

**TOWN OF OSCEOLA
TOWN BOARD OF SUPERVISORS
SPECIAL MEETING
Thursday, March 24, 2022 – 6:00 P.M.
Town Hall - 516 East Avenue North, Dresser WI
Agenda Can Change Up to 24 Hours Prior to Meeting**

MEETING AGENDA

1. Call Meeting to Order
2. Verification of Meeting Posting
3. Pledge of Allegiance
4. Roll Call
5. Approval of Agenda
6. Closed Meeting
Pursuant to Wisconsin Statute Sec 19.85(1)(c).
 - A. Conduct Performance Reviews of Town staff positions. *1-13*
7. Motion to reconvene to Open Session
 - a. Consider the outcome of the performance reviews of Town staff positions.
8. Adjournment

Please note that, upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, contact the Clerk's office at (715)755-3060.

AFFIDAVIT OF POSTING: I hereby certify that this notice has been posted at the Dresser Post Office, the Town Hall, the First Community National Bank, and the Town Web Site.

/s/ Denise Skjerven, Clerk

516 East Avenue North
P. O. Box 216
Dresser, WI 54009-0216
Office: 715-755-3060
clerk@townofosceola.com

TOWN OF OSCEOLA

Polk County, Wisconsin
www.townofosceola.com

EMPLOYEE PERFORMANCE REVIEW

Employee Name: _____ Date: _____

ATTENDANCE: _____

ATTITUDE: _____

JOB PERFORMANCE (INCLUDING STRENGTHS AND AREAS FOR IMPROVEMENT): _____

COMMUNICATIONS: _____

INTERACTION WITH THE COMMUNITY: _____

EDUCATION/TRAINING (completed/to do): _____

WHAT ADDITIONAL/DIFFERENT TOOLS ARE REQUIRED TO EFFICIENTLY COMPLETE YOUR DUTIES?

OVERALL: _____

ACTION ITEMS FOR THE CURRENT YEAR: _____

Employee Signature: _____

Dale Lindh, Chair

Jon Cronick, Supervisor

Jo Everson, Supervisor

Neil Gustafson, Supervisor

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TOWN OF OSCEOLA

Polk County, Wisconsin

Position Description

Position Title: Public Works Employee

Dates Revised: February 17, 2008; November 1, 2021

Dates Approved: December 30, 2008; November 1, 2021

Objective: To assist Public Works Supervisor in performing daily functions to maintain the Town facilities, roadways, and equipment.

Reports to: Public Works Supervisor

Supervises: None

Job Classification: Non-exempt, hourly

Working Hours: Position is on call at the request of the Town Board or the Public Works Supervisor. Response to non-typical situations or emergencies may be required at any hour of the day (24/7).

Position Duties:

1. Communicate with Public Works Supervisor, Town Board, Town staff, and Town residents in a friendly and courteous manner.
2. Assist with maintenance and service Town equipment when requested.
3. Respond to any calls for assistance from the Public Works Supervisor, Polk County Sheriff's Department or Highway Department regardless of time of day.
4. Perform general maintenance and improvements to Town roads. The following is a partial list of maintenance duties.
 - a. Snow plowing and salt/sand application
 - b. Grading of gravel roads and maintenance of shoulders
 - c. Patching and minor road rebuilding
 - d. Roadside brush and grass mowing
 - e. Tree trimming and removal to maintain clear zones and proper sight distances
 - f. Controlling soil erosion on Town roads and property to maintain proper drainage.
 - g. Pick-up large items discarded into the right-of-way.
5. Install and maintain signage throughout the Town. Types of signs include regulatory, advisory, street, stop and informational.
6. Performs all other duties as requested to fulfill the objectives of the Town.

The above statements are essential functions of this position and are intended to describe the general nature and level of the work performed by employee assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities of personnel so classified.



Knowledge & Skills

Education: High school diploma or GED equivalent.

Experience: Experience operating heavy equipment.

Driver's License: Possesses and maintains a valid CDL.

