

December 4, 1980 cont...

Discussion was held on salaries and wages for 1980.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to adjourn. All present voting aye; Nays, none. Executive Session adjourned at 9:25 P.M.

*Robert Siebers*  
Acting Chairman

NEENAH-MENASHA SEWERAGE COMMISSION

Special Meeting

December 4, 1979

Special Neenah-Menasha Sewerage Commission public meeting called to order at 9:40 P.M. by Vice-President Samu, as scheduled at the November 25, 1979 regular meeting, to discuss 1980 salaries and wages.

Present: Commissioners Samu, Siebers, Kubicka, Zelinski, Mulvey; Manager Bues.

Absent: Commissioner Haber.

Vice-President Samu asked for discussion on proposed 1980 negotiated labor agreement affecting 16 union represented employees. Discussion followed.

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey to adopt the 1980 settlement, as proposed - 8 1/2% January 1 + 1 1/2% July 1, 1980 + the following items as detailed in the proposal:

Item 1 - Delete last sentence of last paragraph in Article VIII.  
This is an editorial change, has no economic or administrative impact.

Item 2A - Revise vacation schedule in Article IX.

<u>Existing</u>	<u>New</u>
1 week after 1 yr.	1 week after 1 yr.
2 weeks after 2 yrs.	2 weeks after 2 yrs.
3 weeks after 8 yrs.	3 weeks after 8 yrs.
4 weeks after 15 yrs.	4 weeks after 14 yrs. (1980)
	4 weeks after 13 yrs. (1981)
21 days after 21 yrs.	
22 days after 22 yrs.	
23 days after 23 yrs.	5 weeks after 20 yrs.
24 days after 24 yrs.	
25 days after 25 yrs.	

Item 2B - Delete language requiring an employee to work sometime during 30 days immediately preceding a holiday in Article IX. This has minor economic impact, having occurred once in seven years. Will affect employees on long extended absence prior to a paid holiday.

Item 2C - Add grandparent and grandchild to definition of immediate family for purposes of qualifying for up to 1 day of funeral leave, if the employee attends funeral. Economic impact unknown, however, under the present 3 day limit on funeral leave, we paid for 20 hrs. in 1978 and 8 hrs. in 1979.

Item 3A - One year agreement. January 1, 1980 to December 31, 1980.

On a roll call vote, all voted aye.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski that the next regular meeting of the Neenah-Menasha Sewerage Commission be scheduled for 7:00 P.M. on January 8, 1980. Also scheduled was an executive session to discuss wages and salaries for 1980, as provided in Wisconsin Statute 19.85, following the regular meeting. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Mulvey to adjourn. All present voting aye; Nays, none. Meeting adjourned.

*S. Samu*  
Vice-President  
*Robert Siebers*  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular MeetingJanuary 8, 1980

Neenah-Menasha Sewerage Commission regular public meeting, at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin, was called to order at 7:00 P.M. by President A. Haber, as scheduled.

Present: Commissioners A. Haber, J. Kubicka, H. Mulvey, W. Zelinski, S. Samu, Attorney Goggin, Manager-Engineer R. Bues. E. Lowrey (Foley & Lardner)

Absent: Commissioner D. Siebers. Secretary Stevenson.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of November 27, 1979; the Special Meeting of December 4, 1979; and the Executive Session of December 4, 1979. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. Letter dated December 21, 1979 - EPA to Senator Gaylord Nelson, re: NMSC Step 2 grant application.
2. Letter dated December 28, 1979 - Senator Gaylord Nelson to NMSC, Re: Step 2 grant application.
3. Extract from "To The Point" December, 1979; re: DNR review of Grant applications.
4. BNA November 26, 1979 article on EPA survey of WWTP projects taking 7 to 9 years for completion.
5. Letter dated December 21, 1979 - Wisconsin DNR to NMSC returning Step 2 grant application.
6. Letter dated January 2, 1980 - Attorney Goggin to NMSC; re: meeting with Attorneys to discuss DNR action on Step 2 grant application.

✓ Moved by Commissioner Kubicka, seconded by Commissioner Zelinski approving the November 30, 1979 quotation for \$3,000,000 of Errors and Omissions Insurance as proposed by Marsh & McLennan, Inc., Appleton, Wisconsin, through International Surplus Lines, for an annual premium of \$3,141 plus 3% tax. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu; Nays, none. Motion carried.

✓ Moved by Commissioner Zelinski, seconded by Commissioner Kubicka authorizing the Manager-Engineer to execute the "Addendum to Application or Proposal" presented by Marsh & McLennan which prohibits NMSC claims on Errors and Omissions insurance for occurrences or events taking place prior to the issuance of the policy. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski authorizing the completion of a 1979 financial audit by Schenck, Derscheid, Kuenzli, Sturtevant & Johnson, S.C. per their November 20, 1979 proposal. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey authorizing \$912.50 payment in full to Mulcahy & Wherry, S.C., Green Bay, for professional services to assist in negotiating the 1980 labor agreement with Local 1541, AFSCME. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu. Nays, none. Motion carried.

✓ The following adjustments to the Marsh & McLennan insurance proposal for 1980 were received and filed.

Auto Insurance - replacing 1965 vehicle with 1979 vehicle	+ \$ 52.00
Workmen's Comp. - reduction of estimated experience rate from 1.00 to 0.92	- \$525.00
Liability Insurance - revised property value per Fidelity Appraisal filed after original proposal	+ \$ 38.00
Fire Insurance - November 7 to November 29, 1979 binder	+ \$188.00
Credit due Neenah-Menasha Sewerage Commission	\$247.00

The Manager-Engineer was instructed to invite Consoer, Townsend and Associates to the next Regular Meeting scheduled for January 22, 1980, to discuss engineering services for the preparation of an Industrial Pretreatment Program.

Moved by Commissioner Mulvey, seconded by Commissioner Kubicka to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:30 P.M.

An Executive Session followed the regular meeting after a 15 minute recess.

*Adam J. Haber*  
\_\_\_\_\_  
President

*Dale Siebers*  
\_\_\_\_\_  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONExecutive Session

8:20 P.M., January 8, 1980, Neenah-Menasha Sewerage Commission offices, Garfield Avenue, Menasha Wisconsin.

Meeting scheduled December 4, 1979 by the Neenah-Menasha Sewerage Commission at an Open Public Meeting as provided under Section 19.85 Wis. Statutes, Exemption of Open Meeting Law, and recorded in the minutes of that meeting for the purpose of discussing and adopting 1980 salaries.

Present: Commissioners Haber, Kubicka, Mulvey, Zelinski and Samu; Manager-Engineer Bues.

Absent: Commissioners Siebers.

Extensive discussion on personnel salaries and fringe adjustments for 1980 was carried out.

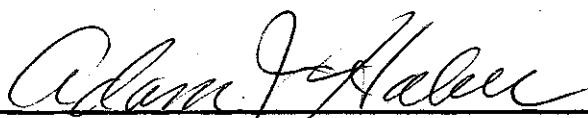
Moved by Commissioner Zelinski, seconded by Commissioner Kubicka authorizing a total \$14,508 of salary increases for 10 salaried employees of the NMSC for 1980. (Ave. of 8.17%) and the 1980 annual salary for the Manager-Engineer was established at \$32,019 (\$2,644 increase) with the balance of \$11,864 to be distributed between the remaining 9 salaried employees in amounts as recommended by the Manager-Engineer. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka authorizing the vacation schedule for salaried employees to be revised to provide for (1) beginning in 1980, 20 days of paid vacation per year for employees having 14 or more years of service, and (2) beginning in 1981, 20 days of paid vacation per year for employees having 13 or more years of service. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka authorizing the funeral leave allowance of salaried employees to be revised to include up to one day paid funeral leave to attend the funeral of a grandparent or grandchild of the employee. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka authorizing the funeral leave allowance of salaried employees to be revised to include up to one day paid funeral leave to attend the funeral of a grandparent or grandchild of the employee. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski, Samu. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Samu to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 9:50 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular Meeting

January 22, 1980

Neenah-Menasha Sewerage Commission regular public meeting, at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin, was called to order at 7:00 P.M. by President Adam Haber, as scheduled.

