

Mayfield Village Citizens Advisory Committee

Meeting Minutes

March 28, 2022

The Citizens Advisory Committee met on Monday, March 28, 2022 at 7:00 p.m. at the Civic Center.

Present:

Bob Haycox (Chair)/Ward 1

Alison Markovic/ Ward 1

Marilyn LaRiche-Goldstein/Ward 4

Lorry Nadeau/Ward 2

Loretta Williams/Ward 4

Mary Salomon/Ward 1

Joanna McNally/Ward 1

Sara Calo/Ward 2

Peter Gall /Ward 4

Mark Granakis/Ward 3

Absent:

Mary Singer/Ward 1

Sandy Batcheller/Ward 2

Rosemarie Fabrizio/Ward 2

Katie Parker/Ward 3

Also Present:

George Williams, Council Representative

Jennifer Jurcisek, Council Representative

Steve Schutt, Council Alternate

Allen Meyers, Council Member

Ronald Wynne, Director of Finance

Diane Wolgamuth, Director of Administration

Approval of Minutes

Mr. Haycox opened the meeting and asked the Committee if there were any changes to the meeting minutes from February 28, 2022, previously provided for review. There were none and the minutes were approved.

Financial Update with Finance Director Ron Wynne

Mr. Haycox welcomed Mr. Wynne to the meeting. Mr. Wynne began by providing some background, stating that he has been with Mayfield Village since 2009 and, prior to that, worked at a CPA firm. He stated that this evening he wants to provide a brief overview of how the Village's finances work and talk about how far we have come in the last 12 years since the tax rate change in 2010.

Mr. Wynne described that the Village has 34 funds that each act as a separate checkbook. The main fund is referred to as the General Fund and there are no restrictions or constraints on how the money in that fund is used. Money gets transferred out of that fund by Council to pay for capital projects, fund debt, etc. Other funds have restrictions placed on them by Council or by the State, such as the Debt Retirement Fund which can only be used for that purpose, or the Capital Project Fund that is used to purchase vehicles and equipment and pay for major projects.

Mr. Wynne reviewed the first slide of his PPT presentation (see attached Financial Update) showing Village receipts from 2009 through 2021. He pointed out the increase in revenue after the income tax rate was raised from 1.5% to 2% in

2010 and explained that 2011 was the first year of full impact from the tax increase. That year, Mr. Wynne stated that he projected receipts of \$13 million and the Village received \$14.5 million due to the economy picking up and employers starting to hire. He added, "The Village has seen a steady increase each year since."

Mr. Wynne described that the Total General Fund column includes income tax revenue plus other types of operating revenue such as property taxes, building permit fees, charges for EMS services, court fines, and fees collected for recreation programs. The Total All Funds column includes the General Fund receipts plus revenues from other sources such as TIF's, gasoline taxes, motor vehicle taxes, hotel taxes, franchise fees and project grants. Mr. Wynne pointed out that of the \$20 million in income tax receipts in 2019, \$12.8 million or 64% was from Progressive Insurance. In 2020, of the \$21 million in receipts, \$14.5 million or 69% was from Progressive. Income tax receipts in 2021 dropped to \$19.3 million as Progressive stopped sending taxes to the Village, but instead sent them to the cities where their employees were actually working. In a normal year, Mr. Wynne stated that the Village would receive from Progressive \$8 to \$9 million in payroll taxes from regular wages and an additional \$5 to \$6 million in payroll taxes from bonus and gain share payouts. "This year, we are only expecting \$2 million from regular wages and \$700,000 from bonuses and gain share. Overall, \$10 to \$11 million less than in the past." Mr. Wynne advised that he used these projections for budgeting in 2022.

Mrs. Calo asked, "Who is our next largest employer?" Mr. Wynne responded, "Rockwell and Preformed Line. Fortunately, through 2021, we have seen no drastic changes to income from these companies."

Mr. Wynne reviewed the next slide showing Expenditures and described that 70% to 80% of expenses are for employee wages and benefits, with 20% to 30% going to operating expenses. He explained that it is very labor intensive to run a local government. He described that from 2009 through 2015, there was a mix of part-time and full-time employees in the Police, Fire and Service Departments. "The Administration wanted a more dependable workforce and moved to more full-time staffing." Mr. Wynne noted that the Total All Funds column on this slide includes capital projects and debt payments. Since 2014, all capital projects have been paid for in full and no additional debt has been taken on by the Village.

Mr. Wynne reviewed the next slide entitled Fund Balances, showing that the Village's Reserves Balance grew from \$1.6 million in 2009 to \$41.1 million in 2021. He explained that collections were very strong after the tax increase, and because he never budgets expecting bonuses from employers, he was able to allocate that money to reserves, debt payment and projects. Mr. Wynne described that the Administration slammed on the brakes in 2020 as Covid hit, adding, "There has been no additional hiring and employee attrition has been allowed. The Village added \$16 million to its reserves in the past two years, leaving it in good condition to handle the current downturn."

