



It was moved by John Moore, seconded by Cindy Fallona to approve the Grievance Policy and Procedure with language added to allow the employee to go to the Manager of Human Resources or General Manager, if appropriate in Step 1; and have the Independent Hearing Officer be selected from a lottery or rotation procedure.

All members voted aye

Motion Carried

It was moved by Tom McGinnis, seconded by John Moore to approve the accounts receivable write offs.

Roll Call Vote:

Gene Rosin	aye
Cindy Fallona	aye
Lee Meyerhofer	aye
Tom McGinnis	aye
Tom Driessen	aye
John Moore	aye
Bill Vanderloop	aye

Motion Carried

It was moved by John Moore, seconded by Gene Rosin that checks numbered 48320 through 48548 in the amount of \$5,751,020.31 be approved for payment.

Roll Call Vote:

Bill Vanderloop	aye
John Moore	aye
Gene Rosin	aye
Tom McGinnis	aye
Cindy Fallona	aye
Tom Driessen	aye
Lee Meyerhofer	aye

Motion Carried

The Commission reviewed the monthly reports.

Staff reports:

Manager of Electric Distribution Eric Miller told the Commission the line crew has started the Hwy ZZ rebuild beginning at Rapide Croche working west. The work will go underground for about 600' to get past the ATC towers that cross the Fox River. The crews have finished work on Rosehill Road in Little Chute. Miller had a preconstruction meeting with the consultant engineer for the Hwy OO work scheduled for spring of 2012. With approval of the 2012 Capital budget, Miller will move forward with the Ann Street Substation rebuild. Eric Miller is also working with Jeff Forbes and the city on specs for LED street lights for Hwy 96. KU sent four linemen to Sturgeon Bay to help with storm cleanup two weeks ago.

Manager of Generation and Ops Mike Pedersen advised the Commission KCP will be back in service in mid December; trash racks are installed at RCP, and maintenance crews are using dry ice to clean RCP and Little Chute. There is a scheduled outage for the Pratt Whitney FT-8 gas turbine this week. Mike Pedersen is working on risk mitigation for the Badger Hydro

Project. The appeal with respect to kayaking activities in conjunction with the Badger Hydro Project is on FERC's docket for tomorrow.

Water Superintendent Kevin Obiala indicated the water crew will finish hydrant flushing next week. Dorner Inc. was awarded the bid for the CTH CE and HWY 55 water main replacement. Two members of the water crew have been working with students from the KHS Civic Engagement class to put steps down to the viewing platform at the Rapide Croche Park.

Manager of Information and Technology Don Krause pointed out the overhead projector has been installed, and the podium will be equipped with a computer and made available to the public when meeting in the Commission Chambers. This computer will be completely isolated from the KU network for security reasons. Don is trying out another terminal and testing the hardware with two actual users in the virtual desktop project.

Mike Kawula advised commissioners the billing staff is using the Paymentus automated phone call system and just needs to work out some details with the reports. Accounting continues to work with Paymentus for on line payment processing.

Denise Vanderloop is working with employees and retirees during the health insurance open enrollment period this month. On November 1<sup>st</sup> and 3<sup>rd</sup> staff will have reasonable suspicion training which is required every other year by the Wisconsin DOT. Non represented staff will receive their forms for performance reviews this week.

General Manager Jeff Feldt discussed the 2011 Work Plan 3<sup>rd</sup> Quarter Update with the commissioners. A number of goals have already been achieved for the year. At John Street the Generation Department did a flow study and cleaned the turbines which increased production from 239 kW to 400 kW. The crew is able to clean the turbines now during low river flows. Staff has finalized and submitted the RP3 application to APPA for the 2011-2013 cycle. We should find out our rating in December. The RP3 application included an employee succession plan this year. Denise Vanderloop will finalize this plan and present it to the commission at the November meeting. Planning for the 100<sup>th</sup> Anniversary is coming along nicely.

Jeff Feldt advised commissioners he and Mike Pedersen have been interviewing several contractors for the Badger Hydro Project. Negotiations with Voith have been finalized. Staff will have a recommendation on the Badger Project for the Commission at the December meeting. Mike Kawula has been working with Hutchinson Shockey and it looks like Clean Renewable Energy Bonds (CREBS) will play a part in the financial recommendation. An open house is scheduled for December 7<sup>th</sup> to inform the public as to Staff's recommendation for the Badger Project.

KU, in conjunction with the city, is moving forward on a master planning process for Hydro Park. This approach will assist in determining the ultimate design of the park and will include public participation from a group of downtown businesses.

It was moved by John Moore, seconded by Gene Rosin to adjourn to closed session pursuant to Wis. State Statute 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation at 8:56 a.m.

Roll Call Vote:	Gene Rosin	aye
	Cindy Fallona	aye
	Lee Meyerhofer	aye
	Tom McGinnis	aye
	Tom Driessen	aye
	John Moore	aye
	Bill Vanderloop	aye

Motion Carried

It was moved by Tom McGinnis, seconded by Gene Rosin to return open session at 9:33a.m.

All members voted aye	Motion Carried
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It was moved by John Moore, seconded by Tom McGinnis to authorize a 2.5% base wage increase and a 2.0% merit pool for non-represented employees through the merit performance evaluation program for 2012.

Roll Call Vote:	John Moore	aye
	Cindy Fallona	aye
	Bill Vanderloop	aye
	Tom Driessen	aye
	Gene Rosin	aye
	Tom McGinnis	aye
	Lee Meyerhofer	aye

Motion Carried

It was moved by Tom McGinnis, seconded by Cindy Fallona to have the non-represented employees follow the same health insurance rates that the state is imposing on Local 2150 IBEW; not paying more than 88% of the average premium cost of Wisconsin Public Employers Group Health Insurance Program Tier 1 health plans in Outagamie County for 2012.

Roll Call Vote:	Lee Meyerhofer	aye
	Gene Rosin	aye
	Bill Vanderloop	aye
	Cindy Fallona	aye
	Tom McGinnis	aye
	John Moore	aye
	Tom Driessen	aye

Motion Carried

It was moved by John Moore, seconded by Cindy Fallona to authorize proceeding with changes to the Bankers Life/Merck Medco retiree health insurance plan as proposed.

Roll Call Vote:	Cindy Fallona	aye
	Lee Meyerhofer	aye
	Tom Driessen	aye
	John Moore	aye
	Tom McGinnis	aye
	Gene Rosin	aye
	Bill Vanderloop	aye

Motion Carried

It was moved by Tom McGinnis, seconded by John Moore to adjourn.

All members voted aye	Motion Carried
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The meeting ended at 9:40 a.m.

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Thomas J. McGinnis  
Secretary