Present: Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski, Samu; Attorney Goggin; Manager Bues; Secretary Stevenson; Superintendent Schuelke; Attorney Elaine Lowery (Foley & Lardner); Jerry Brask and Dominick DeRienzo (Consoer, Townsend and Associates)

Absent: None

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting and Executive Meeting of January 8, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 1/15/80 Letter of Transmittal - FVWQPA - Wasteload Allocations on Lower Fox River.
2. Minutes of 1/2/80 meeting of Neenah Common Council; Re: 12/21/79 letter from DNR.
3. Memorandum to Superintendent from Manager-Engineer. Re: Water Meters and Billing.

(cont.)

January 22, 1980 cont...

4. 1/9/80 letter from Corporate Risk Managers, Inc. to NMSC; Re: Services and rates of company. TO BE DISCUSSED AT NEXT REGULAR MEETING ON 2/12/80.
5. Trade Journal article, Water Pollution Control Magazine "Doubling Up For Disposal." 12/27/79
6. Trade Journal article "Sludge - refuse codisposal grows as waste solution."
7. Trade Journal article. "Look To Co-Disposal The Waste Handling Method of the Future." 9/79

Jerry Brask and Dominick DeRienzo (Consoer, Townsend and Associates) made a presentation offering their services to prepare an Industrial Pretreatment Program for the Neenah-Menasha Sewerage Commission.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to authorize Consoer, Townsend and Associates to proceed further with the preparation of an Industrial Pretreatment Program. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Samu that the Salaries and Fringe Benefits for 1980 be tabled until the next Regular Meeting on February 12, 1980. All present voting aye; Nays, none. Motion carried.

Attorney Elaine Lowery (Foley & Lardner) and Attorney Daniel Goggin presented their Step 2 Grant Application responses to DNR's letter of 12/21/79.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to authorize Attorney Goggin and Attorney Lowery to attend the DNR meeting in Madison on February 6, 1980 along with the attorneys from the City of Neenah, City of Menasha, Town of Neenah and Town of Menasha. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers that the Commission endorse the responses to the DNR letter of 12/21/79, as prepared by Attorneys Goggin and Lowery. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Samu to authorize Attorney Goggin to meet with Attorney Donald Green (Town of Menasha) for the purpose of negotiating a Service Contract as required in the Step 2 Grant Application. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey that the mileage allowance for private vehicles used on Commission business be set at 18¢/mile. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski, Samu; Nays, none. Motion carried.

#### Election of Commissioner-at-large

Commissioner Samu nominated Joseph Kubicka as Commissioner-at-large. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none.

#### Election of Officers

Commissioner Siebers nominated Adam Haber as President of the Neenah-Menasha Sewerage Commission for 1980. Voting aye; Commissioners Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none.

Commissioner Siebers nominated Stephen Samu as Vice President of the Neenah-Menasha Sewerage Commission for 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers and Zelinski. Nays, none.

Commissioner Kubicka nominated Commissioner Dale Siebers as Secretary of the Neenah-Menasha Sewerage Commission for 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka, Zelinski and Samu. Nays, none.

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey to authorize payment of \$1,355.65 to Attorney Goggin for Capital Expenses listed on his January 21, 1980 invoice. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers to approve Operating Fund Vouchers #4176 thru #4240 in the amount of \$86,427.81 and Payroll and Closing Vouchers #5468 thru #10027 in the amount of \$31,717.11 for the month of November, 1979. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Kubicka to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:50 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular MeetingFebruary 12, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:00 P.M. by President Adam Haber, as scheduled.

Present: Commissioners Haber, Samu, Siebers, Kubicka, Mulvey, Zelinski; Attorney Goggin; Manager Bues; Secretary Stevenson; Superintendent Schuelke.

Absent: None

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey to accept the minutes of the Regular Meeting of January 22, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 1/28/80 Form letter from DNR - Need to retain MBE (Minority Business Enterprise).
2. 2/80 article from American City and County - Envirotech Corporation withdrawal from municipal equipment markets.
3. 1/80 article from DNR Grants Program Newsletter. "Funds Available To Meet Pretreatment Requisites."
4. 2/80 article from The Municipality - "All Municipalities Must Review Insurances Policies."

Moved by Commissioner Mulvey, seconded by Commissioner Samu to schedule an Executive Session at 7:00 P.M. on February 26, 1980, before the Regular Meeting, to discuss proposed changes in salaried personnel for 1980. All present voting aye; on a roll call vote. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Kubicka, to place the January 9, 1980 letter from Corporate Risk Managers, Inc. on file. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to authorize the Commission Attorney and Attorney from Foley & Lardner to draft the necessary ordinance-contract for the Step 2 grant application. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to request a professional service agreement from Foley & Lardner describing the conditions and extent of their work with the Neenah-Menasha Sewerage Commission. All present voting aye. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers to authorize the Manager to submit a \$13,498 amendment to the Step 1 Grant Application for Industrial Pretreatment Program eligibility. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Kubicka to approve Operating Fund Vouchers #4241 thru #4313 in the amount of \$101,252.68 and Payroll and Closing Vouchers #10028 thru #10087 in the amount of \$32,476.90 for the month of December, 1979. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski, Samu. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Samu to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:45 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONExecutive SessionFebruary 26, 1980

Executive Session scheduled February 12, 1980 by the Neenah-Menasha Sewerage Commission at an open public meeting as provided under Sec. 19.85 Wis. Stats, Exemption of Open Meeting Law and recorded in the minutes of that meeting for the purpose of discussing and adopting 1980 salaries.

Present: Commissioners Haber, Mulvey, Siebers, Zelinski, Samu, Manager Bues, Attorney Goggin.

Absent: Commissioner Kubicka.

Salaries for Supervisory, Administrative and Technical employees were discussed. Resolution 80-1 was adopted and placed on the agenda of the regular session immediately following this Executive Session, for ratification.

Meeting adjourned at 7:45 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular MeetingFebruary 26, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:50 P.M. by President Adam Haber, following an Executive Session.

Present: Commissioners Haber, Samu, Siebers, Mulvey, Zelinski; Attorney Goggin; Manager Bues; Secretary Stevenson.

Absent: Commissioner Kubicka.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of February 12, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 2/13/80 letter from Manager-Engineer to John Hario (DNR) Re: Step 1 Grant Amendment #5 Request. (Industrial Pretreatment Grant)
2. WDNR meeting to discuss FVWQPA Wasteload Allocation recommendations.
3. 2/13/80 letter from Manager-Engineer to Menasha Electric and Water Utilities. Re: Discontinuation of private fire protection charge and one water meter.
4. 2/1/80 DNR Priority List of "1980 Notice of Intent to Apply" for Wisconsin Fund.
5. 2/26/80 cover letter from Manager-Engineer to Attorneys of Towns and Cities; Re: Letter from ENR relating to contents of an Industrial Pretreatment Program.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to rescind the previous salary adjustment action previously adopted at the Executive Session held on January 8 and approve Resolution 80-1 Establishing 1980 Salaries and Other Benefits For Certain Enumerated Salaried Employees. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

(cont.)

February 26, 1980 cont...

RESOLUTION 80-1A RESOLUTION ESTABLISHING 1980 SALARIES AND OTHER BENEFITS FOR CERTAIN ENUMERATED SALARIED EMPLOYEES

BE IT RESOLVED by the Neenah-Menasha Sewerage Commission as follows:

Section 1. SALARIES: The salaries of the following Commission employees positions are hereby established for the calendar year 1980.

