

**VILLAGE OF PLEASANT PRAIRIE
PLEASANT PRAIRIE VILLAGE BOARD
LAKE MICHIGAN SEWER UTILITY DISTRICT
9915 39th Avenue
Pleasant Prairie, WI
November 16, 2009
6:30 p.m.**

A Regular Meeting of the Pleasant Prairie Village Board was held on Monday, November 16, 2009. Meeting called to order at 6:30 p.m. Present were Village Board members John Steinbrink, Monica Yuhas, Steve Kumorkiewicz, Clyde Allen and Mike Serpe. Also present were Michael Pollocoff, Village Administrator; Kathy Goessl, Finance Director/Treasurer; Peggy Herrick, Asst. Zoning Administrator; Tom Shircel, Assistant Village Planner; and Jane Romanowski, Village Clerk. Two citizens attended the meeting.

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
4. **MINUTES OF MEETING - OCTOBER 29, 2009 AND NOVEMBER 2, 2009**

ALLEN MOVED TO APPROVE THE MINUTES OF THE VILLAGE BOARD MEETINGS OF OCTOBER 29 AND NOVEMBER 2, 2009 AS PRESENTED IN THEIR WRITTEN FORM; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

5. **PUBLIC HEARING**

- A. **Consider Resolution #09-39 to vacate Sewer Utility District D, alter the boundaries of the Lake Michigan Sanitary Sewer District and establish the Pleasant Prairie Sewer Utility.**

Mike Pollocoff:

Mr. President, thank you. The resolution tonight is to consolidate the Village's sewer utility districts in relationship to the fact that all the sewer utilities are going to have the wastewater discharged to the Kenosha Utilities Waste Water Treatment Plant. Right now we have the Lake Michigan District and we have the Sewer D District. And those districts keep separate sets of books, all the financial transactions, all the record keeping, different mailings and everything that goes to those utilities. Over time the cost for services has merged. They have the same rate. But with the impending abandonment of the 73-1 District and the Sewer D plant, that wastewater will no longer go to the Des Plaines River. It will go to the Kenosha Plant just as we committed back in 2010 (sic 1990) when the diversion was accepted.

This resolution here is a resolution that culminates in the public notice that was sent to every household within the proposed sewer service area indicating that we're going to make this change as required by State Statutes. The map up above shows the current system which is Sewer D and

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Lake Michigan District. The 73-1 plant was consolidated, it was a very small district, between H and 31 and the State line probably about ten years ago. So this is what we have now.

And then the next map shows the new Pleasant Prairie Sewer Utility. I think it's important to notice that it's going to be a combination of those two districts. The LUSA, the Limited Urban Service Area in Carol Beach, as identified in gray, cannot receive sewer service and receive approval from the Department of Natural Resources. They will not permit sanitary sewers to be installed in that area.

The area Unit W, which is not in the LUSA District, I'm not recommending we include that in this Pleasant Prairie Sewer Utility because that is one of the few areas in the Village where conventional septic systems will still perk for a septic test. Sewers could be brought in there but it would be at significant expense. So inasmuch as the current system is working, until the County was to tell us different, my recommendation would be to leave that out.

The other remaining district, the Lake Michigan District, gets so small that it ends up being that area that's outside the Village of Pleasant Prairie but at one point was in the Town of Pleasant Prairie. Our agreement with the Town of Somers is that we provide sanitary sewer service to that area, then we send them the monthly bills and we maintain the sanitary sewers up there. That would still continue in the Lake Michigan District, but since they're not in the corporate limits of Pleasant Prairie it would be a separate district that we would have to keep a separate set of records on that, and their costs would be associated with whatever is going on up there rather than with the Village.

So with that, Mr. President, this in and of itself is not going to increase or decrease the rates for anybody in the district. Those rates are set by the budget. At this time we're not anticipating a rate increase in sanitary sewer primarily because the City has indicated they're not going to charge us, but they've indicated next year they're going to be looking to increase their rates, and we'll be beginning in 2011 our first year in just paying the City of Kenosha rate and not having not having our own rate. So it's my recommendation that the Board consider adopting Resolution 09-39, but the statutes require that we have a hearing and that's the subject of the hearing tonight.

John Steinbrink:

This being a public hearing, I'll open it up to public comment or question. Did we have anybody signup?

Jane Romanowski:

No one signed up for this hearing, Mr. President.

John Steinbrink:

Anybody wishing to speak on this item? Hearing none I'll close citizens' comments on the public hearing and open it up to Board comment or question.

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Steve Kumorkiewicz:

Mike, it's such a small section in Somers, I don't understand why the City doesn't take that other section.

