

**Merrillan Village Board Special Meeting Minutes**  
**1203**  
**Wednesday, July 3rd, 2024**

1. President Wruck called the meeting to order at 3:00 PM
2. President Wruck certified the open meeting law requirements were met.
3. Roll Call - Present: Fehrman, Powell (arrived at 3:07 PM), Sprinkle, Madsen, Wruck - Absent: None
4. Adjourn to closed session and include Karl Miller in the discussion -  
*Motion by Fehrman, Second by: Madsen - Time: 3:02 PM*  
*Fehrman Yes, Powell Yes, Sprinkle Yes, Madsen Yes, Wruck Yes*
5. The Village Board for the Village of Merrillan, pursuant to Wis. Stat. 19.85(1)(c), may convene in Closed Session to consider employment, promotion, compensation or performance evaluation data of any public employee, all employees part and full time, over which the governmental body has jurisdiction or exercises responsibility.
6. Adjourn to open session and take any appropriate action from the Closed Session -  
*Motion by Fehrman, Second by Powell - Time: 4:39 PM*  
*Fehrman Yes, Powell Yes, Sprinkle Yes, Madsen Yes, Wruck Yes*

**ACTIONS:**

1st Motion: Offer to rehire Michael Garbers back to the Department of Public Works at his then ending wage, plus appropriate increases based on Handbook changes recently implemented for performance-based pay, with conditions based on prior employment performance, and a 90-day probationary period.

*Motion by Wruck, Second by Fehrman - In Favor: All, Opposed: None*

2nd Motion: If Michael Garbers declines offer to rehire, post position at all normal locations.

*Motion by Wruck, Second by Powell - In Favor: All, Opposed: None*

3rd Motion: President Wruck to develop a position description and perform a wage study for a starting range by reaching out to existing member utilities for UMMEG, MEUW, and others in reference to the creation of a third full-time position more directly related to the electric utility. With the likelihood of phasing out the Seasonal Maintenance Worker position as we implement this. Before posting for potential candidates, it will be sent out to Board members by the Clerk to review.

*Motion by Wruck, Second by Madsen - In Favor: All, Opposed: None*

7. Employee Handbook updates discussion and/or action.  
Motion: Remove the Superintendent/Assistant Superintendent position titles and change to "Public Works Operator", with neither Operator reporting to each other. Reporting structure to be as follows: Public Works Operators are to report directly and receive oversight from the Clerk, President, and outside assistance from Karl Miller as necessary.  
*Motion by Wruck, Second by Sprinkle - In Favor: All, Opposed: None*
8. Meeting Adjournment  
*Motion by Powell, Second by: Fehrman - In Favor: All, Opposed: None - Time: 4:45 PM*

Respectfully submitted,  
Chris Wruck, President 07/08/2024