

CITY OF KETTERING  
CITY COUNCIL  
WORKSHOP MINUTES  
April 27, 2021

The Council of the City of Kettering, Ohio, met in a workshop session on Tuesday, April 27, 2021, in the Deeds Meeting Room, 3600 Shroyer Road, Kettering Government Center. The meeting came to order at 6:04 p.m.

Council Members Present included Mayor Patterson, Vice Mayor Klepacz, Mr. Lautar, Mr. Duke, Mr. Wanamaker and Mrs. Fisher.

Staff Members Present included City Manager Mark Schwieterman, Assistant City Manager Steve Bergstresser, Law Director Ted Hamer, Economic Development Manager Gregg Gorsuch and PRCA Director MaryBeth O'Dell.

Mr. Sterling Abernathy was also in attendance.

At 6:04 p.m. Mrs. Fisher made a motion to enter Executive Session under Section 121.06 (k) of the Codified Ordinances for purposes of Quasi-Judicial Deliberations, seconded by Mr. Duke. The motion passed unanimously upon roll call.

At 6:13 p.m. the Council exited Executive Session and went back on public record.

Agenda Review – Mr. Schwieterman provided a review of the agenda for tonight's City Council meeting.

Fraze Pavilion 2021 Season – Mr. Schwieterman reviewed with the Council members the current State of Ohio Outdoor Venue Protocol Restrictions. Current social distancing restriction would limit the Fraze concert events to approximately 24% of capacity or around 1,000 people. He noted timing is getting critical; there will be no shows in June. Mr. Schwieterman then reviewed the options if the Protocol restrictions are lifted by May 1<sup>st</sup>, we could possibly announce the July and August concert line up on May 7<sup>th</sup>. The tickets could go on sale on May 15<sup>th</sup> and the first concert would be held on or around July 20<sup>th</sup>. He also mentioned performers are looking for a 60 day cancellation notice, so if Protocol restrictions are not lifted by May 1<sup>st</sup> we would most likely have to cancel the July shows or move them to 2022. He stated May 22<sup>nd</sup> is the decision point for August performances. If the Protocols are lifted by May 22<sup>nd</sup> we could announce the August line up on May 28<sup>th</sup> and put tickets on sale June 5<sup>th</sup>. The first concert would be held on August 4<sup>th</sup>. Mr. Schwieterman also noted the City has received limited number of employment applications and we have a reduced number of staff returning from the 2019 season, so staffing is quickly becoming a big issue. He noted our contractor Light Fantastic has agreed to provide the stagehands. However, we still have issues with the ticket office, usher and security positions. Mr. Schwieterman stated the staffing limitations could also be problematic for food operations. Mayor Patterson said could we look at having food trucks on site or other "out of the box" solutions. Mr. Schwieterman said absolutely all options are on the table and will be reviewed by staff. Staff and Council members continued discussing Fraze Pavilion 2021 season options, everything from a full season with no capacity limits to having no concerts at all and changing all July and August events to ticketed Civic Commons Events where the City could control capacity, require less staff and reduce performer contact risks. Mayor Patterson mentioned he wants to make sure we are ready to have a good season if the Governor lifts the capacity limitation. Mr. Klepacz noted we should announce a few of the big shows we have lined up for later in the season. If the Governor does not lift the restrictions we could simply announce the shows had to be cancelled. The other Council members agreed with this recommendation. Mr. Schwieterman said staff will look into the best way to handle that.

Personnel and Finance Committee – Mr. Schwieterman turned the meeting over to Mr. Klepacz who is the Chairman of the Personnel and Finance Committee (P&F Committee). Mr. Klepacz stated the P&F Committee met recently to review and discuss the Council Members and Mayor's compensation. He stated that the Charter allows changes to City Council member compensation once every two years in odd number years. If anything changes with Council compensation, it must be done by June. During the P&F Committee meeting the Committee reviewed documentation from other cities in the region and reached a conclusion the City of Kettering compensation should be comparable to similar cities in the area. They also felt the Mayor's salary should be 50% higher than the Council Member's salary. Mr. Klepacz also noted the Committee recognized in 2013 the Kettering residents voted to change the Mayor and Council Member's compensation and it has remained at that level ever since that time. Mayor Patterson also sits on the P&F Committee and said he feels the fairest way to compare compensation for different jurisdictions is by population. Because typically the more residents there are in a

community the more work Council members must do. Mayor Patterson reviewed a few jurisdictions and how much the Council members (not Mayor) made per resident in those jurisdictions. He noted Beavercreek Council members made 23 cents per resident, Centerville is at 61 cents per resident, Fairborn is at 23 cents per resident, Springboro is at 91 cents per resident and Kettering, which is the second largest community in Montgomery County, is at 14 cents per resident. Mayor Patterson noted it is difficult to have people run for these positions when they have to leave work to attend events, etc. if they are not at least fairly compensated. Mr. Klepacz stated it is the P&F Committee's recommendation to raise the Council Member's salary from \$8,000 a year to \$12,000 per year and raise the Mayor's salary from \$12,000 to \$18,000 per year. Mr. Klepacz also noted this increase would take affect for the Mayor and At Large Council members in January of 2022 and would take affect for the four District Council Members on January of 2024. So, this change would not benefit the current Mayor or any of the existing Council members with the possible exception of Mrs. Fisher if she is re-elected. The consensus of the Council members was to direct staff to prepare an Ordinance regarding the compensation change to be read at the May 11<sup>th</sup> and May 25<sup>th</sup> City Council meetings.

Mrs. Fisher noted the Board of Community Relations (BCR) would like to have City Council read a resolution at a Council meeting that denounces Racism in all forms. All Council members agreed that denouncing racism in any form is a good idea and agreed Council should read a resolution. Mrs. Fisher stated she will work with Mrs. Azbill and the BCR to get something prepared.

The City Council Workshop Meeting was adjourned at 7:29 p.m.

ATTEST:

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DONALD E. PATTERSON  
MAYOR

LASHAUNAH D. KACYNSKI  
Clerk of Council