



Notice is hereby given according to State Statutes that the VILLAGE BOARD of the Village of Hobart will meet on Tuesday August 20th 2024 at 6:00 P.M. at the Village Office (2990 South Pine Tree Road). NOTICE OF POSTING: Posted this 16th day of August, 2024 at the Hobart Village Office and on the village website.

MEETING NOTICE – VILLAGE BOARD (Regular)

Date/Time: Tuesday August 20th 2024 (6:00 P.M.)
Location: Hobart Village Office (2990 South Pine Tree Road)

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call.
2. Certification of the open meeting law agenda requirements and approval of the agenda
3. Pledge of Allegiance

4. PUBLIC HEARINGS

5. CONSENT AGENDA (These items may be approved on a single motion and vote due to their routine nature or previous discussion. Please indicate to the Board President if you would prefer separate discussion and action.)

A. Payment of Invoices (Page 3); B. VILLAGE BOARD: Minutes of August 6th 2024 (Regular) (Page 6); C. PUBLIC WORKS AND UTILITIES ADVISORY COMMITTEE: Minutes of July 8th 2024 (Page 9)

6. ITEMS REMOVED FROM CONSENT AGENDA

7. CITIZENS' COMMENTS, RESOLUTIONS AND PRESENTATIONS (NOTE: Please limit citizens' comments to no more than three minutes)

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

A. INFORMATION – 2024 Equalized Values (Page 10)

The Village of Hobart experienced another significant increase in its Equalized Value ("value") last year. The 2024 overall value of the Village is \$1,675,587,900, which is eleven percent higher than 2023's value of \$1,514,933,400. This increase was the third consecutive year of a double-digit percentage increase. The Village has not seen a decrease in its equalized valuation since 2010. The vast majority in the total equalized value is residential (\$1.268 billion, 10 percent increase over 2023), followed by commercial (\$345.8 million, 19 percent increase) and industrial (\$46.1 million, 4 percent).

B. INFORMATION – 2024 Village Estimated Population (Page 14)

The most recent estimate of the Village's population from the Department of Administration shows Hobart has an estimated population of 10,905, as of January 1st 2024. This is a one-year increase of 97 residents (1 percent) and 694 residents (6.8 percent) over the 2020 census. Wisconsin's total population is estimated at 5,989,250 which is a change of 95,532 persons and 1.62%. The Hobart-Lawrence Police Department now provides services to a population of 17,841, an eight (8) percent increase (1,324) from the 2020 census (16,517).

C. INFORMATION – August Investment Report (Page 16)

9. COMMITTEE REPORTS AND ACTIONS

10. OLD BUSINESS

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Proposed 2025-2029 Capital Projects Plan and 10-year Road Improvement Plan (Page 22)

The proposed plan calls for \$1.074 million in projects in 2025, with the majority in roads (\$434,000) and Public Works (\$304,000). Staff recommend a review (first reading) this evening and final action (second reading) on the proposed plan at the September 3rd Board meeting.

B. DISCUSSION AND ACTION – Master Services Agreement with Amplitel Technologies (Page 27)

This contract is for the Village’s IT needs and runs from September 1st 2024 to September 1st 2025. The projected cost is \$7,625 per month (see attached breakdown of cost allocation).

C. DISCUSSION AND ACTION - POLICY 2024-01 (COMPENSATION PROGRAM AND JOB PERFORMANCE REVIEW) (Page 51)

The purpose of this policy is to establish new guidelines for compensation adjustments and job performance reviews for all employees other than the Hobart-Lawrence Police Department (HLPD).

D. DISCUSSION AND ACTION – Proposed Salary for Working Foreman Position

The Board approved the position earlier this year, but did not establish a salary. Staff is requesting the salary be set at \$29.50 per hour.

E. DISCUSSION AND ACTION – Proposed Changes to the Village Sick Leave Policy (Page 56)

Under this proposal, starting next year, employees would be able to carry over up to two (2) days of sick leave to the following calendar year by notifying the Village Treasurer prior to November 1st. This would allow an employee to have up to eight (8) days of sick leave available in 2025. Starting in 2026, employees would be able to place a limited number of unused sick days, based on their length of employment with the Village, in a “Sick Bank” for post-employment health related expenses.

F. DISCUSSION - Items for future agenda consideration or Committee assignment

G. ADJOURN to CLOSED SESSION:

1. Under Wisconsin State Statute 19.85 (1) (e): Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session RE: Sale of Property/TID Projects/Development Agreements
2. Under Wisconsin State Statute 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 is likely to become involved. RE: Tribal Affairs; Potential Litigation

H. CONVENE into open session

I. ACTION from closed session

12. ADJOURN

Aaron Kramer, Village Administrator

Village Board of Trustees: Richard Heidel (President), David Dillenburg, Vanya Koepke, Tammy Zittlow, Melissa Tanke

UPCOMING BOARD MEETINGS

Tuesday September 3rd 2024 (6:00 PM) – Regular Board Meeting at Village Office

Tuesday September 17th 2024 (6:00 PM) – Regular Board Meeting at Village Office

Tuesday October 1st 2024 (6:00 PM) – Regular Board Meeting at Village Office

NOTE: Page numbers refer to the meeting packet. All agendas and minutes of Village meetings are online: www.hobart-wi.org. Any person wishing to attend, who, because of their disability, requires special accommodations, should contact the Village Clerk’s office at 920-869-1011 with as much advanced notice as possible. Notice is hereby given that action by the Board may be considered and taken on any of the items described or listed in this agenda. There may be Board members attending this meeting by telephone if necessary.

8/14/2024

9:18 AM

Check Register - Quick Report - ALL

Page: 1

ALL Checks

ACCT

ALL BANK ACCOUNTS

Dated From: 8/20/2024

From Account:

Thru: 8/20/2024

Thru Account:

Check Nbr	Check Date	Payee	Amount
59744	8/20/2024	CAMERA CORNER CONNECTING POINT MITEL RESET	215.00
59745	8/20/2024	CHRIS & JAMIE BERNDT REFUND CLOSED UTILITY ACCT# 0343	271.09
59746	8/20/2024	DEPT OF WORKFORCE DEVELOPMENT BENEFIT CHARGES 7-1-24 THRU 7-31-2024	1,436.37
59747	8/20/2024	DIVERSIFIED BENEFIT SERVICES INC. AUGUST 105-HRA ADMIN SERVICES	104.65
59748	8/20/2024	ERC INC MONTHLY EAP SERVICES	258.33
59749	8/20/2024	ERICA HENNING REFUND PARK DEPOSIT FROM 7-28-2024	175.00
59750	8/20/2024	GREEN BAY METROPOLITAN SEWERAGE DISTRICT JULY TREATMENT FEES	78,767.75
59751	8/20/2024	HANAWAY ROSS LAW FIRM MUNICIPAL PROSECUTION JULY	1,740.92
59752	8/20/2024	JIM & KRISTIE BUSH REFUND CLOSED UTILITY ACCT#0896	252.65
59753	8/20/2024	MULTI MEDIA CHANNELS LLC LEGAL ADVERTISEMENTS	55.77
59754	8/20/2024	NORTH HOBART BUSINESS PARK LLC REIMBURSE AG USE CONVERSION FEES	4,413.35
59755	8/20/2024	NSIGHT TELS SERVICES PHONE LINES ALL BUILDINGS	870.34
59756	8/20/2024	ROBERT E. LEE & ASSOCIATES INC. FIELD SURVEY & DRAIN LOT 13-15 WOODFIELD	227.50
59757	8/20/2024	SCHROEDER'S FLOWERS INC. MEMORIAL WREATH ETTER/MARKINS	102.00
59758	8/20/2024	THARIO BUILDING SERVICES INC CARPET CLEANING	150.00
59759	8/20/2024	VILLAGE OF HOWARD CART MILEAGE 3- CALLS	58.40
59760	8/20/2024	VON BRIESEN & ROPER S.C. ATTORNEYS AT LAW MULTIPLE INVOICES	25,591.84
59761	8/20/2024	WI DEPT OF JUSTICE - CRIME INFORMATION BUREAU BACKGROUND CHECKS 2024-08-31	182.00
AMPLITEL	8/20/2024	AMPLITEL TECHNOLOGIES MONTHLY MANAGED SERVICES	6,841.60

Manual Check

8/14/2024 9:18 AM

Check Register - Quick Report - ALL

Page: 2

ALL Checks

ACCT

ALL BANK ACCOUNTS

Dated From: 8/20/2024

From Account:

Thru: 8/20/2024

Thru Account:

Check Nbr	Check Date	Payee	Amount
ENTFLEET	8/20/2024	ENTERPRISE-FLEET MANAGEMENT	8,870.58
	Manual Check	MONTHLY INVOICE LEASE	
CULLIGAN AUT	8/20/2024	CULLIGAN GREEN BAY	50.20
	Manual Check	AUTO PAY CULLIGAN	
UNITEDHEALTH	8/20/2024	UNITED HEALTHCARE	34,362.93
	Manual Check	HEALTH INS PREMIUMS SEPTEMBER	
		Grand Total	164,998.27

8/14/2024 9:18 AM

Check Register - Quick Report - ALL

Page: 3

ALL Checks

ACCT

ALL BANK ACCOUNTS

Dated From: 8/20/2024

From Account:

Thru: 8/20/2024

Thru Account:

Amount

Total Expenditure from Fund # 001 - General Fund	68,149.25
Total Expenditure from Fund # 002 - Water Fund	188.78
Total Expenditure from Fund # 003 - Sanitary Sewer Fund	79,154.81
Total Expenditure from Fund # 004 - Capital Projects Fund	5,388.36
Total Expenditure from Fund # 006 - K-9 Fund	1,741.11
Total Expenditure from Fund # 008 - TID #1 Fund	8,459.85
Total Expenditure from Fund # 010 - Parks & Recreation	175.00
Total Expenditure from Fund # 013 - Police Department	1,741.11
Total Expenditure from all Funds	164,998.27



MEETING MINUTES – VILLAGE BOARD (Regular)

Date/Time: Tuesday August 6th 2024 (6:00 P.M.)

Location: Hobart Village Office (2990 South Pine Tree Road)

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to Order/Roll Call. The meeting was called to order by Rich Heidel at 6:07 pm. Dave Dillenburg, Vanya Koepke, Melissa Tanke, and Rich Heidel were present. Excused: Tammy Zittlow.
2. Certification of the open meeting law agenda requirements and approval of the agenda - ACTION: To certify the open meeting law agenda requirements and approval of the agenda. MOTION: Heidel SECOND: Koepke VOICE VOTE: 4-0.
3. Pledge of Allegiance - Those present recited the Pledge of Allegiance.

4. PUBLIC HEARINGS – None.

5. CONSENT AGENDA (These items may be approved on a single motion and vote due to their routine nature or previous discussion. Please indicate to the Board President if you would prefer separate discussion and action.)

A. Payment of Invoices; B. VILLAGE BOARD: Minutes of July 16th 2024 (Regular); C. SITE REVIEW COMMITTEE: Minutes of June 19th 2024 - ACTION: To approve the consent agenda as presented. MOTION: Koepke SECOND: Dillenburg VOICE VOTE: 4-0.

6. ITEMS REMOVED FROM CONSENT AGENDA – None.

7. CITIZENS' COMMENTS, RESOLUTIONS AND PRESENTATIONS (NOTE: Please limit citizens' comments to no more than three minutes)

No one spoke.

8. VILLAGE ADMINISTRATOR'S REPORT/COMMUNICATIONS

- We are beginning to work on the Capital Budget Plan and Public Works will begin work on the road schedule.
- The compensation schedule was presented to our employees for feedback. The base wage will be set by the Board in September.
- The Election is August 13. The roundabout will be closed on Election Day; closure starts on August 8th thru August 15th
- Planning and Zoning will likely not be held in August.
- Site Review will likely not be held in August.
- The golf outing is on Monday Aug 12.
- Our E-recycling Event is being held on August 17 at the Public Works building.
- National Night Out is tonight. We are at 3 locations, two in Hobart and one in Lawrence.

9. COMMITTEE REPORTS AND ACTIONS

A. DISCUSSION AND ACTION - Revised landscape plan for Fire Station (2703 S. Pine Tree Rd., HB-83-1)

The Village Fire Station, located at 2703 S. Pine Tree Rd., was recently constructed and Village Staff has been working with adjoining property owners to provide a landscape buffer between the new Fire Station complex and the adjoining residential properties. This request was for the review of the revised landscape plan for the west complex. (Site Review Committee)

ACTION: To accept the site review report to approve the revised landscape plan as submitted with the total number of arborvitaes being planted along a portion of the west property line varying slightly to comply with the total lineal distance of plant area and the planting spacing as noted on the submitted plan. MOTION: Heidel SECOND: Koepke VOICE VOTE: 4-0.

10. OLD BUSINESS

A. DISCUSSION AND ACTION – Hobart-Lawrence Police Department Personnel Manual

These guidelines are offered to help employees understand what is expected of them in an effort to create a workplace that makes it possible for employees to maximize their potential and achieve professional growth. The purpose of these guidelines is to reduce misunderstandings, promote uniformity of policy/procedure throughout the department, and provide employees with a clear outline of employee benefits. This is the second reading for this proposal.

ACTION: To approve the Hobart-Lawrence Police Department Personnel Manual contingent upon Town of Lawrence approval at a later date. MOTION: Heidel SECOND: Tanke VOICE VOTE: 4-0.

B. DISCUSSION AND ACTION – Hobart-Lawrence Police Department Career Development Program

The primary purpose of this policy and procedure is to establish guidelines for administering a career development program referencing application of the Village of Hobart's policy entitled Village Pay Plan and Program specifically concerning the Hobart-Lawrence Police Department. The policy will also address continuing education by employees. This is the second reading for this proposal.

ACTION: To approve the Hobart-Lawrence Police Department Career Development Program contingent upon Town of Lawrence Approval at a later date. MOTION: Dillenburg SECOND: Koepke VOICE VOTE: 4-0.

11. NEW BUSINESS

A. DISCUSSION AND ACTION – Hobart-Lawrence Police Department Building Concept

Under the proposal, Lawrence is planning a new Fire Station, with building space being provided to the police department for several offices and parking. Hobart would then build their own standalone public safety center, likely in 2028, which would house the police department and all its needs.

ACTION: To approve the Hobart-Lawrence Police Department Building Concept as presented. MOTION: Tanke SECOND: Dillenburg VOICE VOTE: 4-0.

