

Amberley Village Council: - Compensation and Benefits Committee
Minutes of January 8, 2013 Meeting of the Compensation and Benefits Committee

In Attendance: R. Warren, W. Doering, T. Muething, R. Bardach, J.K. Byar, E. Hattenbach, N. Wolf, Manager S. Lahrmer, Chief R. Wallace, Lt. B. Blum, K. Harcourt, T. Schmidtgoessling, S. Rasfeld, R. Kemp, P. Conway, T. Neumann, S. Pwyen, R. Regula, T. Chesney, and S. Lefton, C. Fritsch, S. Powers, R. Monahan, J. Caudill, M. Monahan, M. Robbins, A. Alt, J. Drake, T. Karr, J. Norton, M. Roeseler, R. Langdon, Lt. K. Fryman, N. Raeisi

The meeting was brought to order.

The minutes from the December 4, 2012 were distributed. A change to page 2, paragraph 1 was made to read, Ms. Browder asked for clarity as to how hours would be calculated, i.e., those employees bringing their hours with them from another jurisdiction. The Committee and Mr. Lahrmer informed her that total accumulated hours would be used to determine a tier placement, i.e., hours brought in from another jurisdiction and hours accumulated with Amberley. Ms. Browder asked the committee why a new tier formula was being presented that now excluded total years of service and was narrowed to Amberley years of service. Mr. Muething noted that the Village has never been obligated to pay what other jurisdictions have in place at the time an employee starts working in Amberley.

The minutes were approved.

Sick Day Ordinance Review and Proposal

It was called to the attention of the Committee that there might have been an error in determining how employees were placed in the various tiers. Mr. Warren highlighted that in the June 2012 Committee meeting, the top tier was based on 1200 sick time hours accumulated from any jurisdiction and 10 years of service from any jurisdiction, whereas at the December 2012 meeting, this was misinterpreted to represent 1000 hours from Amberley or 10 years of public service. This was corrected to 1000 hours of sick time accumulated from any jurisdiction or 10 years of total public service. The maximum potential payout at a qualified separation would be 720 hours as defined in the current ordinance. The 2nd tier would include those with at least 1000 hours accumulated from any jurisdiction and 5 years of public service employment. The maximum potential payout at a qualified separation would be 480 hours. The 3rd tier would include all other current employees. The maximum potential payout at a qualified separation would be 360 hours. The 4th tier would include new employees. The maximum potential payout at a qualified separation would be 240 hours. There would be no cap on accumulated hours and the number of sick days would be reduced from 24 sick days per year to 15 sick days per year (based on 8 hour day).

Mr. Byar requested that all current employees be grandfathered into the top tier and asked that an employee letter be made part of the record (attached). Mr. Doering commented that for the last 3 years due to changes in the State budget and in particular the inadequately funded benefits, the State has been recalibrating its benefit structure. Benefits are not guaranteed. Mr. Neumann commented that while he agreed to the reduced sick days and retirement requirement provision to collect any accumulated sick time that the Committee was proposing, he expressed that it was bad policy having multiple tiers. He suggested that the Committee adopt the change being proposed to Longevity Pay, that is the new policy be applied to new employees. Mr. Warren commented that the original sick day ordinance had morphed from a very generous sick day allowance of 24 days to allowing employees to accumulate unused sick days for unexpected chronic illnesses, into a separation payment having nothing to do with the sick days. This represented bad policy that needed to be corrected and should not be continued. Mr. Doering commented that the current sick day benefit represented a separation 'kicker' and represented bad policy. Ms. Conway expressed opposition to the tiered system. Ms. Wolf commented that the Village is small with few employees and the Village should compare itself and treat its employees as a non-profit organization. Lt. Blum commented that the Village was now considering policy changes that no longer would provide the most generous benefit packages to its employees relative to peer communities. Mr. Byar asked what the cost burden to the Village would be if we grandfathered all employees into the top tier. Mr. Warren commented that this would be difficult to calculate, as one does not know how many employees will actually retire from the Village. Mr. Warren shared one estimate based on a scenario in which all current employees would retire. The figures were presented in total potential payout hours. With 31 employees the maximum payout was estimated to be 22,320 hours (31 X 720 hours). With the current

proposed ordinance (3 tiers, with 20 employees in the top tier, 3 employees in the middle tier, and 8 employees in the bottom tier) the payout would be 18,720 hours or ~16% less. Mr. Neumann suggested the Committee consider a transition to a new policy or provide a choice to employees. Chief Wallace shared that he located a ledger containing a record of all police officers employed by the village over the last 30 years.

5 During this time 3 police officers had retired from the village. Or, most police officers had not remained employed by the Village through their retirement.

Mr. Muething proposed a change to the sick day ordinance that would have the following features. For current and new employees, the sick days would be reduced to 15 days per year (or 10 hours per month).

10 Unused sick time could be accumulated according to the current ordinance provisions. For current employees, a separation payment of accumulated sick time would follow the current ordinance provisions with the additional requirement of a qualified separation (retirement) from the Village. For new employees, the maximum qualified separation payment would be 240 hours.

15 The motion was seconded and passed unanimously.

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

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Chair: _____
Ray Warren