



CIVIL SERVICE COMMISSION
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July 1, 2014

Lakewood City Council Members
Lakewood, Ohio 44107

RE: Recommendation for Council Members and Mayor Salaries

Dear Council Members:

The Second Amended Charter of the City of Lakewood, Article XI, Section 7 requires that the Civil Service Commission make a report setting forth its recommendations for salary and other compensation for the members of Council and the Mayor on or before the 1st of July in each even-numbered year. Pursuant to that mandate, the Commission issues the following report and recommendations. The report is presented in four sections; the process used in developing our recommendation, our observations and recommendation for the Mayor's salary and other compensation, our observations and recommendation for Council member's salary and other compensation, and our administrative recommendation.

Process

The Commission has meet over the past couple of months gathering, reviewing and analyzing various sources of objective data compiled from other cities of similar size in the Greater Cleveland area. Our review also included reviewing the previous years' recommendations that have been submitted to Council for their consideration. Given the on-going change in health care coverage and escalating costs over the last number of years, the Commission included in its review the current health-care plans and corresponding costs that the City of Lakewood (City) is offering to all of its eligible employees, including members of Council. In this process, for both the Mayor and members of Council, the Commission evaluated and compared salaries, including all benefits offered by the City, to the information received from the other cities that were included in the survey conducted earlier this year. It should be noted that specific

attention was given to those cities with populations and budgets similar to the City. Included in the appendix of this report are the following documents used by the Commission. Given the changes in the members of Council over the last couple of years, the Commission thought it would be helpful to provide the previous recommendations that have been made by this Commission, dating back to 2004.

The list of documents that are included in the appendix:

- 2014, 2010, 2008 Salary Survey / Council
- 2014, 2010, 2008 Salary Survey / Mayor/City Manager/Safety Director
- Employees earning more than the Mayor – Base salary – for the year ending 12/31/13
- Employees earning more than the Mayor – Total earnings(includes overtime) – for the year ending 12/31/13
- 2014 Cobra Rates – City of Lakewood
- 2014 Rates – comparison of various health-care plans
- Recommendations for 2012, 2010, 2008, 2006 and 2004

Mayor

Summary of observations:

- Current salary is \$90,000 per year plus benefits, effective 1/1/2012
- Pending salary of \$100,000, effective 1/1/2016 (per Ordinance No. 109-10, 2/7/11)
- As of 12/31/2013 there are five city employees with a base pay that is greater than the Mayor's, all serving in the Public Safety Department (The highest is \$99,092)
- As of 12/31/2013, there are 32 city employees with earnings (base pay + overtime) that are greater than the Mayor's (The highest is \$118,641)
- Per the 2014 Salary Survey:
 - All cities offer benefits, from a full range of health-care benefits to a city car
 - A total of 11 cities were included in the survey, including two that employ both a city mayor and a city manager and one that employs a city manger
 - The salaries range from the mid- \$70,000s to \$134,000 for Mayor and \$155,000 for City Manager
 - Based on comparing prior surveys, three of cities have not increased the Mayor salary since 2008 and it appears that four cities have ratable adjusted the Mayor salary since 2008.
- The increasing demands in recent years of managing the size, complexity and fiscal constraints of the City requires the skills and judgment to insure the overall satiability of our community and be prepared to meet the future challenges.
- The Commission continues to believe that to attract the best candidates, the City needs to provide a total compensation package commensurate with the scope of responsibilities and time commitment required.

Recommendation for the Mayor

Based upon our review of the compensation information referred to above and the stated observations along with consideration of the City fiscal resources, the Commission recommends that the Mayor's salary be in the range of \$105,000 to \$110,000 plus benefits as of 1/1/2015 and in the range of \$110,000 to \$115,000 as of 1/1/2016.

Members of Council

Summary of observations:

- The current salary of \$7,000 has been the same since 1982
- Health care benefits are offered to members of Council
- The last two recommendations of the Commission has been to set the salary for Council members at \$11,000 with the option to receive health care benefits – with total compensation not to exceed \$14,300
- Per the 2014 Salary Survey:
 - A total of 11 cities were included in the survey
 - The salaries range from \$7,000 (Fairview Park) to \$20,540 (Parma)
 - Of those cities with comparable population the salary range is from \$9,000 to \$12,000
 - The majority of cities provide a slightly higher salary for the Council President
 - Based on comparing prior surveys, four of cities have not increase the salary for council members since 2008 and it appears that three cities have ratable adjusted the councils salary since 2008
 - Approximately half of the cities offered benefits to council members
- The increasing cost of health care benefits, specifically medical, has added to the total value of compensation being received by those members of Council that have taken advantage of the City's offer
- The increasing demands in recent years related to the social needs, complexity and fiscal constraints of the City requires the skills and judgment to insure the overall satiability of our community and be prepared to meet the future challenges.
- The Commission continues to believe that to attract the best candidates, the City needs to provide a total compensation package commensurate with the scope of responsibilities and time commandment required.

