

**City of Aberdeen
Council Work Session
August 2, 2010**

Present: Mayor Bennett, Councilwoman Elliott, Councilwoman Landbeck,
Councilwoman Young

Absent: Councilman Garner

Also Present: Douglas Miller, City Manager
Theresa Hartman, Human Resources Administrator
Monica Correll, City Clerk
Doris Manner, Recording Secretary

Mayor Bennett called the Work Session to order in the Council Chambers at 4:00 p.m.

1. Matters of Immediate and Urgent Business - None

2. Work Session: Matters for Council Discussion

A. Personnel

1. Leave Policies

Mr. Miller and Ms. Hartman reviewed the following Separation Policy both current and proposed:

Current:

At the time of separation of service, the City shall pay:

- Unused vacation time up to 80 hours.
- Unused sick time up to 400 hours (with at least 5 years service in a non-termination separation).
- For those retiring, the City shall pay health insurance for the employee until death (converts to Medicare supplement at age 65).

Proposed Change:

At the time of separation of service, the City shall pay:

- Unused vacation time up to 480 hours.
- Unused sick time will no longer be compensated for.
- For those who are retiring, the City shall pay health insurance for the employee until which time the employee is eligible for Medicare.
- The City shall only pay for up to 480 unused hours of vacation time; an employee can accrue up to 560 hours of vacation. Past 560 hours the employee will have no additional hours added to his or her balance.
- For employees who have accrued twelve (12) or more consecutive months without using any sick hours, the employee may cash-in up to 40 hours of that unused sick time; only be applied for and received in January.

2. Early Retirement Window

Proposed Early Retirement Inducement

- If an employee announces his or her intention to retire before September 17, 2010, for a retirement to commence no later than December 15, 2010, the City shall:
 - Pay up to 480 hours of unused vacation.
 - Pay up to 400 hours of unused sick.
 - Pay health insurance for the employee and the employee's spouse until they are eligible for Medicare. Note: the spousal benefit is for the employee's spouse at the time of retirement.

The Council decided that there should be more discussion before a vote is taken.

B. Planning

1. Discussion of public hearing comments:

a. Scotten Annexation

Mr. Miller stated that the required public hearing was held and a vote will be taken at the next Council meeting.

b. 952 Gilbert Road

Mr. Miller stated that the required public hearing was held and a vote will be taken at the next Council meeting.

3. Other Matters - None

4. Executive Session

A. Hiob Lane Annexation, Annexation Agreement

B. Sale of Property at Rt. 22 and Old Post Road

C. Lease of City Property

Mayor Bennett read the Statement of Closed Session. A motion was made by Councilwoman Elliott and seconded by Councilwoman Landbeck for Council to go into Closed Session.

The motion was passed with a vote of 4 – yes and 1- absent.

Ayes: Mayor Bennett, Councilwoman Elliott, Councilwoman Landbeck,
Councilwoman Young

Absent: Councilman Garner

The meeting was adjourned at 4:35 p.m. with a Closed Session to follow.