



COMMITTEE OF THE WHOLE
MEETING
Mukwonago Municipal Building / Board Room
440 River Crest Court, Mukwonago, WI 53149
November 5, 2025 at 5:30 PM

AGENDA

1. Call to Order

2. Roll Call

3. Comments from the Public

Information and comment may be received from the public by the Committee of the Whole, but solely as to matters that appear on the Agenda for that meeting. The public comment session shall last no longer than 15 minutes and individual presentations are limited to (3) minutes per speaker. These time limits may be extended at the discretion of the Chief Presiding Officer. The Committee of the Whole may have limited discussion on the information received, however, no action will be taken on issues raised during the public comment session unless they are otherwise on the agenda for that meeting. Public comments should be addressed to the Committee of the Whole as a body. Presentations shall not deal in personalities or personal attacks on members of the Board, the applicant for any project or Village employees. Comments, questions and concerns shall be presented in a respectful and professional manner. Any questions to an individual member of the Committee of the Whole or Staff will be deemed out of order by the Presiding Officer.

4. Presentations/ Announcements

4.1 Announcement of Public Service Commission Water Rate Increase Public Hearing to be held November 18, 2025 at 3:00 pm at Village Hall 440 River Crest Crt.

4.2 Update from President Winchowky on the Walworth County Intergovernmental Cooperative Council (ICC) Meeting held October 28, 2025 included presentations from Wisconsin Policy Forum on Shared Fire/EMS Services, and rebranding of Walworth County Connect Program.

5. Approval of Minutes

5.1 Approval of the October 1, 2025 Committee of the Whole Minutes as prepared and distributed

6. Finance Committee, Trustee Darlene Johnson

6.1 Monthly Treasury Report and Revenue/Expenditure Guideline Report For September. (For information purposes only, no action required)

6.2 Discussion/Recommendation to the Village Board to approve Accounts Payable

Vouchers in the amount of \$1,690,301.87.

6.3 Discussion/Recommendation on request for adjusted Village Attorney rates effective January 1, 2026.

6.4 Discussion/Recommendation regarding consultant services agreement renewal with Ruekert & Mielke

6.5 Discussion/Recommendation regarding **Resolution 2025-37** to approve the elimination of the letter of credit for Minor's Estates 4 Phase I and Phase II Development

6.6 Discussion/Recommendation to approve the purchase requisition for street crack sealing to Fahrner Asphalt Sealers in the amount of \$19,379.00.

6.7 Discussion/Recommendation to the Village Board to approve **Resolution 2025-38**, a resolution adopting the 2026 Impact Fee Schedule.

6.8 Discussion/Recommendation to approve **Resolution 2025-39** amending the MissionSquare Retirement 457 Deferred Compensation Plan to Allow In-Service Distributions at Age 59.5.

6.9 Discussion regarding the proposed 2026 Budget and notification of the Public Hearing set for November 19, 2025, at 6:30pm.

7. **Judicial Committee, Trustee Dale Porter**

7.1 Discussion/Recommendation regarding a Temporary Alcohol Beverage License Applications (Beer Only) filed by St James Catholic Parish for use at the St James Parish Fish Fry, being held December 5, 2025, February 6, 2026, March 6, 2026, and May 1, 2026, located at 830 E Veterans Way

8. **Library Board of Trustees, Trustee Eric Brill**

8.1 Announcement regarding Mukwonago Library eliminating late fines/fees

9. **Public Works Committee, Trustee Eric Brill**

9.1 Discussion/Recommendation to approve a **Resolution 2025-40** for an amendment to GS Global Resources, INC Stormwater Maintenance Agreement

9.2 Discussion/Recommendation for approval of **Resolution 2025-41** of the Storm Water Maintenance Agreement for Journey Salon.

9.3 Discussion/Recommendation regarding 120Water Lead Service Line Inventory Contract

10. Protective Services, Trustee Scott Reeves

10.1 Discussion/Recommendation regarding approval of policy revisions for Policy #1, #11, and #31 (Item tabled from the October 15, 2025 Village Board meeting)

10.2 Discussion/Recommendation to approve submission of application for 2026 Interoperable Radio Grant and to request staff to draft a resolution accordingly.

11. Closed Session

11.1 Discussion and possible action to go into closed session pursuant to **Wis. Stats §19.85 (1)(e)** "Deliberating or negotiating the purchasing of public property, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session and **Wis. Stats §19.85 (1) (g)** Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or likely to become involved."
The basis for the matter to be considered in closed session is more specifically the discussion of an alleged breach of the assignment agreement between the Village and E Love Coffee, LLC regarding the property at **301 Main St** and the discussion of potential terms for a resolution of this breach and the negotiation strategy related thereto.

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The basis for the matter to be considered in closed session is more specifically the negotiation of the Development Guarantee Agreement with prospective developer for **Parcels MUKV 1963-996-005 and MUKV 1963-996-006.**

12. Reconvene into Open Session

Motion to reconvene into open session pursuant to Wis. Stats. §19.85(2) for possible discussion and/or action concerning any matter discussed in closed session

13. Adjournment

Members: Trustees Brill, D. Johnson, K. Johnson, Meiners, Porter, Reeves, President Winchowky

It is possible that a quorum of, members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information. No action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice. Please note, upon reasonable

notice, efforts will be made to accommodate the needs of individuals with disabilities through appropriate aids and services. For additional information or to request this service, contact the Municipal Clerk's Office, (262) 363-6420.



VILLAGE OF MUKWONAGO

440 River Crest Court Mukwonago, WI 53149 | www.villageofmukwonago.gov

November 3, 2025

PUBLIC NOTICE TO ALL CUSTOMERS OF THE MUKWONAGO MUNICIPAL WATER UTILITY

The Mukwonago Municipal Water Utility (Utility) has filed an application with the Public Service Commission of Wisconsin (Commission) to increase water rates. The increase is necessary due to a 53.80 percent increase in gross plant investment and a 61.46 percent increase in operating expenses since the last water rate case was completed in 2018. The Utility has also requested Commission authorization to move from quarterly to monthly billing during Step II. **Please note, there are multiple proposals submitted which have different effects on rates.**

Proposal No. 1 – 6.70% Rate of Return:

The total increase in water revenues requested is \$1,382,457 which will result in an estimated overall rate increase of 64.86 percent over the water utility's present revenues, which would be implemented in two steps. The proposed Step I increase of \$422,774 would take effect following the issuance of the Final Decision. The proposed Step II increase of \$1,382,457 is compared to current rates and is an additional increase of \$959,683 over Step I rates. The Utility would implement the remaining Step II increase of \$959,683 when the Well Nos. 3 and 4 Hydrous Manganese Oxide Treatment System and Supply System Water Main Revisions project, as authorized in PSCW docket 3980-CW-107, is complete and placed into service. If this proposal is granted, the water bill for an average Residential customer with a $\frac{5}{8}$ -inch or $\frac{3}{4}$ -inch meter who uses 13,000 gallons of water per quarter will increase from \$132.99 to \$158.69, or 19.3 percent, including the public fire protection charge, after Step I is implemented, and \$132.99 to \$215.13, or 61.8 percent after Step II is implemented.

Proposal No. 2 – 4.90% Rate of Return:

The total increase in water revenues requested is \$1,000,119 which will result in an estimated overall rate increase of 46.90 percent over the water utility's present revenues, which would be implemented in two steps. The proposed Step I increase of \$186,992 would take effect following the issuance of the Final Decision. The proposed Step II increase of \$1,000,119 is compared to current rates and is an additional increase of \$813,127 over Step I rates. The Utility would implement the remaining Step II increase of \$813,127 when the Well Nos. 3 and 4 Hydrous Manganese Oxide Treatment System and Supply System Water Main Revisions project, as authorized in PSCW docket 3980-CW-107, is complete and placed into service. If this proposal is granted, the water bill for an average Residential customer with a $\frac{5}{8}$ -inch or $\frac{3}{4}$ -inch meter who uses 13,000 gallons of water per quarter will increase from \$132.99 to \$144.35, or 8.5 percent, including the public fire protection charge, after Step I is implemented, and \$132.99 to \$191.43, or 43.9 percent after Step II is implemented.

A second public hearing on the application has been scheduled for Tuesday, November 18, 2025 at 3:00 p.m. Parties and Commission staff appear by Zoom. Parties and Commission staff may use the telephone connection as a backup or if no adequate internet connection exists. Members of the public participate by Zoom or may use the telephone connection as a backup or if no adequate internet connection exists.

Mukwonago Village Hall/ Village Board Room
440 River Crest Ct., Mukwonago, Wisconsin

Or join Zoom over the internet at: <https://us02web.zoom.us/my/pschearings>
The Commission intends to livestream and record this hearing on YouTube. A member of the public may observe without participation any hearing session by:

1. Attending any physical location as noticed,
2. Watching on YouTube at: <https://www.youtube.com/@PSCWI-Hearings>,
3. If no adequate internet connection exists, listening by telephone.
 - Dial: +1 312 626 6799
 - Enter Meeting ID: 809 513 2930

A person may testify in this proceeding without becoming a party and without attorney representation. A person may submit this testimony in only one of the following ways:

- **Web Comment.** File a comment on the internet. Go to the Commission's web site at <http://psc.wi.gov>, click the dropdown menu labeled "Commission Action". Select the item labeled "File a Public Comment". On the next page select the "File a comment" link that appears for docket number 3980-WR-106. Web comments shall be received no later than Thursday, November 20, 2025.
- **Live Comment.** Make a live comment at the hearing. The ALJ may receive live comments from any member of the public in attendance after the close of any party and Commission staff testimony. The ALJ will receive such comments by stating the name of each member of the public connected to the hearing one at a time and asking if they would like to comment.
- **Mail Comment.** Send a comment by U.S. Mail. All comments submitted by U.S. Mail shall be received no later than Thursday, November 20, 2025 and shall be addressed to: Attn: Docket 3980-WR-106 Comments, Public Service Commission, P.O. Box 7854, Madison, WI 53707-7854.

To access the documents, schedule, and other information about this docket, go to the Commission's web site at <http://psc.wi.gov>, select the dropdown menu labeled "eServices". Select the item labeled "Docket Search (CMS)". On the next page enter 3980-WR-106 in the spaces labeled "Case #" and select "Search".

If you have any questions, please contact Wayne Castle Utilities Director at (262) 441-1366.

**Walworth County
Intergovernmental Cooperation Council
(ICC)
Meeting Minutes
Tuesday, October 22, 2024 at 6:00 p.m.**

The meeting was called to order by Moderator Mark Luberda, County Administrator, at 6:01 p.m.

Roll was called by municipality. In attendance were: John Olson, Town of Delavan; Derek Steffen, Town of LaFayette; Jim Hurley, Town of Linn (remote); Jessica Fuchs, Town of Spring Prairie; Jerry Arntson, Town of Troy; Alex Rasch, Town of Walworth; Matt Johnson, Village of East Troy; Fred Winchowky, Village of Mukwonago; Robert Umans, Village of Williams Bay; Tim Shiroda, City of Elkhorn; Todd Krause, City of Lake Geneva; Brienne Brown, City of Whitewater; Rick Stacey, Walworth County; Louise Czaja, Village of Walworth; Dan Arnson, Village of Bloomfield; David Robers, Town of Sugar Creek; Dawn Redenius, Village of Sharon (Remote); and, Joe Klarkowski, Town of East Troy.

Others in attendance: Mark W. Luberda, County Administrator; and Richard Hough, Director of Public Works

Approval of October 24, 2023, ICC Meeting minutes. Motion by Umans/Brown. Aronson and Klarkowski abstained. Motion carried.

4. Broadband Equity, Access & Deployment (BEAD) Program update, including municipal roles for the remainder of 2024 and participation by Mark Leonard, Wisconsin Public Service Commission’s Broadband Planning and Policy Coordinator

County Administrator Mark Luberda stated Mark Leonard was supposed to attend but was unable. Luberda stated that the State’s process is driven a lot by the federal government; therefore, he does not believe that the State’s timelines are necessarily their fault. The federal government has billions of dollars and Wisconsin’s allocation alone exceeds 1 billion dollars. Luberda continued discussing the steps of the process as outlined in his memo on pages 5-6 of the packet. Luberda distributed a document with 35 Internet Service Providers (ISP) that have submitted a letter of intent. Any business that did not submit a letter of intent no longer has a chance to be able to participate until possibly phase three if all the money is not given away. He asked the committee member if any of the ISPs listed provided Internet service to their community. Johnson stated parts of East Troy has Brightspeed. Brown stated City of Whitewater has TDS, but it is not listed. Luberda replied as to why some ISPs such as TDS might not be listed. Johnson mentioned he reached out to Charter and Spectrum, and they did not seem interested in partnering with the Village of East Troy. Luberda referenced another handout that was distributed. The handout was an email between Mark Leonard and Luberda regarding confidentiality and collusion language that is fairly strict for ISPs. ISPs have to be careful talking in public about where they will be doing BEAD projects. Luberda encouraged members to read over the email for guidance on how an applicant can conduct coordinated partnership activities with entities and pursue formal endorsement or community.

Luberda referred to pages 7-39 that outlined the specific details regarding the support and engagement activities, endorsements, the scoring processes, as well as match thresholds and low-income service plans which are found in the large frequently asked questions section. All this information is available to assist applicants. Fuchs wanted to know if there was an expectation of multiple units within the county. Luberda replied he anticipates that there likely will be, but he suggested referencing the state's BEAD map webpage. Luberda explained the three phases:

- Phase 1 is to get applications from ISPs by December 25, 2024. Expected to have phase 1 awarded before the end of February 2025.
- Phase 2 can take some new applications and a chance for those denied in phase 1. Expected to have phase 2 awarded by May 2025.
- Phase 3 is an invitation phase and an opportunity for non-fiber providers to use up any money not used.

Luberda suggested committee members put this topic on their respective agendas so they can be prepared for when an ISP asks for a letter of support. Brown asked if someone would be available to speak on this topic if the City of Whitewater put this topic on their agenda. Luberda replied Mark Leonard the State is generally willing to come down, UW-Extension has some people, and Luberda would be willing to come to the extent of his availability. His expectation is things will move a little more quickly once the project units are announced.

5. Trash collection and mowing on State roads – Walworth County Department of Public Works

Walworth County Public Works Director Richard Hough referred pages 40-54 of the packet regarding the WisDOT highway maintenance manual standards. Hough explained litter pick up by the County is generally restricted to two times a year. The two times are once in the spring, right before mowing, and in the fall timeframe. For animal remains, the state leverages a contract for all carcass collection. The role of the County is to mark the carcass, enter it into a system, and that goes out to contractor. The contractor has approximately 15 counties to include. The state only has nine contractors. The County public works ("PW") staff do not pick up carcasses on state nor county roads. Hough discussed hazardous waste, and that PW is not tasked by the state to collect hazardous waste, but they will dispatch personnel to help isolate waste and deal with traffic control and anything else law enforcement asks from them.

Hough then discussed the mowing policy on pages 43-54 of the packet. PW mows in June and is done by July 1st. PW can also complete safety mowing by receiving a safety complaint and going out to validate it for the state maintenance coordinators. These usually apply to intersections or areas with significant turn radius to meet visibility restrictions or lines. PW is also allowed to do a third of the county for woody vegetation mowing which involves doing the state roads in a second run. Hough also discussed mowing height and mowing around guardrails. Those who do not approve of the standards can coordinate with the state and send a Memorandum of Understanding ("MOU"). He then went through the four conditions that need to be met for an MOU for additional mowing standard. Klarkowski asked what time the contractor picked up deer carcasses. Hough replied that he does not remember specifically,

but the timeframe is something like nine days. Discussion ensued on enforcement, responses, timelines, and associated charges related to carcasses, trees, litter, and orange barrels.

6. Fire/EMS Study Committee update

Luberda stated the County contracted with the Wisconsin Policy Forum to conduct the study. There were still seven community fire departments that have not provided any information, and Luberda is planning to reach out to them on Friday to encourage them to engage. The departments that will be contacted are: Darien Fire/Rescue, Elkhorn Fire Department, Linn Township Fire Department, Sharon Fire & Rescue, Troy Center Fire Department, Whitewater Fire Department, and Williams Bay Rescue.

7. Roundtable discussion on 2025 municipal, county, and state budget processes, issues, or items

Klarkowski stated in the minutes from the last meeting, it refers to the \$400,000 capital support from ARPA, and questioned how communities get access to those funds for continued studies. Luberda stated that in the County's 2024 budget, there was a \$400,000 allocation for capital support of local EMS. Trying to move that forward was stalled by waiting for the State to come up with the rules for the innovation grants. The item that really held the County up was ensuring that it was capital because initially Luberda commented that there was a potential that the funds could be used for studies. Luberda sent an email to the division director for that area to receive clarification of the rules because the County has it in the capital budget. The County does not have a maintenance of effort requirement for fire/EMS unless we engage directly in fire/EMS. On the capital side, capital expenditures are exempt from that maintenance effort. The question is whether the Department of Revenue (DOR) will consider a study to be a capital expenditure. The State has committed to getting the rules for the innovation grant out this month. The committee continued an in-depth conversation related to grants, tax levy limits, revenue disbursement, and net new construction. Hough mentioned that three to four times a year a municipal engagement meeting is held with all the municipal public works departments. The next meeting will be held November 20th from 1-3 p.m. at the Riveria. He encouraged those interested to attend.

8. Round Table and Discussion on future topics

Brown commented that the City of Whitewater has difficulty with transportation. She would like an update on how transportation works in the County. Luberda commented that the County Board added additional funding to meet the organically generated demand, and the Finance Committee authorized some Sunday hours to begin. He stated the County transportation program can pick up riders within Whitewater, drop them off in a different Walworth County municipality, and vice versa. However, the County program cannot allow trips within Whitewater due to a contract the City has with the state. Luberda stated that on the TCC website, viewers can see data about riders coming and going from a community and the demands, ridership, and trip purposes. The vendor has new software where riders can make reservations online and pay with a credit card, as well as see how far out their ride is from picking them up.

Luberda suggested adding a discussion of meeting times to the next agenda. Johnson requested an update from WCA about anything coming from the legislature on any topics that

would be of interest to municipalities. Klarkowski also suggested discussing junk yards and zoning enforcement. He said it might be helpful to understand the process of everything involved such as when the order is written, going to court, the offender loses in court, yet there seems to be a problem getting the area cleaned up. Klarkowski suggested having Darren or Michael Cotter from LURM explain the challenges of getting those kinds of issues resolved.

The next meeting of the Intergovernmental Cooperation Council was confirmed for Tuesday, March 25, 2025, at 6:00 p.m.

Motion to adjourn Klarkowski/Robers. Meeting adjourned at 7:53 p.m.

Submitted by Mark W. Lubberda, County Administrator.



October 21, 2025

County Board Supervisors and Intergovernmental Cooperation Council (ICC) Members:

The purpose of this cover letter is to release the report “One Step Ahead – Preparing for the Future of Fire and Emergency Medical Services in Walworth County,” as prepared by the Wisconsin Policy Forum.

As a matter of background, Walworth County first established a Fire/EMS Study Committee on November 7, 2016. Per the authorizing resolution, the Committee was established because “Walworth County towns and municipalities have requested assistance from the County to study ways in which fire and emergency medical service (EMS) services can be made more sustainable throughout the county.” That effort ultimately stalled with the pandemic’s impact on both County and municipal governments. The committee was reestablished in late 2022 and funding was established for an analysis of existing EMS capabilities and potential options for enhanced services and efficiencies, as well as for opportunities for mutually beneficial cooperation and collaboration. Ultimately, with the support of the Fire/EMS Study Committee, the County entered into an agreement with the nonpartisan Wisconsin Policy Forum to conduct the research. The attached report, released and published on October 21, 2025, is the culmination of that process.

Included with this cover memo is a copy of a letter from the Walworth County MABAS Division 103 Member Chiefs, expressing concerns of the fire chiefs related to the timeline and conclusions. Following that is a letter from the Wisconsin Policy Forum responding to those concerns. A copy of the media release from the Wisconsin Policy Forum follows those two items. All of these documents can be considered together when reviewing the report.

The report and associated documentation will be addressed at a meeting of the Intergovernmental Cooperation Council (ICC) on October 28, 2025. It is being presented to the ICC since that group is comprised of members from all of the

communities that requested the study. The full report and associated documents can also be found at <https://www.co.walworth.wi.us/518/Fire-EMS-Study-Committee>. Questions can be addressed to me at 262-741-4357 or at mluberda@co.walworth.wi.us.

Sincerely,

A handwritten signature in black ink that reads "Mark W. Luberda". The signature is written in a cursive style with a small dot above the 'i' in "Luberda".

Mark W. Luberda
County Administrator



DIVISION 103

**MABAS Division 103
Walworth County Wisconsin
P.O. Box 857, Elkhorn WI 53121**

Date: October 16, 2025

To: Walworth County Fire/EMS Study Committee
CC: Walworth County Board, Intergovernmental Cooperation Committee, County Administrator
From: Walworth County MABAS Division 103 Member Chiefs
RE: Wisconsin Policy Forum Study of Walworth County Fire/EMS Services

First and foremost, we would like to thank the Walworth County Board and the Fire/EMS Study Committee for engaging the Wisconsin Policy Forum (WPF) to conduct a study on Fire and EMS services across Walworth County.

The goal of this non-profit organization was to provide options to address key challenges, provide a higher level of service, and enhance coordination and collaboration among the existing departments. The desired results were to be specific to Walworth County and to reflect our county's conditions and circumstances.

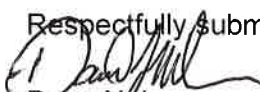
Recently, we received the draft of the study results, "One Step Ahead". After reviewing this report, we believe the study fell short of its desired purpose and goals.

The original timeline that was proposed for the study indicated that the draft report would be completed in February of 2025 and that the departments would have until late February or early March before the report was finalized and published. This would have provided a reasonable amount of time for us to review the data presented. The draft was presented about 7 months past the original proposed date, and we were provided less than 1 week to review and provide an opinion on the draft study. A public safety study of this scope and magnitude should be heavily scrutinized, and recommendations based upon industry standards when it pertains to public safety.

We respectfully request the opportunity to clarify and/or amend areas in which, we believe, are desperately in need of further review and discussion prior to any future consideration of service delivery model changes.

Finally, we extend the invitation and invite all stakeholders to continue the conversation prior to the implementation of any plans or options presented in this study.

Respectfully submitted on behalf of all Walworth County Fire Chiefs,


Dave Nelson
President



October 17, 2025

Mr. Mark Luberda
Administrator
Walworth County

Dear Mark:

Thank you for sharing the memorandum prepared by Walworth County fire chiefs regarding our report (“One Step Ahead”) on fire and EMS services in Walworth County.

I must say that we are disappointed with the tone of the memorandum. We have done nearly two dozen fire and EMS studies in counties across Wisconsin over the past 13 years. Chiefs often disagree with some of the policy options we present and certain elements of our analysis of their challenges, and they are obviously free to do so and that is what we expect. However, they have also respected the independent point of view we provide and have appreciated our intent, which is simply to offer digestible analysis and broad policy options to assist them and their policymaking bodies as they seek to grapple with those challenges. As we put it in the report’s introduction:

Our intention is not to recommend a single solution, but instead to provide a series of options and a decision-making framework that county and municipal leaders can use to plan for a sustainable future for fire and EMS in Walworth County.

With that said, I would like to specifically address two points raised in the memorandum:

- 1) The memorandum criticizes the tardiness of the report’s completion, alleging that it was presented about seven months past the original proposed date. While that is technically correct, I would point to language contained in our project proposal and attached to our contract with Walworth County, which states that the “timeline is dependent on the availability of staff from the various departments and municipalities to answer our questions and respond to our requests for data.”

The starting point for our research was a survey requesting data from each department. This is the approach we have used for almost all our previous studies, and we have rarely experienced significant delays in receiving survey responses. In this case, we sent the survey on July 31, 2024, and gave an initial requested deadline to respond of August 19, 2024. Most departments failed to meet that deadline and on two separate occasions over the next several weeks and months we had to ask you to remind chiefs of the importance of responding. We finally received our last survey response in February of this year, and we never received a response from one department. We apprised you of these delays throughout this period and explained that we had scheduled initiation of other projects early in 2025 in anticipation of having made considerable progress on this one, and that our need to begin work on those projects would further impact the timeline. Consequently, we settled on a new timeline that was consistent with the current publication date.

- 2) The memorandum from the chiefs states that “a public safety study of this magnitude should be heavily scrutinized, and recommendations based upon industry standards when it pertains to public safety.” We believe this statement reflects concerns raised at our October 6 presentation to the Fire/EMS Study Committee regarding our classification of departments based on their “level of stability.”

Several chiefs misconstrued our intent and our use of the word “stability.” As we explained at the meeting and stated in the report:

Below we categorize the Walworth County departments based on our assessment of the severity of the fiscal and operational challenges they face. The stability of their staffing models over the next five to 10 years is the primary factor we considered in categorizing each department, as current staffing levels and future staffing challenges reflect both operational and fiscal capacity and are essential to service quality.

We understand that some chiefs may be concerned that if their department is categorized as having a low level of stability, then some may believe that signals an inability to achieve appropriate response times and otherwise provide an appropriate level of service quality in the field per industry standards. But we explain plainly and clearly that our assessment of stability is based on fiscal and staffing challenges, and we stand by our assessments based on those criteria. However, to further address the concerns of the chiefs, we have now added the following sentence in bold to the lead-in to the “Low Level of Stability” section:

We emphasize that placement in this category does not indicate inadequate or poor service levels. Rather, it is to point out that the operating model does not appear stable when looking to the future.

Finally, we would add that industry standards are obviously a critical metric to use in assessing the need for staffing enhancements and other investments in service quality, and we urge Walworth County leaders to use such metrics if they do indeed elect to pursue significant departmental changes.

Thank you for allowing us to offer these clarifications and thank you again for all of your assistance during the course of this project.

Sincerely,



Rob Henken
Immediate Past President

cc: Jason Stein, President
Ashley Fisher, Lead Report Author and Senior Research Associate



WISCONSIN POLICY FORUM

Contact: Mark Sommerhauser, Communications Director & Researcher
(608) 982-0324 or msommerhauser@wispolicyforum.org

For release:
Oct. 21, 2025

Preparing for the Future of Fire and Emergency Medical Services in Walworth County

Analysis offers options to improve service and enhance collaboration among county's 15 departments

Fire and emergency medical services (EMS) responders in Walworth County face challenges with staffing their agencies and funding their capital needs, and some of the county's smaller departments still rely on a volunteer model that has become increasingly difficult to sustain.

Heightened collaboration or consolidation among the 15 departments that currently serve the county might help alleviate these issues, and might also improve service quality, a new [Wisconsin Policy Forum report](#) finds.

"If starting from scratch to plan fire and EMS service delivery in Walworth County, it would be impossible to justify 15 departments and 18 stations in the context of the county's population and call volumes," the report finds.

Several fire and EMS departments in Walworth County already have taken proactive steps to address their operational challenges, such as collaborating with neighboring departments or adding full-time staff. Yet some difficulties remain, which prompted Walworth County to commission the Forum to conduct this analysis of fire and EMS service provision in the county.

This is the Forum's latest report that looks at local fire and EMS service provision and opportunities for such agencies to collaborate across municipal boundaries. We [previously conducted](#) nearly two dozen similar analyses for counties and municipalities across Wisconsin.

In Walworth County, while each communities' needs may differ, the common nature of many of the issues confronting fire and EMS agencies may lend themselves to shared solutions. Our research does not endorse any particular course of action, but lays out options for local leaders to consider.

The broader trends

Walworth County is projected to see a small decline in overall population over the next 15 years. However, its senior population is growing, and based on this and other factors – including the large numbers of visitors who frequent parts of the county during the summer months – we suggest that most of its agencies should be preparing for steady or modestly higher call volumes.

A number of the county's smaller departments use a paid on call (POC) or volunteer staffing model which department officials generally acknowledge may become unsustainable over the long term. Staff recruitment and retention also are challenges for larger departments, though smaller departments that use POC and volunteer personnel typically see greater challenges. Departments compete with other agencies across southeast Wisconsin for paramedics in particular.

Capital needs are another major challenge. Not only are most departments facing steep vehicle replacement costs in the near future, but many may lack the financial capacity to undertake these

replacements. Also, some departments are planning station renovations or replacements and are exploring financing options.

We find that fire and EMS stations are reasonably positioned across the county given its population distribution, with most existing in the southern half of the county. That said, it may be superfluous for 15 departments to serve a county with a population of only a little more than 100,000 residents. The report concludes that the benefits of having fewer departments could be financial – particularly for those with low call volumes and who otherwise would be moving to full or part-time staffing on their own - but could extend further.

“Under a scenario in which the county had five or fewer regional departments, the ability to staff those departments on a mostly full-time basis would undoubtedly improve service for most jurisdictions,” the report finds, “while also easing responder recruitment and retention challenges and making it easier to implement service upgrades.”

The report also acknowledges, however, that such a comprehensive consolidation scenario would require much more detailed analysis and take years to implement. Consequently, it identifies a range of collaborative options for these departments to consider.

Small-scale collaboration strategies could include new cooperative agreements between departments. These might allow the closest available provider to respond to a call, sharing of ambulances and fire apparatus, joint vehicle maintenance and supply purchasing, collective fire prevention and education activities, or cross-credentialing of staff.

A greater role for Walworth County government in supporting EMS would be another option. This could come through initiatives like county-coordinated data collection and dissemination, a county-financed paramedic “fly vehicle” to provide extra assistance as needed, and a county-employed EMS coordinator to establish countywide standards and protocols and engage in planning activities.

Departmental sharing or consolidation approaches could include shared stations or two- or three-department consolidations or contracting opportunities. One strength of Walworth County fire and EMS agencies is that several departments have taken the initiative to address their operational challenges in recent years, in some cases by pursuing the types of collaboration we would have recommended. This includes departments that have shifted from a POC staffing model to a full-time or hybrid model, contracted with neighboring communities to provide fire or EMS services, or reached agreement to share personnel with other departments.

A more ambitious approach could take the form of a **regional consolidation model**. We show how a hypothetical regional consolidated department might function in the southwest part of the county – in areas currently covered by the Darien, city of Delavan, town of Delavan, Sharon, Fontana, Walworth, and Williams Bay departments. Our purpose in creating a hypothetical regional model is to give a high-level overview of the implications of a more sweeping proposal, enabling decision makers to consider the opportunities, benefits, and challenges associated with regional consolidations.

[Click here](#) to read the full report.

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ONE STEP AHEAD

*Preparing for the Future of Fire and Emergency
Medical Services in Walworth County*



WISCONSIN
POLICY FORUM

ABOUT THE WISCONSIN POLICY FORUM

The Wisconsin Policy Forum was created on January 1, 2018 by the merger of the Milwaukee-based Public Policy Forum and the Madison-based Wisconsin Taxpayers Alliance. Throughout their lengthy histories, both organizations engaged in nonpartisan, independent research and civic education on fiscal and policy issues affecting state and local governments and school districts in Wisconsin. WPF is committed to those same activities and that spirit of nonpartisanship.

PREFACE AND ACKNOWLEDGMENTS

This report was undertaken to provide citizens and policymakers in Walworth County with information on the state of fire and EMS service provision across the region and an assessment of how future challenges may be addressed. The intent is to support policymakers in identifying whether collective action is needed to resolve challenges, as well as possible opportunities for collaboration.

Report authors would like to thank fire and EMS chiefs and the Walworth County Dispatch Office for their assistance in providing information, and for patiently answering our questions. In addition, we wish to acknowledge and thank Walworth County, which commissioned and provided financial support for this research.



ONE STEP AHEAD

*Preparing for the Future of Fire and Emergency
Medical Services in Walworth County*

October 2025

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INTRODUCTION

Fire departments and emergency medical services (EMS) agencies in Walworth County carry a long history of volunteerism and community pride. The City of Delavan Fire Department exemplifies the sense of tradition, with a fifth-generation firefighter serving in its ranks.

In recent years, however, the volunteer model still on display at most of the county’s departments has come under duress in the face of a dwindling volunteer base. The decrease in volunteers stems from a variety of factors – including the various demands facing young families today and the training and overall time commitment required of fire and EMS workers. This challenge is not unique to Walworth County but rather has become the norm across Wisconsin and the nation.

Walworth County communities have responded to these changing times. Some have moved to a mix of full-time, part-time, and paid-on-call (POC) volunteer staff, even turning to voters in some instances to exceed property tax levy limits to pay for the increased cost. Others continue with the POC or volunteer model (with some contracting for EMS), while acknowledging that changes are inevitable and advance planning is needed.

Some Walworth County fire departments also are struggling to finance fire apparatus and ambulance replacement costs, which have skyrocketed in recent years. Another common challenge involves the geographic size of response areas, which stretch their response capacity.

In light of these many challenges, the Wisconsin Policy Forum was commissioned by Walworth County and its Fire and EMS Study Committee to conduct an analysis of fire and EMS service provision in the county. The goal was to develop options that would address key challenges, provide a higher level of service, and enhance coordination and collaboration among the county’s 15 departments and agencies. We have conducted nearly two dozen similar analyses for counties and municipalities across Wisconsin, and we find here a range of opportunities that could create efficiencies and ensure appropriate service provision in all corners of the county, including rural areas that lack the call volume capacity or resources to shift to a career model.

Data and Methodology

Our major sources of data and information included agency surveys, phone calls, interviews, and publicly available documents.

Every fire and EMS department in Walworth County participated in the study. They are:

- Bloomfield Genoa City Fire and Rescue
- City of Delavan Fire Department
- Town of Delavan Fire and Rescue
- Darien Fire and EMS
- East Troy Fire and Rescue
- Elkhorn Area Fire Department
- Fontana Fire Department
- Lake Geneva Fire Department
- Lauderdale-LaGrange Fire Department
- Town of Lyons Fire Department
- Sharon Fire and Rescue
- Troy Center Fire Department
- Walworth Fire and Rescue
- Whitewater Fire Department
- Williams Bay Fire Department

All research was conducted in 2025. Unless otherwise noted, information presented is for 2024 in order to reflect full calendar year data.



In the pages that follow, we lay out the fire and EMS landscape in Walworth County, providing demographic data and snapshots of each department's operations. We then discuss a range of policy options for decisionmakers and the public to consider, including near-term collaboration opportunities and more intensive long-range possibilities involving greater participation by county government and departmental consolidation. Our intention is not to recommend a single solution, but instead to provide a series of options and a decision-making framework that county and municipal leaders can use to plan for a sustainable future for fire and EMS in Walworth County.



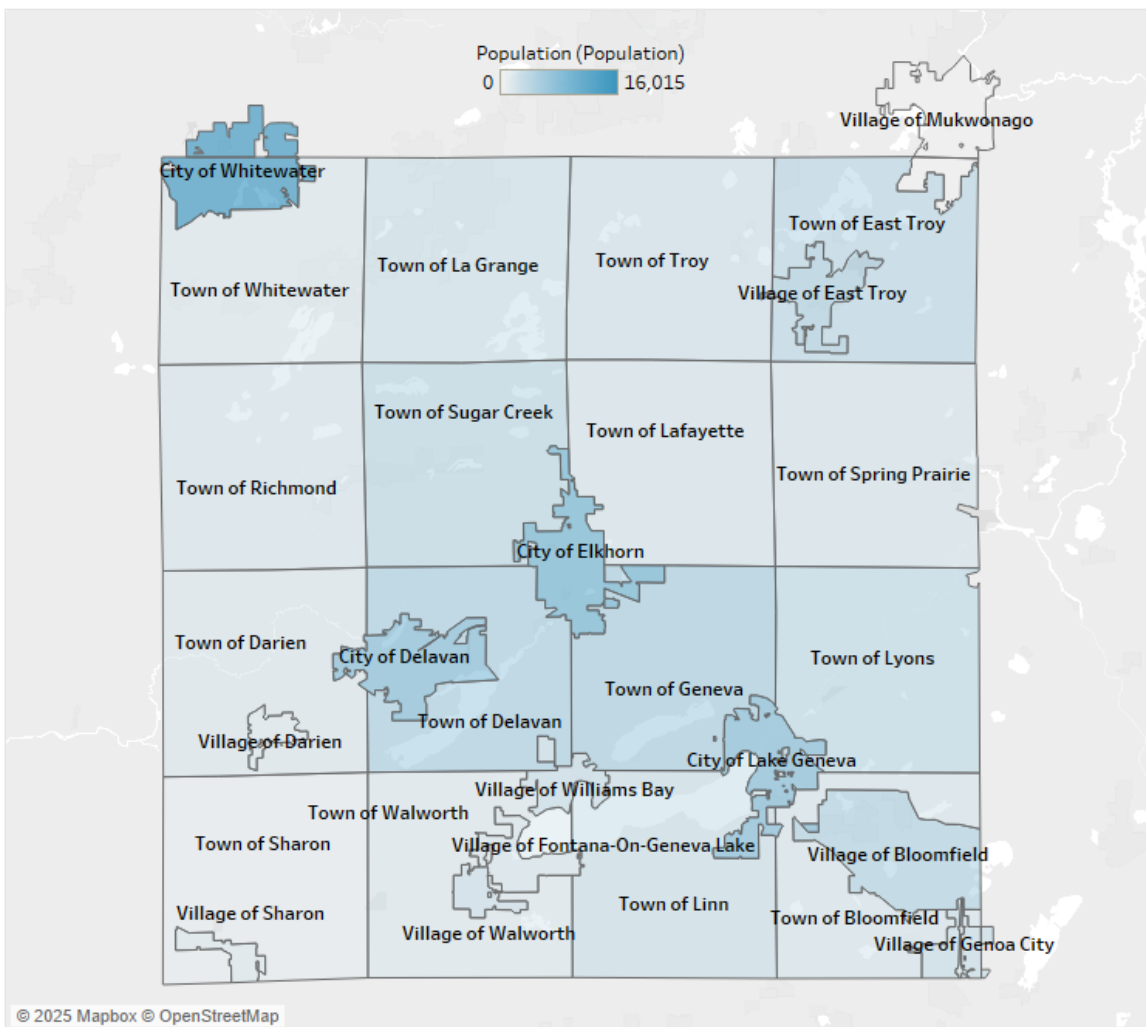
DEMOGRAPHIC AND ECONOMIC INDICATORS

To plan for the future of fire and EMS in Walworth County, it is important to understand various demographic and economic indicators that may impact service capacity and demands. This section outlines several of those factors and how they are projected to change in the future.

Located in the southeast corner of Wisconsin, Walworth County is surrounded by Rock County to the west, Jefferson and Waukesha counties to the north, Racine and Kenosha counties to the east, and the Illinois state border to the south. Spanning nearly 580 square miles, the county is home to nearly 105,800 people, according to U.S. Census Bureau 2023 estimates. As shown in **Map 1**, much of its population resides in the southern half of the county, particularly in the cities of Elkhorn (10,300 residents), Lake Geneva (8,800), and Delavan (8,800). The city of Whitewater in the northwest corner is home to over 16,000 residents but extends into Jefferson County, as well.

Map 1: Population in Walworth County

Population, by municipality



Source: Wisconsin Department of Administration



The Wisconsin Department of Administration (DOA) projects that by 2040, the county’s population will shrink by 7% (7,400) from 2020 totals.¹ **Table 1** outlines projected population changes in greater detail, using DOA municipal population estimates from 2024 as the baseline. As shown, nearly all villages, towns, and cities are anticipated to have population declines ranging from -3% to -18%. The largest exceptions are the city of Lake Geneva, with a population growth projection of 11% (920 residents), and the village of East Troy at 26% (1,200) or 433 residents.

One key component of the projection is that seniors age 65 and older will grow as a share of the population, representing 28% (27,600) of residents by 2040 as compared to 20% in 2020. This growth is significant for fire and rescue agencies because senior populations tend to be the heaviest users of EMS.

For additional context, seniors represented 18% of Wisconsin’s statewide population in 2020 and are projected to account for 23% by 2040. This means that Walworth County has a somewhat older population than the state overall.

The number of nursing homes and other residential care facilities for seniors or persons with disabilities also can have a sizable impact on EMS call volumes in a community. Walworth County was home to nearly 1,500 such beds in 2024 according to

Table 1: Walworth County Population Projections (2020-2040)

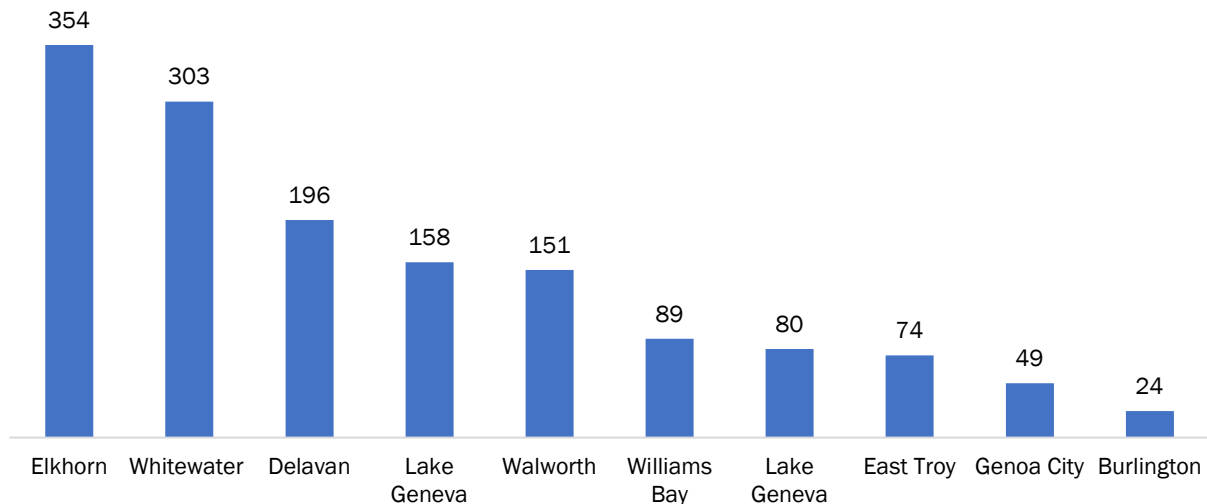
	2020 Population	2040 Projection	% Change
Northern Region			
Village of East Troy	4,687	5,889	26%
Town of East Troy	3,992	3,597	-10%
Town of LaGrange	2,472	2,295	-7%
Village of Mukwonago	222	297	34%
Town of Richmond	1,901	1,732	-9%
Town of Troy	2,355	2,082	-12%
City of Whitewater*	16,137	13,091	-19%
Town of Whitewater	1,433	1,231	-14%
Central Region			
City of Elkhorn	10,247	9,371	-9%
Town of Lafayette	2,039	2,046	0%
Southwest Region			
Village of Darien	1,573	1,353	-14%
Town of Darien	1,651	1,406	-15%
City of Delavan	8,505	7,515	-12%
Town of Delavan	5,273	4,516	-14%
Village of Fontana	1,872	1,814	-3%
Village of Sharon	1,586	1,325	-16%
Town of Sharon	861	713	-17%
Town of Sugar Creek	3,902	3,454	-11%
Village of Walworth	2,759	2,349	-15%
Town of Walworth	1,565	1,303	-17%
Village of Williams Bay	2,953	3,036	3%
Southeast Region			
Village of Bloomfield	4,781	4,421	-8%
Town of Bloomfield	1,778	1,752	-1%
Village of Genoa City*	2,982	2,447	-18%
City of Lake Geneva	8,277	9,197	11%
Town of Lake Geneva	5,390	5,439	1%
Town of Linn	2,687	2,717	1%
Town of Lyons	3,648	3,226	-12%
Town of Spring Prairie	2,123	1,834	-14%
*The full population for the city of Whitewater and the village of Genoa City are shown, not just the portion inside Walworth County borders. Source: Wisconsin Department of Administration			

¹ In contrast to population projections in previous years, the most recent population projections from the Wisconsin Department of Administration do not include gains from "domestic migration," which refers to the movement of individuals



Wisconsin Department of Health Services data. As shown in **Chart 1** on the following page, these beds are distributed across the county, with the largest presence in Elkhorn (350), Whitewater (303), Delavan (200), Lake Geneva (160), and Walworth (150).

Chart 1: Bed capacity for advanced age, memory, or brain trauma residents



Source: Wisconsin Department of Health Services. Only facilities with advanced age, memory, or brain trauma residents are included, as they are the most likely to need EMS support

Additionally, certain types of industries can contribute to service requests, particularly for EMS. As shown in **Table 2**, the total monthly average employment in Walworth County in 2023 was 43,500. Notably, manufacturing held the second largest share of total employment, at 18.8% (8,200 people). This is an industry that may pose higher safety risks. Similarly, trade, transportation, and utilities held a high share of total employment at 18.8% (8,198 people).

Table 2: Walworth County monthly average employment by industry (2023)

Industry	# Employed	% of Total
Education and Health Services	8,705	20.0%
Manufacturing	8,198	18.8%
Trade, Transportation, Utilities	8,067	18.5%
Leisure and Hospitality	7,971	18.3%
Professional and Business Services	3,660	8.4%
Public Administration	2,081	4.8%
Construction	1,854	4.3%
Financial Activities	1,094	2.5%
Other Services	958	2.2%
Natural Resources and Mining	621	1.4%
Information	329	0.8%

from out of state into Wisconsin. DOA's summary of its projections notes that such migration is expected to be negligible given that the Upper Midwest states from which people might be expected to move to Wisconsin are anticipating population declines. Similarly, the department does not anticipate an influx of non-domestic immigrants unless the current political climate changes.



While construction represented only 4.3% of average monthly employment (1,850 people), it is a high-risk industry with employment numbers projected to grow 16.3% (1,100) from 2022 to 2032 across the Southeast Workforce Development Area, which includes Walworth, Kenosha, and Racine counties.

Employment for the entire Southeast Workforce Development Area is anticipated to grow by 9.4% by 2032 across all industries, or 19,800 jobs as compared with 2022. The workday population is an important consideration for fire and EMS agencies, which must be prepared to respond to calls not only from residents, but also from workers and visitors. Similarly, they must be prepared for seasonal surges in demand, which is particularly relevant for Walworth County given the high levels of summer tourism in communities like Lake Geneva.

Property Values

Table 3 shows 2024 commercial property and per capita equalized property values in Walworth County municipalities per the Wisconsin Department of Revenue. These can be helpful data points because they offer context on how much local tax revenue is available to fund local governments and the fire and EMS services they provide. Additionally, communities with higher commercial property values likely face increased service demands from workers and shoppers.

The city of Lake Geneva has the highest commercial assessed value at \$519.3 million, followed by the city of Burlington at \$429 million (though most of the city of Burlington lies in Racine County). Separately, the cities of Whitewater and Delavan have the highest shares of commercial value as compared with total equalized value, at 37.5% and 36.1%, respectively.

Municipalities and towns located on Lake Geneva have a markedly higher overall per capita value than

Table 3: Commercial and per capita equalized values (2024)

	Total Equalized Value (\$billions)	Commercial Value %	Equalized Value per Capita (\$millions)
Town of Linn	\$3.6	11.9%	\$1.3
City of Lake Geneva	\$2.5	15.2%	\$0.3
Village of Fontana	\$2.4	14.0%	\$1.3
Town of Geneva	\$1.8	28.2%	\$0.3
Town of Delavan	\$1.8	18.7%	\$0.3
Village of Williams Bay	\$1.6	0.9%	\$0.5
City of Burlington	\$1.5	4.2%	\$0.1
Town of La Grange	\$1.4	5.1%	\$0.6
Town of East Troy	\$1.3	1.4%	\$0.3
City of Elkhorn	\$1.3	8.6%	\$0.1
City of Delavan	\$1.1	5.3%	\$0.1
City of Whitewater	\$0.9	1.1%	\$0.6
Town of Lyons	\$0.7	6.7%	\$0.2
Village of Bloomfield	\$0.7	13.2%	\$0.4
Town of Sugar Creek	\$0.7	1.4%	\$0.2
Village of East Troy	\$0.6	0.2%	\$0.2
Town of Whitewater	\$0.5	0.4%	\$0.4
Town of Troy	\$0.5	4.0%	\$0.2
Town of La Fayette	\$0.5	1.4%	\$0.2
Town of Spring Prairie	\$0.5	4.7%	\$0.2
Town of Richmond	\$0.5	2.7%	\$0.2
Town of Walworth	\$0.4	6.9%	\$0.2
Village of Walworth	\$0.4	7.4%	\$0.2
Village of Genoa City	\$0.3	54.1%	\$0.1
Town of Darien	\$0.3	22.3%	\$0.2
Town of Bloomfield	\$0.2	34.5%	\$0.04
Village of Darien	\$0.2	13.1%	\$0.1
Town of Sharon	\$0.1	45.2%	\$0.1
Village of Sharon	\$0.1	46.7%	\$0.1

Source: Wisconsin Department of Revenue



most other places in the county, which can be attributed to higher housing values in those areas. For example: the town of Linn's residential value is \$3.5 billion (\$1.3 million per capita), the city of Lake Geneva stands at \$2 billion (\$224,500 per capita), the village of Fontana's is \$2.4 billion (\$1.3 million per capita), and the village of Williams Bay's residential value is \$1.5 billion (\$509,700 per capita).

Summary

While Walworth County is projected to see a decline in overall population over the next 15 years, its senior population is growing, indicating that EMS use may grow in some places over time. Meanwhile, employment is projected to grow in the larger region that includes Walworth County, which also may signal increased demand for EMS and fire response. Still, the data suggest that unlike some regions we have analyzed for fire and EMS collaboration and consolidation, including some in Dane County, most Walworth County leaders should be preparing for steady or modestly higher demand levels as opposed to a surge in call volumes.

We also note that Walworth County consists of a mix of rural and suburban populations with varied property wealth. This indicates varied ability – and perhaps varied willingness – to finance the growing cost of fire and EMS services.

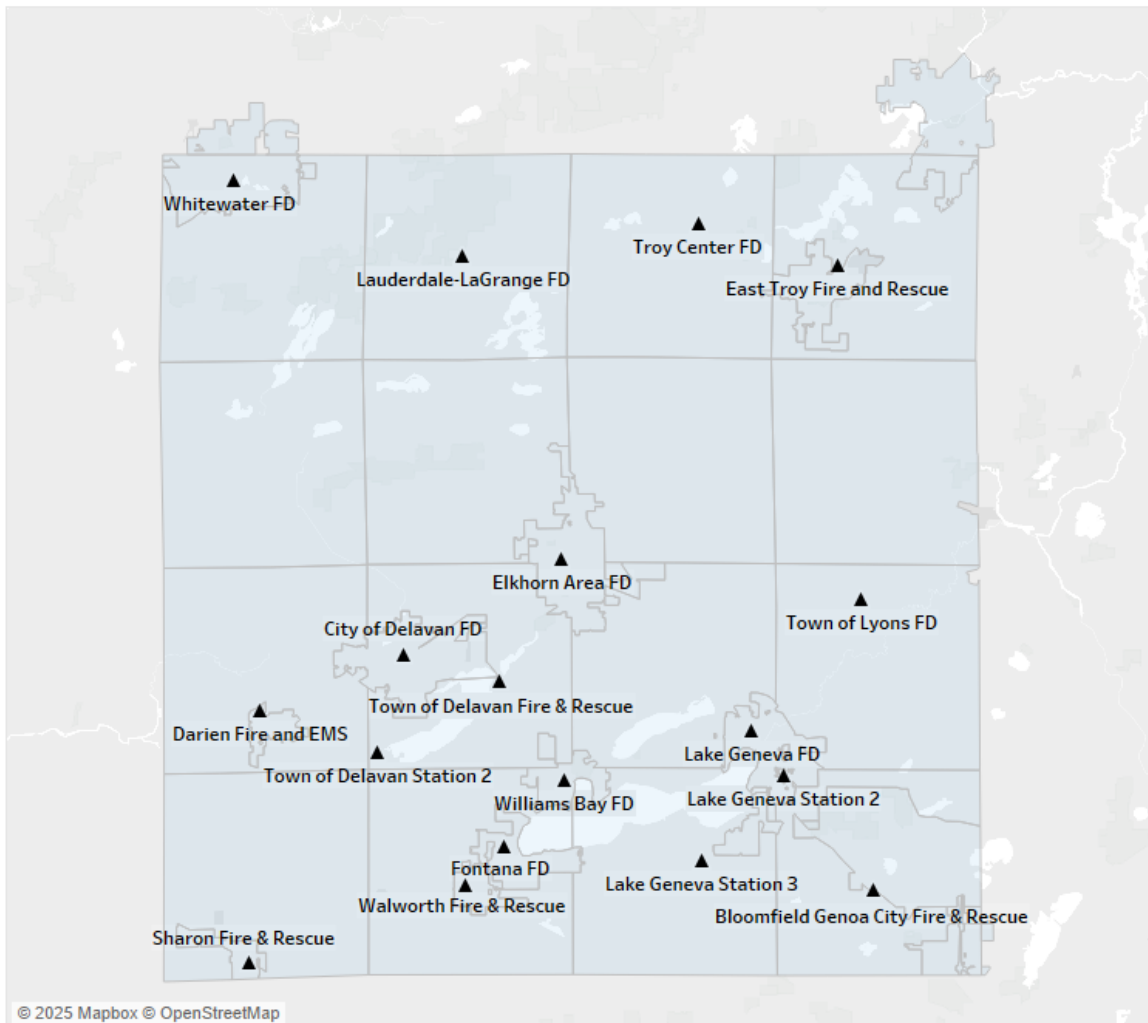


COUNTYWIDE FIRE & EMS LANDSCAPE

In this section, we provide a broad overview of fire services and EMS in Walworth County, including governance and staffing models, call volumes, response times, and ambulances and fire apparatus.

Walworth County residents receive fire services and EMS from 15 departments that operate out of 18 stations. As shown in **Map 2**, the majority of these departments are located in the southern half of the county. The map also shows the geographic boundaries of the cities, villages, and towns in the county. While the municipalities are not specifically labeled, the names of the departments mirror the names of their locations and can serve as identifiers.

Map 2: Walworth County Fire Department Stations
Locations of Fire Stations in Walworth County



Source: Wisconsin Department of Administration



A range of governance and staffing models are used, as shown in **Table 4**.² Most departments are government agencies that operate under a chief, who in turn reports to the municipal governing body. Two departments are non-governmental nonprofit organizations governed by boards of directors.³ Additionally, East Troy Fire and Rescue is an emergency services district that is governed by a commission. Each municipality in the district has two representatives on the commission and pays a portion of district operating costs as determined by a formula.

On the staffing side, eight of the departments use a mixture of full-time and paid-on-call (POC) staff (shown in the table as a Career/POC model). In general, these departments employ a small number of full-time staff who are scheduled for times when the department is busiest. They are complimented by POC personnel who are called in when necessary. Some departments also use part-time employees who are assigned to shifts at the station.

Three departments use a POC model in which staff are paid an hourly wage for the time they spend when they respond to a call. These personnel typically drive to their station to join an ambulance or fire engine when they are paged, rather than being at the station waiting for a call to come in. Two departments use this model but do not pay their responders, who function as true volunteers.

Table 4: Governance and staffing models for Walworth County departments

Region	Governance Model	Staffing Model
Northern Region		
Whitewater Fire/EMS	Government Agency	Career/POC
Lauderdale LaGrange Fire Department	Independent Entity	Volunteer
Troy Center Fire Department	Government Agency	Volunteer
East Troy Fire and Rescue	Emergency Services District	Career/POC
Central Region		
Elkhorn Area Fire Department	Government Agency	Career
Southwest Region		
City of Delavan Fire	Government Agency	POC
Town of Delavan	Government Agency	Career/POC
Darien Fire/EMS	Government Agency	Career/POC
Sharon Fire and Rescue	Government Agency	Career/POC
Williams Bay Fire Dept.	Government Agency	POC
Walworth Fire and Rescue	Government Agency	Career/POC
Southeast Region		
Bloomfield Genoa City Fire & Rescue	Independent Entity	Career/POC
Fontana Fire Department	Government Agency	Career/POC
Lake Geneva Fire Department	Government Agency	Career/POC
Town of Lyons Fire Department	Government Agency	Part-time/POC

² Wisconsin State statutes provide a broad range of options for local jurisdictions to secure the provision of fire services, including via a municipal department, a joint department with other jurisdictions, contracting with a private or nonprofit fire company, and creating a combined protective services department that encompasses both police and fire services. Similarly, ambulance services and EMS may be contracted or locally operated.

³ The Williams Bay Fire Department has historically operated as a nonprofit but is transitioning to a municipal service. That process is expected to conclude in late 2025.



Finally, two departments use a career staffing model, with full-time staff available to respond to calls 24/7. While this is generally considered the optimal model from a service provision standpoint, as staff are at the station and ready to respond as soon as a call comes in, it is also the most expensive option. This approach may not make sense for departments with limited call volumes, and particularly those that typically receive fewer than one or two calls per day.

EMS License Levels

Notably, nearly all residents in Walworth County have access to an advanced life support (ALS) level of EMS, as most departments in the county are licensed by the state at either the paramedic or advanced emergency medical technician (AEMT) levels (see the Appendix for a description of the various types of EMS personnel and the services they are licensed to provide). ALS providers are able to perform various life-saving interventions, including urgent treatment for heart attacks and strokes. Walworth Fire and Rescue is the only department licensed at the EMT Basic level. However, it does provide ALS services when its AEMT-licensed personnel are available.

For a department to operate at a certain license level, at least one person on each ambulance crew must carry that level of license. For example, a department licensed to operate at the paramedic level must have at least one paramedic on each ambulance crew.

Table 5 shows the EMS license levels for each department. Three departments (City of Delavan Fire Department, Williams Bay Fire Department, and Troy Center Fire Department) contract for ambulance services through a neighboring municipal department or a private company, though each also is licensed for EMT Basic or EMR care and can respond to calls at that level if needed. This can

Table 5: EMS license levels and Insurance Services Office (ISO) ratings

Region/Fire Department	EMS License Level	ISO Rating
Northern Region		
Whitewater Fire Dept.	Paramedic	3
Lauderdale LaGrange Fire Dept.	AEMT (flex to paramedic)	8
Troy Center Fire Dept.	AEMT (via East Troy Fire & Rescue) EMR (FD)	9
East Troy Fire & Rescue	AEMT (flex to paramedic)	5 Village/ 8 Town
Central		
Elkhorn Area Fire Dept.	Paramedic	3 City/ 5 Surrounding Area
Southwest Region		
City of Delavan Fire Dept.	Paramedic (via private contractor) EMT-Basic (FD)	3
Town of Delavan Fire and Rescue	Paramedic	6
Darien Fire and EMS	AEMT (flex to paramedic)	5 Village/ 7 Town
Fontana Fire Department	Paramedic	3
Sharon Fire and Rescue	AEMT (flex to paramedic)	5 Village/ 10 Town
Williams Bay Fire Dept.	Paramedic (via the Fontana Fire Department)	4
Walworth Fire and Rescue	EMT Basic (flex to AEMT)	5 Village/ 5Y Town
Southeast		
Bloomfield Genoa City Fire & Rescue	AEMT (flex to paramedic, private contractor)	5
Lake Geneva Fire Dept.	Paramedic	3
Town of Lyons Fire Dept.	AEMT	7

Note: ISO ratings were reported to us by chiefs. It is possible that some departments have service areas that span regions with two ISO ratings, but those were not shared with us.



be particularly beneficial during high acuity calls such as a cardiac arrest, when the administration of basic emergency care while an ambulance is en route can make a difference in patient outcomes. In the case of the city of Delavan, the department also serves as a backup ambulance responder when the private contractor's ambulance is out on a call.

The table reflects both the contracted company and the host department's license level. It should be noted that Williams Bay Fire Department personnel are cross-credentialed, which means they are able to respond with their contracted EMS provider (the Fontana Fire Department) and typically function as Fontana EMS personnel if they are part of an EMS response.

Insurance Services Office Ratings

Insurance Services Office (ISO) ratings, as shown in **Table 5**, are one means of assessing fire department service capabilities. An ISO rating indicates a department's ability to offer fire protection to the communities it serves. Scores range from one to 10, with one indicating an excellent level of fire protection and 10 indicating that minimum standards are not being met. Factors influencing the score include department operations (size, staffing levels, training, and equipment maintenance), access to reliable water supply and other infrastructure considerations, emergency communication systems, and community risk reduction. Ultimately, the scores are factored into commercial and home insurance rates.

Notably, five of the 15 departments in Walworth County carry an ISO rating of three – considered a high level of fire protection – for the parts of their services areas covering their cities. These are the cities of Whitewater, Elkhorn, Delavan, Fontana, and Lake Geneva. A number have good to average ratings, while three have ISO ratings of 7 or below.

We do not share these scores to critique any of the departments. It is not surprising, for example, that departments that rely on POC personnel or volunteers and that lack access to fire hydrants would have lower scores, as these are common factors that rural communities must navigate.

Calls for Service

Table 6 on the next page shows 2024 call volumes for each agency in the county.⁴ An EMS call volume of zero indicates that primary EMS services are being provided by a neighboring department through a contract, as outlined earlier. Individual agency snapshots in the next section provide additional detail regarding the number of calls these departments offer as backup to their contracted provider.

For most departments, EMS calls represent between 73% and 86% of their total call volume. The exception is the more rural department of Sharon, which has an EMS call proportion of 67%.

⁴ For the sake of consistency, the call volumes we cite in Table 6 were those reported to us by departments. There may be discrepancies between the number of calls they reported, and the call volumes documented by dispatch agencies. For example, many departments record calls that utilize both fire and EMS services under each category separately, whereas a dispatch office might record only a single call and not split it across the two categories. Also, call volumes can be artificially inflated if a department sends more than one ambulance or more than one engine to a scene for the same call, but records each ambulance or engine as representing a unique call.



Perhaps unsurprisingly, departments that serve cities with greater population density field the highest call volumes, averaging 38 to 51 fire and EMS calls in a given week. Those on the lower end of the spectrum respond to an average of one to nine calls per week, though some of these reflect only fire calls given that EMS is provided by a neighboring jurisdiction or private ambulance company.

Response Times

Response times to a medical emergency are often tracked in three ways: the time from receiving the call from dispatch to personnel leaving the station, travel time, and total response time from dispatch to arrival at the scene. The time from the dispatch call to arrival is dependent on a number of factors that include whether responders receive a dispatch call while on site at a station or must travel to the station to join a crew; the distance between a station and an incident; and whether an agency has an available response vehicle or must turn to a unit in a neighboring community to respond.

In most cases, departments with full-time responders on duty at the station 24/7 have the best response times. In Walworth County, departments with full-time staff report “turnout times” – i.e. the time between receiving a call and leaving the station – of between 45 seconds and two minutes on average for EMS calls, and one to five minutes on average for fire calls. These same departments reported an average of 4.6 to 8 minutes from dispatch to arrival on scene for EMS, and 4.6 minutes to 12 minutes for fire calls.

Departments that rely solely on volunteer or POC staff for fire responses reported total response times of six to seven minutes and 10 to 12 minutes from the time of dispatch to arrival on scene. The sole POC department that offers EMS – the Town of Lyons Fire Department – reported an average of 11 to 12 minutes from the dispatch call to arrival on scene for both fire and EMS runs.

Departments with a mix of full-time and POC staff also tended to report faster average response times. For fire calls, the average time reported from dispatch to arrival was between 4.5 and 10 minutes. For EMS, departments reported a range of 4.5 to 8 minutes.

We also note that while a few departments were unable to provide their average response times, the ranges gathered from those that could are in alignment with response times we have seen in other studies.

Table 6: Fire and EMS call volumes (2024)

Region/Fire Department	Fire	EMS	Avg. Calls Per Week
Northern Region			
Whitewater Fire Dept.	409	1,556	38
Lauderdale LaGrange Fire Dept.	96	196	6
Troy Center Fire Dept.	81	0	2
East Troy Fire & Rescue	232	1,069	25
Central			
Elkhorn Area Fire Dept.	361	2,292	51
Southwest Region			
City of Delavan Fire Dept.*	316	1,265	30
Town of Delavan Fire and Rescue	265	621	16
Darien Fire and EMS	98	274	7
Fontana Fire Department	213	712	18
Sharon Fire and Rescue	77	159	5
Williams Bay Fire Dept.	123	0	2
Walworth Fire and Rescue	108	383	9
Southeast			
Bloomfield Genoa City Fire & Rescue	164	655	16
Lake Geneva Fire Dept.	751	1,663	46
Town of Lyons Fire Dept.	105	454	11

*The City of Delavan EMS call volume reflects the combined total of EMS calls handled by Medix Ambulance and the fire department.



Dispatch

Walworth County Dispatch serves nearly all fire and EMS agencies in Walworth County. The exceptions are the Lake Geneva and Whitewater departments, each of which is dispatched by their local police department communications center. While some departments reported that there were occasional communication issues with the county dispatch center, those problems are expected to be resolved with the new radio system that has been installed across the county.

Ambulances and Fire Apparatus

The availability of appropriate numbers of ambulances and fire apparatus can make a difference in call response times, as the need to call for additional support from other departments when vehicles are in use can increase wait times. However, in addition to owning a sufficient number of vehicles, departments must have the capacity to assemble crews to operate them when needed.

In Walworth County, nearly all departments own two or three ambulances. This gives them the vehicle capacity to respond when two calls arrive simultaneously. Having multiple vehicles also ensures that response capability can be maintained when one ambulance is out of service for maintenance or repairs. Two departments reported having only one ambulance – Lauderdale-LaGrange Fire and Rescue and Walworth Fire Department.

Most departments have fire apparatus at levels sufficient to meet their response needs, though few have reserve apparatus. Typical apparatus includes fire engines (or pumpers), fire tankers (or tenders), and fire pumper tankers, which combine fire engine and fire tanker capabilities. There are also seven ladder trucks located across the county, at the Elkhorn, East Troy, Fontana, Lake Geneva, town of Darien, and both the city and town of Delavan departments. The box to the right provides brief descriptions of common heavy fire apparatus. Given the rising costs for vehicle purchases – which can range from \$350,000 for ambulances to more than \$2 million for a ladder truck – this may be an area where greater cooperation through vehicle sharing would be beneficial.

Heavy Fire Apparatus

Fire engines (also known as pumpers or pumper engines) carry firefighters, water, pumps, and hoses to a fire scene. An engine typically pumps water from a nearby source, such as a fire hydrant.

Fire tankers (also known as tenders or tender tankers) hold large quantities of water to resupply engines or take the place of hydrants when they are not available at a fire scene.

Brush trucks (also known as grass trucks) are designed to navigate terrains in rural or undeveloped areas. They often include a high-clearance chassis, rugged tires, and specialized suspension systems. They typically carry water tanks, pumps, and foam systems.

A pumper tanker (also known as a pumper tender) combines the features of a pumper and a tanker, which means it can pump water from its own tank while also supplying water to other fire apparatus.

A squad truck carries specialized tools and equipment for tasks beyond firefighting, such as vehicle extrication, technical rescue, hazardous materials incidents, and providing logistical support for large-scale emergencies.

A heavy rescue truck supports complex, technical rescues such as vehicle extrication, structural collapse, and high-angle rescues.

Ladder trucks (also known as aerial apparatus) have a hydraulically operated ladder or platform that can reach elevated areas. They also carry equipment for specialized tasks such as ventilation and search and rescue.



DEPARTMENT SNAPSHOTS

In this section, we provide brief overviews of each department, including a description of their service areas, staffing models, call volumes, and near-term capital spending needs. While broad, these snapshots allow us to identify common challenges and other factors that may lend themselves to collaborative solutions or, conversely, that may serve as barriers to certain options.

Bloomfield Genoa City Fire & Rescue

Bloomfield Genoa City Fire and Rescue serves the town of Bloomfield and the villages of Bloomfield and Genoa City. The department was formed as a nonprofit in 2003 with the merger of the Genoa City and Bloomfield fire departments. The department uses a mixed career/POC model in which five personnel contracted through Metro Paramedic Services provide full-time fire and EMS coverage, and a roster of 22 POC and part-time personnel offer additional support.

Between two and four people are available on a shift 24/7, depending on how many part-time staff sign up to supplement the full-time staff. The part-time personnel sign up for a minimum of 24 hours per month, though some make themselves available for as many as 180 hours per month. Only four of the part-time responders do not sign up for shift schedules and function as POC personnel. Hourly wages are based on certification levels and range from \$17 to \$22 per hour during day shifts on weekdays. On weeknights, weekends, and holidays, the pay range adjusts to \$13.75 per hour to \$19.50. These lower rates reflect a narrower range of duties, as scheduled personnel only respond to calls and do not perform additional station duties during those times.

The village of Bloomfield owns and maintains the station, and the three localities that the department serves share the cost of station repairs. Separately, the department owns its vehicles, though it cannot issue debt to finance vehicle acquisition costs. Instead, the annual budget includes a contribution to a capital fund that is drawn down when needed for ambulance and apparatus purchases. A new ambulance was ordered in 2024 and is slated for arrival mid-year in 2026, while a new fire engine is needed in the next five years. Department officials share that a large donation from a private citizen, combined with the current capital fund balance and other smaller revenue pools, will fund the fire engine replacement.

Bloomfield Genoa City Fire & Rescue	
Staffing Model	Career/POC
	AEMT (flex to paramedic, contracted through Metro Paramedic services)
License Level	
FTEs	5
Part-time/POC Roster	22
2024 Budget	\$829,000
2024 EMS Calls	655
2024 Fire Calls	164
Total 2024 Call Volume	819

City of Delavan Fire Department

The City of Delavan Fire Department uses a POC staffing model to provide EMS first response and backup support as well as fire services to residents of the city of Delavan and the southern part of the town of Richmond. For ambulance transport and paramedic services, the city contracts with Medix Ambulance. The fire department provides EMS backup support by responding to calls that arrive when the Medix ambulance is fielding a simultaneous call.



Medix Ambulance responded to 1,086 EMS calls and an additional 65 calls that were either fire calls or standby requests in 2024, while the city department responded to 179 EMS calls, or 14% of the total call volume. An additional 30 (2.4%) EMS calls in the city were supported by the Town of Delavan Fire Department when the city department could not staff an ambulance.

The department has 47 POC staff and one full-time fire inspector who works normal weekday hours and who also responds to EMS calls while on duty. Thirteen of the 47 responders have EMS licenses or EMS/firefighter credentials, while the majority respond to fire calls only. Department officials share that the average person on the roster has been there for at least 30 years, though they do have some younger responders joining. Volunteer numbers have been relatively steady for decades, though the number of people responding to pages has fallen somewhat over time for certain types of service calls such as lift assists or carbon dioxide alarms. Volunteer responses to working fire calls remain strong. Staff are paid a flat rate of \$25 to \$88 per call, depending on the severity of a fire and whether it occurs during the day or evening.

Looking to the future, department officials share that while the current contract with Medix Ambulance is serving them well, there may come a point when the company is no longer able to staff its ambulance due to competition for staff from public sector EMS agencies.

In regard to capital needs, planned purchases over the next five years include a reserve ambulance, a new squad truck, and a pumper engine. In 2024, the city purchased a new ladder truck for \$1.4 million.

