A Survey of Salaries for Select Positions in Cuyahoga County's Cities and Villages:
Prepared for the Mayors and Managers Association (December 2007)

Key: Blue - no answer submitted for 2005/2007 -- Red - input from 2005 -- Black - input from 2007

City	Number of FTE's	Tuition Reimbursement	Census 2000 Population	Re-Election Date Year	Term	Mayor Actual	City Manager Low	City Manager High	City Manager Actual	Secretary /Adm/Exec. Sec. Low	Secretary/Adm/Exec Sec. High	Secretary/Adm/ Exec. Sec. Actual	Deputy/Assistant Low	Deputy/Assistant High	Deputy/Asst. Actual	Finance Director Low	Finance Director High	Finance Director Actual	Law Director Low		Law Director High		Law Director Actual	Safety Director/ Public Safety Low	Safety Director /Public Safety High	Safety Director /Public Safety Actual	Public Service /Service Director Low	Public Service /Service Director High	Public Service /Service Director Actual	Building/Housing Director Low	Building/Housing Director High	Building/Housing Director Actual	Exec. Dir. Public Housing Low	Exec. Dir. Public Housing High	Exec. Dir. Public Housing Actual	Fire Chief Low	Fire Chief High	Fire Chief Actual	Police Chief Low	Police Chief High	Police Chief Actual
Bay Village	123	N	17,000	09	4	75,000	n/a	n/a	n/a			40,216	n/a	n/a	n/a			90,849	PT		PT		63,417		n/a	n/a	n/a			90,849			74,345					90,026			90,026
Beachwood	326	Y	10,644	09		87,550	n/a	n/a	n/a	39,413	59,119	50,820	58,231	87,346	73,821	78,035	117,052	102,171	R		R		6,000		m/w	m/w	56,650	78,035	117,052	101,754	78,035	117,052	90,500				78,035	117,052	93,582	78,035	117,052	104,123
Bedford	256	Y	14,822		4	11,220			101,430			53,535	n/a	n/a	n/a			88,140					81,561		n/a	n/a	n/a			80,292			83,980					87,339			87,339
Bedford Hts.	164	Y	12,131	07	4	15,000	N/A	N/A	N/A	25,500	49,719	47,000	~	~	~	60,000	92,282	92,282	n/a		n/a		59,554				87,104	45,000	73,541	73,541	45,000	74,852	72,500				n/a	n/a	88,303	n/a	n/a	88,303
Bentleyville	5	N	674	07	4	8,700	N/A	N/A	N/A	13,627	15,797	15,660	n/a	n/a	n/a	~	~	49,920	~		~		10,680		n/a	n/a	n/a	n/a	n/a	n/a	~	~	17,500				n/a	n/a	n/a	~	~	62,600
Berea	160	N	19,051	07	4	na	n/a	n/a	n/a	796,840	104,907	51,184	n/a	n/a	n/a	72,021	89,663	89,663	62,214		83,374	~	77,437		MN	MN	MN	72,021	89,663	89,663	n/a	n/a	n/a	72,021	87,543	87,543	72,021	87,543	78,795			
Bratenahl	21	Y	1,356	07	4	18,000	n/a	n/a	n/a	*	*	n/a	n/a	n/a	n/a	*	*	n/a	R		R		24,000				56,325	~	~	56,325	PT	PT	36,000				n/a	n/a	n/a	~	~	71,974
Brecksville	146	N	11,818	07	4	91,800	n/a	n/a	n/a	40,000	64,000	49,275	n/a	n/a	n/a	60,000	84,000	80,750					58,125				MN	60,000	84,000	82,000	60,000	84,000	79,750				60,000	84,000	79,500	60,000	84,000	79,700
Broadview Hts.	127	Y	12,219	07		87,050	n/a	n/a	n/a	26,000	42,480	42,480	n/a	n/a	n/a	30,000	79,551	79,551	50,000		53,045		53,045				MN	50,000	86,119	85,283	50,000	88,119	71,717				59,000	84,060	84,060	59,000	84,060	84,060
Brooklyn	137	N	11,706	07	4	88,500	n/a	n/a	n/a	26,826	56,687	56,686	36,392	68,229	68,239	68,259	85,960	85,960	45,017		62,141		62,141		PT	PT	15,567	68,259	85,960	85,960	68,259	85,960	85,960				68,259	85,960	85,960	68,259	85,960	85,960
