

MINUTES OF THE COMMITTEE OF THE WHOLE MEETING

Wednesday, September 4, 2024

Time: **5:30 pm**

Place: **Mukwonago Municipal Building/Board Room, 440 River Crest Court,
Mukwonago, WI 53149**

Call to Order

President Winchowky called the meeting to order at 5:30pm.

Roll Call

Board Members Present

Eric Brill
Darlene Johnson
Ken Johnson
John Meiners
Dale Porter
Scott Reeves
Fred Winchowky

Also Present

Diana Dykstra, Village Clerk-Treasurer
Diana Doherty, Finance Director
Dan Streit, Police Chief
Chris DeMotto, Asst. Police Chief
Jerad Wegner, Ruekert-Mielke
Wayne Castle, Utilities Director
Ron Bittner, Public Works Director
Jeff Stien, Fire Chief
Nathan Bayer, Attorney
Tim Rutenbeck, Building Inspector

Comments from the Public

Tyler Dykstra, Officer for the Mukwonago Police Department commented he was speaking in a consolidated effort on behalf of the officers. He discussed the challenges with the lack of projection of the health care situation and how the burden has switched to the employee which is impacted the most. He noted that the Board had previously authorized the move to a High Deductible Health Plan and there was a very short turn around time to meet with employees and discuss plan design. He would like to see everyone work together and be part of the solution. They are urging this year to remain with the current plan and provide time to discuss options.

Brenda DiMaggio, employee with the Mukwonago Police Department noted if this was a trend in cost why haven't these been forecasted. Why should employees continue to forego their cost of living adjustment and why are three of the four options before the Board take away from employees. She is looking for accountability.

Approval of Minutes

Minutes of Committee of the Whole Meeting of August 7, 2024

Meiners/K Johnson motion to approve. Unanimously carried.

Finance Committee, Trustee Darlene Johnson

Monthly Treasury Report and Revenue/Expenditure Guideline Report For July.

(For information purposes only, no action required)

Discussion and possible recommendation to the Village Board to approve Accounts Payable Vouchers in the amount of \$2,227,659.21.

D. Johnson/Meiners motion to recommend approval. Unanimously carried.

Acknowledgement of Grant received from the Wisconsin City County Managers Association for the Economic Development Internship Program in the amount of \$2,500.

No Action required.

Discussion and possible recommendation on Resolution 2024-47 a Resolution to certify that the Village shall provide for and allow the Library appropriation no less than the County rate in the prior year.

D. Johnson/K. Johnson motion to recommend approval. Unanimously carried.

Disallowance of Claim for water main collapse from May 17, 2024 for claim from Fork in the Road Restaurant pursuant to Wis Stats 893.80(1) (g).

D. Johnson/Meiners motion to recommend disallowance of claim. Unanimously carried.

Discussion and possible consideration of the 2025 Budget in relation to funding challenges.

Diana Doherty, Finance Director noted revenues have not been coming in. She reviewed charts showing the Revenue and Expenditures and the costs for employee health care. The lack of development only provided the village an increase in \$59,000 in the levy. The increase for health insurance was over \$100,000. She learned of the ETF rates in June of this year. She didn't learn what our net new construction was until August. There are 33 families and 32 single on the health plan. She is suggesting different options for the Board to review. A cost of living increase for employees at 1% is \$38,700; 2% is \$77,000; and 3% is \$116,000. She noted a set amount increase instead of a percent would provide a higher bump for hourly employees which is what she hears is the issue. If they choose to switch to a High Deductible Health Plan she can comfortably offer a 2% increase. She further discussed how the funding for the HAS in a high deductible plan could be the one-time use policy for the unreserved fund balance.

Trustee Porter noted it is a high priority to review the Insurance. He asked the former administrator to met with the school district and he was able to save 2.5 million by self funding for health insurance or different alternatives.

Doherty clarified there is a policy only to use those funds for one time uses because those are not steady increases. She reviewed other options to provide for a minor cost of living, and reviewed providing for a flat increase and help bring up lower end employees. There are 44 full time unrepresented employees. She noted that in order to make a switch they need to pass a resolution by October 1st.

Trustee D Johnson clarified staff was looking for direction.

Trustee K. Johnson asked about the responses from the employees and if they were provided these same options.

Doherty noted they were not offered these options. The employees were opposed.

Chief Streit noted he wanted to clarify his staff is looking to stay with the plan and the board should make the effort to offer a 2% COLA. His staff felt it was rushed. He clarified the revenues in 2023 were \$83,000 over and that money went into the unreserved fund balance which would could be used to offset this increase. He feels this move should wait.

Trustee K Johnson suggested the one year option to look into all the issues and find a way to cover those

Administrator Dykstra recapped the employee meetings and the responses from each department and how they felt and what they were willing to give up or their feelings about how it impacts them. She further noted other issues discussed were a storm water utility, changing of the garbage billing to the utility bill, increasing revenues, reducing operations, move from the unreserved fund balance, and even an operations referendum.

Trustee Reeves asked when a decision is necessary.

Trustee D Johnson questioned if there will be follow up and is the plan to monitor this to plan ahead. She agrees this was not a great deal of time for employees. She feels employees are dedicated and would hate to lose them.

Trustee Reeves described his experiences with an HSA and does see the benefit and the ramifications of the village moves away from the State Plan.

D. Johnson/Reeves motion to move to option #3. This would remain with the current plan for one year and provide for a flat increase for cost of living. Unanimously carried.

Public Works Committee, Trustee Eric Brill

Discussion and possible action to approve Resolution 2024-48 A Resolution approving the Storm Water Management Plan Agreement with Azura Senior Living.

Brill/Reeves motion to recommend approval. Unanimously carried.

Discussion and possible consideration on water treatment chemical usage.

Utilities Director Castle discussed the usage and provided photos of the damages this use has caused the facility. Trustee D Johnson asked how long we have monitored this. Castle noted as long as this has been in existence. President Winchowky asked if there were some notifications that should be made to the public. Castle noted it could just be turned off, however he is asking the Board to consider a resolution to discontinue using it. He would suggest we use what we have and just not reorder, and decommission the equipment.

It was a consensus to move away from this practice and authorize the Utilities Director to draft a resolution for adoption.

Discussion and direction on the Indian Head Park message center design changes.

DPW Bittner reviewed options for the message sign and questioned how the Board felt about maintaining the branding or changing the design. The consensus was make the message portion larger staying with the design branding with a black bear and the entrance sign stone.

Announcement of pavement preservation treatment scheduled for the week of September 16, 2024 in the Village of Mukwonago.

Closed Session

Meiners/Reeves motion to go into closed session pursuant to Wis. Stats § 19.85 (1) (g) (Conferring with legal counsel who either orally or in writing will advise governmental body on strategy to be adopted with respect to current or likely litigation) concerning an update for the GFLP v Village of Mukwonago at 7:00pm.

On motion: Unanimously carried.

Roll Call: "Yes" Trustee Brill, D. Johnson, K. Johnson, Meiners, Porter, Reeves, Winchowky.

Reconvene into Open Session

Meiners/Reeves motion to reconvene into open session pursuant to Wis. Stats. §19.85(2) at 7:50pm.

On motion: Unanimously carried.

Roll Call: "Yes" Trustee Brill, D. Johnson, K. Johnson, Meiners, Porter, Reeves, Winchowky.

Adjournment

Meeting adjourned at 7:50pm.

Respectfully Submitted,

Diana Dykstra, MMC
Village Clerk Treasurer