



**VILLAGE OF WESTON, WISCONSIN**  
**OFFICIAL MEETING AGENDA OF THE FINANCE & HUMAN RESOURCE COMMITTEE**

Weston Municipal Center Board Room  
4747 Camp Phillips Road, Weston, WI 54476

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**Monday, March 16, 2026, at 4:30 p.m.**

A quorum of members from other Village governmental bodies (boards, commissions, and committees) may/might attend the above-noticed meeting to gather information. If a quorum of other government bodies is present, this would constitute a meeting pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis.2d 553,494 N.W.2d 408 (1993). No official actions other than those of the Board of Trustees and Finance & Human Resource Committee shall take place.

Wisconsin State Statutes require all agendas for Committee, Commission, or Board meetings be posted in final form, 24 hours prior to the meeting. Any posted agenda is subject to change up until 24 hours prior to the date and time of the meeting. All items listed on this agenda may be acted upon by the Finance & Human Resource Committee.

Join Zoom Meeting by Computer:

<https://zoom.us/j/5445915099>

Join Zoom Meeting by Phone:

+1 312 626 6799 US (Chicago)  
Meeting ID: 544 591 5099

**AGENDA ITEMS.**

1. **CALL TO ORDER & WELCOME**
2. **PLEDGE OF ALLEGIANCE TO THE FLAG.**
3. **ROLL CALL BY RECORDING SECRETARY.**

Daniels, Ermeling [C], Farar, Lopes-Serrao [VC], Meinel, Olson & Soper

**PUBLIC COMMENTS.**

**MINTUES FROM PREVIOUS MEETING.**

4. Approval of Minutes from Previous Finance & HR Meeting: [February 16, 2026](#)

**ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.**

5. [February Financial Report](#)
6. [TIF 1 and TIF 2 Detail Reports for February](#)
7. [Legal Details for February](#)

**EDUCATIONAL PRESENTATIONS & REPORTS.**

8. [Discussion of Public Works Operations and Budget](#)

**OLD BUSINESS.**

9. [Discussion and/or action on reimbursement for clothing and equipment, including:](#)
  - i. [Amendments to Chapter 5 Job Classification & Compensation, Section 13 Clothing and Equipment Allowance](#)
  - ii. [Amendments to Chapter 10 Behavior & Conduct, Section 01 Appearance](#)

**NEW BUSINESS.**

**REMARKS FROM STAFF.**

**REMARKS FROM COMMITTEE MEMBERS.**

**REMARKS FROM CHAIR.**

**FUTURE ITEMS.**

- Next Meeting Date(s): **Tuesday**, April 21, 2026, Time TBD

**ADJOURNMENT.**



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

February 16, 2026, at 4:30 p.m.

**ADGENDA ITEMS.**

1. Finance & HR Committee Call to Order & Welcome.  
Meeting called to order at 4:30 p.m. by Committee Chairperson Ermeling.
2. Pledge of Allegiance to the Flag.
3. Roll Call by Recording Secretary.  
Roll call indicated 5 members present and 2 members absent/excused.

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

**PUBLIC COMMENTS.**

Jim Pinsonneault, 5002 Arrow Street, asked why only select Billable Rates were increased and if other services, rags and rugs, would also be discontinued regarding the uniform rental contract discussion. He has concerns about the police and fire CIP allocation, and why the committee has not started talking about the budget yet, plus repair and replace cost of the pedestrian light bridge.

**MINUTES FROM PREVIOUS MEETING.**

4. Approval of minutes from previous Finance & HR meeting: January 19, 2026.  
*Motion by Olson, second by Daniels, to approve previous minutes. Motion carried 5-0.*

**ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.**

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

*Motion by Meinel, second by Olson, to acknowledge the work product transmittals 5, 6, 7. Motion carried 5-0.*

Discussion was held to include a narrative or a comparable coversheet for the budget status report.

**EDUCATION PRESENTATIONS & REPORTS.**

**OLD BUSINESS.**

## **NEW BUSINESS.**

### 8. Discussion and/or action on 2026 Billable Rates

Discussion was held regarding the calculation of the hourly billable rates and equipment/material rates.

*Motion by Olson, second by Meinel, to recommend the Village Board, the 2026 Billable Rates for billing outside entities as presented. Motion carried 5-0.*

### 9. Discussion and/or action on uniform rental contract

Discussion was held regarding whether receipts are submitted before receiving reimbursement and Village issued logo shirts/hats. It was also discussed whether tenured staff should receive a smaller allowance or to terminate the Cintas contract without an increase in current allowance to incur a cost saving.

*Motion by Olson, second by Meinel, to recommend the Village Board to not renew the uniform rental contract with Cintas. Motion carried 5-0.*

*Motion by Olson, second by Soper, to direct staff to bring back Clothing and Equipment allowable comparables with neighboring municipalities. Motion carried 5-0.*

### 10. Discussion and/or action on 2026 Capital Improvement Plan Updates

Discussion was held on the amendments to the plan since approval last fall. Condition(s) of the Public Safety Building following discussion at last month's Board Meeting was brought up. Administrator Gebert and Chief Finke shared testing will be completed in the near future, while issues are not suspected, follow-up will be completed.

*Motion by Meinel, second by Daniels, to recommend the Village Board approve the 2026 Capital Improvement Plan amendment as reflected on the attached table and map. Motion carried 5-0.*

## **REMARKS FROM STAFF.**

Village Administrator Gebert would like to remind committee members to tell their neighbors and friends to fill out the community survey, a part of the Comprehensive Plan Update.

## **REMARKS FROM COMMITTEE MEMBERS.**

## **REMARKS FROM CHAIR.**

Ermeling would like to welcome Daniels to the committee.

## **FUTURE ITEMS.**

Next meeting date(s):

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

-Equipment and Clothing allowable (Uniform Allowable)

**ADJOURNMENT.**

*Motion by Meinel, second by Daniels, to adjourn the Finance & HR committee meeting.  
Motion carried 5-0.*

Ermeling adjourned the Finance & HR Committee meeting at 5:51 p.m.

Song Lao, Recording Secretary.

DRAFT

# REQUEST FOR CONSIDERATION

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**Public Mtg/Date:** Board of Trustees, March 16, 2026  
Finance & Human Resource Committee, March 16, 2026

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**Description:** February 2026 Financial Report – All Funds

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**From:** Jessica Trautman, Finance Director

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**Question:** Should the Board of Trustees and Finance & HR Committee acknowledge the Financial Report for all funds?

## Background

The February 2026 Financial Report for all funds is attached

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**Attached Docs:** February 2026 Financial Report – All Funds

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**Committee Action:** None.

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**FISCAL IMPACT:** None.

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**Recommendation:** Finance Director recommends acknowledgement.

## Recommended Language for Official Action

**Finance: I move to acknowledge the February 2026 Financial Report for all funds.**

**Board of Trustees: I move to acknowledge the February 2026 Financial Report for all funds.**

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**Additional action:** None.

*The financial position of the Village of Weston for period beginning February 1, 2026, through February 28, 2026, as reported for all funds.*

# **Monthly Financial Report – February 2026**

March 16, 2026

Finance Department



# NARRATIVE

\*\*\*One quick thing to point out: 8.33% of the year completed!

February is doing fairly well, but being only two months into the year, it's still too early to pinpoint notable activity within the financial statements.

## General Fund:

Revenue collected for 2026 is \$6,256,131 or 64.7%, in line with 2025.

- Munic. Service-General Gov't: 94% of budget, Town rent was recorded.
- License and Permits: Trending similar to 2025.
- Miscellaneous Revenue: 22%, Crane Meadow terminated their lease at year end of 2025.

Expenditure, so far, is similar with 2025 at \$1,649,475 or 17.1%.

- Wages/Salaries: reflected through 02/20/2026
- Mountain Bay Metro PD: Inline with budget, but has an increase of \$26,070
- Winter Street Maintenance – Village: 53% of budget, 2025 had a lighter winter

<u>EXPENDITURE</u>	<u>Y-T-D 2026</u>	<u>ADJUSTED BUDGET</u>	<u>Y-T-D 2025</u>	<u>ADJUSTED BUDGET</u>
<b>GENERAL FUND:</b>				
General Government	\$288,246	\$1,248,175	\$270,556	\$1,349,083
Public Safety	930,824	5,253,040	908,058	4,950,934
Public Works	336,701	2,217,683	282,151	2,258,619
Human Services	0	8,000	-	7,400
Culture & Recreation	57,436	571,531	74,872	567,414
Community Development	36,268	296,568	31,752	286,997
Misc. Programs	-	29,500	-	29,500
Transfer to Other Funds	-	25,000	-	125,000
Contingency Reserve	-	16,459	-	43,250
<b>TOTAL APPROPRIATION</b>	<u>\$1,649,475</u>	<u>\$9,665,956</u>	<u>\$1,567,389</u>	<u>\$9,618,197</u>
<b>REVENUES</b>				
Property Taxes	\$5,742,580	\$5,733,357	\$5,601,967	\$5,601,966
Other Taxes	109,166	523,090	111,318	553,090
State Shared Revenues	-	1,535,919	-	1,474,060
Other Grants & Aids	263,262	1,171,046	211,442	1,063,783
Interest Income	47,231	97,384	70,683	201,958
Munic. Services-Town/All Other	43,369	70,550	10,863	67,550
Applied Fund Balance/Reserve	-	50,000	-	105,000
All Other Revenue	50,523	484,610	53,828	550,790
<b>TOTAL RESOURCES</b>	<u>\$6,256,131</u>	<u>\$9,665,956</u>	<u>\$6,060,102</u>	<u>\$9,618,197</u>

Special Revenue Funds:

Aquatic Center, minimal activities, a few season passes and punch card sold.

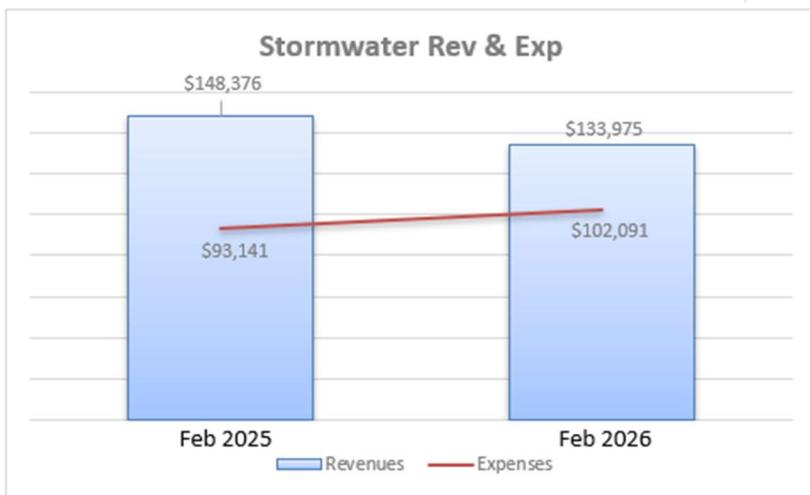
Room Taxes, currently no activities.

Proprietary Funds:

Water revenue is similar to 2025 at 16.15%, with no notable difference. Interest is currently high but is expected to be lower than 2025. Water expenditure is slightly higher than 2025 at an increase of \$3,381.

Sewer revenue is slightly higher than 2025 at 15.38%. There was a meter reading error, Wausau Tile, that will be corrected in March. Also, in 2025, Sewer sold their old sewer camera. Sewer expenditure is slightly lower than 2025 at 10.47% due to timing difference in paying invoices.

Stormwater revenue is like 2025 with no notable difference at 13.51%. Expenditure is lower than 2025 at 12.05% with no notable difference as well.



Drill down to see Budget Status Report [here.](#)



# REQUEST FOR CONSIDERATION

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**Public Mtg/Date:** Finance & Human Resource Committee, March 16, 2026

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**Description:** February TIF 1 & TIF 2 Detail Reports

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**From:** Finance Department

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**Question:** Should the Finance Committee acknowledge the TIF 1 & TIF 2 detail reports?

## Background

The detail ledger for TIF 1 and TIF 2 are attached. All TIF funds are included; however, if there is not transaction activity in a fund, the detail ledger will not include those funds.

The fund number is the first two digits of the account number on the detail ledger. The breakdown of what each fund is can be found below:

- Fund 21 is TIF 1
- Fund 27 is TIF 1 CDA
- Fund 40 is TIF 1 Capital
- Fund 26 is TIF 2
- Fund 28 is TIF 2 CDA

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**Attached Docs:** Detail Ledger for TIF 1 & TIF 2

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**Committee Action:** None.

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**FISCAL IMPACT:** None.

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**Recommendation:** Finance Director recommends acknowledgement.

## Recommended Language for Official Action

**I move to acknowledge the TIF 1 & TIF 2 detail reports.**

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**Additional action:** None.

Report Criteria:

- Actual Amounts
- Accounts With Balances Or Activity
- Summarize Payroll Detail
- Print Period Totals
- Include Vendor Number, Invoice Number, Description, and Invoice Date Comments
- Include FUNDS: 21, 26, 27, 28, 40
- Exclude FUNDS: 99
- Print FUND Titles
- Page by FUND
- All Segments Tested for Total Breaks
- Account Code.Account code = "E","R"

