

Town of Lincoln: ToL Board of Supervisors Regular Meeting Minutes, Monday, November 1, 2021

I. The regular meeting was called to order at 7:00p.m. by Town Chairman, Jesse Jerabek. Pledge of Allegiance recited. Other Board of Supervisors (BoS) present: Jordan Nowak & Brent Eisenman. Public attendance: Tim Strnad, Town Treasurer, Joe Jerabek, Town Assessor, Diane Massart, David Routhieaux, Mae Pinchart, Lynda Cochart, Dick Bultman, Jodi Parins, Ken Beaurain, Mick Sagrillo, Jeremy Paszczak, Carol Wautlet, Jenny Nowak, Amy Jerabek, Vicki Alberts, Steve Alberts, Suzy Vania, Cory Cochart, Scott Fenendael, Brad Porath, Brian Kinnard, Ron McClure, and Scott Srnka. Minutes submitted by Town of Lincoln Clerk, Mary Ann Salmon (absent), from audio recording of meeting.

II. November 1, 2021 Agenda: Motion made to approve agenda as submitted (Nowak/ Eisenman). Motion carried 3-0. Chairman Jerabek reviewed code of conduct for public comments and Town of Lincoln meeting protocol resolution points on public comments.

III. October 4, 2021 Regular BoS meeting minutes: Supervisor Nowak said he never accused Treasurer Strnad of stealing per Strnad's public comment, stating he accused him of finances numbers not matching and thinks Strnad's comments should be removed from minutes' public comment. Chairman Jerabek did not feel an opinion recorded correctly as public comment is removable; motion made to table approval of 11.1.21 minutes until 12.6.21 meeting (Nowak/ Eisenman). Motion carried 3-0. Supervisor Nowak to research topic of altering meeting minutes' public comment.

IV. Treasurer's Report: Strnad gave report on ToL Income, Checking, CD, Savings, & Loan accounts and reviewed interest rates on accounts. Strnad noted he will be purchasing postage for property tax bills and is still working on tax stuffer. Motion made to approve Treasurer's Report as submitted (Eisenman / Nowak). Motion carried 3-0.

V. Clerk's Report (read by Treasurer Strnad): Work completed in last month: Returned two special assessment letters, filed quarterly taxes, purchased \$50 gas card for Kevin Kotarek for cutting grass at Town Hall in 2021, attended Special Meeting on October 11th re: LRIP, attended annual Clerk / Treasurer's meeting on October 25th, and scheduled two additional town rentals for October 30th & December 4th. Correspondence received: ARPA Frequently Asked Questions Guide, notice of \$50 increase in WTA dues, notice of November 15 WTA meeting hosted by Town of Ahnapee, WPS Road Improvement Project Survey, Continental Western Group notice of renewal, Bay Lake Regional Planning Commission solicitation of CEDS projects, and NWTC Tax Levy information. Also received FOIA (Freedom of Information Act) requests, (also read by Strnad) for all electronic and digital correspondence between Supervisor Nowak and Supervisor Eisenman re: Plan Commission. This includes all of their devices and devices they have access to. This request also includes any devices used and correspondence sent on behalf of the two Supervisors and any devices used and correspondence received on behalf of the two Supervisors. The Clerk will need to contact the Town attorney for guidance on this FOIA request and in the meantime, Supervisor Nowak and Supervisor Eisenman may not delete or destroy any correspondence located on above mentioned devices.

VI. County Supervisor's (District 2) Report: None. Chairman Jerabek will attempt to reach County Supervisor, Nick Guilette, on questions he has to include whether he supports the possibility of referendum on Jail.

