

PASSED: March 11, 2020
BY: Kamine

ORDINANCE NO. 2020-5

ORDINANCE FIXING COMPENSATION FOR VILLAGE EMPLOYEES AND
DECLARING AN EMERGENCY

WHEREAS, increases in compensation for Village employees occur on April 1 of each calendar of each year;

WHEREAS, the Compensation and Benefits Committee met on February 24 of this year to consider employee compensation. Information provided to the Committee included the history of the Village's earnings tax, collection, summary of generally what eight other communities have done in the past 10 years for their employees, the financial effect on the Village regarding a pay increases and the history of pay increases since 2011;

WHEREAS, the employees have requested consideration of a 3.5% increase, restoration of longevity pay and review of personal time;

WHEREAS, longevity pay for new full-time employees hired was abolished effective June 2, 2013. The Committee believes that longevity pay is an incentive pay which encourages employees to remain employed with the Village;

WHEREAS, after a thorough discussion of the financial challenges, the resulting inequity created with some employees being eligible for longevity pay while others are not, how the Village's compensation strategy has been modified over the years primarily due to the Village's financial ability to pay increases, the Compensation and Benefits Committee has recommended a 3% wage increase and reinstatement of the longevity pay compensation;

NOW, THEREFORE, BE IT ORDAINED BY THE Council of Amberley Village, State of Ohio, seven (7) members elected thereto concurring:

SECTION 1: That all employees shall receive a 3% pay increase effective April 1, 2020.

SECTION 2: That § 35.06 LONGEVITY PAY of the Municipal Code of Ordinance is amended to read as follows:

In addition to other wages and benefits granted to employees of the Village, the following schedule of annual compensation, payable in a lump sum on the first regular pay date following the anniversary of employment as set forth below, is hereby established:

- (1) \$500 per year after the completion of five years service.

- (2) \$750 per year after the completion of ten years service.
- (3) \$1,000 per year after the completion of 15 years service.
- (4) \$1,250 per year after the completion of 20 years service.

Passed this 11th day of March, 2020.

Mayor Thomas C. Muething

Attest:

Tammy Reasoner, Clerk of Council

Ordinance Vote:

Moved: Kamine Seconded: Conway

Wolf	Aye
Bardach	Aye
Conway	Aye
Hattenbach	Aye
Kamine	Aye
Warren	Nay

I, Clerk of Council of Amberley Village, Ohio, certify that on the ____ day of March 2020, the foregoing Ordinance was published pursuant to Article IX of the Home Rule Charter by posting true copies of said Ordinance at all of the places of public notice as designed by Sec. 31.40(B), Code of Ordinances.

Tammy Reasoner, Clerk of Council