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
<b>TIF #1/SPECIAL REVENUE FUND</b>							
			01/31/2026 (01/26) Balance	21-00-41120-000-000			4,399,636.57-
			02/28/2026 (02/26) Period Totals and Balance		.00 *	.00 *	4,399,636.57-
YTD Encumbrance	.00	YTD Actual	-4,399,636.57	Total	-4,399,636.57	YTD Budget	-4,242,684.00
				Unearned	(156,952.57)		
<b>INTEREST-INVESTMENTS</b>							
			01/31/2026 (01/26) Balance	21-00-48110-001-000			18,164.52-
02/28/2026	CR1	8	Intercity Interest - Feb			10,972.85-	
02/28/2026	JE	11	LGIP Acct Interest - Feb			12,240.04-	
			02/28/2026 (02/26) Period Totals and Balance		.00 *	23,212.89- *	41,377.41-
YTD Encumbrance	.00	YTD Actual	-41,377.41	Total	-41,377.41	YTD Budget	-40,000.00
				Unearned	(1,377.41)		
<b>REGULAR EARNINGS</b>							
			01/31/2026 (01/26) Balance	21-06-56721-110-000			6,282.71
02/06/2026	PC	203	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1,230.48		
02/06/2026	PC	222	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		438.91		
02/06/2026	PC	228	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		48.77		
02/06/2026	PC	333	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		387.32		
02/06/2026	PC	339	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		23.09		
02/06/2026	PC	358	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		873.28		
02/06/2026	PC	483	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1,542.24		
02/06/2026	PC	488	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		171.36		
02/06/2026	PC	552	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		421.92		
02/06/2026	PC	757	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		128.40		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
02/06/2026	PC	762	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		16.28					
02/20/2026	PC	939	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		861.34					
02/20/2026	PC	942	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		369.14					
02/20/2026	PC	961	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		438.91					
02/20/2026	PC	967	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		48.77					
02/20/2026	PC	1062	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		397.58					
02/20/2026	PC	1068	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		12.83					
02/20/2026	PC	1087	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		873.28					
02/20/2026	PC	1208	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		1,713.60					
02/20/2026	PC	1273	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		421.92					
02/20/2026	PC	1468	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		144.68					
02/28/2026 (02/26) Period Totals and Balance					10,564.10 *	.00 *	16,846.81			
YTD Encumbrance		.00	YTD Actual	16,846.81	Total	16,846.81	YTD Budget	137,862.00	Unexpended	121,015.19
SOCIAL SECURITY			01/31/2026 (01/26) Balance		21-06-56721-151-000		444.02			
02/06/2026	PB	277	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		67.68					
02/06/2026	PB	283	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		15.83					
02/06/2026	PB	355	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		27.91					
02/06/2026	PB	367	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		6.53					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	653	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		23.06		
02/06/2026	PB	665	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		5.39		
02/06/2026	PB	739	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		49.90		
02/06/2026	PB	749	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.67		
02/06/2026	PB	1007	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		102.11		
02/06/2026	PB	1017	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		23.88		
02/06/2026	PB	1129	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		26.12		
02/06/2026	PB	1139	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		6.11		
02/06/2026	PB	1577	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		8.39		
02/06/2026	PB	1587	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1.96		
02/20/2026	PB	1875	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		67.68		
02/20/2026	PB	1881	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		15.83		
02/20/2026	PB	1953	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		27.91		
02/20/2026	PB	1965	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		6.53		
02/20/2026	PB	2231	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		23.06		
02/20/2026	PB	2243	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		5.39		
02/20/2026	PB	2317	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		49.90		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
02/20/2026	PB	2327	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		11.67					
02/20/2026	PB	2577	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		101.98					
02/20/2026	PB	2587	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		23.85					
02/20/2026	PB	2733	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		26.12					
02/20/2026	PB	2743	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		6.11					
02/20/2026	PB	3263	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		8.39					
02/20/2026	PB	3273	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		1.96					
02/28/2026 (02/26) Period Totals and Balance					752.92 *	.00 *	1,196.94			
YTD Encumbrance		.00	YTD Actual	1,196.94	Total	1,196.94	YTD Budget	10,545.00	Unexpended	9,348.06
RETIREMENT-ER/EE SHARE								01/31/2026 (01/26) Balance	21-06-56721-152-000	452.37
02/06/2026	PB	271	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		88.60					
02/06/2026	PB	343	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		35.11					
02/06/2026	PB	641	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		29.55					
02/06/2026	PB	729	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		62.88					
02/06/2026	PB	997	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		123.38					
02/06/2026	PB	1119	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		30.38					
02/06/2026	PB	1567	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		10.42					
02/20/2026	PB	1869	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		88.60					
02/20/2026	PB	1941	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		35.11					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/20/2026	PB	2219	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		29.55		
02/20/2026	PB	2307	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		62.88		
02/20/2026	PB	2567	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		123.38		
02/20/2026	PB	2723	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		30.38		
02/20/2026	PB	3253	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		10.42		
02/28/2026 (02/26) Period Totals and Balance					760.64 *	.00 *	1,213.01
YTD Encumbrance	.00	YTD Actual	1,213.01 Total	1,213.01 YTD Budget	9,925.00 Unexpended	8,711.99	
HEALTH INSURANCE			01/31/2026 (01/26) Balance	21-06-56721-154-000			3,790.98
02/06/2026	PB	247	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		316.45		
02/06/2026	PB	253	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		23.48		
02/06/2026	PB	265	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.34		
02/06/2026	PB	295	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		149.43		
02/06/2026	PB	307	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.74		
02/06/2026	PB	331	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.17		
02/06/2026	PB	593	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		105.49		
02/06/2026	PB	605	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		7.83		
02/06/2026	PB	629	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.11		
02/06/2026	PB	689	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		210.97		
02/06/2026	PB	699	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		15.65		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	719	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.23		
02/06/2026	PB	957	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		119.41		
02/06/2026	PB	967	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		9.90		
02/06/2026	PB	987	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.40		
02/06/2026	PB	1089	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		5.25		
02/06/2026	PB	1109	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.20		
02/06/2026	PB	1527	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		52.74		
02/06/2026	PB	1537	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.91		
02/06/2026	PB	1557	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.06		
02/20/2026	PB	1845	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		316.45		
02/20/2026	PB	1851	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		23.48		
02/20/2026	PB	1863	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.34		
02/20/2026	PB	1893	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		149.43		
02/20/2026	PB	1905	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		11.74		
02/20/2026	PB	1929	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.17		
02/20/2026	PB	2171	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		105.49		
02/20/2026	PB	2183	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		7.83		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/20/2026	PB	2207	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.11		
02/20/2026	PB	2267	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		210.97		
02/20/2026	PB	2277	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		15.65		
02/20/2026	PB	2297	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.23		
02/20/2026	PB	2527	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		123.06		
02/20/2026	PB	2537	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		10.20		
02/20/2026	PB	2557	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.40		
02/20/2026	PB	2693	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		5.25		
02/20/2026	PB	2713	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.20		
02/20/2026	PB	3213	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		52.74		
02/20/2026	PB	3223	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.91		
02/20/2026	PB	3243	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.06		
02/28/2026 (02/26) Period Totals and Balance					2,071.47 *	.00 *	5,862.45
YTD Encumbrance	.00	YTD Actual	5,862.45 Total	5,862.45 YTD Budget	25,441.00 Unexpended	19,578.55	
LIFE INSURANCE			01/31/2026 (01/26) Balance	21-06-56721-155-000			17.44
02/06/2026	PB	259	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		4.08		
02/06/2026	PB	319	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.53		
02/06/2026	PB	617	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.74		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	709	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.89		
02/06/2026	PB	977	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1.99		
02/06/2026	PB	1099	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.33		
02/06/2026	PB	1547	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.13		
02/20/2026	PB	1857	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		4.08		
02/20/2026	PB	1917	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.53		
02/20/2026	PB	2195	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.74		
02/20/2026	PB	2287	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.89		
02/20/2026	PB	2547	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.05		
02/20/2026	PB	2703	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.33		
02/20/2026	PB	3233	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.13		
02/28/2026 (02/26) Period Totals and Balance					17.44 *	.00 *	34.88
YTD Encumbrance		.00 YTD Actual	34.88 Total	34.88 YTD Budget	262.00 Unexpended	227.12	
WORKER'S COMP INSURANCE							34.28
01/31/2026 (01/26) Balance				21-06-56721-156-000			
02/06/2026	PB	289	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1.99		
02/06/2026	PB	379	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		21.41		
02/06/2026	PB	677	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.66		
02/06/2026	PB	759	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1.41		
02/06/2026	PB	1027	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.78		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	1149	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.68		
02/06/2026	PB	1597	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.23		
02/20/2026	PB	1887	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		1.99		
02/20/2026	PB	1977	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		21.41		
02/20/2026	PB	2255	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.66		
02/20/2026	PB	2337	WODALSKI,MICHAEL J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		1.41		
02/20/2026	PB	2597	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.78		
02/20/2026	PB	2753	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.68		
02/20/2026	PB	3283	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.23		
02/28/2026 (02/26) Period Totals and Balance					58.32	*.00	92.60
YTD Encumbrance	.00	YTD Actual	92.60 Total	92.60 YTD Budget	531.00 Unexpended	438.40	
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ACCOUNTING & AUDITING FEES			01/31/2026 (01/26) Balance	21-06-56721-213-000			1,801.33
					02/28/2026 (02/26) Period Totals and Balance	.00	1,801.33
YTD Encumbrance	.00	YTD Actual	1,801.33 Total	1,801.33 YTD Budget	7,000.00 Unexpended	5,198.67	
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MEMBERSHIP DUES			01/31/2026 (01/26) Balance	21-06-56721-324-000			1,000.00
02/28/2026	JE	2	Wausau Chamber Of Commerce Membershi		685.00		
					02/28/2026 (02/26) Period Totals and Balance	685.00	1,685.00
YTD Encumbrance	.00	YTD Actual	1,685.00 Total	1,685.00 YTD Budget	1,800.00 Unexpended	115.00	
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GRANT			01/31/2026 (01/26) Balance	21-06-56771-791-000			.00
02/02/2026	AP	26	EAU CLAIRE RIVER LLC **VendorNo: 20330 **Inv. No: PMT #5 - TIF #1 GRANT **Desc: TIF GRANT - EAU CLAIRE RIVER LLC/PGA PMT 5 **Inv. Date: 02/02/26		20,895.65		
02/02/2026	AP	45	TOMMY DOCK PRODUCT LLC **VendorNo: 22575 **Inv. No: TIF #1 GRANT - PAYMENT #4 **Desc: TIF GRANT - TOMMY DOCKS PMT 4 **Inv. Date: 02/02/26		27,059.31		
					02/28/2026 (02/26) Period Totals and Balance	47,954.96	47,954.96

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Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
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YTD Encumbrance		.00 YTD Actual	47,954.96 Total	47,954.96 YTD Budget	72,000.00 Unexpended	24,045.04	
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Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
<b>TIF #2/SPECIAL REVENUE FUND</b>							
INTEREST-INVESTMENTS			01/31/2026 (01/26) Balance	26-00-48110-001-000			2.61-
			02/28/2026 (02/26) Period Totals and Balance		.00 *	.00 *	2.61-
YTD Encumbrance		.00 YTD Actual	-2.61 Total	-2.61 YTD Budget	.00 Unearned	(2.61)	
<b>REGULAR EARNINGS</b>							
			01/31/2026 (01/26) Balance	26-06-56726-110-000			1,689.53
02/06/2026	PC	202	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		205.08		
02/06/2026	PC	221	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		146.30		
02/06/2026	PC	227	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		16.26		
02/06/2026	PC	331	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		193.66		
02/06/2026	PC	337	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.54		
02/06/2026	PC	482	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		418.61		
02/06/2026	PC	487	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		46.51		
02/06/2026	PC	551	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		234.40		
02/06/2026	PC	758	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		128.40		
02/06/2026	PC	763	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		16.28		
02/20/2026	PC	938	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		143.56		
02/20/2026	PC	941	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		61.52		
02/20/2026	PC	960	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		146.30		
02/20/2026	PC	966	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		16.26		
02/20/2026	PC	1060	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		198.79		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance	
02/20/2026	PC	1066	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		6.41			
02/20/2026	PC	1207	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		465.12			
02/20/2026	PC	1272	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		234.40			
02/20/2026	PC	1469	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		144.68			
02/28/2026 (02/26) Period Totals and Balance					2,834.08 *	.00 *	4,523.61	
YTD Encumbrance		.00	YTD Actual	4,523.61 Total	4,523.61	YTD Budget	33,077.00 Unexpended	28,553.39
SOCIAL SECURITY			01/31/2026 (01/26) Balance	26-06-56726-151-000			120.59	
02/06/2026	PB	279	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.28			
02/06/2026	PB	285	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.64			
02/06/2026	PB	357	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		9.30			
02/06/2026	PB	369	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.18			
02/06/2026	PB	655	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.53			
02/06/2026	PB	667	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.70			
02/06/2026	PB	1009	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		27.72			
02/06/2026	PB	1019	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		6.48			
02/06/2026	PB	1131	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		14.51			
02/06/2026	PB	1141	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.39			
02/06/2026	PB	1579	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		8.39			
02/06/2026	PB	1589	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		1.96			

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance	
02/20/2026	PB	1877	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		11.28			
02/20/2026	PB	1883	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.64			
02/20/2026	PB	1955	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		9.30			
02/20/2026	PB	1967	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.18			
02/20/2026	PB	2233	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		11.53			
02/20/2026	PB	2245	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.70			
02/20/2026	PB	2579	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		27.68			
02/20/2026	PB	2589	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		6.47			
02/20/2026	PB	2735	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		14.51			
02/20/2026	PB	2745	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.39			
02/20/2026	PB	3265	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		8.39			
02/20/2026	PB	3275	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		1.96			
02/28/2026 (02/26) Period Totals and Balance					204.11 *	.00 *	324.70	
YTD Encumbrance		.00	YTD Actual	324.70 Total	324.70	YTD Budget	2,532.00 Unexpended	2,207.30
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RETIREMENT-ER/EE SHARE			01/31/2026 (01/26) Balance	26-06-56726-152-000			121.65	
02/06/2026	PB	273	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		14.76			
02/06/2026	PB	345	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		11.70			
02/06/2026	PB	643	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		14.77			

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	999	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		33.49		
02/06/2026	PB	1121	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		16.88		
02/06/2026	PB	1569	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		10.42		
02/20/2026	PB	1871	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		14.76		
02/20/2026	PB	1943	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		11.70		
02/20/2026	PB	2221	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		14.77		
02/20/2026	PB	2569	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		33.49		
02/20/2026	PB	2725	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		16.88		
02/20/2026	PB	3255	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		10.42		
02/28/2026 (02/26) Period Totals and Balance					204.04 *	.00 *	325.69
YTD Encumbrance	.00	YTD Actual	325.69 Total	325.69 YTD Budget	2,382.00 Unexpended	2,056.31	
HEALTH INSURANCE		01/31/2026 (01/26) Balance		26-06-56726-154-000			963.51
02/06/2026	PB	249	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		52.74		
02/06/2026	PB	255	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.91		
02/06/2026	PB	267	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.06		
02/06/2026	PB	297	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		49.81		
02/06/2026	PB	309	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.91		
02/06/2026	PB	333	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.06		
02/06/2026	PB	595	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		52.74		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/06/2026	PB	607	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.91		
02/06/2026	PB	631	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.06		
02/06/2026	PB	959	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		32.41		
02/06/2026	PB	969	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.69		
02/06/2026	PB	989	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.11		
02/06/2026	PB	1091	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		2.91		
02/06/2026	PB	1111	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.11		
02/06/2026	PB	1529	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		52.74		
02/06/2026	PB	1539	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		3.91		
02/06/2026	PB	1559	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.06		
02/20/2026	PB	1847	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		52.74		
02/20/2026	PB	1853	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.91		
02/20/2026	PB	1865	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.06		
02/20/2026	PB	1895	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		49.81		
02/20/2026	PB	1907	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.91		
02/20/2026	PB	1931	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.06		
02/20/2026	PB	2173	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		52.74		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/20/2026	PB	2185	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.91		
02/20/2026	PB	2209	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.06		
02/20/2026	PB	2529	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		33.40		
02/20/2026	PB	2539	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.77		
02/20/2026	PB	2559	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.11		
02/20/2026	PB	2695	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		2.91		
02/20/2026	PB	2715	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.11		
02/20/2026	PB	3215	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		52.74		
02/20/2026	PB	3225	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		3.91		
02/20/2026	PB	3245	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.06		
02/28/2026 (02/26) Period Totals and Balance					525.35 *	.00 *	1,488.86
YTD Encumbrance	.00	YTD Actual	1,488.86 Total	1,488.86 YTD Budget	7,974.00 Unexpended	6,485.14	