Recommendation for Council Members

Based upon our review of the compensation information referred to above and the stated observations along with consideration of the City fiscal resources, the Commission recommends that the salary for members of Council be set at a base salary of \$13,000 with the option to receive health care benefits – with total compensation not to exceed \$16,000.

Administrative Recommendation

Based upon the Commission's review of the current process of conducting a survey every two years, the amount of time and effort that is consumed, the importance of providing reasonable compensation for elected officials, and understandably the reluctance of elected officials to vote themselves a salary increase (evidence by the fact the current salary for council members has not changed since 1982) the Commission believes that there is a need for a more effective and efficient method that should be implemented. As was suggested in the Commission's 2010 report, the salaries of both the Mayor and the members of Council should be adjusted annually subject to review by the Commission, based upon factors such as the Consumer Price Index, composite increases provided by the city to the other salary employees, and the current City's fiscal condition. The Commission offers no opinion on a specific formula for future adjustments.

In addition to the proposed annually salary adjustment, we suggest that every four to five years the Commission would conduct a salary survey similar to what is currently being done, or at the request of the Council, or at the discretion of the Commission.

The Commission is available to answer any questions at your request.

Respectfully,
Lakewood Civil Service Commission

By: Michael Dever / JP
Michael Dever, President

By: Joseph Gibbons / JP
Joseph Gibbons, Commissioner

By: Kenneth Haber / JP
Kenneth Haber, Commissioner

2014 SALARY SURVEY/ MAYOR/CITY MANAGERS/SAFETY DIRECTOR									
City	Contact	City Budget	Mayor	C. Mgr	Safety Director	Salary/Benefits Mayor	S/B City Manager	S/B Safety Director	
Bay Village	Joan K	\$25,364,390	Y		Mayor serves	81,153.00 w/hospitalization			
Cleveland Hts.	Laure A	\$42,236,295	Y	Y	City Manager	Pres of Council serves as Mayor	140,000.00/hosp/auto/457 contrib	City Manager serves as Safety Dir.	
Cuyahoga Falls	Vickie	\$164,364,251	Y		Mayor	112,575.01 Hosp/Vis/Life/Dental		Mayor serves as Safety Dir.	
Euclid	Dawn I	\$38,599,000	Y		Mayor	\$79,000-Hosp.		Mayor serves as Safety Dir.	
Fairview Park	Matt H	\$24,000,000	Y		Mayor	\$77,000-Hosp		Mayor serves as Safety Dir.	
Mentor	Victori	91,476,138	N	Y	N	155,000 Medical, Dental, Life/ADD&D, Voluntary vision, Supp. Life, Critical Illness & Accidental Ins.			
N. Olmsted	Donna	\$74,921,291	Y		Y appt Mayor/Council	96,928 Hosp/Vision/Dental/Life Ins		85,832.76 Hosp/Dental/Vision/ Life ins S. Dir. oversees Police, Fire, Service, Fleet, WWTP	
Parma	Renee	\$46,913,895	Y		Y	112,580.00 Hosp/Vision/Dental		93,279.42 Hosp/Dental/Vision Appointed by Mayor	
Rocky River	S. Whit \$	38,000,000	Y		Y	\$81,500-Hosp/Auto		85,9000. Hosp/vacation sick leave use of city vehicle	
Shaker Hts.	Cait Fe	42,170,309	Y	Y	Mayor	\$75,000-Auto/Ins/Hosp	144,228.00 Hosp	Mayor is the Safety Director	
Westlake	Marth	35,007,085	Y			134,000./Hosp/ City Car			
Lakewood		36,701,549	Y	N	Mayor	\$90,000.00- Med/Dent		Mayor is Safety Director	

2014 SALARY SURVEY/ COUNCIL										
City	Contact	Population	City Budget	Council Mem	# At Large	Salary	Pres. Sal	VP Sal	Council Benefits	
Bay Village	Joan Kerni	15,936	\$25,364,390		4	2	\$8,138	\$9,410	\$8,138	none offered
Cleveland Hts.	Laure A. V	46,121	\$42,236,295		7	7	\$9,270.00	\$11,840.00	\$9,270.00	none offered
Cuyahoga Falls	Vickie Stei	49,652	\$164,364,251		8	3	\$16,886.25	\$18,012.00		Hosp/
Euclid	Dawn McI	48,281	\$38,593,000		8	4/9000, 4/11,000		\$13,000		Life Ins.
Fairview Park	Matt Hrub	16,826	\$24,000,000		5	1	\$7,000	\$7,500		none offered
Mentor	Victoria M	47,126	\$91,476,138	4 Ward, (7 total with Pres)	2	2	\$12,000.00	17,000.00		All benefits offered. 6 of the council people take advantage
N. Olmsted	Donna Ecc	32,718	\$74,921,291		4	3	\$12,742	\$12,742	At large Council 12,656.	none offered
Parma	Renee Guv	82,000	\$46,913,895		9		\$20,540.78	\$22,497.28		Hosp/Vis/Dental
Rocky River	S. Whitma	20,213	\$38,000,000		4	3	\$12,000	\$13,500		none offered
Shaker Hts.	Cait Farrel	28,448	\$42,170,309		6	7	\$9,000			Offered/ paid in full by council member
Westlake	Martha Ca	33,000	35,007,085		6		\$14,480	21,720.00		
Lakewood		52,101	\$36,701,549.00		4	3	7,000.00	7,000.00	7,000.00	Medical/Dental

