

VILLAGE OF BONDUEL
VILLAGE BOARD MEETING
APRIL 23, 2015

Following the Pledge of Allegiance and moment of silence, President Sharon Wussow called the meeting to order at 6:30 p.m.

President Wussow read a statement regarding the posting of the meeting.

Present: Sharon Wussow, Shawn Thorne, Robert Luepke, Joan Kamps, Dick Sibert. Robert Thayer arrived at 6:36 p.m.

AGENDA: Motion by Sibert, second by Luepke, to approve the agenda and deviate as necessary. Motion carried.

MINUTES: Motion by Thorne, second by Sibert, to approve minutes of the April 8, 2015 meeting as printed. Motion carried.

ACKNOWLEDGEMENT OF CITIZENS: Officer Cathy Frey of the Bonduel Police Department, on assignment for Chief Todd Chaney; Steve Berndt, Director of Municipal Operations; former Village President Mel Wendland; Matt Bunker, Municipal Operations employee; Brad Williams of WTCH Radio; Luka Zischka, Adam Wussow and Grant Staszak, applicants for Village Trustee position; Barb Wickman and Michelle Bunker, residents.

NEW BUSINESS:

H1: Operator's license applications. After background checks, applications for Macy McCormick and Barbara Hoeffs were approved by Chief Chaney. Motion by President Wussow, second by Kamps, to approve operator's licenses for Macy McCormick and Barbara Hoeffs. Motion carried.

H2: Village Board Trustee vacancy. President Wussow checked with Village attorney Tim Schmid and the League of Wisconsin Municipalities attorney to ensure compliance with Bonduel municipal code and Wisconsin statutes if she participates in discussion regarding Trustee candidate Adam Wussow. Both attorneys informed her there was no problem.

President Wussow presented a series of interview questions, with each candidate given a turn to provide a response, limiting themselves to two minutes per question.

1: Tell us about yourself and why you want to be a Trustee.

Wussow: Lived in village entire life; just bought home; feels it is time for younger people to take part in village government.

Zischka: Teaches social studies, politics, history and economics at Bonduel High School for last four years. Purchased a home here, recently joined Lions Club and wants to make village his home. Sees things here to be proud of as well as things that could be done going forward. Would love to be an advocate for the community.

Staszak: Village resident almost all his life; involved in community since high school; community supported him with donations for national and international trips; has experience in public sector; past Village Board member for four years; attended Board meetings since October so has idea of what is

being discussed currently; concerned with sewer and water bills and economic climate of Bonduel; wants to increase business and increase people stopping in businesses as they travel through.

2. What do you feel is the largest need in the village?

Zischka: Noticed a void of residents in his age group with a college education - a gap between those under 18 and those over 30; need to refocus or incentivize to attract young minds that could create jobs to bring young people and families to the area.

Staszak: Need to have more people involved and more younger people involved in village. According to 2010 census 51% of village population is over age 55. We need to learn from past but look toward the future. Had youngest Village Board in history of Bonduel when he served. Important to get people involved, not only through committee appointments, but in civic activities; work with school district on issues that pertain to village.

Wussow: Community involvement; having younger generation help out with civic activities; getting people to move into the village; make village expand and grow and provide jobs for them.

3. Have you ever had any issues with disciplining employees or any type of complaints while supervising employees?

Staszak: If anyone has ever owned a business or been in a supervisory position, you will always have differences of opinion; key is to have a third neutral party present to hear both sides of the issue and address situations; unfortunately if you have addressed situations as they happen when they happen you may not say or react in the best situation as you would if you stepped back five minutes; the only thing you can do at that point is, if something happened wrongly, to correct it if you can. Everything is a learning experience and you can learn from whatever happened, whether positive or negative, and be a better person in the future if you come upon that situation again.

Wussow: Has never had opportunity to supervise, but has worked with others and never had issues with fellow employees; tries to remain positive and listen to others' opinions and work together to develop the most logical and meaningful solutions.

Zischka: Doesn't have employees but supervises 300 students who are very unique people; learned that if you show them respect, hold them accountable, that's when they succeed. Feels his students would say he treated them fairly, taught them to be accountable and held them up to something they can achieve.

4. How well do you work with others? Do you take a leadership role or more of a committee member role?

Wussow: Prefers committee role; likes to know what other people think on the subjects.

Zischka: Depends on focus of committee group; at school if regarding latest teaching philosophy, would be a committee member, those with more knowledge of the subject have done the research; if changing something academically, would take a leadership role; if able to provide something, will always try to provide it; if others know more, then would be willing to listen. You have to find your role in the situation.

Staszak: Depends on the situation; either way one must be knowledgeable and do the research; as a follower you can add to the group's knowledge or get knowledge from the group that you don't have; key is to know you are not always right and to listen; the key to listening is that it will confirm that you are right, or move you more to the middle or prove that you were not right at all.

