

VILLAGE OF DRESSER
FINANCE/PERSONNEL COMMITTEE MEETING
TUESDAY, NOVEMBER 13, 2012
6:20 PM

The meeting was called to order by Greg Andrie at 6:35 PM. Roll Call was taken: Kristi Scheet, Greg Andrie, Jim Rochford Jr., and Rick Flandrena. Also present Jodi A. Gilbert Clerk. No public or press was in attendance.

Discussion was held regarding Christmas Bonus for Village Employees. Andrie stated I thought that we did do something last year. Gilbert stated no nothing was given. Andrie continued we do need to do this again this year. Flandrena stated I have no problem with that. Motion Andrie/Scheet to recommend to the board to give a \$100.00 Christmas Bonus to each full and part time employee including the part time police officer and the Library personnel. All in Favor. Motion Carried.

Discussion was held regarding Employee Wages for 2013. Andrie asked what are other communities doing. Rochford asked what is budgeted. Flandrena stated 4% was budgeted. Flandrena continued the Village of Osceola last year got 2% and this year they are getting nothing. Andrie stated there hasn't been anything in the newspapers on what other communities are doing. Flandrena stated in talking with Joel many are talking health insurance and wages at the same time. Many are going to 85 15 and a 1 ½ % raise if they change their insurance policy. Things are taking a back slide. Andrie stated I have talked to an employee at the City of St Croix Falls and maybe they may see 1.8% - which sounds like CPI/union. Rochford clarified that we are 90/10 on insurance. When we renew the health insurance next year we will probably be going to something else and in order to get to that change the employee is going to have to kick in more. Under the current restrictions/qualified insurance as long as the employer is picking up 60% it is OK. Scheet stated I don't think we have enough employees to be qualified. Rochford continued in thought we are going to where the employees are paying more for insurance so maybe we should be considering a 2 to 2 ½ % raise. Scheet stated in the exchanges will there be deductibles? Insurance agents are trying to figure out how to retain employees - in an exchange there is no deductible. There are so many things about the Act and where the dust is going to settle who knows. \$2,000 is the average deductible for a single person. If I am going to loose my job today I won't be shopping for a job based on health insurance. Scheet continued point being our government is telling us a \$2,000 deductible is kind of where you are in providing some type of benefit. Custom Fire is at a 65/35 plan to stay above the limit. Rochford stated people aren't going to see deductibles they are going to see premiums increase. Andrie stated I was thinking all of these laws were for large groups. Scheet stated yes and you want to be a little better if you want to retain employees. Rochford stated a smaller company can go to an exchange. The smaller companies don't have to pay fines if they have fewer than 50 employees and don't comply - there is a full time formula to follow. Flandrena stated I just thought I would bring up what Osceola is doing. Scheet asked how does our wages compare to Osceola. Flandrena asked what did we give our guys last year. I believe we are very comparable to other communities. Rochford stated sometime though it is tough

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to gage, since you have years of service playing into it. We have a special case where our public works guys are the same. Scheet asked does a wage increase always need to be a percentage. Rochford stated it doesn't have to be. Scheet continued we could give an actual dollar amount. When you do a percentage the rich get richer and the wages for part timers will stay low even though they don't get benefits. I also don't want to hurt the full timer. It was stated for the record that the Village is not increasing the part time police officer wage. We don't have the hours to give at this time to make it worth while. Flandrena continued in the winter time the amount of part time police hours really drops off. Flandrena stated OK do you do a percentage or a particular amount of money. Do you do bonus in lieu of a raise. Scheet stated I want it to be a raise. I would like to say we do raises each year. Flandrena stated they are becoming rare and rarer because of health care cost. We currently have good health care. Their deductible went up \$500. Rochford stated how about we go that route and let's say 50 cents. Andrie stated I would go 2 to 2 ½ %. Rochford continued if you give it a straight figure – Scheet commented if the day comes with the exchange and health care changes and by giving them a raise you can tell them to go buy it here. Rochford stated it depends on the employee and it will come down to the best health care for them and can they get it through the exchange. Andrie stated I hope they can pick what works for them. Flandrena stated I am in agreement almost on the increment. Do a percent or dollar amount, but keep it around 2%. Motion Rochford/Scheet to recommend to the Village Board to give a .50 cent per hour raise to Dresser part time and full time employees excluding part time police and library personnel. All in Favor. Motion Carried.

Motion Rochford/Scheet to adjourn at 6:55 PM. All in Favor. Motion Carried.

Jodi A. Gilbert, Clerk/Treasurer

These minutes have not been approved.