

Amberley Village Council – Compensation and Benefits Committee
Minutes of February 18, 2014

In Attendance: R. Warren (Chair), W. Doering, P. Conway, T. Muething, E. Hattenbach, N. Wolf, Manager S. Lahrmer, Chief R. Wallace, W. Brown, T. Chesney, M. Koenig, J. Drake, and K. Harcourt

The meeting was brought to order.

The minutes from the November 4, 2013 were distributed. The minutes were approved.

The agenda included a review and discussion of employee wage compensation. Mr. Warren expressed that in the past, two kinds of data had been shared and discussed with the Committee. One was an extensive review and benchmark of police department salaries across several jurisdictions in Hamilton County. This enabled the Committee and Council to make an apples-to-apples comparison of wages and determine where Amberley stood relative to peers (see previous meeting records). Mr. Warren requested Chief Wallace to provide an updated record. This would be presented to the Committee prior to our next meeting and enable ample time to review. The second piece of data that was presented was a percent salary adjustment across several jurisdictions. Mr. Warren commented that at previous Committee and Council meetings this metric was considered relatively weak, in that it did not adequately enable salary comparisons. A theoretical comparison might show a large percent increase for a small base salary versus a small percent increase for a large base salary. The large base salary would be preferable. It was noted that since not all non-police job descriptions have direct comparisons, a percent increase was provided.

The Village staff submitted a document with their requested wage benefit adjustments (see attached). A wage increase of 4 to 4.5% was requested together with an adjustment of holidays. The holiday adjustment was taken up first. Specifically, the request was to exchange Columbus Day for the day after Thanksgiving. Reasons included improved office efficiency and enabling staff to have better quality family time. Based on messages/call-ins to the Village office, it was noted that most residents assume staff are off on the day after Thanksgiving and are working on Columbus Day. This switch should enable more efficient use of staff time. A motion was made and approved, 3-0, to recommend to Council that a holiday switch be approved.

With regard to a wage adjustment, Mr. Doering noted that the Consumer Price Index for 2013 increased 1.5-1.7%. Mr. Lahrmer shared (attached) that a 1% pay increase would cost the village ~26,000 (excludes village manager, council, planning commission, and treasurer). Over the last 5 years, year over year, the revenue from the earnings tax had averaged about 2.3%, however the actual revenue collections have been sporadic. The 2014 budget assumes a 2% revenue increase. Another document that compared percent wage increases across 10 jurisdictions was shared and showed that over the period 2009-2014, Amberley's percent increase was at the lowest end of 5.8% while Evendale was at the highest end of 12%.

There was brief review of how Fire compensation is administered. Fire compensation during the day (alarms and/or training) when Maintenance and Police are on-duty are paid out of the Fire Budget. Fire compensation during off-duty periods are paid at the Fire rate and out of the Fire Budget. Mrs. Conway (Police/Fire Committee) with Chief Wallace will be reviewing fire pay.

Pending additional wage information the Committee chose to defer any decisions on wage adjustments to a future meeting, scheduled for Mar 4. The employees present were informed that they were welcome to make a presentation at this upcoming meeting.

There be no further business, the meeting was adjourned.

Chair: _____
Ray Warren

Department Requests:

Police/Fire

4% Wage Increase

Exchange Columbus Day for the day after Thanksgiving

Raise also applied to Fire Pay (at 4% it would be approximately \$124 per firefighter a year)

Maintenance/Fire

4% Wage Increase

Exchange Columbus Day for the day after Thanksgiving

Raise also applied to Fire Pay (at 4% it would be approximately \$124 per firefighter a year)

Administration

4-4.5% Wage Increase

Exchange Columbus Day for the day after Thanksgiving

Revenue

Amberley Village Earnings Tax History

Year	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>	<u>2009</u>	
Earnings Tax Collections (millions)	\$2.6	\$2.4*	\$2.2	\$2.4	\$2.0	2.32
Difference	8.5%	8.25%	-8.5%	16.6%	-14%	