2010 SALARY SURVEY/ MAYOR/CITY MANAGER/SAFETY DIRECTOR									
City	Contact	City Budget	Mayor	City Mgr	Safety Direct	Salary/Benefits Mayor	S/B City Manager	S/B Safety Director	
Bay Village	Joan k	\$25,005,636.00	Y		Mayor served	\$80,350.00-Hosp/Auto			
Cleveland Hts.	Robert	\$40,053,177	Y	Y	City Manager	11840 Serves as Council Pres \$125,000.00 Hosp Car			
Cuyahoga Falls	Sandre	\$177,063,589.00	Y		Mayor	107,566.54 Hosp/Vs/Life/Dental			
Euclid	Audrey	\$39,526,000	Y		Mayor	\$79,000-Hosp/Life Ins/Auto			
Fairview Park	Diane	\$23,447,003	Y		Mayor	\$77,325-Hosp/Auto			
Lorain	Ronald	29,174,879 general 105,846,240 all	Y		Y	\$102,433.24 Hosp, Drug, Vision, 25,000 Life Ins.			65,000 Hosp, Drug, Vision, 25,000 L
N. Olmsted	Donna	\$53,418,092	Y		Y	\$92,082.00 Hosp Car			\$75,171.00 Hosp car
Parma	Anna I	\$43,516,384	Y		Y	\$110,372.60-Hosp/Eye/Den			\$88,769.98-Hosp/Vision/Den
Rocky River	S. Whi	\$ 49,534,995.00	Y		Y	\$81,500-Hosp/Auto			\$89,556.04 Hosp
Shaker Hts.	Cait F	60,982,263	Y	Y	Mayor	\$75,000-Auto/Ins/Hosp	\$140,000.00-Full bene	Mayor is the Safety Director	
Lakewood		36,701,549.00	Y	N	Mayor	\$75,653.00- Med/Dent			Mayor is Safety Director
Elyria	Collee	85,649,000	Y		Y	79,000.00, Hosp, Longevity			75,406.00 Hosp, 50K Life Ins., Car
Mentor	Gerry I	51,783,723	C Pres	Y	City Mgr	none			114,998 Hosp offered 10% of City cost

2010 SALARY SURVEY/ COUNCIL									
City	Contact	Population	City Budget	# Council	# At Large	Council Salary	Council Pres Sala	Council VP	Council Benefits
Bay Village	Joan Kemper	16,087	\$25,005,636	4	2	\$8,058	\$9,410	\$8,058	
Cleveland Hts.	Robert C. Johnson	47,100	\$40,053,177		7	\$9,270.00	\$11,840.00	\$9,270.00	
Cuyahoga Falls	Sandra Stroup	51,009	\$177,063,589	8	3	\$16,133.52	\$17,208.88		Hosp/\$10,000 ins.
Euclid	Audrey M. Mohlar	52,717	\$39,526,000	8		\$9,000	\$10,000		Life Ins.
Fairview Park	Diana Sarka	17,572	\$23,447,003	5	1	\$6,720	\$7,200		
Lorain	Ronald Marfisi	68,652	29,174,879 gen 105,846,240 ail	8	3	\$11,286.29	11,677.72		medical, drug, vision 25,000 ff
N. Olmsted	Donna Eccleston	34,113	\$53,418,092	4	3	\$12,105	\$12,105		
Panna	Ann Louise Brass	85,655	\$43,516,384	9		\$19,547.84	\$21,409.96		Hosp/Vts/Dental
Rocky River	S. Whitman	20,735	\$49,321,800	3	3	\$10,000	\$11,500		
Shaker Hts.	Carit Farrell	29,405	\$60,982,263		7	\$9,000			
Lakewood		56,646	\$36,701,549.00	4	3	7,000.00	7,000.00	7,000.00	Medical/Dental
Elyria	Colleen	55,953	\$85,649,000	7	4	\$11,500	\$11,750		Hospitalization
Mentor	Gerry King	51,593	\$51,783,723	4	3	\$12,000.00	17,000.00	\$9,888.00	Hosp

