Compensation & Benefits Committee Agenda
May 11, 2022 at 4:00 PM

<u>Compensation & Benefits Committee</u>
Ben Hunt, Chair
Keely Paul
Rich Bardach

<u>Staff Liason</u>
Scot Lahrmer, Village Manager
Kathy Harcourt, Finance Administrator

MINUTES

1. Approval of minutes: November 3, 2021

TOPICS OF DISCUSSION

1. Renewal of employee health insurance: Emily Lehn, Horan Account Manager and Joe Holt, Horan Financial
2. Employee Compensation

ADJOURNMENT

Amberley Village Council
Compensation and Benefits Committee – Meeting Minutes
November 3, 2021

Attendees: Elida Kamine (Chair), Peg Conway (Member), Mayor Tom Muething, and Village Manager Scot Lahrmer

The meeting was called to order by the Chair.

The minutes from the previous meeting were approved.

The Village Manager presented on the history of the holiday gift card program for employees. For the past 9 years, Council has given $250 gift cards or cash in lieu of cards to each staff member (prorated for part-time staff). The Manager recommended an increase this year to increase to $300, and Councilmember Conway made a motion to recommend to Council that the staff holiday gift card program continue in the amount of $300, which was seconded by Councilmember Kamine and approved by the committee unanimously.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Elida Kamine, Chair

Village of Amberley

Medical Proposal - Financial Summary

August 1, 2022 Renewal

Plan Costs

Plan Name:	Platinum A HSA (NE)	Platinum B HSA
Current Enrollment		
Single	5	8
EE + Spouse	0	3
EE + Child(ren)	3	9
Family	1	4
Current Rates		
Single	$696.59	$663.39
EE + Spouse	$1,450.21	$1,381.09
EE + Child(ren)	$1,298.30	$1,236.42
Family	$2,115.01	$2,014.19
Renewal Rates		
Single	$696.59	$663.39
EE + Spouse	$1,450.21	$1,381.09
EE + Child(ren)	$1,298.30	$1,236.42
Family	$2,115.01	$2,014.19
Costs by Plan		
Current Annual Cost	$113,914	$343,619
Renewal Annual Cost	$113,914	$343,619
Dollar Increase	$0	$0
Percent Increase	0.00%	0.00%

Total Cost	
Current Annual Cost	$457,533
Renewal Annual Cost	$457,533
Dollar Increase	**$0**
Percent Increase	**0.00%**

Notes:

1. Current Enrollment based on reporting through March 2022.
2. HSA contributions are not included in above costs.

Village of Amberley

Medical Proposal - Plan Benefits Summary

August 1, 2022 Renewal

Current Plan Benefits

Plan Name:	Platinum A HSA (NE)	Platinum B HSA
Benefit Summary		
Plan Type	HDHP	HDHP
Deductible Type	Non-Embedded	Non-Embedded
Deductible	$2,000/$4,000	$2,000/$4,000
Coinsurance	100/0	80/20
MOOP	$3,400/$6,800	$3,400/$6,800
Inpatient Hospital	Ded. 100/0	Ded. 80/20
Outpatient Surgery	Ded. 100/0	Ded. 80/20
PCP/Specialist	Ded. 100/0	Ded. 80/20
Preventive Services	Covered in Full	Covered in Full
Emergency Room	Ded. 100/0	Ded. 80/20
Urgent Care	Ded. 100/0	Ded. 80/20
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60

Renewal Plan Benefits

Plan Name:	Platinum A HSA (NE)	Platinum B HSA
Benefit Summary		
Plan Type	HDHP	HDHP
Deductible Type	Non-Embedded	Non-Embedded
Deductible	$2,000/$4,000	$2,000/$4,000
Coinsurance	100/0	80/20
MOOP	$3,400/$6,800	$3,400/$6,800
Inpatient Hospital	Ded. 100/0	Ded. 80/20
Outpatient Surgery	Ded. 100/0	Ded. 80/20
PCP/Specialist	Ded. 100/0	Ded. 80/20
Preventive Services	Covered in Full	Covered in Full
Emergency Room	Ded. 100/0	Ded. 80/20
Urgent Care	Ded. 100/0	Ded. 80/20
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60

Notes:

Village of Amberley

Monthly Contributions (based on Wellness Rates)

August 1, 2022 Renewal

HORAN Health. Wealth. *Life.*

Current Contributions						
Platinum A HSA (NE)						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	5	$696.59	$132.67	19%	$563.92	81%
EE + Spouse	0	$1,450.21	$276.28	19%	$1,173.93	81%
EE + Child(ren)	3	$1,298.30	$247.34	19%	$1,050.96	81%
Family	1	$2,115.01	$402.95	19%	$1,712.06	81%
Platinum B HSA						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	8	$663.39	$99.51	15%	$563.88	85%
EE + Spouse	3	$1,381.09	$207.17	15%	$1,173.92	85%
EE + Child(ren)	9	$1,236.42	$185.47	15%	$1,050.95	85%
Family	4	$2,014.19	$302.13	15%	$1,712.06	85%