Brooklyn Hts.	29	N	1,450	10	4	40,000	n/a	n/a	n/a	~	~	46,165	n/a	n/a	n/a	*	*	61,637	~		~		49,316		n/a	n/a	n/a	~	~	63,530							PT	PT	33,883	PN	PN	86,542
Brook Park	205	Y	22,865	06	4	n/a	n/a	n/a	n/a	53,491	63,491	63,491	n/a	n/a	n/a	~	~	86,263	~		~		63,199		76,352	86,352	86,352	76,352	86,352	86,352	n/a	n/a	89,008				80,298	90,298	90,298	80,298	90,298	90,298
Chagrin Falls	48	N	4,146	07	2	7,200	75,587	91,645	91,645	34,528	42,099	42,099	n/a	n/a	n/a	62,109	75,587	75,587	29,869	R	36,400	R	36,400		n/a	n/a	n/a	56,326	68,390	68,390	36,400	44,262	44,262				28496 *	34528 *	34,528	62,109	75,587	75,587
Cleveland	8,200	N	505,616	09	4	108,963	n/a	n/a	n/a	20,093	39,166	n/a	36,950	128,960	n/a	50,796	160,115	112,400	50,796		160,115		109,999		50,796	160,115	110,500	50,796	160,115	117,000	50,796	160,115	99,999				64,407	154,701	109,000	69,682	154,701	102,124
Cleveland Hts.	493	Y	54,052	06	4	11,840	90,000	150,000	130,021	31,200	52,000	49,920	60,200	90,000	113,485	70,000	102,000	91,042	52,000		78,300		72,342		n/a	n/a	cn	70,000	102,000	86,008	60,000	86,000	85,010				80,000	105,000	93,662	90,000	132,600	116,730
Cuyahoga Hts.	62	N	682	07	2	82,986			n/a			48,691			n/a	56,986							31,242		nm	mn	mn			37,362			32,400						90,618		87,290	
East Cleveland	214		33,096	09	4	40,000	n/a	n/a	n/a	14,500	20,000		24,000	33,000	40,000	33,000	45,000	85,000	75,000		80,000		80,000		30,000	45,000	75,000	35,000	45,000	50,000	30,000	45,000	60,000				45,000	60,000		45,000	60,000	64,000
Euclid	463	Y-Fire Only	52,717	07	4	79,000	n/a	n/a	n/a	29,120	50,128		n/a	n/a	n/a	~	~	86,570	~		~		86,570		n/a	n/a	n/a	~	~	86,570	n/a	n/a	n/a				~	~	96,845	~	~	96,845
Fairview Park	105	N	18,028	08	4	65,000	n/a	n/a	n/a	30,000	45,000	40,343	n/a	n/a	Adm Asst	60,000	90,000	67,238	48,300		55,000		45,500		MN	MN	MN	60,000	90,000	76,513	52,400	78,600	63,884				~	~	85,137			93,393
Garfield Hts.	n/a	N	31,739	09	4	109,460	n/a	n/a	n/a	41,800	50,440	48,173	59,280	63,920	61,318	102,336	110,240	105,310	93,108		102,336		96,940		n/a	n/a	mn	93,808	102,336	96,990	93,808	102,336	96,990				~	~	97,677	~	~	99,405
Gates Mills	33	Y	2,508	08	4	0	n/a	n/a	n/a	~	~	36,920	n/a	n/a	n/a	~	~	77,279	R		R		18,000		n/a	n/a	n/a	SW	SW	68405 SW	n/a	n/a	n/a				PT	PT	10,185	~	~	83,558
Glenwillow	8	N	455	07	2	35,000	n/a	n/a	n/a	25,084	31,200	~	n/a	n/a	n/a	~	~	9,000	~		~		18,000		n/a	n/a	n/a	n/a	n/a	n/a	*	*	15,600				n/a	n/a	n/a	*	*	52,416
Highland Hts.	68	Y	6,249	07	4	24,000	n/a	n/a	n/a	~	~	47,584	n/a	n/a	n/a	~	~	87,504	R		R		32,675		~	~	MN	~	~	71,113	~	~	72,100				~	~	94,709	~	~	106,894
Highland Hills	~	~	1,710																														sn									
Hunting Valley	21	N	799	07	4	0	~	~	n/a	~	~	59,992	n/a	n/a	n/a	~	~	*	R		24,000		48,000		n/a	n/a	n/a	~	~	97,945	~	~	~				n/a	n/a	n/a	~	~	104,000
Independence	156	N	6,500	07	4	65,000	n/a	83,853	71,520	30,000	59,895	32,303	~	83,853	57,292	PT	PT	55,000	R		R		R					SN	93,037	86,528		93,037	75,765				FN	97,750	81,941	PN	97,750	90,548
Lakewood	586	Y	59,718	07	4	69,898	~	~	~			85,182	N/A	N/A	N/A	N/a	N/A	85,182	PT		PT		63,304		MN	MN	MN			86,569			70,338						95,984			91,552
Linndale	7	N	159	08		8,880				14,248	20,800	PT	N/A	N/A	N/A								33,635		mn	mn	MN															54,700