2008 SALARY SURVEY/ MAYOR/CITY MANAGER/SAFETY DIRECTOR											
City	Contact	City Budget	Mayor	City Mgr	Safety Director	Salary/Benefits	Mayor	S/B City Manager	S/B Safety Director		
Bay Village	Joan K	\$25,005,636.00	Y		Mayor serves	\$77,625-Hosp/Auto					
Cleveland Hts.	HR Ma	\$44,155,255	Y	Y	City Manager	\$11,840.00		122,000 and car			
Cuyahoga Falls	Shelba	\$174,288,985.00	Y		Mayor	\$104,132.29/Hosp/Full Ins.					
Euclid	Audrey	\$39,526,000	Y		Mayor	\$79,000-Hosp/Life Ins/Auto					
Elyria	Colleen	85,649,000	Y		Y	79,000.00, Hosp, Longevity			75,406.00 Hosp, 50K Life Ins., Car		
Fairview Park	Lisa M.	\$20,680,163	Y		Mayor	\$77,325-Hosp/Auto					
Lorain	Ronald	29,174,879 general 105,846,240 all	Y		Y	96,553.16 Hosp, Drug, Vision, 25,000 Life Ins.		65,000 Hosp, Drug, Vision, 25,000 Life Ins			
Mentor	Garry H	51,783,723	C Pres	Y	City Mgr	none		114,998 Hosp offered 10% of City cost			
N. Olmsted	Donna	\$56,393,799	Y		Y	\$94,795-Hosp/Auto			\$73,696-Hosp/Auto		
Parma	Elayne	\$48,264,535	Y		Y	\$106,086.76-Hosp/Eye/Den			\$87,029.54-Hosp/Vision/Den		
Rocky River	S. White	\$49,321,800.00	Y		Y	\$79,500-Hosp/Auto				\$83,542	
Shaker Hts.	Cait Fa	66,659,539	Y	Y	Mayor	\$75,000-Auto/Ins/Hosp		\$157,045.16-Full by Mayor is the Safety Director			
Lakewood		36,701,549.00	Y	N	Mayor	\$71,506.00-Med/Dent			Mayor is Safety Director		

2008 SALARY SURVEY/ COUNCIL										
City	Contact	Population	City Budget	# Council mem.	# At Large	Council Salary	Council Pres Salary	Council VP	Council Benefits	
Bay Village	Joan Kemper	16,087	\$25,005,636	4	2	\$7,843	\$9,271	\$7,843		
Cleveland Hts.	HR Manager	50,750	\$44,155,255		7	\$9,270.00	\$11,840.00	\$9,270.00		
Cuyahoga Falls	Shelba N. marshall	50,398	\$174,288,986	8	3	\$15,619.84	\$16,661.16		Hosp/\$10,000 ins.	
Euclid	Audrey M. Molnar	52,717	\$39,526,000	8		\$9,000	\$10,000		Hosp/Life Ins.	
Elyria	Colleen	55,953	\$85,649,000	7	4	\$11,500	\$11,750		Hospitalization	
Fairview Park	Lisa M. Rocco	17,572	\$20,680,163	5	1	\$7,000	\$7,500		Hospitalization	
Lorain	Ronald Marini	68,652	\$29,174,879 gen							
			105,846,240 all	8	3	\$10,638.41	11,077.37		medical drug, visit	
Mentor	Gerry King	51,593	\$51,783,723	4	3	\$12,000.00	17,000.00	\$9,888.00	Hosp	
N. Olmsted	Donna Eccleston	34,113	\$56,393,799	4	3	\$12,252	\$12,578			
Parma	Elayne M. Siegfried		\$48,264,535	9		\$19,164.60	\$20,990.32		Hospitalization	
Rocky River	S. Whitman	20,735	\$49,321,800	3	3	\$10,000	\$11,500			
Shaker Hts.	Carl Farrell	29,405	\$66,659,539		7	\$7,200				
Lakewood		56,646	\$36,701,549.00	4	3	7,000.00	7,000.00	7,000.00	Medical/Dental	

