



Compensation & Benefits Committee Agenda

November 3, 2021 at 4:30 PM

Compensation & Benefits Committee

Elida Kamine, Chair
Peg Conway
Rich Bardach

Staff Liason

Scot Lahrmer, Village Manager
Kathy Harcourt, Finance
Administrator

MINUTES

1. Approval of minutes: September 29, 2021

TOPICS OF DISCUSSION

1. Holiday gift card program for employees

ADJOURNMENT

**Amberley Village Council
Compensation and Benefits Committee – Meeting Minutes
September 29, 2021**

Attendees: Elida Kamine (Chair), Peg Conway (Member), Mayor Tom Muething, Village Manager Scot Lahrmer, Kathy Harcourt, Jenny West

The meeting was called to order by the Chair.

The minutes from the previous meeting were approved.

The committee heard a presentation from the Manager regarding succession planning, including a review of the employees' 10 year horizon for retirement eligibility, and other information and data regarding the Village's employees and planning processes. After two retirements last year, 15 of the Village's 35 full time employees will be retirement eligible within 10 years. Financially, Kathy and the Manager reported that our severance fund is in stable condition.

The Manager then presented a detailed review of employee benefits including a review of benefit value to employees and certain Village benefits by comparison to other communities.

There being no further business, the meeting was adjourned.

Respectfully submitted,
Elida Kamine, Chair

History of Council-Approved Christmas Gifts to Village Employees

Year	Gift Card
2020	\$250*
2019	\$250*
2018	\$250*
2017	\$250*
2016	\$250*
2015	\$250*
2014	\$250*
2013	\$250*
2012	\$250*
2011	\$100
2010	\$100
2009	\$150
2008	\$150
2007	\$150
2006	\$150
2005	\$150
2004	\$150
2003	Holiday Party

*Employees had the option of receiving a \$250 gift card or \$250 in cash.