VII. Zoning: None.

VIII. Public Comment: May also be submitted to Town Clerk in writing: (Board members may not engage directly with the public at this time, but may use their own public comment to address comments made by the public or may do so during the following Board Discussion.) Strnad reported two phone calls received by Clerk in favor of reinstating the Plan Commission and read thirteen emails received by Clerk in favor of reinstating the Plan Commission. (Jeremy Paszczak) Here to ask the question point blank of you gentlemen, what was your thought / plan and why do you feel that putting our Town in jeopardy was a good idea? I noticed you guys took an oath to work for the people and as those letters were read, not once did you look up at the people in front of you, you looked down at the table. So now you have the opportunity to explain to these people who vote in this township and who pay taxes in this township why you made the decision you made. I am listening. (Mick Sagrillo) At the Oct. 4 Town Board meeting, Jordan Nowak stated "it does not seem like they're (Plan Commission) going to work with this Board, it's been fighting from day one, bucking heads". When asked by Chairman Jerabek to site any examples, both Nowak and Eisenman turned mute. Joe Jerabek stated there were "no known situations or conflict of the PC not able to work with current or past Boards and stated he would like to know what they were". Jesse stated, "Let the record show there are no known examples that the PC cannot work with the Town Board". I will point out that it has been Jordan bucking heads with the PC, Mary Ann, Tim and bad mouthing the Town, not the other way around. Divisive people have a habit of accusing others of ill behaviors they themselves are engaged in. Brent Eisenman was a Supervisor for 5-1/2 months when Jordan made his motion to remove three PC members at the Oct. Board meeting. During that 5-1/2 months, Brent participated in a total of two PC meetings. I can only guess that wealth of experience gave Brent all he needed to know to second Jordan's motion and vote to remove unless..... When I asked him, Brent stated he did not communicate with Jordan on the fate of the PC ahead of time. Why is this impossible to believe given the way Brent seconded Jordan's motion and then voted to remove three PC members? How could Brent make an informed decision on a motion and vote to remove when he didn't know Jordan's reasoning or intentions without any public discussion at the Town Board meeting. Is Brent that insightful or perhaps clairvoyant? Or Brent and Jordan engaged in a walking quorum with other members of the community. Perhaps the FOIA request heard about tonight will shed some light on that. (Lynda Cochart) It's been chaos for 2-1/2 years since Jordan was elected and just seven months since Brent joined into the pandemonium. When in the last 156 years has this township seen elected officials with their own personal agendas like these two? For the 37 years my dad was the Town Clerk, most of the meetings were held at our family home. I have lived long enough to have seen many, not all, of those Town Boards. They had their disagreements, they always talked truth and they always worked it out. Never before were good, hardworking, intelligent people removed from their positions with no reason and no answers. There is something behind this or someone behind this. It is time to reappoint and reconfirm Mick, Jodi and Carol. If you aren't ready to work on behalf of all of us, if you are cashing the \$5,300 check from all of us, then start representing all of us. My biggest fear is that after getting rid of Mick, Jodi and Carol, that they will keep on with more baseless accusations and lies against the rest of the Board. Then we'll be left with two guys with less experience than any PC member they removed. We got another good honest Town Chairman who is working **so** hard for all of us. Let's continue to come to meetings to support Jesse, Mary Ann and Tim; we don't want to lose them. It's simple; it just takes good people listening to the people. Use some common sense and get this town back on track. Let's get back to practicing truth in our government so we can all live in a town where we can continue to be proud of. (Jodi Parins) Noted the majority of the comments heard are calling this Board to get back to the people's business and either reconfirm or confirm a new, just as qualified PC. I personally don't care if you reappoint me or not, it's not about me- this is about Lincoln Township. While I am honored that they want to bring us all back and I would be honored to once again serve the families of this community, what is most important is that you confirm just as qualified people so that all of the people and all the interests of this Town can be properly and fairly represented. Chairman Jerabek, you are a fair and honest man who has served this Town admirably for almost 10 years. You've been left to dig us out of this mess and I am sorry you've been put in this position. Hopefully you have a plan to get us out of this mess and the others, whose intentions are already being questioned by the good citizens of the Town, will not obstruct your efforts. Because I do care for the families and the future of this Town that my ancestors settled, I want to ferret out any illegal activities which these two new Board members may have participated in. The first step is registering a FOIA because it is almost implausible that, as Mick just said, to believe that Mr. Nowak and Mr. Eisenman did not coordinate their plan and their vote and in doing so stripped the citizens of their rights to transparent decision

making. (Joe Jerabek) Hopes the Town Board will reconsider the motion that was made and adopted at the last meeting. The PC has worked very well over the past years under Mick's direction as Chairman. They've had some bumps & bruises along the way, but the PC's responsibility is to make a recommendation to the Town Board; the Town Board passes final judgement. If you feel that the PC missed something or you disagree with the recommendation, then you can overrule it. You have the final say. Now if you were to reappoint the PC as it was before, wait for them if you don't want to renew their appointment, then you have somebody else in mind at the time that would be the time to do it. There is business wanting to be done: Dairy Dreams and Scott Fenendael both have projects, but nothing can happen. If the PC came to you with a recommendation that you disallow or don't approve it, and you want to approve it, you guys are voted for by the people. The PC members are only appointed. You have control over it. I just hope that someone would make a motion to correct the mistake from last month's meeting. I just hope you guys are listening. It would make things pretty simple.

