

**VILLAGE OF PEMBERVILLE COUNCIL MEETING NOVEMBER 20, 2007****Joint Meeting of Council and Board of Public Affairs**

Mayor Opelt called the joint meeting to order at 6 pm.

Present for roll call: Brandt, Barnes, Campbell, Cox, Madaras, Miesmer, Busdeker and Aring. Employees present were: Jeff Bourdo, Brian Heestand, Dave Bruning, Gale Loebrich, John Lockard, Chief Jeff Molnar, Stephanie Bowe and Debra Cartledge. Others present were: Marcia Bourdo, Deborah Kos from Kos Insurance Organization, Gordon Bowman, and Christian King.

A list of changes to the 2008 wage ordinance was distributed to Council and the BPA. Below were the changes discussed and approved.

1. Section 1, line 5 & 6 - Delete "a full-time Village Recreation Director."
2. Section 4, line 3 - Police Chief compensation was \$45,900, should be changed to \$46,460.
3. Section 6, Line 3 – Full-time Police Officers compensation was \$11.50, should be changed to \$11.75.
4. Section 7, Line 4 - Part-time Police Officers after one year of service was \$11.00, should be changed to \$11.50.
5. Section 15 - Delete the entire section on Waste Water and Water Treatment Plant Operator Apprentice. The BPA felt that they would eventually hire someone but wanted to address it at a later time, possibly in 2009.
6. Section 18, Line 2 - Clerk of the Zoning Board of Appeals was at \$50/month, and should be \$25/meeting.
7. Section 20 - Delete entire section for the Recreation Director.
8. Section 23 - Physical Examinations section should use 2007 Wage Ordinance Language.
9. Section 27, Line 2 - The health insurance deduction was 15%, should be 13%. Aring felt that the 13% was a good percentage last year and the same percentage should be kept for this year. As the premium increases, then the employees share would also increase.
10. Section 29 - Elected Officials Compensation section should be deleted.
11. Renumber Sections accordingly.

There was discussion on the water helper position concerning overtime used for water breaks. It was suggested that a flat rate for emergency call outs would be good. Miesmer thought that Section 25 entitled Emergency Call Outs address this problem. Some employees take compensatory time and others take overtime pay. Council would like the

BPA to discuss this option of sharing, spreading and paying the same rate. Aring said that the BPA would discuss it at a later date.

The 2008 budget that was just finalized did include the wage ordinance changes that were discussed tonight.

Deb Kos presented the Medical Mutual health insurance plans. A printout was distributed that showed the costs for four plans, MOP 7, MOP 7.5, MOP 8 and MOP 9. The RX prescription card coverage would remain the same as 2007. The Village could pick one plan to provide to the employees and then give the employees one more plan option. The employees would have to pay the difference in premium cost if they chose to go with the more expensive plan. Kos needed Council's decision on the chosen plans by Mid-December.

A Health Savings Account could also be added as an option to employees. The HSA is pre-tax dollars and the lowest deductible starts at \$1,200 and goes up. HSA dollars must be used for medical expenses or it will have tax consequences.

Madaras suggested that the Village offer the employees an incentive to go on their spouses plan. For example, if this would save the Village \$5,000/year then the Village could pay the employee \$2,500/year as an incentive. Barnes told how BGSU makes the employee sign a form to attest that their spouse has no insurance. The spouse cannot have BGSU insurance if they can get their own coverage through their work. Dave Bruning explained that if he goes on his wife's work plan, he will have to pay \$600. It was asked if the Village would reimbursement him for this cost. Miesmer thought that this kind of incentive program needed further discussion and should be considered for next year's insurance planning.

Gale Loebrich asked if he would be required to take another physical. The Personnel Committee told him that he was not required since he just had a physical exam when he was hired. Loebrich emphasized that he was hired with full coverage on the MOP7 plan and felt that he should have that same coverage for next year. Aring explained that the medical plan is negotiated each year and the BPA did not promise Loebrich the same medical coverage for 2008.

Madaras and Campbell wanted all of the employees to meet with the Personnel Committee and discuss the options and hear what the employees would like. Then, the Personnel Committee can make their decision on what medical plan the Village will pickup. A meeting was set for November 28, 2007 at 2:30 pm for the Personnel Committee to meet with the employees.

The Mayor adjourned the Joint Meeting at 7:05 pm.