Mr. Wynne reviewed the next slide, Outstanding Debt, and advised that Village debt has been reduced from \$16 million in 2009 to only \$2.9 million in 2021. He is currently evaluating whether the remaining debt should be paid off or if the Village would be better served to keep the money in the Debt Retirement Fund.

Mr. Wynne reviewed the next three slides which show the 2022 Budget Summary. Mr. Wynne described that he budgeted only \$11.3 million in revenue for 2022 with only \$5 million budgeted for income tax collections. "Individuals who worked from home last year can apply for refunds. At this point we have no idea what that will look like." Meanwhile, he added, the Ohio Supreme Court is still determining what to do about 2020 refunds.

Mr. Wynne explained that the SCM&R Fund shows \$2 million in expenses and includes the Worton Park culvert replacements planned for this year. He also explained that \$2.6 million from the Civic Center Fund is being moved back to the General Fund to help weather the situation.

Mr. Granakis asked about the funds in the Police Pension and Police Operating Funds. Mr. Wynne explained that some amount of property taxes goes toward those items and is placed in those funds, however, actual pension and operating expenses for the Police Department are much higher. Mr. Haycox asked, "so these funds just flow though?" Mr. Wynne agreed.

Mr. Wynne stated that the General Bond Retirement Fund is currently budgeted to pay off some debt early. He may keep it available to avoid pulling funds from the General Fund in future years. The Capital Improvement Fund includes purchasing Police vehicles, and an upcoming sidewalk project. Proceeds from the Photo Speed Enforcement Program go to this fund.

Mr. Wynne advised that the 2022 budget starts at \$54.6 million and ends at \$41 million, but he expects the Village will likely have a \$43 million balance at the end of the year.

Mr. Haycox asked if the Village is just waiting to see what happens with Progressive. Mr. Wynne responded, "We have built our reserves as much as possible. We are addressing staffing through attrition rather than reduction. If Progressive doesn't return, we will need to take more steps. We will watch for the first six to nine months of this year and then reevaluate." Mr. Wynne added that Progressive has opened its doors with no mandates, but return is still voluntary. "This started just last week so we won't see the result of that until next month." Mr. Schutt concurred, adding that only 5% of the workforce has returned thus far and he does not anticipate any significant return until the fourth quarter of 2022.

Mr. Granakis asked why expenses are so much higher on the Budget Summary? Mr. Wynne explained that this is due to government accounting. "Expenses include transfers between funds". The budget will be a deficit spending budget this year."

Mrs. Calo asked about the funds in the Sanitary Sewer Relief Fund. Mr. Wynne advised that the Village was looking at doing a sewer project in the Aintree Park neighborhood and the timing was pushed out. There are also funds remaining in the Sanitary Sewer Conversion Fund but all neighborhoods have been converted from septic to sanitary. Mr. Williams asked if those funds could go back to the General Fund. Mr. Wynne responded, "Yes, with State approval."

Mr. Haycox stated, "I appreciate your efforts to build the reserves. The pandemic, and its impact, was so unexpected." Mrs. LaRiche-Goldstein agreed, adding "It's good to have a conservative person in your seat."

Mr. Wynne concluded, stating that with an annual deficit of \$5 million, if all stayed the same, the Village has five to six years of reserves built up. However, limited funding would be available for capital projects and those funds might need to be borrowed. Mr. Haycox stated that he expects things should improve over the year.

Mr. Williams asked how residents and staff have been affected by this situation. Mr. Wynne responded that employees have not been affected currently. "We are just being tight and controlling overtime. As far as residents, we have

reduced the concert budget by 50%. Residents may feel that, but they will still receive a good value. There is no real impact to services at this time. All is the same.”

Mr. Haycox stated, “Someone mentioned that the cost of the Mayor’s and Council’s salary increases that we were discussing at the last meeting would be equivalent to the cost of one fireworks display. Do you agree that such increases would be a small amount?” Mr. Wynne agreed that it would be a small amount.

Compensation of the Mayor and Council

Mr. Haycox distributed two handouts to the Committee (copies are attached). The first handout illustrates Mayors’ salaries in cities and villages with populations comparable to Mayfield Village and, as the Committee requested, the second handout shows the support staff positions that exist in those communities. *[Post-Meeting Note: General Fund revenues and balances have been updated and corrected in the attachments.]*

Mr. Granakis stated that he is not sure if people look at the Charter. “It doesn’t say the Mayor’s position is part time. I don’t know if any Mayor is part time. I think an increase is warranted and, even if you are not in favor, let the people in the Village decide. Bring it to the people. Personally, I think this Mayor has gone above and beyond and should be rewarded for that. I don’t know what these other Mayors do. Our Mayor makes a pittance based on the numbers shown. That is my opinion. I am in favor of it and mostly in favor of putting it on the ballot.”