		01/31/2026 (01/26) Balance		26-06-56726-155-000			4.18
02/06/2026	PB	261	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.68		
02/06/2026	PB	321	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.18		
02/06/2026	PB	619	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.37		
02/06/2026	PB	979	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.54		
02/06/2026	PB	1101	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.18		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
02/06/2026	PB	1549	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.13					
02/20/2026	PB	1859	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.68					
02/20/2026	PB	1919	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.18					
02/20/2026	PB	2197	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.37					
02/20/2026	PB	2549	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.56					
02/20/2026	PB	2705	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.18					
02/20/2026	PB	3235	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.13					
02/28/2026 (02/26) Period Totals and Balance					4.18 *	.00 *	8.36			
YTD Encumbrance		.00	YTD Actual	8.36	Total	8.36	YTD Budget	57.00	Unexpended	48.64
WORKER'S COMP INSURANCE								01/31/2026 (01/26) Balance	26-06-56726-156-000	10.77
02/06/2026	PB	291	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.33					
02/06/2026	PB	381	BLAREK,FORREST J PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		7.14					
02/06/2026	PB	679	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.33					
02/06/2026	PB	1029	GEBERT, JAMI PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.75					
02/06/2026	PB	1151	WEBSTER, AUDREY PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.38					
02/06/2026	PB	1599	LAO, SONG PAYROLL TRANS FOR 2/1/2026 PAY PERIOD		.23					
02/20/2026	PB	1889	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.33					
02/20/2026	PB	1979	BLAREK,FORREST J PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		7.14					
02/20/2026	PB	2257	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.33					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
02/20/2026	PB	2599	GEBERT, JAMI PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.75		
02/20/2026	PB	2755	WEBSTER, AUDREY PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.38		
02/20/2026	PB	3285	LAO, SONG PAYROLL TRANS FOR 2/15/2026 PAY PERIOD		.23		
02/28/2026 (02/26) Period Totals and Balance					18.32 *	.00 *	29.09
YTD Encumbrance	.00	YTD Actual	29.09 Total	29.09 YTD Budget	45.00 Unexpended	15.91	
ACCOUNTING & AUDITING FEES			01/31/2026 (01/26) Balance	26-06-56726-213-000			160.83
			02/28/2026 (02/26) Period Totals and Balance		.00 *	.00 *	160.83
YTD Encumbrance	.00	YTD Actual	160.83 Total	160.83 YTD Budget	600.00 Unexpended	439.17	

Report Criteria:

- Actual Amounts
- Accounts With Balances Or Activity
- Summarize Payroll Detail
- Print Period Totals
- Include Vendor Number, Invoice Number, Description, and Invoice Date Comments
- Include FUNDS: 21, 26, 27, 28, 40
- Exclude FUNDS: 99
- Print FUND Titles
- Page by FUND
- All Segments Tested for Total Breaks
- Account Code.Account code = "E","R"

# REQUEST FOR CONSIDERATION

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**Public Mtg/Date:** Finance & Human Resource Committee, March 16, 2026

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**Description:** Attorney detail 02/09/26 – 03/08/26

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**From:** Finance Department

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**Question:** N/A

## Background

Attached is the check detail for legal fees

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**Attached Docs:** Vendor history

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**Committee Action:** None.

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**FISCAL IMPACT:** None.

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**Recommendation:** None.

## Recommended Language for Official Action

**For review, no action needed.**

Vendor: **19951 YDE LAW FIRM S.C.**  
2405 SCHOFIELD AVE  
SUITE 210  
WESTON, WI 54476

Phone:  
Contact:  
Activation Date: 03/01/2010  
Termination Date:  
Terms Code: Open Terms  
Default Description:  
Standard GL Accou 10-01-51300-212-000  
Vendor Type: Normal  
Rating:  
1099 ID Number: 39-1895766  
Balance: .00

Totals Category	Report Dates	Year 2026	Year 2025
1099 Amount	2,200.00	6,180.00	40,294.00
Purchases	2,200.00	6,180.00	40,294.00
Adjustments	.00	.00	.00
Payments	2,200.00	6,180.00	40,294.00
Discounts	.00	.00	.00
Discounts Lost	.00	.00	.00

	Date	Number	Amount
Last PO:	01/01/0001		.00
Last Invoice:	02/18/2026	224728	1,080.00
Last Check:	02/19/2026	66357	2,200.00

**Invoice Detail**

Invoice Date	Invoice Number	Seq	GL Period	Type	Input Date	Description	Amount	Payment Due Date	Discount	PO Number	PO Seq	Check Number	GL Account	1099 Type
02/18/2026	224727	1	02/26	Invoice	02/18/2026	1/22-2/9 REFERENDUM REVIEW	500.00	02/19/2026	-			66357	10-01-51300-21	Attorneys Fe
02/18/2026	224727	2	02/26	Invoice	02/18/2026	1/22-2/9 ALCOHOL LICENSE REVIEW	620.00	02/19/2026	-			66357	10-01-51300-21	Attorneys Fe
02/18/2026	224728	1	02/26	Invoice	02/18/2026	2/1-2/15 DISQUALIFY BIDDER	1,000.00	02/19/2026	-			66357	10-01-51300-21	Attorneys Fe
02/18/2026	224728	2	02/26	Invoice	02/18/2026	2/15 GRANITE RIDGE	80.00	02/19/2026	-			66357	10-01-51300-21	Attorneys Fe

**Check Detail**

Check Date	Check Number	Seq	GL Period	Type	Input Date	Amount	Discount Taken	Discount Lost	Invoice Number	Inv Seq	Invoice Description	Bank	GL Account	1099
02/19/2026	66357	1	02/26	Calculated	02/19/2026	500.00	.00	.00	224727	1	1/22-2/9 REFERENDUM REVIEW	1	10-01-51300-	Attorn
02/19/2026	66357	2	02/26	Calculated	02/19/2026	620.00	.00	.00	224727	2	1/22-2/9 ALCOHOL LICENSE REVIEW	1	10-01-51300-	Attorn
02/19/2026	66357	3	02/26	Calculated	02/19/2026	1,000.00	.00	.00	224728	1	2/1-2/15 DISQUALIFY BIDDER	1	10-01-51300-	Attorn
02/19/2026	66357	4	02/26	Calculated	02/19/2026	80.00	.00	.00	224728	2	2/15 GRANITE RIDGE	1	10-01-51300-	Attorn

**PO Detail**

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PO Date	PO Number	Seq	GL Period	Type	Input Date	Description	Amount	PO Balance	Req Number	Re Seq	Invoice Number	GL Account	Recvd
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**Requisition Detail**

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Requisition Date	Requisition Number	Seq	Status	Status Date	Description	Amount	PO Number	GL Account
---------------------	-----------------------	-----	--------	----------------	-------------	--------	-----------	------------

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Report Criteria:

[Report].Vendor Number = 19951

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# 2026 Public Works Operations Budget

Finance and HR Committee: 3/16/2026

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# Definition of Public Works

■ Public works is the combination of:

1) Physical assets

2) Personnel

3) Management practices and

4) Policies

necessary for government to provide and sustain structures and services essential to the welfare and acceptable quality of life for its citizens.

# Physical Assets Maintained by the Village of Weston Are:

- 119.40 Centerline miles of roads
  - 33.3 Miles of sidewalk
  - 11.8 Miles of Paths/Trails
  - 6.3 Miles of urban landscaping
  - 63.7 Miles of rural mowing (includes miles in the Town of Weston)
- 50+ pieces of equipment
  - 6 utility vans, 1 tv truck, 1 Sewer Cleaner
  - 6 Pickups, 4 1-Tons, 6 Plow Trucks, 4 Dump Trucks, Street Sweeper, 2 Leaf Vac's
  - 3 Loaders, Track, Wheel and Mini Excavator
  - Bulldozer, 2 Graders, 2 skid steers
  - 5 commercial grade lawn mowers, 2 Tractor Mowers
  - Plus More small equipment: chainsaws, pumps, generators, etc.
- 113.8 Miles of Watermain
  - 8 Wells
  - 4 Elevated Towers
  - 1 Treatment Plant
  - 2,297 Mainline Valves
  - 966 Hydrants
  - 6,718 Meters
- 102.9 Miles of Sanitary Sewer
  - 13 Lift Stations
  - 2,011 Manholes
- 71.0 Miles of Storm Sewer
  - 1,087 Manholes
  - 2,948 Inlets/Catch Basins

# Public Works Budget

- Main categories are:

- Street Maintenance
- Winter Maintenance
- Traffic Control

- Maintenance of Signalized Intersections in the Village of Weston

- Hard Material Handling

- Salvaged materials handling for Public Works Projects

- Topsoil, Recycled Asphalt Base Course, Reclaimed Sand

- Street Lighting



# 2026 Public Works Operations Budget Summary

- Compared to 2025
  - -\$25,936
  - 1.16% Decrease
    - Primarily Winter Maintenance

## VILLAGE OF WESTON 2026 BUDGET SUMMARY

Budget Account	2024 Actual	2025 Y-T-D 9/30/2025	2025 Estimate	2025 Amended Budget	2026 Adopted Budget	2026 Dollar Change	2026 % Budget Change
<b><u>PUBLIC WORKS</u></b>							
Director of Public Works	17,392	13,849	18,192	18,004	18,510	506	
Engineer	13,007	36,766	1,400	16,700	9,625	(7,075)	
Street Superintendent	35,322	25,865	32,018	31,268	31,739	471	
Street Operations	1,506,979	815,815	1,395,617	1,404,313	1,435,356	31,043	
Traffic Control	46,830	11,488	31,500	40,000	40,000	-	
Winter Maintenance	243,027	290,147	357,480	467,623	408,319	(59,304)	
Hard Materials Handling	24,900	35,586	22,881	21,915	23,956	2,041	
Street Irrigation Maintenance	4,144	9,008	6,500	13,840	9,840	(4,000)	
Street Operations-Town of Weston	8,403	4,080	9,355	6,173	9,521	3,348	
Winter Maintenance-Town of Weston	9,223	14,135	15,176	15,162	17,196	2,034	
Street Lighting	214,874	141,124	210,500	208,000	213,000	5,000	
<b>Public Works</b>	<b>\$ 2,124,101</b>	<b>\$ 1,397,863</b>	<b>\$ 2,100,619</b>	<b>\$ 2,242,998</b>	<b>\$ 2,217,062</b>	<b>\$ (25,936)</b>	<b>-1.16%</b>

represents street maint & sal



# Public Works Operations Budget By Year

Year	2021	2022	2023	2024	2025	2026
Public Works - Operations	\$2,093,230	\$2,131,940	\$2,112,974	\$2,269,077	\$2,242,998	\$2,217,062

- 2026 Major Categories:
  - Summer Street Operations: \$1,435,356
  - Winter Maintenance: \$408,319
  - Street Lighting: \$213,000
- \$2,056,675 (93%) of costs are in these 3 categories

# *Summer Street Operations - \$1,435,356*

## ■ Primary Expenses:

- Hourly Wages and Benefits = \$499,523
- Contracted Surface Maintenance = \$600,000
- Equipment Expenses = \$117,500
- Gas/Fuel = \$90,000
- Signage and Painting = \$43,500

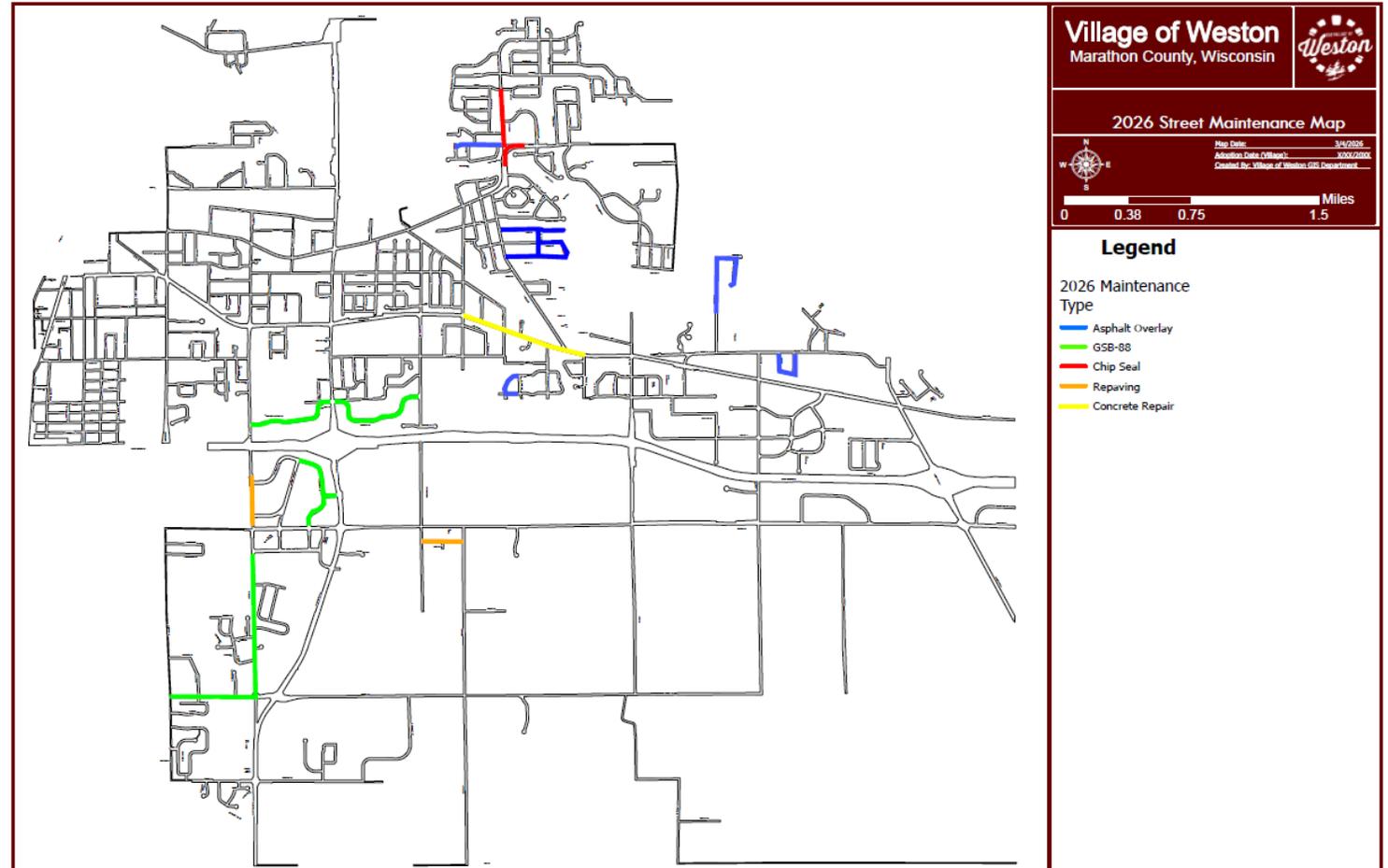
# Summer Operations

- Crack Sealing
- Road Building
- Grading
- Shouldering
- Tree Trimming
- Asphalt Paving
- Concrete Repairs
- Sign Maintenance
- Line Painting



# Planned 2026 Contracted Surface Maintenance

- Treatment of 7.29 Miles
  - 0.59 Miles – Chipseal
  - 3.12 Miles – Gilsonite
  - 2.56 Miles – Asphalt Overlay
  - 0.24 Miles – Repave
  - 0.77 Miles – Concrete Repairs
- 6.12% of Streets
- Note mileage does not include crack seal miles and is only reflective of full surface treatments.



