



City of Racine

City Hall
730 Washington Ave.
Racine, WI 53403
www.cityofracine.org

Meeting Minutes - Final

Wastewater Commission

Wednesday, March 19, 2025

5:30 PM

City Hall, Room 303

ROLL CALL

Let the record show that Commissioner Sullivan was voting in an Alternate capacity in place of one of the City representatives.

PRESENT: 9 - Natalia Taft, John Tate II, Cory Mason, Anthony Beyer, Anthony Bunkelman, Jens Jorgensen, Jack Feiner, Jim Sullivan and Nancy Washburn

EXCUSED: 4 - Stacy Sheppard, Terry McCarthy, Kevin Salb and Claude Lois

[0276-25](#)

Subject: Approval of Minutes for the February 19, 2025, Wastewater Commission Meeting

Staff Recommendation: To Approve

Fiscal Note: N/A

A motion was made by Alternate Sullivan, seconded by Bunkelman, that this file be Approved.

[0277-25](#)

Subject: Consideration of Mount Pleasant Interceptor Rates for 2025

Staff Recommendation: To Approve

Fiscal Note: N/A

The Utility Director presented the proposed Mt. Pleasant Interceptor Rate of \$159.58/MG for 2025. The rates are calculated annually and approved by the Village of Mt. Pleasant Sewer Utility using methodology from an Agreement established in 1993 to recover operation, maintenance, and depreciation costs applied to SSR Party flow conveyed through the interceptor.

A motion was made by Alternate Beyer, seconded by Bunkelman, that this file be Approved.

[0279-25](#)

Subject: Communication from Utility Director Regarding Update on Performance Evaluations

Staff Recommendation: To Receive and File

Fiscal Note: N/A

The Utility Director updated the Commission on current ongoing efforts to create a Performance Evaluation (PE) tool that is more directly correlated to the Utility's mission and values after they went through a process of being redefined in 2023. The six highest rated values that were compiled from surveying efforts across the Utility staff and Commission were the following:

*Accountability
Transparency
Teamwork
Inclusion
Respect
Ethics/Integrity*

The new proposed PE method would be more job specific rather than a general form that is used across the board. It would be comprised of competencies chosen by the supervisor, which would then be weighted by importance; as well as goals that are determined together by the employee and the supervisor's input. Discussion ensued amongst the Commissioners with concerns as to the Human Resources Department's role in this process. The Utility Director relayed that the HR Department is aware of the process to redefine the PE tool, and that although it hasn't been officially deployed yet that they have been consulted and made aware of the plans to reinvent the tool.

A motion was made by Mayor Mason, seconded by Vice President Tate II, that this file be Received and Filed.

[0278-25](#)

Subject: Communication from Utility Director Regarding 2024 Compensation Market Analysis

Staff Recommendation: To Receive and File

Fiscal Note: N/A

The Utility Director presented a summary of findings from Cottingham & Butler, the outside consulting firm who performed the 2024 Compensation Market Analysis, a study which is conducted every three years.

A motion was made by Mayor Mason, seconded by Vice President Tate II, that this file be Received and Filed.

Adjournment

There being no further business to discuss, the meeting was adjourned at 6:04 p.m.