Mike Pollocoff:

Well, the City would take care of it if the people would agree to be annexed.

Steve Kumorkiewicz:

Oh, that's the issue. That answers by question. Thank you.

Mike Serpe:

I move approval of 09-39.

Steve Kumorkiewicz:

Second.

John Steinbrink:

Motion by Mike, second by Steve. Any further discussion on this item?

SERPE MOVED TO ADOPT RESOLUTION #09-39 TO VACATE SEWER UTILITY DISTRICT D, ALTER THE BOUNDARIES OF THE LAKE MICHIGAN SANITARY SEWER DISTRICT AND ESTABLISH THE PLEASANT PRAIRIE SEWER UTILITY; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

6. CITIZEN COMMENTS

Jane Romanowski:

No one signed up for citizens' comments tonight.

John Steinbrink:

Anybody wishing to speak under citizens' comments?

7. ADMINISTRATOR'S REPORT – None.

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8. NEW BUSINESS

- A. Consider request for a one-year extension of the Preliminary Condominium Plat for The Landing at Bain Station Condominium development generally located east of 85th Avenue and north of Bain Station Road.**

Peggy Herrick:

Thank you. On December 17, 2007, there's a typo in your memo, so December 17, 2007, the Village Board conditionally approved a preliminary plat for The Landing at Bain Station Crossing pursuant to Resolution #07-96. The preliminary condominium plat for The Landing at Bain Station Crossing Condominiums as conditionally approved consisted of four 8-unit buildings, ten 4-unit buildings and six 6-unit buildings for a total of 108 condominium units on the property, again, generally located east of 85th Avenue and north of Bain Station Road.

The preliminary condominium plat is valid for two years, however prior to the expiration of the preliminary condominium plat the final condominium plat shall be approved unless an extension is granted. At this time the developer is requesting a one year extension of the preliminary condominium plat.

The Village staff recommends that this condominium plat be extended for one year until December 17, 2010 subject to the comments and conditions of Village Board Resolution 07-06, and a copy of that resolution is on file with the Village Clerk, the Community Development Direction, and the developer does have a copy of that as well. The developer is in the audience if you have any questions for him.

Mike Serpe:

Just a question, Peg. I'm going to support the extension, but what if the market just doesn't come to bear for more condominiums in the Village, what would be the process that would have to take place if this were to be turned into a single family development?

Peggy Herrick:

The developer would need to file a conceptual plan, preliminary plat and final plat. He could certainly have that option to do that.

Mike Serpe:

And they would have to re-size the lots and everything on that I would guess?

Peggy Herrick:

Correct, he would have to lay out the lots if he wanted to do that. But this has been laid out already. Some of the sewer has been put in. 85th Avenue has been constructed. Those temporary

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basins were put in as part of the single family. I don't know if he has any intention but to wait out the market.

Mike Serpe:

Don't get me wrong, I certainly hope this moves forward at some point in time, but right now I don't see a real favorable market coming forward any time soon. I would make a motion to grant the extension.

Clyde Allen:

Second.

John Steinbrink:

Motion by Mike, second by Clyde.

Steve Kumorkiewicz:

I'm of the same mind that Mike was.

John Steinbrink:

We have a motion and a second. Any further discussion on this item?

SERPE MOVED TO GRANT THE REQUEST FOR A ONE-YEAR EXTENSION, TO DECEMBER 17, 2010 OF THE PRELIMINARY CONDOMINIUM PLAT FOR THE LANDING AT BAIN STATION CONDOMINIUM DEVELOPMENT GENERALLY LOCATED EAST OF 85TH AVENUE AND NORTH OF BAIN STATION ROAD; SECONDED BY ALLEN; MOTION CARRIED 5-0.

B. Consider the request for an amendment to the Springbrook Road Condominium Development Agreement related to leasing of the units and to reduce the amount of brick on the exterior elevations of the buildings.

Peggy Herrick:

We received an e-mail today from the developer. He was unable to attend the meeting tonight so we request that this item be tabled. Staff recommends it be tabled.

Clyde Allen:

I will make that motion with a question first, Mike. When we originally approved the—

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Mike Serpe:

I'll second Clyde's motion.

Clyde Allen:

With the approval of the developer's TID, at the time it was 17 years after all expenses were paid is the time I believe, and then there's been changes since then. Has there been any discussed as to wanting to change it with the new statutes changed on the TID?

Mike Pollocoff:

There's a new proposal, and I don't know if it's passed yet or not for distressed TID's.

John Steinbrink:

It passed the Assembly I think. I'm not sure where it is in the Senate.

