

**Minutes of the Town Board Meeting  
Town of Lisbon, Town Hall  
Monday, April 8, 2019  
6:30 p.m.**

Chairman Osterman called the Town Board meeting to order at 6:30 PM.

**Roll Call:** Present: Chairman Osterman, Supervisors Gamiño, Moonen, Plotecher and Beal. Also present: Dan Green, Town Clerk and Gina Gresch, Town Administrator.

**Comments from citizens present.** None.

**Consent Agenda.** Items listed under the Consent Agenda are considered in one motion unless a Town Board member requests that an item be removed from the Consent Agenda.

- i. Monday, March 25 Town Board minutes
- ii. Operator's Licenses
- iii. Barnwood Conservancy Letter of Credit Reduction Request #3

*Motion by Supervisor Beal to approve the Consent Agenda. Seconded by Supervisor Moonen. Motion carried, 5-0.*

**Approval of Bills.**

*Motion by Supervisor Moonen to approve the April 8, 2019 check register as presented. Seconded by Supervisor Gamiño. Motion carried, 5-0.*

**Announcements/Correspondence - Listing of upcoming meeting dates & times.**

- Meeting Schedule – Chairman Osterman reviewed the meeting schedule for April
- Town of Brookfield Entering Into Cooperative Boundary Agreement with the City of New Berlin

**Department Reports - Presentation of activity statistics and recently attended meetings.**

**Town Administrator** – The AV upgrade is coming along nicely. We will be able to televise the meeting Monday night! As of writing this report, OneClick is working on getting the Channel 14 computer up and running so we can get the slideshow working again.

The actuary study of the Town's OPEB (Other Post-Employment Benefits) draft study has been completed. After reviewing it with the actuary firm, there are a few numbers that have to change, but overall the Town is responsible for about \$251,000 in OPEB payouts for those employees who qualify for it, which they were hired prior to 2000. This overall all number will change over the years. It depends on when the person retires and the insurance rate at the time of retirement. Worst case scenario is our payments could go out as far as 2040. These are monies the Town Board will need to set aside during budget time, like we do for equipment, via a "sinking fund". The updated report will include a timeline of approximately how much we should be budgeted for each year. We are currently paying one retired employee through 2020 with four more who are eligible for this benefit.

Since the Auditor will be reviewing this at the Annual Meeting during her audit report presentation, I suggest the Town Board have this as a discussion item on an agenda after the Annual Meeting, but before budget workshops begin.

Attached to my report is the ACH / Autopay Payment Report. Last year the Town Board adopted an ordinance allowing these types of payments. Now that we have improved our processes, we've been able to provide a report.

**Town Clerk** – Tuesday’s Election was successful with a higher turnout than originally anticipated. Around Waukesha County turnout was higher than most Spring Election with a high number of referendums from communities in the area. Lisbon had a 42% voter turnout. The Town had a total of 446 absentee ballots with 321 residents voting in person at Town Hall. Thank you to all the poll workers who put in long hours to ensure another successful Election. The Town Chair and Supervisors #2 and #4 will be sworn in at the Annual meeting on April 16.

The first board of Review meeting will be on Wednesday, June 12 from 6:00 – 8:00 PM. The Board will need to hold a meeting before June 5 to call to order and reconvene to the June 12 date because June 12 does not fall within the DOR’s 45 day window between April 22 and June 5. The Board can do this before one of their Town Board meetings between that timeframe.

Hamilton School District will be holding an annual meeting with municipalities in the districts. The meeting date has not been set but I will inform the board as soon as they have a date set. Thursday, April 11 there will be a Joint Public Hearing prior to the Plan Commission meeting. There is also a scheduled Joint Plan Commission meeting with Sussex for April 18 at the Village of Sussex.

