

Amberley Village Council – Compensation and Benefits Committee
Minutes of June 5, 2013

In Attendance: R. Warren, W. Doering, T. Muething, N. Wolf, R. Bardach, E. Hattenbach, Manager S. Lahrmer, Chief R. Wallace, K. Harcourt, J. Drake, R. Kemp, S. Lefton, P. Conway, and S. Ashe

The meeting was brought to order.

The minutes from the April 9, 2013 were distributed. The minutes were approved.

Mr. Lahrmer introduced us to Stephen Ashe, Account Manager for Horan and Associates. Horan will be managing the insurance for the Center for Local Government Benefit Pool (CLGBP). Mr. Lahrmer shared that for the next year, beginning in August 2013, the insurance plan options for employees will be reduced from 3 possible plans (Platinum A & B, Gold) to two plan options (Platinum A & B). This reflected the plans usage from last year. Insurance rates were increasing by 6.9%. This increase represented a surcharge that is intended to reduce the deficit incurred by the plan. While the deficit has been reduced, CLGBP anticipates it may take an additional ~3 years to pay off the deficit. This new surcharge was added to the 10% surcharge the plan incurred last year.

There was considerable discussion on the wellness program that was instituted and mandated by the CLGBP. The wellness program had two parts including a physical performed by a personal physician and a tobacco use affidavit. The former was designed to help establish a relationship between the employee and their chosen physician and the latter was to enroll the employee in a program to help stop tobacco usage. Whereas in a prior year participation in the program was entirely voluntary, failure to complete the wellness program this year incurred a \$100 penalty. While the information from the physical and tobacco affidavit was sent to a 3rd party to administer and hold the information strictly confidential there was considerable doubt expressed by the employees present at our meeting that the information would be leaked. There was concern that the program was being promoted as voluntary with an associated penalty. Mr. Lahrmer shared that the Village was very much in compliance with the wellness program last year having taken a very active role to promote it among employees (~85% compliance). Our success was related to promotional gifts and on-site biometrics. Unfortunately, as other jurisdictions were not as successful as ours, the CLGBP decided to introduce a penalty. As one member of several in the CLGBP, we must now comply with the new directive. Mr. Ashe was asked to be sensitive to employee concerns while constructing their own wellness programs. Officer Drake inquired if the Village would consider leaving the CLGBP. While this was considered last year, the Manager and the Committee felt it would be cost prohibitive, with premiums increasing at least 50% relative to what we were currently paying.

Mr. Warren summarized the status of the Village Manager evaluation process. After the last Committee meeting, draft performance evaluation forms were distributed to Council members for their input. Minor modifications were made. In Exec Session, Mr. Muething was selected to prepare a summary of the session and report back to Council. There may be another Exec Session on June 10 to complete the evaluation process.

Mr. Scott informed the Committee that he had received a communication from employees regarding compensation adjustments. He and Chief Wallace are planning to meet with the employees and will meet with this Committee afterwards. While the Committee members expressed the need to benchmark how our employees are compensated relative to other jurisdictions, others present (Councilman Hattenbach and Ms. Conway) expressed a more immediate resolution. The Committee voted (3-0) in favor of benchmarking our compensation and making any compensation recommendations to full Council in September.

There be no further business, the meeting was adjourned.

Chair: _____
Ray Warren