B. DISCUSSION AND ACTION – Animal Shelter Services Agreement with Wisconsin Humane Society

ACTION: To approve the Animal Shelter Services Agreement with Wisconsin Humane Society as presented. MOTION: Dillenburg SECOND: Tanke VOICE VOTE: 4-0.

C. DISCUSSION AND ACTION – Wood Harvest Permit

This permit was created earlier this year to grant limited permission to access Village property to cut and remove wood from fallen trees (Wood Harvesting) subject to certain conditions and restrictions, including a Hold Harmless Indemnification and Waiver Agreement. The Board approved the permit for Hobart residents exclusively until September 1st. Staff is looking for direction on whether the Board wishes to expand the eligibility for the permit to non-Hobart residents.

ACTION: To approve extending the eligibility of the Wood Harvest Permit to all interested parties, resident and nonresident alike. MOTION: Heidel SECOND: Koepke VOICE VOTE: 4-0.

D. DISCUSSION AND ACTION – Adjustment in Public Works Salaries for Existing Employee and Open Position

Earlier this year, a retirement in the Public Works Department (Water Operator) created an opening, which was filled with an internal hiring. This naturally created another vacancy in the department. There have been virtually no applications for the position, leading to staffing and efficiency issues. One remedy being proposed is an increase in the base pay for the position (\$22.00 per hour to \$24.00 per hour), which will result in other adjustments needing to be made in the department's salary structure

ACTION: To approve an adjustment in Public Works Salaries for the existing employee and the open position as proposed by staff effective upon the hiring of the new employee. MOTION: Dillenburg SECOND: Tanke VOICE VOTE: 4-0.

E. DISCUSSION - Items for future agenda consideration or Committee assignment

The new compensation plan.
The Capitol Budget.

ACTION: To recess prior to going into closed session (7:06 PM). MOTION: Heidel SECOND: Koepke VOICE VOTE:4-0.

F. ADJOURN to CLOSED SESSION (7:20 PM) – ACTION: To go into closed session under 1) Under Wisconsin State Statute 19.85 (1) (e): Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session RE: Sale of Property/TID Projects/Development Agreements, and 2) Under Wisconsin State Statute 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 is likely to become involved. RE: Tribal Affairs; Potential Litigation MOTION: Heidel SECOND: Koepke ROLL CALL VOTE: 4-0

G. CONVENE into open session (8:43 PM) – MOTION: Heidel SECOND: Koepke ROLL CALL VOTE: 4-0

H. ACTION from closed session – ACTION: To approve the payment of \$4,413.35 to the North Hobart Business Park LLC for reimbursement of an incorrectly assigned Agricultural Conversion assessment. MOTION: Tanke SECOND: Heidel ROLL CALL VOTE: 4-0 ACTION: To approve the hiring of Ryan Biese as Working Foreman in the Public Works Department MOTION: Koepke SECOND: Tanke ROLL CALL VOTE: 4-0

12. ADJOURN (8:48 PM) – MOTION: Dillenburg SECOND: Heidel VOICE VOTE: 4-0

Respectfully submitted by Lisa Vanden Heuvel, Village Clerk



Village of Hobart Public Works & Utilities Advisory Committee Minutes
Hobart Village Office; 2990 S. Pine Tree Rd, Hobart, WI

Date/Time: Monday, July 8, 2024 (5:00 P.M.)

Location: Village Office, 2990 South Pine Tree Road

ROUTINE ITEMS TO BE ACTED UPON:

1. Call to order/Roll Call.
 - a. **The meeting was called to order by Dave Dillenburg at 5:03pm. Roll Call: Dave Dillenburg, Dave Baranczyk, Vanya Koepke, Don Dahlstrom, Ron Hieronimczak, James Kubalak Present, Dan DeRuyter arrived at 5:06.**
 - b. **Kevin Gannon was excused.**
3. Approval of the Minutes – June 10th, 2024
 - a. **Motion by Dave Dillenburg, second by Don Dahlstrom, All in Favor, Motion Carried.**
4. Public comments on non-agenda items.

Mike King, John Bodwin and Mark VandenHouten from Polo Point inquired about future tree removal, stump removal and budgeting from the Village for ash tree removal and replacing in the subdivision.

ACTION ITEMS

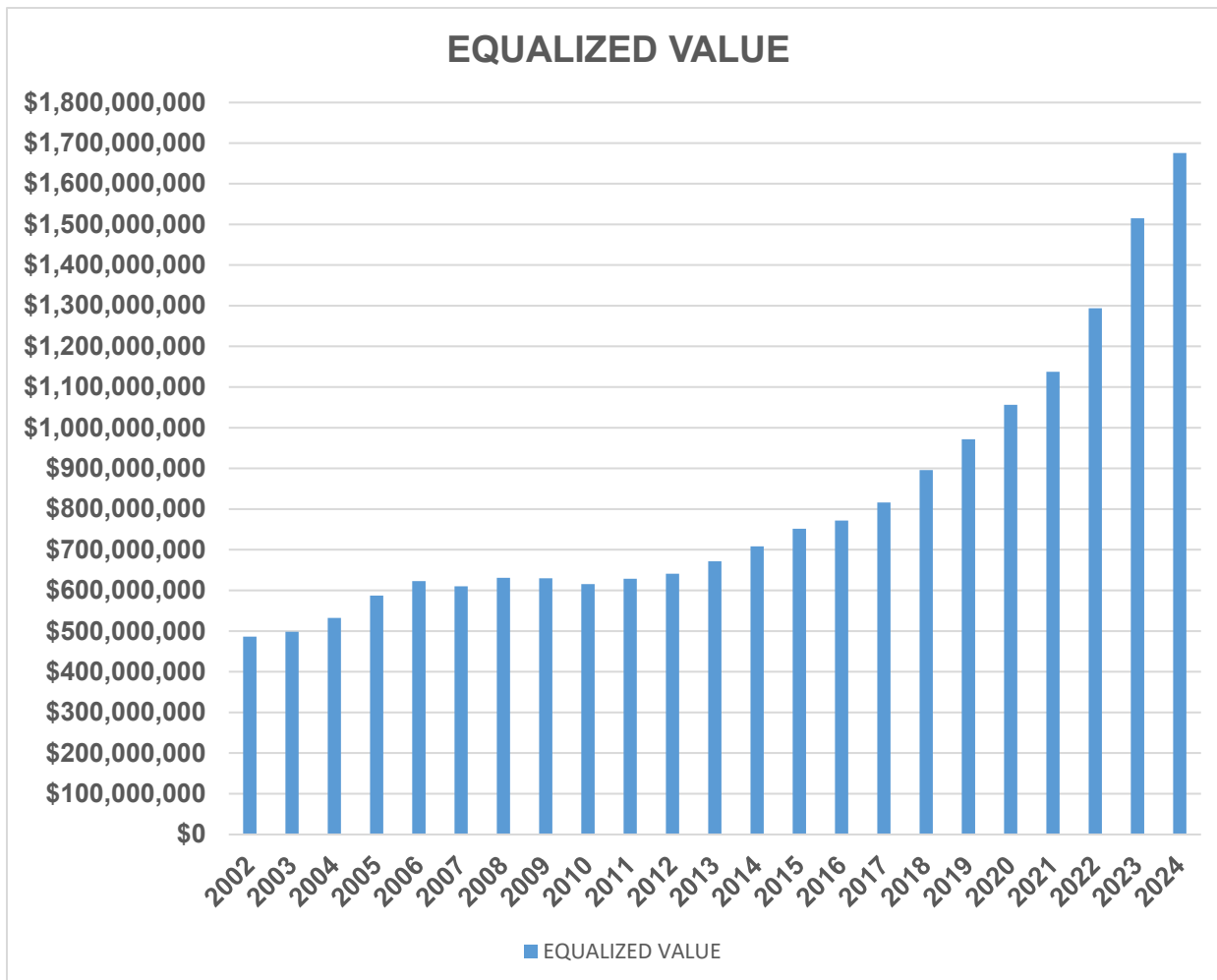
5. DISCUSSION AND ACTION – Review and Discuss Request to Change Wyldberrry Way from a Private Road Status to a Public Right of Way.
 - a. **Committee made a motion to open the floor to the public - Motion by Dave Dillenburg, second by Dan DeRuyter, all in favor. Motion carried.**
 - b. **Barry Weinbrenner Presented the current plan for the Wyldberrry Way to move to a HOA and move the common area along with a perpetual easement to the Village to move the roadway to a public street**
 - c. **The committee discussed with Mr. Weinbrenner about snow plowing, future utility and street construction, narrow Right of Way concerns and having all 21 current homeowners sign agreement.**
 - d. **Motion to move back into normal session- Motion by Dave Dillenburg, second by Dan Deruyter, all in favor. Motion carried.**
 - e. **The committee discussed concerns and possible conditions to place onto effect if roadway would become a public right of way.**
 - f. **Motion to approve accepting Wyldberrry Way as a Public Road with the following conditions;**
 1. **Village is not responsible for damage as a result of snow removal.**
 2. **Village will not remove snow from road, plowing only/**
 3. **Must develop a 12' easement in perpetuity for the east side of the roadway.**
 - g. **Motion by Vanya Koepke, second by Don Dahlstrom, all in favor. Motion carried.**
6. UPDATE – Director and Activity Reports
 - a. **Director of Public Works and Utilities, Jerry Lancelle, updated the committee on various projects and current operations.**
7. **ADJOURNMENT**
 - a. **Motion by Ron Hieronimczak, second by Don Dahlstrom, All in favor. Motion carried. Meeting adjourned at 6:25pm.**



TO: Village Board
FROM: Aaron Kramer, Village Administrator
RE: 2024 Village Equalized Values
DATE: August 20th 2024

OVERALL GROWTH OF TAX BASE

The Village of Hobart experienced another significant increase in its Equalized Value (“value”) last year. The 2024 overall value of the Village is \$1,675,587,900, which is eleven percent higher than 2023’s value of \$1,514,933,400. This increase was the third consecutive year of a double digit percentage increase. The Village has not seen a decrease in its equalized valuation since 2010. The vast majority in the total equalized value is residential (\$1.268 billion, 10 percent increase over 2023), followed by commercial (\$345.8 million, 19 percent increase) and industrial (\$46.1 million, 4 percent). The chart below shows the Village’s growth since 2002.



Year	Residential	Commercial	Manufacturing	Total	Change
2024	1,267,674,900	345,792,900	46,084,200	1,675,587,900	11 %
2023	1,156,144,600	291,712,500	44,514,300	1,514,933,400	17 %
2022	987,006,100	242,030,700	43,015,800	1,293,863,100	14 %
2021	872,935,400	202,954,800	41,559,900	1,137,391,600	8 %
2020	813,044,300	185,425,100	35,920,600	1,056,501,600	9 %
2019	763,319,100	155,723,700	32,542,500	971,510,200	8 %
2018	724,342,600	136,465,500	16,826,000	895,943,900	10 %
2017	668,096,300	112,623,200	16,669,600	816,331,800	6 %
2016	637,278,900	97,559,600	15,595,400	771,684,600	3 %
2015	623,941,300	94,025,600	15,432,000	751,542,900	6 %

NET NEW CONSTRUCTION

The Wisconsin Department of Revenue's Equalization Bureau issues the Net New Construction Report. This report provides municipalities and counties with net new construction numbers for levy limits and the Expenditure Restraint Program (ERP). Counties and municipalities use the percentage of net new construction as a valuation factor in determining the allowable levy.

Year	Net New Construction	Hobart Percentage Change	Brown County Percentage Change
2024	48,580,000	3.21 %	2.17 %
2023	52,996,700	4.10 %	2.29 %
2022	46,548,200	4.09 %	1.77 %
2021	27,066,800	2.56 %	1.91 %
2020	34,673,700	3.57 %	1.83 %
2019	43,054,600	4.81 %	1.77 %
2018	43,738,800	5.36 %	1.84 %
2017	32,186,500	4.17 %	1.87 %
2016	20,054,900	2.67 %	1.37 %
2015	26,472,500	3.74 %	1.48 %

The Village's percentage increase remains considerably higher than Brown County's. The overall net new construction, in dollar terms, was the second highest the Village has experienced, only surpassed by 2023.

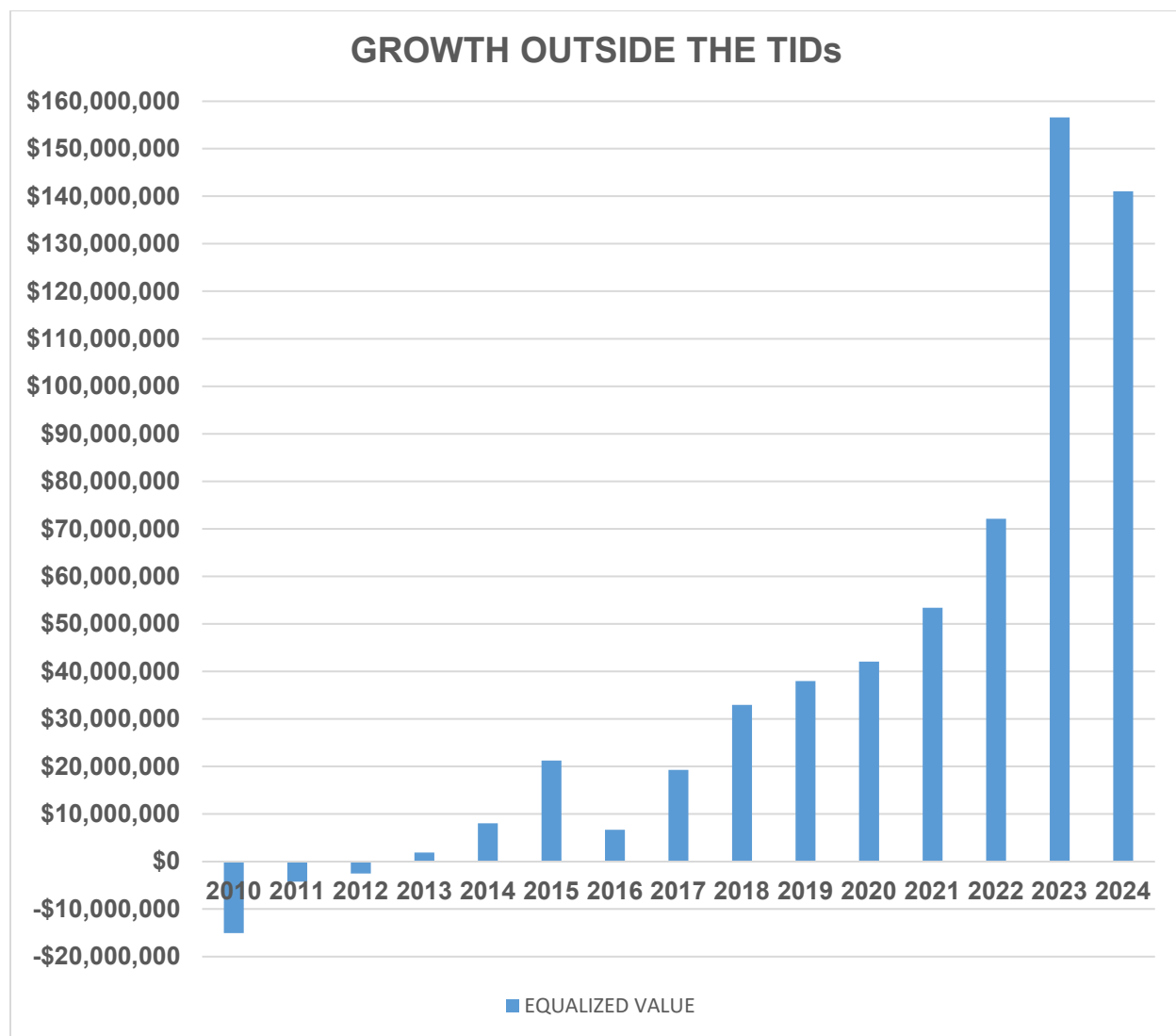
GROWTH INSIDE AND OUTSIDE OF TAX INCREMENT DISTRICTS

A key component in terms of the 2024 budget process is how much of the new growth in the tax base is within and outside of the two Tax Increment Districts (TID). Of the \$1.515 billion in total equalized value, \$1,062,410,400 is located outside the two TIDs, which is the tax base that funds the General, Capital Project and Debt Service Funds. This is the first time the non-TID equalized tax base has exceeded the \$1 billion threshold.

