

**Finance and Personnel Committee Meeting Minutes**  
**June 28, 2011**

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

1. Bonnie called the meeting to order at 5:35 pm.
2. The minutes from the May meeting were approved as presented.

3. **Old Business**

**Health Retirement Account**

Because we can't meet the eligibility test by staggering the percentage paid between years 3 and 10, we are going to change those years to 65% for everyone. We will also have to re-open the police contract to make those changes.

**Holidays**

We have decided that if the Christmas Eve/Christmas Day (New Year's Eve/New Year's Day) holidays fall on a Saturday/Sunday. The holidays will be Friday and Monday. This will remain true if the holidays fall on Friday/Saturday or Sunday/Monday.

**Succession Planning**

We have received the report from the graduate students at UW-Oshkosh. There is much to read so we will table the discussion until next month.

**Grievance Policy**

We received the grievance policy and a form from our lawyers. Act 10 was adopted in March 2011 by the state legislature. We are still waiting to get the details from the attorneys about how to set up a hearing examiner for grievances. There have been several ideas discussed such as pairing with another community and using their hearing examiner for an impartial hearing and the other community would use the one from Belleville.

**Impact of governor's budget repair bill**

Now that the governor's bill has passed, we will begin taking out the contributions to ETF. We plan to take them out pre-tax as that will place the least burden on our employees. We do not have to change the insurance premiums until 2012. The Police, Fire, and EMS are exempt. It is estimated that we will lose about \$19,085 in state aid in the coming budget.

**Evaluation Form**

We will be using the new personnel evaluation forms this year. Roger has completed the evaluations for the police department with the old forms.

4. **New Business**

**Draft Budget Resolution 2011-01**

This resolution will formalize the carryover that has already been approved in the budget. The auditors would also like to move the land purchased for a new well on the north side from the water books to the general fund.

5. **Next Meeting**

The next meeting will be Tuesday, July 26, 2011 at 5:30.

Respectfully submitted,  
Bonnie Wilcox