

FINANCE AND PERSONNEL COMMITTEE

A meeting of the Finance and Personnel Committee was called to order by Chair Penterman on Monday, August 18, 2025, at 6:20 pm.

Members present: Mayor Penterman, Antoine, Eggleston, Moore, and Schumacher.

Also present: Ald. Kilgas, Ald. Thiel, Ald. Schell, Attorney Greenwood, DPW/Eng. Neumeier, HR Director Hodge, Mark. and Com. Manager Fencel, Com. Enrich. and Rec. Director Vosters, Com. Enrich. Prog. Manager Engels, Street Superintendent Van Gompel, Fire Chief Carrel, Police Chief Graff, Library Director Thiem-Menning, and interested citizens.

Absent & Excused: DeCoster.

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

All members present voted aye.

Motion carried.

1. Correspondence.

None.

2. Discussion Topics.

a. Recreation Department Seasonal Titles and Wages.

The Recreation Department has historically used separate titles and separate pay rates for numerous seasonal positions. A review of the sports, fitness, and dance titles and pay rates identified several areas where the titles and rates were no longer in alignment with our programs or competitively paid. Job Titles will be consolidated from individual programs into consolidated titles for similar programs but will be differentiated based on scope, size, or certification. Discussion held and questions answered.

Motion by Moore, seconded by Antoine to consolidate all proposed job titles of Sports Coordinator, Sports Instructor, Sports Assistant, Dance Instructor, Fitness Instructor, and Certified Fitness Instructor, and approve proposed seasonal pay rates per position.

All members present voted aye.

Motion carried.

b. Kaukauna Fire Department Restructure.

Since the Shift Assistant Chiefs positions were created in 2006, the demands on our department have changed significantly. With our emergency call volume increasing from 980 to 1,903 during that time, the duties of the role have necessarily evolved to become increasingly focused on frontline emergency response and other company officer duties, rather than chief officer duties. The new structure clarifies the chain of command, defines responsibilities at each level, and establishes a more traditional and progressive career ladder. Discussion held and questions answered.

Motion by Eggleston, seconded by Schumacher to allow Ald. Kilgas to ask a question.

All members present voted aye.

Motion carried.

Motion by Moore, seconded by Antoine to eliminate the Shift Assistant Chief position and replace it with a Fire Captain position, which will be salary non-exempt, and within the Kaukauna Local 1594 collective bargaining group, retitle the Assistant Chief-Day and Assistant Chief-Training to Division Chief in pay grade 24, create of the position of Fire Inspector and approval to post and hire as part-time, 20 hours per week, in pay grade 10 and initiate discussion and negotiation with the Fire Union Kaukauna Local 1594 on wages and necessary contract items that will be affected by the above changes.

3. Adjourn.

Motion by Moore, seconded Antoine to adjourn.

All members present voted aye.

Motion carried.

Meeting adjourned at 6:52 pm.

Kayla Nessmann, Clerk