Lyndhurst	117	Y	15,982	07	4		n/a	n/a	n/a	24,331	55,924	~	n/a	n/a	n/a			87,991		~			87,991	n/a			87,991			87,991				87,991						87,991			
Maple Hts.	141	N	27,089	07	4	79,588	n/a	n/a	n/a	33,864	43,375	43,375	47,713	55,707	53,042	59,045	72,491	72,492	34,000		34,000		34,000		MW	MW	19,500	51,294	75,254	64,521	49,268	58,673	58,673				87,390	87,390	87,390	87,390	87,390	87,390
Mayfield Hts.	130	Y	19,847	09	4	30,000	n/a	n/a	n/a	42,674	51,526	51,526	n/a	n/a	n/a	74,049	95,817	95,817	R		R		R		MN	MN	mn	74,049	94,226	94,226	74,049	94,226	94,226				74,049	94,226	94,226	74,049	94,226	94,226
Mayfield Village	56	n	3,462	07	4	19,000	n/a	n/a	MN	59,616	66,240	66,240	n/a	n/a	n/a	77,558	107,208	107,208	~		~		21,853		n/a	n/a	SN	77,588	93,884	93,884	77,588	93,884	93,884	77,588	93,884	93,884	77,588	93,884	93,884	77,588	93,884	93,884
Middleburg Hts.	230	N	14,702	09	4	123,952	n/a	n/a	n/a	46,405	62,795		63,627	96,430		81,203	121,805		66,134		99,195				25,578	38,370		81,203	121,805		63,627	95,430					81,203	121,805		81,203	121,805	
Moreland Hills	36	N	3,354	07	4	25,000	n/a	n/a	n/a		*	40,783	n/a	n/a	n/a	*	*	41,733	~		~		32,815		~	~	21,756	~	~	58,614	~	~					n/a	n/a	n/a	~	~	72,503
Newburgh Hts.	~	N	2,310																																						
North Olmsted	247	N	34,204	9	4	92,709	n/a	n/a	n/a	38,758	40,456	40,881	55,148	55,148	45,011	~	~	90,685	~		~		90,685		50,000	73,696	72,014	50,000	73,695	72,795	30,999	77,589	76,641				52,009	92,125	90,998	52,004	92,125	91,006
North Randall	18	N	977		4	50,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a			43,000					38,762					PT	PT	26,208	~	~	46,451				*	*	16,978	~	~	53,640
North Royalton	252	N	23,197	07	4	78,736	n/a	n/a	n/a	48,172	52,291	52,291	n/a	n/a	n/a	85,040	99,213	92,700	n/a		n/a		50,000		MN	MN	MN	75,737	88,360	82,049	75,737	88,360	82,049				n/a	n/a	94,078	n/a	n/a	94,078
Oakwood	30	N	3,400			64,223	n/a	n/a	n/a			32,136	n/a	n/a	n/a			59,571			60,999		n/a				57,283	~		58,073						53,040			61,165			
Olmsted Falls	39	Y	6,741	09	4	54,829	n/a	n/a	n/a	n/a	n/a	n/a	32,775	~	35,900	~	~	62,508	~		~		62,400		n/a	n/a	n/a	*	*	35,412	~	~	63,497				~	~	66,000	~	~	68,558
Orange Village	25	N	2,810	07	4	32,700	n/a	n/a	n/a	*	*	23,286	n/a	n/a	n/a			27,239	~		~		32,393		MN	MN	MN	PT	PT	3,405			69,385						72,120			63,865
Parma	500	N	87,876	07	4	91,520	n/a	n/a	n/a	30,000	47,740	65,000				n/a	n/a		n/a		n/a		84,130		60,000	94,421	87,030	60,000	94,421	87,030	n/a	n/a		60,000	87,525	73,733	80,000	111,396	103,438	90,000	111,396	103,438
Parma Hts.	~		21,448	08	4	61,308	n/a	n/a	n/a	24,000	45,825		n/a	n/a	n/a	40,000	81,899		35,000		72,666		PT		27,000	52,571	PT	40,000	84,455		n/a	n/a	SN				70,592	91,139		70,592	91,139	
Pepper Pike	69	N	6,185	07	4	50,000	n/a	n/a	n/a	35,000	75,000	73,625	n/a	n/a	n/a	50,000	110,000	107,843	R		R		30,600		n/a	n/a	n/a	50,000	110,000	103,527	50,000	110,000	89,567				50,000	110,000	96,075	50,000	110,000	84,751
Richmond Hts.	98	Y	9,611	09	4	15,000	n/a	n/a	n/a	34,493	40,580	39,520	28,818	33,904	32,760	63,410	74,600	69,959	R		R		33,000				15,000	65,710	77,306	80,398	69,748	82,056	85,338				70,436	82,866	87,009	70,436	82,866	87,009
