

**TOWN OF LAPOINTE**  
**SPECIAL TOWN BOARD MEETING**  
**MONDAY, DECEMBER 30, 2013**  
**AT 5:00 PM AT TOWN HALL**  
Approved Minutes 1-14-14

**Present:** Jim Patterson, Greg Nelson, Ham Ross

**Absent:** Nick Nelson, Marty Curry

**Staff present:** Pete Clark

**Public Present:** Kristian Larsen, Michael Childers

**I. Call to Order** at 5:00 pm

**II. Interview & Terms of Hiring of New Town Foreman:**

Supervisor J. Patterson motions to have the full board present to interview all three Foreman applicants, no second, motion fails. Discussion included why go against the procedure they already agreed to. The Board trusts the Town Administrator's recommendation.

Interview with Kristian Larsen:

K. Larsen does not currently have his CDL, but will get it asap.

J. Patterson asks K. Larsen about his experience running a department. K. Larsen responds that he oversaw ten employees at a previous job at a ranch. He was in charge of equipment, and buildings as well. He was a carpentry crew leader for a building crew, and ran a snow making crew of 6-8 people.

H. Ross asks how well K. Larsen thinks he will work with the various personalities on the Town Crew. K. Larsen responds that he is not yet really familiar with the personalities, but he hopes they are open and ready to go for having him as foreman. He is willing to work with them and remain flexible and cordial.

J. Patterson asks what will be K. Larsen's initial priorities as Foreman. Larsen states he wants to begin by making observations, to see how things are currently being done and ran. He wants to learn about the employees, the schedules, and workings so he can later make it his own.

J. Patterson comments on Larsen's attention to detail, and asks about his experience with scheduling and budgeting. Larsen says he does have experience with his prior positions and has a good understanding of business practices.

G. Nelson mentions that two out of the three subordinates also applied for the position, there are concerns there but also optimism that Larsen will be able to work well with others, though assumes he will want to run the crew differently/ his own way.

Town Board, Administrator and Larsen go through a checklist to make sure they have covered all the bases of hiring. Start date to be January 2, 2014, starting wage to be 22.00/ hour, with a chance of raise after gaining his CDL. Vacation/ comp time also discussed.

Motion to hire Kristian Larsen as Town Foreman with the start date of January 2, 2014 and the wage of 22/ hour HR/ JP 3A Motion Carried.

**III. Wage Resolution #2013-1226B**

Motion to approve the Town of La Pointe Wage Resolution #2013-1226B with an amendment of New Foreman wage of \$22/ hour (not \$21.00 as written) JP/HR 3A Motion Carried.

**IV. Ice Road Maintenance**

Motion to approve the Ice Road Maintenance as per letter from Nelson Construction dated December 27, 2013 with rates included. HR/ JP 3A Motion Carried. Discussion included how the Town will do as much of maintenance as possible, with hiring Nelson Co as second option, as Town crew members are often busy with regular road maintenance.

**V. Adjournment** at 5:57pm HR/ JP 3A Motion Carried.

Submitted by Micaela Montagne, Town Clerk

Approved as Submitted January 14, 2014, Micaela Montagne, Town Clerk