

**MINUTES****SPECIAL MEETING****DECEMBER 22, 2025**

The Special Meeting of the Lake Pewaukee Sanitary District (LPSD) was duly convened on the 22<sup>nd</sup> day of December, 2025. This meeting was properly noticed. Chairman John Ruf and Commissioner Joseph Boland and Jennifer Barker were present. Also in attendance: Erick Fabyan, Attorney; Thomas Koepp, Manager; Kelli Belt, CPA.

**Call to Order** – Commissioner John Ruf called the meeting to order at 6:00 P.M.

**Citizens Request** – None

**Unfinished Business** – Following discussion, J. Boland moved to approve Resolution LGIP Funds Transfer 2025-04, appointing all three commissioners and Thomas Koepp as authorized “Local Officials”. J. Barker seconded. All in Favor. Aye. Motion carried.

**New Business –**

-At 6:55 P.M. J. Ruf requested a Motion to adjourn to closed executive session as permitted by Wisconsin State Statute [19.85] (1)(c) to discuss the employee wage and benefit package for 2026 as presented by Accountant Kelli Belt. A roll call vote was taken.: Commissioner J. Ruf, J Boland and J. Barker all voted aye. Attorney Erick Fabyan, Manager Thomas Koepp Manager, and Accountant Kelli Belt were also present.

Following the discussion on the wage & the benefit package for 2026 for staff, it was requested that T. Koepp leave the room at 7:16 P.M. to further discuss T. Koepp's wage & benefit package.

Following the above discussion, J. Boland made a Motion at 7:34 P.M. to terminate the closed session and go back into open session. J.Ruf 2nd. A roll call vote was taken. Commissioners J. Ruf, J. Boland, and J. Barker all voted Aye.

Following further discussion in open session, J. Boland made a Motion to approve the wage and compensation recommendations as discussed in closed session, and to approve the SEP contribution for 2026 to remain at the current eleven percent (11%) of gross wages. J. Ruf seconded and all voted aye.

Joseph Boland made a Motion to adjourn at 7:39 p.m., John Ruf 2nd and all voted aye.

\_\_\_\_\_ Joseph Boland, Secretary

\_\_\_\_\_ John F. Ruf, President