

VILLAGE OF PORT EDWARDS

Port Edwards, Wisconsin

COMMITTEE: Finance & Human Relations

DATE: 5 January 2023

TO: JOSEPH ZURFLUH

cc: BETSY MANCL

SUE MITCHELL

TIARA GRUNDEN

SCOTT DREW

CALEB MCGREGOR

ERIK SAYLOR

DAILY TRIBUNE

WFHR/WGLX

NICK ABTS

RAYMOND BOSSERT

JASON WORDEN

DIANE TREMMEL

LONN RADTKE

Purpose of Meeting: Regular Monthly Meeting

Attendance: R. Bossert, J. Zurfluh, D. Tremmel, B. Mancl, S. Mitchell, L. Radtke

Absent: N/A

Citizens: Ben Martinson, Scott Drew

Subjects discussed, Action, Taken & Board Action Required:

Regular Monthly Meeting

- **Call to Order:** meeting called to order by Mancl-Chairman at 4:29 pm
- **Roll Call:** all present from above.
- **Approve the agenda & previous month's minutes from 4 November, 2022: MOTION**
(Mitchel/Radtke) to approve agenda. **Motion carried.**
- **Public Comments on agenda items:** None
- **Committee Chairman's comments:** None
- **Discussion then MOTION to approve the monthly bills, journal entries for previous month and financial report:** No discussion. (Mitchell/Radtke) **Motion to approve carried.**
- **MOTION** to award the full-time employees a \$50 Chamber gift certificate as a safety award for only one lost time incident in the past 26 years. Explanation by the administrator, no comments. **MOTION** Mancl/ 2nd Mitchell) all Ayes.
- **MOTION** to approve Length of Service Award (LOSA) payment for 2022 qualifying firefighters in the amount of \$300.91 per firefighter and the annual corresponding maintenance fee of \$800

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plus \$20 per firefighter, for a total of \$5,934.56. (This will impact 16 firefighters.) Discussion /explanation by Administrator. No comments, **MOTION** Mancl/ Mitchell, all AYES.

- Discussion on Village Pay by department/position. Discussion on Village payroll benefits;
 - Retirement contributions
 - Health Care and deductibles
 - Misc. benefits

The Committee was presented data on the total employee costs with pay and benefits for review. The Administrator mentioned that our staff is not comparable in pay to many but we do have a robust benefit package that off sets that. He will look at options to address pay equality across the departments. He did recommend that any changes not impact current staff but they be grandfathered in and all new hires fall under any new pay and benefit changes, there was consensus from the committee on this. Radtke was in support of reviewing proposals but the continuing discussion can cause concern amongst the staff and he asks for being aware of that. Mitchell stated she wants to make there are no issues with the staff and the 4 department heads at the meeting did not highlight any concerns.

- **Old Business:** None
- **New Business:**

-Discussion on Village Employee satisfaction survey, draft questions will be crafted by the Administrator for review next month.

-Short presentation on the Millage rate and its calculation. Includes a historical comparison. The Clerk described the process and that the main issue is that we are out of compliance with our Village property assessments, hence causing the millage rate to increase, it was not tied to increase in any spending. A **MOTION** was made to conduct a revaluation of the Village at the Next Board for 2023 to re-set the property values closer to 100% of market value. Mancl/Radtke, all AYES.

- **Correspondence received:** letter from a resident presented by a committee member, not staff. ACTION -FILED.
- **Future Agenda items for next meeting:** None
- **Next Meeting date:** *February ,2 2023 at 4:30 pm*
- **Adjourn:** adjourned at 5:45 by Mancl

Betsey Mancl- Committee Chairman