

**VILLAGE OF DRESSER
FINANCE/PERSONNEL COMMITTEE MEETING
WEDNESDAY, SEPTEMBER 25, 2024**

The meeting was called to order by Grace Bjorklund at 6:00 PM. Meeting was held at the Municipal Office. Roll Call was taken: Grace Bjorklund, Darren Peterson, and Joe Peterson. Also, present was Jodi A Gilbert – Clerk/Treasurer, Matt Koch-Public Works, Luke Loescher-Public Works, Ryan Haass Police Chief, and Cait Haas Office. No other public or press was in attendance.

Notice is hereby given that the Village of Dresser Finance/Personnel Committee may move to convene into Closed Session: Pursuant to WSS 19.85(1)(c) Considering compensation and/or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Motion Darren Peterson/Joe Peterson to convene into Closed Session pursuant to WSS 19.85(1)(c) to conduct annual review for Full Time Employees. Bjorklund called for a Roll Call Vote to convene into Closed Session. All members of the committee present voted yes. Motion Carried.

Closed Session Took Place.

Motion Joe Peterson/Darren Peterson to convene back into Open Session at 6:10 PM. All in Favor. Motion Carried. The Finance/Personnel Committee took no action on the matters of the Closed Session.

Discussion took place regarding the Equipment Replacement Plan. Koch stated the only two updates are moving the Pick-Up truck to 2025 and the One-Ton out to 2030. Gilbert stated an updated document will be brought back to the next meeting.

Discussion took place regarding the 5 Year Street Capital Improvement Plan. Gilbert explained the updated spreadsheet that was presented to the committee. First and Second Street have been removed since the work is complete. The Alley, Central Avenue(State St to Second St) and East Avenue(State St to Second St) were added by public works. We pulled in the costs that were put together in 2021 and whether they were considered a large or small project. Bjorklund asked what is the number one priority? That is hard to say. Darren Peterson asked about Central Avenue from First to Second Street. This section does need new blacktop/curb but there is no water/sewer. Bjorklund asked what about the culvert issue over by C-Aire? That is not listed. Koch stated for the time being C-Aire has blacktopped the parking lot and since that area is not really used as a Street it is not a priority right now. Something eventually will need to be done with the culvert situation. Motion Darren Peterson/Grace Bjorklund to recommend sending the updated 5 Year Street Capital Improvement Plan to the Board for their consideration. All in Favor. Motion Carried. Gilbert stated this is important to have on file for any future grants and/or other funding that may come up.

Discussion took place regarding Trees – First/Second Street Project, Arbor Day, Other Plantings. Gilbert stated for the First/Second Street Project no money was put into the contract to replace

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any of the trees that were taken down. At this point I have not had any residents ask me about putting in a new tree. Darren Peterson stated we don't want trees in the right away. We would not approve that. Arbor Day – the cost of trees keeps going up and we do need to think about where we want to continue planting trees at the school. If a new building goes in, we are running out of room. Bjorklund stated on 3rd Street there is still room for more pines to be put in – maybe 2 to 3. Koch stated I believe during the project Trina Hendrickson's apple tree was damaged. I don't know if she is going to ask for a replacement tree. The question is how much money do we put in the budget for trees? Darren Peterson stated why are we budgeting for more trees? We don't have to keep putting more money into the budget. Budget the same as last year for trees.

Discussion took place regarding new benefit – Vision Insurance for Employees. Bjorklund stated we talked about this at the last meeting and we asked for some clarification on somethings. In the packet you have an email clarifying the questions we had. The \$200 Allowance is for frames or contacts plus the insurance pays on the other items listed. For premiums we are looking at Tier 3 and the \$200 allowance. Bjorklund handed out a premium calculation sheet. This is different from what we had originally calculated. It is more cost effective. The overall premium for the year will be \$867.12 with the \$200.00 allowance or \$657.60 annually with a \$150.00 allowance. The difference between the two plans is \$209.52. Bjorklund continued do you want to give them vision insurance? Joe Peterson and Darren Peterson stated we should try. This is something that the employees are asking for. Bjorklund stated I would like to see the \$200.00 allowance. Some of this cost can be designated to the water utility and the sewer utility. Darren Peterson stated we still must pay for it. Do we make a recommendation to the board. Darren Peterson asked how do we handle this year. The insurance policies all renew November 1st. The rates would be prorated for a couple of months. Premiums are paid monthly. Motion Darren Peterson/Joe Peterson to recommend to the board that we add Vision Insurance effective November 1 2024 for the Full Time Employees - \$200.00 allowance with an annual premium of \$867.12. Joe Peterson stated the only difference is the frame/contact allowance. The other benefits are the same. All in Favor. Motion Carried.