Renewal Contribution Scenario #1 - Maintain Current % Split						
Platinum A HSA (NE)						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	5	$696.59	$132.67	19%	$563.92	81%
EE + Spouse	0	$1,450.21	$276.28	19%	$1,173.93	81%
EE + Child(ren)	3	$1,298.30	$247.34	19%	$1,050.96	81%
Family	1	$2,115.01	$402.95	19%	$1,712.06	81%
Platinum B HSA						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	8	$663.39	$99.51	15%	$563.88	85%
EE + Spouse	3	$1,381.09	$207.17	15%	$1,173.92	85%
EE + Child(ren)	9	$1,236.42	$185.47	15%	$1,050.95	85%
Family	4	$2,014.19	$302.13	15%	$1,712.06	85%

Cost Breakdown	Total Costs	Employee Costs	Employer Costs
Current	$457,533	$73,244	$384,290
Renewal	$457,533	$73,244	$384,290
Dollar Increase	**$0**	**$0**	**$0**

Renewal Contribution Scenario #2 - Maintain Current Employer $ Contribution						
Platinum A HSA (NE)						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	5	$696.59	$132.67	19%	$563.92	81%
EE + Spouse	0	$1,450.21	$276.28	19%	$1,173.93	81%
EE + Child(ren)	3	$1,298.30	$247.34	19%	$1,050.96	81%
Family	1	$2,115.01	$402.95	19%	$1,712.06	81%
Platinum B HSA						
	Enrollment	Total Rate	EE Rate	EE % of Total	ER Rate	ER % of Total
Single	8	$663.39	$99.51	15%	$563.88	85%
EE + Spouse	3	$1,381.09	$207.17	15%	$1,173.92	85%
EE + Child(ren)	9	$1,236.42	$185.47	15%	$1,050.95	85%
Family	4	$2,014.19	$302.13	15%	$1,712.06	85%

Cost Breakdown	Total Costs	Employee Costs	Employer Costs
Current	$457,533	$73,244	$384,290
Renewal	$457,533	$73,244	$384,290
Dollar Increase	**$0**	**$0**	**$0**

**Cost breakdown assumes all employees are Wellness compliant*

***Costs do not include HSA/HRA contributions*

CLGBP

Bronze Plan Option

August 1, 2022 Renewal
Benefit Summary and Rates

Benefit Summary	
Plan Type	PPO
Deductible Type	Embedded
Deductible	$5,000/$10,000
Coinsurance	100/0%
Medical OOPM	$5,000/$10,000
RX OOPM (2020-21)	$2,900/$5,800
Inpatient Hospital	Ded, 100/0
Outpatient Surgery	Ded, 100/0
PCP/Specialist	$45 Copay
Preventive Services	Covered in Full
Emergency Room	$200 Copay
Urgent Care	$100 Copay
Rx (Retail)	80/20

Bronze Plan Rates	
Age Band:	Per Member Rate:
Under 25	$171.81
25-29	$343.61
30-34	$387.74
35-39	$405.66
40-44	$434.21
45-49	$511.91
50-54	$639.10
55-59	$797.70
60-64	$982.99

Notes:

1. Spouses cannot enroll in the Bronze Plan.
2. Participants must use Network Providers to receive the benefits. No coverage will be provided for Out-of-Network care (aside from Emergency Room).
3. Rates were originally developed in accordance with the Ohio Exchange offerings tiered age rate structure.
4. Benefits are available to any person who receives a W-2 from an Employer fully participating in the Jefferson Health Plan and who otherwise meets the definition of an employee under the Affordable Care Act.