	<u>January 1</u>	<u>July 1</u>
Manager	\$ 32,378	\$ 32,819
Superintendent	22,460	22,770
Office Manager	17,794	18,040
Foreman*	18,879	19,140
Chief Chemist	19,096	19,360
Chemist	16,412	16,636
Secretary	9,873	10,010

As used throughout this resolution, the term "Salaried Employees" shall mean the above designated positions. \*Foreman in charge of safety program shall receive a \$44 per yf. add-on to his base salary.

Section 2. WISCONSIN RETIREMENT AND LIFE INSURANCE: The Commission shall pay the full cost of both the employer and employee contributions to the Wisconsin Retirement Fund and the full cost of the life insurance policy premiums to each of the salaried employees under the present Life Insurance Program. (50% face value after age 65)

Section 3. HEALTH INSURANCE: The Commission shall pay the full cost of the Health Insurance program premiums for the salaried employees and their dependents.

Section 4. VACATION: All salaried employees, except the Manager, who have completed one (1) year of service shall be entitled to vacation as shown below:

One (1) year of more of service	5 days of paid vacation
Two (2) years or more of service	10 days of paid vacation
Eight (8) years or more of service	15 days of paid vacation
Fourteen (14) years of service	20 days of paid vacation
Sixteen (16) years of service	21 days of paid vacation
Seventeen (17) years of service	22 days of paid vacation
Eighteen (18) years of service	23 days of paid vacation
Nineteen (19) years of service	24 days of paid vacation
Twenty (20) years or more of service	25 days of paid vacation
Thirty (30) years of more of service	30 days of paid vacation

The Manager shall be entitled to three weeks of paid vacation as the Commission may direct.

All salaried employees shall be paid the equivalent of one (1) week of their salary for each 5 days of vacation to which they are entitled. A salaried employee will become entitled to his first week of vacation upon completing his first twelve (12) months of employment. The first week of vacation to which the salaried employee is entitled shall be following the first anniversary date of hire, and the succeeding December 31st. Thereafter, salaried employees may schedule weeks of vacation, for which they are eligible, anytime during the calendar year, subject to Manager approval, except that in any year in which they become eligible for additional weeks of vacation based on the length of service formula outlined above, the anniversary date of hire must expire prior to taking that additional week of vacation in that calendar year. Unused vacation may not be carried over from one calendar year to the next calendar year and any unused vacation rights shall be forfeited, except that any salaried employee off from work due to a job-connected injury or illness who has not used his vacation entitlement may extend his vacation rights into the following year. In individual cases where both the salaried employee involved and the Plant Manager specifically approve of the arrangement as being in the best interest of the salaried employee, salaried employees may be paid vacation pay in lieu of time off for any weeks of vacation beyond the first two for which the salaried employee is eligible in any calendar year.

Section 5. LONGEVITY PAY: The salaried employees shall receive, in addition to their regular salaries, longevity pay based on their length of continuous employment with the Commission in accordance with the following formula:

(cont.)

February 26, 1980 cont...

<u>Years of Continuous Employment</u>	<u>Longevity Pay Per Month</u>
5 years to 10 years	\$ 5.00
10 years of 15 years	10.00
15 years to 20 years	15.00
20 years or more	20.00

Section 6. HOLIDAY VACATION: Except for emergency plant operation, salaried employees shall not be required to work on the following holidays: Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving, the day before Christmas, Christmas Day, the day before New Years Day and New Years Day. (Nine days total)

If a holiday shall fall within any vacation period, an additional day of paid vacation shall be given.

Section 7. SICK LEAVE:

- 1) Definition: Paid sick leave shall be granted for personal illness or injury to the employee alone.
- 2) Eligibility: All regular full-time employees will begin to accumulate sick leave as of the date of hire with the use of sick leave not allowed until completion of the probationary period.
- 3) Accumulation: Sick leave shall accumulate and be paid at the rate of one day (8 hours of straight time) per month to a maximum of 120 days overall. There shall be no fractional days earned for fractional months of service. Paid sick leave shall be at the rate of 100% of the employee's wage rate as stated in the Wage Rate Schedule, included in the Union agreement.
- 4) Retroactivity: The accumulation of sick leave shall be retroactive up to ten years of service prior to December 31, 1976. Each employee's accumulation of paid sick leave days to December 31, 1976 shall be computed by subtracting the number of sick leave days taken off between January 1, 1967 through December 31, 1976 from the 120 sick leave days. The 120 sick leave days are computed by multiplying 12 days per year by 10 years of retroactivity. All sick leave accumulated or



February 26, 1980 cont...

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to authorize payment of \$206.25 to Attorney Daniel R. Goggin for Operating Expenses for the months of January and February. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.


Moved by Commissioner Siebers, seconded by Commissioner Zelinski to authorize payment of \$1,430.05 to Attorney Daniel R. Goggin for Capital Outlay Expenses for the months of January and February. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Samu to authorize Commission Attorney Goggin to inform Attorney Donald Green (Sanitary District #4) that the Neenah-Menasha Sewerage Commission feels that items 2, 3, 4, and 5, as presented in his letter of 2/22/80 to Attorney Daniel R. Goggin, are partially or wholly negotiable but item 1 is not. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to approve Operating Fund Vouchers #4314 thru #4356 in the amount of \$49,018.91 and Payroll and Closing Vouchers #10088 thru #10176 in the amount of \$52,181.30 for the month of January, 1980. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Samu, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 9:20 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

March 11, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:00 P.M. by President Adam Haber.

Present: Commissioners Haber, Siebers, Zelinski, Kubicka; Manager-Engineer Bues; Secretary Stevenson.

Absent: Commissioners Samu, Mulvey; Attorney Goggin (excused)

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the minutes of the Executive Session and Regular Meeting of February 26, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 2/21/80 letter from Menasha Corp. to the City of Menasha; Re: Overcharging due to infiltration.
2. 3/3/80 letter from DNR to Attorney Goggin; Re: Summation of meeting on application C550861-2 held on 2/6/80.
3. 3/3/80 letter from Foley & Lardner to Attorney Goggin; Re: Agreement for payment of professional services.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski authorizing execution of the Agreement with Foley & Lardner for payment of professional services. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

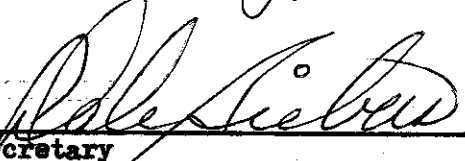
Moved by Commissioner Siebers, seconded by Commissioner Kubicka to refer the Town of Menasha Sanitary District #4 letter of 3/4/80 to Commission Attorney Goggin for review. All present voting aye; Nays, none. Motion carried.

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March 11, 1980 cont...

Moved by Commissioner Siebers, seconded by Commissioner Kubicka to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:25 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Special Meeting

March 13, 1980

Neenah-Menasha Sewerage Commission special meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:00 P.M. by President Adam Haber.

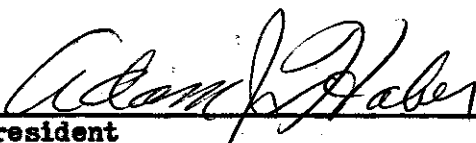
Present: Commissioners Haber, Kubicka, Siebers, Zelinski; Attorney Goggin; Manager-Engineer Bues.

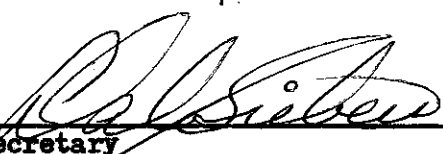
Absent: Commissioners Samu, Mulvey.