5. How would you describe your leadership and management style?

Zischka: Had rather different lifestyle growing up, then went to St. Norbert College where he led a group on homeless awareness; had summer internship at United Nations and led a group of college students at the UN in New York City to work with various diplomats; led summer Upward Bound program at UW-Stevens Point for four or five years, in charge of 60 high-school students for six weeks at a time, traveling across the US touring college campuses; now is member of Lions Club. Leadership depends on the role you're put in and who you're working with. If I have strong leaders in front of me, it's a great opportunity for them to grow; when there are no clear leaders or clear direction, you find a way through and pull people ahead; found when I don't have a clear path, it's when the best things happen because you find the right way through hard work.

Staszak: My leadership style is following by example; try to empower the people you're working with and glean as much knowledge as you can from them; hold people accountable remembering that you're not always right and not always wrong; key thing is empowering people to move ahead and lead as well; we need more than one leader in this community or any other organization.

Wussow: Leadership style would be peaking off of other peoples' strengths and gathering information as it presents itself; in working with Civic Association to make changes, I feel I had a big say in helping that change.

6. What is the best feature of the Village of Bonduel?

Staszak: Historic past of community service, community involvement, helping other people, from businesses to residents to neighbors. Future – we have two highways that cross N/S/E/W; not many communities have that. We need to promote that we are the largest village in Shawano County.

Wussow: We have very welcoming neighborhoods. They take the time to meet you when you move in, help out if you need it and greet you with a smile.

Zischka: Greatest asset by far is how much our community respects, honors and supports our school district and how much our school district has tried to do more for the community. For instance, in the future, students will paint old businesses that need a brush up. School events are full of people who come out to help and support.

President Wussow asked if Board members had additional questions.

Thorne: What do you think you can bring to the Village Board?

Zischka: I spent a lot of my life reaping the rewards of local government, and I want to give back. I've been here four years and I learn something new every day. My wife and I have both grown to treasure the village. If I can help, I want to help.

Staszak: Past experience, knowledge in the public sector, history of growing up in Bonduel, plus bringing experience from working in other communities. I have been attending meetings so I have a knowledge

of what's going on right now, not only the in village but also with collaborative partners like the school district.

Wussow: Definitely want to look at all avenues on any topic to ensure that we make the best choice for the village. As students, others always said "I can't wait to get out of here" and I was the opposite; I always wanted to stay. I'd love to make sure that Bonduel keeps growing.

No other questions.

Kamps asked if we were going to ask guests if they had any questions. President Wussow asked guests if they had any questions. They did not.

President Wussow stated these were three very good and diverse candidates. Kamps agreed. Thorne stated it would be difficult to discuss the differences with the candidates present. Zischka stated he would be willing to step out. Staszak agreed. All three left, accompanied by Officer Frey.

Thayer feels Zischka is a good candidate. Others agreed. President Wussow stated she was impressed with his United Nations experience.

Kamps stated as she looked at Staszak's resume, it's very extensive but you'd like to know more about some of it. When you look back at the Primary Election there was a one-vote difference; and in the Spring Election, 117 people voted for this individual; he lost but there are still 117 votes that are thrown out if we don't appoint him. Thayer stated elections shouldn't be considered; what is more important would be reviewing the Wisconsin Circuit Courts – it's a public thing - to check the three backgrounds. Kamps asked if anyone had looked. President Wussow stated it's general knowledge and mentioned there were some unemployment compensations that were not paid and there were cases against Mr. Staszak for non-payment of community development block grants with his business in Clintonville. Kamps asked how we define block grant. Wussow stated it was a government loan he had gotten for his business and it was not repaid.

Michelle Bunker: We should attract younger families to this village. Adam and Luka would be better choices and know what the younger generation is looking for in their community; as people are retiring we are going to need a new workforce, so we need more opportunities here.

President Wussow asked Mel Wendland if he had any comments. He stated all three candidates were young, adding that the big problem with the Village Board had been that some did not get involved until they retired. Lions Club doesn't have problems getting younger people to help and they have been working with the school for 10-15 years. He feels Grant Staszak has old ideas from past experience in other communities and is set in his ways, and if they are set the way they were when he was on the Village Board, then it's not good for the village or the employees.

Matt Bunker stated that in the past employees did not have the greatest working relationship with Staszak. Employees were very unsure of what was going to happen. There was zero communication from the Board to the employees. He felt Staszak will try to continue with what he had back then. Kamps asked if union involvement gave him some sense of security. Bunker stated it helped but Governor Walker took some of that security away. He explained that the union is not necessarily a direction employees wanted to go, but they felt they had no choice with some of the decisions Staszak was making as Village President; employees were happy without the union. He explained that there were changes in employee benefits. He stated the employees can understand if something needs to change because prices go up or for some other reason, but sit down and talk with us, let us know what's

going on, keep us in the loop. Employees ended up finding out through the grape vine that they are changing the benefits but were never told about it - all of a sudden more money was coming out of paychecks for insurance. Employees weren't ready for it and it put a big damper on the relationship.