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CLGBP Plans

August 1, 2022 Renewal

% Increase	0.00%

CURRENT BENEFITS	Platinum A HSA (NE)	Platinum A HRA (NE)	Platinum A HSA (E)	Platinum A HRA (E)	Platinum B HSA	Platinum B HRA	Platinum C HSA	Gold A HSA	Gold A HRA	Tanzanite B
Plan Type	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	PPO
Deductible Type	Non-Embedded	Non-Embedded	Embedded	Embedded	Non-Embedded	Non-Embedded	Embedded	Non-Embedded	Non-Embedded	Embedded
Deductible	$2,000/$4,000	$2,000/$4,000	$2,800/$4,000	$2,800/$4,000	$2,000/$4,000	$2,000/$4,000	$5,000/$10,000	$2,500/$5,000	$2,500/$5,000	$2,000/$4,000
Coinsurance	100/0	100/0	100/0	100/0	80/20	80/20	100/0	100/0	100/0	80/20
MOOP	$3,400/$6,800	$3,400/$6,800	$2,800/$4,000	$2,800/$4,000	$3,400/$6,800	$3,400/$6,800	$5,000/$10,000	$3,400/$6,800	$3,400/$6,800	$3,000/$6,000
Inpatient Hospital	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20
Outpatient Surgery	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20
PCP/Specialist	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$30/$50 copay
Preventive Services	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Emergency Room	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$200 copay
Urgent Care	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$50 copay
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. 100/0	Ded. 100/0	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. 100/0	Ded. $10/$30/$60	Ded. $10/$30/$60	$15/$40/$80
CURRENT RATES										
Wellness										
EE	$696.59	$696.59	$685.72	$685.72	$663.39	$663.39	$519.03	$637.01	$637.01	$709.70
EE+SP	$1,450.21	$1,450.21	$1,516.10	$1,516.10	$1,381.09	$1,381.09	$1,080.58	$1,326.15	$1,326.15	$1,477.51
EE+CH	$1,298.30	$1,298.30	$1,357.28	$1,357.28	$1,236.42	$1,236.42	$967.38	$1,187.23	$1,187.23	$1,322.74
FAM	$2,115.01	$2,115.01	$2,211.09	$2,211.09	$2,014.19	$2,014.19	$1,575.93	$1,934.06	$1,934.06	$2,154.82
NON-Wellness										
EE	$721.59	$721.59	$710.72	$710.72	$688.39	$688.39	$544.03	$662.01	$662.01	$734.70
EE+SP (1 compliant)	$1,475.21	$1,475.21	$1,541.10	$1,541.10	$1,406.09	$1,406.09	$1,105.58	$1,351.15	$1,351.15	$1,502.51
EE+SP (neither compliant)	$1,500.21	$1,500.21	$1,566.10	$1,566.10	$1,431.09	$1,431.09	$1,130.58	$1,376.15	$1,376.15	$1,527.51
EE+CH	$1,323.30	$1,323.30	$1,382.28	$1,382.28	$1,261.42	$1,261.42	$992.38	$1,212.23	$1,212.23	$1,347.74
FAM (1 compliant)	$2,140.01	$2,140.01	$2,236.09	$2,236.09	$2,039.19	$2,039.19	$1,600.93	$1,959.06	$1,959.06	$2,179.82
FAM (neither compliant)	$2,165.01	$2,165.01	$2,261.09	$2,261.09	$2,064.19	$2,064.19	$1,625.93	$1,984.06	$1,984.06	$2,204.82
CURRENT ENROLLMENT (Total CLGBP)	**174**	**41**	**126**	**1**	**24**	**7**	**91**	**251**	**1**	**15**

RENEWAL BENEFITS	Platinum A HSA (NE)	Platinum A HRA (NE)	Platinum A HSA (E)	Platinum A HRA (E)	Platinum B HSA	Platinum B HRA	Platinum C HSA	Gold A HSA	Gold A HRA	Tanzanite B
Plan Type	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	PPO
Deductible Type	Non-Embedded	Non-Embedded	Embedded	Embedded	Non-Embedded	Non-Embedded	Embedded	Non-Embedded	Non-Embedded	Embedded
Deductible	$2,000/$4,000	$2,000/$4,000	$2,800/$4,000	$2,800/$4,000	$2,000/$4,000	$2,000/$4,000	$5,000/$10,000	$2,500/$5,000	$2,500/$5,000	$2,000/$4,000
Coinsurance	100/0	100/0	100/0	100/0	80/20	80/20	100/0	100/0	100/0	80/20
MOOP	$3,400/$6,800	$3,400/$6,800	$2,800/$4,000	$2,800/$4,000	$3,400/$6,800	$3,400/$6,800	$5,000/$10,000	$3,400/$6,800	$3,400/$6,800	$3,000/$6,000
Inpatient Hospital	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20
Outpatient Surgery	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20
PCP/Specialist	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$30/$50 copay
Preventive Services	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Emergency Room	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$200 copay
Urgent Care	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 100/0	$50 copay
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. 100/0	Ded. 100/0	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. 100/0	Ded. $10/$30/$60	Ded. $10/$30/$60	$15/$40/$80
RENEWAL RATES										
Wellness										
EE	$696.59	$696.59	$685.72	$685.72	$663.39	$663.39	$519.03	$637.01	$637.01	$709.70
EE+SP	$1,450.21	$1,450.21	$1,516.10	$1,516.10	$1,381.09	$1,381.09	$1,080.58	$1,326.15	$1,326.15	$1,477.51
EE+CH	$1,298.30	$1,298.30	$1,357.28	$1,357.28	$1,236.42	$1,236.42	$967.38	$1,187.23	$1,187.23	$1,322.74
FAM	$2,115.01	$2,115.01	$2,211.09	$2,211.09	$2,014.19	$2,014.19	$1,575.93	$1,934.06	$1,934.06	$2,154.82
NON-Wellness										
EE	$746.59	$746.59	$735.72	$735.72	$713.39	$713.39	$569.03	$687.01	$687.01	$759.70
EE+SP (1 compliant)	$1,500.21	$1,500.21	$1,566.10	$1,566.10	$1,431.09	$1,431.09	$1,130.58	$1,376.15	$1,376.15	$1,527.51
EE+SP (neither compliant)	$1,550.21	$1,550.21	$1,616.10	$1,616.10	$1,481.09	$1,481.09	$1,180.58	$1,426.15	$1,426.15	$1,577.51
EE+CH	$1,348.30	$1,348.30	$1,407.28	$1,407.28	$1,286.42	$1,286.42	$1,017.38	$1,237.23	$1,237.23	$1,372.74
FAM (1 compliant)	$2,165.01	$2,165.01	$2,261.09	$2,261.09	$2,064.19	$2,064.19	$1,625.93	$1,984.06	$1,984.06	$2,204.82
FAM (neither compliant)	$2,215.01	$2,215.01	$2,311.09	$2,311.09	$2,114.19	$2,114.19	$1,675.93	$2,034.06	$2,034.06	$2,254.82

