

**TOWN OF OSCEOLA
SPECIAL TOWN BOARD MEETING
WEDNESDAY, FEBRUARY 12, 2010 AT 5:00 P.M.**

MINUTES

The Board of Supervisors of the Town of Osceola met for a special board meeting on Wednesday, February 12, 2020, beginning at 5:00 p.m. at the Osceola Town Hall, Dresser, Wisconsin.

CALLED THE MEETING TO ORDER: Chair Doug Schmidt called the meeting to order at 5:00 p.m., and announced the Board will move into a closed meeting pursuant to Wisconsin Statute Section 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of an employee.

ROLL CALL

PRESENT: Doug Schmidt, Mike Wallis and Brandon Whittaker.

ABSENT: None

ALSO PRESENT: Deputy Clerk/Treasurer Jo Everson.

CLOSED SESSION

MOTION BY WHITTAKER/WALLIS TO MOVE INTO CLOSED SESSION. ROLL CALL VOTE: WALLIS: YES, WHITTAKER: YES, SCHMIDT: YES. MOTION CARRIED UNANIMOUSLY.

The Board entered a closed session at 5:02 p.m.

OPEN SESSION

MOTION BY WALLIS/WHITTAKER TO MOVE INTO OPEN SESSION. ROLL CALL VOTE: WALLIS: YES, WHITTAKER: YES, SCHMIDT: YES. MOTION CARRIED UNANIMOUSLY. The Board entered into Open Session at 6:58 p.m. The Chair announced that the Board discussed employee compensation and performance evaluation of the Public Works Supervisor Paul Baker.

ALSO PRESENT: Warren Johnson, Tom Magnafici, Glynn Thorman

NEW BUSINESS

COMPENSATION ADJUSTMENTS

The Board discussed the recent verbal resignation of Public Works Supervisor Paul Baker, and how that impacted if there was a need for a performance evaluation and possible subsequent pay increase. Supervisor Whittaker expressed his opinion that the Town does not have a written policy that provides for back payment of a pay increase, under any circumstances, but especially when the employee resigned their position prior to the actual approval the pay increase.

Chair Schmidt stated that the Town has always done this in the past, and it was irrelevant that Baker had resigned. Schmidt was adamant that Baker was entitled to the compensation retroactive to the first of January.

Whittaker countered that no employee was guaranteed a pay raise.

Supervisor Wallis suggested that the Board pursue the option of a counter-offer to Baker, which was discussed in the closed session, and dependent upon the response from that offer would determine if the retro-active raise would be an issue.

Schmidt expressed his disappointment in the Board, stating that he believes it is treating Baker shoddily, and doubted he would help train in the new employee when he/she is hired.

Whittaker reminded Schmidt that Baker was not voluntarily offering to train in the new employee, because he would be charging the Town hourly to do this. Wallis commented that he believes Baker's offer to help train the new employee was not conditional upon being paid the back pay that is in question.

MOTION BY WALLIS/WHITTAKER TO MAKE A COUNTER-OFFER TO PUBLIC WORKS SUPERVISOR PAUL BAKER TO CONTINUE EMPLOYMENT WITH THE TOWN OF OSCEOLA AT A RATE OF \$23.00 PER HOUR, THE INCREASE OF PAY RETRO-ACTIVE TO JANUARY 1, 2020, WITH THE COMMITMENT OF THE BOARD TO SEEK HEALTH INSURANCE FOR BAKER THAT WOULD BE EXPENSE NEUTRAL. IF BAKER DOES NOT ACCEPT THE COUNTER-OFFER, THERE WOULD BE NO RETRO-ACTIVE PAY INCREASE. AYES: WALLIS AND WHITTAKER. NAY: SCHMIDT. MOTION CARRIED. The Chair agreed to present the offer to Baker the next morning, and request a written resignation if Baker determines that is route he would prefer.

The Board discussed the Help Wanted Ad for the Public Works position if it becomes vacant, agreeing that the new employee would not be required to provide his own tools as stated in the Employee Handbook and Position Description. Warren Johnson reminded the Board that it had allowed Baker to spend \$3,000 - \$4,000 when he was hired to purchase the tools he needed. Whittaker commented that there was also a line in the ad that stated that the employee would need to seek the Chair's approval for any large out of ordinary purchases. The sentence should read that the employee should see approval from the Town Board, not just the chair. The two sentences will be removed from the posting, and the Board will amend the necessary official documents in the near future.

Applications will be accepted until February 26, 2020. Until the new employee is hired, the part-time snow plow drivers Brad Landgren, Tony Johnson and Ed Everson will fill in as needed, as well as Supervisor Whittaker, who also has experience in plowing as well as the required CDL.

ANNOUNCEMENT

Chair Schmidt announced that the Board would need to meet in closed session again in the near future to continue discussion on the possible defamation claim against the Town. The Board agreed to meeting Monday, February 17, 2020 at 5:00 p.m. Schmidt will inform the Clerk if that date and time is acceptable to the attorneys who will be attending by teleconference.

ADJOURNMENT

MOTION BY WHITTAKER/WALLIS TO ADJOURN THE SPECIAL MEETING HELD BY THE TOWN BOARD THIS 12TH OF FEBRUARY, 2020. MOTION CARRIED UNANIMOUSLY.

Being no further business to come before the Board, the Meeting was adjourned at 7:21 p.m.

Jo Everson, Interim Clerk/Treasurer

APPROVED: MARCH 3, 2020