



Village of Weston, Wisconsin

ATTENTION – NOTICE OF PUBLIC MEETING

- Meeting of: **FINANCE & HUMAN RESOURCE COMMITTEE (F&HR)**
- F&HR Members: **Ermeling [C], Farar, Hackbarth, Lopes-Serrao [VC], Meinel, Olson & Soper**
- Date/Time: **Monday, December 15, 2025 @ 4:30 p.m.**
- Location: **Weston Municipal Center (4747 Camp Phillips Rd) – Board Room**
- Agenda: The agenda packet will be emailed out 3 days prior to the meeting and posted on the Village website at www.westonwi.gov.
- Attendance: All Village officials are encouraged to attend. Trustees, committee members, and Department Directors, please indicate if you will, or will not, be attending so we may determine in advance if there will be a quorum.
- Questions: **Jessica Trautman**
jtrautman@westonwi.gov
715-359-6114

This notice was posted at the Municipal Center and was e-mailed to local media outlets (Print, TV, and Radio) on 12/8/2025 @ 9:10 a.m.

A quorum of members from other Village governmental bodies (boards, commissions, and committees) may attend the above noticed meeting to gather information. No actions to be taken by any other board, commission, or committee of the Village, aside from the Finance & Human Resource Committee. Should a quorum of other government bodies be 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).

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.

Any person who has a qualifying disability, as defined by the Americans with Disabilities Act, requiring that meeting or material be in an accessible location or format, must contact the Weston Municipal Center at 715-359-6114, so any necessary arrangements can be made to accommodate each request.



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

TO THE HONORABLE TRUSTEE ERMELING AND SIX (6) APPOINTED MEMBERS OF THE FINANCE & HUMAN RESOURCE COMMITTEE: The following items were listed on the agenda in the Village Clerk's Office, in accordance with Chapter 2 of the Village's Municipal Code and will be ready for your consideration at the meeting of the Finance and Human Resource Committee on **Monday, December 15, 2025, at 4:30 p.m.**, in the Board Room, at the Weston Municipal Center, 4747 Camp Phillips Road, Weston, WI 54476.

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 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. Finance & HR Committee Call to Order & Welcome by Chairperson Ermeling.
2. Pledge of Allegiance to the Flag.
3. Roll Call by Recording Secretary.
Ermeling [C], Farar, Hackbarth, Lopes-Serrao [VC], Meinel, Olson & Soper

PUBLIC COMMENTS.

MINUTES FROM PREVIOUS MEETING.

4. a. Approval of Minutes from Previous Finance & HR Meeting: [October 20, 2025](#)
b. Approval of Minutes from Previous Finance & HR Meeting: [November 17, 2025](#)

ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.

5. [November Budget Status Report](#)
6. [TIF 1 and TIF 2 Detail Reports for November](#)
7. [Legal Details for November](#)

EDUCATIONAL PRESENTATIONS & REPORTS.

OLD BUSINESS.

8. [Discussion and/or possible action on the National Employee Survey Report of Results administered through Polco](#)

NEW BUSINESS.

9. [Discussion and/or possible action on Deputy Clerk/Administrative Assistant position options](#)
10. [Discussion and/or possible action on 2025 Budget Amendments](#)

REMARKS FROM STAFF.

REMARKS FROM COMMITTEE MEMBERS.

REMARKS FROM CHAIR.

FUTURE ITEMS.

Next Meeting Date(s):

- January 19, 2026, 5 p.m. or immediately following Tourism
- February 16, 2026, 4:30 p.m.

ADJOURNMENT.

Village of Weston, Wisconsin
OFFICIAL PROCEEDINGS OF THE FINANCE & HUMAN RESOURCE COMMITTEE
held on Monday, October 20, 2025, at 5:00 p.m.
in the Board Room at the Municipal Center, Chairman Ermeling presiding.

AGENDA ITEMS.

- 1 Finance & HR Committee Call to Order & Welcome by Chairperson Ermeling.
Meeting called to order at 5:00 p.m. by Committee Chairperson Ermeling.
- 2 Pledge of Allegiance to the Flag.
- 3 Roll Call by Recording Secretary.
Roll call of Finance & HR Committee indicated 5 members present.

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

PUBLIC COMMENTS.

Jim Pinsonneault, 5002 Arrow Street, ask the committee make a formal request to the Board of Trustees, to be involve with discussion/and or action for future budget development. He also hopes this body has discussion regarding agenda item 8, the need, funding, and budget options available.

MINUTES FROM PREVIOUS MEETING.

- 4 a. Approval of minutes from previous Finance & Human Resource meeting: August 18, 2025.
Motion by Olson, second by Meinel, to approve the previous minutes.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

- b. Approval of minutes from previous Finance & Human Resource meeting: September 15, 2025.
Motion by Olson, second by Meinel, to approve the previous minutes.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES

Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.

5 September Budget Status Report.

Motion by Lopes-Serrao, second by Olson, to acknowledge the budget status report.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

6 TIF 1 and TIF 2 Detail Reports for September.

Motion by Meinel, second by Soper, to acknowledge the TIF 1 and TIF 2 reports.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

7 Legal Detail For August.

Motion by Lopes-Serrao, second by Olson, to acknowledge the Legal Detail.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

EDUCATION PRESENTATIONS & REPORTS.

- 8 Update on 2026 Budget development
 - Safer Grant and Fire Fee
 - Health Insurance
 - Timeline to adoption and any other budget questions or comments

Olson asked if Attorney Yde gave his opinion on the Fire Fee and what direction he felt the lawsuit was heading.

Gebert, Village Administrator, said the lawsuit is in Circuit Court and the outcome will only effect the Village of Dousman and Pewaukee. She restated that Attorney Yde anticipates that there will be an appeal after the ruling and it will take another year for the court processing.

Olson said he is glad to see a potential balanced budget for next year, but would like to see some sort of process undertaken by this body to not be in the same position as this year. He would like to see this committee, gather communities' input, have staff look at priority, what and where monie are being spent, different ways to reallocate funds to fund the fire department.

Gebert also shared with the committee, the health insurance renewal for 2026 and the budget adoption timeline.

OLD BUSINESS.

- 9 Discussion and/or action on questions for Committees/Commission to incorporate input into the annual evaluation process for Department Directors.

Gebert provided the five questions Committee/Commission members and Board of Trustees will receive through Survey123 link to evaluate the Department Director they work with.

The committee members are comfortable with the questions presented.

- 10 Discussion and/or action on AR write off.

Finance Director Trautman presented amounts that will be removed from our Accounts Receivable to be transfer to tax roll and bad debt expense.

Motion by Meinel, second by Olson, to recommend that the Board of Trustees approve the accounts receivable write-off as presented.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

- 11 Discussion and/or action on Recommendation of Assessor contract 2026-2028.

Trautman presented the four proposals the Village received for the 2026-2028 assessment contract.

Trustee Ermeling said she hears good comment about Schmidt. The residents may not like some

of the answer he provided, but he is responsive and knowledgeable.

Trustee Lopes-Serrao and Olson agrees that Accurate is the lowest bidder with clients in the Metro area and it makes sense to consider them as a potential candidate.

Meinel expressed that he personally knows Accurate is very responsive because he has a property in the Village of Rothschild who uses them.

Motion by Olson, second by Soper, to bring in Schmidt and Accurate to interview in a future meeting.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---
Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

Trustee Ermeling request that the interview take place next meeting, November 17th.

NEW BUSINESS.

REMARKS FROM STAFF.

