



Compensation & Benefits Committee Agenda **September 29, 2021 at 4:30 PM**

Compensation & Benefits **Committee**

Elida Kamine, Chair
Peg Conway
Rich Bardach

Staff Liason

Scot Lahrmer, Village Manager
Kathy Harcourt, Finance
Administrator

MINUTES

1. Approval of minutes: May 19, 2021

TOPICS OF DISCUSSION

1. Succession Planning Update
2. Benefits Overview

ADJOURNMENT

**Amberley Village Council
Compensation and Benefits Committee – Meeting Minutes
May 19, 2020**

Attendees (via Zoom): Elida Kamine (Chair), Peg Conway (Member), Rich Bardach (Member), Mayor Tom Muething, Village Manager Scot Lahrmer, Kathy Harcourt, and Emily Lehn (Horan)

The meeting was called to order by the Chair.

The minutes from the previous meeting on February 25 were approved.

The committee discussed the Health Care renewal for 2021. The Village Manager and Emily Lehn from Horan presented this year's plan proposal renewing on August 1 as part of the CLGP (local government pool).

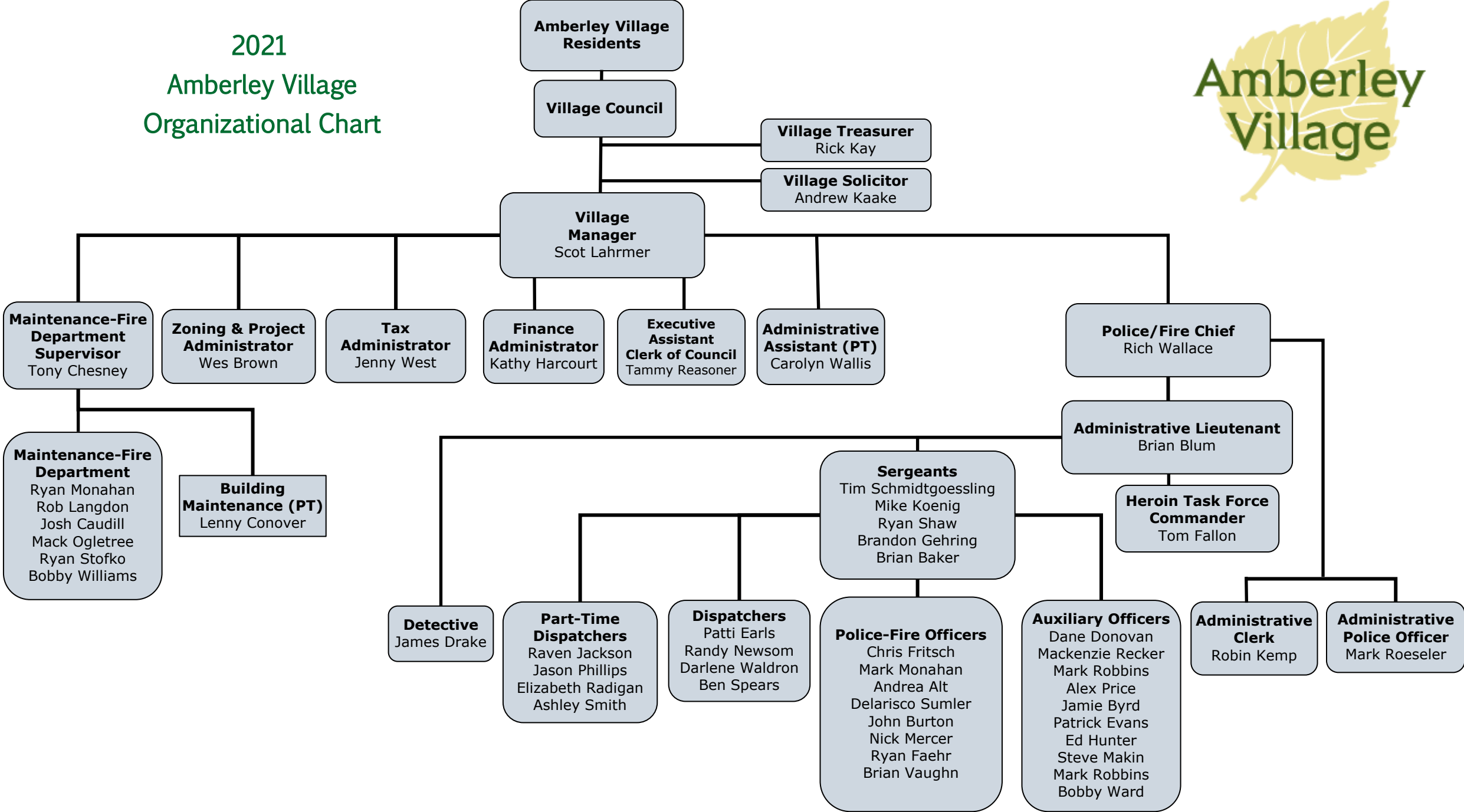
The CLGP board approved a 0% increase this year with benefits otherwise remaining the same.

