



VILLAGE OF WESTON, WISCONSIN
FINANCE & HUMAN RESOURCE COMMITTEE MEETING MINUTES

January 19, 2026, at 5:00 p.m.

ADGENDA ITEMS.

1. Finance & HR Committee Call to Order & Welcome by Chairperson Ermeling.
Meeting called to order at 5:01 p.m. by Committee Chairperson Ermeling.

2. Pledge of Allegiance to the Flag.

3. Roll Call by Recording Secretary.

Roll call indicated 3 members present and 3 members absent.

<u>Member</u>	<u>Present</u>
Ermeling, Barbara	YES
Farar, Dennis	ABSENT
Vacant	-----
Lopes-Serrao, Luis	YES
Meinel, Steve	ABSENT
Olson, Brent	YES
Soper, Eben	EXCUSED

Trustee Zeyghami is sitting in for vacant position, establishing a quorum.

PUBLIC COMMENTS.

MINUTES FROM PREVIOUS MEETING.

4. Approval of minutes from previous Finance & HR meeting: December 15, 2025.

Motion by Lopes-Serrao, second by Olson, to approve previous minutes. Motion carried 4-0.

ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.

- 5. Draft December Budget Status Report
- 6. TIF 1 and TIF 2 Detail Reports for December
- 7. Legal Details for December

Motion by Lopes-Serrao, second by Olson, to acknowledge the work product transmittals 5, 6, 7. Motion carried 4-0.

EDUCATION PRESENTATIONS & REPORTS.

- 8. Acknowledge recent staff transitions
- 9. Acknowledge completion of 2025 evaluation for all staff

Administrative Gebert informed the committee about the staff changes that occurred during the previous six months and that all full-time staff's evaluations had been completed and filed in their personal records.

Motion by Olson, second by Zeyghami, to acknowledge the recent staff transitions and completion of 2025 evaluations for all staff. Motion carried 4-0.

OLD BUSINESS.

NEW BUSINESS.

10. Discussion and/or possible action on Request for Education Expense Reimbursement for Deputy Clerk/Administrative Support Specialist.

Motion by Zeyghami, second by Lopes-Serrao, to recommend to the Board of Trustees Sarah Chibeya's request for Education Expense Reimbursement Application. Motion carried 4-0.

Discussion was held regarding claw back period and whether school would conflict with work hours. Clerk Brehm, said no, school time will be done online and/or after work.

MOTION TO MOVE TO CLOSED SESSION.

Pursuant to Wis. Stat. §19.85(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility to wit –

- Recommended 2026 market adjustment compensation changes for competitiveness and recommended merit adjustment compensation changes for performance
- Reclassification Review Procedure from Public Works Maintainer to Public Works Operator
- Reclassification Review Procedure from Utility Maintainer to Utility Operator
- Reclassification Review Procedure from Public Works Operator to Senior Public Works Operator

Motion by Zeyghami, second by Lopes-Serrao, to move to closed session at 5:15p.m. Motion carried 4-0.

In addition to committee members, staff Brehm, Gebert, Higgins, Wodalski, Lao, and Trautman were present.

RECONVENE TO OPEN SESSION.

Motion by Olson, second by Zeyghami, to move to open session at 5:35p.m. Motion carried 4-0.

POSSIBLE ACTION ON CLOSED SESSION ITEMS.

- Recommendation to Village Board on 2026 market adjustment compensation changes for competitiveness and recommended merit adjustment compensation changes for performance
- Recommendation to Village Board on Reclassification Review Procedure from Public Works Maintainer to Public Works Operator
- Recommendation to Village Board on Reclassification Review Procedure from Utility Maintainer to Utility Operator
- Recommendation to Village Board on Reclassification Review Procedure from Public Works Operator to Senior Public Works Operator

Motion by Lopes-Serrao, second by Olson, to recommend to Village Board on 2026 market adjustment compensation changes for competitiveness and recommended merit adjustment compensation changes for performance. Motion carried 4-0.

Motion by Lopes-Serrao, second by Olson, to recommend to Village Board on reclassifying review procedure from Public Works Maintainer to Public Works Operator; Utility Maintainer to Utility Operator; and Public Works Operator to Senior Public Works Operator. Motion carried 4-0.

REMARKS FROM STAFF.

REMARKS FROM COMMITTEE MEMBERS.

Lopes-Serrao will need to be excused at the February 16th meeting.

REMARKS FROM CHAIR.

Ermeling would like staff to encourage committee members to RSVP.

FUTURE ITEMS.

Next meeting date(s):

-February 16, 2026 @ 4:30 p.m.

ADJOURNMENT.

Motion by Lopes-Serrao, second by Olson, to adjourn the Finance & HR committee meeting. Motion carried 4-0.

Ermeling adjourned the Finance & HR Committee meeting at 5:39 p.m.

Song Lao, Recording Secretary.