

**Amberley Village Council: - Compensation and Benefits Committee
Minutes of May 24, 2012 Meeting of the Compensation and Benefits Committee**

In Attendance: R. Warren, W. Doering, T. Muething, J.K. Byar, E. Hattenbach, R. Bardach, N. Wolf, Manager S. Lahrmer, Lt. R. Caudill, K. Harcourt, M. Koenig, S. Rasfeld, M. Roeseler, R. Kemp, and W. Davis

The meeting was brought to order.

This meeting was recorded by the employees. Mr. Byar noted that the recording would become public information.

Continuation of Sick Leave Policy Review:

Current Employees

- Reduce the number of annual sick leave time from 16 hours per month to 10 hours per month.
- Payment for accumulated sick days will occur upon employee retirement to either the Public Employee Retirement System or the Police and Firemen's Disability and Pension Fund.

Mr. Doering will report out at our next meeting new changes to State policy for sick leave pay out. He will also share this information with Village employee representatives.

Short Term Disability Options: Mr. Lahrmer reported the outcome of receiving quotes for a Short Term Disability Plan from USI (attached). Quotes were obtained from Lincoln Financial, MetLife, and Reliance Standard. Quotes were declined from Assurant, Guardian, and Unum. The latter three rates were deemed not competitive. We are awaiting a quote from Sun Life Financial. As an illustration using the quote from Lincoln Financial, the annual premium for a plan to cover all Village employees would be \$15,692. The benefit would be 70% of predisability earnings up to a max of \$1500/week for up to 26 weeks. The elimination period would be '0' for an accident and 7 days of sickness.

Mr. Lahrmer noted that he was not aware of any jurisdiction offering a short term disability benefit.

Longevity Pay

Mr. Lahrmer shared the outcome of his survey for Longevity Pay (attached). An examination of the chart shows that Amberley is among the more generous jurisdictions for employees having up to 20 years of service. After 30 years of service Amberley falls near the mid-range. It was noted that Evendale dropped its Longevity Pay provision in 1987, 3 years after Amberley initiated its own provision. A tentative proposal was made that new employees would not be granted Longevity Pay and current employees would continue under the existing policy for all current employees.

There be being no further business, the meeting was adjourned.

Chair: _____
Ray Warren