



**BOARD OF TRUSTEES MINUTES
January 27, 2026 * 7:00 PM * Court Room**

13600 Juneau Boulevard, Elm Grove, WI 53122

1/27/2026 - Minutes

1. Roll Call

President Koleski called the meeting to order at 7.08PM

Present: President Koleski (Zoom), Trustee Schindler (Zoom), Trustee Olson, Trustee Sayas, Trustee Stuckert, Trustee Castile and Trustee Hillmann

Also present: Village Manager Harrigan, Asst Village Manager Sowl, Village Clerk Turner, Attorney de la Mora, and Attorney Kolberg

2. Announcement of Closed Session

- A. Pursuant Wis. Stats. 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, more specifically to discuss the 2026-2028 Contract Agreement between the Village of Elm Grove and the Elm Grove Professional Police Association and to review proposals for legal services.
- B. Pursuant to Wis. Stats 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, more specifically to discuss the Represented and Non-Represented Employee Wage Increases and conduct the Annual Performance Review of the Police Chief.

3. Pledge of Allegiance

4. Public comments on any subject without any action, except possible referral to a governmental body or staff member

Mary Inden, 14745 Watertown Plank Rd, was present to speak. Inden introduced the permission request to hold the 4th of July Baking and Biking decorating contests. Village policy is to request the permission 70 days in advance. Has extra copies of the Village Calendar if needed. There were a few minor errors on birth dates and the picture should be revolutionary war not civil war.

Trustee Sayas asked that Mary Inden email the request to the Recreation Manager.

5. Approval of Agenda

Motion by Trustee Olson, seconded by Trustee Stuckert, to approve the agenda as presented.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

6. Approval of Minutes

A. Review and act on the 2025-12-16 Board of Trustee Minutes.

Motion by Trustee Sayas, seconded by Trustee Hillmann, to approve the 2025-12-16 Board of Trustee Minutes as presented.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

B. Review and act on the 2026-01-21 Committee of the Whole Minutes.

Motion by Trustee Stuckert, seconded by Trustee Hillmann, to approve the 2026-01-21 Committee of the Whole Minutes as presented.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

C. Review and act on the 2026-01-22 Special Board of Trustee Minutes.

Motion by Trustee Sayas, seconded by Trustee Castile, to approve the 2026-01-22 Board of Trustee Special Meeting Minutes as presented.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

7. Report of the Village President - James Koleski

President Koleski contacted the News Independent to recognize committee members that support the Village of Elm Grove. Each month will be recognition of a board or committee. First one will be the Building Board.

8. Report of Village Officers

A. Report of Fire Chief - Brian Naylor

1. Fire Chief's Report.

B. Report of Police Chief - Jason Hennen

1. Chief of Police Reports

President Koleski recognized the engagement from the Police Departments Facebook posts.

Trustee Sayas recognized Detective Mayer's service and Detective Martin's official swearing in.

C. Report of EMS Director - Curt Waddell

1. EMS Reports

D. Report of Village Clerk - Crystal Turner

1. Review and act on the additional 2026-2027 Poll Worker and Special Voting Deputy Appointments.

Motion by Trustee Sayas, seconded by Trustee Olson, to appoint the 2026-2027 Poll Workers and Special Voting Deputies Supplemental list.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

E. Report of Village Manager - Thomas Harrigan

1. Review and act on the request from Elmbrook Humane Society to terminate the appointments of Humane Officers Starr Vigo #566 and Beth Blackwood #564 effective January 1, 2026. following the discontinuation of the Humane Officer Program.

Village Manager Harrigan introduced the item for formal recognition to discontinue the Humane Officer portion of the contract. The agreement between Elmbrook Humane Society was previously approved for 2026 without the Humane Officer position.

Motion by Trustee Castile, seconded by Trustee Hillmann, to approve the termination of the appointments of Elmbrook Humane Society Humane Officers Starr Vigo #566 and Beth Blackwood #564 effective January 1, 2026 following the discontinuation of the Humane Officer Program.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

2. Review and act on the approval of the Urban Wildlife Damage Abatement and Control Agreement.

Village Manager Harrigan introduced the grant approval for the Urban Wildlife Damage Abatement and Control Agreement. The Village of Elm Grove will be pushing out the sharp shooter to 2027 due to limitations on availability and notification to residents. Understanding this will likely take place in September 2027.

President Koleski asked if there was a donation from the Beautification Committee. Village Manager Harrigan confirmed the Beautification Committee will front \$5000.