Abilities and Skills: Must be proficient operating heavy equipment in a safe manner. Equipment used by the Town includes road grader, backhoe/loader, mowing tractor, and dump/plow truck. In addition to heavy equipment, proper operation of chainsaw and other small tools is required. Must have the ability to communicate both written and orally with residents and the Town Board. Must be self-motivated to complete assigned and routine tasks independently and on time. The ability to assess situations is necessary. The position requires performing many physical tasks of varying degrees of difficulty.

Safety Skills:

1. Shop Safety – Ask for assistance when performing hazardous and/or difficult tasks.
2. Work Zone Safety – Signage, visibility, protection from inattentive drivers.
3. Must be able to learn advanced warning signage requirements for work zone safety according to Manual on Uniform Traffic Control Devices (MUTCD).
4. Direct traffic past work zones or incorporate a flag person/s to alleviate traffic congestion and provide a courteous and safe flow of traffic past the work area.
5. Be aware of the fact that with equipment running, you cannot hear traffic coming, therefore you must look both directions for oncoming vehicles when in a work zone or before exiting a work zone or before leaving the protected area of a vehicle or piece of equipment.

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TOWN OF OSCEOLA

Polk County, Wisconsin

Position Description

Position Title: Public Works Supervisor

Dates Revised: February 6, 2015; November 1, 2021
 Dates Approved: February 6, 2015; November 1, 2021

Objective: To perform daily functions to maintain the Town facilities, roads, right of ways, parks, lake accesses, equipment and highway signs.

Reports to: Town Chair or Town Board Public Works Committee

Supervises: Part-time Public Works Employees

Job Classification: Non-exempt, hourly

Working Hours: Normal workday would be Monday through Friday, 7:30 a.m. – 4:00 p.m. Response to non-typical situation or emergencies may be required at any hour of the day (24/7) and is considered “on-call” on an as needed basis. Arrangements may be made to have someone cover for you.

Position Duties:

1. Communicate with Town Board, Town staff, and residents in a friendly and courteous manner.
2. Maintain and service Town equipment on regular basis keeping written logs of all service activity.
3. Keep vehicle parking garage and cold storage areas neat and clean.
4. Install/remove docks, inspect and maintain public beaches and lake access areas including picnic tables.
5. Supervise roadwork outsourced to contractors along with Town Board Public Works Committee.
6. Update Wisconsin Information System for Local Roads (WISLR) road maintenance data on State of Wisconsin website and Pavement Surface Evaluation & Rating System (PASER) road ratings.
7. Respond to any calls for assistance from the Polk County Sheriff’s Department, Fire Department or Highway Department regardless of time of day.
8. Approve standard driveway permits, and driveway permit variances after Board reviews; install fire numbers.
9. Install traffic counters on town roads to establish average daily traffic count and record information to be used in planning future road projects.
10. Oversee Adopt-A-Town-Road Program.

Position Description: Public Works Supervisor

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11. Perform general maintenance and improvements to Town roads. The following is a partial list of maintenance duties.
 - a. Snow plowing and salt/sand application
 - b. Grading of gravel roads and maintenance of shoulders
 - c. Patching and minor road rebuilding
 - d. Roadside brush and grass mowing
 - e. Tree trimming and removal to maintain clear zones and proper sight distances
 - f. Controlling soil erosion on Town roads and property to maintain proper drainage
 - g. Pick-up large items discarded into the right-of-way and dispose of properly
12. Install and maintain signage throughout the Town. Types of signs include regulatory, advisory, street, stop and informational.
13. Provide approved (initialed) receipts and charge slips to Town Treasurer.
14. Obtain approval from Town Board Public Works Committee for purchases over \$500.00.
15. Supervise and evaluate programs, plans, services, staff, equipment and duties regarding the public works department.
16. Evaluate public works needs and formulate short- and long- range plans to meet needs in areas of responsibility.
17. Maintain up to date Public Works records.
18. Evaluate engineering plans and bidding specifications. Interact with contractors and vendors and be involved with the selection process of public contracts.
19. Oversee road construction projects to ensure specifications have been met according to contract.
20. Approve all road work payments prior to being paid.
21. Respond to public or other inquires relative to department policies and procedures. Evaluate issues and options regarding the public works department and make recommendations.
22. Monitor inter-governmental actions affecting public works.
23. Assist in the training of public works personnel in public works systems and techniques.
24. Gain additional training in areas as needed.
25. Attend monthly meetings to provide the monthly public works report verbally and in writing.
26. Perform all other duties as requested to fulfill the objectives of the Town.

