

Haskins Village Council Committee Meeting of the Whole
Journal of Proceedings
November 26th 2018

COUNCIL MEETING

The Village Council Committee of the Whole of Haskins met in the Town Hall at 6:00PM.

A. Mayor Heft called the meeting to order with the Pledge of Allegiance being recited.

B. Roll Call all here by roll call, council members present:

Mayor: Bradley A. Heft
Clerk / Treasurer: Lisa D. Heft
President Pro Temp: **Helen Bonnough**
Council Member: **Sue Cano, Nancy Perry, Kenny Gwozdz,**
Eric Prehn, Jason Vogelsong
Absent **Eric Prehn**
Solicitor: Paul Skaff
Village Administrator: Colby Carroll
Police: Chief Carroll
Visitors: Gabe Simpson, James Chase, Jake Tercha, Payton Jones, and Matt Huffman

Mayor Heft called this committee of the whole to order at 6PM. The purpose of this

The floor was opened, as the purpose for this meeting was to discuss the proposed budget for fiscal year 2019. The clerk explained that a detailed appropriation spreadsheet was created allowing council to view budgeted items at a more detailed level. The village council will now pass the yearly appropriations as this level allowing more clarity. The revenue status to date along with the estimated of recourses for fiscal year 2019 was given to council. The police budget in the general fund and the street fund that now has full time wages and benefits as the village hired a full time street employee.

Mr. Carroll presented the police budget to Ms. Bonnough with no changes being made when he presented this in June. An increase of \$4,512.31 was requested for police budget from General Fund. Different amounts will need to be adjusted for workers compensation and benefits, as there was an increase in those amounts. The village health insurance premium went up 20%, which lead to discussion on what the village would like to do, as health care cost will keep rising. The village currently has Medical Mutual. As the village addendum reads the village will contribute 100% of premium for Chief of Police/Village Administrator and for a full time employee a \$535.00 maximum. The administrator of our plan suggested that switching plans might be higher cost to the village in the end. Quotes were obtained from United Health Care and Anthem with those plans having an 80/20 with higher deductibles.

One option Mr. Carroll presented to the village was that the village currently pays up to \$535.00 per employee, not all employees utilize the entire amount, perhaps pooling that amount together and dispersing this amount equally and or to have all employees share cost. Treat this option as a village plan not an individual plan. This idea can be

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used the other way giving the employees who do not use the entire insurance amount a higher wage or a bonus.

Kenny Gwozdz stated that the village needs to look at the bigger picture, what is good for the employees and what is for the village. Helen Bonnough stating almost everyone has to pay something for health insurance. Setting a cap amount or having the employees pay deductible is an option. The village currently pays approximately \$40,000.00 for health care coverage for village employees, which includes paying the entire deductible amount to \$5,000.00.

The village has not raised the amount of \$535.00 that the village contributes for employee in 10 years; one option would be to increase that with the cost of living of 3% raise. In today's standards that would be approximately \$700.00 per month over the 10 year span. The committee agreed that this has been overlooked, \$560.00 was an agreed upon amount to increase for year 2019.

Kenny Gwozdz asked why the village put so much into training officers if they use the village as a stepping-stone. Mr. Carroll explained this as he wants good qualified officers as they do not have the backup that larger departments have, they handle many things. Qualified in firearms, tazors and other training with some of this training behind done in house. Mr. Gwozdz understood better with Mr. Carroll explaining, this was informative and perhaps talking and discussing the training would be beneficial for council's understanding, Mr. Carroll agrees.

Discussion took place on allocating wages from the different funds, with the village's full time maintenance worker, he will be doing water line work as he is currently taking classes for certification and mandates from the EPA. A portion of his salary can be taken from the water fund, keeping in mind that the money available in this fund is not high with the village needing to start looking at aging water lines and being able to mark and identify water lines. Allocating funds from the utilities as Mr. Carroll suggested that approximately 70% of his work is the Village Administrator side. Mr. Vogel song stated that the village needs to do something with this, as the village will be in the same discussion next year as in the past concerning the rising cost of health care. Moving funds to pay, is not the answer. Mayor Heft stated the village has done many projects this year from the rate study, truck purchase and the hiring of a full time maintenance worker. The village needs to start working on the 5-year plan forecast allowing for the future of the infrastructure and needs of the village.

Adjournment: Bonnough moved Cano second to adjourn

Lisa D. Heft Clerk Treasurer

Bradley A. Heft Mayor