

MINUTES OF THE TOWN OF HULL,
COUNTY OF PORTAGE, BOARD MEETING
HELD ON MONDAY JANUARY 3, 2011

1. Call to order by Chairperson John Holdridge at 6:30 p.m. at the Town of Hull Municipal Building, 4550 Wojcik Memorial Drive, Stevens Point WI 54482.
Present: Chairperson Holdridge, Supervisors Mel Bembenek, Dave Pederson, Dave Wilz and LaVerne Syens.
2. Pledge of Allegiance
3. Vouchers presented: Motion Bembenek, second Pederson, approve the vouchers as presented/discussed.
 - Page 3 - Gary's Service
Pete Kaminski - new steel blade for old straight blade (9' - \$172) & one for the V plow (8'2 - \$374.92)
 - Page 6 – Saint's Health Services
Mark Kluck - drug panels for new people coming on FD (\$110)
EMS influenza vaccinations (\$57)
 - Page 3 – Hilton Milwaukee City Center
Mark Kluck – EMS continuing education for WI Emergency Medical (January 26, 27 & 28) 48 hours of continuing education
 - Page 1 – Big Iron - \$399.90
P Kaminski – for wire mesh & steel to build a brace with screen – Randy's 2002 oil is coming out of the cylinder – caused by abrasion on steel from plowing
 - Page 2 – Clifton Gunderson \$12.00
J Wolle – filters out suspicious emails on Barb's and Janet's computers
 - Page 3 – Frank's Hardware Co Inc – what is a camo tie down?
M Kluck – used to hold basket on type of rescue truck
 - Page 4 – Kmart - Cleanview \$89.99
M Kluck – a vacuum cleaner so you can see the dirt
 - Page 6 – Service Motor Company – Cutter blades \$77.96
P Kaminski – blades for boom mower needed replacement
 - Page 7 – Stevens Point Water Dept – 5,000 gallons of water \$49.80
M Kluck – for garbage truck fire by the Moose Lodge
 - Page 7 - Stuczynski Trucking – backhoe work \$1,755.00
P Kaminski – place new culverts after flooding on Pioneer & Pinewood
 - Page 7 – Swetz Oil & Tire Co - \$2,482.85
P Kaminski – filled up oil totes and 50% charge for 2 cases of antifreeze on Randy's truck

Motion carried.

4. Citizens wishing to address the board non-agenda items. Agenda items are for discussion with possible action.
 - ✓ Mark Kluck submitted IRS standard reimbursement rate for mileage – Hull is now 6¢ behind
John Holdridge – will take up at the Annual Meeting in April.
 - ✓ Fred Hoffman, 1884 Pella Drive – will be 67 years old in May and a fulltime member of the FD. Has there been some negotiation with the carrier of the insurance for the department that one of our members was asked what Fred does at the station and what is our age policy? Does the insurance carrier want to try to remove any older people who may cost more to insure? Is there a problem? As a senior citizen it concerns me. I feel the day I cannot do it I will know or the chief or assistant chief will tell me that it is time for me to leave. Why would the board, whoever asked the firefighter, want to know what I do and do we have an age policy when I know the board is aware we do not have an upper age limit.
 - Brief history of injuries at fires: tore toe nail off; bruised a meniscus; tore a rotator cuff; have a torn bicep; and a deer ran in to the side of the car when going to a fire – I have never made a claim to any insurer.

J Holdridge – this came up when we were renewing our policy. We had to report anybody over 65.

F Hoffman – why did someone ask what I really do?

J Wolle – I did not ask that. I called Mark Kluck asking if the FD had anyone over 65.

Mark Kluck – that is correct and to answer the question with a yes.

J Holdridge – I said someone is over 65 and I think it was Janet that said yes Fred Hoffman. Why is that a question that should not be asked?

F Hoffman – someone asked one of our firefighters if I really do anything/what I really do at the FD.

J Holdridge, we've had two of our fire chiefs have a coronary. I (John) also have had a coronary. Is there a mandatory retirement age for firefighters who are fulltime firefighters? I don't know if there is a mandatory retirement age or what our insurance policy says.

F Hoffman – the board should know that because there is actually that information in the minutes I last read where the same question was brought up.

J Holdridge, we want to make sure that we have as healthy a group as possible. Don't you have other duties of which you are not out there fighting the fire directly?

F Hoffman – the only thing I don't do is air-packs. Why was the question asked of a person that happened to be my age?

J Holdridge, I was struck as I didn't realize we had anybody on the FD over 65.

J Wolle, the renewal was with Horton Group for the FD Accident and Sickness insurance.

Mark Kluck, the FD does not have an age limit requirement.

Len Kawleski, Agent for Rural Insurance, Rural Insurance also does not have a required age for retirement.

J Holdridge, is there a concern when somebody gets to be a certain age and they are a fireman? Police can retire at 52. What's the retirement age for professional firefighters- probably the mid-fifties? That's the question.

D Pederson they are eligible for early retirement because of their line of work (police and fire fighters).

M Bembenek – there are some fire fighters at the Stevens Point Fire Department who are 65 and still working there.

