

Chilton, Wisconsin
December 3, 2019

The regular meeting of the Chilton Common Council held in the Council Chambers at the City Hall was called to order at 6:30 p.m. with Mayor Jaeckels presiding.

AGENDA POSTING:

On 11/27/19, copies of the agenda were delivered to the Mayor, Aldermen, City Department Heads, City Attorney and were made available to the media, and posted on the City Hall bulletin board and posted on the City web page.

ROLL CALL:

Mayor Rick Jaeckels and eight members of the Council were present at roll call:
 Council Member Tom Reinl Council Member Mark Willems
 Council Member Clayton Thornber Council Member Kathy Schmitzer
 Council Member Kevin Johnson Council Member Andrew Deehr
 Council Member Mike Goebel Council Member Ron Gruett
 Other city officials present were Interim Utility & Street Department Director Chris Marx
 City Attorney Derek McDermott, Police Chief Craig Plehn and City Clerk Helen Schmidlkofer.

General attendance: Delta Publications Dave Kohls, Chilton Journal Betty Schilling, McClone Benefits Sara-Beth Janssen arrived at 6:47 PM & exited at 7:45 PM, WI Professional Police Assoc. Business Agent Thomas Schrank and Police Officers Steve Petrie and Brad Kuehl arrived at 6:55 PM & exited at 7:56 PM.

Those in attendance recited the Pledge of Allegiance.

APPROVE THE MINUTES:

Motion by Gruett, seconded by Thornber and carried to approve the minutes of the council meeting held on November 19, 2019.

REPORT OF OFFICERS:

MAYOR:

- Mayor Jaeckels and Council President Reinl agreed there would not be a council meeting on January 7, 2020 unless warranted.
- I completed annual letter for the city's newsletter.
- At the Calumet County Civic Association meeting that I attended on November 20th the DNR presented information on chlorides and phosphorus.
- I will be attending the ICS-300 16 hour training from 6-10 PM on the evenings of 12/9, 12/12, 12/16 and 12/19.

CITY CLERK:

- Tax informational spreadsheet was distributed that compared last year to this year.
- The 2020 spring election regarding mayor and council member positions.
 Mayor Jaeckels – incumbent Jaeckels took out papers
 Ward 3 – Schmitzer took out papers.
 Ward 4 –Johnson filed non-candidacy papers.
 Papers are due January 7, 2020. Non-candidacy papers need to be completed by December 27, 2019.
- Future committee meeting list was distributed.

APPROVE FINANCIAL REPORT:

Moved by Willems, seconded by Thornber and carried to approve the December 1, 2019 financial report.

APPROVE OPERATOR LICENSES:

Moved by Reinl, seconded by Schmitzer to approve the two-year license applications to serve fermented malt beverages and intoxicating liquors from December 3, 2019 to June 30, 2020 for Ronald Reese, Jr., Maria G. Shymanski, Leah M. Kranz and Michelle A.

Pingel. Clerk Schmidlkofer noted the applicants have been approved by the Chilton Police Department. Motion carried.

INTERIM UTILITY & STREET DEPARTMENT DIRECTOR

- Water and Sewer Department employees are doing cross training.
- Bio-solids (sludge) was taken out yesterday. There was a concern that this would not occur due to the recent weather conditions.
- Leaf pick-up is completed for the season.
- Generator project – reduction in poor fuel quality caused a biofilm in the diesel tanks, which has been cleared up. This will be monitored the next couple of weeks to make sure the problem is taken care of.
- The contracted work for the pump and mixer service at the treatment plant has not been completed yet because they cannot get a truck in the area due to the lawn being too wet.
- New generator project – not operational yet. Energenics has not been able to complete their work yet. Brantmeier Electric continues to work on the wiring.
- Other staff has taken care of my scheduled weekend duties this month.
- Snow removal is obviously underway. A large bracket that supports the wing on the grader broke. I was informed that this was cracked and repaired in the past. We are acquiring cost for a new part. The grader is still operational.
- Truck #18 will participate in the annual Chilton Chamber Holiday parade.
- A council member called the Department to compliment them on a great job removing snow throughout the City. This was greatly appreciated by the employees.

AUDIENCE PARTICIPATION:

REPORT OF COMMITTEES:

The council reviewed the Calumet County’s CDBG CLOSE Economic Development Plan Advisory November 12, 2019 minutes. Mayor Jaeckels added this is a program headlined by Mary Kohrell of Calumet County to help all the communities within the county. Kohrell will be assisting the City with the McNeely property.

MOVED TO UNFINISHED BUSINESS:

Interim Utility & Street Department Director Marx informed the council that after meeting with Calumet County Hwy. Commissioner Glaeser regarding the North State Street project, in order to maintain the timeline for the project, the City should have a road core analysis performed on a section of North State Street from W. Grand to Breed (this section will not be concrete.) The county has agreed to pay 67% of two-inch mill and two-inch overlay regardless of what is underneath from West Grand Street to Breed Street.