Rocky River	209	N	20,410	07	2	77,400	n/a	n/a	n/a	25,166	43,693	43,693	n/a	n/a	n/a	~	77,102	73,658	*		*		52,000		SN	SN	SN	~	77,102	77,102	~	75,137	75,137				~	75,137	75,137	~	75,137	75,137
Seven Hills	~	N	12,339	07	2	14,000	n/a	n/a	n/a	32,240	40,560	33,800	45,000	54,000	50,880	~	~	9,500	~		~		8,000		n/a	n/a	n/a	48,000	57,000	56,000	n/a	n/a	n/a				17,007	20,160	20,160	71,132	74,688	76,825
Shaker Hts.	385	N	30,867	07	4	63,000				31,384	45,453	~	n/a	n/a	n/a	84,268	122,042		n/a		n/a				n/a	n/a	n/a	93,016	134,715		141,827	205,403					84,268	122,042		93,016	134,715	
Solon	302	Y	18,548	09	4	104,128	n/a	n/a	n/a	30,133	41,811	~	40,242	55,838	52,739	56,446	95,655	87,481	PT		PT		60,000		MW	MW	1,702	80,447	87,019	75,000	PT	PT	67,437				75,635	108,884	96,669	75,635	108,884	104,128
South Euclid	148	Y	23,866	08	4	77,000	n/a	n/a	n/a	MN	MN	48,128	n/a	n/a	n/a	~		81,370	R		R		52,831		MN	MN	MN			75,190			78,280						93,760			93,760
Strongsville	320	N	35,308	07	4	119,763	n/a	n/a	n/a	30,670	50,116	50,092	41,621	68,723	49,920	72,567	119,764	111,762	72,567		119,764		118,647		MN	MN	MN	72,564	119,764	111,438	65,990	111,741	95,663				72,567	119,764	109,008	72,567	119,764	109,008
University Hts.	102	N	14,787		4	32,250	n/a	n/a	n/a	~	~	62,587	n/a	n/a	n/a	~	~	75,545	PT		PT		48,456		MW	MW	34,193	~	~	73,568	PT	PT	56,109						85,098	PN	PN	85,098
Valley View	56	N	2,137	07	4	50,000	n/a	n/a	n/a			45,448	n/a	n/a	n/a	~	~	60,000	~		~		67,500		MW	MW	15,000	~	~	60,736	~	~	50,752				~	~	76,544	~	~	80,808
Walton Hills	52	Y	2,371	07	4	42,009	n/a	n/a	n/a	28,080	35,110	35,110	n/a	n/a	n/a	64,126	71,261	71,261	~		~		27,008	R	~	~	MN	~	~	56,960	53,560	59,509	59,500				n/a	n/a	n/a	68,816	70,495	70,495
Warrensville Hts.	176	N	15,745	07		56,000						28,000	45,000	43,252	65,000	80,000	77,540	40,000	70,000		35,000		30,000	42,000	34,756	45,000	65,000	59,646	40,000	58,000	50,000				60,000	85,000	81,824	60,000	85,000	83,504
Westlake	426	Y	30,000	10	4	125,000	n/a	n/a	n/a	21,756	45,240		n/a	n/a	n/a	75,000	103,000		n/a		n/a		400,000		MN	MN	n/a	75,000	103,000		75,000	103,000					75,000	103,000		75,000	103,000	
Woodmere	~	N	834	MN	4	32,000						38,000						18,545			19,000							SN	SN	46,376			14,000						30,000	PN	PN	50,000
	16,327		1,404,317			2,891,162	165,587	325,498	394,616	1,909,012	1,750,664	1,893,241	657,997	1,020,058	777,660	1,751,254	2,563,308	3,469,705	754,005		1,210,335		2,849,153		349,726	592,525	933,722	1,855,205	2,840,571	3,496,685	1,492,091	2,372,342	2,724,198	209,609	268,952	396,191	1,634,765	2,485,183	3,421,584	1,781,812	2,725,813	3,985,788

Table Legend:

Symbol	Meaning	Symbol	Meaning
*	Part-time (less than 30 hrs per week)	R	Retainer with an additional hourly wage
MN	Mayor serves – no additional comp.	MW	Mayor serves with additional comp.
PN	Police Chief serves – no additional comp.	PW	Police Chief serves with additional comp.
CM	City Mgr services – no additional comp.	CW	City Mgr serves with additional comp.
SN	Service Dir. Serves – no additional comp.	SW	Service Dir serves with additional comp.
NA	Not Applicable – no position or no range	~	No Response

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Center for Local Government Leadership