Town of Delavan Fire & Rescue

Town of Delavan Fire and Rescue is a municipal fire and EMS department that serves residents of the town of Delavan. The department operates out of two stations located at the northeast and southwest ends of Lake Delavan.

The department moved from a strictly POC to a career/POC model in 2022, using property tax revenues to pay for the addition of full-time staff after voters approved a referendum authorizing town officials to do so. Six full-time personnel staff shifts on a 24/7 basis, and 31 POC personnel provide additional support (including three command staff and five administrative positions).

The department offers 24/7 shift staffing out of its primary station near the town of Delavan hall. Meanwhile, POC members drive to either that station or the one at the southwest end of Delavan Lake to join a fire engine or

City of Delavan Fire Department	
Staffing Model	POC
License Level	Paramedic
FTEs	1
POC Roster	47
2024 Budget	\$652,200
2024 EMS Calls	1,086 Medix Ambulance / 179 Delavan
2024 Fire Calls	316
Total 2024 Call Volume	1,086 Medix Ambulance / 495 Delavan

Town of Delavan Fire & Rescue	
Staffing Model	Career/POC
License Level	Paramedic
FTEs	6
POC Roster	31
2024 Budget	\$1.5 million
2024 EMS Calls	621
2024 Fire Calls	265
Total 2024 Call Volume	886



ambulance as needed. Some also sign up for scheduled times during which they will be on duty at the primary station, a practice that is known as paid on premise (POP). The department also schedules POP staff at its second station on weekends to help support the higher call volumes during those times. Additionally, there are times when an ambulance or engine leaves without a full crew if a life-threatening emergency is underway; in those circumstances, the POC will bring additional equipment to the scene. POC and POP members receive \$21/hour per call, while POP paramedics receive \$26 per hour. The department has three primary ambulances.

Looking forward, department officials identify a need for increased full-time staffing and hope to grow capacity to four to six personnel on a shift through a future referendum, which would allow for two to three staff per shift at both stations. Additionally, a number of capital costs are planned in the next five years, which would be financed through general obligation bonds. These include an ambulance, a tower ladder, and various equipment and gear including mobile radios, and remodeling of the second fire station to allow it to accommodate full-time shifts. Looking farther out, a pumper/tender and a fire engine will likely be included in a future capital improvement plan.

Darien Fire and EMS

Darien Fire and EMS serves the village and town of Darien with 24/7 coverage provided by full-time personnel and a part-time chief. A roster of 25 POC staff also support the department, primarily by staffing second ambulances when the primary ambulance is on a call, and also by supplementing fire crews.

While the department is budgeted for six full-time positions, only five of them are currently filled with full-time personnel; the remaining position is filled with part-time personnel. Two responders are scheduled per shift to form a full ambulance crew. In the case of fire responses, each person on duty takes an ambulance or fire engine, and POC personnel bring additional apparatus to the scene. POC personnel earn \$17 to \$24 per hour depending on license level.

Notably, the department works closely with the Sharon Fire Department to provide fire and EMS in both service areas through an intergovernmental agreement. The two departments essentially share the six full-time staff employed by Darien Fire and EMS, who respond to EMS calls in both jurisdictions using either a Darien or a Sharon ambulance. The Darien department administers the arrangement, and Sharon pays Darien \$125,000 for its share of the costs. Each department owns its own ambulances, and they trade off whose ambulance is in use under the contract each month. This arrangement allows them to evenly distribute revenues from patient billing. Darien manages and houses the shared ambulance, which moves to the Sharon station for a couple of hours each day. The crew performs station duties while there.

Looking forward, an ambulance and a pumper tanker are due for replacement in the next five years. The village of Darien has a sinking fund that has received regular contributions from the operating budget and that historically has been used to purchase capital equipment, but those funds were spent in recent years. Department officials share that a plan for financing future vehicle

Darien Fire and EMS	
Staffing Model	Career/POC
License Level	AEMT (flex to paramedic)
FTEs	6
POC Roster	25
2024 Budget	\$657,000
2024 EMS Calls	274
2024 Fire Calls	98
Total 2024 Call Volume	372



replacements still needs to be formulated. Additionally, the Darien and Sharon departments are discussing how capital equipment related to their intergovernmental agreement should be financed.

East Troy Fire and Rescue

East Troy Fire and Rescue provides fire services and EMS to the village of East Troy, the towns of East Troy and Spring Prairie, and part of the town of Lafayette. It also provides EMS to the town of Troy.

The department operates under a mixed career/POC/volunteer model. Seven full-time staff provide 24/7 shift coverage, including a full-time fire chief. An additional 35 personnel are POC and are paid an hourly rate of \$16 to \$26, depending on their licensing and certifications. Finally, 10 people volunteer as unpaid firefighters; hourly wages are available only for people who carry EMS licenses or who carry both EMS and fire credentials.

The department is licensed at the AEMT level. However, it has three full time paramedics and also receives paramedic flex staffing support from the Aurora Health Center. This combination of personnel ensures a paramedic is always available, and the department is currently pursuing a paramedic license level.

A number of vehicle replacements are planned over the next five years. These include a pumper engine, a ladder truck, and two ambulances. Of these, the ladder truck and an ambulance have been ordered and are expected to arrive in 2025. All capital and operating costs are distributed across the municipalities that the department serves.

East Troy Fire and Rescue	
Staffing Model	Career/POC/Volunteer
License Level	AEMT
FTEs	7
POC/volunteer roster	45
2024 Budget	\$1,372,000
2024 EMS Calls	1,069
2024 Fire Calls	232
Total 2024 Call Volume*	1,089

* The total call volume reflects all emergency calls responded to. The total does not equal the sum of the separate fire and EMS call volumes because of overlap when both fire and EMS responses were needed.

Elkhorn Area Fire Department

The Elkhorn Area Fire Department is a municipal fire and EMS department serving the city of Elkhorn, the town of Sugar Creek, and portions of the towns of Lafayette and Geneva. The department employs 26 full-time staff, which allows for 24/7 coverage with eight personnel ideally scheduled per shift.

Department officials shared that the shift from a POC model to a career department in recent years was made because its POC roster had become largely inactive. The change was funded through a referendum to exceed state-imposed property tax levy limits and has helped resolve some of the recruitment and retention challenges. However, financing capital replacements remains a challenge.

Elkhorn Area Fire Department	
Staffing Model	Career
License Level	Paramedic
FTEs	26
2024 Budget	\$4.7 million
2024 EMS Calls	2,292
2024 Fire Calls	361
Total 2024 Call Volume	2,653



A fire brush truck and ambulance were scheduled in the capital improvement plan in 2024 and are anticipated to arrive in late 2025 and early 2026, respectively. Additionally, a ladder truck was replaced in 2024. The department is also exploring rehabbing its current station or building a new one that would create better proximity to some of the towns they serve.

Fontana Fire Department

The Fontana Fire Department provides fire services and EMS to the village of Fontana and the town of Walworth, EMS to the village of Williams Bay, and an ALS intercept⁵ to Walworth Fire and Rescue. The department has an automatic aid agreement with Hebron, Illinois – under which both jurisdictions respond to calls in either service area simultaneously – and is working on another with the Town of Delavan Fire and Rescue. The department uses a mixed career/POC model, which has been made possible financially through voter referenda to exceed state property tax levy limits that passed in 2017 and 2022.

Fontana Fire Department	
Staffing Model	Career/POC
License Level	Paramedic
FTEs	13
POC/Part-time Roster	26
2024 Budget	\$2.3 million
2024 EMS Calls	712
2024 Fire Calls	213
Total 2024 Call Volume	925

Thirteen full-time, 14 part-time, and 12 POC staff support the department. Between four and six people are scheduled on shift 24/7, which includes four full-time and up to two part-time or POC staff. The department has capacity to guarantee a paramedic for both first and second ambulances at times when simultaneous calls come in. POC staff earn hourly wages primarily according to length of tenure (\$19.24 to \$21.84), though POC paramedics, captains, and the chief have higher rates that also advance with time (\$20.24 to \$24.96).

Projected capital expenditures in the next five years include two ambulances, a fire engine, and a new station that will provide an additional 50% of square footage for apparatus, training facilities, administration, and full-time staffing. The location of the station is still being determined. While the department will only own one station after the new one is constructed, it plans to house some staff at the Williams Bay station after that facility’s renovation for sleeping quarters is completed. The Fontana department’s capital purchases are financed through general obligation bonds or cash reserves, and the town of Walworth contributes a portion of the costs based on call volumes.

⁵ An ALS or paramedic intercept refers to a practice in which an ALS-certified responder meets up with a Basic Life Support ambulance crew en route to the hospital to provide an ALS level of care. This timely provision of life-saving care can be very beneficial in terms of patient outcomes.



Lake Geneva Fire Department

The Lake Geneva Fire Department is a municipal fire and EMS department that serves the city of Lake Geneva, the eastern half of the town of Geneva (including Como), and the town of Linn.

As a mixed career/part-time agency, 23 full-time (including two administrative staff) and 26 part-time staff support the department. Five staff are available on shift 24/7 at the Lake Geneva station, and three available 24/7 at the Linn station. A third station, which is not staffed, holds a reserve fire engine that is used as needed by POC personnel. Hourly rates range from \$20 to \$39 per hour, depending on rank, licensing, and tenure. Additionally, uncertified staff are paid just under \$14 per hour while in training.

In 2024, the department added nine full-time positions to support a new, 20-year contract to provide fire and EMS services to the town of Linn. In 2025, the department added three full-time positions. Staffing changes were made possible with existing resources and no need for a referendum. Three additional full-time staff are planned for 2026.

In recent years, the department’s service area and call volume have grown due to increased calls from senior living facilities, as well as the loss of private ambulance services from the area over time. In the next five years, the department plans to replace two fire engines and to build a station in the southeast corner of its service area. Capital costs are typically financed by issuing debt or using reserves.

Lake Geneva Fire Department

Staffing Model	Career/part-time
License Level	Paramedic
FTEs	23
Part-time Roster	26
2025 Budget*	\$5 million
2024 EMS Calls	1,663
2024 Fire Calls	751
Total 2024 Call Volume	2,414

*Due to the significant operating changes that have occurred since the start of this research project, we use the 2025 budget rather than 2024.

Lauderdale-LaGrange Fire Department

The Lauderdale-LaGrange Fire Department is a nonprofit entity serving the town of LaGrange. A roster of 32 unpaid volunteers supports department operations. The department has automatic aid agreements with the Whitewater and Elkhorn fire departments.

Department officials share that volunteer levels are relatively stable at the moment, with 10 to 12 people easily available for fire responses as well as EMS, but that the roster has been dwindling over time. Looking out three to four years, they foresee a need to structure staffing to ensure an ambulance crew can be assembled to respond to EMS calls during weekdays.

Lauderdale-LaGrange Fire Department

Staffing Model	Volunteer
License Level	AEMT (flex to paramedic)
Volunteer Roster	32
2024 Budget	\$161,000
2024 EMS Calls	196
2024 Fire Calls	96
Total 2024 Call Volume	292

Notably, the department’s revenues through its contract with the town generally pay for services without the need to send a patient a bill. The exceptions may be for a paramedic level run or for the use of certain medications. The department is also unique in that a turnout truck brings fire gear to a scene, which in many cases allows for a faster response time because volunteers do not have to



head to a station first for their gear (although at least one volunteer does head to the station first to pick up the needed apparatus).

The department owns its gear and equipment while the town owns the station and response vehicles. A new fire engine is currently on order, which will be financed by the town of LaGrange.

Town of Lyons Fire Department

The Lyons Fire Department provides fire and EMS services to residents of the town of Lyons and half of the town of Spring Prairie. The department is licensed at the AEMT level and uses a part-time/POC operating model.

A roster of 36 personnel (which includes seven POP only, 11 POP and POC, and 18 POC only) is used to ensure 24/7 shift staffing at the station. Two POP staff are available on Sundays and weekdays during the day as well as round-the-clock on Fridays and Saturdays. Up to three staff sign up to be available on call outside of those times, though incorporating POP staff in the future for weekday evenings may become necessary to maintain service levels.

Department officials shared that while the roster is healthy in numbers, a small group of six to seven people respond to a majority of calls. Of these, most are full-time career staff at other departments in the area. Of the department’s four paramedics, two work at other area departments and provide support on their days off. Hourly wages range from \$14 to \$25 for POC personnel, depending on licensing and command staff status. Wages for EMS personnel while scheduled on premise as POP staff range from \$19.50 to \$24.25. Additionally, drivers earn \$13.50 per hour and new trainees on probation earn \$8.00 per hour.

Capital expenditures that are anticipated in the next five years include a fire engine and an ambulance to replace aging equipment. The towns of Lyons and Spring Prairie share the financing of capital costs.

Lyons Fire Department	
Staffing Model	Part-time/POC
License Level	AEMT
Part-time/POC Roster	36
2024 Budget	\$492,300
2024 EMS Calls	454
2024 Fire Calls	105
Total 2024 Call Volume	559

Sharon Fire and Rescue

Sharon Fire and Rescue offers fire services and EMS to the village and town of Sharon. The department is governed by a joint board of directors with members from the village and town of Sharon. It is run by the village of Sharon, though both communities contribute to its operating costs.

The department has a roster of 21 POC personnel and also uses the six career personnel stationed at Darien Fire and EMS, who serve both areas for fire and EMS calls through an intergovernmental agreement (IGA).

The POC roster includes a mix of staff that are EMS-only, fire-only, or cross trained in fire and EMS. Staff are paid between \$8 and \$23 per hour while on a call, depending

Sharon Fire & Rescue	
Staffing Model	Career/POC
License Level	AEMT (flex to paramedic)
FTEs	6
POC Roster	21
2024 Budget	\$293,300
2024 EMS Calls	159
2024 Fire Calls	77
Total 2024 Call Volume	236



on their certifications. The department's seven officers are paid an additional stipend. Given that POC staff work or live across a wide geographic area, it is typical for a fire vehicle to dispatch to a scene and have the full crew of responders meet it there. While POC staffing has been challenging at times, the department has successfully recruited nine staff in the past year through social media and word of mouth.

Department officials share that the agreement with Darien Fire and EMS has done a lot to address staffing issues. As discussed above, under the agreement, each department owns its own ambulances and they switch off each month which ambulance is used. This arrangement allows each department to take a share of revenue from patient billing. Darien manages and houses the shared ambulance, and it moves to the Sharon station for a couple of hours each day, where the crew performs station duties. Sharon has a separate ambulance that may be sent out at the same time as the shared ambulance or to a different scene when two simultaneous calls come in.

The department's operating budget in 2024 was \$293,300, which included a payment of \$125,000 to Darien Fire and EMS for the shared fire and EMS agreement. In the next five years, department officials anticipate needing to replace an ambulance as well as conducting significant rust repair work on a fire tender.

Troy Center Fire Department

The Troy Center Fire Department provides fire services to the town of Troy. EMS services are provided by contract from neighboring East Troy Fire and Rescue, though department staff will respond to critical emergencies to expedite the onset of patient care. The two departments also have an automatic aid agreement for fire calls.

Troy Center Fire Department	
Staffing Model	Volunteer
Volunteer Roster	21
2024 Budget	\$60,000
2024 Fire Calls	81

The department operates with a roster of 21 unpaid volunteers. All members are BLS/AED certified, which means they can offer basic life support and have the ability to administer a defibrillator, and two are licensed EMS providers. Department officials indicate that the volunteer model will not sustain services over the long term. The department's roster has shrunk by 50% over the last 30 years, and only eight to 12 people respond to a majority of calls. Nevertheless, efforts to retain personnel are made by providing meals at trainings and meetings, an annual recognition banquet, and an annual family picnic.

Capital costs are largely financed through a special fund that is supported by town revenues. If the fund is not sufficient to cover apparatus replacement costs, general obligation debt financing is the next option. The department needs to replace a fire tender and a fire engine in the next five years, which it hopes to finance through a grant. The local firefighter's association offers additional support through annual fundraisers that support equipment purchases.



Walworth Fire and Rescue

Walworth Fire and Rescue provides fire and EMS services to the village of Walworth. The department is licensed at the EMT Basic level and can flex up to providing ALS services when AEMT-licensed staff are part of an ambulance crew. Fontana EMS provides a paramedic intercept when needed.

The department has four full-time employees and 24 POC personnel. Between two and four personnel are scheduled each shift, although not all are located at the station. Typically, two full-time staff are on location at the station during weekdays and on the weekends, and one full-time responder is at the station complemented by two POC personnel in the evenings and nights. POC members are paid \$50 to be available during a 12-hour shift, in addition to hourly pay when responding to an incident. The department is currently recruiting part-time employees who would be scheduled at the station for a stipend in addition to hourly call pay.

The staffing model described above is the result of variability in funding and operating models over the past several years. In 2021, Walworth Fire and Rescue became a founding member of a shared services agreement with the Sharon and Darien fire and EMS departments. However, its participation ended in February 2024 after voters turned down a referendum that would have allowed funding for the agreement to continue. Since then, the department has successfully passed two referenda to instead provide additional funds to build in-house capacity, though department officials share that it comes at a higher cost to taxpayers compared to the service sharing model with the Sharon and Darien departments.

Major capital purchases are typically financed through general obligation bonds, though occasional estate gifts and annual fundraising also support ambulance and heavy apparatus purchases. Looking forward, a new ambulance is on order and anticipated to arrive in 2025, while a fire engine will need to be replaced in the next five years. Meanwhile, the department has been renovating its station as a stopgap until a point when it can build one that better supports sleeping quarters and other needs of full-time staff.

Walworth Fire and Rescue	
Staffing Model	Career/POC
License Level	EMT Basic (flex to AEMT)
FTEs	4
POC Roster	24
2024 Budget	\$468,200
2024 EMS Calls	383
2024 Fire Calls	108
Total 2024 Call Volume	491

Whitewater Fire Department

The Whitewater Fire Department is a municipal fire/EMS department that serves the city of Whitewater, the towns of Whitewater and Cold Spring, and parts of the towns of Richmond, Lima, and Koshkonong. Its service area spans Walworth, Jefferson, and Rock counties. The department uses a mixed career/POC staffing model and is licensed as a paramedic-level responder.

In 2024, the department had 15.5 full-time staff, including a chief, an assistant chief, a full-time fire inspector, and 12 personnel licensed at the firefighter/EMT or firefighter/paramedic levels.

Whitewater Fire Department	
Staffing Model	Career/POC
License Level	Paramedic
FTEs	15.5
POC Roster	16
2024 Budget	\$1.4 million
2024 EMS Calls	1,556
2024 Fire Calls	409
Total 2024 Call Volume	1,965



Additionally, there is one part-time EMS chief. A roster of 16 POC personnel offer additional support by filling open shifts. The department’s shift staffing is a minimum of four staff per day working 24-hour shifts, in addition to the administrative staff previously listed, who work 40-hour weeks. A chief officer is on call during nights and on weekends. Five personnel are available on weekends through the use of POP staff. Shift pay for POP staff ranges from \$16 to \$22, depending on license levels, and POC staff earn a flat rate of \$30 per hour.

Three positions were recently added using funds from a successful referendum in the spring of 2025. Those positions are anticipated to be filled in early 2026, which will bring total FTEs to 18.5 and increase daytime staffing to five personnel per shift. These positions are not included in the table above, as we sought to use 2024 data for all of our snapshots for the sake of comparison. The additional positions were pursued following recommendations from a staffing analysis by an outside consultant. That study had also recommended upgrading the part-time EMS chief position to full-time, though for now the position will remain part-time.

Looking forward, the only capital cost currently planned is remounting an ambulance, which involves transferring the module used to care for patients to a different vehicle chassis. Additionally, the department is in the process of adding a dorm area with six private rooms and a remodeled bathroom area to its station, which up until 2023 was a volunteer firehouse with no need for sleeping quarters. Recent capital costs have included replacing and outfitting an engine, replacing an ambulance, remounting a separate ambulance, and replacing a ladder truck and outfitting a ladder tower.

Williams Bay Fire Department

The Williams Bay Fire Department is a nonprofit organization that provides fire services to the village of Williams Bay. While the nonprofit owns its land as well as the station and assets held in accounts under its name, the village purchases and owns all other assets such as supplies, equipment, and ambulances and fire apparatus. A process to transition the department to a municipal service is currently underway and may be complete by late 2025.

Williams Bay Fire Department	
Staffing Model	POC
License Level	Paramedic (via the Fontana Fire Dept.)
POC Roster	17
2024 Budget	\$100,000
2024 Fire Call Volume	123

A roster of 17 POC personnel respond to calls and are provided a stipend of \$17.50 per hour for their services. Department officials share that between four and six people respond to a majority of calls and that sustaining services in the future could prove challenging if the roster declines.

Paramedic-level EMS response is provided under contract by the Fontana Fire Department, which assigns staff to the Williams Bay station during the day. Additionally, five of the Williams Bay Fire Department members carry EMS licenses. These staff are cross-credentialed with the Fontana Fire Department and can serve on the Fontana ambulance as part of its crew.

At present, the department is considering how to finance a possible station renovation that would allow for round-the-clock fire and EMS staffing by building a station addition with space for six beds. Such a renovation, if approved, would be debt financed by the village (although the fire department owns the building). The village also finances heavy apparatus replacements as needed.



OUR OBSERVATIONS ON THE STATE OF FIRE AND EMS IN WALWORTH COUNTY

Typically, service sharing analyses conducted by the Wisconsin Policy Forum begin by exploring the current service landscape and operating challenges facing participating departments. Then, in partnership with stakeholders, we develop a range of options to address those challenges ranging from enhanced collaboration to more in-depth service sharing approaches. The goal is to improve service quality and operational efficiency for all departments, and to stabilize service provision for those facing the most significant challenges. While reducing current costs can sometimes be an outcome of certain options, the primary goal is to ensure quality service provision and reduce the cost of needed upgrades through intergovernmental collaboration.

Our analysis of fire and EMS in Walworth County follows this approach, but some unique challenges emerged as we collected data and interviewed chiefs. In particular, we found that several departments already had addressed their foremost staffing and operational challenges in recent years, in some cases by pursuing the types of collaboration we would have recommended. There are also collaborative efforts underway between some departments that are awaiting the results of studies by other entities.

Indeed, we already see a range of approaches being undertaken in Walworth County to address the staffing and financial challenges that have become the norm for fire and EMS agencies that rely on paid-on-call or volunteer staff. Some have shifted from a POC model to a full-time or hybrid staffing model and successfully garnered voter approval to pay for the added cost. Others have entered into contracts with neighboring departments or private providers for EMS while maintaining fire services under a POC or volunteer model. There are also some that have consolidated with a larger department or are sharing share staff via an intergovernmental agreement. Finally, a handful of departments are operating as they have for decades, either through volunteer or POC support for both fire and EMS response, or through a mix of full-time contractor and POC support.

Notably, despite the progress that has been made, there are still several departments whose operations look reasonably sound on paper, but whose service quality and stability appears shakier upon further analysis. We also see sizable capital needs – including both expensive vehicle purchases and station renovations or replacements – that many departments are struggling to finance. These challenges present opportunities for additional collaboration that could benefit all departments, including those that are enjoying relative stability for now.

Below we categorize the Walworth County departments based on our assessment of the severity of the fiscal and operational challenges they face. The stability of their staffing models over the next five to 10 years is the primary factor we considered in categorizing each department, as current staffing levels and future staffing challenges reflect both operational and fiscal capacity and are essential to service quality.⁶ We acknowledge, however, that other factors also impact stability, such

⁶ We note that call response times and minimum staffing expectations as outlined in National Fire Protection Association standards 1710 and 1720 are additional metrics that local officials may turn to as a means of assessing the stability of their departments.



as heavy reliance on mutual aid or tenuous contractual or service sharing relationships with private providers or nearby departments. We speak to those factors in the descriptions below. We emphasize that our categorizations reflect a very high-level assessment of each department's current operational capacity and challenges based on our review of survey responses and our interviews with chiefs, and they are intended only to provide broad insights for municipal and county officials and departments. As time passes, what is written here may become less relevant should operating models, leadership, or other changes take place that resolve any challenges identified.

High Level of Stability

These are departments that have sustained or shifted to full-time or a mix of full-time, part-time, and POC staff. They include the **Town of Delavan Fire Department, Fontana Fire Department, Lake Geneva Fire Department, East Troy Fire and Rescue, Elkhorn Area Fire Department,** and the **Whitewater Fire Department.** Several of these departments financed their enhanced staffing models through successful referenda, though some also benefit from revenue streams from contracts to provide service in neighboring municipalities.

Even with sustainable staffing models in place, there are indicators that the sizes of the Elkhorn and Fontana service areas have reached maximum capacity from a service perspective (at least with existing stations and crews). Specifically, the geographic expanse of those service areas is such that a neighboring department might be able to provide the fastest response to some parts of the area. Additional funding for more staff or stations might address these challenges, and could possibly create opportunities for additional contracting or consolidation and the resources that larger services areas offer.

Medium Level of Stability

Walworth Fire and Rescue has some full-time staff that are supplemented by a dwindling POC roster. Department officials estimate more full-time staff will be needed in the future to sustain fire services. Basic EMS services are provided by the department, which receives supplemental ALS intercept services from the Fontana Fire Department, so that aspect of the department's operations appears to be stable.

The **Town of Lyons Fire Department** has a roster of eight part-time and 35 POC staff. The department can generally support its current call volume as well as respond to mutual aid requests. However, with only six to seven people who respond to a majority of calls, the department may face sizable service challenges in the future should its most active members retire or otherwise leave service.⁷

⁷ The Lake Geneva Fire Department's 2024 annual report indicates that the department provided mutual aid to its neighboring communities 337 times that year. When subtracting mutual aid calls to the Town of Linn Fire Department, which was in the process of consolidating with Lake Geneva, we find that 186 mutual aid calls were provided to neighboring departments. While we do not have a specific breakdown, local officials may find value in further assessing the degree to which the Lyons department requested mutual aid from the Lake Geneva department that year, as it can be an indicator of whether adjustments to the current service model are needed. Such assessment also may be appropriate for Bloomfield Genoa City Fire and Rescue (as discussed below), which is similarly located in close proximity to the Lake Geneva department and would logically turn to it for mutual aid if its current service model is under stress.



The **Sharon** and **Darien** fire departments cooperate through an intergovernmental agreement that has stabilized EMS and fire service provision in the area through shared, full-time personnel. The two departments also cross-credential staff with one another to ensure seamless support for fire and EMS service provision. The two people on each shift form an ambulance crew, and when a call comes in requiring a fire engine and an ambulance, each drives a vehicle and POC personnel meet them on scene to complete the crews. Still, department officials share that while the agreement has been effective in responding to their challenges, its sustainability will depend on the health of the political relationship between the two communities.

The **City of Delavan Fire Department** contracts with a private ambulance service for most advanced life service (ALS) responses but also responds when a second ambulance is needed. Fire services are provided by POC staff with adequate numbers to respond to calls. However, most staff are nearing retirement and department officials express concern about the long-term viability of the EMS contractor due to a competitive labor market. Already, the contractor does not have capacity to respond to simultaneous calls. As a result, the fire department fields roughly 14% of all EMS calls annually and when it cannot respond, neighboring departments have been called upon for mutual aid. The Town of Delavan Fire Department, for example, fielded between 30 and 50 EMS mutual aid calls from the city department in each of the last two years and has indicated that this level of response is higher than mutual aid is designed to address.

Bloomfield Genoa City Fire and Rescue uses a private contractor that provides five full-time staff for fire and EMS coverage. A roster of 22 POC personnel sign up for shifts as available. This department appears to have a stable operating model with between two and four people on a shift, yet some of our interviewees have cited occasions when the department has sent two-person fire crews for fire responses, which is an unadvisable practice. They add that the department often requests mutual aid but does not have the capacity to provide it when asked. These factors – which we cannot independently verify – would be indicators that the current model is stretched too thin and may require additional resources. On the other hand, department officials shared that while they do have a practice of sending two people to a fire scene, they do so to get the heavy apparatus there quickly while POC staff are concurrently traveling to the scene to complete the crew.

Low Level of Stability

A number of smaller departments in Walworth County use a POC or volunteer model which department officials generally acknowledge may become unsustainable over the long term. Planning for the future now is recommended, so that no area finds itself suddenly without service and no plan in place. This kind of circumstance puts undue pressure on neighboring departments, which may be able to provide occasional mutual aid but do not have capacity to become a full replacement service on short notice. **We emphasize that placement in this category does not indicate inadequate or poor service levels. Rather, it is to point out that the operating model does not appear stable when looking to the future.**

The **Williams Bay Fire Department** has a stable EMS situation in light of its contract to receive EMS coverage from the Fontana Fire Department. Its ability to provide fire services long-term is questionable, however, due to a shrinking POC roster.

The **Troy Center Fire Department** receives EMS through a contract with the East Troy Fire Department, which appears to convey stability in that area. The department is in the early stages of



considering how to replace its volunteer model for fire services, however, and is engaged in a service consolidation study with East Troy Fire and Rescue.

The **Lauderdale LaGrange Fire Department** has a relatively stable volunteer structure, with sufficient volunteers available for a fire or EMS response. Even so, the roster has been dwindling and the department anticipates needing to change its operating structure within the next five years to ensure sufficient EMS capacity during weekday hours.

Summary and Additional Observations

It is likely that as the gap grows between departments with sustainable and uncertain operating models, more pressure will be put on larger departments to fill coverage and capacity gaps and more agencies may need to compete for a limited pool of paid staff. However, mutual aid is not designed to support failing departments, as it puts significant strain on the provider department's ability to handle its own calls. Long-range planning is needed to ensure seamless service provision and to prevent both undue burden on neighboring departments and unacceptably lengthy response times.

Our data analysis and interviews with the leader of each Walworth County department also produced some general observations about the state of fire protection services and EMS in the county.

- **Recruitment and retention are challenges that stretch across all departments, from career to volunteer.** Departments compete with other agencies within the county or the southeast Wisconsin region for paramedics in particular. Smaller departments that use POC and volunteer personnel typically see the greatest challenges, as family and other employment commitments increasingly seem to be discouraging younger generations from undertaking the training and devoting the time to such service.
- **Capital needs are a major challenge for several departments.** Not only are most departments facing steep vehicle replacement costs in the near future, but many have exhausted their reserves and sinking funds and therefore lack the financial capacity to undertake these replacements. Also, several departments are planning major station overhauls, station replacements, or new stations without having a plan in place to finance them. As we will discuss below, this situation lends itself to collaborative solutions given that the county already has too many vehicles and stations when considered as a whole.
- **The number of departments could be reduced.** Stations are reasonably positioned across the county given the spread of rural and suburban populated areas, with most stations existing in the southern half of the county. That said, we observe that it may be superfluous for 15 departments to serve a county with a population of 106,000 residents, notwithstanding the higher number of summer tourists.

Additionally, service area borders have been in flux over time as larger departments have taken over service for towns or portions of towns. This may result in some residents of the jurisdictions that are assuming new providers not being served by the closest available responder. Also, as departments that relinquish service see their responsibilities shrink, they may also see revenues shrink or may encounter additional operational challenges.



Some departments also indicated that as their service areas expand, or should they have the option of expanding in the future due to annexation or intergovernmental agreement, they lack the capacity to effectively serve those new areas. For example, the Town of Lyons Fire Department, which according to officials is nearing the maximum volume of calls they can appropriately handle, receives a significant portion of calls from a part of their service area that is closer to the Lake Geneva Fire Department. Interviewees from other larger departments shared that they are at capacity and an additional station in their service areas would improve response times or support the possibility of taking on response areas from departments that may be struggling. However, financial constraints or other factors preclude them from considering additional stations at this time. These factors suggest that a reordering of service areas may be prudent from a service and fiscal standpoint where possible, particularly given the steep cost of building stations and the reality that the county already may have too many fire and EMS stations and providers based on its population and call volumes.

- **Medical direction could be unified.** Currently, medical direction for EMS in Walworth County is fragmented across three providers. This may mean that training, protocols, and operational procedures are not consistent among all of the county's EMS responders, which can hamper mutual aid, discourage the sharing of staff, and create confusion at a scene when paramedics from different departments are operating under different protocols or training. Options to address these challenges include a single medical director for the entire county, or a collaboration across the three current medical directors to create a standard set of protocols and training benchmarks.
- **Dispatch could be consolidated.** Dispatch is provided by the Walworth County Dispatch Center for nearly all agencies across the county. The exceptions are the Lake Geneva and Whitewater fire departments, each of which is dispatched by their local police department communications center. County and local leaders already have identified a full unification of dispatch services countywide as an opportunity for service improvement and have begun exploring options.
- **Response times can vary greatly between departments.** Generally speaking, departments with at least some career staff have faster response times for fire calls (4.6 minutes to 12 minutes as compared to 10 to 12 minutes for departments relying solely on POC or volunteer personnel). Because most POC and volunteer departments contract for EMS, we do not see the wide gap in EMS response times that we have seen in other counties, although the Town of Lyons Fire Department, a POC department that handles its own EMS, reported an average of 12 minutes from dispatch to arrival on scene for EMS calls.
- **Apparatus is plentiful.** Nearly all departments have two or three ambulances, though two departments in more rural areas have only one. Most departments have fire apparatus at levels sufficient to meet their response needs, though few have reserve apparatus. There are seven ladder trucks in the county, with four in the southwest quadrant, one at Elkhorn Area Fire Department, one at East Troy Fire and Rescue, and one at Lake Geneva Fire Department, which would appear to be too many for a county this size. Additionally, it appears that some smaller departments – particularly those partially or fully relying on POC or volunteer personnel – may have more heavy fire apparatus than they could possibly utilize in light of their staff capacity.



- **Service sharing and consolidation are already happening and likely will need to continue.** Recent agreements between the Darien and Sharon departments and Linn and Lake Geneva departments appear to be working well and should serve as a model for others. This is particularly the case because as departments have sought to transform from POC to full-time or hybrid staffing models, they have largely turned to voters to support the change through referenda. While this has been successful in some jurisdictions, it may not be in others, which means that local leaders in Walworth County may have no choice but to consider mergers or contracting options that provide necessary service improvements while also controlling costs. Also, a number of chiefs from POC or volunteer departments shared that they will be retiring in the near future, which would provide another incentive for smaller departments to consider new service arrangements with neighboring jurisdictions.



NEAR-TERM OPTIONS TO MEET EMERGING CHALLENGES

With several of Walworth County's fire and EMS agencies already having resolved immediate operational challenges with new staffing models or contracts with larger agencies, there are arguably fewer incentives for county and municipal leaders to consider countywide or regional collaborative approaches to shore up services for those that are struggling. Yet, our analysis and interviews indicate that such opportunities still exist.

In this section, we identify a range of collaborative options to meet emerging challenges. These include small-scale collaborations, county-supported measures, and consolidation opportunities that potentially could be implemented in a relatively short timeframe. In the following section, we lay out a more comprehensive consolidation option.

Small-Scale Collaboration

A number of small-scale collaboration opportunities that we typically point to in our service sharing studies already are being pursued in Walworth County. For instance, the county is already supporting a study that could lead toward consolidated dispatch services and standardized dispatch protocols, and many departments take part in joint training sessions. Even so, there are a few areas where some enhancements could be made.

Additional **operational service sharing agreements** could be developed between departments, such as agreements to have the closest available responder field a call regardless of jurisdiction, or agreements that stipulate more precisely when and how mutual aid is requested and delivered. The barrier to these options may be financial, as some departments may not wish to lose the revenues to calls given to another department, even if it means a faster response.

Departments could explore **sharing ambulances and fire apparatus**. While we acknowledge that some sharing of backup vehicles is already happening between some departments, it was not evident that all departments have access to a backup ambulance that would be necessary to ensure service provision when the main ambulance is in need of repairs. Additionally, ladder trucks are expensive and rarely used and might be ideal for sharing. Another option that might be considered is one that is currently in place in Milwaukee County, where municipal fire departments have entered into a formal agreement that allows one department to operate a fire engine, ladder truck, ambulance, or certain equipment owned by another department when both are present at the scene of an emergency response or on a short-term basis (up to 30 days) when both parties agree.

Collaborative approaches to vehicle maintenance could be pursued. For example, departments that currently contract out for vehicle repairs and maintenance could seek to combine their contract with one or more neighboring jurisdictions to add volume and potentially reduce contract costs. A more ambitious approach would be to designate a larger department in each quadrant of the county to conduct vehicle maintenance and repairs for all departments in the quadrant on a contract basis.

Most departments engage in at least some **community risk reduction** activities, such as enforcement of fire code regulations through regular inspections of commercial properties as well as fire investigations. Many also provide public education on fire safety and more general health and safety



issues. Teaming up to conduct such activities regionally could be a way for departments to free up some time spent by existing staff and even improve service quality through pooled resources.

Departments could consider **joint purchasing for fire and EMS supplies**. For smaller departments in particular, teaming up with neighboring jurisdictions to procure supplies and equipment could reduce costs, and teaming up on supply ordering and inventory management might save some staff time. Alternatively, they could independently purchase and store medications in collaboration with a local hospital or medical center, as there can be significant cost savings as well as the ability to pick up vials as needed rather than full cases, thereby reducing the risk of expiration for certain supplies that are infrequently used.

Cross-credentialing POC and volunteer staff so they can respond to fire and EMS incidents in multiple jurisdictions is an opportunity to promote more effective mutual aid and create greater opportunities for shared responses and backup response agreements. It also can help pave the way for eventual consolidation of departments. This is already happening in some parts of the county, but additional departments may wish to consider this approach. This approach also would increase the likelihood that a responder is available near an emergency and potentially able to meet an ambulance or fire engine at the scene of a fire or EMS incident, which may be increasingly important as POC rosters continue to decline.

Greater Involvement by County Government

Our analyses in other counties have revealed various roles for county governments to play in supporting EMS and perhaps even fire services. In most cases, county support entails administrative or oversight duties or supplementary operational assistance, as opposed to direct service provision.

There are several areas in which Walworth County government might similarly assume certain roles or responsibilities. We acknowledge that county leaders historically have been reluctant to consider such activity, and their decision to commission this report did not reflect a desire to become further involved in service oversight or provision. Nevertheless, we lay out some options here for roles the county might play in enhancing and improving the coordination of fire services and EMS countywide.

Dispatch improvements, including incorporation of fire and EMS dispatch services currently provided by the Whitewater and Lake Geneva police communication centers into the Walworth County Dispatch Center, could lead to unified dispatch protocols and potentially support faster response times. Indeed, leaders across the county have also recognized this potential benefit and the county is initiating a feasibility study on the topic.

In the near term, having the county work with departments to make adjustments to current dispatch protocols may be beneficial. For example, one chief, in seeking to understand why a report showed 12 seconds⁸ between a dispatch and scene arrival time, learned that the answer included multiple dispatchers being involved in a call and time entries being made after the fact. Chiefs also mentioned during interviews that they prefer to rely on their own call volume tracking because the dispatch center does not always make adjustments to correctly reflect who took a call in instances of automatic aid or mutual aid. Departments also commonly record calls requiring both a fire and an EMS response as two separate instances, for the purposes of differentiating between fire calls from

⁸ A chief reported this experience during an interview and the use of the word “seconds” is not in error.



EMS calls in a calendar year. The county dispatch center, however, records only one call per request for help and does not account for whether both fire and EMS response vehicles were necessary.

A **county-employed EMS Coordinator** could coordinate EMS operations across the county, establish countywide standards and protocols, and engage in planning activities that local departments lack the resources to pursue themselves. Examples include working with medical directors (or a single county-appointed medical director) to create uniform quality of care standards; coordinating and standardizing training countywide (a separate county-employed training coordinator also could be considered); and engaging in countywide data collection and analysis to support data-driven decision making. The coordinator also could play a role in convening regular meetings among the county’s fire and EMS providers and supporting countywide service improvements, including those that would result from service sharing efforts or service consolidation. These are important activities that can improve the quality of care that local departments typically do not have capacity to undertake alone. Milwaukee County is an example where a county government plays this type of coordinating and quality control role for municipal EMS providers, although in light of the much larger population and call volumes this coordination requires several county-employed staff.

Financial support for countywide initiatives such as data collection and planning activities or countywide service enhancements is another area where the county could play a meaningful role. One example of an enhancement that could be partly or fully financed by the county would be the implementation of a countywide mobile integrated healthcare program, which would involve using paramedics to proactively reach out to frequent users of EMS to steer them toward primary care or other mechanisms to reduce costly emergency occurrences and promote better health outcomes.⁹

Another example we have witnessed in other counties, such as Waushara County, WI and Butler County, IA, is the use of one or more county-financed paramedic “fly vehicles” strategically located in a small handful of locations in the county. These would be Tahoe-type vehicles driven by a single paramedic who could provide extra assistance at the scene of a serious incident requiring a paramedic level of care, join an ambulance to complete its crew, or serve as a first responder on a scene until an ambulance can arrive.

Finally, chiefs cite the absence of a sufficient pipeline of new, highly trained EMS workers in the county to replace those who are retiring or moving to other regions. They note that EMS classes at area technical colleges are often cancelled and express concern that the training being provided is not adequately preparing students for the positions for which they are applying. This may be another area where the county could play a supportive role by working with educational institutions on countywide EMS training and education standards and student recruitment and retention.

A primary advantage of having the county lead and pay for such countywide initiatives is its greater ability to finance them. The county can levy property taxes under certain conditions for countywide EMS functions that do not count toward its own levy limits, which would not be the case for municipal departments that seek to implement such activities in their own service areas.¹⁰

⁹ Mobile Integrated Healthcare (MIH) – sometimes known as community paramedicine – uses paramedics to proactively identify and seek individuals in need of health care services and has them provide such services or guidance in the individual’s home. Often, MIH targets individuals with chronic conditions who are frequent callers to 911. One of its primary goals is to proactively engage with such individuals to address their medical concerns before they need emergency care.

¹⁰ See [Section 66.0602\(3\)\(e\)6](#) of the Wisconsin Statutes, which states that “the amount that a county levies in (each) year for a countywide emergency medical system” is exempt from state-imposed property tax levy limits. The same exemption



Limited Consolidation Options

As mentioned earlier, departmental mergers or service contracts offer an opportunity under the right circumstances to maintain or improve the quality of fire services and EMS at a cost that is considerably more affordable than if individual departments attempted to pursue the same improvements on their own. Cost efficiencies can be gained through reducing the number of stations and command personnel required to serve a geographic area, lowering vehicle needs and replacement costs, and creating a broader base of funding that may reduce or preclude the need to go to referendum to finance higher-quality services. It is also important to note that consolidated fire departments are not subject to state-imposed levy limits,¹¹ which means they may have greater capacity to meet service demands.

Consolidation also can produce benefits on the human resources front. For example, larger departments can offer career ladders that help improve recruitment and retention by offering staff members greater opportunity for advancement. They also can provide opportunities for specialization by allowing capacity for one or more deputy or assistant chiefs who can focus on specific areas such as training, EMS, inspections, etc.

As we have noted throughout this report, several Walworth County departments already have implemented or are in the process of considering consolidation and contracting options. Indeed, a strength of Walworth County fire and EMS agencies has been their ability to adjust staffing models or partner with neighboring departments to maintain service levels as the availability of POC and volunteer personnel has waned over time. The following changes have occurred in recent years or are currently underway:

- The Town of Linn Fire Department has dissolved and the Lake Geneva Fire Department now covers its former service area under a 20-year contract.
- The Troy Center Fire Department only offers fire services, with East Troy Fire and Rescue contracted to cover EMS. A study is now underway to fully merge the two departments.
- The Williams Bay Fire Department offers only fire services and contracts with the Fontana Fire Department for EMS.
- Darien Fire and EMS and Sharon Fire and Rescue share six full-time personnel for fire services and EMS, with each maintaining a POC roster for additional support.
- The Lauderdale-LaGrange Fire Department has separate automatic aid agreements with the Whitewater Fire Department and the Elkhorn Area Fire Department. For each, Lauderdale-LaGrange or its partnering department will be dispatched simultaneously when certain conditions are present, such as visible smoke or flames.¹²

does not exist for municipal governments. There is some ambiguity, however, regarding how a “countywide emergency medical system” is defined. In the case of Milwaukee County, because county government plays an overall administrative and coordination role, its expenditures in fulfilling that function have been deemed to be related to a countywide EMS system and are exempted from levy limits.

¹¹ See Section [66.0602\(3\)\(h\)\(1\)](#) of the Wisconsin State Statutes.

¹² As this report neared publication, some chiefs indicated that most or all departments in the county have automatic aid agreements of this nature in place, which are regularly used to ensure adequate staffing at a fire scene.



We observe that several similar opportunities exist for departments that continue to foresee difficulties in sustaining their service models.

- The **Lauderdale LaGrange** department could consider dissolving and turning to the Whitewater or Elkhorn fire departments to fully assume its service area. Such a move might involve having the larger department staff the existing Lauderdale LaGrange station, or it could involve construction of a station by one of the two larger departments that would support better response times at the far reaches of their current service areas in addition to allowing them to effectively assume the Lauderdale LaGrange service area.
- The **city and town of Delavan** have geographic areas that are extremely conducive to a consolidation of fire services and EMS given that the town of Delavan surrounds the city on three sides and parts of its jurisdiction have been periodically annexed by the city. We acknowledge that the relationship between the two fire departments has not always been smooth, and that the two jurisdictions have previously shown little interest in partnering on a consolidated fire and EMS service. However, there appears to be promise from a service-level and financial perspective, and a recent change in leadership at the city department may create another rationale for considering this option. We would point to a similar scenario in Ozaukee County, where the Mequon and Thiensville fire departments recently merged after years of unwillingness to consider that option despite the fact that Mequon surrounds much of Thiensville (see our 2021 report, [First Response](#)).

Beyond geographical considerations, the majority of the City of Delavan Fire Department's 47 POC employees are nearing retirement and younger responders are not in the pipeline in sufficient numbers to take their place. Further, our interviewees have suggested that the city's ability to rely on its current private EMS contractor in the long term may not be sustainable given the contractor's human resources challenges. We would also note that because there are relatively frequent instances of simultaneous calls, the EMS contractor's single crew was not able to respond to 16% of the service area's total call volume in 2024, leaving the city department and neighboring departments to cover nearly 200 calls in the last year. Meanwhile, the town of Delavan has amply financed its department and its services appear sustainable for the foreseeable future.

The two departments and their respective governments would need to engage in careful conversation about the appropriate staffing model that would be necessary for a single department to serve the combined area. That would likely involve a mix of full-time, part-time, and POC staff, which could add costs on the operating side but likely would produce capital savings given that the combined fleet of fire apparatus across the two jurisdictions may be more extensive than necessary. Additionally, there may be an opportunity to either remove one of the three current stations in the area and operate out of only two, or to keep the town of Delavan's eastern station and build a second station in a location that would be determined based on call volumes and response times for the larger, combined service area.

- Although the **Darien** and **Sharon** fire departments have a mutually beneficial intergovernmental agreement in place, there may be opportunity to create additional efficiencies by taking the agreement a step further and merging the two departments. For example, a combined department would require only one chief and the combined fleets of the two departments could possibly be reduced. A new governance structure would be



required to oversee the department, which could involve either creation of an independent department or a merger of the Sharon department into the Darien department.

- A merger between the **Fontana, Williams Bay, and Walworth** departments may produce efficiencies and service-level improvements. The departments operate within close proximity and have relatively low call volumes, suggesting there is redundancy in administrative oversight and response vehicles for an area that could logically be served by a single department. Whether the appropriate option would be to create an independent department with a joint governance structure or simply to fold the smaller Walworth and Williams Bay departments into the larger Fontana department would depend on the interests of the parties involved.

The Williams Bay Fire Department already contracts with the Fontana Fire Department for EMS. Given that it likely will struggle to maintain its fire services in the future under its existing POC model, a full consolidation with Fontana may be the next logical step. Alternately, the village could choose to contract with the town of Delavan department for fire services, which is another option in close proximity. Either scenario would allow for a reduction to the department's fire apparatus.

Walworth Fire and Rescue has recently resolved its immediate staffing concerns by bringing on four full-time staff. Yet, the village may find it more cost effective to pay for the cost of full-time personnel as part of its contribution to a larger department. Furthermore, contracting or merging could allow it to avoid a costly station renovation or replacement and lower the costs of owning, maintaining, and replacing fire apparatus.

Finally, it should be mentioned that even larger, stable departments may benefit from advanced sharing opportunities that stop short of full consolidation. For instance, the Elkhorn and East Troy fire departments have service areas that span large areas and are adjacent to each other. A new, shared station on the border of the two service areas could reduce response times in parts of each service area. Additionally, by splitting the cost of construction and operations, the two departments could gain those benefits at a much lower cost than if they tried to add a station on their own. Elkhorn and Lake Geneva might benefit from a similar shared station initiative. Even so, there would be numerous cost sharing and administrative questions to navigate in building and operating a shared station that would require dedicated and collaborative effort from all parties.

We recognize that some of these department mergers may already be under consideration and that some have been discussed and previously rejected by elected officials or citizens. We cite them, however, to point out their logic and our sense that each should merit further consideration or reconsideration if the operational and financial challenges we have observed for the departments in question persist.



REGIONAL CONSOLIDATION MODEL

While smaller consolidation scenarios like those discussed in the previous section likely would be more practical in the short term, Walworth County's fire and EMS operations also possess several characteristics that suggest an opportunity to consider larger, regional consolidation options. Those include, most prominently, the existence of a handful of well-staffed departments in geographically disparate areas of the county that are surrounded by smaller departments that are struggling to maintain POC staffing models.

After discussing consolidation possibilities with chiefs and analyzing data, we considered modeling a five-department option for the county. Under such an approach, single departments would serve the county's northeast, northwest, southeast, and southwest quadrants, with a fifth department covering Elkhorn and the central portion of the county.

However, given the political challenges involved with negotiating and implementing such an ambitious model among more than a dozen existing departments and many more jurisdictions, we instead elected to show how a hypothetical single consolidated department might function in one specific region of the county. We selected the **southwest region** in light of the large number of departments operating in the region, which includes the current service areas covered by the Darien, city of Delavan, town of Delavan, Sharon, Fontana, Walworth, and Williams Bay departments.

Our purpose is not to prescribe in detail all facets of a large regional consolidation option, but rather to give a high-level overview of operational and financial implications. With a hypothetical model in hand, current or future decision makers would have important insights into the benefits produced by departmental consolidation as well as some of the challenges, including the need for multiple jurisdictions to negotiate a fire and EMS staffing and operational framework, cost allocation methodology, and governance structure.

Specific benefits that might result from a consolidated regional department include:

- A larger workforce that might aid in recruitment and retention by providing greater opportunities for career advancement and possibly increased compensation.
- Cost efficiencies and service enhancements through consolidation of non-response tasks such as planning, finance, and inspections.
- Unification of training and other specialized functions to produce greater cohesion at emergency scenes.
- Eliminating the need to add full-time staff to departments that lack the call volume to justify the costs of such an approach.
- Opportunity for leaders to strategically deploy staff and resources on a regional level, which can eliminate service redundancies and better address coverage gaps.
- Cost savings through a reduction of redundant apparatus and a possible reduction of station locations.

There might also be potential drawbacks to a regional approach. Those include a partial loss of local control by each community over fire and EMS operational and financial decisions; the possibility that some communities would need to pay more for fire and EMS than they currently do (although service enhancements might justify that cost); the possibility that some communities may benefit more than



others in operational efficiencies or cost savings; and the contentiousness that might arise in the consolidation of staff and command structures.

In the end, the benefits and drawbacks of any consolidation effort in Walworth County also would be impacted greatly by the tenor of negotiations and decisions on cost sharing and governance. It is possible that the results could address the concerns of each locality to create a “win-win” situation, but also possible that such issues could not be resolved, and the effort would never get off the ground. Still, we hope it will be instructive to policymakers and citizens to see what a hypothetical regional department might look like.

Hypothetical regional model design

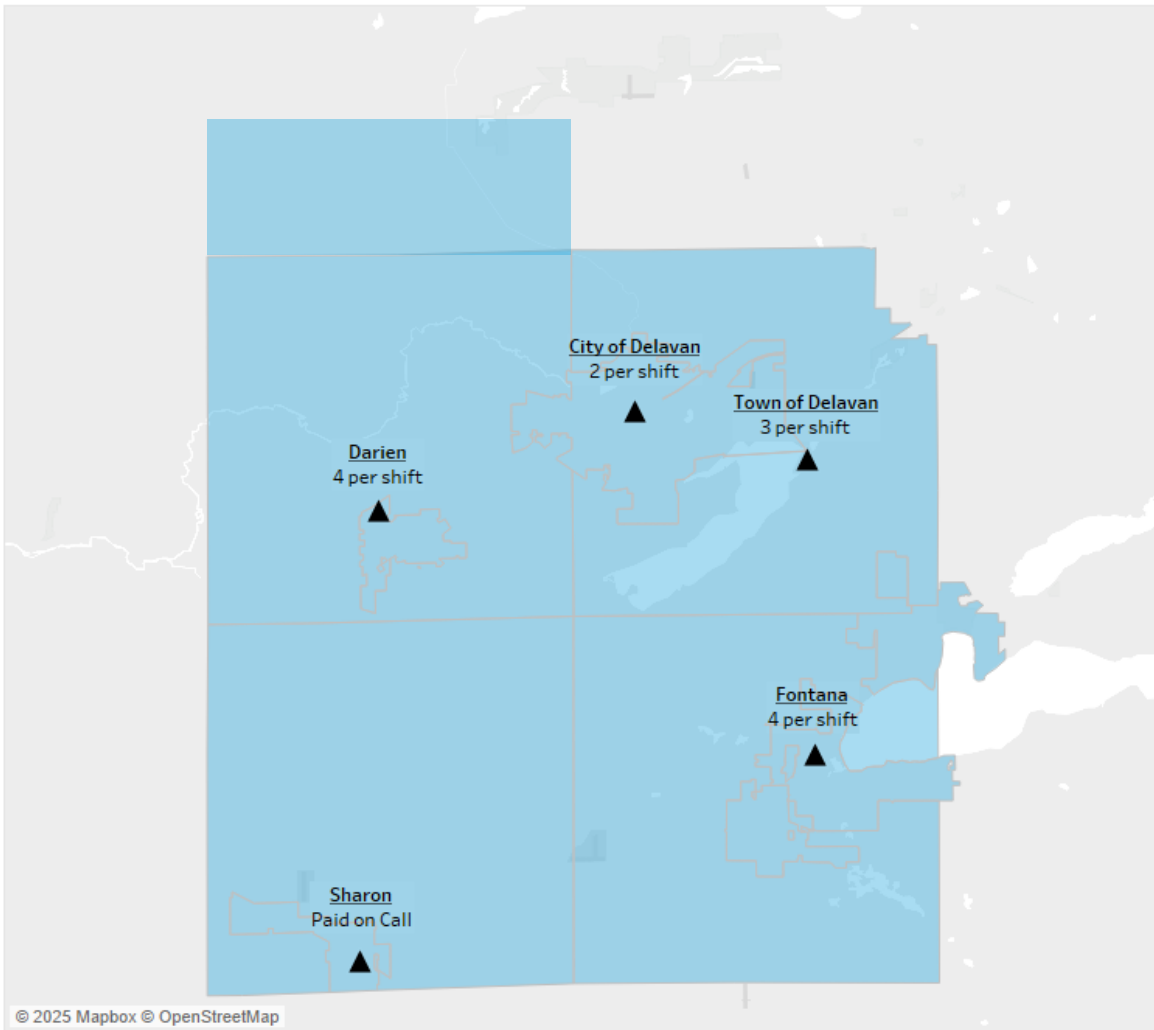
Our model identifies what we consider to be the appropriate number of stations to serve the southwest region based on call volumes and geography, while also ensuring response times that fall within national standards. Leadership is consolidated under one chief while a small handful of additional command and administrative positions are envisioned to manage the department, which we assume would be a freestanding, independent department similar to consolidated departments in the North Shore of Milwaukee County and western Waukesha County. Our assumed staffing model would be a combined career/POC model. We also adjust the fleet of ambulances and fire apparatus to reflect consolidation.

The region is currently served by eight stations located at the village of Darien, the city of Delavan, two in the town of Delavan, and the villages of Williams Bay, Fontana, Walworth, and Sharon. In the consolidated model, the stations at Walworth, Williams Bay, and the southwestern station at the town of Delavan would be closed. The service areas those stations currently cover would be assumed by other nearby stations, which would have full-time staffing; consequently, because responders would not have to be called in, response times likely would improve despite the longer driving distance to some calls.

Also, it should be noted that the Fontana station – which under our model would serve substantial portions of Williams Bay and Walworth – likely would need to be renovated or replaced to accommodate the four full-time responders who would be stationed there on a 24/7 basis. It is our understanding that renovation and replacement discussions among village officials already have been initiated, so we feel comfortable making that assumption.

Map 3 on the following page shows this station scenario as well as suggested shift staffing, which largely mirrors the shift staffing currently in place at existing stations through a mix of career and POP or POC staff. The biggest difference, which will be detailed further, is that these would be primarily full-time staff as opposed to a mix of full-time and POP or POC.

Map 3: Hypothetical Station and Shift Staffing Plan



Shift staffing

Currently, there are 29 full-time staff across the southwest region of Walworth County. The majority are firefighter/EMS staff, though four are paramedics without firefighting credentials. There are also 183 POC personnel across the region who offer a range of skills. Some respond solely to EMS calls, some are solely firefighters, or both.

In the hypothetical model, the full-time staff would remain in place or be relocated to a different station. Additionally, 20 full-time positions would be added to ensure 24/7 shift staffing by full-time personnel (as opposed to POP or POC), and to account for gaps caused by sick leave and vacation. POC staff would continue to be leaned on for support as needed, particularly when a station receives simultaneous calls for service as well as larger fire or medical emergencies. The Sharon station would use solely POC staff given that its current model with an ambulance arriving from Darien is working well and because its geographic location in the far southwest region necessitates having some fire response capacity despite the relatively low call volumes. However, activity levels at that station would not rise to the level of needing full-time staff.

Table 7 details the hypothetical shift staffing by location as well as the number of full-time staff needed to support the staffing structure. While it is possible that fewer full-time staff would be needed for night-time shifts, our model conservatively assumes all shifts would be staffed the same.

As shown, we assume 49 full-time positions would be needed to support 13 responders on duty on a 24/7 basis district-wide – 39 to ensure 13 responders for each of three shifts plus 10 to cover for sick leave, vacations, etc. Any additional coverage would be provided by POP staff. In total, this would require the creation of 20 full-time positions to compliment the 29 already existing in the region, although

Table 7: Hypothetical station staffing

	Staff per Shift	Full-time positions
Darien	4	15
City of Delavan	2	7
Town of Delavan	3	11
Fontana	4	16
Sharon	0 (POC staff only)	0
Total	13	49

it should be noted that seven of those result from replacing the contracted EMS provider at the city of Delavan station with full-time staff. Elimination of the Medix contract would produce an estimated savings of \$211,512 to help offset the additional personnel cost, as detailed below.

Assuming that the consolidated department would be licensed at the paramedic level, at least half of the full-time positions would need to be paramedic/firefighters to guarantee a paramedic available for any EMS call. We also note that the roster of 183 POC personnel currently supporting fire and EMS responses likely would be substantially reduced in the hypothetical district. Some are nearing retirement age and would undoubtedly retire while some might transition into new full-time roles.

Command and administrative staff

The seven departments currently operating in the region each have a fire chief. Most also have one or two assistant chiefs, and the town of Darien has two battalion chiefs as part of its administrative leadership team. These are not salaried positions, though they typically receive a stipend or additional hourly compensation in recognition of their contributions.¹³

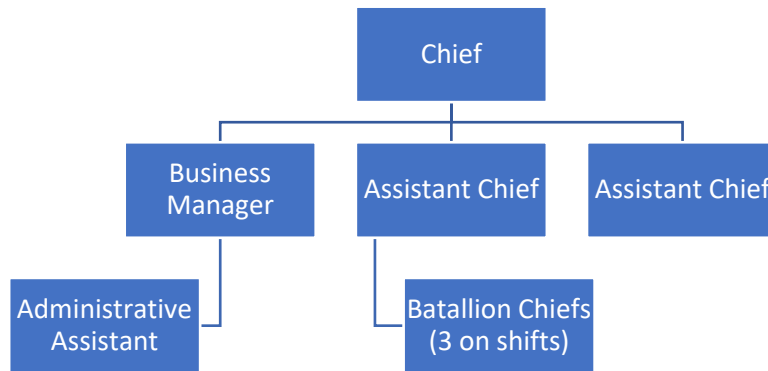
In our hypothetical model, a new team of full-time command and administrative staff would be created. They would include a chief, two assistant chiefs, a business manager (to handle finance and human resources among other duties), three battalion chiefs, and an administrative assistant. When on duty, the assistant chief would be able to serve as command staff at larger fire calls and oversee the battalion chief. In terms of administrative duties, one assistant chief might be assigned to preside over training, fire inspections, and fire prevention, while the other might focus on EMS.

Figure 1 details the hypothetical command and administrative structure. The three battalion chiefs would allow for one to be on duty for each shift on a 24/7 basis; a captain or lieutenant or assistant chief could fill in during vacation and other time off. We do not include captains and lieutenants in the figure, as they would be part of shift staffing.

¹³ We recognize the challenge of asking a chief to give up authority as a result of a consolidation effort. Fortunately, there are retirements on the horizon for some of the chiefs in the area, which can be a helpful factor in eliminating chief positions. The question of whether the remaining chiefs could still be given a role that recognizes their expertise and contributions is one that leaders of the effort will need to consider.



Figure 1: Hypothetical administrative leadership structure



Apparatus

Ambulances and heavy fire apparatus are an area with potential for significant cost savings over time in most consolidation analyses. An ambulance, for example, can cost in excess of \$350,000, and associated equipment like power cots can add more than \$75,000 to the price. A pumper tanker can cost between \$800,000 and \$1 million while a ladder truck can cost upwards of \$2 million. Additional equipment such as hoses, nozzles, tools, and extrication equipment can increase costs further.

In the southwest region of Walworth County in particular, current station proximity is such that a modest reduction in certain apparatus could result in cost savings across the region without risking safety and coverage. **Table 8** on the following page shows the number of ambulances and heavy fire apparatus currently existing across the region and the numbers suggested for our hypothetical department based on call volumes, station location, and staffing. Our model also includes reserve vehicles, which few departments in this study currently have. Minimally, our model shows the possibility of reducing the total fleet in the region by 10 vehicles (from 41 to 31).

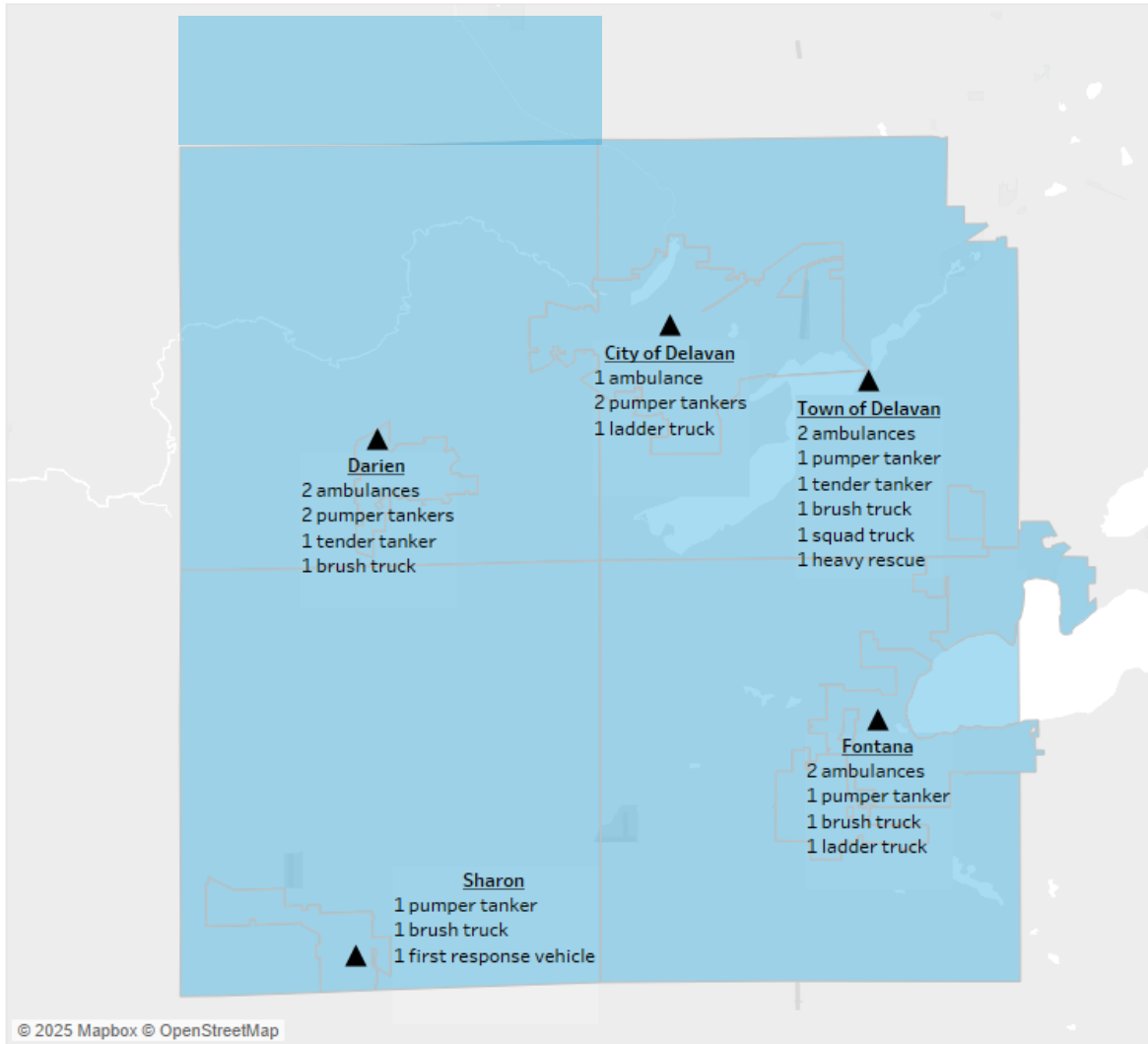
Table 8: Current and consolidated ambulance and heavy fire apparatus

	Current Vehicles	Consolidated Department Active Vehicles	Consolidated Department Reserve Vehicles
Ambulances	10	7	3
Fire pumper tanker	16	7	3
Fire tenders	4	2	1
Aerial ladder trucks	4	2	0
Brush trucks	6	4	1
Heavy rescue squad trucks	1	1	0
Total	41	23	8



Map 4 on the following page shows possible placements for active ambulances and heavy apparatus in the hypothetical department. We do not include reserve vehicles listed in the table. Additionally, although it is not a capital cost at the level of an ambulance or heavy apparatus, the map includes a first response vehicle at the Sharon station to clarify that there would be some first responder equipment and vehicle capacity available in that part of the service area while an ambulance is en route to an emergency scene.

Map 4: Hypothetical Station and Apparatus Plan



The prices for ambulances and fire apparatus are difficult to model with precision due to a number of variables, including whether they are purchased new or used and the specialized features that can be added. Also, prices have escalated in recent months and may continue to do so. For the purposes of this modeling exercise, we estimate costs of \$350,000 for ambulances, \$200,000 for a grass truck (also called a brush truck), \$1 million for a fire pumper tanker, \$550,000 for a fire tender (also called a fire tanker), \$2.25 million for a ladder truck, and \$400,000 for a heavy rescue truck.

If the hypothetical district were to reduce the size of its fleet by the amount shown in the table above, then we estimate there would be a cost savings over time of \$10.2 million, which would be achieved by eliminating the need to replace all of the vehicles currently in existence. Actual savings may be somewhat higher given that our replacement cost estimates may be low compared with future prices. On an annual basis, if we assume the \$10.2 million in savings would be accrued over 10 years (and that the vehicle replacements would be financed with cash as opposed to borrowing), then regional apparatus replacement savings would total roughly \$1.02 million per year for 10 years. Additional savings may be generated by eliminating some command vehicles in the region, the majority of which would no longer be needed under the new administrative structure.¹⁴ There would likely also be some revenues generated if the vehicles being eliminated from the fleet were sold.

Estimated Financial Impacts

Table 9 shows estimated salary and benefits costs associated with the staff roster envisioned in our hypothetical model. Our salary costs are based on average salary costs used in some of our recent consolidation studies in other parts of the state, and we added a fringe benefit percentage of 60% to each full-time, salaried position.

Table 9: Hypothetical cost of full-time district staffing

	Salary	Benefits	FTEs	Hypothetical Cost
Chief	\$130,000	\$78,000	1	\$208,000
Assistant Chief	\$100,000	\$60,000	2	\$320,000
Battalion Chiefs (one per shift)	\$95,000	\$57,000	3	\$456,000
Business Manager	\$85,000	\$51,000	1	\$136,000
Admin Assistant	\$45,000	\$27,000	1	\$72,000
Paramedic/firefighters	\$82,000	\$49,200	25	\$3,280,000
AEMT/firefighters	\$52,000	\$31,200	24	\$1,996,800
Total full time staffing costs	\$589,000	\$353,400	57	\$6,468,800

-Salaries are estimated based on other service sharing studies we have conducted, using competitive wages.

-Benefits are estimated at 60% of salary costs.

The table includes the eight administrative positions previously discussed, as well as 49 full-time responder positions assigned to shifts. Given that 29 full-time staff already exist in the region, this reflects an addition of 20 full-time firefighter/paramedics and firefighter/AEMTs to the region. It should be noted, however, that seven of those 20 positions are needed to provide EMS response out of the city of Delavan station, as the contract with Medix ambulance would be eliminated.

¹⁴ We did not include command vehicle costs in **Table 8** because they tend to be SUVs and are not heavy fire apparatus. Command vehicles typically cost between \$25,000 and \$85,000.



We were unable to access line-item budget details for all departments currently operating in the region. However, using a general formula that assumes 85% of each department's budget is for staffing, we estimate that current staffing costs across the region total about \$5.1 million annually. This includes the estimated \$211,500 cost of the Medix Ambulance contract at the city of Delavan. The \$6.5 million cost of the 57 positions in the table above would produce a regionwide cost increase of approximately \$1.4 million, which would be distributed across the participating jurisdictions. However, the estimated \$1.02 million in annualized cost savings produced by a smaller fleet of fire apparatus would offset the increased personnel costs for at least the first 10 years and result in a total estimated regional cost increase of \$380,000 per year.

Given that some localities already are supporting the cost of full-time staff, while others are not, sharing the cost of 57 full-time positions would require some and likely all jurisdictions to pay more for fire and EMS operations. However, those jurisdictions would benefit from being served by a career department with robust shift staffing at area stations, and some would likely experience increased personnel costs if consolidation does not occur given their need to add full-time staff to their current operating frameworks or consider contractual arrangements with neighboring departments.

Also, whatever cost increases might be experienced on the operating side would likely be at least partially offset by the sharing of capital savings, which may also reflect savings from station closures that are not reflected in our analysis. Ultimately, how much more some or all jurisdictions would have to pay would depend on whatever cost allocation formula the participating municipalities agree upon and the more extensive analysis that would need to take place to determine the precise staffing and other characteristics of a consolidated department.

