

**VILLAGE OF PLEASANT PRAIRIE
PLEASANT PRAIRIE VILLAGE BOARD
PLEASANT PRAIRIE WATER UTILITY
LAKE MICHIGAN SEWER UTILITY DISTRICT
SEWER UTILITY DISTRICT "D"
9915 39th Avenue
Pleasant Prairie, WI
May 2, 2005
5:00 p.m.**

A Regular Meeting of the Pleasant Prairie Village Board was held on Monday, May 2, 2005. Meeting called to order at 5:00 p.m. Present were Village Board members John Steinbrink, Alex Tiahnybok, Steve Kumorkiewicz, Jeff Lauer and Mike Serpe. Also present were Mike Pollocoff, Village Administrator; Jean Werbie, Community Development Director; Kathy Goessl, Finance Director/Treasurer and Jane Romanowski, Village Clerk.

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. ROLL CALL**
- 4. CEREMONIAL OATHS OF OFFICE**

John Steinbrink:

This evening we have the oaths of office for our two newest members, Mr. Lauer and Mr. Tiahnybok.

Jane Romanowski:

Mr. President, before we begin the ceremony, I want to make sure it's understood and the record shows that certificates of election were issued and subsequently oaths administered in my office within the deadline and in accordance with Wisconsin State Statutes. You, Mr. Tiahnybok, and Mr. Lauer were sworn into office on April 15th, and your respective two year terms began on April 19th. So the oaths are on file as required by law. It's very important to note that because if the oaths weren't taken in the time frame then the office would be vacated. So in the five day period they took their oaths. So this for ceremony purposes only.

John Steinbrink:

Thank you.

Jane Romanowski administered ceremonial oaths of offices to Mr. Tiahnybok and Mr. Lauer.

- 5. ELECTION OF PRESIDENT PRO-TEM**

John Steinbrink:

This is the Trustee that would fill in in my absence if I was not here at a meeting that evening.

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Steve Kumorkiewicz:

I make a motion to appoint Mike Serpe as President Pro-Tem as he's one of the senior members of the Board.

**KUMORKIEWICZ MOVED TO APPOINT MIKE SERPE AS PRESIDENT PRO-TEM;
SECONDED BY TIAHNYBOK; MOTION CARRIED 5-0.**

6. MINUTES OF MEETINGS - APRIL 4, 18 AND 25, 2005

SERPE MOVED APPROVED OF THE MINUTES OF THE VILLAGE BOARD MEETINGS OF APRIL 4, APRIL 18 AND APRIL 25, 2005 AS PRESENTED IN THEIR WRITTEN FORM; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

7. PUBLIC HEARINGS

- A. Consider Resolution #05-23 for the Street Vacation of a portion of 70th Street west of 91st Avenue in the Village of Pleasant Prairie.**

Jean Werbie:

Mr. President, this is a public hearing. The Village Board of Trustees of the Village of Pleasant Prairie, pursuant to Section 66.1003 of the Wisconsin Statutes, has initiated the discontinuance of a part of 70th Street which is west of 91st Avenue which has been designated as a public right of way but not construction through Resolution 05-12 adopted March 21, 2005. The plat and the legal survey of the information have been provided to the Village.

This portion of 70th Street east of 91st Avenue that's proposed to be vacated has been dedicated but if it was never constructed, and with the development of the Whitecaps Subdivision just to the west of this area, without a through road going through, this road will never be extended any further to the west. In addition, the portion of the right of way proposed to be vacated will never be constructed, and so because of that road not being constructed west of 91st Avenue, a turnaround is not going to be needed. As you can see on the overhead right now, you can see where the Whitecaps Subdivision is located just west of this particular area to be vacated.

Upon the vacation of this portion of 70th Street, the north half of the vacated street would be transferred and attached to the northern parcel which is owned by John and Sandra Ekornaas that's identified as Tax Parcel Number 91-4-122-054-0102, and the south half of the vacated right of way would be transferred to Stanich Development Corporation. It would be identified as being attached to Tax Parcel Number 91-4-122-054-0250.

On April 1, 2004 all required property owners were notified via regular mail, and a Class 3 notice was published in the *Kenosha News* on April 11, 18 and 25th related to this hearing that's

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being scheduled before the Board this evening. Again, as you can see on the overhead there is a subdivision that is being proposed, the Westfield Heights Subdivision, that would be south of the area that would be proposed to be vacated.

This is a matter that was before the Plan Commission at their last meeting, and there were no objections to the vacation at that meeting. However, that was just a recommendation. The public hearing to consider this matter is this evening. With that I'd like to continue the public hearing.

John Steinbrink:

Once again, this being a public hearing we ask that you give us your name and address for the record and that you use the microphone to present your comments. Did we have a sign up sheet?

Jane Romanowski:

We did. There were no sign ups for the street vacation public hearing.

John Steinbrink:

Anybody wishing to speak on this item?

Doug Stanich:

My name is Doug Stanich. I live at 9176 41st Avenue in Pleasant Prairie. I'm the developer of this site, and I'm here basically to answer any questions if there should be any.

John Steinbrink:

Any questions for Mr. Stanich? Thank you, Mr. Stanich. Do you have a question?

Alex Tiahnybok:

Not necessarily of Mr. Stanich, but of the protocol with the property vacation?

John Steinbrink:

Right, we will close the public hearing and open it up to Board comments. Seeing no further speakers I will close the public hearing and open it up to Board comment or question. Mr. Tiahnybok?

Alex Tiahnybok:

I do have a question regarding the transfer of half of the property in both directions. Is that a reasonable and customary thing to do in a case like this?

Jean Werbie:

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Yes, it's required by statutes that the land goes back to where it came from. And whenever there is no immediate designation typically there's land that's been owned by one person on one side of the street, owned by the other, and so it goes back to each side of the street.

Alex Tiahnybok:

Was it acquired from those two properties?

Jean Werbie:

That's the assumption that's made when public roads are dedicated for public purposes that it comes from the adjacent landowners.

John Steinbrink:

Any further comments or questions from Board members?

Steve Kumorkiewicz:

We all attended the Plan Commission meeting, and consequently I make a motion to adopt 05-23 as recommended.

KUMORKIEWICZ MOVED TO ADOPT RESOLUTION #05-23 FOR THE STREET VACATION OF A PORTION OF 70TH STREET WEST OF 91ST AVENUE IN THE VILLAGE OF PLEASANT PRAIRIE; SECONDED BY LAUER; MOTION CARRIED 5-0.

B. Consider the request of Nancy Washburn, agent for Regency Hill Creekside Crossing LLC owners of the 120 acre property generally located north of 93rd Street east of Old Green Bay Road for a Variance from Chapter 395-80 of the Land Division and Development Control Ordinance to begin mass grading of the property prior to approval of the Final Plat for Creekside Crossing Development.

Jean Werbie:

Mr. President, the petitioner is requesting a variance from Chapter 395-80 of the Village's Land Division and Development Control Ordinance. I'd like to begin by giving some background information on the petitioner's property and the request before you.

On October 20, 2003, the Board approved Resolution #03-40 and #03-41 for the Preliminary Plat for the Creekside Crossing and the Preliminary Condominium Plat for the Creekside Crossing Condominium, respectively. The proposed development consists of approximately 120 acres of land located north of 93rd Street and just to the east of Old Green Bay Road. There's a creek, the Jerome Creek, which traverses through the property from the northwest down to the southeast of the property. This particular property is located within the Whittier Creek neighborhood, and as you can see on the bottom slide the Whittier Creek neighborhood is one of many neighborhoods that have been identified in the Village of Pleasant Prairie as part of the Comprehensive Plan

Program that the Village has initiated over the last 15 to 20 years.

In accordance with Wisconsin State Statutes 236.11 (1) (b) and the Village Land Division and Development Control Ordinance, if the Final Plat substantially conforms to the preliminary plat as it's been approved, including any conditions or approvals thereof, then it's entitled to the final plat approval. So we're actually moving through that development process. Just to take a step back I wanted to show you the Village's Comprehensive Land Use Plan that was adopted by the community back in June of 1996, and the Whittier Creek Neighborhood Plan that was subsequently adopted which incorporates in the southwest corner the particular development that we're talking about which is the Creekside Crossing Development.

So pursuant to the preliminary subdivision plat and the condominium plat, we had come up with a very detailed plan in working with the developer. There are 12 acres that have been identified for 24 single family lots, and these lots average in size from just under 20,000 to about 21,804 square feet in area. There's 64 acres for 288 condominiums, including 34 two-unit buildings, 17 four-unit buildings and 19 eight-unit buildings. There's approximately 18 acres for new public right of ways and 28 acres of open space, which includes wetlands, floodplains, dedicated park space and other open space.

This particular plat or plats, considering we have two of them here, we've been working on these with this developer and a previous developer since about 1995. So this is a project that has actually been in the works since that time period for about ten years. What had developed back in 1998 was the Village's adoption of the Des Plaines River Watershed Study which included the floodplain and floodway mapping for the Village. The Village took a very active role in working with SEWRPC and the County and moving forward and getting the maps adopted in a very timely manner so that any floodplain or floodway that was actually shown on the map before this particular area could be reflected in the development.

Since that time the previous developer and now this one has been working to do some floodplain boundary adjustments which are cut and fill analysis exercises, basically engineering exercises in order to confine or to minimize the width of the floodplain to allow for as much flow and channel of the floodplain that exists today. So what they're doing is they are working through the process of getting a series of floodplain boundary adjustments. That's taken a couple of years to go through that process, and they have just recently received the Federal Emergency Management Agency CLOMR, which is a Conditional Letter Of Map Amendment, which allows them then to proceed forward with the floodplain boundary adjustments prior to the platting of this subdivision.

Specifically what they are requesting this evening from the Village is a variance to allow for the mass grading of the property prior to the final plat approval by the Village Board. What it means is they have a lot of their documents in final form such as the engineering plans and the contract documents, and they're putting together their financial commitments. They've got the platting in order. They've got so many of the other documents in order from the Wisconsin DNR and FEMA that would allow for these environmental adjustments to be made and approvals to be made. However, we don't have the final plat, that land division document, yet approved by the State of Wisconsin. So what they're looking for is to move forward in an early mass grading, and they know that this is at their risk, prior to the final plat being approved.

The Village does require that there be a development agreement in place that the developer must sign, as well as contract documents, bonds and financial securities provided to the Village to guarantee that the work be done not only in a timely manner but in accordance with all the plans that are on file with the Village.

Specifically with respect to the variance, this is a matter that came before the Village Plan Commission at their last meeting, and they had made a positive recommendation to move forward with the variance to allow for the mass grading for this development. The public hearing to consider this matter is this evening before the Village Board as it is a variance to the Land Division Ordinance.

Just to bring back one more piece of information is that the bulk of the property has been properly zoned to accommodate the new development that they are looking to bring forward to the Village. However, one of the elements is that they can't quite petition for a floodplain boundary adjustment and text amendment at this time until such time as the work has been completed. So they need to follow up with as built information so then as part of the platting process they can then apply for the zoning and map text amendments to the floodplain and make those corrections as well.

The other item that's mentioned on there is that at this time the multifamily areas which are the condominium areas are designated as UHO, which is an Urban Landholding Overlay District. That cannot be converted or it cannot be amended into a planned unit designation until all of the very detailed final information is finalized with respect to the condominium plat, and we are working on that with them right now.

This overhead just shows you the various phases for the development. Again, the variance to commence the mass grading will begin with phase 1. That will be the area that's immediately adjacent to 93rd Street. It does have kind of an awkward shape, but it follows drainage lines and phasing lines from where their condominium units are to be located. So they'll be working on mass grading as well as floodplain boundary adjustments as well as work as authorized by the Wisconsin DNR such as the bridge crossing in order to do the eventual public roadway construction work as well.

With that, if there is any questions this is a matter for public hearing.

John Steinbrink:

Once again, this being a public hearing I will open it up to public comment or questions.

Jane Romanowski:

We had one sign up, Nancy Washburn.

Nancy Washburn:

My name is Nancy Washburn, 5008 North Green Bay Road in Kenosha. I'm the agent for

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Regency Hills Development Corporation. This is a map very similar to the one that was up on the screen previously. I think Jean has done a good job of explaining the concept of the project. We have had this before the Plan Commission and Board many times in the last few years in public hearings for the zonings and the various shoreland requests. Now we are ready to move forward.

The picture I drew sort of simplifies what a floodplain boundary adjustment does. If you look at the red and the green which I know is hard to see, but red means stop and green means go. And basically in a floodplain boundary adjustment what we're doing is looking at the existing path of the floodplain doing extensive, extensive engineering, compensatory storage calculations to determine then if we are to adjust that boundary where then do we need to pick up other areas of capacity for storage of water in the event of these rain events. The red line is the old original floodplain boundary. The green line represents the new boundary that will be part of the final plat, again information that must be accurately reflected on the final plat. Another reason for us to need to grade this site prior to actually getting final plat approval. And the blue areas represent storm water management, some of those being storm water required under DNR regulations as well as the Village's regulations, but also then picking up the storage for the compensatory storage as required by the DNR and FEMA. So this is one of the final steps in the process of getting this constructed. We do have all our permits from the DNR and FEMA to do so. I'd be happy to answer any questions.

John Steinbrink:

Any questions for Nancy? We'll address them later. Anybody else wishing to speak on this item?

Dean Smith:

Hello. My name is Dean Smith; I live at 9021 Old Green Bay Road. This is not in regards to the grading plan there but it is in regards to the subdivision. At the last meeting I was informed that a road--the Spiller residence was sold and a road would be going into the subdivision just to the south of my property. That property has been vacated for some time but I haven't seen anything happening there. I'm wondering is that still in the plans or what is going on with that?

John Steinbrink:

Jean, you can answer that now.

Jean Werbie:

The Village was requiring the developer to acquire a third access point basically out to another direction so we could get enough disbursement of the traffic from the subdivision. And the Spiller property was acquired, and is a requirement for them in their subsequent phase, so the southern portion, the first phase of the condominium and the first phase of the single family can go in with the access points off of 93rd, but prior to them commencing their next phase, which is the northern one, they will need to construct that particular roadway out to Old Green Bay Road as well as the improvements within that. I'm not sure exactly of the timing. They want to get

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through the first phase so I would say that we're at least a year or year and a half off from that particular roadway going in.

Dean Smith:

Thank you very much.

John Steinbrink:

Any other comments or questions from audience input. Hearing none, I'll close the public hearing and open it up to Board comment or question.

Mike Serpe:

Jean, once the mass grading starts, what are the provisions to put in place for some type of dust control for the area?

Jean Werbie:

We have provisions that we're putting into the erosion control permit as well as into the development agreement to make sure that if there are issues with respect to dust that there are watering trucks out there and that their inspector on site, as well as our inspector, needs to be monitoring that every day, and they need to respond timely and quickly to any concerns or complaints that come in with respect to this.

Mike Serpe:

One other question. Nancy, if you said it I missed it. How close are you to completing the engineering portion of this?

Nancy Washburn:

Oh, we're very close. Yes, very close. We have what we think are now our final drawings. We're picking those up and resubmitting those in the next day or two. But we had countless meetings with the Village Engineer and staff, so we're very, very close. We anticipate we will have the final plat which will include the pipe work, the sewer and water and roadway construction ready to go and bring before the Board again in early June. So that's our goal to work to do that.

