

# MINUTES

## HEART OF THE VALLEY METROPOLITAN SEWERAGE DISTRICT SPECIAL MEETING HELD ON DECEMBER 20, 2024 AT THE HEART OF THE VALLEY MEETING ROOM

**Members Present:** David Casper - President  
Bruce Siebers - Vice President  
Patrick Hennessey - Secretary  
John Sundelius - Commissioner (via phone)  
Kevin Coffey - Commissioner

**Absent:** None

**Also Present:** Brian Helminger - District Director HOVMSD  
Matt Shefchik - Cottingham & Butler (virtual)

### **1. 12:00 PM. Call to Order – Roll Call**

President Casper called the meeting to order at 12:00 PM.

### **2. 2025 Compensation Implementation Options via TEAMS with Matt Shefchik of Cottingham & Butler**

Matt Shefchik of Cottingham & Butler reviewed the Districts market study report including the three compensation implementation options that were previously discussed at the 9/10/2024 commission meeting. Matt responded to Commissioner questions related to overall plan; as well as each of the 3 potential options in the report. Each of the three suggested options would move the salary grid in order to keep the District in line with its market comparable employers.

A motion was made by Commissioner Siebers and seconded by Commissioner Coffey to enter into a Closed Session. Motion carried.

### **3. Closed Session pursuant to Wisconsin State Statute 19.85 (1)(c) regarding 2025 wage adjustments; return to Open Session for possible action**

A motion was made by Commissioner Casper and seconded by Commissioner Hennessey to end the closed session and return to open session. Motion carried.

### **4. 2025 Compensation; Discussion & Possible Action**

After a discussion, a motion was made by Commissioner Siebers and seconded by Commissioner Coffey to implement Option #1, an across the board 5% increase to the current wage grid, as recommended by Cottingham & Butler.

A roll call vote was taken: Commissioner Casper, yes; Commissioner Hennessey, yes; Commissioner Sundelius, yes; Commissioner Siebers, yes; and Commissioner Coffey, yes. Motion carried.

**5. General Old or New Business**

The Commission was updated on the very early steps in the NPDES permit renewal process for the District. The DNR is working toward a 2025 reissuance of the District's discharge permit.

**6. Adjournment**

With no further business before the Commission, a motion was made by Commissioner Sundelius and seconded by Commissioner Coffey to adjourn the meeting. Motion carried unanimously. (Time: 12:40 PM)

SIGNED & APPROVED BY: \_\_\_\_\_

  
Patrick E. Hennessey, Secretary