

Regular Board Meeting

November 15, 2011

Meeting called to order at 7:00 p.m. by Village Administrator Teresa Schnitzler. Trustees present: Engel, Iverson, Koelbl, Leicht, Schumacher, and Wehrs. Excused: Village President Dennis Manthei. Also present: Police Chief Charles Ashbeck, Public Works Director Scott Halbrucker, Recreation Director Michelle Czerwan, Eileen and Kevin Fossum, Casey Weiss, County Board Supervisor Ray Ebert, Village Attorney Bryant Klos, and Village Administrator Teresa Schnitzler.

Due to the Village President's excused absence, the Board must appoint a trustee to preside over the regular meeting pursuant to Wis. Stat. Sec. 61.32.

Motion by Trustee Koelbl, seconded by Trustee Iverson to appoint Trustee Engel to preside over the meeting. Roll call vote: Unanimous aye.

Minutes

Motion by Trustee Leicht, seconded by Trustee Schumacher to approve the minutes of the November 1, 2011, Regular Board meeting as written. Roll call vote: Unanimous aye.

Claims

Claims from the following funds were presented for payment:

<u>General Fund:</u>	\$47,996.45
<u>Water Utility:</u>	\$5,514.31
<u>Sewer Utility:</u>	\$9,315.73
<u>Storm Water Utility:</u>	\$53,323.52

Motion by Trustee Engel, seconded by Trustee Leicht to approve the payment of all claims as listed. Roll call vote: Unanimous aye.

Bicycle and Pedestrian Ad Hoc Committee and Economic Development Advisory Committee Joint Meeting

Trustee Koelbl reported on the joint meeting of October 31, 2011. The Committee discussed the Pathways project and its current status. Various bike and pedestrian routes were discussed along with signage for both Pathways and other bike routes throughout the Village.

Motion by Trustee Koelbl, seconded by Trustee Wehrs to approve the minutes of the Bicycle and Pedestrian Ad Hoc Committee and Economic Development Advisory Committee joint meeting of October 31, 2011, as presented. Roll call vote: Unanimous aye.

Finance and Personnel Committee

Trustee Engel reported on the November 2, 2011, Finance and Personnel Committee meeting. The purpose of the meeting was to review a proposed 2012 operating plan and to consider a recommendation to the Village Board for scheduling a public hearing for the 2012 operating plan. Village Administrator Teresa Schnitzler discussed with the Committee 2012 anticipated health insurance premium increases. The renewal rate with the present Health Traditions Plan will be 16.3 percent. Benefit Advisors sent requests for proposals to three other health insurance carriers, and the quotes were all higher than Health Traditions. Benefit Advisors then presented three alternate health insurance plans utilizing higher deductibles, higher out-of-pocket maximums, and eliminating the office visit co-pay. The Committee discussed changing the health insurance plan and increasing the health reimbursement account with the end result being only a 4.05 percent premium increase and directed Ms. Schnitzler to incorporate the new insurance rates and reimbursement amounts into the 2012 operating plan. Safe Routes to School program revenue and expenses have been moved to 2012 and fund raising set-aside revenue and expenses for the construction of a half-court basketball court at Jim Zaner Park have now been accounted for in the 2012 operating plan. The Committee discussed continuing to include a new police officer in the 2012 operating plan. Chief Ashbeck maintained the security and law enforcement are critical services for West Salem and the additional police officer is needed to maintain services. The Committee agreed to maintain funding of an additional police officer for continued and further review. The next meeting of the Committee is scheduled for Wednesday, November 9, 2011, at 8:00 a.m. The purpose of the meeting will be final review of the 2012 operating plan for recommendation to the Village Board and a recommendation to schedule a public hearing on the operating plan.

Motion by Trustee Engel, seconded by Trustee Leicht to approve the minutes of the November 2, 2011, Finance and Personnel Committee meeting. Roll call vote: Unanimous aye.