J Holdridge, do they give them reduced duties?

M Bembenek – I don't know.

D Wilz, getting back to what Fred asked, we had a questionnaire Janet, or Mark you know this, I don't know anything about this, that asked if we had any firefighters over 65 and we provided that information correct?

M Kluck, it was a simple Yes or No.

D Wilz, did someone come in from that insurance company to ask these questions of the fire fighters? Did somebody come down and interview you?

F Hoffman, I was trying to make this very generic, John asked Nick Proulx, the other fire inspector what I (Fred) really did there and did we have an age thing. That's where it came from.

J Holdridge, this is a realistic question to ask of people who I think, in most cases, have to be in good physical condition as do policemen, is age a factor? Apparently it is not in our Fire Department. You may well get in to situations where physical stamina and that sort of thing is a factor.

M Kluck, a couple of years back we asked about a weight room, in fact we asked for one in the new fire station. Although a room may be available at the fire station, there has been no official statement it would become a weight room and that we would buy weight equipment. Plover, Amherst and Point have weight rooms, and they

are there working out. That helps. I am part of Adventure 212 – I go three times a week to work out because we don't have anything at the fire station. I would much rather do it here and not have to pay for it.

J Holdridge, in terms of my question Fred, this is not against you. We know when you get older you have health problems.

M Kluck, I would say that Fred does not have reduced duties but he has duties that won't put him in to a situation that he can't handle. He and I have discussed that.

Len Kawleski, the Accident and Sickness policy is a health policy. If you do have somebody at 65 they are also on Social Security and Medicare, which is where dual coverage comes in and is what needs to be known for record keeping for any insurance company.

F Hoffman, they just want to know who the primary insurer is and who the secondary insurer is.

Matt Schneeberg, 5424 Floral Lane, I'm wondering where we are at with the Public Safety Committee.

J Holdridge, I haven't seen the minutes of the public hearing, once we get those we will follow up.

D Wilz, depending on when we get the minutes I think it will come up at our second meeting in January if not the first meeting in February. We will get things going.

M Schneeberg – thank you.

Mark Kluck, the article in the paper today about the building being put on hold, is that a misprint?

J Holdridge, I think that was our intention at the last meeting. We just reevaluated for all of those reasons given. You understand the situation with the state, right?

M Kluck, yes.

J Holdridge the question if we go 15 or 20 years financing for the building and have a substantial tax increase for the Town of Hull now, are we going to be able to buy trucks, fire equipment, etc?

M Kluck, I just don't recall the board voting on that.

J Holdridge, did we put that on hold or not?

J Wolle, the only action on that item was motion by LaVerne Syens to accept the Building Committee report, second by Dave Wilz.

D Pederson, we did not make any motion for or against.

J Holdridge, do you want to bring it back up? What do you want to do with it?

D Pederson, we need to find out where we are financially.

Mark Fritsche, the paper said the board has taken, voted and tabled it. I was also at that meeting and remember LaVerne making a motion to accept the report of the committee but I don't remember anything about it being tabled. I know there was a lot of discussion around that and went on for 20 minutes to half an hour. What I read tonight in the paper is not what I heard at the board meeting.

M Bembenek, the paper reads "the decision made by the Town Board in December to table a project that has been in the making for 2 ½ years and will cost almost three million dollars to build". I was not at that meeting, but everyone here is saying that was not what it was.

D Pederson, there was not a formal motion to table it but there was no motion made on it.

J Holdridge, I assume that is putting it on hold.

D Pederson, I think the way they chose to write it is misleading.

M Bembenek, if this isn't right, people read this and feel that nothing will happen for awhile and then 2 months from now we will have a Building Committee meeting.

M Kluck, I have had 6 calls today asking what happened. What I remember is a request for an agenda on how to move forward and I did submit one. I don't know where it went but I did submit one to keep the ball rolling.

M Bembenek, if the decision was not made, should it be made to table it or not?

M Kluck, could we put this on the agenda of the next January or February agenda?

J Holdridge, I would like to know what the financial situation is going to be in the state of Wisconsin. If the board wants to go ahead with this, they should bring it up and put it on the agenda but we are in tough financial shape. We just found out that we are no longer going to get PEG fee revenue and that means we are losing ten thousand dollars. We are in tough shape virtually all over the nation. We don't know what Scott Walker is going to do. We get 20 to 30 percent of our revenue from the state. I'd like to know who is going to pay for this stuff; if the FD wants this, then what are we going to do when we want some fire trucks or reconstruct a road or buy another dump truck or grader within the next 15 to 20 years. How is that going to fit in? Can anybody tell me that? You can say it is tabled, on hold or we took no action, but clearly we did not take action to proceed at this time at the April referendum.

M Bembenek, if there is not going to be an April referendum, we should keep the Building Committee going and make a decision on if we would have a referendum in the fall and let the people make the final decision.

M Kluck, correct me if I'm wrong, wasn't there an agreement to submit an agenda to move the public hearing along to get feedback from the people. Not having a referendum scheduled at all but to work on that process.

