

Regular Board Meeting

December 4, 2012

Meeting called to order at 7:00 p.m. by President Manthei. Trustees present: Koelbl, Lautz, Leicht, Schumacher, and Wehrs. Excused: Iverson. Coulee News Special Correspondent Emily Staed, Police Chief Charles Ashbeck, Public Works Director Scott Halbrucker, Recreation Director Michelle Czerwan, Village Attorney Bryant Klos, West Salem School District Superintendent Troy Gunderson, County Board Supervisor Ray Ebert, and Village Administrator Teresa Schnitzler.

Minutes

Motion by Trustee Leicht, seconded by Trustee Schumacher to approve the minutes of the November 20, 2012, Regular Board meeting as written. Roll call vote: Unanimous aye.

Claims

Claims from the following funds were presented for payment:

<u>General Fund:</u>	\$28,793.50
<u>Water Utility:</u>	\$46,751.75
<u>Sewer Utility:</u>	\$10,362.73
<u>Storm Water Utility:</u>	\$10,750.35

Motion by Trustee Leicht, seconded by Trustee Schumacher to approve the payment of all claims as listed. Roll call vote: Unanimous aye.

West Salem School District Budget and District Status and Update

West Salem School Superintendent Troy Gunderson presented the School District Annual Meeting Report, statistics, highlights, and future plans of the School District. The School Buildings and Grounds Committee would like to meet with the Village Buildings and Grounds Committee to discuss mutual facilities uses.

Change of Meeting Date

Motion by Trustee Leicht, seconded by Trustee Koelbl to change the first Board meeting date in January of 2013 to Thursday, January 3, 2013, at 7:00 p.m. Roll call vote: Unanimous aye.

Planning Commission

President Manthei reported on the November 26, 2012, Planning Commission meeting. The public hearing and meeting concerned a Conditional Use Permit submitted by Rachel and Seaver Updike for 545 North Youlon Street. Applicants are applying for a Conditional Use Permit to allow for a licensed family daycare in their home. There were no citizens present to speak against the Conditional Use Permit Application. Trustee James Koelbl, Robert Harold, Duane Kniefl, and Mike Lyga all spoke in support of the application. The Planning Commission then reviewed the Conditional Use Permit

Application submitted for a licensed family daycare in their home at 545 North Youlon Street. Rachel Updike informed the Commission she had talked with her neighbors about her plans, and her neighbors are in favor of the permit. Mrs. Updike stated she intends to care for children from the ages of newborn to five years of age. La Crosse County licensing allows her to care for a maximum of six children in this age group, and if she wished to acquire State of Wisconsin licensing, this would allow her to care for up to eight children. She does not plan to apply for State licensing for at least a year. Her planned hours of operation are from 6:00 a.m. to 6:00 p.m., Monday through Friday. The Planning Commission recommended approval of the Conditional Use Permit to Rachel and Seaver Updike subject to the conditions listed on Exhibit "A" and subject to obtaining licensing from La Crosse County prior to operating the day care.

Motion by President Manthei, seconded by Trustee Wehrs to approve the Planning Commission meeting minutes of November 26, 2012, as presented. Roll call vote: Unanimous aye.

Motion by Trustee Koelbl, seconded by Trustee Leicht to approve the Conditional Use Permit to Rachel and Seaver Updike subject to the conditions recommended by the Planning Commission. Roll call vote: Unanimous aye.

Law Enforcement Committee

Trustee Wehrs reported on the November 29, 2012, Law Enforcement Committee meeting. The purpose of the meeting was for the Committee to meet with the Police Union to continue discussions on a new police union contract. The Committee met in closed session pursuant to Wis. Stat. Sec. 19.85(1)(e) for deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specific public business, whenever competitive or bargaining reasons require a closed session, to-wit: Discuss West Salem Police Union successor agreement. Upon reconvening in open session, Police Union President Robert Schuppel and Police Union Secretary Brett Myers joined the meeting. Police Union President Robert Schuppel set forth the Police Union's position on a successor contract.