CITY OF LAKEWOOD - EMPLOYEES EARNING MORE THAN THE MAYOR-- BASE PAY-- FOR THE YEAR ENDED DECEMBER 31, 2013

Last Name	First Name	BASE PAY	Actual Position Title	Dept Number	Dept Description	Div	Div Description	Hire Date - Calc
MALLEY	TIMOTHY	99092.00	POLICE CHIEF	20	Public Safety	10	Police	2/14/1982
HASSING	EDWARD	93002.00	CAPTAIN	20	Public Safety	10	Police	4/17/1977
SPRAGUE	GARY	93002.00	CAPTAIN	20	Public Safety	10	Police	7/17/1988
STONE	GARY	93002.00	CAPTAIN	20	Public Safety	10	Police	4/1/1984
GILMAN	SCOTT	91800.00	FIRE CHIEF	20	Public Safety	40	Fire	3/7/1982
SUMMERS	MICHAEL	90000.00	MAYOR	10	Mayor's Office	01	Mayor's Office	1/1/2008
EMPLOYEES ON PREVIOUS LIST BUT BASE PAY IS LESS THAN MAYOR								
PAE	JENNIFER	88569.00	DIRECTOR OF FINANCE	50	Finance	01	Finance	2/6/2006
BENNETT	JAMES	86767.00	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	5/28/1989
SILEY	DRU	86000.00	DIRECTOR OF PLANNING & I	70	Planning and Development	01	Administration	7/14/2008
BUTLER	KEVIN	85000.00	DIRECTOR OF LAW	60	Law	01	Law	12/5/2005
WARNER	ROGER	84777.00	LIEUTENANT	20	Public Safety	10	Police	4/8/1991
ESCHWEILER	FRANK	82307.00	LIEUTENANT	20	Public Safety	10	Police	8/7/1988
WILKINS	LESLIE	82307.00	LIEUTENANT	20	Public Safety	10	Police	4/5/1985
KAUCHECK	KEVIN	82307.00	LIEUTENANT	20	Public Safety	10	Police	12/26/1989
DARGAY	DAVID	76767.00	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	8/7/1983
COLLINS	DARREN	76767.00	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	9/29/1996
POLANDO	GORDON	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	6/28/1998
DUNPHY	TIMOTHY	75450.00	FIRE MARSHALL	20	Public Safety	40	Fire	12/13/1992
NYPAPER	BERNARD	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	11/29/1992
HEMPFLING	PETER	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	9/1/1991
NEBOZUK	DENNIS	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	8/7/1983
MARVIN	JOSEPH	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	9/1/1991
TANASJLEVIC	MILAN	75450.00	FIRE CAPTAIN	20	Public Safety	40	Fire	7/1/1993
DEUCHER	WILLIAM	74821.00	SERGEANT	20	Public Safety	10	Police	3/29/1999
FIORITTO	STEVEN	74821.00	SERGEANT	20	Public Safety	10	Police	9/5/1995
SPATZEL	STEVEN	74821.00	SERGEANT	20	Public Safety	10	Police	12/18/1995
SCHAD	TIMOTHY	74821.00	SERGEANT	20	Public Safety	10	Police	9/13/1999
FISCHER	KEVIN	74821.00	SERGEANT	20	Public Safety	10	Police	12/19/1988
WARD	JAMES	74821.00	SERGEANT	20	Public Safety	10	Police	4/8/1991
GANNON	EDWARD	74821.00	SERGEANT	20	Public Safety	10	Police	9/3/1996
PIETCH	MATTHEW	74821.00	SERGEANT	20	Public Safety	10	Police	12/14/1992
MCLAUGHLIN	THOMAS	66649.00	INVESTIGATOR	20	Public Safety	10	Police	12/14/1992
CANTLIN	PATRICK	64760.00	PATROLMAN GRADE I	20	Public Safety	10	Police	3/1/2004

CITY OF LAKEWOOD - EMPLOYEES EARNING MORE THAN THE MAYOR FOR THE YEAR ENDED DECEMBER 31, 2013

Last Name	First Name	Y-T-D Gross Amount	Actual Position Title	Dept Number	Dept Description	Div	Div Description	Hire Date - Calc
HASSING	EDWARD	118641.46	CAPTAIN	20	Public Safety	10	Police	4/17/1977
SPRAGUE	GARY	117524.89	CAPTAIN	20	Public Safety	10	Police	7/17/1988
MALLEY	TIMOTHY	115141.86	POLICE CHIEF	20	Public Safety	10	Police	2/14/1982
STONE	GARY	111132.56	CAPTAIN	20	Public Safety	10	Police	4/11/1984
ESCHWEILER	FRANK	105473.88	LIEUTENANT	20	Public Safety	10	Police	8/7/1988
GILMAN	SCOTT	105264.66	FIRE CHIEF	20	Public Safety	40	Fire	3/7/1982
BENNETT	JAMES	104588.28	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	5/28/1989
DARLAYS	DAVID	102781.42	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	8/7/1993
COLLINS	DAREN	101784.68	ASSISTANT FIRE CHIEF	20	Public Safety	40	Fire	9/29/1996
WILKINS	LESLIE	99376.80	LIEUTENANT	20	Public Safety	10	Police	4/5/1985
WARNER	ROGER	99019.41	LIEUTENANT	20	Public Safety	10	Police	4/8/1991
KAUCHECK	KEVIN	98150.02	LIEUTENANT	20	Public Safety	10	Police	12/26/1989
DEUCHER	WILLIAM	96638.63	SERGEANT	20	Public Safety	10	Police	3/29/1999
POLANDO	GORDON	96581.30	FIRE CAPTAIN	20	Public Safety	40	Fire	6/28/1998
FIORITTO	STEVEN	96650.14	SERGEANT	20	Public Safety	10	Police	9/5/1995
SPAETZEL	STEVEN	95426.11	SERGEANT	20	Public Safety	10	Police	4/1/1984
CANTLIN	PATRICK	95247.05	PATROLMAN GRADE I	20	Public Safety	10	Police	3/1/2004
SCHAD	TIMOTHY	93990.46	SERGEANT	20	Public Safety	10	Police	12/18/1995
PAE	JENNIFER	93695.08	DIRECTOR OF FINANCE	50	Finance	01	Finance	2/6/2006
FISCHER	KEVIN	93061.63	SERGEANT	20	Public Safety	10	Police	9/13/1999
DUNPHY	TIMOTHY	92834.80	FIRE MARSHALL	20	Public Safety	40	Fire	12/13/1992
MCLAUGHLIN	THOMAS	92759.60	INVESTIGATOR	20	Public Safety	10	Police	12/14/1992
WARD	JAMES	92624.78	SERGEANT	20	Public Safety	10	Police	12/19/1988
NYPAVER	BERNARD	92580.16	FIRE CAPTAIN	20	Public Safety	40	Fire	11/29/1992
GANNON	EDWARD	91980.98	SERGEANT	20	Public Safety	10	Police	4/8/1991
PIETCH	MATTHEW	91885.27	SERGEANT	20	Public Safety	10	Police	9/3/1996
HEMPFLING	PETER	91070.80	FIRE CAPTAIN	20	Public Safety	40	Fire	9/1/1991
NEBOZUK	DENNIS	91060.84	FIRE CAPTAIN	20	Public Safety	40	Fire	8/7/1983
MARVIN	JOSEPH	90879.99	FIRE CAPTAIN	20	Public Safety	40	Fire	9/1/1991
SILEY	DRU	90859.23	DIRECTOR OF PLANNING & I	70	Planning and Development	01	Administration	7/14/2008
TANASJUEVIC	MILAN	90587.29	FIRE CAPTAIN	20	Public Safety	40	Fire	7/11/1993
BUTLER	KEVIN	90424.33	DIRECTOR OF LAW	60	Law	01	Law	12/5/2005
SUMMERS	MICHAEL	89999.14	MAYOR	10	Mayor's Office	01	Mayor's Office	1/1/2008

