

Kaukauna, WI
October 2, 2024

The meeting of Kaukauna Utilities Finance & Personnel Committee was called to order at 8:00 a.m. by Lee Meyerhofer. Finance & Personnel Committee members present were Sue Hennes, Lee Meyerhofer, and John Moore. Also present were Michael Avanzi, Clara Pickett, Amme Storma, Dave Pahl and Tara Schmitz from KU.

There was no public comment.

It was moved by John Moore, seconded by Sue Hennes to approve the minutes from the November 7, 2023 Finance & Personnel Committee meeting as written.

All members voted aye

Motion Carried

Finance & Administration Director, Clara Pickett, reviewed the 2025 draft budget and comprehensive long-term financial plan.

It was moved by John Moore, seconded by Sue Hennes to adjourn to closed session pursuant to Wis. State Statute 19.85(1)(c) Consider employment, promotion, compensation, or performance evaluation at 10:39 a.m.

All members voted aye.

Motion Carried

It was moved by John Moore, seconded by Sue Hennes to return to open session at 1:01 p.m.

It was moved by John Moore, seconded by Sue Hennes to forward the new organization chart including the revised position as presented to the Utility Commission for approval.

All members voted aye.

Motion Carried

It was moved by John Moore, seconded by Sue Hennes to forward the following to the Utility Commission for approval: 2025 compensation plan as presented including the 2025 non-exempt employee wage schedule; 2025 exempt employee salary schedule; 2025 wage adjustments for non-exempt employees; 2025 salary adjustments for exempt employees (including the General Manager as discussed); and the recommended merit pool for 2024 performance with the plan to have the Finance & Personnel Committee review the merit recipients in Q1 2025 prior to payout.

All members voted aye.

Motion Carried

It was moved by John Moore, seconded by Sue Hennes to forward the Water Treatment System Project Incentive Plan as presented to the Utility Commission for approval with the plan to have the Finance & Personnel Committee review 2024 results in Q1 2025 prior to payout for annual benchmarks achieved.

All members voted aye.

Motion Carried

It was moved by John Moore, seconded by Sue Hennes to adjourn at 1:04 p.m.

All members voted aye

Motion Carried

Minutes taken by Amy Brick