The above statements are essential functions of this position and are intended to describe the general nature and level of the work performed by employee assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities of personnel so classified.

Knowledge & Skills

Education: High school diploma or GED equivalent.

Experience: Minimum 3 years related experience operating heavy equipment.

Driver's License: Possesses and maintains a valid CDL.

Abilities and Skills: Must be proficient operating heavy equipment in a safe manner. Equipment used by the Town includes road grader, backhoe/loader, mowing tractor, and dump/plow truck. In

Position Description: Public Works Supervisor

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addition to heavy equipment, proper operation of chainsaw and other small tools is required. Must have the ability to communicate both written and orally with residents and the Town Board. Must be self-motivated to complete assigned and routine tasks independently and on time. The ability to assess situations is necessary. The position requires performing many physical tasks of varying degrees of difficulty.

Safety Skills:

1. Shop Safety – Ask for assistance when performing hazardous and/or difficult tasks.
2. Work Zone Safety – Signage, visibility, protection from inattentive drivers.
3. Must be able to learn advanced warning signage requirements for work zone safety according to Manual on Uniform Traffic Control Devices (MUTCD).
4. Direct traffic past work zones or incorporate a flag person/s to alleviate traffic congestion and provide a courteous and safe flow of traffic past the work area.
5. Be aware of the fact that with equipment running, you cannot hear traffic coming, therefore you must look both directions for oncoming vehicles when in a work zone or before exiting a work zone or before leaving the protected area of a vehicle or piece of equipment.

Computer Skills:

Must have proficiency in the operation and use of computers including Word, Excel, Internet and e-mail.

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Fax: 715-755-2271

TOWN OF OSCEOLA

Polk County, Wisconsin

Position Description

Position Title: Clerk

Objective: Under the general direction of the town board of the Town of Osceola and Wisconsin State Statutes, this position plans and administers the administrative functions of the Town of Osceola by performing the following duties personally or through subordinates.

Reports to: Town Board

Supervises: None

Job Classification: Non-exempt

Working Hours: Position is a .6 position (part-time) and the town office should be open with regular, posted, office hours. The actual office hours are at the discretion of the Town Board and the Clerk. It will be necessary to attend frequent meetings in the evenings.

Position Duties:

In compliance with Wisconsin State Statutes 60.33 and 60.34, performs the following statutory duties which are common to all Clerks in the State of Wisconsin.

1. Serves as clerk of the town meetings under Wisconsin State Statute 60.13
2. Serves as clerk of the town board, attends meetings of the board and keeps a full record of its proceedings
3. Performs the duties required by Wisconsin State Statutes chapters 5 through 12 relating to election administration.
4. Transmits to the county clerk, within 10 days after election or appointment and qualification of any town supervisor, treasurer, assessor or clerk, a written notice stating the name and post office address of the elected or appointed officer and promptly notifies the county clerk of any subsequent changes in such offices
5. Executes the conveyance of real property of the Town of Osceola
6. Publishes and/or posts ordinances and resolutions as required under Wisconsin State Statutes 60.80
7. Gives notice of annual and special town meetings as required under Wisconsin State Statutes 60.11(5) and 60.12(3)
8. Complies with subchapter II of chapter 19 of Wisconsin State Statutes concerning any record of which the clerk is legal custodian
9. Issues any license or permit granted by the town board when the required fee has been paid
10. Performs the clerk's duties under Wisconsin State Statutes chapters. 115 to 121 relating to public instruction
11. Within 10 days after the clerk's election or appointment, reports his or her name and post office address to the administrator of each cooperative educational service agency which contains any portion of the town. Also

Position Description: Clerk
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reports to the administrator the name and post office address of each school district clerk within 10 days after the name and address is filed in the clerk's office

