

2021 City Salary Analysis
Analysis of the Level of Compensation for Salaried Exempt
Employees and Elected Officials



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Background

North Canton's union-exempt workers are uniquely exposed when it comes to wage and compensation negotiations. Unlike union employees, they have no collective bargaining agreement, and unlike the private sector, their salary and compensation are a matter of public record. In addition, they are outside the protection of the classified service. This publicity frequently makes their compensation matters of public opinion or debate, especially since they are some of the highest compensated employees. Personnel accounts for nearly half (49.93%) of the City's budget. Of this portion of the budget, exempt employees account for one-third. The salaries of these individuals are also clearly laid out in the City's compensation ordinance while union workers' compensation is buried in union contracts. As a result of this exposure, it can be difficult for employees in these positions to negotiate for a fair level of compensation or even to maintain stable levels of compensation when accounting for annual costs of living increases.

Beginning in 2021, the salary caps of all exempt employees (not including elected officials) will increase based on an automatic COLA salary adjustment. This does not, however, mean that real salaries will increase, so exempt employees' salaries do not necessarily increase when their respective cap does.

This report examines the compensation levels of salaried exempt employees based on departmental parity, historic stability and parity, actual hours worked, and comparison to peers in other local Ohio governments. The conclusions and inferences herein are intended to aid City Council in establishing fair and equal pay for all City exempt employees.

In the analysis that follows, there is an important trend to note. The salary cap for each decade since 1980 is included for every position for which that data is available. In 2010, salaries across the City fell largely due in part to the Hoover Company leaving North Canton. This shrank the tax base and the City budget in turn, so many salaries were reduced. Many—but not all—recovered by 2020.