Trautman shared Sun Prairie's 2024 Financial Report. It has nice documentation and it states in the report that, at the end of 2025 budget, their needs will exceed their levy limit. She explains that Village of Weston reached their levy limit in 2018 or 2019. Staff have been able to balance the budget due to strategy tools. Sun Prairie is also having the same discussion to go for referendum to add more Fire/EMS/Police personnel. The reason of sharing this is to make the committee aware that it's just not Village of Weston who is having the budget constraint discussion.

Gebert reminded Committee members to fill out the Bike and Pedestrian survey and provided information on the transition to Harter container pick/drop off.

REMARKS FROM COMMITTEE MEMBERS.

REMARKS FROM CHAIR.

FUTURE ITEMS.

Assessor interview

Next Finance & HR meeting date(s):

- November 17, 2025 @ 4:30 p.m.

ADJOURNMENT.

Motion by Meinel, second by Lopes-Serrao, to adjourn the Finance & HR Committee meeting.

Yes Vote: 5 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Voting</u>
Ermeling, Barbara	YES
Farar, Dennis	---

Hackbarth, Linda	---
Lopes-Serrao, Luis	YES
Meinel, Steve	YES
Olson, Brent	YES
Soper, Eben	YES

Ermeling adjourned the Finance & HR Committee meeting at 5:37 p.m.

Song Lao, Recording Secretary

DRAFT



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

November 17, 2025, at 4:30 p.m.

ADGENDA ITEMS.

1. Finance & HR Committee Call to Order & Welcome by Chairperson Ermeling.
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 6 members present and 1 member absent.

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

PUBLIC COMMENTS.

Jim Pinsonneault, 5002 Arrow Street. He summarized his personal experience of open record request, talked about the Village’s legal fees associated with it and the Transparency Project. Also, he questioned why have this committee, if it is not actively involved with the budget process or if the Board overrides this body’s recommendations.

Lisa Beck, 1808 Cortez Lane. She questioned what the yearly amount spent for H.S.A., and if there can be an engagement session for basic TIF 1, TIF 2, and levy information. Beck also asked for clarity about the Transparency Project Mr. Pinsonneault was referring to and where is the follow-up action for agenda item 8 (Assessor contract).

Chair Ermeling acknowledged email from Russell to put on file.

MINUTES FROM PREVIOUS MEETING.

4. Approval of minutes from previous Finance & HR meeting: October 20, 2025.

Olson commented that there was an error on page 3 of the minutes, regarding his comments on agenda item 8.

Motion by Olson, second by Soper, to review and correct the previous minutes and brought back to the next meeting.

Yes Vote: 6 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Vote</u>
Ermeling, Barbara	YES
Farar, Dennis	YES
Hackbarth, Linda	YES
Lopes-Serrao, Luis	YES
Meinel, Steve	-----
Olson, Brent	YES
Soper, Eben	YES

ACKNOWLEDGE WORK PRODUCT TRANSMITTALS.

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

Discussion was held regarding the \$4,640 fire fee expense. Vice-Chair Lopes-Serrao commented that the invoice, Transparency Project legal expense, which is the name of the open record project, not something that staff came up with. Gebert said that is the name of the firm.

Motion by Lopes-Serrao, second by Hackbarth, to acknowledge the work product transmittals 5, 6, 7.

Yes Vote: 6 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Vote</u>
Ermeling, Barbara	YES
Farar, Dennis	YES
Hackbarth, Linda	YES
Lopes-Serrao, Luis	YES
Meinel, Steve	-----
Olson, Brent	YES
Soper, Eben	YES

EDUCATION PRESENTATIONS & REPORTS.

OLD BUSINESS.

8. Discussion and/or possible action on the awarded 2026-2028 Assessor contract

Discussion was made regarding staff’s prescreening procedure and not following the language of the RFP or Wis Admin. Code § Adm 10.08. Olson would like this body to have conversations to avoid similar future recurrences. Wodalski, Public Works & Utility Director, explained that staff run into similar situations with engineer proposals as well, and interprets the code to be at state level not village or cities. Both Chair Ermeling and Vice Chair Lopes-Serrao communicated how they voiced their concern at the last Board meeting regarding this agenda.

NEW BUSINESS.

9. Discussion and/or possible action on 2026 H.S.A. contribution

Discussion was held regarding the sizeable employer H.S.A. contribution, difference between tradition and high-deductible health plans, future cost saving plans. Gebert referred to 10/20/25's Finance & HR meeting packet for additional health insurance information.

Motion by Lopes-Serrao, second by Hackbarth, to recommend the 2026 contributions to be \$600 for Single, \$1,200 for Empl + Spouse and Emp + Child, and \$1,800 to Family.

Yes Vote: 6 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Vote</u>
Ermeling, Barbara	YES
Farar, Dennis	YES
Hackbarth, Linda	YES
Lopes-Serrao, Luis	YES
Meinel, Steve	-----
Olson, Brent	YES
Soper, Eben	YES

It was further discussed that even though past practices have been for the Village to contribute the difference between the traditional and high-deductible premium; by reducing the contribution amount, the Village will incur a cost saving.

REMARKS FROM STAFF.

Gebert reminded members and residents about the transition container pick/drop off.

REMARKS FROM COMMITTEE MEMBERS.

Olson, for future agenda item, would like to plan and have conversations of what potential review budget priorities will look like for 2027.

REMARKS FROM CHAIR.

FUTURE ITEMS.

Next meeting date(s):
-December 15, 2025 @ 4:30 p.m.

ADJOURNMENT.

Motion by Olson, second by Hackbarth, to adjourn the Finance & HR committee meeting.

Yes Vote: 6 No Votes: 0 Abstain: 0 Not Voting: 0 Result: PASS

<u>Member</u>	<u>Vote</u>
Ermeling, Barbara	YES
Farar, Dennis	YES
Hackbarth, Linda	YES
Lopes-Serrao, Luis	YES
Meinel, Steve	-----
Olson, Brent	YES
Soper, Eben	YES

Ermeling adjourned the Finance & HR Committee meeting at 5:41 p.m.

Song Lao, Recording Secretary.

DRAFT

Song Lao

From: Jami Gebert
Sent: Monday, November 17, 2025 4:42 PM
To: Song Lao
Subject: FW: 2014 Audited Financial Statements and Fire Fww

Follow Up Flag: Follow up
Flag Status: Flagged

FYI

From: Brent Olson <bolson@westonwi.gov>
Sent: Sunday, November 16, 2025 6:43 PM
To: Jami Gebert <jgeb@westonwi.gov>; Steve Meinel <smeinel@westonwi.gov>; Barb Ermeling <bermeling@westonwi.gov>
Subject: Fw: 2014 Audited Financial Statements and Fire Fww

Good Evening,

Please see the below email Steve and I received this evening.

Thanks,
Brent

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From: James Russell <jrussell4@msn.com>
Sent: Sunday, November 16, 2025 6:39:02 PM
To: Brent Olson <bolson@westonwi.gov>; Steve Meinel <smeinel@westonwi.gov>
Subject: 2014 Audited Financial Statements and Fire Fww

Please read my letter at your November Finance Committee meeting and include my letter in the minutes.

Dear Committee Members,

I am urging the Board to reconsider pursuing a fire fee referendum in the upcoming election cycle because a fire fee should not be implemented. Based on a review of the Village's audited financial statements for the year ended December 31, 2024, and the preliminary 2026 budget discussions, it is clear that our financial position is robust enough to sustain essential governmental activities—including police, fire/EMS, and public works—without the imposition of a new dedicated fire fee. The impending closure of Tax Increment Financing (TIF) District #2 at the end of 2025 will further bolster available resources, providing a timely influx of funds to support these critical services.

