

Finance and Personnel Committee Meeting Minutes
Thursday, October 14, 2010

Present: Roger Hillebrand, April Little, Jim Schmitz, and Bonnie Wilcox
Guests: Luann Alme, Bill Eichelkraut

1. Bonnie called the meeting to order at 5:30 pm.
2. The minutes from the Sept. 28, 2010 meeting were accepted as presented.
3. Old Business
 - Policy Manual was discussed. Changes in state law regarding facilities provided for nursing mothers will be added to section 5.1. The manual is being rewritten with the just cause language included. Joann, our attorney for this matter, will rewrite the section.
 - Group Sick Bank will be discontinued. There are tax liabilities for employees if this continues. The hours already in the Group Sick Bank will be returned to each person who donated them.
 - Individual Sick Bank is surrounded by confusion. Two village employees are reaching their 10 year anniversaries when they will be eligible to contribute to the sick bank. The sick bank (Heath Saving Account, Post Employment Health Plan) can only be used for health care. As the discussion progressed, it became clear that there was confusion over the implementation of the sick bank and how sick hours can be used to cover FMLA. It is necessary for the policy to be rewritten to conform to requirements for FMLA legislation as well as the original intent of the policy.
 - What happens if you don't retire?
 - Will carryover hours be put into the individual sick bank when you retire?
 - If we convert the policy what about the 16 hours of sick leave that staff have put in the group sick bank?
 - What will be the disposition of the group bank?
 - Meeting with the police union. The discussion was mainly concerned with the sick bank and possible off-shift pay differentials. There will be another meeting soon.
4. New Business
 - Succession planning. April attended a conference about succession planning. We will discuss it further at another meeting.
 - Employee concerns. An employee is concerned that having her share of her health care paid pre-tax will reduce her Social Security payout. It is not mandatory to participate in the Section 125 Plan. It should be noted that Social Security payouts at retirement are based on age at retirement, salary, and the number of quarters of service. Payouts are not based on the dollar amount of contributions. By paying pre-tax, employees have more money in their pockets and the village saves money.
5. Next Meeting

The next committee meeting will be _____ at 5:30.
6. The meeting was adjourned at 7:20 pm

Respectfully submitted,
Bonnie Wilcox