

**ALLOUEZ VILLAGE BOARD & BUDGET HEARING MINUTES
TUESDAY, NOVEMBER 18, 2025 AT 6:30 P.M.
ALLOUEZ VILLAGE HALL, 1900 LIBAL STREET**

CALL TO ORDER / ROLL CALL

President Rafter called the meeting to order at 6:33 p.m.

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

MODIFY / ADOPT AGENDA

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

ANNOUNCEMENTS

- a. Green Bay Metro Fire Department Gifts for Teens Parade on December 8th
- b. Hiring of Hillary Sellner, Community Engagement Coordinator
- c. Village Hall Office Hours during Thanksgiving Week:
Nov. 24th & 25th 7:00am-4:30pm
Nov. 26th 7:00am-1:00pm
Nov. 27th & 28th Closed
- d. Garbage Collection Delay on November 27th due to the holiday

PUBLIC COMMENT

- None

2026 BUDGET HEARING

- A hearing was held to consider approval of the proposed 2026 budget.
- No public comments were received.
- Hearing closed at 6:38 p.m.

ADOPTION OF 2026 BUDGET

- Assessed value of \$1,232,465,300
- TID #1 Levy of \$412,993
- Tax Levy of \$8,253,969
- Tax Rate of \$6.697

Discussion:

- The Board shared their appreciation with staff for their hard work and effort put forth in the 2026 budget.
- Harris- Increase of \$148,500 is tied to police, crossing guards & fire protection, whereas , the village tax levy increase is less at \$147,866. Focus on keeping residents safe.
- Sampson- still offer great services at the most affordable price.

Harris/Sampson moved to adopt the 2026 budget as presented. Motion carried.

MGT CLASSIFICATION & WAGE STUDY

J. March: Gave an overview of the classification & wage study completed by MGT in October

- Day-to-day challenges
 - Plan forms the foundation for meeting these challenges & for retaining employees in a competitive market
- Purpose of the study

- Establishes internal equity among employees
- Assures external equity/competitiveness against market data
- Comparable Communities
- 3 Different Compensation Plans
 - Defined Increment Plan (recommended by MGT)
 - Has salary ranges with a minimum & maximum with defined percentage increments in between
 - Open Range Merit Plan
 - Blended Merit Plan
- Implementation (minimum, within the range or above the maximum)
- Employee Advancement through the ranges
- Annual Review Process (look on annual basis & survey comparable communities)
- Tool & Guideline (2026 budget included implementation of the plan- 3% above current pay grade.)
- Future Administration of the Classification Plan
- Plan can be modified going forward so it fits the village

Discussion:

- Tool based on data on what neighboring communities are doing
- Important to have a study as it provides good framework moving forward & helps ensure the village is paying market, equitably among positions, and is more transparent to employees and public.
- Solid comparison/ may be difficult in future years based on finances.

Genrich/Sampson moved to adopt the MGT Classification & Wage Study. Motion carried.

APPOINTMENT OF COMMITTEE MEMBERS

Atwood/Leiterman moved to appoint Fritz Schmidt to the Parks, Recreation & Forestry Committee. Motion carried.

Marsch/Harris moved to appoint Ginnie Erdmann to the Board of Appeals. Motion carried.

COMMUNITY DEVELOPMENT AUTHORITY FORMATION

M. Harris/T. Fuller:

- Gave a summary of the role & duties of the newly created Community Development Authority
- Meetings will be held the 1st Thursday of the month at 8:00am at Village Hall
- CDA is a tool that each municipality has for development and planning activities such as creating parameters for the revolving loan fund as well as funding mechanisms.
- In the future, the Board could potentially grant certain borrowing powers.

ANNUAL TAX INCREMENTAL DISTRICT REPORT

J. Beauchamp:

- Gave an overview of the annual TID No. 1 report prepared by Ehlers
- TID was created in 2011 as a rehabilitation district
- Has an expenditure period that ends in October of 2033 and mandatory termination date of October 2038. Final year of increment collection is 2039.
- Projected closure based on current cash flow is 2028, with current obligation, this would be the point in time where the TID could be closed with projected revenues and what the village owed. Continue to collect additional funds to use for future infrastructure projects.
- Incremental value as of 1/1/25- \$88,049,900

2025 CONSTRUCTION PROJECT UPDATE

S. Gehin:

- Gave an update on the 2025 Construction Projects and indicated all projects are complete.
 - o Reconstructed 5 street segments
 - o Lined portions of sanitary sewer on 8 streets
 - o Relayed water main on E. River Drive
 - o Resurfaced portions of 6 streets
- Thanked village staff (water department & staff engineers) as well as contracted staff for all their hard work throughout the 2025 Construction project season.

FUTURE AGENDA ITEMS

- None

ADJOURNMENT

Atwood/Leiterman moved to adjourn at 7:11 p.m. Motion carried.

Minutes submitted by Carrie Zittlow, Clerk/Treasurer