Councilmember Conway made a motion to recommend Council adopt the insurance plan as proposed, which was seconded by Councilmember Bardach and approved unanimously by the committee.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Elida Kamine, Chair

2021
Amberley Village
Organizational Chart



10 Year Potential Retirement Schedule 2021

<u>STARTING DATE</u>	<u>DEPARTMENT</u>	<u>ELIGIBLE</u>
07/08/1996	Police/Fire	now
05/12/1993	Police/Fire	now
10/02/2012	Police/Fire	now
02/10/1998	Police/Fire	now
05/30/1990	Police/Fire	now
02/20/2007	Police/Fire	now
07/21/1997	Police/Fire	2022
09/21/2000	Police/Fire	2022
07/13/2015	Police/Fire	2023
06/13/2005	Police/Fire	2026
08/06/2007	Police/Fire	2028
04/11/1989	Maintenance	now
01/27/1992	Administration	2022
06/22/2007	Administration	now
05/23/2011	Administration	now

§ 35.02 HOLIDAYS.

(A) All employees of the village shall be granted ten and one half days of holiday with pay per year; such holidays as they apply to police officers being a matter of compensation only. The holidays so granted are as follows.

- (1) New Year's Day.
- (2) Martin Luther King, Jr., Day.
- (3) President's Day.
- (4) One-half day on the Friday preceding Easter commencing at noon.
- (5) Memorial Day.
- (6) Independence Day.
- (7) Labor Day.
- (8) Thanksgiving Day.
- (9) Day after Thanksgiving.
- (10) Christmas Eve Day.
- (11) Christmas Day.

(B) All holidays shall be observed on a day other than Saturday or Sunday, and any holiday that occurs on a Saturday or Sunday shall, at the direction of the Village Manager, be observed on the preceding Friday or the following Monday. Should any administrative employee work the day or the half day that the holiday is observed, she or he shall be paid for such time worked at the rate of two times her or his normal hourly rate. Should any police officer be on duty during the time the holiday is observed, except as otherwise provided in division (C), she or he shall be compensated for the time worked at the rate of two and one-half times her or his normal hourly rate. Should any police officer, because it is her or his regularly scheduled off day, be off-duty during the time the holiday is observed, she or he shall be compensated for that time at the rate of two times her or his normal hourly rate. Should any employee, during the time a holiday is observed, be on an earned and scheduled paid vacation, said employee shall receive additional compensation in the amount of her or his regular rate of pay for such holiday time observed. The foregoing policies as to compensation for police officers shall also apply to any police department dispatcher whose regular work schedule is the same as that of police officers.

(C) If the day of Christmas Eve or the day of Christmas falls on a Saturday or Sunday, any member of the Police Department who is on duty on that holiday shall receive holiday compensation at the rate provided in division (B), except such compensation shall be for the day the police officer is on duty rather than the preceding Friday or following Monday.

(D) As to those holidays granted by § 35.02(A), and if approved by the Chief of Police, police officers and those dispatchers whose regular work schedule is the same as that of police officers, and as to four of those holidays on which the officer or dispatcher was on duty, may elect to receive compensatory time off in lieu of the extra holiday monetary compensation, subject, however, to the limitation on accumulated unused time off as provided in § 36.05(B) and to the prohibition that it will not result in overtime for any Police Department personnel.

