trust in that body to be able to police itself. This can be further discussed. Let’s think about this one.

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- Section 17 – Wages, Terms and Conditions of Employment. In providing for wages, terms and conditions of employment for all employees in the Fire and Police Departments within the Village having full time employees, Council shall adhere to provisions set forth in Chapter 4117 of the Ohio Revised Code regarding collective bargaining. This amendment shall become effective January 1, 2001, and any ordinances in effect at that time, relating to wages, terms and conditions of employment, shall be amended or repealed as determined by the results of the ORC 4117 process. (Amended 11-7-00.)

Chairman Fikaris stated, I would defer to Mr. Coyne on this.

Mr. Coyne stated, this provides for provisions of collective bargaining, the agreements themselves are controlling even beyond the Charter. This came up recently.

Ms. Jeanblanc stated, so don't touch it.

Mr. Coyne stated, I wouldn't touch it.

Chairman Fikaris asked, are there any additional questions?

Mr. Granakis asked, are police and fire under contract?

Mr. Coyne replied, police and fire are employed by the Village subject to a collective bargaining agreement. That agreement applies to all of the rank and file officers. As part of that it's renegotiated every few years. The way it works is the bargaining unit negotiates it. If it's accepted, it's accepted. If they don't negotiate it, they go to fact-finding and arbitrate it to see if they can work it out. The arbitrator makes the decision and the decision is final and binding. It takes away the right of police and fire to strike.

**Conclusion**

Chairman Fikaris stated, we are not going to do a preliminary vote on these Articles and Sections yet. We are going to discuss them further. Come to the meeting with your suggestions. Our homework next time is Articles IV and V. Will we entertain Mayor Bodnar at this meeting?

Mrs. Betsa stated, Mayor Bodnar would be present for Article III, Section 6 and Article IV and I will invite her for the next meeting. If you are going to go into Article V, Section 6 will be extensively discussed with both Chiefs and the Chair of the Civil Service Commission. The remainder of the sections for Article V might take a long time to go through.

Chairman Fikaris suggested the Commission review Article III, Section 6 and Article IV, VI and VII and see how far we get. We could go to VII-X to familiarize ourselves with everything.

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. **Next Meeting**

The next meeting of the Charter Review Commission was scheduled for Wednesday, February 26<sup>th</sup> at 6:30 p.m. in the Main Conference Room.

. **Adjournment**

Chairman Fikaris stated, if there is no further business, I will entertain a motion to adjourn.

Ms. Stricker, seconded by Mr. Harrison, made a motion to adjourn the meeting.

The meeting concluded at 8:15 p.m.

