

Executive Summary: Committee as a Whole Meeting (11.13.25)

The Committee as a Whole met on November 13, 2025, to address financial performance, police staffing, employee benefits, public safety, and infrastructure projects. The meeting included **Councilpersons Camara, Pinter, Koss, Paessun, Grant, and Martin, Mayor Southard, and Fiscal Officer Jeff Wilcheck.**

Financial Review and Pool Operations

The financial review noted the **October financial report** was on target, but the discussion quickly focused on the municipal pool's performance, particularly the concession stand.

- **Financial Health:** The general financial report was deemed **on task** 10 months into the year.
 - **Concession Stand Deficit:** The pool concession stand is running a significant loss, reporting a **\$7,200 deficit** for the current year. The largest expense is **payroll**, which totaled **\$9,500 - \$9,600**.
 - **Proposed Solutions to Achieve Break-Even:**
 1. **Price Increases:** A key fault was identified as not raising prices (e.g., soda prices have remained at \$1.00 - \$1.50 for three years) despite wholesale costs doubling. Significant price adjustments were recommended.
 2. **Payroll Reduction:** The primary strategy involves utilizing existing pool staff (lifeguards or front desk personnel) to work the concessions during their mandatory 15-minute breaks each hour. This dual-role approach aims to drastically reduce or eliminate dedicated concession payroll.
 3. **Self-Service Options:** The committee discussed moving towards **self-service stations** (vending, self-serve food machines, or a monitored pantry) in the new building design to reduce reliance on staff.
 - **Pool Philosophy:** It was reiterated that municipal pools are an important community asset and are **not typically expected to generate a profit**, but controlling the size of the operational loss is crucial (current loss: \$31,000).
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Legislation and Police Staffing Control

The committee addressed three key resolutions, with intense focus on police department staffing levels (Ordinance 2025-19).

- **COTA Linkus Transit Grant:** A first reading was held for a resolution accepting the **\$550,000 CODA Linkus Transit Support Infrastructure Program** grant. The committee noted the reporting requirements are "onerous" and requested the Fiscal Officer to fill in missing details before the next reading.
 - **Police Staffing (Ordinance 2025-19):**
 - **Authorization Level:** The Council agreed to set the authorized full-time staff level at **10 officers** (including one sergeant and one lieutenant), which matches the current personnel count. This avoids the appearance of terminations that would result from passing the initially proposed eight-officer limit.
 - **Future Hiring Control:** To ensure Council oversight, the ordinance will be amended to mandate Council approval for **any additional hiring** or backfilling of positions, thereby preventing the Chief from unilaterally filling a spot without legislative consent.
 - **Process Oversight:** A major concern was the practice of hiring, swearing in, and equipping officers *before* Council formally approved the appointment, which the committee deemed an oversight in procedure that must be corrected.
 - **Tax Levy Renewal:** A resolution was introduced for the **3.2 mill five-year renewal tax levy** to be placed on the May ballot, requiring three emergency readings.
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Employee Health Care and Compensation (Ordinance 2520)

Changes were proposed to improve employee benefits while managing costs:

- **HSA & Premium Changes:**
 - **HSA Contribution** was increased by **\$100** for all staff.
 - Employee premium contribution for single coverage rose from **\$40 to \$45**, and family coverage from **\$55 to \$60**.
 - The payment date for the HSA contribution was corrected to be **prior to June 30th**.

- **Dental Insurance Switch:** The village is moving from Delta Dental to **Anthem Dental**.
 - Anthem is **25% cheaper** for the village.
 - The annual limit will increase from **\$1,500 to \$2,000**.
 - Coverage for certain services will increase from **75% to 80%**. The Fiscal Officer will confirm network coverage with local dentists.
 - **Vision Insurance:** VSP Vision will remain the contracted provider.
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Safety and Infrastructure Updates

- **Pedestrian Safety:** A request was made to residents to wear **reflective clothing** and use **flashlights** when walking after dark.
- **Community Survey:** **Pete DiSalvo** will present the results of the community survey at the next meeting, with the full report to be posted on the website.
- **Infrastructure Work:**
 - Asphalt paving is scheduled to begin **Monday at 7:00 a.m.**
 - **Waste collection** in the construction zone will occur early (**6:30 a.m. - 7:00 a.m.**) on the next two to three Mondays. The council agreed to post a public reminder.
 - Feedback was provided to move a **radar sign** that is currently too close to a stop sign to a more effective location.