



VILLAGE OF WEBSTER

PERSONNEL MEETING MINUTES
Monday – November 30, 2015 @ 6:00 p.m.
Village Office
7505 Main Street West, Webster, WI

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- I. **CALL TO ORDER** – Personnel Chairman, Sarah Casady; called the meeting to order at 6:00 p.m.
 - II. **PRESENT** – Village President, Jeff Roberts; Chairman, Sarah Casady and Members, Tim Maloney and Charlie Weis. Absent: None.
 - III. **WEA (Wisconsin Education Association) INSURANCE DISCUSSION** – It was the consensus of the committee to recommend to the full board to switch from Medica Choice Passport WI 1750-25% HAS Silver coverage to WEA Trust Essential Qualified Self-Funded Plan Option #2. For 2015 the board contributed \$2500 towards an H.S.A. in addition to the Medica Insurance. For 2016, the committee decided to not make that contribution. The following employees will have the WEA Trust Essential Qualified Self-Funded Plan Option #2 with no H.S.A. contribution from the village (Michael Spafford, Bridget Getts & library employee Patricia Meyer).
 - IV. **INTERNATIONAL OPERATING ENGINEERS UNION INSURANCE & WAGE DISCUSSION** – The consensus of the committee to recommend to the full board to use the applicable Consumer Price Index for 2015 figure in determining wage increase for Clerk-Treasurer, Patrice Bjorklund who is part of the International Operating Engineers Union. The Consumer Price Index increase is a 21¢ per hour raise for 2016. In order for Clerk-Treasurer, Bjorklund to participate in the Operating Engineers Health Insurance; November and December 2015 premiums need to be paid for 2016 participation. It was the consensus of the committee to also recommend to the full board for her to participate after November and December 2015 premiums are paid.
 - V. **HEALTH INSURANCE COSTS EMPLOYER AND EMPLOYEE CONTRIBUTIONS** – Discussion took place regarding potential contributions in 2017. Currently the village pays 90% of insurance costs and the employee pays 10%. It may be discussed at a future date to change contribution amounts for 2017 from 90% to 80% employer and 10% to 20% employee contributions.
 - VI. **POLICE CHIEF WAGE DISCUSSION** – It was the consensus of the committee to recommend to the full board to give Police Chief, Michael Spafford a 10¢ per hour raise effective January 1, 2016. In July 2016, the committee will review performance and possibly give an additional 15¢ per hour raise at that time.

VII. MOTION TO ADJOURN – Motion to adjourn the Personnel Committee Meeting at 7:05 p.m. was made by Member, Maloney; seconded by Member, Weis. **Motion carried 4-0.**

Respectfully submitted,

Jeff Roberts

Village President

November 30, 2015

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