



Compensation & Benefits Committee Agenda

March 4, 2025 at 5:00 PM

Compensation & Benefits Committee

Ben Hunt, Chair
Keely Paul
Rich Bardach

Staff Liaison

Scot Lahrmer, Village Manager
Debbie Eldridge, Finance
Administrator

MINUTES

1. Approval of minutes: October 1, 2024

TOPICS OF DISCUSSION

1. Employee Compensation

ADJOURNMENT

Compensation and Benefits Committee Minutes

October 1, 2024

Attendees: Ben Hunt (Committee Chair), Richard Bardach (Committee Member), Keely Paul (Committee Member), Scot Lahrmer, Bob Rosen, Kathy Harcourt, Sgt. Brandon Gehring, Detective James Drake, Sgt. Brian Baker

The meeting was called to order at 4:00 p.m. The minutes from the meeting of May 20, 2024, were approved with no edits.

Village Manager, Scot Lahrmer, presented on succession planning in the Village and impressed upon the committee that this is a continual point of consideration for the Administration. Currently, 21 of 37 employees are eligible to retire in the next 10 years, and 11 are currently eligible. He noted that the Ohio DROP program has helped retain many of our Police employees. It was also noted that our severance account is funded for everyone who is eligible to retire now and continues to be adjusted based on employee eligibility.

The Village Manager then presented on the Holiday Gift Card program and recommended that we continue to fund at the 2023 level of \$300 per employee. Ms. Paul recommended making the motion and it was seconded by Mr. Bardach. It was approved unanimously by the committee.

The final point of business was regarding a possible revision to the village code regarding Life Insurance (35.10). The Village Manager noted that the current language is unclear and may create an unintended liability as currently written. After discussion, Mr. Bardach moved to recommend the revision to Council, and Ms. Paul seconded the motion. It was approved unanimously by the committee.

There being no further business, the meeting was adjourned.