Mrs. LaRiche-Goldstein agreed, stating, “I am in favor. \$26,000 is too low.”

Mr. Haycox added, “If you look at what the salary works out to hourly, the pay is very low. The Mayor is the CEO of a large organization.”

Mr. Granakis stated, “The reserves have grown since she took over. Everyone wants to live here. People are buying houses here. The CEO has a lot to do with this.”

Mrs. Nadeau pointed out, “This is for all Mayors, not just her. The Mayor is our representative. It is almost demeaning to ask them to do this work on our behalf and not pay for it.”

Mr. Haycox commented that the number of people in the Village qualified to serve as Mayor is low.

Mr. Granakis stated that he felt the Mayor and Council shouldn’t have to come back to ask for an increase and any increase should include future percentage increases that Police and Fire receive. Mr. Haycox suggested future increases be tied to the Consumer Price Index (CPI), adding, “The Mayor and everybody who works here is working twice as hard due to the current challenges.”

Mr. Gall asked, “Would the Mayor then be full time?” Mrs. Calo responded, “We have no authority over this. We are just making a recommendation.” Mr. Williams explained that a big part of talking to this group was to be transparent and to educate. “We wanted to show the comparisons and share information. There are many opinions in the Village.”

Mrs. McNally stated that she was thankful for the additional information provided and likes that this issue came to the Committee. “Our purpose is to advise and provide input.” She remembers a previous vote by Council on this issue. Mr. Granakis responded that it was about a benefit package, adding, “I was at that meeting and was against it.” Mrs.

McNally stated that she feels that the issue will have more weight if this Committee endorses it. She also feels that residents will remember that this issue has been raised twice before and both times it failed. Mr. Williams responded that it did not fail, but rather, it was pulled. Mrs. McNally said that people will say “here we go again” and suggested Council needs to present the historical background and be more transparent.

Mr. Williams provided the Committee with an additional handout outlining the responsibilities of a CEO and the responsibilities of the Mayor, as outlined in the Village Charter (a copy is attached), to provide some education on what Mayors do. Mrs. McNally said, “This is very helpful.”

Mrs. Nadeau asked, “How do we get this information out to the community?” Mr. Williams responded that it starts in this room and, if done by petition, 110 signatures are needed to put the issue on the ballot.

Mrs. Salomon asked if the ballot language would include the actual numbers. Mr. Williams responded that it would. Mr. Gall stated he would be interested in the actual numbers and suggested an article be included in the VOV essentially about “What does the Mayor do for you” to provide information to residents and build goodwill.

Mrs. Juncisek agreed that it is necessary to spread knowledge and information. “A signature on a petition doesn’t mean that a person is for it, just for putting it on the ballot. If information is provided, voters will be ready to vote in the fall.”

The members made the following additional comments:

- Mr. Haycox stated, “This is not just for Brenda Bodnar, this is for the future.”
- Mrs. LaRiche Goldstein stated, “Most people don’t know what the Mayor makes.”
- Mrs. Juncisek stated, “The Mayor is the CEO of a corporation. The job has to get done. The Mayor may work 60 hours in one week and 30 in another, but the person has to be available to department heads, safety forces and residents all the time.”
- Mrs. McNally asked, “Does the Mayor want to be full time? With more money, people will be asking that.” Mrs. Juncisek responded that the position and duties would not change with the increase. “This is not a salary raise, it is an equity adjustment that needs to be made.” Mrs. Juncisek stated that she agrees that future increases should be tied to the CPI.
- Mrs. McNally reiterated that the salary needs to be justified by defining the position and suggested a job description. Mr. Williams responded that the job description is in the Charter. Mrs. Nadeau added that she believes the Charter would have to be changed to make the position full-time. Mr. Gall stated that he believes this is an ethics question. “The Mayor cannot do both. You cannot work for a corporation as the CEO and be an accountant for a private company too.”
- Mr. Meyers commented that he believed the position is never going to be full time. Mr. Granakis agreed, stating, “If they don’t do their job, they will get fired by not getting re-elected.”
- Mr. Gall commented that he does not like using the CPI and believes the same percentage increase as employees should be used. Mrs. Salomon asked if we know how much employee salaries have gone up during

this time period. Mr. Wynne responded 2.75% last year. Mrs. Calo agreed that this information should be explored. Mr. Gall stated, "I am all for a raise. Depends on the number."

- Mr. Haycox asked if specific language needed to be included in the petition. Mr. Williams responded that Council can write an ordinance and bring it forward rather than going through the petition process. They wanted to be transparent and bring it here first.

Following discussion, Mr. Haycox asked if the members wanted to take a vote to recommend to Council that this issue be placed on the ballot. A hand vote was held with all members in attendance voting affirmatively.