CLGBP Plans

August 1, 2022 Renewal

CURRENT BENEFITS	Gold B HSA	Gold B HRA	Silver A HSA	Silver A HRA	Silver B HSA	Silver B HRA	Tanzanite A
Plan Type	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	PPO
Deductible Type	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Embedded
Deductible	$2,500/$5,000	$2,500/$5,000	$3,000/$6,000	$3,000/$6,000	$3,000/$6,000	$3,000/$6,000	$1,000/$3,000
Coinsurance	80/20	80/20	100/0	100/0	80/20	80/20	80/20
MOOP	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$2,000/$6,000
Inpatient Hospital	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 80/20
Outpatient Surgery	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 80/20
PCP/Specialist	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$20 copay
Preventive Services	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Emergency Room	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$100 copay
Urgent Care	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$35 copay
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	$15/$35/$50
CURRENT RATES							
Wellness							
EE	$626.16	$626.16	$615.42	$615.42	$603.74	$603.74	$764.77
EE+SP	$1,303.56	$1,303.56	$1,281.23	$1,281.23	$1,256.93	$1,256.93	$1,592.16
EE+CH	$1,167.03	$1,167.03	$1,147.02	$1,147.02	$1,125.25	$1,125.25	$1,425.39
FAM	$1,901.14	$1,901.14	$1,868.58	$1,868.58	$1,833.11	$1,833.11	$2,322.03
NON-Wellness							
EE	$651.16	$651.16	$640.42	$640.42	$628.74	$628.74	$789.77
EE+SP (1 compliant)	$1,328.56	$1,328.56	$1,306.23	$1,306.23	$1,281.93	$1,281.93	$1,617.16
EE+SP (neither compliant)	$1,353.56	$1,353.56	$1,331.23	$1,331.23	$1,306.93	$1,306.93	$1,642.16
EE+CH	$1,192.03	$1,192.03	$1,172.02	$1,172.02	$1,150.25	$1,150.25	$1,450.39
FAM (1 compliant)	$1,926.14	$1,926.14	$1,893.58	$1,893.58	$1,858.11	$1,858.11	$2,347.03
FAM (neither compliant)	$1,951.14	$1,951.14	$1,918.58	$1,918.58	$1,883.11	$1,883.11	$2,372.03
CURRENT ENROLLMENT (Total CLGBP)	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization	N/A - Not Offered by any Organization
RENEWAL BENEFITS	**Gold B HSA**	**Gold B HRA**	**Silver A HSA**	**Silver A HRA**	**Silver B HSA**	**Silver B HRA**	**Tanzanite A**
Plan Type	HDHP	HDHP	HDHP	HDHP	HDHP	HDHP	PPO
Deductible Type	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Non-Embedded	Embedded
Deductible	$2,500/$5,000	$2,500/$5,000	$3,000/$6,000	$3,000/$6,000	$3,000/$6,000	$3,000/$6,000	$1,000/$3,000
Coinsurance	80/20	80/20	100/0	100/0	80/20	80/20	80/20
MOOP	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$3,400/$6,800	$2,000/$6,000
Inpatient Hospital	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 80/20
Outpatient Surgery	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	Ded. 80/20
PCP/Specialist	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$20 copay
Preventive Services	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full	Covered in Full
Emergency Room	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$100 copay
Urgent Care	Ded. 80/20	Ded. 80/20	Ded. 100/0	Ded. 100/0	Ded. 80/20	Ded. 80/20	$35 copay
Rx (Retail)	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	Ded. $10/$30/$60	$15/$35/$50
RENEWAL RATES							
Wellness							
EE	$626.16	$626.16	$615.42	$615.42	$603.74	$603.74	$764.77
EE+SP	$1,303.56	$1,303.56	$1,281.23	$1,281.23	$1,256.93	$1,256.93	$1,592.16
EE+CH	$1,167.03	$1,167.03	$1,147.02	$1,147.02	$1,125.25	$1,125.25	$1,425.39
FAM	$1,901.14	$1,901.14	$1,868.58	$1,868.58	$1,833.11	$1,833.11	$2,322.03
NON-Wellness							
EE	$676.16	$676.16	$665.42	$665.42	$653.74	$653.74	$814.77
EE+SP (1 compliant)	$1,353.56	$1,353.56	$1,331.23	$1,331.23	$1,306.93	$1,306.93	$1,642.16
EE+SP (neither compliant)	$1,403.56	$1,403.56	$1,381.23	$1,381.23	$1,356.93	$1,356.93	$1,692.16
EE+CH	$1,217.03	$1,217.03	$1,197.02	$1,197.02	$1,175.25	$1,175.25	$1,475.39
FAM (1 compliant)	$1,951.14	$1,951.14	$1,918.58	$1,918.58	$1,883.11	$1,883.11	$2,372.03
FAM (neither compliant)	$2,001.14	$2,001.14	$1,968.58	$1,968.58	$1,933.11	$1,933.11	$2,422.03