Ben Hunt

Municipality Wage Increases Received During 2009-2025

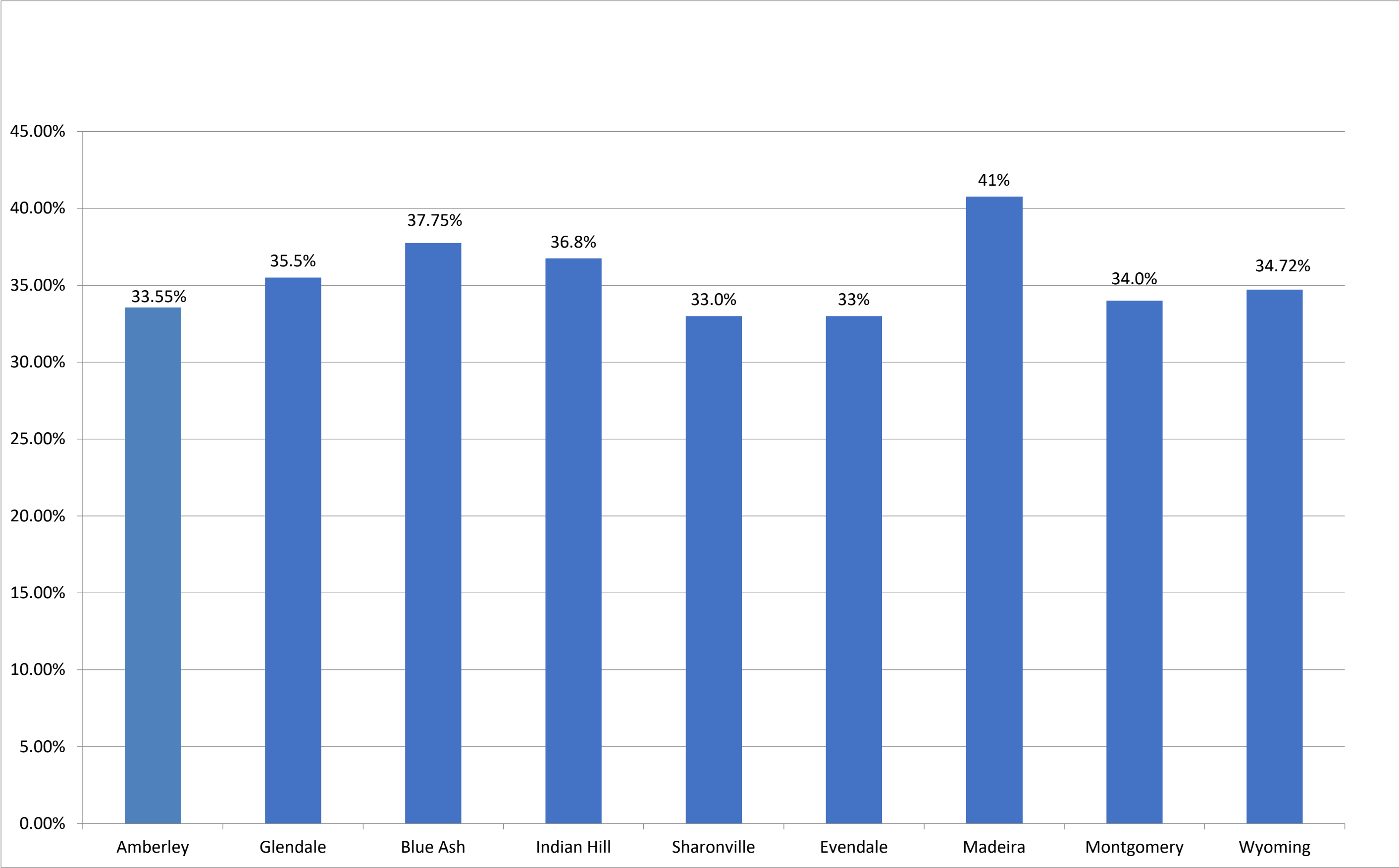
Year	Amberley	Glendale	Blue Ash	Indian Hill	Sharonville	Evendale	Madeira	Montgomery	Wyoming
2009	1.00%	4%	2.5%	3.5%	3%	3%	2.5%	3%	3%
2010	1.80%	1.5%	0%	0%	3%	0%	0%	2%	1.5%
2011	0.00%	1.5%	2%	2%	0%	0%	2%	1.75%	2%
2012	0.00%	0%	2.25%	2%	1%	3%	0%	1.75%	2%
2013	3.00%	0%	2%	0%	2%	3%	2%	0%	0%
2014	3.00%	1%	2%	2%	2%	3%	2%	1%	1.5%
2015	3.00%	1.5%	2%	2%	2%	3%	2%	2%	2%
2016	2.00%	2%	2%	3%	2%	2.5%	3%	3%	2.5%
2017	2.50%	2%	2%	3%	2%	2.5%	2.5%	3%	2.25%
2018	2.50%	2%	1.5%	3%	2.5%	2.5%	3.0%	3%	0%
2019	2.00%	2%	2%	3%	2.5%	2%	3%	2.75%	2.24%
2020	3.00%	2%	2.5%	3.25%	2%	2%	3%	2.75%	2.23%
2021	2.50%	2%	2%	3%	2%	1.5%	3%	2.75%	2.75%
2022	3.50%	2%	3%	3%	3%	1%	3%	2.75%	2.75%
2023	3.75%	5%	4%	4%	4%	4%	3%	3%	3%
2024	4.50%	5%	3%	4%	4%	4%	3.5%	3.75%	5%
2025		2%	3%	4%	3%	5%	3.25%	4.00%	3%
2009-2025	33.55%	35.5%	37.75%	36.8%	33.0%	33%	41%	34.0%	34.72%

Note 2025: Wyoming AFSCME received 3% and FOP between4-5.5%
Note 2025: Additional discretionary bonus to full-time employees of 40 hours pay and 24 hours pay for permanent part-time employees

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 2009-2025



Amberley Village Earnings Tax History

Year	<u>2024</u>	<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)	3.76	\$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	0.07%	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 (2012)

**Adjusted for one-time payment of \$250,000 (2014)

***Adjusted for one-time tax refund of \$152,004 (2023)

Effect of a 2025 Pay Increase

1% pay increase= \$37,801

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