

**Amberley Village Council: - Compensation and Benefits Committee  
Minutes of June 4, 2012 Meeting of the Compensation and Benefits Committee**

**In Attendance:** R. Warren, W. Doering, T. Muething, J.K. Byar, E. Hattenbach, Manager S. Lahrmer, Capt. R. Wallace, Lt. B. Blum, K. Harcourt, S. Rasfeld, R. Kemp, W. Davis, M. Roeseler, F.. Patterson (USI), and T. Zalla (USI)

The meeting was brought to order.

This meeting was recorded by the employees.

The minutes from May 24, 2011 were distributed. Approval was deferred to the June 21, 2012 Committee meeting. A document illustrating Amberley longevity benefits relative to other jurisdictions was submitted. The table and figure were based on data that had been shared at the April 24, 2012 Committee meeting.

The agenda item for this meeting was to review the Health Care Plan options proposed by the Center for Local Government Benefit Plan (CLGBP) and was presented by USI.

Ms. Patterson first gave the Village a brief overview of the current status of the CLGBF. In the 3<sup>rd</sup> year of the benefit plan year (since Aug 2011), the deficit has declined approximately 25-30% from \$3.5 million to \$2.1 million (through May 2012). This decline was associated with new provisions in the health care plan and plan usage, and back payments from Fairfield and Symmes Townships for leaving the pool.

For 2012-13 Plan Year, the CLGBP was initially looking at an increase of 19.5% if no changes in plan policies were implemented. Approximately half this increase was associated with reducing the CLGBP deficit. To reduce the overall increase, the CLGBP proposed increasing the stop gap threshold from its current \$100,000 to \$150,000. In this way the total increase would be ~13.8%. Mr. Zalla of USI, reviewed the risk assessment associated with this change and based on past plan usage, this change was believed to be worth the risk.

For the new year beginning in Aug, 2012 employees will have three health care options (Platinums A and B, and Gold A), an increase from two (Platinums A and B, 'B' being the base plan and 'A' being a step up plan I which employees contributed more). The Gold A plan represents an intermediate cost benefit plan. This year, employees will be contributing 15% of the plan cost an increase from 10%. In dollar terms, the health care cost to the Village will increase from ~\$353,000 to \$374,000. The collective employee cost will increase from ~\$39,000 to ~\$59,000.

Mr. Lahrmer together with Mr. Frank plan to prepare a resolution for Council's approval to renew and update the health insurance plan for village employees.

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

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