# Paving and Surface Maintenance Miles 2021-2025

Overall Street Maintenance and Repaving Miles						
Year	2025	2024	2023	2022	2021	5-yr avg
Miles Maint	16.10	14.98	10.30	8.62	8.11	<b>11.62</b>
Total Miles	119.40	119.07	118.83	118.34	118.34	
% Maint	13.49%	12.58%	8.66%	7.28%	6.85%	<b>9.77%</b>

GSB-88 (Rejuvenators)		Overlay		Crack Seal*		Repaving		Reconstruct	
Street	Miles	Street	Miles	Street	Miles	Street	Miles	Street	Miles
Crestwood Acre	1.08	Michael and Cheryl	0.44	Westfair (E of Mesker)	0.14	Ryan (Schofield to Commer	0.32	Fuller	1.03
Windemere Oaks	0.93	Coronado/Lawndale	0.35	Hilgeman	0.13	Commerce (Ryan to RickyV	0.64	Weston Ave (V	1.25
Apache / Executive	0.92	Bahl/Twin Pines/Moi	0.51	Eau Claire Ave	0.99	Shorey (X to Anastasia)	1.47	Schofield Ave I	1.06
Neupert	0.66	Birchwood/Terrier	0.19	Quentin (Creel to Ros	0.23	Von Kanel (Weston to Shirle	0.09		
Ryan St	0.65	Post (W of S1)	0.12	Windemere Oaks Nei	1.01	Weston Ave (Birch to X)	0.51		
Schofield Ave	1.62	Jacob	0.17	Edgewood Estates N	0.29	Cranberry	0.36		
		Alex (W of Sandy)	0.28	N Apache	0.59	Ministry	0.49		
		Jean Ellen / Sternbe	0.31	Trotzer	0.04	Franciscan (Weston to Mini	0.09		
		Prarie/Westfair (W of	0.28	Raybelle	0.46	Saxon/Regent/Meridian	0.29		
				Rudolph	0.19				
				Deer	0.15				
				Pleasant View	0.19				
				Kramer (S of Gusmar	0.50				
<b>Total</b>	<b>5.86</b>	<b>Total</b>	<b>2.65</b>	<b>Total</b>	<b>22.91</b>	<b>Total</b>	<b>4.25</b>	<b>Total</b>	<b>3.34</b>

\*Crack Seal miles have some hidden rows due to the number of streets crack sealed each year.

\*\* Maintenance miles are counted only for new pavement or full surface treatment, thus crack seal miles are not included.

# Roads are Rated Using The Pavement Surface Evaluation and Rating (PASER) System Developed by the UW-Madison Transportation Information Center using a 1-10 scale

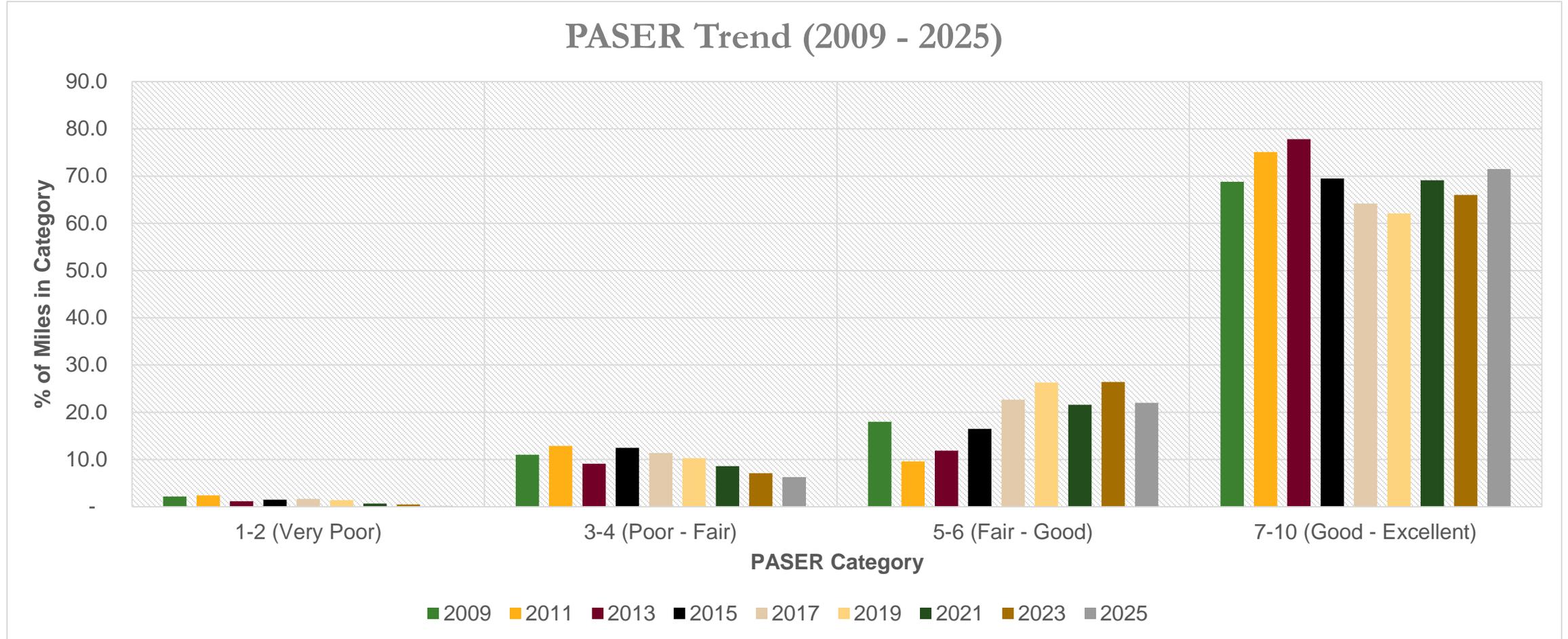


In addition to indicating the surface condition of a road, a given rating also includes a recommendation for needed maintenance or repair. This feature of the rating system facilitates its use and enhances its value as a tool in ongoing road maintenance.

## RATINGS ARE RELATED TO NEEDED MAINTENANCE OR REPAIR

<b>Rating 9 &amp; 10</b>	No maintenance required
<b>Rating 8</b>	Little or no maintenance
<b>Rating 7</b>	Routine maintenance, cracksealing and minor patching
<b>Rating 5 &amp; 6</b>	Preservative treatments (sealcoating)
<b>Rating 3 &amp; 4</b>	Structural improvement and leveling (overlay or recycling)
<b>Rating 1 &amp; 2</b>	Reconstruction

# PASER by % Miles (2009 - 2025)



# PASER as a percentage of Street Miles

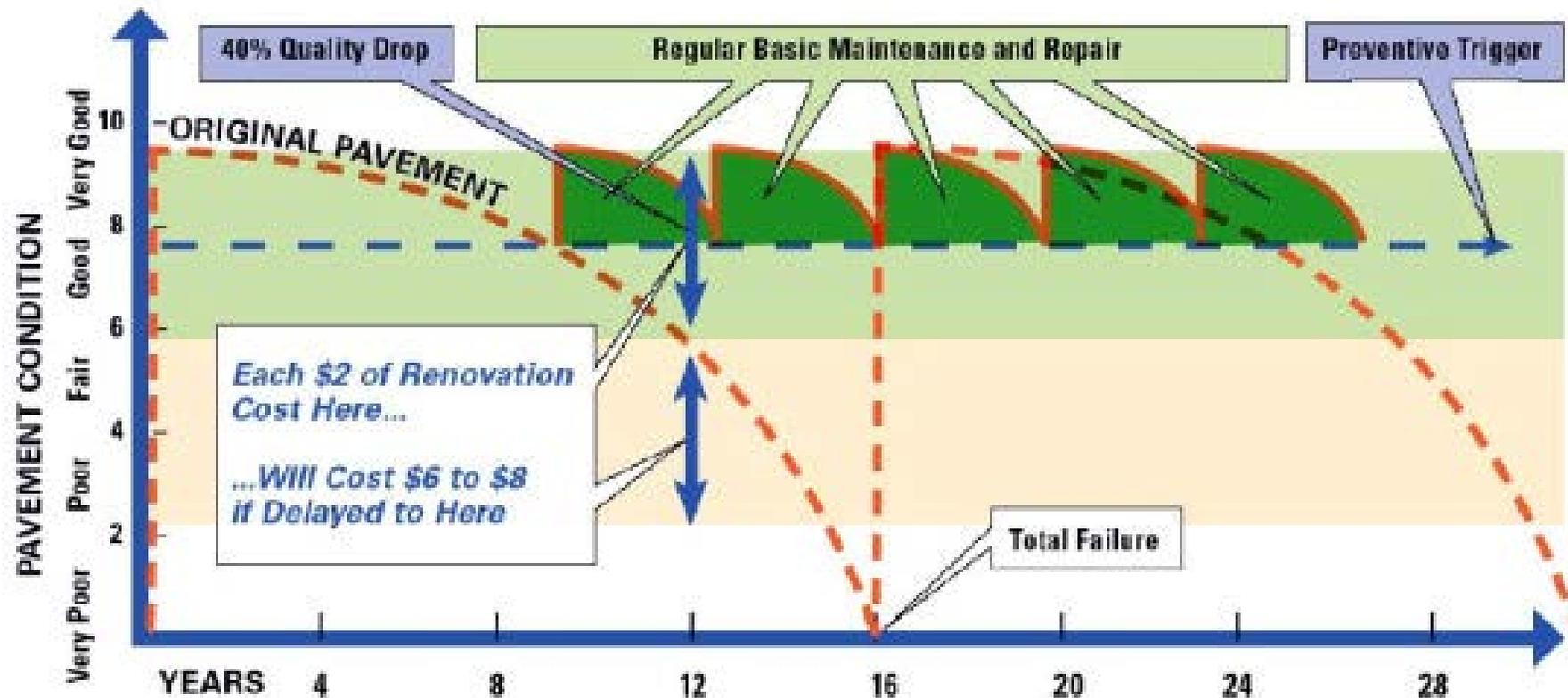
PASER Rating	2009	2011	2013	2015	2017	2019	2021	2023	2025
1-2 (Very Poor)	2.2%	2.4%	1.2%	1.5%	1.7%	1.4%	0.7%	0.5%	0.2%
3-4 (Poor – Fair)	11.0%	12.9%	9.1%	12.5%	11.4%	10.3%	8.6%	7.1%	6.3%
5-6 (Fair – Good)	18.0%	9.6%	11.9%	16.5%	22.7%	26.3%	21.6%	26.4%	22.0%
7-10 (Good – Excellent)	68.8%	75.1%	77.8%	69.5%	64.2%	62.1%	69.1%	66.0%	71.5%

## □ In general:

- Less Than 10% of streets are in the Poor to Very Poor Range
- 22% are in the Fair to Good
- +70% of Streets are Good to Excellent (new pavement/roads)
  - Overlays generally used to get the 5-6 streets back to the 7-10 range
  - Reconstructs used to get the 1-4 streets to the 7-10 range
  - Crack sealing, GSB-88 and similar treatments are used to keep the 7-10 roads in the 7-10 range.

# Goal of Proactive Maintenance: "Keep Good Roads Good"

## The Cost of "Timely" Maintenance



# Deferring/Delaying Maintenance Costs More in the Long Run

Treatment Type	Cost per SY	Treatment Lifespan*
Rejuvenator (GSB-88)	\$0.94	~ 4 years
Chip Seal	\$2.29	~ 7 years
Asphalt Overlay	\$7.00	~ 10 years
Asphalt Repaving	\$28.00	~ 15 years
Street Reconstruction	\$85.00	~ 30 years

\*Note: Lifespan is an average and will vary based on traffic loads on each street

- For the cost of paving a road, a street can be:
  - Rejuvenated 20+ times (Roads rated ~7-10)
  - Chip Sealed 10+ times (Roads rated 6-7)
  - Overlaid 2-3 times (Roads rated 4-5 as long as drainage and base is still adequate)

# Comparison of Street Spending for 15 Central Wisconsin Communities based on 2023 Data

- **Weston is:**
  - 3<sup>rd</sup> lowest in Spending per mile
  - 2<sup>nd</sup> lowest in Spending per Capita

■ Village spends \$9,735 less per mile than the average Central WI Community

- Spending the Average Amount would mean an additional ~\$1.1 Million

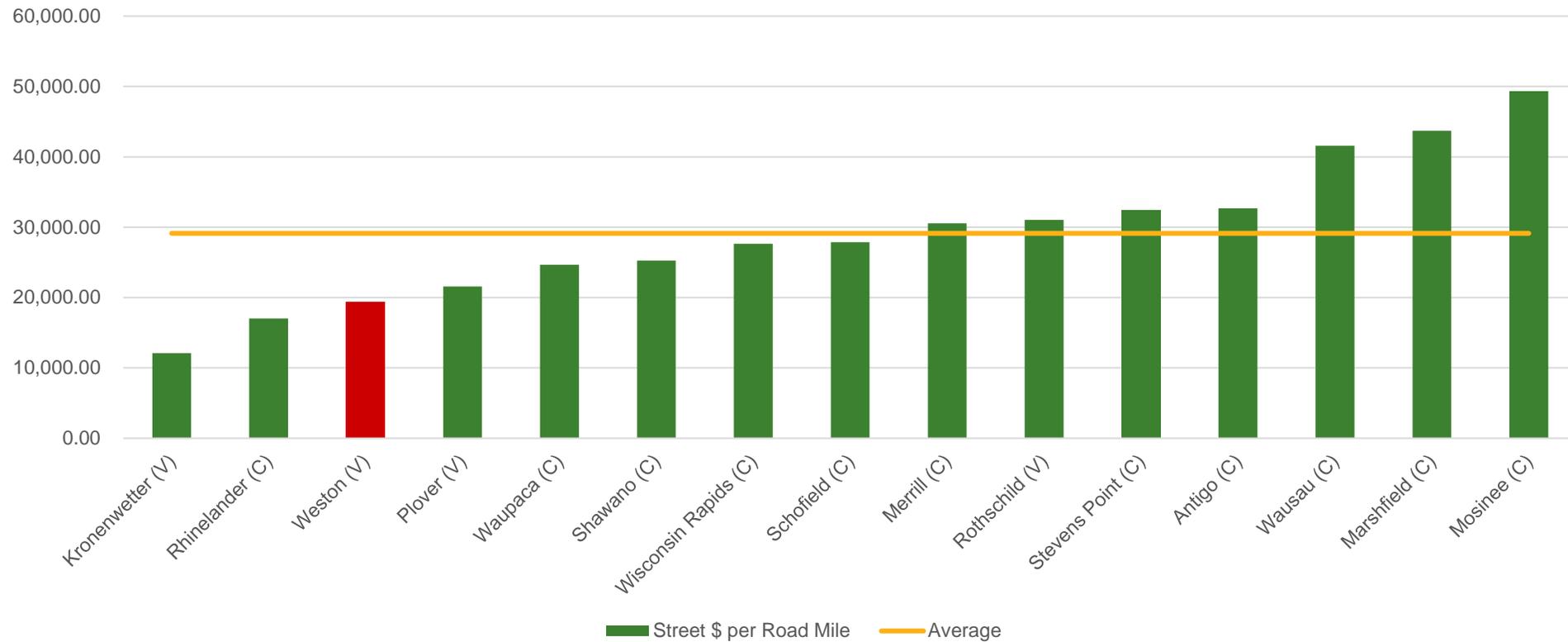
**2023 Municipal Street Expenditure Comparison  
(Communities in Central WI)**

