



City of Dublin

Office of the City Manager

5200 Emerald Parkway • Dublin, OH 43017-1090
Phone: 614-410-4400 • Fax: 614-410-4490

Memo

To: Members of Dublin City Council
From: Marsha I. Grigsby, City Manager
Date: April 4, 2013
Initiated By: Tim Wagner, Director of Human Resources
Re: Council Member and Mayor Salary Comparison

Summary

At the November 7, 2012 operating budget meeting, Council requested that staff provide information regarding the salaries and benefits of Council Member in comparable cities.

Attached is the information requested.

Recommendation

Information only.

2012/2013 Council Member Compensation Comparison

Municipality	Form of Government	Council Member Pay	Council Chair Pay	Mayor Pay	Vice Mayor	% Difference between Council Member and Chair/Mayor	Notes	Benefits	Monthly Meetings	Population (2010 Census)
Centerville	Council-Manager	\$13,331		\$14,691		10%	The Mayor chairs all meetings, serves as official representative at city events and programs. Centerville utilizes a Municipal Court.	Council members are eligible to participate in the city's health insurance program, but would pay 100% of the cost.	1 regular Council Meeting and 2 work session meetings. Attend Board/Commission meetings as needed	23,999
Delaware	Council-Manager	\$6,376		\$6,953		9%	Delaware utilizes a Municipal Court.	No	2 regular meetings and 1 works session if needed. Attend Board/Commission meetings monthly or quarterly. Standing com.meetings twice per year.	34,753
Dublin	Council-Manager	\$11,250		\$15,750	\$12,250	40%	The Mayor presides at Council meetings and represents Council at ceremonial events. The Vice Mayor handles the duties in the absence of the Mayor. Dublin utilizes a Mayor's Court. The Mayor appoints magistrates, with Council's approval, who oversee Mayor's Court.	Council members are eligible to receive the same family health insurance coverage as that provided to employees. Dublin has a high deductible health insurance plan.	2 regular meetings per month, with total of 25 mtgs.per year including comm. of whole mtgs. Annual retreat. Joint mtgs. with bd-comm as needed. Standing committees meet as needed.	41,751
Gahanna	Strong Mayor	\$9,600	\$10,800	Fulltime		13%	President of Council is the contact person for the office if people have questions regarding something the Mayor has requested. Mayor is full-time elected position. Gahanna utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	No	2 Regular meetings. 3 standing committees which meet twice per month.	33,248
Grove City	Mayor-Administrator-Council	\$6,000	\$6,500	\$20,000		233%	The President presides over sessions and will also serve as mayor in the event of the latter's death or disability. The Mayor is very active and involved in community development. Grove City utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	No	2 Regular meetings; standing committee meetings as needed.	35,575
Kettering	Council-Manager	\$15,843.36**		\$23,382.84**		48%	The Mayor shall preside at all meetings and shall be recognized as the official head of the Municipality for all ceremonial purposes, by the Governor for military purposes and by the courts for the purpose of service of civil process. Kettering utilizes a Municipal Court.** Voter approved Charter amendments beginning on January 1, 2014, at large Council member salaries will be \$8,000 and the Mayor's salary will be \$12,000; beginning on January 1, 2016 district Council member salaries will be \$8,000.	No	2 Council/Workshop meetings per month (Workshops held prior to Council meeting). Standing committees meet on an 'as-needed' basis. 1-2 Council Workshop Retreats annually (6-8 hours each). 1-2 Joint Council/School Board meetings annually (1 hour ea). 1 Joint Planning Commission/Council Meeting annually (1 hour)	56,163
Lebanon	Council-Manager	\$6,000		\$9,000		50%	The Mayor performs ceremonial duties. Lebanon utilizes a Municipal Court.	No	2 legislative/regular meetings and 2 business meetings/work sessions.	20,033
Loveland	Council-Manager	\$5,400		\$6,270	\$5,835	16%	The Mayor presides over Council and makes appointments to committees and city boards. The Vice Mayor presides in the Mayor's absence. Loveland utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	No	2 regular meetings. Different committees meet monthly, quarterly, annually, and others as needed.	12,081

