

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES

MONDAY, FEBRUARY 24, 2025

5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER / ROLL CALL

Chairperson Harris called the meeting to order at 5:09 p.m.

Present: Beauchamp, Harris, March and Sampson

Excused: Genrich

MODIFY / ADOPT AGENDA

Sampson/Beauchamp moved to adopt the agenda as presented. Motion carried.

ANNOUNCEMENTS

None

APPROVAL OF THE NOVEMBER 18, 2024 MINUTES

Sampson/Beauchamp moved to approve the November 18, 2024, minutes. March abstained. Motion carried.

DISCUSSION/ACTION RE: STAFFING UPDATE

March noted that McMahon is under contract to provide building inspection services, and the neighborhood compliance officer is set to retire by the end of the year. The director of the department is considering two part-time positions to take the place of the compliance officer.

March also shared that the last wage/compensation study was done 10 years ago. The village was recently contacted to participate in a Dane County survey, and March was able to obtain a quote from the consultant to conduct a study for Allouez for just under \$10,000. This is an estimated four-month process that March feels communities should conduct every 10 years or so to see how employees compare to the market.

Discussion:

- Do not want to conduct the study without going anywhere with it.
- The quote is good for three months.
- Former administrator Lange was a proponent of the study.

No action taken.

DISCUSSION RE: ORGANIZATIONAL CHART

March presented an updated organizational chart to the committee placing the director of parks, recreation and forestry under the director of public works. March feels that this will free up money in the 2026 general fund budget by allocating a portion of the park wages to the sanitary, water and storm water utilities. The idea has been discussed with both directors. Silos have existed with the two departments in the past, although staff is currently working together more. March feels it will also lead to more cross training and efficiencies.

Discussion:

- The pay is fairly equal between the two departments.
- Keep this moving if there is buy-in from the two directors.
- Try it. It can always be undone.

DISCUSSION RE: 2025 BONDING

Beauchamp provided a brief overview of the 2025 bonding process. The departments provided proposed projects and estimated costs which were shared with the committee. Ehlers will prepare a preliminary financing plan which includes the impact of the borrowing on the tax levy and utilities. This will be available for discussion at the next committee meeting.

Discussion:

- The village usually borrows every other year. 2024 bonding was done “off schedule” to allow for Libal Street reconstruction. The next bonding is anticipated to occur in 2027.
- Is it possible to push any of the projects to 2027?

NEXT MEETING DATE AND AGENDA ITEMS

March 31, 2025

ADJOURNMENT

Sampson/March moved to adjourn at 5:59 p.m. Motion carried.