

Amberley Village Council – Compensation and Benefits Committee  
Minutes of November 4, 2013

In Attendance: R. Warren, W. Doering, T. Muething, R. Bardach, E. Hattenbach,  
Manager S. Lahrmer, M. Koenig, and T. Neumann

The meeting was brought to order.

The minutes from the October 1, 2013 were distributed. The minutes were approved.

The agenda included a discussion of holiday gift cards. Mr. Lahrmer shared a table that illustrated what the Village has done for the last several years (see attachment). Prior to and including 2003, the Village subsidized a Holiday Party for employees. Subsequently, employees expressed a preference for a holiday gift (card) and from 2004 thru 2009, the Village provided a \$150 gift card to each employee. From 2010 and due to the Village's financial situation, the amount was reduced to \$100. In 2012, in recognition of the cost savings measures provided by the employees and the continued pay freeze, this amount was supplemented with a \$150 cash payment (for a total holiday gift of \$250). While no commitments had been made, Mr. Lahrmer thought that employees would expect at least a \$250 holiday gift this year. Mr. Muething shared that with the recent pay increase that was made retroactive and the committee's commitment to review salaries in the coming year, there was no longer a need to supplement the holiday gift. Mr. Neumann commented that with the Village Green paid off, the police millage passed, he expressed that the staff remain dissatisfied with their compensation. The 3% pay increase that Council had recently approved was not as high as other jurisdictions. Mr. Warren reminded Mr. Neumann that when comparing the Village with other jurisdictions, percent increases were not meaningful and misleading relative to a description of actual pay. For example, a high percent increase over a small base could be less attractive than a small percent increase over a large base. Mr. Muething reminded all present that the holiday gift was something to enable employees to better celebrate the holidays with their families. This was never meant to be a salary adjustment or a bonus. Mr. Bardach suggested that the Committee consider a \$500 gift. A motion was made that the Committee recommend to Council a Holiday Gift to each employee in the amount of \$150 as a gift card or cash. This was passed unanimously. Mr. Muething agreed to draft a holiday letter to the employees.

There be no further business, the meeting was adjourned.

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

### History of Council-Approved Holiday Gifts to Village Employees

Year	Gift Card	Cash
2012	\$100	\$150
2011	\$100	
2010	\$100	
2009	\$150	
2008	\$150	
2007	\$150	
2006	\$150	
2005	\$150	
2004	\$150	
2003	Holiday Party	