IX. Planning Commission (PC):

a. S. Fenendael Building / Residential Permit Discussion: Chairman Jerabek had contact w/ Scott Fenendael and Zoning Administrator, Joe Jerabek, has received Fenendael's occupancy permit; there are no outstanding requirements due to ToL at this time. Fenendael is open to apply for Site Plan meeting but since there is no PC currently, nothing can be done.

b. PC Chairman Report: None due to no Plan Commission currently.

c. Business:

- **Reconciling the Lincoln Township Zoning Map:** Mick Sagrillo and Joe Jerabek reconciled the Zoning Map of Town of Lincoln. No Board approval is needed, Chairman Jerabek and Treasurer Strnad signed map, and Zoning Map will be posted at Town Hall by State statute. Future reconciliations of ToL Zoning Map need to be done periodically and will need to be done by Bay Lakes Regional Planning Commission. Sagrillo turned in his key for the Town Hall. Chairman Jerabek thanked Sagrillo for his detailed service as PC Chairman, noting the outstanding information he provides to the Board and commented Sagrillo's record keeping will make his job as Chairman and future Chairmen much easier. With all the zoning changes the PC makes if the Zoning Map is not updated and it comes time to redo our Zoning Map, it would be a nightmare. This update by Sagrillo and Joe Jerabek will also save ToL money because multiple PC meetings will be avoided.

