



**Village of River Hills**  
7650 N Pheasant Ln  
River Hills, WI 53217

Village Hall: 352-8213  
Public Works: 352-0080  
Police: 247-2302

**BOARD OF TRUSTEES MEETING MINUTES**  
**Village Hall, Wednesday, November 15, 2023 @ 5:00 pm**  
This meeting was an in person and virtual meeting  
through Zoom – Access code 874-5960-8272

1. **ROLL CALL** Roll call was answered at 5:03pm by President Chris Noyes. Trustee Peggy Russo and Trustee Kurt Glaisner were present. President Chris Noyes and Trustee Bill Walker were present via zoom and Trustee Ike Isaacson (via phone without audio transmission by Isaacson). Trustee David Fritz and Trustee Jamie Evans were absent and excused. Also present: Village Attorney Bill Dineen, Village Manager Tammy LaBorde, Police Chief Milt Mrozak, Lt. Michael Gaynor and Deputy Clerk Stacie Nelson.

2. **PUBLIC HEARING on the 2024 Budget**

Motion by Russo, seconded by Glaisner to open the public hearing on the 2024 Budget at 5:03pm. There were no comments. Motion by Walker, seconded by Russo to close the public hearing on the 2024 Budget at 5:04pm; motion carried unanimously.

3. **Discussion and Possible Action Regarding 2024 Health, Dental & Vision Insurance**

Jenni Heiden of HUB International was present for this item.

Information on pricing for 2024 was in the packet. For January 1, 2024, we have the option to stay in the current plan. The Village has a grandfathered plan and transition relief was extended. The Village could also look to ACA. The renewal came back at a 20.1% increase. Unfortunately there are conditions within the group that United Healthcare would not reduce the rate. There is one alternative with a 14% increase but the deductibles would increase the deductible to \$3,500 for an individual and \$7,000 for a family. The Village would save \$9,000 per year. The biggest change is the out-of-pocket maximums. There is not enough savings to offset the out-of-pocket maximums. Trustee Walker asked about the total premium and how many employees were covered by the plan. LaBorde stated that an employee with a family plan would pay an additional \$1,300 in deductibles as well as the increase in the premium. The overall effect for someone with a family plan, their increase would be the 12% they contribute plus the increase in the deductible. The 2024 budget has the 20% increase for health insurance in it. Trustee Glaisner asked about contributions to the HSA. LaBorde noted that the Village contributes \$1,000 for single and \$2,000 for the other plans. The employees also contribute to the HSA and the maximum for 2024 is \$4,150. LaBorde recommended the 20% increase without increasing the deductible. We do qualify to go with ACA but that is more expensive than where we are now. Trustee Walker asked about ICHRA. Heiden said she has several clients who have gone that route. It is an individual coverage HRA. The Village gives the employee funds and the employee has to find their own plan. The problem is that if the employee misses a payment, they are out of coverage until the next open enrollment. There was discussion to review the health insurance earlier than November next year and come up with alternatives.

Motion by Walker, seconded by Glaisner to approve the 2024 Health, Dental & Vision Insurance with the renewal to the UHC plan at the 20.1% increase; motion carried unanimously (Isaacson texted aye to Village President).

4. **Discussion and Action to approve RESOLUTION 2023-18 to Adopt the 2024 Annual Budget and establish the 2023 Tax Levy Utilizing the Tax Levy Allowable Increase**

Motion by Russo, seconded by Walker to approve RESOLUTION 2023-18 to Adopt the 2024 Annual Budget and establish the 2023 Tax Levy Utilizing the Tax Levy Allowable Increase; motion carried unanimously (Isaacson texted aye to Village President).

**5. CONSENT AGENDA**

- a. The Agenda**
- b. Village Board Minutes – October 18, 2023**
- c. Plan Commission Minutes – May 3, 2023**
- d. Voucher List – October 2023**
- e. Appointment of Election Inspectors 1/1/2024 through 12/31/2025**
- f. Approve RESOLUTION 2023-20 Combining Wards for the February 20, 2024 Spring Primary Election**

Motion by Glaisner, seconded by Russo to approve the Consent Agenda; motion carried unanimously (Isaacson texted aye to Village President).

**6. PUBLIC COMMENTS ON NON-AGENDA MATTERS**

Joyce Michelstetter, 1500 W. Greenbrook Road, commented on how frustrated the residents are with all of the construction and various issues that they have dealt with. She wanted to remind the Board of their promise to the residents that there would be no entrance to the development off of Greenbrook Road.

**7. FUTURE AGENDA ITEMS**

None.

**8. Discussion and Action to approve RESOLUTION 2023-19 Establishing Employee Salaries for 2024**

LaBorde noted there was an increase of 3% for all of the employee positions. She noted that there was an error on the increase for the year for one of the DPW positions which she has corrected in the 2024 salary schedule attached to the Resolution. She also stated that we adopt this resolution every year for transparency purposes.

Motion by Russo, seconded by Glaisner to approve RESOLUTION 2023-19 Establishing Employee Salaries for 2024; motion carried unanimously (Isaacson texted aye to Village President).

**9. Discussion and Action Regarding ORDINANCE NO. 576 to Amend Section 2.165 of Chapter Two (2) of the General Ordinances of the Village of River Hills Regarding Hazardous Trees**

President Noyes summarized that this ordinance is to address all hazardous trees and not just ash trees as previously adopted. This ordinance is based on input from DPW Supt. Schroeder.

Motion by Glaisner, seconded by Walker to approve ORDINANCE NO. 576 to Amend Section 2.165 of Chapter Two (2) of the General Ordinances of the Village of River Hills Regarding Hazardous Trees; motion carried unanimously.