Governance

In addition to considering the likely public safety benefits that would result from a single regional fire department and potential fiscal impacts, local leaders would need to determine and agree upon a methodology for allocating the costs of the new agency to participating jurisdictions and how it would be governed.

Given the number of jurisdictions involved, a logical governance model would involve the creation of an independent, freestanding department governed by a board of directors or commission that consists of appointees from participating municipalities. Each participating municipality could appoint one member, or the number of members could be proportional based on population or other factors. Alternatively, one local government could be selected to house the department and serve as its fiscal agent, though governance still could involve a separately appointed board or commission.

Cost allocation also would need to be negotiated by participants. Several consolidated departments in Wisconsin – including the North Shore Fire Department and Lake Country Fire and Rescue – use formulas that are based on each jurisdiction's call volume, population, and property values.

Finally, the ownership of existing stations and apparatus would need to be considered. For example, those assets could be turned over to the new district or could remain the property of the current owner. In most cases we have observed, ownership of apparatus and equipment is turned over to the consolidated department while station ownership remains with the existing municipal owner.



CONCLUSION

Our analysis of the current state of fire protection services and EMS in Walworth County reveals both considerable differences in the challenges facing the 15 departments and some important commonalities that may lend themselves to collaborative solutions.

We observe that a handful of departments have already taken successful steps to address their personnel concerns by adding full-time positions and, in some cases, contracting with smaller jurisdictions to generate additional revenues to pay for the cost. Others, however, remain reliant on shrinking POC rosters and still have not determined whether to maintain their independence by adding full-time positions or – in acknowledgement of their low call volumes – seeking to purchase services from a neighboring department. Some also fall in between – while they have made some adjustments to their staffing models, they may need to expand those efforts in the future and may struggle to afford to do so.

In terms of commonalities, we find that almost all departments face considerable apparatus or station repair and replacement needs in the not-too-distant future, and that several currently lack the financial capacity to address those needs. We find, further, that staff recruitment and retention concerns are paramount for all departments, regardless of whether they can offer full-time opportunities.

These findings suggest that building on recent contracting and consolidation activities in the county is essential. Indeed, if starting from scratch to plan fire and EMS service delivery in Walworth County, it would be impossible to justify 15 departments and 18 stations in the context of the county's population and call volumes. The skyrocketing cost of vehicles and building materials on its own would suggest that citizens would benefit from a new paradigm.

Also, the benefits of having fewer departments and stations would not just be financial. Under a scenario in which the county had five or fewer regional departments, the ability to staff those departments on a mostly full-time basis would undoubtedly improve service for most jurisdictions, while also easing responder recruitment and retention challenges and making it easier to implement service upgrades like mobile integrated health care.

We recognize, however, that starting from scratch is not an option, and that there are several justifiable reasons why local leaders may not wish to relinquish their control of fire and EMS to regional departments or shut down departments that have served their communities admirably over many decades. Consequently, gradual movement toward service sharing and consolidation as outlined in this report may represent both the most realistic and effective option.

Overall, while this analysis focuses on broad conceptual options and solutions, we hope that it will point local leaders to several collaborative paths forward that could provide enhanced services to citizens at a cost that would be lower than if each jurisdiction acted on its own.



APPENDIX

Types of EMS Personnel

Emergency Medical Responder (EMR): An individual trained and licensed to provide non-invasive first aid while awaiting an ambulance and higher-level personnel. Interventions are performed with minimal equipment, such as clearing airways manually, CPR, controlling bleeding, taking vital signs, and using portable defibrillator devices.

Emergency Medical Technician-Basic (EMT-B): In addition to all of the skills of an EMR, EMT-Bs are trained and licensed to perform more invasive medical skills such as tracheotomies, tourniquets, and cervical collars, administer oxygen, and provide some medications, including Narcan for opioid overdoses. Interventions are performed with basic equipment typically found on an ambulance.

Advanced Emergency Medical Technician (AEMT): In addition to all of the skills of an EMT-B, an AEMT can start an IV and administer a wider range of medications to support critical and emergent patients. Interventions are performed under medical oversight, using basic and advanced equipment typically found on an ambulance.

Paramedic: In addition to all of the skills of an AEMT, a paramedic is trained and licensed to perform invasive procedures such as using a needle for chest decompression and intubation, and can administer the widest range of medications. Operating under medical oversight, interventions are performed with basic and advanced equipment typically found on an ambulance.

Critical Care Paramedic: An individual trained and licensed to perform all the duties of a paramedic plus the ability to administer more medications than a paramedic during an interfacility transport.





Innovation Grant

Program Modifications due to 2025 Wisconsin Act 15

The Innovation Grant (sec. [79.038\(1\)](#), Wis. Stats.) administered by the Wisconsin Department of Revenue (DOR) was created under [2023 WI Act 12](#) and modified under [2025 WI Act 15](#). Below is a comparison of the grant requirements before and after the modifications. If you have questions, contact us at lgs@wisconsin.gov.

Statute	Original	2025 WI Act 15
79.038(1)(a)	County, municipality, or tribe may apply for an innovation grant to implement an innovation plan, which is a plan to transfer an allowable service/duty to another county, municipality, tribe, nonprofit organization, or private entity	No change
79.038(1)(a)1.	<p>A copy of the signed agreement or contract must be provided to DOR including:</p> <ul style="list-style-type: none"> a. Service/duty being transferred am. Signed after November 13, 2024 b. Contract is for a period of at least six years (if grant applied for in 2025) c. Cost of providing the service in the year prior to the transfer for the county, municipality, or tribe transferring the service and any county, municipality, or tribe receiving the transferred service d. Amount the county, municipality, or tribe will pay to the transferee for the entire term of the contract or agreement e. Allocation of grant moneys between the counties, municipalities, or tribes party to the contract or agreement 	<p>Revised</p> <ul style="list-style-type: none"> b. Contract is for a period of at least three years (79.038(1)(a)1.b.)
79.038(1)(a)2.	County, municipality, or tribe provided all services/duties included in the contract or agreement in the year prior to the transfer	No change
79.038(1)(b)1.	DOR may award a grant only for a contract or agreement transferring one of the allowable services or duties	No change
79.038(1)(b)1.	Contract or agreement must realize a projected cost savings of at least 10 percent	Removed
79.038(1)(b)2.	For the purposes of the subsection b., the total cost of providing the service includes the cost of wages, fringe benefits, training, and equipment associated with providing the service	No change
79.038(1)(b)3.	To calculate projected cost savings for fire protection or emergency medical services (EMS) utilizing volunteer fire fighters or EMS practitioners, DOR promulgates rules specifying the method to determine the fair market compensation to be used	No change – this allocation is still needed when determining costs prior to the transfer for the purpose of the grant award calculation and review of the 115% cost limitation
79.038(1)(c)1.	DOR cannot approve a grant after June 30, 2029	Removed
79.038(1)(c)2.	DOR may distribute up to \$300M	No change
79.038(1)(c)1m.		New – DOR cannot approve a grant after June 30, 2031

Statute	Original	2025 Wis Act 15
79.038(1)(d)1.	<ul style="list-style-type: none"> • Grant payments should be distributed by June 30, 2026 and the following two fiscal years • Each grant payment equals: <ul style="list-style-type: none"> ○ For plans with only counties, municipalities and tribes – 25% of the total cost to provide the service/duty in the year prior to the transfer excluding the highest cost district ○ For plans transferring a service/duty to a nonprofit organization or private entity – 25% of the total cost to provide the service/duty in the year prior to the transfer 	<p>Revised</p> <ul style="list-style-type: none"> • Grant payments can be distributed each year that a service/duty is transferred under the innovation plan, for a period starting by June 30, 2026 and the following four fiscal years • Eligible payment period <ul style="list-style-type: none"> ○ July 1, 2025 through June 30, 2030 ○ Number of payments is based on the duration of the transfer period under the innovation plan and the timing of the first grant payment distribution ○ Allows a maximum of five annual payments • Each annual payment = 25% of the total cost for the county, municipality, or tribe to provide the service/duty in the year prior to the transfer
79.038(1)(d)2.	A county, municipality, or tribe cannot receive a total of payments exceeding \$10M in one year	No change
79.038(1)(d)3.	DOR must inform DOA if a county, municipality or tribe failed to realize its projected cost savings. DOA must withhold from the next payment an amount equal to the difference between the required cost savings and actual cost savings.	Removed
79.038(1)(d)3m.		New – if, for a year during the grant award period, the total costs for all counties, municipalities, or tribes – party to the contract or agreement – to provide the transferred service/duty exceeds 115 percent of the total cost to provide the service/duty in the year prior to the transfer, DOR must inform DOA. DOA may not make a payment for that grant in the following year to each county, municipality, or tribe party to the contract or agreement.
79.038(1)(d)4.	DOR must allocate the grant moneys as provided in the contract or agreement	No change
79.038(1)(e)1.	DOR must give priority to innovation plans that attempt to realize cost savings for public safety, fire protection, and emergency services while maintaining the appropriate level of such services.	No change
79.038(1)(e)1.	After DOR awards grants to priority applicants, DOR may award others a prorated share of the remaining amount.	No change
79.038(1)(e)2.a.	A county, municipality, or tribe must certify to realize 50 percent of their projected cost savings no later than 24 months after receiving the first grant payment	Removed
79.038(1)(e)2.b.	A county, municipality, or tribe must certify to realize the full amount of their projected cost savings no later than 36 months after receiving the first grant payment	Removed
79.038(1)(em)	DOR must certify the awarded grant amounts to DOA. DOA must distribute the grant payments.	No change

Statute	Original	2025 Wis Act 15
79.038(1)(f)1.	For each grant award distribution period, DOR must audit at least 10 percent of the grants awarded for which at least 24 months have passed since their first grant distribution	No change
79.038(1)(f)2.	For each grant award distribution period, no later than December 31, DOR must submit a report to JFC concerning all grants awarded	No change



Innovation Grant

September 2025

Administered by the Wisconsin Department of Revenue (DOR), the Innovation Planning Grant and Innovation Grant programs (sec. [79.038](#), Wis. Stats.) were created in [2023 Wisconsin Act 12](#) and the Innovation Grant was modified under [2025 Wisconsin Act 15](#). It's time to apply for the Innovation Grant.

Overview

A county, municipality, or tribe can pursue an Innovation Grant to support the transfer of an allowable service/duty (listed below).

- Public safety, including law enforcement (not jails)
- Fire protection
- Emergency services
- Courts
- Jails
- Training
- Communications
- Public works
- Information technology
- Administration, including staffing, payroll, and human resources
- Economic development and tourism
- Public health
- Housing, planning, and zoning
- Parks and recreation

Details

Under state law (sec. [79.038\(1\)](#), Wis. Stats.), a county, municipality, or tribe (transferor) can apply for an Innovation Grant to support the implementation of a transfer of an allowable service/duty (listed above) to another county, municipality, tribe, nonprofit organization, or private entity (transferee).

How to Apply

The Innovation Grant application Form SL-405 is now available within [MyDORGov](#). For more information see our [form instructions](#) and [common questions](#).

Contract/Agreement Requirements

A copy of the signed contract/agreement must be sent to DOR with the Innovation Grant application, and must include:

- a. List of the service/duty to transfer
- b. Signature date on or after the November 13, 2024 Administrative Rule notice date for Innovation Grants
- c. Transfer effective date
- d. Length of the contract/agreement (must be for a minimum of three years)
- e. For the transferor – the total cost of the providing the service/duty to the county, municipality, or tribe transferring the service/duty in the calendar year prior to the transfer. The total cost includes, but is not limited to, the cost of wages, fringe benefits, training, and equipment of providing the service/duty.
- f. For the transferee – if the transferee is a county, municipality, or tribe, provide the transferee's total cost of providing the service/duty includes in the calendar year prior to the transfer of the service/duty. The total cost includes, but is not limited to, the cost of wages, fringe benefits, training, and equipment of providing the service/duty.
- g. Amount the transferor will pay to the transferee for the length of the agreement/contract
- h. Details regarding how the grant award will be allocated to counties, municipalities, or tribes that are party to the agreement/contract
- i. For public safety, fire protection, and emergency services - a stipulation that the service or duty being transferred will maintain the appropriate level of such service

Required Cost Limitation and Monitoring

For counties, municipalities, or tribes participating in the transfer of a service/duty:

Cost limitation

- During the grant award period – the total costs for all counties, municipalities, or tribes to provide the transferred service/duty cannot exceed 115% of the total costs for those entities to provide the service in the calendar year prior to the transfer effective date
- If, for a year during the grant award period, the above cost limitation requirement is not met, DOR will not make a payment for that grant to each county, municipality, or tribe party to the contract or agreement in the following year

Monitoring

- Grant recipients must certify to DOR yearly following the initial grant payment that the cost limitation requirement is being met
- DOR will audit a minimum of 10% of awarded grants 24 months after the initial grant payment to ensure compliance

Awards

- DOR may distribute a maximum of five annual payments throughout the eligible payment period of July 1, 2025 through June 30, 2030
- The number of annual payments you receive is based on the date of the first grant payment and the duration of the service/duty transfer under the innovation plan.
- The grant amount each year is equal to 25% of the total costs of providing the service/duty for the innovation plan transferor(s) in the calendar year immediately preceding the transfer as outlined in the contract/agreement.
- There is a total of \$300 million in funds available statewide – a county, municipality, or tribe may receive up to \$10 million each year
- Note: DOR must give priority to innovation plans for public safety, fire protection, and emergency services while maintaining the appropriate level of service

Questions?

Contact us at lgs@wisconsin.gov.



 



WALWORTH COUNTY
— W I S C O N S I N —

Intergovernmental Cooperation Council
Overview of County Transportation Services
October 28, 2025

1



 

COUNTY VISION STATEMENT

Walworth County strives for a safe, thriving community environment by providing efficient and effective county services, programming, and partnerships that promote the health and well-being of County residents, the community workforce, and visitors.

WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES


2

TRANSPORTATION PROGRAMS



The County has rebranded its two transportation programs.
The new name for Walworth County Transportation Services is...

WALWORTH COUNTY CONNECT



WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

3





- Shared-Ride Taxi Service aka Wal-to-Wal DIAL-a-RIDE will be known as:

Walworth County Connect SHARE RIDE


- Specialized Transit will be known as:

Walworth County Connect CARE RIDE



WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

4



Walworth County Connect SHARE RIDE Shared-Ride Taxi (SRT)

- Began in January 2017
- Shared ride service, available to all County residents for any trip purpose
- The service is curb-to-curb with door-to-door upon request
- The entire county is fully served by Share Ride except rides starting and ending in the City of Whitewater, which are not included due to federal funding rules.
 - The City of Whitewater provides their own SRT service, currently contracted with Brown Cab Service Inc.
- Funding Sources:
 - Wisconsin 85.20 Transit Operating Grant
 - County Tax Levy
 - Federal 5311 Rural Areas Operating Grant
 - Rider Fare Revenue

5

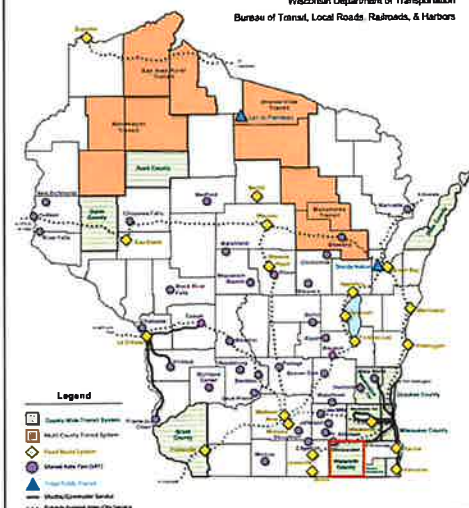
WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

5



Wisconsin Public Transit Systems 2025

Wisconsin Department of Transportation
Bureau of Transit, Local Roads, Railroads, & Harbors





Legend

- County-Wide Transit System** Qty - 10
- Multi-County Transit System** Qty - 4
- Fixed Route System** Qty - 20
- Shared Ride Taxi (SRT)** Qty - 37
- Tribal Public Transit** Qty - 2
- Shuttle/Commuter Service**
- Publicly Funded Inter-City Service**

6

WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

6



Walworth County Connect CARE RIDE

Specialized Transit

- Prior to 2014, Specialized Transit was provided directly by the County through the Health and Human Services Department. The service was outsourced starting in 2014.
- The service provides rides outside the county for non-emergency medical appointments for Walworth County residents who are age 60 and over, people with disabilities, and qualifying Veterans
- Service is door-to-door
- Transports are provided primarily within a 70-mile radius of Elkhorn and other areas within Wisconsin (including, but not limited to, Madison, Milwaukee, Oshkosh, etc.) and contiguous Illinois counties
- Funding Sources:
 - Wisconsin 85.21 Specialized Transportation Assistance Grant
 - County Tax Levy
 - Rider Copayment/Fare Revenue

WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

7

TRANSPORTATION COORDINATING COMMITTEE (TCC)

The TCC was created in 2013 for the advancement and coordination of the transportation programs.

Powers and Duties include:

- Develop a vision and mission statement for transportation services in Walworth County
- Coordinate the development of the local public transit-human services transportation plan
- Evaluate the unmet transportation needs within the county. Special attention should be focused on those populations which are most likely to be transit dependent, e.g. the elderly, low-income, handicapped, minorities, and recipients of human services.
- Propose ordinances, policies, procedures, and program enhancements for consideration by the County Administrator and County Board
- Monitor the expenditures of County transportation funds for the elderly and disabled and the Shared-Ride Taxi programs and review and comment on County aid applications and Federal transportation funding programs

WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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VIP SERVICES, INC. (VIP)

The County currently contracts with VIP Services, Inc., a 501(c)(3) non-profit organization located in Elkhorn, to provide transportation services for both programs.

- All staff are paid positions (no volunteers)
- All drivers are drug tested, licensed, caregiver-background checked, and CPR trained
- All vehicles are equipped with cameras and ramps or lifts
- Oversight inspections are performed quarterly to ensure the SRT program is meeting Federal compliance guidelines
- Service hourly rate billed to the County includes vehicle maintenance, insurance, fuel, and office overhead costs

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WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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CONTRACTS

- CARE RIDE – Specialized Transit Program
 - Contract expires 1/31/2029
- SHARE RIDE – Shared-Ride Taxi (SRT) Program
 - Contract expires 4/31/2028
- Contracts were awarded through separate competitive bid processes and are required to be re-bid every five years

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WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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FARES AND COPAYMENTS

SHARE RIDE – Shared-Ride Taxi Program Fares	
Category	One-Way Fare as of 1/1/2024
Seniors (60 and older), Children under 18, and People with Disabilities	\$3.00
Adult trips within one community's corporate limits	\$5.00
All other adult trips	\$6.00

CARE RIDE – Specialized Transit Program Copayments	
Category	Copayment as of 1/1/2024
Medical trips to Beloit, Janesville, Harvard, Mukwonago, Burlington, Fort Atkinson	\$18.00 one-way or \$36.00 round trip
Medical trips to Milwaukee, Madison, Waukesha, Kenosha, Racine, Rockford, Monroe, Johnson Creek	\$30.00 one-way or \$60.00 round trip

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WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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HOURS OF OPERATION

Both Transportation Programs

- Current hours of operation:
 - Monday through Friday – 6:00 a.m. to 7:00 p.m.
 - Saturdays – 7:00 a.m. to 5:30 p.m.

SHARE RIDE – Shared-Ride Taxi Program Only

- Effective January 12, 2025:
 - Sundays – 8:00 a.m. to 6:00 p.m.

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ADVANCE RESERVATION

- Advance reservations are required for both programs
- The SHARE RIDE – Shared-Ride Taxi program requires a minimum of 24-hour advance notice from the pickup time
- The CARE RIDE – Specialized Transit program requires a minimum of 48-hour advance notice from the pickup time
- The advance notice allows time to create as many shared rides as possible and to improve efficiency
- Riders are allowed to schedule routine/subscription rides (repeating weekly schedule) for dialysis appointments, employment, and education purposes up to one-month at a time
- Same day requests may be accommodated if a driver and vehicle are available

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VEHICLES

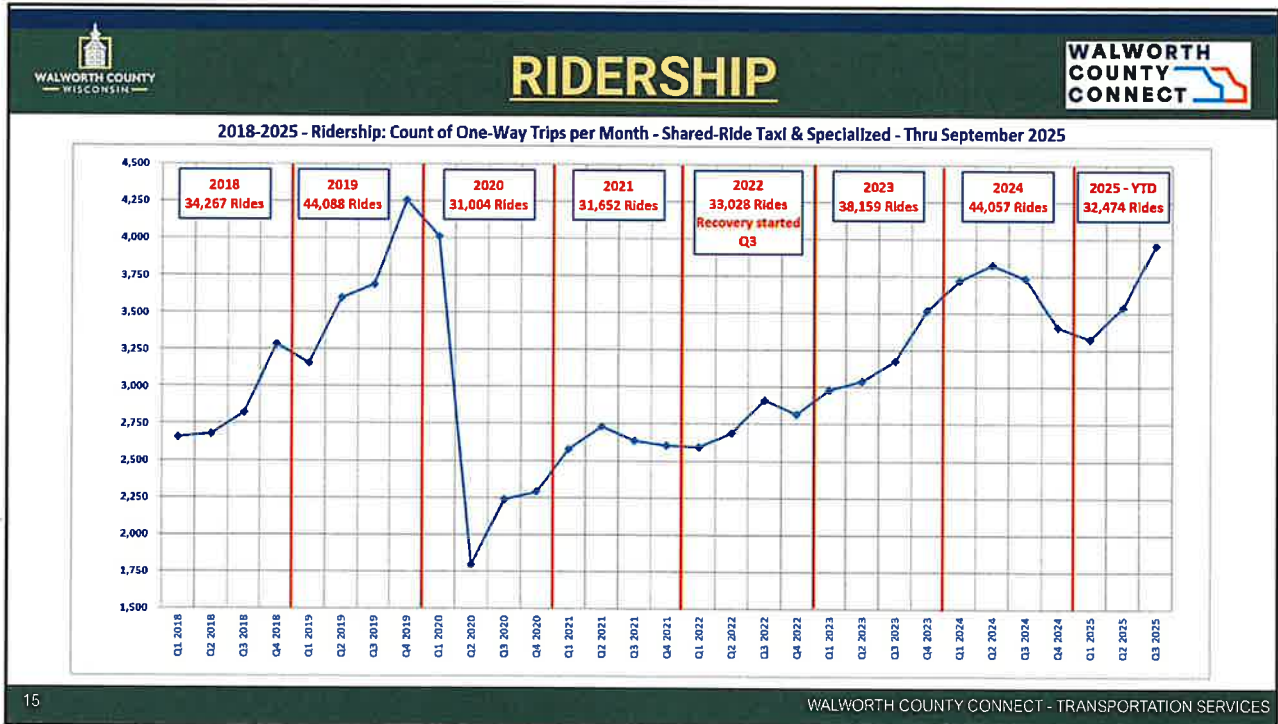
The County currently owns and leases 24 handicap-accessible vehicles to VIP Services.

- **Twenty (20) minivans:**
 - Combination of Dodge Caravans, Chrysler Voyagers, and Chrysler Pacificas
 - All have a rear-loading ramp for wheelchairs and have locking tiedown straps
 - A majority have three (3) ambulatory seating positions and two (2) wheelchair positions
- **Four (4) minibuses:**
 - All are Ford Transits with a side-loading lift for wheelchairs and have locking tiedown straps
 - Equipped with seven (7) ambulatory seating positions and two (2) wheelchair positions

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SUNDAY RIDERSHIP

Month	Recreation/Personal (Includes Church)	Employment	Shopping	Medical	Legal	Education	Counseling	Total Rides	Average per Sunday
January	20	10	10					40	13
February	74	23	25					122	31
March	99	32	24	1			1	157	31
April	87	25	43		2		1	158	40
May	92	24	46	1	2			165	42
June	160	47	19		3			229	46
July	142	46	21	2				211	53
August	155	73	22	10				260	52
September	136	33	19			4		192	48
October	151	48	16	3		2		220	55
Total Rides	1,116	361	245	17	7	6	2	1,754	41
Percent of Total Rides	63.6%	20.6%	14.0%	1.0%	0.4%	0.3%	0.1%		

- February to October (9 full months) averaged 44 rides per Sunday
- August to October averaged 52 rides per Sunday
- Church – 48% of Total Rides & 75% of Recreation/Personal Rides

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TRIP PURPOSE



Trip Purpose - Year-Over-Year Breakdown thru September 2025

SHARE RIDE - Shared-Ride Taxi Rides Only

	2022 Total	2022 %	2022 Avg/Mth	2023 Total	2023 %	2023 Avg/Mth	2024 Total	2024 %	2024 Avg/Mth	2025 YTD Total	2025 YTD %	2025 Avg/Mth
Employment	11,388	36.5%	949	12,858	35.6%	1,072	13,384	32.1%	1,115	11,446	36.7%	1,272
Medical	8,454	27.1%	705	9,107	25.2%	759	11,422	27.4%	952	8,489	27.2%	943
Recreation/Personal	4,826	15.5%	402	6,425	17.8%	535	7,969	19.1%	664	5,143	16.5%	571
Educational	4,258	13.7%	355	5,140	14.2%	428	5,764	13.8%	480	3,634	11.6%	404
Shopping	1,756	5.6%	146	2,024	5.6%	169	2,067	5.0%	172	1,773	5.7%	197
Legal	236	0.8%	20	406	1.1%	34	361	0.9%	30	275	0.9%	31
Counseling	208	0.7%	17	107	0.3%	12	715	1.7%	60	395	1.3%	44
Nutritional	37	0.1%	4	30	0.1%	4	44	0.1%	4	59	0.2%	7
Other	11	0.0%	2	18	0.0%	5	3	0.0%	2	5	0.0%	2
Grand Total	31,174	100.0%	2,598	36,115	100.0%	3,010	41,729	100.0%	3,477	31,219	100.0%	3,469


CARE RIDE - Specialized Transit Rides Only

	2022 YTD Total	2022 YTD %	2022 Avg/Mth	2023 YTD Total	2023 YTD %	2023 Avg/Mth	2024 YTD Total	2024 YTD %	2024 Avg/Mth	2025 YTD Total	2025 YTD %	2025 Avg/Mth
Medical	1,547	83.4%	129	1,848	90.4%	154	2,029	87.2%	169	1,135	90.4%	126


Remaining percent of rides are arranged through Health and Human Services

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MUNICIPALITY DEMAND




Municipality Transport Report
TOP 10 for 2024

Pick-Up - Destination Municipality Specialized & SRT Trips Combined		
1	Lake Geneva To Lake Geneva	5,183
2	Elkhorn To Elkhorn	5,147
3	Delavan To Elkhorn	2,940
4	Elkhorn To Delavan	2,742
5	Elkhorn To Lake Geneva	2,299
6	Lake Geneva To Elkhorn	2,073
7	Lake Geneva To Delavan	1,964
8	Delavan To Lake Geneva	1,860
9	Delavan To Delavan	1,611
10	Williams Bay To Elkhorn	746




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MISCELLANEOUS DATA




- Usage by Age Group:
 - Age 1 to 18 – School Age – 13%
 - Age 19 to 59 – Middle Age – 38%
 - Age 60 to 102 – Elderly – 49%
- Passenger Type:
 - Elderly – 44%
 - Other – 33%
 - People with Disabilities – 23%
- Ambulatory Status:
 - Ambulatory – 86%
 - Non-Ambulatory – 14%

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MISCELLANEOUS DATA



- Unique Riders – Average 1,323 per year
- Rides per Rider – Average 28 per year
 - Top 3 riders averaged 425 rides per year each over the last 3 years)
- Rider Miles Traveled in 2024 – 505,568 miles:
 - CARE RIDE – Specialized Transit – 69,647 miles
 - SHARE RIDE – Shared-Ride Taxi – 435,921 miles
- Transports are picked up 92% on time or early and dropped off 95% on time or early
- Average Ride Time:
 - CARE RIDE – Specialized Transit – 49 minutes
 - SHARE RIDE – Shared-Ride Taxi – 20 minutes

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REBRANDING OF TRANSPORTATION PROGRAMS

- Project began in October 2024
- The County contracted with AFFIRM Agency, a full-service advertising and marketing firm based in Pewaukee, WI to manage the project
 - Contract was awarded through competitive bid process
 - AFFIRM has executed more than 40 transportation marketing campaigns across the country since 2004

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REBRANDING PROJECT GOALS

- Increase brand awareness and recognition among broader audiences
- Improve perception of the programs' target audiences and expand demographic inclusion
- Utilize research and data to make better informed decisions for the programs

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REBRANDING SCOPE OF WORK

- Market research
- Developing and implementing a marketing plan
- Community outreach
- Creative development including a new brand identity

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REBRANDING SURVEY OVERVIEW

- AFFIRM Agency conducted an online survey from 11/19/2024 to 12/9/2024, primarily aimed at getting feedback from County residents on new naming options
- In addition, the survey provided an opportunity for respondents to provide thoughts on a range of other items related to the services or potential updates to the services
- To qualify for the survey, participants were required to live or work in Walworth County
- A total of 272 qualified persons responded to the survey invitation; far exceeding the minimum required sample size of 100

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REBRANDING SURVEY KEY INSIGHTS

BENEFITS OF USING THE SERVICE:

- Easy to schedule and use
- Reliable and trustworthy
- Safe for all ages (drivers undergo regular safety training and are trained in CPR)
- Low cost
- On time or early
- Everyone can use the service (Shared-Ride Taxi)
- Can schedule a trip almost anywhere in the service area (depending on type of ride), including medical, employment, school, errands, etc.
- Drivers are screened, trained, professional, friendly
- Vehicles are well-maintained, comfortable, and accessible

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REBRANDING SURVEY KEY INSIGHTS

REPORTED OBSTACLES TO USING THE SERVICE:

- Cost (even though it is a low-cost option)
- Availability (sometimes very busy, plus later evenings and Sundays not available)
- Need to schedule in advance (not Uber or a regular taxi service)
- Need to share the ride
- Need to pay in cash
- Possible stigma of using a rideshare service

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TRANSPORTATION SERVICES RENAMING

Walworth County Connect



This name was chosen as the name that overwhelmingly best reflects the transportation services offered by the County.

Survey respondents indicated that **Walworth County Connect**:

- Best describes the transportation services (75%)
- Makes it clearer that the transportation services are provided by Walworth County and not VIP Services (63%)
- Makes it clear that the transportation services are for ALL of Walworth County (79%)

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TRANSPORTATION SERVICES RENAMING

NAMING RATIONALE: Walworth County CONNECT emphasizes the services' role in connecting residents to essential destinations and each other.

- The name "Connect" conveys accessibility, inclusivity, and the idea of bridging gaps in mobility, which is especially meaningful for those who rely on Shared or Specialized rides due to disabilities or other conditions
- By incorporating "Walworth County," it anchors the service within the community, signaling its dedication to local needs
- The simplicity and directness of "Walworth County CONNECT" also make it easy to recognize and recall, enhancing its appeal and accessibility for a broad range of users

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TRANSPORTATION SERVICES RENAMING

Shared-Ride Taxi Service → Walworth County Connect SHARE RIDE

Specialized Transit → Walworth County Connect CARE RIDE

- Naming aims to clear up confusion, provide clarity regarding each service, and reinforce that the services are provided by Walworth County
- Helps the public identify Walworth County as the owner of the parent brand and the organizational entity in charge of the two transportation services
- Helps to start building brand equity in the county, building trust, and aids in better overall communication of the overarching entity and ride services

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PRIMARY LOGOS



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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

SECONDARY LOGOS





**WALWORTH
COUNTY
CONNECT**




CARE RIDE SHARE RIDE

**WALWORTH
COUNTY CONNECT**



**WALWORTH
COUNTY CONNECT**



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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

CHRYSLER PACIFICA MINIVAN



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WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

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WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES

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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

FORD TRANSIT MINIBUS

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MARKETING/MEDIA PLAN

- **Paid Media Strategy** – Radio Advertising, Online Display Ads, Email Marketing, Print Advertising, and Social Media Advertising

- **Digital Marketing** – Websites, Social Media, and Email Marketing, Online Directories & Websites (County municipalities, Local news, Healthcare network, and ADRC)

The content is presented on a white background within a dark green header. The header contains the Walworth County logo on the left and the 'WALWORTH COUNTY CONNECT' logo on the right. A small number '36' is in the bottom-left corner of the frame, and the text 'WALWORTH COUNTY CONNECT - TRANSPORTATION SERVICES' is in the bottom-right corner of the frame.

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MARKETING PLAN (continued)

- **Community Outreach & Engagement**
 - Town Hall Meetings & Public Forums
 - Partnerships with Healthcare & Social Services
 - Collaborate with Schools, Employers, Employment Centers, Job Fairs
 - Presence at Community Events
 - Library & Community Center Outreach
 - Local Business Engagement
 - Local Churches
 - Healthcare Facility Visits
 - Retirement Homes/Senior Living Communities
 - Senior Nutrition Programs

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PRINT/COLLATERAL MATERIALS

- **Flyers & Posters** – distribute at libraries, community centers, grocery stores, and healthcare facilities
- **Rider Guide** – for Walworth County Connect/both services
- **2x3 wallet cards**
- **Refrigerator magnets**
- **Window clings/Stickers**
- **Shopping Bags**
- **Notepads & Pens**

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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

PUBLIC RELATIONS/EARNED MEDIA

Rebrand launch:

- News release
- Unveil/announce the ride service rebrand via a ribbon-cutting event
- Display vehicles with new branding

Ongoing earned media:

- Send out news and information regarding the services
 - Added days/hours/capacity
 - New vehicles/added vehicles
 - Seasonal opportunities
 - Rider testimonials
 - Driver testimonials

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WALWORTH COUNTY WISCONSIN

WALWORTH COUNTY CONNECT

ANNOUNCING WALWORTH COUNTY CONNECT

**You're Invited
to a Grand Reveal**

New look. New name. Same great service.
Be part of the relaunch of Walworth County's
Wal-to-Wal DIAL-a-RIDE programs

**WALWORTH
COUNTY
CONNECT**

DIAL A RIDE SHARE RIDE

Thursday, October 30, 2025 | 5:30 PM



Walworth County Government Center
North Parking Lot, 100 W. Walworth St., Elkhorn

Light refreshments provided.
RSVP by October 27 to salder@co.walworth.wi.us

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BRAND LAUNCH OBJECTIVES

- Introduce Walworth County Connect and the two sub-brands: Share and Care
- Increase brand awareness and recognition of the ride services among broader audiences throughout Walworth County
- Strongly reinforce that the Share and Care ride services are provided by Walworth County

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MEASURING EFFECTIVENESS

The following are potential ways to measure the effectiveness of the marketing:

- PR/Earned media impressions/coverage
- Social media engagement on relevant posts
- Web traffic: Walworth County Connect website and dedicated page on VIP's website
- Digital marketing measures:
 - Digital online display ads: impressions, click-through
 - Email: open rates, click-through
 - QR code to dedicated URL page: wherever used/applied, measure usage
- Number of print pieces distributed/requested
- Inclusion/mentions in communications by community partners
 - Examples: newsletters, partner websites, bulletins, etc.

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FUTURE TRANSIT SOFTWARE SYSTEM



Planned key rider focused features:

- Ability to request, cancel, and pay for their trips online or via a phone app
- Ability to receive automated trip reminders for upcoming scheduled trips
- Ability to track their assigned driver and vehicle via GPS prior to pick up

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FUTURE TRANSIT SOFTWARE SYSTEM

- Respondents to the rebranding survey indicated that 94% own a smartphone and 83% make purchases with their smartphones, therefore anticipating many riders may use the new rider app
- Riders will still have the option to call or email VIP to request trips and will still be able to pay cash upon boarding a vehicle
- Anticipate the new rider app and online portal should be available in 2026

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THANK YOU FOR YOUR TIME AND SUPPORT!

QUESTIONS / COMMENTS

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CONTACT INFORMATION

Gene Bobier - Program Manager – Mobility (Transportation Manager)

- Direct: **262-741-4356**
- Email Address: **gbobier@co.walworth.wi.us**
- Transportation Website Address (new): **www.WalworthConnect.com**
- County Website Address: **www.co.walworth.wi.us**
- Mailing Address: **Walworth County Administration
100 W. Walworth St.
Elkhorn, WI 53121**

VIP Services:

- Transportation Department (Scheduling/Dispatch): **262-723-4402**
- Email Address: **transportation@vip-services-inc.org**
- Website Address: **vip-services-inc.org/transportation**

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Guidance on Web Accessibility and the ADA

This guidance describes how state and local governments and businesses open to the public can make sure that their websites are accessible to people with disabilities as required by the Americans with Disabilities Act (ADA).

[+Learn more about businesses' and state and local governments' ADA responsibilities.](#)

Why Website Accessibility Matters

Inaccessible web content means that people with disabilities are denied equal access to information. An inaccessible website can exclude people just as much as steps at an entrance to a physical location. Ensuring web accessibility for people with disabilities is a priority for the Department of Justice. In recent years, a multitude of services have moved online and people rely on websites like never before for all aspects of daily living. For example, accessing voting information, finding up-to-date health and safety resources, and looking up mass transit schedules and fare information increasingly depend on having access to websites.

People with disabilities navigate the web in a variety of ways. People who are blind may use screen readers, which are devices that speak the text that appears on a screen. People who are deaf or hard of hearing may use captioning. And people whose disabilities affect their ability to grasp and use a mouse may use voice recognition software to control their computers and other devices with verbal commands.

The ways that websites are designed and set up can create unnecessary barriers that make it difficult or impossible for people with disabilities to use websites, just as physical barriers like steps can prevent some people with disabilities from entering a building. These barriers on the web keep people with disabilities from accessing information and programs that businesses and state and local governments make available to the public online. But these barriers can be prevented or removed so that websites are accessible to people with disabilities.



Examples of Website Accessibility Barriers

- **Poor color contrast.** People with limited vision or color blindness cannot read text if there is not enough contrast between the text and background (for example, light gray text on a light-colored background).
- **Use of color alone to give information.** People who are color-blind may not have access to information when that information is conveyed using only color cues because they cannot distinguish certain colors from others. Also, screen readers do not tell the user the color of text on a screen, so a person who is blind would not be able to know that color is meant to convey certain information (for example, using red text alone to show which fields are required on a form).
- **Lack of text alternatives (“alt text”) on images.** People who are blind will not be able to understand the content and purpose of images, such as pictures, illustrations, and charts, when no text alternative is provided. Text alternatives convey the purpose of an image, including pictures, illustrations, charts, etc.
- **No captions on videos.** People with hearing disabilities may not be able to understand information communicated in a video if the video does not have captions.
- **Inaccessible online forms.** People with disabilities may not be able to fill out, understand, and accurately submit forms without things like:
 - Labels that screen readers can convey to their users (such as text that reads “credit card number” where that number should be entered);
 - Clear instructions; and
 - Error indicators (such as alerts telling the user a form field is missing or incorrect).
- **Mouse-only navigation (lack of keyboard navigation).** People with disabilities who cannot use a mouse or trackpad will not be able to access web content if they cannot navigate a website using a keyboard.

When the ADA Requires Web Content to be Accessible

The Americans with Disabilities Act applies to state and local governments (Title II) and businesses that are open to the public (Title III).



State and local governments (Title II)

Title II of the ADA prohibits discrimination against people with disabilities in all services, programs, and activities of state and local governments. State and local governments must take steps to ensure that their communications with people with disabilities are as effective as their communications with others. Many state and local government services, programs, and activities are now being offered on the web. These include, for example, things like:

- Applying for an absentee ballot;
- Paying tickets or fees;
- Filing a police report;
- Attending a virtual town meeting;
- Filing tax documents;
- Registering for school or school programs; and
- Applying for state benefits programs.

A website with inaccessible features can limit the ability of people with disabilities to access a public entity's programs, services and activities available through that website—for example, online registration for classes at a community college.

For these reasons, the Department has consistently taken the position that the ADA's requirements apply to all the services, programs, or activities of state and local governments, including those offered on the web.

Businesses that are open to the public (Title III)

Title III prohibits discrimination against people with disabilities by businesses open to the public (also referred to as "public accommodations" under the ADA). The ADA requires that businesses open to the public provide full and equal enjoyment of their goods, services, facilities, privileges, advantages, or accommodations to people with disabilities. Businesses open to the public must take steps to provide appropriate communication aids and services (often called "auxiliary aids and services") where necessary to make sure they effectively communicate with individuals with disabilities. For example, communication aids and services can include interpreters, notetakers, captions, or assistive listening devices. Examples of businesses open to the public:

- Retail stores and other sales or retail establishments;
- Banks;
- Hotels, inns, and motels;
- Hospitals and medical offices;
- Food and drink establishments; and
- Auditoriums, theaters, and sports arenas.



A website with inaccessible features can limit the ability of people with disabilities to access a public accommodation's goods, services, and privileges available through that website—for example, a veterans' service organization event registration form.

For these reasons, the Department has consistently taken the position that the ADA's requirements apply to all the goods, services, privileges, or activities offered by public accommodations, including those offered on the web.

How to Make Web Content Accessible to People with Disabilities

Businesses and state and local governments have flexibility in how they comply with the ADA's general requirements of nondiscrimination and effective communication. But they must comply with the ADA's requirements.

The Department of Justice does not have a regulation setting out detailed standards, but the Department's longstanding interpretation of the general nondiscrimination and effective communication provisions applies to web accessibility.¹

Businesses and state and local governments can currently choose how they will ensure that the programs, services, and goods they provide online are accessible to people with disabilities.

Existing technical standards provide helpful guidance concerning how to ensure accessibility of website features. These include the [Web Content Accessibility Guidelines \(WCAG\)](#) and the [Section 508 Standards](#), which the federal government uses for its own websites. [Check out the resources section for more references.](#)

Even though businesses and state and local governments have flexibility in how they comply with the ADA's general requirements of nondiscrimination and effective communication, they still must ensure that the programs, services, and goods that they provide to the public—including those provided online—are accessible to people with disabilities.

¹ See 42 U.S.C. §§ 12132, 12182(a); 28 C.F.R. §§ 35.130, 35.160(a), 36.201, 36.303(c).



U.S. Department of Justice Civil Rights Division

Businesses and state and local governments should consider a variety of website features when ensuring that their websites are accessible. The [resources section](#) has links to organizations that explain how to make websites accessible. Examples of what businesses should do to make websites accessible include (but are not limited to) the following practices:

- **Color contrast in text.** Sufficient color contrast between the text and the background allows people with limited vision or color blindness to read text that uses color.
- **Text cues when using color in text.** When using text color to provide information (such as red text to indicate required form fields), including text cues is important for people who cannot perceive the color. For example, include the word "required" in addition to red text for required form fields.
- **Text alternatives ("alt text") in images.** Text alternatives convey the purpose of an image, including pictures, illustrations, charts, etc. Text alternatives are used by people who do not see the image, such as people who are blind and use screen readers to hear the alt text read out loud. To be useful, the text should be short and descriptive.
- **Video captions.** Videos can be made accessible by including synchronized captions that are accurate and identify any speakers in the video.
- **Online forms.** Labels, keyboard access, and clear instructions are important for forms to be accessible. Labels allow people who are blind and using screen readers to understand what to do with each form field, such as by explaining what information goes in each box of a job application form. It is also important to make sure that people who are using screen readers are automatically informed when they enter a form field incorrectly. This includes clearly identifying what the error is and how to resolve it (such as an automatic alert telling the user that a date was entered in the wrong format).
- **Text size and zoom capability.** People with vision disabilities may need to be able to use a browser's zoom capabilities to increase the size of the font so they can see things more clearly.
- **Headings.** When sections of a website are separated by visual headings, building those headings into the website's layout when designing the page allows people who are blind to use them to navigate and understand the layout of the page.
- **Keyboard and mouse navigation.** Keyboard access means users with disabilities can navigate web content using keystrokes, rather than a mouse.
- **Reporting accessibility issues.** Websites that provide a way for the public to report accessibility problems allow website owners to fix accessibility issues.



This is not a complete list of things to consider. There are many existing resources to help businesses and state and local governments with making websites accessible to people with disabilities, [some of which are included at the end of this document](#).

Web Accessibility for People with Disabilities is a Priority for the Department of Justice

When Congress enacted the ADA in 1990, it intended for the ADA to keep pace with the rapidly changing technology of our times. Since 1996, the Department of Justice has consistently taken the position that the ADA applies to web content. As the sample cases below show, the Department is committed to using its enforcement authority to ensure website accessibility for people with disabilities and to ensure that the goods, services, programs, and activities that businesses and state and local governments make available to the public are accessible.

Title II Sample Cases

- **[Project Civic Access](#)**: As part of the Department's Project Civic Access enforcement work, the Department has reached numerous agreements with cities and counties across the country that include web accessibility requirements. For example, [City and County of Denver, Colorado](#), [City of Jacksonville, Florida](#), and [City of Durham, North Carolina](#).
- **[Miami University in Ohio](#)**: The Department reached an agreement with Miami University in Ohio to resolve the United States' lawsuit alleging that the university discriminated against students with disabilities by providing inaccessible web content and learning management systems.
- **[Nueces County, Texas](#)**: The Department reached an agreement with Nueces County, Texas, to address claims that the County used an online conference registration form that was not accessible to people with disabilities who use software that reads text out loud.
- **[Louisiana Tech](#)**: The Department reached an agreement with Louisiana Tech University to address claims that the university violated the ADA by using an online learning product that was inaccessible to a blind student.



U.S. Department of Justice Civil Rights Division

Title III Sample Cases

- **[Rite Aid Corporation](#)**: The Department reached an agreement with Rite Aid Corporation to address accessibility barriers in Rite Aid's COVID-19 Vaccine Registration Portal.
- **[Teachers Test Prep, Inc.](#)**: The Department reached an agreement with Teachers Test Prep, Inc., regarding complaints that the test prep company's online video courses did not provide captions and were inaccessible to people who are deaf.
- **[HRB Digital and HRB Tax Group \(H&R Block\)](#)**: The Department reached an agreement with H&R Block to address claims that the company failed to code its website so that individuals with disabilities could use assistive technology such as screen reader software, refreshable Braille displays, keyboard navigation, and captioning.
- **[Peapod](#)**: The Department reached an agreement with Peapod to address claims that its online grocery delivery services were not accessible to some individuals with disabilities.

Resources

- **[18F Accessibility Guide](#)**: a comprehensive accessibility guide with resources published by 18F, a digital services agency under the General Services Administration (GSA).
- **[Digital.gov](#)**: this site, which is part of the Technology Transformation Services at the GSA, has resources on design of products, devices, services, or environments for people with disabilities.
- **[Section 508 Information and Communication Technology Accessibility Standards](#)**: standards published by the U.S. Access Board addressing access to information and communication technology under Section 508 of the Rehabilitation Act of 1973.
- **[Section508.gov](#)**: a website published by the GSA with tools and training on implementing website accessibility requirements under Section 508.
- **[Web Content Accessibility Guidelines \(WCAG\)](#)**: guidelines published by the Web Accessibility Initiative of the World Wide Web Consortium.

Village of Mukwonago

**MINUTES OF THE COMMITTEE OF THE WHOLE MEETING
WEDNESDAY, OCTOBER 1, 2025**

Time: 5:30 PM

Place: Mukwonago Municipal Building / Board Room
440 River Crest Court, Mukwonago, WI 53149

Call to Order

President Winchowky called the meeting to order at 5:30 p.m.

Roll Call

Present: Brill, D. Johnson, K. Johnson, Meiners, Porter, Reeves, and President Winchowky

Absent: None

Comments from the Public

None

Approval of Minutes

Approval of the September 3, 2025 Committee of the Whole Minutes

Motion by Meiners to approve the minutes, second by D. Johnson. No discussion. Motion 7-0.

Finance Committee, Trustee Darlene Johnson

Motion to recommend to the Village Board to approve Vouchers in the amount of \$658,557.15

Motion by D. Johnson to approve, second by Meiners. No discussion. Motion carried 7-0.

Discussion and possible recommendation to approve the contract with Brightspeed for fiber optic internet service

DPW Director Bittner gave an overview on the need to change internet providers. This would be a 36-month contract and has competitive pricing.

Motion by D. Johnson to recommend approval, second by Brill.

President Winchowky noted that there had been problems with Spectrum in the past and was in favor of the change of vendor. Motion carried 7-0.

Discussion and possible recommendation to the Village Board to approve **Resolution 2025-33** a resolution authorizing the addition of Capital Requests and other updates to the Village's 2026 5-year Capital Improvement Plan

Finance Director Doherty presented the resolution. She noted that there was a correction to the Fire five-year plan, to add dry dive suits; this will need to be added as a new item.

Motion by D. Johnson to recommend approval, with the addition of the Fire dry dive suits, second by Meiners.

Finance Director Doherty mentioned the need to possibly move the Holz Parkway street lighting, as it does not fit in the budget currently.

DPW Director Bittner stated that price went up about \$15,000, from last year.

Motion to amend by Winchowky to table the Holz Parkway lighting project to 2027, second by Meiners. Motion to amend carried 7-0.

Original motion was read as amended. Motion carried 7-0.

Motion to recommend to the Village Board to approve **Resolution 2025-34** Amending the 2025 Adopted Budgets for General Fund and Capital Equipment Fund

Finance Director Doherty gave an overview of Resolution 2025-34.

Motion by D. Johnson to recommend approval, second by K. Johnson. No discussion. Motion carried 7-0.

Discussion and possible recommendation to the Village Board to approve **Resolution 2025-35** a resolution to pledge the Village's financial support for the Library's renovation project in 2027

Motion by D. Johnson to recommend approval, second by Meiners. Finance Director Doherty stated that this was needed to obtain grant funding, the Library would need a show of support from the Village. Brill added that the Library Director has been working closely with the DOA. Motion carried 7-0.

Monthly Treasury Report and Revenue/Expenditure Guideline Report For August. (For information purposes only, no action required)

D. Johnson offered the August Treasury Report and Revenue/Expenditure Report for information only. No action taken.

Acknowledgment of the mortgage satisfaction for 155 Dewey Dr

Administrator Dykstra explained that the mortgage lien against 155 Dewey Dr had been satisfied, but had not yet been recorded. Attorney Bayer explained that this was a housekeeping item to finalize the mortgage satisfaction. No action taken.

Discussion/Action to establish next Budget Workshop Date

Finance Director Doherty stated that another budget workshop is needed. The committee suggested October 21, 2025 at 6:00 p.m. All agreed with the date. No action taken.

Health and Recreation Committee, Trustee John Meiners

Discussion/Recommendation regarding a Special Event Permit filed by Amanda Shepherd for a private event to be held October 19, 2025, 10:00am to 10:00 p.m., located at Field Park

Motion by Meiners to recommend approval, second by Porter. DPW Director Bittner stated that the whole park would be used for a celebration of life. Motion carried 7-0.

Library Board of Trustees, Trustee Eric Brill

September Library Director's Report (Information only, no action needed)

Brill offered the report as presented in the packet. Questions were brought up concerning library parcel lots in reference to the grant process. No action taken.

Public Works Committee, Trustee Eric Brill

Discussion and possible recommendation to approve the Mill and Fill Street patching with PLM Paving and Concrete

Motion by Brill to recommend approve, second by Porter. Brill stated that this is an annual road maintenance project. This would award the contract to PLM Paving to replace Honeywell Rd. The road will remain open while the work is being done. Motion carried 7-0.

Adjournment

President Winchowky gave praise to Clerk Kropf for her recent International Clerk Certification. He announced that he had received a letter of thanks from a citizen and also thanked Utilities Director Castle for his hard work and attention to detail as mentioned by the citizen. No action taken.

The meeting adjourned at 5:59 p.m.

PERIOD ENDING 09/30/2025

SELECT FUNDS

GL NUMBER	DESCRIPTION	2025 AMENDED BUDGET	YTD BALANCE 09/30/2025	AVAILABLE BALANCE	% BDGT USED
Fund 100 - GENERAL FUND					
Revenues					
OTHERREV	OTHER REVENUES	235,000.00	36,613.77	198,386.23	15.58
OFS	OTHER FINANCING SOURCES	18,250.00	18,250.00	0.00	100.00
PTAX	GENERAL PROPERTY TAX	3,264,504.00	3,264,504.00	0.00	100.00
TAXES	OTHER TAXES	400,500.00	299,509.35	100,990.65	74.78
IGOVTRV	INTERGOVERNMENTAL REVENUES	1,130,909.00	607,554.68	523,354.32	53.72
LICPER	LICENSES & PERMITS	427,373.00	396,278.81	31,094.19	92.72
LAWORD	FINES & FORFEITURES	145,000.00	116,699.17	28,300.83	80.48
PUBCHGS	PUBLIC CHARGES FOR SERVICES	18,698.00	22,402.13	(3,704.13)	119.81
LEISURE	LEISURE ACTIVITIES	72,000.00	35,254.98	36,745.02	48.97
IGOVTCH	INTERGOVERNMENTAL CHARGES	205,100.00	138,035.78	67,064.22	67.30
INVTINC	INVESTMENT INCOME	262,228.00	287,185.98	(24,957.98)	109.52
TOTAL REVENUES		6,179,562.00	5,222,288.65	957,273.35	84.51
Expenditures					
5111	VILLAGE BOARD	72,363.00	40,580.74	31,782.26	56.08
5112	HISTORIC PRESERVATION	290.00	200.00	90.00	68.97
5120	MUNICIPAL COURT	40,322.00	33,354.41	6,967.59	82.72
5130	VILLAGE ATTORNEY	108,750.00	41,215.00	67,535.00	37.90
5141	VILLAGE ADMINISTRATOR	222,341.00	143,482.14	78,858.86	64.53
5142	CLERK-TREASURER	265,331.00	169,257.93	96,073.07	63.79
5144	ELECTIONS	31,650.00	12,542.31	19,107.69	39.63
5145	FINANCE DEPARTMENT	88,397.00	67,373.87	21,023.13	76.22
5150	IT SERVICES	15,000.00	2,645.00	12,355.00	17.63
5151	INDEPENDENT AUDITING	15,000.00	10,650.86	4,349.14	71.01
5153	ASSESSMENT OF PROPERTY	36,200.00	27,052.76	9,147.24	74.73
5154	RISK & PROPERTY INSURANCE	136,300.00	110,855.45	25,444.55	81.33
5160	VILLAGE HALL	55,638.00	33,533.63	22,104.37	60.27
5191	UNCOLLECTED TAX	0.00	1,417.54	(1,417.54)	100.00
5211	POLICE ADMINISTRATION	1,414,158.00	984,598.11	429,559.89	69.62
5212	POLICE PATROL	1,267,853.00	901,510.72	366,342.28	71.11
5213	CRIME INVESTIGATION	279,521.00	207,427.90	72,093.10	74.21
5215	POLICE TRAINING	9,000.00	5,635.10	3,364.90	62.61
5220	FIRE STATION (VILLAGE)	9,705.00	15,790.81	(6,085.81)	162.71
5235	EMERGENCY GOVERNMENT	2,000.00	0.00	2,000.00	0.00
5241	BUILDING INSPECTOR	339,312.00	199,717.23	139,594.77	58.86
5247	BOARD OF APPEALS	900.00	20.47	879.53	2.27
5254	DAMS	12,823.00	7,235.63	5,587.37	56.43
5300	DPW GENERAL ADMINISTRATION	418,931.00	314,558.20	104,372.80	75.09
5323	GARAGE	78,464.00	74,224.54	4,239.46	94.60
5324	MACHINERY & EQUIPMENT	134,480.00	81,056.28	53,423.72	60.27
5335	ENGINEERING	75,000.00	49,764.45	25,235.55	66.35
5341	STREETS & ALLEYS	12,993.00	3,218.58	9,774.42	24.77
5342	STREET LIGHTING	179,250.00	117,934.98	61,315.02	65.79
5343	CURBS GUTTERS & SIDEWALKS	2,694.00	587.00	2,107.00	21.79
5344	STORM SEWER	13,972.00	6,668.15	7,303.85	47.73
5345	STREET CLEANING	23,309.00	7,505.11	15,803.89	32.20
5346	BRIDGES & CULVERTS	500.00	950.00	(450.00)	190.00
5347	SNOW & ICE CONTROL	93,150.00	44,877.84	48,272.16	48.18
5348	STREET SIGNS & MARKINGS	21,663.00	13,215.95	8,447.05	61.01
5362	GARBAGE COLLECTION	7,189.00	4,275.68	2,913.32	59.48
5431	ANIMAL POUND	2,500.00	2,492.60	7.40	99.70
5512	MUSEUM	10,750.00	7,928.76	2,821.24	73.76
5521	PARKS	208,919.00	171,750.18	37,168.82	82.21
5522	CELEBRATIONS	8,118.00	4,732.49	3,385.51	58.30
5611	FORESTRY	40,889.00	36,508.99	4,380.01	89.29
5613	WEED CONTROL	542.00	13.58	528.42	2.51
5632	PLANNING DEPARTMENT	129,250.00	72,404.30	56,845.70	56.02
5660	STORMWATER MASTER PLAN	19,250.00	17,172.69	2,077.31	89.21
5670	ECONOMIC DEVELOPMENT	42,895.00	41,646.32	1,248.68	97.09
5900	OTHER FINANCING USES	232,000.00	200,000.00	32,000.00	86.21
TOTAL EXPENDITURES		6,179,562.00	4,289,584.28	1,889,977.72	69.42
Fund 100 - GENERAL FUND:					
TOTAL REVENUES		6,179,562.00	5,222,288.65	957,273.35	84.51
TOTAL EXPENDITURES		6,179,562.00	4,289,584.28	1,889,977.72	69.42
NET OF REVENUES & EXPENDITURES		0.00	932,704.37	(932,704.37)	100.00

PERIOD ENDING 09/30/2025

SELECT FUNDS

GL NUMBER	DESCRIPTION	2025 AMENDED BUDGET	YTD BALANCE 09/30/2025	AVAILABLE BALANCE	% BDGT USED
Fund 150 - FIRE/AMBULANCE FUND					
Revenues					
OTHERREV	OTHER REVENUES	0.00	33,084.05	(33,084.05)	100.00
PTAX	GENERAL PROPERTY TAX	613,110.00	459,832.50	153,277.50	75.00
EBIX	EBIX REVENUES	1,303,000.00	1,213,190.08	89,809.92	93.11
IGOVTRV	INTERGOVERNMENTAL REVENUES	128,000.00	124,150.44	3,849.56	96.99
PUBCHGS	PUBLIC CHARGES FOR SERVICES	500.00	1,060.00	(560.00)	212.00
IGOVTC	INTERGOVERNMENTAL CHARGES	613,110.00	459,832.50	153,277.50	75.00
INVSTINC	INVESTMENT INCOME	40,000.00	31,812.58	8,187.42	79.53
TOTAL REVENUES		2,697,720.00	2,322,962.15	374,757.85	86.11
Expenditures					
5140	ADMINISTRATIVE & GENERAL	29,150.00	21,862.44	7,287.56	75.00
5221	FIRE ADMINISTRATION	1,139,329.00	795,501.74	343,827.26	69.82
5222	FIRE SUPPRESSION	72,900.00	49,056.77	23,843.23	67.29
5223	FIRE TRAINING	29,429.00	20,262.18	9,166.82	68.85
5231	AMBULANCE	485,681.00	297,939.64	187,741.36	61.34
5232	AMBULANCE TRAINING	20,738.00	9,639.56	11,098.44	46.48
5233	REFERENDUM FUNDED STAFFING	751,579.00	535,970.63	215,608.37	71.31
5700	CAPITAL OUTLAY EXPENDITURES	80,000.00	48,551.45	31,448.55	60.69
5880	USE OF GRANTS/DONATIONS	0.00	9,266.69	(9,266.69)	100.00
5900	OTHER FINANCING USES	88,914.00	0.00	88,914.00	0.00
TOTAL EXPENDITURES		2,697,720.00	1,788,051.10	909,668.90	66.28
Fund 150 - FIRE/AMBULANCE FUND:					
TOTAL REVENUES		2,697,720.00	2,322,962.15	374,757.85	86.11
TOTAL EXPENDITURES		2,697,720.00	1,788,051.10	909,668.90	66.28
NET OF REVENUES & EXPENDITURES		0.00	534,911.05	(534,911.05)	100.00

PERIOD ENDING 09/30/2025

SELECT FUNDS

GL NUMBER	DESCRIPTION	2025 AMENDED BUDGET	YTD BALANCE 09/30/2025	AVAILABLE BALANCE	% BDGT USED
Fund 610 - WATER UTILITY FUND					
Revenues					
OTHERREV	OTHER REVENUES	200.00	65,905.61	(65,705.61)	12,952.81
UTILREV	UTILITY REVENUES	2,217,000.00	1,671,346.54	545,653.46	75.39
CONTRIB	CONTRIBUTED CAPITAL	0.00	139,237.00	(139,237.00)	100.00
MISCINC	MISC INCOME UTILITIES	162,000.00	181,863.77	(19,863.77)	112.26
IGOVTC	INTERGOVERNMENTAL CHARGES	1,200.00	1,006.43	193.57	83.87
INVTINC	INVESTMENT INCOME	104,600.00	123,709.14	(19,109.14)	118.27
TOTAL REVENUES		2,485,000.00	2,183,068.49	301,931.51	87.85
Expenditures					
5900	OTHER FINANCING USES	80,162.00	15,000.00	65,162.00	18.71
6200	PUMPING OPERATIONS	154,102.00	107,488.32	46,613.68	69.75
6210	PUMPING MAINTENANCE	72,228.00	18,724.51	53,503.49	25.92
6300	WATER TREATMENT OPERATIONS	122,842.00	57,928.13	64,913.87	47.16
6310	WATER TREATMENT MAINTENANCE	23,549.00	3,562.72	19,986.28	15.13
6450	T&D-DISTR RSRVR/STNDP MAINT	4,316.00	402.87	3,913.13	9.33
6451	T&D-MAINS MAINTENANCE	60,480.00	63,358.04	(2,878.04)	104.76
6452	T&D-SERVICES MAINTENANCE	57,940.00	48,749.28	9,190.72	84.14
6453	T&D-METERS MAINTENANCE	38,471.00	12,791.58	25,679.42	33.25
6454	T&D-HYDRANTS MAINTENANCE	51,402.00	49,592.84	1,809.16	96.48
6901	METER READING LABOR	4,368.00	1,687.38	2,680.62	38.63
6902	ACCOUNTING & COLLECTING LABOR	87,678.00	62,902.98	24,775.02	71.74
6920	ADMINISTRATIVE & GENERAL EXP	1,097,872.00	691,474.87	406,397.13	62.98
TOTAL EXPENDITURES		1,855,410.00	1,133,663.52	721,746.48	61.10
Fund 610 - WATER UTILITY FUND:					
TOTAL REVENUES		2,485,000.00	2,183,068.49	301,931.51	87.85
TOTAL EXPENDITURES		1,855,410.00	1,133,663.52	721,746.48	61.10
NET OF REVENUES & EXPENDITURES		629,590.00	1,049,404.97	(419,814.97)	166.68

PERIOD ENDING 09/30/2025

SELECT FUNDS

GL NUMBER	DESCRIPTION	2025 AMENDED BUDGET	YTD BALANCE 09/30/2025	AVAILABLE BALANCE	% BDGT USED
Fund 620 - SEWER UTILITY FUND					
Revenues					
OTHERREV	OTHER REVENUES	400.00	9,366.00	(8,966.00)	2,341.50
OFS	OTHER FINANCING SOURCES	15,000.00	15,000.00	0.00	100.00
UTILREV	UTILITY REVENUES	2,090,000.00	1,675,517.53	414,482.47	80.17
LICPER	LICENSES & PERMITS	26,500.00	103,610.00	(77,110.00)	390.98
CONTRIB	CONTRIBUTED CAPITAL	12,500.00	51,463.00	(38,963.00)	411.70
MISCINC	MISC INCOME UTILITIES	225,000.00	294,046.92	(69,046.92)	130.69
INVSTINC	INVESTMENT INCOME	97,474.00	102,706.80	(5,232.80)	105.37
TOTAL REVENUES		2,466,874.00	2,251,710.25	215,163.75	91.28
Expenditures					
5900	OTHER FINANCING USES	133,154.00	0.00	133,154.00	0.00
8010	WWTP-TREATMENT/DISPOSAL/GP	697,277.00	470,210.49	227,066.51	67.44
8020	LIFT STATIONS/PUMPING EQUIP	31,350.00	21,106.30	10,243.70	67.32
8030	WASTEWATER COLLECTION SYSTEM	110,147.00	51,078.00	59,069.00	46.37
8300	ACCOUNTING/COLLECTING	84,678.00	63,019.93	21,658.07	74.42
8400	ADMINISTRATIVE & GENERAL	739,763.00	535,046.88	204,716.12	72.33
TOTAL EXPENDITURES		1,796,369.00	1,140,461.60	655,907.40	63.49
Fund 620 - SEWER UTILITY FUND:					
TOTAL REVENUES		2,466,874.00	2,251,710.25	215,163.75	91.28
TOTAL EXPENDITURES		1,796,369.00	1,140,461.60	655,907.40	63.49
NET OF REVENUES & EXPENDITURES		670,505.00	1,111,248.65	(440,743.65)	165.73

PERIOD ENDING 09/30/2025

SELECT FUNDS

GL NUMBER	DESCRIPTION	2025 AMENDED BUDGET	YTD BALANCE 09/30/2025	AVAILABLE BALANCE	% BDGT USED
TOTAL REVENUES - ALL FUNDS		13,829,156.00	11,980,029.54	1,849,126.46	86.63
TOTAL EXPENDITURES - ALL FUNDS		<u>12,529,061.00</u>	<u>8,351,760.50</u>	<u>4,177,300.50</u>	<u>66.66</u>
NET OF REVENUES & EXPENDITURES		1,300,095.00	3,628,269.04	(2,328,174.04)	279.08

GENERAL VILLAGE

100-111xxx	General Fund	3,602,667.80	201,334.58	1,393,237.84	2,008,095.38
100-111005/020/033	Checking/MRA/Accrued Sick	1,166,908.27	687,129.11	344,079.33	135,699.83
150-111300	Fire Department	1,189,138.55	466,299.39	722,839.16	
200-110xxx	Community Development (Deback)	1,519,317.31	432.11	1,518,885.20	
210-111xxx	Wisc Development - RLF	93,561.62	93,561.62	-	
220-111xxx	TID#3-General	145,330.17	145,330.17	-	
240-111xxx	TID#4-General	935,190.44	179,198.51	755,991.93	
250-111xxx	TID#5-General	2,549,231.70	504,313.48	2,044,918.22	
260-111xxx	TID#6-General	7,275.43	7,275.43		
300-111xxx	Debt Service	1,571,230.02	12,630.97	1,558,599.05	
320-111300	Fire Department Designated	1,012,860.86	39,140.87	323,719.99	650,000.00
340-111xxx	Village Designated Funds	840,991.54	234,748.65	606,242.89	
350-111xxx	American Rescue Plan Act	190,809.86	601.00	190,208.86	
410-111300	Recycling	232,558.30	232,558.30	-	
430-111300	Capital Equipment	891,932.34	97.42	891,834.92	
440-111xxx	Library	295,007.70	50,958.36	244,049.34	
480-111xxx	Capital Improvement Funds	3,681,001.25	620,546.83	3,060,454.42	
500-111300	Stormwater District #1	92,132.71	92,132.71	-	
600-111xxx	Impact Fees	306,773.84	306,773.84	-	
720-111xxx	Taxroll	153,277.00	153,275.34	1.66	
810-111xxx	Parkland Site	213,820.99	77,915.98	135,905.01	
TOTAL		20,691,017.70	4,106,254.67	13,790,967.82	2,793,795.21

WATER UTILITY

610-111300	Cash	68,305.78	68,305.78		
610-111200	Bonds & Unrestricted Cash	2,315,437.35		2,315,437.35	
610-111250	Operating Reserve	468,967.30		468,967.30	
610-111050	Current Year Debt Reserve	353,843.71	353,843.71	-	
610-111060	Required Debt Reserve	542,125.30	-	86,516.96	455,608.34
610-111080	Impact Fee	141,192.20	141,192.20	-	
610-111033	Accrued Sick Pay	11,417.97		11,417.97	-
TOTAL		3,901,289.61	563,341.69	2,882,339.58	455,608.34

SEWER UTILITY

620-111300	Cash	56,933.83	56,933.83		
620-111200	Bonds & Unrestricted Cash	12,959.68		12,959.68	
620-111250	Operating Reserve	454,044.31		454,044.31	
620-111040	Sewer Connection Fee	494,957.47	104,161.97	390,795.50	-
620-111060	Required Debt Reserve	859,678.09	-	63,997.24	795,680.85
620-111050	Current Year Debt Reserve	613,491.72	613,491.72	-	
620-111070	Equipment Replacement Fund	831,755.88	-	831,755.88	-
620-111080	Impact Fee	52,984.39	52,984.39	-	
620-111033	Accrued Sick Pay	11,417.98		11,417.98	-
TOTAL		3,388,223.35	827,571.91	1,764,970.59	795,680.85

GRAND TOTAL	27,980,530.66	5,497,168.27	18,438,277.99	4,045,084.40
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Prepared by Diana Doherty

balance check 27,980,530.66

Accounts Payable Cover Sheet

Report:	Period or corresponding disbursement date	\$	
Village Accounts Payable	11/6/2025	\$	1,361,254.62
Payroll Related	10/2/2025	\$	1,210.00
Charter	10/2/2025	\$	998.99
WE Energies	10/2/2025	\$	35,044.29
Court Settlements	10/3/2025	\$	4,945.28
WE Energies	10/6/2025	\$	19.66
WI DOR	10/8/2025	\$	1,894.77
Payroll Related	10/8/2025	\$	9,079.50
Payroll Related	10/8/2025	\$	2,266.57
Invoice Cloud	10/10/2025	\$	485.95
Library AP	10/10/2025	\$	24,929.99
Escrow Refunds	10/15/2025	\$	7,468.86
Payroll Related	10/22/2025	\$	192,397.07
Payroll Related	10/22/2025	\$	5,688.06
Town of Mukwonago refund	10/28/2025	\$	24,319.84
US Bank Credit Cards	10/29/2025	\$	18,298.42
		\$	-
	Total for Approval:	\$	<u>1,690,301.87</u>

The preceding list of bills payable was approved for payment

Date: _____

Approved by: _____

Reconciliation to Check Register for Prior Month

10/1/2025 COW - Approved	\$	39,518.96
10/15/2025 Board - Approved	\$	459,762.05
Total	\$	<u>499,281.01</u>
Prior Month activity listed above	\$	<u>329,047.25</u>
Total Disbursements	\$	828,328.26
Check Register Balance		<u>828,328.26</u>
Difference	\$	<u><u>-</u></u>

