

**STATE OF WISCONSIN
COUNTY OF KENOSHA**

Julie Harms, being duly sworn on oath deposes and says that she did, on the 17th day of February, 2016 cause to be posted in three of the most public places in the Village of Twin Lakes, Kenosha County, Wisconsin, to wit: Village Hall Board, Village Hall, Village Website.

Fair, true, and complete copies of Resolution(s) relating to:
**RESOLUTION NO. R2016-2-1 - A RESOLUTION DECLARING SEVERANCE AGREEMENTS FOR THE VILLAGE CLERK
AND VILLAGE ACCOUNTANT/TREASURER**

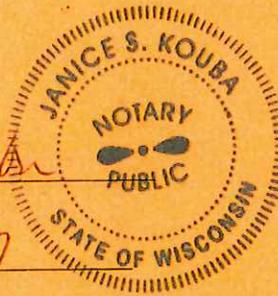
a copy of which said notice and Resolution(s) are attached hereto.

Subscribed and sworn to before me this

19 day of Feb, 2016

Janice S. Kouba

Notary Public, Kenosha County
State of Wisconsin
Commission Expires: 8/6/17



Howard Skinner

Howard Skinner
Village President

Julie A. Harms

Julie Harms
Village Clerk

VILLAGE OF TWIN LAKES

RESOLUTION NO. R2016-2-1

A RESOLUTION DECLARING SEVERANCE AGREEMENTS FOR THE VILLAGE CLERK AND VILLAGE ACCOUNTANT/TREASURER

WHEREAS, the Village offered a Term and Severance Agreement clause within the Employment Agreement with the former Village Clerk/Treasurer; and

WHEREAS, the Clerk and Treasurer functions were divided in 2014 to create two Village officials- the Village Clerk and the Village Accountant/Treasurer; and

WHEREAS, the Village Clerk retired in 2016 after 23 years in the Clerk and Clerk/Treasurer functions; and

WHEREAS, the Village Board desires to continue the terms of the original Employment Agreement by providing the severance benefit to encourage retention and to provide some degree of financial protection to the holders of the positions who, by ordinance and statute, serve strictly at the pleasure of the Village Board.

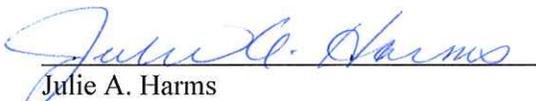
NOW THEREFORE BE IT RESOLVED, by the Village Board of Trustees for the Village of Twin Lakes as follows:

Should the Village Board exercise its authority to terminate the employee holding the Village Clerk or the Village Accountant/Treasurer position, such employee shall receive the following severance pay in addition to any other benefits afforded other employees:

- No severance payment shall be awarded to a Clerk or Accountant/Treasurer with less than a year of service to the Village.
- Four (4) weeks of the employee's then current salary if the employee has served one to ten years.
- Six (6) weeks of the employee's then current salary if the employee has served over ten years.

This resolution of the Village Board of Trustees of the Village of Twin Lakes shall take effect immediately upon its proper execution, posting and publishing in accordance with State law.

Dated this 15th day of February, 2016.


 Julie A. Harms
 Village Clerk


 Howard K Skinner
 Village President

Members Voting:
4 Aye
2 Nay
1 Absent
0 Abstained