Discussion was held on subject of responding to request by the Cities of Neenah and Menasha to have the Neenah-Menasha Sewerage Commission prepare a study of local share costs of project C550861 with and without Federal of Wisconsin Fund grants.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski that the Neenah-Menasha Sewerage Commission prepare a study of local share costs of project C550861 with and without Federal or Wisconsin Fund grants. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:30 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Minutes of Regular Meeting

March 25, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:00 P.M. by President Adam Haber.

Present: Commissioners Haber, Samu, Siebers, Zelinski, Mulvey, Kubicka; Manager Bues; Secretary Stevenson; Steven Linnemann (Consoer, Townsend and Associates); Joh Gerdner (Schenck, Derscheid, Kuenzli, Sturtevant and Johnson, S.C.)

Absent: Attorney Goggin (excused)

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to accept the minutes of the

(cont.)

March 25, 1980 cont.

Regular Meeting of March 11, 1980 and Special Meeting of March 13, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communication was discussed:

1. 3/17/80 letter from Gilbert Paper Company to Commission President Haber; re: Support and interest in proposed project.

Steven Linnemann (CTA) presented the Agreement For Engineering Services as prepared by Consoer, Townsend and Associates. Services are limited to cost updates of Project C550861 and calculations of local shares with and without federal or state grants, with total fee not to exceed \$6,500.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to accept and execute the Agreement For Engineering Services, as presented by Consoer, Townsend and Associates. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

John Gardner (Schenck, Derscheid, Kuenzli, Sturtevant and Johnson) presented the 1979 Financial Audit of the Neenah-Menasha Sewerage Commission, as prepared by Schenck, Derscheid, Kuenzli, Sturtevant and Johnson, S.C. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Samu, seconded by Commissioner Mulvey to authorize refunds of excess 1979 operating funds to the Cities in the amounts of \$158 for Neenah and \$282 for Menasha as a result of the 1979 financial audit prepared by Schenck, Derscheid, Kuenzli, Sturtevant and Johnson, S.C. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

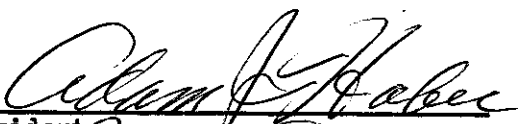
Moved by Commissioner Siebers, seconded by Commissioner Kubicka to authorize payment of \$151.25 for Operating and \$799.20 for Capital Outlay expenses to Attorney Daniel R. Goggin. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.


Moved by Commissioner Siebers, seconded by Commissioner Mulvey to authorize the Office Manager to establish a plant property accountability ledger as described in the Management Letter from Schenck, Derscheid, Kuenzli, Sturtevant and Johnson, S.C., showing an inventory of fixed assets owned by the Commission. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to authorize the Plant Manager and Superintendent to compile a five year list of estimated improvements and costs to maintain the existing Neenah-Menasha Sewerage Commission wastewater treatment plant in operating condition. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to approve Operating Fund Vouchers #4357 thru #4404 in the amount of \$63,823.79 and Payroll and Closing Vouchers #10177 thru #10248 in the amount of \$35,213.62 for the month of February, 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:45 P.M.

  
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 President

  
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 Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Minutes of Regular Meeting

April 8, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order at 7:00 P.M. by President Adam Haber.

Present: Commissioners Haber, Siebers, Zelinski, Kubicka; Attorney Goggin; Manager Bues; Secretary Stevenson; Superintendent Schuelke.

Absent: Commissioners Mulvey, Samu.

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April 8, 1980 cont...

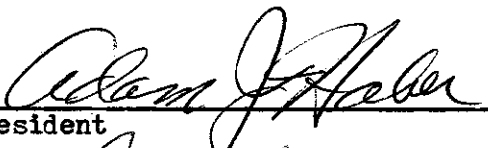
Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of March 25, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.


The following communications were discussed:

1. Article from April, 1980 issue of The Municipality, "Madison Finds An Answer To Sewerage Sludge Problems."
2. Article from March, 1980 issue of Water & Sewage Works, "Land Treatment Uses Sludge At Marison, Wisconsin."

Copies of "An Ordinance to Create the Neenah-Menasha Sewerage Commission and to Contractually Establish the Operation and Administration of Sewerage Collection Treatment and Disposal Facilities", as prepared by Foley & Lardner, were distributed to the Commission and a discussion was held.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:15 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Minutes of Regular Meeting

April 22, 1980

Neenah-Menasha Sewerage Commission regular public meeting, at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin, was called to order at 7:00 P.M. by Vice-President Samu.

Present: Commissioners Samu, Mulvey, Zelinski, Kubicka; Attorney Goggin; Manager Bues; Secretary Stevenson.

Absent: Commissioners Haber and Siebers

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of April 8, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 4/4/80 letter from DNR - Re: Federal municipal wastewater funds impounded for next 6-12 months.
2. Informational letter of 4/10/80 from DNR to Sanitary District #4 - Re: Approval of SSES - Town of Menasha Sanitary District #4 (East)
3. 4/11/80 memorandum from FVWQPA - Re: Management Sub-Committee Meeting.
4. 4/16/80 letter from Vice President of Menasha Corp. - Re: ~~Thank~~ you for trip through plant.
5. 4/16/80 letter from Manager-Engineer to Corps of Engineers - Re: Extension of U.S. Corps of Engineers' Permit

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to authorize payment of \$11,610.48 to Foley & Lardner for professional services with the Cities of Neenah and Menasha to be billed according to the Capital Proportion. Voting aye; Commissioners Samu, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.



A discussion was held regarding "An Ordinance to Create the Neenah-Menasha Sewerage Commission and to Contractually Establish the Operation and Administration of Sewerage Collection, Treatment and Disposal Facilities", prepared by Foley & Lardner and submitted to DNR, for approval, on April 18, 1980.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to approve Operating Fund Vouchers #4405 thru #4470 in the amount of \$89,598.94 and Payroll and Closing Vouchers #10249

April 22, 1980 cont...

thru #10308 in the amount of \$33,938.62 for the month of March, 1980. Voting aye; Commissioners Samu, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:15 P.M.

  
 President  
  
 Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Minutes of Regular Meeting

May 13, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin, was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Zelinski, Mulvey and Kubicka; Attorney Goggin; Manager Bues; Secretary Stevenson; Superintendent Schuelke; Dominick DeRienzo (PRC Consoer, Townsend, Inc.)

Absent: Commissioners Samu and Siebers

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of April 22, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 5/1/80 letter from Town of Menasha Sanitary District #4 to City of Menasha:  
 Re: Resolution 80-3 with Town of Menasha Sanitary District #4 agreeing to pay for its own interceptor sewers if City of Menasha will adopt resolution requesting formation of a metropolitan sewerage district.
2. 4/24/80 FVWQPA preliminary draft of "Fox Valley Basin Authority" proposal.
3. 5/12/80 article from the Milwaukee Sentinel, "Pitfalls of Recycling"

Dominick DeRienzo (PRC Consoer, Townsend, Inc.) presented copies of the Facilities Plan Cost Update, as prepared by PRC Consoer, Townsend, Inc., to the Commission. A discussion followed.

Moved by Commissioner Mulvey, seconded by Commissioner Kubicka that the Neenah-Menasha Sewerage Commission Counsel be directed to review the Wastewater Treatment Service Contract dated August 13, 1979, made by and between the Neenah-Menasha Sewerage Commission and various municipalities including the Town of Neenah Sanitary Districts 1, 1-1, & 2, and determine when the Service Agreement takes effect regarding services to the Town of Neenah Sanitary Districts. Voting aye; Commissioners Haber, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to accept the Facilities Plan Cost Update as prepared by PRC Consoer Townsend, Inc., with copies to be distributed to the Cities of Neenah and Menasha. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Mulvey that the recommendation of Robert Bues, Plant Manager-Engineer, Neenah-Menasha Sewerage Commission, be accepted and that the May 9, 1980 proposal of Kinetic Systems, Inc., Appleton, Wisconsin, for the sale of a horizontal sludge conveyor to the Commission for a price of \$5,459.00 be accepted. Voting aye; Commissioners Haber, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey to authorize payment of \$1,050.60 for capital outlay expenses and \$137.50 for operating expenses to Attorney Daniel R. Goggin. Voting aye; Commissioners Haber, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.

