

**Amberley Village Council  
Compensation and Benefits Committee – Meeting Minutes  
February 27, 2019**

Attendees: Elida Kamine (Chair), Peg Conway (Member), Rich Bardach (Member), Mayor Tom Muething, Village Manager Scot Lahrmer, Chief Richard Wallace, Sgt Tim Schmidtgoessling, Officer Chris Fritsch, Officer Mark Roeseler, Officer Nick Mercer, Kathy Harcourt, Robin Kemp

The meeting was called to order by the Chair.

The minutes from the previous meeting on November 19 were approved.

The committee discussed employee compensation for 2019. The Village Manager presented information about Village earnings tax history (down slightly in 2018) and comparison raises from peer communities/raise history. The Manager noted that the budgeted increase for this year was 2%.

The staff discussed accomplishments discussed other community compensation the past year and suggested a 3% cost of living increase.

After a discussion of the challenges with being in a deficit spending year and a need to be conservative in spending, but noting a desire to ensure employees are compensated for hard work and competitively with other departments, and understanding that inflation was 2.8%, Councilmember Kamine asked if we could consider an alternative structure to our typical COLA structured raise that would be a one-time award in addition to the COLA in order to reward and compensate employees while managing future cost implications. Mayor Muething proposed a performance bonus type structure of .5% one-time, lump sump payment in addition to the 2% COLA. The additional cost of this would be less than \$17,000 for 2019.

Councilmember Conway made a motion to recommend to Council the 2% increase as a COLA and a .5% one-time lump sump bonus for staff. Councilmember Bardach seconded the motion, and the committee voted unanimously to approve the motion.

The staff also brought two additional issues to the committee for review – fire pay and personal days from sick bank. The Administration was asked to prepare additional information for the committee and for these issues to be taken up at a future meeting to be scheduled for the spring.

There being no further business, the meeting was adjourned.

Respectfully submitted,  
Elida Kamine, Chair