

**TOWN OF RIB MOUNTAIN**  
***Finance & Personnel Committee***  
**October 31, 2018**

Chairman Gerry Klein called the Rib Mountain Finance & Personnel Committee to order at 12:04 p.m. at the Town of Rib Mountain Municipal Center, 3700 North Mountain Road. Present were Committee Chair Klein, Town Chairman Allen Opall, Supervisors Fred Schaefer and Jim Legner.

Also, in attendance: Town Administrator Gaylene Rhoden, Community Development Director Steve Kunst, Street & Park Superintendent Scott Turner, Finance Director Nicole Dunbar and Schenck Consultant Deb Pagel.

Approval of Minutes – **Motion by Schaefer/Legner to approve the minutes of the September 18, 2018 Finance & Personnel Committee meeting. Questioned and carried 3:0**

Uncollectible Accounts – **Motion by Schaefer/Legner to approve the write-offs for the following; Andraschko \$680.00, Trucco \$680.00, Rozmensoski \$540.00, Rozmensoski \$560.00, Gadow \$153.60, Erickson \$1,656.85, Blaher \$742.00, Behen \$823.20, Grabata \$810.60, Armstrong \$1,927.40, Sikorski \$678.00 and Jovicic \$906.00 for a total of \$10,157.65. Questioned and carried 3:0.**

Discussion and Recommendation to appoint Deputy Clerk – Administrator Rhoden explained the need for a Deputy Clerk. The Office Assistant has already been working on absentee voting. The intent of having a Deputy Clerk would be to assist with absentee voting and signing documents in the absence of the Clerk. Committee Chair Klein asked about the job description and whether the job description could reflect the time spent on doing Deputy Clerk duties. Administrator Rhoden estimated only 20% of work time would be spent on Clerk duties. The Administrator also recommended an increase in the hourly wage by \$1/hour. Consultant Deb Pagel confirmed this was in line with other Deputy Clerk positions. **Motion by Schaefer/Legner to appoint the Office Assistant as Deputy Clerk with an increase starting wage of \$1/hour. Questioned and carried 3:0.**

Discussion and Recommendation for 2019 Employee Health Insurance – Administrator Rhoden gave a briefing on the health insurance quotes. Based on budget parameters, it was determined the best option was the Aspirus narrow network with a WPS option. The Town could still continue to pay 85.5% towards the premium. Committee Chair Klein indicated his employer had switched to a narrow network a few years ago and that this was being done by other employers. **Motion by Schaefer/Legner to approve the recommended health plan as presented with the budget cap of \$212,242. Questioned and carried 3:0.**

Presentation and Discussion of Salary/Wage Plan from Schenck – Consultant Deb Pagel from Schenck presented the results of the compensation study. The plan includes a mixture of private/public sector data. The consultant also reviewed job descriptions and Springsted's original report. The plan would impact the FY 2019 salaries/wages. She noted that typical plans have a 20% spread below and above midpoints. Pagel stated the Board would need to decide on how they want to handle positions that were below midpoint. The Board requested that the Administrator's position be reevaluated. **Motion by Schaefer/Legner to recommend the plan be moved onto the Town Board with further review of the Administrator's position. Questioned and carried 3:0.**

Presentation and Discussion of TDS Telecommunications Corporation – Committee members received background information on TDS Telecommunications Corporation. Finance Chair Gerry Klein and Administrator Rhoden have been meeting with the consultants since August. TDS would like to expand fiber to Rib Mountain homes and businesses; however, it would require a \$250,000 investment from the Town. Committee members discussed high speed internet on the backside of the mountain, people working

from home and how high-speed internet would be an attractive feature for the community. The cost to the consumer was considered reasonable. It was determined the Town could charge a franchise fee to help pay for it, but this could be considered an additional tax to homeowners. The franchise fee could be dropped once an appropriate amount was collected. The Committee came to a consensus to have TDS Corporation present their proposal to the full Town Board at a later date.

**Adjourn – Motion by Schaefer/Legner to adjourn at 1:02 p.m. Questioned and carried 3:0.**

Submitted by  
Gaylene Rhoden, Administrator

Note: These minutes are not to be considered official until acted upon at an upcoming regular meeting, therefore, they are subject to revision.