MEMO

Kaukauna Utilities

To:	Mayor Tony Penterman
From:	Michael Avanzi
Date:	November 6, 2026
Re:	Utility Commission Compensation

Utility Commission compensation was last adjusted on January 1, 2023. See attached municipal code and ordinance for proposed changes that would go in effect January 1, 2027 if approved by the Common Council.

Sincerely,

Michael Avanzi
General Manager
Kaukauna Utilities

Cc: Tim Greenwood, Kayla Nessman