Discussion took place regarding Spring/Fall Clean Up for Dresser Residents. Bjorklund stated this is on the agenda for discussion. Is there a possibility of bringing back spring and/or fall clean up. Bjorklund handed out a sheet – I have put together what we had budgeted and spent in the past. The last time we did this it was with Olsen Sanitation supplying dumpsters at the village garage. This was some work for public works, but it did work. Joe Peterson stated I believe we only did it one time because it was going to be over budget if we did it again. Bjorklund stated Waterman's from Amery is willing to work with us and do something similar to what we had done with Waste Management where the resident hauls to the transfer site. Bjorklund continued I talked to Olsen and they are again willing to work with us on dumpsters. They are planning on building a transfer station in Somerset next year but don't know when it will be done. This helps with the enforcing of the junk ordinance. Haass stated overall I didn't notice a huge difference. The same people are always out of compliance. Darren Peterson stated this did help to get people to get rid of things right away. Bjorklund I was looking to find out the committee feeling on this and whether we can put something in the 2025 budget. Do we present the idea back to the Village Board? Darren Peterson stated we could bring it to the board.

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Overall, I am not in favor of paying for someone's trash especially if Haass is not seeing any differences. Bjorklund stated in the past when we had this service one third of the households used it. Joe Peterson stated some of these same reasons are why we discussed this last time. Does public works have any comments. Koch stated I am in favor of anything we can do to keep the Village cleaned up. Joe Peterson asked did it really make a difference. Koch stated I seen people clean up because of the cleanup day. People who didn't have money and no way to transport items. Stuff that had been sitting outside for a while did get cleaned up. We tried to limit on the permit what they could and/or could not bring. Limiting construction items. That is not what this is for. You can see the pros and cons of this. Bjorklund stated if this helps keep the Village clean then it is a good service. Darren Peterson stated I can't say that I don't want to keep the village clean. Koch stated it did help some people. Not everyone has a vehicle to haul stuff. Joe Peterson stated you have the majority paying for the minority. Darren Peterson stated Amery is far away and I don't know if that would work. We don't want to budget money and then not use it for the purpose it was intended for. Bjorklund asked is this dead in the water or do we take it to the board? If the board is in favor of it then we look into options and come up with a cost for the budget. In the past 4 dumpsters were \$500.00 each. We scheduled appointments into the evenings and even had Mike help monitor what was being brought. A lot of metal was brought to TMS so we didn't have to pay for it in the dumpster. Darren Peterson stated maybe we do something - maybe do Amery so we don't have to monitor it. Joe Peterson as far as I am concerned it is dead on arrival. Darren Peterson stated let's bring it to the whole board.

Review took place of preliminary 2025 budget requests from departments.

- a. Public Works Pickup – Public Works presented an updated 2025 Budget List. The pickup is list along with other items. Koch stated we have to get the fan looked at on the desktop computer and depending on how that gets fixed we may be looking at a laptop. Koch stated we started looking online at new pickups and we may be around \$60,000.00 for a new truck to replace the dodge. Some of this expense could come out of the machinery replacement account. Loescher stated I was seeing around \$50,000.00 on the low side. We are thinking of purchasing in 2025. Bjorklund asked what color are you thinking. We didn't think about color yet. The current one we could sell it on the auction like Haass has done with the police vehicle. Are we going to come out ahead with the auction or trade it in. Does the committee want to put money into the 2025 budget and/or do you drain the machinery replacement account.
- b. Police Vehicle – Haass stated I have a request into Bernards for a new vehicle. We have been getting a new vehicle every 5 years. The vehicle is going to Complete next week to have the brakes looked at. Current vehicle is at about 50,000 miles. Last time we waited another year and then the vehicle had all kinds of problems. There is \$33,730.74 at the State plus \$6,000.00 in the 2024 budget. That brings us to \$39,730.74 plus any money from the resale of the current vehicle. I would do the auction again like we did last time – they take care of everything so it is very easy for us. The auction does any municipal vehicle. Haass continued I would like to stay with the Durango because then all the equipment will transfer. I have the electrical work done and the decaling. Those costs are extra over the price from Bernards. There would not be any other equipment cost. The decaling in the past has been a few hundred dollars. Joe Peterson asked solid black.