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Phone (216) 687-2139 Fax: (216) 687-9291
Website: Http://urban.csuohio.edu

Cleveland State University
Maxine Goodman Levin College of Urban Affairs

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City	Chief of Staff Low	Chief of Staff High	Chief of Staff Actual	HR Director Low	HR Director High	HR Director Actual	Comm. Ser. Dir. Actual	Audit director Actual	Recreation Director Actual	Recreation Bus. Mgr Actual	Clerk of Courts Actual	Economic Development Low	Economic Development High	Economic Development Actual	Senior Life/Senior Center Dir. Actual	Director Econ/comm. Development Actual	Dir. Office of Aging Actual	City Engineer Actual	Human Ser. Dir. Actual	Community Ctr. Dir. Actual	Recreation Dir/comm Actual	Planning Director Actual	Building comm Actual	Information System Manager Actual	Treasurer Actual	IT Manager Actual	Senior Coordinator Actual	Water Utilities Director Low	Water Utilities Director Actual	Community Coordinator Actual	Public Works Dir. Actual	Communications Director Actual	MIS Manager Actual	Capital Projects Director Actual	Planning Director Actual	Tax Administrator Actual	City Clerk Actual	Assistant City Clerk Actual	Engineer Low	Engineer High	Engineer Actual	Clerk of court Actual	Tech Service Director Actual	Art Director Actual	Public Works Director Actual	Water Reclamation Director Low	Water Reclamation Director High	Water Reclamation Director Actual	Grantwood Dept
Bay Village				n/a	n/a	n/a																																									
Beachwood				50,302	75,453	62,604	90,500																																									
Bedford				n/a	n/a	n/a			58,403																					59,757																			
Bedford Hts.				~	~	~																																									
Bentleyville				n/a	n/a	n/a																																									
Berea	n/a	n/a	n/a																																												
Bratenahl				n/a	n/a	n/a																																25,000	39,000			11,300	39,000						
Brecksville				40,000	64,000	52,000			75,000		52,000								65,000							63,000																						
Broadview Hts.				n/a	n/a	n/a																																									
Brooklyn				n/a	n/a	n/a				61,360																	58,243																				
Brooklyn Hts.				n/a	n/a	n/a	36,001																																									
Brook Park				60,859	70,859	70,859																																									
Chagrin Falls				n/a	n/a	n/a																																									
Cleveland				50,796	160,115	86,400																																									
Cleveland Hts.				60,000	80,400	74,506																										96,678	82,514	82,493	91,894												
Cuyahoga Hts.					n/a																																										
East Cleveland				30,000	45,000	44,000									50,000													30,000	66,310																		
Euclid				n/a	n/a	n/a	86,570		86,570																																							
Fairview Park				n/a	n/a	n/a																																									
Garfield Hts.				n/a	n/a	mn			96,990					96,990																																	
Gates Mills				n/a	n/a	n/a																																									
Glenwillow				n/a	n/a	n/a																																									