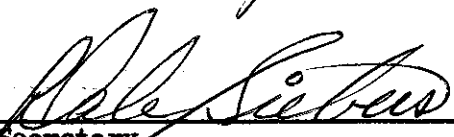
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May 13, 1980 cont...

Moved by Commissioner Kubicka, seconded by Commissioner Mulvey to approve Operating Fund Vouchers #4471 thru #4530 in the amount of \$83,223.94 and Payroll and Closing Vouchers #10309 thru #10368 in the amount of \$35,252.62 for the month of April, 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:45 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

June 10, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Zelinski, Kubicka; Manager Bues; Secretary Stevenson; Superintendent Schuelke; Mayor Donald Hassler (Neenah); Mayor Victor Wiecki (Menasha); Attorney Richard Steffens; Attorney Elaine Lowery (Foley & Lardner); Dominick DeRienzo (PRC Consoer, Townsend)

Absent: Commissioner Mulvey. Attorney Goggin on vacation.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of May 13, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 5/23/80 Memo From FVWQPA - Re: Management Agency To Implement Waste Load Allocations and other Tasks.
2. Address change for PRC Consoer, Townsend, Inc.
3. 5/13/80 letter from EPA to Manager Bues; Re: Treatment Works Grant Step 1, C550861-01 previous request for payment - denied. (Sanitary District #4 - \$13,969.)
4. DNR requirements for WPDES Permit WI-0026085

Dominick DeRienzo (PRC Consoer, Townsend, Inc.) presented a revised Agreement For Engineering Services - Pretreatment Program to comply with the DNR requests in their letter of May 20, 1980 to the Commission.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to approve the revised PRC Consoer, Townsend Agreement For Engineering Services - Pretreatment Program in the amount of \$17,350.00. Voting aye; Commissioners Haber, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Attorney Elaine Lowery (Foley & Lardner) discussed the May 29, 1980 DNR Review of the Draft Ordinance/Contract (13 questions) previously submitted to DNR as part of the Step 2 grant application on Project C550861.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to authorize Attorney Elaine Lowery (Foley & Lardner) to continue negotiations with the DNR for the purpose of obtaining approval of the answers to the 13 questions raised in the DNR letter of May 29, 1980 to Attorney Goggin. Voting aye; Commissioners Haber, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

cont...

June 10, 1980 cont...

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to approve the purchase of 1196 FMC Pearlcomb Diffusers and 144 - 30 lb. header weights as quoted by Allan Engineering Co. Inc. in their letter of May 15, 1980 to the Manager-Engineer. Voting aye; Commissioners Haber, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

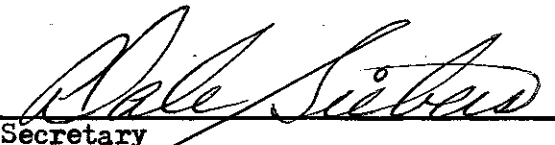
Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to create a new point-segment for early retirees, regarding health insurance, maintaining group benefits and the same premium to be billed through the Neenah-Menasha Sewerage Commission group policy at no increase in premium. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to approve payment of \$163.90 for Capital Outlay expenses and \$68.75 for Operating expenses to Attorney Daniel R. Goggin. Voting aye; Commissioners Haber, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to approve Operating Fund Vouchers #4531 thru #4588 in the amount of \$60,589.84 and Payroll and Closing Vouchers #10369 thru #10429 in the amount of \$33,547.75 for the month of May, 1980. Voting aye; Commissioners Haber, Kubicka, Siebers, Zelinski and Samu; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:45 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

June 24, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Zelinski, Kubicka; Manager Bues; Secretary Stevenson; Superintendent Schuelke.

Absent: Commissioners Siebers and Mulvey.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to accept the minutes of the Regular Meeting of June 10, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. Article from "Highlights" - "A Quick Fund Course On Construction Grants."
2. 6/20/80 letter from Mayor Hassler to FVWQPA: Re: City of Neenah's endorsement of Fox Valley Management Agency.
3. 6/16/80 letter to Common Councils of Neenah and Menasha from Manager-Engineer: Re: Neenah-Menasha Sewerage Commission procedure for release of important documents.
4. 6/20/80 letter to Common Councils of Neenah and Menasha from Manager-Engineer: Re: Ordinance-Contract - 66.30.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski that the Regular Meetings of the Neenah-Menasha Sewerage Commission be scheduled for the 4th Tuesday during the months of July, August and September with Special Meetings held if the need arises. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to authorize the purchase of a Hydrogen Sulfide Monitor from W.A. Vorpahl, Inc., at a quoted price of \$1,031.40. Voting aye; Commissioners Haber, Kubicka, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to authorize payment of \$3,088.86 to Consoer, Townsend, Inc. for engineering services performed on preparation of updated facilities

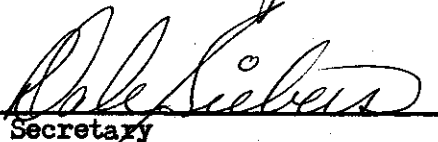
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June 24, 1980 cont...

plan project costs in accordance with Agreement For Engineering Services dated March 25, 1980, with the cities to be billed proportionately. Voting aye; Commissioners Haber, Kubicka, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Samu, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye. Nays, none. Meeting adjourned at 7:45 P.M.

  
President

  
Secretary

(July mtg - See next sheet)

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

August 26, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Zelinski, Mulvey; Attorney Goggin; Manager Bues; Secretary Stevenson; E. Manders and W. Hutchings (Menasha Corporation); Tom Lewis (Gilbert Paper Company)

Absent: Commissioner Kubicka

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of July 22, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. Form letter from DNR - Re: Fiscal Summary Sheet and list of fundable Step 3 (Construction) projects.
2. Form letter from PRC Environmental Management, Inc.; Re: New name for Consoer, Townsend and Associates.
3. Form letter from EPA - Re: Declaring Hazardous Waste to Government.
4. 8/22/80 letter from Neenah Foundry Company; Re: Discontinuation of dust collector effluent to sanitary sewer.
5. DNR Notice of Public Hearing; Re: Wis. State Industrial Pretreatment Program.
6. DNR Form Letter - Re: Notice of Intent to modify a Wisconsin Pollution Discharge Elimination System (WPDES) Permit by Kimberly Clark Corp. Badger Globe Division.
7. Article from Bureau of National Affairs; "Environmental Protection Agency Program Requirements Memorandum 80-3."

A discussion was held regarding the changes to the Neenah-Menasha Sewerage Commission Ordinance-Contract requested by DNR for our Step 2 C550861 grant application. The Commission Attorney will file the latest revisions with the EPA and the Towns and Cities within our service area.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers to adopt a Neenah-Menasha Sewerage Commission policy indicating that Sewer User Fee Charges for the Courtney Place customers (Town of Neenah) be billed annually by the Neenah-Menasha Sewerage Commission and the amount billed by the Commission is to be credited by the Commission to reduce the City of Neenah's annual operating charge, subject to the mutual concurrence of the City of Neenah and the Town of Neenah officials. All present voting aye; Nays, none. Commissioner Mulvey abstained. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers that the concerns indicated by the EPA over the legality of the proposed WLA plan for the Lower Fox River, as proposed by the Fox Valley Water Quality Planning Agency, make it necessary, at this time, for the Neenah-Menasha Sewerage Commission to withhold making any commitment to join the Lower Fox River Dischargers Association until the EPA's position and other questions are settled. All present voting aye; Nays, none. Motion carried.