	Total Equalized Value	Growth in 2023
TID #1 (Increment)	320,497,700	28,130,900
TID #2 (increment)	151,713,100	- 8,512,800
TOTAL TID	472,210,800	19,618,100
TOTAL	1,675,587,900	160,654,500
TOTAL OUTSIDE TIDS	1,203,377,100	141,036,400

The 11.7 percent growth outside the TIDs marks the second consecutive year of a double digit percentage increase.

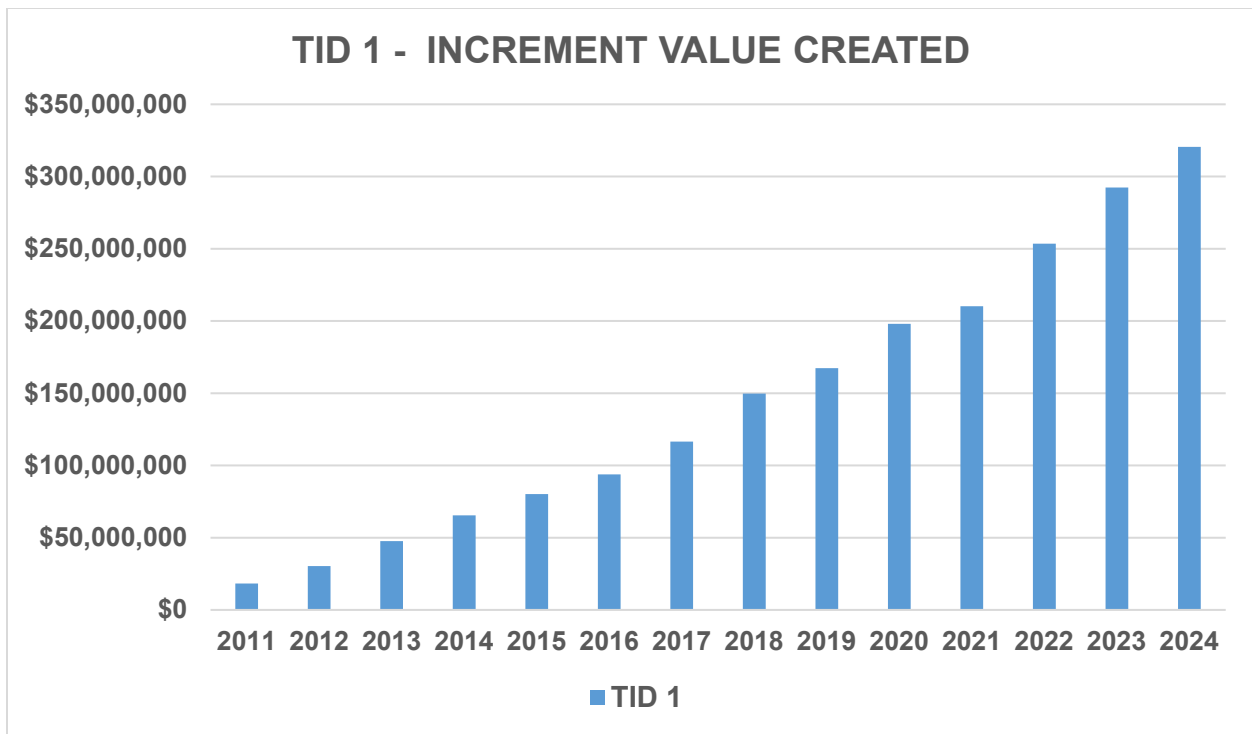
From 2010-2020, the dollar growth inside the TIDs generally exceeded the dollar growth outside. In 2021, the growth outside the TIDs materially exceeded growth inside the TIDs for the first time ever - and continues to do so.



TAX INCREMENT DISTRICTS

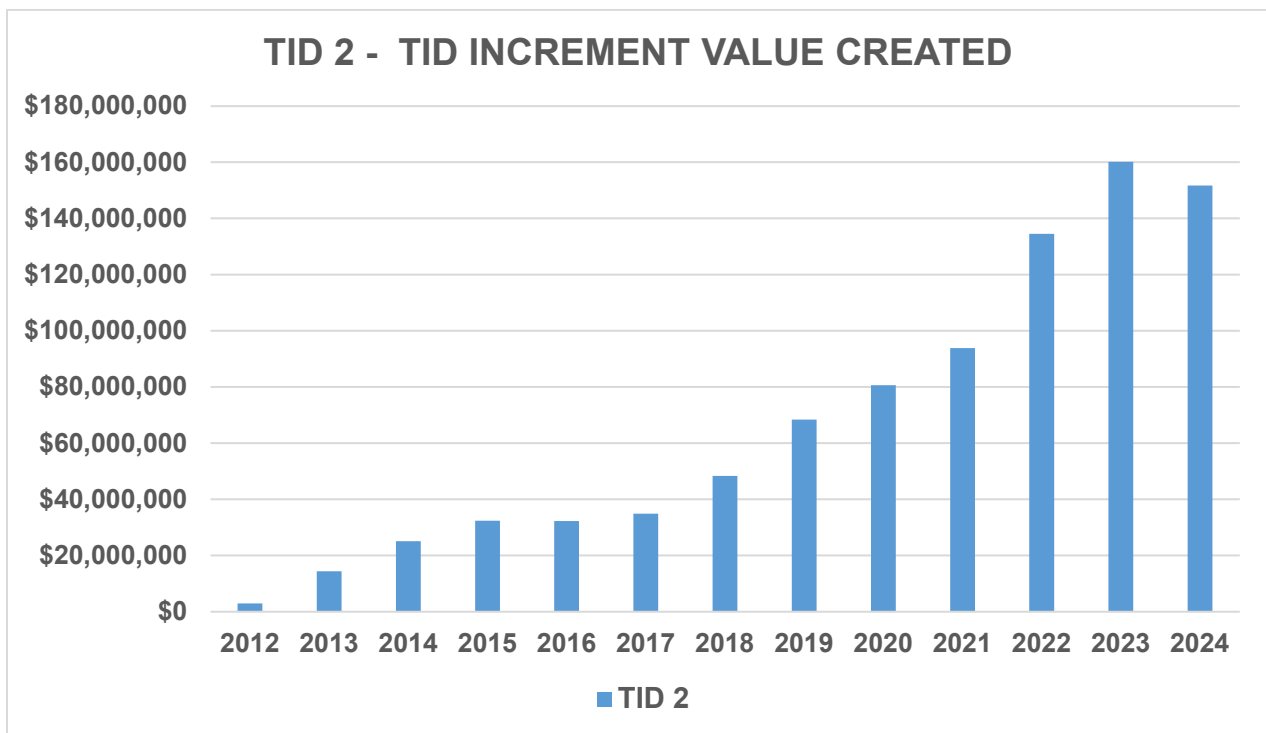
TID #1

TID #1 increased its increment value (i.e., new equalized value above the base value) by \$28,130,900 with the 2024 valuation. This is a 9 percent increase over the previous year. Since its creation in 2009, TID #1 has seen an increase of \$320,497,700 of increment value.



TID #2

TID #2 experienced a decrease in its increment value by \$8,512,800 with the 2024 valuation. This is a 5 percent decrease over the previous year. This decrease was the result of an assessment error which was corrected with the 2024 filing of values, and will not have any long term negative impact due to the substantial current growth. Since its creation in 2011, TID #2 has seen an increase of \$151,713,100 of increment value.



NOTE: Please note that the above figures are “preliminary” numbers released by Wisconsin Department of Revenue.

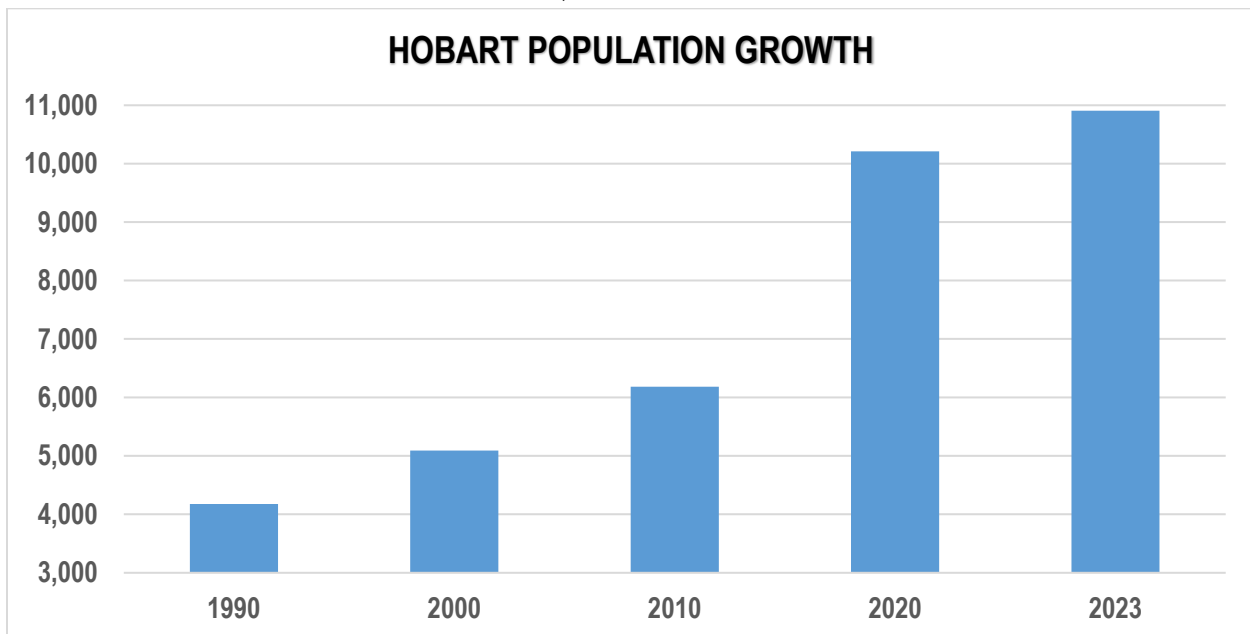


TO: Village Board
FROM: Aaron Kramer, Village Administrator
RE: 2024 Village Estimated Population
DATE: August 16th 2024

HOBART POPULATION APPROACHES 11,000 IN 2024

The most recent estimate of the Village's population from the Department of Administration shows Hobart has an estimated population of 10,905, as of January 1st 2024. This is a one-year increase of 97 residents (1 percent) and 694 residents (6.8 percent) over the 2020 census. Wisconsin's total population is estimated at 5,989,250 which is a change of 95,532 persons and 1.62%.

	Population	Change	Percent Change
2024 (Estimated)	10,905	+ 694	6.8 %
2020 Census	10,211	+ 4,029	65.2 %
2010 Census	6,182	+ 1,092	21.5 %
2000 Census	5,090	+ 914	21.9 %
1990 Census	4,176		



HOBART-LAWRENCE POLICE DEPARTMENT

The Hobart-Lawrence Police Department now provides public safety services to a population of 17,841, an eight (8) percent increase (1,324) from the 2020 census (16,517).

VOTING POPULATION

Approximately 8,374 of the estimated population for the Village of Hobart are of voting age. This is a seven (7) percent increase in the voting population since the 2020 census (7,796). The voting age population was calculated by applying the census proportion of persons over 18 to the preliminary January 1 estimate, and then multiplying the result by a state-wide factor to account for the general aging of the population.

OTHER BROWN COUNTY MUNICIPALITIES

Brown County has an estimated 2024 population of 274,897. The county has seen a 2.29 percent increase, or 6,157 residents, over the 2020 census (268,740).