Municipality Wage Increases Received During 2009-2022

Year	Amberley	Glendale	Blue Ash	Indian Hill	Sharonville	Evendale	Madeira	Montgomery	Wyoming
2009	1%	4%	2.5%	3.5%	3%	3%	2.5%	3%	3%
2010	1.8%	1.5%	0%	0%	3%	0%	0%	2%	1.5%
2011	0%	1.5%	2%	2%	0%	0%	2%	1.75%	2%
2012	0%	0%	2.25%	2%	1%	3%	0%	1.75%	2%
2013	3%	0%	2%	0%	2%	3%	2%	0%	0%
2014	3%	1%	2%	2%	2%	3%	2%	1%	1.5%
2015	3%	1.5%	2%	2%	2%	3%	2%	2%	2%
2016	2%	2%	2%	3%	2%	2.5%	3%	3%	2.5%
2017	2.5%	2%	2%	3%	2%	2.5%	2.5%	3%	2.25%
2018	2.5%	2%	1.5%	3%	2.5%	2.5%	3.0%	3%	0%
2019	**2%**	2%	2%	3%	2.5%	2%	3%	2.75%	2.24%
2020	3%	2%	**2.5%**	3.25%	**2%**	2%	3%	**2.75%**	2.23%
2021	2.5%	2%	2%	**3%**	2%	1.5%	3%	**2.75%**	**2.75%**
2022		2%	3%	**3%**	3%	**1%**	3%	**2.75%**	2.75%
2009-2022	26.3%	23.5%	27.75%	32.8%	29.0%	29%	31%	31.0%	26.72%

Note 2022: **Evendale is currently considering an ordinance on this month's agenda to approve an additional $950 lump sum payment to all FT employees (and a prorated amount for PT employees) to help with inflation and ever-escalating health insurance premiums. Early discussions regarding 2023 raises has been in the 2% range.**

Note 2022: **Montgomery increase effective July 2022 with a 3% increase in July 2023**

Note 2022: **Indian Hill will beperforming in-depth benchmarking study to re-evaluate salary ranch spread**

Note 2021: **Indian Hill Rangers had 3.25% contractual increase; Through a merit based special recognition, Indian Hill gave up to 3%**

Note 2021: **Montgomery 2.75% increase effective July, AFSCME same increase in September, and IAFF pending negotiations**

Note 2021: **Wyoming no raises except the previously negotiated 2.75% by FOP and AFSCME**

