

FINANCE/PERSONNEL COMMITTEE MEETING
Tuesday, October 22, 2024

Trustee Kern called the Finance/Personnel budget meeting to order at 6:01 p.m. Present: Chris Dubak, Donnie Kern and Mike Kappers (Zoom). Also present: Trustee Ryan Sicard (Zoom), Bob Gunther, Kristina Kelly-Johnson, Colleen Heintz (Zoom) and Joel Trepczyk (Zoom).

Kern asked for public comment and there was none.

Discussion/Possible Recommendation-2025 Health Insurance Renewal: The committee reviewed the proposal from Medica for health insurance. Medica is offering the same plans as we currently have with Health Partners with a two percent increase for the \$3,300 deductible plan and no increase for the \$5,000 deductible plan. *Motion by Kern, second by Kappers to recommend transferring health insurance to Medica for 2025 and motion carried.*

Discussion/Possible Recommendation-2025 Dental Insurance Renewal: The treasurer explained there is a proposal from Principal for dental insurance which would be a decrease in the monthly premiums. However, the network for Principal is not that great in our area. The consensus of the committee was to let the department heads meet and discuss with staff.

Discussion/Possible Recommendation-2025 Proposed General Fund, Capital Improvement Fund and Debt Fund Budgets and 2025 Wages: The committee reviewed the 2025 proposed budgets and questioned the decrease in the transfer from Water Utility and the athletic field use fees under revenues. The transfer from Water Utility is a calculation based on the property tax equivalent for the utility. The athletic field use fee is \$10 per player. The Village does not require a roster from the different organizations to calculate the fee. The committee asked for the building permit fees to be increased to \$100,000 based on the 2023 collections and year to date 2024 collections. The expenses will also need to be increased accordingly. The proposed budget includes a 4.5% wage increase for full-time employees and a 3% increase for part-time employees. Kern stated he was not comfortable with a 4.5% increase and would like to see comparisons of 3%, 3.5% and 4% for the next meeting. The committee asked for \$50,000 budgeted in Capital Improvements-Fire Truck.

The next budget meeting will be on October 30th at 5:30 p.m.

Adjourn: Motion by Kappers, second by Dubak to adjourn and motion carried. The Finance/Personnel Committee meeting adjourned at 7:38 p.m.