2023 Population	Municipality	Street Miles	Street \$ per capita	Total Street \$ (1,000's)	Street \$ per Road Mile	Rank (1 is lowest cost per mile)
8,539	Kronenwetter (V)	107.14	152	1,297.93	12,114.32	1
8,158	Rhineland (C)	56.54	118	962.64	17,025.89	2
<b>15,784</b>	<b>Weston (V)</b>	<b>118.83</b>	<b>146</b>	<b>2,304.46</b>	<b>19,392.95</b>	<b>3</b>
14,090	Plover (V)	99.92	153	2,155.77	21,574.96	4
6,392	Waupaca (C)	42.79	165	1,054.68	24,647.81	5
9,600	Shawano (C)	56.61	149	1,430.40	25,267.62	6
18,655	Wisconsin Rapids (C)	149.72	222	4,141.41	27,661.03	7
2,274	Schofield (C)	16.48	202	459.35	27,873.06	8
9,276	Merrill (C)	65.56	216	2,003.62	30,561.56	9
5,656	Rothschild (V)	40.65	223	1,261.29	31,028.00	10
26,332	Stevens Point (C)	143.62	177	4,660.76	32,452.05	11
7,977	Antigo (C)	56.85	233	1,858.64	32,693.77	12
40,188	Wausau (C)	214.53	222	8,921.74	41,587.36	13
18,973	Marshfield (C)	136.74	315	5,976.50	43,707.00	14
4,535	Mosinee (C)	42.65	464	2,104.24	49,337.40	15
2,274	Minimum	16.48	118.00	459.35	12,114.32	
13,095	Average	89.91	210.47	2,706.23	29,128.32	
9,276	Median	65.56	202.00	2,003.62	27,873.06	
40,188	Maximum	214.53	464.00	8,921.74	49,337.40	



# Street Spending Per Mile for 15 Central Wisconsin Communities based on 2023 data

2023 Street Maintenance Cost Per Road Mile  
Communities in Central Wisconsin



# Winter Maintenance - \$408,319

## ■ Primary Expenses:

- Hourly Wages and Benefits = \$197,669
- Salt = \$150,000
- Equipment Exp = \$50,000
- Sand = \$8,000



# Winter Maintenance Continued

- A typical Winter Snow Event Requires the below equipment to clear roads within 8-hours
  - (6) Plow Trucks
  - (2) Graders
  - (2) Front End Loaders
  - (1) Sidewalk Machine
  - (3) 1-Ton Pickup Trucks with Plows
    - (14) Staff are required to perform the above
      - Public Works has 10 full time staff members.
        - 2-3 Park Staff assist with every storm
        - Utility Staff fill in for any remaining spots



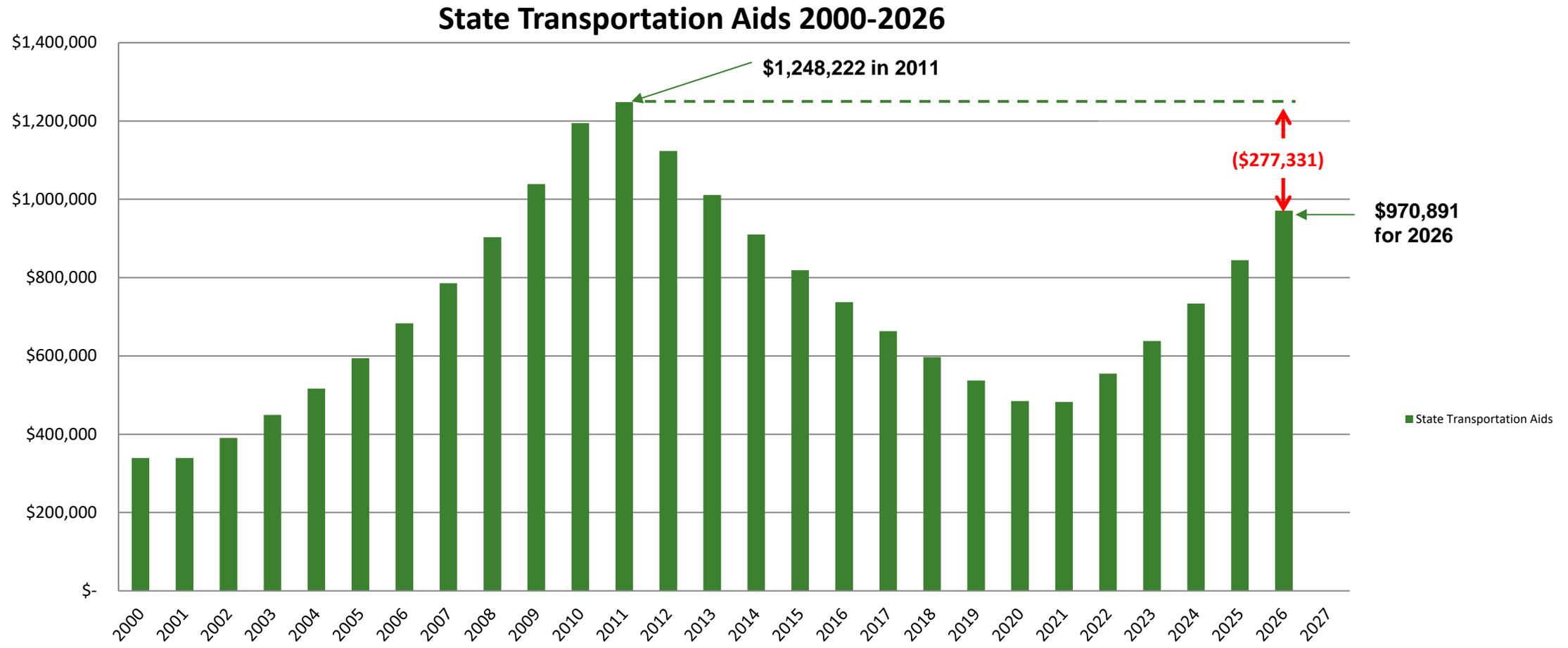
# 2026 Public Works Street Team (Streets, Engineering)

- 10 Frontline Employees
  - (1 Fleet Foreman, 1 Mechanic, 8 Street Employees)
- 1 Public Works Director
- 1 Technical Support Staff – Staff Engineer
- 1 Street Superintendent
  
- In 2010 when the Director was initially hired as the Staff Engineer, there were 11 frontline employees, 15 years later staffing is less.

# *Street Revenues outside of Tax Dollars*

- Transportation Aids
  - Based on 6-year Average of Money Spent on Roads
- Grants
  - Grants are generally geared towards larger Capital Projects and not routine Maintenance Projects
- Contracted Services
  - Village staff performs the street maintenance for the Town of Weston which primarily consists of snow plowing, street patching and mowing

# State Transportation Aids Revenue 2000 - 2026



# Transportation Aid Calculation

## CALENDAR YEAR 2026 FINAL GTA CALCULATION

Note: Counties are **not** eligible to be factored as a Rate per Mile calculation.

### INPUT GTA FIGURES:

CVT Code: 37192	NAME:	VILLAGE OF WESTON	
		MARATHON COUNTY	
6-Year Average Cost(2019-2024):	\$8,586,844.68	Mileage as of 01/01/2024:	119.07
3-Year Average Cost(2022-2024):	\$10,523,953.25	Mileage as of 01/01/2025:	119.40
2024 Submitted Costs:	\$10,370,379.72	2025 Aids:	\$844,252.93

### CALCULATION STEPS:

#### 1. Calculate Preliminary Share of Costs (SOC) and Rate Per Mile (RPM)

##### SHARE OF COSTS

(6-Year Average Costs x SOC Percentage) = SOC Amount

6-Year Average Cost:	\$8,586,844.68
SOC Percentage:	16.4082%
SOC Amount:	\$1,408,948.05

##### RATE PER MILE (Municipalities only)

(Mileage x Rate Per Mile) = RPM Amount

Mileage as of 01/01/2025:	119.40
Rate Per Mile:	\$2,930.00
RPM Amount:	\$349,842.00

#### 2. Determine Preliminary Amount (Greater of SOC or RPM Amount)

Note: RPM Amount is not applicable to counties

SOC Preliminary Amount: \$1,408,948.05



# Transportation Aid Calculation

<b>3. Calculate Minimum and Maximum Adjustments</b>			
<b><u>SHARE OF COSTS</u></b>		<b><u>RATE PER MILE</u></b>	
Maximum = No greater than 115% of previous year aid payment		Maximum = No Maximum Payment Amount	
Minimum = Eligible for no less than 90% of previous year aid payment		Minimum = Eligible for no less than 90% of previous year aid payment adjusted for any increase or decrease of certified mileage	
<b>% Change in Certified Miles:</b>	N/A	<b>Adjustment Amount:</b>	-\$438,057.18
<b>Minimum 2026 Cushion:</b>	\$759,827.64	<b>Adjustment Type:</b>	Maximum Cushion
<b>Maximum 2026 Cushion:</b>	\$970,890.87	<b>2026 Adjusted Amount:</b>	\$970,890.87
<b><u>4. Apply Cost Cap(Municipalities ONLY)</u></b>			
No municipality should receive more than 85% of its 3-year average costs. If the Adjusted Amount above exceeds the 85% Cost Cap, the Payable Amount is reduced accordingly. The cost cap for towns in the bottom quartile of equalized values of towns (EVT) is 98%.			
<b>3-Year Average Cost:</b>	\$10,523,953.25	<b>Cost Cap Reduction Amount:</b>	\$0.00
<b>85% Cost Cap:</b>	\$8,945,360.26	<b>Payable Amount:</b>	\$970,890.87
<b><u>5. Apply Filing Penalty</u></b>			
Penalty is applied to Payable Amount if DOR Financial Report is filed late or not filed at all.			
<b>Filing Penalty Descriptions:</b>	N/A	<b>Filing Penalty Amount:</b>	\$0.00
<b>FINAL GTA AMOUNT:</b>		<b>\$970,890.87</b>	←

Note: Based on Max aid payments, the Village will be at \$1,284,000 in **2028** which is effectively the 2011 payment



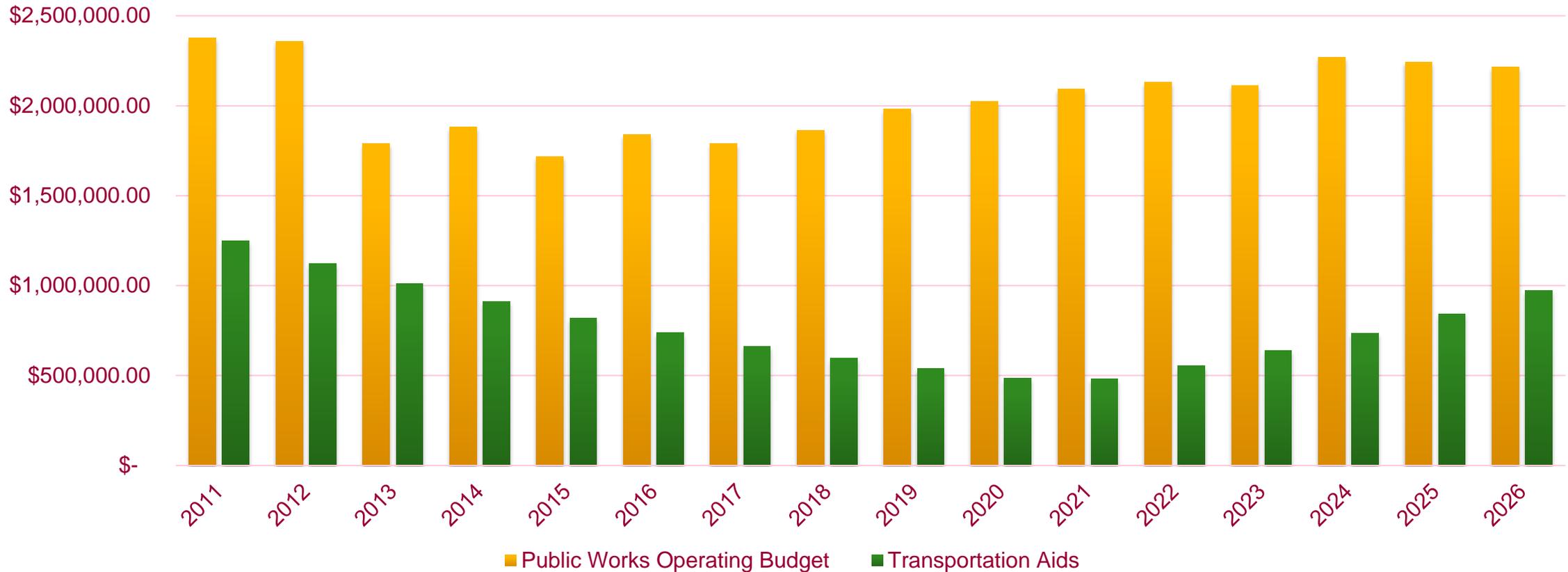
# State of Transportation Aids and PW Operating Budget from 2011-2026

- Comparing 2026 to 2011:
  - Transportation Aids will still be \$277,331 less than they were in 2011
  - Public Works Operating Budget will be \$160,840 less than it was in 2011
  
- In 2026:
  - Public Works Operating Budget will have decreased the past two years,
  - While Transportation Aids have increased \$236,758 in the past two years

Year	Transportation Aids	Public Works Operating Budget
2011	\$ 1,248,222	\$ 2,377,902.00
2012	\$ 1,123,400	\$ 2,359,494.00
2013	\$ 1,011,060	\$ 1,788,177.00
2014	\$ 909,954	\$ 1,881,969.00
2015	\$ 818,958	\$ 1,715,687.00
2016	\$ 737,063	\$ 1,841,185.00
2017	\$ 663,360	\$ 1,790,269.00
2018	\$ 597,021	\$ 1,864,541.00
2019	\$ 537,318	\$ 1,925,617.00
2020	\$ 484,471	\$ 2,025,226.00
2021	\$ 482,704	\$ 2,093,230.00
2022	\$ 555,110	\$ 2,131,940.00
2023	\$ 638,377	\$ 2,112,974.00
2024	\$ 734,133	\$ 2,269,077.00
2025	\$ 844,253	\$ 2,242,998.00
2026	\$ 970,891	\$ 2,217,062.00

# Changes in Transportation Aids and Operating Budget 2011 - 2026

## Transportation Aids and Public Works Operating Budget



*To circle back to the beginning, Public Works is the combination of 1)Physical Assets, 2)Personnel, 3)Management Practices and 4)Policies*

- The overall 2026 Public Works and Utilities Operating Budgets are:
  - Public Works = \$2,217,062
- Utility Funds
  - Water Utility = \$3,201,345
  - Sewer Utility = \$3,637,093
  - Stormwater Utility = \$847,229
- Total Amount = \$9,902,729

Note: Utilities are funded through utility rates and not tax dollars.