After consulting with McMahon engineer Ron Wolf this is not how the City has completed streets in the last 10 to 15 years. If there is less than an inch or two of asphalt underneath the mill, the City has reconstructed the entire street in the past. The City needs to acquire road core analysis in December because neither the City nor County has this information. The County agrees with the road analysis invoice to be shared 50/50. This would aid the engineers in designing the road.

Moved by Willems, seconded by Reinl to authorize road-boring analysis services on N. State Street (from West Grand to Breed). Expenses shared 50/50 between the City of Chilton and Calumet County. Roll call vote.

Gruett – aye	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – aye	Deehr – aye	Johnson – aye

Eight votes cast. Eight votes aye. Motion carried.

MOVED BACK TO REPORT OF COMMITTEES:

Chairman Schmitzer requested Sara Beth from McClone Benefits to present insurance information to the council. Sara Beth thanked the council for inviting her and appreciated working with Deputy Clerk Meyer and City Clerk Schmidlkofer and talking with Mayor Jaeckels. At 3:30 PM today, I received additional health insurance quotes but I am not

sure this will be the best option. We will review health reimbursement account (HRA), health savings account (HSA), flexible spending account (FSA), pricing, plan design and employee assistance program (EAP). First of all the initial renewal came in at 14.9% with WPS. McClone recommend that the City go to market and that is why we had the employees complete FormFire.

The insurance proposals received were:

WPS with a higher deductible would result in an 8.8% increase.

UHC (AH1Y) – 25.3% increase.

UHC (BEBS) – 11.4% increase, lower deductible and out of pocket.

UHC (AH2H) - -4.7% however max out of pocket is \$12,700.00.

Anthem – you would be unable to have coverage for the local hospital in the City.

Anthem Broad Network - 33% over your current rates, not competitive.

Network Health - declined to quote.

Humana - 54% over current.

Robin Health – declined to quote.

Sara Beth said, “The quotes tell us that the City of Chilton did receive a fair renewal offer with WPS. If the City would stay with WPS, there are three plan designs. The deductible is the only thing that is different. The deductible does match the out-of-pocket on all three plans.”

Council member Reinl interrupted and noted that the plan that Sara Beth is referencing is what the General Government committee recommended and is in your council packet.

Sara Beth said, “The new options from today with United Health Care are all very different and I would call them cost shifting options.”

Sara Beth continued by reviewing the health insurance quotes received today in detail.

Council member Schmitzer informed the council that the General Government committee did review the insurance proposals in detail and recommended the WPS plan with deductibles of \$3,500.00 for single and \$7,000.00 for limited & family with a HSA.

Currently the City contributes toward the health reimbursement account (HRA) in the following manner:

Single plan employee responsibility \$0.00 to \$1000 and city contribution \$1001 to \$3,000.

Limited and Family plan employee responsibility \$0.00 to \$2000

and city contribution \$2001 to \$6,000.

Reinl said, “The General Gov’t committee is recommending for 2020 the City would contribute \$1,000.00 for single coverage and \$2,000 for limited and family coverage to a health savings account. By the City contributing to the deductible up front, the City will know what our liability is going to be.”

Sara Beth then defined the differences between HSA, HRA and FSA. It is important to note that with an HSA the funds can be carried over, it is the employee’s money. The employee manages how they choose to use it.

Schmitzer said, “The health reimbursement account had \$22,929.04 at the beginning of the year and now has a zero balance. (The health reimbursement account had funds from when the city had self-funded health insurance.)”

Sara Beth then reviewed the process for going to market, quotes and broker firms.

Council member Reinl thanked Sara Beth for a very informative presentation.

Sara Beth then explained the Employee Assistance Program (EAP). The City received two quotes:

ERC - \$32.50 for five sessions

CuraLinc - \$27.00 for five sessions

The quote is for all city employees from city band members, library staff, fire, sewer, water, city and police. I would recommend using ERC because my experience with this company is exceptional and will meet your employee needs. The program offers coverage for the employees, immediate family members and household dependents, 24/7 with face-to-face sessions.

Moved by Willems, seconded Gruett to accept the recommendation from the General Government Committee for the 2020 health insurance coverage with WPS Statewide with a deductible of \$3,500.00 for single plan and \$7,000.00 for limited and family plan with a health savings account. The City of Chilton will contribute to the HSA \$1,000.00 for single plan and \$2,000.00 for limited and family plan. The employee will pay 15% towards the cost per month of the health plan premium. Roll call vote.

Gruett – aye Willems – aye Reinl – aye Thornber – aye
Schmitzer – aye Goebel – aye Deehr – aye Johnson – aye
Eight votes cast. Eight votes aye. Motion carried.

