

**GREEN BAY METROPOLITAN SEWERAGE DISTRICT**  
**PROCEEDINGS OF THE COMMISSION**

Special meeting of the Commission held June 14, 2018.

**PRESENT:** Commissioners Hasselblad, Blumreich, Mainz, Tumpach, and Hoffmann

**ALSO PRESENT:** T. Sigmund, T. Brown, B. Hafs, B. Vander Loop, P. Wescott, J. Van Sistine, J. Smies–Legal Counsel; S. Dettmann & P. Glynn–Carlson Dettmann Consulting LLC

Commission President Hasselblad called the meeting to order at 8:00 a.m.

**1) Discuss NEW Water’s compensation program.**

T. Sigmund introduced Scott Dettmann and Patrick Glynn from Carlson Dettmann Consulting LLC (CDC).

S. Dettmann and P. Glynn from CDC reviewed NEW Water’s, the brand of the Green Bay Metropolitan Sewerage District, compensation program, as follows:

- Who We Are/Origins of Our Relationship
- NEW Water Study Program Features
- Steps to Establish a Formal Pay Program
- Three Essential Pay Policy Areas
- Document Position Content
- Position Evaluation
- Attributes of the CDC Position Evaluation System
- Application of CDC Position Evaluation System at NEW Water
- Job Pricing
- NEW Water Compensation Survey Wastewater Comparators
- Job Pricing
- Comparison of Positions With Peer Utilities
- Sample Job Pricing
- Analysis/Pay Plan Development
- Treatment Manager Pay Range
- Three Typical Pay Structure Options
- Pay Policy Development
- Steps/Merit and Structural Adjustment
- Example of Structure & Merit Adjustment
- Requirements for an Effective Performance-Based Pay System
- Program Summary
- Questions

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- 2) Convene in closed session under State Statute 19.85 (1) (c) for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility:
  - a) Employee compensation
  
- 3) Reconvene in open session.

There being no further business to come before the Commission, the meeting adjourned at 10:03 a.m.

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**Secretary**