Mr. Gall suggested that there be two separate ordinances, one to catch up on the salary and for the annual percentage increase or CPI. Mr. Haycox asked if the ordinances would be separate, one for the Mayor and one for Council's increase. Mr. Williams advised he would have to speak with the remaining Council members to make decisions about these issues.

Council Report

Mr. Williams advised that he had no Council report. Mrs. Jurcisek added that this issue and current finances have been the focus.

Mr. Williams asked Ms. Wolgamuth if there were any upcoming events. Ms. Wolgamuth provided copies of the Summer Concert schedule the current Parks & Recreation brochure. She advised that the brochure should have recently reached everyone's mailbox.

Ms. Wolgamuth advised that it remains unclear if the primary election will go forward on May 3, 2022 as the Supreme Court is still deciding on the proposed redistricting maps. If the election is held, Ms. Wolgamuth wanted to remind the Committee that the Beta Zoning Overlay issue will be on the ballot. An informative postcard has been prepared and will be printed and mailed as soon as the election date is confirmed.

Other Matters

- Mr. Granakis asked if Council gets reports on the speed cameras and if they are having any impact on slowing speeds. Mr. Williams advised that Chief Matias is keeping his eye on stats and will report after sufficient time goes by.
- Mrs. Jurcisek spoke about a recent break-in on Beech Hill. She advised that she spoke with the Chief who told her that the thieves are looking for keys left in open cars. Typically, a carload of people is dropped in a neighborhood and they look for open cars before regrouping and moving on. The Chief advises that locking your car doors is the best deterrent.
- Mr. Granakis mentioned a recent incident with a contractor working at a house who came back to burglarize it later.
- Mrs. Nadeau asked about the Montebello development on Highland. Mr. Meyers advised that about ten houses have gone up and the cost per unit has gone up to about \$690,000. The builder says there continues to be a lot

of interest. Mrs. LaRiche -Goldstein commented about her surprise that people are spending that amount of money for a home in that area, to which Mr. Haycox responded, "It's in Mayfield Village."

Mr. Gall stated that he wanted to talk to the Committee about ways to freshen up the Village, to make it more attractive to younger people, to bring in businesses that young people would like, and make the Village more like Rocky River. Mr. Gall stated, "Our houses don't attract like those in Tremont or Ohio City." Mr. Haycox responded that he believes younger people live in those other communities and we have families here, adding, "We can't become Lakewood or Tremont."

Mrs. Jucisek pointed out that the Beta Drive Overlay will allow food service and other types of establishments on Beta Drive. Mr. Gall responded, "But people don't stay in the Village to eat. If you look at the streets, you see the 1960s and 1970s."

Mr. Williams stated that he told Mr. Gall that people in Mayfield Village like it that way, but suggested the topic was worth discussing with the Committee. Mr. Haycox reiterated that he believes the people here like a quiet community.

Mr. Gall suggested wanting to be more like Chagrin Falls with restaurants and shops, but conceded that "if things are hopping here, maybe we don't need to do anything."

Mrs. Calo commented that Mayfield Village is a walkable community and we should advertise that more. Mrs. McNally suggested partnering with the Metroparks and offering food or refreshments on the trail.

Mr. Haycox suggested that these were all good points for further discussion at the next meeting. There being no further business, the meeting was adjourned at 8:30 p.m.

Respectfully submitted,

Diane Wolgamuth
Director of Administration

Village Financial Update
Citizens Advisory Committee
March 28, 2022

Mayfield Village Receipts 2009-2021

Year	Income Tax	Total General Fund	Total All Funds
2009	\$9,521,249	\$12,342,010	\$15,773,658
2010	\$10,852,132	\$13,208,127	\$16,243,424
2011	\$14,582,595	\$17,353,502	\$19,687,843
2012	\$14,977,106	\$18,037,178	\$20,344,031
2013	\$16,062,517	\$18,384,214	\$20,621,241
2014	\$15,819,278	\$18,100,726	\$21,306,310
2015	\$16,740,664	\$18,969,935	\$22,217,296
2016	\$17,416,653	\$19,739,268	\$22,094,164
2017	\$18,520,139	\$20,848,528	\$23,191,586
2018	\$19,867,262	\$23,416,330	\$25,997,475
2019	\$20,311,310	\$24,757,906	\$26,773,573
2020	\$21,051,875	\$24,934,947	\$27,150,434
2021	\$19,368,383	\$23,391,133	\$24,154,763

Mayfield Village Expenditures 2009-2021

Year	Total General Fund	Total All Funds
2009	\$11,339,497	\$15,605,206
2010	\$10,919,970	\$18,404,988
2011	\$11,434,531	\$15,829,517
2012	\$11,803,623	\$16,082,699
2013	\$12,365,180	\$16,458,776
2014	\$12,317,525	\$18,029,093
2015	\$13,314,374	\$21,683,651
2016	\$12,859,772	\$18,794,401
2017	\$13,603,645	\$18,073,592
2018	\$14,817,097	\$21,685,934
2019	\$15,939,744	\$21,023,780
2020	\$14,589,631	\$18,384,000
2021	\$15,889,420	\$17,555,728