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NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

July 22, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin, was called to order by Commission Vice-President Samu at 7:00 P.M.

Present: Commissioners Samu, Siebers, Zelinski, Kubicka, Mulvey; Attorney Goggin; Manager-Bues; Secretary Stevenson

Absent: Commissioner Haber

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of June 24, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

Manager Bues reported that he had received phone calls from E. Lowery (Foley & Lardner) and John Hario (DNR) stating that the DNR has completed their review of the Ordinance-Contract and a rough draft letter will follow. With the exception of three minor points, the Ordinance-Contract seems to be in order.

The following communications were discussed:

1. DNR Form Letter - Notice of Public Hearing - Project Priority List
2. DNR Form Letter - Recent Changes in Federal Construction Grants Regulations
3. Article from publication - "Special Report - Construction Grants Rules Eased."
4. 7/2/80 letter from Manager-Engineer to DNR - Re: Pre-Treatment Legal Authority Statement
5. Workshop on Clean Water Grants Administration
6. Municipal Wastewater Guidance as prepared by DNR

A discussion was held regarding a change of easement request.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to authorize Commission Attorney Goggin to answer the letter requesting the change of easement, expressing the sentiments of the Commission and also advising that the matter will be held in abeyance until such time as it is determined whether or not the sewer will be abandoned. All present voting aye; Nays, none. Motion carried.

An invitation to join the Lower Fox River Dischargers Association was tabled until the next regular meeting on August 26, 1980.

Moved by Commissioner Zelinski, seconded by Commissioner Mulvey authorizing payment of \$2,807.02 to Foley & Lardner for professional services from March 29, 1980 to June 28, 1980 with the Cities to be billed proportionately. Voting aye; Commissioners Samu, Mulvey, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

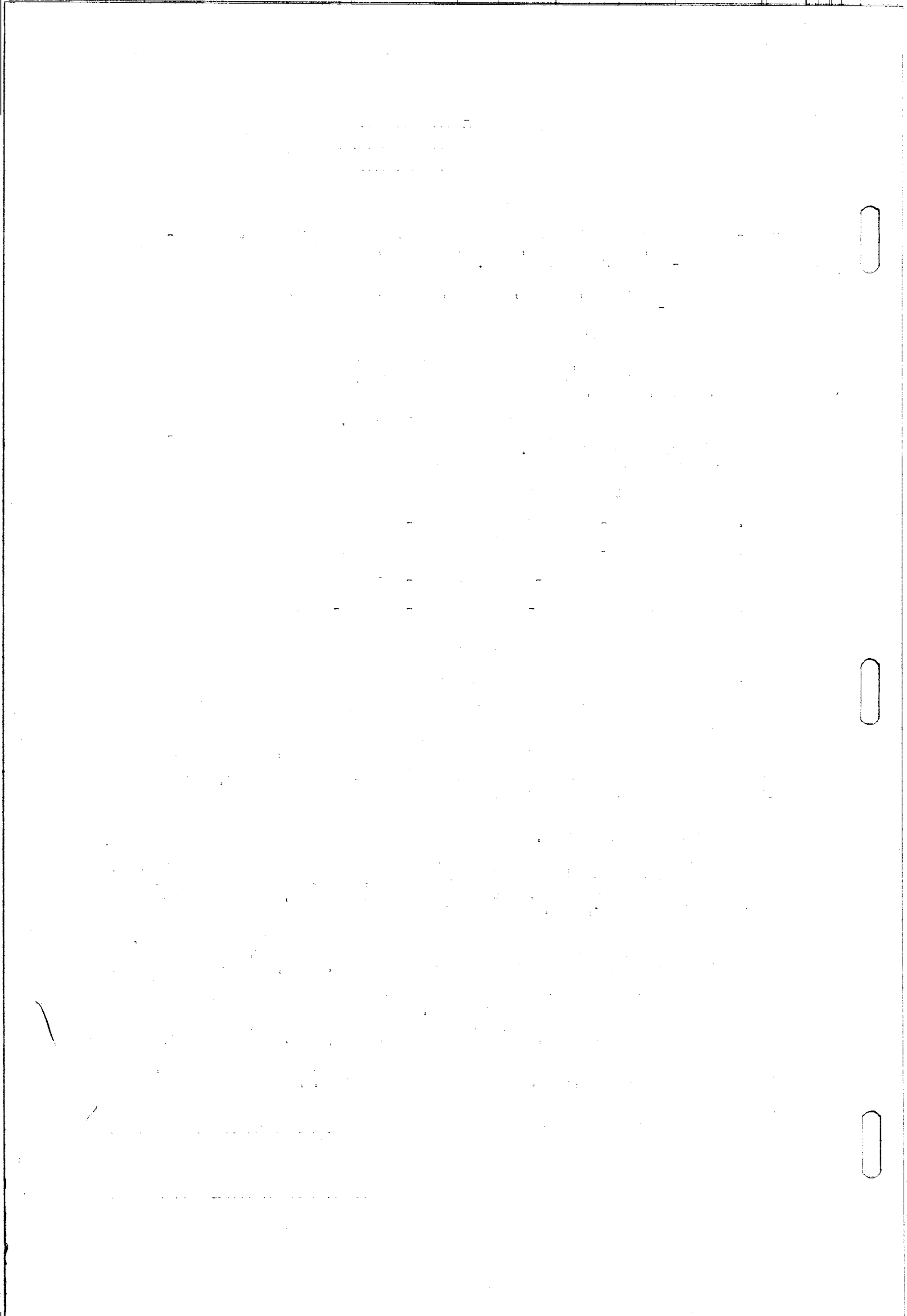
Moved by Commissioner Mulvey, seconded by Commissioner Kubicka to authorize payment of \$10,25 for Operating and \$195.85 for Capital Outlay expenses to Attorney Daniel R. Goggin. Voting aye; Commissioners Samu, Mulvey, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Mulvey to approve Operating Fund Vouchers #4589 thru #4640 in the amount of \$82,895.52 and Payroll and Closing Vouchers #10430 thru #10491 in the amount of \$34,544.52 for the month of June, 1980. Voting aye; Commissioners Samu, Mulvey, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:10 P.M.

  
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Vice President

  
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Secretary



August 26, 1980 cont...


Moved by Commissioner Siebers, seconded by Commissioner Mulvey to adjourn the meeting for ten minutes to discuss Industrial Billing of BOD with representatives of Gilbert Paper Company and Menasha Corporation.

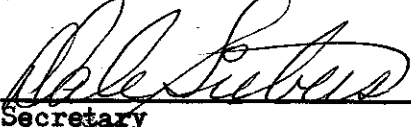
Meeting called back to order by Commission President Haber.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to authorize PRC Consoer Townsend, Inc. to calculate 1981 operating budget proportions between the Cities of Neenah and Menasha using total BOD instead of non-settleable BOD and current industrial load trends. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Mulvey, seconded by Commissioner Siebers to approve Operating Fund Vouchers #4641 thru #4698 in the amount of \$85,093.97 and Payroll and Closing Vouchers #10492 thru #10584 in the amount of \$ 54,779.55 for the month of July, 1980. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:45 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

September 23, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Mulvey, Zelinski; Manager Bues; Secretary Stevenson

Absent: Commissioner Kubicka; Attorney Goggin (excused)