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And just as a follow-up to that, Mr. Serpe, the bridge that's being required to be built there is being built as part of the early mass site grading and is a requirement from the DNR so that's going in right away.

Mike Serpe:

Thank you.

Steve Kumorkiewicz:

I have a question related to this project. Yesterday I saw a truck loaded with dirt coming out from the Village Green with no cover on top of that and it was dust. That means is there going to be any dust control over the weekends if these trucks are working in the area? Provisions should be made for that.

Jean Werbie:

Are you concerned about the dust on the roadways, or are you concerned about the debris or dust coming from soil being trucked from the site.

Steve Kumorkiewicz:

I'm talking about when they're coming out of the site you can see the dust flying all over on 165. I was right behind the truck. That truck didn't have any cover on top of the dirt.

Jean Werbie:

The Village does not have a requirement at this time that trucks that are hauling debris or dirt or stone through the Village that they be tarped. We don't have an ordinance to that effect so that's not something that we monitor at this time. If there are concerns with respect to traffic visibility and there's a complaint that's filed and the Police Department becomes aware of it I'm sure they could do something with respect to ticketing that driver. But I'm not aware of us having any type of tarping requirement over any trucks that are traveling to or through the Village.

Mike Pollocoff:

That's not a Village requirement. That would be a DOT requirement. If the load on the truck is not stable, if it's flyable, then the driver is required to cover it and tarp it.

Steve Kumorkiewicz:

Now, the dust in the road should be controlled by the developer in that case.

Mike Pollocoff:

If there is material, whether it's dirt or any debris that's tracked onto the road—

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Steve Kumorkiewicz:

Dust.

Mike Pollocoff:

Well, dust if it's documented that it's coming from the truck two things happen. The State is going to require, and the Village through the DOT rules, require the truck to cover their load, and then secondly they would have to clean that up if we can make the connection between the two. There is a requirement in the Land Division Ordinance and in the Development Agreement with the developer that any tracking onto any road, whether it's a State road or a municipal road, has to be cleaned up.

Steve Kumorkiewicz:

I'm concerned not only on week days but I'm concerned about the weekends, Saturdays and Sundays.

Mike Pollocoff:

The ordinance doesn't differentiate between the days of the week.

Steve Kumorkiewicz:

Okay, thank you.

John Steinbrink:

Other comments or questions from Board members?

SERPE MOVED TO GRANT THE REQUEST OF NANCY WASHBURN, AGENT FOR REGENCY HILL CREEKSIDE CROSSING LLC OWNERS OF THE 120 ACRE PROPERTY GENERALLY LOCATED NORTH OF 93RD STREET EAST OF OLD GREEN BAY ROAD FOR A VARIANCE FROM CHAPTER 395-80 OF THE LAND DIVISION AND DEVELOPMENT CONTROL ORDINANCE TO BEGIN MASS GRADING OF THE PROPERTY PRIOR TO APPROVAL OF THE FINAL PLAT FOR CREEKSIDE CROSSING DEVELOPMENT, SUBJECT TO STAFF COMMENTS; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

8. CITIZEN COMMENTS

John Steinbrink:

We have quite a few speakers here this evening I see. Jane, you do have a sign up sheet?

Jane Romanowski:

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Yes, we do. In accordance with Board rules there will be a three minute time period to speak tonight because of the number of speakers. So please step to the mike and give your name and address. The first speaker is Richard Schwachow.

Richard Schwachow:

I was here last October with the flooding between the City and Pleasant Prairie.

John Steinbrink:

We need your name and address for the record.

Richard Schwachow:

Richard Schwachow, 7021 52nd Avenue. I was here last October about the flooding between the City and Pleasant Prairie, French Drive, 52nd Avenue. Mr. Pollocoff came out there, walked through the process. He turned around and had his Engineer and Steinbrink, Jr., from the public works and I had good cooperation from both of those. I believe the Village Engineer is talking to the City Engineers, so work is in process on that.

And I'd also like to make a comment on April 26th. The newest members want open talks on Village contract. I would like to make a comment on that. Mr. Pollocoff is a professional, same as a doctor, architect, and lawyer. Any negotiations on the contract should be in closed session. And closed session, Mr. Steinbrink, I think you had a closed session and I commend you on that. Being a professional I think that he should have his contract negotiated in a closed session, and thank you and thank the Board for listening to my comments. Thank you.

Don Orrick:

Good evening. My name is Don Orrick. I live at 10502 82nd Street in Pleasant Prairie. I've lived here for 15 years and I'd just like to comment on the Village Administration that's been in place for some of you all 15. It's my feeling that the Village Board has guided the Village through unprecedented growth and improvement and has always looked down the road during this process. Unfortunately during the last election opinions were expressed that there was a good old boy network that rules the Village with an iron fist. However, I feel that this was and is an unwarranted accusation that is insulting to the Board members who have given so much of their time and energy to make the Village the success that it is today.

In fact, if it wasn't for the early efforts of some of these long serving members to recognize the need and organize the body that incorporated the Village to begin with and created defined boundaries, the Township that we now know as Pleasant Prairie most likely would have been annexed into Kenosha. The fact that these long serving members have dedicated themselves to the service of all who live here should be applauded and appreciated, not represented as a negative as was the case in this last election.

Recently the contract of Mr. Pollocoff who has served the Village for over 20 years as I read in

the paper is being challenged by the two newly elected members who perhaps see him as a good old boy and must be put under the microscope. The accomplishments of the Village under the administration of Mr. Pollocoff will not require a microscope to be seen though. The worth and value that this Village has enjoyed under his leadership is easy to measure through actual results such as Lake Andrea, the one time gravel pit, that Kenosha County didn't want to invest on to improve so the Village took it on independently and created what we have today. Then along came the RecPlex, the IcePlex which was recently finished. These projects basically speak for themselves as to the value that we have in Mr. Pollocoff.

Let's not forget about the industrial park with WisPark and the Village working to create all of the above-mentioned projects which were huge undertakings and they all create tax base which provide lower taxes for all of us, created jobs, and we have some of the lowest water rates going all provided through the leadership that we have with some of the older longstanding leaders. As far as the salary concerns for Mr. Pollocoff, I feel that anyone who has been employed for 20 years with the same employer would naturally get a higher rate compared to someone looking at, well, what does that job pay for a particular position just looking at it coldly. When you look at the long-term employment history obviously the pay rate would be slightly higher. However, in this case I would suggest that the slightly higher scale is not only justified by the time on the job, but it's also been earned by the work that's been accomplished. Thank you.

John Steinbrink:

Thank you.

John Braig:

My name is John Braig. I've been a taxpayer in Pleasant Prairie for 36 years residing at 4707 84th Street. Tonight I wish to speak briefly in regard to the matter with the employment contract with the Village Administrator. First a little bit about my background. I've got degrees in electrical engineering and business management. In the '70s I was manager of the Wisconsin Electric Power Company here in Kenosha. Subsequent to that I was made Southern Division Administrator with responsibilities and close work with many of the municipalities in Milwaukee, Racine and Kenosha Counties. I've been involved in numerous community organizations, served on the Boards of many, now I'm retired and enjoy volunteering for activities in the Village.

In a recent survey conducted by the local media it was pointed out that the salary of Mr. Pollocoff was the highest of the municipalities surveyed. I would certainly hope so. The survey used population as the basis of the comparison, with Mt. Pleasant being slightly larger but with that Administrator's salary being less than that offered by the Village of Pleasant Prairie. But it should be pointed out that Mt. Pleasant was established as a Village only in recent years, in fact, I think within the last year. It does not provide the services and the benefits to that community as we have here in Pleasant Prairie. Its Administrator does not have the experience nor the background that our Village Administrator does. For that matter, none of the municipalities included in the survey provide the services and the facilities to the level that we enjoy. It stands to reason that the duties of the Village Administrator in Pleasant Prairie are far more complex and demanding.

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I have the highest respect for the Board and do not intend to denigrate in any way the integrity or the leadership with which they have served the community. However, I believe Mr. Pollocoff has played a key role in the success of the Village. He has developed a team of department heads and has demonstrated an ethic that is reflected throughout the Village staff. The Village has a reputation for doing what it does well, and I might add at a lower tax burden than comparable communities. We are indeed fortunate to have the services of Mr. Pollocoff, and I encourage the Board to compensate him accordingly.

A brief note to the new members of the Board. I know you came to the Board promoting change. And while I support the past, I recognize that change can be beneficial. I have the confidence that as you approach your duties with the Village with an open mind you will be impressed by the service of those that have served before you and the service of our Village staff. Thank you.

Carol Budwick:

Carol Budwick. I live at 1009 114th Street. I just want to thank Mr. Pollocoff for the fine leadership that he has shown in the development. I have lived in Pleasant Prairie since 1958 when I moved here with my parents and all of us old timers really appreciate the way that the Village has grown. In regards to Mr. Pollocoff's contract, I urge you go ahead and sign it. Mr. Pollocoff deserves it, and I don't think you will ever have to spend the money included in the severance. Thank you.

Peter Molter:

Peter Molter, 5212 86th Place. When I first moved here in 1992 one of the first people I met was Mike Pollocoff. And from that time we've worked together through many numerous different projects including the development of St. Catherine's and the VK Development out on Highway 50. I can't think of a better person to work with than Mike and the staff that he's accumulated here, and I think the Board of Trustees ought to be very proud of what Mike has developed and the teamwork that he has. They helped us through the entire process of development and those kinds of things. They didn't do the work for us but they helped guide us through the process to be able to do that. In regards to his contract as a taxpayer in the Village of Pleasant Prairie I have no problems with it. You look at Mike's longevity in comparison to the other individuals that don't nearly have the time frame put in or even the experience that Mike has within that. So as related to his contract, as the previous speaker said, if you vote on his contract and accept it the way it is I don't think you're ever going to need to have to worry about the severance package because I think Mike is going to give more than a 100 percent effort as he usually does. Thank you.

Donald Hackbarth:

I am not used to writing things down, but for the sake of brevity I do that so I don't wander. My name is Pastor Don Hackbarth of Good Shepherd Lutheran Church, 4311 104th Street. I've been a resident of Pleasant Prairie for 27 years. My wife, Beverly, and I have raised our family here and we have just recently become grandma and grandpa. I have served Pleasant Prairie for the last 26 years. I started as a baseball coach in 1979, and I served the Parks Commission. I'm now the Secretary of the Plan Commission and I've been blessed to be I believe the only Fire and Police Chaplain that this community has ever had. I say this because I want you to know that I speak not as a newcomer but I've been in the neighborhood for quite a while. I've seen Pleasant Prairie come of age. It once was a community that had little or no growth. It had no access to I-94. It had little industry. It had no development and it had no plan for future development, and basically I'm saying it had little plans for the future, period.

I'd first like to speak about the Police and Fire Department. Since I am the Police and Fire Department Chaplain, I have a radio in my office and I listen to calls that I might be called to. I also listen to other communications on that radio, especially other departments in our local area. Let me say that our Police and Fire Department are second to none in their response time to an event. Some of you here tonight may have been the recipients of their services. You know very well how rapid their response was to your critical needs. I rejoice in the capabilities of our Chiefs, Chief Guilbert and Chief Wagner, but I have to add that their services have been enhanced by the support of our Administrator, Mr. Mike Pollocoff. He has done a marvelous job to give them the ability to serve our community. I thank you, Mr. Pollocoff, for thinking of us all as ungrateful sometimes as we might all be.

Secondly, I would like to give you my experience as a person who has served in Pleasant Prairie for 26 years. I've seen the internal workings of this government, and I'm honored and proud to be a member of this governmental team. This government is not as some call the good old boys club that is speaking from total ignorance and foolishness. I would call this gathering of government officials the servants to us all. You have to see the many hours they spend for us all here. Late night meetings, intense negotiations with developers, and well organized and efficient government services on behalf of every person in this community. Mr. Pollocoff and Jean Werbie are key ingredients and I believe they are the glue that holds this government together. Mr. Pollocoff has been a Godsend with his technical ability and especially his calm demeanor that always strives for what is best for us all in this community. I believe when our new Board members get together and get to know this government they will appreciate even more the job that Mr. Pollocoff does for Pleasant Prairie.

Lastly, let me speak about my clinical background as a counselor. I believe there are two kinds of people in this world, givers and takers. They are gracious or either they are selfish. They are angry or they are benevolent. If this is such a bad place to live, and this is such a poor government, why are people thronging to come in here to join our community. As a member of the Plan Commission I've seen people come from other communities, build a home here, and then come to the Plan Commission meeting to say they don't want any more development here, this is Pleasant Prairie. In other words, I've got mine and you can't have yours. I am happy to see growth here. It means moms; dads and children can raise a family together in a clean,

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progressive, safe and family oriented community.

Jane Romanowski:

Dr. Hackbarth, your time is up.

Don Hackbarth:

Can I have just a minute? I've got just a couple words to say here. After all, my family has been here for 27 years and we got ours. I am grateful to the forefathers of this community. I am grateful to our present government who has dedicated their lives to us all, and tonight I am especially grateful to Mr. Pollocoff who has been an outstanding leader and a genuine good friend. You should get to know him better for them you will, too, know him and you will love him. Rather than belittle or demean him, I ask that everybody here tonight be givers, be the gracious ones, the calm and considerate ones when you think and act towards a man who has done so much for us all.

John Steinbrink:

Thank you.

Larry Zarletti:

My name is Larry Zarletti, 7815 46th Avenue. If you made a list of tough decisions that the Village Board has to make, you should not find the extension of Mike Pollocoff's contract on that list. This should be a unanimous action for a job well done. I've been a Village resident for the past nine years. I've served on the Plan Commission for about a year now, and I've seen Mike's work up close and its top notch. From road and sewer projects to construction and operations of large facilities Mike has done it all. Just look around the Village and you can't help but see something to be proud of that Mike has his signature on. What more could a village want than an honest man who is intelligent, well spoken, professional, dedicated to the wishes of the Board and the needs of the community. I encourage the Board to make a good investment in the future of our Village by continuing a contract with Mike Pollocoff. Thank you.

Gus Hauser:

Gus Hauser, 143 113th Street. I'm trying to make it a little bit shorter than the previous speakers. First of all I would like to welcome the two new members, Mr. Jeff Lauer and Mr. Alex Tiahnybok. It is refreshing to see new members on this Board. Mr. Terwall and Mr. O'Toole served the Village well, but as the election result clearly showed the people of this Village wanted to see a change and to remember that the remaining Board members should take notice of this and should not be business as usual. I hope the Village Administration will work with the new members in good faith for the betterment of the Village.

A lot of changes took place in the last years in the Village as it grew, some of them good and some of them not as good. Despite the large industrial park and promises of tax relief, our property taxes keep increasing a lot faster than the general inflation, and the Village has one of the highest tax burdens in Wisconsin. Every year the . . . retirement is the largest single item in the budget, larger than the fire protection, larger than the police protection. No wonder the Village cannot afford to address the deteriorating roads and our road situation, especially in Carol Beach down there.

