

Amberley Village Council – Compensation and Benefits Committee  
Minutes of July 30, 2013

In Attendance: R. Warren, W. Doering, T. Muething, J. K. Byar, R. Bardach, E. Hattenbach, N. Wolf, Manager S. Lahrmer, Chief R. Wallace, N. Browder, T. Schmidtgoessling, K. Harcourt, T. Chesney, P. Conway, T. Neuman, and R. Regula

The meeting was brought to order.

The two items on the agenda were employee compensation and an Employee presentation.

The employee presentation was a review of recent Village compensation. The employees noted that while there had been no raise in salary for the last 3 years, their expenses had gone up considerably, most notably with a contribution to their health insurance premium (now 15%) coupled less generous health benefits (i.e., spousal restrictions). During this period, there has been a retrenchment (reduction) of police officers and modification of police work schedule to accommodate this change. There has been reduced administrative staff and maintenance services, whose responsibilities have been picked up by current staff. There has been changes in the administration (new Police Chief and new Village Manager) adding to uncertainty. The new work mantra has been ‘do more with less.’ Overtime has been minimized. Since 2010 the average take home pay has gone down from ~\$757 to ~\$659. While the Village has engaged in a pay freeze, there has been an increase in the cost of living. The employees presented a comparison of wage adjustments across 9 jurisdictions in the County (Glendale, Blue Ash, Mariemont, Indian Hill, Sharonville, Silverton, Evendale, Madeira, and Montgomery) that showed between 2009-2013 (5 years) the wage adjustments totaled 6-9.5%, while Amberley totaled 2.8%. The employees proposed a 4.5% wage increase retroactive to April 1, 2013 and an additional 4.0% wage increase in April, 2014. Chief Wallace separately prepared a salary comparison of police units across 21 jurisdictions in the County (including Amberley Village). The collective range of salary increases between 2011 and 2013 was 0% to 7%, with an average of 2.3%.

Mr. Regula noted that the Police and Maintenance salaries did not include Fire compensation (i.e., all firemen receive \$3000 to wear a beeper, in addition to other fire compensation).

Mr. Lahrmer noted that the pay scale for police includes provisions for some progression (i.e., new patrol office hire), whereas there is a lack of any progression for maintenance or administrative staff.

Mr. Warren moved that the Compensation and Benefits Committee move into Executive Session for the purpose to discuss employee compensation. A roll call vote was made and ‘ayes’ were received from Mr. Muething, Mr. Doering, and Mr. Warren. The Committee and Mr. Bardach, Mr. Hattenbach, Mr. Byar, Ms. Wolf, Mr.

Lahrmer, and Chief Wallace went into Executive Session at 5:20PM. The Executive Session was adjourned at 6:05PM.

Mr. Muething made a motion to approve a 3% wage increase retroactive to April 1, 2013 and to have the Committee review a salary recommendation for 2014 no later than the March 2014 Council meeting. The motion was approved 3-0.

There be no further business, the meeting was adjourned.

Chair: \_\_\_\_\_  
Ray Warren