J Holdridge, I would like to see what our revenues are going to be and then we can say to the citizens if we go ahead and this passes, here is what is going to be the potential impact on your taxes and here is what is going to happen if we have to do something else on a large scale nature that is going to impact your household.

M Kluck, I understand what you are saying but I don't know that you can hand cuff yourself to not doing anything.....

J Holdridge, nobody said we are not going to do anything. This is a board decision at this point. We are elected to manage our finances in this town. The Building Committee gave us a report and I feel it is financial. From the beginning we said once we get a plan, we then have to figure out how this fits in to our long term financial situation.

M Kluck, I understand that I was just concerned because of what I read in the paper.

J Holdridge, the reporter did not include the problems with state aids and capital costs and there is no mention of the Whiting Mill shutdown with 360 employees losing their jobs.

F Hoffman, I have talked with a lot of people and have heard nothing but positive feedback on the possibility of a new town hall/Fire Station because this is for the Town of Hull. It's not for the county, new school or alternative school – it's for the Town of Hull. This even comes up during fire inspections. There will always be some people who will not want to replace anything. We need some public hearings to see what the people think about it. You can say we don't know exactly what the cost is yet because we don't know what state aids are going to be but this is what we are talking about. Are you in favor of the project?

M Bembenek, at the end of the news article John states "the town still could go ahead with the project but the board wants to see what happens with state aid. Another option could include a scaled back plan".

J Holdridge I'm not only concerned about state aid I am concerned about all of the other capital costs which will surely come up.

M Fritsche, after the last meeting I was under the impression that you were possibly going to in the next couple of months get together, come up with an agenda and have some information meetings to get the pulse of what the people are feeling and saying.

Jack Elsinger, 5408 Claret Dr, is someone from the board going to contact the newspaper so there is clarification of the misinformation?

D Pederson, this should be clarified over the next month or month and a half and we need to go ahead with our informational meetings. People will ask how we are going to pay for this.

J Holdridge, to J Elsinger, is that a legitimate question?

J Elsinger, I think so. Listening to what Mark said about the number of people contacting him just today when they read the article, the obvious impression is what is going on here? What is happening? Further clarification to the public, it appears, would be something timely if Mark is getting those kinds of questions. There are probably many who have not called but have this on their minds.

J Holdridge requests M Kluck give list and phone numbers of individuals who called him – John will call the people with an explanation.

5. Announcements – Chairperson and Supervisors

- Bruce Wiza bond expires on January 10, 2011
- Has the agenda received from Mark Kluck
- Charter Communication eliminating PEG fee in 2011
- I-39 west lot splits passed the Portage County Board on December 23
- Have the information relating to mileage
- Can purchase federal property
- In the situation involving EMS – Mark Fritsche is the new administrator
- Shared service and lean government – article received from Marathon County. It has to do with police consolidation and some Fire Department consolidations.
- Bill from PC Business Council for 2011
- Regarding the FD Christmas party – John will pay for his meals
- Information on new legislators – the Governor and 2 houses controlled by the republican party

6. Workman's Compensation Rate for Town of Hull 2011 (Originally Agenda Item 8)

Len Kawleski, agent Rural Insurance, Hull's premium increased due to:

- ✓ Value of buildings increased
- ✓ 2% rate hike in liability
- ✓ Worker's compensation – actual claim against policy below 1 is a credit; above 1 is an increase – Hull's in 2011 is 1.18. The state does rating anytime there is a claim against worker's comp.

J Holdridge, what was the claim against our Workman's Comp?

D Wilz, Hull's increase was about forty-five to forty-six thousand dollars.

L Kawleski, I don't have privy to that. Home office will send actual numbers.

D Wilz, we have HIPAA laws we are dealing with but we can't correct a problem unless we know who and when.

J Holdridge, is there just 1 claim?

L Kawleski – that is all I am aware of.

D Wilz, if we have unsafe situations we want to be aware and try to correct them.

F Hoffman, if a firefighter or town employee becomes ill, due to an unsafe situation, example not having an exhaust system at the FD, if an employee gets sick due to diesel fumes is that workers comp. or Accident & Sickness?

L Kawleski – that would be a worker's comp. claim.

F Hoffman, does something like that affect the rate when you do not have an exhaust system?

L Kawleski, it really would not make any difference.

F Hoffman, even if claims start popping up?

L Kawleski, we would then probably recommend a ventilation system. We do have a person who comes out, addresses concerns and make recommendations.

J Holdridge would like a risk assessment on municipal building/garage and fire station.

L Kawleski, Rural Insurance has videos that deal with town garages and Fire Departments.

Motion Supervisor Wilz, second Supervisor Syens, approve 2011 premium payment to Rural Insurance. Motion carried.

7. Hull Official and Staff Salary Increases for 2011 (Originally Agenda Item 6)

Fire Chief Kluck, the Chief 1/Treasurer/EMS is to be removed from consideration (\$200 request). That is Mark Fritsche and he will be receiving a salary from becoming the EMS president/administrator.