Account Number	Account Title	2/28/2025 Prior YTD Actual	2025 Prior Year Budget	Prior YTD Remaining	PY % Completed	2/28/2026 Curr YTD Actual	2026 Curr YR Budget	Current YTD Remaining	CY % Completed	YTD Actual Variance from PY Actual	CY vs PY % Complete
<b>GENERAL FUND</b>											
<b>DPW ADMIN-DIR OF PUBLIC WORKS</b>											
10-03-53100-110-000	SALARIES-REGULAR	1,649.65	12,030.00	10,380.35	13.7%	1,387.06	10,331.00	8,943.94	13.4%	-262.59	-0.3%
10-03-53100-151-000	SOCIAL SECURITY	130.41	767.00	636.59	17.0%	97.17	789.00	691.83	12.3%	-33.24	-4.7%
10-03-53100-152-000	RETIREMENT-EMPLOYER SHARE	119.06	698.00	578.94	17.1%	99.87	743.00	643.13	13.4%	-19.19	-3.6%
10-03-53100-154-000	HEALTH INSURANCE	100.04	167.00	66.96	59.9%	646.17	208.00	-438.17	310.7%	546.13	250.8%
10-03-53100-155-000	LIFE INSURANCE	2.20	12.00	9.80	18.3%	1.80	11.00	9.20	16.4%	-0.40	-2.0%
10-03-53100-156-000	WORKER'S COMP INSURANCE	2.77	17.00	14.23	16.3%	2.26	14.00	11.74	16.1%	-0.51	-0.2%
10-03-53100-157-000	EMPLOYEE EDUCATION & TRAINING	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53100-167-000	POST EMPLOYEE HEALTH	0.00	63.00	63.00	0.0%	0.00	64.00	64.00	0.0%	0.00	0.0%
10-03-53100-225-000	TELEPHONE	200.00	600.00	400.00	33.3%	50.00	600.00	550.00	8.3%	-150.00	-25.0%
10-03-53100-286-000	COMPUTER LICENSE FEES	0.00	3,000.00	3,000.00	0.0%	0.00	3,100.00	3,100.00	0.0%	0.00	0.0%
10-03-53100-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	250.00	250.00	0.0%	0.00	250.00	250.00	0.0%	0.00	0.0%
10-03-53100-310-000	OFFICE SUPPLIES	0.00	50.00	50.00	0.0%	0.00	50.00	50.00	0.0%	0.00	0.0%
10-03-53100-312-000	OUTSIDE PRINTING/STATIONERY &	0.00	50.00	50.00	0.0%	0.00	50.00	50.00	0.0%	0.00	0.0%
10-03-53100-324-000	MEMBERSHIP DUES	0.00	300.00	300.00	0.0%	267.00	300.00	33.00	89.0%	267.00	89.0%
10-03-53100-325-000	REGISTRATION FEES/TUITION	0.00	800.00	800.00	0.0%	0.00	800.00	800.00	0.0%	0.00	0.0%
10-03-53100-334-000	COMMERCIAL TRAVEL EXPENSES	0.00	50.00	50.00	0.0%	0.00	50.00	50.00	0.0%	0.00	0.0%
10-03-53100-336-000	LODGING	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53100-351-000	REPAIR/MAINT SUPPLIES-GASOLINE	0.00	150.00	150.00	0.0%	0.00	150.00	150.00	0.0%	0.00	0.0%
Total DPW ADMIN-DIR OF PUBLIC WORKS		2,204.13	20,004.00	17,799.87	11.0%	2,551.33	18,510.00	15,958.67	13.8%	347.20	2.8%
<b>DPW ADMIN-ENGINEERING/GIS</b>											
10-03-53160-110-000	SALARIES-REGULAR	6,397.46	22,822.00	16,424.54	28.0%	1,520.94	5,085.00	3,564.06	29.9%	-4,876.52	1.9%
10-03-53160-151-000	SOCIAL SECURITY	443.66	749.00	305.34	59.2%	110.35	390.00	279.65	28.3%	-333.31	-30.9%
10-03-53160-152-000	RETIREMENT-EMPLOYER SHARE	444.62	682.00	237.38	65.2%	109.51	366.00	256.49	29.9%	-335.11	-35.3%
10-03-53160-154-000	HEALTH INSURANCE	4,041.31	2,960.00	-1,081.31	136.5%	2,531.98	1,533.00	-998.98	165.2%	-1,509.33	28.6%
10-03-53160-155-000	LIFE INSURANCE	9.12	11.00	1.88	82.9%	4.03	5.00	0.97	80.6%	-5.09	-2.3%
10-03-53160-156-000	WORKER'S COMP INSURANCE	280.84	376.00	95.16	74.7%	66.77	146.00	79.23	45.7%	-214.07	-29.0%
10-03-53160-157-000	EMPLOYEE EDUCATION & TRAINING	0.00	400.00	400.00	0.0%	0.00	400.00	400.00	0.0%	0.00	0.0%
10-03-53160-225-000	TELEPHONE	0.00	600.00	600.00	0.0%	100.00	600.00	500.00	16.7%	100.00	16.7%
10-03-53160-310-000	OFFICE SUPPLIES	0.00	100.00	100.00	0.0%	0.00	100.00	100.00	0.0%	0.00	0.0%
10-03-53160-325-000	REGISTRATION FEES/TUITION	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53160-336-000	LODGING	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53160-351-000	REPAIR/MAINT SUPPLIES-GASOLINE	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
Total DPW ADMIN-ENGINEERING/GIS		11,617.01	29,700.00	18,082.99	39.1%	4,443.58	9,625.00	5,181.42	46.2%	-7,173.43	7.1%
<b>DPW-STREET SUPERINTENDENT</b>											
10-03-53170-110-000	SALARIES-REGULAR	2,542.80	16,938.00	14,395.20	15.0%	2,575.93	17,447.00	14,871.07	14.8%	33.13	-0.2%
10-03-53170-151-000	SOCIAL SECURITY	180.91	1,296.00	1,115.09	14.0%	181.91	1,336.00	1,154.09	13.6%	1.00	-0.3%
10-03-53170-152-000	RETIREMENT-EMPLOYER SHARE	176.74	1,178.00	1,001.26	15.0%	185.47	1,254.00	1,068.53	14.8%	8.73	-0.2%
10-03-53170-154-000	HEALTH INSURANCE	1,095.96	6,221.00	5,125.04	17.6%	1,525.60	6,068.00	4,542.40	25.1%	429.64	7.5%
10-03-53170-155-000	LIFE INSURANCE	3.40	20.00	16.60	17.0%	3.52	31.00	27.48	11.4%	0.12	-5.6%

Account Number	Account Title	2/28/2025	2025	Prior YTD Remaining	PY % Completed	2/28/2026	2026	Current YTD Remaining	CY % Completed	YTD Actual Variance from PY Actual	CY vs PY % Complete
		Prior YTD Actual	Prior Year Budget			Curr YTD Actual	Curr YR Budget				
10-03-53170-156-000	WORKER'S COMP INSURANCE	111.64	645.00	533.36	17.3%	113.08	503.00	389.92	22.5%	1.44	5.2%
10-03-53170-157-000	EMPLOYEE EDUCATION & TRAINING	0.00	750.00	750.00	0.0%	0.00	750.00	750.00	0.0%	0.00	0.0%
10-03-53170-167-000	POST EMPLOYEE HEALTH	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53170-225-000	TELEPHONE	0.00	600.00	600.00	0.0%	100.00	600.00	500.00	16.7%	100.00	16.7%
10-03-53170-286-000	COMPUTER LICENSE FEES	1,465.00	2,000.00	535.00	73.3%	1,465.00	2,000.00	535.00	73.3%	0.00	0.0%
10-03-53170-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53170-312-000	OUTSIDE PRINTING/STATIONERY &	0.00	0.00	0.00	0.0%	0.00	50.00	50.00	0.0%	0.00	0.0%
10-03-53170-324-000	MEMBERSHIP DUES	0.00	220.00	220.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53170-325-000	REGISTRATION FEES/TUITION	0.00	800.00	800.00	0.0%	0.00	800.00	800.00	0.0%	0.00	0.0%
10-03-53170-334-000	COMMERCIAL TRAVEL EXPENSES	0.00	100.00	100.00	0.0%	0.00	100.00	100.00	0.0%	0.00	0.0%
10-03-53170-336-000	LODGING	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53170-351-000	REPAIR/MAINT SUPPLIES-GASOLINE	70.55	0.00	-70.55	0.0%	0.00	0.00	0.00	0.0%	-70.55	0.0%
<b>Total DPW-STREET SUPERINTENDENT</b>		<b>5,647.00</b>	<b>31,268.00</b>	<b>25,621.00</b>	<b>18.1%</b>	<b>6,150.51</b>	<b>31,739.00</b>	<b>25,588.49</b>	<b>19.4%</b>	<b>503.51</b>	<b>1.3%</b>
<b>DPW-STREET/HIGHWAY MAINTENANCE</b>											
10-03-53310-120-000	HOURLY WAGES-REGULAR	30,591.67	354,735.00	324,143.33	8.6%	32,652.21	355,993.00	323,340.79	9.2%	2,060.54	0.5%
10-03-53310-121-000	HOURLY WAGES-CALL TIME	64.82	64.00	-0.82	101.3%	31.46	67.00	35.54	47.0%	-33.36	-54.3%
10-03-53310-122-000	HOURLY WAGES-OVERTIME	0.00	1,792.00	1,792.00	0.0%	65.03	1,841.00	1,775.97	3.5%	65.03	3.5%
10-03-53310-151-000	SOCIAL SECURITY	2,257.46	27,282.00	25,024.54	8.3%	2,467.21	27,379.00	24,911.79	9.0%	209.75	0.7%
10-03-53310-152-000	RETIREMENT-EMPLOYER SHARE	2,130.64	24,786.00	22,655.36	8.6%	2,218.75	25,771.00	23,552.25	8.6%	88.11	0.0%
10-03-53310-154-000	HEALTH INSURANCE	13,774.99	101,058.00	87,283.01	13.6%	9,519.78	77,864.00	68,344.22	12.2%	-4,255.21	-1.4%
10-03-53310-155-000	LIFE INSURANCE	100.03	1,236.00	1,135.97	8.1%	89.50	987.00	897.50	9.1%	-10.53	1.0%
10-03-53310-156-000	WORKER'S COMP INSURANCE	1,345.80	13,616.00	12,270.20	9.9%	1,468.39	9,621.00	8,152.61	15.3%	122.59	5.4%
10-03-53310-157-000	EMPLOYEE EDUCATION & TRAINING	0.00	5,000.00	5,000.00	0.0%	0.00	5,000.00	5,000.00	0.0%	0.00	0.0%
10-03-53310-161-000	SAFETY APPAREL	398.86	5,000.00	4,601.14	8.0%	197.83	5,000.00	4,802.17	4.0%	-201.03	-4.0%
10-03-53310-162-000	UNIFORM RENTAL	0.00	750.00	750.00	0.0%	0.00	750.00	750.00	0.0%	0.00	0.0%
10-03-53310-162-570	UNIFORM RENTAL-SCHMIDT	52.70	515.00	462.30	10.2%	43.36	515.00	471.64	8.4%	-9.34	-1.8%
10-03-53310-162-572	UNIFORM RENTAL-BLAREK	11.45	225.00	213.55	5.1%	11.16	225.00	213.84	5.0%	-0.29	-0.1%
10-03-53310-162-574	UNIFORM RENTAL-LAKE	9.20	200.00	190.80	4.6%	7.56	200.00	192.44	3.8%	-1.64	-0.8%
10-03-53310-162-575	UNIFORM RENTAL-ULLENBRAUCK	43.65	390.00	346.35	11.2%	35.88	390.00	354.12	9.2%	-7.77	-2.0%
10-03-53310-162-577	UNIFORM RENTAL- JANIKOWSKI	8.65	180.00	171.35	4.8%	7.12	180.00	172.88	4.0%	-1.53	-0.9%
10-03-53310-162-578	UNIFORM RENTAL - HOEPNER	9.95	230.00	220.05	4.3%	8.16	230.00	221.84	3.5%	-1.79	-0.8%
10-03-53310-162-580	UNIFORM RENTAL - BURAZIN	28.25	240.00	211.75	11.8%	22.04	240.00	217.96	9.2%	-6.21	-2.6%
10-03-53310-162-581	UNIFORM RENTAL-VON SCHRADER	24.47	170.00	145.53	14.4%	10.60	250.00	239.40	4.2%	-13.87	-10.2%
10-03-53310-162-582	UNIFORM RENTAL -VLIETSTRA	99.90	250.00	150.10	40.0%	27.16	250.00	222.84	10.9%	-72.74	-29.1%
10-03-53310-162-584	UNIFORM RENTAL -YONKER	10.80	100.00	89.20	10.8%	6.08	100.00	93.92	6.1%	-4.72	-4.7%
10-03-53310-164-000	EMPLOYEE HEALTH TESTS	377.00	2,000.00	1,623.00	18.9%	0.00	2,000.00	2,000.00	0.0%	-377.00	-18.9%
10-03-53310-167-000	POST EMPLOYEE HEALTH	0.00	2,219.00	2,219.00	0.0%	0.00	2,228.00	2,228.00	0.0%	0.00	0.0%
10-03-53310-208-000	REGULATORY COMMISSION FEES	0.00	125.00	125.00	0.0%	0.00	125.00	125.00	0.0%	0.00	0.0%
10-03-53310-215-000	ARCHITECTURAL & ENGINEERING FE	0.00	4,500.00	4,500.00	0.0%	0.00	4,500.00	4,500.00	0.0%	0.00	0.0%
10-03-53310-225-000	TELEPHONE	750.00	2,500.00	1,750.00	30.0%	1,100.00	4,000.00	2,900.00	27.5%	350.00	-2.5%
10-03-53310-226-000	MOBILE DEVICE	1,080.69	5,000.00	3,919.31	21.6%	775.34	6,000.00	5,224.66	12.9%	-305.35	-8.7%
10-03-53310-230-000	CENTERLINE PAINTING	0.00	30,000.00	30,000.00	0.0%	0.00	30,000.00	30,000.00	0.0%	0.00	0.0%
10-03-53310-233-000	DUST CONTROL	0.00	1,500.00	1,500.00	0.0%	0.00	1,500.00	1,500.00	0.0%	0.00	0.0%

