Kaukauna, WI
September 30, 2026

The regular meeting of Kaukauna Utilities Commission was called to order at 4:00 p.m. by President Lee Meyerhofer. Commission members present were John Moore, Kelli Antoine, Sue Hennes, Greg Lenz, Lee Meyerhofer, Paul Van Berkel, and Tony Penterman. Also present were Michael Avanzi, Dave Pahl, Zach Moureau, Tara Schmitz, Aaron Wallin, Amy Brick, Hazael Becerra, Zach Kriesel, Kayla Coonen, Maddie Effa, Andy Vanden Heuvel, and Sam Brittnacher from KU, Richard Heinemann from Boardman Clark, and Brian Roebke.

IT Intern Maddie Effa provided a presentation on her internship progress.

It was moved by Tony Penterman, seconded by Sue Hennes to approve the minutes of the August 19, 2026 Commission meeting.

All members voted aye. Motion Carried

Human Resources Director Tara Schmitz discussed a proposed change to the health insurance effective date for newly hired and rehired employees. Currently, health insurance, supplemental dental, and vision coverage become effective on the first of the month following a 30-day waiting period. With the implementation of the ETF Benefits Portal, employers are no longer able to establish separate waiting periods for supplemental benefits. Under the ETF Benefits Portal, supplemental dental and vision coverage becomes effective on the first of the month following an employee's hire or rehire date. As a result, KU's current practice creates different effective dates for health insurance and supplemental benefits. To simplify benefits administration and provide consistent effective dates, staff proposed eliminating KU's 30-day waiting period for health insurance effective January 1, 2027. Under the proposed change, health insurance coverage would become effective on the first of the month following an employee's hire or rehire date, aligning it with the eligibility timing for other ETF benefits. The change would also reduce potential gaps in health insurance coverage for newly hired employees. Under the current 30-day waiting period, depending on the employee's hire date, coverage may not become effective until nearly two months after employment begins. During this period, employees may need to maintain prior coverage or elect COBRA or other interim coverage, potentially resulting in additional out-of-pocket costs. KU's current budgeting practice includes 12 months of employer benefit costs for each benefited position. Therefore, eliminating the 30-day waiting period is not expected to require an increase to the budgeted amount for health insurance.

It was moved by Kelli Antoine, seconded by Tony Penterman to authorize the General Manager to remove the 30-day waiting period for health insurance and to allow benefit effective coverage dates to be on the first of the month, following a hire/re-hire date, with this change becoming effective January 1, 2027.

All members voted aye. Motion Carried

Environmental & Compliance Manager Zach Moureau discussed a proposed Water Softener Removal/Optimization Program in conjunction with the Water Treatment System Improvement (WTSI) Project. The program would educate customers on future water hardness and provide options for softener removal, bypass, or optimization. A $75 rebate would be offered to eligible residential and ¾-inch meter

customers who hire a licensed plumber to remove their softener, with an annual program cap of $60,000 for five years. The existing water softener rebate program would be discontinued, with its funds redirected to the removal program. KU staff would also provide bypass assistance and resources for customers who choose to continue using their softeners. KU is working with HDR, Inc. to develop customer education materials, with anticipated costs of less than $10,000.

The Commission reviewed the Electric and Water Financial Statements and the monthly reports.

