



**VILLAGE OF WEBSTER**

# PERSONNEL MEETING MINUTES

Wednesday – March 24, 2015

6:00 p.m. @Village Office

7505 Main Street West, Webster, WI

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- I. **CALL TO ORDER** – Village President, Jeff Roberts; called the meeting to order at 6:00 p.m.
  - II. **PRESENT** – Village President, Jeff Roberts; and Member, Tim Maloney. Also Present: Trustee, Darrell Sears; Kelsey Gustafson; Greg Widiker; Casey Aronson and Randy Patrow – International Union Of Operating Engineers. Absent: Member, Charlie Weis.
  - III. **IUOE CONTRACT DISCUSSION** – Discussion took place regarding possibility of Public Works Director, Jay Heyer and Operator, Dean Phernetton becoming active members of the International Union of Operating Engineers. Union Representatives, Casey and Randy discussed the old union contract with the board that expired December 31, 2014. It is Jay and Dean’s desire to become active members of the union in 2015 Casey noted. Casey stated the most effective way to get them back into the union would be to have the village approve Authorization of Representation cards that both Jay and Dean sign. This would show their desire to participate in the union without an actual vote involved by them. The village would contribute per the new 2015 contract 90% towards the Operator’s International Engineer’s Union Insurance and Jay and Dean would contribute 10% of those costs. The village would also contribute per the new 2015 contract 15% of their gross wages toward their retirement in the Central Pension Fund. Motion was made by Member, Maloney to approve Jay Heyer and Dean Phernetton’s signature into the union by way of Authorization for Representation Cards for the new 2015 contract; motion seconded by Trustee, Gustafson. **Motion carried 5-0.** Casey stated that the new union contract for 2015 with changes from the 2014 contract will be forwarded to Clerk-Treasurer, Bjorklund to distribute to all board members for the April 8, 2015 meeting for approval.
  - IV. **EMPLOYEE REIMBURSEMENT HAS CONTRIBUTION DISCUSSION** – Discussion took place regarding Jay and Dean reimbursing the village for the H.S.A. (Health Savings Account) dollars that were contributed to them as participation in the MEDICA High-Deductible Insurance Plan that all other Full-Time Employee’s currently participate in. The reasoning for the reimbursement to the village, is the fact that they will no longer be participating in that insurance. They have a lower-deductible plan through the union. Village President, Roberts will have Clerk-Treasurer, Bjorklund check into seeing how the reimbursement of the H.S.A. dollars to the village will take place. More discussion regarding this will take place at the April 8, 2015 Regular Board Meeting.
  - V. **MOTION TO ADJOURN** – Motion to adjourn the Personnel Committee Meeting at 6:35 p.m. was made by Member, Maloney; seconded by Trustee, Widiker. **Motion carried 5-0.**

Respectfully submitted,

*Jeff Roberts*

Village President

March 24, 2015

\*\*\*These minutes are subject to approval at next month’s Regular Meeting.