(Ord. C-460, passed 4-10-78; Am. Ord. C-482, passed 4-9-79; Am. Ord. C-551, passed 4-11-83; Am. Ord. C-563, passed 4-9-84; Am. Ord. C-617, passed 4-16-87; Am. Ord. C-660, passed 6-12-89; Am.

Ord. C-709, passed 7-8-91; Am. Ord. C-730, passed 4-13-91; Am. Ord. 1998-1, passed 1-12-98; Am. Ord. 2014-05, passed 3-10-14)

§ 35.03 VACATION.

(A) All full-time village employees, after 12 consecutive months and through five consecutive years of employment, shall be entitled, each year, to 12 working days vacation with pay, which shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(B) All full-time village employees, after six and through ten consecutive years of employment, shall be entitled to 15 working days vacation with pay. The vacation shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(C) All full-time village employees, after 11 and through 14 consecutive years of employment, shall be entitled to 18 days of vacation with pay. The vacation shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(D) All full-time village employees, after 15 and through 19 consecutive years of employment, shall be entitled to 21 days of vacation with pay. The vacation shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(E) All full-time village employees, after 20 and through 24 consecutive years of employment, shall be entitled to 25 days of vacation with pay. The vacation shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(F) All full-time village employees, after 25 or more consecutive years of employment, shall be entitled to 27 days of vacation with pay. The vacation shall be taken during the 12-month period commencing with the anniversary date of the employee's employment, and the time during which the vacation is taken shall be subject to approval by the Village Manager.

(G) Any employee currently earning vacation credits is entitled to have his or her prior service with the State of Ohio or any political subdivision of the state counted as service with the village for the purpose of computing the vacation leave to which the employee becomes entitled.

(H) Any full-time employee whose employment is terminated by the village for any cause shall not be entitled to receive vacation or pay therefor.

(I) Any full-time employee who terminates his employment shall receive the vacation pay to which he would be entitled at the time of such termination, which shall be based pro rata upon the portion of the 12-month period in which the termination takes place.

('69 Code, § 32.03) (Ord. C-459, passed 4-10-78; Am. Ord. C-517, passed 4-13-81; Am. Ord. C-539, passed 4-13-82; Am. Ord. C-589, passed 11-11-85; Am. Ord. C-660, passed 6-12-89; Am. Res. C-741, passed 7-10-89; Am. Ord. C-665, passed 8-14-89; Am. Ord. C-817, passed 4-8-96; Am. Ord. 2010-15, passed 7-12-10)

§ 35.04 SICK LEAVE.

(A) *Unused sick leave accumulated.* Each full-time village employee shall be entitled, for each completed month of service, to sick leave of ten hours with pay. Employees may use sick leave for absence due to a short-term or long-term illness, injury, exposure to contagious disease which could be communicated to other employees, and illness or death in the employee's immediate family. All

sick leave must be approved by the administrative officer in charge of the department in which the employee serves. Department heads may develop policies to curb and discipline sick leave abuse.

(B) *Maximum of accumulated hours.* Unused sick leave may be accumulated up to a maximum of 1,600 hours.

(C) *Compensation for unused sick leave.* The village will compensate employees for unused sick leave under the terms and conditions set forth herein.

(1) Existing employees of the village as of June 1, 2013 are entitled to payment of unused sick leave upon a qualifying separation from employment with the village. Payment will be made on a two-for-one basis, with every two hours of unused sick leave (up to a maximum of 1,440 hours) qualifying for one hour of paid sick leave (up to a maximum of 720 hours, equivalent to 90 eight-hour days). The amount of the payment is subject to an amortization schedule as follows, depending on the employee's term of service with the village:

After ten years of service	50%
After 11 years of service	55%
After 12 years of service	60%
After 13 years of service	65%
After 14 years of service	70%
After 15 years of service	75%
After 16 years of service	80%
After 17 years of service	85%
After 18 years of service	90%
After 19 years of service	95%
After 20 years of service	100%

(2) All employees commencing employment with the village on or after June 1, 2013 are entitled to payment of 25% of their unused sick leave upon a qualifying separation from employment with the village, provided that the total value of unused sick leave that is paid shall not exceed 240 hours (equivalent to 30 eight-hour days). This section applies to any person that previously worked for the village and is rehired on or after June 1, 2013.

