

**DOVER EYOTA ST. CHARLES AREA SANITARY DISTRICT**  
**Minutes of Board of Directors Regular Meeting**

**November 19, 2013**

**Members Present:**

Wayne Getz  
Bill Spitzer  
Tyrel Clark  
Matt Elder  
Bruce Christie

**Staff:**

Paul Ihrke  
John Brogan

**Absent:**

Ray Schuchard  
Angela Ihrke

**1. Call to Order:**

Chairman Bill Spitzer called the meeting to order at 7:00 p.m.

**2. Set Agenda:**

Motion made by Wayne Getz to set agenda as presented, seconded by Bruce Christie. All voted in favor. Motion carried.

**3. Approve Minutes of the October 15, 2013 Regular Meeting:**

Motion made by Matt Elder, seconded by Tyrel Clark to approve the regular meeting minutes of October 15, 2013. All voted in favor. Motion carried.

**4. Approval of Receipts and Disbursements, Summary of Assets:**

Motion by Bruce Christie to approve the Receipts & Disbursements/Summary of Assets as presented. Seconded by Wayne Getz. All voted in favor. Motion carried.

**5. Plant Update:**

- a) no violations for the month
- b) sludge haul is completed
- c) the pickup needed a fuel pump and rear seal replacement for a total of \$500.00.
- d) Russ Stammer will not have any further information on nitrate removal for another month.

**6. Health Insurance:**

Health Partners renewal for 2014 includes a 54% increase in premiums for the current plan. Spreadsheet presented showing this increase and also the rates for 2 MNSURE Blue Cross Blue Shield plans, and a Blue Cross individual plan that would require employer contributions to the plan to be paid to employee along with the payroll. If a Blue Cross Blue Shield plan is chosen then John Brogan would not need to be enrolled in a District sponsored plan since he is covered under his wife's Blue Cross plan through her employer. There was considerable discussion on how to compensate John if he were to no longer receive the health insurance benefit as Paul and Cathy would continue to receive. It was decided that health insurance is a benefit that an employee can choose whether or not to participate. However, since the

employees that choose the health plan also receive \$1,500.00 to deposit in a health savings account it was decided that an employee, not choosing the health plan, should receive something in place of the HSA deposit. Motion by Tyrel Clark to provide the Blue Cross Blue Shield HSA 1500/0/0 health plan to employees and those who do not want to enroll in this plan will be paid a \$2,200.00 (to be added to their salary) insurance replacement stipend. Seconded by Wayne Getz. All voted in favor. Motion carried.

Health Savings Account deposits and insurance replacement stipends will be paid, to employees, half in January 2014 and half in June 2014.

**7. Personnel Committee Report:**

The personnel committee is recommending a 1-1/2% salary increase effective 1/1/2014 and a 1-1/2% salary increase effective 7/1/2014 for employees. Motion made by Matt Elder to approve the employee salary increase as recommended by the personnel committee. Seconded by Tyrel Clark. All voted in favor. Motion carried.

**8. 2014 Budget Discussion:**

The changes will be made to the 2014 budget amounts for employee health insurance. There were no other recommended changes in the budget. The final 2014 budget will be ready for adoption at the 12/17/2013 board meeting.

**9. Adopt Resolution 13-04, Fines and Fee rates for 2014:**

Motion made by Bruce Christie to adopt Resolution 13-04, Fines and Fee rates for 2014. Seconded by Wayne Getz. All voted in favor. Motion carried.

**10. Other Business:**

Bill Spitzer asked if the other cities received any comments regarding the 2014 Sanitary District's sewer rate increase. The rate increase was expected and they haven't received any comments on the issue.

There being no further business a motion was made by Wayne Getz, seconded by Matt Elder, to adjourn the meeting at 8:05 pm. All voted in favor. Motion carried.

Respectfully Submitted,

*Cathy Kennedy*

Cathy Kennedy