J Holdridge the following are requests from the FD: gratuity request is up 8%; Fire Chief up 7%; (keep in mind some of the salaries are small) Record Keeper from \$500 to \$600 up 20%; Mechanic goes from \$12.50 to \$17.50 up 40%

- The Phil Deffenbaugh request, Phil has had some problems in the past in getting reports in on time. All reports are now in. The contract will be reviewed. He did not get an increase last year and suggest the increase for him be subject to review of the current contract.
- Barb put together a historical list of who precisely we are dealing with:
 - o Union will get 3% increase based on the contract (in 2010 they received a 2% increase)
 - o Barb Brilowski in 2010 received 2.5% increase
 - o Clerk 2.5% increase
 - o Treasurer
 - o I suggest for elected officials, that includes the treasurer and clerk, they run for office and they know what the salary is going to be, those salaries should be taken up at the annual meeting, which is when we typically should be taking those up – that is when we take up the boards.

D Pederson – I think the electorate has to move on changes in compensation.

M Bembenek, all these years we have been doing this the wrong way?

J Holdridge, I can't say we have done it the wrong way, but I would say they should be taken up at an Annual Meeting. How long have we been doing it with all salaries?

M Bembenek, for at least 25 years.

J Holdridge, the gratuity situation, which goes to all of the firemen, that has increased: 2008 – no increase; 2007 – increased 16.5%; 2009 – increased 5.7%. What we traditionally do, as we don't make these decisions until after the budget is adopted, we have in the budget for increases \$3,625 (that was 2% of the salary account).

J Wolle, the calculation was 2.5% based on John's suggestion.

M Kluck, I don't think you can lump the volunteers in with full time employees when talking about raises. 2.5% for someone making \$34,000 is a \$900 annual raise. That same raise in the gratuity is \$2.75 per firefighter a month (\$925 raise to the gratuity with 29 firefighters it breaks down to \$33 per person). They are volunteers, they don't

have to do this and if they decide they don't want to they won't. It is extremely hard to attract people. Gratuity is a big thing for the firefighters. They are paid once a year for everything they do. They are on the highways, they are out there 100° above and 20° below, they train 3 times a month, and they attend classes. The board provides us with excellent equipment. Other fire departments give each firefighter 2 ½% raise (Amherst, Whiting, Plover, Point (3%)).

M Bembenek in 09-10 Point FD increase of 3%, in 2011 they are not receiving an increase, and in 2012 they will receive 1%.

M Kluck we had talked about a Fire Department LOSP retirement program, this could cost the town an additional \$5,000 a year. We agreed not to pursue that as long as the gratuity stayed up at a reasonable rate. Mark Fritsche and I supervise the firefighters and we see what they do. They deserve more than that being volunteers. The \$25,000 requested for extra police patrol was a drop in the bucket compared to a 2.1 million dollar budget.

J Holdridge, it was actually \$20,000.

M Kluck, but that is almost a 400% increase. All we are asking for in the gratuity is 8%; this would bring that amount up to \$40,000. For the other people listed if you want to wait for the Annual Meeting I don't have a problem with that.

J Holdridge, the Annual Meeting is for the elected officials. Barb, Patty, Marilynn, poll workers have a right for an increase.

M Kluck, a \$10,000 pond project was approved and \$1,500 for water rescue equipment. I'm willing to throw that out to get the fire fighters the \$3,000 increase in gratuity. If we need to pull the funds out of there, we don't do these projects, and that is okay.

J Holdridge, if you look at your scope of service, isn't that necessary Mark? Someone was in today talking about a dry hydrant off of Scenic Drive. Are you prepared to scrap that in terms of more salaries?

M Kluck, we were talking about a dry hydrant project on Wilshire Dr and we had a quote from Kyle Kluck to dig the pond, haul material away and install the dry hydrant for \$10,000. I will forego the project to get the \$3,000 for the fire fighters pay. I think that is more important.

Dave Pederson are you saying you were asking for something you don't need?

M Kluck, no I'm not. I'm saying we need the dry hydrant. What I am saying is I think the fire fighters getting paid is more important than that dry hydrant.

J Holdridge, are we at a stage if the fire fighters don't get your 8% you are going to walk on us?

M Kluck – no.

Matt Schneeberg - absolutely not.

Fred Hoffman, we are not Junction City.

M Schneeberg, we are not out to take advantage of the citizens of this community, we are here to serve them.

J Holdridge, I would say if you are going to walk, give us a year's notice at least because we are going to need fire service. I have never seen as much aggressiveness led by the chief before this board in terms of salary. I've been here since 1991 and thinking what is going on particularly when we know there is a financial situation. We also have other services to perform. We received notice today that in a contract with Harter's when gas goes above \$3 a gallon for diesel fuel, we get an additional charge.

M Kluck, the point I am trying to make that the salary for these guys is that important to them and to me because I see what they do.

J Holdridge I have never said that the Fire Department does not do a good job. We know they do a great job. They have a long history and it has been distinguished. When you come in and say 8%/16% I keep thinking. That was a very forceful statement made at a public hearing. I began wondering what is going on here. I and the board realize we need to provide some adequate funding but if people look at what is happening around and where these monies are going to come from, that is the real question. Picking up garbage and recycling is a major public health issue, we have to do it. We have to have a Fire Department or provide fire service that is in the statute. Where are you coming from/what is it? At the public meeting we had a public safety that we thought made some sense, it is on hold or tabled.