Moved by Reinl, seconded by Schmitzer to approve the Employee Assistance Program (EAP) with ERC for \$2,925.00 per year. This is for 5 sessions/employee and the expense being paid out of each department fringe benefit line item. Roll call vote.

Gruett – aye Willems – aye Reinl – aye Thornber – aye
Schmitzer – aye Goebel – aye Deehr – aye Johnson – aye
Eight votes cast. Eight votes aye. Motion carried.

Schmitzer said, “At the last meeting the council was informed that the current Police Union Contract states that the Union employees pay 12% towards the cost per month of the health plan premiums. The General Government Committee met at 6 PM tonight before this meeting to review the possibilities with the Police Union.

1. Union employees would pay 12% towards the cost per month of the health plan premium with a deductible increase of \$4,000/\$8000.
2. Union employees would pay 15% towards the cost per month of the health plan premium with a deductible of \$3,500/\$7000 and receive one additional personal day.

Originally, the Union requested that Union Employees pay 15% towards the cost per month of the health plan premium with the \$3,500/\$7,000 deductible and receive three additional personal days. This proposal was not acceptable with the General Government committee.”

Mr. Schrank introduced himself as spokesperson for the Police Union. “The Union representative did take the one personal day offer to its members tonight which would result in a loss of benefits to them. The local has voted that down, so at this point if the council is not willing to provide three extra personal days then the current contract language stands.”

Mayor Jaeckels said, “We did discuss this earlier at the committee level. If you offer extra days to the Police Union then there is a question if you open this up to all the other employees. The second thing is the Union contract will be negotiated next year anyway. The consensus of the committee was not to offer anything if the Union did not accept the one day. The City would not go to three days.”

Schmitzer agreed.

Mayor Jaeckels said, “The Union employees would pay 12% towards the cost per month of the health plan premium with a deductible of \$4,000/\$8000.”

Moved by Thornber, seconded by Reinl to accept the General Government committee’s recommendation that for 2020 the Police Union employees pay 12% towards the cost per month of the health plan premium with a deductible of \$4,000.00 single plan and

\$8,000.00 for limited and family plan. Roll call vote.

Gruett – nay	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – nay	Deehr – aye	Johnson – aye

Eight votes cast. Six votes aye. (Gruett, Goebel-nay) Motion carried.

Moved by Reinl, seconded by Schmitzer to approve an agreement between City of Chilton and the Chilton Police Local 471 & Wisconsin Professional Police Association to offer employees choosing to opt out of the health insurance. The City will provide \$4,000.00 cash in lieu benefit which is paid thru payroll on a bi-weekly basis and the employee must provide a certificate of coverage through another group health plan.

Roll call vote.

Gruett – aye	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – aye	Deehr – aye	Johnson – aye

Eight votes cast. Eight votes aye. Motion carried.

UNFINISHED BUSINESS:

Interim Utility & Street Department Director Marx informed the council that for the N. State Street reconstruction project the storm sewer needs to be televised. This is something Speedy Clean should be able to do by the end of the year. The work will include catch basins; it is about two days of work. Marx added to expedite the project the Street Department employees will start some of the work on the in-let portions with the equipment that the City has.

Moved by Thornber, seconded by Schmitzer to authorize Interim Marx to enter into an agreement with Speedy Clean Drain & Sewer from Menasha to televise the storm sewer on North State Street not to exceed \$3,500.00. (Invoice will be shared City of Chilton 40% and Calumet County 60 %.) Roll call vote.

Gruett – aye	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – aye	Deehr – aye	Johnson – aye

Eight votes cast. Eight votes aye. Motion carried.

NEW BUSINESS:

Moved by Schmitzer, seconded by Thornber to introduce, adopt and waive the reading of Resolution No. 1798, a resolution to amend the 2020 tax levy with tax increments.

Roll call vote.

Gruett – aye	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – aye	Deehr – aye	Johnson – aye

Eight votes cast. Eight votes aye. Motion carried.

COMMUNICATIONS:

Distributed the monthly building/plumbing report.

APPROVE PAYMENT OF BILLS:

Moved by Reinl, seconded by Thornber to pay the bills. Voucher No. 84566 through Voucher No. 84629 or accounts payable and payrolls totaling \$156,056.47. Roll call vote.

Gruett – aye	Willems – aye	Reinl – aye	Thornber – aye
Schmitzer – aye	Goebel – aye	Deehr – aye	Johnson – aye

Eight votes cast. Eight votes aye. Motion carried.

ADJOURNMENT:

Moved by Schmitzer, seconded by Johnson to adjourn at 8:09 p.m. on December 3, 2019. Motion carried.

Helen Schmidlkofer
City Clerk