

**FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES
THURSDAY, AUGUST 27, 2026
6:00 PM, ALLOUEZ VILLAGE HALL**

CALL TO ORDER/ROLL CALL

Chairperson Harris called the meeting to order at 6:00 p.m.

Present: Beauchamp, Harris, March, Marsch and Genrich

MODIFY/ADOPT AGENDA

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

ANNOUNCEMENTS

None.

2027 Budget, Tuition Reimbursement Policy and Remote Work Policy

Discussion:

The Finance and Personnel Committee reviewed an early draft of the Village's 2027 budget, which currently requires a \$6.6 million general-fund levy—an increase of approximately \$563,000. The increase is driven primarily by public works, fire, police, employee compensation, and declining revenues. Because the Village is already at its levy limit, the proposed spending plan will require close review, stronger department-level justification, and careful use of available debt and borrowing strategies.

Residential property assessments increased by roughly 55 percent following reassessment. Although the preliminary tax rate falls because the levy is spread across a larger assessed value, the example annual tax bill discussed by the committee rises from about \$1,339 to \$1,481. The committee requested a more representative median home value for future comparisons and emphasized the need for clear public communication regarding assessments and tax impacts.

Major budget pressures include approximately \$242,000 in additional public works costs, including a proposed \$150,000 increase for paving; about \$84,000 for fire services; nearly \$48,000 for police services; and employee compensation assumptions that include a 3 percent cost-of-living adjustment, step increases for eligible employees, and a 10 percent health-insurance placeholder. Several line items remain preliminary and require follow-up with department heads, including paving capacity, professional services, conferences, signage, transit charges, inspection fees, and other capital needs.

The committee also discussed modernizing the tuition-reimbursement policy to improve employee development and succession planning. Key elements under consideration include higher reimbursement limits, clear eligibility and academic standards, advance approval, and a two-year prorated repayment requirement beginning on the reimbursement date of the last educational reimbursement payment. Budget review meetings were rescheduled to September 16 and September 22 at 5:00 p.m., while the October 19 budget workshop remains unchanged. Before final action, staff will refine revenue estimates, document significant expenditure increases, obtain department justifications, and model future borrowing scenarios that keep debt-service costs as stable as practical.

NEXT MEETING DATE:

September 16, 2026 at 5:00 p.m.

ADJOURNMENT

Genrich/Marsch moved to adjourn at 6:50 p.m. Motion carried.