- **Chairman Nominations to Plan Commission:** Chairman Jerabek reviewed State and Town requirements necessary for a Plan Commission, noting it is the job of the Town Chairman alone to search for and nominate qualified PC candidates and the majority of the Board must confirm the nominees, reminding the Board that we currently don't have a PC. PC must include five members and one non-voting alternate. Jerabek stated after listening to the outpouring of public comments and email comments received from ToL constituents, it is obvious the action to remove these well regarded and effective PC members was ill conceived and contrary to the wishes and best interest of those constituents. Jerabek gave the Board the opportunity to remedy the action and asked both Supervisor Eisenman and Supervisor Nowak if he nominated the removed PC members if they would confirm those PC members at this time; both said they would not. Jerabek commented that without a PC, important Town business cannot be conducted such as Town's Road Improvement Plan (TRIP) which is of direct monetary importance and needed to apply for road grants. Creation of the TRIP was assigned to be completed by the PC and approved by the Board; until the TRIP is submitted, we will continue to lose tens of thousands of dollars in 2022 grants and without these funds it will be impossible to keep up with road maintenance needs in the ToL. Once all the PC members are confirmed, the Chairman will select from that group the presiding officer or the Chairman of the PC. The appointment of PC Chairman does not require confirmation; Town Chairman will confirm PC Chairman. Tonight we are confirming appointments to complete existing terms previously held by removed PC members that have not yet expired. Because of the situation the Town has been put in, Chairman Jerabek commented it is critical that they be able to hit the ground running and be able to return to some level of tax payer confidence in the Board. They must be people that have already served the ToL with distinction and there must be no question of their integrity, character, or commitment to the future of the Lincoln Township. According to guidelines put forth by the Wisconsin Center of Land Use Planning, PC members must have qualifications either in vocation or education that lends itself to being an effective member of the PC and the work typically before them. Therefore it is not in the best interest of the ToL to consider any citizens who are not qualified as per the State guidelines, who have brought legal action against the ToL, have not served admirably in previous roles, or have questionable integrity or character. Also important is to select members to form a new PC that is close in experience as the previous PC. In choosing candidates, Jerabek stated he took into consideration not only individual qualities and skills, but how each will mesh with other appointees and work as a unit. It is not necessary that all PC members think the same way, but should have diverse perspectives and be able to respectfully articulate and debate their perspectives, providing the ToL with the type of working unit that is needed at this chaotic place and time. Jerabek noted the group of candidates is greater than the sum of their parts and so will be appointing the following individuals as a group for confirmation to the Plan Commission: **Cory Cochart**, past Town Chairman with experience that has never been in question over the many years he served and poured his heart and soul into what he did as Town Chairman; **David Routhieaux**, past Town Constable, volunteered for the PC, has a diverse background and had done an outstanding job for the ToL in times of trouble such as the pit bull issue; **Nick Cochart**, past Town Supervisor, whose integrity and character cannot be questioned and has an outstanding resume. Chairman Jerabek voted to confirm three candidates as a group. Supervisor Eisenman initially did not confirm with a yes / no vote, but asked if a meeting could be held with appointees for discussion. Chairman Jerabek remarked "No, I don't think you quite understood what you did last meeting. If you read the State statutes, I appoint the members and you and Supervisor Nowak decide whether or not you will confirm them." Jerabek noted this had been explained multiple times before tonight's meeting and that the three outstanding candidates come from wide and diverse backgrounds. Eisenman said he was familiar with one of the candidates (Cory Cochart), but not the other two. Jerabek questioned if Eisenman was familiar with Nick Cochart since he said he attended a lot of Town meetings when running for election and felt the homework he put into getting these candidates, starting the day following the removal of PC members, should have merit while there was no plan after the vote to remove; again stating "your job is not to appoint but to confirm". Jerabek stated for the record and the benefit of the public: there are people that would be interested in serving the Town but won't serve under this Board because they are intimidated by what has happened in the ToL. Eisenman's comments re: possible candidates to Chairman Jerabek on the way out of 10.11.21 meeting with Highway Commissioner were in violation of open meetings and Jerabek could not then act on those candidates due to open meetings rules. Supervisors were asked to have interested candidates contact the Board Chairman. Jerabek commented that he takes exception to all the open meetings violations, and although he cannot punish the two Supervisors, the tax payers can. Doing things not allowed by the State of Wisconsin or the ToL is wrong. It is very hard to find candidates and it's disappointing that people won't serve because of the injustices that happened up here with many brave enough to send comments or letters, but some did not want their name / comments shared because of feeling intimidated. We should be working as a team. Questioned whether qualified people will be found to serve. Jerabek noted he used guidelines put out by the State of Wisconsin to find the best candidates, but people who sue this Town or don't have proper attendance at meetings are not up for appointment just to put a friend of yours on the PC because you are best buddies. Jerabek again asked Supervisor Eisenman for yes / no vote on confirmation of group of three candidates; Eisenman voted yes. With two Yes votes to confirm, Jerabek asked Supervisor Nowak for yes / no vote on confirmation of group of three candidates; Nowak then said he had clarification on the last meeting with Todd Every, stating "when I got home I looked and that was an illegal meeting, it was never posted and never published- that meeting should never have happened and we should never have been put in that position. I don't think it should happen again, that meeting was never published." Chairman Jerabek stated Clerk had confirmed with him that meeting was published and called out Nowak for again acting illegally, after being corrected multiple times, by discussing a topic not on agenda (needs to be requested seven days before meeting), stating what Nowak is discussing has nothing to do with this important confirmation currently being addressed and is an absurd

question right now. Also noted illegal email Nowak sent last week to Jerabek re: PC candidates he wished to be considered (no contact information on Nowak's emailed list), which Jerabek sent to WTA for clarification and is also an open meetings violation. Public comment would be the appropriate place to bring up topic of 10.11.21 meeting and then could be placed on the agenda for next meeting. Jerabek said he would be taking Nowak to task for violations of open meetings and because of the many instances Nowak has violated open meetings rules, may refer to the Kewaunee County DA Andy Naze per WTA recommendation. Jerabek asked Supervisor Nowak again for yes / no vote on confirmation of group of three candidates; Nowak voted yes.

- **Board Confirmation of Plan Commission:** Chairman Jerabek declared a unanimous confirmation of three candidates: Cory Cochart, Dave Routhieaux, and Nick Cochart. The Plan Commission for ToL is intact to include Tim Strnad and alternate PC member Brian Kinnard. Jerabek said he was in shock and awe over what took place in the last four meetings and stated for the record he cannot trust Eisenman to serve with his lack of knowledge (having served at only two PC meetings) and what has happened in this Town. Jerabek remarked he would not expect the new PC members or Treasurer Strnad to serve as PC Chairman with all the work it entails and named himself as interim PC Chairman, as allowed and per State statute does not have to be confirmed being a member of the Town Board. Supervisor Eisenman was removed from PC. Jerabek noted as interim PC Chairman (term ends in Feb) he truly intends to be fair and follow the ToL Zoning Ordinance. The three newly confirmed PC members' interim terms will end in Dec & Feb. Jerabek asked any interested parties to contact him re: new PC term positions.