Respectfully submitted,

Mary E. Betsa, MMC

Secretary - Charter Review Commission

SUMMARY

**Preamble**

. **TO BE REVIEWED**

**Article I - The Municipality**

. Section 1 - Name and Change of Name

. **Discussed – no concerns**

. Section 2 - Boundaries

. **Discussed – squared away**

**Article II - Form of Government and Powers**

. Section 1 - Form

. **Discussed – no concerns**

. Section 2 - Powers

. **Straightforward**

. Section 3 – Manner of Exercise

. **Open-ended**

. Section 4 - Interpretation

. **Straightforward**

**Article III - The Council**

. Section 1 – Composition and Term

. **Discussed in detail-Straightforward**

. **Checking on question re ward boundaries**

. Section 2 - Election

. **Discussed**

. Section 3 - Qualifications

. **Discussed in great detail re residency and qualified elector**

. Section 4 - Organization

. **Straightforward**

. Section 5 - Clerk of Council

. **No need to change**

. Section 6 – Salaries, Bonds and Compensation

. **Commission familiarized themselves with Section**

. **Hold pending discussion with Mayor Bodnar at next meeting**

. **Requested salary and benefit survey**

. Section 7 - Council Meetings

- . **Discussed**

. Section 8 – Vacancies in Council

- . **Discussed**
- . **Clarified procedure**

. Section 9 – Powers and Duties

- . **Straightforward**

. Section 10 – Effective Date of Ordinances and Resolutions

- . **No questions**

. Section 11 – Mandatory Referral of Ordinances and Resolutions

- . **No questions.**

. Section 12 – Public Notice and Hearing on Certain Ordinances

- . **Forms of advertisement discussed**

. Section 13 - Submission to Electorate of Zoning and Land Use Changes

- . **Discussed**

. Section 14 – President of Council and President Pro Tem

- . **Discussed – positions clarified**

. Section 15 – Employees of Council

- . **Discussed - straightforward**

. Section 16 - Removal

- . **Discussed – will look into rules of Council.**

. Section 17 - Wages, Terms and Conditions of Employment

- . **Discussed – no need to revise**

MUNICIPALITY	POP	MAYOR SALARY	F/P	MAYOR BENEFITS	COUNCIL SALA NOTES	COUNCIL PRESII	COUNCIL BENEFITS
Ashtabula	1,900	\$80,000.00	F	health	\$2,400.00	\$2,600.00	health
Aurora	15,568	\$99,975.00	F	full	\$11,000.00	\$12,500.00	Chair Cmttee Whole+1200
Ashland				None	\$8,494.94	\$9,694.94	
Avon	21,193	\$145,000.00	F	all plus vehicle,miles	\$13,700.00	\$16,700.00	none
Avon Lake	23,659	\$98,000.00	F	med dent life	\$12,000.00	\$14,000.00	None
Barberton	26,000	\$90,740.71	F	ALL	\$12,000.00	\$15,500.00	Life only
Bay Village	15,651	\$98,000.00	F	health, auto, all	\$12,500.00	\$13,500.00	None
Bentleyville	859	\$18,000.00	P		\$3,000.00		
Brecksville	13,555	\$115,000.00	F	Medical, dental, life	\$16,500.00	\$18,500.00	Life only
Brooklyn	10,792	\$92,000.00	f	all inc. life	\$8,000.00	\$9,500.00	none
Brookpark	19,212	\$110,905.00	F	all inc. health and life	\$15,325.00	\$16,693.00	None
Brunswick	34,897	\$14,507.67	P	None	\$13,471.95	\$14,549.92	None
Bryan	8,357	\$58,066.32	F	full	\$250 per mtg		None
Carey	3,577	\$12,000.00			\$4,000.00	\$4,000.00	
Centerville	23,772				\$14,925.93	\$16,175.93	at cost
Chardon	5,148	\$7,000.00	P	None	\$6,000.00	\$6,500.00	None
Clinton	1,209	\$5,500.00	p		\$1,440.00	\$1,680.00	none
Cuyahoga Heights	650	\$100,138.74	F	med, dent, life	\$15,059.20	\$16,564.60	None
DeGraff	1250	\$4,620	P	None	900	900	none
Dehli Township	29,510				\$23,472.46		15% of premium
Dublin	41,500	\$15,750.00	p	note-city manager	\$11,250.00		health; ccil mayor form govt
Fairfield Township	21,373				\$22,676.00	\$23,476.00	employee cost
Fairfield	42,100	\$9,600.00	p	None	\$9,600.00	\$9,600.00	none
Fairlawn	7,534	\$67,082.19	p	medical, dental	\$8,750.00	\$10,725.00	None
Fairview Park	16,292	\$84,000.00	F	health, dental, auto, life	\$12,000.00	\$12,500.00	None
Gates Mill	2,235	None	P		None	None	None
Geneva on the Lake	1,288	\$15,000.00	P	None	\$1,200.00	\$1,200.00	None
Genoa	23,093				\$23,476.00		employee cost
Golf Manor	3,600	\$4,500.00	P	None	\$1,200.00		None
Green	25,000	\$112,331.00	F	all and auto	\$8,000.00	\$9,000.00	health,dental,vision
Groveport	5,650	\$26,000.00	P	health vision dental life	\$6,000.00	\$6,000.00	all but health
Hilliard	36,414				\$7,500.00	\$8,500.00	\$1000 cost

