

## **Old and New Business 2-10-26**

1. Revisions to Mission Statement 2026 – See attached docs – Mission statement has not been reviewed or modified in at least 10 years
2. Headworks Rehab / Screening Project – see attached update – we will include this as a monthly agenda item late summer 2026

### **Key Dates / Meetings**

- HOVMSD staff took a trip to Manitowoc WWTF to view a Vulcan Step Screens and Screenings wash presses in service – this screen brand is likely to be the “A” brand during project bidding
- 2/3/26 Wisconsin DNR on site with Chad for a Pretreatment inspection
- 2/5/26 Donohue project team on site – Open Space building scanning
- 2/11/26 Audit prep meeting – Erickson & Associates
- 2/12 – 2/18 Brian Vacation
- 2/24/26 Kane Meeting
- 2/26/26 Central States Water Environment federation – Dustin was asked to attend and participate as a round table panel expert on disk filters and tertiary effluent treatment

- **Headworks Rehab / Screening Equipment Replacement Project** – We met with Donohue on 1/20 for a project kick off meeting. There were no surprises as we reviewed the screening study results and findings along with anticipated building modifications.

Donohue was back on site on 2/5 and accomplished field measurements, confirmed channel dimensions, and design scans of the building and its contents.

This is the project schedule to get to bidding later this year.

Deadlines and Project Milestones	Date
Agreement Execution	12/03/25
Owner Kickoff Meeting - Virtual	01/20/26
Request for Information	01/27/26
OpenSpace360 Capture	02/05/26
WDNR Abbreviated Facility Plan Review	04/02/26
30% Owner Workshop	04/02/26
Donohue Incorporate Abbreviated Facility Plan Comments	04/28/26
<b>Submit Abbreviated Facility Plan to WDNR</b>	<b>04/30/26</b>
60% Owner Workshop	05/12/26
90% Owner Workshop	07/21/26
<b>Bid Documents to Owner</b>	<b>08/03/26</b>
Submit Bid Documents to WDNR	08/03/26
Project Advertisement for Bid	Fall 2026
Clean Water Fund Application Deadline	09/30/26



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**To:** HOVMSD Commissioners cc: staff  
**From:** Bruce M. Siebers  
**Date:** February 10, 2026  
**Subject:** HOVMSD Mission Statement Review and Update

For your review and consideration.

Next steps ...

1. Obtain input/endorsement form commission members.
2. Obtain input from staff.
3. Review by Kane Communications
4. Update website and documents as appropriate

**A) Most high-performing public utilities and local governments use one of these rhythms:**

- **Every 3–5 years during strategic planning cycles**
- **Whenever major external conditions shift (regulatory changes, regional growth, new environmental expectations)**
- **After significant internal transitions (new leadership, major capital program, organizational restructuring)**
- **When the mission no longer clearly guides decisions—a subtle but important signal**

**B) Current Mission Statement:**

*The mission of the Heart of the Valley Metropolitan Sewerage District is to provide cost-effective wastewater conveyance and treatment for its member Communities while protecting public health, safety and the quality of the environment. The District will provide high quality services through continuous improvement of facilities, infrastructure and our employees' individual and team capabilities, and the diligent collaboration and cooperation with regulatory agencies, community planners, developers and the public.*



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**C) Recommend updating the mission statement, vision statement and core values as follows:**

**Mission**

The mission of the Heart of the Valley Metropolitan Sewerage District is to provide exceptional, cost-effective wastewater conveyance and treatment that protects public health, ensures community safety, and preserves the quality of our environment. We are committed to delivering high-quality services through innovation, continuous improvement of our facilities and infrastructure, the development of our employees' individual and team capabilities, and transparent regional collaboration with regulatory agencies, community planners, developers, and the public.

**Vision**

To be a regional leader in sustainable wastewater management, recognized for operational excellence, environmental stewardship, collaborative partnerships, and a commitment to innovation that supports the long-term vitality of our communities and natural resources.

**Core Values**

- - Stewardship of the Environment
- - Public Health and Safety
- - Integrity and Transparency
- - Innovation and Continuous Improvement
- - Fiscal Responsibility
- - Collaboration and Community Partnership
- - Employee Growth and Professionalism



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## **D) Additional Background and Rationale to modernizing a mission statement**

A mission statement is more than a slogan—it's the organization's operating system. When it's outdated, the whole organization feels it.

### **1. Reflects the utility's true role today**

Wastewater districts have evolved from "treatment plants" to **regional environmental utilities** responsible for public health, watershed protection, sustainability, and community partnership. A modern mission captures that expanded purpose.

### **2. Guides decision-making and priorities**

A clear mission helps staff and commissioners answer:

- What do we exist to do?
- What matters most when tradeoffs arise?
- How do we measure success?

When the mission is outdated, decisions drift.

### **3. Supports succession planning and leadership development**

A modern mission gives future leaders a clear north star. It also helps you define the competencies and culture you want to cultivate.

### **4. Strengthens public trust and transparency**

Ratepayers and member communities want to understand what the utility stands for. A mission written in 1990 language doesn't communicate the professionalism and environmental stewardship expected today.

### **5. Aligns with regulatory and environmental realities**

PFAS, climate resilience, energy efficiency, biosolids management, and watershed collaboration weren't part of the conversation decades ago. A modern mission acknowledges the utility's responsibility in these areas.

### **6. Unifies the organization**

A mission that resonates with today's workforce helps with:

- Recruitment
- Retention
- Culture
- Engagement

People want to work for an organization with a clear, meaningful purpose.