The 2024 audited financial statements reflect a healthy overall fiscal health for the Village, with stable revenues and prudent management of expenditures across major funds. While the full audit details underscore conservative budgeting practices, the 2026 preliminary budget—directly informed by 2024 year-end actuals and 2025 projections—demonstrates that core services remain well-funded without resorting to new fees. Specifically:

General Fund Strength: The proposed 2026 General Fund budget totals approximately \$9.67 million, representing a modest 2.65% increase over the 2025 amended budget. This includes only a minimal application

of \$50,000 from fund balances (a significant reduction from \$105,000 in 2025), signaling ample reserves to absorb short-term pressures. The contingency reserve stands at \$15,964, providing a buffer for unforeseen needs. These figures indicate that the Village enters 2026 with sufficient liquidity to maintain operations without additional revenue streams.

Public Safety (Police and Fire/EMS): Investments in public safety are prioritized, with a proposed 2026 allocation of \$5.25 million—a 5.81% increase over 2025. This covers:

Mountain Bay Police Department operations at \$3.48 million (up 3.09%), ensuring continued robust law enforcement coverage.

SAFER Fire/EMS staffing at \$1.47 million (up 14.12%), accommodating three additional positions even without the anticipated federal SAFER grant.

These enhancements align with community needs but are fully supported by existing property tax revenues (\$5.73 million projected, up 2.34%) and intergovernmental revenues (\$2.71 million, up 6.66%), negating the need for a fire-specific fee.

Public Works: The 2026 allocation of \$2.22 million (a slight 1.09% decrease) sustains essential street maintenance, winter operations (\$410,000), and infrastructure projects, funded through general allocations rather than new levies. The Capital Improvement Plan further earmarks \$10.99 million across utilities and general projects, including \$400,000 for public works equipment, demonstrating forward-thinking resource allocation.

Furthermore, the November 2025 board packets reveal a proposed \$300,000 allocation for the purchase of property to build a new police station, underscoring the Board's commitment to enhancing police infrastructure. While this is a worthwhile long-term investment, it highlights a concerning prioritization that could deprive citizens of vital fire protection if not balanced appropriately. With ample funds available through existing reserves and the TIF #2 closure, diverting resources to police facilities without securing fire/EMS needs via a burdensome fee risks eroding public trust and safety. This expenditure serves as a strong reminder that our fiscal capacity allows for comprehensive support of all public safety branches—police and fire alike—without new taxes or fees on residents.

A key factor tipping the scales against a fire fee is the closure of TIF District #2 by the end of 2025. As outlined in recent budget workshops, transfers from TIF #2 to the Debt Service Fund drop to \$0 in 2026 (from \$157,125 in 2025), indicating the district's exhaustion and termination. This closure will redirect previously captured tax increments back to the general taxing entities, including the Village's General Fund. Specifically, the property taxes generated from the entire assessed value of TIF District #2—including the increment portion that was previously captured—will now flow directly to the General Operating Fund and other overlying taxing bodies such as the school district and county. This shift is projected to provide the Village with an additional \$150,000–\$200,000 annually in unrestricted property tax revenue starting in 2026, based on current increment estimates and the mill rate applied to the full district value. These funds can seamlessly bridge any temporary gaps in fire/EMS staffing costs, such as the SAFER positions, while also supporting broader governmental activities like police and public works. Combined with ongoing transfers from TIF #1 (\$1.55 million to Debt Service), these resources eliminate the fiscal rationale for a fire fee referendum. Delaying a referendum until 2027, as suggested in September budget discussions, allows time to confirm these inflows and explore grant alternatives, avoiding unnecessary administrative costs and resident burden.

Imposing a fire fee now risks overburdening residents amid stable tax rates and would contradict the Village's history of fiscal conservatism. Instead, I recommend leveraging existing reserves for a one-year bridge and pursuing efficiency measures. These steps would preserve trust in Village leadership while ensuring our police, fire, and public works teams remain fully resourced.

Thank you for considering this perspective.

Sincerely,

Cindy Russell
5907 Tricia Avenue
Weston

Sent via the Samsung Galaxy S22 5G, an AT&T 5G smartphone
Get [Outlook for Android](#)

DRAFT

REQUEST FOR CONSIDERATION

Public Mtg/Date: Finance & HR Committee, December 15, 2025

Description: November 2025 Budget Status Report – All Funds

From: Jessica Trautman, Finance Director

Question: Should the Finance Committee acknowledge the November 2025 budget status report for all funds?

Background

The November 2025 budget status report for all funds is attached.

Attached Docs: November 2025 Budget Status Report – All Funds

Committee Action: None.

FISCAL IMPACT: None.

Recommendation: Finance Director recommends acknowledgement.

Recommended Language for Official Action

I move to acknowledge the November 2025 budget status report for all funds.

Additional action: None.

NOVEMBER 2025 BUDGET STATUS NARRATIVE



***One quick thing to point out: 91.67% of the year completed!

General Fund



Revenue for 2025 is \$9,671,685 or 102.7% of budget

- *License and Permit revenue: At 82% of budget, similar to 2024, majority of license revenue comes from cable franchise fees which are received on a quarterly basis. Permit is at 133% of budget, \$34,108 more than 2024.
- *Fines/Forfeitures/Penalties: \$2,790 was from late pet licensing.
- *Sales of Village Property: Item line is not budgeted. At \$8,627, due to sale of election equipment and metal scrap dumpster.
- *Insurance Recoveries: \$5,955, due to damaged to Village-owned properties.



Expenditure for 2025 is \$8,706,031 or 92.5% of budget

- *Wages/Salaries: Reflected through 11/23.
- *Attorney: At 54% of budget, slightly lower than 2024.
- *Other Public Safety: At 106% of budget - consist of weights and measures inspection fee and weather siren battery replacement costs.
- *Parks-Ice Rinks: At 14%, this item line will continue to grow as the Parks department intends to open the Ice Rink at Kennedy Park soon.
- *Newsletter: At 61% of budget, \$2,434 less than 2024. This included the fall edition. Staff will continue to share vital information in the newsletter.

Special Revenue

*Capital Project Funds-Street Projects: Weston Ave is substantially complete; two residents have already connected to the new water and sewer lines and there will be follow-up items in spring. Schofield Ave, \$3,493,388 is substantially complete and will have follow-up in spring as well. Fuller Street, similar to Schofield Ave as there is work that will be wrapped up in the spring.

*Room Tax Fund: \$192,896 was collected for Q3 in November.

Utility Funds

*Water: At 155.34% of budget compared to 106.8% in 2024; this includes the PFAS 3M & DuPont settlement claim. Expense has an increase of 5.7% due to monthly depreciation expense compared to 2024.

*Sewer: Overall revenue is looking good at 84.71% of budget. The Village sold an old sewer camera earlier in the year. Also, there was a rate increase beginning of 2025. Expenditures is similar to 2024 at 79.58% of budget. Sewer is reflecting a net loss of \$88,215.

*Stormwater: Revenue has an increase of 8.1% compared to 2024. Interest rate is starting to decrease. Expense reflects a \$61,627 increase compared to 2024. More staff wages are being allocated to stormwater.