Account Number	Account Title	2/28/2025 Prior YTD Actual	2025 Prior Year Budget	Prior YTD Remaining	PY % Completed	2/28/2026 Curr YTD Actual	2026 Curr YR Budget	Current YTD Remaining	CY % Completed	YTD Actual Variance from PY Actual	CY vs PY % Complete
10-03-53310-236-000	SURFACE MAINTENANCE	0.00	620,000.00	620,000.00	0.0%	0.00	600,000.00	600,000.00	0.0%	0.00	0.0%
10-03-53310-237-000	SHOULDER MAINTENANCE	0.00	7,500.00	7,500.00	0.0%	0.00	7,500.00	7,500.00	0.0%	0.00	0.0%
10-03-53310-239-000	TRAFFIC CONTROL	0.00	5,000.00	5,000.00	0.0%	287.68	5,000.00	4,712.32	5.8%	287.68	5.8%
10-03-53310-241-000	REPAIRS/MAINT-MOTOR VEHICLES	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53310-242-000	REPAIRS/MAINT-OTHER MACHINERY	2,257.57	30,000.00	27,742.43	7.5%	1,516.32	30,000.00	28,483.68	5.1%	-741.25	-2.5%
10-03-53310-247-000	REPAIRS/MAINT-BUILDINGS	303.84	5,000.00	4,696.16	6.1%	502.40	5,000.00	4,497.60	10.0%	198.56	4.0%
10-03-53310-286-000	SOFTWARE LICENSE FEES	0.00	7,500.00	7,500.00	0.0%	0.00	7,500.00	7,500.00	0.0%	0.00	0.0%
10-03-53310-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	3,500.00	3,500.00	0.0%	0.00	3,500.00	3,500.00	0.0%	0.00	0.0%
10-03-53310-299-000	EQUIPMENT RENTAL	0.00	7,500.00	7,500.00	0.0%	0.00	7,500.00	7,500.00	0.0%	0.00	0.0%
10-03-53310-310-000	OFFICE SUPPLIES	0.00	500.00	500.00	0.0%	193.80	500.00	306.20	38.8%	193.80	38.8%
10-03-53310-311-000	POSTAGE & BOX RENTAL	0.00	150.00	150.00	0.0%	0.00	150.00	150.00	0.0%	0.00	0.0%
10-03-53310-312-000	OUTSIDE PRINTING/STATIONERY &	0.00	100.00	100.00	0.0%	0.00	100.00	100.00	0.0%	0.00	0.0%
10-03-53310-314-000	SMALL EQUIPMENT	463.28	14,000.00	13,536.72	3.3%	37.98	15,000.00	14,962.02	0.3%	-425.30	-3.1%
10-03-53310-321-000	PUBLICATION FEES-LEGAL NOTICES	0.00	1,200.00	1,200.00	0.0%	0.00	1,200.00	1,200.00	0.0%	0.00	0.0%
10-03-53310-334-000	COMMERCIAL TRAVEL EXPENSES	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53310-335-000	MEETING EXPENSES	0.00	200.00	200.00	0.0%	77.33	200.00	122.67	38.7%	77.33	38.7%
10-03-53310-336-000	LODGING	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53310-344-000	OPERATING SUPPLIES-JANITORIAL/	874.59	6,500.00	5,625.41	13.5%	679.90	6,500.00	5,820.10	10.5%	-194.69	-3.0%
10-03-53310-346-000	OPERATING SUPPLIES-CLTHNG ALLO	992.00	4,500.00	3,508.00	22.0%	0.00	4,500.00	4,500.00	0.0%	-992.00	-22.0%
10-03-53310-346-570	UNIFORM ALLOW-SCHMIDT	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-572	UNIFORM ALLOW-BLAREK	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-574	UNIFORM ALLOW-LAKE	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-575	UNIFORM ALLOW-K.ULLENBRAUCK	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-577	UNIFORM ALLOW-JANIKOWSKI	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-578	UNIFORM ALLOW-HOEPNER	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-580	UNIFORM ALLOW-BURAZIN	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-581	UNIFORM ALLOW-VON SCHRADER	0.00	300.00	300.00	0.0%	154.01	300.00	145.99	51.3%	154.01	51.3%
10-03-53310-346-582	UNIFORM ALLOW-VLIETSTRA	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-346-584	UNIFORM ALLOW-YONKER	0.00	300.00	300.00	0.0%	0.00	300.00	300.00	0.0%	0.00	0.0%
10-03-53310-351-000	REPAIR/MAINT SUPPLIES-GASOLINE	11,961.22	90,000.00	78,038.78	13.3%	11,737.16	90,000.00	78,262.84	13.0%	-224.06	-0.2%
10-03-53310-352-000	REPAIR/MAINT SUPPLIES-MOTOR VE	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53310-353-000	REPAIR/MAINT SUPPLIES-MACHINER	11,445.51	62,500.00	51,054.49	18.3%	10,702.61	65,000.00	54,297.39	16.5%	-742.90	-1.8%
10-03-53310-354-000	REPAIR/MAINT SUPPLIES-PAINTING	8.59	1,000.00	991.41	0.9%	0.00	1,000.00	1,000.00	0.0%	-8.59	-0.9%
10-03-53310-355-000	RPR/MAINT SUPPLIES-ELEC/PLUMBI	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
10-03-53310-363-000	OTHER SUPPLIES-SIGNAGE PARTS	1,792.94	8,500.00	6,707.06	21.1%	318.40	8,500.00	8,181.60	3.7%	-1,474.54	-17.3%
10-03-53310-365-000	OTHER SUPPLIES-LANDSCAPING/TRE	0.00	3,000.00	3,000.00	0.0%	0.00	3,000.00	3,000.00	0.0%	0.00	0.0%
10-03-53310-390-000	OTHER SUPPLIES-ALL OTHER SUPPL	350.91	5,000.00	4,649.09	7.0%	0.00	5,000.00	5,000.00	0.0%	-350.91	-7.0%
<b>Total DPW-STREET/HIGHWAY MAINTENANCE</b>		<b>83,621.43</b>	<b>1,474,313.00</b>	<b>1,390,691.57</b>	<b>5.7%</b>	<b>76,972.21</b>	<b>1,435,356.00</b>	<b>1,358,383.79</b>	<b>5.4%</b>	<b>-6,649.22</b>	<b>-0.3%</b>
<b>DPW-TRAFFIC CONTROL</b>											
10-03-53311-222-000	ELECTRICITY	959.31	10,000.00	9,040.69	9.6%	1,204.45	10,000.00	8,795.55	12.0%	245.14	2.5%
10-03-53311-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	20,000.00	20,000.00	0.0%	1,475.19	20,000.00	18,524.81	7.4%	1,475.19	7.4%
10-03-53311-296-000	TRAFFIC LIGHT REPAIRS/ACCIDENT	0.00	7,500.00	7,500.00	0.0%	4,033.87	7,500.00	3,466.13	53.8%	4,033.87	53.8%
10-03-53311-364-000	OTHER SUPPLIES-TRAFFIC SIGNAL	0.00	2,500.00	2,500.00	0.0%	0.00	2,500.00	2,500.00	0.0%	0.00	0.0%

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Total DPW-TRAFFIC CONTROL		959.31	40,000.00	39,040.69	2.4%	6,713.51	40,000.00	33,286.49	16.8%	5,754.20	14.4%
<b>DPW-WINTER MAINTENANCE-LO</b>											
10-03-53312-120-000	HOURLY WAGES-REGULAR	27,494.65	96,652.00	69,157.35	28.4%	43,461.84	97,212.00	53,750.16	44.7%	15,967.19	16.3%
10-03-53312-121-000	HOURLY WAGES-CALL TIME	6,233.42	10,377.00	4,143.58	60.1%	4,361.93	10,634.00	6,272.07	41.0%	-1,871.49	-19.1%
10-03-53312-122-000	HOURLY WAGES-OVERTIME	22,569.20	36,344.00	13,774.80	62.1%	11,494.62	37,521.00	26,026.38	30.6%	-11,074.58	-31.5%
10-03-53312-138-000	STANDBY DUTY PAY	645.00	700.00	55.00	92.1%	630.00	700.00	70.00	90.0%	-15.00	-2.1%
10-03-53312-151-000	SOCIAL SECURITY	4,146.81	11,027.00	6,880.19	37.6%	4,272.06	11,174.00	6,901.94	38.2%	125.25	0.6%
10-03-53312-152-000	RETIREMENT-EMPLOYER SHARE	3,957.42	10,012.00	6,054.58	39.5%	4,389.46	10,517.00	6,127.54	41.7%	432.04	2.2%
10-03-53312-154-000	HEALTH INSURANCE	13,864.28	33,485.00	19,620.72	41.4%	23,532.50	25,114.00	1,581.50	93.7%	9,668.22	52.3%
10-03-53312-155-000	LIFE INSURANCE	101.28	330.00	228.72	30.7%	145.68	249.00	103.32	58.5%	44.40	27.8%
10-03-53312-156-000	WORKER'S COMP INSURANCE	2,445.39	5,443.00	2,997.61	44.9%	2,579.05	3,940.00	1,360.95	65.5%	133.66	20.5%
10-03-53312-167-000	POST EMPLOYEE HEALTH	0.00	603.00	603.00	0.0%	0.00	608.00	608.00	0.0%	0.00	0.0%
10-03-53312-222-000	ELECTRICITY	236.54	700.00	463.46	33.8%	35.86	700.00	664.14	5.1%	-200.68	-28.7%
10-03-53312-234-000	SANDING	0.00	8,000.00	8,000.00	0.0%	0.00	8,000.00	8,000.00	0.0%	0.00	0.0%
10-03-53312-235-000	SALTING	52,696.60	140,000.00	87,303.40	37.6%	109,497.47	150,000.00	40,502.53	73.0%	56,800.87	35.4%
10-03-53312-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	1,000.00	1,000.00	0.0%	0.00	1,000.00	1,000.00	0.0%	0.00	0.0%
10-03-53312-351-000	REPAIR/MAINT SUPPLIES-GASOLINE	0.00	200.00	200.00	0.0%	0.00	200.00	200.00	0.0%	0.00	0.0%
10-03-53312-353-000	REPAIR/MAINT SUPPLIES-MACHINER	11,763.80	42,000.00	30,236.20	28.0%	10,403.03	50,000.00	39,596.97	20.8%	-1,360.77	-7.2%
10-03-53312-370-000	OTHER SUPPLIES-MAILBOX REPL SU	0.00	750.00	750.00	0.0%	197.38	750.00	552.62	26.3%	197.38	26.3%
Total DPW-WINTER MAINTENANCE-LO		146,154.39	397,623.00	251,468.61	36.8%	215,000.88	408,319.00	193,318.12	52.7%	68,846.49	15.9%
<b>DPW-HARD MATERIALS HANDLING</b>											
10-03-53316-120-000	HOURLY WAGES-REGULAR	813.99	4,143.00	3,329.01	19.6%	0.00	5,874.00	5,874.00	0.0%	-813.99	-19.6%
10-03-53316-122-000	HOURLY WAGES-OVERTIME	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53316-151-000	SOCIAL SECURITY	58.53	317.00	258.47	18.5%	0.00	450.00	450.00	0.0%	-58.53	-18.5%
10-03-53316-152-000	RETIREMENT-EMPLOYER SHARE	56.57	289.00	232.43	19.6%	0.00	422.00	422.00	0.0%	-56.57	-19.6%
10-03-53316-154-000	HEALTH INSURANCE	175.23	1,949.00	1,773.77	9.0%	0.00	1,958.00	1,958.00	0.0%	-175.23	-9.0%
10-03-53316-155-000	LIFE INSURANCE	3.71	32.00	28.29	11.6%	0.00	45.00	45.00	0.0%	-3.71	-11.6%
10-03-53316-156-000	WORKER'S COMP INSURANCE	35.73	159.00	123.27	22.5%	0.00	170.00	170.00	0.0%	-35.73	-22.5%
10-03-53316-167-000	POST EMPLOYEE HEALTH	0.00	26.00	26.00	0.0%	0.00	37.00	37.00	0.0%	0.00	0.0%
10-03-53316-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	15,000.00	15,000.00	0.0%	0.00	15,000.00	15,000.00	0.0%	0.00	0.0%
Total DPW-HARD MATERIALS HANDLING		1,143.76	21,915.00	20,771.24	5.2%	0.00	23,956.00	23,956.00	0.0%	-1,143.76	-5.2%
<b>DPW-STREET IRRIGATION MAI</b>											
10-03-53317-120-000	HOURLY WAGES-REGULAR	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-122-000	HOURLY WAGES-OVERTIME	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-151-000	SOCIAL SECURITY	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-152-000	RETIREMENT-ER/VEE SHARE	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-154-000	HEALTH INSURANCE	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-155-000	LIFE INSURANCE	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-156-000	WORKER'S COMP INSURANCE	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%

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10-03-53317-167-000	POST EMPLOYEE HEALTH	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
10-03-53317-221-000	WATER & SEWER	37.50	5,000.00	4,962.50	0.8%	0.00	2,000.00	2,000.00	0.0%	-37.50	-0.8%
10-03-53317-222-000	ELECTRICITY	28.73	3,000.00	2,971.27	1.0%	59.89	2,000.00	1,940.11	3.0%	31.16	2.0%
10-03-53317-245-000	REPAIRS/MAINT-LANDSCAPING	0.00	5,000.00	5,000.00	0.0%	0.00	5,000.00	5,000.00	0.0%	0.00	0.0%
10-03-53317-290-000	OTHER OUTSIDE CONTRACTED SERVI	0.00	840.00	840.00	0.0%	0.00	840.00	840.00	0.0%	0.00	0.0%
<b>Total DPW-STREET IRRIGATION MAI</b>		<b>66.23</b>	<b>13,840.00</b>	<b>13,773.77</b>	<b>0.5%</b>	<b>59.89</b>	<b>9,840.00</b>	<b>9,780.11</b>	<b>0.6%</b>	<b>-6.34</b>	<b>0.1%</b>
<b>DPW-OTHER GOVTS-STREET/HI</b>											
10-03-53330-120-000	HOURLY WAGES-REGULAR	272.24	3,751.00	3,478.76	7.3%	31.46	6,342.00	6,310.54	0.5%	-240.78	-6.8%
10-03-53330-121-000	HOURLY WAGES-CALL TIME	0.00	135.00	135.00	0.0%	68.30	141.00	72.70	48.4%	68.30	48.4%
10-03-53330-122-000	HOURLY WAGES-OVERTIME	0.00	266.00	266.00	0.0%	417.24	276.00	-141.24	151.2%	417.24	151.2%
10-03-53330-151-000	SOCIAL SECURITY	19.52	318.00	298.48	6.1%	38.28	518.00	479.72	7.4%	18.76	1.3%
10-03-53330-152-000	RETIREMENT-EMPLOYER SHARE	18.92	289.00	270.08	6.5%	37.23	486.00	448.77	7.7%	18.31	1.1%
10-03-53330-154-000	HEALTH INSURANCE	59.95	1,223.00	1,163.05	4.9%	48.74	1,514.00	1,465.26	3.2%	-11.21	-1.7%
10-03-53330-155-000	LIFE INSURANCE	1.43	8.00	6.57	17.9%	2.16	14.00	11.84	15.4%	0.73	-2.4%
10-03-53330-156-000	WORKER'S COMP INSURANCE	11.96	159.00	147.04	7.5%	22.69	192.00	169.31	11.8%	10.73	4.3%
10-03-53330-167-000	POST EMPLOYEE HEALTH	0.00	24.00	24.00	0.0%	0.00	38.00	38.00	0.0%	0.00	0.0%
<b>Total DPW-OTHER GOVTS-STREET/HI</b>		<b>384.02</b>	<b>6,173.00</b>	<b>5,788.98</b>	<b>6.2%</b>	<b>666.10</b>	<b>9,521.00</b>	<b>8,854.90</b>	<b>7.0%</b>	<b>282.08</b>	<b>0.8%</b>
<b>DPW-OTHER GOVTS-WINTER MA</b>											
10-03-53332-120-000	HOURLY WAGES-REGULAR	1,475.29	3,295.00	1,819.71	44.8%	1,178.88	4,411.00	3,232.12	26.7%	-296.41	-18.0%
10-03-53332-121-000	HOURLY WAGES-CALL TIME	1,975.20	2,459.00	483.80	80.3%	1,077.48	2,740.00	1,662.52	39.3%	-897.72	-41.0%
10-03-53332-122-000	HOURLY WAGES-OVERTIME	3,478.81	6,280.00	2,801.19	55.4%	1,755.13	6,618.00	4,862.87	26.5%	-1,723.68	-28.9%
10-03-53332-151-000	SOCIAL SECURITY	508.89	921.00	412.11	55.3%	281.17	1,053.00	771.83	26.7%	-227.72	-28.6%
10-03-53332-152-000	RETIREMENT-EMPLOYER SHARE	481.59	835.00	353.41	57.7%	288.80	992.00	703.20	29.1%	-192.79	-28.6%
10-03-53332-154-000	HEALTH INSURANCE	1,090.36	870.00	-220.36	125.3%	1,364.28	935.00	-429.28	145.9%	273.92	20.6%
10-03-53332-155-000	LIFE INSURANCE	27.14	22.00	-5.14	123.4%	24.46	24.00	-0.46	101.9%	-2.68	-21.4%
10-03-53332-156-000	WORKER'S COMP INSURANCE	304.19	460.00	155.81	66.1%	176.10	396.00	219.90	44.5%	-128.09	-21.7%
10-03-53332-167-000	POST EMPLOYEE HEALTH	0.00	20.00	20.00	0.0%	0.00	27.00	27.00	0.0%	0.00	0.0%
<b>Total DPW-OTHER GOVTS-WINTER MA</b>		<b>9,341.47</b>	<b>15,162.00</b>	<b>5,820.53</b>	<b>61.6%</b>	<b>6,146.30</b>	<b>17,196.00</b>	<b>11,049.70</b>	<b>35.7%</b>	<b>-3,195.17</b>	<b>-25.9%</b>
<b>DPW-STREET LIGHTING</b>											
10-03-53420-120-000	HOURLY WAGES-REGULAR	35.00	0.00	-35.00	0.0%	0.00	0.00	0.00	0.0%	-35.00	0.0%
10-03-53420-151-000	SOCIAL SECURITY	2.68	0.00	-2.68	0.0%	0.00	0.00	0.00	0.0%	-2.68	0.0%
10-03-53420-156-000	WORKER'S COMP INSURANCE	1.54	0.00	-1.54	0.0%	0.00	0.00	0.00	0.0%	-1.54	0.0%
10-03-53420-222-000	ELECTRICITY	17,497.59	205,000.00	187,502.41	8.5%	17,995.74	205,000.00	187,004.26	8.8%	498.15	0.2%
10-03-53420-290-000	OTHER OUTSIDE CONTRACTED SERVI	3,476.91	2,500.00	-976.91	139.1%	0.00	7,500.00	7,500.00	0.0%	-3,476.91	-139.1%
10-03-53420-390-000	OTHER SUPPLIES-ALL OTHER SUPPL	0.00	500.00	500.00	0.0%	0.00	500.00	500.00	0.0%	0.00	0.0%
<b>Total DPW-STREET LIGHTING</b>		<b>21,013.72</b>	<b>208,000.00</b>	<b>186,986.28</b>	<b>10.1%</b>	<b>17,995.74</b>	<b>213,000.00</b>	<b>195,004.26</b>	<b>8.4%</b>	<b>-3,017.98</b>	<b>-1.7%</b>
<b>DPW-PW/UTILITIES COMMITTEE</b>											

