



Village Board Meeting Minutes
Kronenwetter Village Board Regular Meeting
Kronenwetter Municipal Center
1582 Kronenwetter Drive, Kronenwetter WI 54455
Board Room (Lower Level)
April 10, 2023 – 5:30 PM

- 4.5. Discussion & Action:** Human Resource Policy – HR-002 – Administrative Policy Committee
President Voll states there is a sentence, third line down in the box that needs to be adjusted.
Motion by Charneski/Dumais to accept the changes to HR-002 and to correct the formatting.
Motion passes 6:0 by voice vote.
- 4.6. Discussion & Action:** Human Resource Policy – HR-003 – Administrative Policy Committee
Trustee Dumais states this policy speaks about tuition reimbursement for village paid education and is recommended to be deleted. Dumais states tuition reimbursement is when the village sends you for secondary school, the village would give the employee money back for that. The way the policy is currently written states you are getting tuition reimbursement for the classes we are paying for. Dumais explains eliminating this policy gives management the flexibility to allow the employee to attend training based on budget. Interim Administrator Mahoney states he would like an attorney to advise if the understanding of the policy is what is being alleged.
Motion by Charneski/Dumais to eliminate policy HR-003.
Motion passes 6:0 by roll call vote.
- 4.7. Discussion & Action:** Human Resource Policy – HR-005 – Administrative Policy Committee
Dumais explains evaluations of employees need to have a set time frame so it is equal amongst all employees because if you do not, you are setting yourself up for a lawsuit based on lack of consistency. Interim Administrator Mahoney suggests making a motion to approve by adding language to the second paragraph stating that both the employee and the supervisor will conduct their own evaluation and then meet to discuss the results of both evaluations. The Supervisor will then finalize an evaluation report based on the input. Trustee Dumais states staff would need to re-do the evaluation form that is suppose to be attached to the policy.
Motion by Charneski/Voll to approve HR-005 as amended in discussion.
Motion passed 6:0 by voice vote.
- 4.8. Discussion & Action:** Human Resource Policy – HR-006 – Administrative Policy Committee
Trustee Dumais states suspensions and terminations of non-department heads do not have to go to the village board.
Motion by Dumais/Eiden to send HR-006 back to APC.
Motion carries 6:0 by voice vote.
- 4.9. Discussion & Action:** Approval of Law Firm for Village Attorney Municipal Services – Weld Riley – Administrative Policy Committee
Trustee Charneski explains they had 4 or 5 proposals. The APC narrowed it down to Dempsey Law and Weld-Riley. Charneski explains he sent the village board Dempsey Law's proposal. Charneski explains they both firms are pretty big and both firms have offices in Wausau. Weld charges \$210.00/hr. and Dempsey charges \$185.00/hr. Charneski explains the interim administrator stated he had positive past experience with Weld-Riley and Charneski believes that influenced two of the APC members to recommend that firm and explains he preferred Dempsey because of the lower rate and they tell the village which attorney they would assign to us which would be Lee Turonie whom has 18 years' experience. Weld-Riley has a bunch of people and we have no idea who they will assign to us. Charneski states Turonie lives in Kronenwetter and believes that is a "big plus" and would cost the village practically no travel time for meetings. Charneski believes APC had a split decision of 2:1. Charneski states there is no advantage to paying the extra \$25.00/hr. to Weld-Riley. Charneski tells the village board he believes choosing Dempsey is the better view. Trustee Shaw states he had past experience with Weld-Riley and they weren't as positive as he would have liked and he agrees with Trustee Charneski. Interim Administrator Mahoney would like to point out a process for evaluating the RFP's was not used and typically that's what municipalities do.
Motion by Charneski/Tapper to contract with Dempsey Law Firm assigning Lee Turonie as the lead attorney at a guaranteed rate of \$185.00 for standard municipal services.
Motion carries 6:0 by roll call vote.
- 4.10. Discussion & Action:** Approval to form a Committee to form Development of an Ethics Committee – Administrative Policy Committee
Trustee Charneski explains APC has been working on this topic through several meetings. APC has decided to see what an independent committee can come up with. APC went over the stipulations and has agreed to bring forth to the village board approval to form this committee.
Trustee Tapper left the meeting at 8:07 pm.