Law Enforcement Committee

Trustee Wehrs reported on the Law Enforcement Committee meeting of November 7, 2011. The purpose of the meeting was for the Committee to meet with the Police Union to discuss a new police union contract. Chair Wehrs explained to the Police Union the Village's response to the Police Union proposals previously submitted. Provisions for "sixth day pay" buyout, increase in meal reimbursements, and changes in vacation leave provisions were discussed. The Police Union requested sick leave be payable to the employee's beneficiaries upon death and 100 percent of accumulated sick time be paid at retirement. The Police Union proposal includes an additional personal time day, duty-related injury pay to attend medical appointments, light duty work request for non-duty related injuries, and wage increases. The Village proposes its own changes in vacation leave provisions, acceptance of the "sixth day pay" buyout, a sick time payout identical to the general Village employees, unused annual holidays forfeited and not paid out, rejection of sick leave payable to beneficiaries, and wage increases. The Village and the Police Union will consider the proposals presented and will meet again on Monday, November 14, 2011.

Motion by Trustee Wehrs, seconded by Trustee Iverson to approve the minutes of the November 7, 2011, Law Enforcement Committee meeting. Roll call vote: Unanimous aye.

Finance and Personnel Committee

Trustee Engel reported on the Finance and Personnel Committee meeting held on November 9, 2011. The purpose of the meeting was to convene in closed session to consider personnel issues and in open session to review for final recommendation to the Village Board the 2012 Operating Plan and scheduling of a public hearing. The Committee agreed to move the closed session portion of the agenda to the end of the meeting. Chief Ashbeck reviewed for the Committee various revisions to the salaries and fringes portion of the police department budget. The Committee discussed the financial impact and the need for public safety and benefit with the addition of a new police officer. The Committee then reviewed the proposed 2012 operating plan. Trustee Engel noted this budget is presented with no revenues being transferred from reserves in order to balance the budget. The Committee recommended the proposed 2012 operating plan to the Village Board as presented and schedule a public hearing for Tuesday, December 6, 2011, at 6:30 p.m. on the proposed 2012 operating plan. After convening in closed session pursuant to Wis. Stat. Sec. 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to-wit: personnel issues, the Committee reconvened in open session and adjourned.

Motion by Trustee Engel, seconded by Trustee Schumacher to approve the minutes of the November 9, 2011, Finance and Personnel Committee meeting. Roll call vote: Unanimous aye.

Motion by Trustee Wehrs, seconded by Trustee Iverson to schedule a public hearing on the proposed 2012 Operating Plan for Tuesday, December 6, 2011, at 6:30 p.m. Roll call vote: Unanimous aye.

Law Enforcement Committee

Trustee Wehrs reported on the November 14, 2011, Law Enforcement Committee meeting. The purpose of the meeting was to meet with the West Salem Police Union to continue discussion of a successor police union contract. Police Union President Robert Schuppel set forth the Police Union's position on the successor contract. Fair Labor Standards Act language needs to be clarified and revised language incorporated, sixth day pay buyout is acceptable, and Village vacation and sick pay proposals are acceptable. The Police Union proposed a Letter of Agreement stating the Union will not be allowed to cash out any holidays for the year 2012. The proposed agreement would end at the end of 2012. The Union would like to maintain that duty-related injuries involving medical time off be done on work time or compensated for hours worked. The Union also proposed new language concerning new hires after January 1, 2012, participating in the Wisconsin Retirement System. Light duty work was proposed to be covered under department policy instead of addressed in a successor contract. The lower starting police officer wage and a reduction in the uniform allowance were also accepted by the Union. After caucus, the Village accepted all of the proposals presented by the Union and stated the holiday buy out will be proposed by the Village again for a successor Union contract. The Union acknowledges its contract with the

Village is a good contract, and a successor contract will more than likely only address wage increases. The Committee directed Police Chief Ashbeck to draft a proposed Agreement based on the recommendations made at this meeting.

Motion by Trustee Wehrs, seconded by Trustee Leicht to approve the minutes of the Law Enforcement Committee meeting of November 14, 2011. Roll call vote: Unanimous aye.

Motion by Trustee Koelbl, seconded by Trustee Leicht to convene in closed session at 7:23 p.m. pursuant to Wis. Stat. Sec. 19.85(1)(e) for deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specific public business, whenever competitive or bargaining reasons require a closed session, to-wit: discussion and consideration of purchase of real estate. Roll call vote: Unanimous aye.

Motion by Trustee Koelbl, seconded by Trustee Leicht to convene in open session at 8:22 p.m. Roll call vote: Unanimous aye.

Motion by Trustee Koelbl, seconded by Trustee Wehrs to adjourn the meeting at 8:23 p.m. Approved by voice vote.

Teresa L. Schnitzler, Village Administrator