

**Amberley Village Council
Compensation and Benefits Committee – Meeting Minutes
February 10, 2016**

Attendees: Elida Kamine (Chair), Rich Bardach (Member), Peg Conway (Member), Mayor Tom Muething, Ray Warren, Village Manager Scot Lahrmer, Chief Rich Wallace, Wes Brown, Tony Chesney, Kathy Harcourt, Sgt. Tim Schmidtgoessling, Jim Swader, Bill Doering

The meeting was called to order by the Chair.

The minutes from the previous meeting on November 4, 2015 were approved.

Village Manager Lahrmer presented on the agenda item of employee compensation, noting that the Village headcount is 32 full-time and 6 part-time employees with no vacancies. The Manager presented information to the committee regarding comparative percentage wage increases in 8 communities that Amberley benchmarks against for recruiting over the period from 2009-2016. Each of these communities gave between 2% and 3% in both 2015 and 2016. The Manager also presented information about the earnings tax revenues and the effect of a wage increase. All in, each percentage increase represents approximately \$28,567 cost to the Village. The Manager also noted that this increase does not apply to his position or any of the elected or appointed positions. Finally, the Manager noted the budget for 2016 included a 2% increase in salary for all employees, which is the recommendation he made at this time to the committee. One factor noted by the Manager for recommending a more conservative approach than last year was the loss of the earnings tax revenue after April 2016 by the move of Saturday Night Ltd. out of the Village.

Chief Wallace (and Ms. Harcourt) spoke on behalf of the employees and presented information regarding the history of the process as well as showcasing the accomplishments of staff over the last year and the cost savings generated (over \$400,000) by their hard work, including by securing many grants, and spoke to the unique nature of the many hats that Amberley Village staff have to wear often making comparing communities head to head difficult. The committee thanked the staff for their efforts and praised their work, and Mayor Muething noted that Council may wish to undertake efforts to actively show appreciation to the staff by non-monetary means as well.

Councilmember Conway made a motion for a 2% increase in salary for all employees for 2016, seconded by Councilmember Kamine. Councilmember Bardach indicated support for this motion while also noting that he would also support a larger raise. After additional discussion, a vote was taken to recommend the 2% increase which passed 3-0, and included direction to include an emergency clause in order to ensure that the staff would receive this raise by 4/1/2016.

Councilmember Conway suggested that there be a conversation regarding the role of data in this committee's discussion in the future to ensure that everyone is philosophically on the same page around what is relevant.

Mr. Doering reminded the committee that the police levy is coming up in 2017.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Elida Kamine, Chair