Mike Pollocoff:

It's in process that would give municipalities the ability to extend the life span for 40 years for a TID that they felt that they could certify as being in distress. I've seen some criteria of what constitutes distress but, again, until it walks through the legislative process that isn't out there yet.

Clyde Allen:

Okay, and it doesn't say that the developer's TID is included in this?

Mike Pollocoff:

It wouldn't distinguish between the developer or municipal TID. Even though I think what would have to happen from my understanding of the new legislation is the Village Board would have to either on its own or if the developer petitioned the Village to say I can't complete this TID in the time allowed. I want to be able to have the ability to extend it even farther, then I can get that. Now, if you think back to the discussions we had with the developer on this project, we purposely capped his time frame on it so we went lower than what he could have gotten at the time. That will be a question when he does come back that I think we're going to have to probe into what it is he's planning to do and then evaluate the impact not only on the Village but the other taxing entities since we're collecting those taxes for them as well to see how we'd want to approach this or what kind of impact this has on the final TID calculations.

Clyde Allen:

Okay, thank you.

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John Steinbrink:

We have a motion by Clyde, a second by Mike to table this item. Further discussion? Steve?

Steve Kumorkiewicz:

Mike, they've got the water and the sewer already on site, right?

Mike Pollocoff:

No, they have it to the site, they don't have it through the site. They've done some sewer work and they've done put in I think a T connection, and they've done the storm water basins but they don't have the storm sewers in. So there's still some work that was part of the TID that they haven't done yet.

Steve Kumorkiewicz:

Okay, they . . . connecting the water to the people south.

Mike Pollocoff:

They're supposed to do that when they do the water.

Steve Kumorkiewicz:

When they do the water, okay, thank you.

John Steinbrink:

Further comments or question? We have a motion and a second

ALLEN MOVED TO TABLE CONSIDERATION OF A REQUEST FOR AN AMENDMENT TO THE SPRINGBROOK ROAD CONDOMINIUM DEVELOPMENT AGREEMENT RELATED TO LEASING OF THE UNITS AND TO REDUCE THE AMOUNT OF BRICK ON THE EXTERIOR ELEVATIONS OF THE BUILDINGS; SECONDED BY SERPE; MOTION CARRIED 5-0.

- C. Consider Resolution #09-37 - Preliminary Resolution declaring intent to exercise special assessment police powers for the construction of sanitary sewer along Green Bay Road from Timber Ridge Drive north to Springbrook Road and along Springbrook Road from Green Bay Road west approximately 1,400 feet.**

Mike Pollocoff:

Mr. President, this resolution is the first step in beginning the process to levy a special assessment on properties that would benefit from the construction of a municipal sanitary sewer main in the

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area provided. You can see the black line on the map that's been included in your packet. It shows it pretty much on there as well. This is an integral part of the abandonment of the 73-1 plant. This is sanitary sewage that we're now bringing from this subdivision, it's going to go by gravity, to the south central lift station which is being constructed on the Village's property on Springbrook Road. That sanitary lift station will then lift the sewage from there all the way up to the Frontage Road to 165 where it will go into the City's treatment plant.

So this section - you can't have that wastewater going around the other way because the plant's not going to be there. We're going to have this wastewater go north. So in that process of having that happen, there's going to be six properties that would be assessed as part of that or be involved in it I should say. Most of these properties are agricultural or conservancy or properties that already have sanitary sewer. But what the assessment does is it's a place keeper on the titles of those properties, it's a lien so that at some point when I'm gone and everybody is gone here we'll have in the records that if somebody wants to connect to that sanitary sewer for development we'll know that we've levied this assessment on the project. If someone chooses to alter the land or connect that there's going to be a cost, a per foot cost, that's going to be required at that time of connection.

So we need to do this before we start the project. As such it's going to be an assessment that's levied. If I'm not mistaken I'm not sure that anybody is paying anything up front at this time but at some point in the future they will. The project is part of Tax Increment District No. 2, because the abandonment of the 73-1 system is a part of that project, so it will be phased out of there instead of the sewer utility.

Mike Serpe:

Mike, the assessment that the property owners will be paying in the future will be at the rate that we're going to set at the time of the hearing?

Mike Pollocoff:

Right.

Mike Serpe:

So ten years from now it's going to be this rate that we set?

Mike Pollocoff:

Right. We haven't typically put on a rider, an interest rider. And it's really difficult in a sanitary sewer setting especially when you have ag land or Conservancy land. Conservancy land may never develop, and the ag land may have to go through a lot of substantial hoops, willing buyer/willing seller before that land develops. So it could be a long time. So for us to prospectively say we're going to wait ten years and then you're going to have to start paying interest on it, the sewer doesn't work out that well.