This leads to the second item I would like to address today. Friday I read in the *Kenosha News* that the old Board tried to renew Mr. Pollocoff's contract. It is my understanding his contract does not expire until 2008. Mr. Pollocoff is more than generously compensated, and I fail to understand why it is necessary to renegotiate now and potentially settle the Village in unfair financial burdens. I talked with some Village residents over the weekend and everybody expressed outrage over the way this issue was handled. Mr. Pollocoff is a smart man, there's no question about it, but he also rubs many people the wrong way. . . . get themselves informed and make their mind up if Mr. Pollocoff deserves a new contract or not. But I don't think his contract is up now and I don't see why it should be all of a sudden a pressing issue. Thank you.

Barry Domes:

Good evening. Barry Domes, 10105 32nd Avenue. I'd like to say in the last 15 years that I've been proud to be a Village President and anyone that lives here that hasn't been should rethink their outlooks. Our Board members, staff and employees have always been quick to respond in a positive manner and to any of my concerns, and I want to let them know that I appreciate that. I particular, I'd like to thank Mr. John Steinbrink, Mr. Mike Pollocoff, Mr. Mike Serpe, Jane Romanowski and Jean Werbie. They've expressed a deep commitment and dedication to our community. I hope that the contract issues that you'll be discussing will also now move ahead in a fair, timely and positive manner. I thank you for listening to me this evening.

Jeff Szulczewski:

Hi, Jeff Szulczewski, 211 87th Street. I was going to say some things here tonight but I don't want to ruin a positive meeting. I just want to say Mr. Steinbrink, Mr. Kumorkewicz, Mr. Serpe, the Village has spoken, okay, and they voted in two new Trustees, Mr. Tiahnybok and Mr. Lauer. These two gentlemen have good morals and ethics, and there's been a lot of bickering back and forth since these guys have got elected, a lot of comments at meetings and so on and so forth. I really want to urge the Village Board, Mr. Steinbrink and the other two Trustees, to welcome these guys with open arms and get to the business of the Village. I know you guys have a tough time losing the guys you've worked with so closely for many, many years. You've had some great friendships here, but the folks in the Village have spoken. They want a change. It's time to accept the change and work together hand-in-hand for the betterment of the Village of Pleasant Prairie and the people. Thank you.

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Nancy Washburn:

My name is Nancy Washburn, 5008 Green Bay Road in Kenosha. Although not a private resident of the Village of Pleasant Prairie, we are significant landowners here in the Village and own several hundred acres of land in various sites. In reference to the items tonight, all I can offer to you is my experience as a land developer. In the last seven years that I have been doing all of the land development for Mastercraft Builders, we developed land in over seven counties and multiple cities, townships and village types of government. Never in my seven years of attending meetings, and I attend approximately ten meetings a month at all different levels in these areas, have I ever seen a public staff member or Village Trustee or Clerk or any kind of position opening negotiated in the public format. I've certainly seen contracts ratified, contracts approved as they need to be by the municipality in order to validate them. But, again, just as a point of experience I have never ever seen a public staff member's contract openly negotiated. So, therefore, I support the decision made by the Board to go into working session, closed session.

Also, again, having worked with Mike Pollocoff, Jean Werbie and all of the Plan Commissions and Trustees here for the last seven years, I understand the dedication they have to this Village. I think that, again, as many people before me have stated the things that have been accomplished in Pleasant Prairie do definitely, again, because of my experience all of the comments I get from other developers, how do you do it in Pleasant Prairie, it's a standard that isn't set and hasn't been set anywhere else. I welcome the new Board members. I look forward to getting to know you. But, again, I certainly support Mr. Pollocoff and hope that his contract will be extended.

Eugene Wright:

The name's Eugene Wright, 5622 93rd Street. You know me, John. Last week I asked a question about the Village Green Development. I checked and I'm a little simple when it comes to computers. I've asked other people, and all I see is a big list. I need some help to find out who owns this Village Green Development, the true owners. Is there anyone that can help me with that? I know you farmed that land John, didn't you?

John Steinbrink:

Not Village Green, no.

Eugene Wright:

I thought I seen your tractor. Maybe I'm wrong then. Is there any way I can get some help on this?

John Steinbrink:

Peggy can help you with this after.

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Eugene Wright:

I don't mean tonight but I mean real help where I don't get the runaround. I called the Register of Deeds. Pleasant Prairie, yes, we have grown. I've lived in my house over 29 years, but there's one word that sums up Pleasant Prairie in my opinion, it should be changed, to nepotism. Thank you.

Tom Terwall:

Mr. President and members of the Village Board. I'm here this evening to speak in support of the employment contract of Village Administrator Mike Pollocoff. Tom Terwall, 9146 Prairie Village Drive, Village of Pleasant Prairie. As one of the three Town Board members that were responsible for his selection and hiring 20 years ago, I take great pride in that decision and what Mike has accomplished for the residents of this community. Last Friday's edition of the *Kenosha News* ran a comparison of Mike's compensation package with other communities of comparable size. In my opinion this exercise does not do justice to Mike's worth to this community. I urge you to treat this Village government as a business because that's what it is. Pleasant Prairie is a \$75 million business enterprise with 388 employees. Mike Pollocoff is the Chief Operating Officer of this major business and you, the Village Board, are the Chief Executive Officer.

The major difference between Pleasant Prairie and other major business entities is that you as the CEO are part time elected officers with limited knowledge and experience in running the day-to-day operations of the business. To be sure you are responsible for setting policy as you should be, but Mike Pollocoff is responsible for carrying out the policies and directives you set. He is responsible for ensuring compliance with all of the complex State and federal regulations. One of the reasons the Village President's salary is only \$12,000, which for example, is \$6,000 less than the Town Chairman in the Town of Somers, is because this Village decided to hire a college educated, qualified professional to oversee the operations of this major enterprise. I was the Village President when a decision was made to reduce the President's salary and I was the one to make that motion.

I hope none of you are toying with the idea of making this a political issue and taking the risk of losing Mr. Pollocoff's valuable service to this community. There is no doubt in my mind that Mike can leave here tomorrow for a position equal to or better than the one he has here, and we the residents of Pleasant Prairie will be the losers, and you the Village Board will be responsible for a terrible blunder. I'm sure the *Kenosha News* will forgive you if you deprive them of this one headline. Base your decision on sound judgment, not political expedience. Thank you.

Jerry Franke:

Good evening Board members. My name is Jerry Franke, President of WisPark, LLC, and our address here in Pleasant Prairie is 10411 Corporate Drive. As you meet this evening to consider extension of the Village Administrator's contract, I wish to comment upon Village Administrator Mike Pollocoff and the relationship that has been developed between WisPark and the Village. This partnership has resulted in the development of several hundreds of millions of dollars in the business park known as LakeView Corporate Park. It is the most successful tax increment financing district ever created in the entire State of Wisconsin. In fact, the creation of the

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Village of Pleasant Prairie and the development of LakeView Corporate Park are directly linked. It was one of the most expeditious creations of a Village back in 1988, and the fruits of that investment in election and legislative process have been borne out many times.

While many of the community leaders are the same today as they were at the beginning, the real common link throughout the history has been Mike Pollocoff in his role as Village Administrator. Throughout our working relationship and negotiations, many of which have been tense, Mike has always demonstrated his commitment, his number one commitment to the Village of Pleasant Prairie and its residents. He has always been courteous, prepared, thoughtful and personable in his dealings with the many companies who from time to time consider locating in LakeView Corporate Park.

Pleasant Prairie has had a wonderful period of growth. The Village's tax base has grown faster than virtually all communities. We understand that to some this has not necessarily been a positive, but I think most would agree that the services and facilities which have resulted are among the best. Much of that is due to the progressive approach fostered by Mike. Thank you.

Jane Romanowski:

Mr. President, I don't have any more sign ups but I do have two letters that were given to me to read into the record for people who could not attend tonight. Do you want me to hold them?

John Steinbrink:

Some people arrived late so I was going to ask for more comments.

Howard Cooley:

I'd like to have a few minutes if I may. I'm Howard Cooley. I live at 8731 Lakeshore Drive, and I've been a homeowner here for 25 years. I came here to sing the praises of Michael Pollocoff but that's already been done. It's been done very well. Most of what people have talked about here tonight are things that you can see like Lake Andrea, the park, the RecPlex, our wonderful infrastructure.

There are a few accomplishments that can't be seen. We don't see the day-to-day negotiation, problem solving, teaching and soliciting, the creative efforts of over 300 employees. We don't see that. There is a never ending effort to keep the quality of services high and the costs low. We don't see that. It doesn't stick up from the ground. For the most part our Village leadership team is made up of local citizens hired and trained and promoted from within by a professional public Administrator with a Master of Science Degree in Public Administration named Michael Pollocoff. He has been and I hope will continue to be the best bargain we will ever have.

I've been President and CEO of two large corporations, been on the Board of Johnson International in Racine. I know something about management. Regarding two years severance pay, this is a very commonly used expression of mutual trust between the Board and its senior officers. It says, Mr. Pollocoff, we trust you and we don't want to lose you. That's what it says. If we had to replace him we would have to offer the more usual three years severance to hire a

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competent, experienced individual who would have every right to have protection from politically motivated damage to his reputation and to the security of his family. The severance agreement costs the Village nothing. If executed, it would obligate the Village to pay less than one percent of a year's expenditures. Very small obligation indeed to a man who has given over 20 years of extraordinary service.

Some of us have trouble understanding why our newer Trustees have chosen to debate this issue. Our State law and years of prior practice throughout Wisconsin provide that such contract negotiations be held in closed session, passed by the Trustees in open meeting, and then made public. A number of citizens feel that our newer Trustees are making this an issue to gain some sort of political advantage or to get their names in the newspaper without regard for the man it is directed at. There has been obvious damage to the moral of our Village employees. Please don't continue to question a public servant that you have not gotten to know whose skills and accomplishments were not clear to you. When you do get to know Mr. Pollocoff you will regret your behavior and I hope apologize to Mike Pollocoff and his family.

Now I challenge you to do the right thing. Vote this contract up or down without any further grandstanding from either side. Our Trustees should be a team working for the benefit of the Village and its citizens. Complete the work on the Village impact tax. Petition the State Legislature to provide similar tax relief to our overburdened schools and for property tax relief for low income retired people.

Jane Romanowski:

Mr. Cooley, your time is up.

Howard Cooley:

One second more. Continue to enforce our Land Use Plan for the benefit of property owners. I'd like to see all of you just stand up and shake each other's hand, get off the politics, and get on with the good stuff. Thank you.

Margaret Cote:

I was here late. My name is Margaret Cote, 4211 122nd Street, Pleasant Prairie. I've lived here for over 40 some years. I just would like to make a comment on the last gentleman that spoke. If everyone here does their homework they will find out that the new Trustees did not bring this up. This was brought up by the incumbents. The new Trustees did not want to deal with this because they knew they didn't know Mr. Pollocoff and they didn't have the background. So the gentleman that just spoke so eloquently before me I think you should first get your things straight. These gentlemen did not want to deal with this. This was put upon them. Thank you very much.

John Landa:

Mr. Chairman, my name is John Landa. I work with a group called Caldwell Banker Real Estate One. That, in turn, is owned by Fred and Lena Schlater who are here tonight and reside in

Pleasant Prairie. I have had the pleasure of working with Mike over the years as have Fred and Lena. Lena serves the Village on the Board of Review. We came in late so I didn't have a chance to sign in. As we were coming in the two new members were sworn in and I congratulate you on that and your election and your involvement with civic life here in Pleasant Prairie. It's always fun and it's always challenging. And I commend you for stepping forward, for running, and the sacrifice that you're making, and it's a sacrifice for your families as well.

I'm sure, as the last lady said, the last issue that you would take on as your introductory issue to politics in Pleasant Prairie is commenting on this man's service or commenting on his salary. In fact, tonight I thought I was here for a retirement party for Mike who is far too young to retire, but with all these accolades.

My perspective, much as Nancy Washburn, and there's other developers in the audience that could share those as we go from community to community, in my case from Milwaukee down to Carol Stream, Illinois, and we deal with Village Administrators and City Administrators. I've had occasion to sit at the table and lunch with Mike, and now that I know what his salary is he'll have to pick up the check at the next lunch. But that happens maybe once a year as a social matter with Fred and Lena and Mike and I and we enjoy that.

But getting beyond what the public sees I'd share with you an incident that happened just a couple months ago. Mike was called on his car phone, we rarely talk, but he called up because he was working on an issue and he happened to see my sign on a piece of property. He wondered whether or not that would help him solve a problem here in the Village. So he got on the phone as he was driving the highways here and we traded a couple thoughts at that time, traded a couple subsequent phone calls. Nothing came together, but this was a man taking an initiative as he was going from place to place trying to work through a problem. That's the kind of guy you have.

I'm sure that the new members on the Board if you've been in the Village you know that and you appreciate that. It's unfortunate whatever the dialogue has been here, and it's unfortunate the comments picked up in the *Kenosha News* that somehow it's reflected on you as new Board members or it's a reflection on Mike. So I would encourage you, as many other speakers have, get down to the business of doing whatever needs to be done with this contract, renew it or what have you. The fact that you caution the old Board apparently, and I don't know the issues that closely, hold up on this issue until we're seated. Well, now you're seated. So deal with it, deal with it the obvious right way. Thank you very much.

Joseph Clark:

Joseph Clark, 5929 105th Street, County Board Supervisor for District 21. I've had the opportunity to work with Mike Pollocoff in various different things. I find Mike to always be very responsive to all the questions that I've asked. My philosophy with good employees that I have I always want to pay them at the top end of the salary range. As the paper came out with the study I certainly think Mike is deserving of being at the top end. The only issue or anything that I would take is with the two year severance. It appears to be out of the norm. As I look at it it's a little bit different with the County Directors or whatnot. They don't have contracts. They're non rep employees and there's no severance package. So I would just really ask you to take a look at that. But, Mike, I think you do a wonderful job here. I like working with you. I know when I

talk to the Mayor and various other people they have nothing but good things to say about you.

To the two new Board members welcome aboard. I look forward to working with both of you guys and working with this Board. It's unfortunate that this issue was brought upon you and it's being reflected the way that it is. I hope you guys can all work together and work to make Pleasant Prairie the place that it is. The past Board, Mike Pollocoff, you guys have done a great job with this community and I'm proud to live here. I look forward to the many great things that you guys will do together. Thank you.

Gina Tiahnybok:

Gina Tiahnybok, 8757 Lakeshore Drive. I want to congratulate the new Board members, Alex Tiahnybok and Jeff Lauer. I was hoping I would be congratulating them two weeks ago. That was the date that I was assuming the new Board members were going to be sworn in. Regretfully I was late so I was unable to see the two new Board members sworn in, but I see you're in your seats and I'm sure you're down to business.

In regards to the current Board members or the previous Board members who are following through in the next session, I want to let you know that from personal experience I happen to know Trustee #1 to be an ethical, hard working, compassionate, discerning, fair person. There's nothing that he does without a critical view, speculative point of view. He takes every decision he makes and makes sure it's done right. In no way, shape or form do I believe that either of the new Trustees would try to hold back someone who is doing a good job, someone like Mr. Pollocoff.

