

Amberley Village Council: - Compensation and Benefits Committee
Minutes of February 4, 2013 Meeting of the Compensation and Benefits Committee

5 **In Attendance:** R. Warren, W. Doering, T. Muething, J.K. Byar, E. Hattenbach, Manager S. Lahrmer, Lt. B. Blum, K. Harcourt, S. Rasfeld, P. Conway, T. Chesney, M. Roeseler, and Wes Brown

The meeting was brought to order.

10 The minutes from the January 8, 2013 were distributed. A change to page 1, line 27 was made to read,
 This was corrected to 1000 hours of sick time accumulated from any jurisdiction or *10 years of total
 public service (change is italicized)*.

The minutes were approved.

15 **Sick Day Ordinance Review and Proposal**

15 The most recent version of Amending the Sick Day Ordinance was reviewed. Some changes were made and approved by the Committee. The newly revised ordinance would be reviewed by Village Counsel prior to a full Council Meeting review.

20 Modifications included:

20 1. Preamble was to read:
 WHEREAS, Amberley Village greatly values the hard work and contributions by Village employees and wishes to minimize the impact of changes to their compensation and benefits;

25 **WHEREAS**, it is good policy to review and assess the compensation and benefits of Village employees;

30 **WHEREAS**, the Compensation and Benefits Committee has undertaken a series of meetings and discussed the appropriateness of benefit programs, and made a recommendation to Council to change the accumulation of sick leave and the payout of unused sick leave in a way that is fair and equitable to employees and the Village;

35 2. Section (C)(2) last sentence was to read, 'This section applies to any person that previously worked for the Village and is rehired on or after June 2, 2013.'

40 3. Section (C)(4) last sentence was to read, 'The retirement condition includes death, an involuntary separation without cause, or a disability, or service retirement under any state retirement system in this state, as defined in Ohio R.C. §124.39.'

40 4. Section (C)(7) last sentence was to read, 'A payment for unused sick leave constitutes a full payment of all sick leave at the time of separation.'

45 5. Section (E) was to read, 'Upon the death of a village employee who has less than ten years of service with the village, said employee's estate shall receive a lump sum payment equivalent to one eight-hour day's pay for each four days of accumulated, unused sick leave.'

There being no further business, the meeting was adjourned.

50 Chair: _____
 Ray Warren