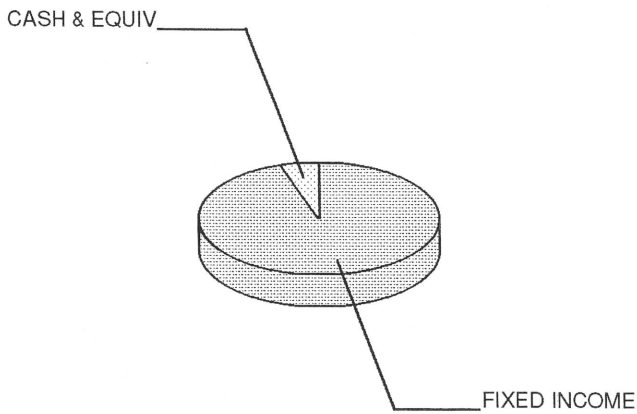
Municipality	2023 Estimate	2020 Census	Numeric Change	Percent Change
Green Bay	106,962	107,395	-433	-0.40 %
De Pere	25,439	25,410	29	0.11 %
Howard	21,776	19,950	1,826	9.15 %
Ashwaubenon	17,870	16,991	879	5.17 %
Bellevue	16,810	15,935	875	5.49 %
Allouez	13,953	14,156	-203	-1.43 %
Suamico	13,271	12,820	451	3.52 %
HOBART	10,905	10,211	694	6.80 %
Ledgeview	9,634	8,820	814	9.23 %
Lawrence	6,936	6,306	630	9.99 %
* Pulaski	4,070	3,870	200	5.17 %
* Wrightstown	3,815	3,179	636	20.01 %
Denmark	2,618	2,408	210	6.72 %

* - Located in more than one county

VILLAGE OF HOBART INVESTMENT AGENCY
Account Number:
Statement Period:
61-G499-01-7
07/01/24 - 07/31/24

VILLAGE OF HOBART
AARON KRAMER
2990 S PINE TREE ROAD
HOBART WI 54155

Relationship Manager
Eric Wied 920-433-3275
Eric.Wied@associatedbank.Com
Investment Manager
Pat Fry 920-433-7703
Pat.Fry@associatedbank.Com

Portfolio Summary

Value of Portfolio

Description	Market Value	% of Account
Cash & Equiv	100,270.87	5.3%
Fixed Income	1,786,277.63	94.7%
Total Portfolio	\$ 1,886,548.50	100.0%
Accrued Income	19,508.60	
Total Valuation	\$ 1,906,057.10	

Market Reconciliation

	Current Period	Year To Date
Beginning Market Value	\$ 1,888,460.43	\$ 1,860,685.68
Income		
Interest	6,739.21	43,821.88
Purchased Income	0.00	-2,087.37
Disbursements		
Fees/Expenses	-561.57	-3,900.09
Non-Cash Activity	1,759.92	12,625.83
Realized Gains/(Losses)	0.00	38.00
Change In Accrued Income	-714.09	-888.60
Unrealized Appreciation/(Depreciation)	10,373.20	-4,238.23
Ending Market Value	\$ 1,906,057.10	\$ 1,906,057.10

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

61-G499-01-7
07/01/24 - 07/31/24

Portfolio Investments

Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
Cash and Equivalent				
Principal Cash		-60,321.08 -60,321.08	0.00	0.00%
Income Cash		60,321.08 60,321.08	0.00	0.00%
Goldman Sachs Treasury Instruments Portfolio Fund 506	100,270.870	100,270.87 100,270.87	5,179.00 112.10	5.17%
Total Cash and Equivalent		\$ 100,270.87 \$ 100,270.87	5,179.00 112.10	5.17%
Fixed Income				
Cottage Grove Vlg WI Prom Nts Txbl A 5.000 04/01/2028	50,000.000	51,272.00 50,910.50	2,500.00 902.77	4.88%
Depere WI Prom Nts Txbl Ser B 4.950 09/01/2026	50,000.000	50,554.50 50,000.00	2,475.00 1,031.25	4.90%
Exxon Mobil Corp 2.275 08/16/2026	50,000.000	47,830.50 47,098.00	1,137.00 521.35	2.38%
FHLB 5.400 11/18/2025 Callable 08/18/2023 @ 100	50,000.000	49,926.00 49,921.00	2,700.00 547.50	5.41%
FFCB 3.780 08/15/2025 Callable 06/02/2023 @ 100	50,000.000	49,464.50 49,373.50	1,890.00 871.50	3.82%
FFCB 4.625 07/17/2026	50,000.000	50,281.50 50,043.00	2,312.00 89.93	4.60%
FFCB 5.540 08/28/2025 Callable 08/28/2024 @ 100	75,000.000	74,951.25 74,943.00	4,155.00 1,765.87	5.54%
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100	50,000.000	46,665.50 46,224.50	415.00 10.37	0.89%
FHLMC 4.000 08/26/2025 Callable 09/26/2023 @ 100	53,000.000	52,520.88 52,025.33	2,120.00 912.77	4.04%
FHLMC 5.125 01/07/2028 Callable 01/07/2025 @ 100	50,000.000	49,991.00 49,992.00	2,562.00 170.83	5.13%
FNMA 5.020 01/06/2028 Callable 01/06/2025 @ 100	50,000.000	49,917.00 50,000.00	2,510.00 174.30	5.03%
FNMA 4.125 08/28/2025 Callable 02/28/23 @100	50,000.000	49,571.50 49,240.50	2,062.00 876.56	4.16%

VILLAGE OF HOBART INVESTMENT AGENCY
**Account Number:
Statement Period:**
**61-G499-01-7
07/01/24 - 07/31/24**
Portfolio Investments

Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
FNMA 0.600 08/28/2025 Callable 08/28/2023 @ 100	75,000.000	71,741.25 70,191.75	450.00 191.25	0.63%
Madison WI Txbl Prom Nts Ser B 3.400 10/01/2026 Callable 10/01/2025 @ 100	50,000.000	48,928.50 48,457.00	1,700.00 566.66	3.47%
Menomonee Falls WI Txbl Ref Ser E 3.000 06/01/2025	50,000.000	49,195.00 48,917.50	1,500.00 250.00	3.05%
Nicollet Cnty MN Txbl Ref Cap Imp A 0.500 02/01/2025	50,000.000	48,916.00 47,553.00	250.00 124.99	0.51%
Olmsted Cnty MN Txbl Ref Ser A 1.050 02/01/2027	50,000.000	46,201.50 44,497.50	525.00 262.49	1.14%
Sioux Falls SD Sch Dist 49 5 Txbl .865 08/01/2025	50,000.000	48,105.50 46,720.50	432.00 216.25	0.90%
Tulsa Cnty OK Isd 3 Txbl Broken Arrow Board of Education 4.850 04/01/2026	50,000.000	50,143.50 49,532.50	2,425.00 808.33	4.84%
US Treasury Notes 4.125 10/31/2027	75,000.000	75,214.50 74,275.42	3,093.00 781.84	4.11%
US Treasury Notes 4.500 11/15/2025	75,000.000	74,937.00 74,669.52	3,375.00 715.35	4.50%
US Treasury Notes 4.500 11/30/2024	75,000.000	74,827.50 74,719.03	3,375.00 571.72	4.51%
US Treasury Notes 4.625 02/28/2025	75,000.000	74,829.75 74,419.92	3,468.00 1,461.54	4.64%
US Treasury Notes 4.625 03/15/2026	75,000.000	75,250.50 74,909.37	3,468.00 1,310.20	4.61%
US Treasury Notes 4.125 06/15/2026	75,000.000	74,755.50 74,294.25	3,093.00 397.28	4.14%
US Treasury Notes 4.625 06/30/2025	75,000.000	74,903.25 74,792.43	3,468.00 301.63	4.63%
US Treasury Notes 4.375 08/15/2026	75,000.000	75,158.25 74,480.12	3,281.00 1,514.42	4.37%
US Treasury Notes 4.625 10/15/2026	75,000.000	75,639.00 74,424.71	3,468.00 1,023.56	4.59%
US Treasury Bonds 4.875 10/31/2028	75,000.000	77,649.00 76,022.46	3,656.00 924.00	4.71%



VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

61-G499-01-7
07/01/24 - 07/31/24

Portfolio Investments

Asset Description	Units	Market Value Cost	Est. Annual Income Accruals	Current Yield
Wisconsin St Txbl Ref Ser 3 0.800 05/01/2026	50,000.000	46,936.00 46,286.00	400.00 99.99	0.85%
Total Fixed Income		\$ 1,786,277.63 \$ 1,768,934.31	68,265.00 19,396.50	3.82%
Total Market Value		\$ 1,886,548.50 \$ 1,869,205.18	73,444.00 19,508.60	3.89%
Total Market Value Plus Accruals		\$ 1,906,057.10		

Income Activity

	Date	Income Cash	Principal Cash
Interest Income			
FFCB 4.625 07/17/2026 Int To 07/17/24 on 50,000	07/17/24	1,156.25	
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100 Int To 07/22/24 on 50,000	07/22/24	207.50	
FHLMC 5.125 01/07/2028 Callable 01/07/2025 @ 100 Int 01/09/24 To 07/07/24 on 50000	07/08/24	1,217.19	
FNMA 5.020 01/06/2028 Callable 01/06/2025 @ 100 Int 01/11/24 To 07/06/24 on 50000	07/08/24	1,220.14	
Goldman Sachs Treasury Instruments Portfolio Fund 506 Int To 06/30/24	07/01/24	78.76	
US Treasury Notes 3.000 07/31/2024 Int To 07/31/24 on 75,000	07/31/24	1,125.00	
US Treasury Notes 4.625 06/30/2025 Int To 06/30/24 on 75,000	07/01/24	1,734.37	
Total Interest Income		\$ 6,739.21	\$ 0.00
Total Income		\$ 6,739.21	\$ 0.00

VILLAGE OF HOBART INVESTMENT AGENCY
Account Number:
Statement Period:
61-G499-01-7
07/01/24 - 07/31/24
Disbursement Activity

	Date	Income Cash	Principal Cash
Fees/Expenses			
Monthly Fee To 06/30/24	07/18/24		-561.57
Total Fees/Expenses		\$ 0.00	\$ -561.57
Total Disbursements		\$ 0.00	\$ -561.57

Purchase Activity

	Date	Income Cash	Principal Cash
Goldman Sachs Treasury Purchases (5) 07/01/24 To 07/31/24	07/31/24		-81,739.21
Total Purchases		\$ 0.00	\$ -81,739.21

Sale Activity

	Date	Proceeds	Realized Gain/Loss
Goldman Sachs Treasury Sales (1) 07/01/24 To 07/31/24	07/31/24	561.57	
US Treasury Notes 3.000 07/31/2024 Recd Proceeds on Maturity of 75,000 Par Value	07/31/24	75,000.00	
Total Sales		\$ 75,561.57	\$ 0.00

Non-Cash Activity

	Date	Cost
FFCB 4.625 07/17/2026 Amortization of Premium	07/17/24	-10.50
FHLMC 0.8300 07/22/2026 Callable 10/22/2023 @ 100 Accretion of Discount	07/22/24	888.50
FHLMC 5.125 01/07/2028 Callable 01/07/2025 @ 100 Accretion of Discount	07/05/24	4.50

VILLAGE OF HOBART INVESTMENT AGENCY

Account Number:
Statement Period:

61-G499-01-7
07/01/24 - 07/31/24

Non-Cash Activity

	Date	Cost
US Treasury Notes 3.000 07/31/2024 Accretion of Discount	07/31/24	877.42
Total Non-Cash Transactions		\$ 1,759.92

THE 2025-2029 CAPITAL PLAN (DRAFT) Including 2025-34 Road Improvement Projects



VILLAGE OF HOBART, WISCONSIN



2025-2029 CAPITAL PROJECTS LIST

Project	Total	General Fund	Storm Water	Capital Reserve	Park Reserve	Town of Lawrence	Other Sources
<u>2025</u>							
<u>ROADS AND TRANSPORTATION</u>							
Haven Place (HWY 54 to Border)	\$198,394.00	\$103,876.00	\$44,518.00	\$0.00	\$0.00	\$0.00	\$50,000.00
Belmar Road (Haven to Terminus)	\$99,197.00	\$34,438.00	\$14,759.00	\$0.00	\$0.00	\$0.00	\$50,000.00
Butternut Lane (All)	\$73,315.00	\$51,321.00	\$21,994.00	\$0.00	\$0.00	\$0.00	\$0.00
Sir Gregory (Navajo to Terminus)	\$41,850.00	\$29,295.00	\$12,555.00	\$0.00	\$0.00	\$0.00	\$0.00
2026 Road Project Engineering/Preparation	\$21,000.00	\$14,700.00	\$6,300.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$433,756.00	\$233,630.00	\$100,126.00	\$0.00	\$0.00	\$0.00	\$100,000.00
<u>FIRE DEPARTMENT</u>							
Confined Space Rescue Gear	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace UTV	\$20,000.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Enclosed trailer for UTV / CFS & WR Gear	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Water Rescue Gear	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fire Hose Replacement	\$7,500.00	\$7,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5 sets of turnout gear (Backup sets) (\$5000 each)	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2024 leased vehicle	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$97,500.00	\$97,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>PUBLIC WORKS</u>							
2023 Lease (Ford 1500 CC)	\$11,000.00	\$11,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Water Truck Lease	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Toolcat (to replace Rhino Mower)	\$120,000.00	\$120,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace 2018 scag mower	\$18,000.00	\$18,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace 2007 Plow Truck (chassis only)	\$140,000.00	\$140,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$304,000.00	\$304,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>GENERAL GOVERNMENT-TECHNOLOGY</u>							
Replace nine (9) work station devices (Tech)	\$13,500.00	\$13,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace switches (Tech)	\$4,000.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace seven (7) access points (Tech)	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2026 Reevaluation Down Payment	\$18,675.00	\$18,675.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Four (4) Badger Books (Election)	\$9,260.00	\$9,260.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
One (1) DS-200 (Election)	\$7,459.00	\$7,459.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$55,894.00	\$55,894.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>POLICE DEPARTMENT</u>							
2023 Squad Car Leases (3)	\$35,580.00	\$17,790.00	\$0.00	\$0.00	\$0.00	\$17,790.00	\$0.00
2024 Squad Car Leases (4)	\$57,876.00	\$28,938.00	\$0.00	\$0.00	\$0.00	\$28,938.00	\$0.00
Vehicle Changeover	\$30,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
Axon Body Camera	\$39,105.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,552.50	\$19,552.50
Squad Computers (3)	\$10,500.00	\$5,250.00	\$0.00	\$0.00	\$0.00	\$5,250.00	\$0.00
General Equipment	\$10,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00
TOTAL	\$183,061.00	\$71,978.00	\$0.00	\$0.00	\$0.00	\$91,530.50	\$19,552.50
TOTAL	\$1,074,211.00	\$763,002.00	\$100,126.00	\$0.00	\$0.00	\$91,530.50	\$119,552.50
<u>2026</u>							
<u>ROADS AND TRANSPORTATION</u>							
Springbook Drive (All)	\$279,999.00	\$195,999.00	\$84,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Inverary Court (N.Overland to Terminus)	\$44,904.00	\$31,433.00	\$13,471.00	\$0.00	\$0.00	\$0.00	\$0.00
West Adam (GE to Terminus)	\$134,981.00	\$94,487.00	\$40,494.00	\$0.00	\$0.00	\$0.00	\$0.00
2027 Road Project Engineering/Preparation	\$24,000.00	\$16,800.00	\$7,200.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$483,884.00	\$338,719.00	\$145,165.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>FIRE DEPARTMENT</u>							
Replace mobile radios (7 at \$60000 each)	\$42,000.00	\$42,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace command truck (lease)	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
New Truck Setup	\$8,000.00	\$8,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5 sets of turnout gear (Backup sets) (\$5500 each)	\$27,500.00	\$27,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
New Computers	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2024 leased vehicle	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$112,500.00	\$112,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>PUBLIC WORKS</u>							
Replace 2007 Plow Truck (plow package)	\$175,000.00	\$175,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2023 Lease (Ford 1500 CC)	\$11,000.00	\$11,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Water Truck Lease	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1 Ton Lease	\$17,000.00	\$17,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$218,000.00	\$218,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>GENERAL GOVERNMENT-TECHNOLOGY</u>							
Replace nine (9) work station devices (Tech)	\$13,500.00	\$13,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2026 Reevaluation	\$56,025.00	\$56,025.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