FINANCIAL STATEMENTS

November 30, 2025

- **GENERAL FUND**
 - Balance Sheet
 - Operating Budget Status Report
 - Statement of Revenues
 - Statement of Expenditures
 - Contingency Reserve Balance

- **DEBT SERVICE FUND**
 - Operating Budget Status Report - Debt Service Fund

- **SPECIAL REVENUE FUNDS**
 - Weston Aquatic Center Fund
 - Room Taxes Fund
 - Recycling Program Fund
 - TIF District #1 Fund
 - TIF District #2 Fund
 - Community Development Authority – TIF #1 Fund
 - Community Development Authority – TIF #2 Fund
 - Civic & Social Trust Funds
 - Park & Recreation Trust Funds

- **ENTERPRISE FUNDS**
 - Water Utility Fund
 - Sewer Utility Fund
 - Stormwater Utility Fund

- **CAPITAL PROJECTS FUNDS** – Capital Improvements Program
 - TIF District #1 Fund
 - TIF District #2 Fund
 - Facilities Fund
 - Streets & Utilities Fund
 - Capital Equipment Fund

VILLAGE OF WESTON
BALANCE SHEET
NOVEMBER 30, 2025

GENERAL FUND

ASSETS

10-00-11312-011-000	INVEST-INTERCITY-MONEY MKT #60	(4,675,658.11)	
10-00-11312-082-000	INTERCITY-MUNICIPAL COURT FINE	431.88	
10-00-11313-084-000	INVEST-INCREDIBLE-CD	547,201.26	
10-00-11313-095-000	INVEST-TAX ACCT- INCREDIBLE	1,363,561.47	
10-00-11314-091-021	INVEST- TAX ACCT-BMO HARRIS BK	29,524.52	
10-00-11315-092-000	INVEST-TAX ACCT- ASSOCIATED	226,885.34	
10-00-11316-084-000	INVEST-BROKAW CU-CD/REPO/OTHER	286,852.09	
10-00-11316-093-000	INVEST-TAX ACCT- BROKAW CU	55,304.97	
10-00-11322-088-000	INVEST-TAX ACCT- PEOPLES	2,620,799.90	
10-00-11323-084-000	INVEST-CLOVERBELT CU-CD/REPO/O	299,187.60	
10-00-11323-099-000	INVEST-TAX ACCT-CLOVERBELT CU	28,138.77	
10-00-11325-089-000	INVEST-TAX ACCT-COVANTAGE CU	3,522,678.62	
10-00-11326-086-000	INVEST-TAX ACCT- ABBY BANK	253,639.57	
10-00-11327-083-000	NICOLET BANK-MONEY MARKET	1,184.74	
10-00-11327-084-000	INVEST-NICOLET BANK-CD/OTHER	277,533.12	
10-00-11328-083-000	WISC-MONEY MARKET	439,217.66	
10-00-11512-009-000	INTERCITY-SUNSHINE/SODA FUND	5,551.53	
10-00-11512-017-000	RESTRICT INV- FLEX CHKING #116	2,632.98	
10-00-11800-000-000	PETTY CASH-GENERAL FUND	400.00	
10-00-12110-000-000	R/E PROP TAXES RECEIVABLE-CURR	22,834,613.47	
10-00-13100-000-000	BILLED ACCTS RECEIVABLE-CUSTOM	359.13	
10-00-13300-000-000	INTEREST RECEIVABLE	13,770.89	
10-00-13801-000-000	OTHER RECEIVABLES-MOBILE HOME	8,122.70	
10-00-13802-000-000	OTHER RECEIVABLES-FROM EMPLOYE	363.96	
10-00-14201-000-000	DUE FROM STATE OF WI-SDC PROG	1,467.45	
10-00-14430-000-000	DUE FROM VILLAGE OF ROTHSCHILD	10,987.67	
10-00-14510-000-000	DUE FROM MOUNTAIN BAY	919.39	
10-00-14520-000-000	DUE FROM SAFER DISTRICT	3,758.00	
10-00-15229-000-000	DUE FROM SPEC REV-ROOM TAXES	9,651.68	
10-00-15660-000-000	DUE FROM ENTERPRISE-WATER UTIL	467,991.92	
10-00-15661-000-000	DUE FROM ENTERPRISE-SEWER UTIL	17,139.08	
10-00-16200-000-000	PREPAID ITEMS-MISCELLANEOUS	3,798.50	
	TOTAL ASSETS		<u>28,658,011.75</u>

LIABILITIES AND EQUITY

VILLAGE OF WESTON

BALANCE SHEET

NOVEMBER 30, 2025

GENERAL FUND

LIABILITIES

10-00-21111-000-000	VOUCHERS PAYABLE	259,012.16	
10-00-21120-000-000	OCCUPANCY PERMITS	115,500.00	
10-00-21511-000-000	SOC SEC/MEDICARE TAXES PAYABLE	14,977.10	
10-00-21512-000-000	FEDERAL WITHHOLDING TAXES PAYA	7,867.37	
10-00-21513-000-000	STATE WITHHOLDING TAXES PAYABL	4,026.10	
10-00-21520-000-000	WIS RETIREMENT FUND PAYABLE	29,206.92	
10-00-21530-000-000	EMPLOYEE HEALTH INS W/H PAYABL	(57,700.66)	
10-00-21531-000-000	ETF LIFE INS WITHHOLDING PAYAB	.47	
10-00-21532-000-000	EYE CARE DEDUCTION PAYABLE	(331.63)	
10-00-21535-000-000	HSA DEDUCTION PAYABLE	(579.60)	
10-00-21537-000-000	ACCID/LIFE/ST DISABILITY LIAB	96.81	
10-00-21540-000-000	WORKERS COMP PAYABLE	7,605.67	
10-00-21562-000-000	FLEX UNREIMB MED DEDUCT PAYAB	1,817.03	
10-00-21566-000-000	PREPAID LEGAL SERVICES	.11	
10-00-21570-000-000	DEFERRED COMP DEDUCTION-PEBSCO	155.00	
10-00-21571-000-000	DEFERRED COMP DEDUCTION-WI DEF	3,770.00	
10-00-21590-000-000	EAP PAYABLE	(350.91)	
10-00-23160-000-000	SECURITY DEPOSITS-PARK RENTALS	25.00	
10-00-24213-000-000	DUE TO STATE OF WIS/SALES TAXE	3.44	
10-00-24310-000-000	DUE TO MARATHON COUNTY/CURRENT	5,743,152.07	
10-00-24330-000-000	DUE TO MARATHON COUNTY/DOG LIC	302.00	
10-00-24510-000-000	DUE TO NORTHCENTRAL TECH/CURR	1,690,664.36	
10-00-24610-000-000	DUE TO DC EVEREST SCHOOLS/CURR	9,657,969.70	
10-00-26120-000-000	DEFERRED REVENUE-TAX LEVY	5,742,580.05	
10-00-26601-000-000	DEFERRED REVENUE-DOG LICENSES	10.00	
	TOTAL LIABILITIES		23,219,778.56

FUND EQUITY

10-00-34120-000-000	NONSPEND FUND BAL-INVENTORIES	5,530.13	
10-00-34121-000-000	RESERVED FUND BAL-PREPAID ITEM	21,247.56	
10-00-34130-000-000	NONSPEND FUND BAL-ADVANC/OTHER	390,354.59	
10-00-34202-000-000	ASSIGN FUND BAL-ST LIGHT/BIRCH	152,128.00	
10-00-34270-000-000	ASSIGNED FUND BAL-APL BDGT S	120,000.00	
10-00-34300-000-000	UNASSIGNED FUND BALANCE	3,783,314.50	
	UNAPPROPRIATED FUND BALANCE:		
	REVENUE OVER EXPENDITURES - YTD	965,658.41	
	BALANCE - CURRENT DATE	965,658.41	
	TOTAL FUND EQUITY		5,438,233.19
	TOTAL LIABILITIES AND EQUITY		28,658,011.75

