

## FINANCE AND PERSONNEL COMMITTEE

A meeting of the Finance and Personnel Committee was called to order by Chair Penterman on Monday, July 14, 2025, at 7:54 pm.

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

Also present: Ald. Kilgas, Ald. Thiel, Ald. Schell, Attorney Greenwood, DPW/Eng. Neumeier, Chief Carrel, Mark. and Com. Manager Fencil (Zoom), Human Resource Director Hodge, Community Enrichment & Rec Director Vosters, Street Superintendent VanGompel, Finance Director VanRossum, and interested citizens.

### 1. Correspondence.

None.

### 2. Discussion Topics.

#### a. Interim Municipal Judge.

Judge John Proffitt resigned on June 11th, 2025, which will require us to bring in an interim judge. The 8th Judicial District set up Judge Gregg Schreiber (currently the Muni Judge in Hobart-Lawrence) to be our interim Judge until the Council appoints someone. Judge Schreiber will also mentor the appointee until they feel confident to carry out the Judge position. Per the 8th District's directive, Judge Schreiber will provide an invoice to the city for his services. During this time, it will cost us \$250.00 per court session for a potential total cost of \$4,000.

Motion by Moore, seconded by DeCoster to approve the additional funds to allow the interim judge to mentor the newly appointed judge as needed through the end of 2025.

All members voted aye.

Motion carried.

#### b. Retiree Health Savings (RHS) Plan Benefit.

The City of Kaukauna established a Retiree Health Savings (RHS) Plan, initially with Nationwide and later transitioned to MissionSquare, to provide eligible retirees with a taxadvantaged method to pay for health-related expenses using accrued leave payouts. Over time, challenges have emerged due to the Affordable Care Act (ACA) restrictions, which prohibit active or re-employed participants from accessing RHS funds. MissionSquare has confirmed that this limitation cannot be altered at the plan level. Additionally, the plan has proven to be low in utilization, complex to administer, and provides minimal cost savings to the City. Discussion held and questions answered.

Motion by Moore, seconded by Antoine to approve the formal sunset of the City of Kaukauna's Mission Square RHS Plan by forwarding the attached resolution on to the Legislative Committee for consideration. Upon approval, staff will notify Mission Square and take necessary steps to terminate the plan in compliance with their amendment and closure procedures.

All members voted aye.

Motion carried.

#### c. Adjourn to closed session pursuant to state statute 19.85 (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility- Fire Department.

Motion by Moore, seconded by Eggleston to adjourn to closed session pursuant to state statute 19.85 (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility- Fire Department.

All members voted aye.

Motion carried.

Moved to closed session at 8:15 PM.

**d. Return to open session for possible action.**

Motion by Moore, seconded by DeCoster to return to open session for possible action.

All members voted aye.

Motion carried.

Returned to Open Session at 8:44 pm.

**3. Adjourn.**

Motion by Antoine, seconded DeCoster to adjourn.

All members voted aye.

Motion carried.

Meeting adjourned at 8:45 pm.

Christina Nelson, Deputy Clerk