



**PAY DAY NEWS**  
ITEMS OF INTEREST TO AMBERLEY VILLAGE  
EMPLOYEES

Scot Lahrmer, Village Manager  
July 31, 2013

As we enjoy a beautiful summer, plan to attend the Ice Cream Social on Sunday, August 18 from 6 to 8:00 p.m. Resident Amy Rubenstein will coordinate the event again this year.

**Employee Celebrations**

August Birthdays

Scot Lahrmer	August 1
Tim Schmidgoessling	August 15
Ryan Shaw	August 22
Tony Chesney	August 29

August Anniversaries

Ryan Shaw	August 6 (6 years)
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**Employee Spotlight with Patty Earls**



Patty Earls began working as a dispatcher for the Village in 1997. What she likes most about her job is the interaction with people and the kindness and generosity of the residents and co-workers. Her very first job was at Famous Recipe in Reading.

This Cincinnati native enjoys running and her favorite area attractions are summer festivals. A few things you might not know about Patty—she was a journeyman meat cutter for Biggs and owned her own meat and deli store.

Patty is pictured on location in Las Vegas—one of her favorite vacation spots.

**National Vanilla Ice Cream Day Lunch**

Employees gathered on July 23 for a cookout. Special thanks to Steve Rasfeld for smoking up all the meat; it was delicious! Congrats to the winner of tickets to Kings Island: Mark Roeseler, Mark Milliron, Mike Koenig (pictured) and Kathleen Harcourt.



One lucky winner, Sgt. Koenig!

### Healthcare Update

Open enrollment concludes with our plan year beginning tomorrow, August 1. HSA employer contributions to your HSA accounts will be credited to your accounts tomorrow. Any changes of employee contributions to your HSA accounts will be reflected on your first August paycheck, August 14, along with the change in the employee portion of health insurance premiums.

### Celebrate National Root Beer Float Day on August 26

Root beer floats were big back in the days of root beer stands. Come to the Admin kitchen on Monday, August 26 from 12:30 till 1:30 p.m. for a root beer float. Root beer from the Root Beer Stand in Sharonville will be served to celebrate this special day.



### Get Out of Debt with the Debt Snowball Plan

Dave Ramsey is a syndicated financial advisor that can be heard on the radio. I came across an article he authored on getting out of debt and thought that you might find it of interest. He has a wealth of information on his website [www.daveramsey.com](http://www.daveramsey.com).

**Myth:** I should pay off the debt with the highest interest rate first to get out of debt quickly.

**Truth:** You should pay off the smallest debt first to create the greatest momentum in your debt snowball.

The math seems to lean more toward paying the highest interest debts first, but what I have learned is that personal finance is 20% head knowledge and 80% behavior. You need some quick wins in order to stay pumped enough to get out of debt completely. When you start knocking off the easier debts, you will start to *see results* and you will *start to win* in debt reduction.

#### Debt Snowball Plan

The principle is to stop everything except minimum payments and focus on one thing at a time. Otherwise, nothing gets accomplished because all your effort is diluted. First accumulate \$1,000 cash as an emergency fund. Then begin intensely getting rid of all debt (except the house) using my debt snowball plan. List your debts in order with the smallest payoff or balance first. Do not be concerned with interest rates or terms unless two debts have similar payoffs, then list the higher interest rate debt first. Paying the little debts off first gives you quick feedback, and you are more likely to stay with the plan.



#### Build Momentum

Redo this each time you pay off a debt, so you can see how close **you are getting to freedom**. Keep the old papers to wallpaper the bathroom in your new debt-free house. The New Payment is found by adding all the payments on the debts listed above that item to the payment you are working on, so you have compounding payments which will get you out of debt very quickly. Payments Remaining is the number of payments remaining when you get down the snowball to that item. Cumulative Payments is the total payments needed, including the snowball, to pay off that item. In other words, this is your running total for Payments Remaining.

#### Debt Free!

You attack the smallest debt first, still maintaining minimum payments on everything else. Do what is necessary to **focus your attention**. Keep stepping up to the next larger bill. After the credit debt is taken care of, you are ready for the next Baby Step in your Total Money Makeover. I have been broke. I know how scared I felt, and I know how fast I wanted to get out of debt. I know how you feel, and I have learned that **what really works** is unbelievably fierce, focused intensity.

### Council Action

No legislation was passed at the July Council meeting.

The next Village Council meeting is Monday, August 12.