M Schneeberg, as Mark said for extra police patrol that was a 400% increase if you are looking at percentage. I'm not really here for the money that is not why I fight the fires. But it is nice to make something to help you out in this work when helping out the community at such a minimal cost.

Dave Wilz:

- The police issue that came up in that one meeting would not necessarily be a reoccurring yearly expense – so that is not the same issue.
- When is the gratuity paid? The gratuity that is paid out is based off of last year's budget?

M Kluck, gratuity will be paid out within the next 2 weeks and is not off of last year's budget.

Dave Wilz:

- Barb went back to 2006 for all areas we spend money on in the area of labor.
- Comparing the salaries of the chief, record keeper, gratuity for FD and gratuity for EMS in 2006 (\$32,700); in 2010 the same salaries were \$45,762. This is about a \$13,000 increase over a four year period or about an average of 10% a year.
- The problem I have in trying to understand this is there seems to be a disconnect between how we are looking at the salaries and how you are looking at the salaries
- Suggest that the board needs a better understanding about not only how our Fire Department works financially but how other similar Fire Departments work financially.
- I would share this study with Mark, or his representative, I would like to do some surveying of what other towns do because quite honestly I am sitting here not prepared to listen to an argument and be able to make a good decision. I don't know if you are overpaid, under paid or right on. We have nothing to compare to.
- We are in tough shape financially and the future doesn't look real rosy but on the other hand I want to do the right thing and pay for the services the way we should be paying them.

J Holdridge, you are assuming that the town knows a lot about how the Fire Department operates. I don't think, for board members, that we do. The Fire Department, in the Town of Hull, has run your own show. Our major intervention is going through the bills once a month. Other than that we have not gotten involved in the operation of the Fire Department. That may be to your advantage. It seems to me because of the requests received we have to know more about the fire operation. When you go out on a fire call is that reported to anybody?

M Kluck, a NIPERS report is done once a month submitted electronically to the state. You are welcome to come down and ask any questions, visit. We want to be as transparent as you want us to be. You own us, we understand that.

J Holdridge we really have not been involved in the fire operations other than getting involved when you want to buy a truck but generally you have run your own operation, made your own decisions, etc. I think what Dave is saying is something that has to be done. We have to know more about how that operates. That may be a real advantage to you but on the other hand it may be somewhat of a disadvantage.

D Wilz, instead of battling the 10% increases, that sounds so large, it would avoid that. It would tell us what is going on and what we should be doing. I would like to learn more but it is not my intent to manage the Fire Department. You have had the autonomy over the years because of the superior job you have done, the service level that is being given to our citizens. You need to run your own piece of business but then again your budget is part of our budget, where we have to approve that. With that I need some understanding. I don't want to get in to anybody's way for gratuity coming up in 2 weeks but I think we could move forward, pay the gratuity out based out of last year and commit to have a study done within 30 days to relook this whole thing. How are people getting

paid, what are they getting paid. If the study comes out and it is recommended we need to have a little bit more, we go back and be retroactive.

F Hoffman, never ever was there the intent of any discussion that you do this or we do that. There is not a single member of that department that would walk out no matter what happened. When I joined I didn't know the fire fighters were paid anything. The guys are there because they want to be there. Half of our department does not live in the Town of Hull. They just want to serve people, but we still have expenses. Because taxes are taken out I keep track of miles driven to meetings/fires as a tax deduction. We do this as a labor of love. If you lose work you lose pay.

D Wilz, speaking for myself I never thought anything but that.

J Holdridge, this year for the first time I am seeing real aggressiveness and assertiveness about salary issues that I had not seen before. In particular what struck me is that we are in such a poor financial shape as a town and generally.

F Hoffman, we finally get assertive and we are broke!

M Kluck, there are guys who don't want to leave work anymore for a fire call because they don't make the same; they lose money coming to a fire call. The only incentive they have is to make a little bit extra.

J Holdridge, do they get docked by their employer?

M Fritsche, we have a large number of fire fighters paid hourly, that their employer allows them to leave work when a fire call comes in, but they go off the clock when they leave work. They go back on the clock when they return.

M Kluck, if I were to make it up I would have to take vacation time to make up 15, 20, an hour or 8 hours if it is a long day fire. If I don't use my vacation time I lose that money. Some don't have vacation to give.

J Holdridge, this is the type of discussion we need much more of. Dave has a good suggestion. Maybe there is a different way to pay too. I personally like the way pay is done now because it is based on merit.

M Kluck none of the other fire departments are based on that. This is your pay, have a nice day.

D Pederson, we also have to keep in mind the nature of volunteer work too. As Fred stated, I was surprised to find out I was going to be paid for being a board member when I was first elected. I saw it as a civic duty.

M Fritsche, part of it is retention too. A good point was made earlier that around half of our membership on the Fire Department are not Town of Hull residents. Where are all of the Town of Hull residents? Hull has gone from a rural community of farmers that help each other build barns, make hay, etc. to basically a bedroom community. They all have jobs, commute, and have soccer and everything else. They don't have the time to commit.

