

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: Proposed Change to Salary Ordinances
DATE: January 11, 2023

The Finance Committee met on Wednesday, January 11, 2023, 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, and Marcy Lewis. Also, there were Richard Ford, Chuck Barlow, Joanee Van Pelt, Allison Uhrig, 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 different roles. The goal of the committee is for Mariemont's roles to be in the middle of their salary range. To be clear, the salaries that are being voted on establish the maximum pay for each role and are based on what the marketplace is paying for that role. The salary ranges are not indicative of the performance of the person in the role. The direct manager is the person who manages the individual's salary based on performance using the salary ranges and the annual bonus. Attached are two documents which show where Mariemont's maximum salaries stands relative to the other communities, as well as an attachment with the proposed increase in maximum salary for each role.

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. The salary changes in the attached were unanimously approved by the committee, except for the increases for the Service Department Superintendent and the Payroll/Clerk role, where Mr. Bartlett and Mrs. Rankin voted for and Dr. Lewis voted against the slightly lower proposed increase.

**Report was tabled. The matter was brought forward to the Committee of the Whole which passed the report 2-6-2023, minus the roles of the Building Official and the Tennis Pro, who are both contracted workers.*

Respectfully Submitted,

Rob Bartlett, Chairman

Marcy Lewis, Vice-Chairman

Kelly Rankin, Member