(3) Payment for unused sick leave shall be at the employee's rate of pay at the time of a qualifying separation of employment from the village.

(4) *Qualifying separation of employment.* For the purposes of this section, a qualifying separation of employment from the village means: (1) the employee has at least ten years of service with the village immediately prior to separation; and (2) the employee retires from the village. The retirement condition includes death, an involuntary separation without cause, or a disability or service retirement under any state retirement system in this state, as defined in R.C. § 124.39.

(5) The village shall make payment of unused sick leave with the employee's last paycheck, or no later than 30 days after the employee's last date of employment with the village.

(6) If an employee does not choose to receive payment for unused sick leave, the employee may retain those hours and transfer them to any future employer which accepts the hours.

(7) Payment will be made in a single lump sum. Except as otherwise provided herein, payment will not be made for a portion of unused sick leave. A payment for unused sick leave constitutes a full

payment of all sick leave at the time of separation.

(D) *Proof of illness.* The employee requesting sick leave shall furnish a satisfactory affidavit or doctor's statement that his or her absence was caused by illness or any other cause mentioned above.

(E) Upon the death of a village employee who has less than ten years of service with the village, said employee's estate shall receive a lump sum payment equivalent to eight hours of pay for each 32 hours of accumulated, unused sick leave.

(F) Each full-time employee of the village shall be entitled up to 16 personal hours off each calendar year which shall be charged against accumulated and unused sick leave. Such personal hours must be used by the end of the calendar year and do not accumulate or roll over to future years.

(G) *Transfer of sick leave credits.*

(1) Within 30 days of initial employment, and upon presentation of appropriate written documentation, a full-time employee shall be given credit for up to 1,600 hours of unused sick leave accumulated while in the employment of another Ohio municipality, township, school district, county or the state of Ohio, including prior employment with the village, for which the employee has not been compensated. The deadline can be extended by the Village Manager for good cause.

(2) The transfer of sick leave credits to the village is allowed only if the employee has been employed with an Ohio public agency within the previous ten years, and if the credits have not previously been converted to a cash benefit or other compensation.

(H) All sick leave credits will be accumulated, used, and otherwise administered by the number of hours. If sick leave maintained by, or transferred to, the village is stated as a number of days, those days will be converted to hours at an eight-hour per day basis as long as the conversion does not cause the employee to lose any sick leave previously earned.

(I) Payment of unused sick leave as provided herein is a benefit of employment granted voluntarily by the village. Such benefit is not one that vests except upon retirement and the satisfaction of any other conditions specified herein. Such benefit may be increased, reduced, eliminated, or otherwise amended in the future at the discretion of Council for any reason.

(J) *Donation of sick leave.*

(1) *Purpose.* To support employees that are forced to endure a catastrophic illness or injury, employees are permitted to donate sick leave to other employees in order to supplement their paid sick leave while absent from work.

(2) *Definitions.*

DONEE. The person receiving a donation of leave.

DONOR. The person donating leave to another employee.

(3) Each donation of sick leave must be for a minimum of eight hours. An employee may donate up to a maximum of 80 hours of sick leave to another employee each time there is a need and it is approved by the Manager and Fiscal Officer. Donors must retain a sick leave balance of at least 400 hours after a donation. No donated leave will be returned to the donor, whether or not the leave is used by the donee. All requests to donate sick leave must be in writing by the donor to the Village Fiscal Officer. Donation requests must be approved by the Fiscal Officer, the donor's and donee's respective department heads, and the Village Manager, before the leave can be donated.

(4) A separate sick leave bank will be established for each donee in need. Donated time may be used by a donee only after he or she has exhausted his or her paid leave, including but not limited to all sick leave, vacation leave, comp time, etc. Each donee's sick leave bank may not exceed a total

accumulation of more than 240 hours at any time. All unused leave in the donee's sick leave bank will expire 90 days after the donee returns to work. Donated sick leave may be used by the donee as his or her regular sick leave is used, except that time in the sick leave bank cannot be used by the donee to receive payment upon retirement.

(5) Donors and donees must be in good standing with his or her department in order to participate in the donation program.

(6) The Village Manager has the authority to determine whether a potential donee's illness or injury warrants participation in the donation program. The Manager may require whatever proof of illness or injury from the potential donee or his or her medical providers deemed necessary to enable the determination.

