



City of Loveland

City Council

Memorandum

DATE: November 12, 2024

TO: Mayor and Council

FROM: Mark Medlar
Director of Finance

SUBJECT: Council Member Pay

Background

The last adjustment to council member compensation was made via Ordinance 2009-63 which was approved on October 27, 2009. This Ordinance outlined increases applying to those holding the roles of council member, Vice Mayor, and Mayor with the first increase being effective December 2011 and the last being effective December 2015. Compensation has been flat since that time.

Analysis

With the last compensation adjustment taking place almost ten years ago, a review of compensation levels was undertaken by staff which included a comparison of other communities. There is a wide range of compensation levels between different communities which is dictated by factors such as population and type of government. This means that there is no set standard applied to a community, allowing it to set compensation as they see fit. The Ordinance following this memo outlines an increase of \$400 per year for each council member role effective January 2026, and a \$100 yearly increase from 2027-2031. Per the Ohio Revised Code (ORC) elected officials cannot receive a compensation increase during the term in which they are currently sitting. Therefore, current council members will have to be reelected to receive a compensation increase.

Fiscal Impact

There is no fiscal impact until 2026.

Recommendation

Staff recommends approval.