

**Special Village Board
2012 Budget Review
October 24, 2011**

President Coutts called the meeting to order at 6:02 p.m. in the Courtroom of the Safety Building, 6922 Nicholson Road, Caledonia, Wisconsin.

Board Present: Trustee Burton, Trustee Griswold, Trustee Wanggaard, Trustee Weatherston, Trustee Bradley, Trustee Wishau and President Coutts

Absent: None

Dept. Managers: Village Administrator Tom Lebak, Finance Manager Larry Borchert, and Finance Accountant Xenia Ramos

1. Health Insurance options

They discussed the HRA account and it being a restricted fund. Trustee Weatherston asked to see the HRA contract by the end of the week. Craig Vaughn was present from David Insurance. He explained that the drug plan can't be eliminated from the plan. They talked about getting rid of the reimbursement HRA plan and if the balance could be transferred into the general fund. The assumption was that according to the IRS rules, the fund would need to be used for its intent. They discussed offering health plan option 6 to the police and fire personnel and health plan option 5 to the rest of the employees. They discussed changing option 6 to an 80/20 plan with a savings of approximately 18 percent to the village. The majority of the board agreed to option 6 for the police and fire union employees and option 5 for the rest. The plans will stay as presented at 90/10. The premiums were calculated at 10% for police and fire and 15% for the rest. Vaughn explained the HRA benefit and how it allows the village to purchase a higher deductible plan at a cheaper rate.

2. Review 2012 budget

They discussed mirroring the plumbing and electrical commercial inspector contract amounts, resulting in a \$15,000 savings. They discussed using any surplus for items that were cut such as road stripping and overtime for the police dept. Trustee Wanggaard presented a proposal by the village attorneys for meetings they attend. It resulted in a \$5,000 to \$10,000 savings. Trustee Dobbs would like to see some of the benefits taken away from the 33% of the employees be brought back. A few board members stated that it could be looked at later but did not want to change anything right now. Some also believed that the benefits were too rich and should be taken away since the private sector does not have them.

3. Personnel manual

Trustee Dobbs felt that that policies stated in the manual should be enforceable or they should be taken out. They discussed the evaluation review policy and that wage increases should be given based upon performance. The manual is for all employees not covered by a union contract and those issues not addressed the union contracts. It was agreed that comp time will remain as written in the current personnel manual.

Trustee Wishau moved, seconded by Trustee Griswold to eliminate 2 floating holidays.

Trustee Burton – no	Trustee Dobbs – no
Trustee Griswold – yes	Trustee Wishau – yes
Trustee Wanggaard – no	President Coutts - no
Trustee Weatherston - no	

Motion failed, 5/2.

There will be further investigation done regarding the AFLAC benefit plan.

Trustee Dobbs moved, seconded by Trustee Weatherston to keep the clothing allowance benefit for 2012. **Motion carried, 5/2 (Wishau and Griswold).**

Trustee Dobbs moved, seconded by Trustee Wanggaard to leave funeral leave at 3 days. **Motion carried unanimously.**

HRA language needs to be added in the manual. It will remain until the fund is depleted, then it will be eliminated. The deductible will remain as is at \$1,000.

Sick time accumulation will cease after this years payout.

They discussed eliminating longevity or changing its structure.

Trustee Dobbs moved, seconded by Trustee Wanggaard to keep longevity for 2012 to be payout in 2013.

Trustee Burton – yes	Trustee Dobbs – yes
Trustee Griswold – no	Trustee Wishau – no
Trustee Wanggaard – no	President Coutts - no
Trustee Weatherston –no	

Motion fails, 2/5.

Longevity will be eliminated.

Trustee Wishau moved, seconded by Weatherston to delete separation benefits as proposed in draft manual for 2012. **Motion carried, 6/1 (Dobbs).**

Trustee Wanggaard moved, seconded by Trustee Wishau to keep sick time with no change until a new plan is structured. **Motion carried unanimously.**

The board will meet at 5:00 p.m. on Thursday.

Trustee Wanggaard moved, seconded by Trustee Weatherston to adjourn. **Motion carried unanimously.**

Meeting adjourned at 7:50 p.m.
Respectfully submitted,

Karie Torkilsen, Village Clerk