

Village of North Freedom
Finance*Personnel*Insurance Committee Meeting Minutes
August 4, 2022

Call Meeting to Order: Chair Doering called the meeting to order at 4:01 P.M.

Committee Members Present: Finance*Personnel*Insurance Committee Members: Chairperson Robert (Al) Doering and Trustee Michael Carignan present in person. Trustee Mike Weiland appearing via Zoom.

Others Present: Village President Andrew Dear, Clerk/Treasurer Nicki Breunig, Trustee Dennis Anstett, and Hayden Breunig present in person.

Adopt Agenda as Presented: Motion to adopt Carignan/Weiland. Motion carried 3-0.

NEW BUSINESS

1. Discussion/Review/Possible Recommendation Action – Public Works Help – Motion from Village Board Meeting 7/11/22: Village Board approved hiring of additional help on 7/11/22 – Trustee Carignan wanted clarification on what the Village was going to do to hire and if the Committee should bring a recommendation to the full Board. On 7/11/22, the full Board was presented with a list of names interested persons. Looking at the list now, 2 of the interested persons (Romero/Beale) are on the Fire Department (FD) and the way that the Village operates currently, the members of the FD are considered already part-time employees. Motion to suggest to full Board to have the part-time help for mowing or other DPW functions to just be hired out to the current Part-Time workers with the FD Carignan/Weiland. Motion carried 3-0.

2. Discussion/Review/Possible Recommendation Action – Maternity Leave, C/T Position: C/T presented a letter to the full Board asking for 6 weeks leave with wages paid (by the Village) at 75% and a revision to position/office time upon return. C/T also presented the Board what was done for the Village paid leave for the previous C/T. Backup C/T Roloff has already agreed to work Mondays and Wednesdays 7:00 A.M. to 3:00 P.M. during the leave at her \$25.00/hour. There is nothing specified in the C/T handbook for leave. The Village does participate, now, in the Income Continuance Insurance program through Wisconsin Retirement System, at no cost to the Village. The employee would pay any premiums when there isn't a premium holiday going on. Short-term disability program. The ICI benefit provides up to 75% of monthly average wages. Not a guarantee. Motion to have C/T apply through ICI for paid leave during the 6 weeks - if the 6 weeks is not 75% covered, then the Village will engage and pay the wages Carignan/Doering. Motion carried 3-0.

3. Discussion/Review/Possible Recommendation Action – Uniform Dental Benefit Plan & Supplemental Insurances for Village Employees: C/T present Committee with updated numbers (based on 2022 premiums as the 2023 premiums were not released yet, and will not be until Mid-Late September). If the Village had offered dental insurance along with the health insurance, the cost, based on the 2 current employees that utilize the benefit, would have only increased \$398.58. Motion to recommend offering dental insurance benefit to employees Carignan/Weiland. Motion carried 3-0.

Adjourn: Meeting adjourned at 5:09 P.M.