Motion by Trustee Sayas, seconded by Trustee Hillmann, to approve the Urban Wildlife Damage Abatement and Control Agreement grant

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

3. Update on Underwood Creek Daylighting Construction Bid opening.

Village Manager Harrigan gave a preliminary update in the second effort of bids for the Underwood Creek Daylighting project. The bids were favorable and CW Pupero came in at the lowest bid. Next steps is for review at the February Public Works Committee and then recommendation to the Board of Trustees.

Trustee Schindler stated the Purpero bid came n the lowest at \$50,000 below the Engineers opinion of probably cost used for the referendum.

F. Report of Village Attorney - Hector de la Mora

9. Report of Standing Committees

A. Plan Commission - President Koleski

1. **2026-01-05 Plan Commission DRAFT Minutes**
2. **Review and possible action to engage with Vandewalle and Associates for the Integrated Comprehensive and Downtown Master Plan.**

President Koleski noted the January 5th meeting was dedicated to the short list of proposals received for the Integrated Comprehensive and Downtown Master Plan. The Committee bought forward the recommendation of Vandewalle & Associates.

Meredith Perks, Associate planner, Vandewalle & Associates, was present to speak. Perks will be serving as Project Manager for the Village of Elm Grove.

Trustee Schindler stated there was a lot added to the map that was not requested. Referencing #8 west of downtown.

Perks stated number 8 was addressed in the discussion. If there are elements that are not preferred to carry forward these can be eliminated. Items on the map were not specifically identified to move forward and the scope of work conversation will be informing the project.

President Koleski stated #7 is also DPW that we are not removing.

Trustee Hillmann asked how do we make sure the public is aware that this is a proposal and not the plan. Discussion continued around the scope of work identified and the conclusion was to watermark the proposal in the agenda as "Proposal Only".

Trustee Stuckert noted there were additional touch points requested from Plan Commission to be included in the agreement.

President Koleski noted one item was an inclusive flat fee.

Asst Village Manager Sowl stated the project cost is \$145,600 not inclusive of additional tasks. Vandewalle have lowered it to a not to exceed \$143,950 and additional touch points would be a supplemental cost..

Trustee Stuckert explained the Board has updated the land use map regarding institutions. The Community was very involved and this should stand as is and Vandewalle need to be sensitive to those updates.

President Koleski indicated the instructions from the Plan Commission noted the scope of work was a fixed cost, not to exceed and include all required touch points that come forward as a part of these efforts. Are there now going to be additional costs?

Village Manager Harrigan was confident the proposed scope will be what the Village expects. If a curve ball comes out of left field then both parties will have to come back to the table which will incur additional costs. Based on the past work, confident in Vandewalle to complete.

Trustee Castile asked if #8 can be pulled from the map to add four touch points.

Perks stated the cost reduction came in after the scope was discussed during the interview process. The map was not intended to move forward from the interview process.

Motion by Trustee Sayas, seconded by Trustee Olson, to approve staff to engage with Vandewalle and Associates to negotiate a contract for the Integrated Comprehensive

and Downtown Master Plan.

Amended Motion:

Motion by Trustee Sayas, seconded by Trustee Olson, to approve Village Manager Harrigan to engage in negotiations and execute a contract with Vandewalle and Associates for the Integrated Comprehensive and Downtown Master Plan.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

B. Library Board - Trustee Castile

1. 2026-01-19 Library Board DRAFT Minutes.

Trustee Castile recognized Bruce and Susan Davidson for contributions. Close to hiring a new Librarian. Members reviewed the ACT 150 that has a Public Hearing scheduled next month on how cost sharing services will update with the County.

C. Public Works - Trustee Schindler

1. 2026-01-12 Public Works Committee DRAFT Minutes

Trustee Schindler recapped the following:

The Public Works and Utilities Committee met on January 12.

Our first task was to review a system for automated sanitary sewer flow monitoring for commercial buildings to ensure more equitable billing. The current system we have of self-reporting is very cumbersome and prone to errors or omissions. After some discussion the committee voted unanimously to approve the automated remote meter system. Our Village Clerk is exploring costs and contractors, and we hope to get this started this year.

2. Review and act on the Proclamation for Winter Salt Week, January 26th-30th, 2026.

Trustee Schindler recapped the following:

Nicci Sternitzky, chair of the Beautification Committee, was present and provided a presentation on her efforts to educate the community, as well as contractors that work in the community, on the impacts of chlorides in our waterways and the damage salt does to our roads, bridges, sidewalks, and other infrastructure. Ms. Sternitzky has requested a proclamation to make January 26th to the 30th, 2026 as Winter Salt Week that coincides with an educational presentation by Milwaukee Riverkeepers, Fresh Coast Guardians, Sweetwater, SEWRPC and MMSD here in the Community Room below the Elm Grove Public Library on Saturday, January 31st, 2026 from 1-3pm.

