

MINUTES
Special Board Meeting
January 4, 2016

Public Present: Angie & Ray Majewski, Ross Behrendt, Amy Sharkey, Mary Beth Edwards, Mike Dama, Rudi Jensen, Jeff Mursau, Lukas Scriven, Rich Porfilio, Glen Franzen, Greg Gocht, Mike Frievalt.

1. **Call to Order:** Pres. Deschane called the meeting to order at 6:00pm

2. **Roll Call:** Members present:

President John Deschane	Trustee Duane Swanson
Trustee Kurt Kostuch	Trustee Shirley Keller
Trustee Dick Kaminski	Trustee Fred Franzen (arrived late)
Trustee Stew Swanson	

Also present: Clerk/Treasurer Marilyn Padgett

Pres. Deschane declared a quorum present for the meeting.

3. **Adoption of Agenda:** Motion by Trustee Kaminski, seconded by Trustee Stew Swanson, to adopt the agenda as presented. Vote: Ayes: 5. Motion carried.

4. **Police Dept. Staffing - Patrolman Position, Wage Scale & Requirements, Advertising to Fill Position(s):** Mike Frievalt reported that Officer Spencer Elias had taken a job with the Marinette County Sheriff's Department. He requested that the Village stay with a full time employee for this position and that it be staffed as quickly as possible. He felt it was the perfect time of the year for training a new officer, as things are historically a little slower for the department. He added that the Police Auxiliary has 4 current officers, however most are unavailable due to family commitments and the department needs re-vamping. Pres. Deschane announced that comments and discussion would take place between board members before taking comments from the public in attendance. Board members discussed the pros and cons of part time vs full time employment in the position. Comments in favor of part time included having several officer right out of school, officers available when needed and financial savings. Comments against part time included hiring of county or other agencies officers who would already have worked 40+ hours in a week and may respond to county calls when on Village duty, failure to 'connect' with residents as well as full time officers, a higher turn around in employees and having to train and supply multiple employees. Comments in favor of full time included that the 2016 budget already included funding, training and supplying one employee, and resident and business owner familiarity with the officer. Comments against included the inability of the Village to pay wages comparable with other agencies, such as the county, and problems with turnover.

All public comments received favored hiring a full time officer. Comments from the public in attendance included Mike Dama of Dama Plumbing & Heating, Rich Porfilio of USH 141 Shell & Car Wash, Mary Beth Edwards, who runs a daycare facility, Amy Sharkey of Sharkey's Floral, Ross Behrendt, local resident, and Jeff Mursau, local resident and State Assembly Representative. A comment by e-mail from Jean Franzen and Kay Langer of Nicolet Bank was read by Pres. Deschane (copy attached). A comment received by text message from Ginger Deschane, local resident was read by President Deschane, and Mike Frievalt reported he had received a comment by phone from Jeff Baumann, High School Principal.

Pres. Deschane took a consensus on the issue with 5 board members indicating they were in favor of a full time officer and one in favor of a part time officer. It was decided that an advertisement for a full time officer would be placed in the Peshtigo Times, on the Village website, WI Job Center and WileNet with the goal of the board hiring an employee sometime in February. The Public Safety and Finance Committees were instructed to review wage scale comparisons, which were provided to board members prior to the special board meeting, at their January meetings and bring a proposal for a new wage scale for the position for consideration at the January board meeting.

5. **Water Superintendent - Job Description & Wage Scale:** Glen Franzen reported that he had split duties of employees due to increased requirements in the water utility. He cannot keep up with the duties and is falling behind. As he had previously informed the Utilities Committee, Rudi was hired to be his replacement. It takes approximately 10 years to train on the job and Glen plans to retire in about 10 years. He distributed a Water Superintendent job overview, detailed job description and 2014 & 15 WRWA wage surveys to board members prior to the meeting. Also distributed were wage comparisons between the Village, Peshtigo, Niagara, Marinette, Coleman and Wausaukee.

Motion by Trustee Stew Swanson, seconded by Trustee Franzen, to accept the job description for Water Superintendent and set the wage scale as \$17.00 to \$25.00 hourly. Vote: Ayes: 6. Motion carried.

6. **Recess to Closed Session:** Motion by Trustee Keller, seconded by Trustee Stew Swanson, to recess to closed session pursuant to WI statute section 19.85(1)(c) for the purpose of discussing hiring Rudi Jensen as Water Superintendent and negotiating a wage offer. Roll call vote: Keller: Yes, Franzen: Yes, D. Swanson: Yes, Kaminski: Yes, S. Swanson: Yes, Kostuch: Yes, Deschane: Yes.

President Deschane stated that closed session is in accordance with WI Statute sec. 19.85(1)(c) which states that "...any meeting of a...governmental body, upon motion duly made and carried, may be convened in closed session under one or more of the exemptions provided in this section... (c)...Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility."

7. **Reconvene in Open Session:** Motion by Trustee Keller, seconded by Trustee Franzen, to reconvene in open session immediately after the conclusion of the closed session pursuant to WI Statute section 19.85(c) and announce action taken in closed session, if any. Vote: Ayes: 6. Motion carried. Pres. Deschane announced that in closed session the board offered the position of Water Superintendent to Rudi Jensen at the rate of \$20.00 per hour, with a .50-\$1.00 per hour raise upon reaching certain objectives at the end of one year.
8. **Hiring & Wage of Rudi Jensen as Water Superintendent:** Motion by Trustee Keller, seconded by Trustee Franzen, to hire Rudi Jensen as Water Superintendent at the wage of \$20.00 per hour effective 2/1/2016 with a .50-\$1.00 per hour raise upon completion of a satisfactory performance evaluation indicating a 2% reduction in operating costs and a 50% increase in efficiency of the water utility at the end of one year. Vote: Ayes: 6. Motion carried.
9. **Job Descriptions/Titles - Glen Franzen & Greg Gocht:** Bypassed and referred to Public Works Committee.
10. **Budgets & Funding for Purchases & Projects:** Pres. Deschane stated that budgets are done at year end for the following year and the board should not be adjusting the budget during the year for routine projects.

11. **Waterway Improvement & Maintenance Easement with Crivitz Gateway, Limited:** Motion by Trustee Kostuch, seconded by Trustee Kaminski, to approve the Waterway Improvement & Maintenance Easement with Crivitz Gateway, Limited, as presented by Attorney Dick Boren. Vote: Ayes: 6. Motion carried.
12. **Ordinance No. 2016-01:** Motion by Trustee Kostuch, seconded by Trustee Stew Swanson, to adopt Ordinance No. 2016-01: An Ordinance Amending Title 10, Chapters 3 & 4 of the Village of Crivitz Code of Ordinances Regulating Snowmobiles, All-Terrain Vehicles and Utility Terrain Vehicles, Including the Establishment of a Snowmobile, All-Terrain Vehicle and Utility Terrain Vehicle Trail East of Highway 141 to Old W Road. Vote: Ayes: 6. Motion carried.
13. **Adjournment:** Motion by Trustee Kostuch, seconded by Trustee Keller, that the meeting be adjourned at 7:50 pm. Vote: Ayes: 6. Motion carried.

Respectfully submitted,

John J. Deschane
President

Marilyn L. Padgett
Clerk/Treasurer