General Manager Michael Avanzi reviewed highlights from the monthly department updates informing the commission there is a WPPI Ad Hoc Committee meeting tomorrow and a Finance & Personnel Committee meeting on October 7th. The next commission meeting is October 21st. He will be attending the MEUW District Roundtable meeting in Clintonville on October 8th and if anyone would like to attend, please let him know. Invitations were sent to key accounts for the Kaukauna Utilities Power Quality for Motor Controls application seminar. The 4-hour seminar focuses on the various types of power quality disturbances associated with typical motor control techniques, cause of these disturbances, and methods of solving or preventing them. Staff is preparing for the 2027 Open Enrollment period. This year, employees will complete their insurance enrollment digitally through the new ETF Benefits Portal. Dave Pahl contributed to an article written by APPA regarding emerging technology. Multiple team members have been coordinating and planning for several significant outages scheduled for the first full week of October. This includes an outage involving American Transmission Company (ATC), coordinated with one of KU's large power customers. Several projects involving KU, ATC, and their contractors are planned as well. Cybersecurity Analyst Don Krause presented KU's capability-first approach to cybersecurity at the 2026 APPA Cybersecurity Summit. Following the Commission's award of Phase 1 of KU's Enterprise Systems Strategy Project, Panorama Consulting conducted a two-day onsite visit to complete a preliminary assessment of KU's current enterprise systems, integrations, and business processes. During the visit, Panorama met with key stakeholders, including leadership, supervisors, and staff from across the organization. Planning is underway for the upcoming Combined Locks Substation outage and 138 kV switch replacement scheduled for October 5-9. Due to the specialized equipment needed for this work, KU coordinated with Sturgeon Bay Utilities to utilize a digger truck with the additional reach required to safely complete the project. Air/oil coolers have been installed on both units at Kaukauna City Plant, eliminating he need to use city water for cooling. Dry ice cleaning of the generators at Rapide Croche Hydro Plant was completed by a contractor; however, the results did not meet staff expectations. Staff will evaluate alternative contractors and cleaning methods for future work. The water rate increase application for 2027-2028 was filed today. The Business Brat Fry is on Thursday, October 8th from 11am – 1pm. This year's Public Power Week Coloring Contest has officially kicked off with local schools. Initial participation has been excellent with 40 classes from 10 schools in our service territory. The Ann Street relay project is completed. Replacement of the watermain that crosses the river adjacent to Riverside Park is scheduled to start tomorrow.

The Commission chose not to adjourn to closed session pursuant to Wis. State Statute 19.85(f) for review of data Kaukauna Utilities is prohibited from making public under Wis. Stat. 196.137, including Kaukauna Utilities Write Off Journal details, Check Register details and Customer Usage and Billing.

It was moved by John Moore, seconded by Greg Lenz to approve the August accounts receivable write-offs.

Roll Call Vote:	Tony Penterman	aye
	John Moore	aye
	Paul Van Berkel	aye
	Sue Hennes	aye

Lee Meyerhofer	aye
Kelli Antoine	aye
Greg Lenz	aye

Motion Carried

It was moved by John Moore, seconded by Sue Hennes that checks numbered 2103 through 2121, 12121 through 12226, 82578, and checks numbered 82754 through 82798 in the amount of $6,464,951.22 be approved for payment.

Roll Call Vote:

Sue Hennes	aye
Lee Meyerhofer	aye
Greg Lenz	aye
Kelli Antoine	aye
Paul Van Berkel	aye
John Moore	aye
Tony Penterman	aye

Motion Carried

It was moved by John Moore, seconded by Greg Lenz to adjourn to Closed Session pursuant to Wis. State Statute 19.85(1)(e) to consider deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session – Generation Capacity Sale at 5:25 p.m.

All members voted aye. Motion Carried

It was moved by John Moore, seconded by Tony Penterman to return to open session for possible action at 5:54 p.m.

It was moved by John Moore, seconded by Tony Penterman, to authorize the General Manager to execute an agreement to sell firm seasonal capacity commitments from the Elm Street Generating Station for MISO Planning Years 2029-30 through 2031-32 in the following amounts: 12 MW (summer), 13 MW (fall), 14 MW (winter), and 15MW (spring), along with a right of first refusal for additional accredited capacity at the price discussed in closed session and containing such other terms and conditions as are determined to be necessary and appropriate to complete the transaction.

Roll Call Vote:

John Moore	aye
Tony Penterman	aye
Kelli Antoine	aye
Sue Hennes	aye
Lee Meyerhofer	aye
Paul Van Berkel	aye
Greg Lenz	aye

Motion Carried

It was moved by Greg Lenz, seconded by John Moore to adjourn to Closed Session pursuant to Wis. State Statute 19.85(1)(e) to consider deliberating or negotiating the purchasing of public properties, the

investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session – WPPI Contract Extension at 5:56 p.m.

All members voted aye. Motion Carried

It was moved by Tony Penterman, seconded by John Moore to return to open session for possible action at 6:50 p.m.

All members voted aye. Motion Carried

It was moved by Kelli Antoine, seconded by Greg Lenz to authorize the General Manager to issue a Request for Proposals for an independent study for the purpose of evaluating the WPPI contract extension.

All members voted aye. Motion Carried

It was moved by John Moore, seconded by Tony Penterman to adjourn.

All members voted aye. Motion Carried

The meeting ended at 6:54 p.m.

John P. Moore
Secretary

Minutes prepared by Amy Brick