

## **REGULAR MEETING OF THE JEFFERSON UTILITIES COMMISSION, HELD AUGUST 24, 2022**

On call of the roll, commissioners present were: Adams, Bristol, Ganser, Neils, Oppermann, Pieters, and Schroeder. Also present were: City Attorney Rogers, Office Manager Hinze and Patrick Glynn, Carlson Dettmann. The meeting began at 5:33 p.m.

**Members Excused:** None

**Public Participation:** None

### **Presentation: Carlson Dettmann Consulting, Patrick Glynn-Regarding Compensation Study and Planning and Utility Manager Compensation**

Hinze introduced Patrick Glynn to the Commission. Glynn indicated that he was here to get idea of the scope of issues and how his firm may be able to assist the Commission. Comm. Pieters indicated that there were a couple of reasons the Commission asked Glynn for his assistance. The first being that the water utility was split from the electric utility at the beginning of the year and that the Commission wanted to have the Manager's compensation reviewed as a result of this split. The main reason being was to ensure the Utility was paying a Manager as a competitive level. The second reason was due to a concern from City Hall regarding the Manager's current responsibilities mainly including taking on-call and overtime for call outs. Comm. Schroeder indicated that the concern is that there are different pay scales, one for City employees and one for Utility employees and causes inequity amongst similar positions. Comm. Bristol indicated that the Utility currently has a unique situation with the current employee in the Manager position. This individual was promoted within and works as a lineman. He sees both sides, however he feels that the Utility sees a benefit to having a working Manager as the Utility does not have to hire an additional lineman. Glynn discussed the concerns and indicated that his firm would be able to complete an analysis of the proper compensation for a Electric Utility Manager position. He stated that it would be the Commissions decision regarding compensation for a Manager acting as a Lineman. He stated that there are different ways to compensate when performing the duties of the Lineman. Comm. Oppermann indicated that the last time a compensation study for all employees of both the city and utility had been in 2015 and implemented in 2016. He indicated that the city was currently undergoing a study and asked the feasibility of also conducting one for the utility. Glynn indicated that his firm could certainly complete that study, but due to timing it wouldn't be completed until end of the year beginning of next year. There was discussion regarding the need to complete an RFP process. Attorney Rogers indicated that public construction is different process and in his opinion the city and the utility have already engaged the services of Carlson Dettmann so he felt that Glynn could simply provide a quote to the Commission. It was the consensus of the Commission for Carlson Dettmann to provide a quote for all positions of the Utility, however making the Utility Manager position an immediate priority. Glynn thanked the Commission and indicated he will have a quote for the Commission for their next regular meeting.

It was moved by Comm. Pieters and seconded by Comm. Neils to adjourn. Motion carried on a voice vote. The meeting adjourned at 6:27 p.m.