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: AC SERVICE INC					
44290	VILLAGE FURNACE DUCT REPAIR	100-5160-539500	188.95	188.95 DPW	11/06/2025
TOTAL VENDOR AC SERVICE INC				<u>188.95</u>	
VENDOR NAME: AIRGAS USA LLC					
5519459110	EMS SUPPLIES	150-5231-531100	14.40	14.40 FIRE	11/06/2025
TOTAL VENDOR AIRGAS USA LLC				<u>14.40</u>	
VENDOR NAME: ALSCO					
IMIL2160897	PD MAT CLEANING SERVICE	100-5211-539400	47.60	47.60 POLICE	11/06/2025
IMIL2162704	VILLAGE HALL WALKOFF MATS	100-5160-521900	60.20	60.20 DPW	11/06/2025
TOTAL VENDOR ALSCO				<u>107.80</u>	
VENDOR NAME: AM TOWING					
W40774	FATAL CRASH VEHICLE TOW	100-5212-521900	476.00	476.00 POLICE	11/06/2025
TOTAL VENDOR AM TOWING				<u>476.00</u>	
VENDOR NAME: AMANDA STREBE					
REIMBURSE	2025 CLOTHING ALLOWANCE	150-5222-534600	150.00	150.00 FIRE	11/06/2025
TOTAL VENDOR AMANDA STREBE				<u>150.00</u>	
VENDOR NAME: AMAZON CAPITOL SERVICES					
1V3P-LX4Y-RJYD	JACK-OLANTERN JAUNT CANDLE	100-5141-539900	11.66	11.66 ADMIN	11/06/2025
1G33-DNMH-46GN	STAFF MEETINGS	100-5111-531100	26.03	26.03 ADMIN	11/06/2025
1XLM-39CC-KM7G	EMPLOYEE RECOGNITION CERTIFICATES	100-5141-539800	53.98	53.98 ADMIN	11/06/2025
1YQT-44QY-77Q7	SECURITY DATA BOX	100-5521-531100	52.99	52.99 DPW	11/06/2025
11JL-TVCJ-794H	SHOP LIGHT	100-5323-531100	20.99	20.99 DPW	11/06/2025
1YPV-YWLC-KK31	STAFF MEETINGS	100-5241-531100	37.52	37.52 ADMIN	11/06/2025
1VWF-CFXM-W3KW	VARIOUS OFFICE SUPPLIES AND ABSENTEE LAB	100-5144-531100	132.03	224.59 CLERK	11/06/2025
		100-5142-531100	92.56		
1LJR-MNHN-C3KX	CLOROX WIPES AND UTENSILS	100-5142-539900	48.39	48.39 CLERK	11/06/2025
191Y-1RY1-JMJQ	SHOP TOOLS	100-5323-531100	39.32	39.32 DPW	11/06/2025
1M9M-HDKV-94H4	PARK SECURITY SUPPLIES	100-5521-531100	82.99	82.99 DPW	11/06/2025
TOTAL VENDOR AMAZON CAPITOL SERVICES				<u>598.46</u>	
VENDOR NAME: ASSOCIATED APPRAISAL CONSULTANT INC					
183131	NOVEMBER 2025 ASSESSMENT SERVICES	100-5153-521900	2,989.20	2,989.20 CLERK	11/06/2025
TOTAL VENDOR ASSOCIATED APPRAISAL CONSULTANT INC				<u>2,989.20</u>	
VENDOR NAME: ASSOCIATED TRUST CO.					
27471	2016A GO NOTE FEE	300-5800-581300	118.75	118.75 FINANCE	11/06/2025
TOTAL VENDOR ASSOCIATED TRUST CO.				<u>118.75</u>	
VENDOR NAME: AT & T					
6860807016	AT&T 911 FIBER LINE	100-5211-522900	976.96	976.96 POLICE	11/06/2025
TOTAL VENDOR AT & T				<u>976.96</u>	
VENDOR NAME: AT & T MOBILITY					
10152025	AT&T PHONES	100-5211-522500	520.73	520.73 POLICE	11/06/2025

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS		APPROVAL AMOUNT	DEPARTMENT	POST DATE
VENDOR NAME: AT & T MOBILITY						
TOTAL VENDOR AT & T MOBILITY				520.73		
VENDOR NAME: AT&T						
262R82030010	AT&T 911 EQUIPMENT	100-5211-522900	1,900.00	1,900.00	POLICE	11/06/2025
TOTAL VENDOR AT&T				1,900.00		
VENDOR NAME: BLACKBURN MFG. CO.						
IN0014739	LOCATING SUPPLIES- SHIPPING	610-6920-693000	33.70	67.40	UTILITIES	11/06/2025
		620-8400-856000	33.70			
TOTAL VENDOR BLACKBURN MFG. CO.				67.40		
VENDOR NAME: BOUND TREE MEDICAL LLC						
85949588	EMS SUPPLIES	150-5231-531100	196.45	196.45	FIRE	11/06/2025
TOTAL VENDOR BOUND TREE MEDICAL LLC				196.45		
VENDOR NAME: BRAKE & EQUIPMENT						
851384	PATROL TRUCK BRAKE CHAMBERS #10 & #12	100-5324-539500	220.52	220.52	DPW	11/06/2025
851776	PATROL TRUCK BRAKE CHAMBERS #9	100-5324-539500	110.26	110.26	DPW	11/06/2025
TOTAL VENDOR BRAKE & EQUIPMENT				330.78		
VENDOR NAME: BS&A						
164330	SERVICE FEE FOR ONLINE APPLICATIONS	100-5241-522900	558.00	558.00	BUILDING	11/06/2025
TOTAL VENDOR BS&A				558.00		
VENDOR NAME: BUREAU OF CORRECTIONAL ENTERPR						
922-001059	STRATEGIC PLANNING BANNERS	100-5111-533500	136.24	136.24	ADMIN	11/06/2025
TOTAL VENDOR BUREAU OF CORRECTIONAL ENTERPR				136.24		
VENDOR NAME: CAMPBELL CONSTRUCTION						
APP4	PD GARAGE	480-5700-573000	307,449.00	307,449.00	FINANCE	11/06/2025
AAP3	PD GARAGE	480-5700-573000	392,566.00	392,566.00	FINANCE	11/06/2025
TOTAL VENDOR CAMPBELL CONSTRUCTION				700,015.00		
VENDOR NAME: CARQUEST MUKWONAGO						
6079-402119	SQUAD OIL	100-5212-535100	52.68	52.68	POLICE	11/06/2025
6079-402462	STARTING FLUID	100-5323-531100	6.35	6.35	DPW	11/06/2025
6079-402556	WIPER BLADES	100-5324-539500	87.12	87.12	DPW	11/06/2025
6079-402567	TIRE PRESSURE WHEEL SENSOR	100-5324-539500	35.98	35.98	DPW	11/06/2025
TOTAL VENDOR CARQUEST MUKWONAGO				182.13		
VENDOR NAME: CHEMTRADE CHEMICALS US LLC						
90310952	PHOS. REMOVAL CHEMICAL	620-8010-824000	15,128.60	15,128.60	UTILITIES	11/06/2025
TOTAL VENDOR CHEMTRADE CHEMICALS US LLC				15,128.60		
VENDOR NAME: CINTAS						
4246910038	UNIFORM SERVICE	610-6920-693000	88.97	177.94	UTILITIES	11/06/2025
		620-8400-856000	88.97			

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: CINTAS					
4246909932	STAFF UNIFORMS AND SHOP SUPPLIES	100-5323-531100	170.32	170.32 DPW	11/06/2025
4246177178	STAFF UNIFORMS AND SHOP SUPPLIES	100-5323-531100	170.32	170.32 DPW	11/06/2025
4246177333	UNIFORM SERVICE	610-6920-693000	69.83	139.66 UTILITIES	11/06/2025
		620-8400-851000	69.83		
TOTAL VENDOR CINTAS				<u>968.22</u>	
VENDOR NAME: CIVICPLUS					
353594	AGENDA ITEM COVERSHEET THROUGH CIVICCLER	100-5111-521901	525.00	525.00 CLERK	11/06/2025
TOTAL VENDOR CIVICPLUS				<u>525.00</u>	
VENDOR NAME: CORE & MAIN LP					
X741045	FIBER LOCATING SUPPLIES	610-6920-693000	475.99	951.98 UTILITIES	11/06/2025
		620-8400-856000	475.99		
X768884	HYDRANT PARTS	610-6454-665400	208.45	208.45 UTILITIES	11/06/2025
TOTAL VENDOR CORE & MAIN LP				<u>1,160.43</u>	
VENDOR NAME: CORE DISTINCTION GROUP LLC					
5450	HOTEL FEASIBILITY	100-5141-521900	3,750.00	3,750.00 ADMIN	11/06/2025
TOTAL VENDOR CORE DISTINCTION GROUP LLC				<u>3,750.00</u>	
VENDOR NAME: CRIVELLO, NICHOLS & HALL, S.C.					
5331-227032	SEPTEMBER LEGAL	100-5130-521900	2,400.00	2,440.00 FINANCE	11/06/2025
		240-5130-521900	40.00		
TOTAL VENDOR CRIVELLO, NICHOLS & HALL, S.C.				<u>2,440.00</u>	
VENDOR NAME: DENI MARTINEZ					
REIMBURSE	MARTINEZ WI BOAT ED COURSE	150-5223-533500	48.20	48.20 FIRE	11/06/2025
TOTAL VENDOR DENI MARTINEZ				<u>48.20</u>	
VENDOR NAME: DEPARTMENT OF ADMINISTRATION					

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: DEPARTMENT OF ADMINISTRATION					
505-0000105315	EMAIL FILTER 10/2025	100-5111-522900	4.80	76.86 ALLOCATE	11/06/2025
		100-5120-522900	1.38		
		100-5141-522900	0.68		
		100-5142-522900	2.06		
		100-5211-522900	24.71		
		100-5241-522900	2.06		
		100-5300-522900	5.50		
		100-5512-522900	0.68		
		100-5632-522900	0.68		
		150-5221-522900	28.13		
		610-6920-692100	2.06		
		620-8400-851000	2.06		
		100-5145-522900	2.06		
TOTAL VENDOR DEPARTMENT OF ADMINISTRATION				<u>76.86</u>	
VENDOR NAME: DIGGERS HOTLINE INC					
250 9 38301	DIGGERS HOTLINE FEE / STORM SEWER LOCATE	610-6920-693000	62.99	189.00 ALLOCATE	11/06/2025
		620-8400-856000	63.00		
		100-5344-521900	63.01		
TOTAL VENDOR DIGGERS HOTLINE INC				<u>189.00</u>	
VENDOR NAME: DOCUMENT SALES AND DISTRIBUTION					
25-002280	NEW HOME SEALS	100-5241-531100	845.30	845.30 BUILDING	11/06/2025
TOTAL VENDOR DOCUMENT SALES AND DISTRIBUTION				<u>845.30</u>	
VENDOR NAME: EBIX					
14241	EBIX INVOICE- NOVEMBER	150-5231-521900	7,747.20	7,747.20 FIRE	11/06/2025
TOTAL VENDOR EBIX				<u>7,747.20</u>	
VENDOR NAME: ENVIRONMENT CONTROL					
39953-613	VILLAGE HALL CLEANING	100-5160-521900	748.00	748.00 DPW	11/06/2025
TOTAL VENDOR ENVIRONMENT CONTROL				<u>748.00</u>	
VENDOR NAME: EXCEL BUILDING SERVICES LLC					
4462	PD BUILDING CLEANING SERVICE	100-5211-539400	975.00	975.00 POLICE	11/06/2025
TOTAL VENDOR EXCEL BUILDING SERVICES LLC				<u>975.00</u>	
VENDOR NAME: FOSTER COACH SALES					
29949	2017 AMBULANCE EVP	150-5231-539500	814.48	814.48 FIRE	11/06/2025
TOTAL VENDOR FOSTER COACH SALES				<u>814.48</u>	
VENDOR NAME: GENESEE AGGREGATE CORP					
25809	DRYING BEDS- SAND	620-8010-825500	185.70	185.70 UTILITIES	11/06/2025
TOTAL VENDOR GENESEE AGGREGATE CORP				<u>185.70</u>	
VENDOR NAME: GENESEE AGGREGATE TRUCKING					
T25809	DRYING BEDS- SAND HAULING CHARGE	620-8010-825500	120.76	120.76 UTILITIES	11/06/2025

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: GENESEE AGGREGATE TRUCKING					
TOTAL VENDOR GENESEE AGGREGATE TRUCKING			120.76		
VENDOR NAME: GORDON FLESCH CO					
IN15361125	CANON COPIER SEPTEMBER 2025 COPIES	100-5142-531200	14.82	118.71 ALLOCATE	11/06/2025
		100-5300-539900	13.97		
		100-5120-531100	5.91		
		100-5141-531100	3.68		
		100-5145-531100	6.91		
		100-5241-531200	2.77		
		100-5632-531200	3.41		
		100-5211-531200	14.58		
		150-5221-531100	14.72		
		410-5363-531200	1.19		
		440-5511-531200	13.53		
		500-5344-531200	1.65		
		610-6902-690300	11.43		
		620-8400-851000	10.14		
TOTAL VENDOR GORDON FLESCH CO			118.71		
VENDOR NAME: HASTINGS AIR-ENERGY CONTROL INC					
PS-00014961	STATION 34 PLYMOVENT PM	150-5222-539500	1,045.00	1,045.00 FIRE	11/06/2025
PS-10014962	STATION 32 PLYMOVENT PM	150-5222-539500	395.00	395.00 FIRE	11/06/2025
TOTAL VENDOR HASTINGS AIR-ENERGY CONTROL INC			1,440.00		
VENDOR NAME: HAWKINS WATER TREATMENT					
7221687	CHEMICALS FOR WATER TREATMENT	610-6300-663100	2,258.82	2,258.82 UTILITIES	11/06/2025
7221701	POLYMER	620-8010-825000	2,690.10	2,690.10 UTILITIES	11/06/2025
7222466	CHEMICAL FEED PUMP PARTS	610-6310-663500	753.30	1,831.82 UTILITIES	11/06/2025
		620-8010-824000	1,078.52		
7225495	CHEMICALS FOR WATER TREATMENT	610-6300-663100	20.00	20.00 UTILITIES	11/06/2025
TOTAL VENDOR HAWKINS WATER TREATMENT			6,800.74		
VENDOR NAME: HINCKLEY SPRINGS					
23853226 102525	VILLAGE HALL DRINKING WATER	100-5160-531100	35.67	35.67 DPW	11/06/2025
TOTAL VENDOR HINCKLEY SPRINGS			35.67		
VENDOR NAME: HIPPENMEYER, REILLY, BLUM,					
57971	LEGAL SERVICES	100-5130-521900	280.00	280.00 FINANCE	11/06/2025
57970	PROSECUTIONS	100-5130-521900	937.50	937.50 FINANCE	11/06/2025
TOTAL VENDOR HIPPENMEYER, REILLY, BLUM,			1,217.50		
VENDOR NAME: HOME DEPOT					
SEP 2025 DPW	MISC SUPPLIES FOR PARKS VILLAGE HALL AN	100-5323-531100	228.96	463.57 DPW	11/06/2025
		100-5160-531100	43.24		
		100-5521-531100	191.37		
SEP 2025 FD	HOME DEPOT	150-5231-531100	40.24	40.24 FIRE	11/06/2025

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: HOME DEPOT					
	TOTAL VENDOR HOME DEPOT		503.81		
VENDOR NAME: HORN FEEDS					
35946	SOFTENER SALT	440-5511-531100	85.00	LIBRARY	11/06/2025
	TOTAL VENDOR HORN FEEDS		85.00		
VENDOR NAME: HYDROCORP					
CI-08490	COMMERCIAL CROSS CONNECTION PROGRAM	610-6920-692300	1,413.00	UTILITIES	11/06/2025
	TOTAL VENDOR HYDROCORP		1,413.00		
VENDOR NAME: JACKSON-HIRSCH					
1103119	EMS SUPPLIES	150-5231-531100	100.94	FIRE	11/06/2025
	TOTAL VENDOR JACKSON-HIRSCH		100.94		
VENDOR NAME: JAMES IMAGING SYSTEMS, INC					
40398051	COPIER INVOICE	150-5221-531100	155.82	FIRE	11/06/2025
	TOTAL VENDOR JAMES IMAGING SYSTEMS, INC		155.82		
VENDOR NAME: JOHNS DISPOSAL SVC. INC.					
1895854	OCTOBER GARBAGE/RECYCLING/YARDWASTE	410-5362-531000	29,226.05	DPW	11/06/2025
		410-5363-521900	1.30		
		410-5363-522000	21,788.20		
	TOTAL VENDOR JOHNS DISPOSAL SVC. INC.		51,015.55		
VENDOR NAME: KINDER MATTHEW					
REIMBURSE	2025 BOOT ALLOWANCE - KINDER	610-6920-693000	50.00	UTILITIES	11/06/2025
		620-8400-856000	50.00		
	TOTAL VENDOR KINDER MATTHEW		100.00		
VENDOR NAME: KNOX COMPANY					
KA-460062	KNOX ANNUAL CLOUD SERVICE	150-5221-532400	1,298.00	FIRE	11/06/2025
	TOTAL VENDOR KNOX COMPANY		1,298.00		
VENDOR NAME: LAKESIDE INTERNATIONAL LLC					
1466118P	PATROL TRUCK #9 OIL PAN GASKET	100-5324-539500	325.72	DPW	11/06/2025
	TOTAL VENDOR LAKESIDE INTERNATIONAL LLC		325.72		
VENDOR NAME: LEAGUE OF WI MUNICIPALITIES					
R89613	LEAGUE ANNUAL CONF	100-5141-533500	150.00	ADMIN	11/06/2025
	TOTAL VENDOR LEAGUE OF WI MUNICIPALITIES		150.00		
VENDOR NAME: LIFE-ASSIST, INC.					
1644145	EMS SUPPLIES	150-5231-531100	1,819.49	FIRE	11/06/2025
1644977	EMS SUPPLIES	150-5231-531100	15.40	FIRE	11/06/2025
1648560	EMS SUPPLIES	150-5231-531100	626.37	FIRE	11/06/2025
	TOTAL VENDOR LIFE-ASSIST, INC.		2,461.26		

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: MCDONOUGH SEPTIC					
117114	PORTABLE PARK RESTROOMS	100-5521-531100	760.00	DPW	11/06/2025
117067	HAULER STATION- PORTA TOILET	620-8010-827000	95.00	UTILITIES	11/06/2025
TOTAL VENDOR MCDONOUGH SEPTIC			855.00		
VENDOR NAME: MUKWONAGO AREA CHAMBER OF COMM					
SEP 2025	SEPTEMBER 2025 945 GREENWALD	100-0000-244000	3,482.33	CLERK	11/06/2025
SEPT 2025 BOOKING	2025 3RD QTR BOOKING.COM	100-0000-244000	447.08	CLERK	11/06/2025
OCTOBER 2025 AGODA	3RD QTR 2025 AGODA INTERNATIONAL LLC	100-0000-244000	63.92	CLERK	11/06/2025
TOTAL VENDOR MUKWONAGO AREA CHAMBER OF COMM			3,993.33		
VENDOR NAME: MUKWONAGO ROTARY CLUB					
3326	Q2 2025 DUES	100-5142-532400	57.00	ALLOCATE	11/06/2025
		100-5632-532400	57.00		
		100-5211-532400	57.00		
		440-5511-533300	57.00		
TOTAL VENDOR MUKWONAGO ROTARY CLUB			228.00		
VENDOR NAME: MUSSON BROTHERS					
12-10096.300	PMNT 1 DEBACK DRIVE	200-5700-576300	4,448.25	FINANCE	11/06/2025
		200-5700-576500	439,372.67		
TOTAL VENDOR MUSSON BROTHERS			443,820.92		
VENDOR NAME: NAPA AUTO PARTS - SP018					
263400	E34 REPAIRS	150-5222-539500	20.72	FIRE	11/06/2025
263388	E34 REPAIRS	150-5222-539500	12.68	FIRE	11/06/2025
259862	VAC TRUCK- DEF	620-8030-828000	33.98	UTILITIES	11/06/2025
262053	2017 AMBULANCE LIGHTS	150-5231-539500	78.66	FIRE	11/06/2025
262055	2017 AMBULANCE LIGHTS	150-5231-539500	7.56	FIRE	11/06/2025
262237	2017 AMBULANCE LIGHTS	150-5231-539500	174.00	FIRE	11/06/2025
262040	VAC TRUCK- DEF	620-8030-828000	33.98	UTILITIES	11/06/2025
TOTAL VENDOR NAPA AUTO PARTS - SP018			361.58		
VENDOR NAME: NELSON SYSTEMS, INC					
P103015	PROHEALTHCARE FUND - NELSON SYSTEMS CONT	340-5890-581100	10,968.84	POLICE	11/06/2025
TOTAL VENDOR NELSON SYSTEMS, INC			10,968.84		
VENDOR NAME: NORTH CENTRAL LABORATORIES					
526430	LAB SUPPLIES	620-8010-826000	70.82	UTILITIES	11/06/2025
TOTAL VENDOR NORTH CENTRAL LABORATORIES			70.82		
VENDOR NAME: NORTHERN LAKE SERVICE INC					
2518801	RIVER SAMPLING	620-8400-852100	283.32	UTILITIES	11/06/2025
2518514	COMPLIANCE SAMPLING- BACTI	610-6300-663200	116.00	UTILITIES	11/06/2025
TOTAL VENDOR NORTHERN LAKE SERVICE INC			399.32		
VENDOR NAME: PERFECTION AUTO BODY					
29780	E34 CAB PAINT REPAIRS DUE TO CAMERA	150-5222-539500	1,035.00	FIRE	11/06/2025

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: PERFECTION AUTO BODY					
	TOTAL VENDOR PERFECTION AUTO BODY		1,035.00		
VENDOR NAME: PRIMADATA					
72133	REPLENISH POSTAGE	610-6902-690300 612.15 620-8300-840000 612.15 410-5363-531500 136.05	1,360.35	ALLOCATE	11/06/2025
72132	3RD QTR 2025 UTILITY BILLING	100-5141-531100 34.61 100-5142-531200 34.61 100-5241-531200 34.61 410-5363-531200 34.61 100-5211-531200 34.61 440-5511-531200 242.27 610-6920-692300 34.61 620-8400-852000 34.61 410-5363-531200 47.51 610-6920-692300 213.80 620-8400-852000 213.80	959.65	ALLOCATE	11/06/2025
	TOTAL VENDOR PRIMADATA		2,320.00		
VENDOR NAME: PROVEN POWER INC					
02-509132	UTV34 SIDE MIRRORS	150-5222-531100 250.54	250.54	FIRE	11/06/2025
02-503886	SNOW BLOWER/ FLOOR CLEANER/ POLE SAW AND	150-5700-571300 1,976.76	1,976.76	FIRE	11/06/2025
	TOTAL VENDOR PROVEN POWER INC		2,227.30		
VENDOR NAME: PUBLIC SERVICE COMMISSION OF WI					
2509-I-03980	PSC RATE CASE	610-6920-692800 32.22	32.22	UTILITIES	11/06/2025
	TOTAL VENDOR PUBLIC SERVICE COMMISSION OF WI		32.22		
VENDOR NAME: REINDERS, INC.					
6083653-00	TORO CASTER SPACES	100-5324-539500 215.88	215.88	DPW	11/06/2025
	TOTAL VENDOR REINDERS, INC.		215.88		
VENDOR NAME: ROBERT W. BAIRD & CO.					
PF-25018948	TID 4 SUBTRACTION	240-5140-521900 9,500.00	9,500.00	FINANCE	11/06/2025
	TOTAL VENDOR ROBERT W. BAIRD & CO.		9,500.00		
VENDOR NAME: SHERWIN INDUSTRIES, INC					
SS109186	ROAD MARKING STENCILS	100-5348-531100 612.84	612.84	DPW	11/06/2025
	TOTAL VENDOR SHERWIN INDUSTRIES, INC		612.84		
VENDOR NAME: SIREN SERVICES					
4558	E32 PUMP TEST	150-5222-539500 594.49	594.49	FIRE	11/06/2025
4559	E34 PUMP TEST	150-5222-539500 674.10	674.10	FIRE	11/06/2025
4560	T34 PUMP TEST	150-5222-539500 835.24	835.24	FIRE	11/06/2025
	TOTAL VENDOR SIREN SERVICES		2,103.83		
VENDOR NAME: ST JAMES CATHOLIC CHURCH					
REFUND	REFUND OF (1) TEMP RETAILER LICENSE)	100-0000-211400 10.00	10.00	CLERK	11/06/2025

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: ST JAMES CATHOLIC CHURCH					
121624T	SHARE OF COST FOR FIRE HYDRANT ISSUE	340-5890-580600	7,407.00	FIRE	11/06/2025
TOTAL VENDOR ST JAMES CATHOLIC CHURCH			7,417.00		
VENDOR NAME: STERICYCLE					
8012310119	2025 OCTOBER VH SHREDDING SERVICES	100-5141-531100	55.49	ALLOCATE	11/06/2025
		100-5142-531100	27.74		
		100-5632-531100	27.74		
TOTAL VENDOR STERICYCLE			110.97		
VENDOR NAME: THE EXPEDITERS INC					
4349	TELEVISIONING FOR VILLAGE FIBER PROJECT	620-8030-531000	8,436.00	UTILITIES	11/06/2025
4345	TELEVISIONING FOR VILLAGE FIBER PROJECT	620-8030-531000	16,416.00	UTILITIES	11/06/2025
TOTAL VENDOR THE EXPEDITERS INC			24,852.00		
VENDOR NAME: TKK ELECTRONICS					
142196	B34 CAD COMPUTER REPLACEMENT	150-5700-571300	4,984.57	FIRE	11/06/2025
142148	TABLET CHARGING MOUNTS	150-5700-571400	1,001.97	FIRE	11/06/2025
142147	TABLET CHARGING MOUNTS	150-5700-571400	1,001.97	FIRE	11/06/2025
142146	TABLET CHARGING MOUNTS	150-5700-571400	1,001.97	FIRE	11/06/2025
TOTAL VENDOR TKK ELECTRONICS			7,990.48		
VENDOR NAME: T-MOBILE					
OCTOBER 2025	T-MOBILE INVOICE	150-5221-522500	638.62	FIRE	11/06/2025
TOTAL VENDOR T-MOBILE			638.62		
VENDOR NAME: TOWN OF MUKWONAGO					
7553	TOWN ATTORNEY INVOICE-VERSITI	150-5231-521900	195.00	FIRE	11/06/2025
TOTAL VENDOR TOWN OF MUKWONAGO			195.00		
VENDOR NAME: UNITED LIQUID WASTE RECYCLING INC					
60951	SLUDGE HAULING	620-8010-825500	11,568.00	UTILITIES	11/06/2025
TOTAL VENDOR UNITED LIQUID WASTE RECYCLING INC			11,568.00		
VENDOR NAME: UNITED STATES ALLIANCE FIRE PROTECT					
1046-F162512	STATION #1 FIRE PANEL REPAIR	100-5220-539400	409.00	DPW	11/06/2025
1046-F162514	DPW FIRE PANEL ANNUAL INSPECTION	100-5323-539500	370.00	DPW	11/06/2025
1046-F162515	STATION #1 FIRE PANEL INSPECTION	100-5220-539400	560.00	DPW	11/06/2025
TOTAL VENDOR UNITED STATES ALLIANCE FIRE PROTECT			1,339.00		
VENDOR NAME: UNTI DAVID					
100825	UNTI CPR INSTRUCTOR	150-5232-533500	157.50	FIRE	11/06/2025
TOTAL VENDOR UNTI DAVID			157.50		
VENDOR NAME: USA BLUEBOOK					
INV00857492	LAB SUPPLIES	620-8010-826000	127.96	UTILITIES	11/06/2025
INV00853882	LAB SUPPLIES	620-8010-826000	453.06	UTILITIES	11/06/2025
TOTAL VENDOR USA BLUEBOOK			581.02		

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS	AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: VANGUARD COMPUTERS INC					
VCI-INV068407	NEW COMPUTERS	100-5142-522950	7,360.00	7,360.00 ALLOCATE	11/06/2025
TOTAL VENDOR VANGUARD COMPUTERS INC				<u>7,360.00</u>	
VENDOR NAME: VERIZON WIRELESS					
6125886778	CELL PHONE SERVICE	610-6920-692100	107.85	215.70 UTILITIES	11/06/2025
		620-8400-851000	107.85		
6125886777	OCTOBER 2025 MONTHLY BILL	100-5141-522500	41.22	840.11 ALLOCATE	11/06/2025
		100-5241-522500	91.12		
		100-5323-522500	335.19		
		610-6920-692100	165.68		
		620-8400-851000	165.68		
		100-5142-522500	41.22		
TOTAL VENDOR VERIZON WIRELESS				<u>1,055.81</u>	
VENDOR NAME: VILLAGE OF MUKWONAGO					
1649	METERED BULK SALES	100-0000-211425	1,209.46	1,209.46 FINANCE	11/06/2025
TOTAL VENDOR VILLAGE OF MUKWONAGO				<u>1,209.46</u>	
VENDOR NAME: VON BRIESEN & ROPER, S.C.					
508222	TID #5 MSD ISSUE	250-5130-521900	540.00	1,543.75 FINANCE	11/06/2025
		100-5141-521900	1,003.75		
TOTAL VENDOR VON BRIESEN & ROPER, S.C.				<u>1,543.75</u>	
VENDOR NAME: WAUKESHA COUNTY EMERGENCY					
762	STAFF ID CARDS	150-5221-531100	1.08	1.08 FIRE	11/06/2025
TOTAL VENDOR WAUKESHA COUNTY EMERGENCY				<u>1.08</u>	
VENDOR NAME: WAUKESHA CTY TREASURER					
CINV2025-01788	APX PORTABLE PROGRAMMING	150-5222-539500	41.32	41.32 FIRE	11/06/2025
TOTAL VENDOR WAUKESHA CTY TREASURER				<u>41.32</u>	
VENDOR NAME: WCEDA					
E1711	ANNUAL WEDC MEETING	100-5141-533500	45.00	45.00 ADMIN	11/06/2025
TOTAL VENDOR WCEDA				<u>45.00</u>	
VENDOR NAME: WI DEPT OF JUSTICE-TIME					
455TIME-0000018680	WI DOJ -BADGNET/TIME SYSTEM/OFFICER FE	100-5211-522900	2,256.75	2,256.75 POLICE	11/06/2025
TOTAL VENDOR WI DEPT OF JUSTICE-TIME				<u>2,256.75</u>	
VENDOR NAME: WI STATE LAB OF HYGIENE					
30038036	LAB PROFICIENCY TESTING	620-8010-826000	1,006.00	1,006.00 UTILITIES	11/06/2025
TOTAL VENDOR WI STATE LAB OF HYGIENE				<u>1,006.00</u>	
VENDOR NAME: WILSON CHET					

INVOICE NUMBER	DESCRIPTION	DISTRIBUTIONS\AMOUNTS		AMOUNT	APPROVAL DEPARTMENT	POST DATE
VENDOR NAME: WILSON CHET						
REIMBURSE HOTEL	PHOENIX CONFERENCE HOTEL - WILSON	100-5215-533500	538.76	538.76	POLICE	11/06/2025
REIMBURSE FUEL	PHOENIX CONFERENCE FUEL - WILSON	100-5215-533500	130.50	130.50	POLICE	11/06/2025
TOTAL VENDOR WILSON CHET				<u>669.26</u>		
GRAND TOTAL:				1,361,254.62		

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/01/2025	AP	TASC			
AP Trx #: 109619					
Invoice: IN3556236 Ref#: 72763 (FLEX ADMIN 10/01/2025-12/31/2025)					
		FLEX ADMIN 10/01/2025-12/31/2025	100-5241-539900	36.12	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5211-539900	198.66	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5212-539900	162.54	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5212-539900	36.12	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5142-539900	36.12	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5141-539900	18.06	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5145-539900	72.22	
		FLEX ADMIN 10/01/2025-12/31/2025	100-5323-531100	144.48	
		FLEX ADMIN 10/01/2025-12/31/2025	150-5221-539900	126.42	
		FLEX ADMIN 10/01/2025-12/31/2025	150-5233-531100	108.36	
		FLEX ADMIN 10/01/2025-12/31/2025	440-5511-515900	126.42	
		FLEX ADMIN 10/01/2025-12/31/2025	610-6902-690300	81.27	
		FLEX ADMIN 10/01/2025-12/31/2025	620-8300-840000	63.21	
		Vnd: 2374 Invoice: IN3556236	100-0000-211000		704.32
		Vnd: 2374 Invoice: IN3556236	150-0000-211000		234.78
		Vnd: 2374 Invoice: IN3556236	440-0000-211000		126.42
		Vnd: 2374 Invoice: IN3556236	610-0000-211000		81.27
		Vnd: 2374 Invoice: IN3556236	620-0000-211000		63.21
		Expected Check Run: 10/01/2025			
				1,210.00	1,210.00
				<u>1,210.00</u>	<u>1,210.00</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		704.32
		VOUCHERS PAYABLE	150-0000-211000		234.78
		VOUCHERS PAYABLE	440-0000-211000		126.42
		VOUCHERS PAYABLE	610-0000-211000		81.27
		VOUCHERS PAYABLE	620-0000-211000		63.21
		GRAND TOTAL:			<u>1,210.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	CHARTER COMMUNICATIONS	Invoice: 152486401092125 Ref#: 72756(OCTOBER 2025 MONTHLY BILL)		
AP Trx #: 109622					
		COURT	100-5120-522500	19.47	
		ADMIN	100-5141-522500	8.24	
		CLERK	100-5142-522500	67.93	
		POLICE	100-5211-522500	300.50	
		BLDG INSP	100-5241-522500	19.47	
		DPW	100-5323-522500	38.20	
		MUSEUM	100-5512-522500	130.00	
		FIRE	150-5221-522500	190.25	
		RECYCLING	410-5363-522500	2.16	
		LIBRARY	440-5511-522500	152.05	
		STORM WATER	500-5344-522500	1.08	
		WATER	610-6920-692100	18.34	
		SEWER	620-8400-851000	18.34	
		FINANCE	100-5145-522900	32.96	
		Vnd: 3200 Invoice: 152486401092125	100-0000-211000		616.77
		Vnd: 3200 Invoice: 152486401092125	150-0000-211000		190.25
		Vnd: 3200 Invoice: 152486401092125	410-0000-211000		2.16
		Vnd: 3200 Invoice: 152486401092125	440-0000-211000		152.05
		Vnd: 3200 Invoice: 152486401092125	500-0000-211000		1.08
		Vnd: 3200 Invoice: 152486401092125	610-0000-211000		18.34
		Vnd: 3200 Invoice: 152486401092125	620-0000-211000		18.34
		Expected Check Run: 10/09/2025			
				998.99	998.99
				<u>998.99</u>	<u>998.99</u>
				998.99	998.99
		Cash/Payable Account Totals:			
		VOUCHERS PAYABLE	100-0000-211000		616.77
		VOUCHERS PAYABLE	150-0000-211000		190.25
		VOUCHERS PAYABLE	410-0000-211000		2.16
		VOUCHERS PAYABLE	440-0000-211000		152.05
		VOUCHERS PAYABLE	500-0000-211000		1.08
		VOUCHERS PAYABLE	610-0000-211000		18.34
		VOUCHERS PAYABLE	620-0000-211000		18.34
		GRAND TOTAL:		<u>998.99</u>	<u>998.99</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72705(0700126680-00001 Digester Gas)		
AP Trx #: 109570		0700126680-00001 Digester Gas	620-8010-821200	18.31	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		18.31
		Expected Check Run: 10/09/2025		<u>18.31</u>	<u>18.31</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72706(0700126680-00002 Well #3 Elec)		
AP Trx #: 109571		0700126680-00002 Well #3 Elec	610-6200-662200	1,248.10	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		1,248.10
		Expected Check Run: 10/09/2025		<u>1,248.10</u>	<u>1,248.10</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72707(0700126680-00003 Street Lights)		
AP Trx #: 109572		0700126680-00003 Street Lights	100-5342-522200	3,546.16	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		3,546.16
		Expected Check Run: 10/09/2025		<u>3,546.16</u>	<u>3,546.16</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72708(0700126680-00004 Greenwald)		
AP Trx #: 109573		0700126680-00004 Greenwald	610-6200-662200	32.27	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		32.27
		Expected Check Run: 10/09/2025		<u>32.27</u>	<u>32.27</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72709(0700126680-00005 Booster Station)		
AP Trx #: 109574		0700126680-00005 Booster Station	610-6200-662200	352.79	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		352.79
		Expected Check Run: 10/09/2025		<u>352.79</u>	<u>352.79</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72710(0700126680-00006 Field Park)		
AP Trx #: 109575		0700126680-00006 Field Park	100-5521-522200	74.01	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		74.01
		Expected Check Run: 10/09/2025		<u>74.01</u>	<u>74.01</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72711(0700126680-00007 1240 N. Rochester)		
AP Trx #: 109576		0700126680-00007 1240 N. Rochester	620-8020-821000	104.23	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		104.23
		Expected Check Run: 10/09/2025		<u>104.23</u>	<u>104.23</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72712(0700126680-00008 Police Garage)		
AP Trx #: 109577		0700126680-00008 Police Garage	100-5211-522200	35.86	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		35.86
		Expected Check Run: 10/09/2025		<u>35.86</u>	<u>35.86</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72713(0700126680-00009 Fld Prk Baseball Lights)		
AP Trx #: 109578		0700126680-00009 Fld Prk Baseball Lights	100-5521-522200	20.48	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		20.48
		Expected Check Run: 10/09/2025		<u>20.48</u>	<u>20.48</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72714(0700126680-000010 Fox River View)		
AP Trx #: 109579		0700126680-000010 Fox River View	620-8020-821000	132.59	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		132.59
		Expected Check Run: 10/09/2025		<u>132.59</u>	<u>132.59</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72715(0700126680-000011 DPW Elec)		
AP Trx #: 109580		0700126680-000011 DPW Elec	100-5323-522200	359.89	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		359.89
		Expected Check Run: 10/09/2025		<u>359.89</u>	<u>359.89</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72716(0700126680-000012 Fire)		
AP Trx #: 109581		0700126680-000012 Fire	150-5221-522200	976.97	
		Vnd: 0034 Invoice: 5646486670	150-0000-211000		976.97
		Expected Check Run: 10/09/2025		<u>976.97</u>	<u>976.97</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72717(0700126680-000013 police-CTH E N of Sugd		
AP Trx #: 109582		0700126680-000013 police-CTH E N of Sugd	100-5211-522200	24.65	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		24.65
		Expected Check Run: 10/09/2025		<u>24.65</u>	<u>24.65</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72718(0700126680-000014 Hall)		
AP Trx #: 109583		0700126680-000014 Hall	100-5160-522200	762.20	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		762.20
		Expected Check Run: 10/09/2025		<u>762.20</u>	<u>762.20</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72719(0700126680-000014 Hall Gas)		
AP Trx #: 109584		0700126680-000014 Hall Gas	100-5160-522400	16.93	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		16.93
		Expected Check Run: 10/09/2025		<u>16.93</u>	<u>16.93</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72720(0700126680-000016 Miniwauken Park)		
AP Trx #: 109585		0700126680-000016 Miniwauken Park	100-5521-522200	50.10	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		50.10
		Expected Check Run: 10/09/2025		<u>50.10</u>	<u>50.10</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72721(0700126680-000017 Holz Elec)		
AP Trx #: 109586		0700126680-000017 Holz Elec	620-8010-821100	6,994.42	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		6,994.42
		Expected Check Run: 10/09/2025		<u>6,994.42</u>	<u>6,994.42</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72722(0700126680-000018 Parks)		
AP Trx #: 109587		0700126680-000018 Parks	100-5521-522200	27.38	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		27.38
		Expected Check Run: 10/09/2025		<u>27.38</u>	<u>27.38</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72723(0700126680-000019 Atkinson Pump)		
AP Trx #: 109588		0700126680-000019 Atkinson Pump	620-8020-821000	399.78	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		399.78
		Expected Check Run: 10/09/2025		<u>399.78</u>	<u>399.78</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72724(0700126680-000020 Well #6)		
AP Trx #: 109589		0700126680-000020 Well #6	610-6200-662200	768.62	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		768.62
		Expected Check Run: 10/09/2025		<u>768.62</u>	<u>768.62</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72725(0700126680-000021 DPW Gas)		
AP Trx #: 109590		0700126680-000021 DPW Gas	100-5323-522400	24.65	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		24.65
		Expected Check Run: 10/09/2025		<u>24.65</u>	<u>24.65</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72726(0700126680-000022 Concession Building)		
AP Trx #: 109591		0700126680-000022 Concession Building	100-5521-522200	215.65	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		215.65
		Expected Check Run: 10/09/2025		<u>215.65</u>	<u>215.65</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72727(0700126680-000023 Well #3 Gas)		
AP Trx #: 109592		0700126680-000023 Well #3 Gas	610-6200-662200	11.02	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		11.02
		Expected Check Run: 10/09/2025		<u>11.02</u>	<u>11.02</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72728(0700126680-000024 Parks-200 S Rochester)		
AP Trx #: 109593		0700126680-000024 Parks-200 S Rochester	100-5342-522200	21.20	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		21.20
		Expected Check Run: 10/09/2025		<u>21.20</u>	<u>21.20</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72729(0700126680-000025 Tower)		
AP Trx #: 109594		0700126680-000025 Tower	610-6200-662200	27.01	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		27.01
		Expected Check Run: 10/09/2025		<u>27.01</u>	<u>27.01</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72730(0700126680-000027 Police)		
AP Trx #: 109595		0700126680-000027 Police	100-5211-522200	1,138.98	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		1,138.98
		Expected Check Run: 10/09/2025		<u>1,138.98</u>	<u>1,138.98</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72731(0700126680-000028 Miniwaukan Pavilion)		
AP Trx #: 109596		0700126680-000028 Miniwaukan Pavilion	100-5521-522200	20.91	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		20.91
		Expected Check Run: 10/09/2025		<u>20.91</u>	<u>20.91</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72732(0700126680-000029 F. Park Sump Pump)		
AP Trx #: 109597		0700126680-000029 F. Park Sump Pump	100-5521-522200	21.76	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		21.76
		Expected Check Run: 10/09/2025		<u>21.76</u>	<u>21.76</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72733(0700126680-000030 Andrews Street)		
AP Trx #: 109598		0700126680-000030 Andrews Street	100-5521-522200	114.54	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		114.54
		Expected Check Run: 10/09/2025		<u>114.54</u>	<u>114.54</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72734(0700126680-000031 Holz Gas)		
AP Trx #: 109599		0700126680-000031 Holz Gas	620-8010-821200	108.02	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		108.02
		Expected Check Run: 10/09/2025		<u>108.02</u>	<u>108.02</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72735(0700126680-000032 Well #4 Elec)		
AP Trx #: 109600		0700126680-000032 Well #4 Elec	610-6200-662200	2,413.27	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		2,413.27
		Expected Check Run: 10/09/2025		<u>2,413.27</u>	<u>2,413.27</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72736(0700126680-000033 Parks)		
AP Trx #: 109601		0700126680-000033 Parks	100-5521-522200	77.72	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		77.72
		Expected Check Run: 10/09/2025		<u>77.72</u>	<u>77.72</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72737(0700126680-000034 Street Lights)		
AP Trx #: 109602		0700126680-000034 Street Lights	100-5342-522200	58.44	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		58.44
		Expected Check Run: 10/09/2025		<u>58.44</u>	<u>58.44</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72738(0700126680-000036 Flashers)		
AP Trx #: 109603		0700126680-000036 Flashers	100-5211-522200	8.72	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		8.72
		Expected Check Run: 10/09/2025		<u>8.72</u>	<u>8.72</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72739(0700126680-000037 Well #4 Gas)		
AP Trx #: 109604		0700126680-000037 Well #4 Gas	610-6200-662200	10.23	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		10.23
		Expected Check Run: 10/09/2025		<u>10.23</u>	<u>10.23</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72740(0700126680-000038 Museum)		
AP Trx #: 109605		0700126680-000038 Museum	100-5512-522200	163.18	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		163.18
		Expected Check Run: 10/09/2025		<u>163.18</u>	<u>163.18</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72741(0700126680-000039 Well #5)		
AP Trx #: 109606		0700126680-000039 Well #5	610-6200-662200	1,646.81	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		1,646.81
		Expected Check Run: 10/09/2025		<u>1,646.81</u>	<u>1,646.81</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72742(0700126680-00043 Outdoor Stage)		
AP Trx #: 109607		0700126680-00043 Outdoor Stage	100-5521-522200	38.89	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		38.89
		Expected Check Run: 10/09/2025		<u>38.89</u>	<u>38.89</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72743(0700126680-00048 Miniwauken Park)		
AP Trx #: 109608		0700126680-00048 Miniwauken Park	100-5521-522200	22.21	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		22.21
		Expected Check Run: 10/09/2025		<u>22.21</u>	<u>22.21</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72744(0709449777-00001 Library Gas)		
AP Trx #: 109609		0709449777-00001 Library Gas	440-5511-522400	157.59	
		Vnd: 0034 Invoice: 5646486670	440-0000-211000		157.59
		Expected Check Run: 10/09/2025		<u>157.59</u>	<u>157.59</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72745(0709449777-00002 Library Elec)		
AP Trx #: 109610		0709449777-00002 Library Elec	440-5511-522200	2,479.36	
		Vnd: 0034 Invoice: 5646486670	440-0000-211000		2,479.36
		Expected Check Run: 10/09/2025		<u>2,479.36</u>	<u>2,479.36</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72746(0712697628-00001 Tower Radio Bldg)		
AP Trx #: 109611		0712697628-00001 Tower Radio Bldg	100-5211-522200	27.53	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		27.53
		Expected Check Run: 10/09/2025		<u>27.53</u>	<u>27.53</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72747(0712697628-00002 Mukw Dam)		
AP Trx #: 109612		0712697628-00002 Mukw Dam	100-5254-522200	21.34	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		21.34
		Expected Check Run: 10/09/2025		<u>21.34</u>	<u>21.34</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72748(0712697628-00003 PD Tower meter #05662)		
AP Trx #: 109613		0712697628-00003 PD Tower meter #05662	100-5211-522200	19.06	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		19.06
		Expected Check Run: 10/09/2025		<u>19.06</u>	<u>19.06</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72749(0712697628-00004 1224 Riverton)		
AP Trx #: 109614		0712697628-00004 1224 Riverton	620-8020-821000	75.17	
		Vnd: 0034 Invoice: 5646486670	620-0000-211000		75.17
		Expected Check Run: 10/09/2025		<u>75.17</u>	<u>75.17</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72750(0712697628-00006 Well #7)		
AP Trx #: 109615		0712697628-00006 Well #7	610-6200-662200	112.53	
		Vnd: 0034 Invoice: 5646486670	610-0000-211000		112.53
		Expected Check Run: 10/09/2025		<u>112.53</u>	<u>112.53</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72751(0712697628-00007 School Crossing Lights)		
AP Trx #: 109616		0712697628-00007 School Crossing Lights	100-5342-522200	14.73	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		14.73
		Expected Check Run: 10/09/2025		<u>14.73</u>	<u>14.73</u>
10/09/2025	AP	WE ENERGIES	Invoice: 5646486670 Ref#: 72752(0712697628-00008 Field Park Signage)		
AP Trx #: 109617		0712697628-00008 Field Park Signage	100-5521-522200	43.78	
		Vnd: 0034 Invoice: 5646486670	100-0000-211000		43.78
		Expected Check Run: 10/09/2025		<u>43.78</u>	<u>43.78</u>

User: BKEIZER

BANK CODE: GEN PAY BY: PAPER CHECK CHECK RUN DATES 10/09/2025 - 10/09/2025

DB: Mukwonago

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	WE ENERGIES	Invoice: 5644448997 Ref#: 72753(0700126680-00015 STREET LIGHTS)		
AP Trx #: 109618		0700126680-00015 STREET LIGHTS	100-5342-522200	10,004.25	
		Vnd: 0034 Invoice: 5644448997	100-0000-211000		10,004.25
		Expected Check Run: 10/09/2025			
				<u>10,004.25</u>	<u>10,004.25</u>
				<u>35,044.29</u>	<u>35,044.29</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		16,975.20
		VOUCHERS PAYABLE	150-0000-211000		976.97
		VOUCHERS PAYABLE	440-0000-211000		2,636.95
		VOUCHERS PAYABLE	610-0000-211000		6,622.65
		VOUCHERS PAYABLE	620-0000-211000		7,832.52
			TOTAL INCREASE IN PAYABI		35,044.29

10/03/2025 09:45 AM
 User: BKEIZER
 DB: Mukwonago

INVOICE JOURNAL REPORT FOR VILLAGE OF MUKWONAGO
 BANK CODE: GEN PAY BY: PAPER CHECK CHECK RUN DATES 10/03/2025 - 10/03/2025

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/03/2025	AP	TREASURER STATE OF WI			
AP Trx #: 109624					
		SEPT 2025 COURT FINES & FEES	100-0000-242400	3,786.48	
		Vnd: 0222 Invoice: SEPT 2025	100-0000-211000		3,786.48
		Expected Check Run: 10/03/2025		<u>3,786.48</u>	<u>3,786.48</u>
10/03/2025	AP	TREASURER WAUKESHA COUNTY			
AP Trx #: 109625					
		SEPT 2025 COURT FINES & FEES	100-0000-243240	1,158.80	
		Vnd: 0223 Invoice: SEPT 2025	100-0000-211000		1,158.80
		Expected Check Run: 10/03/2025		<u>1,158.80</u>	<u>1,158.80</u>
Cash/Payable Account Totals:				<u><u>4,945.28</u></u>	<u><u>4,945.28</u></u>
		VOUCHERS PAYABLE	100-0000-211000		4,945.28
		TOTAL INCREASE IN PAYABI			4,945.28

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/02/2025	AP	WE ENERGIES	Invoice: 5644463918 Ref#: 72801(210 SHORE DR)		
AP Trx #: 109628		PUMPING POWER & FUEL	620-8020-821000	19.66	
		Vnd: 0034 Invoice: 5644463918	620-0000-211000		19.66
		Expected Check Run: 10/02/2025			
				<u>19.66</u>	<u>19.66</u>
				<u>19.66</u>	<u>19.66</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	620-0000-211000		19.66
			GRAND TOTAL:		<u>19.66</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/06/2025	AP	WI DEPT OF REVENUE	Invoice: TID#4 SUBTRACTION Ref#: 72881(TID#4 TERRITORY SUBTRACTION FEE)		
AP Trx #: 109630		TID#4 TERRITORY SUBTRACTION FEE	240-5140-539900	1,000.00	
		Vnd: 0036 Invoice: TID#4 SUBTRACTION	240-0000-211000		1,000.00
		Expected Check Run: 10/06/2025		<u>1,000.00</u>	<u>1,000.00</u>
10/06/2025	AP	WI DEPT OF REVENUE QTRLY TAX	Invoice: 3RD QTR 2025 Ref#: 72880(WI DEPT OF REVENUE QTRLY TAX)		
AP Trx #: 109631		OTHER	100-5521-539900	685.99	
		OTHER	100-5160-539900	63.29	
		OTHER	440-5511-539900	86.50	
		OTHER	440-5511-539900	58.99	
		Vnd: 0151 Invoice: 3RD QTR 2025	100-0000-211000		749.28
		Vnd: 0151 Invoice: 3RD QTR 2025	440-0000-211000		145.49
		Expected Check Run: 10/06/2025		<u>894.77</u>	<u>894.77</u>
				<u><u>1,894.77</u></u>	<u><u>1,894.77</u></u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		749.28
		VOUCHERS PAYABLE	240-0000-211000		1,000.00
		VOUCHERS PAYABLE	440-0000-211000		145.49
			TOTAL INCREASE IN PAYABI		1,894.77

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/08/2025	AP	GREAT WEST RETIREMENT SERVICES	Invoice: PR101025 Ref#: 72923 (RETIREMENT GW PR 10/10/25)		
AP Trx #: 109634		DEF COMP GW 10/10/25	100-0000-215250	1,150.00	
		DEF COMP GW 10/10/25	150-0000-215250	2,326.04	
		Vnd: 0005 Invoice: PR101025	100-0000-211000		1,150.00
		Vnd: 0005 Invoice: PR101025	150-0000-211000		2,326.04
		Expected Check Run: 10/08/2025			
				3,476.04	3,476.04
10/08/2025	AP	MISSION SQUARE	Invoice: PR101025 Ref#: 72922 (RETIREMENT MS / ICMA PR 10/10/25 305155)		
AP Trx #: 109635		DEF COMP ICMA / MS 10/10/25	100-0000-215250	4,032.59	
		DEF COMP ICMA / MS 10/10/25	150-0000-215250	50.00	
		DEF COMP ICMA / MS 10/10/25	440-0000-215250	949.71	
		DEF COMP ICMA / MS 10/10/25	500-0000-215250	3.61	
		DEF COMP ICMA / MS 10/10/25	610-0000-215250	266.32	
		DEF COMP ICMA / MS 10/10/25	620-0000-215250	301.23	
		Vnd: 0010 Invoice: PR101025	100-0000-211000		4,032.59
		Vnd: 0010 Invoice: PR101025	150-0000-211000		50.00
		Vnd: 0010 Invoice: PR101025	440-0000-211000		949.71
		Vnd: 0010 Invoice: PR101025	500-0000-211000		3.61
		Vnd: 0010 Invoice: PR101025	610-0000-211000		266.32
		Vnd: 0010 Invoice: PR101025	620-0000-211000		301.23
		Expected Check Run: 10/08/2025			
				5,603.46	5,603.46
				9,079.50	9,079.50
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		5,182.59
		VOUCHERS PAYABLE	150-0000-211000		2,376.04
		VOUCHERS PAYABLE	440-0000-211000		949.71
		VOUCHERS PAYABLE	500-0000-211000		3.61
		VOUCHERS PAYABLE	610-0000-211000		266.32
		VOUCHERS PAYABLE	620-0000-211000		301.23
			TOTAL INCREASE IN PAYABI		9,079.50

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/08/2025	AP	SECURIAN FINANCIAL GROUP INC	Invoice: 002832L-OCT25 Ref#: 72924 (NOVEMBER 2025 LIFE INSURANCE PREM)		
AP Trx #: 109636					
		NOVEMBER 2025 LIFE INSURANCE PREM	100-0000-215301	1,442.82	
		NOVEMBER 2025 LIFE INSURANCE PREM	150-0000-215301	296.92	
		NOVEMBER 2025 LIFE INSURANCE PREM	440-0000-215301	101.63	
		NOVEMBER 2025 LIFE INSURANCE PREM	500-0000-215301	0.38	
		NOVEMBER 2025 LIFE INSURANCE PREM	610-0000-215301	65.57	
		NOVEMBER 2025 LIFE INSURANCE PREM	620-0000-215301	201.04	
		ADJ	100-0000-215301	0.01	
		Vnd: 3136 Invoice: 002832L-OCT25	100-0000-211000		1,442.83
		Vnd: 3136 Invoice: 002832L-OCT25	150-0000-211000		296.92
		Vnd: 3136 Invoice: 002832L-OCT25	440-0000-211000		101.63
		Vnd: 3136 Invoice: 002832L-OCT25	500-0000-211000		0.38
		Vnd: 3136 Invoice: 002832L-OCT25	610-0000-211000		65.57
		Vnd: 3136 Invoice: 002832L-OCT25	620-0000-211000		201.04
		Expected Check Run: 10/08/2025		<u>2,108.37</u>	<u>2,108.37</u>
10/08/2025	AP	SECURIAN FINANCIAL GROUP INC	Invoice: 76038-OCT2025 Ref#: 72925 (OCTOBER 2025 ACCIDENT INSURANCE)		
AP Trx #: 109637					
		OCT 2025 ACCIDENT INSURANCE	100-0000-215305	73.97	
		OCT 2025 ACCIDENT INSURANCE	150-0000-215305	10.88	
		OCT 2025 ACCIDENT INSURANCE	440-0000-215305	7.83	
		OCT 2025 ACCIDENT INSURANCE	500-0000-215305	0.52	
		Vnd: 3136 Invoice: 76038-OCT2025	100-0000-211000		73.97
		Vnd: 3136 Invoice: 76038-OCT2025	150-0000-211000		10.88
		Vnd: 3136 Invoice: 76038-OCT2025	440-0000-211000		7.83
		Vnd: 3136 Invoice: 76038-OCT2025	500-0000-211000		0.52
		Expected Check Run: 10/08/2025		<u>93.20</u>	<u>93.20</u>
10/08/2025	AP	WI SCTF	Invoice: 2025-10 R&D Ref#: 72921 (WI SCTF R&D FEE 2025)		
AP Trx #: 109638					
		WI SCTF R&D - BOYER - 0005347871	100-0000-215900	65.00	
		Vnd: 0012 Invoice: 2025-10 R&D	100-0000-211000		65.00
		Expected Check Run: 10/08/2025		<u>65.00</u>	<u>65.00</u>
Cash/Payable Account Totals:				<u>2,266.57</u>	<u>2,266.57</u>
		VOUCHERS PAYABLE	100-0000-211000		1,581.80
		VOUCHERS PAYABLE	150-0000-211000		307.80
		VOUCHERS PAYABLE	440-0000-211000		109.46
		VOUCHERS PAYABLE	500-0000-211000		0.90
		VOUCHERS PAYABLE	610-0000-211000		65.57
		VOUCHERS PAYABLE	620-0000-211000		201.04
		TOTAL INCREASE IN PAYABI			2,266.57

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/09/2025	AP	INVOICE CLOUD	Invoice: 1743-2025_9 Ref#: 72942 (INVOICE CLOUD MONTHLY FEES - SEPT 2025)		
AP Trx #: 109644		INVOICE CLOUD CC FEES MR	100-5142-539900	14.81	
		INVOICE CLOUD CC FEES BUILDING	100-5241-539900	114.81	
		INVOICE CLOUD CC FEES UTILITIES	410-5363-539900	113.77	
		INVOICE CLOUD CC FEES UTILITIES	610-6920-692100	128.79	
		INVOICE CLOUD CC FEES UTILITIES	620-8300-840000	113.77	
		Vnd: 2921 Invoice: 1743-2025_9	100-0000-211000		129.62
		Vnd: 2921 Invoice: 1743-2025_9	410-0000-211000		113.77
		Vnd: 2921 Invoice: 1743-2025_9	610-0000-211000		128.79
		Vnd: 2921 Invoice: 1743-2025_9	620-0000-211000		113.77
		Expected Check Run: 10/09/2025			
				485.95	485.95
				485.95	485.95
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		129.62
		VOUCHERS PAYABLE	410-0000-211000		113.77
		VOUCHERS PAYABLE	610-0000-211000		128.79
		VOUCHERS PAYABLE	620-0000-211000		113.77
		GRAND TOTAL:			485.95

