

**VILLAGE OF FREDONIA
JOINT PERSONNEL AND FINANCE COMMITTEE
MEETING MINUTES
AUGUST 17, 2022**

The Joint Personnel and Finance Committee meeting was called to order at 7:04 p.m. by Finance Chair Rick Abegglen.

Finance Committee members present: Rick Abegglen, Bill McLarty, and Josh Haas.
Personnel Committee members present: Bill McLarty, Dan Gehrke, and Bruce Paape.

Staff/Officials present: Village President Don Dohrwardt, Director of Public Works Roger Strohm, Fire Chief Brian Weyker, and Village Clerk Melissa Depies.

Others present: Sandi Tretow

Approve Minutes

Motion by Trustee Haas, seconded by Trustee Gehrke, to approve the August 8, 2022 Personnel Committee meeting minutes as presented. Motion carried.

Approve the proposed wage scale for the Fire/Medic

Fire Chief Weyker explained the proposed pay scale stating that this is the scale that is being used by Grafton and Port Washington. The annual wages are based on 2912 hours per year versus the traditional 2080. The reason for the increased hours is due to the nature of scheduling 24 hour shifts.

Trustee Paape questioned if an experienced paramedic would come to Fredonia would/could the Village pay at a higher level than year 1. Chief Weyker stated that the grant funding is based on these wages for years 1, 2, and 3.

Chief Weyker stated that funding this position after the grant will not come all from the Village. All three other municipalities will have to contribute to this. He also noted that funding from the County may be an option. There is a committee being formed consisting of members from all four municipalities to discuss and determine the best way to fund this going forward.

Chief Weyker noted that as this becomes a joint venture the Village may lose the \$21,000 currently received for EMS services. However the fire coverage contracts will not change.

Trustee McLarty stated that the Village needs to be competitive with all other municipalities as we get this started.

Trustee Haas commended Chief Weyker for all the work on this.

Motion by Trustee Haas, seconded by Trustee Paape, to recommend the Village Board approve the proposed wage scale for the Fire/Medic. Motion carried.

Update and recommendation on Wisconsin Retirement System / Wisconsin Health Insurance (ETF)

Trustee Gehrke explained that the overall cost for the Village to move to the State of Wisconsin Retirement System (WRS) and State of Wisconsin Health Insurance Program is approximately \$4,000. That is if the Village pays 100% of the health insurance premiums.

In order to be in the State Health Insurance Program the employee must also be enrolled in WRS. However you can be enrolled in WRS but not the health insurance program. WRS requires the employer and the employee to contribute 6.5% of an employee's wages; therefore there will be an impact to the employees as well. This impact will be off-set slightly if the Village covers 100% of insurance premiums. Currently the Village pays 96% of the insurance premium and the employee pays 4%.

Trustee McLarty questioned if the employees were aware of these possible changes. Director Strohm stated that he did not think so.

Trustee Paape reiterated that this needs to be done to be competitive for the Fire/Medic position.

Trustee Abegglen stated that he believes this is the best move for the Village in the long term. Trustee Haas stated that this needs to be done for recruiting purposes. Trustee Haas noted that the Village of Fredonia is the only municipality in Ozaukee County that does not provide WRS or State Health Insurance which puts the Village at a disadvantage when recruiting.

Trustee Gehrke stated that time is of the essence, a resolution needs to be adopted before October 1 to be eligible for a January 1, 2023 start date.

Trustee Gehrke suggested using a portion of the ARPA funds to give each employee a one-time bonus to cover the amount of the first year contribution to WRS. Trustee Paape stated that the employees would need to pay taxes on that bonus money, therefore may not be a good benefit.

It was determined that there should be a meeting with staff to explain the upcoming changes.

Preliminary budget discussion and direction

Director of Public Works Strohm stated that the Public Works Committee will be discussing the proposed budgets on Monday, August 22. Most of the expenses have been calculated.

Clerk Depies suggested that each committee and/or department list two projects that the ARPA funds could be used for. From those requests, a project list can be made and prioritized. There is a designated time frame that these funds have to be used by.

Fire Chief Weyker requested that the 2022 budget be amended to include a revenue account for the grant monies as well as 4 or 5 expense accounts so that the expenses can be easily tracked.

Items for Future Consideration by the Village Board

None

Adjourn

Motion by Trustee Gehrke, seconded by Trustee Paape, to adjourn the meeting at 7:52 p.m. Motion carried.