FINANCE / PERSONNEL COMMITTEE MEETING – 10/5/2026 Page 1

The Personnel/Finance Committee meeting was called to order at 5:00 p.m. in the Municipal Building. In attendance were Committee members Nadine Ashworth, Ernie Klicko and Brad Oberbeck. Treasurer Sandy Shawback & Clerk Rebecca Reuter were also in attendance.

Discussion on 2027 Budget Items

Shawback thanked everyone for coming early. She opened by explaining that she had pre-populated all anticipated revenues for 2027, including an updated levy limit of $166,000 and the current state shared revenue figures, as well as all other expected state payments. She noted that revenues were largely set and that the committee's primary task would be to work through the expense side of the budget.

Shawback stated that she had incorporated all budget requests submitted by Public Works Director Tony Sindelar following the Public Works Committee's prior meeting. She distributed a third sheet detailing employee wages calculated at a 3% across-the-board increase, including the new public works employee starting wage of $29.69 per hour, also subject to the 3% increase. She acknowledged the current draft showed a shortfall of approximately $29,000 and described the meeting's purpose as working through the line items to try to close that gap.

The committee discussed the following individual budget lines in detail:

Attorney Fees: The committee noted that $15,300 had already been spent on legal fees through the end of August, far exceeding expectations. There was substantial discussion about the lack of oversight over attorney consultations in the prior period. Ashworth described seeing the bill and being "like, holy cow," noting that the board was aware conversations were happening but "didn't know there was that much talking being done on the side." Oberbeck argued that the situation "was handled unprofessionally" and noted that many questions could have been hashed out and addressed during regularly scheduled meetings, when the attorney is already present, rather than handled through separate consulting calls and emails. Klicko also noted that the municipality has access to a great deal of free legal information and that more oversight was warranted going forward. The committee acknowledged that much of the 2026 attorney expense was tied to a specific personnel situation that they hoped would not recur. Klicko estimated that monthly meeting attendance by the attorney costs approximately $600–$700 per session and suggested the more significant costs were the side consultations. The committee discussed leaving the 2027 attorney line at $13,000, acknowledging this may still be ambitious depending on circumstances.

Sidewalks: Sindelar had requested $7,000. The committee noted that only approximately $2,500 had been spent in the current year, with two sidewalk projects completed (one in front of the co-op and one in front of the hospital). Klicko suggested reducing the sidewalk line to $3,000, and this was accepted by the committee.

Landfill Tipping Fees (Tippage): The 2026 budget had been set at $24,000, but the committee observed that $17,000 had already been spent through August, averaging approximately $2,000 per month. Shawback said she had initially put $15,000 in the draft but acknowledged this was likely too low. The committee discussed options of $17,000 or $20,000, eventually settling on approximately $18,500 as a middle-ground figure.

Streets: The streets line was set at $16,000 in the draft, but the committee noted only $7,000–$8,000 had been spent through August and projected year-end spending of approximately $8,000. The committee discussed reducing this line to $10,000, which Shawback agreed to enter, noting she would revisit if room remained.

Street Lights: The committee noted the current year's figure of $15,800 was elevated due to the replacement of two street lights. Shawback explained that $5,000 in insurance reimbursement for one of the replacements had been placed on the revenue side of the budget since it had not yet been received. She clarified that electricity costs for streetlights are captured under the Hall/Shop Utilities line in General Government, not under Street Lights. Given that insurance should cover future replacement costs and routine electricity is already accounted for elsewhere, the committee agreed to reduce the Street Lights line from $10,300 to $5,000 to serve as a contingency for unexpected replacements.

Street Equipment: This line covers the Kwik Trip fuel card, regular fuel, and routine repairs. Shawback noted that any substantial repair expenses are typically pulled from the Street Equipment Fund separately. Sindelar had requested $19,000 for this line. The committee discussed whether there was wiggle room and concluded this line likely had little flexibility given fixed fuel and maintenance costs.

GFL Garbage Contract: Set at $73,000. Shawback confirmed this is locked in under a five-year contract, with the only variable being a fuel surcharge. The committee agreed to leave this figure as is.

Contracted Services: Sindelar had requested $10,000. Discussion clarified that this line would be used in part to pay for leaf pickup services (addressed in further detail below), as well as any general engineering fees. The committee agreed to retain the $10,000 figure.

Beach Park Fund: Shawback noted that $7,000 had been budgeted in 2026 and only $5,000 spent, with no further anticipated expenses. She pointed out that the village maintains a separate Beach Park Fund in the LGIP account with a balance of approximately $47,000. The committee agreed that given the substantial dedicated reserve, the Beach Park line in the operating budget should be eliminated entirely for 2027.

Landfill Monitoring (Old Adams-Friendship Landfill): Klicko explained this line covers the cost of water testing and environmental monitoring required for the closed landfill on Park Street, shared between the village and the City of Adams. He noted the monitoring frequency had been reduced from four times per year to twice per year by the city, cutting the cost in half. The committee agreed to leave this line unchanged.

Street Equipment Fund (Capital): Shawback noted the fund had been drawn down to approximately $30,000 due to purchases in the current year. Sindelar requested $15,000 be transferred into this fund in 2027. Reuter noted that the next major anticipated purchase a snowplow would likely require borrowing regardless of how much is accumulated, echoing Sindelar's own assessment. The committee agreed to retain the $15,000 contribution.