The only thing that comes into question, being a taxpayer new to Pleasant Prairie, a newbie, someone from across the border, someone who was hoping to plan on having this be the home that I was going to raise my children up for 30 years, was that I expect that if people are going to run a Village they're also going to accept Village residents' opinions and take them graciously. Also, for Mr. Pollocoff, I'm sure you're a great guy. \$101,000 was it a year? That's great. Most Administrators in the educational field in Illinois make about that and they're only running a school. You're running a Village of 18,000. I think that's great. I think that should be the case. The only part that makes me nervous, along with I'm sure the rest of some of the Village residents here, is not doubting that your value is worth that much. We've seen it. Why do you think we live here? Why do you think we decided to move here? We love the RecPlex. We built out house here. Our intent was to continue to be here. It was because of the wonderful facilities that you had a hand in and obviously President Steinbrink, Steve and Mike.

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The question is the severance package. If you're doing such a great job why are you worried about it? Why is this an issue? That's the only thing. That's all I have to say. Congratulations Alex and Jeff and thank you for listening.

Marie DeVito:

My name is Marie DeVito. I live at 8608 Lakeshore Drive. Congratulations to the two new Board members. I want to say that in listening to everybody who talked tonight I think the question of Mr. Pollocoff has gotten out of hand. I don't think the new Board members think he's not qualified. I don't think they think that he's not doing a good job. I think they said let's not vote on this right away. Let us get a chance to know him a little better. If you were elected to a Board of a corporation and a decision of this magnitude was brought to you the very first time you sat down, I don't think in good conscious you would have wanted to vote on it without finding out all the facts first. No one is saying that the facts are going to be negative. I think they're just saying give us a chance.

As far as the old Board members are concerned, I personally know from experience in an issue that I was very involved in they are not the good old boys. So I agree let's please all work together and let's not crucify anybody. Let's keep the Village going the way it's been going. Thanks a lot.

Doug Stanich:

My name is Doug Stanich. I live at 9110 Prairie Village Drive. I'd like to first of all make a comment and I think it's critically important here. I was reading a little article the other day, and as I was reading down it had thoughts. And one of the thoughts as it came down it said this. It said, the easiest thing in the world to do is find a fault. I think, as I've told my staff often, there's always two sides to every story, and I think it's critically important that we as a Village and you as a Board sit back and that you don't always just take the first thought but that you investigate to make sure that things are exactly the way they are.

I've had the privilege of developing here in Pleasant Prairie. In fact, I was the first one to develop a subdivision when it became a Village. I can tell you that one of the things that I do appreciate, because we do work in other communities, is the level playing field that we have here. And, Mike, I want to tell you I do really appreciate the fact that down through the years we always knew where we stood when we were doing a development because the field here is level, and the quality of this community I think is critically important.

I had the privilege, as I was walking in here, walking with this very nice young lady and we were just talking as we came up here. I asked her the question how long have you lived in the Village? She said two and a half years. We were talking a little bit about how important it is to have change. I agree change is always important. I asked her if she liked it here. She said, I love it here. And she thought it was a great Village. My comment is this, gentlemen, and especially those who are new on the Board. There are a lot of us, and I've lived in this Village for 25 years, and I'm in the real estate business. I own ReMax Kenosha, I'm Stanich Development Corp., and I can tell you that people that come to this community do appreciate what we've done here. I'd like you to take that into consideration and your thought pattern here is that we have done an

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awful lot, and this Board has done an awful lot of good for this community. We'd like you to continue doing the job and I congratulate you on your wins. Thank you.

John Steinbrink:

Anyone else wishing to speak?

Eugene Wright:

Eugene Wright, 5622 93rd Street. I have a question for you, John. What's the average pay of all these factories in LakeView Corporation Park? Do you know the average pay for the majority of people? I know some guys who were looking for jobs and they don't pay very much to be able to pay in Pleasant Prairie, do they? I'm curious. You hear all these good things, yeah, he makes good money, but what about those poor people who work over there and we get all these factories in there and stuff and we have to contend with more traffic and stuff. Is it really beneficial to us as residents? I don't care about the developers. It's nice they're here. It's nice they like you. They have to like you, you're in charge. But I'm a citizen, not a subject, a citizen, and I think the people in Pleasant Prairie have rights to things, and I'm glad these two men are up doing our bidding. You people here have forgotten that we're citizens, not subjects. I'm glad to see that they're here and maybe it will change. Thank you.

John Steinbrink:

Thank you, Gene. We'll try and get you all the information you need so you have the correct and corresponding numbers to all your questions.

Carl Salerno:

Mr. Chairman and Board members my name is Carl Salerno from 11731 Lakeshore Drive. I'm here to urge the Board to renew the contract with Mike Pollocoff. He's served Pleasant Prairie for about 20 years now with the utmost of integrity. And his competence is beyond none. People have spoken before about what he can do in the private sector relative to salary so I'm not going to touch on that.

Before I even get into the severance I'd like to tell a story about how he's not one of the good old boys. And those of you who have been here for a while remember when Mike Radigan wanted to build his home on Lakeshore Drive and most everyone in the world was against him. He contacted me because I was on the Land Use Planning Committee, the technical advisory committee for that plan back in 1985, and that plan and its intent was grossly misrepresented by the folks who wanted to keep the space that Mike Radigan wanted to build on as open space. The Plan Commission, in fact, voted almost unanimously, there was only one dissenter, Tom Terwall, that voted--Tom was the only one that voted for the permit and everyone voted against it.

I thought it was pretty bleak because it was politically incorrect to be going against open space preservation, but Mike Pollocoff had the guts to stand up, redrew the plan, understand it, sift the facts from the rhetoric, and come up with the politically unpopular perhaps opinion, but he informed everyone what following the plan was about and Mike Radigan got his permit. And I think that anyone who would say he's a good old boy is slightly and greatly off base for that.

Now, relative to the whole idea of severance, as a citizen I would like to have that kind of stabilizing factor in our government. I'd like to have someone who is willing to stand up to the rest of everyone else when it's right to do that and has the guts to understand the difference as well as the guts to make the difference when, in fact, integrity is what is needed. It takes a very special person to buck what is apparently politically correct and fight for what's right and that's Mike Pollocoff. We're very fortunate to have him, and if the partisan politics from the past election are an indication of what's going to be in the Board room then I would feel a bit insecure if I was into his position.

So now onto the severance. It is not at all unusual to have a severance package, especially if the severance says if you're fired without cause. So what I'd like to do is focus on the fact that as long as Mike is performing he stays unless you fire him without cause and then he gets severance. If he's not performing and if anyone can come up to the Board and express where he isn't doing the job and he deserves to be fired, you don't pay the severance anyway because you now have cause. So if that's not the way it's written I urge you to have the contract written that way and retain one of the best influences this Village has ever had. Thank you.

John Steinbrink:

Anyone else wishing to speak?

Jane Romanowski:

I'm going to read these into the record. This is a letter from Paul Zeeck, 8734 113th Avenue. He writes to the Village Board, "Gentlemen: I write this to convey my support for our Village Administrator Mike Pollocoff. It is my belief that the growth and prosperity of our Village is directly attributable to Mike's effective leadership and strategic vision. It is because of people like Mike that our Village has become 'the place to live' in Southeastern Wisconsin. I am troubled that there is discussion suggesting that Mike's contract should not be renewed or dramatically modified. Being a human resources professional by trade, I can assure you that the quality talent such as Mike is becoming a more and more scarce commodity. As such when quality talent is found it is imperative that appropriate steps be taken to retain such individuals. Mr. Pollocoff is one of these scarce commodities. I urge the Board to take appropriate action to retain him for the benefit of this place we all call our home. Thank you." Again, that was Mr. Paul Zeeck.

And this is a letter from Andy and Sue Johnson of 8990 60th Avenue. "In regards to the Village Planning, Zoning and Building Departments I would express my thoughts and opinions. We have been working with each of the Village Departments and we give our support to Mike Pollocoff and all the staff concerning building and zoning. We are presently involved in a development project in which all departments have been very supportive and reflecting professionalism

through the time of preparing for the project. We have been working with the Village staff for at least ten years. Mike and the staff have our support. I feel this administration has progressed our development in the community by promoting Pleasant Prairie as a more desirable place to live and work.”

John Steinbrink:

At this time I will open it up to Village Board comments.

9. VILLAGE BOARD COMMENTS

Jeff Lauer:

Welcome everybody. This is what America is all about. People discuss items, they say their opinions and their view, but there's always the rest of the story as well. From many of you spoke tonight, and many of you I didn't even know, there were assumptions made. I've prepared a speech to read as well when I'm done with my up front comments, but there were assumptions made that evidently Mr. Tiahnybok and I hate Mr. Pollocoff, we don't like him, we don't want him in the Village to renew his contract. But let me explain some things. If you believe, and it's not quoted in any news source or anybody I've ever talked to, if you believe that that is what you think of me you're totally wrong. For one thing I'm not guided by the polls and I'm not guided by people. I am guided by my Lord Jesus Christ and I will follow and be guided by him. So the decisions I make I know I will be judged for one day. So I'm not going to do anything with malice or evil heart. And for some of those who may disagree with me or seem to think Alex Tiahnybok and I have had some judgment on Mr. Pollocoff, what were some of you doing tonight So I just want to let you know that I know there's support for Mr. Pollocoff. In my later comments I'm going to say the same thing and I'll say it now so it's not misunderstood. The public does not have the luxury of having a new contract in their hand. I can't discuss it now because we're not on that agenda item. Everybody is going by what they read in the *Kenosha News*. None of you out there have the luxury of what we have and what we know.

Now I just want to start off also by saying I want to thank the people of Pleasant Prairie who voted for me. It is those people who voted me into this office. First time running for office I gained the highest vote count than anybody. I'm not bragging, that's just the people speaking. Whether I like the results or not is immaterial. I am here and I will serve with a servant's heart and I will do that. Some don't like that because it goes against the grain, and at times I will go against the grain. I've been married for 17 years with my wife in April. Guess what, we don't always see eye to eye. With my comrades up here we're not going to always see eye to eye, and to get along does not mean you just vote the straight ticket all the time just to get along. It's not right. It doesn't happen in my marriage and it shouldn't happen in life. So I want those of you who made a past judgment on me, I don't think you did, I'm not here tonight--this was forced upon me, this contract issue. Mr. Pollocoff already had a contract in force, but you have to keep one thing in mind, we are talking about a written document. We are not talking about Mr. Pollocoff. A written document that you the taxpayers are liable for at whatever the cost may be in the new contract. So that has to be understood as well.

I believe most of the Pleasant Prairie residents and most of the Americans are very hard, good

workers. They give their all. I give my all to my employers, but that doesn't mean they're going to give me what I want in contract negotiation times. When we get to that point on the agenda there's some additional questions I have that I know I cannot ask at this point in time so I will wait.

Another item I'd like to comment on is from Mr. Cooley. Are you still here, sir? Mr. Cooley, I heard you speak a couple weeks ago as well. You mentioned about the debate of the contract. I did not bring this debate to the forefront. I did not campaign on this. I did not run on it. When I was elected I did not call up Mr. Steinbrink, Mr. Serpe, Mr. Kumorkiewicz or anybody else on the Board and say, you know what, we've got to work out Mr. Pollocoff's contract. It was brought to us. And for those of you who don't know, out west in Twin Lakes on election night the incumbents lost but before they left office they upped the ante on their Administrator's job because they wanted to stick it to the new people coming in. I'm not here to stick it to anybody. I'm not here to do anything to anybody who serves on this Board.

Again, I will say this until it's my time to leave this Board, I serve with a servant's heart and it's my God that I serve. So if you want to know me, now me up front. That is me. That is who I am. I'm not vindictive. I'm not here to hurt anybody. We have to go by what we have in front of us at this point in time. And also it was mentioned by Mr. Cooley we shouldn't question. I don't understand that. Why are we sitting up here? Why did over 1,400 people vote for me, to sit down and not question anything? I am here to do the peoples' will. At times we're bound to have hard questions and there may be some tonight. It's not any personal animosity against anybody. So I just want everybody to know that up front.

Another item I'd like to go over is if everybody could keep in mind that everyone that is employed receives a paycheck according to what the market is willing to pay. Currently there are market systems in place that show what salary and benefit packages there are for many different type of professions. Where I work they have that. They've instituted it on my job. I want more money but, guess what, they're not going to give it to me based on what my peers make. No matter what the profession, there are limits to what is an acceptable and recent salary package for any employee, especially when the taxpayers' money is being used for this.

In closing at this time, if I could just ask everybody to keep an open mind. I did not bring this to the forefront. It was put upon me and I'll deal with it. That's what I was elected to do, deal with it, not run and hide in the corner and I won't do that. But keep in mind this is what we're talking about, a contract, what's written on paper. We're not talking about an individual, criticizing him or her or anything of that nature. It's a contract that once you sign it like I do where I work you have to live with it. Thank you.

John Steinbrink:

Other Board comments? Mike?

Mike Serpe:

Thank you, John. I'm going to try to explain the best I can why this came forward tonight or earlier. The night of the election I heard this from three people from, for lack of a better word or statement, the opposition camp that the first order of business was going to be firing Mike Pollocoff and the Village's Attorney, Jim Baxter. Now whether that was said in an euphoric way because of the win or it was said kiddingly or whether it was serious, I took it serious, because I had the pleasure and the honor of working with Mike Pollocoff for 16 years. I know how honest Mike Pollocoff is in all of his dealings with everybody. I have witnessed numerous times employees coming to Mike and saying we have so and so at the counter and he wants this, Mike's answer to the employee is you treat him as if you would treat any other person because that's the way Mike ran the Village.

We have a gem in Mike Pollocoff, a rather large gem. I can't say enough about how Mike has set the course for this Village's development. Look at the infrastructure that's in place presently. Sewer, water set in place for years to come to handle development that's coming on board and handling everybody that has been here for years. I look at Mike's vision for this Village. There is not a better visionary than Mike Pollocoff. We started out one year we were going to do something with Lake Andrea. We wanted to put in a slide or something on the lake. And Mike sat back and a couple months later came out and said, you know what, I think we should build a recreational facility. And with that we made some trips to St. Louis. We sent somebody out to Denver. The RecPlex was built and what a success story. And what's even more impressive is not one penny of taxpayer money is going into that RecPlex.

Then he comes back a couple years later and said I think we should do an IcePlex. And now we have a state of the art IcePlex, RecPlex, 268,000 square feet of recreational facility at no cost to the taxpayer. That's a visionary. That's Mike Pollocoff. I don't know how many factories ended up in LakeView Corporate Park because of Mike's involvement, but I'm willing to bet a number of them have. I'm not going to spill too many beans here, but bigger and better things are coming because of Mike Pollocoff.

When we talk a three year contract that's important, because every year Board positions are up for election. It's no secret Steve and I are already targeted. So maybe the good old boys are going to be ousted next year by a new good old boy network. I don't know. But that's okay. I can live with that. If I'm ousted, I'm ousted. I've served 16 years and by then it will be 17 years.

With reference to the buyout I'm not worried about that buyout at all because I have faith in Mike Pollocoff that he has a commitment to this Village to continue to run it the way it's been run since he has been her for 20 years. People, I'm telling you you just don't get it any better than this man right here. He doesn't know what 9 to 5 is because he's never worked 9 to 5. It's 70 or 80 hours a week. I live right behind the Village hall. I come home on Saturday nights and Sunday nights and who's in the office working? Mike Pollocoff. And if he does involve himself in some major landings in this Village you'll never see him pounding his chest to say I did it. He just sits back and lets it happen. And what does he further go on to do? He surrounds himself with a staff that is second to none. We have a lot to be thankful for in Mike Pollocoff and I thank God that he brought him to us.