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - General Fund only
November 30, 2025
*****08.3% of Year Remaining *****

<u>APPROPRIATION AREA</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>	<u>November 2024</u>		
					<u>BUDGET</u>	<u>ACTUAL</u>	<u>PERCENT LEFT</u>
GENERAL FUND:							
General Government	\$1,257,553	\$1,126,472	\$131,081	10.4%	\$1,302,565	\$1,037,651	20.3%
Public Safety	4,958,234	4,901,154	57,080	1.2%	4,745,145	4,701,503	0.9%
Public Works	2,243,619	1,959,963	283,656	12.6%	2,228,655	1,938,015	13.0%
Human Services	5,000	3,469	1,531	30.6%	40,000	30,478	23.8%
Culture & Recreation	552,044	481,495	70,549	12.8%	528,970	500,981	5.3%
Community Development	286,997	215,500	71,497	24.9%	243,355	209,469	13.9%
Misc. Programs	29,500	17,978	11,522	39.1%	28,000	20,412	27.1%
Transfer to Other Funds	25,000	-	25,000	100.0%	31,150	-	100.0%
Contingency Reserve	58,250	-	58,250	100.0%	40,805	-	100.0%
TOTAL APPROPRIATION	\$9,416,197	\$8,706,031	\$710,166	7.5%	\$9,188,645	\$8,438,509	8.2%
				↑			
REVENUES							
Property Taxes	\$5,601,966	\$5,601,967	\$ (1)	0.0%	\$5,466,300	\$5,466,300	0.0%
Other Taxes	553,090	544,890	8,200	1.5%	652,090	528,320	19.0%
State Shared Revenues	1,474,060	1,480,853	(6,793)	-0.5%	1,441,060	1,431,135	0.7%
Other Grants & Aids	1,063,783	1,075,650	(11,867)	-1.1%	907,280	921,448	-1.6%
Interest Income	79,958	319,991	(240,033)	-300.2%	72,725	313,743	-331.4%
Munic. Services-Town/All Other	67,550	80,020	(12,470)	-18.5%	99,550	89,774	9.8%
Applied Fund Balance/Reserve	105,000	-	105,000	100.0%	44,000	-	100.0%
All Other Revenue	470,790	568,314	(97,524)	-20.7%	505,640	498,761	1.4%
TOTAL RESOURCES	\$9,416,197	\$9,671,685	(\$255,488)	-2.7%	\$9,188,645	\$9,249,480	-0.7%
				↑			

VILLAGE OF WESTON
STATEMENT OF REVENUES
November 30, 2025
(91.67% Y-T-D completed)

<u>ACCOUNT DESCRIPTION</u>	<u>Y-T-D ACTUAL</u>	<u>Y-T-D % REV.</u>	<u>ADJUSTED BUDGET</u>	<u>REMAINING BALANCE (SURPLUS)</u>	<u>BUDGET % LEFT</u>
GENERAL FUND					
Property Taxes	5,601,967	100%	5,601,966	(1)	0%
Pmt. In Lieu of Taxes-Water Utility	449,167	92%	490,000	40,833	8%
Mobile Home Fees	88,204	160%	55,000	(33,204)	-60%
Other Taxes	7,519	93%	8,090	571	7%
Special Assessments	5,715	104%	5,500	(215)	-4%
State Shared Revenues	1,480,853	100%	1,474,060	(6,793)	0%
Transportation Aids	788,338	100%	788,338	-	0%
Other State & Federal Aids	287,312	104%	275,445	(11,867)	-4%
License Revenue	161,119	82%	197,340	36,221	18%
Permits Revenue	211,864	133%	158,900	(52,964)	-33%
Fines/Forfeitures/Penalties	103,526	318%	32,600	(70,926)	-218%
Street & Highway Revenue	1,775	10%	18,300	16,525	90%
Misc. Other Fees	9,456	134%	7,050	(2,406)	-34%
Econ Dev Pub Fees	840	N/A	-	(840)	N/A
Park Rental Fees/Park Maint. Fees	5,205	130%	4,000	(1,205)	-30%
Munic. Services-General Gov't	6,548	118%	5,550	(998)	-18%
Munic. Services-Public Safety	-	N/A	-	-	N/A
Munic. Services-Public Works	73,472	122%	60,000	(13,472)	-22%
Munic. Services-Inspections	-	0%	2,000	2,000	100%
Interest Income	319,991	400%	79,958	(240,033)	-300%
Sales of Village Property	8,627	1725%	500	(8,127)	-1625%
Insurance Recoveries	5,955	149%	4,000	(1,955)	-49%
Contributions - All Other	2,484	N/A	-	(2,484)	N/A
Miscellaneous Revenue	51,748	138%	37,600	(14,148)	-38%
Fund Balance - Applied Budget Surplus	-	0%	105,000	105,000	
Interfund Transfers	-	0%	5,000	5,000	100%
TOTAL	9,671,685	102.7%	\$9,416,197	(\$255,488)	-2.7%

VILLAGE OF WESTON
STATEMENT OF EXPENDITURES
November 30, 2025
(91.67% Y-T-D completed)

ACCOUNT DESCRIPTION	Y-T-D	Y-T-D	4	REMAINING	BUDGET
	ACTUAL	% EXP.	ADJUSTED BUDGET	BALANCE	% LEFT
GENERAL FUND					
Village Board Trustees	47,449	77%	61,599	14,150	23%
Village Municipality Dues	3,667	58%	6,300	2,633	42%
Personnel Committee	-	0%	2,156	2,156	100%
Board of Review	168	56%	300	132	44%
Municipal Court	51,166	N/A	-	(51,166)	100%
Village Attorney	23,867	54%	44,500	20,633	46%
Administrator	59,269	82%	72,602	13,333	18%
Clerk	236,477	85%	279,561	43,084	15%
Personnel	7,977	132%	6,035	(1,942)	-32%
Elections	33,409	53%	63,420	30,011	47%
Data Processing/Central Services	129,861	95%	136,684	6,823	5%
Information Technology	70,621	90%	78,844	8,223	10%
Finance/Audit & Budgeting/Tax Collection	193,953	85%	229,369	35,416	15%
Village Assessor	42,082	89%	47,500	5,418	11%
Finance Committee	-	0%	1,799	1,799	100%
Risk Management/Insurance	103,258	95%	109,100	5,842	5%
Municipal Building/Misc. Gen'l Gov't.	121,844	106%	115,255	(6,589)	-6%
Illegal Taxes/Tax Refunds/Bad Debt	1,404	56%	2,529	1,125	44%
Mountain Bay Metro Police Dept.	3,376,067	100%	3,376,067	0	0%
Safety Building Maintenance	3,919	44%	9,000	5,081	56%
Other Public Safety	2,811	106%	2,650	(161)	-6%
SAFER	1,289,742	100%	1,289,743	1	0%
Public Safety Committee	-	N/A	2,695	2,695	100%
Building Inspections	228,615	82%	278,079	49,464	18%
Director of Public Works	16,903	94%	18,004	1,101	6%
Public Works Engineer	39,820	238%	16,700	(23,120)	-138%
Deputy Director of Public Works	31,645	101%	31,268	(377)	-1%
Street Operations - Village	1,312,731	93%	1,404,313	91,582	7%
Traffic Control	12,867	32%	40,000	27,133	68%
Winter Street Maintenance - Village	295,852	63%	467,623	171,771	37%
Hard Materials Handling	49,455	226%	21,915	(27,540)	-126%
Street Irrigation Maintenance	9,102	66%	13,840	4,738	34%
Street Operations - Town	5,304	86%	6,173	869	14%
Winter Street Maintenance - Town	14,134	93%	15,162	1,028	7%
Street Lighting	172,150	83%	208,000	35,850	17%
Public Works/Utilities Committee	-	0%	621	621	100%
Human Services	3,469	69%	5,000	1,531	31%
Parks-Administration	287,779	93%	309,597	21,818	7%
Parks-Grounds Maintenance	149,307	88%	170,299	20,992	12%
Roadside Maintenance	42,799	68%	63,235	20,436	32%
Parks-Ice Rinks	903	14%	6,609	5,706	86%
Park & Recreation Committee	707	31%	2,304	1,597	69%
Community Development	193,008	75%	256,106	63,098	25%
Planning Commission	2,442	32%	7,575	5,133	68%
Board of Appeals	-	0%	1,883	1,883	100%
Extra Limits/Smart Growth/Land Use	20,050	94%	21,433	1,383	6%
Newsletter	17,978	61%	29,500	11,522	39%
Interfund Transfers - Refuse/Recycling	-	0%	25,000	25,000	100%
Contingency Reserve	-	0%	58,250	58,250	100%
TOTAL - General Fund	\$8,706,031	92.5%	\$9,416,197	\$710,166	7.5%

