

January 13, 2022

Sandwich Park District

6:00 p.m.

The Board of Commissioners of the Sandwich Park District met for a Special Meeting on Thursday, January 13, 2022 at 6:01 p.m.

PRESENT: Board Members: Dan Hoyt, Shaun Legge, Clinton Harris, Roberta Troeger and Bill Clemons

Absent: Diane Scents

Staff present: Executive Director, Bill Novicki and Board Secretary/Treasurer, Angela Seville

PUBLIC COMMENT: None

NEW BUSINESS:

Employee Benefit Options: Discussed benefit options for employees, as offering health insurance is not a feasible option for this small of a district. Offering a benefit such as an insurance stipend could help attract individuals and retain them. A list of employee positions and weekly hours worked was presented for review; Federal guidelines indicate that an employee working 30 hours or more per week would be considered full-time. Some of the benefit options discussed were:

Offer a taxable insurance stipend monthly, creating a policy outlining the details and if amount would be included as reportable earnings to IMRF.

Offer a negotiated taxable amount to the employee base pay which would be included in the employee hiring agreement.

Offer a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) with a defined contribution amount up to the allowed annual limit.

More research is needed on the different options and the financial impact this would have on the district. No final action was taken and discussion was tabled until the February board meeting.

There being no further business, a motion was made by Shaun Legge and seconded by Clinton Harris to adjourn the meeting at 6:43 p.m.

5 ayes, 0 nays

MOTION CARRIED

The next regular board meeting will be held on February 9, 2022 at 6:30 pm.

Dan Hoyt, President

Angela Seville, Secretary