*Grove City has a President of Council and Mayor. Data reflected is that of the Mayor position

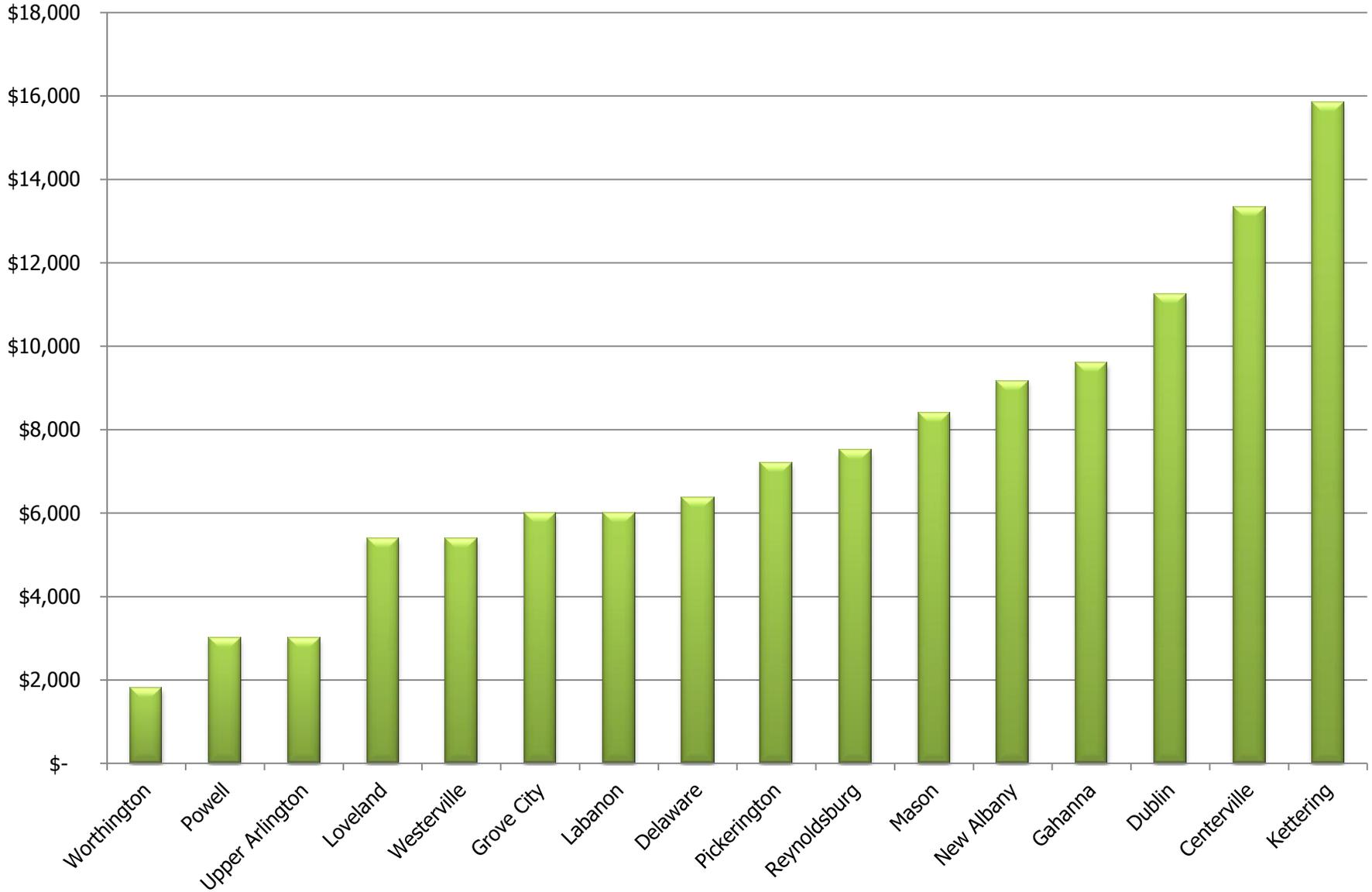
2012/2013 Council Member Compensation Comparison

