

LAKE AREA PUBLIC WORKS ASSOCIATION MEETING NOTICE

WHERE: Kiel Community Center –
510 3rd Street. Kiel, WI 53042
-**Kris August** is hosting

WHEN: February 14, 2024

AGENDA

- 9:30 a.m. Business Meeting
- December Meeting Minutes
 - Treasures Report
 - Open Discussion
- 10:30 a.m. Presentation
- Dennis Gorman, Quality Truck Care & Joe Wiater, Equipment Sales – Truck Building Trends and Current/Future Regulations
- 11:45 a.m. LUNCH

Please contact Adam at 920-322-3542, or email aschmitt@fdl.wi.gov, by **February 9th** so we can get a head count.

Business Meeting Minutes, December 13, 2023

The previous meeting was at SOLU Estate Winery, Cascade
Thank you, Shawn Bigelow for hosting!

Meeting Minutes approved

- Motion made by Cathy A.
- 2nd Jason M.

Treasurers' report: Checking \$2,752.34 and Savings \$100.15

- Motion made by Shawn B.
- 2nd Nick R.

Meeting Dates and Location:

- Meeting dates for 2024 discussed and a tentative schedule was made.
 - Dates are listed on page 2

Officer Elections:

- Officers elected:
 - Shawn Bigelow – President
 - Cathy Austin – Vice President
 - Adam Schmitt _ Secretary/Treasurer

Holiday Party:

- Holiday Party Scheduled for February 3, 2024 at the Paddock Club, Elkhart Lake.
 - Invites will be sent out after Holidays

Presentation: - Rhett Surmann – The Garland Company – Roof Asset Management

Open Discussion:

- Introduced Mike Kitzerow, Kohler Public Works Director
- Small Community On-Call Challenges
 - How do you hold staff accountable when winter operations and off-shift, on call is required?
 - Discipline?
 - “Pager Pay” – Carrying a issued phone?
 - Options to contract out? Auxiliary Employees?
- Wage Ranges to Recruit and Retain?
 - What is competitive in the public sector
 - Incentives?
 - Vacation Payout? Comp Time? Sick Leave Policies?
 - Insurance – Do employees look at this benefit at actual value?
- Utilizing FMLA to Circumvent Benefits Provided by Employer
 - Can lead to benefit being eliminated.

| <u>Date</u> | <u>Location</u> |
|--------------------|------------------------|
| February 14 | Kiel |
| April 10 | TBD |
| June 12 | Howards Grove |
| August 14 | Fond du Lac |
| October 9 | Plymouth |
| December 11 | New Holstein |