

April 29, 2024, 6:30 pm. Municipal Building 8 E Main St  
Special Meeting Minutes

**Present:** Mayor William Peeler (via Zoom)  
Deputy Mayor Tim Healey  
Trustees Lynn Dumar, Bob Klim, Scott Sprague  
Deputy Clerk Treasurer Dan Denofrio

**Mayor Peeler Motioned to open the Special Meeting , second by Trustee Sprague with all in favor and salute to the flag at 7:09 pm**

No Public Present

Mayor discussed

Mayor Peeler began review of the 2024-2025 tentative budget, highlighting various line items increases such as utilities, fuels and wages.

Mayor noted that as a result of cost increases there would be a need for a tax increase. He asked the Board to consider either 10% or 12.5% increase in Property Taxes.

Mayor Peeler motioned to enter Executive Session, seconded by Trustee Sprague with all in favor at 7:40 p.m.

Mayor Peeler motioned to exit Executive Session, seconded by Trustee Dumar with all in favor at 7:52 p.m.

**Resolution #12-2024 Amendment to Health Benefits Policy for the Village of Fonda**

Offered by Mayor Peeler, Second by Trustee Dumar

**WHEREAS**, the Village of Fonda Board of Trustees recognizes the importance of providing equitable health and safety benefits to its employees and elected officials and

**WHEREAS**, it is necessary to amend the shared cost of health benefits for both regularly scheduled employees working 30 or more hours per week and elected officials generally averaging 30 or more hours of work per week to ensure fairness, sustainability, and

**WHEREAS**, the current shared cost for regularly scheduled employees stands at 20% of the insurance premium cost, and it is deemed appropriate to revise the employee share to 15% effective June 1, 2024, due to continuing increases in health insurance costs, in order to alleviate financial burden and maintain competitive compensation; and

**WHEREAS**, it is also necessary to establish a shared cost for elected officials, with the village assuming 70% of the insurance premium cost and elected officials assuming 30% to align with industry standards and promote fiscal responsibility and

**WHEREAS**, it is important to ensure that elected officials comply with the established policy. Therefore, the benefit will be reviewed annually by the Board of Trustees for compliance with this benefit.

**WHEREAS**, these amendments will ensure consistency and transparency in the provision of health benefits to all eligible employees and elected officials.

**NOW, THEREFORE, BE IT RESOLVED** by the Village of Fonda Board of Trustees that the shared cost of health benefits for regularly scheduled employees working 30 or more hours per week shall be amended from 20% to 15% of the insurance premium, effective June 1, 2024.

**BE IT FURTHER RESOLVED** that a shared cost of 30% for participating and qualifying elected officials and a 70% share for the village shall be established for health benefits effective June 1, 2024.

**BE IT FURTHER RESOLVED** that the Village Clerk is hereby directed to take all necessary actions to implement this resolution, including updating employee benefit plans and informing employees and elected officials accordingly.

**BE IT FURTHER RESOLVED** the policy and handbook will be amended to state the following:

**Health and Welfare Benefits**

**Eligibility:** All regularly scheduled employees working 30 hours or more per week and elected officials generally averaging 30 or more hours of work per week are entitled to health insurance and other Village-sponsored health benefits when in effect.

**Shared Cost:**

**Regularly scheduled employees:** Regularly scheduled employees will pay 15% of the current premium, with the village paying a share of 85%.

**Elected officials:** Elected officials who participate in the health benefit will pay a shared cost of 30%, with the village paying the remaining 70% of the current premium.

**Coverage Waiting Period:** New qualifying employees or officials will be eligible for coverage on the first day of the month following 90 days of employment.

**Opt-Out Provision:** With the Village's permission, new regular employees may elect not to be covered, provided the percentage of employees not covered is within the benefit plan specifications.

**Opt-Out Incentive:** If an eligible regular employee chooses not to participate in the health insurance plan, they will be compensated 30% of the individual Village plan premium. Payment will be made in May. Employees must notify the Village annually by March 1st if they decide not to participate. This incentive is for full-year coverage only, and no partial buyout will be allowed. Elected officials may not participate in this incentive.

**Annual Review:** The Board of Trustees will review each elected official's participation in the health benefits annually before May 1st for compliance with the shared cost provided.

**Right to Change or Terminate:** The Village reserves the right to change or terminate health plans or other benefits at any time.

The question of the adoption of the foregoing Resolution was duly put to a vote on roll call, which resulted as follows:

Name	Aye	Nay	Abstain	Absent
Bob Klim, Trustee	x			
Lynn Dumar, Trustee	x			
Scott Sprague, Trustee	x			
Tim Healey, Trustee	x			
Bill Peeler, Mayor	x			

Board discussed the Property Tax increase and percentage required. Consensus was that 10% was required.

Board discussed the \$169,179 deficit in the Water Fund. Consensus was that \$119179 would taken from the Fund Balance; \$20,000 from the Water Department Reserve Fund; \$30,000 from the Water Reserve Capital Transmission and Distribution Lines.

Board discussed the \$9407 deficit in the Sewer Fund. Consensus was that \$9407 would be taken from the Fund Balance.

**Resolution #14-2024 Adoption of 2024 – 2025 Budget**

Offered by Mayor Peeler, Second by Trustee Healey

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To approve FY 2024 – 2025 Budget as presented

Tax Rate 10% increase from last year

Water/Sewer rates same

Water: \$2.72/gal 0-20,000 gallons  
\$2.61/gal 20,001 – 70,000 gallons  
\$2.32/gal 70,001 and higher

Sewer: 3.20 x water rent

R&R fee \$55.00 per semi-annual billing

O&M fee \$42.00 per semi-annual billing

The question of adoption of the foregoing resolution was duly put to a vote on roll call, which resulted as follows.

Vote by Board of Trustees:

Name	Aye	Nay	Abstained	Absent
Trustee Dumar	x			
Trustee Healey	x			
Trustee Sprague	x			
Trustee Klim	x			
Mayor Peeler	x			

Mayor Peeler motioned to enter Executive Session, seconded by Trustee Dumar with all in favor at 8:05 p.m.

Mayor Peeler motioned to exit Executive Session, seconded by Trustee Dumar with all in favor at 8:15 p.m.

**Next Meeting:**

Regular Monthly Meeting, May 13, 2024, 6:30 p.m.

**Close Special Meeting :**

Motion by Mayor Peeler, Second by Trustee Sprague, with all in favor Time: 8:16 p.m.

Respectfully submitted

Dan Denofrio  
Deputy Clerk