12. Makes and keeps in the clerk's office a map of the town, showing the exact boundaries of school districts within the town
13. Performs the duties specified in Wisconsin State Statutes chapters 80 to 82, relating to highways, bridges and drains
14. Performs all other duties required by law, ordinance or lawful direction of the town meeting or town board.
15. Acts as Clerk of the Town of Osceola; reports to the Town Board, submits recommendations on Town policies and services, implements policy decisions, and advises the Town Board of municipal matters.
16. Administers the following licensing and permit programs:
 - Building permits
 - Fire/burning permits
 - Second hand dealers license
 - Dog license
 - Server/Operators licenses
17. Participates in committees, municipal organizations and associations to keep abreast of current municipal developments.
18. Provides public relations services and represents the Town of Osceola at regional and state functions.
19. Reviews and approves purchases of materials within budgetary guidelines and in accordance with Town purchasing policies.
20. Prepares annual informational enclosures and coordinates mailing of property tax statements with the Town Treasurer.
21. Establishes public office hours in light of community needs and convenience.
22. Plans, organizes, and administers programs and procedures pertaining to municipal services.
23. In accordance with Wisconsin Statute 60.37(3)(b), the town Clerk shall perform all lawful duties assigned by the town board which do not conflict with duties and powers conferred by law on other town officers.
24. Performs all other duties as requested to fulfill the objectives of the Town.
25. Keeps Office and Town Hall (including bathrooms) clean.

The above statements are essential functions of this position and are intended to describe the general nature and level of the work performed by employee assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities of personnel so classified.

Knowledge & Skills

1. Working knowledge of computers and modern office practices and procedures. Some knowledge of accounting principles and practices.
2. Knowledge of state laws, municipal government, administration, budgeting and governmental accounting.
3. Ability to draft correspondence, board minutes, etc.
4. Ability to follow instructions, both oral and written.
5. Skill in operation of listed tools and equipment.
6. Ability to effectively meet and deal with the public; ability to handle stressful situations, present self in a professional manner and appearance.
7. Ability to perform mathematical computations accurately and quickly.

- 8. Ability to accurately record and maintain records; ability to establish and maintain effective working relationships with employees, other departments, officials and the public, ability to communicate effectively verbally and in writing; ability to plan, organize supervise election workers, perform work responsibly with independence and discretion and meet deadlines.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must be self motivated to complete assigned and routine tasks independently and on time.

Education: High school degree or GED in minimum requirement. Additional degree or certification such as Business Administration, Office Management preferred.

Experience: Minimum of 3 years of progressively responsible experience. In addition, experience in using Word Processing, Excel software systems.

Driver's License: Possesses and maintains a valid drivers license.

Language: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and government regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information, respond to questions of officials, clients, customers, and the general public in English.

Reasoning Ability: Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical and legal instructions in both mathematical and verbal form and deal with several abstract and concrete variables.

Computer Skills: Must have basic knowledge of the computers including Microsoft Word, Microsoft Excel, QuickBooks, Internet and e-mail use.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel, reach with hands and arms, and talk or hear. The employee is occasionally required to climb or balance and stoop, kneel, crouch or crawl. The employee may occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, depth perception, and ability to adjust focus.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate. The schedule for this position is flexible, recognizing that there are posted regular office hours, and may require frequent evening or weekend hours.

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TOWN OF OSCEOLA

Polk County, Wisconsin

Position Description

Position Title: Treasurer

Objective: Under the general direction of the town board of the Town of Osceola and Wisconsin State Statutes, this position plans and administers the administrative functions of the Town of Osceola by performing the following duties personally or through subordinates.

Reports to: Town Board

Supervises: None

Job Classification: None Exempt

Working Hours: Position is a .3 (part-time) and the town office should be open with regular, posted, office hours. The actual office hours are at the discretion of the Town Board and the Treasurer. It will be necessary to attend frequent meetings in the evenings.

Position Duties:

In compliance with Wisconsin State Statutes 60.33 and 60.34, performs the following statutory duties which are common to all treasurers in the State of Wisconsin.

