

Finance and Personnel Committee Meeting Minutes
September 12, 2011

Present: Roger Hillebrand, April Little, Bonnie Wilcox, and Gary Ziegler

Absent: Jim Schmitz

1. Bonnie called the meeting to order at 5:45 pm.
2. The minutes from the August meeting were approved as written.

3. **Old Business**

Health Retirement Account

April has questions for the lawyer. We will discuss this at the next meeting. We have agreed to go with 65% for the amount between three and 10 years of employment. Will present this to the police union

Bereavement Leave Policy

We will include the phrase “domestic partner” in this policy in the handbook. It covers all the relationships that make up families today.

Grievance Policy

The lawyer will send us a version that we can present to the board on Sept. 19 for approval by Oct 3, 2011.

Succession Planning

This has been tabled until later

Impact of governor’s budget repair bill

Discussion of how and whether to ameliorate the changes caused by the budget repair bill.

4. **New Business**

Budget for 2012

Since we have begun discussing the budget, it is clear that we will have to have a budget for 2012 which does not have any increases. We have multiple situations requiring us to juggle the budget to make ends meet. We will meet with the police union in 2 weeks.

5. **Other Business**

Miscellaneous Employee Questions and Concerns

Mary asked that we consider finding a way to compensate the staff for changes since the money is already in the budget. Some municipalities are doing this and some are not. We will consider it.

Teresa passed her probation. Her pay increase will be on the next pay period.

5. **Next Meeting**

The next meeting will be Monday, September 26, 2011 at 5:30.

Respectfully submitted,
Bonnie Wilcox