

**BOARD APPROVED AS CORRECTED September 15, 2008  
TRAILER ESTATES PARK & RECREATION DISTRICT WORKSHOP  
SMALL HALL**

**August 25, 2008**

Chairman Janet Jones called the meeting to order at 9:30 A.M.

Trustees present were Pam Cole, John Vander Molen, Janet Jones, Margo Cushman, Joe Bigley, Peg Durham, Bruce Smith and Mary Lou McNulty.

Robert Long, President of the T.E. Woodworkers, told the Board that the Woodworkers were purposing the installation of a digital security camera system to monitor the storage area and the wood shop building with monitor to be placed in the maintenance building. The cost of the system is \$2,745.60. The money is being donated to TE by the Woodworkers. He stated the Woodworker members were very appreciative of the support given to their club by the residents over the years.

**AGENDA**

Item Number One: 2008-2009 Salaries & Benefits by Pam Cole. Pam Cole provided the Trustees with Employee Salary Information schedules showing pay increases ranging from 2% to 3% and Insurance Coverage & Monthly Payment Schedules for United Healthcare, Aetna, and Blue Cross/Blue Shield. She also discussed the computation of the Employees Retirement Benefits.

Much discussion followed.

John Vander Molen said the County did not give any across the board raises this year. He also pointed out the policy for the starting base wage of a new hire needs to be reviewed

Bruce Smith talked about the increase in expenses for the northern Park retirees. He also said he would vote for the 2% increase in wages. He suggested employee wages be based on evaluation rather than across the board.

John Vander Molen replied everyone has experienced the increases in expenses, not just the northerners. He also stated the employee's retirement plan is not a 401 K plan but a SIMPLE plan. He also said the employees do not have paid health insurance when they retire. He gave the historical wage percentage rate increases for the periods 2002-2008

Pam Cole read a letter from United Healthcare stating that if an employer has more the 20 employees for more than 20 weeks a calendar year and has a group health plan, the group health plan is considered the primary insurer and Medicare the

secondary. TE does not fall into this category. She said since one employee is on Medicare and TE's health plan could be the secondary insurer the cost to the Park would be greatly reduced (approximately \$11,000.00) for that employee. She then reviewed the benefits and cost of the various health plans.

#### RESIDENT'S COMMENTS

Beverly Lew, 2008 Illinois (1) Questioned the feasibility of changing health insurance carriers (2) Thinks Mark is not fairly compensated (3) Thinks Cathy has too big a work load (4) Thinks the Park should not mow county property (5) Thinks employee hours should be staggered

#### ADDITIONAL BOARD DISCUSSION

Pam Cole talked about the cost of employee dental insurance premiums. She also said she was not in favor of changing employee health insurance carriers.

Peg Durham suggested Mark be given a 2.5% increase.

Margo Cushman said Mark was a working manager.

Pam Cole said the Board keeps giving TJ additional work. She thinks she should also be given the 2.5% increase.

John Vander Molen said Cathy's workload had been adjusted

Pam Cole made a motion to adjourn the meeting. Seconded by Peg Durham

Meeting adjourned,

Respectfully Submitted,

Peg Durham, Secretary