

**TOWN OF WATERFORD SANITARY DISTRICT NO. 1  
MINUTES**

**October 29, 2012**

Commissioner Dickinson called the special meeting to order at 8.06 a.m.

Commissioners Present: Commissioners Dickinson, McNeiley, and Santaga  
Commissioners Absent: None  
Also Present: Administrator Debbie Nelson, Operations Superintendent Norm Nelson, Operations Assistant Jerry Ignatowski

Commissioner Dickinson announced A) pursuant to State Statute 19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically with regard to, individually, Debbie Nelson, Norm Nelson, and Jerry Ignatowski and part B) Consideration and possible action on motion to convene into executive session pursuant to State Statute Wis. Stat. § 19.85(1)(b) Considering dismissal, demotion, licensing or discipline of any public employee or person licensed by a board or commission or the investigation of charges against such person, or considering the grant or denial of tenure for a university faculty member, and the taking of formal action on any such matter; provided that the faculty member or other public employee or person licensed is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action may be taken. The notice shall contain a statement that the person has the right to demand that the evidentiary hearing or meeting be held in open session stating the notice goes on from there.

Commissioner Dickinson read an email the employees sent to the commissioners on October 26, 2012 demanding this meeting be held in open session. Since the email request for all employees was sent from Administrator Nelson's computer a verbal confirmation was given by Operations Superintendent Nelson and Operations Assistant Ignatowski of this being their intent. Commissioner Dickinson explained part A of the notice was discussed at last months closed session meeting with the commission wanting to pursue compensation, including the level the district would pay towards the employee retirement plan. Commissioner Dickinson was unsure if part A of the notice is subject to the employees request to have the discussion in open session, however the commissioners would not object to doing so. Commissioner Dickinson explained part B would pertain to observations and potentially go into discussions of a disciplinary nature. Commissioner Dickinson stated due to the sensitive nature of these issues and the presence of the press in open session, he asked the employees to reconsider if they wish to proceed today in closed session or re-schedule for open session. The employees expressed their frustration with Commissioner Dickinson's lack of sensitivity during his re-call campaign which included publicizing the employee's wages and benefits, dragging the employees through the mud, slander, humiliating the employees and now he is questioning the sensitivity of employee matters? Commissioner Dickinson responded campaigning is campaigning.

Motion made by Commissioner Santaga, seconded by Commissioner McNeiley to convene in executive session, commissioners only, to discuss the open meeting. All in favor. Motion carried.

At this point Commissioner Santaga took over recording of the minutes and Commissioner Dickinson asked the staff to leave the meeting room at 8:18 a.m.

Motion made by Commissioner Santaga, seconded by Commissioner McNeiley to reconvene into open session at 9:37 a.m. Roll call vote: Commissioner Santaga, aye; Commissioner McNeiley, aye; Commissioner Dickinson, aye. All in favor. Motion carried.

Administrator Nelson resumed recording of the minutes.

Motion made by Commissioner Santaga, seconded by Commissioner McNeiley to move the regular monthly Commissioner Meeting from November 14, 2012 to November 07, 2012 and incorporate the agenda items that were originally scheduled for the closed session to that open session. All in favor. Motion carried.

Commissioner Dickinson recognized the employees uncertainty about what this meeting was about so to give them some idea he explained that item A would be to talk about the level at which the district would fund the

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retirement savings account which would be consistent with discussions that go way back. Item B would be a disciplinary hearing, however the commissioners are not contemplating discharging any employee.

Commissioner Santaga acknowledged the commissioners know what has been published in the newspaper and how troublesome going through the re-call election process was on the employees; however as difficult as it was the commissioners would like to move forward with having the district run as smoothly and as efficiently as it can for the people that elected them.

Motion made by Commissioner McNeiley, seconded by Commissioner Santaga to adjourn at 9:55 a.m. All in favor. Motion carried.

Respectfully submitted,

Debbie Nelson  
Administrator