

Present: President Taylor; President Pro-Tem Walsh; Members: Burry, Koss, Pfeifer and Woodrow

Absent: Rijnovean

Also Present: Village Manager, Spallasso
Finance Director, Wiszowaty
Public Services Director, Meszler
Director of Public Safety, Woodard
Building Official, Byrwa

President Taylor called the Council meeting to order at 6:30 p.m. in the Village of Beverly Hills municipal building at 18500 W. Thirteen Mile Road. Council is meeting at 6:30 pm prior to a regularly scheduled meeting at 7:30 pm to continue its review and discussion of the Personnel Policies and Procedures Manual.

Council members revisited certain portions of the document that were previously reviewed including the sections regarding Compensation and Cost of Living Allowance.

It was noted that Manager Spallasso's proposal for changes to the benefits package for new employees will be a topic of discussion at tonight's regular Council meeting. There was a consensus of Council that current employees would have the option of electing to receive the changed benefit package.

Spallasso referred to the last paragraph under Section 11.40 Group Health Insurance and stated that the first sentence should read, "In the event that the retiree dies, the same coverage in place at the time of retirement shall continue for a surviving spouse." The language, "for a two (2) year period" is not included in the AFSCME contract or in the three Public Safety Department contracts and should be removed from this document in accordance with a decision made to incorporate this change into the Personnel Policies and Procedures Manual in 2003 when a new AFSCME contract was approved.

Members of Council requested that administration research how other communities address this issue before they consider a change in the language.

Section 11.85 Education Benefits was discussed. There was a consensus of Council to revise this paragraph to indicate that the Village will reimburse employees for the cost of tuition up to \$1,000 per year for job-related college courses towards a bachelor's degree.

Walsh thought that there may be changes to the Family Medical Leave Act that should be incorporated into Section 11.97. She will research this.

It was clarified that changes that have been instituted in the retiree prescription plan will be incorporated into Section 11.40 Group Health Insurance. Future revisions can be made to the document to reflect anticipated changes in health care policies.

Walsh questioned whether Council's previous action to eliminate the Cost of Living Allowance from the Personnel Policies and Procedures Manual seems arbitrary and capricious considering that it effects only four non-union employees. Koss offered a motion, seconded by Pfeifer, to reinstate the Cost of Living Allowance into the document but withdrew her motion following further Council discussion on the topic.

Administration was asked to prepare a copy of the revised document incorporating the changes approved by Council to date. There was agreement that amended Policies and Procedures Manual once adopted by Council would go into effect on January 1, 2007.

The meeting was adjourned at 7:12 p.m.

Dave Taylor
Council President

Ellen E. Marshall
Village Clerk

Susan Bernard
Recording Secretary