('69 Code, § 32.02) (Am. Ord. C-449, passed 11-14-77; Am. Ord. C-772, passed 4-11-94; Am. Ord. 2000-8, passed 5-8-00; Am. Ord. 2001-21, passed 11-12-01; Am. Ord. 2003-16, passed 11-10-03; Am. Ord. 2006-11, passed 6-12-06; Am. Ord. 2013-04, passed 4-8-13; Am. Ord. 2018-8, passed 3-12-18)

§ 35.05 DEFERRED COMPENSATION PLANS.

(A) Adoption of State Plan.

(1) Council hereby adopts the Ohio Public Employees Deferred Compensation Program and extends to all eligible employees the opportunity to join the program.

(2) The Village Manager is hereby authorized by the village to execute an agreement with the Ohio Public Employees Deferred Compensation Board on terms and conditions which the Village Manager determines are in the best interest of the village, which agreement shall authorize the Board to offer the program to all eligible employees of the village, and thereafter to administer the program on behalf of such employees.

(Res. C-388, passed 10-9-79)

(B) Adoption of ICMA Plan.

(1) The village hereby adopts the deferred compensation plan, attached to Res. C-562 as Appendix A, and appoints the ICMA Retirement Corporation to serve as administrator thereunder.

(2) The village hereby executes the ICMA Retirement Trust, attached to Res. C-562 as Appendix B.

(3) The village hereby adopts the trust agreement, attached to Res. C-562 as Appendix C, and appoints the ICMA Retirement Corporation as trustee thereunder, and directs the ICMA Retirement Corporation, as trustee, to invest all funds held under the deferred compensation plan through the ICMA Retirement Trust as soon as is practicable.

(4) The Village Manager shall be the coordinator for this program and shall receive necessary reports, notices, and the like from the ICMA Retirement Corporation as administrator, and shall cast, on behalf of the village, any required votes under the program. Administrative duties to carry out the plan may be assigned to the appropriate departments.

(Res. C-562, passed 6-11-84)

Statutory reference:

Ohio public employees deferred compensation programs, see R.C. § 145.71 et seq.

§ 35.06 LONGEVITY PAY.

In addition to other wages and benefits granted to employees of the village, the following schedule of annual compensation, payable in a lump sum on the first regular pay date following the anniversary of employment as set forth below, is hereby established:

- (A) Five hundred dollars per year after the completion of five years service.
- (B) Seven hundred fifty dollars per year after the completion of ten years service.
- (C) One thousand dollars per year after the completion of 15 years service.
- (D) One thousand two hundred fifty dollars per year after the completion of 20 years service.

(Ord. C-550, passed 4-11-83; Am. Ord. C-569, passed 10-9-84; Am. Ord. C-578, passed 4-8-85; Am. Ord. C-613, passed 4-16-87; Am. Ord. 2001-13, passed 5-14-01; Am. Ord. 2013-05, passed 4-8-13; Am. Ord. 2020-5, passed 3-11-20)

§ 35.07 OVERTIME COMPENSATION FOR ADMINISTRATIVE PERSONNEL AND MAINTENANCE EMPLOYEES.

(A) No overtime work by the Village Clerk, other administrative personnel, and maintenance employees shall be permitted unless such overtime work is authorized beforehand by the Village Manager, except, however, as to the Civilian Senior Dispatcher/Clerk and Civilian Dispatcher/Clerks assigned to the Police Department, overtime work may also be authorized beforehand by the Chief of Police.

(B) Overtime work authorized as provided above shall be compensated at the rate of one and one-half times the employee's normal hourly rate, or, if requested by the employee and authorized by the Village Manager, or by the Chief of Police as to the Civilian Senior Dispatcher/Clerk and Civilian Dispatcher/Clerks, the employee may be given compensatory time off in lieu of such monetary compensation at the same rate; except, however, no employee may accumulate unused compensatory time off in excess of 60 hours.

(C) Employees of the Maintenance Department who are required to work on Christmas Day, Christmas Eve Day, New Year's Day or Thanksgiving Day between the hours of 12:00 midnight to 8:00 a.m. or 4:30 p.m. to 12:00 midnight, shall receive compensation for the hours worked at the rate of two and one-half times the employee's regular rate of pay.