M Kluck, we had a young man wanting an application 2 weeks ago. The app. was sent with a job description for being a fire fighter. He looked at the classes, meetings, etc required and indicated he did not have enough time for that.

D Pederson, it is a real time commitment.

J Holdridge, volunteerism is tough all over. We have a Plan Commission who has been there and do not receive a thing. The Park Commission is another one. We get them because we try to encourage volunteerism.

F Hoffman, the FD personnel committee just made a change because the last person we want is somebody who joins just to try to get a check. They have to wait 6 months before they are eligible for the gratuity.

M Kluck, agree with Dave's suggestion if we can keep the gratuity at the current level and in the next 60 days take a look at that, see what others are doing.

J Holdridge, are you sure you don't want to accept some gratuity now subject to revision.

F Hoffman, you can add to but you cannot take away!

D Wilz, when the budget committee included the pool of \$3625 when putting together the budget that represented 2 ½%?

J Holdridge, yes that is what we felt. We also have a contingency fund we can go to if necessary.

D Wilz, 2 ½% is very generous.

Motion Supervisor Wilz, second Supervisor Pederson, give all fire fighters/gratuity, non-union and non-elected officials, a 2 ½% increase in wages.

Motion carried by voice vote.

Motion Supervisor Wilz, second Supervisor Syens, within the next 60 days a formalized study be put together with selective people from the Fire Department and member and/or members of the board to do an in-depth study of our Fire Department and other similar Fire Departments to make certain we have a clear understanding of what we need to properly fund budget.

M Kluck can put a question on line and 400 of the 800 Fire Departments will get that question.

J Holdridge, Hull is a member of the Wisconsin Urban Town's Association. That would be a good source to receive information on a town fire department (not a district).

D Wilz, we should get together and put together collaboratively what we are going to ask and why we are asking it that way. We will all send out the same information, the same request, the same way.

Motion carried by voice vote.

J Holdridge, Phil Deffenbaugh did not get an increase last year. Suggest authorizing/giving the flexibility to go up to 4% for his assessment work.

D Pederson up to 4% or going retroactive?

J Holdridge, going forward.

Motion Supervisor Wilz, second Supervisor Pederson, authorize up to 4% for assessor Phil Deffenbaugh (2% 2010 and 2%2011). Motion carried.

Dale Bembenek, Mark Kluck indicated he would scrap the dry hydrant that can save us \$10,000. Is that what he is going to do?

M Kluck, the objective was not to say that is something we don't need. We have been looking at a new place for the dry hydrant for 4 years. Because of the area along Jordan Road, Reserve Street, north of Torun Road, north of Willow Springs where we do not have a good winter water site, we'd be running back to the city fire hydrants. The property owner willing to have a dry hydrant on his property will lower everybody's insurance rate in that area because we will have immediate year round water site. My point was not to say that the project was not necessary, my point was to say my felling on the raise part for the firemen will take precedence over that.

D Wilz, you were trying to say you would postpone it.

M Kluck, correct. It (dry hydrant) is something that needs to be done.

J Holdridge I appreciate your comments, discussion and questions, that is part of representative democracy. It is valuable.

8. Update Hull Internet Web-Site (Originally Agenda Item 07)
Present LuAnn Elsinger.

J Holdridge, at the last meeting there was some concern about the web-site, that if we have a web-site it be a good one, accurate and up to date. Out of the discussion the name of LuAnn Elsinger came up as someone qualified to help us out. After talking with LuAnn she is interested.

- ✓ How will we operate, manage and make sure the web is current
- ✓ Jim Kruziki provided a hard copy of some items currently on the web

Jim Kruziki, timeliness boils down to whoever is in charge of the web-site. Things cannot be posted on a web-site that are not available. The timeliest issues that have a lot of change throughout the year are agendas and minutes. Agendas and minutes are easy to update/add to the web-site.

- Jim got the ball rolling
- Enjoyed maintaining web
- Would continue doing what the board wants me to

D Pederson is it set up so that a file can just be transferred into the web-site and it doesn't have to be retyped?

J Kruziki – right.

J Holdridge, we have a Plan Commission meeting on January 18, we would want the agenda on the web-site and we would want the minutes of the last meeting, what are the mechanics of doing that?

J Kruziki, once the agenda or minutes are in a document form, typed and saved on a computer, then will be saved on the file server – once Jim has notes about the data he converts to a pdf file and sends it to the web-site.

D Wilz, LuAnn has developed a site giving the board a choice of 3 or 4 designs. Are you suggesting you would work with the current web-site and alter it or develop a new one?

L Elsinger, I would develop a new site.

D Wilz, this could be done for about \$250?

L Elsinger, I would do that for \$250.

D Wilz, what don't you see in our web-site that brings you to that kind of comment?

L Elsinger, there could be a more professional looking web-site. I would suggest looking at Stevens Point or Town of Amherst web-sites.

J Kruziki, I agree. Our web-site was put together by a student who was learning the whole process.

