

VILLAGE OF FOX POINT
VILLAGE BOARD MEETING
OCTOBER 14, 2014

A meeting of the Fox Point Village Board was held on October 14, 2014 in Schwemer Hall, 7200 N. Santa Monica Blvd., beginning at 7:00 p.m. Members of the Village Board present included:

Village President Michael A. West
Trustee Eric Fonstad
Trustee Beverly Bell
Trustee F.R. Dengel III
Trustee Douglas H. Frazer
Trustee Christine Symchych
Trustee Terry McGauran

Also present were Village Manager Melissa Bohse, Village Clerk/Treasurer Tanya O'Malley, and Village Attorney Val Anderson.

Notice of the meeting was provided to the North Shore Now and to all others as required by State open meetings laws and posted on the official bulletin boards.

Persons desiring to be heard

Mr. Danny Veseth, 8600 N Manor Lane, stated that he represented a group of citizens who were concerned about the treatment of Village employees. He praised the work of the DPW and its various employees. He stated that he was concerned about the possible privatization of the Water Department. He explained that recent actions by the Village did not take into account the quality of life and the relationships in the Village. He asked the Board to ask questions and look for ways to make improvements, including an evaluation of the Manager. He stated that he was opposed to the Resolution in item 5.b. and asked that it be tabled.

Mr. Bill Warner, 413 E Willow Road, praised the work of the employees, especially those who had been with the Village long-term and stated that they were worth every penny. He stated that the Village needed less by the book management and more from the heart for the employees.

Ms. Judy Shirley, 8235 N Mohawk Road, stated that previous Managers had lived in the Village and had received the Village services. She stated that there had been a team effort between the DPW and the Manager. She praised the DPW employees and their many skills but stated that the Board was estranged from these employees. She suggested that the Board hire a mediator to interview employees and present a plan to carry on with the services and raise employee morale. She stated that she did not want the Board making decision regarding services without her input.

Ms. Barbara Hussin, 1016 E Quarles, stated that she had had positive interactions with the Village Staff and Board. She indicated that she was concerned that there had been no exit interview provided to the employees who had recently left. She encouraged the Board to incorporate the process of exit interviews.

Ms. Patti Day, 7629 N Bell Road, stated that she was disturbed to hear about the low morale of Village employees. She explained that there was no need to privatize services and that the employees were worth more than that. She asked the Board to consider what they were doing to the face of the Village and those who enjoy living here.

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Ms. Barbara Friedman, 8001 N Links Way, stated that the Manager should walk around the Village and see how the employees do their jobs and interact with the community.

Mr. Frank Shibilski, 1721 E Fox Lane, stated that he was happy with the staff but was disheartened that some staff members had left and that the morale was suffering. He stated that the Village had been establishing a relationship with the community for many years and it had been torn down overnight.

Ms. Nancy Ellis, 8655 N Regent Road, stated that the employees care about the quality of work and the well being of the citizens. She indicated that she feared that numbers had become more important than people. She asked that the Board listen carefully and consider all that was being said and also to revisit the Mission Statement of the Village.

Ms. Pam Lueken, 1213 E Goodrich Lane, praised the DPW employees and stated that they had amazing hearts and pride in their work.

Ms. Kim Mangarelli, 7209 N Santa Monica, stated that the DPW and Police were amazing people who really cared about the Village and worked very hard. She stated that the dynamics had changed in the past year and the employees seemed to feel that they could not talk to residents.

Mr. Paul Boemer, 1812 E Dean Road, praised DPW employees and stated that he had difficulties getting responses from other staff members.

Mr. Mike Ruhland, 120 W Cherokee Circle, stated that he was impressed with the level of service in the Village and was disappointed to discover that there was an employee morale problem.

Ms. Donalda Hammersmith, 308 E Spooner Road, stated that living in Fox Point reminded her of the small town that she grew up in. She praised the DPW employees and stated that the Village should not privatize services.

Ms. Sandra Rowlandson, 7641 N Santa Monica, stated that she was not sure where the mandate came from that the Village Manager should clean house and explained that the Manager was destroying the nest. She stated that the Police had been outsourced to Bayside and that she did not want the garbage to be outsourced. She stated that the DPW goes beyond what was expected.

Mr. Jim LaCharite, 8049 N Santa Monica, stated that the DPW employees were hard working, friendly, and a big asset to the Village.

Ms. Marnie Pearsall, 8044 N Santa Monica, stated that she felt very safe in the Village because she knew all of the garbage men that come up her driveway. She praised the DPW and the Police employees and stated that she did not want things to change.

Ms. Anne Sachse, 7801 N Santa Monica, stated that this was a unique Village, provided great services, and was very safe. She stated that it would be ridiculous to privatize the Village services.

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Ms. Deborah Whittle, 7721 N Santa Monica, stated that the snowplowing services in the Village were fabulous and that the services would not be as good if they were outsourced. She stated that the Village needed to keep the existing amenities.

Public Hearing: Proposed Parking Lot Reconstruction at Congregation Shalom

President West asked for unanimous consent to move the matter to the November 11, 2014 meeting. Without objection, the matter was moved.