Mayfield Village Fund Balances 2009-2021

Year	Total General Fund Reserves Balance	Total All Village Fund Balances
2009	\$1,687,215	\$6,807,952
2010	\$2,907,322	\$4,646,388
2011	\$6,813,292	\$8,504,714
2012	\$10,125,941	\$12,773,445
2013	\$10,681,114	\$16,941,215
2014	\$12,546,062	\$20,222,257
2015	\$12,282,277	\$20,755,902
2016	\$14,609,789	\$24,055,665
2017	\$17,729,672	\$29,173,659
2018	\$21,460,313	\$33,485,200
2019	\$24,828,475	\$39,234,993
2020	\$33,623,790	\$48,001,427
2021	\$41,125,503	\$54,600,462

Mayfield Village Outstanding Debt 2009-2021

Year	Total Outstanding Debt
2009	\$16,317,184
2010	\$14,958,524
2011	\$13,267,634
2012	\$11,785,808
2013	\$10,010,668
2014	\$7,881,128
2015	\$5,956,899
2016	\$5,649,056
2017	\$4,960,513
2018	\$4,264,486
2019	\$3,826,355
2020	\$3,425,305
2021	\$2,920,993

MAYFIELD VILLAGE 2022 BUDGET SUMMARY

Fund	Description	BOY	REVENUES	EXPENDITURES	EOY
101	THE GENERAL FUND	41,125,502.85	11,357,400.00	16,759,900.00	35,723,002.85
205	AMERICAN RESCUE PLAN ACT	174,777.14	174,777.14	0.00	349,554.28
206	FEDERAL GRANTS	21,679.01	7,500.00	15,000.00	14,179.01
207	9-11 FIRE SAFETY HOUSE	289.98	0.00	0.00	289.98
208	9-11 REFELCTING POOL	0.00	0.00	0.00	0.00
209	CARES ACT CORONA RELIEF	0.00	0.00	0.00	0.00
210	SA STREET LIGHTING	0.00	0.00	0.00	0.00
220	POLICE PENSION	0.00	52,300.00	52,300.00	0.00
230	POLICE OPERATING	0.00	68,000.00	68,000.00	0.00
250	S.C.M. & R.	3,226,921.65	224,000.00	2,013,000.00	1,437,921.65
260	STATE HIGHWAY	37,546.30	14,600.00	30,000.00	22,146.30
265	LAW ENFORCEMENT TRUST REVENUE	9,296.45	1,000.00	4,500.00	5,796.45
266	COMMUNITY DIVERSION PROGRAM	15,066.53	0.00	2,000.00	13,066.53
267	STATE MANDATED POLICE TR.	6,240.00	0.00	2,000.00	4,240.00
270	COMMUNITY ROOM	163,801.10	42,000.00	114,750.00	91,051.10
271	CIVIC CENTER	3,464,226.60	500.00	3,149,500.00	315,226.60

MAYFIELD VILLAGE 2022 BUDGET SUMMARY

Fund	Description	BOY	REVENUES	EXPENDITURES	EOY
280	RECREATION	0.00	0.00	0.00	0.00
281	SCHOLARSHIP	8,528.50	1,000.00	3,000.00	6,528.50
282	HILLCREST AREA FIRE RADIO	0.00	0.00	0.00	0.00
283	MAYFIELD UNION CEMETERY	20,169.84	3,000.00	6,000.00	17,169.84
284	RECREATION IMPACT FEE	2,983.69	0.00	0.00	2,983.69
285	SINGING ANGELS SCHOLARSHIP	3,934.45	0.00	0.00	3,934.45
290	SANITARY SEWER RELIEF	283,883.50	0.00	0.00	283,883.50
291	INFRASTRUCTURE IMP.	541,213.47	0.00	350,000.00	191,213.47
292	MAYFIELD ECONOMIC DEVELOPMENT	400,517.65	80,000.00	222,000.00	258,517.65
310	GENERAL BOND RETIREMENT	3,260,287.76	57,000.00	1,981,625.00	1,335,662.76
410	CAPITAL IMPROVEMENT	1,117,514.49	353,000.00	1,169,000.00	301,514.49
411	PARKVIEW BALLFIELDS CONST.	63,129.35	0.00	10,000.00	53,129.35
412	GREEN CORRIDOR CONST.	84,627.71	0.00	45,000.00	39,627.71
413	RALEIGH DRIVE/CULVERT #9	0.00	0.00	0.00	0.00
414	SENECA ROAD ISSUE I PROJ.	0.00	0.00	0.00	0.00
440	MUNICIPAL COMPLEX CENTER	0.00	0.00	0.00	0.00