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Mike Serpe:

So the utility is going to pick up this cost or carry the debt–

Mike Pollocoff:

The TIF is going to pick up this cost. It's a TIF expenditure.

Mike Serpe:

It's TIF expenditure, okay.

Mike Pollocoff:

The asset will go to the utility.

Steve Kumorkiewicz:

I have a question for Mike. Mike, if the costs or payments are deferred for 10 or 15 years, is a limit set . . . the 10 years is done?

Mike Pollocoff:

No. What the limit is for 10 years is for an oversizing or developer expense where he's entitled to get some of that money back. We hold that for 10 years. But this is hard, actual costs that are going to be–our construction costs that are going to be put onto this project, so that's money that the Village is entitled to receive back if somebody, in fact, uses the sanitary sewer or uses that sanitary sewer to facilitate development on property. Then the rate payers are entitled to have that money be reimbursed back.

Steve Kumorkiewicz:

Okay, thank you.

Monica Yuhas:

Mr. President, I'll make a motion to approve Resolution 09-37.

Steve Kumorkiewicz:

Second.

John Steinbrink:

Motion by Monica, second by Steve. Further discussion on this item?

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YUHAS MOVED TO ADOPT RESOLUTION #09-37 - PRELIMINARY RESOLUTION DECLARING INTENT TO EXERCISE SPECIAL ASSESSMENT POLICE POWERS FOR THE CONSTRUCTION OF SANITARY SEWER ALONG GREEN BAY ROAD FROM TIMBER RIDGE DRIVE NORTH TO SPRINGBROOK ROAD AND ALONG SPRINGBROOK ROAD FROM GREEN BAY ROAD WEST APPROXIMATELY 1,400 FEET; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

D. Consider Resolution #09-38 authorizing the placing of Utilities and Special Charges on the Tax Roll.

Mike Pollocoff:

Mr. President, this is an item we put before the Village Board every year. Statutorily the Village is entitled to have any unpaid utility bills or special charges placed on the tax roll to reimburse the Village for money that we spent whether it's operating a utility, if we have to go mow a vacant parcel or something we have to fix, and have that money go into the tax roll. It goes with a 10 percent add on fee. If the people don't pay it, it becomes an outstanding lien on their property.

And we also do it for properties that are within the Village but they're on another tax roll. So we have some customers of the Pleasant Prairie Water Utility that pay their bill to Kenosha and then Kenosha sends us a notice and then we send it back to them. We have customers, as everybody talked about earlier this evening, that are in Somers that they owe us money so we send them to Somers and Somers puts it on the bill for us. I just looked at the number and it seemed to be a little bit higher than previous years. With that, Mr. President, I'd recommend that the Board consider adopting Resolution 09-38.

Steve Kumorkiewicz:

I don't think we have too much of a choice on that. Big numbers. I'm going to make a motion to adopt Resolution 09-38.

Clyde Allen:

Second.

John Steinbrink:

Motion by Steve, second by Clyde on passing resolution 09-38. Further discussion or comment?

KUMORKIEWICZ MOVED TO ADOPT RESOLUTION #09-38 AUTHORIZING THE PLACING OF UTILITIES AND SPECIAL CHARGES ON THE TAX ROLL; SECONDED BY ALLEN; MOTION CARRIED 5-0.

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E. Consider Resolution #09-40 to authorize the creation of a Historical Society for the Village of Pleasant Prairie.

Mike Pollocoff:

Mr. President, this is something that myself and the Village Planner have been working on for a while and the Finance Director. We have a lot of people that are interested in the history of Pleasant Prairie, and this Village has some significant artifacts, artifacts that are of national significance, especially with the Chesrow campsite where the archaeological campsite is and some other spots that we haven't even found yet. We know in Momper's Woods there's some significant spots. And the goal of a Historical Society is to identify those things and make sure we preserve them, identify artifacts that might not be in the Village anymore but it facilitates the acquisition of those artifacts.

Strangely enough, the whole process received a lot more interest once we issued our calendar last year where we went through and showed some historical items from Pleasant Prairie and a lot more people became interested in it. So I think there's interest to do this. But what we really don't have is we can't afford to have the tax dollars allocated to operating a Historical Society and funding people to work on it. So I'm recommending that we treat the Historical Society as a nonprofit entity, and that the Board may choose to lend talent and expertise on a volunteer basis for some staff people to operate it.

