

# Kettering Personnel Costs: Out of Line & Rising Fast

Voters recently amended the charter to require council to mail a **taxpayer cost report** for a sample of the 355 full-time City employees. Council's recent post card mailing was incomplete & confusing. Long-time Kettering residents Sterling Abernathy and Ron Alban are providing this clarifying info for 2016.

## Out of Line

Source notes are on the reverse side.

- Median **taxpayer cost** per employee is **\$116,149** vs. Kettering median household income of **\$50,608**<sup>1</sup>.
- **122** employees receive wages of over **\$100,000**<sup>2</sup>, far more than any other area government<sup>3</sup>.

## Rising Fast<sup>4</sup>

- City personnel **costs are up 14.5%**<sup>5</sup> since 2014 vs. inflation of **5.1%**<sup>6</sup> over the same period.
- The State **Auditor** recently issued Kettering a **red alert** for spending in excess of revenue<sup>7</sup>.

	Full-Time, Full-Year Positions	2016 Wages	Cost of Benefits	TOTAL TAXPAYER COST	
15 highest cost positions	City Manager	\$191,342	+ \$49,647	= \$240,989	13% more than Dayton city manager <sup>8</sup> ; 50% more than Beavercreek city manager <sup>9</sup>  well above other area fire departments <sup>10</sup>  21% more than the Montgomery Cty. Prosecutor, who has a staff of 134 <sup>11</sup>
	Fire Captain	161,783	66,305	228,088	
	Fire Captain	151,016	58,534	209,550	
	Firefighter/Para. III	143,344	60,125	203,469	
	Fire Captain	143,259	56,431	199,690	
	Fire Captain	137,238	54,910	192,148	
	Fire Captain	138,251	53,177	191,428	
	Fire Battalion Chief	135,880	54,407	190,287	
	Fire Captain	133,953	54,029	187,982	
	Fire Battalion Chief	133,500	54,271	187,771	
	Law Director	143,127	42,188	185,315	
	Asst. City Manager	143,005	41,718	184,723	
	Fire Captain	129,665	53,510	183,175	
	Police Lieutenant	133,128	48,167	181,295	
	Firefighter/Para. III	126,625	52,599	179,224	
15 median cost positions	Firefighter/Para. III	\$85,961	+ \$31,967	= \$117,928	half of all full-time City employees cost taxpayers more than \$116,149 per year.
	Public Safety Dispatcher	84,686	32,834	117,520	
	Div. Mgr. of Cultural Arts	94,146	23,226	117,372	
	Public Safety Dispatcher	84,453	32,821	117,274	
	Patrol Officer	96,708	20,554	117,262	
	Equip. Maint. Supervisor	84,974	32,029	117,003	
	Patrol Officer	89,551	27,142	116,693	
	Eng. Tech. III-Const. Ins.	83,633	32,516	116,149	
	Patrol Officer	88,760	26,731	115,491	
	Jailer	82,664	32,491	115,155	
	Court Admin/Deputy Bailiff	98,969	15,649	114,618	
	CDBG Housing Spec.	81,435	32,243	113,678	
	Street Maint. Supervisor	81,021	32,177	113,198	
	Public Safety Dispatcher	80,685	32,224	112,909	
	Inspector	80,673	32,229	112,902	
15 lowest cost positions	Deputy Clerk I	\$54,315	+ \$9,343	= \$63,658	Kettering median household income
	Probation Officer	38,924	24,441	63,365	
	Buildings Attendant	53,534	8,751	62,285	
	Police Records Spec.	47,600	14,650	62,250	
	Clerk or Aide II	53,003	9,128	62,131	
	Buildings Attendant	46,281	15,188	61,469	
	Street Service II	46,942	14,488	61,430	
	Buildings Attendant	44,278	14,841	59,119	
	Clerk or Aide II	42,243	14,556	56,799	
	Fitness Coordinator	39,554	14,109	53,663	
	Street Service II	45,637	7,956	53,593	
	Facility Coordinator FT	36,673	13,644	50,317	
	Street Service I	40,758	7,478	48,236	
	Facility Coordinator	40,553	6,211	46,764	
	Probation Officer	40,603	6,108	46,711	