

**VILLAGE OF FONTANA ON GENEVA LAKE
WALWORTH COUNTY, WISCONSIN
(Official Minutes)
Human Resources Committee Meeting
October 19, 2018**

The Human Resources Committee meeting was called to order by Chairman Pat Kenny at 4:55 pm on Friday, October 19, 2018 in the Village Hall.

Members Present: President Pat Kenny, Trustee Prudden, Trustee McGreevy
Also Present: Kevin Day, Theresa Loomer

Open Session

Approval of Minutes for August 30, 2018

Trustee McGreevy/Trustee Prudden 2nd made a MOTION to approve the minutes from the August 30, 2018 meeting, and the MOTION carried without negative vote.

Review Health Insurance Premium Increases and Recommendation on Subsidy

ETF offers four health insurance plans to employees in Walworth County and calculates the annual premiums based on the average cost of Tier 1 plans. Employers are allowed to cover a maximum of 88% of the total premium; however, the state does not prohibit employers from offering a subsidy or offset to cover all of or a portion of the remainder of the health insurance premium. In 2018, all four plans were Tier 1 plans, but in 2019, only two plans are considered Tier 1 plans, which will shift a larger portion of the cost onto the employee. Most employees are in MercyCare or Quartz and the portion of the employees' share of the cost for those plans will increase by 300% and 400% respectively. Treasurer Vilona put together a calculation that would include all four health insurance plans as Tier 1 plans, as they are this year, as opposed to just two that will be Tier 1 plans in 2019, which would help mitigate some of the cost to the employee. With the new calculation, employees with family plans would see anywhere from a \$27 to an \$81 increase rather than an \$86 to a \$140 increase per paycheck and employees with single plans would see anywhere from a \$12 to a \$33 increase rather than a \$35 to a \$57 increase per paycheck in 2019.

Trustee McGreevy/Trustee Prudden 2nd made a MOTION to recommend the Village Board approve the employee portion of the health insurance premiums as is all four plans offered are Tier 1 plans, and offer stipends to employees to make up the difference in cost, and the MOTION carried without negative vote.

Performance and Salary Review for Utility Dept. Employee Daniel Gonzalez

This item was discussed in closed session.

Trustee Prudden/Trustee McGreevy 2nd made a MOTION to recommend a 6% pay increase for Water Dept. Employee Daniel Gonzalez, and the MOTION carried without negative vote.

Performance Status Review for Administrator/Clerk Theresa Loomer

This item was discussed in closed session.

Closed Session

Trustee Prudden/President Kenny 2nd made a MOTION at 5:00 pm to go into Closed Session pursuant to Wis. Stats. Chapter 19.85(1)(c), "considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility," specifically Performance and Salary Review for Utility Dept. Employee Daniel Gonzalez and Performance Status Review for Administrator/Clerk Theresa Loomer.

President Kenny – Aye

Trustee Prudden – Aye

Trustee McGreevy - Aye

The MOTION carried without negative vote.

Adjournment Closed Session

Trustee Prudden/Trustee McGreevy 2nd made a MOTION at 5:07 pm to adjourn the closed session and reconvene in open session, and the MOTION carried without negative vote.

Set Next Meeting Date

The next meeting date was scheduled for Tuesday, November 20, 2018 at 5:45 pm.

Adjournment

Trustee McGreevy/Trustee Prudden 2nd made a MOTION to adjourn the meeting at TIME pm, and the MOTION carried without negative vote.

Minutes prepared by: Theresa Loomer, Village Administrator/Clerk

Note: These minutes are subject to further editing. Once approved by the Human Resources Committee, the official minutes will be kept on file at the Village Hall.

APPROVED: 12/21/18