



Compensation & Benefits Committee Agenda

March 3, 2026 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 16, 2025

TOPICS OF DISCUSSION

1. Employee Compensation

ADJOURNMENT

Compensation and Benefits Committee Minutes

October 16, 2025

Attendees: Ben Hunt (Committee Chair), Rich Bardach (Committee member), Keely Paul (Committee Member), Scot Lahrmer

The meeting was called to order at 4:30 PM. The minutes from the June 4, 2025, meeting were approved.

Mr. Lahrmer shared the results of an employment benefits survey that was released earlier this year to gauge employee feedback regarding current benefits. The survey indicated strong interest among employees in expanding vision and dental coverage. It was noted that this survey was conducted prior to the approval of the new Delta Dental benefits implemented earlier this summer. The Manager also reported that the Village is exploring potential adjustments to Health Savings Account (HSA) benefits based on employee feedback.

Mr. Lahrmer then provided an update on the annual employee holiday gift card program. Ms. Paul moved that the committee approve a \$300 level for this year's gift card distribution. The motion was seconded by Mr. Bardach and approved unanimously.

Next, Mr. Lahrmer discussed succession planning. He shared that approximately half of the Village's police officers are currently eligible for retirement; however, many are continuing service through participation in the Deferred Retirement Option Plan (DROP). The committee discussed the challenges of recruitment and retention in the current labor market. The Manager noted that Amberley remains an attractive place of employment and expressed confidence that the Village will be able to fill positions as they become available.

He then presented a background document from the State of Ohio outlining the process for replacing his position in the future. He explained that such a search would typically be conducted through a professional recruiting firm, with an expected timeline of approximately four to five months. He also stated that he does not intend to retire at this time and plans to provide the Council with at least six months' notice prior to doing so.

Finally, the Manager shared the Additional Deferred Compensation Plan through Equitable Financial Life. Mr. Bardach moved that the additional deferred compensation program for employees, administered through Equitable, be brought forward to Council for approval. Ms. Paul seconded the motion, and it was approved unanimously.

There being no further business, the meeting was adjourned.

Amberley Village Earnings Tax History

Year	2025	<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>
Earnings Tax Collections (millions)	4.3****	3.76	\$3.91***	\$3.54	\$3.27	\$2.94	\$2.91	\$2.50	\$2.74	\$3.50	\$2.70
% change	2.92%	0.07%	6.30%	8.25%	11.12%	1.32%	16.08%	-8.75%	-23.30%	29.63%	-2.85%

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

****Adjusted for two Stock Options \$253,510 & \$212,000 (2025)

Effect of a 2026 Pay Increase

1% pay increase= \$34,340

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

Municipality Wage Increases Received During 2011-2025

Year	Amberley	Glendale	Blue Ash	Indian Hill	Sharonville	Evendale	Madeira	Montgomery	Wyoming
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	4.00%	2%	3%	4%	3%	5%	3.25%	4.00%	3%
2026		2%	3%	4%	3%	5%	3.25%	3.75%	3%
2011-2025	30.75%	32.0%	38.25%	33.3%	27.0%	30%	42%	29.0%	30.22%

Note: 2026

Sharonville also added approximately a 2% bonus

Note: 2026

Montgomery has not awarded yet, so this is an estimate

Note: 2026

Wyoming--Changes in payroll for OP&F caused significant increases for some employees. The 3% shown is what the majority of employees received

Note 2025:

Wyoming AFSCME received 3% and FOP between 4-5.5%

Note 2025:

Sharonville added 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 be performing 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 2011-2025

