

Government Trends / Survey Results

Ohio City/County Management
Association (OCMA)
Winter Conference 2008



Center for Public Management and Regional Affairs at Miami University



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**Southwest Ohio Local Government
Wage and Benefit Survey**

- Annual survey on public sector wages and benefits
- Cities / Villages / Townships in a ten county area in southwest Ohio are surveyed.
- Large / Urban Townships from across the state are also included.

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**Southwest Ohio Local Government
Wage and Benefit Survey**

Ten County Area:

| | |
|-----------------------------------|-------------------------------------|
| <input type="checkbox"/> Butler | <input type="checkbox"/> Miami |
| <input type="checkbox"/> Clark | <input type="checkbox"/> Montgomery |
| <input type="checkbox"/> Clermont | <input type="checkbox"/> Preble |
| <input type="checkbox"/> Darke | <input type="checkbox"/> Shelby |
| <input type="checkbox"/> Greene | <input type="checkbox"/> Warren |

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**Southwest Ohio Local Government
Wage and Benefit Survey**

- 2007 was the 12th year of the survey project.
- The Survey Project is headed by an eleven member Advisory Board.
- Project web site can be found at:
<http://data.cpmra.muohio.edu/salary/>

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Southwest Ohio Local Government Wage and Benefit Survey

History

- Regional Human Resources Managers were looking for a single source repository for wage and benefit data.
- Most of the local governments involved in the undertaking of this project have been regular participants since the survey began in 1996.

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Southwest Ohio Local Government Wage and Benefit Survey

Methodology

- All Cities / Villages / Townships are surveyed in August of each year.
- Local governments are asked to provide current wage data for established benchmark positions.
- Local governments are asked to provide current benefits data for their employees.

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Southwest Ohio Local Government Wage and Benefit Survey

2007 Response Rate

- Overall: 26.2% (N=53)
- Cities: 38.6% (N=17)
- Villages: 17.4% (N=15)
- Townships: 29.2% (N=21)

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Southwest Ohio Local Government Wage and Benefit Survey

Results

- Each participating local government receives the survey data on cd-rom.
- Survey data (including historical data) is also downloadable from the project web site.
- Each participating local government receives a final report which includes a summary of the survey results and current county labor profiles.

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Survey Trends / Results: Wages

- City Manager
 - 2007 Average Salary for Cities: \$101,483
 - 2006 Average Salary for Cities: \$100,605
 - 2005 Average Salary for Cities: \$97,043

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Survey Trends / Results: Wages

- Compare Average Wage Increases to the annual Consumer Price Index (CPI).
- Are wages keeping pace with inflation?
- Over the past five years, wages for the majority of benchmark positions, on average, kept pace with the CPI in 2003, 2004, and 2006.
- Wages, on average, did not keep pace with the CPI in 2005 and 2007.

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Survey Trends / Results: Wages

- 2007: Economic Downturn
 - CPI was 4.3%
 - This was the highest the CPI has been in the past five years.
- County Labor Profiles
 - Weakening Labor Market Overall
 - Unemployment rates increased significantly in each of the ten counties that make up the survey region.

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Survey Trends / Results: Benefits

- Health Care Costs
 - Rising Overall
 - Fewer local governments are paying for 100% of health insurance premiums for employees.
 - In the past five years, the number of local governments paying for 100% of health insurance premiums for employees has dropped by more than 12%.

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Survey Trends / Results: Benefits

- Health Care Costs
 - The amount that employees are paying towards their health insurance premiums are steadily rising.
 - Over 70% of local governments charged their employees more than \$20/month toward their health insurance premiums (single coverage).

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Survey Trends / Results: Benefits

- Health Care – Incentives for Employees to Waive Coverage
 - The number of local governments offering incentives since 2005 has steadily increased.
 - Incentives are designed to reduce the number of employees that receive coverage.
 - Incentives are also designed to reduce the number of spouses and children of employees that are eligible to receive coverage.

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Survey Trends / Results: Benefits

- Health Care – Incentives for Employees to Waive Coverage
 - Usually a flat dollar amount is paid to the employee for waiving coverage.
 - Ranging from \$69 - \$300 per month
 - Some local governments offer employees a dollar amount based on a percentage of the cost of the health care coverage.

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Survey Trends / Results: City Manager Benefits

- City Manager Specific Benefits
 - The survey began collecting this type of data in 2005.
 - OCMA's annual salary survey also collects this type of data.
 - Most common benefits include: auto allowance, deferred compensation, and a guaranteed vacation leave payout.

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Survey Trends / Results: City Manager Benefits

Auto Allowance

- 35.3% reported receiving this benefit.
- Ranging from \$200 - \$500 per month
- Another 23.5% receive a city provided vehicle.

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Survey Trends / Results: City Manager Benefits

Deferred Compensation

- 29.4% reported receiving this benefit.
- Ranging from 3% to 9%

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Survey Trends / Results: City Manager Benefits

Guaranteed Vacation Leave Payout

- 35.3% reported receiving this benefit.
- Vacation leave payout is most often done at a 1:1 ratio.

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Survey Expansion

- Willing to Add Additional Counties
- Willing to Add Additional Cities
- Willing to Oversample

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Discussion / Questions



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