Barb Wickman clarified that prior to the union there was an actual contract with Public Works employees, and they broke the contract by not communicating with the Public Works employees. She added that at one time, employees were going to go to a union and then the union issue was dropped and they went into an agreement. It was a three-year contract that had been negotiated when Tom Zernicke was President and finished when Matt was hired. It was then renewed.

Bunker added that when Grant became president, employees and the Board got together and negotiated another three-year contract that stated what the benefits were going to be; the employees were happy, the Board was happy and employees thought everything was great. Then one morning Steve told us they are changing our benefits; we were still in the first year of the new agreement. Berndt confirmed that the Village Board arbitrarily changed the benefits contrary to the agreement but never told the employees. Barb Wickman added that they found out when they got their paychecks. Decision was made by the Administrative Committee made up of Grant Staszak, Vicki Mueller and Kristy Brockman when they worked out the budget. Matt had received a copy of the audio tape of the Board meeting when they discussed the changes and someone in the Board did ask if they were supposed to talk to the employees and it was Grant and Vicki who said no, they don't have to do that.

Thorne felt all three are eager and willing and would do their best for the village. He acknowledged Kamps' concern about the 117 votes that would no longer be represented. That being said, if the other individuals would have been on the ballot they would have received votes as well.

President Wussow stated she talked to Zischka before she took out nominations papers for presidency. At that time she was already looking for Luka to participate in the Village Board and had no idea Adam was going to apply until he turned in his letter. Feels Luka would be a very good addition to the Board.

In response to Wendland's comment about people not coming onto the Board until after they retired, Kamps stated she moved around during her career and it wasn't until she retired that she could stay in one spot and could serve. Kamps added there were some comments made on Facebook back as far as February that were not nice. President Wussow stated there is no need to go there - it's very common now and we have no control over it.

No further discussion.

Candidates were called back into the meeting.

President Wussow told the candidates there was a lot of discussion from the Board and from the community members. President Wussow moved to recommend Luka Zischka to fill the vacant Board Trustee position. Second by Thayer. Motion carried unanimously.

Zischka took his place at the Board table.

UNFINISHED BUSINESS:

I2: Appointments to Boards and Commissions. President Wussow announced Board and Commission appointments. List on file. Vacant position of second alternate on Zoning Board of Appeals is now filled. One position is still open on the Plan Commission, and she is awaiting return call.

President Wussow told the Board that she wants to work together as a team where we appreciate each other's differences and what we each bring to the table. She wants to have an understanding that we can agree to disagree; welcomes everyone's input and will try to be fair with everybody and wants to be told if ever she is not; wants everyone to be honest and fair and work with each other. Kamps appreciated President Wussow's statements and agreed the Board needs to act professionally.

Motion by Kamps, second by Zischka, to approve Boards and Commissions as presented. Motion carried.

11: Liquor license renewal application for Bonduel Broncos. Rusch explained the license application had not been published in the newspaper prior to the last Board meeting. It has now been published and therefore needs to be approved tonight. Motion by President Wussow, second by Sibert, to approve renewal of liquor license for the Bonduel Broncos. Motion carried.

Rusch briefly introduced the LWMMI video entitled "In The Scope Of Your Authority: Preventing Public Officials' Liability." Board members then viewed the video and signed an acknowledgement that they had done so.

President Wussow asked to change date of next regular Board meeting because she and Zischka will be at Awards/Scholarship Night at the High School. Meeting will be Tuesday, May 12 instead of Wednesday, May 13. Agenda items due by May 7.

ANNOUNCEMENTS:

Library Board	April 27, 2015	7:00 p.m.	Library
Public Safety Committee	May 4, 2015	4:00 p.m.	Village Hall
Municipal Operations Committee	May 5, 2015	4:00 p.m.	Municipal Ops. Bldg.
Plan Commission	May 6, 2015	6:30 p.m.	Village Hall
Village Board Meeting	May 12, 2015	7:00 p.m.	Village Hall
Fire Commission	May 20, 2015	6:30 p.m.	Fire Station

President Wussow stated Mike Kunesh of the Commercial Place and Jim Mann from Ehlers & Associations would be attending the Plan Commission meeting. She invited other Board members to attend the meeting in order to get a better understanding of what the village can do and what we can offer.

Zischka asked if it was alright for him to bring information from the School Board meetings to the Village Board meetings. President Wussow stated it would be alright, adding that it would help keep Village Board members informed.

Motion by Luepke, second by Zischka, to adjourn. Motion carried.

Meeting adjourned at 8:08 p.m.

Respectfully submitted,

Willa Rusch, Clerk