

HR MEETING
9/19/11 @ 12:00 pm @ Village Hall

Present: Koons, Wolfe, Romanowski

Visitor: Mike Vosatek – Comp Management

- June 30, 2011 – Took “snapshot” of 2007-2010 claims
- Stop Loss – Individual \$25,000
Group – no cap
- Over 37%
- 8% penalty
- Due to compensation – no longer eligible for group
- By doing salary continuation, saved \$26,000-\$28,000
- Will pay approximately +\$8,500
- Not eligible for group rating for 2012-2014
- Any more costs associated with claim will not affect our premium
- As long on a 4-year window, not eligible for group until this is off our “snapshot”
- Discounts available
 - Drug Free Workplace 4% basic discount up to 7% advanced discount
 - Should save about \$2,000 to be in Drug Free Program
 - Safety Council
 - 10 meetings per year
 - 2% discount on participation
 - +2% performance bonus if claims decrease
- BWC.com
 - Employers/Safety Council
- 2013 Budget Appropriations
 - Address BWC premium increase to approximately \$38,000

Danielle Romanowski

From: David Ondrey [Dondrey@tddlwa.com]
Sent: Monday, November 07, 2011 10:30 AM
To: Danielle Romanowski
Subject: RE: Salary Ranges

Danielle, I do not think we need to create a salary range for temporary full time employees. Council could create a new category if it does not want to pay such an individual within the range for other full time Service Dept. employees, but if council intends to stay within the current pay range for full timers, no change to the ordinance is necessary just because this individual will be "temporary."

From: Danielle Romanowski [<mailto:svclerk@neohio.twcbc.com>]
Sent: Thursday, November 03, 2011 9:33 AM
To: David Ondrey
Subject: Salary Ranges

David –

Attached is our current Salary Range ordinance. I believe you are aware that the Village is looking to hire a temporary full-time person for the Service Department for the winter months. The salary range for this position would fall in line with the full-time salary range, but we wanted to be sure that since it is a temporary position, that we are covered ~ or do we have to establish a temporary full-time salary range?

Thank you.

Danielle Romanowski, CMC
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