

**VILLAGE OF GERMANTOWN
VILLAGE BOARD MEETING MINUTES
JANUARY 6, 2014**

CALL TO ORDER: The meeting was called to order at 7:00 p.m. by President Wolter

ROLL CALL: President Wolter, Trustees Baum, Daniels, Ewert, Hughes, Kaminski, Werderman and Zabel. Trustee Vanderheiden was absent and excused. Also present: Administrator Schornack, Attorney Sajdak and Clerk Goeckner.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was recited.

PRESIDENT'S REPORT – None.

ANNOUNCEMENTS OF FORTHCOMING EVENTS OF PUBLIC INTEREST & COMMITTEE REPORTS: Upcoming meetings were announced.

CITIZEN INPUT/PUBLIC APPEARANCE on items not subject to a public hearing:

CONSENT AGENDA:

- A. Minutes – December 16, 2013
- B. Accounts payable/payroll
 - 1. December 17, 2013 Payroll (hourly) \$222,433.31
 - 2. December 25, 2013 Accounts payable \$914,932.28
 - 3. December 30, 2013 Payroll (hourly & salary) \$294,943.05
 - 4. December, 2013 Accounts payable \$ 35,927.56
- C. Operator Licenses: January 7, 2014 – June 30, 2014
Ashlea B. Banks, Caitlin L. Dillon, Austin J. Geiger, Vincent J. Pardo, Nicole M. Peplinski, and Miesha J. Robinson.

The following items were forwarded from the General Government and Finance Committee with a unanimous recommendation:

- D. Approval of Agreement Between Washington County and The Village of Germantown for Voting Equipment Cost Share

MOTION (Zabel/Ewert) to approve Consent Agenda items A-D, by roll call vote, carried unanimously.

PUBLIC HEARINGS – 7:00 P.M. OR LATER – None

UNFINISHED BUSINESS: None

NEW BUSINESS:

- A. **MOTION (Baum/Hughes) to disallow the claim of 9/20/2013, Bruce Kressin, 398 Pheasant Run, Colgate, WI, as recommended by Statewide Services Inc., carried unanimously.**
- B. Non-Union Employee Compensation Increases
Administrator Schornack – Non-union employee compensation increases discussed at General Government and Finance (GGF) Committee. Trustees have

NEW BUSINESS continued:

had some discussion this should have been in closed session because they wanted to talk about individual employee increases rather than across the board increases. However, the discussion at GGF was for across the board non-union increases. This is the 5th year non-union employees did not have any cost of living increase. Pay for Performance Plan Adopted late in 2013 will have process to set goals first part of 2014 and evaluate them on that through the year and work with Dept. Directors and Board to consider increases to be awarded. **MOTION (Zabel/Baum) to go into closed session at January 20th Village Board meeting to discuss the employee's evaluations for performance.** Discussion on statutory requirements for a closed session. Cannot discuss issue for a group of people in closed session but can discuss individuals. Discussion of Pay for Performance Plan procedures adopted in 2013 and that to be used to set goals for non-union employees and to work toward that plan and its procedures and criteria in 2014 for 2015 increase consideration. Further discussion on what is to be brought forward on January 20th for discussion so it is prepared for the meeting. Trustee Kaminski – did not say cost of living or other previously, but I strongly feel it is time to give them a raise. Discussion of number of non-union employees (34), possible process, evaluations and who has them, raise considerations based on past performance not future expectations. Attorney Sajdak stated he had asked about this agenda item and it needed to be done in open session. Statutes require all meetings be open to the public with limited exceptions (19.85(c)). The Attorney General's office has said that the subsection does not cover to be applied to a position of employment in general. It allows for you to do that performance review in a closed session. General discussions cannot be done in a closed session. Those would have to be done in open session. **All in favor of the motion, carried unanimously.**

- C. **MOTION (Zabel/Ewert) to go into closed session at 7:34 p.m. for Future Business Park Development – Potential locations, acquisition(s) of property, and the creation and establishment of funding (including potential TIF) and operational aspects of future business park, per Wis. Stats. §19.85(1)(e) Deliberating or negotiating the acquisition of public property, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session, and allow representatives from MLG Commercial to remain, by roll call vote, carried unanimously.**

MOTION (Kaminski/Baum) to go back into open session at 8:56 p.m., carried unanimously.

MOTION (Kaminski/Baum) to direct staff to work with the appropriate individuals to identify the specifics and authorize the Village President to execute the contract with MLG for the purposes of moving forward, subject to Attorney Sajdak's review and approval, by roll call vote, 7 in favor, 1 abstained (Zabel), motion carried.

NEW BUSINESS continued:

- D. **MOTION (Ewert/Zabel), at 7:35 p.m., to then go into closed session for The International Association of Firefighters Local 3879 negotiations per Wis. Stats. §19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, when competitive or bargaining reasons require a closed session, by roll call vote, carried unanimously.**
- D. **MOTION (Kaminski/Zabel) to go back into closed session at 8:59 p.m. for The International Association of Firefighters Local 3879 negotiations per Wis. Stats. §19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, when competitive or bargaining reasons require a closed session, by roll call vote, carried unanimously.**

MOTION (Kaminski/Ewert) to go back into open session at 9:12 p.m., carried unanimously.

MOTION (Hughes/Kaminski) to direct staff to approve the agreement with the Village of Germantown Local 4854 of the IAFF of a successor agreement and to authorize the appropriate signatures, 7 in favor, 1 opposed (Baum), motion carried.

There being no further business, the meeting was adjourned at 9:17 p.m.

Barbara K. D. Goeckner MMC/WCPC
Village Clerk