

**ALLOUEZ VILLAGE BOARD SPECIAL MEETING
MONDAY, OCTOBER 13, 2025 AT 3:30 P.M.
ALLOUEZ VILLAGE HALL, 1900 LIBAL STREET**

CALL TO ORDER / ROLL CALL

President Rafter called the meeting to order at 3:30 p.m.

Present: Atwood, Genrich, Harris, Leiterman, Marsch, Rafter, Sampson
Also Present: Chris Clark, Jim March, Julie Beauchamp, Sean Gehin, Trevor Fuller

MODIFY / ADOPT AGENDA

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

PRESENTATION - MGT CLASSIFICATION & WAGE STUDY

MGT Project Manager, Rachel King

- Scope of Work
- Job Evaluation – Classification Plan
 - o 25 positions reviewed using 9 job factors
 - o Positions evaluated based on:
 - Job Description
 - Employee's JAQ/Supervisor Comments on JAQ
 - Virtual Interviews conducted by MGT with 1 employee in each position
 - o Classification plan was developed based on internal equity – how positions relate within the organization
- Market Survey
 - 24 communities were identified as relevant comparators based on location, population or service structure
 - Data collected through use of a survey
- Proposed Compensation Plan
 - Compensation rates are based on the 50th percentile of salaries from surveyed communities
 - Includes nine pay grades
- Implementation of Classification & Compensation Plan
- Future Administration of the Plan
 - o Classification-
 - Review each year to respond to changing conditions
 - Establish, modify, or eliminate classifications as necessary
 - o Compensation-
 - Survey entities for salary changes - CPI
 - Adjust pay ranges/ consider pay adjustments for employees

Discussion:

- Plans from other communities
- Shift differentials
- Temporary position- compensation

ADJOURNMENT

Marsch/Leiterman moved to adjourn at 3:53 p.m. Motion carried.

Minutes submitted by Carrie Zittlow, Clerk/Treasurer