Moved by Commissioner Mulvey, seconded by Commissioner Siebers to accept the minutes of the Regular Meeting of August 26, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. EPA notice - Quality assurance program on National Pollutant Discharge Elimination System (NPDES) laboratories during 1980.
2. 9/10/80 letter from Manager-Engineer to Mayor Hassler (Neenah); Re: Billing for sewer user charges to Town of Neenah (Courtney Ct.)
3. 9/11/80 letter to Neenah-Menasha Sewerage Commission from John Smith, Finance Director (Menasha); Re: Request for more detail in preparation of budget.
4. 8/29/80 letter to Neenah-Menasha Sewerage Commission from Mayor Wiecki (Menasha); Re: Request for additional budget material.
5. 9/22/80 letter from Manager-Engineer to Attorney Elaine Lowery (Foley and Lardner); Re: Reminder to complete proposed Ordinance-Contract.
6. Informational copy of letter from DNR to Attorney Hartzheim (Town of Grand Chute); Re: Copy of 66.30 Ordinance-Contract.
7. 8/29/80 letter from Attorney Green (Sanitary District #4) to Attorney Goggin; Re: Request for two copies of current revised Ordinance-Contract.
8. Acknowledgment from DNR: Re: Received Step 2 Grant Application.
9. 8/29/80 letter to Neenah-Menasha Sewerage Commission from DNR: Re: C550861-01 Neenah-Menasha Sewerage Commission Facilities Plan approval.
10. DNR approval of C550861-01 Step 1 Pretreatment Program.
11. Letter from Home Insurance Company; Re: Modification of premium.

September 23, 1980 cont...

12. 8/27/80 letter to Neenah-Menasha Sewerage Commission from LeNore Hawrick (Business Representative for NMSC Employees Union Local 1541); Re: Union's request to begin negotiations on a 1981 contract.

Moved by Commissioner Samu, seconded by Commissioner Mulvey to authorize the Manager-Engineer to schedule bargaining sessions with Local 1541 with the firm of Mulcahy & Wherry to be retained to represent the Commission. All present voting aye; Nays, none. Motion carried.

A discussion was held regarding the Lower Fox River Dischargers Association.


Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to table the subject of the Lower Fox River Dischargers Association until the next Regular Meeting of the Neenah-Menasha Sewerage Commission on October 28, 1980. All present voting aye; Nays, none. Motion carried.

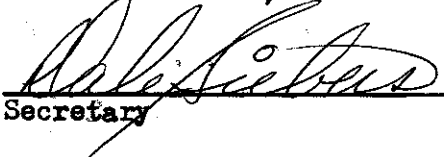
Moved by Commissioner Mulvey, seconded by Commissioner Samu to authorize payment of \$170.23 to Consoer, Townsend and Associates for Engineering Services performed on preparation of updated facilities plan project costs in accordance with Agreement For Engineering Services dated March 25, 1980. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to approve Operating Fund Vouchers #4699 thru #4745 in the amount of \$63,997.48 and Payroll and Closing Vouchers #10585 thru #10646 in the amount of \$36,369.96 for the month of August, 1980. Voting aye; Commissioners Haber, Mulvey, Siebers, Zelinski and Samu. Nays, none. Motion carried.

It was the unanimous decision of the Commission to schedule the regular Neenah-Menasha Sewerage Commission meetings for the fourth Tuesday of each month with special meetings to be called if the need arises.

Moved by Commissioner Mulvey, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 7:55 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Regular Meeting

October 28, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Mulvey, Zelinski, Kubicka; Manager Bues; Secretary Stevenson; Superintendent Schuelke; Dominick DeRienzo (Consoer, Townsend)

Absent: Attorney Goggin excused.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to accept the minutes of the Regular Meeting of September 23, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 10/9/80 DNR Notice of briefing session on Federal Minority Business Enterprise (MBE) requirements.
2. DNR Notice to Permittees: Testing of municipal sewerage plant sludges to determine toxic and hazardous waste.
3. DNR Notice to Permittees: New federal regulations for hazardous waste management take effect November 19, 1980.

A Special Budget Meeting was scheduled for November 11, 1980 at 7:00 P.M. at the Neenah-Menasha Sewerage Commission office.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to schedule an Executive Session at 6:30 P.M. prior to the Special Budget Meeting on November 11, 1980 to discuss a personnel

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October 28, 1980 cont...

replacement. All present voting aye; Nays, none. Motion carried.

The subject of the Lower Fox River Dischargers Association was tabled until more information is available.

The subject of the Ordinance-Contract was discussed briefly with the announcement of scheduled meetings in the near future with the Cities, Towns and Sanitary Districts.

Moved by Commissioner Mulvey, seconded by Commissioner Siebers to approve additional discharges of wastes to the Neenah-Menasha Sewerage Commission wastewater treatment plant from the Whiting Paper Company subject to the City of Menasha's Industrial Rate Schedule. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Samu to authorize payment of \$1,247.87 to Foley and Lardner for professional services rendered in connection with legal structure, relationship with area governments and grant requests from June 29, 1980 to September 19, 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Dominick DeRienzo (Consoer, Townsend, Inc.) explained the new 1981 operating budget proportions between the Cities of Neenah and Menasha. This will be discussed further at the Special Budget Meeting on November 11, 1980.

Moved by Commissioner Siebers, seconded by Commissioner Kubicka to approve Operating Fund Vouchers #4746 thru #4801 in the amount of \$108,898.92 and Payroll and Closing Vouchers #10647 thru #10706 in the amount of \$34,942.74 for the month of September, 1980. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Mulvey to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:00 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSION

Executive Session

November 11, 1980

Executive Session scheduled on October 28, 1980 by the Neenah-Menasha Sewerage Commission at an open public meeting as provided under Sec. 19.85 Wis. Stats., "Exemption of Open Meeting" law and recorded in the minutes of that meeting for the purpose of discussing a personnel matter regarding the duties, responsibilities, pay scale and replacement of the Office Manager who is retiring in February, 1981.

Present: Commissioners Haber, Samu, Siebers, Mulvey and Kubicka. Manager Bues; Superintendent Schuelke.

Absent: Commissioner Zelinski

A discussion was held regarding the above subjects. It was agreed that the Manager-Engineer would continue to accumulate data on the activities of the office personnel and the matter would be discussed again at the December 9, 1980 meeting.

Meeting adjourned at 7:30 P.M.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONOpen Public MeetingNovember 11, 19807:30 P.M.

Open Public Special Session scheduled on October 28, 1980 by the Neenah-Menasha Sewerage Commission at a public meeting, and recorded in the minutes of that meeting for purposes of reviewing and acting on the proposed 1981 operating budget.

Present: Commissioners Haber, Samu, Siebers, Mulvey and Kubicka; Manager Bues; Superintendent Schuelke.

Absent: Commissioner Zelinski

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to accept the CT & A report attached to, and made a part of, the 1981 operating budget, said report recommending a 1981 operating cost proportionment of 50% Neenah and 50% Menasha for wastewater treatment effective January 1, 1981. Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers and Samu. Nays, none. Motion carried.


It was agreed that the 1980 and 1981 operating cost proportions would be reviewed at the end of each year to determine if final adjustments to the proportions would be necessary to equitably reflect the charges for actual flow, BOD and SS loads discharged to the treatment plant by each City.

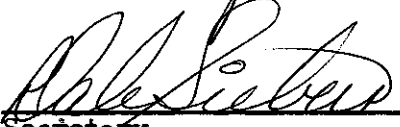
Commissioner Samu left the meeting.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to adopt a 1981 operating budget of \$1,397,305, proportioned between the Cities of Neenah and Menasha on a 50-50% basis. Voting aye; Commissioners Haber, Mulvey, Kubicka, and Siebers. Nays, none. Motion carried.

Meeting adjourned at 8:30 P.M.

Next meeting scheduled for December 9, 1980.

  
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President

  
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Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular MeetingDecember 9, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Siebers, Zelinski and Kubicka; Attorney Goggin; Manager Bues; Secretary Stevenson; Superintendent Schuelke; Dennis Rader (Mulcahy and Wherry)

Absent: Commissioners Samu and Mulvey

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to recess and reconvene at 7:05 P.M. in Executive Session per Wis. Statute 19.85 to discuss salaries, wages, 1981 labor negotiations and office manager position. Executive Session ended at 8:30 P.M.