2014 Rates Based on MMO 90/10 plan + pharmacy

Plan	Time	Full cost	Employee portion	Employer portion
Single	Monthly	\$614.20	\$75.00	\$539.20
	Annually	\$7,370.40	\$900.00	\$6,470.40
Single deductible \$300, OOPM \$1,700 Family deductible \$600, OOPM \$3,400				

Plan	Time	Full cost	Employee portion	Employer portion
Family	Monthly	\$1424.78	\$125.00	\$1,299.78
	Annually	\$17,097.36	\$1,500.00	\$15,597.36

2015 Estimated Rates Based on MMO 80/20 plan + pharmacy

Plan	Time	Full cost	Employee portion	Employer portion
Single	Monthly	\$573.71	\$75.00	\$498.71
	Annually	\$6,884.52	\$900.00	\$5,984.52
Single deductible \$750, OOPM \$2,000 Family deductible \$2,000, OOPM \$5,000				

Plan	Time	Full cost	Employee portion	Employer portion
Family	Monthly	\$1,310.02	\$130.00	\$1,180.02
	Annually	\$15,720.24	\$1,560.00	\$14,160.24

2015 Estimated Rates Based on MMO 70/30 plan + pharmacy

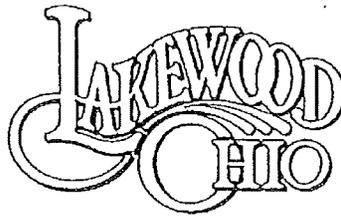
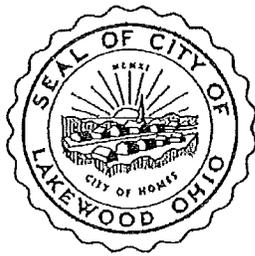
Plan	Time	Full cost	Employee portion	Employer portion
Single	Monthly	\$540.12	\$70.00	\$470.12
	Annually	\$6,481.44	\$840.00	\$5,641.44
Single deductible \$1,000, OOPM \$2,500 Family deductible \$2,000, OOPM \$6,000				

Plan	Time	Full cost	Employee portion	Employer portion
Family	Monthly	\$1,200.97	\$120.00	\$1,080.97
	Annually	\$14,411.64	\$1,440.00	\$12,971.64

2015 Estimated Rates Based on MMO 60/40 plan + pharmacy

Plan	Time	Full cost	Employee portion	Employer portion
Single	Monthly	\$498.13	\$65.00	\$433.13
	Annually	\$5,977.56	\$780.00	\$5,197.56
Single deductible \$2,000, OOPM \$4,000 Family deductible \$4,000, OOPM \$8,000				

Plan	Time	Full cost	Employee portion	Employer portion
Family	Monthly	\$1,120.91	\$115.00	\$1,005.91
	Annually	\$13,450.92	\$1,380.00	\$12,070.92



CIVIL SERVICE COMMISSION
12650 Detroit Avenue • Lakewood, Ohio 44107
216/529-6040 • FAX 216/228-2514
Website: www.one.lakewood.com
Email: civilservice@lakewoodoh.net

January 16, 2013

Lakewood City Council
Lakewood, Ohio 44107

Dear Council members:

At the Civil Service Commission meeting of January 10, 2013, the Commission reviewed the 2010 salary recommendations for the Mayor and Council Members. Following that review, the Commission determined to simply reiterate the 2010 recommendations for salaries of the Mayor and Council Members and the recommendation letter is attached.