D Wilz, we are talking about a different design and the information that has to be updated on a regular basis to keep it current.

D Pederson, would it be set up so that it could be updated the same way by just loading a pdf file?

L Elsinger, you would not necessarily have to have a pdf file, it would depend on the document and how you want it to look. Are you looking for someone to design a web-site and somebody else to maintain it or are you looking for somebody to do both?

Board – those are the questions, we don't know.

LuAnn inquiring of Jim:

- ✓ You are in charge of the web-site now and doing the uploading?
- ✓ Is that something you want to continue to do?

Jim – I am doing the work now. Officially as treasurer that is not one of my official duties. When I assumed the position the web-site was one of the challenges thrown out.

LuAnn, if Jim is not interest in maintaining I can do that too. I don't know if that is what the board is interested in. It is a matter of receiving the information. Whoever is typing minutes/agendas upon completion it is a matter of emailing the data and uploading it.

J Holdridge, how do you control what goes on the web?

L Elsinger there is only 1 person who has the files, password and can upload the data – that person is the web-master.

F Hoffman, it would be best to have 1 person doing the job. Having LuAnn do the work would mean that is one less thing the treasurer would have to do.

D Pederson when we first started talking about having a web-site we were looking at a way to take care of it in house.

F Hoffman, now you have added a third element to it; you want somebody to design it, somebody to run it; but also you want something in house.

D Pederson, when we interviewed for the treasurer job that was one of the things we asked about. Jim had some background in that.

J Holdridge here we may have to share some duties, it may not be in the statutes per se but there may be things in the statute that says that the board can do some things. We may have needs that people will have to do that Wisconsin Statute lists as one of the duties. We are exploring that too.

- What if we authorize LuAnn to take a look at and design the web for \$250.00 and once the web is up, see what it would take to maintain it?

L Elsinger do you mean that you would want to have somebody else maintain it?

J Holdridge you would review the design of the web-site and make (suggest) any changes. The next step is how do we keep it current?

L Elsinger if I am going to design the web-site the files will be on my computer. As far as I can see the person that designs the web will maintain the web.

D Pederson if we are buying a new design we are not buying the files?

L Elsinger the files will be on my computer to be uploaded. Once they are uploaded, in the event you would decide you don't want me to do the maintenance anymore, you can always download the files on to somebody else's computer. The files have to be on somebody's computer.

- I maintain the Town of Hull Fire Department web-site
- Files could be downloaded off the server and saved on to somebody else's computer provided they have the software to manipulate the files and uploaded again

D Pederson, we might be looking at new software.

LuAnn no. Where do you have the files for the town now?

J Kruziki – on the file server in office.

- It comes down to what the board wants on the web-site
- Are you happy with what it is doing?
- Do you think improvements can be made?
- An underlying issue is I don't think there was anything budgeted as far as web support

J Holdridge every public budget I am aware of has a contingency fund for reserves. Throughout the year you are going to have costs that come up that probably have not been budgeted for. A budget is a financial plan.

Mel Bembenek, what was the reason we decided to get in touch with LuAnn? I was not at the last meeting.

J Holdridge at the last meeting the board was talking about the web-site and keeping it current, etc.

L Elsinger, how often do you have to change your web-site, how often do you upload files and what are they? Are they just minutes and agendas?

J Kruziki those would be the ones that would change regularly.

L Elsinger you get the files from Janet after she types up the minutes?

J Holdridge, Janet types most of the minutes but in terms of the Plan Commission and Park's Commission another person does that.

L Elsinger that is something that can be sent by email?

J Holdridge – yes.

L Elsinger, that is once a month?

J Holdridge, typically the Plan Commission meets once a month. The Parks Commission does not meet over the winter – they will start meeting in the spring.

L Elsinger you are saying minutes and agendas will be updated once a month.

D Pederson sometimes the board has a second meeting in the month.

Mark Kluck – what about putting the newsletter on?

D Pederson we are hoping to allow people to get our newsletter electronically and save some money on postage eventually. We've got dog licenses.....

J Holdridge one of our problems is we don't know how many of the 2,020 households have internet services.

M Kluck – you can put a hit counter on and every time someone goes on to the web-site it counts the number. It may not be the households going in, it could be somebody from the city or Florida looking at it.

Barb Brilowski, when we first started this the board did not want to spend a lot of money. We got a student to do the basic job. It has all of the information that we need on there. I don't know what you are looking for. It can be a fancier design and colorful, etc. It depends what you are looking for. We have basic info on the web: agendas, minutes, dog licenses, new garbage schedule, etc. LuAnn is right, if you are going to ask her to come in and design a web-site and then say we are going to take care of it, that isn't fair to her either.

- Right now the web is basic
- We put on the agendas when we get them
- When the minutes are done we send them

J Holdridge, who does this?

Barb it depends who does the work. If Janet does the minutes and the agenda; or if I do, whoever, then we send them. They are then put on to the web. It is just whoever does the work, whoever has the file.

D Pederson we are just getting it up and running – I would like to see how it is received before we manipulate it too much.

