



**Special Meeting of the MEUW Board of Directors
Wisconsin Rapids Waterworks & Lighting
April 27, 2018
Meeting Minutes**

The meeting was called to order at 10:04 a.m. by 1st Vice-President John Murphy.

The following members were in attendance at Wisconsin Rapids: John Murphy (Elkhorn), Brian Knapp (Shawano), Tim Herlitzka (Waunakee), Randy Jaeckels (New Holstein), Ashley Slaby (Whitehall), David Bekkum (Cashton), Cliff White (Sturgeon Bay), Greg Kuhn (Oconto Falls), George Morrissey (Cuba City), Dale Bender (Richland Center), Pat Weber (Eagle River), John Fales (Medford), Leo Diehl (Rice Lake), Rick Wicklund (Sun Prairie), Randy Posthuma (Waupun), Lonnie Pichler (Kaukauna), Mike Reynolds (Boscobel), and Jem Brown (Wisconsin Rapids). The following members participated via teleconference: Kevin Westhuis (River Falls), Bob Friberg (Florence), Steve Thompson (New London), Jeff Peterson (Brodhead), Dale Lythjohan (Cedarburg), Scott Adler (Jefferson), Jeff Feldt (Kaukauna), and Nicholas Kumm (Marshfield). Steve Zach of Boardman & Clark (Law Firm) was present in Wisconsin Rapids. Anita Gallucci of Boardman & Clark participated via teleconference.

The first item of business was the recommendation from the Executive Director Search Committee to the Board of Directors on a new Executive Director. Tim Herlitzka, Chairperson of the Search Committee, discussed the process used for the search of the new Executive Director. Herlitzka discussed how the Search Committee was formed; in addition to Herlitzka as Chairperson, the committee included Bender, Diehl, Jaeckels, and Posthuma. Steve Zach participated as an advisor to the committee. Herlitzka informed the meeting participants that the committee reviewed and updated the position description and posted the position. No search firm was used as a part of the process. There were over forty applicants for the position. The committee offered six candidates the opportunity to interview; one applicant declined. One candidate was interviewed on March 14 and the remaining four were interviewed on March 19. Following the initial interviews, three candidates were invited back for a second interview process on April 5. As part of the second round of interviews, each candidate was asked to prepare a presentation to the search committee of their six-month and one-year plan for MEUW. As part of the second round of interviews, each candidate also participated in an interview with Zach and three MEUW employees. Following the second round of interviews, the search committee narrowed the field to two strong candidates. Reference checks were completed on the candidates and additional information was gathered. The Search Committee then met and unanimously selected a candidate to recommend to the Board of Directors. With information discussed by the Search Committee, Zach then worked on a draft Employment Agreement with the candidate.

Herlitzka then informed the participants that the Search Committee recommends to the Board of Directors the hiring of Tim Heinrich as the new Executive Director. Mr. Heinrich is a former employee of Alliant Energy and over his 25 years with Alliant Energy held various director and

manager positions in the areas of Customer Support Services/Engagement, Technology Systems, Community Affairs and Foundation Executive Director, Branding and Public Relations, and Corporate Communications. Herlitzka and members of the Search Committee made comments and fielded questions from the members regarding the recommendation.

A motion was made by Bender, second by Diehl to go into closed session to discuss the Employment Agreement and Compensation Package. The motion carried. *At this time, those participating via teleconference had the line muted but were informed they could rejoin the meeting when the group came out of closed session.*

A motion was made by Knapp, second by Bender to go out of closed session. The motion carried.

A motion was made by Wicklund, second by Diehl to approve the recommendation of the Executive Director Search Committee to hire Tim Heinrich and agree to the Employment Agreement as drafted and presented during the closed session. A roll call vote was taken of the Board of Directors. The aye votes totaled fifteen votes of the fifteen votes cast. Four members of the Board of Directors were not present for the vote. The motion carried.

A motion was made by Peterson, second by Diehl to adjourn the meeting. The motion carried.

The meeting was adjourned at 11:42 a.m.

Respectfully submitted,



Randy Jaeckels
Acting Secretary