If you look at the bylaws which aren't in here, but the initial bylaws indicate that the initial Board to start the thing up would be composed of the Village President, the Village Planner, and then we've had one citizen, Mark Riley, who indicated he'd be interested in serving on this. Then those three people would appoint another six people who would be members of the Board.

We've already had a couple of individuals who at this time wish to be anonymous they've indicated they'd like to make a sizeable donation to the Historical Society to help us get this thing started and possibly house some of the things we found. So I think if we can find a way to do this so that the taxpayers don't have to pay for it, but yet it's going to provide a repository and information that the Community Development Department can look at when they're working on their plans that we take notice of historical sites or places and be able to preserve them and work around them. I think it's a good thing where everybody comes out ahead. So I'd recommend that Resolution 09-40 be adopted and that John Steinbrink, Jean Werbie and Mark Riley be appointed as the initial Board members to start the Society.

Steve Kumorkiewicz:

Move to approve the resolution.

Monica Yuhas:

Second.

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John Steinbrink:

Motion by Steve, second by Monica. Further discussion on this item?

Steve Kumorkiewicz:

Yes. One thing that we're never going to get is I'd sure like to see the original squad car that we had in the Village . . . remember that, Mike? It had to be pushed to get it started back when we were a township.

Mike Pollocoff:

I don't know that those were the good old days. They were old.

Mike Serpe:

Those are the times you don't want to recognize, Steve.

Steve Kumorkiewicz:

But you can't forget, though.

John Steinbrink:

It's interesting to see how much use we got out of that potato barn there which is now the site of Menards. It was interesting to see how much equipment those guys used to be able to stuff in there and then get it out when they needed it during a snowstorm.

Mike Pollocoff:

There were only a few sets of toes that were driven over.

Steve Kumorkiewicz:

I remember that barn.

John Steinbrink:

We have a motion, we have a second. Is there any further discussion?

KUMORKIEWICZ MOVED TO ADOPT RESOLUTION #09-40 TO AUTHORIZE THE CREATION OF A HISTORICAL SOCIETY FOR THE VILLAGE OF PLEASANT PRAIRIE; SECONDED BY YUHAS; MOTION CARRIED 5-0.

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F. Consider Ordinance #09-57 to amend Chapter 18 of the Municipal Code relating to commission meeting schedules.

Mike Pollocoff:

Mr. President, this ordinance reflects the changes that were made by the various Commissions for the Board to change their meeting times. With the exception of the Recreation Commission they've changed their time from they have it here as the third Thursday of each month but the Commission hasn't voted on that yet. But I'd still like to have this adopted with an amendment to—we can do one of two things. We can table the whole thing or we could amend it and—

Clyde Allen:

You want an amendment?

John Steinbrink:

Can we have a motion first?

Monica Yuhas:

I make a motion to approve Ordinance 09-57 with the amendment regarding the Recreation Commission.

Steve Kumorkiewicz:

I second it.

John Steinbrink:

Motion by Monica, second by Steve. Clyde?

Clyde Allen:

The Recreation Commission originally moved their meeting to the second Thursday of each month, and then there was a conflict after that. It has not come before the Recreation Commission. So I guess I'd like the Recreation Commission—Jane, that's different than we discussed? So just do the amendment? That will work? Better for you?

Jane Romanowski:

You can amend it.

Clyde Allen:

Because there's a motion out there so do it with an amendment or table the whole thing?

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Jane Romanowski:

Back to the second?

Clyde Allen:

This one would have to come before us the second meeting in December because the Rec Commission will not have met before the first meeting.

Jane Romanowski:

So it's up to you. We can adopt the ordinance without the Rec Commission and bring back another ordinance for the Rec Commission, or we can just table it and do it all at once.

Mike Pollocoff:

Or we can adopt it as it is, bring it back to the Rec Commission and see if that date is okay with them. If they want a different date, we'll have to come back and amend the Rec Commission ordinance again.

Steve Kumorkiewicz:

I thought we agreed that was the right day.

Mike Pollocoff:

Thursday is the right day, it's just the day the Rec Commission agreed to was the second Thursday and not the third Thursday. And I think they've talked about it and they're okay with it, but it didn't end up as a formal item on the agenda for them to take action on. So I don't believe anybody would be surprised that—

Clyde Allen:

That's correct.

Mike Pollocoff:

—we're acting on it.

Clyde Allen:

Because an e-mail went out. What would you prefer, just to approve it as is? And it will come before the Rec Commission next.

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Jane Romanowski:

Got it, okay.

John Steinbrink:

We have a motion and a second. Further discussion?

