

Kaukauna, WI
October 8, 2025

The meeting of Kaukauna Utilities Finance & Personnel Committee was called to order at 10:00 a.m. by Lee Meyerhofer. Finance & Personnel Committee members present were Sue Hennes, John Moore, and Lee Meyerhofer. Also present were Michael Avanzi and Aaron Wallin from KU.

There was no public comment.

It was moved by John Moore, seconded by Sue Hennes to approve the minutes from the February 18, 2025 Finance & Personnel Committee meeting as written.

All members voted aye.

Motion Carried

Aaron Wallin, Finance & Administration Director, reviewed the 2026 draft budget & 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) to consider employment, promotion, compensation, or performance evaluation at 12:44 p.m.

All members voted aye.

Motion Carried

It was moved by Sue Hennes, seconded by John Moore to recess the meeting at 1:45 p.m. and reconvene at 8:00 a.m. on October 9, 2025.

All members voted aye.

Motion Carried

The meeting resumed in closed session at 8:00 a.m. on October 9, 2025 with Lee Meyerhofer, Sue Hennes, John Moore, and Michael Avanzi present.

Committee member John Moore left at 10:00 a.m.

It was moved by Sue Hennes, seconded by Lee Meyerhofer to return to open session at 10:40 a.m.

All members voted aye.

Motion Carried

It was moved by Sue Hennes, seconded by Lee Meyerhofer to approve the new organizational chart as presented including the revised positions, as amended, and forward to the Utility Commission for approval.

All members voted aye.

Motion Carried

It was moved by Sue Hennes, seconded by Lee Meyerhofer to approve the 2026 compensation plan, as amended, including the 2026 non-exempt employee wage schedule; 2026 exempt employee salary schedule; 2026 wage adjustments for non-exempt employees; 2026 salary adjustments for exempt employees; the General Manager salary and merit pay as

discussed; and merit pool for 2025 performance and forward all of the above to the Utility Commission for approval.

All members voted aye.

Motion Carried

It was moved by Sue Hennes, seconded by Lee Meyerhofer to approve the updated Water Treatment System Project Incentive Plan, as amended, and forward to the Utility Commission for approval.

All members voted aye.

Motion Carried

It was moved by Sue Hennes, seconded by Lee Meyerhofer to adjourn at 10:43 a.m.

All members voted aye.

Motion Carried

Minutes prepared by Amy Brick