

Amberley Village Council
Compensation and Benefits Committee – Meeting Minutes
March 1, 2017

Attendees: Elida Kamine (Chair), Peg Conway (Member), Rich Bardach (Member), Mayor Tom Muething, Village Manager Scot Lahrmer, Councilmember Ray Warren, Bill Doering, Officer Brian Baker, Officer Chris Fritsch, Detective Jim Drake, Josh Caudill, David Stone, Jim Swader and Kathy Harcourt

The meeting was called to order by the Chair.

The minutes from the previous meeting on October 10 were approved.

The committee discussed the staff raises for 2017. The Village Manager presented information about Village earnings tax history and comparison raises from peer communities/raise history.

Mr. Doering suggested that the committee consider decoupling the raises from starting salaries so that the Village would not be obligated to pay a new hire a rate that reflected the raises. The committee agreed to continue this discussion and take it up at a later meeting as a matter of policy. Councilmember Warren suggested 1) that the committee should be given absolute dollar comparisons for review rather than percentages as a comparison tool and 2) that the committee and council have a further discussion about reviewing the structure of how the raises are implemented each year, looking to what the Village can afford and the impact of raises going forward. The Chair agreed that this was worthy of further discussion at a future meeting.

The Village Manager recommended a 2% raise, which was budgeted for by council. The staff asked for a 2.5% raise in a letter provided to the members of the committee noting their accomplishments over the last year and the Village's financial ability to support this raise. Each one percent pay increase is cost of just under \$30,000 to the Village, so the additional half percentage was determined to be a cost above the budgeted amount of only less than \$15,000 for the next year. The committee discussed impact of the raises on the police levy, had a discussion about CPI and noted the quality of the work performed by the staff over the last year.

Councilmember Conway made a motion to recommend to Council a salary increase for the staff by 2.5%, which was seconded by Councilmember Bardach and approved unanimously by the committee.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Elida Kamine, Chair