**Park Department report** – Tedia gave an update to the Board from John Greiten. The Park staff is working on removing plow trucks and off-road equipment getting ready for their summer programs including getting sport fields ready. Other projects for the Parks Department include public drinking water self-inspections, mowing prairie areas, cleaning plow markers and dead tree removal.

### **Supervisor’s Reports.**

**Supervisor Beal** – The next Sanitary District meeting will be April 17.

**Supervisor Moonen** – Tire round up is on Saturday, April 13 from 8am - Noon and the appliance drop off and Easter Extravaganza will also be going on that day. DPW brush pickup begins April 15. Administrator Gresch stated Public Works Director DeStefano posted a pickup schedule on FB showing the pickup route.

### **Unfinished Business.**

#### **New Business.**

#### **Discussion and necessary action on a Health Insurance Opt-Out Payment Policy**

Administrator Gresch explained that staff has run across two different opt-out payment schedules. Neither of these schedules appear to be adopted by the Town Board. Ms. Gresch compared current rates to what the Town is saving offering the opt-out payment and currently the Town is saving \$54,000 on insurance premiums. The dental opt-out is only saving the Town \$1,800 and recommended removing the dental opt-out and keeping the health insurance opt-out option.

The Board asked what other municipalities are doing in regards to opt-out, if it is common, and if so, how much do they receive. The Administrator explained the opt-out option was not allowed if municipalities are under State Group Health Insurance plan. Supervisor Gamino questioned the dollar amount the Town was paying for the opt-out benefit and questioned how this was related to promoting a healthy lifestyle for employees. She also suggested that an opt-out payment should be a one-time payment you receive when you first opt out of insurance. Administrator Gresch stated she disagreed and explained the Town pays the benefit bi-weekly so if someone does quit, neither the Town nor employee should owe the other any money.

Chairman Osterman explained that when this was first brought the Town was paying a lot of money for health insurance. He agreed with the Administrator on removing the dental opt-out, but paying \$225 a month on the single plan did save the Town money at that time.

Administrator Gresch stated the current workforce is much younger than it used to be, when this was first determined and younger employees mean lower premium costs. She stated she considered some other options including starting a wellness program, kick back money toward a gym membership or reducing the opt-out payment but using the money for other programs through the Town. The Town Board members discussed these possible options. Supervisor Moonen discussed having annual biometrics that would qualify individuals to receive the opt-out payment. Milwaukee does something similar to this and helps promote a healthy workforce. He explained that this has helped catch health issues for individuals. This may increase rates of insurance if there is a low participation rate. Mr. Moonen also explained more progressive insurance companies use "Healthstat" where employees login to a portal and can earn points towards incentives such as gym memberships and other programs.

The Board also discussed potential issues with opt-out payments if someone were to get on the insurance at some point after already receiving an opt-out payment. Currently this is not an issue as the Town pays out the benefit bi-weekly.

Chairman Osterman suggested that any changes to the opt-out benefit should not be changed until January 1, 2020 and any big changes need to be communicated before open enrollment. This was never discussed at the Town Board and at the time the Board originally discussed this it was worth the benefit. He agreed the current rates seemed high, but at the time they had data backing up the numbers at the time. He also cautioned the board that this benefit was looked at as a wage option for a lot of these people and any changes would be changing the livelihood of those individuals. Supervisor Gamino stated she would like to see this money spread out to the entire workforce. Administrator Gresch asked the Town Board if she could have more time to do further research on what other municipalities do and what types of wellness programs there are, and if our insurance company offers any.

*Motion by Supervisor Moonen to postpone the Health Insurance Opt-Out Payment Policy" until the next meeting to allow the Administrator more time to conduct further research. Seconded by Supervisor Gamino. Motion carried, 5-0.*

**Adjournment.**

*Motion by Supervisor Gamino to adjourn the Monday, April 8, 2019 Town Board of Supervisors meeting at 7:17 PM. Seconded by Supervisor. Motion carried, 5-0.*

Respectfully submitted,

Dan Green,  
Town Clerk