Consent Agenda

- a. Approve the Minutes of the September 9, 2014 Village Board meeting as drafted October 9, 2014
- b. Approve the Minutes of the October 8, 2014 Special Village Board meeting as drafted October 9, 2014
- c. Refer the proposed Flag Pole Installation per the Village Manager's memo dated October 10, 2014, at Longacre Pavilion, 7343 N Longacre Road to a Joint Plan Commission/Building Board Meeting and schedule a public hearing in this regard for the November 11, 2014 regular Village Board meeting immediately following "Persons desiring to be heard"
- d. Set dates and times for budget work sessions to discuss the proposed 2015 Village Budget and schedule a public hearing regarding the 2015 Village Budget per the Village Manager's memorandum dated October 10, 2014
- g. Adopt the Resolution Allowing the Use of a Small Plot of Land at Indian Creek Park for a Butterfly Way Station by the Fox Point Federated Garden Club per the Village Manager's memo dated October 10, 2014
- h. Adopt the Ordinance to Create Section 30P.66(10) of the Village of Fox Point Village Code Related to Moving Historic Structures per the Village Attorney's letter dated October 1, 2014
- i. Approve Payment of the Bills in the amount of \$725,508.01 for the period September 1, 2014 through September 30, 2014 per the report submitted by the Village Manager

President West requested the removal of item 4.e. – Village Hall Lighting and item 4.f. – Board Room Sound System.

On motion of Trustee Dengel, seconded by Trustee Bell, and carried unanimously, the Board adopted the amended Consent Agenda.

Accept the proposal of Steiner Electric, Inc. for the replacement of lighting in both the Village Hall Board Room and hallway in the amount of \$7,258 and authorize the Village Manager to sign the purchase order per the Assistant to the Village Manager's memo dated October 10, 2014

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On motion of Trustee Fonstad, seconded by Trustee McGauran, and carried unanimously, the Board accepted the proposal of Steiner Electric, Inc. for the replacement of lighting in both the Village Hall Board Room and hallway in the amount of \$7,258 and authorized the Village Manager to sign the purchase order per the Assistant to the Village Manager's memo dated October 10, 2014.

Accept the wireless audio proposal of Miles Pro Audio-Visual, LLC for the Board Room Sound System in the amount of \$15,885 and authorize the Village Manager to sign the purchase order per the Village Clerk/Treasurer's memo dated October 10, 2014

Mr. Greg Mangarelli, 7209 N Santa Monica, asked the Board to evaluate other cheaper options and indicated that it seemed unnecessary at this point.

On motion of Trustee McGauran, seconded by Trustee Frazer, and carried unanimously, the Board accepted the wireless audio proposal of Miles Pro Audio-Visual, LLC for the Board Room Sound System in the amount of \$15,885 and authorized the Village Manager to sign the purchase order per the Village Clerk/Treasurer's memo dated October 10, 2014.

Resolution of Appreciation and Condolence for Christian G. Steinmetz

On motion of Trustee Fonstad, seconded by Trustee Symchych, and carried unanimously, the Board adopted the Resolution of Appreciation and Condolence for Christian G. Steinmetz.

Resolution of the Village of Fox Point Board of Trustees in Support of the Job Performance of the Village Manager

Mr. Leonard Lewensohn, 235 W Dean Road, stated that the Board hired the Manager to be the CEO of the Village and the Board outlined the duties of the Manager. He indicated that it was up to the Board to determine if she was doing her job as expected. He stated that if there were Department Managers that did not want to take direction from the Village Manager, then the Board needed analyze the problem and give the Manager the support that she needed. He stated that he supported what had been written by the Board and that he hoped that the Board could resolve the problem and also support the Manager.

Ms. Barbara Hussin, 1016 E Quarles, stated that the Board needed to filter the information provided to them and find the underlying problems. She indicated that the Board needed to implement exit interviews.

Mr. Danny Veseth, 8600 N Manor Lane, stated that the Board did not have the resident's confidence or support. He stated that more needed to be done in the grooming of the Village Manager.

On motion of Trustee Fonstad, seconded by Trustee Bell, and carried unanimously, the Board adopted the Resolution of the Village of Fox Point Board of Trustees in Support of the Job Performance of the Village Manager.

Resident Communications and Concerns

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Ms. Mary LaCharite, 8049 N Santa Monica, stated that she was concerned about miscommunication. She stated that it had previously been discussed that newsletter would be distributed in a more regular fashion and that it did not appear to be happening.

Mr. Bob Cory, 7740 N Santa Monica, stated the Fox Point was a unique Village but that there was a different atmosphere lately. He explained that the overall problem was with communication from the Board. He stated that the Village employees and services were excellent. He stated that the Board should figure out how to communicate with the residents or vacate their seats.

Ms. Jody Koblenzer, 1011 E Spooner Road, stated that the DPW employees cared about the residents and were the heart of the Village. She explained that a privatized service would not provide like the DPW.