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John Steinbrink:

Thank you, Mike. Steve?

Steve Kumorkiewicz:

There's not too much left to be said after what Mike said. I have been around the Village for 41 years. Matter of fact today I am proud to say I became a citizen 28 years ago. I'm a very proud American citizen. I know Mike from the time he was hired. I have to say when he was hired I was the one who was in doubt of his capabilities because a new concept to us. I was the only one who was pretty much opposed to that. I said I was going to wait and see. The following year I came right here and said that was the right decision and I was wrong. I will never retract those words. Mike, you're doing the job that many people don't understand or don't appreciate. Mike is not going to be fired. Whether you're talking about two years or three years or whatever in severance pay, they're going to have a cause. One of the reasons of this contract and the way I look at it is to avoid political consequence. Somebody comes in and decides to clean everybody out - we don't lose what is in place and working for the Village. We have only five elected officials in this Village before we got a professional Administrator. We have Jean Werbie that worked for years in SEWRPC. And with that a lot of more people in the management positions that were set up by Mr. Pollocoff.

I have 110 percent confidence in Mr. Pollocoff's decisions. I've worked on commissions and committees for the last 30 years even before I became a citizen. Before I became citizen I came here to practice to the Township of Pleasant Prairie. I had a chance to work with Mike. Believe me folks we cannot get a person like him or the people surrounding him that he chooses. A government is as good as the people that work on the other side of the wall. They are doing the job and looking good. Mr. Pollocoff is doing the job and the proof is all around the Village. I got a chance to talk to one person that called me Friday and I told him anybody who calls me I make a point to meet them in person. I want to tie that voice with a face. He was really supposed that I stopped by his house on Sunday . . . his friends don't believe what he paid for the house in Prairie Ridge . . . \$9,000 a year in taxes. Here he pays \$4,100 or \$4,200. It's a community that works. . . .*Kenosha News* one of the times they told the truth that we're the lowest tax community in the State of Wisconsin for a community of our size.

The *Kenosha News* can quote me. All you have to do is go back and read a book called "Democracy in America" written in 1835. Read the part that talks about journalism and you are looking for the definition of the *Kenosha News*. So, Mike, you have my full support. I see a lot of faces from the City here that I just happen to know, but the majority of the people are here from the Village and I'm glad to see that because we support Mike Pollocoff and what he's doing. This government works as a team - nobody ever heard any one of us saying I did this and I'm going to do that or I did. We are doing this, we are going to do this, that's what we accomplish. You can call that good old boys, but I call that teamwork. Again, I repeat, one of the reasons this contract is being discussed is to avoid political firing. If the person is doing his

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job nobody is going to pay a penny for that. If he deserves to be fired he will be. But I'd bet my life he doesn't and he never will. Somebody in the audience made the comment that Mr. Pollocoff is a rarity. Yes, he's right.

We convene in conventions through the State representing the Village. When you hear community officials talking, you don't know how lucky we are to have a person like Pollocoff in our Village. Not too many left. So he's no part of the good old boys but he's a good servant to the community. I don't want to say any further. I was never a good speaker and I never will be but I speak from my heart. Thank you.

John Steinbrink:

Any other comments? Alex?

Alex Tiahnybok:

Thank you, John. As the second half of the two new guys club, I'm not going to repeat some of the things that Jeff already commented on. But I encourage you, especially those of you who question our motivations, to get to know us better. The situation that we're facing today is something that was forced on it. We did ask for it when it was apparent that this process was going to commence prior to taking off, so we did ask for that. But this is the last thing, frankly, that I wanted to be doing at this point starting as a new Trustee in Pleasant Prairie.

As a point of clarification, I believe the words extension and renewal were used repeatedly in describing what we're talking about today. If the contract as it's written today is approved, when you look at it I hope you'll recognize that it's not an extension and it's not a renewal. It's a modification and that's what speaking for myself at this point I'm most concerned about.

First off I want to say thank you to all the citizens for your comments. They were very thought provoking. Although it's nice to hear from people that have perspectives that are similar to yours, I think you learn a lot more from people whose perspectives are different from yours and I do appreciate that. I want to thank the citizens of Pleasant Prairie for having expressed their confidence in electing me on April 5th. It is an honor, and after the passing of the four weeks, I have found out, too, that it's a great responsibility to do what's right while also doing what I was elected to do. Hopefully most of the time we will all mutually agree that these are the same and simultaneous. Again, thank you for the opportunity to serve.

The past few weeks have been like a honeymoon in the Amazon jungle. It is going to take a while to understand what is real and what is not. Since election night I've had the privilege of hearing a lot more new information and stories, some clearly real because I have witnessed them myself, some hard to imagine but believable, and some I hope are not real at all.

Before moving onto the key subject on the agenda which is the contract, I want to address a couple of matters that I think need clearing up. The learning curve. Since being elected, the positions and perspectives that I and Jeff Lauer have expressed have attempted to be written off as a result of our uninformed status on the learning curve. As some of you know, I am a trained chemical engineer, and when somebody uses the word curve I tend to take notice. I don't know

about you, but when somebody says curve I think of a graph showing an independent variable and how it's impacted by a dependent variable. This is the chart that I prepared for your examination. The horizontal line is time, and the vertical axis is public opinion. As you will see, there are four distinct stages. The first stage is what I call basic knowledge stage. It's where public opinion is starting to form in its early stages. If the subject, meaning us, grow in this stage public opinion tends to grow also.

The second stage I call enlightenment. It's where the public opinion continues to grow over time as a subject, again us, continue to bring in innovation and new ideas. The third stage I call the yes, sir, stage. I believe this is what Mr. Steinbrink has been referring to in his comments about us needing to get up the learning curve. This is where it appears being informed starts. This is where the subjects tend to lack new ideas because by definition they are now informed. A key indicator is that the subject, again us, frequently replies yes, sir. As you can see, this does come at a price of public opinion as it tends to drop off in this stage.

Finally, the motion carried unanimously stage. This is nirvana to some people but not to me. It is the ultimate in function, it looks beautiful, it's smooth, it's where disagreement to debate are all but lost. Monolithic behavior is the key indicator of reaching this stage. Often forgotten in this stage, though, is the impact on public opinion as it tends to plummet. In light of some of the comments about taking the political elements out of this Board I agree. I'd like to see that happen but it has to be mutual.

The Administrator's contract. Before moving forward, I want to restate the position that I've made repeatedly before. And that is I do think Mr. Pollocoff is a decent man. And from what I can tell given my fledgling status on the famous learning curve he served Pleasant Prairie very well. This past Friday afternoon Mr. Pollocoff graciously spent a few hours with me. We toured key Pleasant Prairie facilities and offices. I thank you, Mike, for that time. Pleasant Prairie is a model community and Mr. Pollocoff should be proud of his participation in getting things where they are today.

As stated in last week's special Board meeting, I had requested information regarding Mr. Pollocoff's contract shortly after being elected, and I was delivered a copy of his original contract which was dated May 17, 1993. This and a conversation with Mr. Pollocoff were my only references prior to going into closed session last week. I stated publicly after reviewing the old contract that I found the severance section disturbing, in quotation marks. In observation of the concept of confidentiality in closed sessions I will not comment on the nature of the conversations that occurred last week in closed session, although the word disturbing continues to apply for me.

For the record, I was given a copy of the new proposed contract last Monday. Consistent with my concern about the severance aspect of the old contract, I decided to do a little research on where the old and the proposed new contract fit in terms of Village Administrator contracts for a Village of approximately 20,000 residents. Since comparables are used to reassess the value of real estate, then why should they not be used for personnel matters, too? The results only reaffirmed my reservations regarding the severance part of the package.

Coincidentally the *Kenosha News* on Friday independently released a survey which has been

brought up tonight that graphically illustrated the differences and only reaffirmed my position. In consideration of the confidential nature of this matter I will reserve further comment for after the process is over. But suffice it to say the gap is significant and I will continue to apply the word disturbing to my reaction to it. On the basis of what has been presented in the proposed contract, I in good conscience and as an advocate for the taxpayer, which is what I ran on, will not be able to support the contract as it's written. It should be clear, and I imagine you are all aware that the veteran Board members do have a bulletproof majority in light and I am confident my perspective will not change anything. But as I walk out of the meeting tonight I'm confident that I was true to my conscience and to the taxpayers of Pleasant Prairie. Thank you.

John Steinbrink:

Well, at this point you wanted after listening to everybody say Mike Pollocoff this is your life, but it wasn't his life. It's true this job is a big part of his life, probably too much of his life, but that's called dedication. We heard the term good old boys. It's amusing. We didn't mind it. I think we knew and respected each other quite well. We worked together very well. We were a group of people that shared the same vision. We always worked in a positive manner, and we worked with a lot of great people, citizens of the community, developers of the community, employee of the community and Mike Pollocoff, a binding part of that community.

A lot of us give a lot of our time. We volunteer, we do things because we want a better community and we work towards that. Our families work towards that. We want our families to live here. We want our families to grow here. And we want our families to continue to live here. It's been a big part of my life, Mike's life, Tom's life, Steve's life, and even Mike, a newcomer to this Village 20 years ago, his life. Never once a selfish decision. People weigh this severance clause, and the unfortunate thing here is nobody really has a damn clue what it's about. Nobody has hit the nail on the head. When this item comes up I hope it gets discussed and it gets explained to what the value of that is especially to this community. People may not like what I say or what Mike says or what Jeff may say or what Alex may say or what Steve says, and we may come and go as elections come and go, but with Mike Pollocoff there's one item here, one person binding this community, representing the taxpayers and making sure we continue to move forward. We're not going to have a big spike in things as long as we have something constant.

During citizens' comments we heard a lot of different things, and maybe one of the things--we get to the point where the Village Board gets to do their comments. Whether it's budget time or any other time we always hear from a lot of the same people. Gus, we've learned to agree to disagree. For how many years I don't know. Gus comes to the microphone, he tells us this hellish thing of this hellish community we live in with the hellish taxes and the awful things and the job that everybody doing is awful. I don't know why people keep coming. I'm amazed. I thought we'd be chasing them to hold them back here but people keep coming. And the part where we become obstinate or disrespectful I guess they want to call it is when we take the time to correct the incorrect statements made by speakers. When we say what the actual numbers are, we'll back those numbers. They're not just numbers we pull out of a hat and come to a microphone so we can get press in the paper. This is our job. We're proud of it. We're proud of what we've done. We're proud of the numbers. We're proud of the people that work for this Village and do the best job they can probably 150 percent. I don't think you'll find this in a lot of the other communities. But it gets upsetting to us when people come up here and the refute or

spout off numbers and different things.

A lot of people don't like WisPark. They would have rather had farm fields. Hell, I like farm fields. It was my living and it still is my living. No matter what people say I'm still a farmer. That's what I do and that's how I make my living. Larry doesn't believe it but I can't help Larry with that. If you want to stop by the farm stop by. I'll take you on a tour and let you ride the tractor. Everybody likes that. Nobody wants to shovel manure but everybody wants to ride the tractor.

This community used to be part of and we still are a part of a whole community. We used to be a one horse town. When American Motors did good we did good. When American Motors went down the pipes we went down the pipes. Then it became Chrysler and in the rocky times they said Kenosha is done. Guess what, we've got WisPark. Some people may say, hey, those ain't the best jobs in the world there. Well, some of them aren't the best jobs in the world. Some of them are entry level jobs but they pay benefits. They support families. We've got good jobs, better jobs, great jobs out there. You know what we have? We have a stable economy because of WisPark. We have a stable tax base because of WisPark. We don't have this curve up and down. When the rest of the country was going through some shaky times, we were pretty stable here because of WisPark. Mike, how would our average tax be affected if WisPark wasn't here for the average homeowner. And you can throw schools in there, too, because everybody has benefited from WisPark.

Mike Pollocoff:

The average taxpayer would have their taxes increased by 40 percent.

John Steinbrink:

Forty percent. What are you going to do. Nobody likes higher taxes. Maybe that's why I'm fond of WisPark and I'm fond of the companies that are in there that provide jobs so a lot of people can live in this community. WisPark isn't full yet. There's a lot of open space out there. We're moving west of the I. We're going to bring more jobs and more tax base, and it's going to benefit our community. And it's here because of hard decisions we made. It's because of the hard work the employees of this Village did to make sure we could provide the services, the lifestyle that makes this a community companies want to come to, companies want to locate here, companies want to do business here. Developers have prospered. If they didn't prosper they'd be doing something wrong but they do things right. And I think we're proud of the development in this community, the quality of the development in this community.

As Pastor Hackbarth said, we come here on Planning Commission and we listen to folks say I'm the last person here, no more new neighbors. That ain't the way it works. As the speaker said we treat people fairly and equally. Mike treats people fairly and equally. The only ones that really have the real problem with that are the ones that want to be treated a little better, a little different. They're special and they're not happy until we give them the answer they want to hear. If we said no a hundred times we'll say it 100 more if we have the opportunity because we represent the taxpayers of this Village and we want to protect what's here. We want to protect the quality. We even had Kumbaya here tonight. That's kind of nice.

There's a learning curve as Alex said. And what I asked people in closed session to do is before you make a statement thing about what you're saying. Make sure your facts are right because you'll look damn stupid later because the press won't let you forget it and they'll point it out. I've been fortunate that I've gotten to work with these people, the good old boys. We've all agreed. We've gone in the same direction and we've got the proof to show for it. I'm going to miss these guys. I spent a lot of time with Tom. I'd rather spend it with somebody else but I spent it with Tom.

Don Wruck, I came into this years ago in the Town with Don, and these are the two guys that showed me the way. I was a farm boy and came in here and I didn't know a lot. The first tough subject I came across was Chiwaukee Prairie. You know where that is down there by you. It was a hell of a controversial subject. Real division between who gets to live down there and who doesn't. Tom and Don and Mike and everybody took a position, and it's a position that's still upheld today. I guess we're the only ones that really upheld the findings of the Commission and are moving forward with it. Everybody else has kind of waffled one way or the other but we've lived up to the agreement. Some people ain't happy about that. Some people think they have the right to fill in their wetland. They have the right to be the only person living down there, but that ain't the way it works. So it's not an easy job. A lot of hard decisions.

Ratifying a contract for Mike Pollocoff would be an easy decision for us. I'm glad there's a couple easy decisions in this and hopefully everybody will learn the details and understand what the real contract is and what the real terms of the contract are. But most of all I've had the opportunity to represent you on both the State and the local level. I've got to work with a lot of people from Governors to Congressman, Senators, you name it. But the best people I ever worked with are right here in the Village. The best government I've ever worked with is right here in the Village. You want to talk about honest government, good government, government that really benefits the community. I've probably said it a dozen times that I wish I could take some of these guys to Madison to straighten out the crap up there, because I have far more respect for a lot of the people here than a lot of people there in the way business is done.