YUHAS MOVED TO ADOPT ORDINANCE #09-57 TO AMEND CHAPTER 18 OF THE MUNICIPAL CODE RELATING TO COMMISSION MEETING SCHEDULES; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

G. Consider Ordinance #09-58 to amend Chapter 221 of the Municipal Code relating to renewal of Manufactured/Mobile Home Licenses.

Jane Romanowski:

Mr. President, this as you can see from the ordinance itself is just an addition onto a sentence requesting formally that the park applicants send in a list of the current tenants. We've requested this for the last few years and they've complied with it. It wasn't totally spelled out in the ordinance to do that, but what we do is when I get those lists I pass them onto the Assessing Department and the Finance Department so they can update their records. And as I was looking at the ordinance, and since it's got a separate paragraph about renewals, I thought it would be good to make this requirement official and on the books. So it's just a simple cleanup ordinance.

Clyde Allen:

Motion to approve.

Mike Serpe:

Second.

John Steinbrink:

Motion by Clyde, second by Mike. Further discussion on this item?

ALLEN MOVED TO ADOPT ORDINANCE #09-58 TO AMEND CHAPTER 221 OF THE MUNICIPAL CODE RELATING TO RENEWAL OF MANUFACTURED/MOBILE HOME LICENSES; SECONDED BY SERPE; MOTION CARRIED 5-0.

H. Consider revised Sick Leave Pay Plan policy for employees.

Mike Pollocoff:

Mr. President, before you is a recommended amendment to the employee manual as it covers sick leave. This will cover all management employees and all non represented employees. What we've done previously in the past is we followed for those employees what Kenosha County has settled with for theirs. That system was, it still is today, a system where an employee has no defined sick leave but they have 30 days of pay at 100 percent if they become ill, and they have 11 months of pay at two thirds if that illness continues on beyond the 30 days. There's also five casual days that they have at their disposal. If they don't use the casual days they get paid for them.

Given the difficult financial situations that the Village finds itself in, we wanted to be able to find a way to ensure the employees had an adequate plan but one that we could afford and be more sustainable going into the future. Right now under the current plan if you have six months of service with us you could be off for 30 days, be off for a month, be back for another 30 days, be off with full pay which is a substantial benefit for someone who might not have a lot of time with the Village. This plan switches us over to a process where employees that are current employees would be given 12 days for every year they have of service. And every employee would earn one day a month for sick leave for every month they've worked here. So the employees that have the greater length of service here would earn a greater amount of sick leave, would start off with a bigger pool, and ones that don't have as much time here would start off with less time.

We would restructure the pool so that all regular full-time employees are allotted discretionary days or 40 hours at the beginning of the calendar year to be used for short-term illness, personal appointments, care of an ill dependent, and that leave could be used in two hour increments. Any of the five discretionary days that are unused during the calendar year will be paid out as compensation at the end of the year. So your incentive on that first five days is to not use them if you want to get paid for it so you're going to be here every day. After the five days are used, the next days, whatever your bank is, when it's used you have to have a doctor's note to be able to use that any of those days.

The employees would get 12 days a year as I said. They would have to be taken in four hour increments. Hours accrue on the last day of each month. The hours are not paid out when someone retires or leaves. Those hours are left with the Village. Any employees who built up what we considered the maximum which is one year was 2,080 hours, in order to address our post-employment retirement benefits, we're requiring that once you get to that 2,080 hours every day you earn after that would go into the trust for post-employment retirement benefits. That money would then be invested however the employee saw fit. It would go in with no tax and would come out with no tax. So if someone retired they could draw on that pool of money for co-pays, premiums, things that aren't covered. By the time people start drawing on that who knows what health insurance is going to look like but that money would be in there. That money would also be the employee's. So if that employee died before they were able to use it that money would then go to their survivors so they wouldn't lose that money. It's theirs to keep and after that it's gone.

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This helps us structure our pool benefits so that, one, we're addressing some of the post-employment retirement benefit obligations we have. It's minimizing the exposure that the Village has for employees that don't have that much time with the organization or are using it, and I think it still ensures that there's an incentive to employees to be prudent with their taking their time off. Right now for casual days which we have we pay those off, but there's really no incentive to use those first. A lot of people never use their casual days. They'll go straight to vacation, take vacation time off when they want a discretionary day rather than going to casual days.

So I think this is one way to ensure that the employees have adequate sick leave and that the Village is protected as well. I've met with the employees this last week and informed them of the change. Carol Willke, our HR Director, is also going to be—we're also going to help bring in a couple vendors to talk to the employees about a short-term disability plan that they can purchase with their own money if they don't have a lot of time with the Village or they're concerned about having coverage, short-term. I'll say Aflac because that's a common name. They can purchase that and they would get that money in addition to their sick leave, or if the sick leave is gone they would still continue to get that money.