MAYFIELD VILLAGE 2022 BUDGET SUMMARY

Fund	Description	BOY	REVENUES	EXPENDITURES	EOY
444	SANITARY SEWER CONVERSION	507,389.58	0.00	0.00	507,389.58
446	NORTHWEST QUADRANT PROJECT	0.00	0.00	0.00	0.00
447	SOM CENTER ROAD WIDENING PROJ.	0.00	0.00	0.00	0.00
448	PARKVIEW POOL IMPROVEMENT	6,653.14	0.00	0.00	6,653.14
801	OBBC PERMIT FEE	249.66	1,500.00	1,500.00	249.66
803	M.C.I.C.	0.00	0.00	0.00	0.00
804	MAYFIELD UNION CEMETERY TRUST	1,184.44	0.00	25.00	1,159.44
805	NORTH COMMONS TIF	0.00	800,000.00	800,000.00	0.00
806	GOVERNOR'S VILLAGE TIF	0.00	62,000.00	62,000.00	0.00
807	HEINEN'S TIF	0.00	10,000.00	10,000.00	0.00
808	SKODA, MINOTTI TIF	0.00	10,000.00	10,000.00	0.00
809	OMNI HOTEL TIF	0.00	45,000.00	45,000.00	0.00
870	PERFORMANCE BOND	52,847.50	100,000.00	120,000.00	32,847.50
875	CONTRACTORS' RETAINAGE ACCOUNT	0.00	0.00	0.00	0.00
		54,600,462.34	13,464,577.14	27,046,100.00	41,018,939.48

Mayors Salary/Benefit Comparisons - Updated March 2022

MUNICIPALITY	RESIDENT POPULATION	MAYOR'S SALARY (W/ ANY SAFETY DIRECTOR STIPEND)	DOES MAYOR RECEIVE BENEFITS?	GENERAL FUND ANNUAL REVENUE	GENERAL FUND BALANCE
Cuyahoga Hts	650	\$ 100,138	YES	\$13.3 M (2019)	\$2.6 M (2019)
Gates Mills Village	2,175	\$ -	NO	\$5.1 M (2019)	\$4.3 M (2019)
Highland Heights	8,390	\$ 40,000	NO	\$13.7 M (2019)	\$10.9 M (2019)
Hunting Valley	706	\$ -	NO	\$3.3 M (2019)	\$56.6 M (2019)
Mayfield Village	3,460	\$ 26,000	NO	\$24.8 M (2020)	\$38 M (2020)
Moreland Hills	3,500	\$ 46,758	NO	\$6.4 M (2020)	\$7.3 M (2020)
Newburgh Hts	2,080	\$ 71,379	YES	\$7.2M (2020)	\$1.6 M (2020)
Northfield Village (Summit Cty)	3,677	\$ 40,000	YES	\$5.4 M (2019)	\$4 M (2019)
Oakwood Village	3,800	\$ 96,408	YES	\$9.7 M (2019)	\$345,000 (2019)
Orange Village	3,287	\$ 55,000	YES	\$8.6 M (2019)	\$3.9 M (2019)
Pepper Pike	5,979	\$ 77,500	YES	\$11.3 M (2020)	\$13.5 M (2020)
Richfield (Summit Cty)	3,286	\$ 83,291	YES	\$13.2 M (2019)	\$2 M (2019)
Walton Hills Village	2,281	\$ 55,252	YES	\$4.6 M (2017)	\$276,000 (2017)

*Information from various public information services, including govsalaries.com and staff members in municipalities. General Fund Annual Revenues and Balances were obtained from the most recently completed financial audit report on file with the Ohio Auditor of State's Office; year of report indicated. General Fund revenues exclude revenue sources from Special Revenue Funds, Debt Retirement and TIF Funds, and Capital Project Funds.

Mayors Salary/Benefit Comparisons w/Staff Positions - Updated March 2022

MUNICIPALITY	RESIDENT POPULATION	MAYOR'S SALARY (W/ ANY SAFETY DIRECTOR STIPEND)	DOES MAYOR RECEIVE BENEFITS?	GENERAL FUND ANNUAL REVENUE	GENERAL FUND BALANCE	MAIN SUPPORT STAFF POSITIONS--IN-HOUSE & CONSULTANTS	
Cuyahoga Heights	650	\$ 100,138	YES	\$13.3 M (2019)	\$2.6 M (2019)	Fire Chief Chief Fiscal Officer Engineer Law Director Service Director Admin to the Mayor	Police Chief Building Commissioner Asst Building Commissioner Economic Dev Recreation Director
Gates Mills Village	2,175	N/A	NO	\$5.1 M (2019)	\$4.3 M (2019)	Fire Chief Finance Administrator Law Director Engineer	Police Chief Building Official Service Director Service Manager
Highland Heights	8,390	\$ 40,000	NO	\$13.7 M (2019)	\$10.9 M (2019)	Fire Chief Finance Dir/Econ Dev Coor Service Director Law Director Mayor's Exec Asst	Police Chief Building Commissioner Recreation Director Engineer
Hunting Valley	706	N/A	NO	\$3.3 M (2019)	\$56.6 M (2019)	Police Chief Building Insp/Service Dir Law Director Asst Administrator	Finance Director Asst Finance Director Engineer
Mayfield Village	3,460	\$ 26,000	NO	\$24.8 M (2020)	\$38 M (2020)	Fire Chief Finance Director Service Director Law Director Director of Admin	Police Chief Building Commissioner Recreation Director Engineer Economic Dev Mgr