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10-03-53580-105-000	SALARIES-COMMITTEE MEMBERS	0.00	1,800.00	1,800.00	0.0%	0.00	1,800.00	1,800.00	0.0%	0.00	0.0%
10-03-53580-120-000	HOURLY WAGES-REGULAR	0.00	175.00	175.00	0.0%	0.00	175.00	175.00	0.0%	0.00	0.0%
10-03-53580-151-000	SOCIAL SECURITY	0.00	151.00	151.00	0.0%	0.00	151.00	151.00	0.0%	0.00	0.0%
10-03-53580-152-000	RETIREMENT-EMPLOYER SHARE	0.00	12.00	12.00	0.0%	0.00	13.00	13.00	0.0%	0.00	0.0%
10-03-53580-156-000	WORKER'S COMP INSURANCE	0.00	3.00	3.00	0.0%	0.00	3.00	3.00	0.0%	0.00	0.0%
10-03-53580-900-000	TRANSFERS OUT TO UTILITY FUNDS	0.00	-1,520.00	-1,520.00	0.0%	0.00	-1,521.00	-1,521.00	0.0%	0.00	0.0%
Total DPW-PW/UTILITIES COMMITTEE		0.00	621.00	621.00	0.0%	0.00	621.00	621.00	0.0%	0.00	0.0%
<b>DPW-RECYCLING-CURBSIDE</b>											
10-03-53635-353-000	REPAIR/MAINT SUPPLIES-MACHINER	0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
Total DPW-RECYCLING-CURBSIDE		0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
GENERAL FUND Revenue Total:		0.00	0.00	0.00	0.0%	0.00	0.00	0.00	0.0%	0.00	0.0%
GENERAL FUND Expenditure Total:		282,152.47	2,258,619.00	1,976,466.53	12.5%	336,700.05	2,217,683.00	1,880,982.95	15.2%	54,547.58	2.7%
Net Total GENERAL FUND:		-282,152.47	-2,258,619.00	-1,976,466.53	12.5%	-336,700.05	-2,217,683.00	-1,880,982.95	15.2%	-54,547.58	2.7%

# REQUEST FOR CONSIDERATION

<b>Public Mtg/Date:</b>	Finance and Human Resources Committee, March 16, 2026
<b>Description:</b>	<p>Discussion and/or action on reimbursement for clothing and equipment, including:</p> <ul style="list-style-type: none"> <li>i. Amendments to Chapter 5 Job Classification &amp; Compensation, Section 13 Clothing and Equipment Allowance</li> <li>ii. Amendments to Chapter 10 Behavior &amp; Conduct, Section 01 Appearance</li> </ul>
<b>From:</b>	Jami Gebert, Village Administrator Michael Wodalski, Public Works Director
<b>Question:</b>	Should the Finance and Human Resources Committee recommend a modification to the Employee Handbook to increase the clothing reimbursement proportionally to allow staff to purchase their own clothing with the already approved recommendation to not renew the uniform contract with Cintas?

## Background

Below is an excerpt from the draft February 16, 2026, Finance and Human Resources meeting minutes.

***Discussion and/or action on uniform rental contract***

*Discussion was held regarding whether receipts are submitted before receiving reimbursement and Village issued logo shirts/hats. It was also discussed whether tenured staff should receive a smaller allowance or to terminate the Cintas contract without an increase in current allowance to incur a cost saving.*

*Motion by Olson, second by Meinel, to recommend the Village Board to not renew the uniform rental contract with Cintas. Motion carried 5-0.*

*Motion by Olson, second by Soper, to direct staff to bring back Clothing and Equipment allowable comparables with neighboring municipalities. Motion carried 5-0.*

Staff have researched other municipalities Clothing and Equipment Allowance, but direct comparison is challenging due to variations in how the allowance is handled. A summary chart of findings is below. Administrator Gebert also placed the question on the Wisconsin City/County Managers distribution list, thus there are some broader Wisconsin examples below too.

Municipality	Uniform Service	Items/shirts Provided	Allowance	Logo Visible Required
Bellevue	Yes, provided items noted	Safety Sweatshirts Spring/Summer Safety Jacket and Winter Safety Jacket Winter Coveralls Rain Suit	\$250/annual, noted as Boot Allowance – no carry over allowed	Yes

## REQUEST FOR CONSIDERATION

		Five-Buckle Boots Safety Glasses Ear Protection Work Gloves		
<b>Deerfield</b>	Unknown	\$100/annual for logo clothing	\$300/annual clothing & boots	Yes
<b>Langlade County</b>	Yes, for paving, mechanic, welder, and Forman	Unknown	\$225/annual, items can be purchased through contracted provided	Unknown
<b>Marathon County</b>	Unknown	Department Heads granted authority over uniform and shoe allowances		
<b>Portage County</b>	Yes	Safety Items Provided	\$175/annual	Unknown
<b>Rib Mountain</b>	Select items	Safety Clothing and Overalls	\$375/annual	No
<b>Rothschild</b>	No/Washer & Dryer provided on-site	5 shirts provided annually	\$500/annual	Recommended, but understood not always possible
<b>Schofield</b>	No	Employees purchase clothing/boots and submit receipts for reimbursement, safety vests provided		No
<b>Wausau</b>	Yes/11 sets	All Safety Clothing Provided	\$75/Cold Weather \$125/Safety Boots \$120/eyeglasses	Yes

Recapping from last month, the proposal would be adjusting the 2026 Clothing and Equipment Allowance amount by \$100, to \$400 total, since 1/3 of the year would still be covered by the uniform contract. In 2027, the Clothing and Equipment Allowance would move to \$600/annually. The financial cost to the Village is the same if not slightly less as there would be a cap to what would be reimbursed. Currently, with the rental contract, if a garment is considered damaged or no longer useable the Village is charged for that item, plus then the weekly rental rates, so some items end up being over budget. Also, this will reduce the administrative oversight of the uniform contract and weekly billing. Plus, allow staff to purchase the clothing that fits comfortably and appropriately.

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**Attached Docs:** Draft Amendments to Chapter 5.13 Clothing and Equipment and Chapter 10.01 Appearance.

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**Committee Action:** Prior action noted in RFC.

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**Fiscal Impact:** The proposal would not change the overall budget, just adjust the line items from rental to reimbursement. Highly likely a cost saving, plus much less administrative time/oversight.

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**Recommendation:** Staff recommends not renewing the uniform rental contract (*approved at committee in February, recommendation yet to proceed to Board*) and increase the clothing reimbursement amount for staff.

# REQUEST FOR CONSIDERATION

## Recommended Language for Official Action

I recommend approval to the Board of Trustees the draft Amendments to the Clothing and Equipment Allowance policy and Appearance policy with the annual reimbursement amount of \_\_\_\_\_ .

<b>Village of Weston POLICY MANUAL</b>		
<b>Issue Date</b> Revised 1/17/2022	<b>Policy Title:</b>	<b>Policy No. 5.13</b>
<b>Revision Date</b> TBD	<b>Clothing and Equipment</b>	

The Village may make arrangements to provide ~~uniforms~~ logo apparel items to employees of the Village. When ~~uniforms~~ logo apparel items are provided, employees are expected to wear the provided apparel. The Village will also furnish Personal Protective Equipment (PPE) necessary for employees' safety on the job. Department Directors shall determine the PPE to be provided for their departments. The Village may, from time to time, make special purchases of clothing. The Village, payable when receipts are turned in, shall also contribute ~~six~~ three hundred dollars (\$~~36~~00) to a ~~winter~~ clothing and ~~steel-toed boot~~ equipment allowance for each employee listed (Public Works & Utility Leads, Public Works & Utility Operator/Maintainers, Parks Director, Arborist/Forester, Parks Operator/Maintainers, Building Inspector/Manager and Property Inspector) for such items as jackets, bib overalls, insulated coveralls, boots, hats and gloves.

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<b>Village of Weston POLICY MANUAL</b>		
<b>Issue Date</b> Revised 04/21/2025	<b>Policy Title:</b>	<b>Policy No. 10.01</b>
<b>Revision Date</b> TBD	<b>Appearance</b>	

The expectation is that employees will wear clothing appropriate for the type of work being performed. Village employees should always be well-groomed and dressed in a manner suitable for public service.

**Administrative and Office Employees**

Employees are expected to dress for their day in a manner that is normally acceptable in business establishments. Employees should not wear tight or revealing attire, spaghetti straps, backless clothing or similar attire that does not present a business-like appearance. Clothing that contains offensive words, cartoons, or contains political statements, slogans, or campaign related information is prohibited. Casual blouses or shirts, dress shirts, sleeveless sweaters and shirts, polo collar knit or golf-type shirts, button down shirts, sweaters, and jeans are accepted, as long as all clothing is neat, clean and without rips, holes, etc.

This policy is not an all-inclusive list of what is and is not acceptable and employees must exert judgment in their choice of clothing that is worn to work. Any employee who does not meet the standards of this policy will be required to take corrective action, which may include leaving the premises. Violations of this policy could also result in disciplinary action.

Special Conditions

Special circumstances (cleaning days, certain work, and special occasions) may warrant relaxing the specific dress code guidelines and expectations, at the discretion of the Administrator. On these occasions, employees are still expected to present a neat appearance and are not permitted to wear ripped or disheveled clothing, or similarly inappropriate clothing.

**Field-based Employees**

Field-based Employees includes staff whose work is primarily outside a traditional office. The Village may make arrangements to provide ~~logo apparel items~~ **uniforms** to employees of the Parks and Public Works Department, plus Building Inspection staff that work out in the field or in the shop. ~~These employees will be offered eleven (11) sets of uniform trousers and shirts to ensure a full week of clean uniforms is available. Employees who primarily work as mechanics will also be offered coveralls to protect clothing.~~ The Village may also provide t-shirts and hats for these employees. Employees are responsible for keeping their uniforms neat and in good repair.

Hats and caps may be worn as long as the logos and images on the hat or cap do not display messages advocating violence; promoting alcohol, drugs or illegal substances; or contain profanity or any graphics or words that demean or ridicule others, and as long as wearing the hat or cap does not present a safety hazard. Caps should be worn bill forward. Other head coverings may be permitted as authorized by your Department Director.

Employees ~~that prefer not to wear a uniform, provided by the Village,~~ are expected to wear clothing appropriate to the workplace and this clothing should not display messages advocating violence; promoting alcohol, drugs or illegal substances; or contain profanity or any graphics or words that demean or ridicule others. Clothing should not be excessively torn, worn, frayed, or visibly patched. Pants and jeans should fit properly (i.e. not be so loose or baggy that undergarments or skin are visible when moving around or bending).

Field-based employees may wear shorts during the summer months. The shorts need to be appropriate length. All shorts shall be hemmed, and cutoffs are prohibited. Shorts should be solid in color, made of denim, cotton or similar material. Shorts should also fit properly (i.e. not be so loose or baggy that undergarments or skin are visible when moving around or bending). Shorts may not be permitted for all activities and are only permitted as authorized by your Department Director.

All Field-based employees will be required to wear approved work shoes and or work boots that are designed for use in the work environment in which it is being worn. Approved work shoes and or boots shall be interpreted to mean hard-soled, closed steel toe with uppers constructed of leather, or other man-made materials that are resistant to puncture and absorptions of oils and other substances. The work shoes and or work boots must be designed for use in the environment in which it is being worn. Hard-soled means a sole that is made from a hard material that is resistant to puncture. Please refer to **Chapter 9 Safety** for a complete description of Personal Protective Equipment requirements.

The Village, payable when receipts are turned in, shall also reimburse ~~\$~~ \$3600.00/annually to a clothing and equipment allowance for each Field-based employee, for such items as jackets, bib overalls, insulated coveralls, boots, hats and gloves.

### **All employees**

Employees' personal appearance leaves a lasting impression on customers. Dress appropriately for the work you do and keep your work area clean, safe, and orderly. Avoid extremes in clothing, makeup, fragrances, and jewelry. Department Directors are responsible for interpreting and enforcing dress and grooming standards in their areas of responsibility. This includes counseling employees whose appearance is inappropriate. Reasonable accommodation will be made for employees' religious beliefs and disabilities wherever possible, consistent with the business necessity to present a professional appearance to the public and our clients.

*[Amended by Act of the Village Board of Trustees on April 21, 2025]*