

FINANCE AND PERSONNEL COMMITTEE

A meeting of the Finance and Personnel Committee was called to order by Chair Penterman on Monday, March 17, 2025, at 7:05 pm.

Members present: Mayor Penterman, DeCoster, Kilgas, Moore, Schell, and Schumacher.

Also present: Ald. Eggleston, Ald. Thiel, Ald. Antoine, Attorney Greenwood, DPW/Eng. Neumeier, Police Chief Graff, Fire Chief Carrel, Street Superintendent Van Gompel, Lib. Dir. Thiem-Menning (Zoom), HR Director Hodge, and interested citizens.

1. Correspondence.

None.

2. Discussion Topics.

a. Modification to CDL Training Reimbursement Policy.

The current policy and program for new employees in the Public Works Department to obtain their CDL (commercial driver's license) is that the employee pays for the program and test and may submit for reimbursement. The overall cost of the program is around \$4,000 for the course and testing. To support a new employee who will be required to go through this course, it is proposed to modify the current program. We propose changing the process to be that the City pays directly to the training provider for the course and test fee for the employee who will attend the program. The employee will still be required to sign an agreement regarding repayment if they fail to obtain their license or if they leave employment with the City within 36 months. Discussion held and questions answered.

Motion by Moore, seconded Schell to approve the modification to the current policy and program for CDL to allow for the City to pay the training provider for course and testing fees upfront.

All members voted aye.

Motion carried.

b. Creation of Firefighter/EMS Position.

Due to the current competitive state of available Paramedic candidates and the overall shortage of available candidates, it has become necessary to evaluate alternative approaches to hiring. To address the shortage and challenge to fill vacant positions, it is proposed to create the Firefighter/EMT position for the Fire Department. This proposed approach and new position are supported by the Kaukauna Firefighters Union.

Motion by Moore, seconded Kilgas to approve the creation of a new position with the title of Firefighter/EMT for the department and the authorization to fill vacant positions with the new title.

All members voted aye.

Motion carried.

3. Adjourn.

Motion by DeCoster, seconded Moore to adjourn.

All members voted aye.

Motion carried.

Meeting adjourned at 7:19 pm.

Kayla Nessmann, Clerk