



PAY DAY NEWS
ITEMS OF INTEREST TO AMBERLEY VILLAGE
EMPLOYEES

Scot Lahrmer, Village Manager
June 5, 2013

Father's Day is Sunday, June 16. Remember your Dad on this special day and enjoy this perspective (not mine) on the history of giving gifts on this day:



Father's Day Symbols: The Tie!

Ironically, Christmas wasn't the holiday that tradition had you giving dad a tie. No, what Mother's Day did for the florist industry, Father's Day did for men's wear and ties. Along with tobacco items, shirts or anything that was masculine that dad would like (fishing, hunting, you name it!) the commercial retailers just jumped on the bandwagon to turn this holiday into a monetary success.

Knowing that many considered Father's Day gifts as a joke (Real men don't want gifts they said!), a new type of gift-giving industry emerged: Gag Gifts. Suddenly ads were appearing surrounding fathers with cheesy, tacky, silly, ridiculous gifts and then suggested getting Dad the traditional classic tie or socks. Although these commercial ploys were obvious, well, hey... soon Dads were well expecting "something" for Father's Day or they felt unappreciated or unloved.

As early as 1920, the custom of giving ties to fathers as a symbolic gesture of love was a joke. A man was often teased for his "ugly tie" that his wife got him, as it was common for her to have no sense of taste. And poor dad was left wearing an ugly tie in order not to hurt his wife's feelings. But the idea of giving a man flowers was even more ridiculous back then. At least ties, socks, pipes, etc. were more masculine. Although today, dads everywhere get all sorts of gifts from plants for their office, a dozen brownies to indulge in, tickets to their favorite game or even underwear, it still remains today that "the tie" is the traditional and classic Father's Day gift.

Employee Celebrations

June Birthdays

Kevin Fryman June 15

June Anniversaries

Nicole Browder	June 8	7 Years of Service
Tim Schmidtgoessling	June 13	8 Years of Service
Kathy Harcourt	June 22	6 Years of Service

Congratulations are in order to the Fritsch family. Chris and Sherry welcomed their son Parker John Fritsch on May 18 at 7:20 p.m. He weighed 5 lbs. 13 oz. and everyone is doing well!

Exciting news for Kathleen—she learned that she is going to be a grandmother! Her son is expecting their first child in December. She hasn't picked her nickname yet, but is open to suggestions!

Employee Healthcare

We are nearing health care renewal time since our plan year begins August 1. While last year, the health care increase was 13.74%, this year, the increase is only 6.88%. The same plans, Platinum B and Platinum A, where employees can "buy up", will be offered. My recommendation to the Council is to keep our plan the same as last year with no changes other than the 6.88% increase. Open enrollment begins July 1 with our plan year beginning August 1.

Employee Spotlight with Ryan Shaw



Ryan Shaw began working for the Village in 2007 as a Police Officer/Fire Fighter. Ryan's prior experience includes the United States Marine Corp, National Guard, Hamilton County Sheriff's, City of Sharonville, and the Hamilton County Park District. His very first job was delivering the paper when he was 11 years old. What he likes most about working in his field is the opportunity to protect and serve the public.

Aside from spending time with his family in his off time, Ryan's hobbies include mixed martial arts, reading, and gardening. His favorite vacation spot is Virginia. His favorite Cincinnati attraction is the Zoo. In a word, Ryan describes himself as loyal. Three things you may not know: he has traveled all over Europe, North America and the Caribbean, speaks sign language and plays chess. What Ryan enjoys most about working for Amberley are the friendships, both employees and residents, that he has developed.

Financial Sustainability Plan

As mentioned in the March Payday News, the Village embarked on a financial sustainability plan. A draft of the report was presented to the Finance Committee on June 3 with a Council presentation planned for June 10. As we look forward and identify how to sustain the Village financially, this document will help craft policies to ensure our continued success. The report, while lengthy, attempts to capture all financial liabilities and present scenarios from best to worst case for the next 7 years. The Village is in better condition than a lot of communities and certainly the actions over the past few years have positioned us much better than we were. The next steps with the Financial Sustainability Report are probably the most important which is to identify strategies to position the Village. Those policies could be varied but it will be necessary for the Village to be quite strategic and creative. The report will become available next week and I would encourage each of you to read it so that you can have a better understanding of our financial situation. Thanks to Silverton Finance Director Tom Peterson and our own Kathleen Harcourt for their leadership in preparing this document. With a positive attitude and the ability to look long term, we can continue to achieve success.

May Council Action

- Ordinance Authorizing the Village Manager to Dispose of Excess Personal Property up to \$7,500
- Resolution Establishing Travel Policy for Village Officers and Employees
- Resolution Amending Investment and Depository Policy
- Ordinance to Amend Section 38.01 of the Village Code Pertaining to the Village Investment Policy
- Resolution Proclaiming May 19-25, 2013, as National Public Works Week
- Resolution Authorizing the Village Manager to Reimburse Greater Cincinnati Water Works for Paving Work in Brookwood Subdivision
- Resolution Authorizing the Village Manager to Bid Joint Paving Project with City of Montgomery
- Resolution Proclaiming May 12-18 as National Law Enforcement Memorial Week and May 15 as Peace Officers' Memorial Day
- Ordinance Restating and Amending Ordinance 2004-12 Affirming the Village's Authority to Pick-Up an Employee's Contribution to the Police and Firemen's Disability and Pension Fund by Payroll Deduction

The next council meeting is June 10.