VILLAGE OF WESTON

Debt Service Fund

11/30/2025

	2025 YTD ACTUAL	2025 ANNUAL BUDGET
Fund Balance, January 1	<u>\$ 453,056</u>	
<u>REVENUES</u>		
Property Tax Levy	\$ 2,158,667	\$ 2,158,667
Special Assessments	9,458	7,000
Interest Income	2,079	750
Transfer from CDA Fund - TIF #1	1,548,163	1,548,163
Transfer from CDA Fund - TIF #2	157,125	157,125
TOTAL REVENUES	<u>\$ 3,875,492</u>	<u>\$ 3,871,705</u>
<u>EXPENDITURES</u>		
Principal Payments	\$ 2,799,539	\$ 2,624,539
Interest Payments	1,282,800	1,276,152
TOTAL EXPENDITURES	<u>\$ 4,084,673</u>	<u>\$ 3,900,691</u>
NET REVENUES OVER (UNDER) EXPENDITURES	<u>\$ (209,181)</u>	<u>\$ (28,986)</u>
Fund Balance, 11/30/2025	<u>\$ 243,875</u>	

VILLAGE OF WESTON
Weston Aquatic Center Fund
11/30/2025

	2025 YTD ACTUAL	2025 BUDGET	2024 YTD ACTUAL	2024 BUDGET
Fund Balance January 1	\$ 106,648			
<u>REVENUES</u>				
Taxes	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000
Daily Fees	97,548	100,000	94,660	100,000
Season Passes	26,416	30,000	33,287	29,000
Pool Rentals-Evening	2,152	2,000	1,777	2,000
Birthday Party Packs	4,579	1,200	3,414	2,400
Group Rate Discounts-Daily	4,469	2,500	4,103	2,500
Concessions	7,594	7,000	8,029	7,000
Locker Rentals	45	70	45	120
Special Events	-	-	-	1,000
Swimming Lessons	3,665	4,000	4,572	3,500
Total Swimming Fees	146,468	146,770	149,887	147,520
Interest Income	2,147	100	1,974	100
Corporate/Other Donations	500	-	-	-
Transfer from other funds	40,000	40,000	40,000	40,000
TOTAL REVENUES	\$ 229,115	\$ 226,870	\$ 231,861	\$ 227,620
	100.99%		101.86%	
<u>EXPENSES</u>				
Utilities	43,278	42,600	36,758	34,100
Contracted Services/Repairs	174,666	182,200	167,545	176,700
Supplies & Materials	29,018	29,075	22,376	27,975
Capital Outlay-Equipment	2,519	2,700	-	2,700
Capital Outlay-Computer Software	1,106	3,435	1,612	3,435
TOTAL EXPENSES	\$ 250,587	\$ 260,010	\$ 228,291	\$ 244,910
	96.38%		93.21%	
NET INCOME (LOSS)	\$ (21,472)	\$ (33,140)	\$ 3,570	\$ (17,290)
Fund Balance				
11/30/2025	\$ 85,176			

VILLAGE OF WESTON

Room Taxes Fund

11/30/2025

	<u>2025 YTD Actual</u>	<u>2025 Annual Budget</u>
Fund Balance, 1/1/25	\$ 36,797	
 <u>Revenues</u>		
Room Taxes Revenue	\$ 507,239	\$ 540,000
	<u>507,239</u>	<u>540,000</u>
 <u>Expenditures</u>		
Payment to Wausau Visitor's Convention Bureau (CVB)	\$ 355,067	\$ 378,000
Other Economic Development-Commission Member Pay	-	12,587
Transfer to General Fund	-	5,000
Transfer to facilities Fund	36,797	-
Transfer to Capital Improvement Fund	-	116,595
Transfer to Aquatic Center Fund (Repairs/Capital Equipment)	40,000	40,000
	<u>431,864</u>	<u>552,182</u>
 Revenues over (under) Expenditures	 <u>75,375</u>	 <u>(12,182)</u>

HOTEL-MOTEL ROOM TAX COLLECTIONS:

	2025	2025	Distribution of Collections	
	Room	8%		
	Receipts	Room Tax	Tourism	Village of
		Collections	Activities	Weston
Comfort Inn & Suite	\$ 848,273	\$ 67,862	\$ 47,503	\$ 20,359
AmericInn & Suites	639,268	51,141	35,799	15,342
Air BNB	33,180	2,654	1,858	796
Priceline	265,943	21,275	14,893	6,383
Homeaway.com	10,986	879	615	264
Booking.com BV	68,470	5,478	3,834	1,643
Expedia	397,405	31,792	22,255	9,538
Fairfield Inn	1,742,667	139,413	97,589	41,824
Holiday Inn Express	2,334,301	186,744	130,721	56,023
 TOTALS	 <u>\$ 6,340,493</u>	 <u>\$ 507,239</u>	 <u>\$ 355,067</u>	 <u>\$ 152,172</u>

FINANCE

12/9/2025

VILLAGE OF WESTON
Refuse/Recycling Program Fund
11/30/2025

	<u>Refuse</u>	<u>Recycling</u>	<u>Landfill</u>	<u>Total 2025 Actual</u>	<u>2025 Annual Budget</u>
Fund Balance, 1/1/25				\$ 181,928	
Revenues					
Recycling Grant	\$ -	\$ 79,551	\$ -	\$ 79,551	\$ 79,000
Garbage Fees/Sticker sales - Village	502,483	-	-	502,483	461,244
Recycling Collection Fees - Village	-	297,419	-	297,419	332,640
Garbage Fees - Town	24,696	-	-	24,696	24,056
Recycling Collection Fees/Bin Sales - Town	-	17,388	-	17,388	17,360
Landfill - Town	-	-	3,000	3,000	3,000
Miscellaneous	1,833	1,289	-	3,122	200
Transfer from General Fund	-	-	-	-	31,150
Total Revenues	<u>\$ 529,012</u>	<u>\$ 395,647</u>	<u>\$ 3,000</u>	<u>\$ 927,659</u>	<u>\$ 948,650</u>
Expenditures					
Garbage	\$ 451,573	\$ -	\$ -	\$ 451,573	\$ 529,829
Landfill	-	-	23,678	23,678	34,150
Recycling - Curbside/Village	-	180,948	-	180,948	324,612
Recycling/Compost/StumpDump	-	15,107	-	15,107	49,273
Recycling - Curbside/Town	-	233	-	233	-
Recycling - Program Administration	-	15,506	-	15,506	32,250
Recycling - Educational Programs	-	10,412	-	10,412	13,300
Total Expenditures	<u>\$ 451,573</u>	<u>\$ 222,206</u>	<u>\$ 23,678</u>	<u>\$ 697,457</u>	<u>\$ 983,414</u>
Revenues over(under) Expenditures	<u>\$ 77,439</u>	<u>\$ 173,441</u>	<u>\$ (20,678)</u>	<u>\$ 230,202</u>	
Fund Balance, 11/30/2025				<u>\$ 412,130</u>	

