

CEDARBURG LIGHT & WATER COMMISSION

September 18, 2023

The regular monthly meeting of the Light & Water Commission was held on Monday, September 18, 2023 at 6:00 p.m. at the utility office.

Call to order by Blaine Hilgendorf

Roll Call: Present: Joseph Dorr, Blaine Hilgendorf, Tim Larson, Andy Moss, David Pagel, Paul Radtke, and City Council Member Patricia Thome  
Also Present – General Manager Ben Collins, Administrative Manager Mari Lauer, and WPPI ESM Ashley Sonsthagen

STATEMENT OF PUBLIC NOTICE

The Statement of Public Notice was read, and it was acknowledged that the agenda for this meeting was posted and distributed in compliance with the Wisconsin Open Meetings Law.

APPROVAL OF MINUTES

The minutes of the Regular Meeting held on July 17, 2023 were read and approved on a motion by Joe Dorr, seconded by Patricia Thome. Motion carried.

VOUCHER SUMMARY FOR AUG

Accounts Payable, ACH, & Wire Transfers	\$ 1,708,076.00
Payroll	<u>86,698.00</u>
Total Vouchers	\$ 1,794,774.00

BANK BALANCE FOR AUG

8/1/23 Balance Available	\$ 595,576.55
+ Deposits	2,152,979.04
- Checks and Other Debits	<u>1,832,624.66</u>
8/31/23 Available Balance	\$ 915,930.93

REVENUE ITEMS FOR AUG

kWh Sold 10,307,992	\$ 1,363,371.72
Water Sold 37,166,021 Gallons	<u>204,142.01</u>
	\$ 1,567,513.73

Water Pumped 44,122,450 Gallons  
Power Purchased – 10,556,241 kWh

NEW BUSINESS

INTRODUCTION OF WPPI ESM, ASHLEY SONSTHAGEN

Ashley Sonsthagen, WPPI Energy Services Manager was introduced to the commission. Ashley has a degree in Business Management, and has spent the past 12 years of her career as a Project Manager. Ashley has a strong background in finance and project management. She lives in Hartford with her active family.

ADJOURN TO CLOSED SESSION

A motion was made by Paul Radtke, seconded by Tim Larson, to adjourn to closed session at 6:09 p.m., Pursuant to Wis. Stats. 19.85 (1) (c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; specifically to discuss staff compensation and benefits.

CONSIDER ITEMS DISCUSSED IN CLOSED SESSION; AND ACTION THEREON

A motion was made by Paul Radtke, seconded by Patricia Thome, to approve the benefit and compensation packages as presented by management as follows:

- 3.25% base wage increase for employees meeting expectations and an additional 1.75% discretionary allocation of 2024 Straight Time Payroll to be used by the General Manager to provide additional compensation increases for merit, wage stratification, and/or competitive or business reasons as well as other incentive based pay initiatives
- Increasing the Health Insurance opt-out payment in lieu to \$468 per month
- Increasing the market adjustment stipend to \$54.67 per paid period or \$1421.41 annual for those employee electing the individual coverage, or \$134.61 per pay period or \$3499.86 annually for those employees electing family coverage
- New vacation schedule where employees will be entitled to a vacation allotment in the following increments:

<b>Years of Service</b>	<b>Vacation Allotment</b>
Up to 3	10 days
3 up to, but not including 10	15 days
10 up to, but not including 15	20 days
15 up to, but not including 20	25 days
20 or greater	30 days

Motion carried.

#### HOLIDAY POLICY REVIEW; AND ACTION THEREON

A motion was made by Patricia Thome, seconded by Joe Dorr, to approve the holiday package as presented by management to include the addition of Martin Luther King Jr. Day, increasing Cedarburg Light & Water employees' paid holiday time off to include ten named holidays and two floating holidays. Motion carried.

#### CITY COUNCIL, MANAGER AND DEPARTMENT REPORTS

The Manager & Department Reports were provided to the commissioners in advance of the meeting. The full reports can be reviewed in the electronic commission packet.

As part of the Manager's report the Sotiriades Claim was revisited at the request of the customer. This request for additional payment was also submitted to L&W's insurer as the total claim amount would exceed L&W's deductible. The insurer denied the claim and their recommendation was that L&W make no additional payment. The insurer cited the language contained in the Release of Property Only Damage Claim agreement.

#### APPROVAL OF BILLS

The bills, as listed on the Check Register were audited, and a motion was made by Joe Dorr, seconded by Tim Larson, to approve the bills for payment. Motion carried.

#### ADJOURNMENT

A motion was made by Paul Radtke, seconded by Tim Larson, to adjourn at 7:17 p.m. Motion carried.