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	ALSCO			
AP Trx #: 109646					
		OUTSIDE SERVICES	440-5511-531000	102.74	
		Vnd: 2950 Invoice: IMIL2156576	440-0000-211000		102.74
		Expected Check Run: 10/10/2025			
				<u>102.74</u>	<u>102.74</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES			
AP Trx #: 109647					
		OPERATIONAL SUPPLIES	440-5511-531100	229.96	
		Vnd: 3189 Invoice: 11YV-VLF7-3WWG	440-0000-211000		229.96
		Expected Check Run: 10/10/2025			
				<u>229.96</u>	<u>229.96</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES			
AP Trx #: 109648					
		METASPACE MAINTENANCE	440-5511-531700	86.66	
		Vnd: 3189 Invoice: 1V11-99DJ-K1KH	440-0000-211000		86.66
		Expected Check Run: 10/10/2025			
				<u>86.66</u>	<u>86.66</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES			
AP Trx #: 109649					
		THINGERY MAINTENANCE	440-5511-531800	61.83	
		Vnd: 3189 Invoice: 1N91-YFJM-4HP9	440-0000-211000		61.83
		Expected Check Run: 10/10/2025			
				<u>61.83</u>	<u>61.83</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES			
AP Trx #: 109650					
		BOOKS	440-5700-532800	61.49	
		Vnd: 3189 Invoice: 16Y3-KNP4-4KTJ	440-0000-211000		61.49
		Expected Check Run: 10/10/2025			
				<u>61.49</u>	<u>61.49</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES			
AP Trx #: 109651					
		AV MATERIAL	440-5700-532900	37.84	
		Vnd: 3189 Invoice: 11YV-VLF7-33NQ	440-0000-211000		37.84
		Expected Check Run: 10/10/2025			
				<u>37.84</u>	<u>37.84</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	AMAZON CAPITOL SERVICES	Invoice: 1G1T-GF6V-7G6Q Ref#: 72771 (PROGRAM SUPPLIES YS)		
AP Trx #: 109652		PROGRAMMING	440-5511-533100	58.17	
		Vnd: 3189 Invoice: 1G1T-GF6V-7G6Q	440-0000-211000		58.17
		Expected Check Run: 10/10/2025		<u>58.17</u>	<u>58.17</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES	Invoice: 1K1F-NGHG-K6XC Ref#: 72772 (PROGRAM SUPPLIES- EVENT)		
AP Trx #: 109653		PROGRAMMING	440-5511-533100	43.15	
		Vnd: 3189 Invoice: 1K1F-NGHG-K6XC	440-0000-211000		43.15
		Expected Check Run: 10/10/2025		<u>43.15</u>	<u>43.15</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES	Invoice: 1LQG-DWM6-KR6T Ref#: 72773 (PROGRAM SUPPLIES- ADULT)		
AP Trx #: 109654		PROGRAMMING	440-5511-533100	398.60	
		Vnd: 3189 Invoice: 1LQG-DWM6-KR6T	440-0000-211000		398.60
		Expected Check Run: 10/10/2025		<u>398.60</u>	<u>398.60</u>
10/10/2025	AP	AMAZON CAPITOL SERVICES	Invoice: 1FDM-LJYY-JQ1G Ref#: 72856 (THINGERY ITEMS)		
AP Trx #: 109655		THINGERY COLLECTION	440-5511-533000	140.80	
		Vnd: 3189 Invoice: 1FDM-LJYY-JQ1G	440-0000-211000		140.80
		Expected Check Run: 10/10/2025		<u>140.80</u>	<u>140.80</u>
10/10/2025	AP	AMERICA AQUARIA	Invoice: 57087 Ref#: 72596 (FISH TANK MAINTENENCE)		
AP Trx #: 109656		OUTSIDE SERVICES	440-5511-531000	85.00	
		Vnd: 1792 Invoice: 57087	440-0000-211000		85.00
		Expected Check Run: 10/10/2025		<u>85.00</u>	<u>85.00</u>
10/10/2025	AP	ANDREWS LOCKSMITHS	Invoice: 16538 Ref#: 72878 (REKEY DOOR)		
AP Trx #: 109657		DONATED FUND EXPENDITURES	440-5890-580600	1,119.00	
		Vnd: 1031 Invoice: 16538	440-0000-211000		1,119.00
		Expected Check Run: 10/10/2025		<u>1,119.00</u>	<u>1,119.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	BERNSTEIN & ASSOCIATES, LLC			
AP Trx #: 109658					
		DONATED FUND EXPENDITURES	440-5890-580600	560.00	
		Vnd: 3268 Invoice: 3419	440-0000-211000		560.00
		Expected Check Run: 10/10/2025			
				<u>560.00</u>	<u>560.00</u>
10/10/2025	AP	BRODART			
AP Trx #: 109659					
		BOOKS	440-5700-532800	14.74	
		Vnd: 0987 Invoice: B7060748	440-0000-211000		14.74
		Expected Check Run: 10/10/2025			
				<u>14.74</u>	<u>14.74</u>
10/10/2025	AP	BUELOW, VETTER, BUIKEMA, OLSON			
AP Trx #: 109660					
		PROFESSIONAL SERVICES	440-5511-521900	285.00	
		Vnd: 0021 Invoice: 11	440-0000-211000		285.00
		Expected Check Run: 10/10/2025			
				<u>285.00</u>	<u>285.00</u>
10/10/2025	AP	COMPLETE OFFICE OF WISCONSIN			
AP Trx #: 109661					
		OPERATIONAL SUPPLIES	440-5511-531100	110.98	
		Vnd: 3340 Invoice: 987997	440-0000-211000		110.98
		Expected Check Run: 10/10/2025			
				<u>110.98</u>	<u>110.98</u>
10/10/2025	AP	CRYSTAL VISTA LLC			
AP Trx #: 109662					
		REPAIRS & MAINTENANCE	440-5511-539500	1,249.00	
		Vnd: 3370 Invoice: 5163	440-0000-211000		1,249.00
		Expected Check Run: 10/10/2025			
				<u>1,249.00</u>	<u>1,249.00</u>
10/10/2025	AP	DAN PLAUTZ CLEANING SERVICE, INC.			
AP Trx #: 109663					
		REPAIRS & MAINTENANCE	440-5511-539500	424.00	
		Vnd: 3293 Invoice: 9107	440-0000-211000		424.00
		Expected Check Run: 10/10/2025			
				<u>424.00</u>	<u>424.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	DEMCO INC			
AP Trx #: 109664					
		COLLECTION MAINTENANCE & REPAIR	440-5511-531600	192.14	
		Vnd: 0053 Invoice: 7705169	440-0000-211000		192.14
		Expected Check Run: 10/10/2025			
				<u>192.14</u>	<u>192.14</u>
10/10/2025	AP	GREAT AMERICAN FINANCIAL SVCS.			
AP Trx #: 109665					
		CONTRACTUAL SERVICES	440-5511-522000	403.19	
		Vnd: 1290 Invoice: 40217097	440-0000-211000		403.19
		Expected Check Run: 10/10/2025			
				<u>403.19</u>	<u>403.19</u>
10/10/2025	AP	HALEY GILBART			
AP Trx #: 109666					
		TRAINING & TRAVEL	440-5511-533500	16.10	
		Vnd: MISC Invoice: SEPTEMBER	440-0000-211000		16.10
		Expected Check Run: 10/10/2025			
				<u>16.10</u>	<u>16.10</u>
10/10/2025	AP	IMPACT ACQUISITIONS, LLC			
AP Trx #: 109667					
		CONTRACTUAL SERVICES	440-5511-522000	673.97	
		Vnd: 3192 Invoice: 3572808	440-0000-211000		673.97
		Expected Check Run: 10/10/2025			
				<u>673.97</u>	<u>673.97</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109668					
		BOOKS	440-5700-532800	11.47	
		Vnd: 0207 Invoice: 89935180	440-0000-211000		11.47
		Expected Check Run: 10/10/2025			
				<u>11.47</u>	<u>11.47</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109669					
		BOOKS	440-5700-532800	16.28	
		Vnd: 0207 Invoice: 89935181	440-0000-211000		16.28
		Expected Check Run: 10/10/2025			
				<u>16.28</u>	<u>16.28</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109670					
		BOOKS	440-5700-532800	14.57	
		Vnd: 0207 Invoice: 89935182	440-0000-211000		14.57
		Expected Check Run: 10/10/2025			
				<u>14.57</u>	<u>14.57</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109671					
		BOOKS	440-5700-532800	83.11	
		Vnd: 0207 Invoice: 89935183	440-0000-211000		83.11
		Expected Check Run: 10/10/2025			
				<u>83.11</u>	<u>83.11</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109672					
		BOOKS	440-5700-532800	16.24	
		Vnd: 0207 Invoice: 89935184	440-0000-211000		16.24
		Expected Check Run: 10/10/2025			
				<u>16.24</u>	<u>16.24</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109673					
		BOOKS	440-5700-532800	108.63	
		Vnd: 0207 Invoice: 89935185	440-0000-211000		108.63
		Expected Check Run: 10/10/2025			
				<u>108.63</u>	<u>108.63</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109674					
		BOOKS	440-5700-532800	11.60	
		Vnd: 0207 Invoice: 90147639	440-0000-211000		11.60
		Expected Check Run: 10/10/2025			
				<u>11.60</u>	<u>11.60</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109675					
		BOOKS	440-5700-532800	43.88	
		Vnd: 0207 Invoice: 90147640	440-0000-211000		43.88
		Expected Check Run: 10/10/2025			
				<u>43.88</u>	<u>43.88</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109676					
		BOOKS	440-5700-532800	99.35	
		Vnd: 0207 Invoice: 90147641	440-0000-211000		99.35
		Expected Check Run: 10/10/2025			
				<u>99.35</u>	<u>99.35</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109677					
		BOOKS	440-5700-532800	18.25	
		Vnd: 0207 Invoice: 90147642	440-0000-211000		18.25
		Expected Check Run: 10/10/2025			
				<u>18.25</u>	<u>18.25</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109678					
		BOOKS	440-5700-532800	7.61	
		Vnd: 0207 Invoice: 90147643	440-0000-211000		7.61
		Expected Check Run: 10/10/2025			
				<u>7.61</u>	<u>7.61</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109679					
		BOOKS	440-5700-532800	11.15	
		Vnd: 0207 Invoice: 90147644	440-0000-211000		11.15
		Expected Check Run: 10/10/2025			
				<u>11.15</u>	<u>11.15</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109680					
		BOOKS	440-5700-532800	49.10	
		Vnd: 0207 Invoice: 90147645	440-0000-211000		49.10
		Expected Check Run: 10/10/2025			
				<u>49.10</u>	<u>49.10</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109681					
		BOOKS	440-5700-532800	149.92	
		Vnd: 0207 Invoice: 90191815	440-0000-211000		149.92
		Expected Check Run: 10/10/2025			
				<u>149.92</u>	<u>149.92</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109682					
		BOOKS	440-5700-532800	22.61	
		Vnd: 0207 Invoice: 90225752	440-0000-211000		22.61
		Expected Check Run: 10/10/2025			
				<u>22.61</u>	<u>22.61</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109683					
		BOOKS	440-5700-532800	35.44	
		Vnd: 0207 Invoice: 90225753	440-0000-211000		35.44
		Expected Check Run: 10/10/2025			
				<u>35.44</u>	<u>35.44</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109684					
		BOOKS	440-5700-532800	31.88	
		Vnd: 0207 Invoice: 90257353	440-0000-211000		31.88
		Expected Check Run: 10/10/2025			
				<u>31.88</u>	<u>31.88</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109685					
		BOOKS	440-5700-532800	60.37	
		Vnd: 0207 Invoice: 90257354	440-0000-211000		60.37
		Expected Check Run: 10/10/2025			
				<u>60.37</u>	<u>60.37</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109686					
		BOOKS	440-5700-532800	389.38	
		Vnd: 0207 Invoice: 90257355	440-0000-211000		389.38
		Expected Check Run: 10/10/2025			
				<u>389.38</u>	<u>389.38</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109687					
		BOOKS	440-5700-532800	42.78	
		Vnd: 0207 Invoice: 90257356	440-0000-211000		42.78
		Expected Check Run: 10/10/2025			
				<u>42.78</u>	<u>42.78</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109688					
		BOOKS	440-5700-532800	37.05	
		Vnd: 0207 Invoice: 90257357	440-0000-211000		37.05
		Expected Check Run: 10/10/2025			
				<u>37.05</u>	<u>37.05</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109689					
		BOOKS	440-5700-532800	18.86	
		Vnd: 0207 Invoice: 90262609	440-0000-211000		18.86
		Expected Check Run: 10/10/2025			
				<u>18.86</u>	<u>18.86</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109690					
		BOOKS	440-5700-532800	197.93	
		Vnd: 0207 Invoice: 90262610	440-0000-211000		197.93
		Expected Check Run: 10/10/2025			
				<u>197.93</u>	<u>197.93</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109691					
		BOOKS	440-5700-532800	10.98	
		Vnd: 0207 Invoice: 90262611	440-0000-211000		10.98
		Expected Check Run: 10/10/2025			
				<u>10.98</u>	<u>10.98</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109692					
		BOOKS	440-5700-532800	11.77	
		Vnd: 0207 Invoice: 90283589	440-0000-211000		11.77
		Expected Check Run: 10/10/2025			
				<u>11.77</u>	<u>11.77</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109693					
		BOOKS	440-5700-532800	34.67	
		Vnd: 0207 Invoice: 90283590	440-0000-211000		34.67
		Expected Check Run: 10/10/2025			
				<u>34.67</u>	<u>34.67</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109694					
		BOOKS	440-5700-532800	15.63	
		Vnd: 0207 Invoice: 90283591	440-0000-211000		15.63
		Expected Check Run: 10/10/2025			
				<u>15.63</u>	<u>15.63</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109695					
		BOOKS	440-5700-532800	20.75	
		Vnd: 0207 Invoice: 90283592	440-0000-211000		20.75
		Expected Check Run: 10/10/2025			
				<u>20.75</u>	<u>20.75</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109696					
		BOOKS	440-5700-532800	54.36	
		Vnd: 0207 Invoice: 90283593	440-0000-211000		54.36
		Expected Check Run: 10/10/2025			
				<u>54.36</u>	<u>54.36</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109697					
		BOOKS	440-5700-532800	11.53	
		Vnd: 0207 Invoice: 90283594	440-0000-211000		11.53
		Expected Check Run: 10/10/2025			
				<u>11.53</u>	<u>11.53</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109698					
		BOOKS	440-5700-532800	14.54	
		Vnd: 0207 Invoice: 90283595	440-0000-211000		14.54
		Expected Check Run: 10/10/2025			
				<u>14.54</u>	<u>14.54</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109699					
		BOOKS	440-5700-532800	19.02	
		Vnd: 0207 Invoice: 90283596	440-0000-211000		19.02
		Expected Check Run: 10/10/2025			
				<u>19.02</u>	<u>19.02</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109700					
		BOOKS	440-5700-532800	43.66	
		Vnd: 0207 Invoice: 90283597	440-0000-211000		43.66
		Expected Check Run: 10/10/2025			
				<u>43.66</u>	<u>43.66</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109701					
		BOOKS	440-5700-532800	27.69	
		Vnd: 0207 Invoice: 90294542	440-0000-211000		27.69
		Expected Check Run: 10/10/2025			
				<u>27.69</u>	<u>27.69</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109702					
		BOOKS	440-5700-532800	44.65	
		Vnd: 0207 Invoice: 90316602	440-0000-211000		44.65
		Expected Check Run: 10/10/2025			
				<u>44.65</u>	<u>44.65</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109703					
		BOOKS	440-5700-532800	10.97	
		Vnd: 0207 Invoice: 90316603	440-0000-211000		10.97
		Expected Check Run: 10/10/2025			
				<u>10.97</u>	<u>10.97</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109704					
		BOOKS	440-5700-532800	32.72	
		Vnd: 0207 Invoice: 90316604	440-0000-211000		32.72
		Expected Check Run: 10/10/2025			
				<u>32.72</u>	<u>32.72</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109705					
		BOOKS	440-5700-532800	19.75	
		Vnd: 0207 Invoice: 90316605	440-0000-211000		19.75
		Expected Check Run: 10/10/2025			
				<u>19.75</u>	<u>19.75</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109706					
		BOOKS	440-5700-532800	17.17	
		Vnd: 0207 Invoice: 90348990	440-0000-211000		17.17
		Expected Check Run: 10/10/2025			
				<u>17.17</u>	<u>17.17</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109707					
		BOOKS	440-5700-532800	11.01	
		Vnd: 0207 Invoice: 90348991	440-0000-211000		11.01
		Expected Check Run: 10/10/2025			
				<u>11.01</u>	<u>11.01</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109708					
		BOOKS	440-5700-532800	23.53	
		Vnd: 0207 Invoice: 90348992	440-0000-211000		23.53
		Expected Check Run: 10/10/2025			
				<u>23.53</u>	<u>23.53</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109709					
		BOOKS	440-5700-532800	11.71	
		Vnd: 0207 Invoice: 90348993	440-0000-211000		11.71
		Expected Check Run: 10/10/2025			
				<u>11.71</u>	<u>11.71</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109710					
		BOOKS	440-5700-532800	9.98	
		Vnd: 0207 Invoice: 90379942	440-0000-211000		9.98
		Expected Check Run: 10/10/2025			
				<u>9.98</u>	<u>9.98</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109711					
		BOOKS	440-5700-532800	96.00	
		Vnd: 0207 Invoice: 90379943	440-0000-211000		96.00
		Expected Check Run: 10/10/2025			
				<u>96.00</u>	<u>96.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109712					
		BOOKS	440-5700-532800	16.61	
		Vnd: 0207 Invoice: 90379944	440-0000-211000		16.61
		Expected Check Run: 10/10/2025			
				<u>16.61</u>	<u>16.61</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109713					
		BOOKS	440-5700-532800	21.65	
		Vnd: 0207 Invoice: 90379945	440-0000-211000		21.65
		Expected Check Run: 10/10/2025			
				<u>21.65</u>	<u>21.65</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109714					
		BOOKS	440-5700-532800	151.17	
		Vnd: 0207 Invoice: 90379946	440-0000-211000		151.17
		Expected Check Run: 10/10/2025			
				<u>151.17</u>	<u>151.17</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109715					
		BOOKS	440-5700-532800	22.90	
		Vnd: 0207 Invoice: 90379947	440-0000-211000		22.90
		Expected Check Run: 10/10/2025			
				<u>22.90</u>	<u>22.90</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109716					
		BOOKS	440-5700-532800	33.43	
		Vnd: 0207 Invoice: 90379948	440-0000-211000		33.43
		Expected Check Run: 10/10/2025			
				<u>33.43</u>	<u>33.43</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109717					
		BOOKS	440-5700-532800	52.53	
		Vnd: 0207 Invoice: 90379949	440-0000-211000		52.53
		Expected Check Run: 10/10/2025			
				<u>52.53</u>	<u>52.53</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109718					
		BOOKS	440-5700-532800	26.18	
		Vnd: 0207 Invoice: 90379950	440-0000-211000		26.18
		Expected Check Run: 10/10/2025			
				<u>26.18</u>	<u>26.18</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109719					
		BOOKS	440-5700-532800	13.44	
		Vnd: 0207 Invoice: 90379951	440-0000-211000		13.44
		Expected Check Run: 10/10/2025			
				<u>13.44</u>	<u>13.44</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109720					
		BOOKS	440-5700-532800	20.99	
		Vnd: 0207 Invoice: 90415348	440-0000-211000		20.99
		Expected Check Run: 10/10/2025			
				<u>20.99</u>	<u>20.99</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109721					
		BOOKS	440-5700-532800	23.98	
		Vnd: 0207 Invoice: 90420465	440-0000-211000		23.98
		Expected Check Run: 10/10/2025			
				<u>23.98</u>	<u>23.98</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109722					
		BOOKS	440-5700-532800	28.18	
		Vnd: 0207 Invoice: 90440493	440-0000-211000		28.18
		Expected Check Run: 10/10/2025			
				<u>28.18</u>	<u>28.18</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109723					
		BOOKS	440-5700-532800	26.18	
		Vnd: 0207 Invoice: 90440494	440-0000-211000		26.18
		Expected Check Run: 10/10/2025			
				<u>26.18</u>	<u>26.18</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109724					
		BOOKS	440-5700-532800	14.29	
		Vnd: 0207 Invoice: 90440495	440-0000-211000		14.29
		Expected Check Run: 10/10/2025			
				<u>14.29</u>	<u>14.29</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109725					
		BOOKS	440-5700-532800	13.99	
		Vnd: 0207 Invoice: 90440496	440-0000-211000		13.99
		Expected Check Run: 10/10/2025			
				<u>13.99</u>	<u>13.99</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109726					
		BOOKS	440-5700-532800	280.32	
		Vnd: 0207 Invoice: 90477869	440-0000-211000		280.32
		Expected Check Run: 10/10/2025			
				<u>280.32</u>	<u>280.32</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109727					
		BOOKS	440-5700-532800	13.41	
		Vnd: 0207 Invoice: 90485415	440-0000-211000		13.41
		Expected Check Run: 10/10/2025			
				<u>13.41</u>	<u>13.41</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109728					
		BOOKS	440-5700-532800	24.08	
		Vnd: 0207 Invoice: 90485416	440-0000-211000		24.08
		Expected Check Run: 10/10/2025			
				<u>24.08</u>	<u>24.08</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109729					
		BOOKS	440-5700-532800	29.18	
		Vnd: 0207 Invoice: 90485417	440-0000-211000		29.18
		Expected Check Run: 10/10/2025			
				<u>29.18</u>	<u>29.18</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109730					
		BOOKS	440-5700-532800	47.18	
		Vnd: 0207 Invoice: 90485418	440-0000-211000		47.18
		Expected Check Run: 10/10/2025			
				<u>47.18</u>	<u>47.18</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109731					
		BOOKS	440-5700-532800	29.69	
		Vnd: 0207 Invoice: 90518690	440-0000-211000		29.69
		Expected Check Run: 10/10/2025			
				<u>29.69</u>	<u>29.69</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109732					
		BOOKS	440-5700-532800	18.95	
		Vnd: 0207 Invoice: 90518691	440-0000-211000		18.95
		Expected Check Run: 10/10/2025			
				<u>18.95</u>	<u>18.95</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109733					
		BOOKS	440-5700-532800	468.57	
		Vnd: 0207 Invoice: 90518692	440-0000-211000		468.57
		Expected Check Run: 10/10/2025			
				<u>468.57</u>	<u>468.57</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109734					
		BOOKS	440-5700-532800	35.99	
		Vnd: 0207 Invoice: 90532888	440-0000-211000		35.99
		Expected Check Run: 10/10/2025			
				<u>35.99</u>	<u>35.99</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109735					
		BOOKS	440-5700-532800	126.28	
		Vnd: 0207 Invoice: 90532889	440-0000-211000		126.28
		Expected Check Run: 10/10/2025			
				<u>126.28</u>	<u>126.28</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109736					
		BOOKS	440-5700-532800	19.50	
		Vnd: 0207 Invoice: 90553323	440-0000-211000		19.50
		Expected Check Run: 10/10/2025			
				<u>19.50</u>	<u>19.50</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109737					
		BOOKS	440-5700-532800	22.50	
		Vnd: 0207 Invoice: 90580950	440-0000-211000		22.50
		Expected Check Run: 10/10/2025			
				<u>22.50</u>	<u>22.50</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109738					
		BOOKS	440-5700-532800	15.92	
		Vnd: 0207 Invoice: 90580951	440-0000-211000		15.92
		Expected Check Run: 10/10/2025			
				<u>15.92</u>	<u>15.92</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109739					
		BOOKS	440-5700-532800	12.76	
		Vnd: 0207 Invoice: 90580952	440-0000-211000		12.76
		Expected Check Run: 10/10/2025			
				<u>12.76</u>	<u>12.76</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109740					
		BOOKS	440-5700-532800	11.06	
		Vnd: 0207 Invoice: 90580953	440-0000-211000		11.06
		Expected Check Run: 10/10/2025			
				<u>11.06</u>	<u>11.06</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109741					
		BOOKS	440-5700-532800	10.22	
		Vnd: 0207 Invoice: 90580954	440-0000-211000		10.22
		Expected Check Run: 10/10/2025			
				<u>10.22</u>	<u>10.22</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109742					
		BOOKS	440-5700-532800	11.08	
		Vnd: 0207 Invoice: 90580955	440-0000-211000		11.08
		Expected Check Run: 10/10/2025			
				<u>11.08</u>	<u>11.08</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109743					
		BOOKS	440-5700-532800	79.77	
		Vnd: 0207 Invoice: 90580956	440-0000-211000		79.77
		Expected Check Run: 10/10/2025			
				<u>79.77</u>	<u>79.77</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109744					
		BOOKS	440-5700-532800	26.16	
		Vnd: 0207 Invoice: 90580957	440-0000-211000		26.16
		Expected Check Run: 10/10/2025			
				<u>26.16</u>	<u>26.16</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109745					
		BOOKS	440-5700-532800	10.86	
		Vnd: 0207 Invoice: 90580958	440-0000-211000		10.86
		Expected Check Run: 10/10/2025			
				<u>10.86</u>	<u>10.86</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109746					
		BOOKS	440-5700-532800	13.90	
		Vnd: 0207 Invoice: 90580959	440-0000-211000		13.90
		Expected Check Run: 10/10/2025			
				<u>13.90</u>	<u>13.90</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109747					
		BOOKS	440-5700-532800	202.57	
		Vnd: 0207 Invoice: 90580960	440-0000-211000		202.57
		Expected Check Run: 10/10/2025			
				<u>202.57</u>	<u>202.57</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109748					
		BOOKS	440-5700-532800	4.49	
		Vnd: 0207 Invoice: 90580961	440-0000-211000		4.49
		Expected Check Run: 10/10/2025			
				<u>4.49</u>	<u>4.49</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109749					
		BOOKS	440-5700-532800	16.63	
		Vnd: 0207 Invoice: 90580962	440-0000-211000		16.63
		Expected Check Run: 10/10/2025			
				<u>16.63</u>	<u>16.63</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109750					
		BOOKS	440-5700-532800	23.88	
		Vnd: 0207 Invoice: 90609995	440-0000-211000		23.88
		Expected Check Run: 10/10/2025			
				<u>23.88</u>	<u>23.88</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109751					
		BOOKS	440-5700-532800	17.42	
		Vnd: 0207 Invoice: 90609996	440-0000-211000		17.42
		Expected Check Run: 10/10/2025			
				<u>17.42</u>	<u>17.42</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109752					
		BOOKS	440-5700-532800	17.06	
		Vnd: 0207 Invoice: 90609997	440-0000-211000		17.06
		Expected Check Run: 10/10/2025			
				<u>17.06</u>	<u>17.06</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109753					
		BOOKS	440-5700-532800	20.60	
		Vnd: 0207 Invoice: 90609998	440-0000-211000		20.60
		Expected Check Run: 10/10/2025			
				<u>20.60</u>	<u>20.60</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109754					
		BOOKS	440-5700-532800	9.78	
		Vnd: 0207 Invoice: 90609999	440-0000-211000		9.78
		Expected Check Run: 10/10/2025			
				<u>9.78</u>	<u>9.78</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109755					
		BOOKS	440-5700-532800	16.22	
		Vnd: 0207 Invoice: 90610000	440-0000-211000		16.22
		Expected Check Run: 10/10/2025			
				<u>16.22</u>	<u>16.22</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109756					
		BOOKS	440-5700-532800	20.02	
		Vnd: 0207 Invoice: 90610001	440-0000-211000		20.02
		Expected Check Run: 10/10/2025			
				<u>20.02</u>	<u>20.02</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109757					
		BOOKS	440-5700-532800	77.91	
		Vnd: 0207 Invoice: 90610002	440-0000-211000		77.91
		Expected Check Run: 10/10/2025			
				<u>77.91</u>	<u>77.91</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109758					
		BOOKS	440-5700-532800	11.60	
		Vnd: 0207 Invoice: 90610003	440-0000-211000		11.60
		Expected Check Run: 10/10/2025			
				<u>11.60</u>	<u>11.60</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109759					
		BOOKS	440-5700-532800	14.17	
		Vnd: 0207 Invoice: 90610004	440-0000-211000		14.17
		Expected Check Run: 10/10/2025			
				<u>14.17</u>	<u>14.17</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109760					
		BOOKS	440-5700-532800	101.05	
		Vnd: 0207 Invoice: 90634602	440-0000-211000		101.05
		Expected Check Run: 10/10/2025			
				<u>101.05</u>	<u>101.05</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109761					
		BOOKS	440-5700-532800	420.56	
		Vnd: 0207 Invoice: 90644139	440-0000-211000		420.56
		Expected Check Run: 10/10/2025			
				<u>420.56</u>	<u>420.56</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109762					
		BOOKS	440-5700-532800	18.94	
		Vnd: 0207 Invoice: 90644140	440-0000-211000		18.94
		Expected Check Run: 10/10/2025			
				<u>18.94</u>	<u>18.94</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109763					
		BOOKS	440-5700-532800	10.65	
		Vnd: 0207 Invoice: 90724762	440-0000-211000		10.65
		Expected Check Run: 10/10/2025			
				<u>10.65</u>	<u>10.65</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109764					
		BOOKS	440-5700-532800	58.49	
		Vnd: 0207 Invoice: 90724763	440-0000-211000		58.49
		Expected Check Run: 10/10/2025			
				<u>58.49</u>	<u>58.49</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109765					
		BOOKS	440-5700-532800	17.16	
		Vnd: 0207 Invoice: 90724764	440-0000-211000		17.16
		Expected Check Run: 10/10/2025			
				<u>17.16</u>	<u>17.16</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109766					
		BOOKS	440-5700-532800	38.17	
		Vnd: 0207 Invoice: 90724765	440-0000-211000		38.17
		Expected Check Run: 10/10/2025		<u>38.17</u>	<u>38.17</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109767					
		BOOKS	440-5700-532800	40.46	
		Vnd: 0207 Invoice: 90724766	440-0000-211000		40.46
		Expected Check Run: 10/10/2025		<u>40.46</u>	<u>40.46</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109768					
		BOOKS	440-5700-532800	43.68	
		Vnd: 0207 Invoice: 90724767	440-0000-211000		43.68
		Expected Check Run: 10/10/2025		<u>43.68</u>	<u>43.68</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109769					
		BOOKS	440-5700-532800	82.69	
		Vnd: 0207 Invoice: 90724768	440-0000-211000		82.69
		Expected Check Run: 10/10/2025		<u>82.69</u>	<u>82.69</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109770					
		BOOKS	440-5700-532800	9.53	
		Vnd: 0207 Invoice: 90724769	440-0000-211000		9.53
		Expected Check Run: 10/10/2025		<u>9.53</u>	<u>9.53</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109771					
		BOOKS	440-5700-532800	84.11	
		Vnd: 0207 Invoice: 90724770	440-0000-211000		84.11
		Expected Check Run: 10/10/2025		<u>84.11</u>	<u>84.11</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109772					
		BOOKS	440-5700-532800	22.96	
		Vnd: 0207 Invoice: 90724771	440-0000-211000		22.96
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				22.96	22.96
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109773					
		BOOKS	440-5700-532800	18.11	
		Vnd: 0207 Invoice: 90724772	440-0000-211000		18.11
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				18.11	18.11
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109774					
		BOOKS	440-5700-532800	34.41	
		Vnd: 0207 Invoice: 90724773	440-0000-211000		34.41
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				34.41	34.41
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109775					
		BOOKS	440-5700-532800	546.93	
		Vnd: 0207 Invoice: 90724774	440-0000-211000		546.93
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				546.93	546.93
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109776					
		BOOKS	440-5700-532800	20.99	
		Vnd: 0207 Invoice: 90794181	440-0000-211000		20.99
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				20.99	20.99
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109777					
		BOOKS	440-5700-532800	17.24	
		Vnd: 0207 Invoice: 90732090	440-0000-211000		17.24
		Expected Check Run: 10/10/2025		<hr/>	<hr/>
				17.24	17.24

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109778					
		BOOKS	440-5700-532800	205.52	
		Vnd: 0207 Invoice: 90764546	440-0000-211000		205.52
		Expected Check Run: 10/10/2025			
				<u>205.52</u>	<u>205.52</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109779					
		BOOKS	440-5700-532800	14.39	
		Vnd: 0207 Invoice: 90783399	440-0000-211000		14.39
		Expected Check Run: 10/10/2025			
				<u>14.39</u>	<u>14.39</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109780					
		BOOKS	440-5700-532800	18.39	
		Vnd: 0207 Invoice: 90859830	440-0000-211000		18.39
		Expected Check Run: 10/10/2025			
				<u>18.39</u>	<u>18.39</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109781					
		BOOKS	440-5700-532800	31.78	
		Vnd: 0207 Invoice: 90859831	440-0000-211000		31.78
		Expected Check Run: 10/10/2025			
				<u>31.78</u>	<u>31.78</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109782					
		BOOKS	440-5700-532800	15.73	
		Vnd: 0207 Invoice: 90859832	440-0000-211000		15.73
		Expected Check Run: 10/10/2025			
				<u>15.73</u>	<u>15.73</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109783					
		BOOKS	440-5700-532800	21.49	
		Vnd: 0207 Invoice: 90859833	440-0000-211000		21.49
		Expected Check Run: 10/10/2025			
				<u>21.49</u>	<u>21.49</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109784					
		BOOKS	440-5700-532800	32.50	
		Vnd: 0207 Invoice: 90859834	440-0000-211000		32.50
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				32.50	32.50
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109785					
		BOOKS	440-5700-532800	14.61	
		Vnd: 0207 Invoice: 90859835	440-0000-211000		14.61
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				14.61	14.61
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109786					
		BOOKS	440-5700-532800	10.92	
		Vnd: 0207 Invoice: 90859836	440-0000-211000		10.92
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				10.92	10.92
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109787					
		BOOKS	440-5700-532800	23.49	
		Vnd: 0207 Invoice: 90859837	440-0000-211000		23.49
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				23.49	23.49
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109788					
		BOOKS	440-5700-532800	16.42	
		Vnd: 0207 Invoice: 90859838	440-0000-211000		16.42
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				16.42	16.42
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109789					
		BOOKS	440-5700-532800	10.99	
		Vnd: 0207 Invoice: 90859839	440-0000-211000		10.99
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				10.99	10.99

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109790					
		BOOKS	440-5700-532800	192.61	
		Vnd: 0207 Invoice: 90859840	440-0000-211000		192.61
		Expected Check Run: 10/10/2025		<u>192.61</u>	<u>192.61</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109791					
		BOOKS	440-5700-532800	1,585.20	
		Vnd: 0207 Invoice: 90895106	440-0000-211000		1,585.20
		Expected Check Run: 10/10/2025		<u>1,585.20</u>	<u>1,585.20</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109792					
		BOOKS	440-5700-532800	12.49	
		Vnd: 0207 Invoice: 90922591	440-0000-211000		12.49
		Expected Check Run: 10/10/2025		<u>12.49</u>	<u>12.49</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109793					
		BOOKS	440-5700-532800	12.49	
		Vnd: 0207 Invoice: 90922592	440-0000-211000		12.49
		Expected Check Run: 10/10/2025		<u>12.49</u>	<u>12.49</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109794					
		BOOKS	440-5700-532800	33.08	
		Vnd: 0207 Invoice: 90922593	440-0000-211000		33.08
		Expected Check Run: 10/10/2025		<u>33.08</u>	<u>33.08</u>
10/10/2025	AP	INGRAM LIBRARY SERVICES			
AP Trx #: 109795					
		BOOKS	440-5700-532800	16.74	
		Vnd: 0207 Invoice: 90922594	440-0000-211000		16.74
		Expected Check Run: 10/10/2025		<u>16.74</u>	<u>16.74</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	JESSICA MICHNA	Invoice: GRSWT20251029 Ref#: 72669 (SALEM WITCH TRIALS PROGRAM)		
AP Trx #: 109796		PROGRAMMING	440-5511-533100	190.00	
		Vnd: 1708 Invoice: GRSWT20251029	440-0000-211000		190.00
		Expected Check Run: 10/10/2025		<u>190.00</u>	<u>190.00</u>
10/10/2025	AP	KAYLEIGH RUZGA	Invoice: SEPTEMBER Ref#: 72858 (SEWI BOOK REPAIR WORKSHOP)		
AP Trx #: 109797		TRAINING & TRAVEL	440-5511-533500	37.80	
		Vnd: MISC Invoice: SEPTEMBER	440-0000-211000		37.80
		Expected Check Run: 10/10/2025		<u>37.80</u>	<u>37.80</u>
10/10/2025	AP	KIM WATNOS-OLSON	Invoice: 001 Ref#: 72840 (NEEDLE FELTING CLASS)		
AP Trx #: 109798		METASPACE MAINTENANCE	440-5511-531700	300.00	
		Vnd: 3440 Invoice: 001	440-0000-211000		300.00
		Expected Check Run: 10/10/2025		<u>300.00</u>	<u>300.00</u>
10/10/2025	AP	KLASSY KLEANERS	Invoice: 1168 Ref#: 72918 (WEEKEND CLEANING)		
AP Trx #: 109799		OUTSIDE SERVICES	440-5511-531000	840.00	
		Vnd: 3114 Invoice: 1168	440-0000-211000		840.00
		Expected Check Run: 10/10/2025		<u>840.00</u>	<u>840.00</u>
10/10/2025	AP	LIBRARY STRATEGIES	Invoice: 2684 Ref#: 72860 (CONSULTING SERVICES- SEPTEMBER /PD BY WC)		
AP Trx #: 109800		DONATED FUND EXPENDITURES	440-5890-580600	5,000.00	
		Vnd: 3389 Invoice: 2684	440-0000-211000		5,000.00
		Expected Check Run: 10/10/2025		<u>5,000.00</u>	<u>5,000.00</u>
10/10/2025	AP	MIDWEST TAPE	Invoice: 507733887 Ref#: 72599 (DVD)		
AP Trx #: 109801		AV MATERIAL	440-5700-532900	179.19	
		Vnd: 0074 Invoice: 507733887	440-0000-211000		179.19
		Expected Check Run: 10/10/2025		<u>179.19</u>	<u>179.19</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	MIDWEST TAPE			
AP Trx #: 109802					
		AV MATERIAL	440-5700-532900	16.99	
		Vnd: 0074 Invoice: 507733886	440-0000-211000		16.99
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				16.99	16.99
10/10/2025	AP	MIDWEST TAPE			
AP Trx #: 109803					
		AV MATERIAL	440-5700-532900	46.48	
		Vnd: 0074 Invoice: 507765566	440-0000-211000		46.48
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				46.48	46.48
10/10/2025	AP	MIDWEST TAPE			
AP Trx #: 109804					
		DIGITAL COLLECTIONS	440-5511-534900	884.86	
		Vnd: 0074 Invoice: 507822467	440-0000-211000		884.86
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				884.86	884.86
10/10/2025	AP	NORTHERN LASER SYSTEMS			
AP Trx #: 109805					
		METASPACE MAINTENANCE	440-5511-531700	764.00	
		Vnd: 3262 Invoice: 25-143	440-0000-211000		764.00
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				764.00	764.00
10/10/2025	AP	PLAYAWAY PRODUCTS LLC			
AP Trx #: 109806					
		DONATED FUND EXPENDITURES	440-5890-580600	60.34	
		Vnd: 3341 Invoice: 510698	440-0000-211000		60.34
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				60.34	60.34
10/10/2025	AP	PLAYAWAY PRODUCTS LLC			
AP Trx #: 109807					
		DONATED FUND EXPENDITURES	440-5890-580600	554.81	
		Vnd: 3341 Invoice: 510700	440-0000-211000		554.81
		Expected Check Run: 10/10/2025			
				<hr/>	<hr/>
				554.81	554.81

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/10/2025	AP	QUILL LLC			
AP Trx #: 109808		Invoice: 45740800 Ref#: 72603 (BOOK TAPE)			
		COLLECTION MAINTENANCE & REPAIR	440-5511-531600	129.39	
		Vnd: 0084 Invoice: 45740800	440-0000-211000		129.39
		Expected Check Run: 10/10/2025			
				<u>129.39</u>	<u>129.39</u>
10/10/2025	AP	UNITED STATES ALLIANCE FIRE PROTECT			
AP Trx #: 109809		Invoice: 1046-F160843 Ref#: 72861 (REPAIR BACKFLOW, CHANGE OIL ON COMPRES			
		DONATED FUND EXPENDITURES	440-5890-580600	1,472.00	
		Vnd: 0588 Invoice: 1046-F160843	440-0000-211000		1,472.00
		Expected Check Run: 10/10/2025			
				<u>1,472.00</u>	<u>1,472.00</u>
				<u>24,929.99</u>	<u>24,929.99</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	440-0000-211000		24,929.99
			TOTAL INCREASE IN PAYABI		24,929.99

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/15/2025	AP	HARMONY HOMES, INC			
AP Trx #: 109835					
		CLOSE ESCROW ACCOUNT - HARMONEY HOMES IN	100-0000-211425	3,716.20	
		Vnd: MISC Invoice: B19-0029	100-0000-211000		3,716.20
		Expected Check Run: 10/15/2025			
				<u>3,716.20</u>	<u>3,716.20</u>
10/15/2025	AP	TOUCHPAD ELECTRONICS LLC			
AP Trx #: 109836					
		B19-0024 CLOSE ESCROW ACCOUNT - TOUCHPAD	100-0000-211425	105.00	
		Vnd: MISC Invoice: B19-0024	100-0000-211000		105.00
		Expected Check Run: 10/15/2025			
				<u>105.00</u>	<u>105.00</u>
10/15/2025	AP	ULRICH & KAREN JENTZSCH REV TST			
AP Trx #: 109837					
		CLOSE ESCROW ACCOUNT - 200 GRAND AVE	100-0000-211425	3,647.66	
		Vnd: MISC Invoice: B20-0004	100-0000-211000		3,647.66
		Expected Check Run: 10/15/2025			
				<u>3,647.66</u>	<u>3,647.66</u>
				<u>7,468.86</u>	<u>7,468.86</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		7,468.86
			TOTAL INCREASE IN PAYABI		7,468.86

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/22/2025	AP	DELTA DENTAL OF WISCONSIN	Invoice: OCTOBER 2025 Ref#: 73124 (NOVEMBER 2025 DENTAL PREMIUMS)		
AP Trx #: 110085					
		NOVEMBER 2025 DENTAL INSURANCE	100-0000-215304	2,748.22	
		NOVEMBER 2025 DENTAL INSURANCE	150-0000-215304	364.64	
		NOVEMBER 2025 DENTAL INSURANCE	440-0000-215304	156.08	
		NOVEMBER 2025 DENTAL INSURANCE	500-0000-215304	11.32	
		NOVEMBER 2025 DENTAL INSURANCE	610-0000-215304	111.03	
		NOVEMBER 2025 DENTAL INSURANCE	620-0000-215304	177.97	
		Vnd: 2974 Invoice: OCTOBER 2025	100-0000-211000		2,748.22
		Vnd: 2974 Invoice: OCTOBER 2025	150-0000-211000		364.64
		Vnd: 2974 Invoice: OCTOBER 2025	440-0000-211000		156.08
		Vnd: 2974 Invoice: OCTOBER 2025	500-0000-211000		11.32
		Vnd: 2974 Invoice: OCTOBER 2025	610-0000-211000		111.03
		Vnd: 2974 Invoice: OCTOBER 2025	620-0000-211000		177.97
		Expected Check Run: 10/22/2025			
				3,569.26	3,569.26
10/22/2025	AP	DELTA DENTAL OF WISCONSIN	Invoice: OCTOBER 2025 V Ref#: 73125 (NOVEMBER 2025 VISION PREMIUMS)		
AP Trx #: 110086					
		NOVEMBER 2025 VISION INSURANCE	100-0000-215303	131.53	
		NOVEMBER 2025 VISION INSURANCE	150-0000-215303	30.02	
		NOVEMBER 2025 VISION INSURANCE	440-0000-215303	22.88	
		NOVEMBER 2025 VISION INSURANCE	500-0000-215303	0.53	
		NOVEMBER 2025 VISION INSURANCE	610-0000-215303	11.76	
		NOVEMBER 2025 VISION INSURANCE	620-0000-215303	20.24	
		Vnd: 2974 Invoice: OCTOBER 2025 V	100-0000-211000		131.53
		Vnd: 2974 Invoice: OCTOBER 2025 V	150-0000-211000		30.02
		Vnd: 2974 Invoice: OCTOBER 2025 V	440-0000-211000		22.88
		Vnd: 2974 Invoice: OCTOBER 2025 V	500-0000-211000		0.53
		Vnd: 2974 Invoice: OCTOBER 2025 V	610-0000-211000		11.76
		Vnd: 2974 Invoice: OCTOBER 2025 V	620-0000-211000		20.24
		Expected Check Run: 10/22/2025			
				216.96	216.96
10/22/2025	AP	EMPLOYEE TRUST FUNDS	Invoice: OCTOBER 2025 Ref#: 73132 (NOVEMBER 2025 HEALTH INSURANCE)		
AP Trx #: 110087					
		HEALTH INSURANCE NOV 2025	100-0000-215300	67,324.73	
		HEALTH INSURANCE NOV 2025	150-0000-215300	18,389.40	
		HEALTH INSURANCE NOV 2025	440-0000-215300	4,287.80	
		HEALTH INSURANCE NOV 2025	500-0000-215300	266.63	
		HEALTH INSURANCE NOV 2025	610-0000-215300	6,274.24	
		HEALTH INSURANCE NOV 2025	620-0000-215300	7,146.12	
		ADJ ADAMS	100-0000-215300		520.44
		Vnd: 0008 Invoice: OCTOBER 2025	100-0000-211000		66,804.29
		Vnd: 0008 Invoice: OCTOBER 2025	150-0000-211000		18,389.40
		Vnd: 0008 Invoice: OCTOBER 2025	440-0000-211000		4,287.80
		Vnd: 0008 Invoice: OCTOBER 2025	500-0000-211000		266.63
		Vnd: 0008 Invoice: OCTOBER 2025	610-0000-211000		6,274.24
		Vnd: 0008 Invoice: OCTOBER 2025	620-0000-211000		7,146.12
		Expected Check Run: 10/22/2025			
				103,688.92	103,688.92

10/22/2025 03:09 PM
User: BKEIZER
DB: Mukwonago

INVOICE JOURNAL REPORT FOR VILLAGE OF MUKWONAGO
BANK CODE: GEN PAY BY: EFT TRANSFER CHECK RUN DATES 10/22/2025 - 10/22/2025

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/22/2025	AP	GREAT WEST RETIREMENT SERVICES	Invoice: PR102425 Ref#: 73131 (RETIREMENT GW PR 10/24/25)		
AP Trx #: 110088					
		DEF COMP GW 10/24/25	100-0000-215250	1,138.97	
		DEF COMP GW 10/24/25	150-0000-215250	2,442.44	
		Vnd: 0005 Invoice: PR102425	100-0000-211000		1,138.97
		Vnd: 0005 Invoice: PR102425	150-0000-211000		2,442.44
		Expected Check Run: 10/22/2025			
				<u>3,581.41</u>	<u>3,581.41</u>
10/22/2025	AP	MISSION SQUARE	Invoice: PR102425 Ref#: 73130 (RETIREMENT MS / ICMA PR 10/24/25 305155)		
AP Trx #: 110089					
		DEFERRED COMP ICMA / MS 10/24/25	100-0000-215250	4,042.39	
		DEFERRED COMP ICMA / MS 10/24/25	150-0000-215250	50.00	
		DEFERRED COMP ICMA / MS 10/24/25	440-0000-215250	961.10	
		DEFERRED COMP ICMA / MS 10/24/25	500-0000-215250	20.01	
		DEFERRED COMP ICMA / MS 10/24/25	610-0000-215250	270.65	
		DEFERRED COMP ICMA / MS 10/24/25	620-0000-215250	290.12	
		Vnd: 0010 Invoice: PR102425	100-0000-211000		4,042.39
		Vnd: 0010 Invoice: PR102425	150-0000-211000		50.00
		Vnd: 0010 Invoice: PR102425	440-0000-211000		961.10
		Vnd: 0010 Invoice: PR102425	500-0000-211000		20.01
		Vnd: 0010 Invoice: PR102425	610-0000-211000		270.65
		Vnd: 0010 Invoice: PR102425	620-0000-211000		290.12
		Expected Check Run: 10/22/2025			
				<u>5,634.27</u>	<u>5,634.27</u>
10/22/2025	AP	UKG INC.	Invoice: I01100080365 Ref#: 73123 (PAYROLL PROCESSING FEES SEPT 2025)		
AP Trx #: 110090					
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5300-539900	126.50	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5111-539900	98.39	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5120-539900	28.11	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5141-539900	14.06	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5145-539900	56.21	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5142-539900	28.11	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5241-539900	14.06	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5670-521900	3.51	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5211-539900	154.61	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5212-539900	168.67	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	100-5213-521900	28.11	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	150-5221-539900	421.67	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	150-5233-531100	84.33	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	440-5511-534000	393.56	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	610-6902-690300	61.49	
		PAYROLL PROCESSING FEES SEPTEMBER 2025	620-8300-840000	47.44	
		Vnd: 3181 Invoice: I01100080365	100-0000-211000		720.34
		Vnd: 3181 Invoice: I01100080365	150-0000-211000		506.00
		Vnd: 3181 Invoice: I01100080365	440-0000-211000		393.56
		Vnd: 3181 Invoice: I01100080365	610-0000-211000		61.49
		Vnd: 3181 Invoice: I01100080365	620-0000-211000		47.44
		Expected Check Run: 10/22/2025			
				<u>1,728.83</u>	<u>1,728.83</u>

User: BKEIZER

BANK CODE: GEN PAY BY: EFT TRANSFER CHECK RUN DATES 10/22/2025 - 10/22/2025

DB: Mukwonago

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/22/2025	AP	WI RETIREMENT SYSTEM			
AP Trx #: 110091					
		WRS SEPTEMBER 2025	100-0000-215200	41,017.43	
		WRS SEPTEMBER 2025	150-0000-215200	21,356.38	
		WRS SEPTEMBER 2025	440-0000-215200	5,861.96	
		WRS SEPTEMBER 2025	500-0000-215200	44.96	
		WRS SEPTEMBER 2025	610-0000-215200	3,051.08	
		WRS SEPTEMBER 2025	620-0000-215200	3,165.98	
		ADJ	100-0000-215200	0.07	
		Vnd: 0019 Invoice: OCTOBER 2025	100-0000-211000		41,017.50
		Vnd: 0019 Invoice: OCTOBER 2025	150-0000-211000		21,356.38
		Vnd: 0019 Invoice: OCTOBER 2025	440-0000-211000		5,861.96
		Vnd: 0019 Invoice: OCTOBER 2025	500-0000-211000		44.96
		Vnd: 0019 Invoice: OCTOBER 2025	610-0000-211000		3,051.08
		Vnd: 0019 Invoice: OCTOBER 2025	620-0000-211000		3,165.98
		Expected Check Run: 10/22/2025			
				74,497.86	74,497.86
				192,917.51	192,917.51
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		116,603.24
		VOUCHERS PAYABLE	150-0000-211000		43,138.88
		VOUCHERS PAYABLE	440-0000-211000		11,683.38
		VOUCHERS PAYABLE	500-0000-211000		343.45
		VOUCHERS PAYABLE	610-0000-211000		9,780.25
		VOUCHERS PAYABLE	620-0000-211000		10,847.87
		TOTAL INCREASE IN PAYABI			192,397.07

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/22/2025	AP	AFLAC	Invoice: 670757 Ref#: 73129 (ACCOUNT# V1553 OCTOBER 2025 SUPPLEMENTA)		
AP Trx #: 110077					
		SUPPLEMENTAL INS OCT 2025	100-0000-215302	501.24	
		SUPPLEMENTAL INS OCT 2025	150-0000-215302	307.72	
		SUPPLEMENTAL INS OCT 2025	610-0000-215302	118.60	
		SUPPLEMENTAL INS OCT 2025	620-0000-215302	114.78	
		ADJ	100-0000-215302		0.02
		Vnd: 0004 Invoice: 670757	100-0000-211000		501.22
		Vnd: 0004 Invoice: 670757	150-0000-211000		307.72
		Vnd: 0004 Invoice: 670757	610-0000-211000		118.60
		Vnd: 0004 Invoice: 670757	620-0000-211000		114.78
		Expected Check Run: 10/22/2025			
				1,042.34	1,042.34
10/22/2025	AP	MUKWONAGO PROFESSIONAL	Invoice: OCTOBER 2025 Ref#: 73127 (OCTOBER 2025 FIRE UNION DUES)		
AP Trx #: 110078					
		OCTOBER 2025 FIRE UNION DUES	150-0000-215500	825.00	
		Vnd: 0017 Invoice: OCTOBER 2025	150-0000-211000		825.00
		Expected Check Run: 10/22/2025			
				825.00	825.00
10/22/2025	AP	MUKWONAGO PROFESSIONAL POLICE	Invoice: OCTOBER 2025 Ref#: 73128 (OCTOBER 2025 POLICE UNION DUES)		
AP Trx #: 110079					
		OCTOBER 2025 POLICE UNION DUES	100-0000-215500	550.00	
		Vnd: 0016 Invoice: OCTOBER 2025	100-0000-211000		550.00
		Expected Check Run: 10/22/2025			
				550.00	550.00
10/22/2025	AP	VILLAGE OF MUKWONAGO MRA	Invoice: OCTOBER 2025 Ref#: 73126 (OCTOBER 2025 FSA)		
AP Trx #: 110080					
		OCTOBER 2025 FSA	100-0000-215350	2,027.66	
		OCTOBER 2025 FSA	150-0000-215350	968.46	
		OCTOBER 2025 FSA	440-0000-215350	40.00	
		OCTOBER 2025 FSA	610-0000-215350	3.78	
		OCTOBER 2025 FSA	620-0000-215350	230.84	
		Vnd: 0018 Invoice: OCTOBER 2025	100-0000-211000		2,027.66
		Vnd: 0018 Invoice: OCTOBER 2025	150-0000-211000		968.46
		Vnd: 0018 Invoice: OCTOBER 2025	440-0000-211000		40.00
		Vnd: 0018 Invoice: OCTOBER 2025	610-0000-211000		3.78
		Vnd: 0018 Invoice: OCTOBER 2025	620-0000-211000		230.84
		Expected Check Run: 10/22/2025			
				3,270.74	3,270.74
				5,688.08	5,688.08
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		3,078.88
		VOUCHERS PAYABLE	150-0000-211000		2,101.18
		VOUCHERS PAYABLE	440-0000-211000		40.00
		VOUCHERS PAYABLE	610-0000-211000		122.38

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
		VOUCHERS PAYABLE	620-0000-211000		345.62
			TOTAL INCREASE IN PAYABI		5,688.06

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/28/2025	AP	TOWN OF MUKWONAGO			
AP Trx #: 110099					
		DUE TO TOWN-SETTLMNT RETAINED	150-0000-244101	24,319.84	
		Vnd: 0361 Invoice: SETTLEMENT	150-0000-211000		24,319.84
		Expected Check Run: 10/28/2025			
				<u>24,319.84</u>	<u>24,319.84</u>
				<u>24,319.84</u>	<u>24,319.84</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	150-0000-211000		24,319.84
			GRAND TOTAL:		<u>24,319.84</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	4IMPRINT, INC			
AP Trx #: 110101					
		OPERATIONAL SUPPLIES	440-5511-531100	374.05	
		Vnd: MISCCC Invoice: KIM CATHRYN	440-0000-211000		374.05
		Expected Check Run: 10/27/2025			
				<u>374.05</u>	<u>374.05</u>
10/17/2025	AP	A&W #90043			
AP Trx #: 110102					
		MISC GENERAL EXPENSES	610-6920-693000	15.16	
		Vnd: MISCCC Invoice: KINDER MATTHEW	610-0000-211000		15.16
		Expected Check Run: 10/27/2025			
				<u>15.16</u>	<u>15.16</u>
10/17/2025	AP	ADOBE INC			
AP Trx #: 110103					
		OUTREACH	440-5511-533300	36.74	
		Vnd: MISCCC Invoice: ARMOUR ABBY	440-0000-211000		36.74
		Expected Check Run: 10/27/2025			
				<u>36.74</u>	<u>36.74</u>
10/17/2025	AP	ALL STAR RENTALS			
AP Trx #: 110104					
		FIRE PREVENTION MATERIALS	150-5221-531300	866.02	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		866.02
		Expected Check Run: 10/27/2025			
				<u>866.02</u>	<u>866.02</u>
10/17/2025	AP	AMAZON MARK* GY50P6Y73			
AP Trx #: 110105					
		OPERATIONAL SUPPLIES	150-5221-531100	106.39	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		106.39
		Expected Check Run: 10/27/2025			
				<u>106.39</u>	<u>106.39</u>
10/17/2025	AP	AMAZON MARK* NF9FC44G0			
AP Trx #: 110106					
		OPERATIONAL SUPPLIES	150-5231-531100	66.15	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		66.15
		Expected Check Run: 10/27/2025			
				<u>66.15</u>	<u>66.15</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	AMAZON MARK* P53SS3ZG3			
AP Trx #: 110107					
		OPERATIONAL SUPPLIES	150-5231-531100	16.98	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		16.98
		Expected Check Run: 10/27/2025			
				<u>16.98</u>	<u>16.98</u>
10/17/2025	AP	AMAZON MARK* QU9RL2MR3			
AP Trx #: 110108					
		OPERATIONAL SUPPLIES	150-5231-531100	21.14	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		21.14
		Expected Check Run: 10/27/2025			
				<u>21.14</u>	<u>21.14</u>
10/17/2025	AP	AMAZON MKTPL*273NQ37P3			
AP Trx #: 110109					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	48.10	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		48.10
		Expected Check Run: 10/27/2025			
				<u>48.10</u>	<u>48.10</u>
10/17/2025	AP	AMAZON MKTPL*HJ8SO0FL3			
AP Trx #: 110110					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	220.06	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		220.06
		Expected Check Run: 10/27/2025			
				<u>220.06</u>	<u>220.06</u>
10/17/2025	AP	AMAZON MKTPL*Nf2WH0DB1			
AP Trx #: 110111					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	567.65	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		567.65
		Expected Check Run: 10/27/2025			
				<u>567.65</u>	<u>567.65</u>
10/17/2025	AP	AMAZON MKTPL*Nf40T1G50			
AP Trx #: 110112					
		FIRE PREVENTION MATERIALS	150-5221-531300	162.54	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		162.54
		Expected Check Run: 10/27/2025			
				<u>162.54</u>	<u>162.54</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	AMAZON MKTPL*NF48B6DD2			
AP Trx #: 110113					
		REPAIRS & MAINTENANCE	150-5221-539500	14.90	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		14.90
		Expected Check Run: 10/27/2025			
				14.90	14.90
10/17/2025	AP	AMAZON MKTPL*NF6W07EM0			
AP Trx #: 110114					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	250.00	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		250.00
		Expected Check Run: 10/27/2025			
				250.00	250.00
10/17/2025	AP	AMAZON MKTPL*NJ0GD0161			
AP Trx #: 110115					
		OPERATION SUPPLY/EXPENSE	620-8010-827000	132.49	
		OPERATION SUPPLY/EXPENSE	620-8020-827000	132.49	
		OPERATION SUPPLY/EXP-T&D	610-6450-664100	132.49	
		OPERATION SUPPLY/EXP-PUMPING	610-6200-662300	132.49	
		Vnd: MISCCC Invoice: CASTLE WAYNE A	620-0000-211000		264.98
		Vnd: MISCCC Invoice: CASTLE WAYNE A	610-0000-211000		264.98
		Expected Check Run: 10/27/2025			
				529.96	529.96
10/17/2025	AP	AMAZON MKTPL*NJ6DM0R81			
AP Trx #: 110116					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	279.46	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		279.46
		Expected Check Run: 10/27/2025			
				279.46	279.46
10/17/2025	AP	AMAZON MKTPL*NJ7MR8920			
AP Trx #: 110117					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	59.98	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		59.98
		Expected Check Run: 10/27/2025			
				59.98	59.98
10/17/2025	AP	AMAZON MKTPL*NJ9AR9BB0			
AP Trx #: 110118					
		POLICE DEPT CAPITAL EQUIP	430-5700-571100	127.95	
		Vnd: MISCCC Invoice: KUBIAK MICHAEL	430-0000-211000		127.95
		Expected Check Run: 10/27/2025			
				127.95	127.95

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	AMAZON MKTPL*NJ9C21E40			
AP Trx #: 110119					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	617.00	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		617.00
		Expected Check Run: 10/27/2025			
				<u>617.00</u>	<u>617.00</u>
10/17/2025	AP	AMAZON MKTPL*NM8EX1PV0			
AP Trx #: 110120					
		REPAIRS & MAINTENANCE	100-5211-539500	63.99	
		Vnd: MISCCC Invoice: STREIT DANIEL	100-0000-211000		63.99
		Expected Check Run: 10/27/2025			
				<u>63.99</u>	<u>63.99</u>
10/17/2025	AP	AMAZON MKTPL*NVORN0DC1			
AP Trx #: 110121					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	93.00	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		93.00
		Expected Check Run: 10/27/2025			
				<u>93.00</u>	<u>93.00</u>
10/17/2025	AP	AMAZON MKTPL*NV1R46N70			
AP Trx #: 110122					
		CLOTHING ALLOWANCE	100-5211-534600	57.94	
		Vnd: MISCCC Invoice: KREISER ROBERT	100-0000-211000		57.94
		Expected Check Run: 10/27/2025			
				<u>57.94</u>	<u>57.94</u>
10/17/2025	AP	AMAZON MKTPL*NV3L05DT2			
AP Trx #: 110123					
		OPERATIONAL SUPPLIES	150-5222-531100	256.99	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		256.99
		Expected Check Run: 10/27/2025			
				<u>256.99</u>	<u>256.99</u>
10/17/2025	AP	AMAZON MKTPL*WR0D57NR3			
AP Trx #: 110124					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	259.98	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		259.98
		Expected Check Run: 10/27/2025			
				<u>259.98</u>	<u>259.98</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	AMAZON MKTPL*XL8NE5N83			
AP Trx #: 110125					
		REPAIRS & MAINTENANCE	100-5212-539500	23.98	
		Vnd: MISCCC Invoice: STREIT DANIEL	100-0000-211000		23.98
		Expected Check Run: 10/27/2025			
				<u>23.98</u>	<u>23.98</u>
10/17/2025	AP	AMAZON RETA* AE6RP6Y63			
AP Trx #: 110126					
		OPERATIONAL SUPPLIES	150-5231-531100	15.99	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		15.99
		Expected Check Run: 10/27/2025			
				<u>15.99</u>	<u>15.99</u>
10/17/2025	AP	AMAZON RETA* G245D64V3			
AP Trx #: 110127					
		OPERATIONAL SUPPLIES	150-5231-531100	49.50	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		49.50
		Expected Check Run: 10/27/2025			
				<u>49.50</u>	<u>49.50</u>
10/17/2025	AP	AMAZON.COM*O92VQ7SQ3			
AP Trx #: 110128					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	134.99	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		134.99
		Expected Check Run: 10/27/2025			
				<u>134.99</u>	<u>134.99</u>
10/17/2025	AP	AMERICAN AED			
AP Trx #: 110129					
		REPAIRS & MAINTENANCE	100-5212-539500	515.00	
		Vnd: MISCCC Invoice: KUBIAK MICHAEL	100-0000-211000		515.00
		Expected Check Run: 10/27/2025			
				<u>515.00</u>	<u>515.00</u>
10/17/2025	AP	AMERICAN AED			
AP Trx #: 110130					
		OPERATIONAL SUPPLIES	100-5212-531100	188.00	
		Vnd: MISCCC Invoice: KUBIAK MICHAEL	100-0000-211000		188.00
		Expected Check Run: 10/27/2025			
				<u>188.00</u>	<u>188.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	APPLE.COM/BILL			
AP Trx #: 110131					
		OPERATIONAL SUPPLIES	150-5231-531100	0.99	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		0.99
		Expected Check Run: 10/27/2025			
				<u>0.99</u>	<u>0.99</u>
10/17/2025	AP	BIG BEND CROSSROADS PIZZ			
AP Trx #: 110132					
		TRAINING & TRAVEL	100-5323-533500	79.28	
		Vnd: MISCCC Invoice: WILHARMS MICHAEL	100-0000-211000		79.28
		Expected Check Run: 10/27/2025			
				<u>79.28</u>	<u>79.28</u>
10/17/2025	AP	BIG CHICKEN			
AP Trx #: 110133					
		TRAINING & TRAVEL	150-5233-533500	43.41	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		43.41
		Expected Check Run: 10/27/2025			
				<u>43.41</u>	<u>43.41</u>
10/17/2025	AP	CANVA* I04642-59046682			
AP Trx #: 110134					
		OPERATIONAL SUPPLIES	440-5511-531100	64.50	
		Vnd: MISCCC Invoice: KIM CATHRYN	440-0000-211000		64.50
		Expected Check Run: 10/27/2025			
				<u>64.50</u>	<u>64.50</u>
10/17/2025	AP	CHILI'S BAR B14 ORD			
AP Trx #: 110135					
		TRAINING & TRAVEL	150-5221-533500	28.91	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		28.91
		Expected Check Run: 10/27/2025			
				<u>28.91</u>	<u>28.91</u>
10/17/2025	AP	COACH USA			
AP Trx #: 110136					
		TRAINING & TRAVEL	150-5221-533500	67.20	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		67.20
		Expected Check Run: 10/27/2025			
				<u>67.20</u>	<u>67.20</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	COMFORT SUITES HOTEL			
AP Trx #: 110137					
		MISC GENERAL EXPENSES	610-6920-693000	319.95	
		Vnd: MISCCC Invoice: KINDER MATTHEW	610-0000-211000		319.95
		Expected Check Run: 10/27/2025			
				<u>319.95</u>	<u>319.95</u>
10/17/2025	AP	DISNEY PLUS			
AP Trx #: 110138					
		THINGERY MAINTENANCE	440-5511-531800	17.94	
		Vnd: MISCCC Invoice: CEITHAMER EMILY	440-0000-211000		17.94
		Expected Check Run: 10/27/2025			
				<u>17.94</u>	<u>17.94</u>
10/17/2025	AP	EAGLE MEDIA INC.			
AP Trx #: 110139					
		CLOTHING ALLOWANCE	150-5222-534600	83.00	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		83.00
		Expected Check Run: 10/27/2025			
				<u>83.00</u>	<u>83.00</u>
10/17/2025	AP	EPILOG LASER ECOMMERCE			
AP Trx #: 110140					
		METASPACE MAINTENANCE	440-5511-531700	154.00	
		Vnd: MISCCC Invoice: CEITHAMER EMILY	440-0000-211000		154.00
		Expected Check Run: 10/27/2025			
				<u>154.00</u>	<u>154.00</u>
10/17/2025	AP	FACEBK *BL85C4Z3R2			
AP Trx #: 110141					
		CHERRY PIE CONCERT AD	100-5111-539900	20.19	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		20.19
		Expected Check Run: 10/27/2025			
				<u>20.19</u>	<u>20.19</u>
10/17/2025	AP	FASTPARK MKE			
AP Trx #: 110142					
		TRAINING & TRAVEL	150-5233-533500	33.02	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		33.02
		Expected Check Run: 10/27/2025			
				<u>33.02</u>	<u>33.02</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	FRITZ'S RESTAURANT CROWN			
AP Trx #: 110143					
		TRAINING & TRAVEL	150-5233-533500	33.64	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		33.64
		Expected Check Run: 10/27/2025		<u>33.64</u>	<u>33.64</u>
10/17/2025	AP	GENOAS PIZZA			
AP Trx #: 110144					
		TRAINING & TRAVEL	100-5323-533500	57.71	
		Vnd: MISCCC Invoice: BITTNER RONALD	100-0000-211000		57.71
		Expected Check Run: 10/27/2025		<u>57.71</u>	<u>57.71</u>
10/17/2025	AP	HOMEDEPOT.COM			
AP Trx #: 110145					
		OPERATIONAL SUPPLIES	150-5231-531100	491.97	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		491.97
		Expected Check Run: 10/27/2025		<u>491.97</u>	<u>491.97</u>
10/17/2025	AP	IIMC			
AP Trx #: 110146					
		MEMBERSHIP DUES	100-5142-532400	75.00	
		Vnd: MISCCC Invoice: KROPF LANA	100-0000-211000		75.00
		Expected Check Run: 10/27/2025		<u>75.00</u>	<u>75.00</u>
10/17/2025	AP	IN *DRAGONFLY EMBROIDERY			
AP Trx #: 110147					
		PROFESSIONAL SERVICES	100-5141-521900	73.00	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		73.00
		Expected Check Run: 10/27/2025		<u>73.00</u>	<u>73.00</u>
10/17/2025	AP	INN ON MARITIME BAY			
AP Trx #: 110148					
		TRAINING & TRAVEL	100-5145-533500	196.00	
		Vnd: MISCCC Invoice: DOHERTY DIANA	100-0000-211000		196.00
		Expected Check Run: 10/27/2025		<u>196.00</u>	<u>196.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	J AND B TOOL SALES			
AP Trx #: 110149					
		OPERATIONAL SUPPLIES	100-5212-531100	26.19	
		Vnd: MISCCC Invoice: KUBIAK MICHAEL	100-0000-211000		26.19
		Expected Check Run: 10/27/2025		<u>26.19</u>	<u>26.19</u>
10/17/2025	AP	JACK STACK FREIGHT HOU			
AP Trx #: 110150					
		TRAINING & TRAVEL	150-5233-533500	66.00	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		66.00
		Expected Check Run: 10/27/2025		<u>66.00</u>	<u>66.00</u>
10/17/2025	AP	LOCAL GOVERNMENT EDUCATIO			
AP Trx #: 110151					
		TRAINING & TRAVEL	100-5145-533500	175.00	
		Vnd: MISCCC Invoice: DOHERTY DIANA	100-0000-211000		175.00
		Expected Check Run: 10/27/2025		<u>175.00</u>	<u>175.00</u>
10/17/2025	AP	MACHINE SHED PEWAUKEE			
AP Trx #: 110152					
		TRAINING & TRAVEL	100-5141-533500	16.94	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		16.94
		Expected Check Run: 10/27/2025		<u>16.94</u>	<u>16.94</u>
10/17/2025	AP	MAILCHIMP			
AP Trx #: 110153					
		SOFTWARE SUPPORT/MAINTENANCE	100-5141-522900	47.25	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		47.25
		Expected Check Run: 10/27/2025		<u>47.25</u>	<u>47.25</u>
10/17/2025	AP	MENARDS WAUKESHA WI			
AP Trx #: 110154					
		OPERATIONAL SUPPLIES	150-5221-531100	18.89	
		Vnd: MISCCC Invoice: CUOMO ZACH	150-0000-211000		18.89
		Expected Check Run: 10/27/2025		<u>18.89</u>	<u>18.89</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	METRO MARKET #384			
AP Trx #: 110155					
		OPERATIONAL SUPPLIES	150-5221-531100	20.95	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		20.95
		Expected Check Run: 10/27/2025			
				20.95	20.95
10/17/2025	AP	METRO MARKET #384			
AP Trx #: 110156					
		OPERATIONAL SUPPLIES	150-5232-531100	26.77	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		26.77
		Expected Check Run: 10/27/2025			
				26.77	26.77
10/17/2025	AP	MILWAUKEE CITY CENTER			
AP Trx #: 110157					
		TRAINING & TRAVEL	150-5221-533500	20.00	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		20.00
		Expected Check Run: 10/27/2025			
				20.00	20.00
10/17/2025	AP	NETFLIX.COM			
AP Trx #: 110158					
		THINGERY MAINTENANCE	440-5511-531800	24.99	
		Vnd: MISCCC Invoice: KIM CATHRYN	440-0000-211000		24.99
		Expected Check Run: 10/27/2025			
				24.99	24.99
10/17/2025	AP	OPC MSC*SERVICE FEE 024			
AP Trx #: 110159					
		MISC GENERAL EXPENSES	610-6920-693000	6.35	
		Vnd: MISCCC Invoice: SUKOWATY JAYME	610-0000-211000		6.35
		Expected Check Run: 10/27/2025			
				6.35	6.35
10/17/2025	AP	OPC*WISCONSIN RURAL WTR			
AP Trx #: 110160					
		MISC GENERAL EXPENSES	610-6920-693000	55.00	
		Vnd: MISCCC Invoice: SUKOWATY JAYME	610-0000-211000		55.00
		Expected Check Run: 10/27/2025			
				55.00	55.00

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	OPENAI *CHATGPT SUBSCR			
AP Trx #: 110161					
		MEMBERSHIP DUES	100-5141-532400	20.00	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		20.00
		Expected Check Run: 10/27/2025			
				<u>20.00</u>	<u>20.00</u>
10/17/2025	AP	OTT HOUSE PUB & RESTAUR			
AP Trx #: 110162					
		TRAINING & TRAVEL	150-5221-533500	33.56	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		33.56
		Expected Check Run: 10/27/2025			
				<u>33.56</u>	<u>33.56</u>
10/17/2025	AP	OTT HOUSE PUB & RESTAUR			
AP Trx #: 110163					
		TRAINING & TRAVEL	150-5221-533500	44.91	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		44.91
		Expected Check Run: 10/27/2025			
				<u>44.91</u>	<u>44.91</u>
10/17/2025	AP	PARKWHIZ, INC.			
AP Trx #: 110164					
		TRAINING & TRAVEL	100-5141-533500	10.00	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		10.00
		Expected Check Run: 10/27/2025			
				<u>10.00</u>	<u>10.00</u>
10/17/2025	AP	PLANCOMMISSIONWORK			
AP Trx #: 110165					
		TRAINING & TRAVEL	100-5241-533500	40.00	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		40.00
		Expected Check Run: 10/27/2025			
				<u>40.00</u>	<u>40.00</u>
10/17/2025	AP	PRINT PACK & SHIP CENTER			
AP Trx #: 110166					
		PHOSPHOROUS REMOVAL CHEMICALS	620-8010-824000	2.00	
		Vnd: MISCCC Invoice: SMITH JAMES A	620-0000-211000		2.00
		Expected Check Run: 10/27/2025			
				<u>2.00</u>	<u>2.00</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	PRINT PACK & SHIP CENTER			
AP Trx #: 110167					
		POSTAGE	100-5211-531500	17.72	
		Vnd: MISCCC Invoice: WILSON CHET	100-0000-211000		17.72
		Expected Check Run: 10/27/2025		<u>17.72</u>	<u>17.72</u>
10/17/2025	AP	SAMS PIZZA OF ROCKTON INC			
AP Trx #: 110168					
		TRAINING & TRAVEL	150-5221-533500	18.66	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		18.66
		Expected Check Run: 10/27/2025		<u>18.66</u>	<u>18.66</u>
10/17/2025	AP	SMARTSIGN			
AP Trx #: 110169					
		OPERATIONAL SUPPLIES	150-5231-531100	436.80	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		436.80
		Expected Check Run: 10/27/2025		<u>436.80</u>	<u>436.80</u>
10/17/2025	AP	SP TRUECABLE			
AP Trx #: 110170					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	213.00	
		OPERATIONAL SUPPLIES	100-5521-531100	532.96	
		Vnd: MISCCC Invoice: BITTNER RONALD	480-0000-211000		213.00
		Vnd: MISCCC Invoice: BITTNER RONALD	100-0000-211000		532.96
		Expected Check Run: 10/27/2025		<u>745.96</u>	<u>745.96</u>
10/17/2025	AP	SQ *SCHUETT FARMS			
AP Trx #: 110171					
		PROGRAMMING	440-5511-533100	12.60	
		Vnd: MISCCC Invoice: CEITHAMER EMILY	440-0000-211000		12.60
		Expected Check Run: 10/27/2025		<u>12.60</u>	<u>12.60</u>
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110172					
		OPERATION SUPPLY/EXPENSE	620-8010-827000	6.93	
		Vnd: MISCCC Invoice: CASTLE WAYNE A	620-0000-211000		6.93
		Expected Check Run: 10/27/2025		<u>6.93</u>	<u>6.93</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110173					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	1,466.78	
		Vnd: MISCCC Invoice: DEMOTTO CHRIS	480-0000-211000		1,466.78
		Expected Check Run: 10/27/2025			
				1,466.78	1,466.78
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110174					
		OPERATION SUPPLY/EXPENSE	620-8010-827000	34.21	
		Vnd: MISCCC Invoice: KINDER MATTHEW	620-0000-211000		34.21
		Expected Check Run: 10/27/2025			
				34.21	34.21
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110175					
		OPERATION SUPPLY/EXP-T&D	610-6453-664100	146.79	
		MAINTENANCE-HYDRANTS	610-6454-665400	94.50	
		OPERATION SUPPLY/EXPENSE	620-8010-827000	94.50	
		Vnd: MISCCC Invoice: KINDER MATTHEW	610-0000-211000		241.29
		Vnd: MISCCC Invoice: KINDER MATTHEW	620-0000-211000		94.50
		Expected Check Run: 10/27/2025			
				335.79	335.79
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110176					
		TRANSPORTATION EXPENSE	620-8030-828000	347.98	
		Vnd: MISCCC Invoice: SMITH JAMES A	620-0000-211000		347.98
		Expected Check Run: 10/27/2025			
				347.98	347.98
10/17/2025	AP	THE HOME DEPOT #4921			
AP Trx #: 110177					
		OPERATIONAL SUPPLIES	150-5231-531100	125.91	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		125.91
		Expected Check Run: 10/27/2025			
				125.91	125.91
10/17/2025	AP	TST* TAPS ON MAIN			
AP Trx #: 110178					
		TRAINING & TRAVEL	150-5233-533500	44.00	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		44.00
		Expected Check Run: 10/27/2025			
				44.00	44.00

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	TST*BURNT END BBQ - CROW			
AP Trx #: 110179					
		TRAINING & TRAVEL	150-5233-533500	28.00	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		28.00
		Expected Check Run: 10/27/2025			
				<u>28.00</u>	<u>28.00</u>
10/17/2025	AP	US BANK STATEMENT CREDITS			
AP Trx #: 110180					
		FIRE PREVENTION MATERIALS	150-5221-531300		30.80
		Vnd: 3384 Invoice: STIEN JEFFREY R	150-0000-211000	30.80	
		Expected Check Run: 10/27/2025			
				<u>30.80</u>	<u>30.80</u>
10/17/2025	AP	USPS PO 5657100149			
AP Trx #: 110181					
		POSTAGE	440-5511-531500	31.40	
		Vnd: MISCCC Invoice: ARMOUR ABBY	440-0000-211000		31.40
		Expected Check Run: 10/27/2025			
				<u>31.40</u>	<u>31.40</u>
10/17/2025	AP	USPS PO 5657100149			
AP Trx #: 110182					
		POSTAGE	100-5211-531500	10.48	
		Vnd: MISCCC Invoice: STREIT DANIEL	100-0000-211000		10.48
		Expected Check Run: 10/27/2025			
				<u>10.48</u>	<u>10.48</u>
10/17/2025	AP	VBELTS4LESS LLC			
AP Trx #: 110183					
		REPAIRS & MAINTENANCE	100-5324-539500	68.12	
		Vnd: MISCCC Invoice: PETERSON RANDY	100-0000-211000		68.12
		Expected Check Run: 10/27/2025			
				<u>68.12</u>	<u>68.12</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	VBS*VONAGE BUSINESS	Invoice: DOHERTY DIANA Ref#: 73094 (PHONES - 10/11/25-11/10/25)		
AP Trx #: 110184		TELEPHONE	100-5141-522500	98.94	
		TELEPHONE	100-5142-522500	99.19	
		SOFTWARE SUPPORT/MAINTENANCE	100-5145-522900	59.36	
		TELEPHONE	100-5241-522500	59.37	
		TELEPHONE	100-5323-522500	59.62	
		TELEPHONE	100-5512-522500	19.79	
		TELEPHONE	100-5120-522500	19.79	
		TELEPHONE	100-5211-522500	350.61	
		TELEPHONE	150-5221-522500	321.85	
		TELEPHONE	440-5511-522500	423.30	
		OFFICE SUPPLIES & EXPENSES	610-6920-692100	61.99	
		OFFICE SUPPLIES & EXPENSES	620-8400-851000	61.98	
		Vnd: MISCCC Invoice: DOHERTY DIANA	100-0000-211000		766.67
		Vnd: MISCCC Invoice: DOHERTY DIANA	150-0000-211000		321.85
		Vnd: MISCCC Invoice: DOHERTY DIANA	440-0000-211000		423.30
		Vnd: MISCCC Invoice: DOHERTY DIANA	610-0000-211000		61.99
		Vnd: MISCCC Invoice: DOHERTY DIANA	620-0000-211000		61.98
		Expected Check Run: 10/27/2025			
				1,635.79	1,635.79
10/17/2025	AP	WAL-MART #1571	Invoice: CEITHAMER EMILY Ref#: 73005 (PROGRAM SUPPLIES/SPECIAL EVENT)		
AP Trx #: 110185		PROGRAMMING	440-5511-533100	29.91	
		Vnd: MISCCC Invoice: CEITHAMER EMILY	440-0000-211000		29.91
		Expected Check Run: 10/27/2025			
				29.91	29.91
10/17/2025	AP	WAL-MART #1571	Invoice: DYKSTRA DIANA Ref#: 73026 (PUMPKINS)		
AP Trx #: 110186		OPERATIONAL SUPPLIES	100-5632-531100	19.85	
		Vnd: MISCCC Invoice: DYKSTRA DIANA	100-0000-211000		19.85
		Expected Check Run: 10/27/2025			
				19.85	19.85
10/17/2025	AP	WAL-MART #1571	Invoice: PRIDE JAMES Ref#: 73045 (PROGRAM SUPPLIES/ ADULT)		
AP Trx #: 110187		PROGRAMMING	440-5511-533100	68.69	
		Vnd: MISCCC Invoice: PRIDE JAMES	440-0000-211000		68.69
		Expected Check Run: 10/27/2025			
				68.69	68.69

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	WAL-MART #1571			
AP Trx #: 110188					
		OPERATIONAL SUPPLIES	150-5221-531100	107.55	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		107.55
		Expected Check Run: 10/27/2025			
				107.55	107.55
10/17/2025	AP	WALGREENS #7039			
AP Trx #: 110189					
		PROGRAMMING	440-5511-533100	25.00	
		Vnd: MISCCC Invoice: CEITHAMER EMILY	440-0000-211000		25.00
		Expected Check Run: 10/27/2025			
				25.00	25.00
10/17/2025	AP	WESTIN KANSAS CTY CRWN			
AP Trx #: 110190					
		TRAINING & TRAVEL	150-5233-533500	242.88	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		242.88
		Expected Check Run: 10/27/2025			
				242.88	242.88
10/17/2025	AP	WESTIN KANSAS CTY CRWN			
AP Trx #: 110191					
		TRAINING & TRAVEL	150-5221-533500	246.43	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		246.43
		Expected Check Run: 10/27/2025			
				246.43	246.43
10/17/2025	AP	WESTIN KANSAS CTY CRWN			
AP Trx #: 110192					
		TRAINING & TRAVEL	150-5233-533500	550.86	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		550.86
		Expected Check Run: 10/27/2025			
				550.86	550.86
10/17/2025	AP	WESTIN KANSAS CTY CRWN			
AP Trx #: 110193					
		TRAINING & TRAVEL	150-5221-533500	492.86	
		Vnd: MISCCC Invoice: SURA MATTHEW J	150-0000-211000		492.86
		Expected Check Run: 10/27/2025			
				492.86	492.86

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	WINGSTOP 1128			
AP Trx #: 110194					
		MISC GENERAL EXPENSES	610-6920-693000	22.56	
		Vnd: MISCCC Invoice: KINDER MATTHEW	610-0000-211000		22.56
		Expected Check Run: 10/27/2025		<u>22.56</u>	<u>22.56</u>
10/17/2025	AP	WM SUPERCENTER #1571			
AP Trx #: 110195					
		OPERATIONAL SUPPLIES	440-5511-531100	79.17	
		Vnd: MISCCC Invoice: KIM CATHRYN	440-0000-211000		79.17
		Expected Check Run: 10/27/2025		<u>79.17</u>	<u>79.17</u>
10/17/2025	AP	WM SUPERCENTER #1571			
AP Trx #: 110196					
		OFFICE SUPPLIES & EXPENSES	610-6920-692100	5.94	
		OFFICE SUPPLIES & EXPENSES	620-8400-851000	5.94	
		Vnd: MISCCC Invoice: SMITH JAMES A	610-0000-211000		5.94
		Vnd: MISCCC Invoice: SMITH JAMES A	620-0000-211000		5.94
		Expected Check Run: 10/27/2025		<u>11.88</u>	<u>11.88</u>
10/17/2025	AP	WM SUPERCENTER #1571			
AP Trx #: 110197					
		LABORATORY	620-8010-826000	22.01	
		Vnd: MISCCC Invoice: SMITH JAMES A	620-0000-211000		22.01
		Expected Check Run: 10/27/2025		<u>22.01</u>	<u>22.01</u>
10/17/2025	AP	WM SUPERCENTER #1571			
AP Trx #: 110198					
		OPERATIONAL SUPPLIES	150-5231-531100	25.56	
		Vnd: MISCCC Invoice: STIEN JEFFREY R	150-0000-211000		25.56
		Expected Check Run: 10/27/2025		<u>25.56</u>	<u>25.56</u>
10/17/2025	AP	WWOA			
AP Trx #: 110199					
		MISC GENERAL EXPENSES	610-6920-693000	134.55	
		EDUCATIONAL/TRAINING EXPENSES	620-8400-854100	134.55	
		Vnd: MISCCC Invoice: CASTLE WAYNE A	610-0000-211000		134.55
		Vnd: MISCCC Invoice: CASTLE WAYNE A	620-0000-211000		134.55
		Expected Check Run: 10/27/2025		<u>269.10</u>	<u>269.10</u>

Post Date	Journal	Description	GL Number	DR Amount	CR Amount
10/17/2025	AP	WWW.DJI.COM			
AP Trx #: 110200					
		REPAIRS & MAINTENANCE	100-5212-539500	258.48	
		Vnd: MISCCC Invoice: WILSON CHET	100-0000-211000		258.48
		Expected Check Run: 10/27/2025			
				<u>258.48</u>	<u>258.48</u>
10/17/2025	AP	WWW.UI.COM			
AP Trx #: 110201					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	1,787.50	
		Vnd: MISCCC Invoice: BITTNER RONALD	480-0000-211000		1,787.50
		Expected Check Run: 10/27/2025			
				<u>1,787.50</u>	<u>1,787.50</u>
10/17/2025	AP	WWW.UI.COM			
AP Trx #: 110202					
		VILLAGE BLDGS & FACILITIES	480-5700-573000	167.70	
		Vnd: MISCCC Invoice: BITTNER RONALD	480-0000-211000		167.70
		Expected Check Run: 10/27/2025			
				<u>167.70</u>	<u>167.70</u>
				<u>18,360.02</u>	<u>18,360.02</u>
Cash/Payable Account Totals:					
		VOUCHERS PAYABLE	100-0000-211000		3,359.75
		VOUCHERS PAYABLE	150-0000-211000		5,200.38
		VOUCHERS PAYABLE	430-0000-211000		127.95
		VOUCHERS PAYABLE	440-0000-211000		1,342.29
		VOUCHERS PAYABLE	480-0000-211000		6,165.20
		VOUCHERS PAYABLE	610-0000-211000		1,127.77
		VOUCHERS PAYABLE	620-0000-211000		975.08
		TOTAL INCREASE IN PAYABI			18,298.42

VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:			
Date:			
Presenter:		Department:	

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other _____

Overview/Background Information

Key Issues (if necessary)

Fiscal Note/Budget Impact

Action Required/Recommendation

Attachments

October 24, 2025

Via E-Mail

Ms. Diane Dykstra:
Village of Mukwonago
440 River Crest Ct
Mukwonago, WI 53149

Re: Request for 2026 Attorney Services Hourly Rate Increase

Ms. Dykstra:

I write to request a 5% increase in our hourly rate for municipal attorney services beginning in 2026. This is the first request for an increase since our office was afforded the privilege of working with the Village of Mukwonago nearly four years ago.