Municipality	Form of Government	Council Member Pay	Council Chair Pay	Mayor Pay	Vice Mayor	% Difference between Council Member and Chair/Mayor	Notes	Benefits	Monthly Meetings	Population (2010 Census)
Mason	Council-Manager	\$8,400		\$13,200		57%	The Mayor is the presiding officer of Council, assigns Council to the different committees, and is the ceremonial head of the Municipality. Mason utilizes a Municipal Court.	No	2 regular meetings for 9 months of the year. "Summer" schedule (June, July, and August), with 1 meeting per month. Special council meetings and work sessions can be scheduled as needed. Some committees meet monthly and others as needed.	30,712
New Albany	Council-Manager	\$9,165		\$20,000		118%	The Mayor attends ceremonial functions. New Albany utilizes a Mayor's Court. The Mayor presides over Mayor's court.	No	2 regular meetings and 1 Board or Commission meeting. Committee of the whole and special meetings as needed.	7,724
Pickerington	Strong Mayor	\$7,200	\$7,800	Fulltime		8%	Pickerington utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	They participate in the same plan as employees with same contribution (12%), deductible limits and HSA funding.	2 regular meetings and 1 Finance Committee meeting. Safety, Service, and Rules committees meet monthly (Council members split up these committees).	18,291
Powell	Council-Manager	\$3,000		\$4,500		50%	The Mayor presides over Council meetings. Powell utilizes a Municipal Court.	No	2 regular meetings and Council committees meet once a month.	11,500
Reynoldsburg	Strong Mayor	\$7,500	\$8,400	Fulltime		12%	The President presides over Council. The Mayor is full time elected position. Reynoldsburg utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	No. The City removed health benefits last year. The Mayor receives full time benefits. Group insurance shall not apply to part time elected officials whose terms begin January 1, 2012 or thereafter	2 regular meetings and 2 standing committee meetings per month, except for August when Council recesses.	35,893
Upper Arlington	Council-Manager	\$3,000		\$3,700	\$3,600	23%	Upper Arlington utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	All members of City council are eligible to participate in health and dental insurance program. Their level of benefit for health and dental insurance is the same as all other employees. If dependent coverage is elected, they pay the \$105 monthly co-insurance which is the same as city employees.	2 regular sessions and 2 Council Conference Sessions.	33,771
Westerville	Council-Manager	\$5,400	\$9,000	\$9,000		67%	The Mayor shall act as the ceremonial head of the government, shall be recognized as the official head of the Municipality for the purpose of serving civil process, and shall have all the judicial powers granted to a mayor of a municipal corporation by the laws of the State of Ohio. Westerville utilizes a Mayor's Court. The Mayor appoints a magistrate to oversee the court.	Council members are eligible to participate in the city's health insurance program, but would pay 100% of the cost.	2 regular meetings and 1 work session.	36,120
Worthington	Council-Manager	\$1,800	\$2,160			20%	The President presides over Council. \$60 per meeting for the President of Council, \$50 per meeting for other members of Council. Neither the Mayor nor Vice Mayor are members of City Council. Worthington utilizes a Mayor's Court. The Mayor presides over Mayor's court.	No	2 regular meetings and 1 committee of the whole meeting	13,575

