

**Amberley Village Council – Compensation & Benefits Committee**  
**Meeting Minutes**  
**June 30, 2010**

In attendance: Peg Conway, Fran Cohen, Louis Katz, Merrie Stillpass, Jon Chaiken, Ed Hattenbach, Bernie Boraten, Jack Monahan, Kevin Frank, Leslie McIntosh

**Previous Minutes**

The minutes from the meeting of May 10, 2010, were approved as distributed.

**Executive Session**

Peg outlined the topics for discussion: finalizing the compensation ordinances, including definition of employee, and the health care renewal.

Louis moved that the Committee move into executive session to discuss compensation matters; seconded by Fran, the motion passed unanimously.

At the conclusion of the discussion, Fran moved to come out of executive session; seconded by Louis, the motion passed unanimously.

**Motion Re: Employee Compensation**

Having determined that the “compensation pool” approach, in which Council would approve a set amount of money for pay increases for the year, was administratively too difficult at the present time, the following was moved by Louis, seconded by Fran, and carried unanimously.

That for the period April 1, 2010, through March 31, 2011, all Village employees, except the Village Manager, receive a 1.8% cost-of-living increase in compensation. An additional amount, not to exceed \$5,000, is available for merit increases, to be determined by the Village Manager later in the year.

**Motion Re: Vacation Policy**

Employees, particularly the police, have proposed a revised vacation policy that makes more days available sooner, which better aligns with the police work schedule. Louis stated his ongoing concern about increasing expenses to the Village when there continue to be budget deficits. He expressed strong feelings of fiduciary responsibility to all residents.

Bernie and Jack stated that this new policy could be enacted without incurring extra overtime. Jack said that he would meet with the entire department to explain that no new overtime was a requirement for the new policy and that if it does occur, he will recommend to Council next year that the vacation schedule revert to the existing one.

Louis moved that the Village ordinance on vacation, Sec. 3503, be changed as set forth in proposed new sub-sections A, B, C, and adding sub-sections E and F. Seconded by Peg, the motion carried unanimously.

Motion Re: Definition of Employee

In the process of hiring a temporary employee, the solicitor identified some unclear language. Moved by Louis and seconded by Fran, the Committee unanimously adopted the proposed replacement language for Sec. 35.011

Other Requests

The Committee declined to grant requests from employees for increased longevity pay and an additional half-day of holiday on the Friday before Easter.

Health Care Renewal

Renewing the current program requires an increase of approx. \$60,000. A couple Council members met with our USI representative, Dave Rinderle, the previous week, but specific reasons for the increase were not given. In the past few months, there was an increase in utilization, nothing catastrophic, just more expenses. The Village's participation in the Center for Local Government self-insured pool, which began last year, involves a three-year commitment. The possibility of absorbing the entire cost or passing a portion on to employees through a reduced contribution to the deductible via the HSA was discussed, but a decision was not made. The matter will be added to the Finance Committee agenda next week or another Compensation & Benefits meeting will be held prior to the July Council meeting.

There being no further business, the meeting was adjourned.

Chair: \_\_\_\_\_  
Peg Conway