The committee was in full support and voted unanimously to recommend approval of the Proclamation to the Board of Trustees. At this time, I'll open the floor to discussion and possible action on the Winter Salt Week Proclamation.

Motion by Trustee Stuckert, seconded by Trustee Castile, to approve the Proclamation for Winter Salt Week, January 26th-30th, 2026.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Trustee Schindler continued his report:

We then discussed the Water Main extension project from Caroline Heights down Watertown Plank Rd to the RR tracks. We are currently in discussions with the City of Wauwatosa and expect the project to start in the Spring of 2027.

The Highland Drive pedestrian pathway extension from Gebhardt Road to WTP road was also discussed at length. A property owner requested a path deviation into his property in order to save some mature trees. The resident is willing to grant the Village an easement to place the path on his private property. The Committee is willing to accept this change and staff will work with the property owner to determine what needs to happen.

The Committee also reached consensus to allow residents whose property will be crossed by the pathway and who request to keep their concrete driveways that extend into the Village ROW, but only if the driveways match the slope of the pathway as determined by the project Engineer and are in excellent condition. Abutting the pathway to the edge of the existing concrete driveways will save the Village money, and allow property owners to keep the driveway they paid for. The Village will retain the right to have the final say on this decision.

Trustee Hillmann asked what happens if a driveway deteriorates faster than the path.

Trustee Schindler stated the Village still pays the cost of replacement at a later date. There are only two residents this impacts.

3. Appeal by the property owner of 14161 Juneau Blvd pursuant to § 243-25B, Violations and Penalties of the Village Code relating to a right-of-way indemnification request.

Village Manager Harrigan introduced Mr Peters, 14161 Juneau Blvd, appeal for indemnification request hearing. The Public Works Committee denied the request in February 2025. This item is to be handled similar to a Board of Appeals.

Peters summarized the process started 11 years ago with the tree trimming on St Georges Ct. Replaced the trees and discovered an unintended consequence when not replacing the last 40'. The elevation drop allowed for water to be directed into the yard. Once replaced, the trees helped redirect the water to the storm drain.

Trustee Stuckert requested clarification on how the berm and trees redirected the water.

Public Works Director Paul Jr. explained the road was resurfaced in July 2024 to August 2024. Try to keep the drainage in the road right of way. There was construction work taking place at the property during this time. Engaged with the homeowner and construction crew to make sure they were not approaching the right of way in order for public works to direct the drainage. Evidently putting in the arborvitae where they are makes for a tight area for a grade swale and the installation of the plantings created a berm which forces the water direction. Try to stay consistent and fair with everyone in order to maintain road ways, provide drainage and utility access. It does make it difficult in the larger right of way for the aesthetics. Have had requests for items to be planted in the ROW from other residents. Items in this area do not allow the

maintenance of the Right of Way. In order to be consistent and fair the board approved in approx. 2020 a cohesive ROW ordinance. Worked with Peters to ensure that it doesn't encroach on the ROW when discovered in 2024. The Public Works Committee asked for the removal in of the arborvitae in March 2025.

Trustee Schindler recalled that the DPW Director was out at the property prior to the planting of the last 40' and requested the homeowner did not complete plantings within the ROW. The Public Works Committee did not feel Peters had sufficient evidence to claim that the planting in the ROW was the only option.

Trustee Stuckert stated the ordinances were tightened up due to storm water drainage. This is reinforcing the direction of stormwater as it should.

Trustee Olson stated if Peters would have followed the direction given to plant the trees within the property line would the storm water flow the same?

DPW Director Paul Jr stated this would have been true and it potentially would be a better swale to the road from the ROW.

Trustee Castile asked with the current way the plantings are is there adequate room for the water to flow.

DPW Director Paul Jr stated this depends on the storm and flow. The ROW also helps us with snow storage and avoid damaging the plantings. Plantings in ROW are village property which leaves the village to trim back if needed.

The Board discussed on how the ROW and property boundaries line up around the property.

DPW Director Paul Jr stated there have been other requests that have been denied and will work with the residents to find a solution.

Trustee Castile noted that Peters was following the tree line previously put in for aesthetics.

President Koleski asked Peters when told you would be in violation of the ROW why did you proceed?

