



Compensation & Benefits Committee Agenda

August 29, 2022 at 5:00 PM

Compensation & Benefits Committee

Ben Hunt, Chair
Keely Paul
Rich Bardach

Staff Liason

Scot Lahrmer, Village Manager

MINUTES

1. Approval of minutes: May 11, 2022

TOPICS OF DISCUSSION

1. Employee Benefits

ADJOURNMENT

Compensation and Benefits Committee Minutes

May 11, 2022

Attendees: Ben Hunt (Committee Chair), Richard Bardach (Committee Member), Keely Paul (Committee Member), Scot Lahrmer, Tom Muething, Emily Lehn (Horan Financial), Joe Holt (Horan Financial), Kathy Harcourt, Sgt. Brandon Gehring, Officer Chris Fritsch

The meeting was called to order at 4:00 p.m. The minutes from the meeting of November 3, 2021 were approved with no edits.

Emily Lehn and Joe Holt of Horan Financial reviewed the employee health insurance program. Most notably there will be a 0% increase in the annual cost to employees and the Village for the next year. This is a result of deferred medical treatments due to COVID, reduction in pharmacy costs and savings as a result of the Beacon program in the past year. They explained the new preventative pharmacy program that allows employees 100% coverage for a list of drugs meant to preventatively treat certain common diseases including diabetes, high cholesterol, etc. Lastly, they explained that the DentalCare+ plan has been renewed after being shopped against other similar programs. Ms. Paul moved to recommend to Council the approval of the Horan employee health insurance. This was seconded by Mr. Bardach and approved by the committee.

Mr. Lahrmer then presented information about employee compensation for 2022. He shared a comparison to other communities ranging from 2009 until 2022 as a way to compare wage increases in other local communities. Additionally, he explained that Amberley's earnings tax varies year to year, which makes setting raises based on it more complicated. He reminded the committee that there had been previous discussion of tying raises to the CPI, which has not been agreed upon. Mr. Lahrmer applauded the employees for continuing to go above and beyond in their jobs. He reminded the committee that the residents' passage of the recent police levy demonstrates that the residents are confident in the Village.

The committee then heard from Officer Chris Fritsch, Sgt Gehring and Ms. Harcourt as they presented on behalf of the employees, their wage and benefits proposals for the coming year. They presented that Village employees are very proud of their work and want to be a top community for wages. Every employee does multiple jobs and the current state of the CPI does impact employees and their families. In their request, they asked for a 6% raise in order to close the gap between Amberley and other communities as well as help during the difficult economy. They also requested a change in personal time from 16 to 24 hours and that it would no longer come out of their sick banks and finally a discussion of the sick time payout which was changed in 2013. Mr. Lahrmer recommended to the committee that a 3.5%-4% raise come with a one-time lump sum payment.

The committee agreed that the later two points, about personal time and sick time need to be discussed further, and should be a high priority this year. We will look to make these the topic of our next meeting in summer.

After discussion, Ms. Paul moved to recommend to Council the approval of an employee wage increase of 3.5% to their base salary, including Fire pay, with a \$1250 lump sum payment as well. This will be retroactive to April 1, 2022. This was seconded by Mr. Bardach and approved by the committee.

There being no further business, the meeting was adjourned.

Ben Hunt

GENERAL

§ 35.01 SALARIES; BONDS.

The salaries and bonds of all elected officers, appointed officers and employees of the village shall be as established by Council through ordinance. Ordinances shall be in effect at the time of adoption of this code and shall be deemed as saved by reference.

('69 Code, § 32.01)

§ 35.011 DESIGNATION OF EMPLOYEE.

(A) All village employees are to be classified as full-time, part-time, temporary, or seasonal, as defined below:

(1) A "full-time" employee is an employee whose regular work week consists of no less than 35 hours.

(2) A "part-time" employee is any employee whose regular work week consists of less than 35 hours.

(3) A "temporary" employee is any employee hired for a limited period of time, either full-time or part-time, for a limited project(s) or purpose, or when necessary to fill in for other employees who are absent for any reason or due to a temporary reduction in force.

(4) A "seasonal" employee is any employee who works in a position that may only be performed during certain times or seasons of the year, whether full-time or part-time.

(B) A "regular work week" means the average number of hours worked over the course of a consecutive 12-month period. An employee does not necessarily exceed the number of hours in a regular work week by occasionally working more than the stated number of hours in any particular week.

(C) Full-time employees are eligible for all benefits provided by the village.

(D) All employees designated in division (A) of this section are eligible for compensation and benefits established by law or as otherwise specified by the village.

(E) Temporary and seasonal employees are employed at will and may be dismissed at any time for any reason, and do not have the same rights or privileges as full-time employees except when specifically granted.

(F) Except as used in this section, all references to "employees" set forth in this chapter, whether designated therein as "employees" or "full-time employees," refers to full-time employees of the village unless otherwise indicated. The term "employee" in §§ 35.07 and 35.09 refers to all employees designated in division (A) of this section.

(Ord. C-714, passed 11-11-91; Am. Ord. 2005-18, passed 7-11-05; Am. Ord. 2010-16, passed 7-12-10)

§ 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 deferrals and other benefits.

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

Statutory reference:

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

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, 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		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-yrs=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	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, 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.						

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	\$11,116.80	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%