

**TOWN OF WATERFORD SANITARY DISTRICT NO. 1
MINUTES**

July 25, 2012

Commissioner Gerard called the special meeting to order at 10.00 a.m. and then turned the chair and gavel over to Commissioner Block.

Commissioners Present: Commissioners Gerard, Santaga and Block
Commissioners Absent: None
Also Present: Administrator Debbie Nelson; Operations Superintendent Norm Nelson; Operations Assistant Ignatowski; Tracy Ouellette, Waterford Post; and residents of the Town of Waterford

Public Comments:

None.

Announcements

None

Minutes of Previous Meeting(s)

None.

**Report from Western Racine County Sewerage District (WRCSD):
Presented by Lynn Tamblyn**

None

Old Business:

- *Discussion on general Commission/District policies regarding employee benefit packages paid to positions of employment in general. In order to protect individual employees from having their actions and abilities discussed in public and to protect governmental bodies "from potential lawsuits resulting from open discussion of sensitive information." Oshkosh Northwestern Co. v. Oshkosh Library Bd., 125 Wis. 2d 480, 486, 373 N.W.2d 459 (Ct. App. 1985), there will be no specific discussion of specific individuals or their specific benefit packages.*

Commissioner Block said she requested this item to be on the agenda to discuss in general terms the District's policy as it relates to retirement and healthcare benefits. Commissioner Block explained the current employee benefits and the benefits for the Town of Waterford, Village of Waterford, Town of Norway, and Village of Rochester. Discussion ensued regarding bringing the level of retirement contribution more in line with the neighboring communities. Commissioner Santaga stated most employers have continued to provide pay raises in line with the consumer price index to help people make it through these tough economic times, however they have reduced their level of benefit contributions by one of two options; either making the reduction all at once or in steps over several years. Commissioner Gerard felt the research should be conducted to see what fits the best before deciding on a time frame. Commissioner Block would like the discussion to occur with each individual employee when discussing their total package specifics. Commissioner Gerard questioned Operations Superintendent Nelson on the 2011 Wage Study conducted by the Wisconsin Rural Water Association. Operations Superintendent Nelson provided copies pertaining to our state district to the Commissioners and explained how this thorough study is conducted. Commissioner Santaga stated he had reviewed the study and the District is below the wage averages in our state district. Motion made by Commissioner Block, seconded by Commissioner Santaga as it relates to healthcare to look into the Employee Trust Fund health plan for members 1-50, United Healthcare, and any other plans that would provide the same level of healthcare benefits at a cost savings to the District. Commissioner Gerard asked for discussion: What apples-to-apples research with other sanitary districts did Commissioner Block conduct? Commissioner Block said she contacted the four

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neighboring town and village offices for what types of programs and costs they had, but she particularly researched the state plans. All in favor. Motion carried.

New Business

None

Operations & Maintenance Report (O&M)

None.

Treasurer Report

None.

Correspondence

None.

Administrator Comments

None.

Account Payables

Motion made by Commissioner Santaga, seconded by Commissioner Gerard to approve the accounts payable. All in favor. Motion carried.

Motion made by Commissioner Santaga, seconded by Commissioner Gerard to adjourn at 10:24 a.m. All in favor. Motion carried.

Respectfully submitted,

Debbie Nelson
Administrator