



City of Neenah
Finance & Personnel Committee Minutes
Monday, August 24, 2026 at 5:00 PM
Neenah City Hall – 211 Walnut Street
Hauser Room

- I. Call to Order
Meeting called to order by Chairman Erickson at 5:00 PM

- II. Roll Call

Members Present: Chairman Erickson, Vice-Chair Ellis, Council President Stienter, and Aldermen Bruno and Neuman.

Also Present: Finance Director Rasmussen, City Attorney Rashid, Human Resources Director Barber, Clerk Nagel, Alderman Defferding, Park Superintendent Fink, and citizen Frank Cuthbert.

Excused: None.

- III. Public Appearances

- IV. Approval of Minutes

- A. Approval of Minutes from [August 10, 2026 Regular Meeting](#).

Motion by Alderman Ellis, seconded by Alderman Bruno to approve the minutes as presented. No discussion. Motion carried in a voice vote, 5-0.

- V. New Business

- A. Recommend Council authorize the Mayor and appropriate City staff to negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to \$140,000, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies.
Motion by Alderman Ellis, seconded by Alderman Neuman to recommend Council authorize the Mayor and appropriate City staff to negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to ~~\$140,000~~ \$140,028.50, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies.

Report

Director Barber advised that the next three of these items should flow with the presentation had with the Committee of the Whole. The Public Works Director has been a difficult position to fill right because the city is paying below the market value. She explained the need to increase the salary range to attract qualified candidates. Should this pay adjustment be approved, it would make the Public Works Director the highest paid director in the city. Director Barber corrects the top end of the range which should be \$140,028.50.

Motion to amend the original to \$140,028.50 by Alderman Ellis, seconded by Alderman Neuman. Motion carried in a voice vote, 5-0.

Chairman Erickson raised concerns about disparities with the other Department Heads salaries if the Public Works Director's salary range is increased.

Alderman Ellis echoes those concerns, and acknowledges the disparity and suggests a holistic approach to address the salary parity across all Department Heads.

Director Rasmussen acknowledges that staff is underpaid, however, has concerns about what the financial implications will be to rectify the issue and the need to balance the budget.

There was discussion on the historical context of the salary disparities and the need for a comprehensive solution.

Report

- B. Recommend Council move the Parks Supervisor from Grade 11 step 9 to Grade 11 step 13, the market rate for the position.

Motion by Alderman Neuman, seconded by Alderman Bruno to recommend Council approve. Motion carries in a voice vote, 5-0.

Director Barber explained this is to correct the inversion issue. This can be incorporated into the current budget due to some staff vacancies. The requested effective date is August 1st.

Report

- C. Recommend Council approve the following change to the promotional rule: The City's promotional rule will follow the same rule as for new hires except to state that the negotiated rate shall be at least a 5% per grade increase.

Motion by Council President Steiner, seconded by Alderman Ellis to recommend Council approve. Motion carried in a voice vote, 5-0.

Director Barber explained that this was one of the reasons we ended up with the inversion issue. When employees are promoted, they are not treated the same as new hires. This language gives staff the same ability to negotiate with internal promotions as they currently have with external candidates. This would go into effect with any promotion going forward.

Report

- D. Recommend Council ratify the two contracts, respectively, with LGS and Thompson Consultants. (Attachments)

Motion by Alderman Neuman, seconded by Alderman Bruno to recommend Council ratify the two contracts. Motion carried in a voice vote, 5-0.

When the tornado first struck and clean-up was imminent, the city signed a contract a not to exceed contract with LGS to remove debris. This was simply to get clean-up efforts into motion. Since then, the estimate have changed. The contract language states as long as the estimate is agreed upon, the difference shall be paid. The current estimate from LGS is \$1,998 million, for 150,000 cubic yards of debris hauling, chipping, and removal of the chips.

The Thompson Contract goes hand-in-hand with LGS, they are our monitoring/auditing contactor. To receive FEMA assistance, each load needs to be monitored and recorded per FEMA requirements. Thompson Monitoring provides this service for the city. Thompson is also assisting the city with grant administration which equals \$320,000.

Those emergency contracts were signed with the intent of starting the clean-up process, and now they need to be ratified with actual numbers. Resolution 2026-07 was approved by Council at their last meeting started the clean-up process and now the contracts themselves are before the Committee for ratification.

VI. Financial Report

A. July Vouchers (Attachments)

Motion by Alderman Neuman, seconded by Alderman Bruno to receive and place on file the July vouchers. Motion carried in a voice vote, 5-0.

VII. City Attorney Report

A. The Committee may convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(g) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City, specifically regarding: Walmart tax appeal suit; and Computer Corner (105 W. Winneconne Ave) litigation.

Motion by Alderman Ellis, seconded by Alderman Neuman for the Committee to convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(g) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City, specifically regarding: Walmart tax appeal suit; and Computer Corner (105 W. Winneconne Ave) litigation. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation. Motion carried in a voice vote, 5-0.

At 5:36 PM, the Committee convened into closed session.

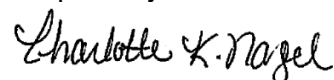
B. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation.

The Committee adjourned in closed session, no action taken.

VIII. Adjournment

Motion to adjourn by Alderman Bruno, seconded by Alderman Neuman. Motion carried in a voice vote, 5-0. Meeting adjourned at 5:45 PM.

Respectfully submitted,



Charlotte Nagel, City Clerk