



Compensation & Benefits Committee Agenda

March 6, 2023 at 6:00 PM

Compensation & Benefits Committee

Ben Hunt, Chair
Keely Paul
Rich Bardach

Staff Liason

Scot Lahrmer, Village Manager
Rich Wallace, Police Fire Chief

MINUTES

1. Approval of minutes: November 7, 2022

TOPICS OF DISCUSSION

1. Employee Compensation

ADJOURNMENT

Compensation and Benefits Committee Minutes

November 7, 2022

Attendees: Ben Hunt (Committee Chair), Richard Bardach (Committee Member), Keely Paul (Committee Member), Scot Lahrmer, Tom Muething, Dara Woods, Chief Wallace, Kathy Harcourt, Officer Chris Fritsch,

The meeting was called to order at 4:00 p.m. The minutes from the meeting of August 29 were approved.

The first topic was the continued discussion on Employee Benefits from the previous meetings. The three points were:

1. a change in personal time from 16 to 24 hours
2. Personal time no longer come out of their sick time
3. The change in sick time payouts for retiring employees which was changed in June 2013.

After hearing the recommendations of the Village Manager and Chief, the committee determined that the second point regarding a change in personal time should be changed for the new year. Committee Member Paul made a motion to revise the policy that personal time should be counted separately from sick time. Committee member Bardach seconded the motion, and all were in favor of the change.

The committee heard from the Village Manager regarding the Employee Gift card program for the winter holidays. The committee agreed to recommend to council that all employees receive a \$300 gift card of their choice this year.

Finally, the Village Manager updated the committee about succession planning in the village and about upcoming retirements. The committee applauded the foresight that the administration has taken in this regard and.

There being no further business, the meeting was adjourned.

Ben Hunt

Municipality Wage Increases Received During 2009-2023

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	3.5%	2%	3%	3%	3%	1%	3%	2.75%	2.75%
2023		5%	4%	4%	4%	4%	3%	3%	3%
2009-2023	29.8%	28.5%	31.75%	36.8%	33.0%	33%	34%	34.0%	29.72%

- Note 2023:

Evendale police officers received 3% and a \$3500 increase to base salary
- Note 2023:

Evendale also provided \$1500 lump sum to employees and \$2500 lump sum to department heads--this information does not include Police or Fire
- Note 2023:

Wyoming FOP received 3.5% & AFSCME received 2.75%
- Note 2023:

Sharonville--in addition to 4% increase employees received 40-hour bonus
- Note 2023:

Montgomery--see note from 2022
- Note 2022:

Amberley Village also provided \$1250 lump sum for full-time employees
- 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:

Amberley Village also provided \$1250 lump sum for full-time employees (COVID hazard pay)
- 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:

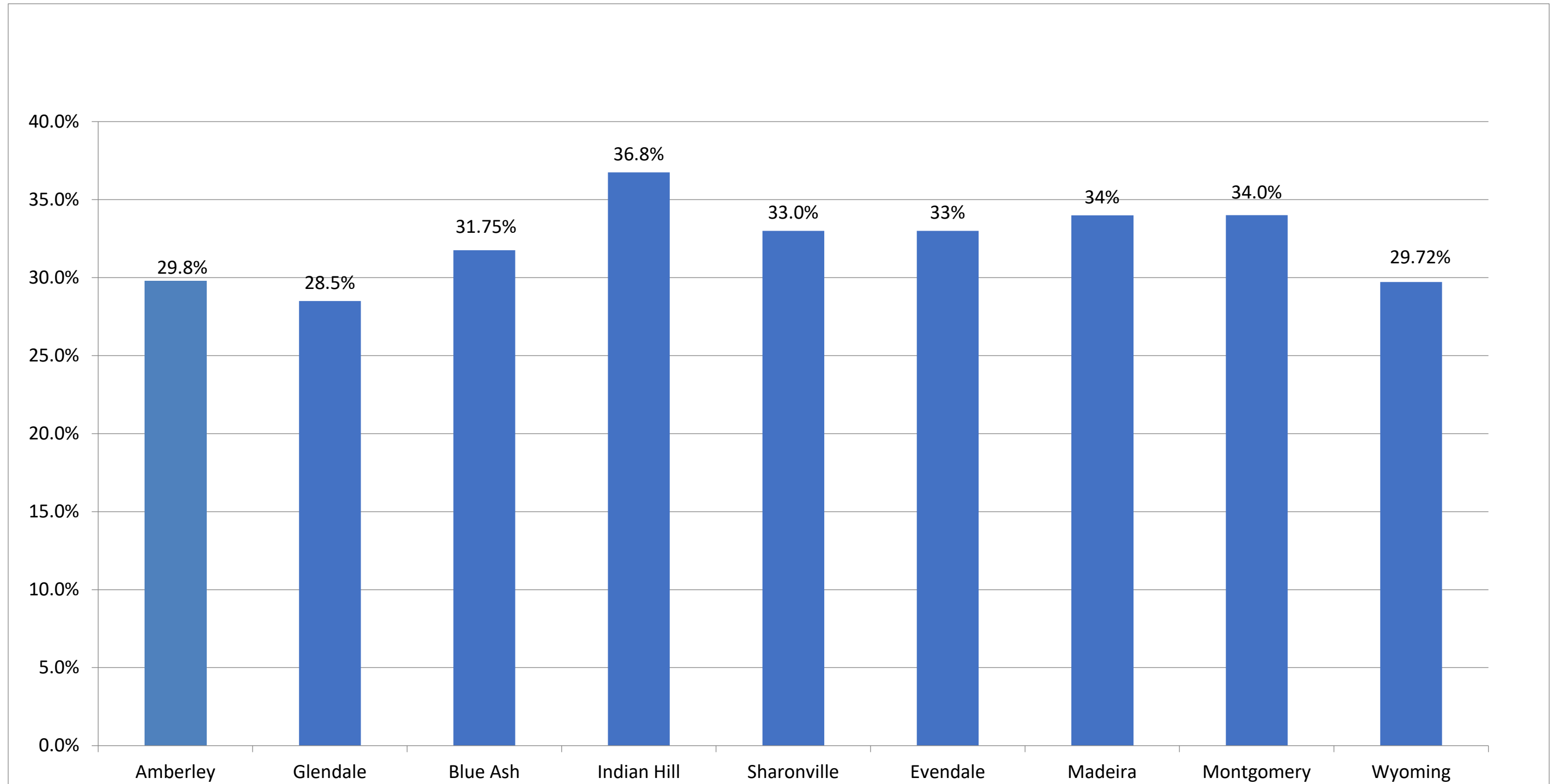
Blue Ash nonbargaining & bargaining received 2.5% with the exception of Police Dispatchers at 2.25%
- Note 2020:

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 2009-2023



Amberley Village Earnings Tax History

Year	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
Earnings Tax Collections (millions)	\$3.54	\$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	8.25%	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 2023 Pay Increase

1% pay increase= \$36,893

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