

Amberley Village Council – Compensation and Benefits Committee  
Minutes of July 24, 2014

In Attendance: R. Warren (Chair), W. Doering (Member), P. Conway (Member), E. Hattenbach, N. Wolf, Manager S. Lahrmer, E. Werthheimer III, and A.E. Lane

The meeting was brought to order.

The minutes from the June 2, 2014 were distributed. The penultimate paragraph on Page 1 was changed. The beginning of the paragraph was changed from, 'It was noted by the committee, that while we had ...' to 'It was noted that the previous Compensation and Benefits Committee expressed considerable ...'. A motion was made by Mr. Doering to approve the minutes, seconded by Ms. Conway, and carried unanimously.

This meeting was to discuss proposed changes by the Village Manager to the position description for Public Works Supervisor as well as a change in title from Public Works Supervisor to Zoning and Project Administrator.

Mr. Lahrmer provided us with a description of the changes (see attached). He noted that this position would not have any direct reports. Additionally the person for this position would be a member of the Fire Department and be a backup for maintenance needs. This was not a new position and from a budget perspective, the position would be cost neutral.

Mr. Lahrmer shared his understanding of the legal requirements for Exempt vs. Non-Exempt (e.g., hourly vs. salaried, supervisory roles, etc.). Mr. Doering noted that the disposition of positions today may have more to do with professional status (e.g., administrator, director, etc.) than a supervisory role. Mr. Lahrmer agreed to seek additional clarity from the Village Solicitor.

Ms. Wolf asked that the Village Solicitor ensure that the job description was consistent with Labor Laws. Mr. Lahrmer noted that the Solicitor was engaged in the job description and he would follow-up.

Mr. Lane suggested that the proposed position require a Bachelor's degree in Civil Engineering specializing in hydraulics. In this way this person could assess the myriad of stormwater issues regularly faced by the Village. Half of this person's salary would be derived from Stormwater tax funds. Mr. Lane felt this would be more cost effective than the current Village practice of seeking outside expert opinion on matters of stormwater management.

Mr. Lahrmer's job description required a minimum of 5 years experience in Public Works which would include 'good knowledge of contemporary management practices and of the methods and equipment used in maintenance of ...storm sewers, some knowledge of structural design, surveying, and state regulations for water supply... The applicant could have an Associates Degree in Civil Engineering in lieu of up to 2 years of experience in

Public Works. Mr. Lahrmer also noted that a portion of the person's wages would be derived from Stormwater taxes.

The Committee felt that given the size of the Village and staffing, hiring a specialist, i.e., Civil Engineer, might not be suitable versus seeking expert opinions on a variety of engineering questions on an as needed basis.

A motion was made by Ms. Conway to approve the proposed change in title and job description and to determine from the Village Solicitor, whether the position can be considered Exempt or Non-Exempt. The motion was seconded by Doering and carried.

There be no further business, the meeting was adjourned.

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