

Amberley Village Council – Compensation & Benefits Committee
Meeting Minutes
March 3, 2011

In attendance: Peg Conway, Louis Katz, Merrie Stillpass, Jon Chaiken, Bernie Boraten, Margie Crowley, Fran Patterson, Dave Rinderle, Ron Regula, members of Village staff

Prior Minutes

Minutes from the meeting of Dec. 2, 2010, were approved with two corrections from Louis Katz.

Benefits Pool

USI representatives Dave Rinderle and Fran Patterson presented a report about the health care plan status. The pool is experiencing high utilization and is not building up reserves. There have been many meetings since fall with a task force of pool members to discuss cost control.

An issue that has been identified is the high ratio of dependents covered relative to covered employees. The pool has adopted a requirement that working spouses who have other coverage available that is at least 50% paid for by their employer must enroll for that coverage; it will be primary coverage for them and they may still enroll for the pool as secondary coverage.

Motion: Made and seconded and passed, to direct the solicitor to prepare an ordinance to enact this working spouse rule.

Comparative quotes for the benefits were requested. Fran will work with Margie to gather the necessary data from employees.

It was noted that rates for the plan year beginning Aug. 1, 2011, would be set in mid-May.

The possibility of leaving the pool before the three-year commitment has been met was discussed. It would involve paying a share of the deficit plus reserve liability and one month's premium.

There being no further business, the meeting was adjourned.

Chair: _____