

TO: Village Council and Mayor Brown  
FROM: Finance Committee, Rob Bartlett - Chair  
RE: Proposed Change to Salary Ordinances  
DATE: January 18, 2022

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The Finance Committee met on Monday, January 18, 2022 at 4:00 pm in Council Chambers to discuss the annual salary increases for Mariemont employees. Present at the meeting were Finance Committee members Rob Bartlett, Kelly Rankin, Marcy Lewis, Mayor Bill Brown, Joanee Van Pelt, Allison Uhrig, Chief Rick Hines, and John Scherpenberg.

Salary data was collected from a number of neighboring communities of similar size to see how Mariemont's salaries compared for similar roles. The goal of the committee is for Mariemont to be in the middle of the salary range. Attached are two documents which show where Mariemont stands relative to the other communities, as well as an attachment with the proposed increases.

For full-time and part-time employees, the Finance Committee is recommending a base increase of 3%. For those roles that were not in the middle of the salary range, adjustments were made to the percent increase to move the roles closer to the average. Ohio is also increasing the minimum wage by \$0.50/hour. As such, all of the swim pool roles are being proposed to increase by \$0.50/hour as well.

Respectfully Submitted,

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Rob Bartlett, Chairman

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Marcy Lewis, Vice-Chairman

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Kelly Rankin, Vice-Chairman