

HR Meeting with Employees

April 22, 2011 7:00 am

Officials Present: Matt Brett, Mary Beth Wolfe, Bill Koons

Present: Darrell Johnson, Carl Malone, Michael Fabian, Tim Alder, Jeff Pausch, Ted Holt, Danielle Romanowski, David Hocevar, Jim Wetzel

Koons informed the employees that the Village changed the employee handbook regarding salary continuation. The salary continuation coverage time used be 24 months ~ it is now changed to 12 weeks. Koons explained that the purpose of the salary continuation is to transition employees from their salary with the Village to Workers' Compensation.

Mayor stated the salary continuation model the Village had was very rare. He also stated that the BWC said that 24 months is a lot. Mayor stated the Village searched around and found the high side of salary continuation length is 12 weeks (3 months). Therefore, SRV changed to 3 months. Mayor stated salary continuation was not intended for a long-term scenario – just a transition period.

Koons also informed employees of another change to the employee handbook. Medical insurance begins the day of hire – not after 30 days as previously stated.

Koons reviewed job descriptions. He asked employees to look over their job description as well as ADA requirements and let the committee know if they had any questions. He stated after they made any changes and/or additions, they should submit the updated job descriptions to the Fiscal Officer by May 5th to update them. Koons said he would like to have these ready for Council to review at the June meeting.

Mayor updated the employees on the current income tax increase initiative.

Koons told employees if they had any feedback on Althans Insurance to let the Fiscal Officer know – either good or bad. Koons explained his committee is looking at brokers and would like to have that decision made earlier this year – ahead of the insurance renewal time.