

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES
THURSDAY, SEPTEMBER 18, 2025
5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER/ROLL CALL

Chairperson Harris called the meeting to order at 5:00 p.m.
Present: Beauchamp, Genrich, Harris, March and Sampson
Also Present: Chris Clark, Sean Gehin and Jean Marsch

MODIFY/ADOPT AGENDA

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

ANNOUNCEMENTS

None

APPROVAL OF THE AUGUST 11, 2025, MINUTES

Sampson/Genrich moved to approve the August 11, 2025, minutes. Motion carried.

APPROVAL OF THE SEPTEMBER 8, 2025, MINUTES

Genrich/March moved to approve the September 8, 2025, minutes. Motion carried.

CLASSIFICATION/COMPENSATION STUDY UPDATE

March noted that the consultant presented a draft proposing both a step-based system as well as open ranges with a mid/minimum/max wage. March prefers the step system with nine grades, and positions assigned to the grades. He has discussed implementation ideas with the consultant and money has been put in the budget for the anticipated pay increases. He expects next steps to be a more extensive review of the draft, a final product and presentation to the Board.

Discussion:

- Most employees fit within the grades. There are a couple of hybrid positions that need further review.
- Annual step increases are anticipated with acceptable performance.
- Those at the top of the steps in their grade should receive a COLA.
- The classification/compensation study is a snapshot at a point in time. Subsequent years' steps will need to be adjusted for COLA.

2026 BUDGET

Beauchamp provided an update on the status of the 2026 budget:

- The draft of the current levy and tax rate were presented.

- Expenditure restraint will be greatly diminished. This is due to both the increase in the TID-out property tax rate as well as the increase in equalized value.
- Net new construction limits our levy increase. The Village may need to consider other options such as a wheel tax.
- Provide explanations for budgeted line items that increase or decrease by \$2,500 or greater.
- ERF (equipment replacement fund) equipment purchases are projected for five years. Look out eight to ten years.

NEXT MEETING DATE AND AGENDA ITEMS

To be determined

ADJOURNMENT

Genrich/Sampson moved to adjourn at 6:12 p.m. Motion carried.

Minutes submitted by Julie Beauchamp, Finance Director