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Haass stated I would like to go all black with the white doors. There is a cost for painting doors. In the past they didn't want to wrap them. I would like to order this year since it takes months to get one. Bjorklund stated we don't have a recommendation to the board since we really don't have a cost yet. Haass stated as soon as I get final numbers, we can get it to the board so it gets ordered. Haass stated I will also be looking to replace an old computer in the office. I am thinking it should be \$500.00 or less. I am hoping to have numbers in October.

- c. Copier – Cait and Jodi put a proposal to the committee regarding a new office Copier. The current machine is also our fax machine. Bjorklund stated the write up here shows options to lease and options to buy. Darren Peterson stated we need to run the numbers if not a whole lot more than leasing may be the way to go. Cait stated the sheet shows an option to purchase and lease from two companies. You then have the service agreement that is based on the number of copies. Darren Peterson stated I think the most economical way would be to own it. We could plan to have this on a five-year rotation. This would help avoid the additional costs as it gets older. EO Johnson has more copies locked in which reduces the amount of overages we would pay. Your repair costs and tonner are all built into the service agreement which is based on the number of copies. We have been very happy with EO Johnson's service of the current machine. Maybe we should be replacing it more often. The service contract needs to be reviewed every year. There is money in the equipment replacement account so we could buy a new Copier yet this year. Bjorklund stated the copier is used for the water and sewer utility so a percentage of the cost could go to the utilities. Motion Darren Peterson/Joe Peterson to make a recommendation to the Village Board that they move forward with a purchase of a new Copier from EO Johnson. Purchase the new copier for \$4,537.50 charging 25% of the cost to water utility and 25% of the cost to the sewer utility and to enter into a service agreement for repairs and tonner. Option #2 on the handout. All in Favor. Motion Carried.
- d. Computers – Already discussed. No additional information.
- e. Other – Nothing else stated at this time.

Discussion took place regarding Employee Wages for the 2025 Budget. Gilbert presented the committee with a spreadsheet to help determine the amount to put into the budget for 2025. Bjorklund stated I believe the cost of living is down this year. Cait Haas stated I was promised 6% at the first of the year and \$1.00 at 6 months. Gilbert and Bjorklund disagreed. Cait Haas stated the conversation I had with Fatboy was 6% at the first of the year. Darren Peterson stated right now we are setting how much money to put into the 2025 budget. Bjorklund state in my opinion they are under paid. We can all say that. Darren Peterson stated I propose that we put 5% into the budget for next year. Joe Peterson stated I agree I was also thinking 5%. We have the best employees. I would love to give more every year. Bjorklund stated we direct Gilbert to put 5% into the budget numbers for 2025.

Discussion took place regarding an Employee Appreciation Bonus for the 2025 Budget. Bjorklund stated we put money in the budget so we can give a little more at the end of the year to the employees. For the 2024 budget we put in \$200.00 per employee. Any thoughts on what you would like to see for 2025. Joe Peterson stated I think we should match what we did last

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year. At the same time, it has gone up in \$25.00 increments. Things can't continue to just go up - when do we stop it. Are all our voters getting a bonus at the end of the year? Joe Peterson continued I would say \$200.00 keep what we did last year or maybe \$225.00. Bjorklund stated I would be leaning towards \$225.00. Committee agreed to put \$225.00 into the 2025 budget.

2024 Projections for the 2025 Budget were not completed for this meeting and will come back at the next Finance meeting.

Any other business. Gilbert stated I have Lindus coming to give us a quote on windows in the Village Office. We have also gotten a quote to sandblast and repaint the Stucco on the Village Office Building – I will bring that to the next meeting. Koch stated the Village needs to look into purchasing Microsoft 365 Office. Need to get a price. Gilbert stated the State Trust Fund Loan for the Fire Truck will be coming back to the board to redo since the interest rates went from 6% to 5%.

The next meeting date is set for October 9, 2024 at 6:00 PM.

Motion Darren Peterson/Joe Peterson to adjourn at 7:25 PM. All in Favor. Motion Carried.
Jodi A Gilbert, Clerk/Treasurer

These minutes have not been approved.