

Village of Fall Creek
Minutes of Finance & Personnel Committee Meeting
October 23, 2018

1. **Call to Order:** 6:50 p.m., Village Hall Meeting Room, 122 E. Lincoln Ave., Fall Creek
2. **Roll Call:** Members Present: Village President Chester Goodman, Trustees Joyce Aldrich, Tina Jacobson, Dane Zook. Members Absent: None. Staff Present: Police Chief Chad Dachel, Public Works Director Bryan Kaatz, Clerk-Treasurer Renee Roemhild.
3. **Certify Open Meeting Law Requirements Have Been Met:** A notice of the meeting and an agenda was posted in the three public places.
4. **Adopt Agenda:**
 - MOTION (Jacobson/Zook) to adopt the agenda as printed. PASSED, without negative vote.
5. **Work on 2019 Proposed Budget:** The committee worked on the proposed budget.
 - MOTION (Jacobson/Zook) to recommend the Village Board allow for a monthly stipend in the amount of \$250/single or \$500/family for those full-time employees who opt out of the employee benefit of taking the Village-offered health insurance. Motion includes changing the personal policy as indicated by the below underlines and strikeouts:

Village of Fall Creek Personnel Policy Handbook, Under #14. Fringe Benefits:

G. Insurance: The Village proposes to provide employees with health, life, and long-term disability insurance as follows. Employees are placed on notice, however, that the Village reserves the right at all times to change the levels of coverage and benefits and to contract with a vendor of these services of its own choice, as well as to eliminate this benefit.

Full-time employees shall be offered basic **health and long-term disability** insurance. This insurance will begin on the first of the month following a required 60 day waiting period.

Premium costs shall be shared between the employee and employer as outlined in each year's budget.

Should an employee decide to "opt out" of the insurance program, ~~no additional compensation shall be given to the employee.~~ compensation shall be granted at a monthly rate of \$250/single, \$500/family plan (relative to the plan the employee is opting out of). Such compensation will be recorded as *Miscellaneous Income Health Insurance Stipend*, (so as to not get confused with the employee's standard hourly wage) and shall be taxable per federal and state tax laws.

Any changes the employee wishes to make regarding inclusion or opting out of the health insurance must be done during the "open enrollment period" as defined by the health insurance company. The employee is responsible for filling out the necessary forms and submitting them to the Clerk-Treasurer's Office.

The current health insurance plan is a higher deductible plan with the intent that employees shall maintain their own individual Health Savings Accounts at a bank of the Village's choosing to pay for medical expenses until the deductible is met, at which time the insurance takes over. As an additional fringe benefit to the employees taking the health insurance, the Village will initially contribute \$500

for 'start-up' funds and then contribute a portion, (prorated, on a monthly basis) as outlined in each year's budget, to the employee's individual H.S.A.

Basic **life** insurance shall be provided to eligible employees, per the Wisconsin Department of Employee Trust Funds Group Life Insurance Program.

PASSED, roll call vote: Goodman-yes, Jacobson-yes, Zook-yes, Aldrich-yes.

- MOTION (Zook/Aldrich) to recommend the Village Board stay with the Group Health Silver #3 HDHP health insurance plan. PASSED, roll call vote: Jacobson-yes, Zook-yes, Aldrich-yes, Goodman-yes.
- MOTION (Zook/Jacobson) to recommend to the Board the employee share of the health insurance premiums be raised from 9% to 10% for the 2019 proposed budget. PASSED, roll call vote: Zook-yes, Aldrich-yes, Goodman-yes, Jacobson-yes.
- MOTION (Jacobson/Zook) to set the public hearing for the proposed 2019 budgets as November 12th at 7:30 p.m. PASSED, without negative vote.

6. Adjourn:

- MOTION (Zook/Jacobson) @ 9:05 p.m. PASSED, without negative vote.

Renee Roemhild, Clerk-Treasurer