

**VILLAGE OF DRESSER
FINANCE/PERSONNEL COMMITTEE MEETING
WEDNESDAY, SEPTEMBER 27, 2017**

The meeting was called to order by Grace Bjorklund at 6:30 PM. Roll Call was taken: Grace Bjorklund, Cathy Frandsen, Bryan Beseler, and Bryan "Fatboy" Raddatz(Alternate). Also present was Jodi Gilbert – Clerk/Treasurer, Karen Andrie and Sandy Bassett. No other public or press was in attendance.

Motion Beseler/Frandsen to recommend to the Village Board that they renew the employee health insurance with Medica – MIC PP WI 1000-30-20% Gold with the employee paying 10% of the total premium and to grandfather Officer Ryan Haass to receive reimbursement up to \$500.00 on the Employee Deductible only. Bjorklund stated the renewal rates are up 8.8%, which is less than last year's 10% increase. We could look at higher deductibles, but that gives the employee more exposure. Officer Ryan Haass is currently on the insurance and he has expressed some concerns and would like to stay with Medica. Bjorklund stated I have talked to other people who have been satisfied with Medica. At this time we don't know if the new employees will be taking the Health Insurance. Beseler stated I have recommended keeping the plan as is – in regards to the deductible that information was never brought up with the new employees and policy should be that new employees are not eligible for that reimbursement. That was given when a lot of changes were taking place with the plan itself. All in Favor. Motion Carried.

Discussion was held regarding the Holiday Pay section of the Dresser Employee Handbook. Beseler stated I have read it and what is the confusion? Raddatz stated I read it if you work on a holiday – for instance you work 2 hours you get double time. Gilbert stated the employees are just looking for clarification on the line "All Employees who are required to work on holidays shall receive double their regular rate of pay for hours worked on the holiday." For instance if an employee comes in to plow snow on the holiday(the employee makes \$10.00/hour) and they work for 6 hours they would be paid 6 hours at \$20.00/hour plus 8 hours of holiday pay. The committee agreed. Gilbert stated there has been some confusion when you look at non-public works employees such as the police department. The committee stated any Village employee who works on a Holiday should receive double time for hours worked. Beseler stated I will talk to Officer Haass regarding his working on the Holidays. Gilbert stated OK no changes need to be made at this time to the employee handbook.

Discussion was held regarding an amount/percentage to figure into the 2018 Budget for possible employee raises. Bjorklund stated in order to compute wages and benefits for the 2018 budget Gilbert needs to know what our wishes are on possible raises. What should we build into the budget? We were scheduled to do reviews in September for the current employees and the new 2 employees will get reviews in 6 months. I would suggest we leave Jodi and Ryan and do them in 6 months also. Reviews are not tied to raises here in Dresser. Beseler stated every other year we discuss this and we put 3% in the budget and historically we give 2%. Bjorklund stated last year we did 3% and I would like to see at least 2 ½ % built in. Frandsen stated this is a starting point we could put in more or less down the road. Build 3% into the budget. Bjorklund stated you don't want to forget about the quality of employees we have. Beseler stated we are not critiquing the employees at this time. Raddatz stated it looks like 1.7% was the inflation rate at

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the end of July 2017. Beseler stated don't build in 3% because there are not the votes to give 3%. Frandsen stated seeing the inflation rate I suggest we build in 2 ½%. Gilbert asked about the plan for the new employees. The committee came to the consensus that they should build 2 ½ % into the 2018 budget for Gilbert/Haass/Bents and for the 2 new public works employees budget them at \$20.00 per hour for 2018.

Discussion was held regarding items for the 2018 Budget in order to prepare for the November 1, 2017 Budget Meeting with the Auditor. Beseler stated this is hard at this time when there are no other numbers to look at. Bjorklund stated is nice to have some direction on what people want to see. Gilbert stated Bjorklund and Raddatz submitted some suggestions for the 2018 Budget. First they reviewed Bjorklund's list. 1. Tennis court has been postponed for two years – Bjorklund stated we have to maintain that tennis court – we had \$14,000 in the budget the last couple of years. We could go out to Fahrner or just ballpark a figure. 2. LRIP – We have \$28,000 set aside. We are not doing a project for 2018. It was suggested to leave the same amount of money in the 2018 budget that was in the 2017. Beseler stated it is not increasing the expenses. 3. Thye Park is located by the Hall. Carl Thye owned all of the land. We have a little bit of money put aside for playground equipment right now. Beseler stated if you want to champion the play ground equipment plan - we need to have a plan Beseler stated. Raddatz stated spend the money you currently have. The Basketball court has cracks and grass growing up on it. 4. Bjorklund stated all of the Boulevard trees have died. The trees in the boulevard on West Avenue are gone. We have the Urban Forestry so we need to maintain our trees. How many trees? Bjorklund stated out here 3 – Beseler stated no more than a \$1,000.00 for trees. Raddatz stated you can do it for \$600.00. 5. The Water Tower driveway is falling apart and the edges are breaking away. 6. Now that we have new chairs coming for the Hall we could look at new tables. Beseler stated I am not putting any more money into it – the 2017 budget has \$2,500.00. Bjorklund continued I looked into tables and they will run from \$168.00 to \$197.00 a piece. Just leave the budget the same at \$2,500.00 and use it for tables. 7. Barb Williamson is resigning so we are going to have to look for a gardener. The committee suggested leaving the part time parks budget the same and look at the position later. 8. No the Village does not need a 2nd pick up truck. The committee reviewed Raddatz's list. 1. Catch Basins – J&S bid it at \$1,500.00 to \$1,600.00 for two. How many do you want to plan to do? Fatboy stated if we put in 4-6 basins per year. \$4,500.00 you could easily do 6 or more. The more you do the price would be cheaper. 2. Computer Support – Gilbert will pull detail on Computer Support. 3. Ambulance Driveway \$2,000.00. Fatboy stated all of the other municipalities are on board at this time. 4. Lets build into the budget the Highway 35 Cross Walk – the bid was for around \$5,000.00. 5. Review of the 5 - Year Plan. Overall leave capital outlay accounts as is for road maintenance. We could combine the road maintenance items into one line item since we don't have specific bids.

The committee is planning on meeting again on October 18th and then with the Auditor on November 1st.

Motion Beseler/Frandsen to adjourn at 7:28 PM. All in Favor. Motion Carried.

Jodi A Gilbert, Clerk/Treasurer

These minutes have not been approved.