**10. Discussion and Action Regarding ORDINANCE NO. 577 to Amend Section 2.23 of Chapter Two (2) of the General Ordinances of the Village of River Hills Regulating the Use of Dumpsters for Construction Activities in Tax Incremental District No. 1 in the Village of River Hills and Update the 2023 Fee Schedule**

President Noyes stated that this issue came up due to the amount of construction that will take place for Cornerstone and the number of dumpsters that they will need. Cornerstone has stated that they will need up to 10 dumpsters. Atty. Dineen stated that the ordinance is based on a permit per dumpster and they can have up to 10 dumpster permits. The current fee for a single dumpster permit is \$100 for a 40-day period. The Village Board will have to determine what the fee should for a dumpster permit for one year. LaBorde noted that either the Inspection Department or DPW will be checking on the dumpsters periodically. President Noyes suggested being consistent with what is charged to the residents - \$100 per dumpster per year. LaBorde also attached a fee schedule to include the dumpster fee for 2023.

Motion by Russo, seconded by Glaisner to approve ORDINANCE NO. 577 to Amend Section 2.23 of Chapter Two (2) of the General Ordinances of the Village of River Hills Regulating the Use of Dumpsters for Construction Activities in Tax Incremental District No. 1 in the Village of River Hills; motion carried unanimously.

Motion by Glaisner, seconded by Walker to Approve the Fee of \$100 per dumpster permit in TID No. 1 per year and to update the 2023 Fee Schedule; motion carried unanimously.

**11. REPORT OF VILLAGE PRESIDENT – (President Noyes)**

- a. Conservancy Project Update
- b. Update on Shed Ordinance

President Noyes stated that he met with several Greenbrook neighbors and had received other emails and text messages regarding moving forward with walkways for the Conservancy. There was strong opposition to any parking area on Greenbrook Road. There was talk of going back to the DOT for a possible lot off of Brown Deer Road. The walkways are still something he is working on. President Noyes noted that the new Shed Ordinance requires a public hearing notice and will be on the Board agenda in January.

**12. REPORT OF VILLAGE MANAGER – (LaBorde)**

- a. **Financial statements for October 2023**
- b. **Joint Review Board**
- c. **2024 Board meeting schedule**
- d. **September/October 2023 Health Report**

LaBorde noted that 83% of the year has elapsed. There are a few accounts that exceed budget and can be explained. The TID fund has had 2 payouts and we have spent approximately \$2million to date on the project. The Village did preliminary audit work with the auditors last week. There is a Joint Review Board meeting scheduled to review the annual report for the TID. A copy of the proposed meeting schedule was distributed. Trustee Isaacson asked to move the July Village Board meeting date to July 10. There is a question if we need to move the March meeting date. LaBorde will poll the Board to see if March 6 or March 13 is best. A copy of the Health Department report was included for the Board's information.

**13. REPORT OF THE RIVER HILLS POLICE DEPARTMENT (Chief Mrozak)**

- a. **Summary Report**

Chief Mrozak and Lt. Gaynor were present for this item.

He stated that they are losing one of their officers in December and Officer Wilhelm will be retiring as of March 1, 2024. The department has posted for the vacant position and they have received one application. They are expanding their search but other agencies are experiencing the same issue with a lack of candidates. Lt. Gaynor stated that with 2 officers out, the department goes to minimum staffing of two officers per shift. This will lead to 10 overtime shifts in February and 11 overtime shifts in March. There are ways to change the staffing levels. They are working on a study related to staffing to bring to the Board. They wanted to make the Board aware of these issues.

**14. REPORT OF PUBLIC WORKS (Supt. Schroeder)**

- a. **Update**

No Update.

**15. REPORT OF THE NORTH SHORE FIRE DEPARTMENT (Trustee Fritz)**

**a. Update**

No Update.

Trustee Isaacson joined the meeting via zoom.

**16. REPORT OF THE PERCEPTION OF RIVER HILLS PROJECT – Trustee Russo**

**a. Update**

Trustee Russo stated that she recently sent out an email asking for interest from residents to assist and she received eight responses. She will work on this after Thanksgiving.

**17. REPORT ON NORTH SHORE LIBRARY – Trustee Isaacson**

**a. Update**

No Update.

**18. Discussion and Possible Action Regarding RESOLUTION 2023-21 to Approve 2024 Fee Schedule**

Motion by Russo, seconded by Glaisner to adopt RESOLUTION 2023-21 to Approve 2024 Fee Schedule; motion carried unanimously.

**19. Discussion and Possible Action Related to Overpayment of an Employee’s Compensation**

Motion by Glaisner, seconded by Isaacson to move Agenda Item #19 into closed session; motion carried unanimously.

**20. CLOSED SESSION You are hereby notified that the Village Board and staff of the Village of River Hills will convene into closed session upon motion duly made and seconded as required under §19.85(1)(a), Stats. The purpose of the closed session is for the following:**

- Pursuant to Sec. 19.85(1)(c) – Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility specifically regarding overpayment of compensation paid to an employee.

**You are further notified that at the conclusion of the Closed Session, the Village Board will convene into open session pursuant to 19.85(2), Stats. for additional discussion and action concerning any matters discussed in closed session and for remaining agenda items.**

Motion by Russo, seconded by Glaisner to move into closed session for the reasons listed on the agenda at 6:01pm; motion carried unanimously.

Motion by Russo, seconded by Glaisner to reconvene to open session at 6:31pm; motion carried unanimously.

Motion by Russo, seconded by Glaisner for the Village Attorney to proceed as directed in closed session; motion carried unanimously.

**21. ADJOURNMENT**

Motion by Russo, seconded by Glaisner to adjourn at 6:33 p.m.; motion carried unanimously.

Submitted by Tammy LaBorde, Clerk on November 16, 2023