

Attachment A

2020 Salary Survey

Comparable Agencies:							Last Salary	2019 Increase	2020 Increase	2021 Increase
<u>Agency</u>	<u>Union</u>	<u>Chief</u>	<u>Lieut.</u>	<u>Sgt.</u>	<u>P.O.</u>	<u>Clerk (/hr)</u>	<u>Increase</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Wyoming	Y	\$129,465	\$112,856	\$97,273	\$84,595	\$27.25	3/2020	2.25	2.75	2.75
Terrace Park**	N	\$121,320	\$98,953	\$86,783	\$80,539	\$20.44	3/2020	3	2.5-2.75	2
Madeira	Y	\$113,300	\$93,859		\$83,768	\$25.10	3/2020	3	2.5-3.0	3
Fairfax	N	\$99,044	\$91,617	\$84,191	\$76,617	\$24.40	4/2020	3	3	3
Amberley Village*	N	\$147,044	\$101,585	\$93,603	\$84,093	\$31.15	4/2020	3	2	2-3
Evendale	N	\$135,497	\$103,852	\$94,623	\$85,204	\$31.08	1/2020	2	2	1.5-2
Glendale	N	\$106,080	\$87,955	\$80,411	\$71,200		3/2020	2	2	2
Mariemont*	N	\$122,283	\$93,030	\$86,230	\$81,781	\$23.64	4/2020	3	2	2
Mariemont Rank		4 of 8	6 of 8	5 of 7	5 of 8	6 of 7				
average		\$121,679	\$98,668	\$89,481	\$80,859	\$26.57				
M'mont Diff vs. avg		0%	-6%	-4%	1%	-11%				

*Note: Amberley Village and Mariemont administer both the PD and FD

**Terrace Park Police Chief is also Administrator for the Village

Comparisons for Fire

<u>Department</u>	<u>Asst Chief</u>	<u>EMT</u>	<u>Medic</u>
Deer Park-Silverton	\$91,028	16.25	18.00
Little Miami	\$82,500	13.24	15.68
Milford	\$106,000	15.25	18.10
Madeira-Indian Hill	\$101,295	15.76	19.57
Anderson Twp	\$110,400		
Mariemont	\$90,990	14.33	\$18.05
Harrison	\$94,500	19.00	21.10
Delhi		18.42	19.42
Montgomery		20.07	22.46
Deerfield Twp		16.00	18.75
Cheviot		17.25	20.25
Mariemont Rank	6 of 7	9 of 10	8 of 10
average	\$97,621	16.80	19.26
M'mont Diff vs. avg	-7%	-15%	-6%

Attachment B

Salary for Other Full Time Employees

<u>Agency</u>	<u>Maintenance</u>							<u>Building Administrator</u>
	<u>Tax Administrator</u>	<u>Admin Assistant</u>	<u>Staff Assistant</u>	<u>Fiscal Officer</u>	<u>Superintendent</u>	<u>Foreman (\$/hr)</u>	<u>Laborers (\$/hr)</u>	
Terrace Park*		\$45,000	\$45,000		\$67,000		\$28.80	
Fairfax	\$42,224			\$65,000	\$66,331		\$26.59	
Amberley Village	\$66,872	\$63,336	\$63,336	\$79,955	\$83,798	\$36.13	\$23.19 - \$28.92	\$84,572
Newtown*		\$44,741	\$44,741	\$57,678	\$58,625		\$20.00	\$39,000
Columbia Twnshp*				\$65,000	\$95,000		\$31.25	
Mariemont*	\$71,826	\$70,250	\$46,090		\$81,225	\$30.48	\$26.59	\$42,000
Mariemont Rank	#1 of 3	#1 of 4	#2 of 4		#3 of 6	#2 of 2	#4 of 6	#2 of 3
average	\$54,548	\$51,026	\$51,026	\$66,908	\$74,151	\$36.13	\$26.66	\$61,786
M'mont Diff vs. avg	32%	38%	-10%		10%	-16%	0%	-32%

Terrace Park Admin Assistant is also their Fiscal Officer

Columbia Township's Fiscal Officer is also their Admin Assistant

Newtown contracts out their Building Administrator, so this is their full cost (no additional benefit expense)

Mariemont Admin Assistant also does Payroll and HR. The Staff Assistant does the General Ledger

Role	Current Max	Proposed Max	% Increase	Comment
Police Chief	\$122,282.99	\$124,728.65	2%	
Lieutenant	\$93,030.12	\$95,910.72	3.1%	Higher increase due to benchmarking
Sargent	\$86,229.78	\$88,719.38	2.9%	Higher increase due to benchmarking
Patrolman	\$81,780.54	\$83,416.15	2%	
Police Staff Assistant	\$46,089.85	\$47,011.65	2%	
Assistant Fire Chief	\$91,028	\$92,018	0%	Reinvest increase into paramedics hourly rate
EMT	\$14.33	\$14.76	3%	Higher increase due to benchmarking
Paramedic	\$18.05	\$18.70	3.6%	Higher due to benchmarking and more critical role
Tax Administrator	\$71,825.61	\$71,825.61	0%	Freeze until equal to Amberley Village Tax Administrator
Administrative Assistant	\$70,250.29	\$70,250.29	0%	Freeze this year, reduced future increases until salary is roughly midway between average for Administrative Assistant and average for Fiscal Officer
Staff Assistant	\$46,089.85	\$47,011.65	2%	
Maintenance Superintendent	\$81,224.74	\$82,849.23	2%	
Labor Mechanic	\$30.48/hr	\$30.48/hr	0%	New role designation. Replaces "Labor Foreman"
Service Department Labors	\$27.89/hr	\$28.45/hr	2%	
Village Engineer	\$51.50/hr	\$52.53/hr	2%	
Village Engineer	\$1,500	\$1,500	0%	
IT Administrator	\$41.20/hr	\$42.02/hr	2%	
Building Administrator	\$42,000	\$42,000	0%	Current Building Administrator not at max yet
Fiscal Officer	\$6,180	\$6,180	0%	
Assistant Fiscal Officer	\$3,605	\$3,605	0%	
Swim Pool Manager	\$11,450.49	\$11,450.49	0%	Current Pool Manager not at max yet
Swim Pool Employees		+\$0.10/hour	1.2%	Ohio minimum wage increased by \$0.10/hr
Tennis Pro	\$398.74/wk	\$400.00/wk	1%	