GENERAL GOVERNMENT-TECHNOLOGY

Replace nine (9) work station devices (Tech)	\$13,500.00	\$13,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Repalce switches (Tech)	\$6,000.00	\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace Server Host (Tech)	\$25,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace Server Backup (Tech)	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
One (1) Badger Books (Election)	\$2,565.00	\$2,565.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
One (1) ExpressVote (Election)	\$4,688.00	\$4,688.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$56,753.00	\$56,753.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

POLICE DEPARTMENT

2024 Squad Car Leases (1)	\$14,469.00	\$7,234.50	\$0.00	\$0.00	\$0.00	\$7,234.50	\$0.00
2026 Squad Car Leases (4)	\$60,000.00	\$30,000.00	\$0.00	\$0.00	\$0.00	\$30,000.00	\$0.00
2027 Squad Car Leases (2)	\$36,000.00	\$18,000.00	\$0.00	\$0.00	\$0.00	\$18,000.00	\$0.00
2028 Squad Car Leases (3)	\$57,000.00	\$28,500.00	\$0.00	\$0.00	\$0.00	\$28,500.00	\$0.00
Vehicle Changeover	\$30,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
Axon Body Camera	\$48,000.00	\$24,000.00	\$0.00	\$0.00	\$0.00	\$24,000.00	\$0.00
Squad Computers (2)	\$7,000.00	\$3,500.00	\$0.00	\$0.00	\$0.00	\$3,500.00	\$0.00
General Equipment	\$10,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00
TOTAL	\$262,469.00	\$131,234.50	\$0.00	\$0.00	\$0.00	\$131,234.50	\$0.00
TOTAL	\$1,096,582.00	\$809,389.50	\$155,958.00	\$0.00	\$0.00	\$131,234.50	\$0.00

2029

ROADS AND TRANSPORTATION

Seminole (Indian Trail to Bridge)	\$189,789.00	\$132,852.00	\$56,937.00	\$0.00	\$0.00	\$0.00	\$0.00
Winding Trail (All)	\$171,087.00	\$119,761.00	\$51,326.00	\$0.00	\$0.00	\$0.00	\$0.00
Creek Valley Court (All)	\$29,348.00	\$20,544.00	\$8,804.00	\$0.00	\$0.00	\$0.00	\$0.00
Oakridge Drive (N. Overland to Terminus)	\$83,322.00	\$58,325.00	\$24,997.00	\$0.00	\$0.00	\$0.00	\$0.00
Elm Drive (All)	\$31,965.00	\$22,376.00	\$9,589.00	\$0.00	\$0.00	\$0.00	\$0.00
2030 Road Project Engineering/Preparation	\$33,000.00	\$23,100.00	\$9,900.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$538,511.00	\$376,958.00	\$161,553.00	\$0.00	\$0.00	\$0.00	\$0.00

FIRE DEPARTMENT

Command truck (lease)	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5 sets of turnout gear (Backup sets) (\$7000 each)	\$35,000.00	\$35,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fire Hose Replacement	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
2024 leased vehicle	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$80,000.00	\$80,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

PUBLIC WORKS

2023 Lease (Ford 1500 CC)	\$11,000.00	\$11,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace 2007 Plow Truck (chassis only)	\$140,000.00	\$140,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Water Truck Lease	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1 Ton Lease	\$17,000.00	\$17,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$183,000.00	\$183,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

GENERAL GOVERNMENT-TECHNOLOGY

Replace nine (9) work station devices (Tech)	\$13,500.00	\$13,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Replace three (3) firewalls (Tech)	\$8,000.00	\$8,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Two (2) Badger Books (Election)	\$5,310.00	\$5,310.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$26,810.00	\$26,810.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

POLICE DEPARTMENT

2026 Squad Car Leases (1)	\$15,000.00	\$7,500.00	\$0.00	\$0.00	\$0.00	\$7,500.00	\$0.00
2027 Squad Car Leases (2)	\$36,000.00	\$18,000.00	\$0.00	\$0.00	\$0.00	\$18,000.00	\$0.00
2028 Squad Car Leases (3)	\$57,000.00	\$28,500.00	\$0.00	\$0.00	\$0.00	\$28,500.00	\$0.00
2029 Squad Car Leases (3)	\$60,000.00	\$30,000.00	\$0.00	\$0.00	\$0.00	\$30,000.00	\$0.00
Vehicle Changeover	\$30,000.00	\$15,000.00	\$0.00	\$0.00	\$0.00	\$15,000.00	\$0.00
Axon Body Camera	\$50,000.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$25,000.00	\$0.00
Squad Computers (2)	\$7,000.00	\$3,500.00	\$0.00	\$0.00	\$0.00	\$3,500.00	\$0.00
General Equipment	\$10,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00
TOTAL	\$265,000.00	\$132,500.00	\$0.00	\$0.00	\$0.00	\$132,500.00	\$0.00
TOTAL	\$1,093,321.00	\$799,268.00	\$161,553.00	\$0.00	\$0.00	\$132,500.00	\$0.00

2030-2034 Future Road Project List

Project	Total	General Fund	Storm Water				
2030							
South Overland (Nathan to Luther)	\$444,382.00	\$311,067.00	\$133,315.00	\$0.00	\$0.00	\$0.00	\$0.00
Plane Park (All)	\$102,258.00	\$71,581.00	\$30,677.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$546,640.00	\$382,648.00	\$163,992.00	\$0.00	\$0.00	\$0.00	\$0.00
2031							
Trout Creek (N.Overland-Cty U)	\$478,944.00	\$335,261.00	\$143,683.00	\$0.00	\$0.00	\$0.00	\$0.00
Golden Lane (CTY GE to Terminus)	\$117,660.00	\$82,362.00	\$35,298.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$596,604.00	\$417,623.00	\$178,981.00	\$0.00	\$0.00	\$0.00	\$0.00

2032

South Overland (West Adam to Florist)	\$444,382.00	\$311,067.00	\$133,315.00	\$0.00	\$0.00	\$0.00	\$0.00
Stonewood Lane (Clearview to Wedgestone)	\$106,888.00	\$74,822.00	\$32,066.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$551,270.00	\$385,889.00	\$165,381.00	\$0.00	\$0.00	\$0.00	\$0.00

2033

South Overland (CTY EE to Fernando)	\$444,382.00	\$311,067.00	\$133,315.00	\$0.00	\$0.00	\$0.00	\$0.00
Gopher Hill Court (CTY U to Terminus)	\$102,764.00	\$71,935.00	\$30,829.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$547,146.00	\$383,002.00	\$164,144.00	\$0.00	\$0.00	\$0.00	\$0.00

2034

South Overland (HWY 172 to Florist)	\$332,287.00	\$233,301.00	\$98,986.00	\$0.00	\$0.00	\$0.00	\$0.00
Geneva Road (CTY U to 90 degree turn)	\$180,531.00	\$126,372.00	\$54,159.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$512,818.00	\$359,673.00	\$153,145.00	\$0.00	\$0.00	\$0.00	\$0.00

STATEMENT OF WORK

This Statement of Work (this “**SOW**”) is entered into by and between **Amplitel Technologies, LLC**, a Wisconsin limited liability company with offices located at 240 West Wisconsin Avenue, Kaukauna, Wisconsin 54130 (“**us**”, “**our**”, “**we**” or “**Amplitel**”), and you, the entity who signs this document in the signature block below, electronically or otherwise (“**you**”, “**your**” or “**Customer**”). This SOW adopts and incorporates by reference the Master Services Agreement you entered into with us (the “**MSA**”). The effective date of this SOW is 9/1/2024 (the “**Effective Date**”).

The services described below (collectively, “**Services**”) will be all of the services performed by us for you under this SOW. All Services will be provided remotely or on site, at our discretion, at the address set forth below the Customer’s signature block. The products described below (collectively, the “**Products**”) will be all of the products sold by us to you under this SOW. Services and Products that are not specifically described in this SOW will be out of the scope of work and will not be provided to you unless otherwise agreed to by us in writing.

SCOPE OF WORK

- Amplitel will provide the following Services to Customer:
 - Amplitel ProManagedIT Services Agreement:
 - Incident Management/Help Desk
 - Employee Profile Moves, Adds and Changes
 - Office 365 Tenant Management
 - Remote Microsoft Patch Management
 - Remote Workstation Support and Maintenance for supported devices
 - Remote Network and Infrastructure Support and Maintenance for supported devices
 - Remote Server Support and Maintenance for supported devices
 - Remote Server Backups and Restores
 - Remote Firewall Management and Support
 - Remote Camera System Management Support
 - Remote Printer support for mapping related needs
 - Asset management for key network equipment and workstations
 - Assistance in working with vendors impacting IT related projects or services
 - Strategic Meetings/Onsite Support as needed at the discretion of Amplitel
 - Annual budget composition and project needs review
- All Services will be provided/supported between the hours of 8:00 AM and 4:30 PM CST/CDT, Monday through Friday, excluding all federally recognized holidays and observation days (the “**Services Window**”). Any Services requested to be provided/supported outside of the Services Window will incur additional costs at 1.5 times standard Service Desk hourly rate at the time of request with a minimum charge of 2 hours. Examples of such after hours request are noted below:
 - After hour ticket work request
 - After hours emergency voicemail messages

- Submission of Critical Tickets via the Amplitel Portal after hours
- In the provision of Services under this SOW, Customer shall purchase, and Amplitel will sell to Customer, the following Products:
 - Microsoft 365 Backups
 - Multifactor Authentication
 - Spam Filtering
 - Anti-Virus with Endpoint Detection and Response
 - Server Backups
 - Monitoring Agent
 - Auto-Elevation
 - Security Awareness Training
 - Amplitel Portal
 - Password Management Tool
- Any Support and Maintenance offered as Services does not cover the operation or use of third-party hardware or software outside of that hardware or software as specifically described herein. By way of example only and not an exhaustive list of unsupported services: while we provide support for printer mapping, we do not provide support for other printer issues such as interrupted network connectivity or poor output quality.
- The Products list in non-exclusive, and Amplitel reserves the right to adjust, replace, or modify the Products required to complete the Services.

ALL PRODUCTS ARE PROVIDED “AS-IS” AND WITHOUT ANY WARRANTY WHATSOEVER AS BETWEEN AMPLITEL AND CUSTOMER. ANY MANUFACTURER WARRANTY ON PRODUCTS ARE BETWEEN CUSTOMER AND SUCH THIRD-PARTY MANUFACTURER.

CUSTOMER OBLIGATIONS

Customer shall:

- Customer shall at its sole cost and expense procure and maintain through the Service Term commercially reasonable a policy of cyber liability insurance and Amplitel shall be named an additional insured under such policy. The limits and coverage shall be commercially reasonable for the Customer’s business and underwritten by an insurance company with an A+ or higher insurance credit rating.
- Cooperate with Amplitel in all matters relating to the Services and Products and provide access to its premises, and such other accommodations or facilities as may be reasonably requested by Amplitel for purposes of performing the Services.
- Respond promptly to any request to provide directions, information, approvals, or decisions by Amplitel that are reasonably necessary for Amplitel to perform the Services under this SOW.
- Maintain and obtain all necessary licenses and consents in relation to the Services before the date the Services are to start, and to obtain all necessary consents to perform the Services.

- Customer must provide all software installation media and key codes in the event of a failure.
- Customer must provide us with exclusive administrative privileges on all hardware identified by Amplitel.
- Customer must not affix or install any accessory, addition, upgrade, equipment or device on to the firewall or NAS appliances (other than electronic data) unless expressly approved in writing by Amplitel.

TERM; TERMINATION

The Services will commence, and billing will begin, on the Effective Date and shall continue for a period of twelve (12) months (the “**Service Term**”), unless terminated sooner by us as provided below. This Agreement shall automatically renew for successive twelve (12) month terms (each also a Service Term) unless you notify us no less than sixty (60) days prior to the end of the current Service Term that you will not renew this Agreement. We will provide you with notice prior to the commencement of the 60-day period notifying you of your right not to renew this Agreement.

We may terminate this Agreement at any time upon sixty (60) days written notice to you. However, in the event that (a) Customer-supplied equipment, hardware, or software, or any action undertaken by Customer, causes the Environment or any part thereof to malfunction requiring remediation by us on three (3) or more occasions, and Customer fails to replace, repair, or remedy such malfunction or Customer activity as directed by Amplitel, or (b) Customer or its employees, agents, contractors, or representatives engage in any unacceptable act or behavior that renders it impractical, imprudent, or unreasonable to provide Services, then Amplitel, in our discretion, have the right to terminate any SOW and other agreement between us upon ten (10) days written notice, or, amend the applicable SOW to eliminate from coverage any software or equipment causing the malfunction.

You may terminate this Agreement at any time upon sixty (60) days written notice to Amplitel in the event that Amplitel fails to provide you with the Services in a commercially reasonable manner and has failed to cure after written notice of such failure and documented attempts to reconcile these failures between us have been made on three (3) or more occasions. After such attempts to cure and reconcile, you may terminate the SOW and MSA, provided, however, you will pay for Microsoft services and licenses for the Microsoft Term, and all other services and licenses that are unable to be ceased by Amplitel or otherwise terminated on behalf of the Customer through the end of the Microsoft Term or other service or license term, as applicable. You may also terminate this Agreement at any time upon sixty (60) days written notice for convenience, provided that you pay all fees and costs for the Services for the Services Term, all costs for Products leased or ordered through the termination date, and for Microsoft services and license for the Microsoft Term, and all other services and licenses that are unable to be ceased by Amplitel or otherwise terminated on behalf of the Customer through the end of the Microsoft Term or other service or license term, as applicable.