This is a good climate. That's why I live here. That's why I think most of you moved here and you want to continue to live here. There's always something going on, there's always somebody involved, and that's what Pleasant Prairie has become. Unfortunately, a lot of people don't realize that. And there's going to be a learning curve and it's a tough one. It's hard to come into here and understand what's going on but it's part of the job. My hope is that we work together and we work together in a positive manner in the same direction so we can continue what we've done. In today's climate we can't afford to take steps backwards. It just doesn't work. We want to continue to bring companies in here. With Jerry's help we're going to do that. It's not easy. We're competing with people all over the world. And if we don't do our job and we don't do it well the community loses.

With that, I want to thank everybody for coming tonight because it's good to hear from everybody in the community. And it's good to hear from people that have worked with Mike and know what a part of the community he is and how much the community has prospered because of his knowledge. I've prospered because of his knowledge. Once again, I want to thank you all for coming. Thank you.

Steve Kumorkiewicz:

Mr. President, I'd like to make a last comment. I have been on this Board for many years. I know all the ways all of us vote yes. Many times we disagree as we both know, but, guess what, when we go through that door back to our room, we don't talk anymore about the way that we vote. We never look back, we always look forward and that's the way it always was and I hope it's going to continue that way. When we go through that door after voting that's the way it's got to be. Thank you, Mr. President.

Mike Pollocoff:

Mr. President, I just want to make a couple comments. I want to thank everybody who spoke, whether they're in favor of a contract for myself or not. I'm starting to feel a little bit like George Bailey listening to everybody make comments. I want to let everybody know that yesterday, actually, was my 20th anniversary with the Village. It's been a labor of love. I really enjoy this community. Starting t a time when I really didn't think I'd be here much longer than a couple years finding myself being here this long in part happened because I worked with good people. And when I say worked with good people I worked for a good Board and I worked for a good community because I work in the end for the citizens.

Being in public management there's a line that my peers use where we need to serve without fear of favor. There's times where we've had to make recommendations or comments or findings that when we say with fear typically it's going to result in something that might not be good for us but is better for the community. And favor I've always done my best to make sure that everybody was treated equally, that the policies that the Board set forth were administered equally to everybody with no one gaining favor over that.

The Board on their next item is going to take up the contract, and to the extent that's discussed I'll be glad to answer any questions they have at that time. But I do want everyone to know that I appreciate the kind thoughts and words and comments. It's heartening to hear that. This community has gone through a contentious election cycle. Most of them are but this has been especially contentious. From my standpoint, my responsibility and that of the professional staff of the Village takes place right now. The politics is done and the governing begins. And that's what this is, it's a time to govern, it's a time to set the parameters for government to take place. I know the existing Board members are good at it, and I have to believe, with some open mindedness and some willingness to sit down and work through problems, there may be consensus in everything and there might not be consensus on a lot of things, but that will be

governing. And if it happens without personal attacks or personal issues that in essence is what democracy is. It's electing people to get things to happen. There's not always going to be agreement but there's going to be common work towards the public good to a public end to serve the most people, and I really believe this Board can accomplish that.

So, again, thank you from the bottom of my heart for the nice comments. Thank you for the comments from everybody that came from the bottom of your heart whether they were pro or against. I look forward to working with the community for years to come. Thank you.

Jeff Lauer:

Just real quick because I know the time is ticking. I'm assuming this is still being tape recorded, correct, because I want to make sure my comments are correct and not misinterpreted. I hear Mr. Steinbrink saying we don't want to take a step backwards, and that always assumes--normally if you're going to buy a new car or new house you're excited and it's new. It's like being new up here and you wish you were used instead. But I want to make one thing clear. To my understanding we were supposed to have, hopefully, west of the I good companies maybe down the road and that's good. I'm forward. That's a step forward. Higher paying jobs, more people in the community, lower tax base and my understanding of the learning curve.

But we also have to understand one basic thing in life. When you serve, you've got to do it kindly and gently with the people. It was mentioned if we have to say no 100 more times let's say it. I have two children. I can treat them the best way I can. I can give them everything they want, but if I don't treat them with kindness, respect, dignity they aren't going to love me. When they get older they'd probably turn on me. So I think we have to understand--the word politics is always brought up in this. It's not politics. We have different points of views on some issues. I think we all on the first three items we voted on we all said yes. So there are different points of view in life. Because you take a different point of view it does not technically mean you're wrong. But what it comes down to is treating people with respect and kindness. If they're incorrect on a topic you take them aside and you kindly show them like I'm sure I'm going to be shown over my time here. So I just wanted to make that point perfectly clear. If I'm going to hear negative terms--I'm a very straight forward speaker. If somebody on this Board believes that the Board is going to take a step backwards then say my name. Jeff Lauer, we're going to backwards because you're on this Board. I have no problem with that, because you know what, it's my turn to talk then. So let's just keep remembering we're going to disagree at times on certain topics and that's fine. Down the road I guarantee it because that's part of life and we disagree. But my hope is by the grace of God we'll work as a team with the people of Pleasant Prairie and walk side by side with the people on not on their back. Thank you.

10. UNFINISHED BUSINESS

A. Consider Renewal of Village Administrator Contract.

SERPE MOVED TO REMOVED ITEM 10A FROM THE TABLE; SECONDED BY KUMORKIEWICZ;

Jeff Lauer:

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Is this for debate since it was seconded?

John Steinbrink:

This is to bring the item off the table so we can debate it.

Jeff Lauer:

So what's the motion?

Mike Serpe:

To take it off the table.

Jeff Lauer:

I'm sorry. I'm in favor.

John Steinbrink:

Alex?

Alex Tiahnybok:

Yes.

John Steinbrink:

MOTION CARRIED 5-0. Mike, we've got a copy of your contract. We've talked about it in closed session. We had discussion upon it. Maybe it would be best to explain the item of most contention here which would be the severance package or the severance clause which there is some confusion on I believe.

Mike Pollocoff:

The commencement and termination of the agreement provides that as the employee I'm providing the Village with complete authority to terminate my services at any time that the trustees would deem necessary without cause . . . or a subsequent Board decided they didn't like me or they had somebody else they wanted to put in the position, they wanted me to be skinny, they wanted me to be bald, any reason whether founded or not without cause could terminate my employment, and with that termination under this agreement there would be a three year period that the Village would be responsible for my salary and the benefits associated with that.

If I'm terminated for cause, if I'm convicted of a crime, if I haven't addressed a breach of any material obligation in the agreement, then after being put on notice by the Board at that point and I've not fulfilled it, I'm being terminated with cause with no severance. The purpose from my standpoint from a termination clause and this clause existed in different language in my previous agreement and the Board members have looked at it, it was a variable time period, but the concept of termination and severance clause for termination with no clause has been in effect under my contract since 1993. The three year period, and I heard Mr. Tiahnybok indicate that he felt that he had found other situations that weren't that great. The reason I'm requesting that in my agreement is I believe as an Administrator I've established a tenure in the Village and I've established a record of accomplishment.

I know that there was an article in the *Kenosha News* with a description between various communities with Administrators, and I know all those guys in those communities and they're good people. They had varying degrees of experience and they have different degrees of work. But I think the similarity ended with those communities in that we were all Villages. Pleasant Prairie is not a typical Village. It's a \$72 million budgeted operation with 388 people that I believe has been successful. If my career is to be affected for a termination without cause, and if I'm going to give that right to the Village Board, I'm requesting a three year severance for termination without cause. I think that probably might be one of the most contentious issues. If I'm terminated because the Board decides not to renew the agreement for no reason without cause, again, I'd be looking for that.

Typically in the city management profession the reason for a termination or a severance provision is two things. One is hopefully it serves as encouragement for the Administrator or Manager, and the Board or the Council to sit down and work out issues. If there is divisiveness between the professional manager and the staff, then it's incentive to work through those problems and get them resolved rather than incurring a substantial financial hardship upon the Village. Mr. Tiahnybok is right and I think that would be a--if that was to occur, if the Board was to terminate my services without cause, that would place a difficult burden on the Village of Pleasant Prairie. That's an incentive not to do that.

If I was here with one year, two year, three year, four year, five years of service, I would not expect that termination or severance clause to be as great as it is. There's a lot of other ways around working at it. I've seen communities where they've increased the pay for the Administrator to offset a shorter termination period, but my professional opinion is that's not in the best interest of the taxpayers to adjust my salary up to accommodate a potential termination with no cause. So that's where I'm at. The provision also calls for an automatic renewal after a one year period. And if that renewal isn't given, isn't provided, that would invoke the termination clause. I think if a subsequent Board is elected and they want to terminate by services, they can terminate my services by giving me three years notice that--they give me notice that at the end of three years I'm going to be removed from office, that my contract will not be renewed and that three year period is served. If in that intervening period I find another position or there's a possibility in the intervening three year period they decide to ask me to leave in total, then the remainder of the contract of severance will be paid.

So if I'm terminated without cause, and I'm giving that privilege to the Board to terminate me for no reason whatsoever it comes with a price. Other communities that weren't surveyed by the *Kenosha News*, the City of Kenosha. Their Administrator serves under Civil Service protection. I'm waiving that. I'm not asking for that. I think this Board and the previous Boards I've worked with since 1985 have had the option, they've known they have the option at any time to terminate my services if they felt my service was not competent, did not deliver the results that this community required and needed or did not meet the goals and objectives that were established for me. I respectfully place that that hasn't happened. I don't professional intend for that to happen.

I've worked for municipalities outside of Pleasant Prairie - diverse communities with differing opinions of governing bodies before, and in my humble opinion that's when professional management and assistance is needed the most when a Board does not have continuity of thought and there's not a consensus. I think that's a time when a Board is most dependent on an abundance of information, accurate information in which they can make decisions so you have apolitical information that's coming to you, and I plan to continue that. But my only request on this and different from my other agreement, the structure of it, is that if the Board chooses the right that I'm giving the Board to terminate me with no cause that there's a price for that. Rather than damaging my professional career over someone's political willingness to just end something that comes with a price.

John Steinbrink:

Thank you, Mike. I guess I'd like to sum it up by saying what it does is hopefully prevents a poor decision by any Board which would be far more costly to this community than any severance package in that contract. As Mike said, I think it gives the Board reason to sit down, think, discuss and make an intelligent decision. For those of us that have been here a while we understand what effect that would have on the community, and we look at it as a very positive part of the contract.

Every time before renewal we sit down, Mike leaves the room, we have a closed session with the Board members and we discuss Mike's performance, and we've never had anything to worry about or any reason to doubt his performance or the renewal of his contract. It's not great to be scrutinized in the press like Mike is. I think it was very unfair, but I guess if we want to sell papers we'll sell papers. But he is a public employee, he knows that, we're all public servants as you want to call it and it's part of the job. But some things can be done better than the way they were done. Are there any other comments or questions on this item?

Mike Serpe:

John, I look at the severance package as an insurance policy to the citizens of this Village that no matter what happens in subsequent elections we're always going to have somebody on board that knows what to do and what to do it with. And that is very reassuring if I were not on this Board and as a citizen just in the Village to know that Mike is still in charge. He has proved his value to us time and time again, and I have no doubt in my mind that that performance will continue regardless of who's sitting in these five positions. With that, I move approval of the contract.

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SERPE MOVED TO APPROVE THE RENEWAL OF THE VILLAGE ADMINISTRATOR'S EMPLOYMENT CONTRACT; SECONDED BY KUMORKIEWICZ.

Jeff Lauer:

Yes. On the motion or on the contract?

John Steinbrink:

The motion is the contract.

Jeff Lauer:

Because I had comments to speak. I just want to go over it because I did have some questions. Obviously whoever wants to answer them can answer them. The first question I really want to have, though, is because I've never met the gentleman. Is the Village of Pleasant Prairie's Attorney here, Mr. Baxter? No, okay. Because the interpretation of what we're getting from the contract is what I'm being told up here, so I want to make sure--well, I'll read my comments and then I have a few questions and whoever would like to answer them. Mr. Pollocoff, I have one or two for you, but feel free.

I want for the public record it to be stated I'd like to start by saying that Mr. Terwall stated on April 18th at the Village Board meeting on election night, which was April 5, 2005, someone yelled in this building "Pollocoff and Baxter are gone." The incumbent Board members echoed Mr. Terwall's comments. Since this was news to me, I have asked numerous times of the Board who has said that. Who yelled around in this building "Pollocoff and Baxter are gone," and so the public knows I do not even know who Mr. Baxter is. The response I received repeatedly was, "It was told to me." I believe if anyone is going to make an accusation such as this a name should be given to who said it. At this point, it all appears to be hearsay.

I feel the Village Administrator contract issue would have never been brought up at this time if the good people of Pleasant Prairie did not elect me to serve them. There are more pressing issues that need to be dealt with for the citizens of Pleasant Prairie at this time. However, since this contract has been brought to the forefront I will act upon it with openness and fairness. Mr. Pollocoff has served as Village Administrator for 20 years, and after reviewing the proposed new contract, I have some reservations regarding the new contract and some questions regarding the contract that I would like to address.

The first question I'd like to ask, and I don't know if this goes to you, Mr. Steinbrink, or other Board members, does anyone on the Board know if the Village Attorney, Mr. Baxter, was involved with contract negotiations with either Mr. Pollocoff or with Mr. Pollocoff's Attorney, Mr. Godin? If yes, what did he offer as recommendation for the Village Trustees who are supposed to represent the citizens of Pleasant Prairie?

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John Steinbrink:

This may be a question for Mr. Godin. If you could come to the microphone and just give us your name and address for the record.

Phil Godin:

Phil Godin, 4606 85th Street. I did not speak to Mr. Baxter regarding this contract.

Jeff Lauer:

Did any Village Board members? No? Okay. If I may inquire, who wrote the contract?

Phil Godin:

I wrote it.

Jeff Lauer:

This is the last question. So you're an Attorney and you wrote the contract, but the Village's Attorney was not there to go over it as well, correct?

Phil Godin:

The Village Attorney was not in my office and I have not spoken to him about the contract. I represent Mr. Pollocoff.

Jeff Lauer:

Okay, thank you.

John Steinbrink:

Just for the record, we have various Attorneys that represent the Village on various matters.

Mike Pollocoff:

Mr. President, if I may, Mr. Baxter is our Attorney on land use and land division issues. The personnel Attorney when we use one is Mr. Mark Olson from Davis and Kuelthau.

Jeff Lauer:

Okay, thank you. I'll rephrase the question then. Was there any Village of Pleasant Prairie Attorney representing the Village at these contract negotiations?

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Mike Pollocoff:

Mr. Lauer, you were at the negotiations.

Jeff Lauer:

Okay, I just want to make sure. Mr. Godin is an attorney and I'm not so I know how things are worded in contracts. I may have interpreted them one way, and we've got a whole crew here and they can interpret it a different way. So I just wanted to make sure who represented the Village in writing the contract, and I understand Mr. Godin he stated he wrote it. Thank you.

Phil Godin:

I wrote it on behalf of Mr. Pollocoff. The Village has the contract which you have a copy of. Much of the material came from that, and we believe it's been made much more clear now, the contract we have before you today.

Jeff Lauer:

Okay, thank you. Just for my knowledge sake, to the Board and to Mr. Pollocoff, I have read the contract and I just want to be assured are there any additional benefits that the Village Administrator receives that I'm not aware of that are not listed in the contract?

Phil Godin:

The contract has a clause that everything is in writing. There are no other agreements between the Village and Mr. Pollocoff outside of this document.

Jeff Lauer:

Okay, thank you.