Mayors Salary/Benefit Comparisons w/Staff Positions - Updated March 2022

MUNICIPALITY	RESIDENT POPULATION	MAYOR'S SALARY (W/ ANY SAFETY DIRECTOR STIPEND)	DOES MAYOR RECEIVE BENEFITS?	GENERAL FUND ANNUAL REVENUE	GENERAL FUND BALANCE	MAIN SUPPORT STAFF POSITIONS--IN-HOUSE & CONSULTANTS
Moreland Hills	3,500	\$ 46,758	NO	\$6.4 M (2020)	\$7.3 M (2020)	Police Chief Treasurer Service Director Law Director Building Commissioner Engineer Mayor's Admin Asst
Newburgh Heights	2,080	\$ 71,379	YES	\$7.2M (2020)	\$1.6 M (2020)	Fire Chief Fiscal Officer Service Director Law Director Police Chief Building Commissioner Athletic Director Mayor's Admin Asst
Northfield Village (Summit Cty)	3,677	\$ 40,000	YES	\$5.4 M (2019)	\$4 M (2019)	Fire Chief Finance Director Service Supervisor Mayor's Admin Asst Police Chief Engineer Law Director
Oakwood Village	3,800	\$ 96,408	YES	\$9.7 M (2019)	\$345,000 (2019)	Fire Chief Finance Director Service Director Law Director Engineer Police Chief Chief Building Official Recreation Director Mayor's Admin Asst
Orange Village	3,287	\$ 55,000	YES	\$8.6 M (2019)	\$3.9 M (2019)	Fire Chief Treasurer Service Director Chief Building Official Engineer Police Chief Assistant Treasurer Law Director Mayor's Admin Asst

Mayors Salary/Benefit Comparisons w/Staff Positions - Updated March 2022

MUNICIPALITY	RESIDENT POPULATION	MAYOR'S SALARY (W/ ANY SAFETY DIRECTOR STIPEND)	DOES MAYOR RECEIVE BENEFITS?	GENERAL FUND ANNUAL REVENUE	GENERAL FUND BALANCE	MAIN SUPPORT STAFF POSITIONS--IN-HOUSE & CONSULTANTS	
Pepper Pike	5,979	\$ 77,500	YES	\$11.3 M (2020)	\$13.5 M (2020)	Fire Chief Finance Dir/City Admin Service Director Mayor's Exec Asst	Police Chief Engineer Law Director Building Official
Richfield (Summit Cty)	3,286	\$ 83,291	YES	\$13.2 M (2019)	\$2 M (2019)	Fire Chief Finance Director Service Director Mayor's Exec /HR Coord	Police Chief Engineer Law Director P&Z/Econ Dev Director
Walton Hills Village	2,281	\$ 55,252	YES	\$4.6 M (2017)	\$276,000 (2017)	Fire Chief Fiscal Officer Street Commissioner Building Official	Police Chief Engineer Law Solicitor Recreation Director

*Information obtained from various public information services, including govsalaries.com and staff members from listed municipalities. General Fund Annual Revenues and General Fund Balances were obtained from the most recently completed financial audit report on file with the Ohio Auditor of State's Office; year of report indicated. General Fund revenues exclude revenue sources from Special Revenue Funds, Debt Retirement and TIF Funds, and Capital Project Funds. Support Staff information from municipal website directories.

FAQs Regarding Compensation for the Mayfield Village Position of Mayor

March 2022

What are the Mayor's responsibilities under the Mayfield Village Charter?

Article VI of the Charter sets forth the Mayor's duties and responsibilities.

The Mayor is elected to be the Chief Executive Officer (CEO) of Mayfield Village.

Merriam Webster CEO Definition

"The executive with the chief decision-making authority in an organization or business"

- The chief executive officer (CEO) is the top position in an organization and is responsible for implementing existing plans and policies, ensuring the successful management of the business and setting future strategy.
- The CEO is ultimately responsible for the success or failure of the organization.
- The CEO oversees the organization's various functions, including finance, human resources, legal, marketing, operations and technology.
- The CEO oversees these functions while considering the needs of different constituencies, or stakeholders, including employees, customers and investors.
- The CEO is responsible for hiring the leaders who make up the executive team; the CEO is equally responsible for firing those who do not perform up to the standards set by the CEO.
- The CEO is also responsible for setting the organization's culture by helping to determine the attitudes, behaviors and values he or she wants the organization's employees to exhibit and then by modeling those stances and ensuring that other leaders, as well as the HR department, support those.