Microsoft Term, and all other services and licenses that are unable to be ceased by Amplitel or otherwise terminated on behalf of the Customer through the end of the Microsoft Term or other service or license term, as applicable. The annual Microsoft Term commitment and all leases or other costs thereunder for the current Service Term are attached hereto as Addendum 5 (which may be updated from time to time upon notice to Customer) and incorporated by reference as though fully restated herein.

ASSUMPTIONS / MINIMUM REQUIREMENTS

The scheduling, fees and provision of the Services and Products are based upon the following assumptions and minimum requirements (the “**Assumption and Minimum Requirements**”):

- Server hardware must be under current warranty coverage.
- All servers with unsupported or out of date Microsoft Windows operating systems must be updated from time to time as set forth in the SOW or as quoted by us from time to time during any Service Term.
- All desktop PCs and notebooks/laptops with Microsoft Windows operating systems must be running the most current version of Microsoft Windows Pro. All out-of-date or non-Pro edition systems must be updated and/or upgraded as provided in this SOW or as quoted by us from time to time during any Service Term.
- All server and desktop software must be genuine, licensed and vendor supported.
- A Fortinet Fortigate Firewall must be part of the network and sit between the internal network and the public internet. Should one not be in place, it shall be installed as provided in this SOW or as quoted by us from time to time during any Service Term.
- All servers must be connected to working UPS devices. If a UPS device is not in place for each server, it shall be installed as provided in this SOW or as quoted by us from time to time during any Service Term.
- Recovery coverage assumes data integrity of the backups or the data stored on the backup media. We do not guarantee the integrity of the backups or the data stored on the backup media. Server restoration will be to the point of the last successful backup. If the server or its applications require additional configuration beyond the data provided by the latest backup, we will bill this work at our standard time and materials rates.
- Standard Backup Configuration unless otherwise specified:
 - All physical and virtual servers
 - Excluding Camera Servers (NVRs)
- Standard Backup Frequency unless otherwise specified:
 - Daily Use Data Servers (ex. File Servers, Database Servers and Application Servers)
 - On-Premise
 - Once per hour during standard operating hours – 6 AM – 6 PM
 - Retention of Backups set at 90 days
 - Cloud
 - Once per hour during standard operating hours – 6 AM – 6 PM
 - Retention of Backups set at 7 days
 - All other Servers
 - On-Premise

- Once per day after standard operating hours
 - Retention of Backups set at 7 days
- Cloud
 - Once per day after standard operating hours
 - Retention of Backups set at 7 days
- Additional Users must be communicated to Amplitel with at least 5 business days' written notice prior to new user start date if no device purchase is required. If a device purchase is required 10 business days is required.
- Termination of users should be planned/coordinated in advance. If this is not possible, written notice must be given to Amplitel within 24 hours of termination to permit security steps to be taken in a timely manner.

Any costs associated with ensuring your Environment meets the Assumptions and Minimum Requirements described above are not included in this SOW and will be charged and billed to you separately. The failure of Amplitel to insist upon strict adherence of this section, on any occasion, shall not be considered a waiver of these Assumptions and Minimum Requirements or deprive Amplitel of the right thereafter to insist upon strict adherence to these terms.

The time periods to complete any required or recommended updates/upgrades are set forth in Addendum 2 to this SOW and are incorporated herein by reference.

FEES FOR SERVICES AND PRODUCTS; FEE ADJUSTMENTS

The contracted base monthly Services rate for the current Service Term is \$7,625.00, subject to change for Price Adjustments and other additional fee adjustments that may occur during the Service Term as described in this SOW or the MSA.

The fees and costs for the Services and Products will be invoiced to Customer as per the attached quote, subject to the Price Adjustment and Additional User Fee. The prices are exclusive of all sales, use, or excise taxes, or any similar taxes, which taxes shall be paid by Customer.

The fees and costs described in this SOW and on the attached quote will be adjusted on an annual basis (the "**Price Adjustment**"), effective on the first day of the applicable Service Term, which adjustment shall not be less than the annual percentage increase in the Consumer Price Index (the "**CPI**") as published by the U.S. Bureau of Labor Statistics (the "**Bureau**") or any successor entity to the Bureau, in either case multiplied by the pricing as indicated in Exhibit B. In the event that the Bureau no longer publishes the CPI, a comparable index reasonably accepted in the industry will be used. If the aggregate Price Adjustment is greater of than a three percent (3%) annual increase over the prior year, we will provide you written notice of price changes at least sixty (60) days prior notice to the applicable Service Term and, if you do not wish to renew the applicable SOW and our MSA due to the Price Adjustment, you must notify us within thirty (30) days of receipt of the notice of our Price Adjustment.

If you request an additional user during any Service Term, the cost and fees associated with the additional user shall be in addition to the fees and costs for Services and Products per this SOW and the attached quote (the "**Additional User Fee**"). The Additional User Fee cannot be reduced or eliminated during a Service

Term, even if your number of users changes. For clarity, you can add users, but you cannot remove users during the Service Term. Prorated fees may apply based on the dates of changes to counts. All Additional User Fees and associated costs will be quoted at the time of the request to add the additional user(s).

If you request an additional device during any Service Term, the cost and fees associated with the additional device shall be in addition to the fees and costs for Services and Products per this SOW and the attached quote (the “**Additional Device Fee**”). The Additional Device Fee cannot be reduced below the initial contracted SWO during the Service Term, even if your number of devices is lower than initially contracted. Prorated fees may apply based on the dates of changes to counts. All Additional Device Fees and associated costs will be quoted at the time of the request to add the additional device(s).

Notwithstanding the foregoing, we reserve the right to adjust our fees from time to time to maintain appropriate pricing for the Services based on count of users, devices, and other provided Products (an “**Interim Price Adjustment**”). We will provide you written notice of an Interim Price Adjustment at least thirty (30) days prior to such adjustment taking effect and, if you do not wish to renew the applicable SOW and our MSA due to the Interim Price Adjustment, you must notify us within ten (10) days of receipt of the notice of our Interim Price Adjustment. Notwithstanding the foregoing, you shall not have a right to terminate this SOW or the MSA if such Interim Price Adjustment is an Additional User Fee.

If you request additional Products or if additional Products are necessary for a new user or to meet a Minimum Requirements, the cost of such Products and the labor to install and/or support such Products are not included in this SOW and shall be an additional fee to you. All additional Products and associated costs (including labor costs) will be quoted at the time of the request to add the additional user(s) and/or to add the additional Product, and this SOW will be updated to reflect such changes.

MISCELLANEOUS

1. **Counterparts**. This SOW may be executed in one or more counterparts, each of which shall, for all purposes, be deemed an original and all of which together shall constitute one and same agreement. Signatures delivered by facsimile, .pdf or other electronic means shall be considered an original signature for all purposes.
2. **MSA**. This SOW will be conducted in accordance with and be subject to the MSA and the terms and conditions of this SOW and, in the event of any direct conflict between this SOW and the MSA, this SOW shall control.
3. **BYOD**. Depending on the Service(s) being provided, portable devices or devices that intermittently connect to the Environment may not receive or benefit from the Services while the devices are detached from or unconnected to the Environment.
4. **Addendums**. Addendums are attached to this SOW and incorporates herein by reference in their entirety.

Addendum 1 – Assumed Effective Date Counts:

- Below are the assumed counts for supported users and devices based on initial assessment of needs for Managed Services. These counts are subject to change based on actual findings.
 - Contracted Microsoft Premium User Count – 23
 - Contracted G3 GCC User Count - 18
 - Contracted Basic User Count – 9
 - Contracted Apps for Business License – 1
 - Contracted Kiosk GCC License - 1
 - Contracted Workstation Count – 44
 - Contracted MDC Count - 9
 - Contracted Leased Firewall Count – 3
 - Contracted Wireless Access Points (WAP's) Count - 6
 - Contracted Server Count -7
 - Contracted Server Backups Count – 7
 - Contracted Switch Count – 5
 - Contracted NVR Count - 2
 - Contracted Camera Count – 21

Addendum 2 – Required Quoted Projects based on Minimum Requirements

- Below is a list of required projects that will be quoted out and need to be completed to meet the Minimum Requirements of the SOW and MSA. These projects will need to be completed and all Minimum Requirements met in the time frame set forth below. You understand that if these project deadlines are not met by you, Amplitel may be unable to provide the Services or Products contemplated by this SOW, and Amplitel may (1) adjust the fees and costs to account for your failure to comply with the Minimum Requirements, and/or (2) terminate this SOW and the MSA.

Project Description	Project Completion Date
Refresh up to 7 Wireless Access Points	
Refresh up to 4 Non W11 Compliant Devices	
New Rack and Cabling in DPW	
Refresh 1 switch at Village Hall and 1 switch outside DPW	
Take over Fire Station 2 Hardware for MSP management	

Addendum 3 – Additional Supported Users and Devices 2024 Pricing:

Addition Type	Addition Cost/Unit
G3 GCC User	\$115.00
Premium User	\$95.00
Basic User	\$75.00
E-mail Only User	\$55.00
Workstation	\$25.00
MDC	\$50.00
Server	\$30.00
Server Backups	TBD based on storage size
Firewall	TBD based on device model
Switch	\$25.00
NAS/SAN	\$12.00
Wireless Access Point (WAP)	\$12.00
Camera	\$12.00
Network Video Recorder	\$45.00
Access Controller	\$2.00
Avaya Phone	\$2.00

Addendum 4 – New Workstation Setup Pricing

- Workstation setup will be completed at the following rates:
 - Basic Windows setup - \$300
 - MDC or Engineering setup - \$500
 - More complex workstation setup will range from 4-6 Hours at a rate of \$130/hour at Time and Materials

Addendum 5 – Lease/Hardware and Microsoft/License Commitment

Commitment Type	Commitment Term	Count	Monthly Cost/Count	Total Monthly Cost
Leased Firewall	1/1/2024 – 12/31/2026	3	\$180.00	\$540.00
M365 Business Premium	8/26/2024 – 8/25/2025	23	\$22.00	\$506.00
M365 Business Basic	8/26/2024 – 8/25/2025	9	\$6.00	\$54.00
Microsoft Entra ID P1	8/26/2024 – 8/25/2025	9	\$6.00	\$54.00
M365 Apps for Business	8/26/2024 – 8/25/2025	1	\$8.30	\$8.30

**Subject to change should additions be made during the term of the contracts that increase, decrease, changes or adds to any of these commitments.*

Addendum 6 – Effective Date List of Supported Users and Devices:

- Below is a snapshot of both a list of the supported users and supported devices based on initial assessment of needs for the Services. These specified supported users and devices are subject to change based on actual findings and changes throughout the term period.
- This snapshot does not include an Additional User Fees or additional user Products.

Business Premium

- 1 Aaron Kramer
- 2 Amanda Wangerin
- 3 Blane Shepard
- 4 Board Room
- 5 Brian Ruechel
- 6 Chief L
- 7 Dave Dillenburg
- 8 Gavin Henn
- 9 Gregg Schreiber
- 10 Hobart Fire
- 11 Jerry Lancelle
- 12 Kyle Ambrosius
- 13 Lisa Vanden Heuvel
- 14 Mary Smith
- 15 Melissa Tanke
- 16 Rich Heidel
- 17 Robert L
- 18 Ryan Biese
- 19 Stacy Bell
- 20 Susan Davis
- 21 Tammy Zittlow
- 22 Todd Gerbers
- 23 Vanya Koepke

Business Basic

- 1 Don Hedrick
- 2 Gary Pieschek
- 3 Jim Henn
- 4 John Shimek
- 5 Luke Van Noie
- 6 Michael Krueger
- 7 Ron Jaeger
- 8 Ryan Demars
- 9 Troy Wood

Government Licenses

- 1 Angel Van Noie
- 2 Blake Main
- 3 Brent Olson
- 4 Brock Peters
- 5 Chris Tremel
- 6 Dan Van Lanen
- 7 George Peterson
- 8 Ian Schiefelbein
- 9 Jeff Kola
- 10 Jon Radke
- 11 Mark Stary
- 12 Michael Renkas
- 13 Randy Radloff
- 14 Ryan Peterson
- 15 Sam Schroeder
- 16 Sarah Manning
- 17 Sharon Diedrick
- 18 Zachary Cambray

Additional Licenses

- 1 Apps for Business Share Dog License Workstation
- 2 Kiosk GCC Printer/Scanner at HLPD

Workstations

1	DESKTOP-6AI119V	Acer	Switch SW512-52
2	DESKTOP-JMQ9RBK	HP	HP Pavilion x360 Convertible 14-dh2xxx
3	HLPD-EVIDENCE	Dell Inc.	OptiPlex 3070
4	HLPD-LT01	Microsoft Corporation	Surface Pro 8
5	HLPD-LT02	Microsoft Corporation	Surface Pro 7
6	HLPD-LT03	Microsoft Corporation	Surface Pro 7+
7	HLPD-LT1	Dell Inc.	OptiPlex 3070
8	HLPD-LT2	Dell Inc.	OptiPlex 5050
9	HLPD-LT3	Microsoft Corporation	Surface Pro 9
10	HLPD-PC01	Dell Inc.	OptiPlex Micro 7010
11	HLPD-PC02	Dell Inc.	OptiPlex 3070
12	HLPD-PC03		
13	HLPD-PC04	Dell Inc.	OptiPlex 5000
14	HLPD-PC05	Dell Inc.	OptiPlex 5000
15	HLPD-PC07	Dell Inc.	OptiPlex 3070
16	HLPD-PC09	Dell Inc.	OptiPlex 3070
17	HLPD-PC10	Dell Inc.	OptiPlex 3070
18	HOBART-PC1	Dell Inc.	Precision 3460
19	HOBART-PC2	Dell Inc.	Precision 3460
20	VOH-CLERK1	Dell Inc.	OptiPlex 3070
21	VOH-Fire3	Dell Inc.	OptiPlex 5060
22	VOH-LT01	Microsoft Corporation	Surface Pro 7+
23	VOH-LT03	Dell Inc.	Latitude 5320
24	VOH-LT04	Dell Inc.	Latitude 5320
25	VOH-LT05	Microsoft Corporation	Surface Pro 8
26	VOH-LT06	Microsoft Corporation	Surface Pro 7
27	VOH-LT07	Microsoft Corporation	Surface Pro 8
28	VOH-LT09	Microsoft Corporation	Surface Pro 8
29	VOH-LT10	Microsoft Corporation	Surface Pro 8
30	VOH-LT11	Microsoft Corporation	Surface Pro 8
31	VOH-LT12	Dell Inc.	Latitude 3520
32	VOH-LT13	Dell Inc.	Latitude 3520
33	VOH-LT14	Dell Inc.	Latitude 3520
34	VOH-LT15	Dell Inc.	Latitude 3520
35	VOH-LT16	Dell Inc.	Latitude 3520
36	VOH-PC02	Dell Inc.	OptiPlex 5050
37	VOH-PC03	Dell Inc.	OptiPlex 3070
38	VOH-PC04	Dell Inc.	OptiPlex 3080
39	VOH-PC05	Dell Inc.	OptiPlex 3070
40	VOH-PC06	Dell Inc.	OptiPlex 5060
41	VOH-PC07	Dell Inc.	OptiPlex 3070
42	VOH-PC08	Dell Inc.	OptiPlex 3070
43	VOH-PC11	Dell Inc.	OptiPlex 3070

44 VOH-PC16

Dell Inc.

