

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: Proposed Change to Salary Ordinances
DATE: January 15, 2021

The Finance Committee met on Friday, January 15, 2021 at 2:00 pm via video to discuss the annual salary increases for Mariemont employees. Present at the meeting were Finance Committee Chair Rob Bartlett, Finance Committee Members Kelly Rankin and Joe Stelzer, Mayor Bill Brown, Joanee Van Pelt, Allison Uhrig, Tim Feichtner, DeAnna Darrah, Eli Wendler 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 \$8.70/hour to \$8.80/hour in 2021. Working with Jordan Schad, the Pool Manager, the Finance Committee is proposing to increase all of the wages for all recreation employees by \$0.10/hour, putting the lowest wage at \$8.80/hour to comply with Ohio law, and maintaining the same hourly wage differential between swim pool roles and between years of service as the previous ordinance. We are recommending a 1% increase for the Tennis Pro.

For full-time and part-time employees, the Finance Committee is recommending an increase of 2% for most roles. Last year, the inflation index for Social Security was 1.6% and we gave a 2% salary increase. This year, the Social Security inflation increase was 1.3%, and the increase in the Ohio minimum wage was 1.2%. We also benchmarked current salaries with similar sized communities. Attachment A contains benchmarking data for roles in the Police and Fire Departments. Attachment B contains benchmarking data for all of our other roles. Attachment C summarizes the proposed increases for each role.

Based on the benchmarking data, the Finance Committee is recommending a slightly larger pay increase for the roles of Lieutenant, Sergeant, Firefighter/EMT and Firefighter/Paramedic. These increases are in order for these roles to stay competitive with the pay in other similar size municipalities. To help pay for the extra increase for the Firefighter/Paramedics, Chief Hines and Assistant Fire Chief Feichtner are recommending to not give an increase for the Assistant Fire Chief role. Based on the benchmarking, we are also recommending creating a new pay grade within the Maintenance Department of Laborer Mechanic for one of our Maintenance Department employees.

Also based on the benchmarking data, the Finance Committee is recommending we freeze the highest pay for the Tax Administrator role and the Administrative Assistant role. For both roles, our top salary is significantly higher than the other communities. For the Tax Administrator role, we are recommending to freeze the top salary until it becomes roughly equal to the salary for the Amberley Village Tax Administrator. For the Administrative Assistant role, we are recommending to freeze the pay this year and any future increases should be at a lower rate until the pay becomes roughly equal to the mid-point between the average Fiscal Officer pay and the average Administrative Assistant pay.

For appointed roles, we are recommending a 2% increase in the hourly pay for the Village Engineer and the IT Administrator, and no change in the annual salary of any of the appointed roles. All of these pay changes will go into effect in the second pay period in April, 2021.

Respectfully Submitted,

Rob Bartlett, Chairman

Kelly Rankin, Vice-Chairman

Joe Stelzer, Member