

## Finance & Personnel Committee Minutes

Monday, May 11, 2026 – 5:00 PM

- I. Call to Order  
Meeting was called to order by Chairman Erickson at 5:00 PM.
- II. Public Appearances  
None.
- III. Approval of Minutes
  - A. Approval of Minutes from April 27, 2026 meeting.  
**Motion by Flo Bruno, seconded by Dan Steiner to approve the minutes from April 27, 2026, all voting aye.**
- IV. Unfinished Business
  - A. None.
- V. New Business
  - A. Recommend to Council to approve conducting a market review in the amount of \$22,950 with Cottingham & Butler (Attachment)  
According to policy, every three years we have a salary market review to make sure the city is paying the market rate according to comparable communities. The study was last done in 2022. In preparation for the review, \$26,000 was budgeted. Cottingham & Butler created the salary plan. Therefore, it's reasonable for them to update the plan. The quote came in below what was budgeted.  
  
Council President Steiner is in favor of Cottingham & Butler completing the review for consistency reasons.  
**Motion by Steiner, seconded by Bruno to recommend Council approve conducting a market review in the amount of \$22,950 with Cottingham & Butler, all voting aye.**
  - B. Recommend Council approve the First Amendment to the Edgewater Door Development Agreement (Attachment)  
In 2023, Council approved a development agreement with Edgewater Door Company. They had purchased a from the city in the industrial park to construct a 45,000 square foot manufacturing facility. Within that agreement there was a provision that they had to start construction by November 1, 2025. Following discussion with Council in closed session staff was given direction to amend the agreement by pushing the date back and adding certain benchmarks. This amendment is adding certain benchmarks Edgewater must meet or the city has the ability to buy the property back. The benchmarks are outlined in the corresponding memo. Staff was in conversation with Edgewater CEO who is confident they will be able to meet the benchmarks. Staff recommends approval of the first amendment.

**Motion by Steiner, seconded by Bruno to Council approve the First Amendment to the Edgewater Door Development Agreement, all voting aye.**

- C. Recommend Council approve the proposed Capital Project Carry Forwards from 2025 to 2026 (Attachment)

Director Rasmussen explained the Capital Project Carry Forwards she would like to carry forward in the 2027 Capital Improvement Plan. Keep in mind some are under contract and some are purchase orders. Specifically, the Fire Station 31 Renovation Project, \$3million was borrowed in 2025, the remainder to be carried over to 2026. An additional \$3.4 million was pre-approved to be borrowed in 2026. Courtside Fields Detention Pond there was almost \$700,000. On December 3, 2025 Director Kaiser asked Council to put towards the detention pond.

There was discussion on the size of the Courtside Fields detention pond. Director Kaiser explained that it's large because the pond is built in rock which requires blasting deeper than the final pond because a four-foot layer of clay which provides a seal over the remaining rock.

Council President Steiner confirmed that dollars are accounted for in on-going projects. Director Rasmussen explained that project accounting has been helpful to track projects and is planning on enhancing the tracking further.

**Motion by Bruno, seconded by Steiner to recommend Council approve the proposed Capital Project Carry Forwards from 2025 to 2026, all voting aye.**

- VI. City Attorney Report

A. No report.

- VII. Closed Session

A. The Committee will convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility regarding:

1. Restructure of Information Systems Department
2. Restructure of Public Works Garage Staff
3. Internal Equity Review of long-term city employee wages

Motion by Steiner, seconded by Bruno for the committee to convene into closes session pursuant to Wis. Stat. Sec. 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility regarding: Restructure of Information Systems Department, Restructure of Public Works Garage Staff, Internal Equity Review of long-term city employee wages. The Committee may reconvene into open session to take action on matters discussed in closed.

At 5:11PM,the committee convened into closed session.

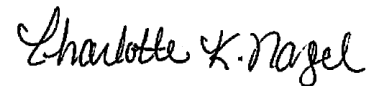
The committee adjourned in closed session.

B. The Committee may reconvene into open session pursuant to Wis. Stat.19.85(2) to consider or take action on items discussed in closed session.

VIII. Adjournment

Motion by Bruno, seconded by Steiner to adjourn. No further discussion. Meeting adjourned in closed session at 5:47 PM.

Respectfully submitted,

A handwritten signature in black ink that reads "Charlotte K. Nagel". The signature is written in a cursive, flowing style.

Charlote Nagel, City Clerk