(Ord. C-560, passed 4-9-84; Am. Ord. C-584, passed 6-10-85; Am. Ord. C-592, passed 3-10-86; Am. Ord. C-681, passed 4-16-90; Am. Ord. C-711, passed 7-8-91; Am. Ord. C-776, passed 4-11-94; Am. Ord. 1998-12, passed 5-11-98)

§ 35.08 PARENTAL LEAVE.

(A) Employees shall be eligible for up to six weeks (240 hours) of unpaid parental leave in any rolling 12-month period. Such leave shall be available upon: the birth of their own child or children; the birth of their spouse's child or children; or their formal adoption of one or more children. Such leave shall also be available where the employee's child, or employee's spouse's child, is born through the assistance of a surrogate mother. Parental leave shall not be available where an employee, or the employee's spouse, gives birth as a result of serving as a surrogate mother.

(B) With the consent of the employee's supervisor, parental leave may be scheduled in a continuous block of days off, or on a reduced workweek basis. In the event that the supervisor does not agree to a reduced workweek schedule, the leave shall be taken in a continuous block of days off.

(C) Employees may use their accumulated paid time off, compensatory time, vacation, and/or sick leave during their parental leave. Employees are encouraged to manage their paid time off, compensatory time, vacation, and sick leave if they expect a need to use parental leave.

(Ord. 2020-1, passed 4-13-20)

§ 35.09 CONTRIBUTION TO THE PUBLIC EMPLOYEES RETIREMENT SYSTEM.

(A) (1) Effective April 18, 1993, the full amount of the statutorily required contributions to the Public Employees Retirement System of Ohio shall be withheld from the gross pay of each person within the class established in division (B) herein and shall be "picked-up" (assumed and paid to the Public Employees Retirement System of Ohio) by the village. This "pick-up" by the village is, and shall be designated as, public employee contributions and shall be in lieu of contributions to the Public Employees Retirement System of Ohio by each person within the class established in division (B) herein. No person subject to this "pick-up" shall have the option of choosing to receive the statutorily required contribution to the Public Employees Retirement System of Ohio directly instead of having it "picked-up" by the village or of being excluded from the "pick-up."

(2) The village shall, in reporting and making remittance to the Public Employees Retirement System of Ohio, report that the public employee's contribution for each person subject to this "pick-up" has been made as provided by the statute.

(B) The "pick-up" by the village provided by this section shall apply to all persons who are or become employees of Amberley Village and who are or become contributing members of the Public Employees Retirement System of Ohio.

(C) The village's method of payment of salary to employees who are participants in PERS is hereby modified as follows, "in order to provide for a salary reduction pick-up of employee contributions to PERS."

(D) The total salary for each employee shall be the salary otherwise payable under village ordinances. Such total salary of each employee shall be payable by the village in two parts: deferred salary and cash salary. An employee's deferred salary shall be equal to that percentage of that employee's total salary which is required from time to time by PERS to be paid as an employee contribution by that employee, and shall be paid by the village to PERS on behalf of that employee as a pick-up and in lieu of the PERS employee contribution otherwise payable by that employee. An employee's cash salary shall be equal to that employee's total salary less the amount of the pick-up for that employee, and shall be payable, subject to applicable payroll deductions, to that employee. The village shall compute and remit its employer contributions to PERS based upon an employee's total salary. The total combined expenditures of the village for such employees' total salaries payable under applicable village policies and the pick-up provisions of this section shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

(E) The Treasurer and/or the Clerk are hereby authorized and directed to implement the provisions of this section to institute the "pick-up" of the statutorily required contributions to the Public Employees Retirement System of Ohio for those persons reflected in division (B) herein so as to enable them to obtain favorable tax treatment in federal and state tax deferments and other benefits.

(Ord. C-749, passed 4-12-93)

Statutory reference:

Public Employees Retirement System (PERS), see R.C. Ch. 145

INSURANCE

§ 35.10 LIFE INSURANCE.

(A) Premiums for straight life insurance benefits in an amount equal to two times the employee's annual base salary, rounded off to the nearest \$1,000.00, with a maximum of \$250,000.00, as provided by the carrier, shall be paid by the village on behalf of all present full-time employees. The amount of the premiums for such insurance shall be paid from the general funds of the village.

