

**VILLAGE BOARD MINUTES**  
**MONDAY, FEBRUARY 25, 2019**  
**7:00 PM**  
**BOARD ROOM, MUNICIPAL BUILDING, 210 COTTONWOOD AVENUE**

Call to Order

Roll Call

Pledge of Allegiance – Trustee Landwehr

Present: Trustees Anson, Dorau, Meyers, Landwehr, Swenson, Wallschlager, President Pfannerstill

Others Present: Administrator Cox, Finance Director Bailey, Operations Supervisor Gerszewski, Clerk Igl, Police Chief Misko, Police Captain Kelsey, Fire Chief Dean, Candidates Robyn Ludtke and Rick Connor, Bob Rosch, Stan Stojkovic.

**Presentation of the accreditation renewal for the Hartland Police Department by WILEAG**

Stan Stojkovic, representing the Wisconsin Law Enforcement Accreditation Group, presented the plaque to Chief Misko stating that 36 departments are currently accredited statewide. Of the 242 possible standards, 204 are applicable to Hartland. He stated that the process ensures that the department stays current with law enforcement standards and best practices. Chief Misko thanked Viki Dobbartin for her efforts as managing the accreditation process is labor intensive.

**Presentation by Police Chief Misko related to the Department's annual report**

Chief Misko presented the Village Board with the annual report reviewing the highlights from 2018.

**Presentation of a donation to the Police Department from Hogger's Pub by its owner, Jeff Anson**

Jeff Anson stated that he held an event at Hogger's on Christmas Eve to raise funds for the Police Department and presented Chief Misko with the proceeds.

Public Comments: (Please be advised the Village Board will receive information from the public for a three minute time period per person, with time extensions per the Village President's discretion. Be it further advised that there may be limited discussion on the information received, however, no action will be taken under public comments.) None.

1. Motion (Meyers/Wallschlager) to approve Village Board minutes of February 11, 2019. Carried (7-0).
2. Motion (Landwehr/Swenson) to approve vouchers for payment in the amount of \$177,092.87. Carried (7-0).
3. Consideration of actions related to Licenses and Permits.
  - a. Motion (Landwehr/Dorau) to approve applications for Operator's (Bartender) Licenses with a term ending June 30, 2020. Carried (7-0).
  - b. Motion (Dorau/Swenson) to approve a Temporary Class B Beer/Wine License for St. Charles Congregation. Carried (7-0).

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- c. Motion (Swenson/Landwehr) to approve a Temporary Operator's License for the St. Charles event. Carried (7-0).
  - d. Motion (Landwehr/Dorau) to approve an application for a Restricted Species Permit. Carried (7-0).
4. Second reading of a Bill for an Ordinance 02-11-2019, "An Ordinance To Amend Chapter 30 Of The Village Of Hartland Municipal Code Pertaining To Court".

Motion (Swenson/Landwehr) to suspend the rules. Carried (7-0).

Motion (Swenson/Landwehr) to adopt Ordinance 02-11-2019, "An Ordinance To Amend Chapter 30 Of The Village Of Hartland Municipal Code Pertaining To Court". Carried (7-0).

Items referred from the February 18 Plan Commission meeting

5. Consideration of a motion to approve site and building plans for office additions for Advanced Disposal, 559 Progress Drive.

Trustee Meyers asked how parking will be affected by the additions. Administrator Cox stated that 2 parking spots will be removed but that per the Plan Commission, Advanced will have to replace those two parking spaces. Additionally he stated that Advanced is discussing adding more parking as well.

Motion (Meyers/Dorau) to approve site and building plans for office additions for Advanced Disposal, 559 Progress Drive. Carried (7-0).

6. Consideration of actions related to rezoning the property at 345 Cottonwood Ave. from B-3 Central Business/Mixed Use District to RS-3 Single-Family Residential District.
- a. First reading of Bill for an Ordinance No. 02-25-2019-01 "An Ordinance To Amend The Official Zoning Map Of The Village Of Hartland". Item will be placed on a future agenda for second reading.
  - b. Consideration of a motion to set a public hearing on the matter for March 25, 2019 as part of the Regular Village Board meeting.

President Pfannerstill stated that this property has been operating as a business for a long time and is in the business improvement district. He stated that in his opinion it is not in the best interest of the Village to rezone the property as residential. It was stated that the owners could live there but would have to keep the front section as a "store front". Trustee Wallschlager stated that the property had been on the market for sale but could not be sold as there were no buyers. Trustee Meyers stated that he felt the property owner should be allowed to decide what they want to do with the property.

Motion (Wallschlager/Swenson) to set a public hearing on the matter for March 25, 2019. Carried (6-1).

Other Items for Consideration

7. Consideration of a motion denying the claim of WIPFLI, LLC on behalf of Fox Brothers Piggly Wiggly for refund of taxes paid on certain personal property because the claim was improperly served, was untimely in its filing and it is questionable as to whether the recent extension of exemptions under State Statutes applies to the apparatus indicated in the claim.

Finance Director Bailey stated that Piggly Wiggly had moved certain items to the exempt schedule however the Village's assessor disagreed and those items were taxed. He stated that the claim should have been served in person to the Clerk by January 31. It was stated that the Village would send a certified letter to the parties if denied. Motion (Landwehr/Swenson) to deny the claim. Carried (7-0).

8. Discussion and review of draft Employee Compensation Plan Policy.

Administrator Cox stated that the proposed document is based on discussions by the Village Board about creating a better policy to address how employees receive raises that would include potential for a two tiered merit based increase. It was stated that the Board could annually set a cost of living adjustment. Additionally employees would be able to move through their ranges could receive an increase of up to 5% tied to a performance evaluation. If performance of the employee were consistent, they could get 3%. However, an employee that is struggling to meet the expectations would perhaps get no additional increase. Administrator Cox asked board members to provide input in writing.

Trustee Wallschlagler asked for clarification on regular employees versus all employees. Administrator Cox stated that regular does not include seasonal employees. It was stated that the policy requires all evaluations for a specific period, not based on the employee's anniversary date.

Trustee Meyers asked for clarification on who determines the merit increase as the policy states the performance reviews are done by the employee's direct supervisor but are then submitted to the Village Administrator. He stated that the proposed merit increases to meet standards of 3% and exceeding standards of 5% is too high.

Trustee Dorau stated that she likes that the supervisor can control increases and that if an employee doesn't get a raise based on the evaluation, the supervisor would prepare an improvement plan.

Trustee Swenson commented that the Village needs to offer an incentive to employees but the Village doesn't have unlimited funds. President Pfannerstill commented that he likes that the Village is working in this direction. Finance Director Bailey stated that the though behind the evaluation timeline is that proposed increases would be budgeted.

9. Announcements: The following individuals will be given an opportunity to make announcements at the meeting in regards to (1) activities taken since the previous meeting on behalf of the community, (2) future municipal activities, and (3) communications received from citizens. It is not contemplated that these matters will be discussed or acted upon. The

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following individuals may provide announcements: Village President or individual Village Board members or Village Administrator or other Village Staff members.

President Pfannerstill commented that it was moving to see so many people come out to support the event held at Hyde Syte Tactics to benefit the family of fallen Milwaukee Police Officer Rittner.

10. Motion (Swenson/Landwehr) to adjourn at 8:10 p.m. Carried (7-0).

Respectfully submitted,

Darlene Igl  
Village Clerk