

CITY OF KETTERING
CITY COUNCIL
WORKSHOP MINUTES
May 14, 2024

The Council of the City of Kettering, Ohio, met in a workshop session on Tuesday, May 14, 2024, in the Deeds Conference Room, Kettering Government Center, 3600 Shroyer Road. The meeting came to order at 6:00 p.m.

Council members present included Mayor Lehner, Ms. Duvall, Mr. Scott, Mrs. Hall, Mr. Suddith and Mr. Sullivan. Vice Mayor Fisher had an excused absence.

Staff members present included Assistant City Manager Steve Bergstresser, Law Director Ted Hamer, Human Resources Director Jenny Smith and Community Information Manager Mary Azbill.

Mr. Sterling Abernathy was also present.

Mr. Bergstresser reviewed a few of the resolutions on the meeting agenda with Council members including:

- Renewed and recalculated street light assessments, amended and/or consolidated street lighting districts and certifying to the County Auditor for collection.
- Entry into a contract for entertainment booking and related services for the 2025 Frazee Pavilion season with Variety Attractions. Mr. Scott asked if the Frazee operational study would change plans with Variety Attractions. Mr. Bergstresser stated that decisions made from the study may impact the 2026 season.
- Application for reimbursement from the State Disaster Relief Program for personnel expenses incurred during the Total Solar Eclipse on April 8, 2024.

Appointment of Acting Clerk of Council – Mr. Hamer advised Council that action needed to be taken to appoint Jenifer Baker as the interim Clerk of Council. Ms. Duvall made a motion to appoint, effective May 4, 2024, Jenifer Baker as acting Clerk of Council and to authorize the Mayor or the City Manager to appoint acting clerks in the absence or disability of the clerk. The motion was seconded by Mr. Suddith. The motion passed unanimously upon roll call.

Kettering Leadership Academy (KLA) – Ms. Duvall asked Council members to encourage people to apply to KLA for 2024-25. There are currently eight advisory board members, and a few more might be added. Ms. Duvall advised that there are 16 spots available for each class in response to Mr. Scott's inquiry.

Mr. Bergstresser stated that the new Assistant City Manager might participate in KLA this upcoming year, as well as the new Parks, Recreation and Cultural Arts Director next year.

Sustainability Committee – Mr. Sullivan stated the committee started a baseline study on how much the City spends on energy and gas in comparison to similar-sized cities in an effort to implement cost savings. The committee is eager to move forward with the potential Sustainability Manager position. Mr. Sullivan mentioned that there are many grants and funding available through organizations such as Power a Clean Future Ohio.

Mr. Scott recommended engagement with MVCC suburbs.

Street Light Assessments – Mr. Bergstresser presented the street light assessment process. He stated that part of the process includes notification of assessment amounts to residents. The current notification process requires publication in a newspaper of general circulation once a week for two consecutive weeks. To decrease costs, the City proposes that information regarding petitions for the installation of street lights be published by the Clerk of Council on the City of Kettering website for two weeks, and mail the notice of passage of resolution to impacted properties via regular mail. In addition, information regarding annual assessments would be published on the City of Kettering website for two weeks, rather than using traditional newspapers, and residents whose assessment amount is greater than \$500 would be notified via certified mail. This will be an ordinance in first reading during the second meeting in May. Mayor Lehner suggested that the City generally make residents aware of the annual street light assessment legislation prior to the date of the Council meeting agenda on which it will appear.

Across-the-Board Pay – Ms. Smith stated that three union contracts have been negotiated and four upon approval at tonight’s meeting. Ms. Smith asked Council to consider a total across-the-board increase of 3.5% for non-union employees who received a 2.5% increase at the beginning of 2024. The 3.5% increase would align all employees and would include retroactive pay. The 3.5% across-the-board increase equates to \$272,125 which is covered by a sufficient operating margin. Ms. Smith recommended a change in the personnel ordinance for first reading at the May 28 meeting. The revised personnel ordinance would reflect an additional, retroactive, 1.25% pay increase for non-union employees for a total 3.5% across-the-board pay increase for 2024. The revised personnel ordinance will also reflect the pay increases negotiated to date for the unions that have reached agreement.

Mr. Suddith asked if this was consistent with past practices. Ms. Smith stated the last time Council did not approve an across-the-board pay increase for non-union employees to match union contracts was in 2011.

Mrs. Hall asked if the if across-the-board increases are considered during negotiations. Mr. Bergstresser stated that the City focuses on the contract at hand as it applies to specific unions. Mrs. Hall stated this is standard cost of living.

Fraze Operational Study – Mr. Bergstresser stated that the City kicked off the Fraze operational study with Theatre Projects, a national firm that evaluates performing arts venues similar to Fraze. Theatre Projects will begin reviewing processes, documentation, operational contracts, concessions, customer experience, types of acts, ticket sales, event performance and management structure. A community survey will be conducted to measure perception. Current ticket buyers, including some who did not re-purchase, will be contacted for feedback. Leadership and Fraze staff will be interviewed. The information gathering will take six to eight weeks. During the weekend of July18-21, Theatre Projects will be on site with secret shoppers, concessions usage, observation and talks with patrons and staff. The information will be analyzed and a final report will be provided including benchmarking based on other similar venues. Decisions will be made upon receipt of the final report that will impact the 2026 season.

Mayor Lehner asked if the strategic plan will be tied to this. Mr. Bergstresser stated this study could fit with multiple goals within the strategic plan including livability and sustainability,

At 6:41 p.m., Mr. Suddith made a motion to enter Executive Session under Section 121.06 (k) of the Codified Ordinances for the purposes of Personnel Matters; Property Matters; and Labor Negotiations, seconded by Mr. Sullivan. The motion passed unanimously upon roll call.

At 7:18 p.m., the Council exited Executive Session and went back on public record.

The City Council Workshop Meeting adjourned at 7:18 p.m.

ATTEST:

PEGGY LEHNER
MAYOR

JENIFER BAKER
Clerk of Council