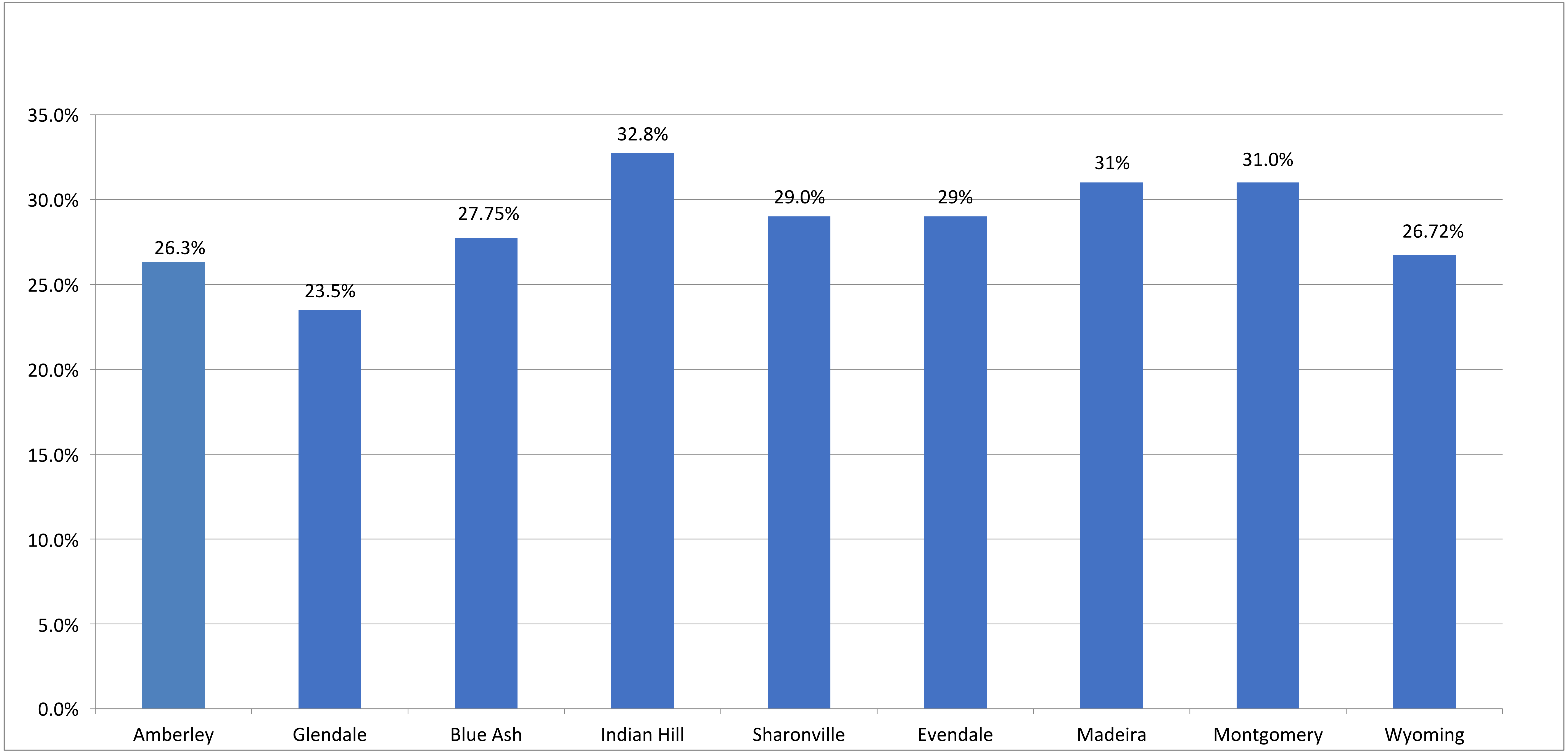
Note 2020: **Blue Ash nonbargaining & bargaining received 2.5% with the exception of Police Dispatchers at 2.25%**

Note 2020: **Sharonville employees received a bonus of 10 hours pay**

Note 2020: **Montgomery uses merit increases between 0% and 6% in addition to COLA**

Note 2019: Amberley Village had one-time lump sum bonus payment equivalent to .5% of their 2018 base salary

Municipality Wage Increases Received During 2009-2022



Amberley Village Earnings Tax History

Year	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
Earnings Tax Collections (millions)	$3.27	$2.94	$2.91	$2.50	$2.74	$3.50	$2.70	$2.7**	$2.60	$2.4*	$2.20	$2.40
% change	11.12%	1.32%	16.08%	-8.75%	-23.30%	29.63%	-2.85%	6.5%**	8.50%	8.25%	-8.50%	16.60%

*Adjusted for tax refund of $256,750

**Adjusted for one-time payment of $250,000

Effect of a 2022 Pay Increase

1% pay increase= $33,589.67

(does not include Village Manager, Council, Planning Commission or Treasurer)

Amberley Village
Department of Public Safety

7149 Ridge Road, Cincinnati, OH 45237
Phone (513) 531-2040 • Fax (513) 531-1680 • www.amberleyvillage.org

Richard L. Wallace, CLEE
Chief of Police/Fire

February 8, 2022

Mayor Tom Muething
Chair Ben Hunt
Councilmember Keely Paul
Councilmember Rich Bardach

Wage and Compensation Committee:

On behalf of the Amberley Village Police/Fire, Administration and Maintenance departments we are respectfully requesting to reschedule the Wage and Compensation Committee meeting from February 2022 to May 2022. This will allow all departments to work together to develop a presentation to introduce the new council members to the scope of work that is performed by each department and its members. We are requesting any compensation decision be retroactive to April 1st in keep with our regular timeline.

We look forward to meeting with you in May.

PO Chris Fritsch, Police/Fire

P.O. C. Fritsch

Kathleen Harcourt Administration

Kathleen Harcourt

Ryan Monahan, Maintenance

Amberley Village Employee

Wage and Benefit Evaluation Proposals 2022

Ben Hunt – Chair   Rich Bardach, Member   Keely Paul, Member

On behalf of each employee of Amberley Village, we would like to thank you for the opportunity to present our wage and benefit proposals.

The employees of the Amberley came together and discussed what each thought was an important issue to share. We have agreed that there are only a few proposals for which we would like to discuss.

