

**Utility Personnel Meeting**  
**Tuesday, July 29, 2025**  
**6:00 PM at Utility Office Building**

Members Present: Robert Affeld, Ross Canniff, Bart Coons, Mayor Wegener

Members Absent: None

Also Invited: Laurie Runyan, Alex Smudde, Nick Gahlman

I. The meeting was called to order at 6:00 PM and roll call was taken. Motion by Canniff/Coons to approve the agenda. Motion carried 3-0.

II. Public Appearances/Comments: none

III. Review, discuss and take possible action on 2024 Wage Survey and Utility Staff Wages

Motion by Affeld/Coons to make the following adjustments and changes to the Utility staff wages:

1. Adjust Juneau Utility Ceiling Wages for all positions, except the Billing clerk, to match the MEUW Wage Survey 'Mean Wage' as shown on attached exhibit.
2. Water/Wastewater Operator wage percentages will be as follows: Advanced 100%, Certified 97.5% and Regular 95%.
3. Wage adjustments to be effective January 1, 2026, with no Cost-of-Living increase.

Motion carried 3-0. Forward to full utility commission for approval.

IV. Old Business: none

V. New Business: none

VI. Adjourn meeting. Motion by Coons/Canniff to adjourn meeting at 6:34 PM. Motion carried 3-0.

Minutes reported by:  
Laurie Runyan

# EXHIBIT A

personnel meeting 7/29/25

## MEUW SURVEY- 2024 DATA

### 2024 Wages

### 2025 ACTUAL WAGES

Utility Name	Columbus Utilities	Hartford Electric & Water	Hustisford Utility	Waterloo Utilities	Waupun Utilities
Total number of customers (as of 12/31/2024)	2,894	7,985	1,690	1,926	4,525
Total electric revenues for 2024	\$7,768,274	\$28,259,696	\$2,578,207	\$4,367,000	\$10,609,900
Wage Data					
Electric Line Superintendent		62.15		62.13 (GM all utilities)	57.98 (assistant)
Line Foreman		56.16		56.77	54.64
Lead Lineworker	55.16		54.90		
Journey Lineworker	53.33	52.27	52.48	52.49	52.58
Apprentice Lineworker	42.66	43.66-49.77		44.62	41.97
Accountant/Bookkeeper	32.45	30.50	28.44		32.18
Billing Clerk/Cashier	24.87	25.21	21.87		27.32
Water/Sewer Manager	40.09	45.85	46.00	37.49	69.57
Water/Sewer Operator	35.02	32.28	36.41	32.57	35.02

Mean Wage		Juneau Starting Wage	Juneau Ceiling
62.15	57.42	45.93	57.42
55.86			
55.03		41.64	52.05
52.63		41.18	51.48
49.45	37.61-43.24	36.04	51.48
30.89	27.89	22.31	27.89
24.82	24.47	19.98	24.97
45.93	42.37	33.90	42.37
34.26	28.75-31.01	23.47	31.01

does not  
change.