

Amberley Village Council – Compensation and Benefits Committee  
Minutes of March 19, 2013

In Attendance: R. Warren, W. Doering, T. Muething, Manager S. Lahrmer, K. Harcourt, Officer M. Koenig

The meeting was brought to order.

The minutes from the February 4, 2013 were distributed. The minutes were approved.

Mr. Lahrmer shared several reports from the Center for Local Government Benefit Pool (CLGBP Health Benefit Pool) including the latest 4<sup>th</sup> year plan report (unaudited, from Aug 2012 thru Feb 2013), the 3<sup>rd</sup> year audited report, and the village liability through the first 3 years of the plan. Importantly, the overall deficit of the CLGBP has declined considerably during the 4<sup>th</sup> year of the plan from approximately \$2 million to approximately \$1.5 million. This decline is a continuation from the 3<sup>rd</sup> year experience (Aug 2011 of \$3.4 million to Jul 2012 of \$1.9 million). The Village's share of this liability at the end of the 3<sup>rd</sup> year was approximately \$167,000. Mr. Muething noted that the CLGBP's contribution to OME-RESA declined considerably during the current 4<sup>th</sup> year of the plan from ~\$86,000/month in the 3<sup>rd</sup> plan year to the current ~\$44,000/month. This appeared to contribute most to the deficit decline.

The Committee is initiating a performance evaluation review of Mr. Lahrmer. It was noted that an evaluation for any Village Manager had not been performed for several years. For reference, Mr. Lahrmer shared evaluation forms from several jurisdictions including the cities of Delaware, Newton Falls, Conneaut, Madeira, Lebanon, Trenton, and the village of Indan Hill. Mr. Warren was charged to create a format appropriate for the Village, and report back to the Committee. Some guiding principals included keeping it short and meaningful, and create a meaningful scale. Once completed it will be shared with Council for their input.

There be no further business, the meeting was adjourned.

Chair: \_\_\_\_\_  
Ray Warren