Highland Hts.				N/A	N/A	N/A																																									
Highland Hills																																														
Hunting Valley				n/a	n/a	n/a																																									
Independence				HN	75,468	59,865	55,701		77,282																																				73,557				
Lakewood						70,338																																									
Linndale							PT																																								
Lyndhurst	n/a	n/a	n/a																																											
Maple Hts.				43,419	53,211	53,211																																									
Mayfield Hts.				59,280	73,840	70,096													47,399																												
Mayfield Village				~	n/a	~																																									
Middleburg Hts.				n/a	n/a	n/a																																									
Moreland Hills				n/a	n/a	n/a																																									
Newburgh Hts.																																														
North Olmsted				50,000	73,695	72,795																																									
North Randall				~	~	39,923					26,643																																				
North Royalton				n/a	n/a	n/a						67,706	78,984	75,190			60,000	79,000										14,319												75,737	88,360	82,049						
Oakwood				Oakwood																																										
Olmsted Falls				n/a	n/a	n/a																																									
Orange Village				n/a	n/a	n/a																																									
Parma	50,000	85,000	65,000	60,000	92,299	73,733	38,747	77,090	78,061					60,471			55,167								77,090			78,060		90,519																	
Parma Hts.				37,500	74,562				PT																																						
Pepper Pike				n/a	n/a	n/a																																									
Richmond Hts.														6,750														28,190								14,053											
Rocky River				29,705	37,131	37,131																																									
Seven Hills				n/a	n/a	n/a																																									
Shaker Hts.	119,068	172,432		84,268	122,042											110,566				110,566		110,566																									
Solon				80,447	87,019	66,398			78,823						72,782									80,578											79,808					77,248		62,560	92,000	60,447	87,019	78,000	85,041
South Euclid				PR/LD	PR/LD	PR/LD	61,800							66,950																																
Strongsville				51,147	94,252	83,000			77,471									93,396													103,238															
University Hts.				n/a	n/a	n/a																								75,753																
Valley View				n/a	n/a	n/a																																									
Walton Hills				n/a	n/a	n/a																																									
Warrensville Hts.	45,000	80,000	71,575	45,000	60,000	54,213																																									
Westlake				n/a	n/a	n/a																																									
Woodmere											32,780																																			
	214,068	337,432	136,575	832,722	1,339,345	1,071,071	369,319	77,090	628,600	61,360	####			306,351	122,782	110,566	115,167	172,396	112,399	110,566	120,569	110,566	90,519	80,578	77,090	63,000	58,243	30,000	66,310	75,753	59,757	199,916	82,514	82,493	171,702	14,053	25,000	39,000			####	39,000	73,557	62,560	92,000	60,447	87,019	78,000	85,041