Understanding that municipal budgets are tight, we have held the line on our rates since 2022. However, given substantial inflation over the last several years, and the rising costs of expenses and overhead associated with the practice of law, I am requesting a rate increase as follows:

Attorneys:	\$210.00
Paralegals:	\$115.00

The paralegal rate would remain the same.

Amortized over our time serving the Village, this increase would represent a little over 1% average increase per year, which is below the rate of inflation.

Thank you for your consideration of this request.

Sincerely,



NATHAN J. BAYER

NJB/kam

October 27, 2025

Ms. Diana Dykstra
Administrator
Village of Mukwonago
440 River Crest Court
Mukwonago, Wisconsin 53149

Re: 2026-2029 Village Engineering Services Agreement

Dear Ms. Dykstra:

I am enclosing a proposed agreement for Village Engineering Services for 2026 thru 2029. Ruekert & Mielke, Inc. (R/M) has been providing Village Engineering Services since the 1960's and we value our long-term working relationship. The proposed agreement identifies discounts that we are offering in recognition of our assignment as Village Engineer.

We are available to meet with you to discuss the proposed agreement or other ideas that you have.

If you have any questions, please feel free to call me. I look forward to continuing to work with you and your team.

Respectfully,

RUEKERT & MIELKE, INC.



Michael E. Michalski
Project Manager
mmichalski@ruekert-mielke.com

JJW:acI
Enclosure(s)

cc: Fred Winchowky, Village of Mukwonago
Peter W. Gesch, P.E., Ruekert & Mielke, Inc.

Respectfully,

RUEKERT & MIELKE, INC.



Jerad J. Wegner, P.E. (WI)
Team Leader/Project Manager
jwegner@ruekert-mielke.com

**AGREEMENT FOR VILLAGE ENGINEER SERVICES
FOR THE VILLAGE OF MUKWONAGO**

IT IS HEREBY AGREED that Ruekert & Mielke, Inc. (R/M) will serve as Village Engineer for the Village of Mukwonago subject to the terms and conditions of this Agreement.

RECITALS

1. The Village of Mukwonago is a Wisconsin municipal corporation engaged in the practice of local government in Waukesha County, Wisconsin.
2. The Village Engineer has been engaged in and has had a great deal of experience in municipal and civil engineering as well as significant historical knowledge of the Village of Mukwonago's infrastructure systems.
3. Both parties are willing to enter into this Agreement.
4. For the above reasons, and in consideration of the mutual promises and agreements hereinafter set forth, the Village of Mukwonago and the Village Engineer agree as follows:

SECTION I: DUTIES AND RESPONSIBILITIES

The Village of Mukwonago hereby engages R/M as the Village Engineer for the Village of Mukwonago, Wisconsin, to perform the following duties and services.

1. To perform duties as identified in Exhibit "A" of this agreement including engineering for public works, storm water, and the water and sewer utilities.
2. To perform such other municipal engineering duties and have such other responsibilities, not inconsistent with law, as shall from time to time be prescribed or directed.
3. To attend Village Board Meetings upon request and other requested meetings that may require the Village Engineer's expertise.

The Village Engineer hereby accepts and agrees to such engagement, subject to the general supervision and pursuant to the order, advice and direction of the Village Board and Village Administrator.

SECTION II: PRIMARY ENGINEER/ASSIGNABILITY

Over the course of this 4-year agreement, it is R/M's intent to utilize Michael E. Michalski as the primary contact. Mike will serve as the client manager and coordinate day-to-day activities with R/M's service to the Village of Mukwonago. Jerad J. Wegner, P.E. will serve as R/M's Principal in Charge. Peter W. Gesch, P.E. will continue to serve the Village as Project Manager for Village development review projects. Other personnel in the firm may directly service the needs of the Village under the direction and coordination of Mike and with the consent of the Village.

R/M shall not assign any interest in this Agreement and shall not transfer any interest in same whether by assignment, notation or any other matter without the prior written consent of the Village. Provided, however, that claims for money due or to become due R/M from the Village under this Agreement, may be assigned to a bank, trust company or a financial institution without such approval. Notices of assignments or transfers shall be furnished promptly to the Village.

SECTION III: TERM OF AGREEMENT

The term of this agreement shall be four (4) years commencing January 1, 2026, and terminating December 31, 2029, subject, however, to prior termination as provided in Section IV. At least three (3) months prior to the expiration of this Agreement the Village and Village Engineer shall renegotiate the terms of this Agreement. In the event that mutually agreeable terms cannot be reached, then this Agreement shall terminate on December 31, 2029 as provided hereof.

R/M and the Village agree that the Village will conduct annual evaluations of R/M's performance of the engineering services provided for hereunder. R/M and Village staff have developed mutually agreeable metrics and goals for which the evaluations will be conducted.

Audits and Inspections. At any time during normal business hours and as often as the Village or if federal or state grants or aids are involved as the appropriate federal or state agency may deem necessary, there shall be made available to the Village or such agency for examination all of R/M's records with respect to all matters covered by this Agreement. This Agreement will permit the Village or such agency and/or representative to audit, examine or make excerpts or transcripts from such records and to make audits of all contracts, invoices, and other data relating to all matters covered by this agreement.

SECTION IV: COMPENSATION

The Village shall pay for the services provided under this Agreement at rates as listed in Exhibit "B" for 2026. Jerad J. Wegner, P.E. will be billed at the Engineer 7 level, which is anticipated to have a normal hourly rate of \$233/hour. Jerad's rate will be discounted by \$15/hour, to \$218/hour, for the term of this Agreement. Michael E. Michalski will be billed at the Engineer 5 level, which is anticipated to have a normal hourly rate of \$199/hour. Mike's rate will be discounted by \$10/hour, to \$189/hour, for the term of this Agreement.

Upon the commencing of a new year, R/M issues a new set of rates for the year. The 2026 rates listed in Exhibit B will be increased by the Consumer Price Index (CPI) within the Midwest Region for 2027, 2028, and 2029.

- A. The Village Engineer will provide task orders for each project for which the Village requires engineering services and has budgeted funds. These task orders will detail the level of effort, cost of services and timeline for providing our services. These task orders will be approved by the Village's Public Works Committee. For other day-to-day activities, the Village Engineer will bill for its services on a time and material basis.
- B. The Village Engineer shall submit to the Village an invoice statement every four weeks. The Village shall pay amounts due within thirty (30) days of the receipt of the invoice statement.
- C. The Village shall not provide administrative services or employment benefits of any kind to the Village Engineer.
- D. The Village shall reimburse the Village Engineer for all disbursements the firm makes regarding the services provided to the Village including such items as mileage, postage, copies, plots and permit fees.

SECTION V: CONFLICT OF INTEREST

The Village Engineer shall not advise or represent any other client in matters directly related to Village affairs, or in real or potential conflict of interest with the Village. The Village Engineer shall notify the Village Board promptly of any real or potential conflicts of interest as they arise. The firm shall withdraw from a matter as a result of any real or potential conflict of interest and request the Village appoint alternative engineering professionals for that matter.

SECTION VI: MODIFICATION OF CONTRACT

No waiver or modification of this Agreement or for any covenants, condition or limitation herein contained shall be valid unless in writing and duly executed by the party to be charged therewith. No evidence of any waiver or modification shall be offered or received in evidence in any proceeding, arbitration or litigation between the parties hereto arising out of or affecting this Agreement or the rights or obligations of the parties hereunder, unless such waiver or modification is in writing, fully executed as aforesaid. The parties further agree that the provisions of this section may not be waived, except as specifically herein set forth.

SECTION VII: STANDARD TERMS & CONDITIONS

Our Engineering related services will be provided to you under our standard terms and conditions titled *Ruekert & Mielke, Inc. Standard Terms and Conditions (Consulting Services)* and dated January 1, 2024.

Regulations. R/M agrees to comply with the applicable requirements in effect at the time of performance of relevant federal, state and local laws, as well as codes, specifications or requirements related to the performance of the services under this agreement.

No waiver or modification of this Agreement or for any covenants, condition or limitation herein contained shall be valid unless in writing and duly signed by each party.

2026-2029 Village Engineering Services Agreement
Between Village of Mukwonago
and
Ruekert & Mielke, Inc.
Dated October 27, 2025

CLIENT:

Village of Mukwonago

Signature: _____
Fred Winchowky

Title: Village President

Date: _____

Designated Representative:

Name: _____

Title: _____

Phone Number: _____

CONSULTANT:

Ruekert & Mielke, Inc.

Signature: _____
Steven C. Wurster, P.E.

Title: Senior Vice President/COO

Date: October 27, 2025

Designated Representative:

Name: Jerad J. Wegner, P.E.

Title: Team Leader/Project Manager

Phone Number: 262-953-3006

ATTEST:

Signature: _____
Lana Kropf, WCMC/CMC
Village Clerk/Treasurer

EXHIBIT "A"

VILLAGE ENGINEER
DESCRIPTION OF SERVICESScope of Services

The Village Engineer shall perform all engineering and support activities as requested by the Village Board, Plan Commission, Park Board, Village Administrator or Department Heads. The Village Engineer will report directly to the Village Administrator.

R/M and the Village agree that while the scope of this Agreement will include standard engineering consulting services by R/M for the Village, such as those services listed below, the Village reserves the right to contract for ancillary services, such as environmental matters, with other firms. In addition, the Village would also reserve the right to consult with other engineering firms for Village lead projects, partnerships with developers and TIF projects, but only with the approval of the Village Public Works Committee.

- 1) Attend meetings as requested, including but not limited to the following:
 - a) Village Committee of Whole and Board, 1 each per month,
 - b) Public Hearings, as necessary,
 - c) Other special meetings, as necessary.
- 2) Planning related work as requested, including but not limited to the following:
 - a) Review and comment on projects submitted by developers,
 - b) Preparation of ordinances and revisions,
 - c) Review and preparation of miscellaneous plans,
 - d) Preparation of long range utility plans, capital project improvement plans,
 - e) Review of floodplain information,
 - f) Coordination with other local, county, state & federal agencies,
 - g) Planning survey work,
 - h) Preliminary cost estimates,
 - i) Preparation of legal descriptions, easements, maps, etc.
- 3) Design engineering as requested including but not limited to the following:
 - a) Preparation of plans, specifications and cost estimates for capital improvement projects,
 - b) Preparation of special assessment reports,
 - c) Design survey work,
 - d) Coordination with various agencies. Construction engineering as requested, including but not limited to the following:
 - e) Construction staking,
 - f) Construction review and testing,
 - g) Follow-up design work,
 - h) Review of pay requests,
 - i) Final project inspections,
 - j) Coordination with various agencies,
 - k) Preparation of as-built plans.
- 4) General activities and responsibilities as necessary to complete the above listed activities:
 - a) All management and supervisory personnel,
 - b) Drafting services and supervisory personnel,
 - c) Survey services and personnel.

**EXHIBIT B
VILLAGE OF MUKWONAGO RATES FOR 2026
RUEKERT & MIELKE, INC.**

<u>ENGINEERING SERVICES</u>	<u>2026 Rate</u>
Engineer 1	\$133.00
Engineer 2	\$154.00
Engineer 3	\$164.00
Engineer 4	\$189.00
Engineer 5 (PM)	\$199.00
Engineer 6 (Senior PM)	\$211.00
Engineer 7 (Team Leader)	\$233.00
Engineer 8 (President/CEO/VP's)	\$246.00
Engineer Technician	\$125.00
Designer (Engineer Technician 2)	\$137.00
Senior Designer (Engineer Technician 3)	\$153.00
<u>CONSULTING SERVICES</u>	
Environmental Technician 1	\$98.00
Environmental Technician 2	\$107.00
Environmental Technician 3	\$117.00
Environmental Scientist 1	\$135.00
Environmental Scientist 2	\$145.00
Environmental Scientist 3	\$154.00
Environmental Scientist 4	\$163.00
Environmental Scientist 5	\$175.00
SCADA Analyst 1	\$136.00
Senior SCADA Analyst 1	\$174.00
Senior SCADA Analyst 2	\$226.00
<u>GIS TECHNICIAN SERVICES</u>	
GIS Technician 1	\$124.00
GIS Technician 2	\$136.00
GIS Analyst 1	\$154.00
GIS Analyst 2	\$174.00
GIS Analyst 3	\$190.00
GIS Analyst 4	\$210.00
<u>SURVEYING SERVICES</u>	
Surveying Technician	\$115.00
Survey Crew Chief	\$159.00
Professional Land Surveyor	4175.00
<u>CONSTRUCTION REVIEW SERVICES</u>	
Construction Review Technician 1	\$96.00
Construction Review Technician 2	\$115.00
Senior Construction Review Technician	\$131.00
Erosion Control Specialist	\$131.00
Construction Review Manager	\$166.00
<u>ADMINISTRATIVE SERVICES</u>	
Administrative Assistant	\$97.00

Note: Overtime rates will be 120% of standard rate for construction review services.

MISCELLANEOUS

2026 RATE

<u>Mileage</u>	
For Engineers and Technicians	.655/mile**
For Construction Review Technicians	.695/mile**
For Survey Crews	.865/mile**
Print reproductions	.50/sq. foot
Color copies	.40/page
B&W copies	.15/page
Color plots	\$2.50/sq. foot
Scanning	.50/scan
GPS equipment	\$140.00/day
ATV fee	\$135.00/day
Robotics equipment	\$140.00/day
Road Tube Traffic Counter – day	\$50.00/day
Road Tube Traffic Counter – week	\$150.00/week
Turning Movement Traffic Counter	\$10.00/day

** Anticipated rates. Actual rates to be indexed to Federal mileage rate table.

A. Standards of Performance

The standard of care for all Consultant services performed or furnished Consultant under this Agreement will be the care and skill ordinarily used by members of the subject profession practicing under similar circumstances at the same time and in the same locality. Consultant makes no warranties, express or implied, under this Agreement or otherwise, in connection with Consultant's services.

B. Designated Representatives

With the execution of this Agreement, Consultant and Client shall designate specific individuals to act as Consultant's and Client's representatives with respect to the services to be performed or furnished by Consultant and duties and responsibilities of Client under this Agreement. Such individuals shall have authority to transmit instructions, receive information, and render decisions relative to the Assignment on behalf of the respective party whom the individual represents.

C. Payments to Consultant

Invoices will be prepared in accordance with Consultant's standard invoicing practices and will be submitted to Client by Consultant monthly, unless otherwise agreed. Invoices are due and payable within 30 days of receipt. If Client fails to make any payment due Consultant for services and expenses within 30 days after receipt of Consultant's invoice therefore, the amounts due Consultant will be increased at the rate of 1.0% per month (or the maximum rate of interest permitted by law, if less) from said thirtieth day. In addition, Consultant may, after giving seven days written notice to Client, suspend services under this Agreement until Consultant has been paid in full all amounts due for services, expenses, and other related charges. Consultant's standard hourly rates are subject to annual adjustment.

D. Ownership and Reuse of Documents

All documents and services prepared or furnished by Consultant pursuant to this Agreement are instruments of service, and Consultant shall retain an ownership and property interest therein (including the copyright and the right of reuse) whether or not the Project is completed. Consultant grants Client a limited license to use the deliverable documents on the Project, extensions of the Project, and for related uses of the Client, subject to receipt by Consultant of full payment due and owing for all services relating to preparation of the documents. Such limited license shall not create any rights in third parties. Reuse of any documents pertaining to this Agreement by Client shall be at Client's sole risk; and Client agrees to indemnify, defend, and hold Consultant harmless from all claims, damages, and expenses including reasonable attorney's fees arising out of such reuse of documents by Client or by others acting through Client.

E. Permits and Approvals

It is the responsibility of the Client to obtain all necessary permits and approvals for the Project. Consultant will assist the Client in obtaining permits and approvals as mutually agreed to in writing.

F. Opinions of Probable Cost

Consultant's opinions of probable construction cost (if any) are to be made on the basis of Consultant's experience, qualifications, and general familiarity with the construction industry. However, because Consultant has no control over the cost of labor, materials, equipment, or services furnished by others, or over contractors' methods of determining prices, or over competitive bidding or market conditions, Consultant cannot and does not guarantee that proposals, bids, or actual construction costs will not vary from opinions of probable construction cost prepared by Consultant. If Client requires greater assurance as to probable construction costs, then Client agrees to obtain an independent cost estimate.

G. Client and Third Party Provided Information

Consultant shall have the right to rely on the accuracy of any information provided by Client and third parties. Consultant will not review this information for accuracy.

H. Access

Client shall arrange for safe access to and make all provisions for Consultant and Consultant's subconsultants to enter upon public and private property as required for Consultant to perform services under this Agreement.

I. Construction Observation

Consultant will observe the work as agreed to for general compliance with the construction documents. Consultant shall not at any time supervise, direct, control, or have authority over any contractor's work, nor shall Consultant have authority over or be responsible for the means, methods, techniques, sequences, or procedures of construction selected or used by any contractor, or the safety precautions and programs incident thereto, for security or safety at the Project site, nor for any failure of a contractor to comply with laws and regulations applicable to that contractor's furnishing and performing of its work. Consultant shall not be responsible for the acts or omissions of any contractor. Consultant has no stop work authority. Consultant shall not be responsible for any decision made regarding the construction contract requirements, or any application, interpretation, clarification, or modification of the construction contract documents, other than those made by Consultant.

J. Environmental

The parties acknowledge that Consultant's services do not include any services related to unknown or undisclosed Constituents of Concern. Consultant assumes no liability for the detection or removal of any hazardous substances found at or adjacent to the Project site.

K. Termination of Contract

1. Either party may at any time terminate this Agreement with 7 days written notice for cause in the event of substantial failure by the other party to perform in accordance with the terms hereof through no fault of the terminating party.
2. Client may terminate this Agreement for convenience with 30 days written notice, or the Project may be suspended by Client with 30 days written notice.
3. Consultant may terminate this Agreement for cause with 7 days written notice (a) if Consultant is requested to furnish or perform services contrary to Consultant's responsibilities as a licensed professional, (b) if Consultant's services are delayed or suspended for more than 90 days for reasons beyond Consultant's control, (c) if payment due Consultant remains unpaid for 90 days, or (d) as the result of the presence of undisclosed Constituents of Concern. Consultant will have no liability to Client on account of any termination by Consultant for cause.
4. In the event of any termination, Client shall pay to Consultant all amounts owing to Consultant under this Agreement, for all work performed up to the effective date of notice.

L. Insurance

Consultant will maintain insurance at a minimum in the amounts following. Insurance certificates will be provided if requested by Client.

- General Liability \$1,000,000 Each Occurrence / \$2,000,000 General Aggregate
- Auto Liability \$1,000,000 Combined Single Limit
- Workers Compensation Statutory
- Employers Liability \$1,000,000 Each Accident / \$1,000,000 Each Employee / \$1,000,000 Policy Limit
- Umbrella \$1,000,000 Occurrence / Aggregate
- Professional Liability \$1,000,000 Per Claim / Aggregate

M. Indemnification and Allocation of Risk

1. To the fullest extent permitted by law, Consultant shall indemnify and hold harmless Client, Client's officers, directors, partners, and employees from damages and judgments (including reasonable fees), but only to the extent caused by any negligent act or omission of Consultant or Consultant's officers, directors, partners, employees, and subconsultants in the performance of Consultant's services under this Agreement.
2. To the fullest extent permitted by law, Client shall indemnify and hold harmless Consultant, Consultant's officers, directors, partners, employees, and subconsultants from damages and judgments (including reasonable fees), but only to the extent caused by any negligent act or omission of Client or Client's officers, directors, partners, employees, and consultants with respect to this Agreement.
3. To the fullest extent permitted by law, a party's total liability to the other party and anyone claiming by, through, or under the other party for any cost, loss, or damages caused in part by the negligence of the party and in part by the negligence of the other party or any other negligent entity or individual, will not exceed the percentage share that the party's negligence bears to the total negligence of Client, Consultant, and all other negligent entities and individuals.
4. The indemnification provision of paragraph M.1. is subject to and limited by the provisions agreed to by Client and Consultant in paragraph N. "Limit of Liability," of this Agreement.

N. Limit of Liability

To the fullest extent permitted by law, the total liability, in the aggregate, of Consultant and Consultant's officers, directors, partners, employees, agents, and subconsultants, or any of them to Client and anyone claiming by, through, or under Client, for any and all injuries, losses, damages and expenses, whatsoever arising out of, resulting from, or in any way related to this Agreement from any cause or causes including but not limited to the negligence, professional errors or omissions, strict liability or breach of contract or warranty, express or implied, of Consultant or Consultant's officers, directors, partners, employees, agents, and subconsultants, or any of them, shall not exceed the total amount of \$1,000,000, or the Consultant's total fee for services rendered on this project, whichever is greater. It is intended that this limitation apply to any and all liability or cause of action, including without limitation active and passive negligence, however alleged or arising, unless otherwise prohibited by law. In no event shall the Consultant's liability exceed the amount of available insurance proceeds.

O. Consequential Damages

To the fullest extent permitted by law, Client and Consultant waive against each other, and the other's employees, officers, directors, members, agents, insurers, partners, consultants and subconsultants, any and all claims for or entitlement to special, incidental, indirect, or consequential damages arising out of, resulting from, or in any way related to this Agreement, any Task Order, or a Specific Project, from any cause or causes. Such excluded damages include but are not limited to loss of profits or revenue; loss of use or opportunity; loss of good will; cost of substitute facilities, goods, or services; and cost of capital.

P. Third Party Beneficiaries

All duties and responsibilities undertaken pursuant to this Agreement will be for the sole and exclusive benefit of Client and Consultant and not for the benefit of any other party. Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third party against either Client or the Consultant. Consultant's services under this Agreement are being performed solely for the Client's benefit, and no other entity shall have any claim against Consultant because of this Agreement or the performance or nonperformance of services hereunder. Client agrees to include a provision in all contracts with contractors and other entities involved in this Project to carry out the intent of this paragraph.

Q. Severability and Waiver of Provisions

Any provision or part of the Agreement held to be void or unenforceable under any Laws or Regulations shall be deemed stricken, and all remaining provisions shall continue to be valid and binding upon Client and Consultant, who agree that the Agreement shall be reformed to replace such stricken provision or part thereof with a valid and enforceable provision that comes as close as possible to expressing the intention of the stricken provision. Non-enforcement of any provision by either party shall not constitute a waiver of that provision, nor shall it affect the enforceability of that provision or of the remainder of this Agreement.

R. Hold Harmless

Consultant's commitments as set forth in this Agreement are based on the expectation that all of the services described in this Agreement will be provided. In the event Client later elects to reduce the Consultant's scope of services, Client hereby agrees to release, hold harmless, defend and indemnify Consultant from any and all claims, damages, losses, or costs associated with or arising out of such reduction in services.

S. Consultant's Services

Consultant's Services do not include: (1) serving as a "municipal advisor" for purposes of the registration requirements of Section 975 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (2010) or the municipal advisor registration rules issued by the Securities and Exchange Commission; (2) advising Client, or any municipal entity or other person or entity, regarding municipal financial products or the issuance of municipal securities, including advice with respect to the structure, timing, terms, or other similar matters concerning such products or issuances; (3) providing surety bonding or insurance-related advice, recommendations, counseling, or research, or enforcement of construction insurance or surety bonding requirements; or (4) providing legal advice or representation.

T. Changed Conditions

If, during the term of this Agreement, circumstances or conditions that were not originally contemplated by or known to the Consultant are revealed, to the extent that they affect the scope of services, compensation, schedule, allocation of risks or other material terms of this Agreement, the Consultant may call for renegotiation of appropriate portions of this Agreement. The Consultant shall notify the Client of the changed conditions necessitating renegotiation, and the Consultant and the Client shall promptly and in good faith enter into renegotiation of this Agreement to address the changed conditions. If terms cannot be agreed to, the parties agree that either party has the right to terminate this Agreement in accordance with the Termination provision hereof.

U. Delays

Consultant shall not be liable for any loss or damage arising directly or indirectly from any delays for causes beyond the Consultant's control. For purposes of this Agreement, such causes include, but are not limited to, strikes or other labor disputes; severe weather disruptions or other natural disasters or acts of God; fires, riots, war or other emergencies; pandemics, failure of any government agency to act in timely manner; failure of performance by the Client or the Client's contractors or consultants; or discovery of any hazardous substances or differing site conditions. If the delays resulting from any such causes increase the cost or time required by the Consultant to perform its services in an orderly and efficient manner, the Consultant shall be entitled to a reasonable adjustment in schedule and compensation.

V. Entire Agreement

This Agreement is the entire Agreement between the Client and the Consultant. It supersedes all prior communications, understandings and agreements, whether oral or written. Amendments to this Agreement must be in writing and signed by both the Client and the Consultant.

W. Assignment

Neither party to this Agreement shall transfer, sublet, or assign any rights or duties under or interest in this Agreement, including but not limited to monies that are due or monies that may be due, without the prior written consent of the other party. Subcontracting to subconsultants normally contemplated by the Consultant as a generally accepted business practice shall not be considered an assignment for purposes of this Agreement.

X. Dispute Resolution

Client and Consultant agree to negotiate all disputes between them in good faith for a period of 60 days from the date of notice, prior to invoking mediation. Subsequent to negotiation, Client and Consultant agree to submit any and all unsettled claims, counterclaims, disputes, and other matters in questions between them arising out or relating to this Agreement or the breach thereof ("disputes") to mediation as a condition precedent to litigation. Client and Consultant agree to participate in the mediation process in good faith and on a confidential basis.

Y. Governing Law

This Agreement will be governed by the laws of the state in which the project is located.

Z. Definitions

1. Contractor - Any person or entity (not including the Consultant, its employees, agents, representatives, subcontractors, and subconsultants), performing or supporting construction activities relating to the Project, including but not limited to contractors, subcontractors, suppliers, Client's work forces, utility companies, construction managers, testing firms, shippers, and truckers, and the employees, agents, and representatives of any or all of them.

2. Constituent of Concern – any substances, including without limitation asbestos, asbestos-containing materials, toxic or hazardous substances, PFASs, PCBs, combustible gases and materials, petroleum or radioactive materials (as each of these is defined in applicable state, provincial or federal statutes), pollutants, viruses, bacteria or pathogens of any kind, or any other substances under any conditions and in such quantities as would pose a substantial danger to persons or property exposed to such substances at or near the Project site.

END OF DOCUMENT

Page 3 of 3 pages

(Ruekert & Mielke, Inc. Standard Terms and Conditions)

RESOLUTION NO. 2025-37

A RESOLUTION TO APPROVE THE ELIMINATION OF THE LETTER OF CREDIT FOR MINOR'S ESTATES 4 PHASE 1 AND PHASE 2 DEVELOPMENT IN THE VILLAGE OF MUKWONAGO

WHEREAS, the Village Board of the Village of Mukwonago is required to approve the elimination of the Letter of Credit based on the satisfactory completion and/or acceptance of public infrastructure as required under the terms of the developer's agreement, and

WHEREAS, the Developer has requested a Letter of Credit elimination, and

WHEREAS, the Village Engineer has reviewed the request and the work completed for which the request is associated with and recommend that the current Letter of Credit be eliminated as stated and as described in Exhibit A.

NOW, THEREFORE, BE IT RESOLVED the Village Board of the Village of Mukwonago, Wisconsin, hereby approves the elimination of the Letter of Credit for Minor's Estates 4 Phase 1 and Phase 2 Development.

Passed and dated this 19th day of November 2025.

By: _____
Fred Winchowky, Village President



Attest: _____
Lana Kropf, WCMC, CMC
Village Clerk-Treasurer

October 17, 2025

Mr. Fred Winchowky
Village President
Village of Mukwonago
440 River Crest Court
Mukwonago, WI 53149

Re: Minor's Estates 4 – Phase 1 & 2
Letter of Credit Eliminations

Dear President Winchowky:

The remainder of the Public Improvement Work in both phases of Minor's Estates 4 was completed in early Fall 2024 and those improvements were accepted by the Village Board on November 20, 2024. The Public Improvements of final surface pavement and storm structure adjustments have a one-year guarantee period expiring one-year following their acceptance. During this time, 20% of the original value of those items in the letter of credit is held by the Village.

The Developer has submitted a request to eliminate both letters of credit for the two phases of this development, being that the guarantee period expires in November 2025. Staff have reviewed the project area and found that all public improvements are acceptable, and no warranty work is required. Therefore, we are recommending that the Village Board approve the elimination of the letters of credit for both Phases 1 and 2 of Minor's Estates 4.

If you or any staff or board member should have any questions regarding this, please feel free to contact me at (262) 542-5733.

Respectfully,

RUEKERT & MIELKE, INC.



Peter W. Gesch, P.E. (WI)
Municipal Services Team Leader
pgesch@ruekert-mielke.com

PWG:pwg

Enclosure(s)

cc: Diana Dykstra, Village of Mukwonago
Lana Kropf, Village of Mukwonago
Ron Bittner, Village of Mukwonago



October 2, 2025

Lana Kropf
Village of Mukwonago Clerk/Treasurer
440 River Crest Court
Mukwonago, WI 53149

RE: Minors Estates Phases 1 and 2
Guarantee Expiration and Letter of Credit Release Request

Dear Ms. Kropf:

Please accept this letter as Minors Estates Investments LLC's request to fully release the letters of credit for the Minors Estates Phase 1 and Phase 2 Improvements. The guaranty period, as defined in the Amended and Restated Developer's Agreement for Minors Estates (Minor's 4) and the Second Amended, Supplemented and Restated Developer's Agreement for Minors Estates Phase 2, expires on November 20, 2025, 12 months after the Village Board accepted the Improvements. The Village Department of Public works has inspected the improvements and did not find any issues that needed to be addressed.

Please schedule the letter of credit release request on the November 5th Committee of the Whole and November 19th Village Board agendas for review and approval. Please call me at (262) 424-5997 with any questions you may have. Thank you for your assistance with this request.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Joseph A. Bukovich".

Joseph A. Bukovich, P.E.
Owner's Authorized Representative

CC: Peter Gesch, Ruckert & Mielke

<https://mlgcompanies.sharepoint.com/sites/MLGFiles/Projects/Mukwonago - Minor's Estates/Village Correspondence/Kropf Minors Estates Guarantee Expiration & LOC Release 10-2-25.docx>

VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:	Discussion/Recommendation to approve the street crack sealing purchase requisition.		
Date:	10/27/25		
Presenter:	Ron Bittner	Department:	Public Works

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other Infrastructure maintenance.

Overview/Background Information

Crack Sealing prevents water from entering the road base. A saturated road base lead to premature pavement failure.

Key Issues (if necessary)

Fiscal Note/Budget Impact

Action Required/Recommendation

Recommendation to approve the crack sealing purchase requisition in the amount of \$19,379.00.

Attachments

VILLAGE OF MUKWONAGO PURCHASE REQUISITION

PLEASE TYPE OR PRINT IN INK CLEARLY ON THIS FORM

DATE:	10/17/25	NUMBER:	
--------------	----------	----------------	--

VENDOR NAME & ADDRESS:	SHIP TO:
Fahrner Asphalt Sealers 316 Raemisch Road Waunakee, WI 53597	DPW

DEPT NAME:	SUGGESTED VENDOR	AUTHORIZED SIGNATURE
DPW	Fahrner Asphalt Sealers 316 Raemisch Road Waunakee, WI 53597	

BUDGETED ITEM?	Yes	BUDGETED SOURCE:	
-----------------------	-----	-------------------------	--

<u>ITEM</u>	<u>QTY</u>	<u>DESCRIPTION</u>	<u>UNIT PRICE</u>	<u>AMOUNT</u>	<u>ACCT #</u>
1	1	Crack seal various streets in the Orchards Subdivision and Stone School Road		\$19,679.00	
			TOTAL	\$19,679.00	480-5700-584000

FINANCE COMMITTEE USE ONLY	
APPROVED (COMMITTEE INITIALS):	
DATE:	
SPECIAL INSTRUCTIONS	

PROPOSAL / CONTRACT

Job No. _____

Date: October 16, 2025

PLOVER, WI 54467
2800 Mecca Drive
Ph.: 715.341.2868
Fax: 715.341.1054

WAUNAKEE, WI 53597
316 Raemisch Road
Ph.: 608.849.6466
Fax: 608.849.6470



EAU CLAIRE, WI 54703 SAGINAW, MI 48601
6615 U.S. Hwy 12 W 2224 Veterans Memorial Pkwy
Ph.: 715.874.6070 Ph.: 989.752.9200
Fax: 715.874.6717 Fax: 989.752.9205

Pavement Maintenance Contractors

EEO/AA Employer

CORPORATE OFFICE: 1.800.332.3360

Contact Name: RON BITTNER	Contract Price \$19,679.00
PURCHASER: VILLAGE OF MUKWONAGO	TELEPHONE: (262) 363-6447
ADDRESS: 440 RIVER CREST COURT MUKWONAGO, WI 53149	DESCRIPTION OF PROPERTY: Crack Filling 2025 Various Streets MUKWONAGO, WI 53149

1. FAHRNER Asphalt Sealers, L.L.C. (CONTRACTOR) and PURCHASER agree that, CONTRACTOR shall furnish the labor and materials to complete certain construction in accordance with the following specifications:

Rout out new cracks only 3/4" x 3/4" width versus depth.
Blow out and clean cracks with compressed air and heat lance.
Seal cracks with Fed Spec ASTM D6690 Type II hot rubber asphalt sealant and over-band using hand squeegee puck method.
Crack filling does not include alligatored areas.

Applewood Circle
McIntosh Way
Cider Circle
Berry Patch
Orchard View Lane
.....Price: \$17,277.00

Honeywell Rd/Stone School Rd: Overpass bridge to address N9302
.....Price: \$2,402.00

This proposal may be withdrawn if not accepted and received by CONTRACTOR within 10 days of the date above and/ or at any time before performance of the work hereunder upon CONTRACTOR'S determination that the PURCHASER is not creditworthy.

- 2. If proposal is accepted please sign, retain one copy and forward a copy to our office.
 - 3. The undersigned ("PURCHASER") agrees to pay CONTRACTOR the total price of \$19,679.00 and/or the unit prices specified above for the labor and materials specified above which payment shall be due upon completion of each stage of work.
- PURCHASER acknowledges that the specifications, conditions and price quotes specified above are satisfactory and hereby accepted. By my signature herein, I authorize CONTRACTOR to review personal OR business Credit Reports to evaluate financial readiness to pay amounts set forth in this Proposal/Contract.

Acceptance of this Proposal includes acceptance of all the terms and conditions on back.

CONTRACTOR:
Fahrner Asphalt Sealers, LLC:Cell: (920) 410-0243
Bill.Glatz@fahrnerasphalt.com

PURCHASER:
I have read and understand the terms and conditions on both sides of this contract.

Bill Glatz

(PRINT OR TYPE NAME)

(PRINT OR TYPE NAME)

By:

(CONTRACTOR REPRESENTATIVE)

By: _____
(PURCHASER AUTHORIZED REPRESENTATIVE)

Date: October 16, 2025

Date of acceptance: _____

TERMS AND CONDITIONS

NOTICE OF LIEN RIGHTS

AS REQUIRED BY THE WISCONSIN CONSTRUCTION LIEN LAWS, CONTRACTOR HEREBY NOTIFIES OWNER THAT PERSONS OR COMPANIES FURNISHING LABOR OR MATERIALS FOR THE CONSTRUCTION ON OWNER'S LAND MAY HAVE LIEN RIGHTS ON OWNER'S LAND AND BUILDING IF NOT PAID. THOSE ENTITLED TO LIEN RIGHTS, IN ADDITION TO THE UNDERSIGNED CONTRACTOR, ARE THOSE WHO CONTRACT DIRECTLY WITH THE OWNER OR THOSE WHO GIVE THE OWNER NOTICE WITHIN SIXTY (60) DAYS AFTER THEY FIRST FURNISH LABOR OR MATERIALS FOR THE CONSTRUCTION. ACCORDINGLY, OWNER PROBABLY WILL RECEIVE NOTICES FROM THOSE WHO FURNISH LABOR OR MATERIALS FOR THE CONSTRUCTION, AND SHOULD GIVE A COPY OF EACH NOTICE RECEIVED TO THE MORTGAGE LENDER, IF ANY. CONTRACTOR AGREES TO COOPERATE WITH THE OWNER AND THE OWNER'S LENDER, IF ANY, TO SEE THAT ALL POTENTIAL LIEN CLAIMS ARE DULY PAID.

ACCEPTANCE OF WORK

All labor and material is conclusively accepted as satisfactory unless excepted to in writing within seven (7) days of performance.

EXTRA WORK

All alterations or deviations from any of the terms of this contract shall be in writing and executed by the parties hereto. Any extra cost involved therein will become an extra charge to be paid by PURCHASER over and above the contract price.

PURCHASER'S RESPONSIBILITIES

PURCHASER acknowledges and understands that it shall be responsible for obtaining any and all permits which may be required in connection with performance of this Proposal/Contract. Where applicable, PURCHASER shall also be responsible for backfilling areas that border along the newly paved surface with appropriate material to eliminate potential cracking and uneven surface at the edge of the paved surface and for installing, replacing, maintaining and repairing shoulders. PURCHASER assumes all liability for any damages done to underground utilities and/or structures unless CONTRACTOR has been notified, upon acceptance of this Proposal, as to the specific location and depth of any such buried utility/structures.

Unless exempt, in accepting this Proposal/Contract, PURCHASER acknowledges that it shall comply with the requirements of all applicable federal, state, and local employment laws, executive orders, codes and regulations (the "Requirements") effective where the work and/or services are being performed including, but not limited to, 41 CFR §§ 60-1.4(a)(1)-(8), 60-1.4(b), 60-1.4(c) or their successors effective where this Proposal/Contract is performed. To the extent required by law, all provisions of the Requirements are hereby incorporated into and made a part of this Agreement and any applicable agreements of CONTRACTOR. To the extent applicable, the Requirements include, but are not limited to, (1) prohibition of discrimination because of protected veteran status, disability, race, color, religion, sex, sexual orientation, gender identity, national origin and because of inquiry or discussion about or disclosure of compensation, (2) affirmative action to employ and advance in employment individuals without regard to race, sex, disability, or protected veteran status, (3) compliance with the Employee Notice clause contained in 29 C.F.R. part 471, Appendix A to Subpart A, or its successors, (4) compliance with the EEO-1 and VETS-4212 reports filing requirements in 41 C.F.R. §§ 60-1.7 and 41 C.F.R. §61-300.10, or their successors, (5) compliance with paycheck transparency obligations of 48 C.F.R. § 22.2005, including the contract clause found at 48 C.F.R. § 52.222-60, which is incorporated by reference as if fully set forth herein, (6) other affirmative action in employment, (7) required/certified payrolls, (8) social security acts, (9) unemployment compensation acts, (10) worker's compensation acts, (11) equal employment opportunity acts and (12) the required contract provisions for Federal-Aid Construction Contracts, Form FHWA-1273, if applicable.

When applicable, PURCHASER and CONTRACTOR shall abide by the requirements of 41 CFR 60-300.5(a). This regulation prohibits discrimination against qualified protected veterans, and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans. When applicable, PURCHASER and CONTRACTOR shall abide by the requirements of 41 CFR 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability, and requires affirmative action covered by prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.

INCLEMENT WEATHER

Inclement weather may alter the completion of the work to be furnished hereunder. Furthermore, special consideration should be given if work is to be performed before May 1 or after October 15 in light of less than desirable weather conditions which could potentially impair the quality of the work performed hereunder.

WARRANTY

All material is guaranteed to be as specified and all work is to be completed in a workmanlike manner according to standard practices. All labor and materials will be guaranteed against defect for one (1) year from date of installation. Due to Wisconsin winters and expansion and contraction of the ground, some cracking of the pavement may be experienced. There are no express or implied warranties of merchantability, quality, quantity or of fitness for any particular purpose, which extend beyond those specifically set out in this document.

All warranties are void if payment is not made as stipulated.

DELINQUENCY CHARGE

Payment is due and payable upon completion of each stage of the work. If PURCHASER defaults on the payment required, PURCHASER will be liable for all costs of collection, including reasonable attorney's fees, and a delinquency charge on the balance at the maximum rates allowed by law. If PURCHASER is an organization as defined by Wis. Statutes, Section 421.301(28), the Delinquency Charge rate shall be 1.5% per month (18% APR) plus all costs of collection, including reasonable attorney's fees. CONTRACTOR retains title to all merchandise covered by this Agreement until full payment is received according to the above terms of sale. PURCHASER consents in any action or legal proceeding relating to this Contract commenced by the CONTRACTOR to the personal jurisdiction of any court that is either a court of record in the State of Wisconsin or a court of the United States located in the State of Wisconsin. It is hereby agreed that no legal action with respect to this contract may be brought by either party later than one (1) year after the cause of action accrues and that the party asserting such a legal action shall be barred from any remedy thereto.

INDIVIDUAL LIABILITY

~~The undersigned PURCHASER agrees to be individually liable for all terms of the Agreement, regardless of whether he or she signs individually or as an agent for the owner of the property upon which the work is being performed or for any other individual, partnership or corporation.~~

PRODUCT INFORMATION AND MAINTENANCE

Since the asphalt in blacktop needs time to harden and cure, usually 6-12 months, your asphalt pavement will remain soft and pliable during warm weather. During this time, don't park in the same spot every time and do not turn your steering wheel back and forth when your car is not moving. It is not unusual to experience some cracking over the winter due to the contraction and expansion of the ground, especially over culverts, pipes, electric wires, etc. Avoid gasoline and petroleum product spills as they will destroy your pavement. If spills do occur, immediately flush with lots of soapy water. If you decide to seal coat your pavement, wait until the summer following installation.

BINDING EFFECT

This Agreement shall be binding upon the parties hereto, their heirs, personal representatives, successors and assigns.

ENTIRE AGREEMENT

The entire contract is embodied in this writing. This writing constitutes the final expression of the party's agreement, and is a complete and exclusive statement of that agreement. In the event that any term of this contract is unenforceable, the remaining terms of the contract shall still be in full force and effect.

**VILLAGE OF MUKWONAGO
WAUKESHA AND WALWORTH COUNTIES**

RESOLUTION 2025-38

**A RESOLUTION TO SET THE 2026 SCHEDULE OF IMPACT FEES AND
SEWER CONNECTION FEES
FOR THE VILLAGE OF MUKWONAGO**

WHEREAS, section 44.5(e) of the Village code allows for the annual increase of Impact Fees, based on a percentage equal to the percentage increase in the 20 –City Construction Cost Index (CCI) published by the Engineering News Record over the recent 12-month period, and;

WHEREAS, the Village code allows the Village Board to limit the increase to a lesser percentage rate than the CCI, and;

WHEREAS, the CCI percentage increase is determined to be 2.17%, and;

WHEREAS, section 86.240(c) of the Village code allows for an increase to the Sewer Connection Fees, and;

WHEREAS, the Village Board shall increase the Sewer Connection Fees by 2.17%, and;

WHEREAS, the Village Finance Committee has reviewed the 2026 schedule of Impact Fees and Sewer Connection fees and has recommended adoption;

NOW THEREFORE, the Village Board of the Village of Mukwonago does hereby establish the following **2026** schedule of Impact Fees and Sewer Connection fees be approved as defined in the attached schedule and be effective on January 1, 2026 and remain in effect until changed by resolution of the Village Board.

Adopted this 19th day of November, 2025.

Fred H. Winchowky, Village President

Attest: _____
Lana Kropf, Clerk-Treasurer

Schedule of 2026 Impact Fees and Sewer Connection Fees

2026

2.17%

Residential Development

3+ Bedroom (per unit) Apartment or	
Police	\$356
Fire	\$349
Library	\$1,677
Parks	\$1,375
Water (per REC)	\$2,847
Sewer (per REC)	\$1,052
Sewer Connection Fee	\$2,088

2 Bedroom (per unit) Apartment or	
Police	\$267
Fire	\$261
Library	\$1,258
Parks	\$1,031
Water (per REC) .75	\$2,136
Sewer (per REC) .75	\$790
Sewer Connection Fee (per REC) .75	\$1,566

1 Bedroom (per unit) Apartment or	
Police	\$179
Fire	\$174
Library	\$837
Parks	\$688
Water (per REC) .50	\$1,423
Sewer (per REC) .50	\$526
Sewer Connection Fee (per REC) .50	\$1,045

Commercial, Institutional & Industrial Development

Industrial Development	
Fee per Square Foot	
Police	\$0.073
Fire	\$0.073
Library	N/A
Parks	N/A
Water (per REC)	\$2,847
Sewer (per REC)	\$1,052
Sewer Connection Fee (per REC)	\$2,088

Commercial and Institutional	
Fee per Square Foot	
Police	\$0.131
Fire	\$0.131
Library	N/A
Parks	N/A
Water (per REC)	\$2,847
Sewer (per REC)	\$1,052
Sewer Connection Fee (per REC)	\$2,088

RESOLUTION NO. 2025-39

**A RESOLUTION TO AMEND THE MISSIONSQUARE RETIREMENT 457
DEFERRED COMPENSATION PLAN TO ALLOW IN-SERVICE
DISTRIBUTIONS AT AGE 59.5**

WHEREAS, the Village of Mukwonago has a deferred compensation plan for its employees through MissionSquare Retirement (formerly ICMA-RC); and,

WHEREAS, the current deferred compensation plan only allows for in-service distribution of funds at age 70.5, and

WHEREAS, the Village of Mukwonago would like to allow in-service distributions at age 59.5; and

NOW, THEREFORE, BE IT RESOLVED the Village Board of the Village of Mukwonago, Wisconsin, hereby approves the amended MissionSquare plan document to allow in-service distributions at age 59.5 effective January 1, 2026.

Adopted this 19th day of November, 2025.

By: _____
Fred Winchowky, Village President



Attest: _____
Lana C Kropf, WCMC
Village Clerk-Treasurer

VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:	2026 Budget Updates from 10-21-2025 Workshop		
Date:	October 31, 2025		
Presenter:	Diana Doherty	Department:	Finance

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other _____

Overview/Background Information

The attached budgets are the same ones previously reviewed but reflect changes that were discussed at the 10-21-2025 Joint meeting with the Town Board and the Village workshop. Changes were made to the following funds with specific information in purple in the attachments: General Fund (100), Fire Dept Operating Fund (150), Fire Designated Fund (320), Library Fund (440), and Capital Equipment Fund (430).

Key Issues (if necessary)

The revised budget figures are used in the Public Hearing notice to be published November 4th. Barring any further adjustments, these are the budgets that will be presented for adoption following the Public Hearing on November 19th.

Fiscal Note/Budget Impact

The Villages proposed levy increase in the 2026 budget is comprised solely of net new construction totaling \$72,523 and is a 0.96% increase over the prior year's levy. The estimated Village tax rate is 5.64% for properties in both Waukesha and Walworth Counties.

Action Required/Recommendation

No action needed.

Attachments

Updated budget summaries and public hearing notice information

GENERAL FUND REVENUE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

10/31/2025

BUDGET REPORT FOR VILLAGE OF MUKWONAGO
Calculations as of 06/30/2025

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Dept 4100 - TAXES									
100-4100-411100	GENERAL PROPERTY TAX	3,212,343	3,291,386	3,264,504	2,609,627	3,264,504	3,301,473	1.13	36,969
100-4100-412100	ROOM TAX-VILLAGE PORTION	15,499	16,165	15,000	4,196	15,000	15,000		
100-4100-413100	TAX - WATER UTILITY	371,231	340,234	385,000	192,500	340,500	340,500	(11.56)	(44,500)
100-4100-418100	PROPERTY TAX INTEREST	636	144	500				(100.00)	(500)
Totals for dept 4100 - TAXES		3,599,709	3,647,929	3,665,004	2,806,323	3,620,004	3,656,973	(0.22)	(8,031)
Dept 4300 - INTERGOV T REVENUES									
100-4300-434100	STATE SHARED REVENUES	207,402	437,646	426,228		437,646	458,512	7.57	32,284
100-4300-434200	STATE AID OR GRANT	809							
100-4300-434500	PERSONAL PROPERTY AID	20,022	20,022	80,968	80,968	80,968	80,968		
100-4300-434600	STATE COMPUTER AID	12,640	12,640	12,640		12,640	12,640		
100-4300-434900	VIDEO SERVICE PROVIDER AID	20,044	20,044	20,044		20,044	20,044		
100-4300-435200	STATE AID - POLICE TRAINING	2,240	3,600						
100-4300-435300	STATE TRANSPORTATION AID	589,656	597,018	589,579	281,246	562,493	567,801	(3.69)	(21,778)
100-4300-435500	POLICE DEPARTMENT GRANTS	18,308							
100-4300-436400	PILOT DNR TAX - STATE	1,450	1,445	1,450	1,376	1,376	1,450		
100-4300-436900	AG-USE CONVERSION FEE	8,874	2,266			3,812			
Totals for dept 4300 - INTERGOV T REVENUES		881,445	1,094,681	1,130,909	363,590	1,118,979	1,141,415	0.93	10,506
Dept 4410 - LICENSES									
100-4410-441100	LIQUOR & MALT	27,955	59,525	25,000	16,450	19,000	25,000		
100-4410-441200	CIGARETTE	2,000	1,900	1,700	1,400	1,700	1,700		
100-4410-441300	BICYCLE				12	12			
100-4410-441400	DOG & CAT	1,923	1,852	1,700	550	1,700	1,700		
100-4410-441500	POOL TABLE	50	25	50	25	25	50		
100-4410-441700	OPERATORS	8,023	8,635	8,000	6,410	8,465	8,000		
100-4410-441900	ARCADE/VENDING/AMUSEMENT	2,475	2,800	2,500	2,765	2,765	2,500		
100-4410-442000	WEIGHTS & MEASURES	540		500	560	580	500		
Totals for dept 4410 - LICENSES		42,966	74,737	39,450	28,172	34,247	39,450		
Dept 4430 - PERMITS & FEES									
100-4430-443100	BUILDING PERMITS	108,547	190,677	200,581	86,510	190,000	200,581		
100-4430-443200	ELECTRICAL PERMITS	23,846	35,632	30,000	32,549	43,000	40,000	33.33	10,000
100-4430-443300	PLUMBING PERMITS	19,219	36,369	26,000	24,838	34,000	32,000	23.08	6,000
100-4430-443400	HVAC PERMITS	19,869	29,253	28,000	27,499	39,000	36,300	29.64	8,300
100-4430-443600	SELLERS PERMITS	1,240	3,370	3,510	3,350	3,700	3,510		
100-4430-443700	FIRE INSPECTION FEES-VILLAGE	7,111	8,234	6,000	10,853	14,000	10,000	66.67	4,000
100-4430-443800	PARKING PERMITS	5,986	6,037	5,957	636	6,000	5,957		
100-4430-443900	SUNDRY PERMITS	3,296	110		2,181	2,500	3,000		3,000
100-4430-444000	PLAN REVIEW FEES	17,135	20,649	18,000	14,735	23,000	23,000	27.78	5,000
100-4430-444400	ZONING REVIEW FEES	22,521	25,069	25,000	21,366	27,000	27,000	8.00	2,000
100-4430-444500	STATE BLDG PERMIT FEE	1,500	1,755	1,800	2,400	3,000	3,000	66.67	1,200
100-4430-444600	EROSION CONTROL FEE		19,590	14,000	11,225	19,000	19,000	35.71	5,000
100-4430-444700	OCCUPANCY PERMIT FEE	12,857	17,795	17,000	7,842	17,000	17,000		
100-4430-444800	RIGHT OF WAY PERMITS	8,242	6,775	10,875	5,699	8,800	10,875		

GENERAL FUND REVENUE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
100-4430-445300	SPECIAL EVENT PERMIT	650	1,660	1,200	2,105	2,500	1,200		
Totals for dept 4430 - PERMITS & FEES		252,019	402,975	387,923	253,788	432,500	432,423	11.47	44,500
Dept 4500 - LAW & ORDINANCE VIOLATIONS									
100-4500-451100	ASSESSABLE COURT FINES	75,630	84,408	95,000	54,777	85,000	85,000	(10.53)	(10,000)
100-4500-451200	NON-ASSESSABLE COURT FINES	34,298	36,307	40,000	24,669	40,000	40,000		
100-4500-451300	PARKING VIOLATIONS	9,277	9,780	10,000	3,893	8,126	10,000		
Totals for dept 4500 - LAW & ORDINANCE VIOLATIONS		119,205	130,495	145,000	83,339	133,126	135,000	(6.90)	(10,000)
Dept 4600 - PUBLIC CHARGES FOR SERVICES									
100-4600-430200	RECORD MGMT ASSESSOR FEE	5,760	10,800	5,500	8,920	14,500	10,000	81.82	4,500
100-4600-430400	TREASURER S FEES	5,811	4,910	6,500	2,864	5,500	6,500		
100-4600-430900	OTHER FEES	105	45	128			128		
100-4600-431400	LICENSE PUBLICATION FEE	775	825	700	675	700	700		
100-4600-473900	DPW SERVICES	2,755	254	3,100			3,100		
Totals for dept 4600 - PUBLIC CHARGES FOR SERVICES		15,206	16,834	15,928	12,459	20,700	20,428	28.25	4,500
Dept 4620 - PUBLIC SAFETY									
100-4620-431000	PD - FINGERPRINTING & TOWING	230	1,425	1,200	748	1,200	1,200		
100-4620-431500	POLICE DEPARTMENT COPIES	1,551	1,731	1,500	973	1,500	1,500		
100-4620-431600	DOG LICENSE PENALTIES	75	95	70	55	60	70		
Totals for dept 4620 - PUBLIC SAFETY		1,856	3,251	2,770	1,776	2,760	2,770		
Dept 4670 - LEISURE ACTIVITIES									
100-4670-431300	CABLE TV FRANCHISE FEES	78,063	76,583	72,000	17,595	72,000	72,000		
Totals for dept 4670 - LEISURE ACTIVITIES		78,063	76,583	72,000	17,595	72,000	72,000		
Dept 4700 - INTERGOV T CHARGES FOR SERVICE									
100-4700-471500	MISC SERVICE REVENUE	5,992	10,421	5,500	438	9,000	9,000	63.64	3,500
100-4700-473400	POLICE SERVICE TO SCHOOL DISTF	147,655	169,995	150,000	92,631	92,631	150,000		
100-4700-473500	DISPATCH SERVICE - POLICE	42,211	45,387	42,000	23,358	42,000	42,000		
100-4700-473800	DAM MAINTENANCE/REPAIR - TOWI	8,547	13,508	6,500		6,500	6,500		
100-4700-476000	ELECTION EXP-COUNTY REIMBURSE		1,904						
100-4700-476100	POLICE REIMBURSEMENTS	1,444	9,636	1,100	1,173	1,338	1,100		
100-4700-476300	DPW REIMBURSEMENTS		268		576	838			
Totals for dept 4700 - INTERGOV T CHARGES FOR SERVICE		205,849	251,119	205,100	118,176	152,307	208,600	1.71	3,500
Dept 4800 - MISC REVENUE									
100-4800-476100	POLICE REIMBURSEMENTS	1,600	7,112						
100-4800-488500	INSURANCE / SETTLEMENT / REFUN	17,414	41,287						
100-4800-489000	DONATIONS RECEIVED	500			500	500			
100-4800-489900	MISC. REVENUES	14,694	5,031	4,000	2,245	4,000	4,000		
Totals for dept 4800 - MISC REVENUE		34,208	53,430	4,000	2,745	4,500	4,000		
Dept 4810 - INTEREST REVENUE									
100-4810-487100	INTEREST REVENUE	329,619	346,780	249,264	154,746	322,778	275,000	10.32	25,736
100-4810-487200	ACCUMULATED SICK PAY INTEREST	20,397	22,701	12,964	8,248	20,906	12,964		
Totals for dept 4810 - INTEREST REVENUE		350,016	369,481	262,228	162,994	343,684	287,964	9.81	25,736

GENERAL FUND REVENUE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Dept 4820 - COMMERCIAL REVENUE									
100-4820-485000	PARK RENTAL	27,667	29,426	28,000	13,850	28,000	28,000		
100-4820-485500	VILLAGE HALL RENTAL	370	4,095	3,000	1,745	4,000	4,000	33.33	1,000
Totals for dept 4820 - COMMERCIAL REVENUE		28,037	33,521	31,000	15,595	32,000	32,000	3.23	1,000
Dept 4830 - OTHER GENERAL REVENUE									
100-4830-437100	AGENCY GRANT//DONATION/CONTRIBUTION		4,505		1,765	1,765	2,000		2,000
Totals for dept 4830 - OTHER GENERAL REVENUE			4,505		1,765	1,765	2,000		2,000
Dept 4900 - OTHER FINANCING SOURCES									
100-4900-492000	TRANSFER FROM OTHER FUNDS			18,250	18,250	18,250		(100.00)	(18,250)
100-4900-493000 * *	FUND BALANCE APPLIED			200,000			326,245	63.12	126,245
Totals for dept 4900 - OTHER FINANCING SOURCES				218,250	18,250	18,250	326,245	49.48	107,995
* NOTES TO BUDGET: DEPARTMENT 4900 OTHER FINANCING SOURCES									
493000	FUND BALANCE APPLIED								
	OPEB PAYOUTS FROM SICK LEAVE RESERVE ACCOUNT						91,745		
	ONE TIME FUNDING OF HSA FROM UNASSIGNED FUND BALANCE						101,500		
	ONE TIME FUNDING FOR COMP PLAN UPDATE						95,000		
	ONE TIME FUNDING FOR FINANCE DIRECTOR TRAINING OVERLAP						38,000		
DEPT '4900' TOTAL							326,245		
ESTIMATED REVENUES - FUND 100		5,608,579	6,159,541	6,179,562	3,886,567	5,986,822	6,361,268	2.94	181,706

UPDATED PROPERTY TAX REVENUE FOR CORRECTED ALLOCATION

GENERAL FUND EXPENDITURE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

10/31/2025

Calculations as of 06/30/2025

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Function: CLERK									
5111	VILLAGE BOARD	55,933	87,289	72,363	24,454	72,745	71,563	(1.11)	(800)
5112	HISTORIC PRESERVATION		27	290		290	290		
5142	CLERK-TREASURER	243,280	233,196	265,331	109,693	242,606	272,416	2.67	7,085
5144	ELECTIONS	18,323	27,789	31,650	11,875	15,563	33,270	5.12	1,620
5153	ASSESSMENT OF PROPERTY	22,594	185,012	36,200	18,085	36,250	36,250	0.14	50
5247	BOARD OF APPEALS	50	101	900		850	850	(5.56)	(50)
5431	ANIMAL POUND	2,420	2,420	2,500		2,500	2,600	4.00	100
Total - Function CLERK		342,600	535,834	409,234	164,107	370,804	417,239	1.96	8,005
Function: COURT									
5120	MUNICIPAL COURT	39,698	39,242	40,322	24,110	40,322	43,507	7.90	3,185
* NOTES TO BUDGET: DEPARTMENT 5120 MUNICIPAL COURT									
522900	MUNICIPAL COURT INCLUDES SUPPORT COST INCREASE & NEW COMPUTER \$1,400								
Total - Function COURT		39,698	39,242	40,322	24,110	40,322	43,507	7.90	3,185
Function: MISC-CROSSFUNCTIONAL									
5130	VILLAGE ATTORNEY	96,171	84,820	108,750	21,245	90,000	90,000	(17.24)	(18,750)
5150	IT SERVICES	10,301	9,953	15,000	1,005	7,500	15,000		
5151	INDEPENDENT AUDITING	9,331	10,764	15,000	8,936	12,000	12,000	(20.00)	(3,000)
5154	RISK & PROPERTY INSURANCE	116,376	97,679	136,300	83,291	136,356	129,100	(5.28)	(7,200)
5191	UNCOLLECTED TAX	13,753			1,418	1,418			
5335	ENGINEERING	30,216	66,341	75,000	25,481		60,000	(20.00)	(15,000)
Total - Function MISC-CROSSFUNCTIONAL		276,148	269,557	350,050	141,376	247,274	306,100	(12.56)	(43,950)
Function: ADMIN									
5141	VILLAGE ADMINISTRATOR	175,059	181,354	222,341	87,563	218,841	321,738	44.70	99,397
* NOTES TO BUDGET: DEPARTMENT 5141 VILLAGE ADMINISTRATOR									
521900	VILLAGE ADMINISTRATOR INCLUDES \$95,000 FOR COMPREHENSIVE PLAN UPDATE								
5241	BUILDING INSPECTOR	289,342	296,783	339,312	149,621	262,799	374,639	10.41	35,327
5632	PLANNING DEPARTMENT	122,296	99,373	129,250	41,155	106,850	117,450	(9.13)	(11,800)
5670	ECONOMIC DEVELOPMENT	40,448	24,016	42,895	33,351	63,231	45,174	5.31	2,279
Total - Function ADMIN		627,145	601,526	733,798	311,690	651,721	859,001	17.06	125,203
Function: FINANCE									
5145	FINANCE DEPARTMENT	64,016	62,863	88,397	39,287	97,238	126,105	42.66	37,708
* NOTES TO BUDGET: DEPARTMENT 5145 FINANCE DEPARTMENT									
511000	FINANCE DEPARTMENT INCLUDES \$38,000 FD OVERLAP FOR TRAINING FROM ONE-TIME RESERVES								
Total - Function FINANCE		64,016	62,863	88,397	39,287	97,238	126,105	42.66	37,708

GENERAL FUND EXPENDITURE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Function: DPW									
5160	VILLAGE HALL	53,577	50,775	55,638	21,867	57,088	66,473	19.47	10,835
5220	FIRE STATION (VILLAGE)	9,325	28,879	9,705	4,449	9,760	10,222	5.33	517
5254	DAMS	17,135	27,099	12,823	4,559	12,823	13,545	5.63	722
5300	DPW GENERAL ADMINISTRATION	359,446	406,214	418,931	197,488	431,646	444,313	6.06	25,382
5323	GARAGE	66,102	76,501	78,464	56,103	104,351	84,580	7.79	6,116
5324	MACHINERY & EQUIPMENT	128,490	131,659	134,480	53,989	128,927	137,622	2.34	3,142
5341	STREETS & ALLEYS	12,866	11,456	12,993	2,511	7,423	13,107	0.88	114
5342	STREET LIGHTING	174,123	176,282	179,250	74,008	179,000	184,250	2.79	5,000
5343	CURBS GUTTERS & SIDEWALKS	1,091	1,852	2,694	587	3,087	2,740	1.71	46
5344	STORM SEWER	15,382	9,380	13,972	4,177	9,400	13,705	(1.91)	(267)
5345	STREET CLEANING	17,912	23,039	23,309	5,486	15,309	23,041	(1.15)	(268)
5346	BRIDGES & CULVERTS	811	4,300	500		950	500		
5347	SNOW & ICE CONTROL	91,437	77,374	93,150	40,715	68,500	64,489	(30.77)	(28,661)
5348	STREET SIGNS & MARKINGS	17,375	26,450	21,663	2,686	19,663	21,727	0.30	64
5362	GARBAGE COLLECTION	8,795	8,349	7,189	2,511	8,500	8,238	14.59	1,049
5512	MUSEUM	11,327	9,872	10,750	4,545	11,575	10,550	(1.86)	(200)
5521	PARKS	185,156	200,627	208,919	74,428	196,400	204,588	(2.07)	(4,331)
5522	CELEBRATIONS	10,170	10,387	8,118	3,539	8,018	8,887	9.47	769
5611	FORESTRY	45,534	42,069	40,889	29,352	45,974	45,194	10.53	4,305
5613	WEED CONTROL	633	12	542	45	442	745	37.45	203
5660	STORMWATER MASTER PLAN	12,580	11,883	19,250	13,581	19,750	28,750	49.35	9,500
Total - Function DPW		1,239,267	1,334,459	1,353,229	596,626	1,338,586	1,387,266	2.52	34,037
Function: POLICE									
5211	POLICE ADMINISTRATION	1,251,644	1,330,238	1,414,158	637,090	1,367,960	1,447,156	2.33	32,998
5212	POLICE PATROL	1,072,364	1,214,586	1,267,853	567,584	1,239,483	1,285,630	1.40	17,777
5213	CRIME INVESTIGATION	249,034	271,517	279,521	131,234	280,310	284,019	1.61	4,498
5215	POLICE TRAINING	4,345	8,786	9,000	1,564	9,000	12,000	33.33	3,000
5235	EMERGENCY GOVERNMENT	834	901	2,000				(100.00)	(2,000)
Total - Function POLICE		2,578,221	2,826,028	2,972,532	1,337,472	2,896,753	3,028,805	1.89	56,273

GENERAL FUND EXPENDITURE BUDGET UPDATED FROM 10-21-2025 BUDGET WORKSHOP DISCUSSION

GL NUMBER AND DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
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Function: FUND BALANCE									
5900	OTHER FINANCING USES	234,000	450,000	232,000	200,000	200,000	193,245	(16.70)	(38,755)
* NOTES TO BUDGET: DEPARTMENT 5900 OTHER FINANCING USES									
515800	OTHER FINANCING USES								
	POLICE CHIEF OPEB PAYOUT FROM SICK LEAVE RESERVE						53,664		
	FINANCE DIRECTOR OPEB PAYOUT FROM SICK LEAVE RESERVE						38,081		
	ONE-TIME FUNDING OF HSA FOR EMPLOYEES						101,500		
	ACCOUNT '515800' TOTAL						193,245		
Total - Function FUND BALANCE		234,000	450,000	232,000	200,000	200,000	193,245	(16.70)	(38,755)

APPROPRIATIONS - FUND 100		5,401,095	6,119,509	6,179,562	2,814,668	5,842,698	6,361,268	2.94	181,706
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	Expenditure Restraint Maximum:	6,384,562	3.32%	205,000
If Additional Funding Available, could Increase General Fund Expenditure Budget by:		23,294		

Revenue Budget as of 10/31/2025 including use of fund balance:	6,361,268
(Over) Under Expenditure Budget:	0