Regular Open Meeting was reconvened at 8:35 P.M.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the minutes of the Regular Meeting of October 28, 1980 and Executive Session and Regular Meeting of November 11, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to schedule a regular Neenah-Menasha Sewerage Commission meeting for December 23, 1980 at 7:00 P.M. with an Executive Session scheduled at 7:05 P.M. per Wis. Statute 19.85 to discuss Wages, Salaries and the Office Manager position, followed by the reconvening into a public regular session. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Kubicka to divide the 1981 established annual salaries of the salaried Neenah-Menasha Sewerage Commission employees by 27 to calculate the bi-weekly rate of pay for 27 pay days in 1981 with the first pay day to be January 2, 1981. All present voting aye; Nays, none. Motion carried.

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December 9, 1980 cont...

The following communications were discussed:

1. 11/10/80 letter from Manager-Engineer to employees: Re: United Way
2. 11/7/80 Report of Safety Service visit from The Home Insurance Company.
3. 11/26/80 letter to Dept. of Revenue from Manager-Engineer: Re: DOR's loss of Neenah-Menasha Sewerage Commission state withholding income tax check.
4. 12/5/80 letter from Manager-Engineer to DNR: Re: "Plant Location"

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to authorize Manager Bues, Attorney Goggin and Elaine Lowery (Foley and Lardner) to represent the Neenah-Menasha Sewerage Commission at a Public Hearing scheduled by the Neenah Council on December 17, 1980, to discuss the Ordinance-Contract, upon written invitation from the City of Neenah. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Siebers to approve a request to indefinitely retain Paul Rippl, who is retiring in February, 1981, in the Neenah-Menasha Sewerage Commission employees WPS family health insurance group policy, after his retirement, at no cost to the Commission. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to retain the services of Schenck, Derscheid, Kuenzli, Sturtevant & Johnson, S.C., Certified Public Accountants, to prepare our 1980 annual financial audit, with the Commission President authorized to sign the necessary agreement. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to authorize the Commission President to sign the purchasing contract with Hydrite Chemical Company to purchase chlorine, as required, in one ton cylinders for \$15.25/cwt during the coming 1981 calendar year. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to authorize payment, in full, of \$3,000.45 to Consoer, Townsend and Associates for Engineering Services performed on preparation of Cost Distribution Studies in accordance with Division 1 of Agreement For Engineering Services dated February 25, 1975, authorized by the Commission at the meeting of August 26, 1980 and Letter Authorization of September 2, 1980. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioners Siebers, seconded by Commissioner Zelinski to authorize payment of \$1,465.11 to Foley & Lardner for professional services rendered in connection with legal structure, relationship with area governments and grant requests. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski; Nays, none. Motion carried.

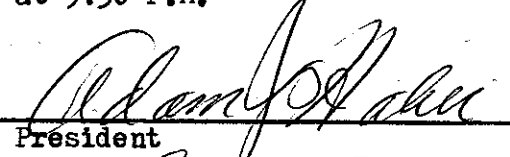
Moved by Commissioner Siebers, seconded by Commissioner Zelinski to authorize payment of \$20,170.00 to The Home Insurance Company for the insurance premium for 1981. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to authorize the Commission President to sign the Sludge Hauling Contract with Gizmo Farms, Inc. for the years of 1981 and 82 at the rate of \$.75/cu.yd. for 1981, \$29/hr. tractor rental for 1981 and rates for 1982 not to exceed a 15% increase over 1981 rates. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski; Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to approve Operating Fund Vouchers #4802 thru #4858 in the amount of \$69,103.91 and Payroll and Closing Vouchers #10707 thru #10767 in the amount of \$35,751.71 for the month of October, 1980. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to approve Operating Fund Vouchers #4859 thru #4907 in the amount of \$65,251.63 and Payroll and Closing Vouchers #10768 thru #10828 in the amount of \$34,362.27 for the month of November, 1980. Voting aye; Commissioners Haber, Kubicka, Siebers and Zelinski. Nays, none. Motion carried.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 9:30 P.M.

  
President

  
Secretary

NEENAH-MENASHA SEWERAGE COMMISSIONRegular MeetingDecember 23, 1980

Neenah-Menasha Sewerage Commission regular public meeting at the office of the Neenah-Menasha Sewerage Commission, Garfield Avenue, Menasha, Wisconsin was called to order by Commission President Haber at 7:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Zelinski, Mulvey, Kubicka; Attorney Goggin;  
M Manager Bues; Secretary Stevenson.

Absent: None

Moved by Commissioner Kubicka, seconded by Commissioner Siebers to recess and reconvene at 7:05 P.M. in Executive Session, per Wis. Statute 19.85, to discuss salaries, wages, 1981 labor negotiations and Office Manager position. All present voting aye; Nays, none. Motion carried.

Personnel salaries, 1981 labor negotiations and Office Manager position were discussed.

Executive Session ended at 7:50 P.M.

Regular Open Meeting was reconvened at 8:00 P.M.

Present: Commissioners Haber, Samu, Siebers, Zelinski, Mulvey, Kubicka; Attorney Goggin;  
Manager Bues; Secretary Stevenson.

Absent: None

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to accept the minutes of the Regular Meeting of December 9, 1980 and place them on file. All present voting aye; Nays, none. Motion carried.

The following communications were discussed:

1. 12/9/80 letter from City of Neenah Attorney to Attorney Goggin; re: Dec. 17, 1980 Public Hearing Concerning the Proposed Neenah-Menasha Sewerage Commission Ordinance-Contract.

2. 12/17/80 letter from Attorney Green (Sanitary District #4) to Attorney Goggin; re: Changes in Ordinance-Contract.

Attorney Goggin presented copies of a letter addressed to the Common Council of the City of Neenah, concerning the Ordinance-Contract, to each Commissioner for discussion.

Moved by Commissioner Samu, seconded by Commissioner Kubicka to authorize copies of the 12/23/80 letter, from Attorney Goggin to the Common Council of the City of Neenah, regarding the need for signing the ordinance-contract be sent to the City of Neenah and each participating member included in the ordinance-contract. All present voting aye; Nays, none. Motion carried.

3. 12/12/80 letter to Cities of Neenah and Menasha from Manager-Engineer; re: Modification in computing each City's proportion of the Commission's budget - total BOD instead of "non-settleable".

4. 12/6/80 letter from Manager-Engineer to George Potrats (Gizmo Farms); re: Acceptance of 12/5/80 proposal to load, haul and dispose of Neenah-Menasha Sewerage Commission wastewater sludges.

5. 12/17/80 letter from Wisconsin Department of Revenue; Re: Interest charge dropped on 1/16/31 withholding tax payment.

6. DNR Public Hearing Notice; re: non-proliferation of wastewater treatment plants.

Moved by Commissioner Zelinski, seconded by Commissioner Kubicka to authorize the Manager-Engineer to advertise for a person to fill the Office Manager position which is to be open in February, 1981. All present voting aye; Nays, none. Motion carried.

Moved by Commissioner Siebers, seconded by Commissioner Zelinski to accept the EPA grant offer for the first three elements of an Industrial Pretreatment Program in the amount of \$13,050.00. (\$14,300 contract with CT & A). Voting aye; Commissioners Haber, Mulvey, Kubicka, Siebers, Zelinski and Samu. Nays, none. Motion carried.

The subject of 1981 salaries was tabled.

Moved by Commissioner Kubicka, seconded by Commissioner Zelinski to adjourn the meeting. All present voting aye; Nays, none. Meeting adjourned at 8:25 P.M.

  
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President

  
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Secretary