The first and most important is compensation. The employees are very grateful to earn a competitive wage. We take great pride in knowing many residents have come to Amberley Village or remain living here simply because of the service they receive from us. We feel that we have proven to the community that a wage above and beyond other agencies in Hamilton County is justified. We are requesting a 6% increase in our annual salary. We would like the 6% increase to also be applied to the base salary of all employees in all non-contractual Police, Fire, Maintenance, and administration employees.

While the practiced process of reviewing the municipality wage increases and budgetary ability would support a wage request of 6%, the overwhelming support of the police levy renewal in 2022 of 83% shows how the residents feel towards Amberley and its continued financial stability. This increase in wages would serve to support the overall goal of retaining high performing employees, rewarding that performance, and remaining committed to balancing the retention of employees while continuing to follow the Village's Financial Sustainability Plan to operate within the range for wage increases.

The stabilization of the Village budget in recent years and the exceptional year of revenue received during 2021 are additional supporting factors to consider a request for 6% reasonable. In reviewing the wage increases over the years during financially difficult times the Village has responded accordingly. After the Village became financially stable again and through the passage of the police levy, dedicated funds were established for the police personnel wages.

Secondly, we request personal time be increased from 16 hours annually to 24 hours annually and the used personal time will no longer come out of the employee's sick bank.

The final item we are requesting is to have the 14 employees that were affected by the June 1st, 2013, sick time payout changed back to what the remaining senior employees receive. We understand this is not an item that can be fully explained today but are requesting another meeting to discuss it in more detail. A flow chart and the ordinance for this request has been attached.

Employees are dedicated to containing expenses for the Village and the summary below illustrates that expenditures continue to come in under budget, thus contributing toward our cost savings goals.

December Financials	% of Estimated Revenue Collected	Revenue Collected	Budget	% Spent of Budget
2021	107.86%	$5,824,811	$5,854,979	97.01%
2020	103.44%	$5,815,241	$5,747,500	93.46%
2019	105.50%	$5,202,671	$5,351,290	95.21%
2018	101.03%	$4,829,442	$5,157,000	99.05%
2017	99.90%	$4,809,555	$4,739,500	96.99%
2016	123.51%	$5,492,862	$4,762,213	88.56%
2015	102.54%	$4,592,354	$4,375,727	94.66%
2014	120.70%	$5,047,726	$4,228,333	92.70%

Village employees continue to seek out opportunities to engage in cost savings on behalf of the Village.

The grant activity underway for 2020-2022 includes the following grants submitted for award:

Funding Source	**Amount**	**Status**
Hamilton County Solid Waste District Mini excavator	$43,200	Received
Ohio JAG LE- Overtime (2020)	$6,720.00	Received
FEMA AFG- Hoses/Gear (2021)	$50,000	Denied
FEMA AFG- Fire Truck (2021)	$300,000	Denied
Ohio JAG- Cruiser (2021)	$31,000	Pending
Ohio JAG Heroin Task Force	$63,307	Received
Firehouse Sub-Extrication tools	$34,000	Pending
FEMA AFG -Hose/Gas detectors/Equipment	$47,000	Pending

The Amberley Village employees want to thank you for taking the time to listen to our proposals. We would appreciate taking these thoughts into account when determining the amount of our wage increase.

Respectfully Submitted,

Employees of the Village

Effected Employees	Hourly Wage	Max Payout (240 hours)	Max Payout (720 hours)	Difference	Year for Max Payout
Employee 1	$45.45	$10,908	$32,724	$21,816	2034
Employee 2	$40.83	$9,799.20	$29,397.60	$19,598.40	2035
Employee 3	$40.83	$9,799.20	$29,397.60	$19,598.40	2037
Employee 4	N/A	N/A	N/A	N/A	N/A
Employee 5	$45.45	$10,908.00	$32,724	$21,816	2034
Employee 6	$40.83	$9,799.20	$29,397.60	$19,598.40	2035
Employee 7	$29.99	$7,197.60	$21,592.80	$14,395.20	2033
Employee 8	$24.66	$5,918.40	$17,755.20	$11,836.80	2036
Employee 9	$29.00	$6,960	$20,880	$13,920	2039
Employee 10	$29.99	$7,197.60	$21,592.80	$14,395.20	2038
Employee 11	$40.83	$9,799.20	$29,397.60	$19,598.40	2035
Employee 12	$29.99	$7,197.60	$21,592.80	$14,395.20	2035
Employee 13	$28.89	$6,933.60	$20,800.80	$13,867.20	2040
Employee 14	$23.16	$5,558.40	$16,675.20	$11,16.80	2037
Total		**$107,976**	**$323,928**	**$215,952**	

Facts:

-The sick leave ordinance was changed effective June 1, 2013, during financially difficult times for the village.

-Creates a disparity among employees. Other disparities, such as Longevity Pay, has previously been addressed.

-No financial impact on the village until 2024 when the first employee is eligible for 50% of the maximum payout.

-Employees accumulate 120 hours of sick time per year. It takes 12 years to accrue 1440 hours.

