

## **FINANCE AND PERSONNEL COMMITTEE**

A meeting of the Finance and Personnel Committee was called to order by Chair Penterman on Monday, April 15, 2024 at 6:37 p.m.

Members present: Mayor Penterman, Coenen, Eggleston, Moore, and Thiele.

Absent & Excused: Antoine.

Also present: Ald. Kilgas, Ald. DeCoster, Ald. Schell, Attorney Davidson, DPW/Eng. Neumeier, Fire Chief Carrel (via Zoom), HR Dir. Swaney (via Zoom), Fin. Dir. Van Rossum, Com. Enrich. Service Dir. Vosters, Street Sup. Van Gompel, Com. Enrich. Prog. Mgr. Mickelson, Lib. Dir. Thiem-Menning, and interested citizens.

Motion by Coenen, seconded by Moore to excuse the absent member.

All Ald. present voted aye.

Motion carried.

### **1. Correspondence - None.**

### **2. Discussion Topics.**

#### **a. Compensation Plan Approval.**

On March 18, 2024, and April 3, 2024, the proposed compensation plan was presented and discussed. This compensation system uses the data from our 2022 compensation and classification study as a framework and combines elements of performance to enhance the compensation program.

Motion by Thiele, seconded by Coenen to approve the 2025 compensation guide as presented.

All members present voted aye.

Motion carried.

Motion by Coenen, seconded by Moore to approve the 2025 non-represented pay scale as presented.

All members present voted aye.

Motion carried.

#### **b. Permission to fill Police Officer and Court Clerk positions.**

Sergeant Mike Frank has turned in notice of his retirement. His last day will be June 14, 2024. Sergeant Frank has been with the Kaukauna Police Department for 26 years. Municipal Court Clerk Jean Semenuk has turned in notification of her resignation effective no later than June 26, 2024. Jean has been with the City for 1 year.

Motion by Eggleston, seconded by Moore to authorize staff to fill a Patrol Officer position due to the retirement of Sergeant Frank.

All members present voted aye.

Motion carried.

Motion by Thiele, seconded by Coenen to authorize staff to fill a Municipal Court Clerk position due to the resignation of Jean Semenuk.

All members present voted aye.

Motion carried.

**3. Adjourn.**

Motion by Moore, seconded Coenen to adjourn.  
All members voted aye.  
Motion carried.

Meeting adjourned at 6:41 p.m.

Sally Kenney, Clerk