

SPECIAL MEETING OF THE WATER AND LIGHT COMMISSION

December 22, 2010

**Draft**

Commission President Allwardt called the Special Meeting of the Water and Light Commission to order at 7:35 A.M., with Commissioners Bob Fahrbach, Joe Guidote, Don Merkes, and Joanne Roush present on roll call. Also present were Melanie Krause, Co-General Manager/Business Operations; Kristin Hubertus, Business Operations Accountant; Lonnie Pichler, Electric and Water Distribution Supervisor; Dave Rodriguez, Customer and Utility Services Manager; and John Teale, Technical Services Engineer.

Item II. No one from the Gallery was heard on any topic of public concern to the Utility.

Item III. Purchase Orders over \$10,000.00 issued since the last Commission meeting were presented for informational purposes. All purchase orders listed were 2011 annual purchase orders and were approved as part of the budget.

Item IV. Unfinished Business, Tentative Bargaining Agreements – Co-General Manager/Business Operations Krause reported both contracts were ratified at the union meeting last night. Comm. Merkes stated he had issues with across the board salary increases for the general bargaining unit and some of the salary scales were way out of line compared to the private sector, the City, and other areas. He asked to vote on each of the agreements separately.

The motion by Comm. Fahrbach, seconded by Comm. Guidote, was made to approve the Agreement Between the Water and Light Commission of the City of Menasha and the Menasha Utilities Employees Union, General Bargaining Unit, for January 1, 2011 – December, 31, 2013. Upon roll call Commissioners Allwardt, Fahrbach, Guidote, and Roush voted aye; Comm. Merkes voted no. The motion passed 4 - 1.

The motion by Comm. Fahrbach, seconded by Comm. Guidote, was unanimous to approve the Agreement Between the Water and Light Commission of the City of Menasha and the Menasha Utilities Employees Union, Lineman Bargaining Unit, for January 1, 2011 – December, 31, 2013

Non-Represented Salary and Benefits – Mrs. Krause reviewed meetings held with management staff to hear concerns regarding salaries and benefits offered. The top three areas of concern were disparity in wages between represented and non-represented employees, maintaining the WRS contributions, and to consider changes to the PTO policy and the post employment health plan.

Mayor Merkes stated the City is looking at a 0% wage increase with potential of furlough days as well in lieu of layoffs. He felt across the board increases for management people have no relationship to performance, and there should be a tie to performance for management staff.

Mrs. Krause added annual performance reviews are done, and there are ten steps to each management position salary range.

Comm. Roush commented percentage increases should be off the table this year, but if there are step increases for people who are at a lower level of seniority they should be based on merit performance. There is not a contract with management staff so this issue can be reviewed in a year.

Comm. Guidote expressed his opinion that management needs to be compensated at least as much as represented employees, and treated as fairly.

Comm. Allwardt added for the past ten years non-represented wages between the City and Utility have been nearly identical. The Utility created financial issues for the City, and it will help perception in the community to hold wages at their current level.

Comm. Fahrbach stated he agreed with comments made; we have an excellent staff but unfortunately the economic situation and the specific issue with the City an additional increase in 2011 cannot be justified.

Comm. Allwardt proposed a 0% wage increase, step increases based on performance, WRS employer contribution to increase from 6.2% up to 7% of the employee share, and review of the PTO policy during the year. Comm. Roush suggested the 2011 dollars budgeted for an increase to be used to help stabilize the post employment fund liability. The Commission agreed disparity/compression issues could be brought back to the Commission at the January meeting.

The motion by Comm. Allwardt was made to have a 0% wage increase for non-represented employees for the year, step increases based on performance, increase the WRS contribution up to 7%, and review the PTO policy; Comm. Fahrbach seconded the motion.

Upon roll call Comm. Allwardt, Fahrbach, Merkes, and Roush voted aye; Comm. Guidote voted no.

ATC Notice of Call for voluntary Additional Capital Contribution in 2011 – The motion by Comm. Merkes, seconded by Comm. Fahrbach, was unanimously approved on roll call to allow WPPI Energy to purchase the additional ATC shares if they desire.

Item V. No one from the Gallery was heard on any items discussed at this Meeting.

Item VI. The motion by Comm. Roush, seconded by Comm. Fahrbach, was unanimously approved on roll call to adjourn at 8:25 a.m.

By: MARK L. ALLWARDT  
President

JOSEPH P. GUIDOTE  
Secretary

NOTE: THESE MINUTES ARE NOT TO BE CONSIDERED OFFICIAL UNTIL ACTED UPON AT THE NEXT REGULAR MEETING, THEREFORE, ARE SUBJECT TO REVISION.