Peters explained he followed the previous line of trees and was not aware the ROW was different than an easement.

Trustee Schindler stated Peters is correct in the flow of water. The village has an interest in precipitation infiltrating as close to where it falls as possible. There is approx. 122' of area out of compliance to get the water off the road. Need it off the road to avoid ice or build up. If there would be more issues after the road was installed then Public Works can address with the homeowner to adjust the swale.

Trustee Hillmann stated the contractor David J Frank are experienced with village ROW and yet still went through with the plantings. **Peters** confirmed they knew what a ROW was.

Trustee Hillmann said the duty of the Board is to see if the Public Works Committee made a correct decision or if there was evidence if this is the only option for the property owner. Supporting the denial of the ROW indemnification.

Trustee Olson agreed with Trustee Hillmann. Previously had a homeowner at the Building Board that had an approved plan but because of the ordinance had to re-do the plan.

Trustee Stuckert stated this is too black and white and the Village is not being flexible with

residents. Learned from personal experience there is often no notice of public works working in the ROW area.

Trustee Castile said the water is ok now and if there is any work needed by public works then DPW will complete at needed. Arborvitae do get ugly over time and will be replaced.

Trustee Sayas stated this is not just the water issue. Plowing is also an issue. Water has been such a big problem in the village. Need to follow ordinances.

President Koleski stated he is concerned that there was notice given to the property owner and whatever is decided can set a slippery slope. Need to stand behind ordinances.

Peters said when the line of trees was put back in, he was told it was in the ROW. Not informed of the new ordinance and the indemnification process. It wasn't until fall that he was aware of the process to request a ROW indemnification process.

Motion by Trustee Hillmann, seconded by Trustee Olson, to sustain the decision of the Public Works Committee in denial of the ROW indemnification request.

Roll call vote:

Aye (5): President Koleski, Trustee Hillmann, Trustee Schindler, Trustee Olson, and Trustee Sayas

Nay (2): Trustee Stuckert and Trustee Castile

D. Public Safety - Trustee Sayas

E. Legislative - Trustee Stuckert

1. 2025-12-18 Legislative Committee DRAFT Minutes.

Trustee Stuckert noted the Legislative Committee reviewed the RM-3 district. Recommended the RM-3, CBRF and RCAC to review at Plan Commission.

2. Review and act on the approval of Ordinance 2026-03 text amendment to the Village of Elm Grove Code of Ordinances §275-4(B) Parking Restrictions.

Trustee Stuckert said the Legislative Committee addressed safety concerns from the Public Safety Committee with an ordinance for parking restrictions.

Motion by Trustee Sayas, seconded by Trustee Castile, to approve Ordinance 2026-03 text amendment to the Village of Elm Grove Code of Ordinances §275-4(B) Parking Restrictions to address the locations as described in the Legislative Committee minutes.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

3. **Review and act on approval of Ordinance 2026-04 for a text amendment to §208-9(C) and §208-13(A)(3) of the Village of Elm Grove Code of Ordinances pursuant to 2025 Wisconsin Act 24 renumbering of State Statutes.**

Motion by Trustee Castile, seconded by Trustee Hillmann, to approve Ordinance 2026-04 for a text amendment to §208-9(C) and §208-13(A)(3) of the Village of Elm Grove Code of Ordinances pursuant to 2025 Wisconsin Act 24 renumbering of State Statutes.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Trustee Stuckert requested to review the required noise complainant ordinance to have the responding officer as the second complainant at the next Legislative Committee.

F. Park and Recreation - Trustee Hillmann

1. **2026-01-13 Recreation Committee DRAFT Minutes**

Trustee Hillmann stated the recreation guide will be coming out timely and hiring is underway for summer staff. Requested the Rec Manager gives quarterly updates on the department's financial revenue/expenditures.

G. Administrative and Personnel - Trustee Stuckert

1. **Review and act on the creation of a Part-Time Dispatcher Position with a staffing limit of two (2) employees.**

Trustee Stuckert noted the Committee met on January 21st to review a number of items. Remainder of items will be discussed in closed session tonight. Committee felt it was in the best interest to move forward with the part time dispatcher positions.

Trustee Schindler asked if this is someone already in house or a new applicant as concerned on the ability to fill the limited hours. Trustee Stuckert said this will be filled from the outside. The Committee is in support of Chief Hennen.

Motion by Trustee Hillmann, seconded by Trustee Sayas, to approve the creation of a Part-Time Dispatcher Position with a staffing limit of two (2) employees as presented.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

2. **Review and act on the Emergency Medical Responder (EMR) Police Officer job description.**

Village Manager Harrigan recommended to table item to 11c 5.