1. The Village had proposed to include permanently in a successor contract that holiday time be used in the calendar year it applies to, or it will be lost. The Union rejects this proposal.
2. The Union is agreeable to the Village's proposal regarding adjustment of employee work schedules as set forth in Article 9.05.
3. The Union is agreement to the Village's proposed 1.5 percent wage increase.
4. The Union stands on its request for a two-year contract.
5. The Union requested Wisconsin Retirement System employee share payment for the new probationary police officer.
6. The Union stands on its request that compensatory language be added to the successor contract and that compensatory time be carried over from year to year and be replenished as the employee earns the time and uses the time throughout the year.
7. The Union rejects the Village's proposal to add language to Article 10.03 wherein vacation time off may be denied within the reasonable discretion of the employee's supervisor.

After a recess, the Law Enforcement Committee and the Police Union met together. Police Union President Schuppel informed the Committee the Police Union stands on its compensatory time off request for a cap of 100 hours and compensatory time can be carried over from year to year. After a recess, the Law Enforcement Committee and the Police Union met together again. Village Administrator Teresa Schnitzler explained the Village Board's decision in July of 2011 to compensate general employees for the employee's share of the required contributions to the Wisconsin Retirement System as mandated by Wisconsin Act 10. General Village employees did not receive wage increases in 2012. Chair Merlin Wehrs informed the Police Union the Village stands on its proposals and requests as follows:

1. The Village's proposal on holiday time will remain.
2. The selection of vacation time may be denied within the reasonable discretion of the employee's supervisor will remain.
3. The Village proposal of a one-year contract will remain.
4. The Village offers a 1.5% wage increase.
5. Article 9.05 regarding adjustment of employee work schedules will remain.
6. The Village stands on its request that a new section be added to the contract regarding compensatory time as follows:

9.02(c) Compensatory Time – Employees will be allowed the option to accrue a total of twenty-four (24) hours of compensatory time in a calendar year, at the rate of time and one-half (1-1/2) hours for each hour worked. Only overtime hours may be used to accrue compensatory time. This will not include hours posted for special details that the Chief of Police and/or their designee has posted as "Overtime Only" assignments. Once an employee accrues a total of twenty-four (24) hours of compensatory time in a calendar year, any additional overtime will be paid out pursuant to the contract at one-half (1-1/2) times the annual hourly rate for all such overtime worked. In order to request the use of accrued compensatory time, a standard "Request for Time Off" Form must be completed and submitted to a supervisor twenty-four (24) hours prior to the requested time off. Further, the use of compensatory time may be denied based on the reasonable discretion of the employee's supervisor and/or Chief of Police. Employees who are unable to use their accrued compensatory time during the calendar year will be paid in the last pay period of December for all unused banked hours equivalent to FLSA requirements. Compensatory time must be taken in 0.1 increments or more and the accrual period (calendar year) is defined as running from January 1st through December 31st of each given year.

Police Union President restated the Union's request for a definition of "reasonable discretion" as proposed by the Village for vacation and compensatory time off.

Motion by Trustee Wehrs, seconded by Trustee Leicht to approve the minutes of the November 29, 2012, Law Enforcement Committee meeting as presented. Roll call vote: Unanimous aye.

Motion by Trustee Leicht, seconded by Trustee Schumacher to convene in closed session at 7:45 p.m. pursuant to Wis. Stat. Sec. 19.85(1)(e) for deliberating or

negotiating the purchasing of public properties, the investing of public funds, or conducting other specific public business, whenever competitive or bargaining reasons require a closed session, to-wit: Discussion and consideration of sale and/or transfer of real estate. Roll call vote: Unanimous aye.

Motion by Trustee Leicht, seconded by Trustee Lutz to reconvene in open session at 8:09 p.m. Approved by voice vote.

Motion by Trustee Wehrs, seconded by Trustee Koelbl to adjourn the meeting at 8:10 p.m. Approved by voice vote.

Teresa L. Schnitzler, Village Administrator