



**VILLAGE OF WESTON, MARATHON COUNTY, WISCONSIN
JOINT MEETING MINUTES OF THE HUMAN RESOURCES COMMITTEE AND BOARD OF
TRUSTEES**

Weston Municipal Center Board Room
4747 Camp Phillips Rd, Weston, WI 54476

Monday, February 06, 2023 @ 5:00 p.m.

1. **Board of Trustees Call to Order & Welcome by President Maloney.**
The meeting was called to order by President Maloney at 5:00 p.m.
2. **Human Resources Committee Call to Order & Welcome by Chairperson Hartinger.**
The meeting was called to order by Chairperson Hartinger at 5:00 p.m.
3. Roll Call by Clerk

<u>Human Resource Member</u>	<u>Present</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	Excused
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

<u>Board of Trustees</u>	<u>Present</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	Excused
Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

4. **Approval of Joint Human Resources Committee and Joint Board of Trustees Meeting Minutes of December 13, 2022**

Motion by Hegg, second by Dirks-Luebbe to approve the meeting minutes from December 13, 2022

Yes Vote: 8 No Votes: 0 Abstain: 0 Not Voting: 2 Result: Pass

<u>Human Resource Member</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

<u>Board of Trustees</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	----
Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

5. **Public comments**
None

UNFINISHED BUSINESS

6. **Approval of Village Pay Plan**

Motion by Hartinger, second by Hegg to defer to the Human Resource Meeting on March 6, 2023.

Motion by Fiene, second by Cronin amend the first motion and to remand the HR Meeting to March 6th, 2023, who will forward the pay plan to the Board of Trustees.

Yes Vote: 8 No Votes: 0 Abstain: 0 Not Voting: 2 Result: Pass

<u>Human Resource Member</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

<u>Board of Trustees</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	----
Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

NEW BUSINESS

7. **Update on Current Developments/Changes in Human Resources Matters**

Update given; no action taken.

8. Administrator Succession – Discussion and Possible Action on Recommendations for Process to Recruit and Hire next Administrator.

Dirks-Luebbe recommends that we consider someone who has a MPA or Certified Public Manager. Fiene agreed with this suggestion. Hegg suggested that we update the job description. Hartinger would like to discuss updating job description and recruitment process at the next Human Resource meeting with emphasis on three areas: leadership, education, experience.

MOVE TO CLOSED SESSION PER §19.85(1)(c)

Move to closed session to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to wit – recommended compensation adjustments for employee retention and competitiveness in current labor market.

MOVE TO CLOSED SESSION PER §19.85(1)(f)

Move to closed session to consider “**considering financial, medical, social or personal histories or disciplinary data of specific persons**, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies **which, if discussed in public would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data or involved in such problems** or investigations.”

and

19.85(1)(g) Move to closed session to consider “.....**conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.**”... to wit?

Motion by Hartinger, second by Weiland to move into Closed Session at 5:45 p.m.

Maloney requests that Jim Pinsonneault to stay for the closed session.

Motion by Cronin, second by Fiene to move into Closed Session at 5:45 p.m.

Roll Call by Deputy Clerk Chibeya

<u>Board of Trustees</u>	<u>Present</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	-----

Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

<u>Human Resource Member</u>	<u>Present</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	-----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

Motion by Cronin, second by Fiene to come out of close session at 6:00 p.m. and start the Special Board Meeting to award bonds and then reconvene into closed session after bonds are awarded.

Yes Vote: 8 No Votes: 0 Abstain: 0 Not Voting: 2 Result: Pass

<u>Human Resource Member</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	-----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

<u>Board of Trustees</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	-----
Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

Reconvene the closed session of the Human Resource meeting at 6:09 p.m.

RECONVENE TO OPEN SESSION

Motion by Fiene, second by Cronin to reconvene the Board of Trustees to open session at 7:12 p.m.

<u>Board of Trustees</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	-----
Maloney, Mark	Yes
Zeyghami, Hooshang	Yes

Motion by Hartinger, second by Hegg to reconvene the Human Resources Committee to open session at 7:12 p.m.

<u>Human Resource Member</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	-----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

POSSIBLE ACTION ON CLOSED SESSION ITEMS

No action taken.

REMARKS FROM TRUSTEES

None

REMARKS FROM PRESIDENT

None

FUTURE ITEMS

Next meeting date: March 6th, 2023

ADJOURN

Motion by Hegg, second by Dirks-Luebbe to adjourn the meeting at 7:13 p.m.

Yes Vote: 8 No Votes: 0 Abstain: 0 Not Voting: 2 Result: Pass

<u>Human Resource Member</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Hackbarth, Linda	-----
Dirks-Luebbe, Micki	Yes
Hegg, Robin	Yes

<u>Board of Trustees</u>	<u>Voting</u>
Hartinger, Jasper	Yes
Weiland, Jamie	Yes
Cronin, Steve	Yes
Fiene, Nate	Yes
Ermeling, Barb	-----

Maloney, Mark
Zeyghami, Hooshang

Yes
Yes