DPW BUDGET INCREASED BY \$6,771 TO OFFSET AVAILABLE REVENUE

FIRE DEPARTMENT OPERATING BUDGET REPORT **UPDATED** FROM JOINT VILLAGE / TOWN BUDGET MEETING ON 10/21/2025

GL NUMBER	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
REVENUES									
Dept 4100 - TAXES									
150-4100-411100	GENERAL PROPERTY TAX	198,732	202,707	206,761	103,380	206,761	210,896	2.00	4,135
150-4100-411101	FIRE DEPT REFERENDUM	406,349	406,349	406,349	203,175	406,349	406,349		
Dept 4100 - TAXES		605,081	609,056	613,110	306,555	613,110	617,245	0.67%	4,135
Dept 4300 - INTERGOV T REVENUES									
150-4300-434100	STATE SHARED REVENUES	8,154		10,000		10,000	10,000		
150-4300-434200	STATE AID OR GRANT	1,486	4,900	2,500		2,500	2,500		
150-4300-434400 **	EMS ACT102 GRANT	14,423	7,615	7,500	61,364	61,364	61,364	718.19	53,864
REFLECTS INCREASED FUNDING FOR SPECIFIC PURPOSES									
150-4300-434700	STATE FIRE DUES PROGRAM	50,376	58,382	58,000		62,786	62,786	8.25	4,786
Dept 4300 - INTERGOV T REVENUES		74,439	70,897	78,000	61,364	136,650	136,650	75.19%	58,650
Dept 4620 - PUBLIC SAFETY									
150-4620-432000	FIRE DEPT CHARGES FOR SERVICES	1,365	1,100	500	960	1,085	1,000	100.00	500
150-4620-432500	AMBULANCE COUNTY COLLECTIONS	25,655	20,119	23,000	7,371	20,000	20,000	(13.04)	(3,000)
150-4620-473000**	EBIX AMBULANCE REVENUE	511,376	768,931	1,280,000	719,351	1,500,000	1,380,000	7.81	100,000
ESTIMATED INCREASE BASED ON CURRENT YEAR PROJECTIONS AND PRIOR 2 YEAR ACTUALS									
150-4620-473700	EBIX FIRE REVENUE	625	16,250			5,000			
150-4620-474100	EBIX INTERFACILITY ALS& BLS	506,479	460,878						
150-4620-474200	EBIX INTERFACILITY CRITICAL CARE	401,222	293,040						
Dept 4620 - PUBLIC SAFETY		1,446,722	1,560,318	1,303,500	727,682	1,526,085	1,401,000	7.48%	97,500
Dept 4700 - INTERGOV T CHARGES FOR SERVICE									
150-4700-434700	STATE FIRE DUES PROGRAM	44,588	50,023	50,000		54,258	54,258	8.52	4,258
150-4700-473100	FIRE/AMBULANCE SERVICE TO TOWN	198,732	220,527	206,761	103,380	206,761	210,896	2.00	4,135
150-4700-473101	FIRE DEPT REFERENDUM - TOWN	406,349	406,349	406,349	203,175	406,349	406,349		
Dept 4700 - INTERGOV T CHARGES FOR SERVICE		649,669	676,899	663,110	306,555	667,368	671,503	1.27%	8,393
Dept 4800 - MISC REVENUE									
150-4800-488500	INSURANCE / SETTLEMENT / REFUND PROCE	2,500							
150-4800-489000	DONATIONS RECEIVED	3,410	4,275		3,670	3,670			
150-4800-489900	MISC. REVENUES	4,426	2,164		97	150			
Dept 4800 - MISC REVENUE		10,336	6,439		3,767	3,820			
Dept 4810 - INTEREST REVENUE									
150-4810-487100	INTEREST REVENUE	38,690	62,471	40,000	21,657	40,000	40,000		
Dept 4810 - INTEREST REVENUE		38,690	62,471	40,000	21,657	40,000	40,000		

FIRE DEPARTMENT OPERATING BUDGET REPORT **UPDATED** FROM JOINT VILLAGE / TOWN BUDGET MEETING ON 10/21/2025

GL NUMBER	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Dept 4820 - COMMERCIAL REVENUE									
150-4820-488000	SALE OF OWNED PROPERTY	51,404	5,998		29,303	29,303			
Dept 4820 - COMMERCIAL REVENUE		51,404	5,998		29,303	29,303			
Dept 4900 - OTHER FINANCING SOURCES									
150-4900-492000	TRANSFER FROM OTHER FUNDS		17,820						
150-4900-493000 **	FUND BALANCE APPLIED						92,979		92,979
PLACEHOLDER FOR ONE-TIME HSA FUNDING FROM SETTLEMENT: \$35,000									
USE OF "FUTURE CAPITAL FUND BALANCE" FOR PURCHASE OF 2 CAPITAL ITEMS: \$57,979									
Dept 4900 - OTHER FINANCING SOURCES			17,820				92,979		92,979
TOTAL ESTIMATED REVENUES - FUND 150		2,876,341	3,009,898	2,697,720	1,456,883	3,016,336	2,959,377	9.70%	261,657
EXPENDITURES									
Dept 5140 - ADMINISTRATIVE & GENERAL									
150-5140-511000	SALARIES & WAGES	21,895	22,990	22,990	11,495	22,990	22,990		
150-5140-511200	SOCIAL SECURITY	1,675	1,759	1,759	879	1,759	1,759		
150-5140-515200	RETIREMENT	2,036	1,563	1,563	782	1,563	1,563		
150-5140-515210	DEFERRED COMPENSATION ICMA		575	575	288	575	575		
150-5140-515400	HEALTH	2,233	2,233	2,233	1,116	2,233	2,233		
150-5140-515900	OTHER FRINGE BENEFITS	30	30	30	15	30	30		
Dept 5140 - ADMINISTRATIVE & GENERAL		27,869	29,150	29,150	14,575	29,150	29,150		
Dept 5221 - FIRE ADMINISTRATION									
150-5221-511000	SALARIES & WAGES	593,557	530,543	565,773	234,214	532,738	579,876	2.49	14,103
150-5221-511100	OVERTIME	48,096	73,144	43,590	31,895	93,395	45,623	4.66	2,033
150-5221-511200	SOCIAL SECURITY	47,480	44,312	46,616	19,426	47,899	47,684	2.29	1,068
150-5221-515200	RETIREMENT	82,736	85,396	91,465	39,943	109,540	92,252	0.86	787
150-5221-515400	HEALTH	87,691	109,347	141,107	66,543	119,000	125,643	(10.96)	(15,464)
150-5221-515900	OTHER FRINGE BENEFITS	3,748	3,709	3,678	2,828	3,443	3,648	(0.82)	(30)
150-5221-521900	PROFESSIONAL SERVICES	16,218	28,701	60,000	31,092	75,000	50,000	(16.67)	(10,000)
150-5221-521901	IT PROFESSIONAL SERVICES	2,445	1,980	1,000	950	1,500	1,500	50.00	500
150-5221-522100	WATER-SEWER	2,808	3,125	2,500	758	3,000	3,000	20.00	500
150-5221-522200	ELECTRIC	20,727	19,832	22,000	10,448	25,000	25,000	13.64	3,000
150-5221-522500	TELEPHONE	14,188	13,350	11,000	6,233	12,000	12,000	9.09	1,000
150-5221-522600	INSURANCE PREMIUMS	87,874	93,075	90,000	45,575	90,000	100,000	11.11	10,000
150-5221-522900	SOFTWARE SUPPORT/MAINTENANCE	18,659	20,317	20,000	3,041	6,000	15,000	(25.00)	(5,000)
150-5221-531100	OPERATIONAL SUPPLIES	6,202	8,684	6,000	2,754	7,000	8,000	33.33	2,000
150-5221-531300	FIRE PREVENTION MATERIALS	2,788	3,250	4,000	1,141	7,000	8,000	100.00	4,000
150-5221-532400	MEMBERSHIP DUES	1,737	2,011	2,000	1,600	2,000	2,000		
150-5221-533500	TRAINING & TRAVEL	3,127	1,778	13,000	2,980	7,000	7,000	(46.15)	(6,000)
150-5221-534600	CLOTHING ALLOWANCE	4,137	3,141	6,500	2,404	3,500	4,000	(38.46)	(2,500)
150-5221-539500	REPAIRS & MAINTENANCE	1,961	2,125	2,000	92	2,000	4,000	100.00	2,000
150-5221-539900	OTHER	5,729	4,979	7,100	2,749	6,000	7,000	(1.41)	(100)
Dept 5221 - FIRE ADMINISTRATION		1,051,908	1,052,799	1,139,329	506,666	1,153,015	1,141,226	0.17%	1,897

FIRE DEPARTMENT OPERATING BUDGET REPORT **UPDATED** FROM JOINT VILLAGE / TOWN BUDGET MEETING ON 10/21/2025

GL NUMBER	DESCRIPTION	2023	2024	2025	2025	2026	2026	2026	
		ACTIVITY	ACTIVITY	ORIGINAL BUDGET	ACTIVITY THRU 06/30/25	PROJECTED ACTIVITY	DEPT REQUESTED BUDGET	DEPT REQUESTED % CHANGE	DEPT REQUESTED AMT CHANGE
Dept 5222 - FIRE SUPPRESSION									
150-5222-511000	SALARIES & WAGES	8,073	8,210	15,000	2,428	15,000	15,000		
150-5222-511200	SOCIAL SECURITY	618	628	1,148	186	1,148	1,148		
150-5222-515200	RETIREMENT	424	486	752	125	752	752		
150-5222-531100	OPERATIONAL SUPPLIES	9,489	14,871	10,000	2,102	10,000	10,000		
150-5222-534600	CLOTHING ALLOWANCE	1,180	3,721	6,000	679	2,000	6,000		
150-5222-535100	MOTOR FUEL & OIL	10,699	9,582	10,000	4,420	10,000	15,000	50.00	
150-5222-539500	REPAIRS & MAINTENANCE	32,742	45,814	30,000	12,557	30,000	35,000	16.67	
150-5222-581100	EQUIPMENT LESS THAN \$5000					2,500			
Dept 5222 - FIRE SUPPRESSION		63,225	83,312	72,900	22,497	71,400	82,900	13.72%	10,000
Dept 5223 - FIRE TRAINING									
150-5223-511000	SALARIES & WAGES	13,203	16,578	21,020	8,787	21,020	21,020		
150-5223-511200	SOCIAL SECURITY	1,010	1,268	1,608	672	1,608	1,608		
150-5223-515200	RETIREMENT	638	695	801	391	801	801		
150-5223-531100	OPERATIONAL SUPPLIES	180	601	1,000	2,545	3,000	3,000	200.00	
150-5223-533500	TRAINING & TRAVEL	2,215	6,907	5,000	346	3,000	5,000		
Dept 5223 - FIRE TRAINING		17,246	26,049	29,429	12,741	29,429	31,429	6.80%	2,000
Dept 5231 - AMBULANCE									
150-5231-511000 **	SALARIES & WAGES	134,442	143,769	210,794	58,950	210,794	260,000	23.34	
CHIEF REQUESTED INCREASE - POP & POC ACTIVITY									
150-5231-511100	OVERTIME	29	162						
150-5231-511200	SOCIAL SECURITY	10,273	11,006	16,448	4,505	16,448	16,448		
150-5231-515200	RETIREMENT	4,658	8,766	7,592	1,325	7,592	7,592		
150-5231-515210	DEFERRED COMPENSATION ICMA		21	22	43	100	22		
150-5231-515400	HEALTH	1,202	327	1,275	537	1,275	1,275		
150-5231-515900	OTHER FRINGE BENEFITS	22	5	50	6	50	50		
150-5231-521900	PROFESSIONAL SERVICES	107,618	105,692	125,000	64,035	130,000	130,000	4.00	
150-5231-521901	IT PROFESSIONAL SERVICES	1,000							
150-5231-522900	SOFTWARE SUPPORT/MAINTENANCE	12,680	14,038	16,000		5,000	10,000	(37.50)	
150-5231-531100	OPERATIONAL SUPPLIES	60,788	58,921	65,000	23,635	65,000	70,000	7.69	
150-5231-531500	POSTAGE	774	323	500	140	500	500		
150-5231-535100	MOTOR FUEL & OIL	20,576	19,086	23,000	5,572	23,000	25,000	8.70	
150-5231-539500	REPAIRS & MAINTENANCE	16,145	18,539	20,000	5,299	32,000	30,000	50.00	
Dept 5231 - AMBULANCE		370,207	380,655	485,681	164,047	491,759	550,887	13.43%	65,206
Dept 5232 - AMBULANCE TRAINING									
150-5232-511000	SALARIES & WAGES	6,552	9,792	9,666	5,233	9,666	9,666		
150-5232-511200	SOCIAL SECURITY	501	749	739	400	739	739		
150-5232-515200	RETIREMENT	84	269	333	84	333	333		
150-5232-531100	OPERATIONAL SUPPLIES	186	1,720	5,000	100	5,000	5,000		
150-5232-533500	TRAINING & TRAVEL	1,413	4,096	5,000	923	2,000	5,000		
Dept 5232 - AMBULANCE TRAINING		8,736	16,626	20,738	6,740	17,738	20,738		
Dept 5233 - REFERENDUM FUNDED STAFFING									
150-5233-511000	SALARIES & WAGES	213,122	460,961	465,865	196,437	469,569	478,926	2.80	

FIRE DEPARTMENT OPERATING BUDGET REPORT **UPDATED** FROM JOINT VILLAGE / TOWN BUDGET MEETING ON 10/21/2025

GL NUMBER	DESCRIPTION	2023	2024	2025	2025	2025	2026	2026	
		ACTIVITY	ACTIVITY	ORIGINAL BUDGET	ACTIVITY THRU 06/30/25	PROJECTED ACTIVITY	DEPT REQUESTED BUDGET	DEPT REQUESTED % CHANGE	DEPT REQUESTED AMT CHANGE
150-5233-511100	OVERTIME	29,516	80,182	45,095	30,140	88,287	45,553	1.02	458
150-5233-511200	SOCIAL SECURITY	17,968	39,894	39,088	16,553	42,676	40,123	2.65	1,035
150-5233-515200	RETIREMENT	31,953	76,471	76,695	34,009	98,602	77,623	1.21	928
150-5233-515400	HEALTH	30,345	79,630	98,033	50,774	94,294	101,586	3.62	3,553
150-5233-515900	OTHER FRINGE BENEFITS	1,862	2,512	2,803	1,999	2,439	3,056	9.03	253
150-5233-531100	OPERATIONAL SUPPLIES	774	1,402	6,000	742	3,000	6,000		
150-5233-533500	TRAINING & TRAVEL		2,224	5,000	2,981	5,000	5,000		
150-5233-534600	CLOTHING ALLOWANCE	4,802	6,708	3,000	1,377	3,000	3,000		
150-5233-581100	EQUIPMENT LESS THAN \$5000	3,716	19,301	10,000		5,000	10,000		
Dept 5233 - REFERENDUM FUNDED STAFFING		334,058	769,285	751,579	335,012	811,867	770,867	2.57%	19,288
Dept 5700 - CAPITAL OUTLAY EXPENDITURES									
150-5700-571300	FIRE DEPT CAPITAL EQUIP	25,828	40,784	35,000	3,890	35,000	40,000	14.29	5,000
150-5700-571400	AMBULANCE CAPITAL EQUIP	17,953	30,073	35,000	4,675	35,000	40,000	14.29	5,000
150-5700-572100	FIRE ADMINISTRATION	1,576	3,854	10,000		7,500	15,000	50.00	5,000
150-5700-580500	ACT 102 EXPENSES	2,278	17,771			15,879			
Dept 5700 - CAPITAL OUTLAY EXPENDITURES		47,635	92,482	80,000	8,565	93,379	95,000	18.75%	15,000
Dept 5880 - USE OF GRANTS/DONATIONS									
150-5880-580500	ACT 102 EXPENSES		3,043		1,722	20,000			
150-5880-580501	GRANT EXPENDITURES (MISC)	9,982							
Dept 5880 - USE OF GRANTS/DONATIONS		9,982	3,043		1,722	20,000			
Dept 5900 - OTHER FINANCING USES									
150-5900-592000 **	TRANSFERS TO OTHER FUNDS	246,551	309,974	29,457			17,500	(40.59)	(11,957)
PLACEHOLDER FOR ONE-TIME HSA FUNDING FROM VILLAGE SETTLEMENT									
150-5900-592000 **	TRANSFERS TO OTHER FUNDS						57,979		57,979
150-5900-592500 **	TRANSFER TO DESIGNATED FUNDS			30,000			61,364	104.55	31,364
OFFSET ACT 102 REVENUE									
150-5900-593000 **	TRANSFER TO TOWN OF MUKWONAGO	246,551	309,974	29,457			17,500	(40.59)	(11,957)
PLACEHOLDER FOR ONE-TIME HSA FUNDING FROM TOWN SETTLEMENT									
TRANSFER TO FUND BALANCE PENDING CONTRACT SETTLEMENT; BUDGET AMENDMENT WILL BE DONE AT THAT TIME							82,837		82,837
Dept 5900 - OTHER FINANCING USES		493,102	619,948	88,914			237,180	166.75%	148,266
TOTAL ESTIMATED EXPENDITURES - FUND 150		2,423,968	3,073,349	2,697,720	1,072,565	2,717,737	2,959,377	9.70%	261,657
COMPARISON OF REVENUES & EXPENDITURES									
ESTIMATED REVENUES - FUND 150		2,876,341	3,009,898	2,697,720	1,456,883	3,016,336	2,959,377		
APPROPRIATIONS - FUND 150		2,423,968	3,073,349	2,697,720	1,072,565	2,717,737	2,959,377		
NET OF REVENUES/APPROPRIATIONS - FUND 150		452,373	(63,451)		384,318	298,599	0		

*Above budget includes 4.75% step increases (current wage rates) for those employees not on the top step and a 3% increase for Fire Chief.

Referendum funding in excess of referendum budgeted expenditures: \$41,831

UPDATED TO INCLUDE USE OF FUTURE CAPITAL FUND BALANCE FOR PURCHASE OF 2 NEW CAPITAL ITEMS; PLACED AVAILABLE FUNDING PENDING CONTRACT SETTLEMENT IN TRANSFER TO FUND BALANCE LINE ITEM TO BALANCE BUDGET

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

10/31/2025

Calculations as of 06/30/2025

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
FUND 200 - COMMUNITY DEVELOPMENT FUND									
REVENUES									
4810	INTEREST REVENUE	51,337	56,512	31,000	8,723	43,012	31,000		
4900	OTHER FINANCING SOURCES	624,688		2,980,662		2,615,210	2,257,073	(24.28)	(723,589)
ESTIMATED REVENUES - FUND 200		676,025	56,512	3,011,662	8,723	2,658,222	2,288,073	-24.03%	(723,589)
EXPENSES									
5141	VILLAGE ADMINISTRATOR	5,073	1,351	5,000	812	967	5,000		
5335	ENGINEERING	12,195	38,535	15,000	106,138	350,000	200,000	1,233.33	185,000
5632	PLANNING DEPARTMENT	7,400	1,300	11,000			11,000		
5700	CAPITAL OUTLAY EXPENDITURES	5,000		2,957,111	895,501	1,542,795	2,027,073	(31.45)	(930,038)
5805	DEBT ISSUANCE/REFUNDING EXP	13,397		23,551		57,735	45,000	91.07	21,449
5900	OTHER FINANCING USES	127,610	500,000			100,364			
APPROPRIATIONS - FUND 200		170,675	541,186	3,011,662	1,002,451	2,051,861	2,288,073	-24.03%	(723,589)
NET OF REVENUES/APPROPRIATIONS - FUND 200		505,350	(484,674)		(993,728)	606,361			
Development projects not in a TID									
Fund 210 - WISCONSIN DEVELOPMENT FUND									
REVENUES									
4810	INTEREST REVENUE	6,474	5,863	4,200	1,830	3,129	3,000	(28.57)	(1,200)
4900	OTHER FINANCING SOURCES			68,347			68,347		
ESTIMATED REVENUES - FUND 210		6,474	5,863	72,547	1,830	3,129	71,347	-1.65%	(1,200)
EXPENSES									
5670	ECONOMIC DEVELOPMENT			68,347			68,347		
5700	CAPITAL OUTLAY EXPENDITURES	15,940	46,025						
5900	OTHER FINANCING USES			4,200			3,000	(28.57)	(1,200)
APPROPRIATIONS - FUND 210		15,940	46,025	72,547			71,347	-1.65%	(1,200)
NET OF REVENUES/APPROPRIATIONS - FUND 210		(9,466)	(40,162)		1,830	3,129			
Original source was CDBG funds; currently designated for Espresso Love project									

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Fund 300 - DEBT SERVICE FUND									
REVENUES									
4100	TAXES	2,732,702	2,732,701	2,732,701	2,184,507	2,732,701	2,732,701		
4200	SPECIAL ASSESSMENTS	18,346	16,937	180		180	175	(2.78)	(5)
4810	INTEREST REVENUE	84,512	97,862	90,000	36,016	77,266	70,000	(22.22)	(20,000)
4900	OTHER FINANCING SOURCES	753,939	100,000	307,274	100,000	342,849	527,560	71.69	220,286
492000	OTHER FINANCING SOURCES	INCLUDES \$270,000 TRANSFER IN FROM IMPACT FEE FUND							
ESTIMATED REVENUES - FUND 300		3,589,499	2,947,500	3,130,155	2,320,523	3,152,996	3,330,436	6.40%	200,281
EXPENSES									
5800	DEBT SERVICE	3,183,650	3,177,643	3,130,155	1,310,925	3,130,630	3,330,436	6.40	200,281
APPROPRIATIONS - FUND 300		3,183,650	3,177,643	3,130,155	1,310,925	3,130,630	3,330,436	6.40%	200,281
NET OF REVENUES/APPROPRIATIONS - FUND 300		405,849	(230,143)		1,009,598	22,366			
Annual repayment of Village General Obligation Debt that is not TID-related									
Fund 320 - FIRE/AMBULANCE DESIGNATED									
REVENUES									
4810	INTEREST REVENUE	8,646	34,353	700	4,333	25,875	20,000	2,757.14	19,300
4900	OTHER FINANCING SOURCES	246,551	759,974	37,300			17,010	(54.40)	(20,290)
ESTIMATED REVENUES - FUND 320		255,197	794,327	38,000	4,333	25,875	37,010	-2.61%	(990)
EXPENSES									
5900	OTHER FINANCING USES		188,770	38,000	38,000	38,000	37,010	73.68	28,000
APPROPRIATIONS - FUND 320			188,770	38,000	38,000	38,000	37,010	-2.61%	(990)
NET OF REVENUES/APPROPRIATIONS - FUND 320		255,197	605,557		(33,667)	(12,125)			
Village's share of annual fire department settlement; used for Fire Dept capital. <u>UPDATED FROM 10/21 WORKSHOP TO REFLECT USE OF DESIGNATED RESERVES COMING FROM FIRE OPERATING FUND RATHER THAN THIS FUND TO PURCHASE 2 CAPITAL ITEMS</u>									

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Fund 340 - VILLAGE DESIGNATED FUND									
REVENUES									
4800	MISC REVENUE	178,335	180,125	125,000	46,145	178,181	125,000		
4820	COMMERCIAL REVENUE	6,758			7,482	7,482			
ESTIMATED REVENUES - FUND 340		185,093	180,125	125,000	53,627	185,663	125,000	0.00%	0
EXPENSES									
5890	USE OF DESIGNATED FUNDS	58,709	71,237	60,500	20,588	51,707	60,500		
5900	OTHER FINANCING USES			64,500	64,500	64,500	64,500		
APPROPRIATIONS - FUND 340		58,709	71,237	125,000	85,088	116,207	125,000	0.00%	0
NET OF REVENUES/APPROPRIATIONS - FUND 340		126,384	108,888		(31,461)	69,456			
Donations for Village purposes									
Fund 350 - AMERICAN RESCUE PLAN ACT									
REVENUES									
4300	INTERGOV T REVENUES	47,677	517,273	170,000		278,364		(100.00)	(170,000)
4810	INTEREST REVENUE	44,039	42,882	10,000	6,856	8,936		(100.00)	(10,000)
ESTIMATED REVENUES - FUND 350		91,716	560,155	180,000	6,856	287,300		-100.00%	(180,000)
EXPENSES									
5700	CAPITAL OUTLAY EXPENDITURES		226,222	20,000	196,038	195,436		(100.00)	(20,000)
5900	OTHER FINANCING USES	47,677	291,052	160,000		199,145		(100.00)	(160,000)
APPROPRIATIONS - FUND 350		47,677	517,274	180,000	196,038	394,581		-100.00%	(180,000)
NET OF REVENUES/APPROPRIATIONS - FUND 350		44,039	42,881		(189,182)	(107,281)			
ARPA funds have been fully expended in 2025; interest earnings were transferred to Fund 480 for use in the next phase of the Fiber project. This Fund will be closed out at the end of the year.									

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE	
Fund 410 - RECYCLING FUND										
REVENUES										
4100	TAXES	337,975	358,743	369,782	295,602	369,782	384,201	3.90	14,419	
4300	INTERGOV T REVENUES	22,231	22,264	22,277	22,249	22,249	22,277			
4640	RECYCLING	245,789	256,294	255,820	135,169	267,713	283,960	11.00	28,140	
4800	MISC REVENUE	714	663	700	325	700	700			
4810	INTEREST REVENUE	11,903	12,843	10,000	6,351	9,409	9,400	(6.00)	(600)	
4900	OTHER FINANCING SOURCES			11,217			23,854	112.66	12,637	
ESTIMATED REVENUES - FUND 410		618,612	650,807	669,796	459,696	669,853	724,392	8.15%	54,596	
EXPENSES										
5362	GARBAGE COLLECTION	322,134	335,168	348,176	144,365	349,000	369,957	6.26	21,781	
5363	RECYCLING	299,454	301,651	321,620	133,982	316,036	354,435	10.20	32,815	
APPROPRIATIONS - FUND 410		621,588	636,819	669,796	278,347	665,036	724,392	8.15%	54,596	
NET OF REVENUES/APPROPRIATIONS - FUND 410		(2,976)	13,988		181,349	4,817				
Garbage and recycling expenses										
Fund 430 - CAPITAL EQUIPMENT FUND										
REVENUES										
4300	INTERGOV T REVENUES			317,428	317,429	317,429		(100.00)	(317,428)	
4700	INTERGOV T CHARGES FOR SERVICE	71,990	146,516	340,000	78,502	131,555	223,511	(34.26)	(116,489)	
4800	MISC REVENUE				492	492				
4810	INTEREST REVENUE	23,328	26,466		8,439	24,535	20,000		20,000	
4820	COMMERCIAL REVENUE				11,420	11,420				
4900	OTHER FINANCING SOURCES	659,771	170,950	1,386,000	284,250	1,249,607	1,121,489	(19.08)	(264,511)	
492000	OTHER FINANCING SOURCES	INCLUDES TRANSFER FROM 320: \$37,010 AND FROM 150: \$57,979								
493000	OTHER FINANCING SOURCES	USE OF RESERVES INCL 2025 TRANSFER FROM GF OF \$185,000; AND \$371,000 FOR DPW TRUCK FROM 2025 DEBT ISSUE								
ESTIMATED REVENUES - FUND 430		755,089	343,932	2,043,428	700,532	1,735,038	1,365,000	-33.20%	(678,428)	
EXPENSES										
5141	VILLAGE ADMINISTRATOR	1,126	1,176		1,307	1,558	1,600		1,600	
5700	CAPITAL OUTLAY EXPENDITURES	292,966	552,364	2,043,428	704,308	1,238,053	1,321,000	(35.35)	(722,428)	
5805	DEBT ISSUANCE/REFUNDING EXP	10,890				21,312	12,000		12,000	
5900	OTHER FINANCING USES	83,051				37,048	30,400		30,400	
APPROPRIATIONS - FUND 430		388,033	553,540	2,043,428	705,615	1,297,971	1,365,000	-33.20%	(678,428)	
NET OF REVENUES/APPROPRIATIONS - FUND 430		367,056	(209,608)		(5,083)	437,067				
Capital Equipment purchases for Village Departments										
UPDATED FROM 10/21 WORKSHOP TO REFLECT USE OF DESIGNATED RESERVES COMING FROM FIRE OPERATING FUND ADJUSTED TRANSFER FROM FIRE DESIGNATED FUND TO PURCHASE 2 CAPITAL ITEMS										

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Fund 440 - LIBRARY FUND									
REVENUES									
4100	TAXES	518,315	573,973	585,180	467,790	585,180	602,180	2.91	17,000
4300	INTERGOV T REVENUES	569,811	593,704	644,914	324,964	644,964	699,846	8.52	54,932
4600	PUBLIC CHARGES FOR SERVICES	14,214	15,279	10,000	7,929	11,000	10,000		
4670	LEISURE ACTIVITIES	18,329	18,946	13,000	8,053	13,000		(100.00)	(13,000)
4800	MISC REVENUE	118,047	103,646		55,473	1,600			
4810	INTEREST REVENUE	22,937	24,725	12,000	12,289	16,000	12,000		
4900	OTHER FINANCING SOURCES						7,000		7,000
ESTIMATED REVENUES - FUND 440		1,261,653	1,330,273	1,265,094	876,498	1,271,744	1,331,026	5.21%	65,932
EXPENSES									
5511	LIBRARY SERVICES	1,064,589	1,106,798	1,178,094	551,334	260,726	1,237,026	0.52	58,932
5700	CAPITAL OUTLAY EXPENDITURES	90,931	81,411	87,000	32,759	87,000	94,000	8.05	7,000
5890	USE OF DESIGNATED FUNDS	106,449	126,654		69,851	106,618			
5900	OTHER FINANCING USES								
APPROPRIATIONS - FUND 440		1,261,969	1,314,863	1,265,094	653,944	454,344	1,331,026	5.21%	65,932
NET OF REVENUES/APPROPRIATIONS - FUND 440		(316)	15,410		222,554	817,400			
Library Operating Fund									
MOVED \$\$ ORIGINALLY REPORTED AS OTHER FINANCING USES TO LIBRARY SERVICES FOR SALARIES & WAGES; ADDED \$7,000 FROM FUND BALANCE TO FOR ONE-TIME HSA FUNDING									
Fund 480 - CAPITAL IMPROVEMENT FUND									
REVENUES									
4300	INTERGOV T REVENUES	152,175	179,397	155,000		154,136	93,447	(39.71)	(61,553)
4700	INTERGOV T CHARGES FOR SERVICE	1,718	27,932	41,250		37,993		(100.00)	(41,250)
4810	INTEREST REVENUE	160,793	162,467		41,064	128,354	120,000		
4900	OTHER FINANCING SOURCES	1,766,354	500,000	2,606,316		2,854,687	2,983,624	14.48	377,308
ESTIMATED REVENUES - FUND 480		2,081,040	869,796	2,802,566	41,064	3,175,170	3,197,071	14.08%	394,505
EXPENSES									
5140	ADMINISTRATIVE & GENERAL		5,345		285	500	5,000		5,000
5151	INDEPENDENT AUDITING	4,942	3,299		4,502	6,000	6,000		6,000
5700	CAPITAL OUTLAY EXPENDITURES	1,099,832	2,449,882	2,802,566	230,013	2,673,987	3,026,071	7.98	223,505
5805	DEBT ISSUANCE/REFUNDING EXP	36,123				60,653	60,000		60,000
5900	OTHER FINANCING USES	293,279				105,437	100,000		100,000
APPROPRIATIONS - FUND 480		1,434,176	2,458,526	2,802,566	234,800	2,846,577	3,197,071	14.08%	394,505
NET OF REVENUES/APPROPRIATIONS - FUND 480		646,864	(1,588,730)		(193,736)	328,593			
Village Capital Projects									

SPECIAL REVENUE FUND BUDGETS UPDATED FROM 10-21-2025 BUDGET WORKSHOP

DEPARTMENT	DESCRIPTION	2023 ACTIVITY	2024 ACTIVITY	2025 ORIGINAL BUDGET	2025 ACTIVITY THRU 06/30/25	2025 PROJECTED ACTIVITY	2026 DEPT REQUESTED BUDGET	2026 DEPT REQUESTED % CHANGE	2026 DEPT REQUESTED AMT CHANGE
Fund 500 - STORM WATER UTILITY									
REVENUES									
4430	PERMITS & FEES	35,842	37,034	36,992	18,563	37,160	36,992		
4810	INTEREST REVENUE	2,668	3,741		1,680	3,200	3,166		3,166
ESTIMATED REVENUES - FUND 500		38,510	40,775	36,992	20,243	40,360	40,158	8.56%	3,166
EXPENSES									
5344	STORM SEWER	18,667	25,567	36,992	8,713	30,982	40,158	8.56	3,166
APPROPRIATIONS - FUND 500		18,667	25,567	36,992	8,713	30,982	40,158	8.56%	3,166
NET OF REVENUES/APPROPRIATIONS - FUND 500		19,843	15,208		11,530	9,378			
Fund 600 - IMPACT FEES									
REVENUES									
4420	IMPACT FEES COLLECTED	67,887	170,192		102,874	164,121			
4810	INTEREST REVENUE	4,644	3,639	1,000	1,633	4,269	1,000		
4900	OTHER FINANCING SOURCES			100,000			269,000	169.00	169,000
ESTIMATED REVENUES - FUND 600		72,531	173,831	101,000	104,507	168,390	270,000	167.33%	169,000
EXPENSES									
5140	ADMINISTRATIVE & GENERAL	9							
5900	OTHER FINANCING USES	250,000	100,000	101,000	100,000	100,000	270,000	167.33	169,000
592000	OTHER FINANCING USES	TRANSFER TO DEBT SERVICE: LIBRARY-\$100K, PARK-\$90K; POLICE & FIRE \$40K EACH							
APPROPRIATIONS - FUND 600		250,009	100,000	101,000	100,000	100,000	270,000	167.33%	169,000
NET OF REVENUES/APPROPRIATIONS - FUND 600		(177,478)	73,831		4,507	68,390			
Fund 810 - PARKLAND FUND									
REVENUES									
4425	PARKLAND SITE FEES	4,792	9,946		9,946				
4810	INTEREST REVENUE	12,816	13,507	5,500	4,348	8,420	6,600	20.00	1,100
ESTIMATED REVENUES - FUND 810		17,608	23,453	5,500	14,294	8,420	6,600	20.00%	1,100
EXPENSES									
5140	ADMINISTRATIVE & GENERAL		9,945						
5700	CAPITAL OUTLAY EXPENDITURES		10,000		137,535	145,155			
5900	OTHER FINANCING USES			5,500			6,600	20.00	1,100
APPROPRIATIONS - FUND 810			19,945	5,500	137,535	145,155	6,600	20.00%	1,100
NET OF REVENUES/APPROPRIATIONS - FUND 810		17,608	3,508		(123,241)	(136,735)			

NOTICE OF PUBLIC HEARING 2026 VILLAGE OF MUKWONAGO BUDGET

On **Wednesday, November 19, 2025 at 6:30 p.m.**, a Public Hearing will be conducted before the Village Board in the Board Room of the Village Hall at 440 River Crest Court, Mukwonago. The purpose of this hearing is to receive citizen input on the 2026 Budget. Immediately following the public hearing the Village Board will meet for the purpose of approving the 2025 tax levy.

The schedule below summarizes the 2026 Budget as it is proposed, which indicate anticipated revenues and expenses as well as display the status of the different funds. A copy of the proposed budget is available for inspection at the Clerk-Treasurer's Office, 440 River Crest Court, during normal business hours, and on the Village website at www.villageofmukwonago.gov.

Given under my hand and seal, this 29 day of October 2025 in and for the Village of Mukwonago, Waukesha & Walworth Counties.

Lana Kropf
Clerk/Treasurer

GENERAL FUND	Actual	Actual Thru	Estimated	Total	Adopted	Proposed	% Change
			Balance for		2025	2026	
Revenues	2024	6/30/2025	2025	2025	Budget	Budget	
Taxes	3,291,386	2,609,627	654,877	3,264,504	3,264,504	3,301,473	
Other Taxes	356,543	196,696	158,804	355,500	400,500	355,500	
Intergovernmental Revenues	1,094,681	363,590	755,389	1,118,979	1,130,909	1,141,415	
Licenses & Permits	477,712	281,960	184,787	466,747	427,373	471,873	
Forfeitures and Penalties	130,495	83,339	49,787	133,126	145,000	135,000	
Public Charges for Services	20,085	14,235	9,225	23,460	18,698	23,198	
Leisure Activities	76,583	17,595	54,405	72,000	72,000	72,000	
Intergovernmental Charges	258,231	118,176	34,131	152,307	205,100	208,600	
Investments	369,481	162,994	180,690	343,684	262,228	287,964	
Other Revenues	84,344	20,105	18,160	38,265	35,000	38,000	
Other Financing Sources	-	18,250	-	18,250	218,250	326,245	
Total Revenues	6,159,541	3,886,567	2,100,255	5,986,822	6,179,562	6,361,268	2.94%
Expenditures							
General Government	1,099,743	457,278	581,549	1,038,827	1,098,187	1,228,784	
Public Safety	3,149,910	1,491,652	1,680,723	3,172,375	3,324,667	3,416,989	
Health & Human Services	2,420	-	2,500	2,500	2,500	2,600	
Public Works	1,019,197	465,742	508,201	973,943	1,061,595	1,058,312	
Culture and Recreation	220,886	82,512	133,481	215,993	227,787	224,025	
Conservation & Development	165,470	103,903	112,594	216,497	213,576	208,563	
Storm Water	11,883	13,581	6,169	19,750	19,250	28,750	
Other Financing Uses	450,000	200,000	-	200,000	232,000	193,245	
Total Expenditures	6,119,509	2,814,668	3,025,217	5,839,885	6,179,562	6,361,268	2.94%

Fund Balance, January 1	3,273,037	3,313,070	3,460,007
Fund Balance, December 31	3,313,070	3,460,007	3,133,762

Budget Summary by Fund	Total Estimated YE 2025		Total 2026	Use of Fund Balance	Total 2026	Fund Balance Jan. 1, 2026	Fund Balance Dec. 31, 2026
	Revenues	Expenditures	Revenues		Expenditures		
General Fund	5,986,822	5,839,885	6,035,023	326,245	6,361,268	3,460,007	3,133,762
Fire/Ambulance Fund**	3,016,336	2,717,737	2,866,398	92,979	2,959,377	836,765	743,786
Community Development	2,658,222	2,051,861	2,158,073	130,000	2,288,073	1,429,168	1,299,168
Wisconsin Development	3,129	-	3,000	68,347	71,347	93,984	25,637
TID #3	916,023	1,263,269	911,836	-	911,836	126,558	126,558
TID #4	362,748	163,785	351,837	-	351,837	931,406	931,406
TID #5	811,494	1,309,530	1,028,765	1,182,013	2,210,778	2,400,732	1,218,719
Debt Service Fund	3,152,996	3,130,630	3,072,876	257,560	3,330,436	836,798	579,238
Fire/Ambulance Designated Fund	25,875	38,000	20,000	17,010	37,010	1,016,760	999,750
Village Designated Fund	185,663	116,207	125,000	-	125,000	962,241	962,241
American Rescue Plan Act	287,302	387,227	-	-	-	-	-
Recycling	669,853	665,036	700,538	23,854	724,392	143,387	119,533
Capital Equipment	1,735,038	1,297,971	809,000	556,000	1,365,000	911,876	355,876
Library Services	1,373,879	1,367,517	1,324,026	7,000	1,331,026	297,709	290,709
Capital Improvements	3,175,170	2,846,577	2,533,518	663,553	3,197,071	2,090,303	1,426,750
Storm Water Fund	40,360	30,982	40,158	-	40,158	92,371	92,371
Impact Fee	168,390	100,000	1,000	269,000	270,000	308,274	39,274
Parkland Site	8,420	145,155	6,600	-	6,600	124,611	124,611
TOTALS	24,577,720	23,471,369	21,987,648	3,593,561	25,581,209	16,062,950	12,469,389

Tax Levy Summary	2025 Levied	2026 Proposed	Percent Change
General Fund	3,264,504	3,301,473	1.13%
Fire/Ambulance Fund**	613,110	617,245	0.67%
Debt Service Fund	2,732,701	2,732,701	0.00%
Recycling	369,782	384,201	3.90%
Library Services	585,180	602,180	2.91%
Total	7,565,277	7,637,800	0.96%

Estimated Indebtedness on December 31, 2025

General Obligation Notes & Bonds 34,670,000

Temporary Alcohol Beverage License

Municipality
Village

License(s) Requested	Fees		
	<input type="checkbox"/> Temporary "Class B" Wine	<input checked="" type="checkbox"/> Temporary Class "B" Beer	License Fees \$ 10.00
			Background Check \$
		Total Fees \$ 10.00	

pd 10/20/2025

Part A: Organization Information

1. Organization Name
St. James Catholic Parish

2. Organization Permanent Address
830 E. Veterans Way

3. City
Mukwonago

4. State
WI

5. Zip Code
53149-1014

6. Mailing Address (if different from permanent address)

7. FEIN

8. Date of Organization/Incorporation
02/25/1896

9. State of Organization/Incorporation
Wisconsin

10. Phone
262-363-7615

11. Email
WWW.StJamesMukwonago.org

12. Organization type (check one)

Bona Fide Club Church Fair Association/Agricultural Society Veteran's Organization

Lodge/Society Chamber of Commerce or similar Civic or Trade Organization under ch. 181, Wis. Stats.

13. Is this organization required to hold a Wisconsin Seller's permit? Yes No

14. Wisconsin Seller's Permit Number (if applicable)

Part B: Individual Information

List the name, title, and phone number for all officers, directors, and agent of the organization. Include an Individual Questionnaire (Form AB-100) for each person listed below, Attach additional sheets if necessary.

Corporations must also include Alcohol Beverage Appointment of Agent (Form AB-101).

Last Name	First Name	Title	Phone	
Archbishop	Grob	Jeffery	President	PO Box 070912; Milwaukee, WI
Rev.	Berghouse	Jordan	Vice President	262-363-7615
Wucherer	William	Secretary	262-363-7615	
Murphy	Richard	Treasurer	262-363-7615	

Continued →

Part C: Event Information

1. Name of Event (if applicable) St. James Parish Fish Fry			
2. Dates of Operation 12/05/25		3. Hours of Operation 3:30 pm - 7:00 pm	
4. Premises Address 830 E. Veterans Way			
5. City Mukwonago		6. State WI	7. Zip Code 53149-1014
8. County Waukesha	9. Governing Municipality <input type="checkbox"/> City <input type="checkbox"/> Town <input checked="" type="checkbox"/> Village of: Mukwonago		10. Aldermanic District
11. Organizer of Event (if not the named applicant) James Wagnitz			
13. Organizer Website			
15. Premises Description - Describe the building or buildings and any outside areas where alcohol beverages and records are sold, stored, or consumed, and related records are kept. Describe all rooms within the building, including living quarters. Authorized alcohol beverage activities and storage of records may occur only on the premises described in this application. Attach a map or diagram and additional sheets if necessary. Activity Center and Kitchen			

Part D: Attestation

Who must sign this application?
- one officer or director of the nonprofit organization

READ CAREFULLY BEFORE SIGNING: Under penalty of law, I have answered each of the above questions completely and truthfully. I agree that I am acting solely on behalf of the applicant organization and not on behalf of any other individual or entity seeking the license. Further, I agree that the rights and responsibilities conferred by the license(s), if granted, will not be assigned to another individual or entity. I agree to operate according to the law, including but not limited to, purchasing alcohol beverages from Wisconsin-permitted wholesalers. I understand that lack of access to any portion of a licensed premises during inspection will be deemed a refusal to allow inspection. Such refusal is a misdemeanor and grounds for revocation of this license. I understand that any license issued contrary to Wis. Stat. Chapter 125 shall be void under penalty of state law. I further understand that I may be prosecuted for submitting false statements and affidavits in connection with this application, and that any person who knowingly provides materially false information on this application may be required to forfeit not more than \$1,000 if convicted.

Last Name BERGHOUSE	First Name JORDAN	M.I.
Title PASTOR	[Redacted]	
Signature [Signature]	10/9/25	

Part E: For Clerk Use Only

Date Application Was Filed With Clerk 10/20/2025	License Number
Date License Granted	Date License Issued
Signature of Clerk/Deputy Clerk	

Temporary Alcohol Beverage License

Municipality
Village

License(s) Requested	Fees	
	<input type="checkbox"/> Temporary "Class B" Wine <input checked="" type="checkbox"/> Temporary Class "B" Beer	License Fees
Background Check		\$
Total Fees		\$ 10.00

pd 10/20/2025

Part A: Organization Information

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www.stjamesmukwonago.org

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 Lodge/Society Chamber of Commerce or similar Civic or Trade Organization under ch. 181, Wis. Stats.

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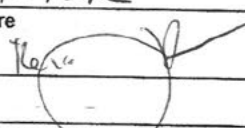
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Wucherer	William	Secretary	262-363-7615
Murphy	Richard	Treasurer	262-363-7615

Continued →

Part C: Event Information			
1. Name of Event (if applicable) St. James Parish Fish Fry			
2. Dates of Operation 2/6/26		3. Hours of Operation 3:30pm-7:00pm	
4. Premises Address 830 E. Veterans Way			
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Signature 	10/9/25	

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Temporary Alcohol Beverage License

Municipality
Village

License(s) Requested	Fees	
<input type="checkbox"/> Temporary "Class B" Wine <input checked="" type="checkbox"/> Temporary Class "B" Beer	License Fees	\$ 10.00
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pd 10/20/2025

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Continued →

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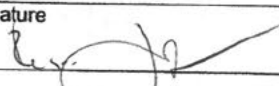
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Signature 	16 5 25	

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Continued →

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Title PASTOR	[REDACTED]	
Signature Kera [Signature]	10/9/25	

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Fine Free Fall Outcomes

Improving Access to the Library

Background

In August, the Board approved a two-month fine-free trial for September and October to assess the feasibility of eliminating fines. The central question: do fines effectively incentivize prompt returns, or do they create barriers to access? Library staff convened that month to establish some guidelines: patrons would remain responsible for replacement costs when materials were lost or damaged, and fines could still be accrued on high-value materials such as Thingery items, and Explore Passes. Director Armour compiled a list of data points to track throughout the trial:

- Changes in return rates
- Staff time saved by eliminating fine processing
- Patron satisfaction during circulation transactions

We are now one month into the trial and have several noteworthy findings to report. Some results align with our initial expectations, while others have been genuinely surprising. What follows is our analysis of the data collected during September.

Fines Contribution to Operation Budget:



In 2024, only 1.5% of the library's operating budget came from fines. Money collected from fines and replacement fees has decreased steadily for the last 3 years.

Fine Free by the Numbers for September 2025



27% increase in program attendance compared to September 2024.

5% increase in overall circulation compared to September 2024.

Nearly 2% jump in patron visits compared to September 2024.

50%

Of the 24 member libraries in the Bridges System are already fine free or partially fine free.

Community member impressions of going Fine Free:

"Forgiveness is beautiful."

—Anjanette M. Fiedler

"I greatly appreciated having my overdue fees waived. Life happens, and 3 weeks sneaks up fast with children."

—MCL Patron

In fine-free libraries, people still return items--and on time.

- We had **7% more renewals** compared to September 2024—showing patrons were more proactive about extending their checkouts.
- Nearly **\$150 worth of lost material was returned**, including two Switch games!
- Many libraries find that patrons return more items after going fine-free. **We checked in nearly 5% more material in September 2025** compared to 2024.



Eliminating Late Fines: Why it Matters

Fines negatively impact staff interactions.

"Fine Free Fall has created an overall positive experience for both our staff, and our patrons—patrons seem to be happier, and more free time has been made available for staff to focus on connecting with patrons and meeting their needs." - Macy Fiehweg, Circulation Specialist

21.7%

August

21.7% of patron interactions involving fines reported in the last week of August 2025 were positive.

77.8%

September

77.8% of patron interactions involving fines reported in the last week of September 2025 were positive.

Collecting Fines is Not Cost Effective

\$5295

Collecting fines is expensive.

- Nearly 12 labor hours per month spent processing fines equates to roughly \$3600 per year.
- Currently we spend \$1470 per year with Envisionware on credit card processing fees. We could save \$735 annually by eliminating one cash drawer.
- The average amount we pay collection agencies is roughly \$225 per year.

Fines DO have a negative impact

712

712 MCL patrons cannot check out materials because they have too many fines/fees, highlighting how impactful fines can be in creating barriers between patrons and library access.

"Often I don't have cash to pay, or wish to wait to pay 50 cents, so it gets put off until I'm too embarrassed."
—MCL Patron

\$48

Median amount of fines and fees restricting patrons from using their library cards.

"If our fines get high we can't check out books so we just don't use the library."
—MCL Patron

Dropping fines will increase use.

1%

1% increase in MCL collection circulation.

45%

45% more smartlocker usage compared to September 2024.

134%

134% more items checked out compared to September 2024 - **that's 696 more items in the 20-29 demographic.**

GS Global Resources Inc.
Amendment #1
Storm Water Maintenance Agreement

The purpose of this amendment is to record verified "as-built construction drawings, details, and certifications of the storm water management practices at 926 Perkins Drive site. This document will serve as an amendment to document # 4837248, herein referred to as the "Maintenance Agreement". The amendment includes the following documents.

Exhibit E: As-built survey - shows a detailed "as-built" cross sections, details and plan views of the storm water management practices serving the above site.

Exhibit F: Engineering/Construction Verification - provides verification from a Professional Engineer in responsible charge of the design, that the design and construction of the storm water management practices complies with all applicable technical standards and the Village's requirements.

Exhibit G: As-built Design Summary – provides summary of as-built system calculations.

1. Upon execution of this Amendment, the Village shall record the Amendment at the Waukesha County or Walworth County Register of Deeds, as applicable. The recording of this Amendment shall be upon project completion and prior to issuance of an occupancy permit for any properties within the site.

Dated this 10 day of October, 2025

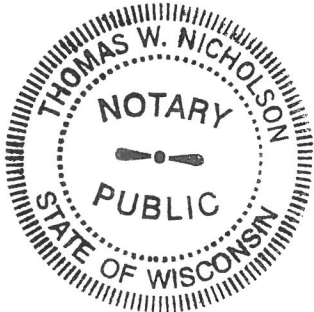
Owner: John Thornton
Authorized Representative of 929 Properties LLC
John Thornton

(Printed Name of Authorized Representative)

State of Wisconsin:

County of Waukesha

Personally came before me this 10 day of October, 2025, the above named John Thornton, as the authorized Representative of 929 Properties LLC for the purpose of signing this document, to me known to be the person who executed the foregoing instrument and acknowledged the same.



[Signature]

[Name]

Notary Public, Waukesha County, WI

My commission expires: 2/11/2028

Accepted by the Village of Mukwonago this ____ day of _____, 202__.

Fred Winchowky, Village President

Lana Kropf, Village Clerk

RESOLUTION NO. 2025-40

A RESOLUTION TO APPROVING THE STORM WATER MANAGEMENT AGREEMENT GS GLOBAL IN THE VILLAGE OF MUKWONAGO

WHEREAS, action by the Village Board of the Village of Mukwonago is required to approve a Storm Water Management Agreement, and

WHEREAS, Ruekert-Mielke Engineers for the Village of Mukwonago have issued a recommendation for approval of Development Documents which include the Storm Water Management Agreement, and

WHEREAS, the Village Board has reviewed the SWMA as presented in Exhibit A, and is subject to the conditions set forth therein, including but not limited to the providing of funds for the escrow regarding village fees, the sureties required in the agreement in form acceptable to the Village and evidence of the required insurance coverages.

NOW, THEREFORE, BE IT RESOLVED the Village Board of the Village of Mukwonago, Wisconsin, hereby approves the Storm Water Management Agreement with GS Global in the Village of Mukwonago as attached hereto and incorporated by reference as Exhibit A, and all provisions therein.

Passed and dated this 19th day of November 2025.

Village of Mukwonago

By: _____
Fred Winchowky, Village President

Attest: _____
Lana Kropf, Village Clerk-Treasurer

October 28, 2025

Mr. Fred Winchowky
Village President
Village of Mukwonago
440 River Crest Court
Mukwonago, WI 53149

Re: Journey Salon
SWMA Approval

Dear President Winchowky:

Journey Salon is developing at the corner of Phantom Woods Road and CTH ES. Storm water management devices are being installed as part of the proposed project and the attached SWMA has been developed and approved by Staff. We, therefore, recommend to you and the Village Board:

1. Approval and recording of the Storm Water Maintenance Agreement for Journey Salon.

If you or any other staff member should have any questions regarding this, please feel free to contact me at (262) 542-5733.

Respectfully,

RUEKERT & MIELKE, INC.



Peter W. Gesch, P.E., (WI)
Municipal Services Team Leader
pgesch@ruekert-mielke.com

PWG:pwg

Enclosure(s)

cc: Diana Dykstra, Village of Mukwonago
Shay Zervas, Village of Mukwonago
Lana Kropf, Village of Mukwonago

Journey Salon and Spa
Storm Water Maintenance Agreement
Village of Mukwonago, County of Waukesha, WI

_____, as “Owner” of the property described in Exhibit A, in accordance with Chapter 34 of the Village of Mukwonago Municipal Code, agrees to install and maintain storm water *management practices* on the subject property in accordance with approved plans and Storm Water Permit conditions. The Owner further agrees to the terms stated in this document to ensure that the storm water management practices continue serving the intended functions in perpetuity. This Agreement includes the following exhibits:

Exhibit A: Legal Description of the real estate for which this Agreement applies (“Property”).

Exhibit B: Location Map - shows an accurate location of each storm water management practice affected by this Agreement.

Exhibit C: Maintenance Plan - prescribes those activities that must be carried out to maintain compliance with this Agreement.

Exhibit D: Design Summary - contains a summary of key Engineering calculations and other data used to design the storm water management practices.

Exhibit E: As-built survey (to be recorded as an addendum) - shows a detailed “as-built” cross section and plan view of the storm water management practices.

Exhibit F: Engineering/Construction Verification (to be recorded as an addendum) - provides verification from a Professional Engineer that the design and construction of the storm water management practices complies with all applicable technical standards and the Village’s requirements.

NOTE: After construction verification has been accepted by the Village of Mukwonago, for all planned storm water management practices, an addendum(s) to this agreement shall be recorded by the Village showing construction details and construction verification. The addendum(s) may contain several additional exhibits, as described below.

Through this Agreement, the Owner hereby subjects the Property to the following covenants, conditions and restrictions:

1. Upon execution of this Agreement, the Village shall record the Agreement at the Waukesha County or Walworth County Register of Deeds, as applicable. The recording of this Agreement shall be a condition for the issuance of a Storm Water Permit. An addendum to this Agreement shall be recorded upon project completion which shall include submittal of Exhibit E and Exhibit F in an acceptable form to the Village. The recording of Amendment #1 including Exhibit E and Exhibit F shall be a condition for the issuance of an occupancy permit.
2. The Owner shall construct, maintain and if necessary reconstruct the storm water management practices so as to maintain their compliance with applicable governmental, statutes, ordinances or rules. The Owner shall be responsible for the routine and extraordinary maintenance and repair of the storm water management practices identified in Exhibit B in accordance with the maintenance plan contained in Exhibit C.

3. The Owner shall, at their own cost inspect the storm water best management practices on an annual basis and maintain records of annual inspections and maintenance performed. Records shall be made available to the Village upon request within 30 days of written notice. Annual inspections shall be performed as detailed in Exhibit C Maintenance Plan of the storm water maintenance agreement and shall be performed to determine if the facility is functioning within the design parameters. Commencing in _____ - and every five years thereafter the Owner shall, at their own cost, have a certification inspection of the storm water management practices conducted by a professional engineer, who shall then file a report with the Village of Mukwonago no later than December 31st of the same year. Upon written notification by Village of Mukwonago or its designee the Owner shall, at their own cost and within a reasonable time period determined by the Village of Mukwonago, have an inspection of the storm water management practices conducted by a professional engineer, who shall then file a report with the Village of Mukwonago. The Owner shall thereafter timely complete any maintenance or repair work recommended in any of the above reports. The Owner shall be liable for the failure to undertake any maintenance or repairs.
4. In addition, and independent of the requirements under paragraph 2 above, the Village of Mukwonago, or its designee, is authorized but not required to access the property as necessary to conduct inspections of the storm water management BMP's to ascertain compliance with the terms and intent of this Agreement and the activities prescribed in Exhibit C. The Village of Mukwonago may require work to be done which differs from the report(s) described in paragraph 3 above, if the Village of Mukwonago reasonably concludes that such work is necessary and consistent with the intent of this agreement and /or with Chapter 34 of the Village Code of Ordinances. Upon notification by the Village of Mukwonago of required maintenance or repairs, the Owner shall complete the specified maintenance or repairs within a reasonable time frame, as determined by the Village of Mukwonago.
5. If the Owner does not complete an inspection under 3 above or complete the required maintenance or repairs under 2 above within the specified time period, the Village of Mukwonago is authorized, but not required, to perform the specified inspections, maintenance or repairs. In the case of an emergency situation, as determined by the Village of Mukwonago, no notice shall be required prior to the Village of Mukwonago performing emergency maintenance or repairs.

The cost of inspections or measures undertaken by the Village pursuant to this agreement shall be first paid from the proceeds of any surety maintained to secure the performance by the Owner/Developer of its obligations under this agreement and the conditions of the use, site and architectural approval. In the event that the costs of said measures shall exceed the value of the surety or the surety has expired or been terminated, then in that event the cost of said measures shall be assessed as a special charge for current services pursuant to Wis Stat Sec. 66.0627. Any such assessment which is not paid within 60 days after billing shall be deemed a delinquent special charge and shall become a lien upon the parcel against which such charge has been assessed. Such delinquent charges shall be extended upon the current or next tax roll as a delinquent tax against the parcels for which payment has not been received by the Village and all proceedings in relation to the collection, return and sale of property for delinquent real estate taxes shall apply to such special charges. The Developer hereby consents to the levy of such charge and waives notice and the right to hearing.

6. This Agreement shall run with the property and be binding upon all heirs, successors and assigns. After the Village records this document, the Village of Mukwonago shall have the sole authority to modify this agreement contingent upon the Village of Mukwonago providing a 30 day written notice to the current Owner. Any modifications shall conform to the minimum requirements of Chapter 34

(or its successor) and be written so as to ensure the long-term maintenance of the storm water BMP's.

- 7. The Owner/Developer agrees to pledge a surety in a form acceptable to the Village of Mukwonago to secure performance of the obligations arising from the construction and maintenance of the storm water BMPs provided for under this Agreement in the amount of 120% of the actual cost of the storm water BMPs. Said surety shall remain in effect for a period of three (3) years from the date of the execution of this Agreement or until drawn upon in full by the Village or one year (1) from the date of the certification of the storm water improvements whichever occurs first. Release of the surety prior to the deadlines stated herein shall be governed by Mukwonago Village code section 34-108(c) as amended
- 8. This Agreement shall be governed and construed in accordance with the laws of the State of Wisconsin.

Dated this ____ day of _____, 202__

Owner:

Authorized Representative of

(Printed Name of Authorized Representative)

State of Wisconsin:

County of Waukesha

Personally came before me this ____ day of _____, 202__, the above named _____, as the authorized Representative of _____ for the purpose of signing this document, to me known to be the person who executed the foregoing instrument and acknowledged the same.

[Name]

Notary Public, Waukesha County, WI

My commission expires: _____

Accepted by the Village of Mukwonago this ____ day of _____, 202__.

Fred Winchowky, Village President

Lana Kropf, Village Clerk

EXHIBIT A
LEGAL DESCRIPTION

SCHEDULE C

File No.: 2309849

Policy No.: 50207055-0050809e

The land referred to in this Policy is described as follows:

Part of Lot 38, [Phantom Lake Park](#), and part of the Southwest ¼ of Section 35, Township 5 North, Range 18 East, Village of Mukwonago, Waukesha County, State of Wisconsin, being described as follows: Commencing at the Southwest corner of said Section 35; thence North 89°57' 56" East along the South line of said Section 35, 912.91 feet to the centerline of CTH ES ; thence North 37°57' 05" East along said centerline, 1559.40 feet; thence North 52°19' 14" West, 50.00 feet to the Westerly R.O.W. of CTH ES and the point of beginning; thence North 37°57' 05" East, 23.18 feet; thence North 37°37' 55" East, 90.59 feet; thence North 04°35' 11" East, 43.93 feet to the Southerly right of way line of Phantom Woods Road; thence North 44°13' 57" West, 307.88 feet; thence South 30°08' 19" West, 333.65 feet; thence South 89°37' 21" West, 221.53 feet; thence South 52°49' 07" East, 109.86 feet to the point of beginning. EXCEPT THOSE LANDS conveyed to Waukesha County by Warranty Deed recorded May 14, 2003 as Document No. [2987958](#).

For informational purposes only:

Property Address: Phantom Woods Road, Lot 38 known as Parcel MUKV 2011-991, Mukwonago, WI 53149

Tax Key Number: MUKV 2011 991

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Exhibit B – Location Map

The following description and map describes the land parcel affected by this maintenance agreement.

Project name: Journey Salon

Date of recording:

Legal Description: LOCATED IN THE NE 1/4 AND NW 1/4 OF THE S/W 1/4 OF SECTION 35, TOWN 5 NORTH, RANGE 18 EAST

The stormwater practices covered by the agreement are depicted in this reduced copy of the construction plans.

Project Name: Journey Salon

Stormwater practices: Proposed
stormwater basin

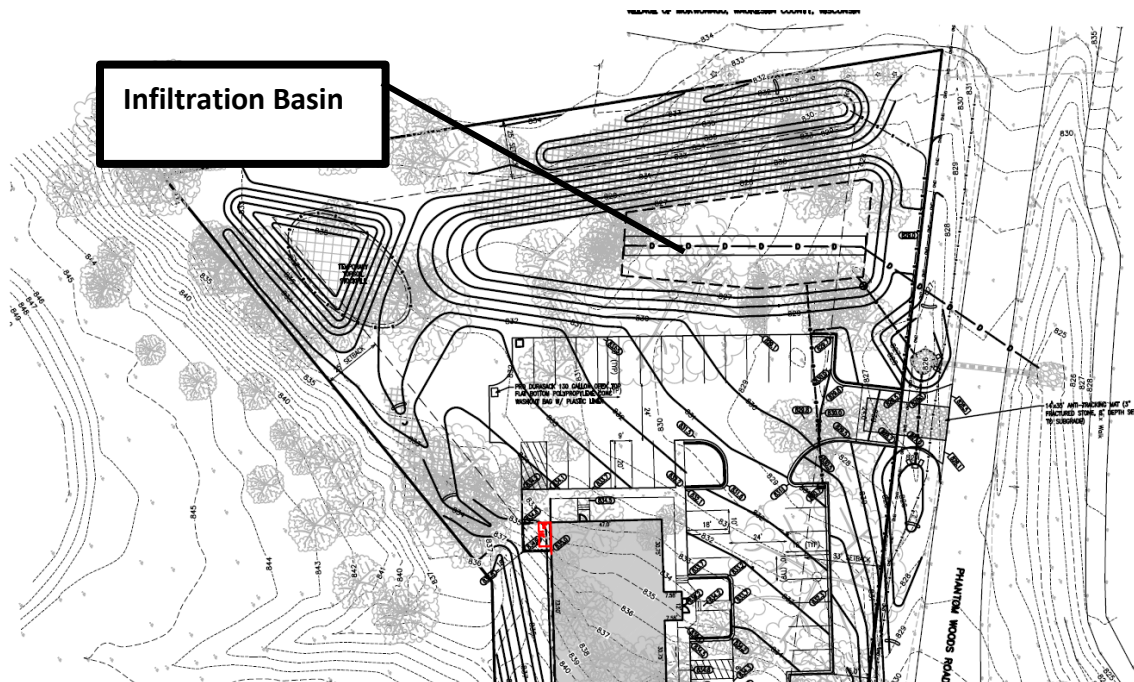


Exhibit C – Stormwater practice Maintenance Plan

This exhibit explains the basic function of each of the stormwater practices listed in exhibit B and prescribes the minimum maintenance requirements to remain compliant with this agreement. The maintenance activities listed below are aimed to ensure these practices continue servicing their intended functions in perpetuity.

STORM WATER MAINTENANCE PLAN

October 2025

Journey Salon

CTY “ES” & Phantom Woods

Village of Mukwonago, WI

It is anticipated that the Salon will become responsible for the operation and maintenance of the stormwater system upon completion of construction. Until such time, the contractor will be responsible for operation and maintenance.

The contractor selected to complete the site work construction will be responsible for the operation and maintenance of the temporary erosion control measures during construction and the stormwater management system during the construction phase of the project. Erosion control measures shall be installed and maintained as shown on site plans for the project in accordance with details shown on the plan. Erosion control shall be maintained as detailed on the site plan.

The following maintenance and inspection recommendations are taken from WDNR’s Technical Standards and shall become part of the operation and maintenance plan for the stormwater management system located on the site:

Exhibit D– Design Summaries for Infiltration Basin

The following tables summarize the performance of the Infiltration Basin for the proposed buildout condition. The tables show the post-development release from the infiltration basin being 0 cfs for all storm

events along with the pollutant load reduction for the proposed conditions. This modeling supports the conclusion that the proposed additions will be complete detained in the infiltration basin area.

Summary of Basin release:

TABLE 1

Pre-Development

Area (ID)	Area (Ac)	Tc (Min.)	CN	Q1 (CFS)	Q2 (CFS)	Q10 (CFS)	Q100 (CFS)
1S	1.31	14.0	69	0.48	0.74	1.89	4.75
2S	0.55	25.6	69	0.15	0.22	0.58	1.47
1SA	2.04	18.2	69	0.65	1.00	2.57	6.51
AP	-	-	-	1.21	1.85	4.80	12.29

TABLE 2

Post-Development

Area (ID)	Area (Ac)	Tc (Min.)	CN	Q1 (CFS)	Q2 (CFS)	Q10 (CFS)	Q100 (CFS)
1S	1.31	14.0	69	0.48	0.74	1.89	4.75
2S	0.55	25.6	69	0.15	0.22	0.58	1.47
1SA	2.04	17.6	75	1.26	1.73	3.63	8.07
1P	-	-	-	1.81	2.56	5.36	7.65
AP	-	-	-	0.10	0.15	0.31	0.43

Table 2 represents the proposed storm water peak runoff from sub-catchments 1-3, basins 1 and analysis points (AP) 1. The discharge rates for the sub-basins will be used to compare computer modeling results of storm water runoff for existing and proposed conditions. (See HydroCAD results).

TABLE 3
Existing and Proposed Watershed Peak Discharge

Sub-basin	Existing Peak Discharge (cfs)				Proposed Peak Discharge (cfs)				Remarks
	1-yr	2-yr	10-yr	100-yr	1-yr	2-yr	10-yr	100-yr	
1AP	0.48	0.74	1.89	4.75	0.48	0.74	1.89	4.75	Site Discharge
2AP	0.15	0.22	0.58	1.47	0.15	0.22	0.58	1.47	Site Discharge
(1SA) AP	0.65	1.00	2.57	6.51	1.26	1.73	3.63	8.07	Site Discharge
AP	1.21	1.85	4.80	12.29	0.10	0.15	0.31	0.43	Total Site Discharge

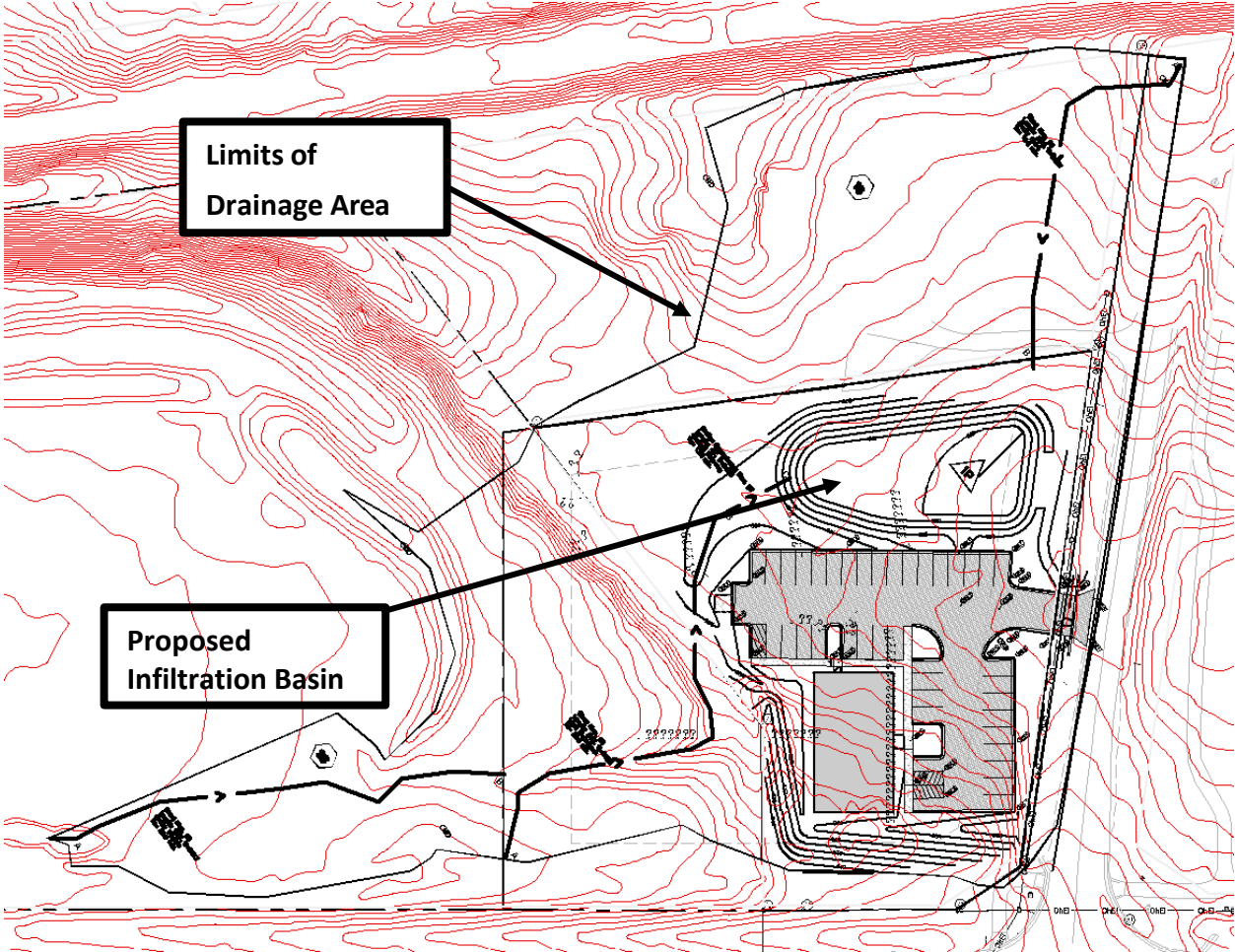
TABLE 4
Net Watershed Peak Discharge

Sub-basin	Peak Discharge (cfs)				Remarks
	1-yr	2-yr	10-yr	100-yr	
AP	-1.11	-1.70	-4.49	-11.86	Total site discharge

Summary of pollution control:

Pollutant (1)	Concentration - No Controls	Concentration - With Controls	Concentration Units	Pollutant Yield - No Controls	Pollutant Yield - With Controls	Pollutant Yield Units	Reduction
Particulate Solids	148.8	29.75	mg/L	496	99.27	lbs	79.99%
Filterable Phosphorous	0.4747	0.0948	mg/L	1.582	0.3163	lbs	80.01%

Watershed map:



RESOLUTION NO. 2025-41

A RESOLUTION TO APPROVING THE STORM WATER MANAGEMENT AGREEMENT JOURNEY SALON IN THE VILLAGE OF MUKWONAGO

WHEREAS, action by the Village Board of the Village of Mukwonago is required to approve a Storm Water Management Agreement, and

WHEREAS, Ruckert-Mielke Engineers for the Village of Mukwonago have issued a recommendation for approval of Development Documents which include the Storm Water Management Agreement, and

WHEREAS, the Village Board has reviewed the SWMA as presented in Exhibit A, and is subject to the conditions set forth therein, including but not limited to the providing of funds for the escrow regarding village fees, the sureties required in the agreement in form acceptable to the Village and evidence of the required insurance coverages.