On behalf of the Commission, we also extend our sincere apologies for the delay in providing this recommendation.

Respectfully,
Lakewood Civil Service Commission

By: Joseph Gibbons / JP
Joseph Gibbons, President

By: Jay Carson / JP
Jay Carson, Commissioner

By: Michael Dever / JP
Michael Dever, Commissioner

Attachment



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Email: civilservice@lakewoodoh.net

July 1, 2010

Lakewood City Council Members
Lakewood, Ohio

Recommendations for Council Member and Mayor Salaries

Dear Council Members:

The Second Amended Charter of the City of Lakewood, Article XI, Section 7 requires that the Civil Service Commission make a report setting forth its recommendations for salary and other compensation for the Mayor and members of Council on or before the 1st of July in each even-numbered year. Pursuant to that mandate, the Commission issues the following report and recommendations.

This report and recommendation is based on the Commission's review of objective data compiled from other cities in the Greater Cleveland region, as well as similarly sized cities throughout Ohio. The Commission surveyed these municipalities to determine the level at which their mayors (or in some cases, city managers) and city council members were compensated. In reviewing the results of the current survey, as well as surveys conducted in 2002 through 2008, the Commission gave particular attention to those cities with populations and budgets similar to Lakewood's. Further, the Commission looked at the total compensation of the Mayor and Council members, i.e., salary and benefits, to determine the total value of the compensation package these officials. The results of these surveys are attached to this report.

In addition, in regard to the Mayor's salary, the Commission reviewed current salaries of other city employees, and determined that 18 city employees serving in executive or managerial roles were paid more than the Mayor. Lastly, the Commission reviewed its salary recommendations made in 2004, 2006, and 2008 and the surveys on which it had based those recommendations.

The Commission found that Lakewood's Mayor and City Council members were consistently paid less than their peers in cities with similar demographics and fiscal resources. The Commission believes that to continue to attract the best candidates for these offices, the City needs to provide a salary and benefits commensurate with the responsibilities and time commitments required; and that those salaries should be on par with the Mayoral and Council salaries paid by similarly situated cities. At the same time, the Commission is sensitive to the City's need, particularly in the recent economy, to exercise fiscal discipline.

Based upon a review of the compensation information referenced above and other relevant information, a recognition of the need to attract and retain well-qualified candidates, the City's resources, and the need to use those resources responsibly, the Commission recommends that the Mayor's salary be set at \$100,000 plus benefits, and that the salary for Council members be set at a base salary of \$11,000 with the option to receive health care benefits—with total

compensation not to exceed \$14,300. In addition, the Commission believes that going forward, these salaries ought to be subject to an annual adjustment, subject to review by the Commission, based on factors such as the Consumer Price Index, the City's financial condition, and any increases provided in the City's collective bargaining agreements.

The Commission offers no opinion on a specific formula for these future adjustments, but notes that determining an appropriate basis for regular salary adjustments will allow Council to avoid having to make drastic adjustments in the future to ensure reasonable compensation for the elected officials in the City of Lakewood.

Respectfully,
Lakewood Civil Service Commission

By: Jay Carson 
Jay Carson, President

By: Joseph Gibbons 
Joseph Gibbons, Commissioner

By: Michael Dever 
Michael Dever, Commissioner



12650 DETROIT AVENUE • 44107 • 216/529-6040 • FAX 216/228-2514

CIVIL SERVICE COMMISSION

June 12, 2008

Lakewood City Council Members
Lakewood, Ohio

Recommendations for Council Member and Mayor Salaries

Dear Members of Council:

As you are aware the Second Amended Charter of the City of Lakewood, Article XI, Section 7 requires the Commission to make a written report setting forth recommendations for salary and other compensation to the Clerk of Council and the Mayor on or before the 1st of July in each even-numbered year. Pursuant to this mandate, the Commission met today and reviewed the 2008 survey results from surrounding cities comparable to the City of Lakewood in size and population.

This Commission agrees with the recommendations of prior commissions that the salaries for the Office of Mayor and Council Members must be raised to a level comparable to the salaries set forth in the survey attached to this letter. The commission respectfully asks for an additional 90 days to present a specific plan to Council and the Mayor for their consideration and action.