B Brilowski, after the taxes were sent out talking about the building and public meetings – calls were received indicating they went on the web-site, when is the meeting? Comment – it has not been scheduled yet. So we know some citizens are looking at the web.

M Bembenek, if we are going to keep it as it is, we should not have gotten LuAnn involved in this.

J Kruziki, maybe John you want to have videos of our meetings on Monday nights.

J Holdridge would that encourage attendance or discourage it?!

J Kruziki – we can sit at home and watch!

F Hoffman, if part of your reasoning is to try to attract people to the Town of Hull, which is the third largest municipality in Portage County, maybe for a low cost you would want to have a more professional looking web-site.

J Holdridge the largest town, third largest municipality in Portage County.

- Are we premature?
- Should we get it going and maybe look at some modifications
- Ordinances need to be looked at and refined

D Pederson, Jim do you find enough time to do the work on the web?

J Kruziki, now that it is up and running time wise it is not a big thing. Janet, Barb and Patty are doing all of the document preparation. That is the big part. Like the ordinances, if we would go through all of them, that is time consuming, revising the ordinances, etc. Once that is done it is just a couple clicks of the button.

D Wilz how many different web-sites do you handle/maintain now?

L Elsinger: the Hull Fire Department and the Stevens Point Genealogical Society and personal ones.

D Pederson would like to see how what we have serves us for awhile; find out what kinds of things we haven't included that we should.

M Kluck, have you had anybody compare the dropdowns on the current web-site to other areas?

F Hoffman put a hit counter on the web-site to see how many people are actually looking at it.

LaVerne Syens, agree with Dave, see how this works.

D Wilz when we last talked about this we asked what other alternative do we have. That is when LuAnn's name came up. She has provided that for us, what she can and is willing to do for us.

M Bembenek, the board asked LuAnn to come up with what she could do, and it sounds good.

J Kruziki, as per Fred's points if we want to make the web look more professional, it needs more work.

M Bembenek, do you want it to look more professional?

Janet, Jim and Barb – it is up to the board.

J Holdridge if we agree to pursue this in house at this point; we work and get the web filled out and it is accurate, develop the rhythm – if we need to spruce up the web that is the time we go to LuAnn. Nobody in the office has the skills that LuAnn has.

D Wilz, if we do that, get it developed and make it all inclusive and we then decide we want more, doesn't LuAnn have to redo it all anyway?

L Elsinger, it would be easier to do it before you put a lot more data on. You have to take all of the info you have on now and transfer it over.

J Holdridge, what about the content that is on the web, not necessarily the appearance? We will probably need the Comprehensive Plan on the web for people to look at and ordinances are content.

L Syens I am changing my mind. If we are going to have to reinvent the wheel, why don't we build it right the first time?

D Wilz – that is how I am leaning.

M Bembenek – I agree.

D Pederson – I will go along with that.

F Hoffman is the board hesitant to spend additional money or are some of the board members hesitant to take something away?

J Holdridge, would it make sense to go on record having LuAnn design the web?

D Pederson what are the maintenance cost going to be?

J Holdridge how many hours a month would it take to do the maintenance?

LuAnn – I was trying to find out how often the web-site is changed. If you are only updating with minutes and agenda and that is all typed already, it is just sent via email, I'm thinking maybe an hour a month, not much. The majority is the design and transferring things over. If you want to do some major change where a lot of info is added, time increases.

J Holdridge if we go this route, LuAnn will you work with Jim on this?

L Elsinger, do you have a problem with this being on my computer? If I am going to develop it, it will be developed with my software at my computer. All of the uploading would be from my computer.

J Kruziki are there some legal or contractual issues involved? Once the files are on LuAnn's computer, who owns them?

L Elsinger I could take any of the files anytime I want on my computer and you would not know it.

M Kluck whenever you put something on a web-site, anybody can pull off that information.

Matt Schneeberg, all of the info is public; it is not going to be anybody's personal information.

Motion Supervisor Bembenek, second Supervisor Pederson, have LuAnn Elsinger design the web-site for \$250.00 and we will review hourly costs for maintenance. Motion carried.

9. Renewal of Fire Department Accident and Sickness Policy

Motion Supervisor Wilz, second Supervisor Syens, renew the Fire Department Accident and Sickness Policy with Horton Group. Motion carried.

10. Hull Grants to non-Hull Agencies and Documentation Status

Motion Supervisor Wilz, second Supervisor Syens, make sure each agency receiving grants from Hull has an IRS document on file. Motion carried.

11. Operator's license application for Jennifer Janes

Motion Supervisor Bembenek, second Supervisor Syens, approve operator's license for Jennifer Janes contingent upon completion of class requirements. Motion carried.

12. Reports:

- a. Town Clerk – No report
- b. Town Treasurer – No report
- c. Road Foreman – No report

- d. Fire Chief - EMS has been restructured. The position of president has been eliminated. As of this date there are 9 EMS.
- e. EMS Administrator/President – not present

13. Adjournment: Motion Supervisor Bembenek, second Supervisor Pederson, adjourn the meeting. Motion carried. Meeting adjourned at 9:05 p.m.

Janet Wolle, Clerk