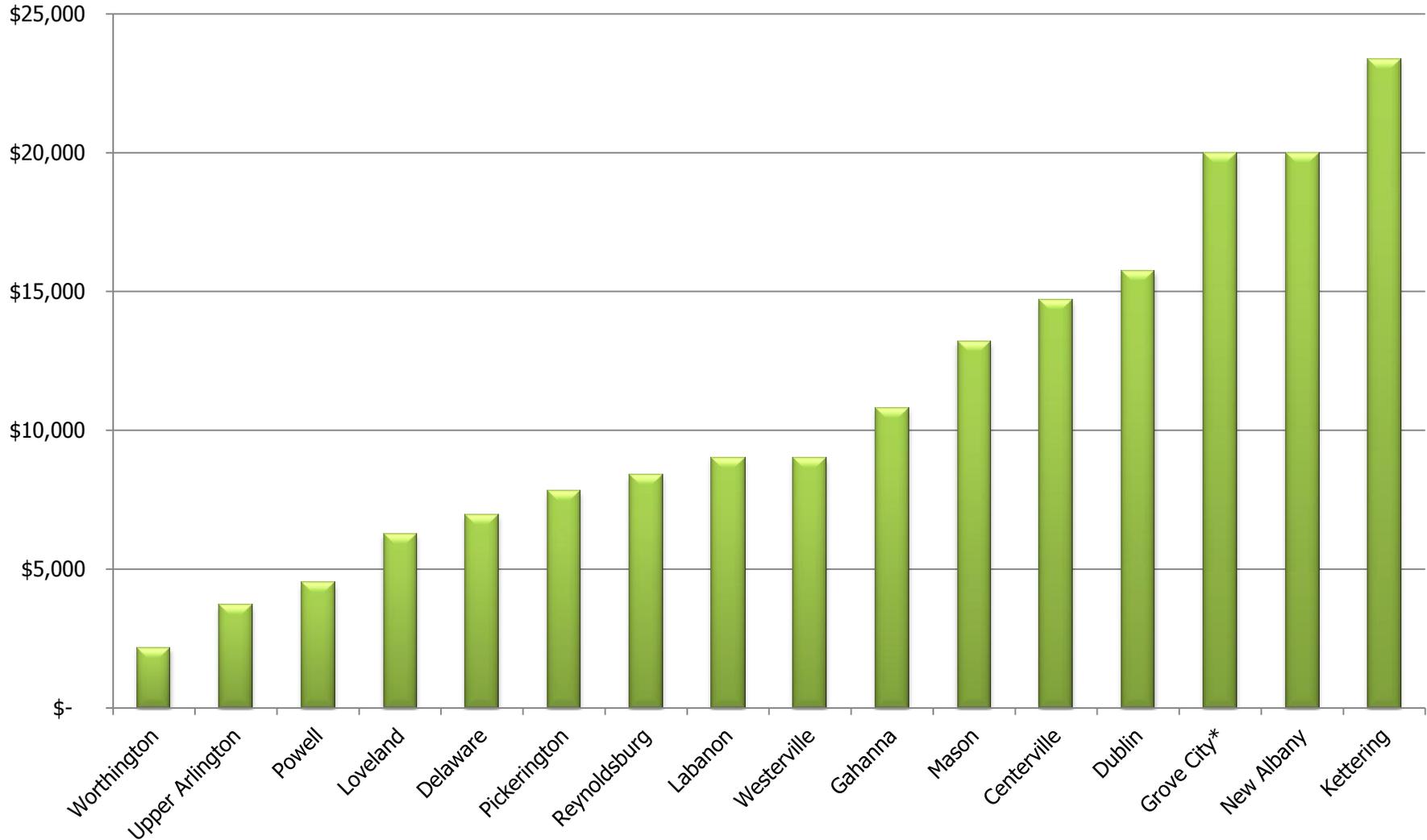
*Grove City has a President of Council and Mayor. Data reflected is that of the Mayor position

Council Member Base Pay Comparison

(Excludes insurance benefits, when applicable)



Council Chair or Mayor Base Pay Comparison (Excludes insurance benefits, when applicable)



*Grove City has a President of Council who presides over Council sessions and a Mayor. Information reflected is that of Mayor's pay.