Road Fund (Capital): The committee discussed whether to continue contributing $10,000 annually into a dedicated road fund for projects such as Park Street improvements. Klicko noted that the $9,000 LRIP matching contribution was also in the draft because the village is required to match state road improvement funding, and he suggested that this $9,000 could serve as the village's share of engineering costs when the North Street project moves forward. The committee acknowledged that when a major road project finally occurs, the village will almost certainly need to borrow the bulk of the funds regardless. They agreed to retain the $10,000 contribution to the road fund.

Building Fund (Capital): The draft included a $5,000 contribution to the building fund, which currently holds approximately $75,000. Klicko noted uncertainty about the fund's original purpose, speculating it may have been intended for a park building. Reuter noted that the fund had been used for capital needs such as furnace replacements. Given the existing balance and the need to reduce overall expenses, the committee agreed to eliminate the $5,000 building fund contribution for 2027, noting that the building has just received a new furnace.

Miscellaneous: Set at $8,000. Shawback noted $5,500 had been spent through August and considered the line to be on track. No change was proposed.

Planning & Zoning: The draft included $500 for this line. Upon discussion, Reuter questioned the need for this line, explaining that plan commission and zoning meeting costs are supposed to be covered by the $250 applicant fee charged to those requesting such meetings, which is intended to cover the cost of the meeting and publication. Shawback acknowledged she was unsure what had been budgeted for there originally and agreed to eliminate the line, noting that any engineering or consultation fees related to planning matters are captured separately under Contracted Services.

General Government — Staff Wages: Set at the 3% increase. The committee agreed this was a fixed cost with no wiggle room. Oberbeck articulated the broader principle that wages must remain competitive given the local labor market. He argued that the cost of employee turnover, repeated interview processes, onboarding, and instability would ultimately be more expensive than paying competitive wages to retain staff. "The turnover will kill us at the end of the day," he said. He also raised the idea of salaried versus hourly positions as a theoretical cost-containment tool but immediately indicated he did not personally favor it, noting it was not a reasonable approach given that all hiring negotiations had been conducted on an hourly basis and that employees would recognize they were effectively working more hours for the same pay. Ashworth added that overtime monitoring was the only realistic lever within the wages category. Klicko, noting he had not observed gross negligence in overtime use and that a dollar per hour over a year amounts to only about $2,000 in total exposure.

Insurance/Employee Stipend: Kept at $450. No change proposed.

Hall/Shop Utilities: Shawback noted this figure was on par and included the electricity bill for power and light, which also covers street light electricity. No change proposed.

Elections: Reuter noted poll workers currently earn $11.00 per hour, broken into morning and evening shifts with a minimum of three workers per shift. Klicko expressed a desire to increase poll worker pay if room could be found in the budget, noting the value of retaining poll workers given how few are available. Shawback acknowledged that even with a pay increase, the total impact would be minimal given the limited number of election hours and the fact that only three elections are anticipated in 2027. The committee agreed to leave poll worker pay at $11.00 per hour for now but noted it could be revisited.

Assessor: Shawback reported that the assessor had proactively provided an estimate of $6,000 for 2027, down from $10,000 budgeted in 2026, providing some budgetary relief.

Publications: Reuter noted that increased reliance on online postings at the hall and post office had reduced the need for paid newspaper publications, allowing this line to be reduced.

Office Equipment & Supplies: Oberbeck noted that 2026 expenses in this category were elevated due to the purchase of new computers and a printer that failed shortly after the computers were replaced. Shawback clarified that this line also includes recurring monthly costs for email, phone, Internet, software subscriptions, and copier fees. She noted training costs were also captured in part here and in Miscellaneous. The committee agreed the current year was anomalous and that costs would normalize in 2027.

TIF LGIP Account Shawback explained that the auditors had confirmed the closed TIF district's LGIP account, which holds approximately $928,000 is now considered a general fund savings account. She noted she had placed a $40,000 draw from this account on the revenue side of the budget, consistent with last year's approach, to help close the gap. The committee agreed this was appropriate. Shawback added that the account would be renamed to remove any TIF association now that the district's audit has been formally closed. Klicko noted the account earns good interest and recommended leaving as much as possible in it rather than drawing it down unnecessarily.

Revenue Increase Options: The committee briefly discussed whether any revenue lines could be increased to close the gap. Oberbeck concluded that raising license fees or hall rental rates would produce only marginal additional revenue, perhaps $100 to $300 annually, and risked discouraging vendors and renters. The committee agreed that aggressively pursuing grants, as they had been doing, represented the most meaningful potential for additional revenue. Shawback noted ongoing efforts to identify grant opportunities for park improvements and other projects.

Overall Budget Status: After the discussed adjustments, Shawback indicated the committee had made meaningful progress toward closing the $29,000 gap but that additional fine-tuning would be needed. Oberbeck remarked that the committee was "kinda handcuffed" in terms of both cutting expenses and increasing revenue, and that the only realistic path was careful line-by-line discipline. He noted positively that the shortfall was not in the range of $100,000 or more, which he described as a relief.

The committee agreed to schedule one additional budget review meeting prior to the regular November board meeting. Shawback explained that the finalized 2027 budget must be published in the newspaper by November 15th, and that a second Finance/Personnel Committee meeting would allow the committee to present a polished budget to the full board in November. After brief discussion about scheduling preferences the committee agreed to meet on Wednesday, October 21, 2026, at 5:00 PM**.** Shawback confirmed she would incorporate all discussed changes, plug in the fire district number once received, and have a revised draft ready for that session.

The committee then adjourned the meeting as to start the Village Board meeting.

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Rebecca Reuter,
Village Clerk