-Breakdown schedule by year:

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%

2022 Compensation & Benefits

AMBERLEY VILLAGE EMPLOYEES

1

Topics of Discussion

- Wage increase of 6%
- Increase of **Personal Time** from 16 hours annually to 24 hours annual

  **Personal time not to come from sick time
- **Sick Time** compensation upon retirement

Comparison of Benefits

BENEFITS OFFERED BY OTHER COMMUNITIES

- Personal Time (Not taken from Sick Time)
- Field Training Officer (FTO) Pay
- Shift Differential
- Officer in Charge (OIC) Pay
- Insurance Payout (Employees not taking insurance)
- Sick Time Payout to spouse for line of duty death
- Sick Time Buy Back
- Pension Pick Up
- Tuition Reimbursement

BENEFITS OFFERED BY AMBERLEY VILLAGE

- Vacation Days
- Holiday Bonus Gift/Pay
- Personal Time (Taken from Sick Time)
- Sick Time
- Sick Time Payout (Reduced for Employees hired after 2012)
- Compensatory Time (COMP)
- Longevity Pay

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CLG Salary Comparisions: Sergeants

Government Name	CLG Job Title	Minimum Pay Rate	Maximum Pay Rate	Date Pay Ranges Took Effect	Date Submitted to CLG
Amberley Village	Police Sergeant		96,884	4/1/2021	11/1/2021
Blue Ash	Police Sergeant	86,299	99,444	2/22/2021	3/1/2021
Evendale	Police Sergeant	90,376	94,161	1/1/2021	5/1/2021
Mariemont	Police Sergeant	46,884	88,719	7/2/2017	9/1/2021
Montgomery	Police Sergeant	95,305	100,609	7/1/2021	11/1/2021
Springdale	Police Sergeant	94,578	99,341	1/1/2021	1/1/2021
Wyoming	Police Sergeant	80,096	89,040	1/1/2021	2/1/2021

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Employee:

Wage Increases Since 2009

Year	Wage Increases
2009	1%
2010	1.8%
2011	0%
2012	0%
2013	3%
2014	3%
2015	3%
2016	2%
2017	2.5%
2018	2.5%
2019	2%
2020	3%
2021	2.5%

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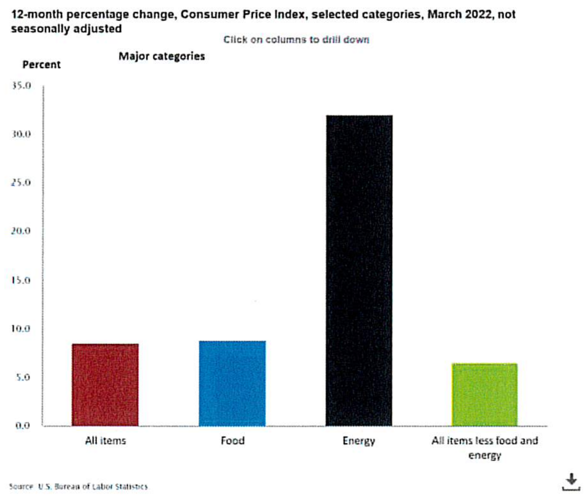
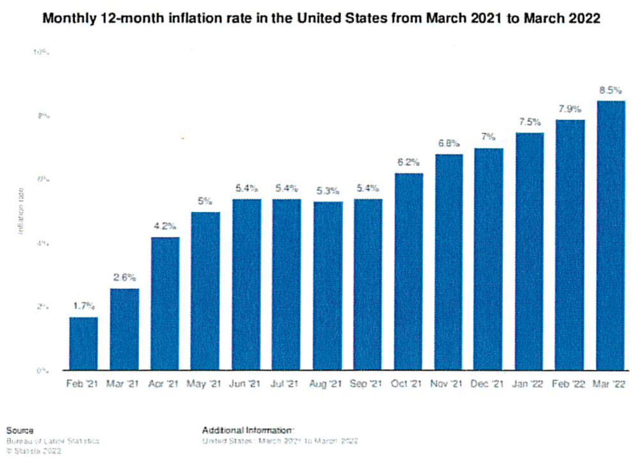
CPI

All Items: 8.5%
Food: 8.8 %
Energy: 32.0%
Other Items: 6.5%





U.S. Inflation Rate

8

Social Security Announces 5.9 Percent Benefit Increase for 2022

- Social Security and Supplemental Security Income (SSI) benefits for approximately 70 million Americans will increase 5.9 percent in 2022, the Social Security Administration announced today.

- The 5.9 percent cost-of-living adjustment (COLA) will begin with benefits payable to more than 64 million Social Security beneficiaries in January 2022. Increased payments to approximately 8 million SSI beneficiaries will begin on December 30, 2021. (Note: some people receive both Social Security and SSI benefits). The Social Security Act ties the annual COLA to the increase in the Consumer Price Index as determined by the Department of Labor's Bureau of Labor Statistics.