Mr. Jon Hughes, 7705 N Boyd Way, stated that he had some negative experiences with the recycling company and he was concerned about the amount of glass that was left on the streets. He indicated that in regard to privatization, the current system was not broken

Ms. Judy Shirley, 8235 N Mohawk, stated that there would be volunteers willing to prepare a newsletter and suggested that the Board create a Communication Committee to perform this task. She stated that this had not been done before because someone wanted to control the information.

Ms. Louise Petering, 7229 N Santa Monica, stated that the Employee Handbook was a valuable communication tool to the Village employees. She explained that based on the language in the Handbook she understood why some employees felt insecure. She indicated that there was offensive language that did not treat the employees well. She stated that the Employee Handbook was fickle, uncharitable, and demanding.

Ms. Pam Lueken, 1213 E Goodrich Lane, stated that she was concerned about the Village's communication. She stated that the residents paid the Manager's salary through taxes and that there should be accountability and communication from the Manager.

Ms. Myra Van Uxem, 8325 N Greenvale, stated that she wanted to be sure that the Board had heard the resident comments and that changes happen. She stated that the Board needed to coax the Manager to do her job better.

Ms. Donalda Hammersmith, 308 E Spooner Road, stated that she did not have confidence in the Manager. She indicated that an officer of the Police Department was afraid to talk about what was happening in the Village because they were told that they would lose their jobs if they talked about it. She volunteered to work on a Village newsletter.

Ms. Jennifer Haraway, 8220 N Whitney Road, stated that Shorewood did a great job of marketing the Village and indicated that it would be good for Fox Point to implement something similar.

Ms. Kim Mangarelli, 7209 N Santa Monica, stated that the Employee Handbook changed the dynamic of the Village. She indicated that the Board should address the misinformation that was referred to in the previously adopted letter. She stated that it was important for the Village to send out newsletters and surveys.

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Mr. Gregory Ollman, 7525 N Fairchild Road, stated that there had been inaccuracies in the Administrative Reports. He stated that Village employees were told that they could not talk to residents. He indicated that the Employee Handbook stated that employees could be fired for no reason and with no explanation. He stated that he had concerns about the grievance procedure.

Mr. Mike Ruhland, 120 W Cherokee Circle, stated that communication was a hard job and that it seemed to be a major issue. He stated that he was surprised that there had been no discussion by the Board regarding the Resolution before its adoption.

Ms. Petering stated that she had contacted Trustees and asked them to move agenda item 5.c. before agenda item 5.b. She stated that she had reviewed previous Village Board agendas and noted that the Employee Handbook had only been agendaed at one regularly scheduled meeting. She stated that she felt the minutes for Village Board meetings should be expanded to include Trustee's concerns.

Resolution Providing for the Publication, Filing, Inspection and Adoption of a Code of General Ordinances

Ms. Louise Petering, 7229 N Santa Monica, stated that a recodification had been a point of discussion by the Village Board in previous years.

On motion of Trustee Fonstad, seconded by Trustee Symchych, and carried unanimously, the Board adopted the Resolution Providing for the Publication, Filing, Inspection and Adoption of a Code of General Ordinances and further referred the proposed Ordinance to Revise and Consolidate, Amend, Supplement and Codify the General Ordinance of the Village of Fox Point to the Plan Commission and further scheduled a Public Hearing following the previously scheduled Public Hearing on November 11, 2014.

Future Agenda Items - None

Announcements

President West announced that he appreciated all the residents who came to the meeting and shared their views.

Trustee Bell announced that the North Shore Library had formed a Task Force to address expansion and possible relocation and that the Fox Point representatives to the Task Force were Kathe Lake and Anne O'Donohue.

Closed Session

Manager Bohse noted that Brad Simerly, Environmental Health Sanitarian of the North Shore Health Department, would be joining the Board in Closed Session for the first item.

On motion of Trustee Bell, seconded by Trustee Symchych, with all members voting aye, the Board convened into Closed Session at 10:02 p.m. pursuant to State Statutes Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted with respect to litigation in which it is involved and likely to become involved, related to short term rental of single family residential property located at 721 E Daisy Lane and pursuant to State Statutes Section 19.85(1)(g), to confer with legal counsel who is rendering oral or written advice concerning strategy to be adopted with respect to litigation in which it is involved and likely

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to become involved, related to Code compliance issues at 500 W Bradley Road and pursuant to State Statutes Section 19.85(1)(f), to consider 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 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, regarding personnel previously associated with the municipal pool.

Reconvene and Possible Action on Closed Session Items

On motion of Trustee Symchych, seconded by Trustee McGauran, and carried unanimously, the Board reconvened into Open Session at 11:15 p.m.

On motion of Trustee Bell, seconded by Trustee Fonstad, and carried unanimously, the Board authorized the Village Legal Counsel to execute the Stipulation and Order as presented to settle the litigation with William A. Kops – Case No. 14 CV 3132.

Adjourn

On motion of Trustee Bell, seconded by Trustee Symchych, and carried unanimously, the Board adjourned at 11:17 p.m.

Respectfully submitted,

Tanya O'Malley, WCMC
Village Clerk/Treasurer