OptiPlex 5050

MDC's

1 TOUGHBOOK1	Panasonic Corporation	FZ55-1
2 TOUGHBOOK2	Panasonic Corporation	FZ55-1
3 TOUGHBOOK3	Panasonic Corporation	FZ55-1
4 TOUGHBOOK4	Panasonic Corporation	FZ55-1
5 TOUGHBOOK5	Panasonic Corporation	FZ55-1
6 TOUGHBOOK6	Panasonic Corporation	FZ55-1
7 TOUGHBOOK7	Panasonic Corporation	FZ55-2
8 HLPD-MDC1	Panasonic Corporation	FZ55-2
9 HLPD-MDC2	Panasonic Corporation	FZ55-2

Firewall

1 Village Hall	Fortigate 60F	VOH-VH-RTR1
2 Public Works	Fortigate 60F	VOH-DPW-RTR01
3 Firestation 2	Fortigate 60F	VOH-FS2-RTR01

Wireless Access Points

1 Village Hall	Cisco C9115AXI-B	APVOH-01
2 Village Hall	Cisco C9115AXI-B	APVOH-02
3 Village Hall	Cisco C9115AXI-B	APVOH-03
4 Village Hall	Cisco C9115AXI-B	APVOH-04
5 Firestation 2	Cisco C9115AXI-B	APVOH-06
6 Public Works	Cisco C9115AXI-B	APVOH-07

Servers

1	VOHDC1	VMware Virtual Platform
2	VOH-ADFS1	VMware Virtual Platform
3	VOHMUNICRM	VMware Virtual Platform
4	VOH-SHORTEL	VMware Virtual Platform
5	VOH-TIPSSWEB01	VMware Virtual Platform
6	HLPDDC1	VMware Virtual Platform
7	HLPD-ADFS1	VMware Virtual Platform

Server Back up

1 VOHDC1	VEEAM Backups
2 VOH-ADFS1	VEEAM Backups
3 VOHMUNICRM	VEEAM Backups
4 VOH-SHORTEL	VEEAM Backups
5 VOH-TIPSSWEB01	VEEAM Backups
6 HLPDDC1	VEEAM Backups
7 HLPD-ADFS1	VEEAM Backups

Switches

1	SWVOH-CR01-1	VILLAGE HALL	CISCO 9200L-48PXG-4X
2	SWVOH-CR01-2	VILLAGE HALL	CISCO 9200L-48PXG-4X
3	SWVOH-CR03	VILLAGE HALL	UBIQUITI USW 24 POE
4	SWVOH-PW1	PUBLIC WORKS	CISCO CBS 350
5	SW-VOH-PW-POLE	PUBLIC WORKS	UBIQUITI USW FLEX

NVR's

1 VILLAGE OF HOBART NVR	UBIQUITI UNVR
2 VILLAGE OF HOBART PUBLIC WORKS	UBIQUITI UNVR

Cameras

1	VILLAGE HALL	COURTROOM	UBIQUITI G4 DOME
2	VILLAGE HALL	EAST ENTRANCE	UBIQUITI G4 DOME
3	VILLAGE HALL	EAST OUTDOOR	UBIQUITI G4 PRO
4	VILLAGE HALL	EMPLOYEE ENTRANCE	UBIQUITI G4 DOME
5	VILLAGE HALL	FRONT DESK	UBIQUITI G4 DOME
6	VILLAGE HALL	NORTH WEST PARKING LOT	UBIQUITI G4 PRO
7	VILLAGE HALL	NORTH HALLWAY	UBIQUITI G4 DOME
8	VILLAGE HALL	NORTH OUTDOOR	UBIQUITI G4 PRO
9	VILLAGE HALL	SOUTHEAST PARKING LOT	UBIQUITI G4 PRO
10	VILLAGE HALL	SOUTHWEST PARKING LOT	UBIQUITI G4 PRO
11	VILLAGE HALL	SOUTH ENTRANCE	UBIQUITI G4 DOME
12	PUBLIC WORKS	DPW YARD	UBIQUITI G4 PRO
13	PUBLIC WORKS	EVIDENCE FRONT DOOR	UBIQUITI G4 DOME
14	PUBLIC WORKS	EVIDENCE LOCKER INTERNAL ONE	UBIQUITI G4 DOME
15	PUBLIC WORKS	EVIDENCE LOCKER INTERNAL TWO	UBIQUITI G4 DOME
16	PUBLIC WORKS	FRONT EVIDENCE WINDOWS	UBIQUITI G4 BULLET
17	PUBLIC WORKS	FRONT YARD	UBIQUITI G4 PRO
18	PUBLIC WORKS	SALT SHED	UBIQUITI G4 PRO
19	PUBLIC WORKS	YARD WASTE	UBIQUITI G4 PRO

Department	Monthly Managed Services Cost
Village Board	\$700
Village Office	\$1,375
DPW	\$1,050
HLPD	\$3,025
Fire	\$1,000
Court	\$475
Total	\$7,625

Contract Year **9/1/24 - 8/31/25**

** Should increases of devices or users take place during the contract year, additions will be made to the total MSP
Contract in alignment with the SOW*



POLICY 2024-01

(COMPENSATION PROGRAM AND JOB PERFORMANCE REVIEW)

PURPOSE: The purpose of this policy is to establish new guidelines for compensation adjustments and job performance reviews for all employees other than the Hobart-Lawrence Police Department (HLPD).

1. Purpose

The purpose of this policy is to adjust the current annual compensation adjustment process, for full time and non-seasonal part time employees, in manner that will foster professional growth, establish and encourage individual and departmental goals and allow for flexibility within the budgetary constraints of the Village. The policy will not apply to employees of the Hobart-Lawrence Police Department.

2. Cost of Living Adjustment (COLA) Process

A. An annual COLA base increase will be established by the Village Board, at its first meeting in September, following a recommendation from the Village Administrator. This recommendation will consider such factors as the Village's financial condition, the Consumer Price Index, and comparable wage increases of other municipalities and the State of Wisconsin.

B. These COLA increases will be given to employees who meet the minimum performance standards.

C. Each employee, at a minimum, will receive the annual approved COLA increase unless their performance evaluation results in an unsatisfactory rating (less than 2 in the Performance Review).

D. Employees receiving an unsatisfactory rating will not be eligible for the COLA.

E. Eligible employees will receive the COLA effective on January 1st of the following year.

3. Performance Pay Adjustment (PPA) Process

A. In addition to the COLA, an employee's performance that exceeds standards will be eligible for a Performance Pay Adjustment (PPA).

B. PPA will only apply to the employee's base wage rate, and will not be considered as a "bonus". Employees will receive this PPA at the same time as the COLA.

C. No salary shall be increased by more than the combination of the COLA and PPA, unless an employee has an employment contract approved by the Village Board.

D. The Village Board will establish the maximum PPA at its first meeting in September. Performance reviews will take place following the establishment of the COLA and PPA for the upcoming fiscal year.

4. Lateral Entry Compensation & Benefits

A. Each department head will conduct a performance review of their employees, and recommend a PPA, if any, to the Village Administrator.

B. The PPA can be applied at different times during a budget year (I.E. A one (1) percent increase to take effect on July 1st of the following year if certain benchmarks/goals are met by the employee).

C. The factors that should be considered when determining a recommended PPA should be recognition of educational attainment, training, residency, wage imbalance, market conditions, exemplary performance, tenure, contributions to the overall morale and efficiency of that employee's department.

D. Once an employee has been notified of their recommended PPA, they may request an appeal to the Village Administrator if they disagree with the review or the recommended PPA. An appeal hearing must be held prior to the introduction of the annual budget. The decision of the Village Administrator following the appeal hearing will be final.

E. Once a department head has been notified of their recommended PPA, they may request an appeal to the Village Board if they disagree with the review or the recommended PPA. An appeal hearing must be held prior to the adoption of the annual budget (usually in mid-November). The decision of the Village Board following the appeal hearing will be final.

F. The form found under Attachment A will be used for the Employee Performance Review.

This policy has been approved by the Board of Trustees of the Village of Hobart, Brown County, Wisconsin, at a regular meeting of the Board, held on August 20th 2024.

Richard Heidel, President, Hobart Village Board

Attest:

Aaron Kramer, Village Administrator

EXHIBIT A - VILLAGE OF HOBART – EMPLOYEE PERFORMANCE REVIEW

EMPLOYEE INFORMATION

Name: _____

Department: _____

Position: _____

Review Date: _____

INSTRUCTIONS

This performance review is designed to assess the Employee's performance and provide feedback. Sections 1 and 2 will be completed by the Department Head and reviewed by the Employee. Section 3 will be completed as an interview between the Employee and the Department Head. The Department Head will rate the Employee's performance in each category based on the following grading scale:

5 (Exceptional) – Consistently exceeds expectations and demonstrates outstanding performance

4 (Exceeds Expectations) – Consistently meets and frequently exceeds expectations

3 (Meets Expectations) – Performs at the expected level of competence for the position

2 (Improvement Needed) – Occasionally fails to meet expectations with improvement required

1 (Unsatisfactory) – Fails to meet expectations on a consistent basis with immediate improvement necessary

SECTION 1 (PERFORMANCE CATEGORIES)

JOB KNOWLEDGE AND SKILLS

- Demonstrates a thorough understanding of job requirements and performs tasks effectively.
- Keeps knowledge and skills up to date through continuous learning and professional development.
- Uses expertise to contribute to the success of the Department and the Village

RATING: ____

QUALITY OF WORK

- Produces accurate, high-quality work.
- Pays attention to details and maintains a high level of accuracy.
- Completes tasks within the given deadlines.

RATING: ____

ATTENDANCE AND PUNCTUALITY

- Regularly attends work and arrives on time.
- Gives advance notice of absences and inability to arrive on time for work whenever possible.
- Manages time effectively and minimizes disruptions to work schedules.

RATING: ____

TEAMWORK AND COLLABORATION

- Works well with colleagues and contributes to a positive team environment.
- Supports and respects fellow team members.
- Actively participates in team meetings and activities.

RATING: ____

INITIATIVE AND MOTIVATION

- Demonstrates a pro-active approach to work.
- Takes initiative in identifying and solving problems.
- Shows enthusiasm and commitment to achieving Department and Village goals and initiatives.

RATING: ____

DEPENDABILITY AND RELIABILITY

- Consistently follows through on commitments and responsibilities.
- Can be relied upon to complete tasks accurately and on time.
- Takes ownership of assigned work

RATING: ____

COMMUNICATION

- Clearly and effectively conveys information to colleagues and supervisors.
- Listens actively and asks questions when necessary.
- Collaborates and shares information with team members.

RATING: ____

TOTAL SCORE: ____/35

SECTION 2 (SUPERVISOR ASSESSMENT)

EMPLOYEE'S STRENGTHS

AREAS FOR IMPROVEMENT

ESTABLISHED GOALS FOR EMPLOYEE

SECTION 3 (SELF-EVALUATION/EMPLOYEE QUESTIONNAIRE)

What do you like most about your job?

What do you like least about your job?

Do you feel your strengths are being maximized in your role with the Village?

Is there anything that could or would change to make a more productive workplace, improve operations, or assist you in being more efficient and effective in your role?

EMPLOYEE SIGNATURE: _____ DATE: _____

DEPARTMENT HEAD SIGNATURE: _____ DATE: _____

FOR DEPARTMENT/ADMINISTRATOR USE ONLY

DEPARTMENT SUPERVISOR RECOMMENDATION

PPA Wage Increase: ____ %

VILLAGE ADMINISTRATOR REVIEW

COLA Adjustment Confirmed: No ____ Yes ____ % PPA Wage Increase Awarded: No ____ Yes ____ %

VILLAGE ADMINISTRATOR SIGNATURE: _____

V I L L A G E O F
HOBART
 GREATNESS IS GROWING
MEMORANDUM



TO: Hobart Village Board
FROM: Aaron Kramer, Village Administrator
RE: Village Employee Sick Leave Policy
DATE: August 20th 2024

CURRENT POLICY

C. SICK LEAVE

1. Sick leave shall include absence from duty because of illness, including but not limited to pregnancy and for visits to the doctor, dentist, or other recognized health care examinations; bodily injury, when not a Worker's Compensation case; exposure to contagious disease; and illness or death in the immediate family of the employee.
2. All full-time employees (except full-time sworn patrol officers) shall have 6 days (48 hours) of sick leave per calendar year available for use in the manner prescribed above. Full-time, sworn patrol officers shall have 6 "occurrences" of annual sick leave per calendar year available for use in the manner proscribed in Section 1 above. One occurrence is interpreted to mean one 12-hour shift. All regular part-time employees shall accrue annual sick leave on a prorated basis as compared to full-time employees based upon the percentage of a full week that the regular part-time employee works. For example, if a regular part-time employee works 32 hours per week on a regular basis (80% of a 40-hour work week) the employee would receive 4.8 days (38.4 hours) of annual sick leave per calendar year available for use in the manner proscribed above.
3. At the request of the department head, an employee may be required to provide a medical certificate or like documentation before being granted time off as sick leave exceeding three (3) days in a pay period.
4. Probationary employees shall not be entitled to use sick leave until completion of their probationary period of employment.
5. ABUSE OF SICK LEAVE. Employees who abuse sick leave shall be subject to disciplinary action. Specifically, whenever an employee establishes a pattern of use of sick leave which may be considered abusive, the supervisor shall counsel the employee about his or her sick leave habits and the Village's expectation about attendance. If such a pattern continues, the supervisor shall notify the employee in writing of the problem and require that future absences will require a medical certificate or like documentation to verify illness of the employee or family member.

