

FINANCE/PERSONNEL AD HOC COMMITTEE MINUTES

MONDAY, MARCH 27, 2023

5:00 PM, ALLOUEZ VILLAGE HALL

CALL TO ORDER / ROLL CALL

Meeting called to order by Chairperson Harris at 5:03 pm

Present: Genrich, Harris, Sampson (excused at 5:45 pm), Lange, Beauchamp

Also present: Gehin

MODIFY / ADOPT AGENDA

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

ANNOUNCEMENTS

None

APPROVAL OF MINUTES FROM JANUARY 23, 2023

Lange/Beauchamp moved to approve the January 23, 2023, minutes. Motion carried.

DISCUSSION/ACTION: 2023 BONDING

Lange gave an overview of the *Preliminary 2023-2024 Financing Plan* completed by Ehlers which covers the proposed borrowing for 2023 as well as 2024. 2023 bonding is planned for street and utility reconstruction, Kiwanis Park parking and drive paving, and fire station kitchen improvements. The proposed 2024 bonding is for Libal Street reconstruction and large equipment purchases.

Discussion:

- Bids for street and utility reconstruction are to be opened this week.
- The debt service levy is manageable and projected to decline in 2026.
- Utility debt coverage presented is below the minimum recommended coverage of 1.00 using 2021 audited figures; but exceeds 1.00 for the sanitary and water utilities using 2022 data. (Sanitary and water rate increases went into effect at the beginning of 2022.)
- The storm water utility last had a rate increase in 2015. McMahon came in two years ago to study the ERU's (equivalent residential units), but the study didn't result in additional revenues initially anticipated. Rates are scheduled to be analyzed this year with an anticipated increase.
- The proposed borrowing term is 20 years for all but the equipment, which is 10 years.

No action taken.

DISCUSSION/ACTION: STAFFING NEEDS

Lange brought the committee up to date on staffing.

Discussion:

- An engineering tech graduating from NWTC will be starting in May.
- The Village is still in need of a water foreman. Gehin may need to broaden the outreach and suggests hiring somebody with management experience vs water experience. There would be no change in the job description and licensing would be required.
- The hiring of summer staff continues to be an issue with competition from surrounding municipalities as well as the retail and food service industries. Lange feels an increase in seasonal wages is needed to remain competitive.

Genrich/Harris moved to increase the starting wage for seasonal maintenance from \$13/hour to \$15/hour and bring the recommendation to the full board for approval. Motion carried.

NEXT MEETING DATE AND AGENDA ITEMS

April 24, 2023

No agenda items noted

ADJOURNMENT

Lange/Genrich moved to adjourn at 6:05 pm. Motion carried.

Minutes submitted by Julie Beauchamp, Finance Director