John Steinbrink:

And if I could go a little farther, as we discussed before all those other rumors about buying people cars and yachts and other things are not part of the contract either.

Jeff Lauer:

Again, if you could provide me a name with that because I didn't say it.

John Steinbrink:

What?

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Jeff Lauer:

Can you provide me a name about the rumor because I know I didn't say car.

John Steinbrink:

It's just what comes forward.

Jeff Lauer:

The next question I have is I'll direct to Mr. Pollocoff but the Board since you've been here longer than I have can give the input. The question is addressed to Mr. Pollocoff, Mr. Steinbrink, Mr. Kumorkiewicz, Mr. Serpe, because the question I'm about to ask is not relevant because I and Mr. Tiahnybok have just been elected to the Board. Has the Village Administrator of Pleasant Prairie, since he's been employed with the Village of Pleasant Prairie, has there been any bonuses that have ever been given either directly, indirectly, by the Village, outside the Village for any such projects or anything at all?

John Steinbrink:

No.

Jeff Lauer:

And to the point of the contract, I do have any issue, and I know it's been brought up and I know the *Kenosha News* has brought it up, and tonight it's been brought up about the severance and termination package. I do have an issue with it. I believe three years of pay is definitely I believe out of line and way too generous. I think we would all love to have something like that. I think I'm worthy where I work to have that for the money I saved and the things I do for them. But I don't believe the taxpayers of Pleasant Prairie should be expected to pay such a price for a severance package. I understand those who may agree with it can give the other side of the story that Pleasant Prairie residents cannot afford not having Mr. Pollocoff. But I've learned a lot since this last week, the last closed session meeting and talking to a Board member. That is my personal opinion about the severance package. I just think it is a cost that is a great burden to place upon the people of Pleasant Prairie.

The side question I have also I read in the contract regarding health insurance, if for some reason, and I don't know if you can explain it to me Mike or Mr. Godin, to my understanding you don't have the current healthcare with the Village, but however if you were to leave voluntarily or involuntarily I read in the contract it appears to my interpretation he would get funds for that thought he may not have it. I can go to the page.

Phil Godin:

Do you want me to address that? You're partially correct. If he leaves voluntarily he receives none of that money. If Mr. Pollocoff is discharged without cause then he would receive that benefit. But I just want to put that in perspective for you. I don't think it was any particular

Trustee, it was probably the *Kenosha News*. The terms severance package and severance agreement are woefully misused here. This is a term contract. A term contract, whether it be one year, two year, three year or five years if the employee is removed at any time in that term without cause he's entitled to the balance of pay for this contract. Nowhere in this document does it say severance. A severance package as most people envision it these days is a big sweetheart deal that a corporate CEO gets on the way out, and he gets that whether he leaves on his own or for cause oftentimes. This is a term contract. And if it's terminated by the Village without cause and Mr. Pollocoff has done nothing wrong, the Village is obligated to pay the balance of the term. It's very common in terms contracts.

In fact, Mr. Pollocoff currently has one. One of the reasons we rewrote this one is that one is very difficult to understand, and certainly a two year term, maybe a three year with the rolling notice period. I think he came to you and we came to you in good faith and we hope we did to make this very easy to understand. But if you'll look through it nowhere in it is the word severance. If Mr. Pollocoff fulfills the term of this contract and you don't feel the need to terminate him without cause, there never will be any payment other than what he has earned through the last day of his employment. Is that okay?

Jeff Lauer:

Yes, sir. I don't mean to belabor the point but I have another question if the President would like to answer instead. But on one section of the contract, and maybe you can clear this up for me, page 5, item B, upon the employee's termination of employment for any reason, whether voluntary or involuntary the parties agree, then I won't read all those things, but to me I get nervous when I see for anything voluntary or involuntarily. That means it would be upon the taxpayers again whether there's cause or not for whatever reason if Mr. Pollocoff or whoever the Administrator is wants to leave. What does that mean?

Phil Godin:

It's a good question. You have to read the paragraph separately. Section 3 is the beginning and termination of the agreement. In Section B that controls the obligation of the employee whether he quits on his own or whether he's terminated. It doesn't have to do with the balance of pay. What it says in one is that he has to refrain from representing himself to be an agent or employee of the Village, he has to return the keys to the buildings, keys to his car, any files he may have. And then he has to be paid for what he is owed under the terms of the contract. But that's what it is.

Jeff Lauer:

And that term could be as high as three years?

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Phil Godin:

Well, and then that tracks back to whether it's cause or without cause, yes. It can be the length of the term. If you terminate him on the first day, then it would be the maximum of two years, 364 days.

Jeff Lauer:

Okay, thank you very much. I'm done with the question part and I'll finish my comments and be done at this point. I'll just say in conclusion to this and if, what my Pastors say, if you haven't heard what I said earlier please pay close attention to what I say now. So please listen to what I'm going to say in the final conclusions of my remarks. I am talking about a contract, a written enforced document. That's what we are discussing tonight, a contract on paper that once you put your ink and name on it the citizens of Pleasant Prairie are liable for it. It does not take a learning curve to know that this contract is far too generous and far too costly for the taxpayers of Pleasant Prairie. Thank you.

John Steinbrink:

Any other comments or questions? Alex?

Alex Tiahnybok:

One of the realities of this evening is rumors is why we're all sitting here at twenty to eight. The rumors that some statements were made on April 5th is one reason why we're sitting here. If there was an adversarial relationship created, we heard rumors, too, on election night, but it was those damn Republicans that created this mess for us today. So I think, as Jeff accurately stated, we need to put rumors on the shelf and deal with facts from this point forward.

Commenting on Jeff's comments about whether or not the Village had an attorney involved in the process of negotiating the contract, as an example, I have no doubts about Mike Pollocoff's abilities. I don't think the Green Bay Packers have any doubts about Brett Favre's capabilities. But when he renegotiates his contract, Brett Favre has an attorney there and the Packers organization has an attorney there, probably multiple attorneys. So to suggest that things are going so rosy that there's probably maybe no need to have an attorney puzzles me.

Another comment was made about the so-called severance package being an insurance policy. This is a Village of 18,000 people. A two year severance package based on the salary in discussion would be a--I won't mention the salary for 2005 unless that's open information at this point. Is it?

John Steinbrink:

It is.

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Alex Tiahnybok:

At \$105,000 per year, that's a \$210,000 insurance policy on the basis of a two year contract. On the basis of a three year contract we're talking about a \$315,000 insurance policy. I wonder if Pleasant Prairie or any municipality has \$300,000 insurance policies to cover anything. So that analogy doesn't fly with me.

Lastly, I think this paragraph 3 A 5 continues to puzzle me, and Jeff was asking the questions, and the more it's explained the more confusing it actually gets to me. It was written to clarify the confusion from the old contract. I think the old contract was more clear than the new contract. Attorney Godin, if you could comment on this again just so I have it straight for sure. And this is strictly a what if scenario. With the effective date, assuming that it's tomorrow, if Mike Pollocoff, again, strictly a scenario, if Mike Pollocoff was--if the Board by majority decided it was time for Mike to go, it's a severance for the remainder of the three years, or it's a severance from the point of notification? Which one is it?

Phil Godin:

If the Board decides tomorrow without cause?

Alex Tiahnybok:

Yes.

Phil Godin:

From the point of termination.

Alex Tiahnybok:

So we could reach May 1, 2008 and then notify Mike Pollocoff on May 1, 2008 that his services are no longer required and the three years kicks in, a new three year severance?

Phil Godin:

It has a rolling term. Most contracts that are term contracts have an automatic renewal. And it has an automatic renewal clause in paragraph 4. So it renews every year and it extends for three more years.

Alex Tiahnybok:

Every year?

Phil Godin:

Yes.

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Alex Tiahnybok:

So effective May 3, 2006 a new three year term. Unless there is an agreement to do otherwise, a new three year severance occurs.

Phil Godin:

No, a term. It's never severance unless you terminate him without cause.

Alex Tiahnybok:

So on the 364th day of the first year would the severance be three years or would it be two years plus one day? It's not clear to me and I just want to know what we're talking about.

Phil Godin:

It's going to be three years from when you terminate him without cause.

Alex Tiahnybok:

Okay, I don't think we agree on the word term then because it seems like term has no limits.

Phil Godin:

You can have term contracts, but it's rare that you have them that they don't renew, otherwise you'd have to meet every so often at a certain time period to have your rolling renewal clause, and most organizations don't want to do that.

Alex Tiahnybok:

So it's three years from the point of notification?

Phil Godin:

If it's without cause.

Alex Tiahnybok:

Without cause. Got it. And then one comment that Mike made that I want clarification on. Is it three years from the point of notification and the service ends of the date of notification or the service continues for those three years.

Phil Godin:

What you would generally do as an employer is you would terminate him upon that day.

Alex Tiahnybok:

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Okay. That's not what I heard--

Phil Godin:

And there are other clauses in here where you can terminate--you can have a mutual termination. There's many other options. This is a contract for a period of time.

Alex Tiahnybok:

Without cause. Thank you.

Steve Kumorkiewicz:

I have a point on one issue that we are missing here. What we are doing is making sure that Mike is not going to be fired just because we want to fire him. So actually there is no liability from the Village unless he is terminated without cause and the Board makes the wrong decision. So that's something we've got to put in the budget in case that happens. That's in case somebody . . . with the wrong ideas and do the wrong thing to fire Mike. At that time the Village is going to be responsible. So it isn't going to happen and it didn't happen for 20 years so why is it going to happen now. That's my question. Do you want to answer that? It didn't answer for 20 years so why happen now?

Mike Serpe:

Call the question.

Jeff Lauer:

He was calling the question and I'd like to answer. What is the question, Steve?

Steve Kumorkiewicz:

If for 20 years we didn't have to fire Mike, what makes you think that now we're going to fire him?

Jeff Lauer:

I don't know. What gives you the impression?

Steve Kumorkiewicz:

How can I put it?

Jeff Lauer:

It's all based on hearsay as I said earlier.

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Steve Kumorkiewicz:

No. The question is this. For 20 years no action was taken against Mr. Pollocoff.

Jeff Lauer:

And no action is being taken now.

Steve Kumorkiewicz:

What's the concern now that it's going to happen.

Mike Serpe:

Mr. Chairman, point of order. I'd like to call the question.

John Steinbrink:

Okay, we have a motion and a second. I'll just clarify one point here. Everybody keeps referring this to being thrust upon or brought up at this time, and maybe it got lost somewhere, but I want to congratulate Mike on was it yesterday or today you celebrated 20 years with the Village. Well, this is that time, 20 years this day he started. That's when these things come around.

John Steinbrink:

We have a motion and a second. Those in favor?

Voices:

Aye.

John Steinbrink:

Those opposed?

Jeff Lauer:

Are we voting on the contract?

John Steinbrink:

Yes.

Jeff Lauer:

Opposed.

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Alex Tiahnybok:

I vote to vote on the contract. Is that the question?

John Steinbrink:

No, we're on the question of the contract. We've had a motion and a second. We've discussed it. Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed?

Alex Tiahnybok:

No.

John Steinbrink:

Jeff,?

Jeff Lauer:

No.

John Steinbrink:

MOTION CARRIES 3-2. TRUSTEES LAUER AND TIAHNYBOK VOTING AGAINST.
I think we've totally covered that subject. Thank you, Mr. Godin.

Phil Godin:

I have the approval then to put in the version with the appropriate date as of tomorrow? We'll put in the start date of tomorrow?

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John Steinbrink:

Yes, I believe so. That's the date we want to use. Thank you.

Mike Serpe:

John, can we take a five minute break?

John Steinbrink:

We'll just take a five minute break here and let everybody get organized. I know it's getting late and a lot of folks want to get home here.

11. NEW BUSINESS

- A. Receive Plan Commission Recommendation and Consider Ord #05-15 for a Zoning Map Amendment to rezone a 40 acre parcel of land located west of IH 94 north of 116th Street owned by Ries Partners LP pursuant to the temporary zoning classifications that were approved when the property was annexed into the Village by Annexation Ordinance #10.**

Jean Werbie:

Mr. President and members of the Board, on December 2, 2002, the Village Board adopted Annexation Ordinance #10 to annex a 40 acre parcel of land located west of I-94 which is north of 116th Street which is owned by Ries Partners LP. The property is identified as Tax Parcel Number 91-4-121-254-0301. Pursuant to Section 66.0217(8) of the Wisconsin Statutes, the Village can and did annex the land with a temporary zoning classification. At this time the Village is holding the required public hearing, and actually that hearing was held last week before the Village Plan Commission, to rezone the property in accordance with the temporary zoning classifications that were adopted back in 2002.

As shown on the map, the different zoning classifications that were adopted included B-5, Freeway Office District, which would be on the northern portion of the Ries property; M-1, Limited Manufacturing, on the southern portion; C-1, Lowland Resource Conservancy District, on the southwest corner, and that was pursuant to the Southeast Wisconsin Regional Planning Commission interpolated wetland maps; and FPO, which is a Floodplain Overlay District, in the southern portion of the property, and that was pursuant to the Des Plaines River Watershed Study also prepared by SEWRPC and adopted by the Village.

At this time the Village held a public hearing before the Plan Commission, and the Plan Commission and the staff are recommending approval of the temporary zoning classifications to be made permanent zoning classifications on the referenced property.

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Steve Kumorkiewicz:

This issue was discussed at the Planning Commission last week. Consequently, I make a motion to adopt Ordinance 05-15, the zoning map amendment as recommended by the Planning Commission.

Mike Serpe:

Let's have an understanding. Me or Steve don't want to make all the motions or second each other's motions, so every now and then just chime in. For this one I'll second that one, Steve.

John Steinbrink:

We have a motion and a second for adoption of Ordinance 05-15, motion by Steve, second by Mike, and this is in concurrence with the Planning Commission recommendation. Is there any further comment or question? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed?

KUMORKIEWICZ MOVED TO CONCUR WITH THE PLAN COMMISSION RECOMMENDATION AND ADOPT ORD #05-15 FOR A ZONING MAP AMENDMENT TO REZONE A 40 ACRE PARCEL OF LAND LOCATED WEST OF IH 94 NORTH OF 116TH STREET OWNED BY RIES PARTNERS LP PURSUANT TO THE TEMPORARY ZONING CLASSIFICATIONS THAT WERE APPROVED WHEN THE PROPERTY WAS ANNEXED INTO THE VILLAGE BY ANNEXATION ORDINANCE #10; SECONDED BY SERPE; MOTION CARRIED 5-0.

B. Consider Resolution #05-24 to support the corrections and amendments to the Village Comprehensive Land Use Plan as approved by the Plan Commission on April 25, 2005.

Jean Werbie:

Mr. President and members of the Board, on June 2, 1972, the Town of Pleasant Prairie had adopted Planning Report No. 10. That was prepared by SEWRPC, and it was entitled "A Comprehensive Plan for the Kenosha Planning District." It was published in 1967. At that time it included all those lands that were east of I-94, which included the Town of Pleasant Prairie, the Town of Somers and the City of Kenosha.

On June 6, 1996, the Village adopted an update to that 1967 Comprehensive Plan for the Kenosha Urban Planning District. It's referred to as a second general plan. It encompasses the same area as the previous plan but updates it to 2010. Again, the three areas that were involved were the City of Kenosha, Village of Pleasant Prairie and the Town of Somers. Some other planning partners as part of that second generation plan included the Kenosha Unified School District as well as Kenosha County.

