

MEETING:	AMENDED REGULAR MEETING OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE
DATE AND TIME:	Monday, November 17, 2025 5:30 PM
LOCATION:	Germantown Village Hall Board Room N112 W17001 Mequon Road

MINUTES

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

Chairperson Trustee Rick Miller called the General Government & Finance Committee meeting to order at 5:32 PM.

II. **ROLL CALL:**

Present: Trustee Rick Miller, Trustee Jan Miller, Trustee Meg Cutts

Excused: Trustee Terri Kaminski

Also Present: Finance Director Matthew Uselding, Village Clerk Donna Ott, Village Administrator Steve Kreklow, Support Services Manager Gosia Wormsbacher, Community Development Director Jeff Retzlaff

- III. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*

Lynne Schauer Bednarz (W156N10121 Pawnee Ct) spoke regarding the Village budget.

Melanie Smythe (N140W17938 Cedar Ln) spoke regarding infrastructure, the employee handbook, and employee compensation.

Scott Hefle (W159N10514 Old Farm Rd) spoke regarding the Village budget, employee compensation, and municipal advisory services.

Chairperson Trustee Rick Miller read the below emailed comments into the record:

- Bill and Carol Schneider submitted comments into the record regarding employee compensation.

IV. CONSENT AGENDA:

A. Special Meeting Minutes: October 27, 2025 (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

V. UNFINISHED BUSINESS:

VI. NEW BUSINESS:

A. Approve Investment Advisory Contract Agreement with PMA Asset Management, LLC (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

B. Resolution Amending the Village Investment Policy (ACTION)

Motion: Approve as presented and direct staff to send reports to any trustee that may request them

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

C. Municipal Advisory Services Recommendation (ACTION)

Motion: Recommend approval of Baird as the Village's Municipal Advisor

Motioned By: Jan Miller

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

D. A Resolution to Revise the Village of Germantown Fee Schedule for Permit Fees and Charges for Building Inspection Services and Planning & Zoning Services in the Community Development Department (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

E. Procedures for Pay Adjustments for Non-Represented Employees (ACTION)

Motion: Postpone this item until after 2026-Q1 so that it can be discussed with the proposed 2026 pay rate scale

Motioned By: Meg Cutts

Seconded By: Jan Miller

Village Administrator Kreklow was allowed to present information regarding pay adjustment procedures for non-represented employees.

Motion Withdrawn By: Meg Cutts

Motion: Send the Village Administrator's recommendations for process improvements to the Village Board, and include a 4th recommendation for GGF review of requests over \$5,000

Motioned By: Meg Cutts

Seconded By: Jan Miller

Motion to Amend: Adjust the 3rd recommendation to include review from the entire GGF Committee

Motioned By: Jan Miller

Seconded By: Meg Cutts

Yes: Jan Miller, Meg Cutts

No: Rick Miller

Abstain: None

Motion to Amend Carried by Voice Vote (Yes 2, No 1, Abstained 0)

Motion as Amended:

Yes: Jan Miller, Meg Cutts

No: Rick Miller

Abstain: None

Motion as Amended Carried by Voice Vote (Yes 2, No 1, Abstained 0)

F. Resolution to Authorize 2026 Merit Pay Plan (ACTION)

Motion: Forward the Resolution to authorize the 2026 Merit Pay Plan decided on in the upcoming budget meeting to the Village Board as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

G. Resolution Approving the 2026 Germantown Municipal Employees Union Local 730 Contract (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

H. Employee Handbook Revisions (DISCUSSION)

Support Services Manager Wormsbacher provided drafted revisions to the Employee Handbook for discussion.

I. *Approval of Contract with D&H Demolition for \$50,791 for the Demolition and Removal of All Structures on the Flower Source Site (ACTION)*

Motion: Send contract approval for \$50,791, to be taken from the spring 2025 debt issuance, to the Village Board with a positive recommendation as presented

Motioned By: Meg Cutts

Seconded By: Rick Miller

Yes: Rick Miller, Meg Cutts

No: Jan Miller

Abstain: None

Motion Carried by Voice Vote (Yes 2, No 1, Abstained 0)

VII. REPORTS (Discussion Unless Otherwise Noted):

Finance Director Uselding provided the Director's Report, and was available to answer questions regarding the other reports below:

- A. Accounts Payable
- B. Budget to Actual
- C. Payroll
- D. Contracts
- E. Director's Report

VIII. ADJOURNMENT:

Chairperson Trustee Rick Miller adjourned the General Government & Finance Committee meeting at 7:12 PM.