

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES
MONDAY, SEPTEMBER 8, 2025
5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER/ROLL CALL

Chairperson Harris called the meeting to order at 5:05 p.m.

Present: Beauchamp, Harris, and March

Also Present: Sean Gehin

Excused: Genrich and Sampson

MODIFY/ADOPT AGENDA

March/Harris moved to adopt the agenda as presented. Motion carried.

ANNOUNCEMENTS

None

CLASSIFICATION/COMPENSATION STUDY UPDATE

March stated that the study has been reviewed internally, and a meeting needs to be held with the consultant on implementation. Worst case scenario of \$96,000 with \$66,000 to the general fund is currently anticipated. He then shared what many of the surrounding municipalities are proposing/have approved for wage increases for 2026.

Discussion:

- State employees' wage increase of 3%.
- The classification compensation study includes wages for both the 50th and 60th percentile. The 50th percentile is "the market".
- March feels it is imperative to pay directors at or above market, if possible. All positions/grades currently proposed are at the 50th percentile.
- Are the proposed wages current for 2026 or does a COLA need to be considered?
- Should there be no COLA for 2026 and then one for 2027?

2026 BUDGET

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

- Levy limit worksheets were released by the state with an allowable increase of \$15,430 for operations (outside of the levy for general obligation debt).
- Draft of the budget has maximized the levy limit. One-time expenditures can be added to the levy using the general obligation debt adjustment.
- Projected to meet expenditure restraint aid requirements.

NEXT MEETING DATE AND AGENDA ITEMS

September 18, 2025, at 5:00 p.m.

Cancel the September 22, 2025, meeting.

ADJOURNMENT

Harris/March moved to adjourn at 5:58 p.m. Motion carried.

Minutes submitted by Julie Beauchamp, Finance Director