My recommendation is we adopt this. I think that as much as it's kind of nice to put out high dollar benefits it's just not something that the Village is able to afford, and I don't think we can sustain it down the road where this is more sustainable.

Mike Serpe:

Mike, do our bargaining agreements have sick leave agreements in them?

Mike Pollocoff:

Actually the existing bargaining agreements we have are more like this than the other one. And the two bargaining units, the police and fire, fire is a different animal anyway because of the way their hours are structured, but they have sick leave and not the old ANS plan. So this really gets the rest of the employees to where the bargaining units are already.

Mike Serpe:

So contractually there's not much difference with the bargaining units that we have than what we're proposing here?

Mike Pollocoff:

Not much. There is some difference, but it's something that at least right now I'm willing to live with. I don't think the Village has exposure on those agreements. We bargain them to be to the Village's advantage as much as possible.

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Mike Serpe:

Move adoption.

Monica Yuhas:

Second.

John Steinbrink:

Motion by Mike, second by Monica. Further question or comment on this item? This is what we went over in the workshop, too. Everybody is pretty familiar with it and it's a plan that really works well I think. It's going to benefit everybody I think at the end of the day.

Mike Pollocoff:

Right, I think it will, too.

John Steinbrink:

And I give you guys a lot of credit for working this out. When you guys explained it to us that was kind of a new thing to us, but it really does the job and it's something I think a lot of people should be looking at now in today's economy. So thank you, Carol and Mike.

Mike Pollocoff:

It's nice to have a good HR and Finance Department to help me put this together.

John Steinbrink:

We have a motion and a second.

SERPE MOVED TO APPROVE A REVISED SICK LEAVE PAY PLAN POLICY FOR EMPLOYEES AS PRESENTED; SECONDED BY YUHAS; MOTION CARRIED 5-0.

I. Consider Award of Contract for a timing and scoring system for the 50 meter pool addition at the LakeView RecPlex.

John Steinbrink:

Does that mean we're close? Is there water?

Mike Pollocoff:

Yeah, there's water and I'm trying to get it out. I don't want any water in there right now. That's one problem is we'll never have a problem filling this pool. If we want it filled we know of a

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couple ways to do that. The timing system we received bids after a request was sent out and there's essentially two vendors that do this work at the level we're looking at. One is Colorado Time Systems and the other one is Daktronics.

The essence of this or the timing system, the guts of it is probably the biggest chunk of it is, if you look at the bids, we have a substantially large video display that's going to be on the wall opposite from the stadium seating. If you go out there you can see the seating is done. They've already put the concrete down for the seats. That's one large chunk of money. But the rest of it is inside the pool when you're swimming, just like Michael Phelps hit the wall, you're hitting a timing plate. And when you're jumping off the board you're discharging a timing plate. And then all that, the conduit that goes underneath and feeds into a computer that's in another room and feeds out reports to the meet director that says how fast everything is going is who's racing what and all that stuff, it's a fairly hefty system.

The low bid was submitted by Colorado Time Systems which is good, because we really feel, and it's not so much we feel but the swimming industry prefers that system. The pool was designed to accommodate substantially large meets. In fact, we've already been awarded a meet in August that's going to involve eight states so we're going to have a lot of people coming here to swim. It's going to be a nice economic lift for the area during that time period.

So this system, the Colorado Time System, and either one of them would probably fulfill the requirements, it's just that the associations that sanction the meets tend to prefer Colorado. In fact, Colorado came in a little bit less expensive. Colorado is at \$160,700. Daktronics is \$175,399. I'd recommend that we award a contract to Colorado Time Systems. I have had some initial discussions with a group that's looking to help us pay for this as well. So I'd recommend that we accept the proposal from Colorado Time Systems.

Clyde Allen:

Motion to approve with a question.

Steve Kumorkiewicz:

Second.

John Steinbrink:

Motion by Clyde, second by Steve. Clyde?

Clyde Allen:

Mike, if my memory is right about four years ago or so and then it led up even to the Olympics wasn't there a large controversy in the timing and scoring systems that they could use and we're allowed to use—

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Mike Pollocoff:

Yeah.

Clyde Allen:

–and it would be recognized at Olympic events?

Mike Pollocoff:

Yes. And that was the issue between Colorado and Daktronics was part of it, and there was another company that was involve in it. What the swimming industry, USA Swim and the NCAA are the two organizations that are driving this, they want to ensure consistency in how the times are recorded. And they felt they were getting that from Colorado. They said if we're going to swim someplace we want Colorado. The communities were saying we can't just say they're going to get that, we have to bid this out. You can't tell us who to buy. They said, okay, then they'll swim someplace else. It just really got to be a nightmare.