(B) The Village Manager is authorized to make the premium payments above indicated on behalf of all qualifying personnel. The premiums are to be paid as an inducement for continued employment, and in addition to any salary presently paid or to be paid.

(C) The life insurance benefit is twice an employee's annual salary, up to a maximum limit of \$200,000.

('69 Code, § 32.05) (Am. Ord. C-518, passed 4-13-81; Am. Ord. C-521, passed 7-13-81; Am. Ord. C-698, passed 12-10-90; Am. Res. 2001-13, passed 6-11-01; Am. Ord. 2005-17, passed 7-11-05)

§ 35.11 MEDICAL INSURANCE.

(A) Premiums for hospitalization insurance and medical payment insurance shall be paid by the village on behalf of all full-time village employees and their families subject to any rules, regulations, procedures, terms or conditions established by the village or the insurance provider, self-insurance pool, or cooperative purchasing organization within which the village has chosen to participate. The sum necessary for the payment of these premiums shall be paid from the general funds of the village.

(B) The Village Manager is hereby authorized to make the premium payments above indicated on behalf of all full-time employees of the village. The premium is to be paid as an inducement for continued employment, and is in addition to any salary or other compensation paid or to be paid to any current or future full-time employee of the village.

(C) For any village employee prohibited from obtaining family plan coverage under the village's medical insurance, resulting from the employee's spouse having family plan insurance coverage that causes the village medical coverage plan to disallow enrollment of said village employee, the village shall establish and fund a Section 105 Health Reimbursement Arrangement (HRA) equal to the single employee insurance premium.

('69 Code, § 32.04) (Ord. C-174, passed 4-10-61; Am. Ord. 2003-18, passed 11-10-03; Am. Ord. 2004-04, passed 1-12-04; Am. Ord. 2011-06, passed 3-14-11)

§ 35.12 PROCESS FOR ACQUIRING INSURANCE COVERAGE.

Until otherwise determined by the Village Council, the village will not, in seeking insurance coverage for the village, utilized the process of advertisement and receipt of bids, but will utilize insurance brokerage/risk management services to recommend to Council for its consideration the types, terms and cost of insurance coverage to be furnished to the village, as well as recommending the providers for such insurance coverage.

(Ord. 2006-17, passed 11-13-06)

Total Compensation and Benefits Summary 2021

Value of your 2021 total compensation package . . .

Earnings:		Village cost
current annual income	\$	65,003.00
(includes time off value)		
bonus		
holiday gift card/bonus	\$	250.00
longevity	\$	500.00
Your total earnings	\$	65,753.00
Benefits:		
insurance		
medical	\$	14,087.00
dental	\$	712.00
life insurance	\$	183.00
statutory benefits		
medicare	\$	844.00
retirement		
pension	\$	9,100.00
other Village provided benefits		
employee assistance program (EAP)		provided for you
Village contribution to HSA account	\$	2,600.00
Your total benefits	\$	27,526.00
Time off:		
vacation	\$	5,398.00
personal days	\$	-
holidays	\$	2,309.00
sick time	\$	958.00
	\$	8,665.00
Your 2021 Total Compensation Package Value	\$	93,279.00

Total Compensation and Benefits Summary 2021

Value of your 2021 total compensation package . . .

Earnings:		Village cost
current annual income	\$	71,260.00
(includes time off value)		
bonus		
holiday gift card/bonus	\$	250.00
longevity	\$	1,000.00
Your total earnings	\$	72,510.00
Benefits:		
insurance		
medical	\$	20,735.00
dental	\$	1,158.00
life insurance	\$	177.00
statutory benefits		
medicare	\$	945.00
retirement		
pension	\$	9,976.00
other Village provided benefits		
employee assistance program (EAP)		provided for you
Village contribution to HSA account	\$	2,600.00
Your total benefits	\$	35,591.00
Time off:		
vacation	\$	4,486.00
personal days	\$	63.00
holidays	\$	2,538.00
sick time	\$	6,590.00
	\$	13,677.00
Your 2021 Total Compensation Package Value	\$	108,101.00

Total Compensation and Benefits Summary 2021

Value of your 2021 total compensation package . . .