Motion by Trustee Sayas, seconded Trustee Hillmann, to table until after closed session.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

The Board took up this item after 11 C 1.

Motion by Trustee Stuckert, seconded by Trustee Hillmann, to bring back from the table the Emergency Medical Responder (EMR) Police Officer job description

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Motion by Trustee Stuckert, seconded by Trustee Hillmann, to approve the Emergency Medical Responder (EMR) Police Officer job description.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

3. Review and act on Firefighter Compensation: Implementation of a \$30 Training Incentive and Increase to Unassigned Shift Pay for 2026

Motion by Trustee Sayas, seconded by Trustee Hillmann, to approve the Firefighter Compensation: Implementation of a \$30 Training Incentive and Increase to Unassigned Shift Pay for 2026.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

H. Finance and Licensing - President Koleski

1. 2025-12-16 Finance and Licensing Committee DRAFT Minutes

2. Monthly Reports

President Koleski stated the Committee met earlier this evening and reviewed end of year reports. The Finance Director provided a favorable performance for the 2025 year on net spend without use of the fund balance. Reviewed the EMS collection report. The Committee requested to make the EMS collector aware of the need for continued effort around collections.

10. Approval of Vouchers

A. Review and act on January 2026 Vouchers.

Motion by Trustee Castile, seconded by Trustee Hillmann, to approve the January 2026

Vouchers as submitted with follow up as requested.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Trustee Sayas asked if flock safety was an annual charge. President Koleski confirmed it is an on-going charge and included in the budget.

11. Matters for Possible Closed Session

A. Motion to convene in Closed Session pursuant to the following provisions:

- 1. Wis. Stats. 19.85(1)(e) to deliberate or negotiate the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, more specifically to discuss:**

- a. 2026-2028 Contract Agreement between the Village of Elm Grove and the Elm Grove Professional Police Association.**

- b. Legal Representation Proposals**

Motion by Trustee Schindler, seconded by Trustee Sayas, to convene in Closed Session.

Roll call vote: Aye (7) President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

- 2. Wis. Stats 19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, more specifically to discuss:**

- a. Represented and Non-Represented Wage Increases**

- b. Annual Performance Review of the Police Chief**

Motion by Trustee Hillmann, seconded by Trustee Sayas, to convene in Closed Session.

Roll call vote: Aye (7) President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

B. Motion to reconvene into Open Session

Motion by Trustee Olson, seconded by Trustee Castile, to reconvene into Open Session.

Roll call vote: Aye (7) President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

C. Discussion and possible action regarding items discussed in Closed Session

1. 2026-2028 Contract Agreement between the Village of Elm Grove and the Elm Grove Professional Police Association.

Motion by Trustee Stuckert, seconded by Trustee Hillmann, to ratify the contract between the Village of Elm Grove and the Elm Grove Professional Police Association for the years 2026-2028.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

2. Legal Representation Proposals

Motion by Trustee Hillmann, seconded by Trustee Sayas, to approve and direct Village Manager Harrigan to enter into an agreement with Municipal Law and Litigation Group as the village's attorney and continue the relationship with Von Briesen & Roper to retain municipal court services and representation in ongoing pending legal matters.

Aye (6): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, and Trustee Hillmann

Nay(1): Trustee Castile

3. Represented and Non-Represented Wage Increases

Motion by Trustee Hillmann, seconded by Trustee Sayas, to approve the non-represented wage increases of 3% effective January 1, 2026.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Motion by Trustee Sayas, seconded by Trustee Olson, to approve the 2025 Fire Fighter bonus' as proposed by Fire Chief Naylor for specific personnel for their contributions to the Village in 2025.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas,

Trustee Castile, and Trustee Hillmann

4. Annual Performance Review of the Police Chief

Motion by Trustee Sayas, seconded by Trustee Stuckert, based on the 2025 performance evaluation and specific goals for 2026 to approve Chief Hennen's 3.35% wage increase January 1, 2026 reflective of the department wages increases.

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

12. Other Business

13. Adjourn

Motion by Trustee Hillmann, seconded by Trustee Sayas, to adjourn at 9.53PM

Aye (7): President Koleski, Trustee Olson, Trustee Schindler, Trustee Stuckert, Trustee Sayas, Trustee Castile, and Trustee Hillmann

Minutes Respectfully Submitted by: Crystal Turner, Village Clerk

Minutes Approved on: February 24, 2026