X. Board Discussion:

- a. **First Responders Training Facility:** None of the Board has had contact with Brad LeGreve of the First Responders. Chairman Jerabek expressed the value of having First Responders and noted a special meeting may be called if plans by group are brought forward to be approved by the full Board.

- b. **E3764 County Road K- Land & Water Violations:** Travis Engels of Kew County Land & Water contacted ToL officials by email for assistance re: multiple violations at this property. Notices have been sent to property owner from L&W / DNR with no results. Complaints have been received of possible animal neglect & possible well contamination on neighbor's property. The number of animals may exceed what is allowed on parcel; Supervisor Eisenman reported while driving past, it is hard to see how many animals may be there. Manure is stacked near the well and next to an intermittent stream so a solution is of the utmost importance. Joe Jerabek, Zoning Administrator, relayed he had been contacted by Engels as well and had spoken with property owner some time ago, confirming originally that Rural Residential zoning of property allows for animals, but they must be of a number that owners can properly take care of and if there was a complaint made about property, it must be addressed immediately. Chairman Jerabek would prefer the County take care of this issue, but per ToL Comprehensive Plan, the ToL will work in good faith with L & W and DNR to rectify the problem. Per ToL Zoning Ordinance, the Board may issue a notice of violation. Engels is available to speak to the Board at their request and a Special Meeting can be called. Chairman Jerabek will contact the property owner.

- c. **Algoma Ambulance Replacement:** Algoma tries to replace an ambulance every 6-10 years based on mileage. 10.13.21 meeting reported on by Chairman Jerabek: two bids qualifying for ambulance replacement were opened and Foster Coach quote was recommended to the City Board after \$199,983.00 price was matched. ToL portion is \$26,200.00. A vote was made for townships to pitch in \$38,284 for power load cot already paid for, but to be installed in new ambulance; discussion on topic continuing.

- d. **Luxemburg Fire & Rescue Budget:** 2022 Budget meeting attended by Chairman Jerabek only. He reported on budget to include ToL portion of \$33,284.97. Discussion of Kewaunee County having one rescue service with multiple sites to take advantage of manpower and buying power; County Supervisor Guilette will be the representative at County meetings. A new steel roof is needed for Luxemburg Fire House; repairs are being made to roof currently for approximately \$7,000.

- e. **Sale of Hawk Road Town Property to Rack L.L.C.:** On 10.21.21 Chairman Jerabek attended the closing at Liberty Title on parcel next to old landfill; check for \$7,001 already submitted to Treasurer Strnad.

XI. Business:

a. Road Issues:

- **TRIP-D Application:** Town Road Improvement Plan will be worked on by new PC after 11.6.21 Road Meeting of BoS so road grants can be applied for as soon as possible.

- **LRIP: Cedar Road Bid Timeframe:** Chairman Jerabek again stated Clerk had confirmed with him that 10.11.21 meeting with Todd Every was published on website and posted at Town Hall per State statute. In review of 10.11.21 meeting for the public, Supervisor Nowak gave approximations of two options provided by Todd Every: 12' lanes w/ 5" of gravel then there was \$30,000 more for putting the gravel down, need to see what the budget is and what people want to spend, and cost of \$40-50,000 to go the extra two feet. Supervisor Eisenman noted Every's recommendation of 2' wide shoulder would cost \$8000 and would expect a 20-30 year life span on road. TRIP D grant could be applied for once TRIP is completed by PC. Nowak would like to see Cedar Rd done correctly (wider to save on shoulder wear by heavy traffic), but costs will be more. Supervisor Eisenman commented on possible use of underground transfer pipes to lessen traffic. Chairman Jerabek reviewed bar graph budgeting for Road Maintenance (ELNA Farm donation, LRIP grant, and possible ToL budget) and specific options for Cedar Rd, some of which will take up all of 2022 budget for Road Maintenance; Cedar Rd is less than 1/50 of total road mileage in Town of Lincoln. More beneficial to get bid, apply for grant, and do project the next year to avoid inflation- grant is based on bid so actual expense needs to be as close to bid as possible. Road maintenance to be discussed at Budget Meeting on 11.17.21.