Colorado got in the business pretty easily because they were able to make connections, and it's out of Ft. Collins, but they were able to make connections in Colorado Springs where the USA Swimming Association is, the Olympic Association is, so they have had a lot of influence in the product. But on the other hand when we looked at it, it appeared to be the best product out there as well.

Clyde Allen:

So the Colorado system was the one that was used in the last Olympics, correct?

Mike Pollocoff:

Right.

Clyde Allen:

Thank you.

John Steinbrink:

No underwater cameras, though?

Mike Pollocoff:

No, there have been questions and desires.

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John Steinbrink:

There's been a lot of interest and anticipation out in the community about the pool. We have members that are there almost every day and they see what's going on.

Mike Pollocoff:

We hear if the workers aren't working fast enough. They leave us little notes. We saw some people sitting around today. But I think it's this week they'll start putting some wall sections up. Today?

Tom Patrizzi:

Yes.

Mike Pollocoff:

Okay. So our hope is to have this thing buttoned up so we can work on the inside when it's snowing.

John Steinbrink:

A lot of thought went into the project, and even from quoting the steel to everything else. I give the team credit because they've looked at what other people have done and mistakes made and we've been able to do it right because of that.

Mike Pollocoff:

We have some really exciting meetings every Tuesday while we're deciding what's right.

John Steinbrink:

We have a motion, we have a second. Is there further comment or question?

ALLEN MOVED TO AWARD A CONTRACT TO COLORADO TIME SYSTEMS IN AN AMOUNT OF \$160,700 TO PURCHASE A TIMING AND SCORING SYSTEM FOR THE LAKEVIEW RECPLEX POOL ADDITION; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

J. Consent Agenda

- 1) Approve Letter of Credit Reduction for the Creeksdie Hill development.**
- 2) Approve Christmas Tree License for DG Hardware (f/k/a Ace Hardware).**

SERPE MOVED TO APPROVE CONSENT AGENDA ITEMS 1 AND 2; SECONDED BY YUHAS; MOTION CARRIED 5-0.

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9. VILLAGE BOARD COMMENTS

Steve Kumorkiewicz:

I noticed that the City of Kenosha is raising the fees in the . . . they went from \$50 to \$300 I believe. When are they doing that? We get the same rate that we had previously, correct?

Mike Pollocoff:

Well, no, there are some permit fees that are being by the Village as well?

Steve Kumorkiewicz:

Yeah, but no

Mike Pollocoff:

We didn't have as many. But I'm not going to point a finger at them because we're all hanging on by our-

Steve Kumorkiewicz:

We're all in the same boat.

Monica Yuhas:

I just wanted to state to Mike Spence and Mike Pollocoff 85th Street looks really nice. Good job. It looks very, very nice. All the striping is done. The residents, I was out there walking and talking with the residents, they said it was well worth the months of driving down gravel and having to put up with the mess to see the finished project. John, good job. They're very happy with it.

Mike Pollocoff:

The months and months and months. I think the signage, the striping worked out really well. I've had a lot of good comments on that, as well as changing over 80th Street to do that as well.

Steve Kumorkiewicz:

I was talking to some people this morning, matter of fact, and people are really happy with it. . . . out of my driveway which is true.

Mike Pollocoff:

When are the signals slated to go up?

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Steve Kumorkiewicz:

Three weeks, two weeks?

Mike Spence:

It's still going to be a couple weeks. There's an issue with the power company. When they put the signals up they have to de-energize the lines. So We Energies is working on it.

John Steinbrink:

So we've got power, we just can't get power.

Mike Spence:

Yeah, that's it. The other thing, too, is that as good as it looks now they don't have the landscaping done yet so there will be trees as well.

Mike Pollocoff:

Yes, we're putting street trees in that project.

John Steinbrink:

It looks nice and a lot of good comments by people that are really happy to have their old driving habits back and being able to take 85th Street versus the alternate routes.

Steve Kumorkiewicz:

I think that was the main factor for which people were happy about the project.

John Steinbrink:

We've had people watching but we haven't seen Bill Guida ride his bike down the bike lane yet.

Mike Pollocoff:

He called me today. Even Bill said that's a pretty nice street.

10. ADJOURNMENT

SERPE MOVED TO ADJOURN THE MEETING; SECONDED BY ALLEN; MOTION CARRIED 5-0 AND MEETING ADJOURNED AT 7:25 P.M.