

SPECIAL MEETING – November 14, 2019

President Hackl called the Special Meeting of the Muscoda Village Board to order at 6:00 pm in the Meal Site Room of the Kratochwill Memorial Building. The following members were present: Anderson, Bartlett, Bindl, Miller and Wiederholt. Also present: Schramm, Wardell, Johnson, and several employees.

PROOF OF PUBLICATION: Motion Bartlett, second Miller to accept the Proof of Publication. **Motion carried.**

PLEDGE OF ALLEGIANCE.

DISCUSSION / ACTION ON PLAYGROUND EQUIPMENT:

Bindl had contracts/invoice at his home for two swings from Commercial Recreation Specialists however he forgot to bring it. He stated that he was quite sure it was for around \$3,700. **Motion** Miller, second Bartlett to authorize payment to Commercial Recreation Specialists not to exceed \$4,000 for two swings. **Roll call vote: Yes:** Anderson, Miller, Bindl, Bartlett, Wiederholt, and Hackl. **No:** none. **Motion carried.**

DISCUSSION / ACTION ON ATC LAND LEASE:

Wardell reported that ATC has asked for a six month extension to lease land at the Village's landfill which will be through December 31, 2021. The extension is needed to work on the switching station and the Village's substation. **Motion** Miller, second Bartlett to grant the six month extension to ATC for the land lease. **Motion carried.**

WORK ON 2020 BUDGET:

Johnson explained that nothing had been changed on the budget reports as wages and benefits have not been discussed. Johnson asked what the Board plans on for a levy. The maximum amount the Village levy can increase is \$57,341, bringing the total levy to \$833,632. Johnson reminded the Board that there is a little over two million dollars in the fund balance. The Board discussed future projects for the well house and water tower and development of land on Old Hwy P. Johnson explained that the expenses for the well house and water tower are not general fund expenses. The Board instructed Johnson to prepare the proposed budget using the maximum increase of \$57,341; making a proposed levy of \$833,632.

DISCUSSION/ACTION ON 2020 EMPLOYEE COMPENSATION AND EMPLOYEE BENEFITS (HEALTH, DENTAL, LIFE INSURANCE). (closed session)

Hackl announced that she had invited employees to this meeting and that before adjourning into closed session, the Board would like to hear comments and concerns relating to benefits & wages.

Chief Schramm stated that the Officer's wages were below average when compared to WILenet, an on-line employment based system. He mentioned that he would like to see employee increases be paid on a merit system and explained how the merit system worked.

The Utility & Public Works crews noted that they would like to see benefits stay as is and receive a 3% hourly increase.

Faga voiced her concern of possible cuts to benefits. She was told that the Board had not discussed cuts.

Johnson reviewed the health insurance papers she had prepared showing three different scenarios of Village share and employee share of the premiums, explained the life insurance

policy/premiums, and dental insurance policy/premiums. The premiums for life insurance are set by the State and are based on age and total wage. The dental insurance premiums have not increased since 2014.

REVIEW EVALUATIONS OF PUBLIC EMPLOYEES AND CONDUCT EVALUATIONS OF SUPERVISORS: discussed in closed session Wis SS 19.85(1)(c)

Motion Bartlett, second Wiederholt to adjourn into closed session to review evaluations of public employees, conduct evaluations of supervisors, discuss 2020 compensations and benefits pursuant to Wis SS 19.85(1)(c). **Roll call vote: Yes:** Anderson, Miller, Bindl, Bartlett, Wiederholt, and Hackl. **No:** none. **Motion Carried.**

Wardell was asked to stay to conduct his evaluation first, all other employees left at this time; when Wardell was done Schramm's evaluation was second, then Johnson was third.

RECONVENE TO OPEN SESSION: **Motion** Bartlett, second Wiederholt to reconvene in open session. **Roll call vote: Yes:** Anderson, Miller, Bindl, Bartlett, Wiederholt, and Hackl. **No:** none. **Motion carried.**

ACTION, IF ANY, AND IF REQUIRED BY LAW TO BE TAKEN IN OPEN SESSION ON CLOSED SESSION MATTER:

Hackl announced the Boards decisions.

Motion Bartlett, second Anderson that the 2020 health insurance premium increase over 2019 will be a 50/50 split between Village and employees. The Village will pay \$539.62 per month on single plans and \$1,320.57 per month on family plans. The single monthly employee share will be \$124.62 and the family monthly employee share will be \$306.51. **Motion carried.**

Motion Wiederholt, second Miller to leave the 2020 life and dental premiums the same (Village pays 80% of basic life and 50% of dental). **Motion carried.**

Motion Bartlett, second Bindl to approve hourly increases for 2020: Wardell \$1.62; Wirtz \$.50; Ekleberry \$.50 plus an additional \$.15 per hour for Lead Lineman to be reviewed in July and a possible additional \$.15; Hill, Wanek, Tollefson, Faga, Nankee, and Miller each \$.50; Johnson \$1.00; Schramm \$1.38; Fleischauer & Stapleton \$1.10 each; part-time officers, Schroeder, & Phetteplace remain the same as does the election workers. **Motion carried.**

ADJOURNMENT: **Motion** Miller, second Wiederholt to adjourn meeting. **Motion carried.**

Cinda Johnson, Village Administrator Clerk