

**Amberley Village Council: - Compensation and Benefits Committee**  
**Minutes of April 24, 2012 Meeting of the Compensation and Benefits Committee**

**In Attendance:** R. Warren, W. Doering, T. Muething, J.K. Byar, E. Hattenbach, Manager S. Lahrmer, Chief R. Wallace, Lt. R. Caudill, K. Harcourt, M. Koenig, S. Rasfeld, J. Drake, J. Norton, M. Roeseler, C. Driscoll

The meeting was brought to order.

The meeting minutes of March 12 and Apr 12 were approved.

The subject of this meeting was to continue the review and propose potential changes to the current sick leave policy.

Among the proposals tentatively approved and pending future review by this Committee:

1. New Employees

- Reduce the number of annual sick leave time from 16 hours per month to 10 hours per month.
- Unused sick leave days can accumulate to 120 days from 200 days.
- Upon retirement to either the Public Employee Retirement System or the Police and Firemen's Disability and Pension Fund, accumulated sick days can be cashed out at a rate of up to 25%. This compares to the current pay out provision upon severance from Village employment starting at 10 years with a formula becoming more generous with increasing years of service (i.e., maximum of up to 50% of 180 days accumulated).

2. Current Employees

- Reduce the number of annual sick leave time from 16 hours per month to 10 hours per month.
- Payment for accumulated sick days will occur upon employee retirement to either the Public Employee Retirement System or the Police and Firemen's Disability and Pension Fund. The cash out formula is pending additional review.

The current Village Liability (as of Feb 29, 2012) for sick leave pay out is approx. \$340,000 (see attachments).

A comparison to other communities (see attached) shows sick leave policy ranging from 8 hrs/month to 10hrs/month (excluding Cincinnati). The sick leave conversion pay out provision varies considerably from jurisdiction to jurisdiction. Excluding Cincinnati, the range is approx. 144-180 days to 20 days.

Mr. Lahrmer reported that for our next meeting he should have information regarding a short term disability policy. This type of policy, if acceptable, could replace the sick leave accumulation provision. There were also questions about disability through PERS and the village manager was asked to follow up on this item.

It should be noted that employees expressed reservation about the provision that would not allow them to replace used sick days (for those who had accumulated greater than 120 days).

The next meeting of the Compensation and Benefits Committee will likely be to discuss health care renewal toward the end of May.

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

Chair: \_\_\_\_\_

Ray Warren