- **Drake Lane Culvert Pipe Replacement:** Supervisor Nowak reported culvert replaced on 10.29.21 with no complications.

b. Town Hall:

- **Installation of Town Hall Foundation Protection:** On 10.23.21 Brad Porath, Ethan Jerabek and Chairman Jerabek installed and called the foundation protection at no cost.

- **Town Hall Septic System Insulation:** Supervisor Nowak dug out septic system last week for Joe Jerabek to spray insulate.

- **Purchase of Outside Tools:** Chairman Jerabek purchased outside tools: rake, shovel, and sprayer for reimbursement.

- c. **Redistricting Plan Resolution:** No need for resolution due to no redistricting of Lincoln.

- d. **2021 American Rescue Plan:** ARPA Frequently Asked Questions packet was received; creative ways to use ARPA funds to be researched. Treasurer Strnad worked with ARPA lost income calculator and said it is not looking promising due to newly added garbage collection and Tamarack Rd grant money.

- e. **Tax Stuffer Information:** Chairman Jerabek asked for information to be included: After January 1, ToL will enforce payment for road damage by party causing it (per State statute Town may recoup up to 3x the damage cost) and burning in ToL- burning permits are not issued / residents are to contact Sheriff's Department to warn ahead of time if burning. First Responders had shown interest in submitting information to ToL stuffer. Emergency alert system info requested to be included in tax stuffer by Kew County.

- f. **Going Garbage Update:** Supervisor Eisenman reported one property had unused containers in 2019, had them picked up and was reimbursed by ToL for charges, then charged on taxes for 2020- asking for reimbursement. This property now has containers as of August of 2021. Chairman Jerabek noted it is the property owners' responsibility to report if a home is empty so Going Garbage can pick up container and end charges; this information to be included in tax stuffer. Supervisor Eisenman to check with Going Garbage on reimbursement to Town.

g. Stone House Update: Chairman Jerabek provided Stone House update: judgement made after mediation meeting in 2019, Stone House Technologies LLC agreed to pay, claim has been filed, but no response received by Town attorney and he feels bankruptcy is likely. Supervisor Nowak asked what total Stone House expense was; Chairman Jerabek did not have numbers available at the time. Nowak to research his notes for expenses from 2019 meeting.

