

Amberley Village Council – Compensation and Benefits Committee
Minutes of June 2, 2014

In Attendance: R. Warren (Chair), W. Doering, P. Conway, E. Hattenbach, Manager S. Lahrmer, K. Harcourt, N. Browder, R. Kemp, B. Blum, M. Koenig, and S. Ashe

The meeting was brought to order.

The minutes from the March 4, 2014 were distributed. Two words from the paragraph beginning with, 'This meeting was to discuss ...' were changed. The fifth sentence was modified from, 'This was not related to pay but to ...' to 'This was related to pay due to ...'. The minutes were approved.

This meeting was to discuss upcoming changes to the Health Care and Dental Care plans. Mr. Lahrmer together with Mr. Ashe from Horan and Associates explained the plans and the changes.

Recall, the Village is a member of the Center for Local Government Benefit Pool (CLGBP). There are currently 16 members. While in the past the Pool experienced a significant deficit, through premium adjustments and improved health care management, this deficit has now been erased. However, the reserve remains underfunded. The general premium adjustment to address this will be 3.95%. This is considerably lower than the premium adjustment the last two years of 13.7% and 7%, respectfully. In addition to the adjustment related to the reserve needs, an actuarial assessment was performed by Horan. This had not been performed for several years. Of the two health care plans we currently offer (Platinum A and Platinum B), the 'A' plan was found to be priced correctly, whereas the 'B' plan was not. Consequently, for those employees who are on Platinum B (most employees are on this plan), the premium will increase a total of 11.1% (this includes the 3.9% mentioned above). The Village currently pays 85% of the premium and employees the balance.

The current health wellness program remains in effect, i.e., annual check-up with a primary care physician.

It was noted that prior to this meeting the employees, via the Employee Committee, had been informed of these adjustments.

It was noted that while the premium increase was low by general community standards (general premium adjustment of ~15%), this increase remains about double the CPI.

It was noted that the previous Compensation and Benefits Committee expressed considerable fears for the disposition of the CLGBP health plan. It now appears to be on solid ground and we may be reaping benefits with our participation.

Mr. Lahrmer and Mr. Ashe shared that there would be no premium adjustment to the Village dental plan.

A motion was made by Mr. Doering, seconded by Ms. Conway, to accept the proposal from Horan and Associates for the Health Care Plan and Dental Plan and was carried unanimously. This would be forwarded to Council for a vote to provide Village employees with a Health Insurance Plan, fund their health savings accounts, contribute Village funds for health reimbursement, and renew the dental plan at the earliest Council meeting.

There be no further business, the meeting was adjourned.

Chair: _____
Ray Warren