Earnings:		Village cost
current annual income	\$	103,644.00
(includes time off value)		
bonus		
holiday gift card/bonus	\$	250.00
longevity	\$	750.00
Your total earnings	\$	104,644.00
Benefits:		
insurance		
medical	\$	6,411.00
dental	\$	347.00
life insurance	\$	249.00
statutory benefits		
medicare	\$	1,496.00
retirement		
pension	\$	20,357.00
other Village provided benefits		
employee assistance program (EAP)		provided for you
Village contribution to HSA account	\$	1,300.00
Your total benefits	\$	30,160.00
Time off:		
vacation	\$	6,791.00
personal days	\$	282.00
holidays	\$	3,063.00
sick time	\$	1,946.00
	\$	12,082.00
Your 2021 Total Compensation Package Value	\$	134,804.00

BENEFITS COMPARISON																	
	Sick Leave Earned Rate	Cap on Sick Hours	Maximum Sick Hours Allowed	Convert Sick Time to Cash	Convert Unused Sick Hours to Cash Annually	Convert Sick Hrs at Retirement	Max Sick Hrs Converted at Retirement	Vacation Formula	Unused Vacation Carry Forward	Vacation Cash Conversion Option	Annual Personal Days Allowed	Unused Personal Days Paid Out	Number Holidays Annually	Longevity	Longevity Formula	Incentive Offered Not to Take Insurance	Incentive Offered
Amberley	10hrs/month	Yes	1600	No	no	1 for 2 adjusted for years of service	1440 After 6/13 max 30 days	1-5=96 hrs, 6-10=120 hrs, 11-14=144 hrs, 15-19=168 hrs, 20-24=200hrs, 25+=216hrs	no	no	2 from sick	no	10 1/2	Yes-hired prior to 6/2013	After Completion of: 5yrs-\$500 10-\$750 15-\$1000 20-\$1250	No	
Blue Ash	10hrs/month	No		Yes	No	3 for 8	960	1-3yrs=8hrs/mo, 4-7yrs=10hrs/mo, 8/11yrs=12hrs/mo 12-15yrs=14hrs /mo 16-19yrs=16hrs /mo 20+yrs=18hrs/mo	Yes	Yes	None		10-General 12-P&F	Yes	\$60/yr after 3 yrs	Yes	\$2,000
Evendale	4.6hrs/80hrs worked	No		Yes-General No-Pol&Fire	No		500	1-3-yr=2 wks with one day added every yr thereafter	No-General Yes-Pol&Fire	No	2-General 0-Police 3-Fire	Yes	12	No		No	
Glendale	8hrs/month	Yes	1840	No				1-4=80hrs, 4-6=96hrs, 6-9hrs=144hrs, 9-15=176hrs	Yes	No	1	Yes	10	No		No	
Indian Hill	4.6hrs/80hrs worked	Yes	960/1600	Yes	Yes	Half up to 60 days	480-General, 733 Police	Admin1-4=80hrs, 5-19=120hrs, 20+=160hrs. PD1-6=80hrs, 7-11=120hrs, 12-17=160hrs, 18-19=200hrs, 20-22=208hrs, 23+=216hrs	Yes-General No-Police	No	1*	Yes	11	Yes	After Completion of: 5=\$900, 10=\$1000, 15=\$1100, 20+=1200	Yes	\$4,000
Madeira	10hrs/month	Yes	2080	No	No	40% of bank to maximum of 85 days	85 days(680hrs)	1-7 yrs=80hrs, 8-14=120hrs, 15-19=160hrs, 20=200hrs	Yes-2.5times annual accrual	No	4**	No	11	Yes-hired prior to 4/1/2006	After Completion of: 5=\$550,6=\$575, 7=\$600,8=\$625, 9= \$650, 10=\$775, 11=\$800, 12=\$825, 13=\$850, 14=\$875, 15=\$1,000	Yes	30% of premium for not taking family coverage
Montgomery	0.0575/hr	No		No	No			1-5=80hrs, 6-11=120hrs, 12-17=160hrs, 18+=200hrs	Yes	No	None		10	Yes		No	
											* Additional incentive based personal days may be awarded.						
											**Based on NOT using sick time. Every 3 month you don't use sick time, you earn 1 personal day.						
											Must be used within 1 year of earning it.						