

Amberley Village Council – Compensation and Benefits Committee  
Minutes of October 1, 2013

In Attendance: R. Warren, W. Doering, T. Muething, R. Bardach, Manager S. Lahrmer,

The meeting was brought to order.

The minutes from the July 11, 2013 and July 30, 2013 were distributed. The minutes were approved.

Mr. Lahrmer shared proposed modifications to the Center for Local Government Benefits Pool, titled Second Amended Joint Self-Insurance Agreement (attached). Modifications noted in these minutes included changes to delinquency of payments by member organizations. It was noted that in the past, member organizations could be delinquent for several months without penalty. This was now being corrected. The Committee approved moving the proposed modifications to a formal vote by Council.

At Mr. Warren's request Mr. Lahrmer prepared a survey of health care contributions by employees of other jurisdictions that are members of the Benefits Pool (see attached). It was noted that most of the Village's employees contribute 15% of the cost of the premium of the Platinum B HSA medical premium. Contributions from other jurisdictions toward employee premiums and HAS accounts are quite variable.

Mr. Warren shared Chief Wallace's survey of compensation schedules from 21 jurisdictions (Chief Wallace had shared this at the July 30 Committee meeting). In Mr. Warren's analysis, between the period 2011 thru 2013, 8 jurisdictions including Amberley provided no increase in compensation (Council has since voted to approve a salary adjustment), 5 jurisdictions had less than a 2% cumulative increase, 4 jurisdictions had a 2-4% cumulative increase, 3 jurisdictions had a 4-6% cumulative increase, and 1 jurisdiction had greater than a 6% increase. Mr. Warren's analysis also showed that starting salaries for new patrol officers in the Village ranked among the lowest 15% of jurisdictions surveyed (bottom 3 of 20 jurisdictions). However, there is a progression of pay for new patrol officers.

Mr. Warren moved that the Compensation and Benefits Committee move into Executive Session for the purpose to discuss the Village Manager's compensation. A roll call vote was made and 'ayes' were received from Mr. Muething, Mr. Doering, and Mr. Warren. The Committee, Mr. Bardach, and Mr. Lahrmer went into Executive Session. The Executive Session was later adjourned.

There be no further business, the meeting was adjourned.

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