

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES

MONDAY, MARCH 31, 2025

5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER / ROLL CALL

Chairperson Harris called the meeting to order at 5:01 p.m.

Present: Beauchamp, Harris, March and Sampson

Also present: Chris Clark, Director of Parks, Recreation & Forestry

Excused: Genrich

MODIFY / ADOPT AGENDA

Sampson/March moved to remove agenda item #4 for future consideration. Motion carried.

ANNOUNCEMENTS

None

DISCUSSION/ACTION RE: 2025 BONDING

Beauchamp provided an overview of the Preliminary 2025 Financing Plan prepared by Ehlers Public Finance Advisors on March 25, 2025. The net issue is estimated at just over \$7,000,000 with the utilities paying the portion of the debt attributable to them. The anticipated levy impact is an increase of \$50,000 for the next two years. General obligation debt coverage is above 1.00 for the sanitary sewer and water utilities and below 1.00 for the storm water utility.

Discussion:

- An increase of \$50,000 in the levy would currently result in a tax rate increase of \$0.04 per thousand.
- A rate increase is planned for a January 2026 implementation date for the storm water utility. The increase will provide a more favorable general obligation debt coverage for the utility.
- Equipment purchases included in the bonding are set for an eight-year repayment period to stay within or under the expected life of the equipment.
- The next bonding is expected to occur in 2027.
- The Village used a parameter sale for the 2024 bonding and staff would like to do the same for 2025. This allows for a sale date outside of a board meeting date.

The consensus was to recommend board approval of the bonding as presented using a parameter sale.

DISCUSSION/ACTION RE: 2024 CARRYOVERS

Beauchamp provided a spreadsheet detailing staff requested carryovers from the 2024 budget to the 2025 budget. This is an annual request of staff and involves budgeted items that were unable to be completed within the current budget year. One of the deviations from this is the request to carryover excess interest earnings to be used for the purchase of election tabulators that would otherwise be bonded for as well as funds to be used for a classification and compensation study.

The consensus was to recommend board approval of the 2024 carryovers as presented.

DISCUSSION/ACTION RE: ORGANIZATIONAL CHART

March shared the updated organizational chart that he presented to the committee as a discussion item at its February 24, 2025, meeting. The main purpose of the change is to aid in the cooperation and sharing of equipment between the public works and parks, recreation and forestry departments as well as allocating wages to the utilities to free up available monies in the general fund.

Discussion:

- There should be no change for the park staff, but greater collaboration between the directors of the affected departments.
- Bit of discomfort in charging additional wages to the utilities considering the NEW Water and CBCWA costs charged to the utilities.
- Wages will only be charged to the utilities if work is performed for the utilities.
- Decision that the full board must make. Perhaps bring it to the board in July.

The consensus was to bring it to the board for discussion/action.

DISCUSSION/ACTION RE: WAGE/COMPENSATION STUDY

March noted that it has been more than 10 years since the last compensation study was done. March was contacted for comparisons for a Dane County wage/compensation study. He then contacted the consultant to determine if they would be willing to complete a study for the village, and was impressed with the price quoted. One of the items noted with the internal survey recently completed is that employees do not know if their wages are comparable. If the results of the study indicate that pay is noticeably too low, the village may have to make up for it over time.

The consensus was to recommend board approval of the Classification and Compensation Study proposed by MGT.

NEXT MEETING DATE AND AGENDA ITEMS

April 28, 2025

ADJOURNMENT

Sampson/Harris moved to adjourn at 6:18 p.m. Motion carried.

Minutes submitted by Julie Beauchamp, Finance Director