1. Performs all of the duties relating to taxation required of the town treasurer under Wisconsin State Statutes chapters 70 to 79.
2. Complies with subchapter II of chapter 19 of the Wisconsin State Statutes, concerning records of which the treasurer is legal custodian
3. Files all accounts approved by the town board or allowed at town meetings and enters a statement of the accounts in the town's record books.
4. Maintains and processes payroll for Town employees, processes payroll deductions, payroll reports and records.
5. Files with the town board claims approved by the clerk, as required under Wisconsin State Statute 60.41 (2)(c)
6. Maintains a finance book, which contains a complete record of the finances of the town, showing the receipts, with the date, amount and source of each receipt; the disbursements, with the date, amount and object of each disbursement; and any other information relating to town finances prescribed by the town board
7. Apportions, as provided by law, tax revenues collected by the town for schools.
8. Notifies the treasurer of the county in which the town is located, by February Receives and takes charge of all money belonging to the town, or which is required by law to be paid into the town treasury, and disburses the money under Wisconsin State Statute 66.0607
9. Keeps an itemized account of all moneys received and disbursed, specifying the source from which it was received, the person to whom it was paid and the object for which it was paid. Issues numbered receipts for all

Position Description: Treasurer

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funds received. At the request of the town board, presents the account books, and any supporting documents requested, to the board

10. Deposits as soon as practicable the funds of the town in the name of the town in the public depository designated by the town board.
11. When money is deposited under the above paragraph, the treasurer and the treasurer's sureties are not liable for any loss as defined in Wisconsin State Statutes 34.01(2). The interest arising from the money deposited shall be paid into the town treasury
12. Notifies the treasurer of the county in which the town is located, by February 20, of the proportion of property tax revenue and of the credits under Wisconsin State Statute 79.10 that is to be disbursed by the taxation district treasurer to each taxing jurisdiction located in the town
13. Participates in committees, municipal organizations and associations to keep abreast of current municipal developments.
14. Provides public relations services and represents the Town of Osceola at regional and state functions.
15. Reviews and approves purchases of materials within budgetary guidelines and in accordance with Town purchasing policies.
16. Prepares annual informational enclosures and coordinates mailing of property tax statements with the Town Clerk.
17. Collects initial tax payments through the end of January and prepares settlement calculations and documentation for the County.
18. Establishes public office hours in light of community needs and convenience.
19. Plans, organizes, and administers programs and procedures pertaining to municipal services.
20. In accordance with Wisconsin Statute 60.37(3)(b), the town Treasurer shall perform all lawful duties assigned by the town board which do not conflict with duties and powers conferred by law on other town officers.
21. Performs all other duties as requested to fulfill the objectives of the Town.

The above statements are essential functions of this position and are intended to describe the general nature and level of the work performed by employee assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities of personnel so classified.

Knowledge & Skills

1. Working knowledge of computers and modern office practices and procedures. Extensive knowledge of accounting principles and practices.
2. Knowledge of state laws, municipal government, administration, budgeting and governmental accounting.
3. Ability to draft correspondence, board minutes, etc.
4. Ability to follow instructions, both oral and written.
5. Skill in operation of listed tools and equipment.
6. Ability to effectively meet and deal with the public; ability to handle stressful situations, present self in a professional manner and appearance.
7. Ability to perform mathematical computations accurately and quickly.
8. Ability to accurately record and maintain records; ability to establish and maintain effective working relationships with employees, other departments, officials and the public, ability to communicate effectively

verbally and in writing; ability to plan, organize supervise clerical workers, perform work responsibly with independence and discretion and meet deadlines.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must be self motivated to complete assigned and routine tasks independently and on time.

- Education:** High school degree or GED in minimum requirement. Additional degree or certification such as Business Administration, Office Management or Accounting preferred.
- Experience:** Minimum of 3 years of progressively responsible experience. In addition, experience in using Word Processing, Excel and QuickBooks software systems
- Driver's License:** Possesses and maintains a valid drivers license.
- Language:** Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and government regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information, respond to questions of officials, clients, customers, and the general public in English.
- Reasoning Ability:** Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical and legal instructions in both mathematical and verbal form and deal with several abstract and concrete variables.
- Computer Skills:** Must have basic knowledge of the computers including Microsoft Word, Microsoft Excel, Quickbooks, Internet and e-mail use.
- Physical Demands:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel, reach with hands and arms, and talk or hear. The employee is occasionally required to climb or balance and stoop, kneel, crouch or crawl. The employee may occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, depth perception, and ability to adjust focus.

Work Environment

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The noise level in the work environment is usually moderate. The schedule for this position is flexible, recognizing that there are posted regular office hours, and may require frequent evening or weekend hours.