

# FINANCE AND PERSONNEL COMMITTEE

City of Kaukauna  
**Council Chambers**  
Municipal Services Building  
144 W. Second Street, Kaukauna



Monday, November 17, 2025 at 6:05 PM

## AGENDA

### In-Person and Remote Teleconference via ZOOM

1. Correspondence.
2. Discussion Topics.
  - [a.](#) Full-time backfill for retirement.
  - [b.](#) Ordinance 1940-2025 Ordinance Establishing Salaries for Various Elected Officials.
3. Adjourn.

## NOTICES

Notice is hereby given this is a joint meeting of the Finance and Personnel Committee, Health and Recreation Committee, Common Council, Board of Public Works, Legislative Committee, and Public Protection and Safety Committee. Members of noticed council, board, or committees may be involved in discussions, however only the Finance and Personnel Committee will take formal action.

**IF REQUESTED THREE (3) DAYS PRIOR TO THE MEETING, A SIGN LANGUAGE INTERPRETER WILL BE MADE AVAILABLE AT NO CHARGE.**



## **MEETING ACCESS INFORMATION:**

You can access this meeting by one of three methods: from your telephone, computer, or by an app. Instructions are below.

To access the meeting by telephone:

1. Dial 1-312-626-6799
2. When prompted, enter Meeting ID 234 605 4161 followed by #
3. When prompted, enter Password 54130 followed by #

To access the meeting by computer:

1. Go to <http://www.zoom.us>
2. Click the blue link in the upper right hand side that says Join a Meeting
3. Enter Meeting ID 234 605 4161
4. Enter Password 54130
5. Allow Zoom to access your microphone or camera if you wish to speak during the meeting

To access the meeting by smartphone or tablet:

1. Download the free Zoom app to your device
2. Click the blue button that says Join a Meeting
3. Enter Meeting ID 234 605 4161
4. Enter Password 54130
5. Allow the app to access your microphone or camera if you wish to speak during the meeting

\*Members of the public will be muted unless there is an agenda item that allows for public comment or if a motion is made to open the floor to public comment.\*



# MEMO

## Human Resources

To: Finance & Personnel Committee  
From: Elisa Hodge, Human Resources | Jamie Graff, Police Chief  
Date: 11/17/2025  
Re: Full-time backfill for retirement

### **Background information:**

Sgt. J. Treichel has submitted official notice for retirement, effective 2/18/2026.

With the 2025 Staffing Plan, it was approved to utilize a +1 method to stay ahead of the upcoming retirements that were already anticipated to occur beginning in 2026 – 2030.

### **Staff Recommended Action:**

Staff seeks authorization from the Finance and Personnel Committee to recruit and hire to fill the vacancy.



## ORDINANCE NO. 1940-2025

### ORDINANCE ESTABLISHING SALARIES FOR VARIOUS ELECTED OFFICIALS

**WHEREAS**, pursuant to Wis. Stat. § 62.09(6)(am), salaries for elective city office shall be established before the earliest time for filing nomination papers for office. After that time, no change may be made in the compensation for the office that applies to the term of office; and

**WHEREAS**, pursuant to Wis. Stat. § 8.10(2)(a), the earliest nomination papers may be circulated is the December 1<sup>st</sup> preceding the election and is therefore the earliest day nomination papers could be completed; and

**WHEREAS**, pursuant to Wis. Stat. § 755.04, separately, the municipal judge's salary shall be fixed, is not able to decrease during a term, but is able to be increased during the term if the salary change occurs before the start of the second or any subsequent year of the term;

**NOW THEREFORE**, the Common Council of the City of Kaukauna, Wisconsin, do ordain that salaries for various elected officials of the City of Kaukauna are hereby established as follows:

<u>Elected Official</u>	<u>Amount</u>	<u>Effective Date</u>
Mayor	\$99,051.57 per year	April 21, 2026
Mayor	\$102,518.37 per year	April 20, 2027
City Attorney	\$118,560.28 per year	May 1, 2026
City Attorney	\$122,709.89 per year	May 1, 2027
Municipal Judge	\$13,531.59 per year	May 1, 2026

PASSED AND ADOPTED BY THE CITY OF KAUKAUNA COMMON COUNCIL on the 18<sup>th</sup> of November 2025.

APPROVED: \_\_\_\_\_  
Anthony J. Penterman, Mayor

ATTEST: \_\_\_\_\_  
Kayla Nessmann, Clerk