XII. Public Comment: May also be submitted to Town Clerk in writing. All public comment received in written form by or emailed to the Clerk will be available on the Town of Lincoln website under Agenda Packet. (Sagrillo) Noted it was a privilege and honor to serve Lincoln Township for the last 23 years, thanked the community for opportunity to serve, glad this fiasco is over, and wished new PC members well. (Vicki Alberts) Thanked Chairman Jerabek for all his work and research. Stated two Supervisors need to step up or step down, either pitch in and help or step away and let someone else do the job. (Scott Srnka) Asked how qualified PC candidates were picked, feels should reach out to everybody in Town, maybe there are others out there that are more qualified and they don't know about the situation, and feels more time should be spent on search. (Jeremy Paszczak) We are legally bound to have a PC and are at a standstill without having people appointed. These newly appointed people are only serving the existing terms of those removed. (Wautlet) Stated Chairman Jerabek has conducted himself with professionalism, integrity, and constantly doing his due diligence. It is very evident he has a heartfelt investment for community and we should all be glad that he is still here. Does have concerns on amount of work he will have to do and how long before this Town doesn't have people like Chairman Jerabek that are willing to do all this work and constantly deal with what just happened. Also thanked the newly appointed PC members and Brian Kinnard for stepping into the roles and wished them luck. (Cory Cochart) Stated \$15,000 is not a donation from ELNA Farms, but a penalty for wrecking Cedar Road. (Scott Srnka) Asked Board to check Pheasant Rd for damage. (Jesse Jerabek) Board will drive and review all mileage in ToL on 11.6.21. Noted he started working on list of nominees for PC the day after the October meeting following State guidelines on what makes a qualified candidate and which state the Board Chairman appoints PC candidate. Re: the vote, was bothered by fact that no plan was made and had no idea originally how many on PC would be removed, and that both women were voted off the PC. Two other women were asked to serve in the name of diversity, but they were afraid to serve under this Board. Every non-farmer was voted off. People with farming backgrounds were still nominated; Brian Kinnard will serve as an alternate. Dave Routhieaux works in that profession. While he values all the farmers, PC needs to be diverse. Both Supervisors were told a special meeting could be called to review their lists and discuss candidates. Supervisor Nowak emailed a list of candidates without contact information and no special meeting was requested so the Chairman was not able to interview them. Candidates should not be turned down by Supervisors just because you don't know them. Did not receive a lot of calls because people are afraid to serve in the ToL right now. December meeting should have an additional candidate for Nick Cochart's interim PC spot. Except for authority granted by State statutes, Chairman has no more power than the rest of the Board, wants to work as a team, and tries to be fair about listening to people's comments. Meeting protocol passed by previous Board has been followed. After asking for months for a plan, had no idea who would be left to serve. Would like the next PC Chairman to be the member with the most experience. Mick was a wealth of knowledge along with Carol and Jodi. Wants to serve this Town and do his best for everybody and what's right for the Town. Feels he appointed people that he has faith in, that have a proven track record with no instances of doing anything unfair or illegal, are educated, and have the responsibility needed to serve this Town. Residents and Supervisors were invited to have possible candidates contact Jerabek if interested in serving on PC after interim terms are done, noting again the option of calling a special meeting to review lists of candidates- has to be someone qualified, not just friends of Supervisors. Jerabek stated "we are a team up here working for these people,". (Jodi Parins) Since taking office, Supervisor Nowak has single handedly turned this Town into a circus. His actions have brought the Town to its knees and this mess is his doing. Tonight's action is only a temporary fix. Supervisor Eisenman and Supervisor Nowak have just ignored the calls of their constituents. Supervisor Nowak, you ran for office claiming that the Town government was acting less than honorably, yet every single one of your claims you made then and since have proven to be wrong. You have continued over your 2-1/2 years on the Board to sow nothing but chaos and dissention. I have documented over 10 situations where you have wasted the Town's time and money dealing with your claims; claims based on your lack of understanding of everything from basic bookkeeping to municipal law to being unable to respectfully debate in committee. You have tried to capitalize on every "gotcha" opportunity and every one of them has blown up in your face. Frankly, you are not competent. The issue of the meeting minutes that you brought up tonight is a perfect example. Per Robert's Rules of Order, you can only change the minutes if something was recorded incorrectly; you cannot change what somebody said- that is a matter of fact. In January of 2020, you tried the same thing wanting to change something someone said three meetings prior and per the Jan 2020 meeting minutes, you were told then that you cannot change somebody's comments. You don't know how to make a proper vote as we saw tonight; you don't know that it's not appropriate to bring up anything in the middle of a vote. You have been reprimanded multiple times for your inappropriate conduct and now we hear tonight the DA may be called in. You don't know when meetings are or are not posted; so why did you attend the meeting if it wasn't properly posted? Tonight you knew the Cedar Rd costs would be discussed yet you quote "don't have the numbers in front of me". Why wouldn't you come prepared to your meetings? You ran on spending and on roads, yet you wanted to see the Town spend 2X the entire budget for only 2% of our roads on a road exclusively used by ELNA Farms. You've been negligent; not showing up for over a year's worth WTA meetings and being the first Board member ever to skip the Board of Review. The list goes on and on. All of your actions and in some cases inactions are the reason to seek your removal from office through the courts. For those concerned about legal bills, this action will only be against Nowak individually. He alone will be responsible for legal bills. No doubt this will generate bad press and collateral damage, he must be held accountable for his improper and illegal actions which have now grown to the point of undeniably damaging to the fair and objective operation of our Town's government. Or perhaps, Jordan, you could do the honorable thing and resign right here and right now.

XIII. Agenda Items for Next Meeting 12.6.21: First Responders; Cty Rd K- Land & Water Violations; Road Issues: LRIP: Cedar Rd; 2021 ARPA; Going Garbage Update; Approval of Levy / Budget; Town Hall Septic Insulation; StoneHouse Technologies LLC Expenses; Supervisor Nowak noted town residents should know what was spent on StoneHouse. Chairman Jerabek noted he will entertain adding of agenda items up to seven days before the meeting and asked that all correspondence such as agenda items, lists and special meetings also include the Clerk.

XIV. Bills: November bills were reviewed & check register signed by Board of Supervisors. Motion made to approve November bills (Nowak/ Eisenman). Motion carried 3-0.

XV. Adjournment: 9:31pm. Motion made to adjourn (Eisenman / Nowak). Motion carried 3-0.

Respectfully submitted by Town of Lincoln Clerk, Mary Ann Salmon