VILLAGE OF WESTON
Special Revenue Funds - TIF #1
11/30/2025

	2025 Actual	2025 Annual Budget
Fund Balance, 1/1/25	\$ 8,027,699	
<u>REVENUES</u>		
Property Tax Increments	\$ 6,709,929	\$ 6,200,000
Computer Exemption State Aids	30,190	30,190
Personal Property Tax Aid	306,602	306,602
Investment Income	402,117	20,000
	<u>7,448,838</u>	<u>6,556,792</u>
<u>EXPENDITURES</u>		
Administration Expenses	\$ 178,438	\$ 218,159
Rents/Leases-TIF Land	1,548,163	1,548,163
Illegal Taxes	1,462	-
Grant	49,213	72,000
Transfer to Cap Proj-TIF #1	4,532,880	7,541,132
	<u>6,310,156</u>	<u>9,379,454</u>
<u>NET REVENUES OVER (UNDER)</u>		
<u>EXPENDITURES</u>	<u>1,138,682</u>	<u>(2,822,662)</u>
Fund Balance, 11/30/2025	<u>\$ 9,166,381</u>	

FINANCE
12/9/2025

VILLAGE OF WESTON
Special Revenue Funds - TIF #2
11/30/2025

	2025 Actual	2025 Annual Budget
Fund Balance, 1/1/25	<u>\$ 1,623,783</u>	
<u>REVENUES</u>		
Property Tax Increments	\$ 758,471	\$ 685,000
Computer Exemption State Aids	11,944	11,944
Personal Property Tax Aid	112,532	112,532
Investment Income	28,770	2,000
Transfer from CDA - TIF #1	18,619	124,139
	<u>930,336</u>	<u>935,615</u>
<u>EXPENDITURES</u>		
Administration Expenses	\$ 39,184	\$ 74,859
Illegal taxes/refunds	130	-
Rents/Leases-TIF Land	-	-
Transfer to CIP	2,505,111	3,757,735
	<u>2,544,425</u>	<u>3,832,594</u>
<u>NET REVENUES OVER (UNDER)</u>		
<u>EXPENDITURES</u>	<u>(1,614,089)</u>	<u>(2,896,979)</u>
Fund Balance, 11/30/2025	<u><u>\$ 9,694</u></u>	

FINANCE
12/9/2025

VILLAGE OF WESTON
Special Revenue Funds - CDA TIF #1
11/30/2025

	2025 Actual	2025 Annual Budget
<u>REVENUES</u>		
Investment Income	\$ 66,222	\$ 10,000
Rents/Leases-TIF Land	1,548,163	1,548,163
	1,614,385	1,558,163
<u>EXPENDITURES</u>		
Administration Expenses	\$ -	\$ 632
Fiscal Charges	1,451	2,615
Transfer to Debt Service Fund	1,548,163	1,548,163
	1,549,614	1,551,410
<u>NET REVENUES OVER (UNDER)</u>		
<u>EXPENDITURES</u>	64,771	6,753

FINANCE
12/9/2025

VILLAGE OF WESTON
Special Revenue Funds - CDA TIF #2
11/30/2025

	<u>2025 Actual</u>	<u>2025 Annual Budget</u>
<u>REVENUES</u>		
Investment Income	\$ 5,519	\$ 5,000
	<u>5,519</u>	<u>5,000</u>
<u>EXPENDITURES</u>		
Administration Expenses	\$ -	\$ 405
Fiscal Charges	525	662
Transfer to TIF Spec Revenue	18,619	124,139
Transfer to Debt Service Fund	157,125	157,125
	<u>176,269</u>	<u>282,331</u>
<u>NET REVENUES OVER (UNDER)</u>		
<u>EXPENDITURES</u>	<u>\$ (170,750)</u>	<u>\$ (277,331)</u>

FINANCE
12/9/2025

VILLAGE OF WESTON
Civic and Social - Special Revenue Funds
11/30/2025

	Weston Centennial (Scholarships)	Farmers Market	Total 2025 Actual	2025 Budget
Fund Balance,	1/1/2025	\$ 6,032	\$ 31,192	\$ 37,225
REVENUES				
Farmers Market License	\$ -	\$ 10,120	\$ 10,120	\$ 8,300
Interest on Investments	-	723	723	50
Miscellaneous	-	18,655	18,655	11,000
	-	29,499	29,499	19,350
EXPENDITURES				
Farmers Market	-	20,793	20,793	18,494
	-	20,793	20,793	18,494
NET REVENUES OVER (UNDER) EXPENDITURES				
	\$ -	\$ 8,705	\$ 8,705	\$ 856
Fund Balance,	11/30/2025	\$ 6,032	\$ 39,897	\$ 45,930

VILLAGE OF WESTON
Park & Recreation - Special Revenue Funds
11/30/2025

	Parkland Dedication Fees	Park/Rec. Donations	Kennedy Park Memorial	E.C. Trail/ Fun Run/Walk Donations	Dog Park Donations	Total 2025 Actual	2025 Budget
Fund Balance,	1/1/2025	\$ 45,151	\$ 18,374	\$ 2,011	\$ 1,059	\$ (285)	\$ 66,310
REVENUES							
Parkland Dedication Fees	\$ 21,950	\$ -	-	\$ -	\$ -	\$ 21,950	\$ 10,000
Donations - Dog Park	-	-	-	-	33	33	150
Interest on Investments	-	1,531	-	-	-	1,531	50
	21,950	1,531	-	-	33	23,514	10,200
EXPENDITURES							
Other Outside Contracted Service	-	-	-	-	-	-	15,000
	-	-	-	-	-	-	15,000
NET REVENUES OVER (UNDER) EXPS.							
	\$ 21,950	\$ 1,531	\$ -	\$ -	\$ 33	\$ 23,514	\$ (4,800)
Fund Balance,	11/30/2025	\$ 67,101	\$ 19,905	\$ 2,011	\$ 1,059	\$ (252)	\$ 89,824

VILLAGE OF WESTON
Enterprise Fund - Water Utility
11/30/2025
(91.67% Year Completed **)**