PROPOSED CHANGES TO CURRENT POLICY

C. SICK LEAVE

1. Sick leave shall include absence from duty because of illness, including but not limited to pregnancy and for visits to the doctor, dentist, or other recognized health care examinations; bodily injury, when not a Worker's Compensation case; exposure to contagious disease; and illness or death in the immediate family of the employee.

NOTE: Immediate family is defined, in Section 11 of the Personnel Manual, as "defined as the parent (including step-parent), spouse, son, daughter, step-son, stepdaughter, legal guardian, grandchild (including

step-grandchildren), grandparent (including step-grandparent), brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law of an employee.”

2. All full-time employees (except full-time sworn patrol officers) shall have 6 days (48 hours) of sick leave per calendar year available for use in the manner prescribed above. ~~Full-time, sworn patrol officers shall have 6 “occurrences” of annual sick leave per calendar year available for use in the manner proscribed in Section 1 above. One occurrence is interpreted to mean one 12-hour shift. All regular part-time employees shall accrue annual sick leave on a prorated basis as compared to full-time employees based upon the percentage of a full week that the regular part-time employee works. For example, if a regular part-time employee works 32 hours per week on a regular basis (80% of a 40-hour work week) the employee would receive 4.8 days (38.4 hours) of annual sick leave per calendar year available for use in the manner proscribed above.~~

3. At the request of the department head, an employee may be required to provide a medical certificate or like documentation before being granted time off as sick leave exceeding ~~three (3)~~ **two (2)** days in a pay period.

4. Probationary employees shall not be entitled to use sick leave until completion of their probationary period of employment.

5. ABUSE OF SICK LEAVE. Employees who abuse sick leave shall be subject to disciplinary action. Specifically, whenever an employee establishes a pattern of use of sick leave which may be considered abusive, the supervisor shall counsel the employee about his or her sick leave habits and the Village's expectation about attendance. If such a pattern continues, the supervisor shall notify the employee in writing of the problem and require that future absences will require a medical certificate or like documentation to verify illness of the employee or family member.

FUTURE PROPOSED CHANGES TO THE SICK LEAVE POLICY

It is to be clearly noted that there not be **any** payout of any unused sick leave upon termination of an individual's employment with the Village.

CARRYOVER OF UNUSED SICK LEAVE (2025)

Employees will be able to carry over up to two (2) days of sick leave to the 2025 calendar year by notifying the Village Treasurer prior to November 1st. This would allow an employee to have up to eight (8) days of sick leave available in 2025.

CARRYOVER – CREATION OF SICK BANK (2026)

Beginning in 2026, employees have three (3) options regarding unused sick leave, which they must notify the Village Treasurer prior to November 1st of each year.

- OPTION A – The employee will be able to carry over up to two (2) days of sick leave to the subsequent calendar year, with a maximum cap of thirty (30) days of composite sick leave.
- OPTION B – The employee will be able to place a limited number of unused sick days, based on their length of employment with the Village, in a (INSERT NAME OF PROGRAM) for post-employment health related expenses.

LENGTH OF EMPLOYMENT	Maximum Number of Unused Sick Days to be placed in Account
0-10 years	1 day
11-20 years	2 days
21-30 years	3 days
31-plus years	4 days

- OPTION C – The employee may choose not to carry over or bank any unused sick leave days.

NOTE: Employees can elect to select Options A and B simultaneously. An example would be an employee, in their 12th year of employment with the Village, who has three days of unused sick leave. They could choose to place one (1) in the bank and carry over two (2) to the following year.

THE SICK BANK

- Funds placed in the Sick Bank will not be under the control of the Village at any point once they are deposited in an employee's account.
- The Sick Bank will be managed by a third-party administrator (see attachment for an example)

Why Choose North Shore Bank?

We are the only true Wisconsin-based provider of 457(b) and Health Reimbursement Plans. Headquartered in Brookfield, Wisconsin, we have been working with public employers since 1979.

- Our team of professionals are available to be onsite, at your request, to hold group presentations and one-on-one meetings with your employees and their spouses.
- Our personalized approach starts with helping plan participants from their initial investment choice, and continues throughout their life stages, including approaching and during retirement.
- You and your employees will receive outstanding customer service. We personally answer our own telephones and respond to emails.

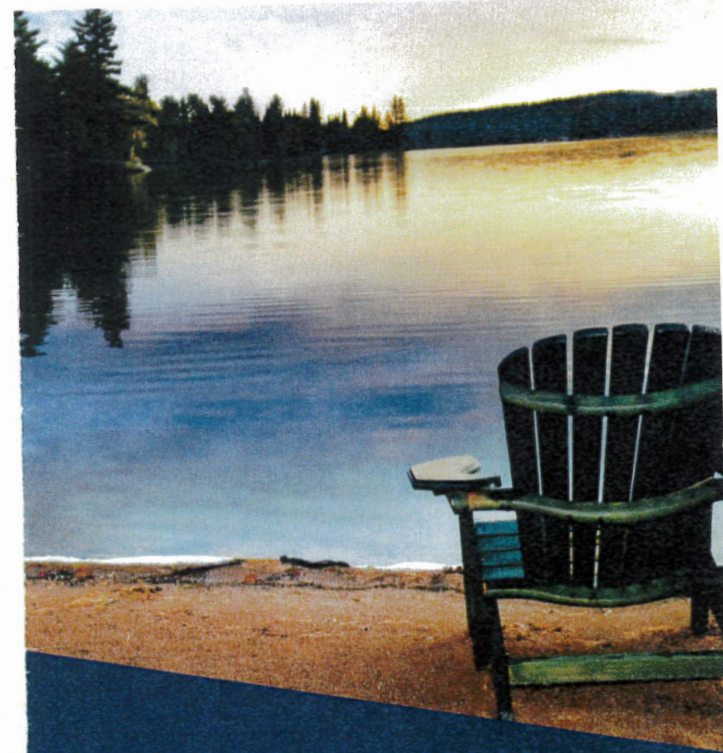
Please contact us to learn more:

414-964-3390 | retirement@northshorebank.com



Our representatives may not give legal or tax advice. Please consult your attorney or tax advisor for answers to your specific tax questions.

¹ All mutual fund investment options provided within these plans are: not insured by the FDIC or any other agency of the United States or the bank; are not deposits or other obligations of the institution and are not guaranteed by North Shore Bank; and are subject to investment risks, including loss of principal. Neither the employer nor North Shore Bank can provide any level of assurance that these funds will perform in a specific manner.



457(b) Deferred Compensation Plan & Post-Employment Healthcare Reimbursement Plan



**NORTH
SHORE
BANK**

The Bank of You

As a public employer, you can offer your employees a 457(b) Deferred Compensation Plan and a Health Reimbursement Plan.

North Shore Bank is a premier provider of these plans, offering a unique customer-focused approach.

457(b) Deferred Compensation Plans

- There is no fee to add North Shore Bank's plan to the choices you offer your employees.
- Offering this plan provides your employees with additional investment options and opportunities to learn about investing their retirement dollars.
- Investment options include mutual funds¹, as well as FDIC-insured risk-free savings options and Certificates of Deposit (CDs). Having a bank savings or CD option can be especially important to participants approaching or during retirement.

Here's how it works:

- The employer contributes unused Paid Time Off (PTO) or sick pay to a HRA in the employees' name.
- HRA contributions can only be made by the employer; no contributions are allowed by employees.
- The employer does not pay any FICA tax on HRA contributions, and the employee does not pay FICA, federal and state taxes. Upon termination, the HRA funds are reimbursed to the employee tax free, to be used to pay for qualified medical expenses (qualified under IRS Code Sections 105 and 106), for the employee, spouse and legal dependents.

Health Reimbursement Plans

The cost of health care during retirement is a growing concern. A Post-Employment Health Reimbursement Account (HRA) can help your employees bridge the gap between retirement and Medicare to assist with medical premiums and other medical costs. With tax benefits for both the employer and employee – this is a win-win solution.

North Shore Bank's HRA:

- There is no fee to offer North Shore Bank's plan to your employees. We do require you to offer North Shore Bank as one of your 457(b) Deferred Compensation Plan providers.
- Investment options include mutual funds¹ through Heartland Funds (based in Milwaukee, Wis.; annual management fee of 0.25%) as well as FDIC-insured risk-free savings options and Certificates of Deposit (CDs).
- \$18 annual HRA fee is waived if the employee has their 457(b) with North Shore Bank or they open a free Platinum Checking account.





457(b) Deferred Compensation Plans and Post-Employment Health Reimbursement Plans

As a public employer, you can offer your employees a 457(b) Deferred Compensation Plan and a Health Reimbursement Plan. North Shore Bank is a premier provider of these plans, offering a unique customer-focused approach.

Why North Shore Bank?

- We are the only true Wisconsin-based provider of 457(b) and Health Reimbursement Plans. Headquartered in Brookfield, Wisconsin, we have been working with public employers since 1979.
- Our team of professionals are available to be onsite, at your request, to hold group presentations and one-on-one meetings with your employees and their spouses.
- Our personalized approach starts with helping plan participants from their initial investment choice, and continues throughout their life stages, including approaching and during retirement.
- You and your employees will receive outstanding customer service. We personally answer our own telephones and respond to emails.

457(b) Deferred Compensation Plans

- There is no fee to add North Shore Bank's plan to the choices you offer your employees.
- Offering this plan provides your employees with additional investment options and opportunities to learn about investing their retirement dollars.
- Investment options include mutual funds¹, as well as FDIC-insured risk-free savings options and Certificates of Deposit (CDs). Having a bank savings or CD option can be especially important to participants approaching or during retirement.

Health Reimbursement Plans

The cost of health care during retirement is a growing concern. A Post-Employment Health Reimbursement Account (HRA) can help your employees bridge the gap between retirement and Medicare to assist with medical premiums and other medical costs. With tax benefits for both the employer and employee – this is win-win solution.

Here's how it works:

- The employer contributes unused Paid Time Off (PTO) or sick pay to a HRA in the employees' name.
- HRA contributions can only be made by the employer; no contributions are allowed by employees.
- The employer does not pay any FICA tax on HRA contributions, and the employee does not pay FICA, federal and state taxes. Upon termination, the HRA funds are reimbursed to the employee tax free, to be used to pay for qualified medical expenses (qualified under IRS Code Sections 105 and 106), for the employee, spouse and legal dependents.

North Shore Bank's HRA:

- There is no fee to offer North Shore Bank's plan to your employees. We do require you to offer North Shore Bank as one of your 457(b) Deferred Compensation Plan providers.
- Investment options include mutual funds¹ through Heartland Funds (based in Milwaukee, Wis.; annual management fee of 0.25%) as well as FDIC-insured risk-free savings options and Certificates of Deposit (CDs).
- \$18 annual HRA fee is waived if the employee has their 457(b) with North Shore Bank or they open a free Platinum Checking account.

Please contact us to learn more: 414-964-3390 | retirement@northshorebank.com

Our representatives may not give legal or tax advice. Please consult your attorney or tax advisor for answers to your specific tax questions.

¹ All mutual fund investment options provided within these plans are: not insured by the FDIC or any other agency of the United States or the bank; are not deposits or other obligations of the institution and are not guaranteed by North Shore Bank; and are subject to investment risks, including loss of principal. Neither the employer nor North Shore Bank can provide any level of assurance that these funds will perform in a specific manner.

Member FDIC



Post-Employment Health Reimbursement Plan

Overview

Founded in 1923, and headquartered in Brookfield, Wisconsin, North Shore Bank is the only true Wisconsin-based provider of 457(b) and Health Reimbursement Plans. Our Municipal Retirement Plan Services team has been working with public employers since 1979, and currently manages HRA plans for more than 45 Wisconsin communities.

We are a premier provider of these plans, offering a unique customer-focused approach that starts with helping plan participants with their initial investment choice, and continues throughout their life stages, including approaching and during retirement. Our team of professionals are available to be onsite, at your request, to hold group presentations and one-on-one meetings with your employees and their spouses. You and your employees will receive outstanding customer service. We personally answer our own telephones and respond to emails.

There is no fee to offer North Shore Bank's Health Reimbursement Plan to your employees. We do require you to offer North Shore Bank as one of your 457(b) Deferred Compensation Plan providers. There is no fee for the 457(b) plan for the employer.

Key Differentiators

Dedicated Team of Professionals

- We are available to be onsite, at your request, to hold group presentations and one-on-one meetings with your employees and their spouses.
- You and your employees have direct access to our team via phone and email. Yes, we really do answer our own phones.
- Our personal and prompt support is unsurpassed in the industry. For example, if a participant has an error on their reimbursement request, we personally call them to clarify, rather than denying the request and having them re-submit.

Flexibility

- We may provide same day transactions for plan participants who have a North Shore Bank checking account. Otherwise, 2-3 business days if funds are sent via ACH to an outside account.
- As special benefit, plan participants can open our best account – Platinum Checking – with no minimum balance requirements and no monthly maintenance fee (a \$20/month value!).
- Participants receive quarterly statements, and can manage funds invested in Heartland Funds account online.
- Postage paid envelopes provided for participants upon request.

Investment Options

Participants can choose between two investment options for their account:

- Mutual funds¹, provided by Heartland Funds, a Wisconsin-based mutual fund company. Participants receive quarterly statements, and can access their account online. 0.25% annual asset fee.
- Certificates of Deposit², provided by North Shore Bank.

¹ The investment options provided within this plan are NOT a deposit or other obligation of North Shore Bank or its affiliates; are NOT guaranteed by North Shore Bank or its affiliates; are NOT insured by the FDIC or any other agency of the United States; are subject to investment risk, including possible loss of value. Neither the Employer nor North Shore Bank can provide any level of assurance that these funds will perform in a specific manner.

² FDIC insurance protection.

Employer HRA Plan Fees

Account Implementation

Account Set Up	\$0
Plan Design Consultation	\$0
Plan Document	\$0
Summary Plan Description	\$0

Renewal

Annual Renewal	\$0
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Recordkeeping and Administration

Monthly Administration Fees	\$0 PPPM
Amendments	\$0
Postage Fees	\$0
Non-Discrimination Testing	\$0

North Shore Bank will provide document review and advice on development of personnel manual for plan with final approval from municipal attorney.

Other

Education and/or Enrollment	\$0
Program Fee Guarantee	5 Years

Program fees have not changed since the inception of the plan in 2007. Program fees reviewed annually.

Employee HRA Fees

Monthly Maintenance Fee	\$1.50
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Options to Avoid Monthly Maintenance Fee	Satisfy one of the following: <ul style="list-style-type: none"> • Maintain a 457(b) account with North Shore Bank • Maintain a checking account with North Shore Bank
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