Community Assistance Planning Report No. 212, which is that Comprehensive Plan for the Kenosha Urban Planning District, was prepared in cooperation with all governmental bodies. The planning effort was completed over a five year time period from approximately 1990 or '91 to 1995/1996. It involved extensive inventories and analysis of the factor and conditions that affected land use and development decisions in the area. The plan also involved the preparation of forecasts for future population, household and economic activity levels, the formulation of community development objectives and standards, the design of a land use plan and supporting transportation, community facility and public utility plan elements.

The purpose of the request this evening is to correct some mislabels that were placed on that original plan and the updating that we have done since that time. There are four different minor corrections to the map. The first is correct the mislabeling of the lower medium density residential land use classification in the western one-third of the Village Green neighborhood to the low density residential land use classification so that the entire Village Green neighborhood is located in that low density area. Specifically, again, the Village through the land use planning effort was divided up into a series of neighborhoods. We've got approximately 22 of them. All of the entire neighborhood needs to be designated within a particular residential density classification. And in this particular area the Village Green is next to the High Pointe Ridge neighborhood district area. And, unfortunately, when it was colored and when we were working with the GIS planner to get the coloring corrected, part of it was incorrectly colored, so it was really a coloring error and we need to make sure it gets reflected in the proper density classification as part of the land use planning effort.

The second correction is correcting the low density residential land use classification on a portion of Tax Parcel Numbers 91-4-122-072-0142 and on 92-4-122-181-0195. These are located in the northwestern area of the Oak High Circle roadway area in the River Oaks Subdivision. These were incorrectly labeled as basically single family areas. They're areas that had come under ownership of the association and the property owners out there, and they have been inappropriately reflected as single family. These are not lots that are going to be developed, and they are lots that are in the primary environmental corridor, and as such should be reflected in that green color, if you will, on the map which is the primary environmental corridor or green space/open space designation.

The next is to place the northern portion of the 40 acre property known as Tax Parcel Number 91-4-121-254-0301 into the commercial/office center land use designation, and the southern portion of the property into the industrial land use classification. This is a point of clarification when we had updated the neighborhood plan for that area west of I-94, so it's just a clarification. Again, this is a property that was effectively rezoned by the Village Board this evening, and the land use plan in Pleasant Prairie and the zoning map in our Village match, and the land use plan helps drive decision making and then the zoning is the effective tool that's used to implement that land

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use plan.

So with that, I think that there was one other quick correction or change, and it was just a labeling mistake. I don't have a map for it, but basically on the map what had happened was Highway 165, 104th Street, was incorrectly labeled as ML, and so that was a correction of a label that we needed to switch, and we needed to make sure that Springbrook Road was shown as ML. So with that those are the corrections to the land use plan map. Again, these are just edits or corrections. We are not changing the intent or purpose of the land use plan, and we've actually been interpreting things as such just because that was the intent of the original adoption of the plan, but we needed to make sure the plan was accurate as to what was presented. So with that, the Plan Commission held a public hearing on these matters and recommended approval, and the staff recommends approval as presented.

Jeff Lauer:

I'd like to make a motion to accept Resolution #05-24.

Mike Serpe:

Second.

John Steinbrink:

We have a motion and a second, motion by Jeff, second by Mike. Any further discussion? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed? So carries.

LAUER MOVED TO ADOPT RESOLUTION #05-24 TO SUPPORT THE CORRECTIONS AND AMENDMENTS TO THE VILLAGE COMPREHENSIVE LAND USE PLAN AS APPROVED BY THE PLAN COMMISSION ON APRIL 25, 2005; SECONDED BY SERPE; MOTION CARRIED 5-0.

C. Consider Resolution No. 05-25 – Resolution Establishing Fees for Purchase and Annual Supplementation Services of the Village’s Code of Ordinances.

Jane Romanowski:

Mr. President, at the April 18th meeting, the recodification of our general code was approved by the Village Board. Not only do we have it in binders, it’s on the website as well, and it’s very accessible. The Village will be having General Code sell these books for us instead of us having a storeroom full of books in case somebody wants to buy them, and these are the prices that General Code has given us for the cost of each binder which is \$150 apiece. One binder is general and administrative legislation, and the other one is land use legislation. So it’s \$150 for each binder, \$150 for both of them on a CD, and if you’d like supplementation services for every ordinance or change that’s made subsequent to April 18th, you would pay \$60 a year and then you would receive whether on paper or CD to put in your binder or have for your collection. These prices are from General Code, and the Village will not be making any money selling these. We just will be directing anybody who would like them right to General Code to purchase.

Mike Pollocoff:

I might add, Mr. President, our recommendation for those people that have access to the Internet is to use that. It will be updated more frequently on there, and it’s going to negate the need for people to be carrying paper or missing an update and not getting it in their code. But then we do also understand that there’s people who don’t have access to that. The codes will be at the library for their use, and if people want to buy them, they can buy them. But our caveat to them is that once you buy that CD it’s dated, once you buy that book it’s dated. The on-line version is the best to use.

Steve Kumorkiewicz:

One question, Mike, too, seven years to do this, right? To put it together seven years?

Mike Pollocoff:

I don’t remember the exact--it took us quite a long time. The biggest reason it took a significant amount of time is we were taking a Town government under Chapter 60 in the State Statutes, reconverting that into Chapter 61, Village government, Village ordinances, and as we’ve been doing this the Village has been growing and changing along the way. So we made a lot of deliberate evaluations of various subjects to make sure that they would be current and timely. So the next recodification is probably going to happen with the rewriting of Chapter 61 by the Legislature whenever that happens.

Mike Serpe:

Mr. Chairman, I’d move approval of Resolution 05-25.

Alex Tiahnybok:

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Second.

John Steinbrink:

Motion by Mike, second by Alex. Any further discussion? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed? So carries.

**SERPE MOVED TO ADOPT RESOLUTION NO. 05-25 – RESOLUTION
ESTABLISHING FEES FOR PURCHASE AND ANNUAL SUPPLEMENTATION SERVICES
OF THE VILLAGE’S CODE OF ORDINANCES; SECONDED BY TIAHNYBOK; MOTION
CARRIED 5-0.**

D. Consider Appointments to Commissions.

Mike Pollocoff:

Mr. President, I have your list of recommendations for appointments to committees and commissions. Plan Commission Michael Serpe for a three year term, Jim Bandura a three year term, John Braig for a three year term. Park Commission, Alexander J. Tiahnybok for a one year term as an alternate. Recreation Commission, Steve Kumorkiewicz for a one year term. Police and Fire Commission Thomas Terwall for a five year term. Board of Appeals, Mark Riley for a three year term, Tom Glassman for a three year term, Sheryl Berner as an alternate for a two year term, David Hildreth as an alternate for a two year term. School Commission Jeff Lauer for a one year term. Community Development Authority Mike Serpe for a one year term. Mr. O’Toole’s term that seat is as required by ordinance is a Trustee that only serves for a one year period, and that term expires on August 5th. And if the Trustee is no longer in office they have to vacate their seat on the Authority also. The Kenosha Area Convention and Visitors Bureau Paul Whiteside a three year term, Kathy Jalensky a three year term, Margaret Wegner for a three year term.

Alex Tiahnybok:

Question. What’s the criteria for selection of personnel for the various appointments?

John Steinbrink:

What is the what?

Alex Tiahnybok:

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What is the criteria? What's the process.

John Steinbrink:

It's usually an area where some familiarity or an interest. A lot of these are renewals and other ones are new ones.

Steve Kumorkiewicz:

We don't have the renewals here.

Mike Pollocoff:

These are all the terms that are up.

Steve Kumorkiewicz:

We've got more on the School Commission. We have three here. On the School Commission we have three more.

John Steinbrink:

That's coming.

Alex Tiahnybok:

Is there a process for altering these decisions or these recommendations? Is it open to change?

John Steinbrink:

This is the period of discussion here right now.

Jeff Lauer:

I had a question, Mr. President. When I saw my name on the School Commission, if Alex didn't mind or if the Board didn't mind maybe we could switch, because Alex just recently I believe in the past year or two has been serving on a School Board Committee with Unified, so he might be really right up to speed to help the Board in that direction. It's just an option that you might want to go with, but he might bring the Board up to speed since Alex has been working with the Board.

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Steve Kumorkiewicz:

You want to switch, is that what you're talking about?

Jeff Lauer:

Right.

Alex Tiahnybok:

I have to ask a dumb question. When are these meetings?

Mike Pollocoff:

I don't know.

Steve Kumorkiewicz:

They're all different times.

Mike Pollocoff:

For the Park is that what you're concerned about?

Alex Tiahnybok:

Park currently and then School if it's an option.

Mike Pollocoff:

Park Commission is the first Tuesday of the month. They have a meeting tomorrow at six o'clock. It's always the first Tuesday unless the Commission has something else coming on. Right now the Commission is going through the process of selecting a consultant to complete a master park plan, so there may be a few more meetings than normal, but typically they're once a month. School Commission is—

Steve Kumorkiewicz:

That's usually the first Thursday of the month.

Alex Tiahnybok:

Usually the first Thursday of the month?

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Steve Kumorkiewicz:

Usually the first Thursday, but occasionally it changes.

Jeff Lauer:

Mr. Pollocoff informed me if Parks are Tuesdays I work Tuesdays, so I'll sit next to Steve for the School.

John Steinbrink:

If we're not certain of the dates we can hold that off until the next meeting to clarify your times when you can do them.

Alex Tiahnybok:

Park is always on the first Tuesday, correct, so that's going to be a conflict for you. Let's leave it alone. That's fine.

John Steinbrink:

So we're going to leave them as is?

Alex Tiahnybok:

Yes.

John Steinbrink:

We're dealing with a lot of people and a lot of schedules. We're trying to accommodate a lot of people here for their times.

Mike Serpe:

We need a motion to accept these motions?

John Steinbrink:

Yes, we do. We don't have one yet.

Mike Serpe:

So move to accept the appointments as presented.

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Alex Tiahnybok:

Second.

John Steinbrink:

We have a motion and a second. Any further discussion? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed? So carries.

SERPE MOVED TO APPROVE COMMISSION APPOINTMENTS AS FOLLOWS:

Plan Commission

Michael Serpe	Term – May 1, 2008
Jim Bandura	Term – May 1, 2008
John Braig	Term – May 1, 2008

Park Commission

Alexander J. Tiahnybok (Alt.)	Term – May 1, 2006
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Recreation Commission

Steve Kumorkiewicz	Term - May 1, 2006
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Police & Fire Commission

Thomas Terwall	Term – May 1, 2010
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Board of Appeals

Mark Riley	Term – May 1, 2008
Tom Glassman	Term – May 1, 2008
Sheryl Berner (Alt.)	Term - May 1, 2006
David Hildreth (Alt.)	Term – May 1, 2006

School Commission

Jeff Lauer	Term – May 1, 2006
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Community Development Authority

Mike Serpe

Term - August 5, 2005

Kenosha Area Convention and Visitor's Bureau

Paul Whiteside

Term – May 1, 2008

Kathy Jalensky

Term – May 1, 2008

Margaret Regner

Term – May 1, 2008

SECONDED BY TIAHNYBOK; MOTION CARRIED 5-0.

E. Consider Appeal of Aaron Losch for Operator License Application Denial.

Mike Serpe:

Mr. Chairman, I'd like to talk on this. This came to us a few months ago and we pulled it out of the consent agenda and it was my motion to deny based on his past contacts with the police departments. Mr. Losch was here tonight. Let me back up a little bit more. A while back he wrote a letter indicating that he would like to come and plead his case to the Board. Well, it finally came, and tonight's meeting ended up a little bit longer than we anticipated it. He was here tonight and he left to go pick up his child at daycare. Normally I want to feel that we show a little compassion every now and then with our decisions. In this case he sounds pretty determined to get this license so he can work. He wrote an intelligent letter to us. He was good enough to appear tonight as requested. He stuck around as long as he could and now he had to go pick up his child. With that, and not having the opportunity to talk to him, and without having him go through any more unnecessary or undue delays, bartender's licenses are normally for two years, so I would say grant this one for one year and next year at application time, Mr. Losch's application can come back to us, and at that time let's just see what happens in the interim. If there's any problems we should be made aware of they'll come up at that time and we'll evaluate it one year from June. So I would make a motion to approve on a one year basis only and we can write him a letter to that effect if that passes.

Jane Romanowski:

Would that be for half the fee because it's a two year license normally.

Mike Serpe:

Yes, half the fee.

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Steve Kumorkiewicz:

I second that. I got the same letter here and I saw the guy here. He's going through a probationary time for one year--

Mike Serpe:

No, it's not probationary. It's standard.

Jane Romanowski:

Remember at any time if something comes up the Board always has the option to bring it back and revoke it before the renewal is up on June 30th.

Mike Serpe:

I'll go along with that.

John Steinbrink:

We have a motion and a second. Any other discussion on this item? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed? So carries.

SERPE MOVED TO APPROVE A 1-YEAR BARTENDER LICENSE TO AARON LOSCH; SECONDED BY KUMORKIEWICZ; MOTION CARRIED 5-0.

F. Consent Agenda

- (1) Approve Bartender Licenses on File.**
- (2) Approve Letter of Credit Reduction for Arbor Ridge.**
- (3) Approve the Request of M. Susanna Fry, owner for a Lot Line Adjustment between two properties--3010 104th Street and 10106 29th Avenue.**
- (4) Approve the Request of Werner Kant, on behalf of Helene Kant, property owner, for an Affidavit of Correction to Certified Survey Map No. 2447 to correct the lot numbers for the property located at 3600 93rd Street.**

Mike Pollocoff:

I'm going to add for the new Trustees if there's any item that's on the consent agenda that you want to remove from that consent docket and have it brought forward for discussion and acted on

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separately this would be the time to do it. If you've reviewed the consent docket and have no issues with it, then you can approve it in its entirety. The purpose of the consent docket is usually these are items that are a little bit more administrative and have had their hearing and had action by the Plan Commission. As I prepare the agenda if there's been a lot of issues or controversies or concerns about any one of the items, then I won't even put it on the consent docket. So I don't mean to make light of any of the requests on there, but if they were pretty straightforward and nothing that was varying on the ordinance we put them on there. But you should know that at any time in the meeting if you were to decide Item 3 or 4 or any item you want to pull off the consent docket and consider separately this would be the time to do it. There's certainly nothing wrong with that.

Jeff Lauer:

Thank you.

John Steinbrink:

That's actually how the item before came here. Mr. Serpe had a question with that item and it was pulled.

Mike Serpe:

Unless any of the Trustees have objections I would move approval of Consent Agenda Items 1 through 4.

Jeff Lauer:

Second.

John Steinbrink:

We have a motion and a second. Any discussion? Those in favor?

Voices:

Aye.

John Steinbrink:

Opposed? So carries.

SERPE MOVED TO APPROVE CONSENT AGENDA ITEMS 1-4; SECONDED BY LAUER; MOTION CARRIED 5-0.

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12. ADJOURNMENT.

**LAUER MOVED TO ADJOURN THE MEETING; SECONDED BY TIAHNYBOK;
MOTION CARRIED 5-0.**