

Minutes of closed session for September 7, 2021.

A motion to enter into closed session to discussed personnel issues was made by Gary Litteken, second by Matt Kohnen. Motion carried 6-0. Time was 8:05pm.

Those in attendance were Mike Kampwerth, Steve Goesten Kors, Jennifer Jansen, Gary Litteken, Kurt Schmitz, Kevin Eversgerd, Matt Kohnen, Curt Albers, Kim Peek, Duane Clark, Mike Kuhl, Kyle Markus and Mike Engel.

Mike Engel was present to discussed a 7 member board. The Zoning Board has been operating with 5 members, due to lack of interest in the positions. Currently there are 2 interested parties that would bring the Zoning Board back. Mike also discussed that the Code states that each member should only be on the Board for 5 years or until a successor is appointed. Mike stated he is past the 5-year mark and that he would be willing to step down, if there is someone interested. The Board is interested in adding Jan Kapp and Danny LaSavio to the Zoning Board. The Board, with the consent of legal counsel, are okay with Mike staying on as Zoning President for the time being. Mike will invite those 2 interested parties to the next zoning board meeting as well as the next Village Board meeting. Mike Engel exited the meeting.

Kevin Eversgerd revisited the full-time officer position. Kevin stated that the Employee Committee thought it would be in the best interest of the Village to hire both officers, John LeCroy and Brennen Little, full-time. The Committee recommends hiring both officers. Kyle Markus did give some input to the Board. Part time officers would still be available to help with coverage.

Kevin stated it is roughly a \$29K Village expense hiring both officers, to include the increased pay, actual hours, IMRF, insurance and benefits.

The Board suggested extending the officers to those two officers, giving the Employee Committee rights to negotiate the contract wages. Starting proposed wages are as follows:

LeCroy - \$22.00/ hour negotiable up to \$23.50/hr.

Little - \$20.00/hour negotiable up to \$21.50

Mike Kuhl did state that no new cars or equipment would need to be purchased.

Motion to exit closed session was made by Kevin Eversgerd, second by Matt Kohnen. Motion carried 6-0. Time was 8:44pm

Jennifer Jansen, Village Clerk

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY NOVEMBER 1, 2021**

Chief Kuhl discussed the complaint by Dennis Rakers and how the situation was handled by both Officers LeCroy and Little as well as how this was put on social media.

Kevin stated he spoke with Officer Little to get his side of the story.

Speed zoning and signage was also discussed due to this complaint.

The Village Board discussed drug related issues in Village limits.

Kuhl also asked to discuss comp time with the Village Board and Kyle gave the Board information on how the County handles it.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY JANUARY 3, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – present	C. Albers – present
K. Evergerd – present	K. Peek – present
S. Goestenkors – present	M. Kampwerth – present
L. Behme – present	

The Board discussed Covid pay. Luke advised that there is no legal obligation to pay employees going forward, per Federal guidelines. It was decided that employees will need to use their own time or unpaid leave. This will be amended in the Covid policy.

Kevin Eversgerd reviewed suggested employee wages and how the committee decided on them. It was stated that Gary Rakers is about 3 years from retirement and that the Board will need to look into what that replacement will look like in the future. Kevin also reviewed a little of what each employee had to say in their reviews.

Discussed the part time mowing position that Mike Rakers has been filling for the past couple of years. It was decided to make it a permanent part time park maintenance position going forward.

A schedule of wages will be attached to the closed session minutes.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY FEBRUARY 7, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – present	C. Albers – absent
K. Evergerd – present	K. Peek – present
S. Goestenkors – present	M. Kampwerth – present
G. Rakers – present	D. Clarke - present

The Board discussed summer help applicants. All applicants were reviewed and Gary suggested Myles Kampwerth, Kale Albers and Reid Spaeth.

Kevin Eversgerd informed the Board that Ann Munie turned in her resignation for cleaning the Vintage Hall at the end of February. Jenny to advertise this in the newsletter.

Kevin Eversgerd discussed the coverage for the Village Hall if Jenny is unavailable. Jenny to get a task list for Irma and get to Kevin.

Discussed the part-time permanent position to get advertised in the newsletter. Kurt and Kevin work to get a job description for this.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY APRIL 4, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – absent	C. Albers – present
K. Evergerd – present	K. Peek – present
S. Goestenkors – present	M. Kampwerth – present
M. Kuhl -present	D. Clarke - present

Executive Session and Attorney-Client Privilege – Do Not Disclose

Chief Kuhl and Attorney Duane Clarke were in attendance for the executive session with the Mayor and Village Board. Chief Kuhl informed the Village Board that it was too expensive to train part-time police officers in regard to the new mandates and standards imposed by the State which take effect on July 1, 2022. The Mayor and Village Board agreed with Chief Kuhl that the Village would no longer be able to utilize part-time police officers as of July 1, 2022 unless those part-time police officers already had the necessary training from a separate full-time job somewhere else. Chief Kuhl said he would put together a list of potential part-time police officers who already had the necessary training from a separate full-time position with another public entity.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY JUNE 6, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – absent	C. Albers – present
K. Evergerd – present	K. Peek – present
S. Goestenkors – absent	M. Kampwerth – present
M. Kuhl -present	D. Clarke - present

Executive Session and Attorney-Client Privilege – Do Not Disclose

Kevin Eversgerd reviewed a meeting with the current officers after completion of their probationary period. Brennen expressed concern regarding the residency requirements and how they are not feasible for him at this time. There was also a discussion on wages and that they were not included in the wage increase in January.

The Board also discussed possible litigation from some residents in Sunset Hills regarding the aeration systems.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY JUNE 6, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – absent	C. Albers – present
K. Evergerd – present	K. Peek – present
S. Goestenkors – absent	M. Kampwerth – present
M. Kuhl -present	D. Clarke - present

Executive Session and Attorney-Client Privilege – Do Not Disclose

Kevin Eversgerd reviewed a meeting with the current officers after completion of their probationary period. Brennen expressed concern regarding the residency requirements and how they are not feasible for him at this time. There was also a discussion on wages and that they were not included in the wage increase in January.

The Board also discussed possible litigation from some residents in Sunset Hills regarding the aeration systems.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY JULY 5, 2022**

Roll call was taken.

G. Litteken – present	M. Kohnen – present
K. Schmitz – absent	C. Albers – present
K. Evergerd – present	K. Peek – present
S. Goestenkors – absent	M. Kampwerth – absent
M. Kuhl -present	T. Bruckert - present

Executive Session and Attorney-Client Privilege – Do Not Disclose

Kevin Eversgerd reviewed a meeting with the full-time officers regarding pay rates. It was suggested to increase LeCroy's wage by \$.50/hr and Little's wage by \$1.00/hr.

**VILLAGE OF AVISTON
MINUTES OF CLOSED SESSION HELD ON:
MONDAY OCTOBER 3, 2022**

Roll call was taken.

G. Litteken – present

K. Schmitz – present

K. Evergerd – present

S. Goestenkors – absent

D. Clarke - present

M. Kohnen – present

C. Albers – absent

K. Peek – present

M. Kampwerth – present

M. Kuhl - present

G. Rakers – present

D. Trame - present

Executive Session and Attorney-Client Privilege – Do Not Disclose

Village Board discussed and reviewed public works job description and getting this in motion.

Kevin discussed a situation between Gary and Jenny’s husband. The Board discussed the tension that has been there. Jenny advised she has no issues with Gary or anyone else. Kevin simply asked that all employees stick together for a good working relationship.