

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: Proposed Change to Salary Ordinances
DATE: February 5, 2020

The Finance Committee met on Wednesday, February 5, 2020 at 6:00 pm in Council Chambers to discuss the annual salary increases for Mariemont employees. Present at the meeting were Finance Committee Chair Rob Bartlett, Finance Committee Member Kelly Rankin, Bill Brown, Marcy Lewis, Joe Stelzer, Joanee Van Pelt, Rick Hines, DeAnna Darrah, and John Scherpenberg.

The Finance Committee reviewed two salary ordinances: the ordinance related to all grades of recreation employees, and the ordinance for all full-time and part-time employees.

Ohio increased the minimum wage from \$8.55/hour to \$8.70/hour in 2020. Some recreation employee roles were scheduled to earn less than that. Working with Jordan Schad, the Pool Manager, the Finance Committee is proposing the updated recreation employee ordinance which is included in the council packet. This increases all of the wages by \$0.15/hour, putting the lowest wage at \$8.70/hour to comply with Ohio law, and maintaining the same hourly wage differential between roles and between years of service as the previous ordinance.

For full-time and part-time employees, the Finance Committee is recommending a base increase of 2% in the salary range for all of the roles. Last year, the inflation index used for Social Security was 2.8% and we gave a 3% salary increase. This year, the Social Security inflation increase was 1.6%. Also, the increase in the Ohio minimum wage was 1.8%.

The Finance Committee is also recommending a slightly larger pay increase for the roles of Lieutenant, Sergeant, Assistant Fire Chief, Administrative Assistant, Firefighter/EMT and Firefighter/Paramedic. These increases are in order for these roles to stay competitive with the pay for other similar size municipalities. To help pay for the extra increase for the Sergeant and Lieutenant, Chief Hines has asked that his pay be kept constant for 2020. All of these pay changes will go into effect April 19, 2020.

Respectfully Submitted,

Rob Bartlett, Chairman

Kelly Rankin, Vice-Chairman