	Highland Heights	9,000	\$24,000	Part	Part	None	\$8,000	9,000	9,000	None
Hudson		22,285	\$3,300	Part		None	max \$80/mtg.			None
Huron		6,923					\$9,000.00	\$9,000.00		none
Independence		7,200	\$75,000.00		health, dental, vision, life		\$10,000.00	\$11,500.00		health, dental vision ee cost
Kent		29,915	\$8,100.00	N	CtyMger: 158493-F		\$6,200.00			Mayor is Council Pres
Lake		29,961					\$18,260.00			
Lima		37,414					\$12,984.30	\$14,614.04		
Louisville		9,335	\$8,076.96	p			\$4,038.48			mayor is council pres
Madison		3,184	\$9,000.00	p	None		\$5,400.00	\$5,400.00		none
Mantua		1,100	\$8,400.00	p	None		600 yr	1140 yr		none
Marysville		23,912	\$9,900.00	P	none		\$7,920.00	\$7,920.00		Mayor is Council President
Mason		26,544					\$8,400.00	\$13,200.00		
Massillon		32,342					\$15,983.00	\$17,127.00		
Mayfield Village		3,386	\$26,000.00	P	None		\$10,000.00	\$11,000.00		none
Medina		26,000	\$84,896.50	F	All		\$8,760.00	\$13,140.00		None
Mentor		47,023	No Mayor		N/A		\$15,000.00	\$19,000.00		All that employees get
Miamisburg		26,190					\$8,760.00	\$13,140.00		
Monroeville		1,400	\$5,400.00		None		\$1,500.00	\$1,500.00		none
Mt Gilead		3,660	\$10,000.00		none		\$3,600.00	\$3,600.00		none
Napoleon		8,299	\$14,998.00				\$5,253.00	\$5,253.00		
New Lexington		4,731	\$14,400.00	p	none		\$6,000.00	\$6,000.00		none
Newton Falls		4,795	\$4,800.00				\$3,600.00			
Niles		19,266					\$8,085.00	\$8,431.00		
North Canton		17,488					\$7,920.00	\$8,820.00		single
North Olmsted		31,734	\$109,156.85	f	full benefits		14348.59(W)	13973.13(At L)		None
North Ridgeville		33,436	\$121,412.38	F	All		\$11,414.17			4% pension pick-up
North Royalton		30,239					13135.5	\$16,750.68		None
Norton		12,085	\$11,450.00				\$8,500.00	\$7,500.00		
Norwalk		16,824					\$3,000.00	\$3,000.00		
Oakwood Village		3,800	\$72,000.00	F	All and auto		\$9,454.32	\$11,400.96		None
Ontario		6,225	\$56,650.00	F	5% increase ea. 5 yr term		\$5,566.00	10% increase ea. 4		5% ea. 4 yr - No benefits
Orange Village		3,278	\$55,000.00	P	health, dental, vision, life		\$12,000.00	\$13,200.00		None; Mayor always here
Oregon		20,291					\$12,000.00	\$13,000.00		cost

Orville	8,100	\$30,000.00	P	benefits and increases	\$7,920.00	\$8,670.00	none
Ottawa	4,362	\$13,200.00	P	None	\$5,500.00	\$5,800.00	None
Painesville	20,399				\$22,676.04	\$23,475.96	1939 mth
Perkins	11,746				\$22,675.56	\$23,475.96	yes
Port Clinton	5,917				\$4,100.00	\$5,300.00	full cost
Ravenna	11,476				\$8,148.00	\$8,474.00	none
Richmond Hts.	10,417	\$24,000.00	p	none-Safety Dir. Also	\$10,000.00	\$11,500.00	None
Roaming Shores	2,000	\$960.00	P	None	\$720.00	\$960.00	None
Rocky River	20,216	\$104,500.00	F		\$12,500.00	\$14,000.00	none
Sandusky	21,229				\$5,200.00	\$6,240.00	none
Shaker Heights	28,448	\$87,000.00	F	All, plus holidays	\$9,000.00		Option but not paid by city
Sheffield Village	4100	\$ 89,077.00	F	all including longevity	\$ 8,076.90	9692.2	none
Sidney	21,229	\$5,000.00			\$4,400.00	\$5,500.00	none
Solon	23,348				\$11,877.32	\$12,773.54	none
South Russell	3,810	\$25,893.00	P	None	\$5,180.00		None
Springfield City	59,208				\$11,019.00	\$14,688.00	yes-no cost
Springfield Twنش	36,572				\$23,476.00		yes
Strongsville	44,750	\$150,000.00	F	Same as employees	\$18,841.79	\$19,467(Pro-Tem)	None
Tipp City	9,918				\$5,000.00		None
Troy	25,058				\$8,382.00	\$8,400.00	yes
Troy Township	26,837				\$23,476.00		cost
Union	6,448	\$1,500.00	p	none	\$480.00	\$480.00	none
Vermilion	21,567				\$5,000.00	\$6,250.00	None
Wadsworth	23,500	\$46,997.00	P-works F		\$8,185.00	\$8,668.00	OPERS option
Waseon	7,800	\$15,000.00	p	health	\$6,695.00	\$7,445.00	None
Westlake	32,729	\$140,250.00	F	health, life, car	\$24,480.00	\$16,320.00	Mayor 1250 yr.
Woodville	2,135	\$5,000.00	P	30 phone-mileage	\$3,300.00	\$3,000.00	None
Wooster	26,560	\$100,000.00	F	None	\$8,500.00	\$9,500.00	none
Worthington	13,757	\$11,050.00	P	None	\$7,920.00	\$9,120.00	none
Xenia	25,000				\$4,000.00	\$4,500.00	100% employee cost
Youngstown	66,000	\$104,935.00	F	full	\$27,817.00	\$28,117.00	full
Zanesville	25,500	\$77,371.06	F	full	\$10,431.20	\$11,683.10	full