Respectfully,
Lakewood Civil Service Commission

By: 
Kevin Spellacy, President

By: 
Jay Carson, Commissioner

By: 
Joe Dangelo, Commissioner

Cc: Mayor FitzGerald



12650 DETROIT AVENUE • 44107 • 216/529-6040 • FAX 216/228-2514

CIVIL SERVICE COMMISSION

June 29, 2006

Lakewood City Council Members
Lakewood, Ohio

Re: *Recommendations for Council Member and Mayor Salaries*

Dear Members of Council:

As you are aware, Article XI, Section 7 of the Amended City Charter of the City of Lakewood requires the Civil Service Commission to make a written report to Council setting forth the *Commission's recommendations for the salary and other compensation to be established for the offices of Mayor, Members of Council, President of Council and Vice-President of Council for the next ensuing term of office.*

Unfortunately, the Commission was unable to reach a consensus with regard to the salary recommendations referenced above. One member of the Commission disqualified himself from participating in these recommendations and the remaining two Commission members were unable to reach an agreement.

Accordingly, due to the importance of this issue, the undersigned respectfully submits this report, which is being submitted in the undersigned's individual capacity as President of the Lakewood Civil Service Commission. As in the past, the Commission conducted a survey to obtain information regarding salaries paid to council members, mayors, city managers and safety directors from 13 comparable cities throughout the State of Ohio. A copy of the survey is attached, along with copies of the Commission's recommendations dated July 1, 2004, July 1, 2002, June 16, 2000 and June 17, 1998.

Since 1990, the Commission has consistently recommended increases from the then current compensation for both the position of Mayor and Council Member. As reflected in the prior recommendations, the salary for the office of Mayor has not increased since 1991, and the salary for the office of Council Member has not increased since 1982.

The City of Lakewood is the third largest city in Cuyahoga County, with a current population of approximately 56,646. The City of Lakewood has a total of 675 employees, of whom 521 are full-time employees, and an annual budget of approximately \$133,300,622. As

you know, the operation of a municipality such as Lakewood is growing more complex and demanding each year, which is particularly true of inner ring suburbs such as Lakewood that have aging infrastructure and limited opportunity for new development.

In order to attract and retain qualified individuals for the office of Mayor and Council Member, it is imperative to pay just and livable compensation.

With regard to the office of Mayor, although not surprising, that there are currently 45 positions in the City of Lakewood with base salaries that are above the salary for the office of Mayor, which is more than double the number of positions the higher base salary set forth in the Report of the Commission dated July 1, 2004. One need look no farther than the increasing costs of utilities, health care and even gasoline to appreciate the necessity of an increase in compensation. If the compensation of the Mayor was appropriate in 1991, it is beyond imagination to argue that it remains appropriate in 2006. The Mayor is the chief executive officer of the City of Lakewood, and all positions, including the 45 positions that earn a higher base salary than the Mayor, report to the office of Mayor. The office of Mayor is a full-time position, which requires availability virtually 24 hours per day, 365 days per year. Accordingly, in all probability, the Mayor's salary would be the only source of earned income. A brief review of the 2006 salary survey for the office of Mayor clearly reveals that the salary for the office of Mayor of the City of Lakewood is well below salaries afforded to mayors in similar communities. It is particularly interesting to note that in each city that employs a city manager, the salaries are significantly higher, presumably to attract the most qualified individual in the open market. In short, the office of Mayor is woefully under-compensated, which undermines the ability of the City to retain and attract the most qualified individuals for this crucial position.

With regard to the office of Council Member, all of the foregoing discussion remains relevant. However, unlike the office of Mayor, the office of Council Member is a part-time position, which allows the office holder to have other employment, which is usually the primary source of income for the office holder.

Based upon the foregoing, the following recommendations are respectively submitted:

Mayor

Greater of (i) \$95,000; or (ii) \$86,000 (as recommended in 2002 to be effective in effective January 1, 2004) plus an annual percentage increase equal to the average percentage increase in salaries established each year in the collective bargaining agreements between the City and the various unions recognized by the City from January 1, 2004 through January 1, 2008, such increase to become effective January 1, 2008.*

** Note: This proposed increase represents an increase of slightly more than 2% per year since the last increase for the office of Mayor.*

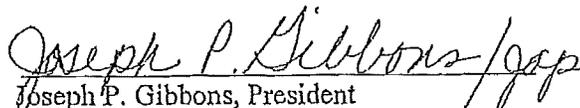
Council Members, President and Vice-President of Council

The same recommendations contained in Commission Recommendation of July 1, 2002, with an additional percentage increase consistent with the Mayor's increase reflected above, such increase to become effective January 1, 2008 (January 1, 2010 for at large positions).**

*** Note: In considering the salary increase for the office of Council Member, it is further recommended that the value of health care benefits be taken into consideration. While not all Members of Council subscribe for available health care benefits through the City, the value of these benefits has increased significantly over the years, resulting in an increase in the overall compensation to Council Members in light of their part-time status.*

Council must take prompt action with regard to the salary increases discussed above, particularly the office of Mayor, to protect and promote the best interests of the City of Lakewood.

Respectfully submitted,


Joseph P. Gibbons, President
Lakewood Civil Service Commission

cc: Lakewood Civil Service Commission