

Amberley Village Council: - Compensation and Benefits Committee
Minutes of June 21, 2012 Meeting of the Compensation and Benefits Committee

In Attendance: R. Warren, W. Doering, T. Muething, J.K. Byar, E. Hattenbach, R. Bardach, Manager S. Lahrmer, Chief R. Wallace, K. Harcourt, S. Rasfeld, R. Kemp, W. Davis, M. Roeseler, T. Schmidtgoessling, T. Chesney, S. Lefton,

The meeting was brought to order.

The minutes from May 24, 2011 were distributed. Modifications to the description of a proposed Longevity Pay ordinance were made and the minutes were approved (these changes included (a) the Longevity Pay for current employees would continue under the existing Village policy and (b) the effective date of the proposed revision would be no later than January 1, 2013). The Village solicitor would review the proposed ordinance. Minutes of the June 4 meeting were distributed and approved.

Mr. Doering proposed a plan for modifying the Sick Leave separation benefit. The proposals were made after consultation with employee representatives and under the guidance of the Village Solicitor. For reference (see attached), the current benefit which applies to all Village employees provides 24 sick days a year. Unused sick days can be accumulated up to 200 days. Upon separation from the Village, either through retirement or resignation, the employee can receive a portion of his accrued sick days. Starting with a minimum of 10 years of service, an employee can receive 25% of sick time that could accrue up to 1440 hours (or 45 eight-hour work day equivalents). With additional years of service up to 20 years, an employee can receive an incremental increase up to 50% of sick time that could accrue up to 1440 hours (or 90 eight-hour work day equivalents). According to the Solicitor, accrued sick leave eligible for the separation payout is owned by the employee and cannot be taken away.

At our previous Committee meeting, the Committee voted to propose 15 sick days a year (based on an eight hour work day or 10 hours a month) and remove the accumulated cap on sick time. This is reduced from the current 24 days a year. This new rate reflects the typical 10 hour police shift. The proposed separation provision would place Village employees into 4 groups (see attached). Group 1 would apply to employees having the most seniority. This applies to those currently having at least 12.5 years of service in Amberley and have accumulated at least 1200 hours of sick time. The separation payout schedule would be based on a maximum hours of 1440 hours with a payout rate of 50% or 90 days. Group 2 would include those currently with at least 5 years of service in Amberley and at least 1000 hours of accumulated sick time. The payout schedule would be based on a potential maximum 1920 hours with a payout rate of 25% for up to 60 days. Group 3 would include those currently with at least 5 years of service and between 800-1000 hours of accumulated sick time. The payout schedule would be based on a potential maximum of 1440 hours with a 25% payout or up to 45 days. Group 4 would include employees having any years of service and less than 800 hours of sick time, and new employees. The separation payout schedule would be based on a potential maximum of 960 hours with a 25% payout or up to 30 days. As of the effective date of the ordinance employee placement in a tier would be fixed. Other provisions for the separation payout would provide that payout would only occur if the employee is eligible for retirement as defined by the State of Ohio.

The change to the longevity benefit was also discussed and a proposal voted on and approved. Mr. Warren shared a table of data that compared the Village's longevity with several other jurisdictions (attached). There was a question as to how the median Longevity benefit compared to the average, and to compare Amberley with Cincinnati. These data show almost no difference between the average and the median values and Amberley employees receive at least 40% more than the average jurisdiction. The proposed ordinance would discontinue longevity pay for new employees, while retaining the current policy for current employees. The proposal passed committee vote.

In the previous meeting the committee had requested and had been presented by USI with quotes from several companies for a short term disability plan. This was considered as a possible replacement of the sick leave benefit. While the cost was attractive, after consultation with the Village Solicitor, we determined that the legal obligations the Village has to current employees with respect to separation pay, did not make any

plan attractive. The Village manager also reported that Village employees were not eligible for a plan administered by Hamilton County.

5 Mr. Lahrmer reported that the Village employees would engage in their Health Care open enrollment period starting July 3.

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

10 Chair: _____
Ray Warren