What are the Mayor's responsibilities under the Mayfield Village Charter?

LEADER	MANAGER	LEGISLATOR	COLLABORATOR	ADMINISTRATOR
<ul style="list-style-type: none"> • The Mayor is responsible for determining the direction of the Village, setting policy, and ensuring that all Departments are working toward a common goal. • Overall responsibility for Village revenues and expenditures, the safety and security of businesses and residents, and all Village-owned lands and facilities. • Acting as the chief conservator of the peace causing all laws and ordinances to be in force therein. 	<ul style="list-style-type: none"> • Management of the administration of the Municipality's affairs. This includes overseeing all Village Departments and Directors with the needed expertise to run the day-to-day operation. • Having the power to appoint, promote, transfer, reduce in rank or remove any officer or employee of the Municipality, except those required by this Charter to be elected. (The Village currently has seventy-four (74) full-time employees for which the Mayor has ultimate responsibility.) 	<ul style="list-style-type: none"> • Recommending to Council such measures as the Mayor deems necessary or appropriate for the welfare of the Municipality and keep Council advised of the condition and future of the Municipality. • Recommending and introducing new legislation and taking part in the discussion of all matters coming before Council. (example-during 2021, twenty (20) ordinances and fifty-two (52) resolutions were considered and passed by Council. 	<ul style="list-style-type: none"> • Preparing an annual "State of the Village" report which shall be delivered orally in Council each year, advising Council and the citizens of the Village of the finances and administrative activities of the Village during the past year and what may be occurring in the next year. • Appointing residents to serve on Commissions, Boards and Committees. The Mayor is responsible for appointing members to the following eight (8) bodies: 	<ul style="list-style-type: none"> • Ensuring that all terms and conditions imposed in favor of the Municipality or its inhabitants in any franchise or contract to which the Municipality is a party are faithfully kept and performed. • Executing all contracts, conveyances, evidences of indebtedness and all other instruments to which the Village is party.

<ul style="list-style-type: none"> • Essentially, the Mayor also acts as the Safety Director for the Village. • Acting as the official and ceremonial head of the Municipal government. This includes preparing and delivering remarks at a variety of annual or special events as well as when invited to speak by local organizations such as the Chamber of Commerce or Historical Society. 	<ul style="list-style-type: none"> • Existing collective bargaining agreements require that the Mayor be the final authority in resolving employee grievances. • The Mayor is regularly asked to make determinations regarding ordinances that involve benefits and conditions of employment for non-union employees. 	<ul style="list-style-type: none"> • Keeping up-to-date with legislation on the State level and advocating for and against proposed bills that may impact Mayfield Village. • Performing such other duties as are conferred or required by this Charter, by any ordinance or resolution of the Council or by the general laws of the State of Ohio not inconsistent therewith. 	<ol style="list-style-type: none"> 1. Architectural Review Board 2. Board of Appeals 3. Citizens Advisory Committee 4. Civil Service Commission 5. Commission on Aging 6. Parks & Recreation Board 7. Planning & Zoning Commission 8. Records Commission 	
LEADER	MANAGER	LEGISLATOR	COLLABORATOR	ADMINISTRATOR

CURRENT SITUATION

Is the Mayor position full-time or part time?

- The Charter does not define whether the Mayor's position is full-time or part-time and this is true in most municipalities. All Mayors are "on-call" 24/7 and are expected to be available if needed by Council members, Department Heads or residents.
- Since being elected in 2016, Mayor Brenda Bodnar spends, on average, 30 hours per week on Mayfield Village responsibilities. Some of that work occurs in the Village, at home or at her private office, and at off-site locations such as our local schools, businesses, or in other municipalities.

What is the Mayor Position salary?

- The current annual compensation is \$26,000.00. Divided by 1,560 (52 weeks @ 30 hrs/week), the salary equates to an hourly rate of \$16.67. Prior to 2015, it was \$19,000.00 annually since 2001. The position does not receive any additional benefits.

NEXT STEPS

Who is responsible for setting the Mayor and Council compensation?

- 1) After public discussion, Council will consider legislation that outlines the compensation criteria that would be voted on by the residents:
 - Using ⁽¹⁾ feedback and input from the CAC, ⁽²⁾ an evaluation of the Mayor's responsibilities, ⁽³⁾ the economic condition of Mayfield Village, ⁽⁴⁾ comparable salaries and benefits in other communities, and ⁽⁵⁾ the numbers of years since the last compensation change;
- 2) Any approved legislation must be placed on the election ballot to be voted on by the residents. (August 10th is the next deadline to submit an ordinance from Council to the Board of Elections in order to be placed in time for the November 2022 election day)