

MEETING:	REGULAR MEETING OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE
DATE AND TIME:	Monday, April 20, 2026 5:00 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 5:22 PM.

II. **ROLL CALL:**

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

Also Present: Village Clerk Donna Ott, Finance Director Matthew Uselding, Interim Village Administrator Mitch Reynolds, Support Services Manager Gosia Wormsbacher, Park and Recreation Director Gil Standridge, 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.*

No citizens came forward to comment. Written comments were not read aloud, but are included with these minutes.

IV. **CONSENT AGENDA:**

- A. March 16, 2026, Meeting Minutes (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None
Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

V. UNFINISHED BUSINESS:

- A. Proposal to adopt the 2026 pay rate chart, including recommended classification modifications aligned with market analysis and organizational needs (ACTION)

Motion: Adopt the 2026 Pay Rate Chart as presented
Motioned By: Meg Cutts
Seconded By: Terri Kaminski

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

- B. Equity Salary Adjustment for Fire Chief Delain (ACTION)

Motion: Forward the request to adjust Fire Chief Delain's salary from \$115,218 to \$129,218 to the Village Board with a positive recommendation as presented
Motioned By: Meg Cutts
Seconded By: Terri Kaminski

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

VI. NEW BUSINESS:

- A. Consideration to Increase the Pay Range for the Recruitment of Senior Center Coordinator Position. (ACTION)

Motion: Increase the pay range for the recruitment of the Senior Center Coordinator position as presented
Motioned By: Terri Kaminski
Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts
No: None
Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

B. Approve contract to Wolverine Fireworks for 4th of July fireworks (ACTION)

Motion: Approve as presented

Motioned By: Jan Miller

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

C. Resolution to Establish an Occupancy Bond Deposit Schedule Required Under Section 14.065 of the Municipal Code (Building Code). (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

D. Resolution to Revise the Property Record Maintenance Fee Schedule Required Under Section 14.055 of the Municipal Code (Building Code). (ACTION)

Motion: Adopt as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

E. An Ordinance Repealing and Recreating Section 1.50 of the Germantown Municipal Code Relating to Municipal Court Assessments and Fees.(ACTION)

Motion: Adopt as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

- F. Contract with Innovative Public Advisors LLC in an amount not to exceed \$9,750 to lead recruitment for the Finance Director position (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

- G. Contract with Innovative Public Advisors LLC in an amount not to exceed \$9,750 to lead recruitment for the Village Engineer position (ACTION)

Motion: Approve as presented

Motioned By: Jan Miller

Seconded By: Terri Kaminski

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

- H. Update on Village Audit (DISCUSSION)

Finance Director Uselding shared that Baker Tilly conducted their annual audit of Village finances and will provide a report in June.

VII. REPORTS (Discussion Unless Otherwise Noted):

Finance Director Uselding provided the below reports and answered questions.

- A. Accounts Payable

- B. Budget to Actual

- C. Payroll
- D. Contracts
- E. Investments
- F. Director's Update

VIII. ADJOURNMENT:

Chairperson Trustee Rick Miller adjourned the General Government & Finance Committee meeting at 6:42 PM.

From: [crb.crb](#)
To: [Comments](#)
Subject: GGF MEETING 4-20-26
Date: Monday, April 20, 2026 12:25:59 PM

**CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Hello,

We have some concerns about the proposal to adopt 2026 pay rate chart.
We request that you post what the pay rate chart is, so the residents can see where the tax payer money is going!

We have notice more so, since COVID, how this former village administer and village board like to hand pay rate increases and adjustments and bonuses.

We are not against their annual raises.

BUT

Handing out bonuses for working during COVID to keep the village running.

Here is the issue with that, Did every single resident get a bonus for working during COVID?

Think again!

Then you have these "PAY ADJUSTMENTS" to certain key employees.

This was ok to do, until we ask and pointed out the increases in a 4 years times span about \$43,000. to one employee. Is this right?

This was a person who had no experience , when they came here to work.

Fresh out of school!

Yes, now this employee has decided to move on from the village. Interesting!

Another sample is: \$13,436. To another person. Plus, other too!

Before the former administer left on March 13 ,2026.

Did they give out more "PAY ADJUSTMENT" up to \$5,000?

Like they did last summer.

We don't know, because we didn't request the information.

Didn't hear a word about it at any meetings!

This was "APPROVED BY THE BOARD, TO OK'D TO DO! Without asking first.

We don't believe is a great procedure of doing business.

This board needs to know where every penny of money is being spent on!

How much debt do we have right now?

AND

It will be growing soon with the POLICE DEP BUILDING they want!

Then we have all heard about the pay adjustment "THAT NEED TO BE TO MADE" due to the other communities paying more than we do!

The communities that you use are they the same size of populations and employees working here?

Have noticed a different in the past, they were not the same or close.

Since this has been an ongoing issue since COVID!

WILL IT STOP?

From what we can see, it will NOT!!!

What happen with the "RETENTION BONUSES" that was to happen this year?

Not word was said at any meetings.

Did they or not???

Just because we are losing employees, does not mean to request more increases to every single employee!

As you can see, the employees are leaving!

We say if they are not HAPPY here, then move on!

Because if they are UNHAPPY, most likely not doing a great job!

You can always find someone to replace them.

Think about this: Do employees stay at one job until they retire anymore?

The answer is no!

Most likely will have several jobs in their lives before retirement.

We would like to know to: How many "KEY EMPLOYEES" have a part time job besides their jobs here in the village?

Do they have a conflict of interest with their jobs here?

We are also tired of hearing the words "KEY EMPLOYEES".

Who decides who is a "KEY EMPLOYEES"?

What about every single employee who are under the "KEY EMPLOYEES",

What do you call them?

Are they included in the BONUSES and PAY ADJUSTMENTS?

Don't think so!!!! From what has been said at the meetings!

Also, what a former employee has stated to us.

How about just giving the annual raises like a regular resident most likely get?

THE QUESTION IS: WHERE IS ALL THIS MONEY COMING FROM TO PAY FOR THESES INCREASES AND ADJUSTMENTS TO THE EMPLOYEES?

PLEASE REMEMBER HOW MANY TIMES, YOU AS A BOARD HAS SAID WE HAVE "NO MONEY"!

(that has been said since Fall 2018)OR WILL WE BE BORROWING FOR THIS TOO?

ANOTHER INCREASE IN TAXES!!

WHERE DO YOU THINK THE RESIDENTS ARE GETTING ALL THIS MONEY TO PAY FOR INCREASES IN TAXES???

Please let us know, where the "MONEY TREES" are located in the village!
We could use an increase too!

Maybe, we would agree with this increase to be done.
If you as a board who were elected by the residents to do a job,
Agree to hire a group people to audit the employees on their procedures of their jobs.
I use to do this at my job. Yes, does help and point out where the employees may need to be trained and or remind them of little things they are not doing.
Also, this could use as a way to hand out increases in pay too!
This is a very fair way of doing business.
Yes, everyone is treated the same!
YES, this does work very well!

You really need to think about this, before approving and passing onto the board.
We would like to see to place on hold unto the NEW BOARD TAKES OVER!
PLEASE REMEMBER SOME TRUSTEES WILL BE GONE AND NEW ONES COMING IN!
WHO WILL BE GETTING THE PHONE CALLS FROM RESIDENTS?
OLD TRUSTEES OR THE NEW TRUSTEES?

The Schneider's