NOW, THEREFORE, BE IT RESOLVED the Village Board of the Village of Mukwonago, Wisconsin, hereby approves the Storm Water Management Agreement with Journey Salon in the Village of Mukwonago as attached hereto and incorporated by reference as Exhibit A, and all provisions therein.

Passed and dated this 19th day of November 2025.

Village of Mukwonago

By: _____
Fred Winchowky, Village President

Attest: _____
Lana Kropf, Village Clerk-Treasurer



120Water

EBR - Mukwonago, WI - 2025 LSLI (5-Year Contract)

Customer - Mukwonago Water Department - WI

440 RIVER CREST COURT, -
Mukwonago, WI 53149
United States

Reference: 20251028-082142850

Quote created: October 28, 2025

Quote expires: January 26, 2026

Quote created by: Jordan Packard

Account Manager

jordan.packard@120water.com

Wayne Castle

wcastle@villageofmukwonago.gov
2624411366

Comments from Jordan Packard

The first 36 months of the agreement, fees will be invoiced at \$11,573.50 / year. For the last 24 months of the agreement, fees will be invoiced at \$12,930.00 / year.

Products & Services

Item Name & Description	Unit Price	Quantity	Term (months)
Items due now			
PWS Platform Full PWS application with Inventory, Program and Event Management, Workflows, Communications, and PTD. Includes 120Water Academy access and course credits.	\$7,573.50 / year	1	36

Item Name & Description	Unit Price	Quantity	Term (months)
<p>LCRI Pro Managed Services Package</p> <p>Coaching and guidance across the LCRI compliance journey, including quarterly readiness planning with Account Manager, inventory building activities, and communications support. NOTE: Inventory Material Classifications are the responsibility of the water system, but we will work together to identify best practices for identifying those materials.</p>	\$4,000.00 / year	1	36

Items due later

<p>PWS Platform</p> <p>Full PWS application with Inventory, Program and Event Management, Workflows, Communications, and PTD. Includes 120Water Academy access and course credits.</p>	\$8,330.85 / year	1	24
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Payment starts: November 27, 2028

<p>LCRI Pro Managed Services Package</p> <p>Coaching and guidance across the LCRI compliance journey, including quarterly readiness planning with Account Manager, inventory building activities, and communications support. NOTE: Inventory Material Classifications are the responsibility of the water system, but we will work together to identify best practices for identifying those materials.</p>	\$4,600.00 / year	1	24
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Payment starts: November 27, 2028

Annual subtotal \$11,573.50

Due now \$11,573.50

Total contract value \$60,582.20

Future Payments Summary

Item	Payment
PWS Platform	\$8,330.85 / year starting on November 27, 2028 for 2 payments
LCRI Pro Managed Services Package	\$4,600.00 / year starting on November 27, 2028 for 2 payments

Purchase terms

The renewal of your subscription has a contract start date of 11/27/2025 and will run through 11/26/2030. Fees will be invoiced upon signature of this order form and will be due Net 30 from the invoice date.

Invoice Terms:

Billing Street Address:

Billing City:

Billing State:

Billing Zip Code:

Billing Country:

Billing Notes (if applicable):

This Order Form, together with the Master Services Agreement available at <https://120water.com/master-services-agreement/> (the "MSA"), shall become a legally binding contract upon the earlier of (a) the date both parties execute the Order Form or (b) the date Customer initially began using the Services. Any capitalized word not otherwise defined in this Order Form shall have the same meaning as set forth in the MSA.

120Water may reject this Order Form if: (1) the signatory below does not have the authority to bind Customer to this Order Form, (2) changes have been made to this Order Form (other than completion of the purchase order information and signature block), or (3) the requested purchase order information or signature is incomplete or does not match our records or the rest of this Order Form. Subscriptions are non-cancelable before their end of the Term.

Signature

Signature

Date

Printed name

Countersignature

Countersignature

Date

Printed name

Questions? Contact me



Jordan Packard
Account Manager
jordan.packard@120water.com

120Water
250 S Elm St
Zionsville, IN 46077
US



120Water™ Master Services Agreement

MASTER SERVICES AGREEMENT

Last updated: July 2025

This Master Services Agreement available online at <https://120water.com/master-services-agreement/> and as amended from time to time and effective on the date posted on our website, together with all Order Forms entered into during the relationship ("Agreement"), is made by and between 120 Water, Inc. ("120Water"), and the customer identified on the initial Order Form ("Customer") and is effective as of the date of last execution by the parties of the initial Order Form ("Effective Date"). 120Water and Customer are each also referred to as a "party" and together as the "parties".

In consideration of the mutual covenants and agreements contained herein and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. DEFINITIONS

1. "**120Water Platform**" means 120Water's proprietary online hosted software, website, operating systems, hardware and other technical resources used by 120Water to provide the SaaS Services.
2. "**Authorized Users**" means personnel authorized by Customer to use the Service solely for the internal use of Customer.
3. "**Customer Data**" means all electronic data or information (including, but not limited to, Personal Data) uploaded by Customer to the 120Water Platform.
4. "**Deliverables**" means (a) the deliverables (e.g., custom reports) specified in an applicable Scope of Work (attached hereto or as entered into and signed by both parties during this Agreement) that are expressly created by 120Water for Customer and (b) all reports provided or made accessible to Customer pursuant to the Scope of Work.
5. "**Derivative Data**" means, collectively, (i) information derived or generated from or based on Customer Data, but not containing Customer Data, (ii) Customer Data which has been de-identified or anonymized so that it no longer identifies a specific individual; and, (iii) Customer Data which has been aggregated with other data but which no longer identifies a specific individual or Customer.
6. "**Documentation**" means the user guides and specifications for the SaaS Services that are made available from time to time by 120Water in electronic or tangible form, but excluding any sales or marketing materials.
7. "**Malicious Code**" means viruses, worms, time bombs, Trojan horses and other harmful files, scripts, agents or programs.
8. "**Order Form**" means 120Water's quote as accepted by Customer via an ordering document submitted to 120Water, and which will be automatically incorporated herein upon execution by the parties.
9. "**Personal Data**" means Customer Data which identifies a specific identifiable individual.
10. "**Professional Services**" means any implementation, integration, consulting and other related services specifically described in an Order Form, other than the SaaS Services.
11. "**Project Start Date**" means a date mutually agreed upon by the parties following execution of an Order Form, upon which date 120Water shall commence provision of implementation or other Professional Services.
12. "**SaaS Services**" means the water test administration and reporting and related services made available to web-based and mobile device users via the 120Water Platform hosted by 120Water, as set forth in the LSLI Scope of Work provided to Customer and incorporated herein.
13. "**Services**" means, together, the SaaS Services and Professional Services.
14. "**Subscription Start Date**" means the date on which 120Water shall make the SaaS Services available to Customer as set forth in an applicable Order Form.
15. "**Subscription Term**" means the subscription term specified in an Order Form.
16. "**Usage Data**" means statistical data related to Customer's access to and use of the SaaS Services and data derived from it, that is used by 120Water, including to compile statistical and performance information related to the provision and operation of the SaaS



2. Grant of Right to Access. Subject to Customer's compliance with this Agreement, 120Water hereby grants to Customer a limited, nontransferable, nonsublicensable right to access the 120Water Platform during the Subscription Term.
 3. SaaS Services During the Subscription Term, 120Water shall make the SaaS Services available to Customer and shall provide maintenance and support to Customer in accordance with the Service Level Agreement set forth in Exhibit A attached hereto and incorporated herein. The SaaS Services further include developing, training, testing, correcting, and improving the 120Water Platform, such activities for which may include the use of Customer Data. 120Water will use commercially reasonable efforts to maintain the SaaS Services' availability, except for planned downtime for maintenance or upgrades, or any unavailability caused by circumstances beyond 120Water's reasonable control. 120Water reserves the right to modify the SaaS Services at any time.
 4. Professional Services. The parties may, from time to time, execute an Order Form describing Professional Services that 120Water shall provide to Customer, the duration of such Professional Services if applicable, the compensation to be paid for the Professional Services, and any other terms applicable to the project. A list of specific deliverables, a timetable, and/or a detailed specification may be attached as exhibits to any Order Form.
 5. Subcontractors. 120Water may engage subcontractors to perform or to support 120Water's performance of portions of the Services provided or made available to substantially all of 120Water's customers (e.g., data hosting service providers), provided that 120Water may not subcontract to a subcontractor dedicated to Customer's account any custom Services or custom Deliverable specifically purchased only by Customer (and set forth in a separate statement of work) without Customer's prior written consent, such consent not being unreasonably withheld, delayed, or conditioned.
2. Customer Responsibilities. Customer shall: (a) have sole responsibility for the accuracy and completeness of all Customer Data Customer provides to 120Water; (b) prevent unauthorized access to, or use of, the SaaS Services, and notify 120Water in writing immediately upon becoming aware of any such unauthorized access or use; (c) comply with all applicable laws and regulations in using the SaaS Services and Deliverables; and (d) procure for 120Water, at Customer's sole expense, all rights and consents necessary for 120Water and its contractors to legally access, use, disclose, store, and retain all Customer Data pursuant to this Agreement. Customer is solely responsible for ensuring: (i) that only appropriate Authorized Users have access to the 120Water Platform, and (ii) confidentiality and proper usage of passwords and access procedures with respect to logging into the 120Water Platform. Customer is solely responsible for all acts and omissions of the Authorized Users, and for ensuring that the Authorized Users comply with this Agreement.
 3. Use Restrictions. Customer shall use the SaaS Services solely for its internal business purposes as contemplated by this Agreement and shall not: (a) license, sublicense, sell, resell, rent, lease, transfer, assign, distribute, time share or otherwise commercially exploit or make the 120Water Platform available to any third party except as expressly permitted by this Agreement; (b) send via, or store within, the 120Water Platform infringing, obscene, threatening, defamatory, fraudulent, abusive, or otherwise unlawful or tortious material, including material that is harmful to children or violates third party privacy rights; (c) send via the 120Water Platform any unsolicited commercial or non-commercial communication; (d) send via, upload to, or store within the 120Water Platform any Malicious Code; or (e) attempt to gain unauthorized access to the 120Water Platform or its related systems or networks. In addition, Customer shall not directly or indirectly: (i) remove any notice of proprietary rights from the 120Water Platform; (ii) decompile, reverse engineer, or attempt to derive the source code or underlying ideas or algorithms of any part of the SaaS Services or 120Water Platform (except to the limited extent applicable laws specifically prohibit such restriction); (iii) copy, modify, translate or otherwise create derivative works of any part of the SaaS Services or 120Water Platform; (iv) upload to the 120Water Platform or otherwise provide to 120Water any protected health information (as defined under HIPAA), credit/debit card, or financial data or other such sensitive data (collectively, "**Inadvertent Data**"); (v) use any of 120Water's Confidential Information (defined below) to create any service, software, documentation or data that is similar or competitive to any aspect of the SaaS Services, (vi) interfere or attempt to interfere with the proper working of the SaaS Services or any activities conducted in connection with the SaaS Services or 120Water Platform, or modify another website so as to falsely imply that it is associated with the SaaS Services; or (vii) permit any third party to engage in any of the foregoing proscribed acts set forth in this Section 2.3 (with the restrictions set forth in this Section 2.3, collectively, referred to as the "**Use Restrictions**"). In the event Customer provides any Inadvertent Data to 120Water, Customer shall immediately notify 120Water in writing of such disclosure. 120Water shall treat Inadvertent Data as Customer's Confidential Information, but not as Personal Data, and will not be liable for any such unauthorized disclosure, access, loss, or use of Inadvertent Data. 120Water shall promptly delete all Inadvertent Data it receives and of which it becomes aware.
 4. Acceptance Procedure for Custom Deliverables. Unless expressly stated otherwise in a statement of work all custom-developed Deliverables shall be subject to the following acceptance procedure. Customer has 30 days (the "**Testing Period**") from receipt of a



unable to correct a Material Error within the 30-day period (or other time period agreed to in writing by the Parties), Customer may terminate this Agreement, and 120Water will promptly return to Customer all monies paid by Customer under the applicable Scope of Work for the uncorrectable Deliverable.

5. Purchase of Products. Purchases of products from 120Water (e.g., water testing kits, water pitcher filters, etc.) shall be pursuant to a separate Order Form (or identified separately on the Order Form for Services), and the terms of such purchases are governed by 120Water's product terms of sale agreement, which will be presented and incorporated in such Order Form.

FEES; PAYMENT; TAXES

1. Service Fees. 120Water will invoice Customer for the Services as set forth in the applicable Order Form or as otherwise agreed by the parties in writing in a statement of work. Except as otherwise specified in an Order Form, fees are based on the Services purchased and not actual usage; payment obligations are non-cancellable; fees paid are non-refundable; and the Services purchased cannot be decreased during the relevant Subscription Term. 120Water may adjust its fees applicable to the Services upon renewal of a Subscription Term. Customer may add subscriptions for SaaS Services during a Subscription Term at the same pricing as the underlying subscription pricing set forth in the most recent Order Form, prorated for the portion of that Subscription Term remaining at the time the subscriptions are added, and any added subscriptions will terminate on the same date as the underlying subscriptions. For all other additional products or services purchased by Customer during the Subscription term, such purchases will be made at the then-current prices of such products or services. For any product ordered (e.g., water testing kits, communications package (sending letters, which includes postage cost), if 120Water's cost of materials or components for the product increases between the effective date of the applicable Order Form having pricing for the product and the date Customer requests shipment of such product, 120Water has the right to revise the pricing to adjust for such materials or components (but not labor or general overhead) cost increase and Customer agrees to pay such adjusted pricing within thirty (30) days of invoice.
2. Overdue Payments. Customer's failure to timely pay fees as set forth herein shall constitute a material breach of this Agreement. Any fees hereunder not paid when due will be subject to a late charge of one and one-half percent (1½%) per month on the unpaid balance or the maximum rate allowed by law, whichever is less. If Customer's account is fifteen (15) days or more overdue, 120Water may, in addition to any of its other rights or remedies, upon written notice, suspend Customer's access to the SaaS Platform and the SaaS Services and/or suspend provision of Professional Services until such amounts are paid in full. If such failure to pay has not been cured within thirty (30) days of the due date, then upon written notice 120Water may terminate this Agreement and any or all outstanding Order Forms.
3. Taxes. Unless Customer is tax exempt and provides written certification of such status to 120Water, Customer shall be responsible for payment of all taxes due in connection with the Services provided hereunder (other than taxes owed by 120Water based on its income), whether or not collected by 120Water. 120Water may collect such taxes from Customer, and Customer shall remit to 120Water all applicable taxes required to be collected by 120Water, or if such taxes have previously been paid by Customer, provide 120Water with the appropriate documentation of such payments.
4. Future Functionality. The Parties agree and acknowledge that Customer's purchases hereunder are not contingent on the delivery of any future Service functionality or features, or dependent on any oral or written public comments made by 120Water regarding future functionality or features of any Service.

PROPRIETARY RIGHTS

1. Intellectual Property. Subject to the limited rights expressly granted hereunder, 120Water reserves all rights, title and interest in and to the SaaS Services and 120Water Platform, including all software, technology and other materials associated therewith, all Documentation and content (excluding Customer Data), and all copies, modifications and derivative works thereof, and all 120Water trademarks, names, logos, and all rights to patent, copyright, trade secret and other proprietary or intellectual property rights therein. No rights are granted to Customer hereunder other than as expressly set forth herein. As between 120Water and Customer, Customer owns all Customer Data. Customer hereby grants 120Water a worldwide, non-exclusive, royalty-free, fully paid-up license to use, reproduce, perform, display, modify, and distribute the Customer Data in connection with providing the Services to Customer hereunder.
2. Use of Customer's Name and Logo. 120Water may use Customer's name and logo in connection with provision of the Services. Customer further agrees and consents that: (a) 120Water may use Customer's name and logo in 120Water's published customer list,



other input regarding the Services or resulting from Customer's use thereof ("**Feedback**"), Customer hereby grants to 120Water a perpetual, irrevocable, royalty-free right and license to use such Feedback for any purpose, including to improve and enhance the Services or any component thereof, to develop new features or functionality, and to otherwise use and exploit such Feedback for 120Water's business purposes. Customer acknowledges that any 120Water products or materials incorporating any such Feedback shall be the sole and exclusive property of 120Water. 120Water agrees to indemnify, defend and hold harmless Customer for any use by 120Water of any Feedback.

4. Improvements; Deliverables. 120Water shall own all rights, title and interest, including all intellectual property rights, in and to any improvements to the SaaS Services and 120Water Platform, and, unless expressly stated otherwise in a statement of work, in and to any Deliverables or new programs, upgrades, modifications or enhancements developed by 120Water in connection with rendering the Services to Customer, even when Deliverables, refinements or improvements result from Customer's request.

CONFIDENTIALITY

1. Definition of Confidential Information. "**Confidential Information**" means all confidential, proprietary, or nonpublic information of a party (or its customers) ("**Disclosing Party**") disclosed to the other party ("**Receiving Party**") that (a) if disclosed orally is designated as confidential at the time of disclosure, (b) if disclosed in writing is marked as "Confidential" and/or "Proprietary" or (c) that reasonably should be understood to be confidential given the nature of the information and the circumstances of disclosure. Customer's Confidential Information shall consist of the Customer Data. 120Water's Confidential Information includes any nonpublic information relating to the SaaS Services or the software, Order Forms, pricing, technology or content underlying the SaaS Services, or relating to any other of 120Water's or its business partners' products or services (including any beta version of a service), software, technology, customers, business plans, and other business affairs. Notwithstanding the foregoing, each party may disclose the existence and terms of this Agreement, in confidence, to a potential purchaser of or successor to any portion of such party's business resulting from the reorganization, spin-off, or sale of all or a portion of all of the assets of any business, division, or group of such party. Confidential Information shall not include any information that: (i) is or becomes generally known to the public without breach by the Receiving Party of any obligation owed to the Disclosing Party; (ii) was known to the Receiving Party prior to its disclosure by the Disclosing Party without breach of any obligation owed to the Disclosing Party; (iii) was independently developed by the Receiving Party without use of the Disclosing Party's Confidential Information; (iv) is received from a third party without breach of any obligation owed to the Disclosing Party; or (v) is required to be disclosed pursuant to applicable law, including subpoena, judicial order, or open records acts (subject to Section 5.3).
2. Confidentiality. The Receiving Party shall not disclose or use any Confidential Information of the Disclosing Party for any purpose outside the scope of this Agreement, except with the Disclosing Party's prior written permission or if required by applicable law or judicial order. The Receiving Party shall use the same degree of care to protect the Confidential Information as it uses to protect its own information of a confidential and proprietary nature, but in no event shall it use less than a reasonable degree of care. 120Water may disclose Customer's Confidential Information to those of its employees and contractors who need to know such information for purposes of performing the Services. Notwithstanding the foregoing, and as permitted by applicable law, 120Water shall be permitted to retain Customer Data and use the same for statistical, analytical, and similar purposes internally, through publications, and with 120Water's other customers; provided, that any distribution to third parties of the results of such usage will include Derivative Data only and will not identify Customer or its Authorized Users as the source of any such data. Further, 120Water may store, reproduce, distribute, create derivative works (including compilations and statistical summaries and analyses), transmit, display and otherwise make available certain test results (and related data) and location information to third party individuals and organizations as reasonably necessary in order for 120Water to perform the Services hereunder.
3. Compelled Disclosures; Open Records Requests. If the Receiving Party is compelled by law, subpoena, or an order issued by a judge or public competent authority to disclose Confidential Information of the Disclosing Party, it shall provide the Disclosing Party with prior notice of such compelled disclosure (to the extent legally permitted) and reasonable assistance, at Disclosing Party's cost, if the Disclosing Party wishes to contest the disclosure. In the event a third party makes a request of Customer for information under any applicable open records act for documents or information related to this Agreement which may be subject to exclusion from disclosure based on confidential information or trade secrets, Customer will provide 120Water with a timely opportunity to object to disclosure of such documents and information.



DATA OWNERSHIP AND USE

1. **Ownership of Customer Data.** As between Customer and 120Water, Customer owns all Customer Data.
2. **Use of Customer Data.** Customer hereby grants 120Water and its contractors a limited, nonexclusive right and license to use all Customer Data during this Agreement internally: (a) to provide the Services; (b) to create, test, train, correct, and inform software, including algorithms, machine learning and product automation; to develop and train artificial intelligence (AI) and/or machine learning models, develop, provide, and personalize our current and future Services provided to you and other clients, and gain insights with the help of AI, automated systems, and inferences, so that our Services can be more relevant and useful to you and others; (c) to develop, create, extract, compile, synthesize, analyze and commercialize statistics, analytics, metrics, reports, benchmarks, measures and other information; and, (d) to improve or develop existing or new products or services, and, after expiration or termination as permitted herein.
3. **Derivative Data and Usage Data.** 120Water shall irrevocably own all Derivative Data and Usage Data and may use or disclose it in any way it chooses. This Section 6.1 shall survive any expiration or termination of this Agreement.
4. **Use of Customer Data after Expiration or Termination.** Upon Customer's request within thirty (30) days after the expiration or termination of this Agreement, 120Water will provide Customer with a copy of Customer Data held by 120Water. Upon expiration of such thirty (30) day period, 120Water shall convert Customer's account to an inactive status. 120Water may, but shall not be obligated to, delete all Customer Data after Customer's account converts to inactive status. The confidentiality obligations as are set forth in this Section 6.4 shall remain in force and effect at all times during this Agreement, and (i) with respect to Confidential Information that constitutes a trade secret under applicable law, for so long as such trade secret status has not been lost; and (ii) with respect to Confidential Information that does not constitute a trade secret, for five (5) years after termination or expiration of this Agreement, and, (iii) with respect to Personal Data held by 120Water, forever.

DATA SECURITY

1. 120Water shall use commercially reasonable efforts to store, maintain, and protect the confidentiality of Customer Data uploaded by Customer and its Authorized Users to the Software or otherwise disclosed or transmitted to, or received or accessed by 120Water. 120Water is not liable for the loss of confidentiality or security of any Personal Data that occurs through no fault of 120Water in the event of unauthorized access, theft, use or disclosure of such Personal Data, either by or due to Customer's Authorized Users, or by users or third parties who have obtained unauthorized access to an Authorized User's login credentials. 120Water shall not be responsible for any suspected or actual unauthorized access, theft, use or disclosure, or Security Breach of Customer Data due to Customer's breach of this Agreement, Customer's (or its other contractors' or providers') failure to use reasonable care in securing Customer Data or due to Customer's Authorized Users' acts or omissions that are the proximate cause of any Security Breach related to the Services or 120Water Platform. "**Security Breach**" means any accidental, unauthorized, or unlawful access, use, destruction, loss, alteration, lockup (i.e., encryption or rendering unavailable), loss of confidentiality, or disclosure of Personal Data stored or otherwise processed by or in 120Water's (or its service providers' or contractors') possession or control; but, shall not include: (a) "pings" on an information system firewall or other broadcast attacks; (b) port scans; (c) attempts to log on to an information system or enter a database with an invalid password or user name; or, (d) denial-of-service attacks that do not result in a server being taken offline.
2. 120Water will be responsible for any Security Breach of Customer Data successfully uploaded to the 120Water Platform where caused by the acts or omissions of 120Water or its agents, hosting services or other contractors, except to the extent due to any acts, omissions, or negligence of Customer, its agents, or contractors ("**120Water Security Breach**").
3. Customer shall be responsible for any Security Breach of Customer Data due to the acts or omissions of Customer, its contractors (other than 120Water, its agents or contractors), its then-current employees, former employees who were previously Authorized Users, except to the extent directly due to the negligence of 120Water or its agents, hosting services and other contractors ("**Customer Security Breach**"). Notwithstanding the previous sentence, former employees or contractors of Customer whose Authorized User credentials have been properly deactivated by Customer, but who subsequently cause a Security Breach through methods that do not include the use of their Authorized User credentials, does not constitute a Customer Security Breach.

WARRANTIES AND DISCLAIMERS



within 90 days of performance of such Professional Services in order to receive warranty remedies. For any breach of the Service Warranty, Customer's exclusive remedy, and 120Water's entire liability, shall be the re-performance of the Professional Services, and, if 120Water is unable to re-perform the Professional Services as warranted within thirty (30) days of receipt of notice of breach, Customer shall be entitled to recover the fees paid to 120Water for the deficient Professional Services.

2. Warranties for third-party products are governed under the applicable third party warranty terms, and Customer expressly acknowledges that 120Water has no obligations with regard to third-party products.
3. EXCEPT FOR THE WARRANTIES EXPRESSLY STATED HEREIN, 120WATER PROVIDES ALL SERVICES AS-IS, AND 120WATER DISCLAIMS ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT.
4. Customer acknowledges and agrees that the SaaS Services, the Services, the 120Water Platform, Deliverables, and any other services or products provided hereunder are intended to provide Customer with a means of sampling, testing, and monitoring water for contaminants. 120Water uses third-party labs and service providers to perform certain components of the Services and, while 120Water endeavors to maintain relationships with dependable, accurate and timely third party service providers, 120Water does not control such service providers, and therefore hereby disclaims all representations, warranties, and liability for any inaccurate, untimely, or otherwise erroneous Deliverables to the extent such Deliverables are based on data, alerts, or information provided by such testing labs or service providers. Additionally, 120Water is not responsible for any contaminants or other harmful conditions present in water or other materials tested hereunder.

INDEMNIFICATION

1. By 120Water. 120Water shall indemnify, defend, and hold harmless Customer and its officers, directors, officials, employees, agents, and affiliates from and against any and all third-party claims, actions, or causes of action ("**Claims**") for any liabilities, damages, penalties, fines, assessments, costs, and expenses, including reasonable attorneys' fees and costs (collectively, "**Losses**") arising or related to (a) an allegation by a third party alleging that the Services or use of the 120Water Platform infringes any United States patent, and/or any copyright, trade secret or other property right held by a third party; (b) 120Water's breach of this Agreement; (c) any failure by 120Water or its employees, agents, service providers, or subcontractors to comply with applicable law or regulation; (d) 120Water's use of any Feedback provided by Customer; or (e) damage to or loss of real or tangible property, or personal injury, resulting from the gross negligence or willful misconduct of 120Water, its agents, service providers, or subcontractors. The above shall apply provided that 120Water is notified promptly by Customer of any such Claim (including any threatened claim) and 120Water shall have sole control of the defense with respect to same (including without limitation, the negotiations and settlement of such claim). If a Claim pursuant to clause (a) has occurred or, in 120Water's opinion, is likely to occur, 120Water shall, at 120Water's option and expense, (i) procure the right to continue providing the Services or the 120Water Platform, (ii) re-perform or replace the potentially infringing portion of the Services or the 120Water Platform, or (iii) modify the Services or the 120Water Platform so that infringement is avoided. If, after using commercially reasonable efforts, none of the foregoing three alternatives is reasonably available, 120Water may terminate this Agreement, and Customer shall be entitled to a pro-rated refund of pre-paid but unearned fees. 120Water shall have no such indemnification obligation to the extent such infringement under clause (a) above: (w) relates to Customer's use of the Services or the 120Water Platform or any Deliverable in combination with other software, data products, processes, or materials not provided by 120Water and the infringement would not have occurred but for such combination; (x) arises from or relates to modifications to the SaaS Services, the 120Water Platform, or any Deliverable not made by 120Water; (y) relates to Customer Data or any third-party product or service, or (z) where Customer continues the activity or use constituting or contributing to the infringement after notification thereof by 120Water.
2. By Customer. Customer shall indemnify, defend, and hold harmless 120Water and its officers, directors, employees, agents, affiliates and service providers from and against any and all Losses based on any Claims relating to (a) Customer's failure to comply with the terms of this Agreement, or (b) any allegation that 120Water's or its service providers' possession or use of Customer Data violates or infringes the rights of any third party.
3. Indemnification Procedure. As an express condition to the indemnifying party's obligation under this Section 9, the party seeking indemnification must: (a) promptly notify the indemnifying party in writing of the applicable Claim for which indemnification is sought (except that any delay on the part of the indemnified party in providing such notice shall not relieve the indemnifying party of its indemnification obligation except to the extent the it is prejudiced thereby); and (b) provide the indemnifying party with all



1. Limitation of Liability. EXCEPT AS EXCLUDED IN SECTION 10.3, IN NO EVENT SHALL EITHER PARTY'S TOTAL AGGREGATE LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT, WHETHER IN CONTRACT, TORT OR UNDER ANY OTHER THEORY OF LIABILITY, EXCEED THE AMOUNTS PAID BY CUSTOMER UNDER THE ORDER FORM FOR THE SERVICES FOR WHICH LIABILITY IS CLAIMED IN THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE INCIDENT GIVING RISE TO LIABILITY.
2. Exclusion of Consequential Damages. EXCEPT AS EXCLUDED IN SECTION 10.3, IN NO EVENT SHALL EITHER PARTY HAVE ANY LIABILITY TO THE OTHER PARTY FOR ANY INDIRECT, SPECIAL, INCIDENTAL, PUNITIVE, CONSEQUENTIAL, ENHANCED, OR SPECIAL DAMAGES OF ANY KIND OR NATURE HOWEVER CAUSED, INCLUDING WITHOUT LIMITATION DAMAGES FOR LOSS OF GOOD WILL, SUBSTITUTE GOODS OR SERVICES, WORK STOPPAGE, DATA LOSS, LOST PROFITS, OR COMPUTER FAILURE, INCURRED BY EITHER PARTY OR ANY THIRD PARTY, WHETHER IN CONTRACT, TORT OR UNDER ANY OTHER THEORY OF LIABILITY, WHETHER OR NOT THE PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.
3. The restrictions on the types and amounts of damages for which a party may be liable hereunder shall not apply to intellectual property infringement, breach of confidentiality, or a party's indemnification obligations.

TERM AND TERMINATION

1. Term and Renewal. This Agreement commences on the date both parties execute an initial Order Form (the "**Effective Date**"), and continues through the expiration of all Order Forms in effect between the parties hereunder (including any renewals as set forth below) unless earlier terminated as set forth in this Section 11 (the "**Term**"). Subscriptions to the SaaS Services commence on the Subscription Start Date and continue for the Subscription Term specified in the applicable Order Form. Thereafter, the Subscription Term shall automatically renew for successive twelve (12) month renewal terms unless a party provides the other party notice of its intent not to renew at least thirty (30) days in advance of the end of the then-current Term.
2. Termination. Either party may terminate this Agreement for cause upon written notice of a material breach to the other party if such breach remains uncured (if curable using commercially reasonable efforts) for thirty (30) days from such notice. 120Water may terminate this Agreement or any Order Form for non-payment in accordance with Section 3.2, and no opportunity to cure shall apply. 120Water may immediately terminate this Agreement for cause, without Customer having an opportunity to cure, if Customer breaches any of the Use Restrictions set forth in Section 2.3. In addition, if required to comply with applicable law or regulation implemented or amended during this Agreement, and compliance therewith would be unduly burdensome or significantly increase 120Water's cost of providing the Services, 120Water may, by providing Customer with at least five (5) days' prior written notice, (a) terminate this Agreement, in whole or in part, or (b) may suspend providing the Services until the parties can resolve the issue.
3. Effects of Termination.
 1. Upon expiration or termination of this Agreement, all rights granted by 120Water under this Agreement shall terminate, and Customer's access to the 120Water Platform shall be terminated. Termination of this Agreement by Customer other than for cause, or by 120Water for cause, shall not affect Customer's obligation to pay any sums due hereunder, including Service Fees for the remainder of the then-current Subscription Term. In the event that the pricing in an Order Form includes a discount (e.g., from the single year rate) for multiple-year or volume commitment, and if Customer terminates this Agreement other than for cause or if 120Water terminates for cause, or if Customer fails to make timely orders as required to receive such discount, Customer agrees to pay 120Water within thirty (30) days of such termination the non-discounted fee for such orders. Pre-payments or deposits are nonrefundable.
 2. Within thirty (30) days after the termination or expiration of this Agreement, if requested by Customer, 120Water will provide Customer with a copy of Customer Data held by 120Water. Upon expiration of such thirty (30) day period, 120Water shall convert Customer's account to an inactive status.

INSURANCE

1. Insurance. During the Term, 120Water shall, at its own expense, maintain and carry in full force and effect insurance policies with financially sound and reputable insurers having limits of liability of not less than the following:

Type	Limits
------	--------



Agreement.

Commercial Automobile Liability	\$1,000,000 per accident for bodily injury and property damage.
Workers' Compensation Insurance	as required by the State of Indiana, with statutory limits
Employer's Liability	\$1,000,000 each accident for bodily injury; \$1,000,000 disease each employee; and, \$1,000,000 disease policy limit.
Technology Professional Liability	\$1,000,000 per claim/occurrence; and, \$2,000,000 policy aggregate.

1. In the event 120Water purchases an umbrella or excess insurance policy to meet the minimum limits of insurance set forth in this Section 12, such insurance policy shall afford no less coverage than the primary insurance policy. Upon Customer's request, 120Water shall provide Customer with a certificate of insurance evidencing the insurance coverage specified in this Section 12. The certificate of insurance shall name Customer as an additional insured and loss payee. 120Water shall provide Customer with thirty (30) days' advance written notice in the event of a cancellation or material change in such insurance policy. 120Water waives and 120Water shall cause its insurers to waive, any right of subrogation or other recovery against Customer.

FORCE MAJEURE

1. Definition. A "**Force Majeure Event**" means a cause or event beyond the reasonable control of the party claiming delay of performance, including, but not limited to, (i) labor disputes, strikes, or lockouts (but excluding nonunion labor shortage or disputes), or labor unavailability or workplace closure or restrictions or travel restrictions as required or recommended by government or agency (or implemented as company-wide policy by the party suffering the delay in performance) due to pandemic, epidemic, or other widespread health emergency (e.g., viruses or other diseases, such as, but not limited to, COVID-19, SARS, etc.); (ii) riots, war, acts of terrorism, or other civil disturbance; (iii) fire, flood, earthquake, tornado, hurricane, snow, ice, lightning, or other natural disasters, elements of nature or acts of God, (iv) outages, cable cuts, power crisis shortages, infrastructure outages or failures, internet failures, interruption or failure of telecommunications carriers or digital transmission links, network congestion, computer equipment failures, telecommunication equipment or other equipment failures, electrical power failures, loss of or fluctuations in heat, light, or air conditioning, all of the foregoing in this Subsection (iv) being of or due to third party providers or utility service providers; (v) acts of computer, system, or network sabotage or file lockup (e.g., ransomware attack), DDOS or other network attacks, intrusion, or other failures not arising out of a breach of 120Water's data security obligations set forth in this Agreement; (vi) any law, order, regulation, direction, action or request of the United States, state or local governmental agency, department, commission, court, bureau, corporation or other instrumentality of any one or more of such instrumentality, or of any civil or military authority, or national emergencies, including imposing an embargo, export or import restriction, quota or other restriction or prohibition or any complete or partial government shutdown; (vii) change in law or regulation making performance impracticable, such that such change results in or is likely to result in a material increase in cost, resources, or time required for such party's performance under this Agreement; or, (viii) national or regional shortage of adequate power or telecommunications or transportation, or, (ix) supply chain interruption due to any of the foregoing.
2. If a Force Majeure Event occurs, the party whose performance is delayed or prevented (the "**Affected Party**") shall be entitled to (i) relief from its performance obligations under this Agreement to the extent the occurrence of the Force Majeure Event prevents or adversely affects that Affected Party's performance of such obligations, and (ii) an extension of schedule to perform its obligations under this Agreement to the extent the occurrence of the Force Majeure Event prevents or adversely affects that Affected Party's ability to perform such obligations in the time specified in this Agreement. The occurrence of a Force Majeure Event shall not, however, excuse or delay the other Party's obligation to pay monies previously accrued and owing to the Affected Party under this



prompt written notice to the other Party of the cessation of the Force Majeure Event. If the Force Majeure Event renders the Services completely unavailable for more than thirty (30) consecutive days, Customer may terminate the Agreement upon written notice to 120Water, and Customer will receive a pro rata refund of prepaid fees starting from the beginning of the unavailability of the Services due to such Force Majeure Event.

GENERAL PROVISIONS

1. **Relationship of the Parties.** The relationship between the parties created by this Agreement is one of independent contractors and neither party shall have the power or authority to bind or obligate the other except as expressly set forth in this Agreement. This Agreement does not create a partnership, franchise, joint venture, agency, fiduciary, or employment relationship between the parties. There are no third-party beneficiaries to this Agreement.
2. **Assignment.** 120Water may not assign, convey, or transfer (whether by contract, merger or operation of law) (collectively "assign" and its cognates) any of its rights or obligations hereunder, whether by operation of law or otherwise, without the prior written consent of Customer, other than in connection with a merger, acquisition, corporate reorganization, or sale of all or substantially all of 120Water's assets or equity. Subject to the foregoing, this Agreement shall bind and inure to the benefit of the parties, their respective successors and permitted assigns. Any assignment in violation of this Agreement shall be of no power or effect.
3. **Governing Law.** This Agreement shall be governed exclusively by the laws of the State of Customer's primary business office, without regard to its conflicts of laws rules.
4. **Notices.** All notices required or permitted by this Agreement shall be in writing and shall be deemed to have been delivered: (i) on the day received, if personally delivered; (ii) one day after being given to a recognized overnight delivery service; and (iii) five days after the date mailed by certified or registered mail. Such notices shall be addressed to the parties as set forth in the initial Order Form. Either party may change its address for notices under this Agreement by giving written notice of such change to the other party in accordance with the terms of this Section 14.4.
5. **Miscellaneous.** This Agreement, together with the Exhibit attached hereto, all Order Forms entered into during this Agreement (which are hereby incorporated herein), and documents incorporated by reference herein (e.g., by hyperlink) (and updates thereto), collectively set forth the entire understanding and agreement between the parties regarding the subject matter of this Agreement and supersede all prior or contemporaneous proposals or communications, oral or written, between the parties relating to the subject matter of this Agreement. The background recitals form a material part of this Agreement. If any provision in this Agreement is invalid or unenforceable, that provision shall be construed, limited, modified or, if necessary, severed, to the extent necessary, to eliminate its invalidity or unenforceability, and the other provisions of this Agreement shall remain in full force and effect. No waiver of any right under this Agreement shall be deemed effective unless contained in writing signed by a duly authorized representative of the party against which the waiver is sought to be enforced, and no waiver of any past or present right arising from any breach or failure to perform shall be deemed to be a waiver of any future right arising under this Agreement. This Agreement may be executed in separate counterparts, each of which shall be deemed an original, and all of which together shall constitute one agreement. The signature page of either party to any counterpart, and photocopies and electronic facsimiles thereof, may be appended to any other counterpart and when so appended, shall constitute an original.
6. **Modification.** 120Water has the right to modify this Agreement from time to time. If 120Water makes a material change to this Agreement, 120Water will inform Customer by email to the email address(es) noted on the Order Form (or subsequently designated by Customer in writing as a contact for notifications from 120Water). If Customer does not agree to the change, Customer must so notify 120Water by e-mail to support@120water.com within thirty (30) days after 120Water's notice. If Customer so notifies 120Water, then Customer will remain governed by the most recent version of this Agreement applicable to Customer until the end of the then-current period of the Subscription Term and the updated Agreement shall apply upon the commencement of the subsequent period of the Subscription Term. Other than the foregoing, no modification of this Agreement shall be effective unless in writing and signed by both parties. Notwithstanding the foregoing, if 120Water is required to change this Agreement in order to remain compliant with applicable law, and Customer does not agree to such change, 120Water may terminate this Agreement, in which case 120Water shall provide Customer with a pro-rated refund of any pre-paid fees for Services not performed by the effective date of such termination.

[Remainder of this page intentionally left blank]



("120Water Platform"). While 120Water will not modify this SLA arbitrarily, 120Water may do so from time-to-time (e.g., shifting maintenance hours, changing the support email, etc.), provided that no modification will materially reduce 120Water's obligations. Should 120Water make a change to this SLA, 120Water shall post the new version on its website (available at _____) and the updated version shall be automatically incorporated herein and effective on the date posted.

1. Technical Support. 120Water provides technical support 24/7 by email to support@120water.com, and by telephone at 800-674-7961.
2. Response Time. 120Water endeavors to respond to support requests within 2 hours.
3. 120Water Platform Availability. 120Water will use commercially reasonable efforts to maintain availability of the 120Water Platform for customers' use 24x7, except in the event of any of the following, during which the 120Water Platform may be partially or totally unavailable:
 1. "**Scheduled Maintenance**": Scheduled maintenance, which includes updates and other routine maintenance, will be conducted between 7 p.m. – 2 a.m. (Eastern US Time) weekdays, weekends and/or holidays. However, maintenance may also occur at any other time as is necessary to provide top tier service to 120Water's customers. 120Water may change planned maintenance windows at its sole discretion and will notify customers of any such changes that affect previously notified plans, provided such maintenance is done during low-volume times. 120Water will use commercially reasonable efforts to provide customers with at least 24 hours' prior notice if Scheduled Maintenance downtime will occur at such other time.
 2. "**Unscheduled Maintenance**": Maintenance not previously planned which is needed to resolve issues that are critical for customers and/or performance of the 120Water Platform. 120Water will notify customers when possible via email prior to the unscheduled maintenance. When and where practicable, 120Water will try to conduct unscheduled maintenance between 9:00 p.m. and 2:00 a.m. (Eastern US Time).
3. Force Majeure Events (as defined in the Agreement).
4. Unauthorized use or misuse of the 120Water Platform by Customer or anyone using any of Customer's Authorized User's login credentials.
4. "**Availability Goal**": 120Water will use commercially reasonable efforts to make the 120Water Platform available 99.5% of the time, measured on an average monthly basis, exclusive of the following:
 1. The events set forth in Section 1.A-1.D. of this SLA;
 2. Any outage lasting less than 5 minutes;
 3. Any outage 120Water determines to be a result of Customer's breach of the Agreement or other acts or omissions of Customer;
 4. Force Majeure Events, provided that 120Water timely implements its disaster recovery plan; and,
 5. Any outage determined to be a result of a failure of outside services or equipment not within the control of 120Water, including Customer's hardware and software.

Solutions

[Lead and Copper Rule \(LCR\)](#)

[Lead Service Line Inventory & Replacement \(LSLR\)](#)

[LSL Probability & Water Management Software](#)

[Lead Water Testing in Facilities](#)

[Consumer Requests](#)

[Pitcher/Filter](#)

Key Issues

[Water Safety](#)

[Infrastructure](#)

Who We Serve

[Water Utilities](#)

[State Agencies](#)

[Associations](#)

[Engineering](#)

[Facilities](#)

[Residents](#)

Resources

[Webinars](#)

[News & Press](#)



[Software](#)

[Kits](#)

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Company

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Contact

info@120water.com

Sales: [1-888-317-1510](tel:1-888-317-1510)

Support: [1-800-674-7961](tel:1-800-674-7961)

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VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:	120Water Lead Service Line Contract (5-Year)		
Date:	10-30-2025		
Presenter:	Wayne Castle	Department:	Water Utility

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other _____

Overview/Background Information

Every public water system which serves water to over 15 service connections across the country was required to provide an initial inventory of their water service lines to the U.S. Environmental Protection Agency (EPA) by October 16, 2024. This initiative is an important first step in ensuring every family across the country has access to clean drinking water. The EPA's goal is to replace 100% of the nation's lead pipes and service lines within 10 years.

The past two years we have partnered with 120Water to build and submit our inventory. The proposed contract will ensure that we will be able to continue to update and maintain our service line inventory to continue to meet federal requirements. 120Water has offered exceptional service and expertise in complying with new lead and copper rule regulations.

Key Issues (if necessary)

The contract offers a flat rate for three years with an increase for years four and five.

Fiscal Note/Budget Impact

- 2025-2027 \$11,573.50 per year
- 2028-2029 \$12,930.00 per year

Action Required/Recommendation

Approve the 5-year contract with 120Water

Attachments

1. Item Attachment Files 120Water_Mukwonago, WI - 2025 LSLI (5-Year Contract)
2. Master Services Agreement - 120Water

VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:			
Date:			
Presenter:		Department:	

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other _____

Overview/Background Information

Key Issues (if necessary)

Fiscal Note/Budget Impact

Action Required/Recommendation

Attachments



MUKWONAGO FIRE DEPARTMENT

OPERATING PROCEDURES

Organizational Policy		Approved by: Chief Jeffrey R. Stien	
POL #1	Draft Date: 4/6/00	Revision Date(s): 6/6/02, 1/5/04, 3/19/12, 2/19/13, 2/24/14, 4/23/15, 6/2/16, 12/22/16, 1/15/18,4/5/18, 12/07/2020, 09/13/2021, 05/18/2023, 01/17/2024, 03/17/2025	Effective Date: 3/19/12, 3/4/13, 2/24/14, 4/23/15, 6/2/16, 12/22/16, 1/15/18, 4/5/18, 12/16/20, 09/15/2021, 05/18/2023 01/17/2024, 03/19/2025

PURPOSE: The purpose of this policy is to define the organization of the Mukwonago Fire Department.

SCOPE: This policy is to be followed by all officers and members of this department. Authority to deviate from this policy rests with the officer in charge of the incident who will be responsible for the results of any deviation.

A. Definition of the Mukwonago Fire Department

1. The Mukwonago Fire Department is an organization, consisting of members who are Full-time, Part-time, Paid-on-Premise and Paid-on-call for the Village and Town of Mukwonago.
2. The organization was formed to provide continuous Fire and Emergency Medical Services for the Village and Town of Mukwonago.

B. Rules and Regulations

1. The Mukwonago Fire Department was created and governed by Chapter #38 of the Village of Mukwonago Municipal code, Chapter #30 of the Town of Mukwonago, and the Mukwonago Joint Fire Commission.
2. Disciplinary actions will follow Policy #5 on Corrective Action.

C. Chain of Command

1. The Mukwonago Fire Department functions utilizing the Incident Command System.

D. Membership and Positions of the Department

The Fire Department shall consist of a maximum of 80 members. The following departmental ranks will be recognized: Chief, Assistant Chief, Deputy Chief, Battalion Chief, Captain, Lieutenant. Line staff may be appointed by the Chief and approved by the Joint Fire Commission. At no time shall the department consist of less than 22 active members. If the Paid-on-call member resides outside of the prescribed boundaries, then he/she shall come into the area within two miles of the boundaries of the Village or Town of Mukwonago and be available to respond for the duration of their assigned duty or work shift. If a member that lives just outside the response area can justify an acceptable response time, they can contest a variance to the Chief for consideration.

1. There shall be three (3) types of memberships:
 - a. Cadet – will be any member 16 to 17 years old that has been accepted and placed on the department for the Cadet Program and that does not have a high school diploma or

GED and is currently in high school. The child of a current active MFD member in good standing can be 15 years old.

- b. Probationary Membership - will be any member that has been placed in the department but has not completed the probationary period. Anyone that is 18 years old, attending high school without a GED or diploma, is enrolled in a technical college dual enrollment program. These individuals will comply with the Cadet schooling participation requirements and restricted hours of availability.
- c. Regular Membership - will be any member that has completed the prescribed probationary period.
- d. Honorary Membership - will be any member as follows:
 - Who has served Fifteen (15) years on the Mukwonago Fire Department,
 - Who has served Ten (10) years on the Mukwonago Fire Department, has been received by the membership, and has received 2/3 vote for Honorary Membership, or
 - Anyone who has sustained a line of duty or career ending injury.
- d. MFD Probationary Period

The Mukwonago Fire Department probationary period of 18 months for new hires from the employee's date of hire. Consideration of a shortened probationary term may be considered with any or all the following conditions being met:

- Valid State of WI EMT License, not to include First Responder.
- State of WI Firefighter Level I or Firefighter Level II.
- Out of State Firefighter Level I or Firefighter Level II with International Fire Service Accreditation Congress (IFSAC) seal affixed, must be readable and contain certification number inside the seal.

All probationary members will be identified as follows:

- An orange probationary shield on their helmet.

After a performance review has been given to the probationary member by their company officer(s), should a probationary member need to be extended in their probation, one additional 6-month extension will be given as a maximum. During probation, the Chief or designee shall have the authority to recommend termination without cause.

Probationary members will have an orientation period. The Orientation Period will consist of operations, apparatus and equipment checklists and proficiency testing.

Probationary members are strongly encouraged to respond to fire related calls during their probationary period. Probationary members do have the ability to run on any duty company to gain more experience.

Probation reviews of a member need to be conducted every 6 months by the company Captain and/or Lieutenant. At the end of the probationary period the Company Captain or Lieutenant will recommend to the Officer staff to come off probation.

2. Membership shall be further limited to the following sub-categories of probationary and regular membership:

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- a. Firefighter/ MPO
 - b. EMT/ AEMT
 - c. Firefighter/EMT

Effective 01/01/2011, all personnel shall be cross trained in fire and EMS unless authorized by the Fire Chief. The membership of the fire department shall consist of at least 90% Firefighter/EMT's and no more than 1 individual per company of either Firefighters or EMT's. All probationary members joining the department shall declare their status upon joining the fire department.

All probationary members shall take the department oath to be administered by the Village or Town of Mukwonago Elected Official/Administrator.

It shall be prescribed that any probationary members that are placed onto the Fire Department into either of these categories after October 1, 2003, shall meet the following conditions:

- That all Firefighters ONLY, within the allotted 18-month probationary period, attain Firefighter-Level I, Firefighter-Level II, and State Certified Motor Pump Operator (MPO). Must obtain Fire or EMS certification or licensure in the first 13 months from the start of first course either fire or EMS.
- That all EMT's ONLY, within the allotted 18-month probationary period, attain EMT-Basic and AEMT. Must obtain Fire or EMS certification or licensure in the first 13 months from the start of first course either fire or EMS.
- That all Firefighter/EMT's, within the allotted 18-month probationary period, attain Firefighter-Level I and EMT-Basic. Must obtain Fire or EMS certification or licensure in the first 13 months from the start of first course either fire or EMS.

Failure to complete the above prescribed certifications within the allotted 18-month probationary period will result in a review of the probationary member. Possible 6-month extension or immediate termination from the Mukwonago Fire Department.

- Any probationary member that comes to the Mukwonago Fire Department with either fire or EMS experience shall have a minimum of a 12-month probationary period.
- Any probationary member that comes to the Mukwonago Fire Department with both fire/EMS experiences that meets the criteria to be off probation shall have a minimum of a 6-month probationary period.
- Any probationary member that was a past member of the Mukwonago Fire Department with fire/EMS experience and left in good standing but has been off the department more than 12 months but has stayed active with another fire department or medically related field for the past year shall have a minimum of a 3-month probationary period.

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- Any probationary member that was a past member of the Mukwonago Fire Department with fire/EMS experience and left in good standing but has been off the department less than 12 months and has stayed active with another fire department or medically related field shall be reinstated to regular membership per the discretion of the Fire Chief or designee.

Any regular member of the fire department that wishes to change their status from a Firefighter/EMT to either Firefighter or EMT can only do so if their status change keeps the membership within the above prescribed percentages. Also, these members will be required to attain the certification levels that are required of the Firefighter (Firefighter-Level I & II and State Certified Motor Pump Operator) or EMT (EMT-Basic and AEMT) within one year from granting of status change. Failure to complete the classes will result in a review of that member and possibly immediate termination from the Mukwonago Fire Department.

3. The following positions shall be appointed by the Joint Fire Commission after qualified members have applied, interviewed/tested, and have been recommended by the Chief of the Department. Members shall hold such positions until resignation or removal for cause.
 - a. Chief
 - b. Assistant Chief
 - c. Deputy Chief
 - d. Battalion Chief
 - e. Captain
 - f. Lieutenant
 - g. Training Officer
 - h. Firefighter/EMT
 - i. Probationary Firefighter/EMT

E. New Members

1. A Ride Along with a Chief Officer is required for a candidate **unless the candidate has had previous interaction with Mukwonago staff**. The individual will complete the required Ride Along paperwork. Ride Along is done to get a better impression of the candidate from an Officer interpretation.
2. Must complete a MFD Application form, successfully pass a background check, have a valid driver's license, have a high school diploma or GED (See exception listed regarding Dual Enrollment Program), and pass a written exam with a score of 70% or better. Automatic disqualifications for appointment to the Mukwonago Fire Department will include but may not be limited to:
 - a. Any felony
 - b. Indecent solicitation of a child
 - c. Sexual exploitation of a child
 - d. Prostitution

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- e. Aggravated assault
 - f. Criminal sexual abuse
3. The Personnel Committee shall consist of one (1) Chief Officer, Captain, or Lieutenant, and Firefighter/EMT's if available. The Personnel Committee shall be appointed by the Chief. It shall be the responsibility of the Personnel Committee to interview and screen all prospective members. The Personnel Committee shall provide a list of recommended candidates to the Chief.
 4. Upon receiving a list of recommended candidates from the Personnel Committee, the Chief shall review each and submit his/her recommendations to the Joint Fire Commission for their approval.
 5. Must successfully pass a medical **physical meeting NFPA 1582, occupational physical agility** and drug test.
 6. Must successfully pass a physical agility exam. Note: **Cadet candidates do not have to take the agility portion until they become a probationary member.**
 7. All new members hired by the Mukwonago Fire Department shall be fingerprinted by the Village of Mukwonago Police Department as part of the employment process. There shall be one (1) set of fingerprint cards taken:
 - a. Village of Mukwonago Employee Card
These fingerprint cards shall be maintained in the employee's personnel file at the Mukwonago Fire Department.
 8. High school students who are 16-17 years old and who have not received their diploma/GED may apply to the Fire Department through the Cadet Program. Students shall provide the Fire Department with a copy of their report card for review and shall meet a minimum GPA of 2.0 on a 4.0 scale or 3.0 on a 6.0 scale. High school students may attend training and receive their fire and EMS training if they are in good standing with their high school. The student will be permitted to respond to or participate in emergency calls. Participation will be limited to training, station duties and post emergency clean-up at the station Monday - Friday between 15:00 – 22:00 and all day any non-school day or when school is not in session. Any high school student 15-17 years old cannot respond emergent to scenes and participate as described in the Cadet Program Manual.
 9. A new member with no prior fire/EMS service experience will be on probation for a minimum of 18 months. At the discretion of the Chief, a new member with prior fire/EMS service experience could be on probation for a minimum of 12 months.
 - a. During the probationary period, a written review will be conducted by the Company Captain or Lieutenant at six (6) months and twelve (12) months.
 - b. At the conclusion of the minimum probationary period, a written review will be completed by the Company Captain or Lieutenant, and Chief. This review will be discussed with the probationary member by the Company Captain or Lieutenant.
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- c. After the probationary member has received their review by the Company Captain or Lieutenant, the probationary member shall be reviewed by the Department Officers for acceptance to regular membership, extension of probation, or termination from the Mukwonago Fire Department.
 - d. If probation is extended, this period shall be determined by Department Officers and re-reviewed as above in (c).

F. Attendance

1. The following functions shall be considered Monthly Obligations, unless excused by the Fire Chief or designee, for all active members of the Mukwonago Fire Department:
 - a. Department Meetings
 - b. Fire Training
 - c. EMS Training
 - d. Special Work Details
 - e. All members shall attend a minimum of 75% of the total hours for department fire and EMS training. Company training courses and department meetings are excluded from this percentage. Members can request in writing to their company officer a justification for missing regularly scheduled training courses and an alternative to meet required training requirements. Failure to meet minimum requirements will be addressed by the Corrective Action Policy #5.
2. The Chief and designee oversee and monitor attendance records for all members. **Meetings of the Department**
 1. The order of business at monthly and annual meetings shall be as follows:
 - Meeting called to order.
 - Pledge
 - Roll Call
 - Approval of the minutes
 - Promotions/New Members
 - Correspondence
 - Officers' Reports
 - Committee's Reports
 - Old Business
 - New Business
 - Consultation for the good of the service
 - Adjournment subject to call
 2. To pass any motion by a vote, 50% of in attendance members voting plus one (1) of membership in attendance is needed for approval.

G. Emergency Incidents

1. It is the responsibility of the members of the Mukwonago Fire Department to respond to emergency incidents as per the Policies and Standard Operating Guidelines of the Mukwonago Fire Department.
2. Duty companies consisting of at least one (1) Captain, or one (1) Lieutenant and supportive members (MPO, Firefighter, Firefighter/EMT, EMT, Probationary, etc.) shall be assigned to respond to incidents that do not require a full fire department response.
3. Ambulance crews consisting of at least two (2) state licensed EMT's shall be assigned to respond to medical incidents.
4. After an emergency incident, personnel must return to their respective station and prepare all equipment to a state of readiness. Personnel will be released by the Officer in Charge.
5. Any personnel standing-by at any Mukwonago Fire Department station will remain standing-by until released by the Officer in Charge of the incident.



MUKWONAGO FIRE DEPARTMENT

OPERATING PROCEDURES

Shift Operations		Approved by: Chief Jeffrey R. Stien	
POL #11	Draft Date: 3/1/00	Revision Date: 1/22/09, 4/28/09, 3/19/12, 5/6/13, 2/24/14, 11/13/14, 4/23/15, 01/20/2021, 10/18/2023	Effective Date: 05/06/13, 2/24/14, 11/13/14, 4/23/15, 01/20/2021, 10/19/2023

PURPOSE: To establish procedures for maximizing fire fighter and EMS personnel safety when responding and dealing with emergency medical calls.

SCOPE: This procedure is to be followed by all officers and members of this department. Authority to deviate from this procedure rests with the Chief of the Department who will be responsible for the results of any deviation.

- A. The Shift make-up will consist of a Chief Officer, Captain and/or Lieutenants, and a combination of Firefighters and EMT's.
- B. The Company Officer will take charge of the company. He/she will assist the members with knowledge of the equipment and their driving skills, will oversee personnel scheduling training and maintaining the company's integrity.
- C. The Shift responsibilities are to cover EMS calls, motor vehicle accidents, grass fires, motor vehicles fires, investigation calls (fire and CO alarms), and service calls.
 - a. **Probationary Members:**
 - i. **No certifications-** Part-time Staff On every 6 days 1800-0600hrs, highly encouraged to respond to calls and be at station on weekends to know staff and apparatus inventory.
 - ii. **Any certification- (Fire or EMS)-** Part-time Staff on every 3 days 1800-0600hrs and respond to any call.
- D. Training for the Shift will be completed monthly, having a lesson plan available to the Captain/Lieutenant at the monthly Officers meeting. If a member of the Shift is not able to attend his/her own Shift training for a particular month, he/she must make plans to attend a training of another Shift.
- E. The Shift will provide coverage between the hours of 18:00 and 06:00 on weekdays and weekends of their scheduled day. Shifts are on a rotating schedule. The Shifts are strongly encouraged to provide coverage 06:00-06:00 on weekends.
- F. While on-call, members will remain or work 2 miles from the edge of the Village and/or the Town of Mukwonago. Staying at the station during the shift is an available option.

Memberships who live just outside the response area can request a variance in writing to the Fire Chief justifying the variance.

- G. Any members who are unable to respond must obtain coverage of equal or greater training. This coverage is based on the primary duties of the member at the Shift level. This includes Chief Officers, Captains, Lieutenants, MPO's, Firefighters, Firefighter/EMT's, EMT's and Probationary Members.
- H. When responding to standby requests individuals will respond to the station non-emergency.
- I. **Paid On Premise (POP) Daytime Position expectations but not limited to:**
 - Coverage time is 0600-0600hrs seven days a week on premises. The shift can be split between 2- 12 hours shifts daytime and nighttime.
 - Priority of the shift is emergency calls, apparatus checks, station duties, inspections, public education events and Chief requests.

POP Shift Starts at 0600

Tentative daily schedule:

- 0600-0800 Breakfast and morning shift meeting
- 1200-1300 Lunch break
- 1600-1800 personal time if all work is completed and no special requests. Can be approved for earlier if training is scheduled. **Downtime is a privilege and should not be expected.**

From 0800-1200 and 1300-1600 complete all tasks on this list, incident responses, inspections, special assignments and public relation events.

1. Primary Ambulance, Engine, and Truck visually checked (restock supplies, restock linens, clean, empty trash)
 2. Sleeping quarters: vacuum, dust, clean windows (if needed)
 3. Apparatus Checks
 - Mon- Company Shift Ambo Check
 - Tues- Company Shift Ambo Check
 - Wed- Company Shift Ambo Check
 - Thurs- Fire Inspections
 - Fri- Engine 34 and Truck 34
 - Sat- Engine 32
 - Sun- Brush 34, UTV 34, and Utility 34 (also clean out fridge)
 4. Kitchen; clean all kitchen surfaces, wash/put away all dishes/dishwasher, take out garbage, sweep and mop
 5. Bathrooms; clean toilets, clean mirrors and sinks, restock TP and towels, take out garbage, sweep and mop
 6. Day room; vacuum, dust, remove all trash or dishes
 7. Offices and hallways; vacuum, dust, sweep, mop, empty garbage
 8. Clean windows and doors (As needed)
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9. Wash, dry, and fold laundry

10. Wash any dirty apparatus

11. Tidy up bay; blow out/sweep bay floors, empty garbage

12. Ask Officers and Chief if anything else needs to be done before you work on target solutions

Additional items: Wipe down interiors of apparatus, clean EMS storage room, clean training room, clean apparatus windows, clean outside station windows, review apparatus equipment, wash mattress covers, roll hose

After calls, restock supplies, clean equipment, put everything back in "ready position", clean apparatus, make sure fuel is above $\frac{3}{4}$, help with report, ask officer if anything else needs to be done.

Nighttime POP 1800-0600

1. Make sure kitchen is clean by end of shift; clean all kitchen surfaces, clean microwave, wipe down kitchen table, take out garbage, sweep, mop (if needed), cover grill (if used)
2. Start any laundry that needs to be washed, fold any laundry that is clean
3. Tidy up bay; pick up trash from floor, empty garbage.
4. Close all windows, doors, and bay doors before bed
5. Make sure all apparatus are stocked, clean, and plugged in

Good Tips for Fire Service

Arrive early to shift, ready to work

Never be the last one up for a call, or the last one on the truck

Always pick up after yourself

You can always work on training and improving skills

Work on your checkoffs or training before watching TV or playing on phone

Ask questions, request training on things you do not know

Respect for each other

Be humble — listen more than you speak

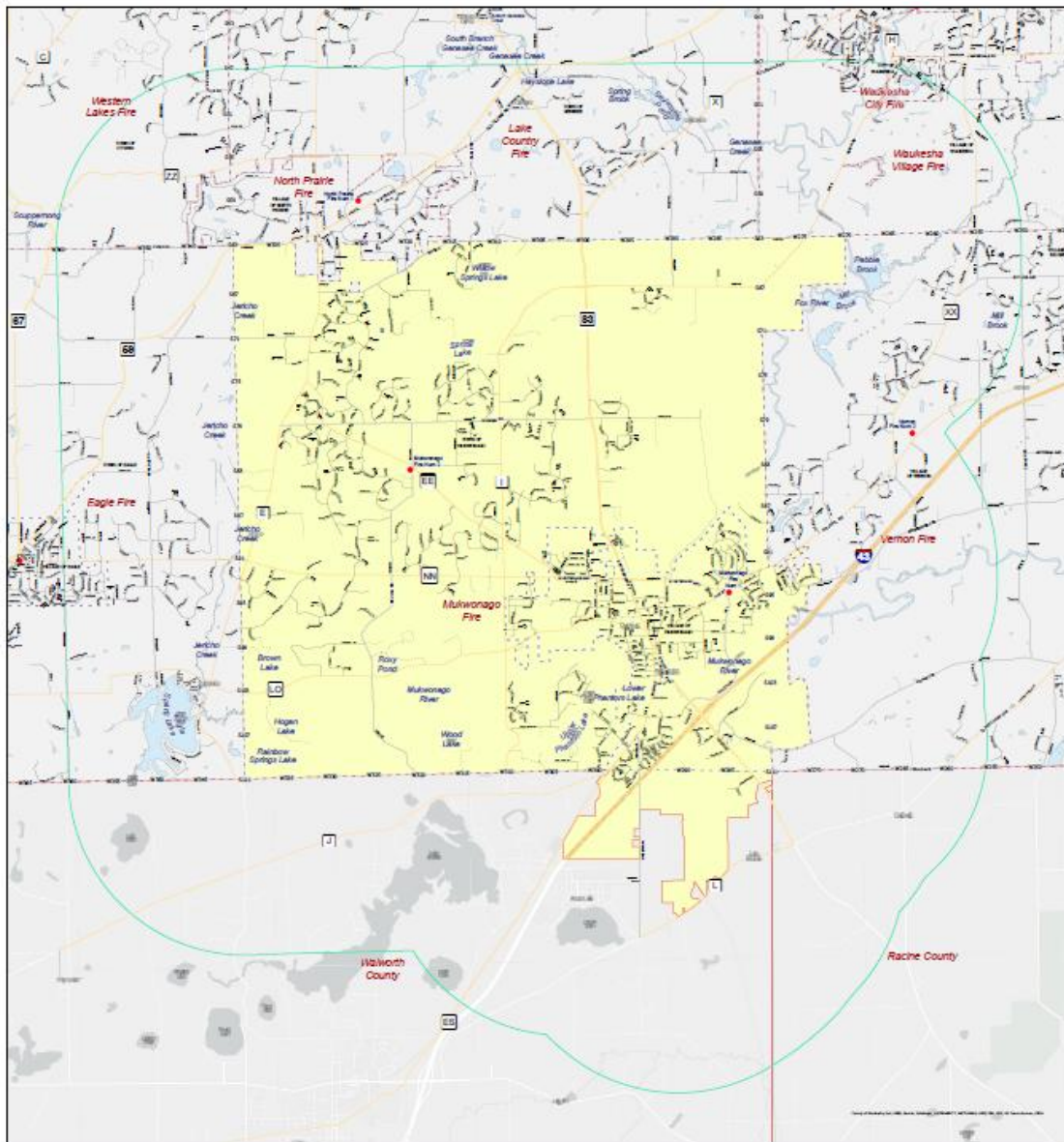
Trust is earned not assumed

- All positions are cross trained unless otherwise authorized by the Chief.
 - When you report to work you will be showered, shaved, dressed and ready to respond to calls.
 - POC personnel will have priority when signing up for shifts **if they have completed the POP checklists and are on file.**
 - You can be put on a shift rotating schedule that does not exceed 48 hours in a pay period. You can sign up for additional shifts the week prior to the following week shift if it does not exceed 54hrs in a pay period, including all paid hours.
 - If you cannot fulfill your shift, you are responsible to get your own replacement coverage unless otherwise authorized by the Chief or designee.
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- If there is an open shift and you do not have permission to sign up for that shift you can contact your Duty Officer within 24 hours of the shift, and they can schedule you (ex. You are a AEMT and you want to fill an open EMT-P shift)
- You will work a minimum average of 24 hours a pay period.
- You will attend fire training the first week of the month, this can be nighttime or if there is a daytime training that is acceptable.
- You will stay current with your EMS training and assignments.
- In the event there is no Duty Officer on the schedule an additional POP shift will be available for that period
 - i. Priority given to Paramedic status.

J. Scheduling Procedure

- The Chief or designee will be responsible for scheduling POP/PT.
- Submit availability for POP shifts on Crew Sense by the 15th of the month for the coming month's shifts. Example, submit October's availability by September 15th. The Chief or designee will then assign POP shifts on the 15th of that month for the next month's shifts. If the shift is unfilled after the 15th and you want that shift, please call/text/email the Chief or designee to be placed on that shift.



Mukwonago Fire Dept w/ 2 Mile Buffer

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|--------------------|-------------|--------------------------|---------------------|
| Street Centerlines | State | City Division Boundaries | Other Fire Agencies |
| Interstate | County | Mukwonago Fire | Two Mile Buffer |
| Interstate Ramp | Local Major | | |
| US | Local | | |
| | Private | | |



Prepared by the Waukesha County Land Information Office
Jan 2021



MUKWONAGO FIRE DEPARTMENT OPERATING PROCEDURES

Tuition Reimbursement		Approved by: Chief Jeffrey R. Stien	
POL # 31	Draft Date: 08-30-12	Revision Date: 7/27/16	Effective Date: 9/24/12, 7/27/16

PURPOSE: The purpose of this policy is to outline expectations regarding reimbursement for tuition/books/fees for courses taken by personnel.

SCOPE: This policy is to be followed by all officers and members of this department. Authority to deviate from this policy/procedure rests with the Chief of the Department who will be responsible for the results of any deviation.

- A. To receive reimbursement for tuition/books/fees, personnel must receive a grade of B or higher for graded courses; a certificate/course completion letter for non-graded courses; or a license.
- B. Personnel must pay for all tuition/books/fees should they **not** successfully complete a course. Any practical or written retest will not be paid for by the department.
- C. Detailed receipts including date must be turned in along with an official copy of a transcript, certificate, course completion letter or license prior to any reimbursement of tuition/books/fees.
- D. The Mukwonago Fire Department pays initial costs associated with fire and diving courses. Will reimburse for all EMS Courses once state licensure is provided. **will** , books and fees for **all courses listed below** if books are returned to MFD for the following courses:
 - a. EMT-Basic d. FFI g. Insp I j. D/O Pumper m. Adv. Open Water
 - b. AEMT e. FFII h. FOI k. D/O Aerial n. Dive Rescue 1
 - c. f. Inst I i. FOII l. HM Ops
- E. Personnel seeking reimbursement for any other course not listed above must have the course and amount of reimbursement approved by the Fire Chief or designee. Submit Training Request form to the Fire Chief or designee prior to registering for the course.
- F. If a member leaves the department prior ~~to two years of active service,~~ **to coming off probation** due to voluntary resignation or termination, after successful completion and

certification, then the member will reimburse the department on a prorated length of service for the following:

- a. ~~All~~ For EMT-B, AEMT, Critical Care Paramedic and Dive courses. Each member will be credited \$1.50 for every hour on call or working POP. (Ex. Member has 60 days of service out of the 730 days (2 Years) = ~~0.08 x \$600 costs = \$48.00. \$600 - 48 = \$552.00 member to repay to FD~~) \$1.00 per on call hour worked (60 x 12 = \$720.00).
- G. For EMT paramedics each member will receive \$5.00 for every hour on call or working POP.

Paramedic Currently is \$12,000. Most departments have a 3-year commitment.

70 shifts per year x 12 hours = 840 hours worked.

\$4,000 / 840 = \$4.76

VILLAGE OF MUKWONAGO

REPORTS AND PRESENTATIONS TO THE VILLAGE BOARD



Topic:			
Date:			
Presenter:		Department:	

Conformance with Strategic Plan

Approval of this action would conform to the following strategic goal:

- Energized Workforce
- Balanced Development
- Responsible Finances
- Quality of Life
- Other _____

Overview/Background Information

Key Issues (if necessary)

Fiscal Note/Budget Impact

Action Required/Recommendation

Attachments