No average over 5 years

*Adjusted for tax refund of \$256,750

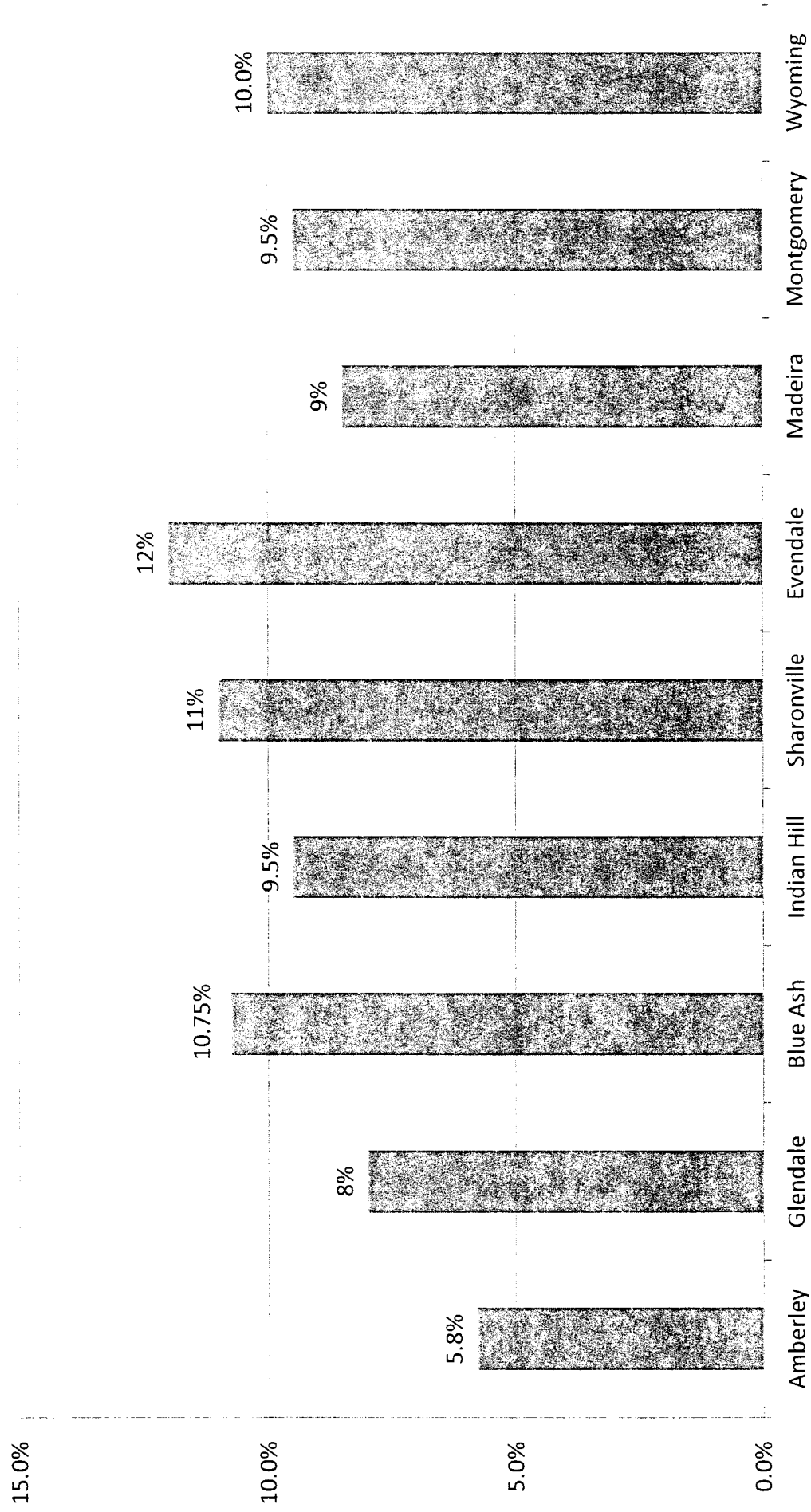
2014: Excluded 2% increase.

Effect of a 2014 Pay Increase

1% pay increase = \$26,438 and does not fire

(does not include village manager, council, planning commission, or treasurer)

Municipality Wage Increases Received During 2009-2014



Year	Amberley	Glendale	Blue Ash	Indian Hill	Sharonville	Evendale	Madeira	Montgomery	Wyoming
2009	1%	4%	2.5%	3.5%	3%	3%	3%	3%	3.0%
2010	1.8%	2%	0%	0%	3%	0%	0%	2%	1.5%
2011	0%	2%	2%	2%	0%	0%	2%	1.75%	2.0%
2012	0%	0%	2.25%	2%	1%	3%	0%	1.75%	2.0%
2013	3%	0%	2%	0%	2%	3%	2%	0%	0%
2014	TBD	1%	2%	2%	2%	3%	2%	1%	1.5%
2009-2013	5.8%	8%	10.75%	9.5%	11%	12%	9%	9.5%	10.0%

copy to file

2014 data not available

Communities were surveyed on two additional questions:

1. Are there automatic step increases included? Several of the communities surveyed do provide for automatic step increases. Most related the application to specific departments or contracts while other noted steps involved with reaching the top-end of an established pay range.

2. Are pay increases merit based or cost of living? A majority of the respondents provide for merit based increases. The method applied appears to also be impacted through contract negotiations, and some note that cost-of-living based increases have been applied indicating that there may not be a sole method or formula utilized although merit is widely used, but also that a combination of factors go into the outcome which includes alignment with the individual community's budget.