



Compensation & Benefits Committee Agenda

February 21, 2024 at 6:15 PM

Compensation & Benefits Committee

Ben Hunt, Chair
Keely Paul
Rich Bardach

Staff Liason

Scot Lahrmer, Village Manager

MINUTES

1. Approval of minutes: November 8, 2023

TOPICS OF DISCUSSION

1. Employee Compensation

ADJOURNMENT

Compensation and Benefits Committee Minutes

November 8, 2023

Attendees: Ben Hunt (Committee Chair), Richard Bardach (Committee Member), Scot Lahrmer, Tom Muething, Jenny West

The meeting was called to order at 4:30 PM. The minutes from the meeting of May 3 were approved.

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.

The Village Manager then updated the committee about succession planning in the village and about upcoming retirements. It was noted that the continued foresight to plan ahead for these retirements has been very beneficial to the village and is important to maintain a continuity of personnel and experience.

There being no further business, the meeting was adjourned.

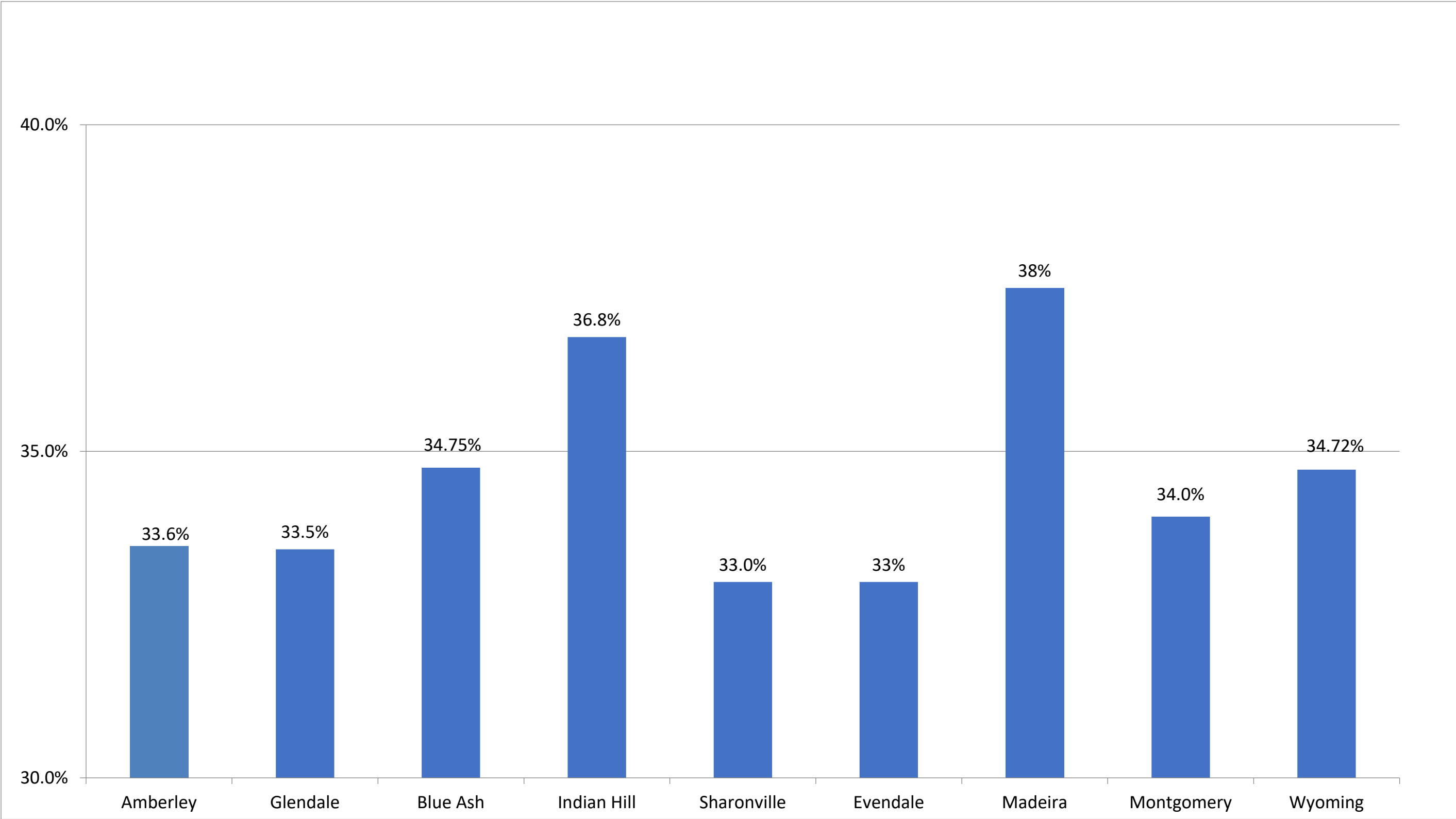
Ben Hunt

Municipality Wage Increases Received During 2009-2024

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	3.75%	5%	4%	4%	4%	4%	3%	3%	3%
2024		5%	3%	4%	4%	4%	3.5%	3.75%	5%
2009-2024	33.6%	33.5%	34.75%	36.8%	33.0%	33%	38%	34.0%	34.72%

- Note 2024: Sharonville added a bonus of 40 hrs to full-time ees and 24 hours to part-time ees
- Note 2024: Madeira increase for non-union matches PD union contract
- Note 2024: Montgomery rate is effective July 2024 with likely 4% increase for July 2025
- Note 2024: Wyoming increases were between 3% and 7% depending on employee's pay range
- 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 2009-2024



Amberley Village Earnings Tax History

Year	<u>2023</u>	<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)	\$3.91***	\$3.54	\$3.27	\$2.94	\$2.91	\$2.50	\$2.74	\$3.50	\$2.70	\$2.70**	\$2.60	\$2.40*	\$2.20	\$2.40
% change	6.30%	8.25%	11.12%	1.32%	16.08%	-8.75%	-23.30%	29.63%	-2.85%	6.50%	8.50%	8.25%	-8.50%	16.60%

*Adjusted for tax refund of \$256,750

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

***Adjusted for one-time tax refund of \$152,004

Effect of a 2024 Pay Increase

1% pay increase= \$41,150

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