	2025			2024		
	YTD ACTUAL	ANNUAL BUDGET	% completed	YTD ACTUAL	ANNUAL BUDGET	% completed
REVENUES						
Metered/Unmetered Sales:						
Residential	\$ 1,083,603	\$ 1,170,000	92.62%	\$ 1,080,197	\$ 1,170,000	92.32%
Commercial	333,296	340,000	98.03%	325,023	320,000	101.57%
Industrial	491,368	490,000	100.28%	507,149	490,000	103.50%
Public Authority	53,528	57,000	93.91%	40,647	57,000	71.31%
Multi-Family	208,139	200,000	104.07%	211,603	197,600	107.09%
Other	120	-	N/A	997	3,000	33.22%
Private Fire Protection	44,277	46,000	96.25%	42,935	46,000	93.34%
Public Fire Protection	504,260	468,000	107.75%	491,577	468,000	105.04%
Subtotal Sales	2,718,591	\$ 2,771,000	98.11%	2,700,128	\$ 2,751,600	98.13%
Interest Income	263,629	50,000	527.26%	268,431	30,000	894.77%
Interest Market Adj	12,912	-	N/A	23,741	-	N/A
Misc. Other Revenue	1,477,352	58,210	2537.97%	22,269	41,110	54.17%
SUBTOTAL REVENUES	4,472,484	2,879,210	155.34%	3,014,569	2,822,710	106.80%
Capital Contributions	-	-	N/A	-	-	N/A
TOTAL REVENUES	\$ 4,472,484	\$ 2,879,210	155.34%	\$ 3,014,569	\$ 2,822,710	106.80%
EXPENSES						
Operations & Maintenance	\$ 705,602	\$ 889,233	79.35%	\$ 653,148	\$ 993,622	65.73%
Administration	543,064	758,802	71.57%	527,278	694,287	75.95%
Payment in Lieu of Taxes	435,417	475,000	91.67%	435,417	475,000	91.67%
Depreciation	696,667	760,000	91.67%	650,833	710,000	91.67%
Interest/Fiscal Agent Exps.	229,727	165,111	139.14%	202,880	186,416	108.83%
Amortization Expense	-	1,328	0.00%	-	1,328	0.00%
	2,610,477	3,049,474	85.60%	2,469,556	3,060,653	80.69%
Interfund Transfers Out	-	-	N/A	-	-	N/A
TOTAL EXPENSES	\$ 2,610,477	\$ 3,049,474	85.60%	\$ 2,469,556	\$ 3,060,653	80.69%
NET INCOME	\$ 1,862,007	\$ (170,264)		\$ 545,013	\$ (237,943)	
<i>(per GAAP/GASB basis)</i>						
Less: Add'l Capital Contribs.	-	-		-	-	
NET INCOME	\$ 1,862,007	\$ (170,264)		\$ 545,013	\$ (237,943)	
<i>(per budget basis)</i>						

VILLAGE OF WESTON
Enterprise Fund - Sewer Utility
11/30/2025
(91.67% Year Completed **)**

	2025			2024		
	YTD ACTUAL	ANNUAL BUDGET	% completed	YTD ACTUAL	ANNUAL BUDGET	% completed
REVENUES						
Metered/Unmetered Sales:						
Residential	\$ 1,401,155	\$ 1,692,000	82.81%	\$ 1,200,672	\$ 1,380,000	87.01%
Commercial	858,911	950,000	90.41%	734,422	760,000	96.63%
Industrial	203,643	227,000	89.71%	152,516	200,000	76.26%
Public Authority	71,610	74,000	96.77%	56,258	57,000	98.70%
Subtotal Sales	\$ 2,535,319	\$ 2,943,000	86.15%	\$ 2,143,868	\$ 2,397,000	89.44%
Hook-up Fees	34,800	35,000	99.43%	41,250	20,000	206.25%
Interest Income	220,920	75,000	294.56%	270,605	50,000	541.21%
Gain on Sale of Equipment	12,000	-	N/A	76	-	N/A
Misc. Other Revenue	30,952	6,400	483.63%	13,409	6,400	209.52%
SUBTOTAL REVENUES	2,833,991	3,059,400	92.63%	2,469,208	2,473,400	99.83%
Premium Amortization	-	-	N/A	-	-	N/A
Capital Contributions	20,704	25,000	82.82%	31,781	1,000	3178.11%
TOTAL REVENUES	\$ 2,854,695	\$ 3,084,400	92.55%	\$ 2,500,989	\$ 2,474,400	101.07%
EXPENSES						
Operations & Maintenance	\$ 356,263	\$ 467,406	76.22%	\$ 328,303	\$ 572,196	57.38%
Administration	361,154	484,753	74.50%	390,267	423,653	92.12%
Payment in Lieu of Taxes	13,750	15,000	91.67%	13,750	15,000	91.67%
Rib Mt. Sewer Dist.-Services	820,811	1,150,000	71.37%	814,655	1,150,000	70.84%
Rib Mt. Sewer Dist.-Debt Serv.	583,939	725,000	80.54%	572,799	600,000	95.47%
Depreciation	724,167	845,000	85.70%	687,500	803,000	85.62%
Interest/Fiscal Agent Exps.	82,826	10,916	758.76%	26,765	26,765	100.00%
SUBTOTAL EXPENSES	2,942,910	3,698,075	79.58%	2,834,039	3,590,614	78.93%
TOTAL EXPENSES	\$ 2,942,910	\$ 3,698,075	79.58%	\$ 2,834,039	\$ 3,590,614	78.93%
NET INCOME	\$ (88,215)	\$ (613,675)		\$ (333,050)	\$ (1,116,214)	
<i>(per GAAP/GASB basis)</i>						
Less: Add'l Capital Contribs.	(20,704)	(25,000)		(31,781)	(1,000)	
NET INCOME	\$ (108,919)	\$ (638,675)		\$ (364,831)	\$ (1,117,214)	
<i>(per budget basis)</i>						

VILLAGE OF WESTON
Enterprise Fund - Stormwater Utility
11/30/2025
(* 91.67% Year Completed ***)**

	2025		%	2024		%
	YTD ACTUAL	ANNUAL BUDGET		of year completed	YTD ACTUAL	
REVENUES						
Metered/Unmetered Sales:						
Residential	\$ 289,142	\$ 375,000	77.10%	\$ 287,384	\$ 282,000	101.91%
Commercial	429,432	450,000	95.43%	418,373	400,000	104.59%
Industrial	91,467	115,000	79.54%	91,467	98,000	93.33%
Public Authority	54,143	43,000	125.91%	56,226	43,000	130.76%
Tax-Exempt Properties	(364)	11,000	-3.31%	(3,126)	7,900	-39.57%
Other	3,130	1,200	260.83%	2,990	1,200	249.17%
Subtotal Sales	\$ 866,950	\$ 995,200	87.11%	\$ 853,314	\$ 832,100	102.55%
Drainage Fees	5,500	2,500	220.00%	3,600	2,500	144.00%
Interest Income	82,210	6,000	1370.17%	26,580	6,000	443.00%
SUBTOTAL REVENUES	954,660	1,003,700	95.11%	883,494	840,600	105.10%
Premium Amortization	-	6,740	0.00%	-	1,380	0.00%
TOTAL REVENUES	\$ 954,660	\$ 1,010,440	94.48%	\$ 883,494	\$ 841,980	104.93%
EXPENSES						
Program Management	\$ 54,061	\$ 74,104	72.95%	\$ 46,495	\$ 50,159	92.70%
DPW - Drainage Maintenance	137,850	144,132	95.64%	153,004	155,763	98.23%
DPW - Sweeping	18,540	43,777	42.35%	20,885	34,121	61.21%
Depreciation	366,667	400,000	91.67%	357,500	390,000	91.67%
Interest/Fiscal Agent Exps.	127,115	49,825	255.12%	64,722	64,801	99.88%
TOTAL EXPENSES	\$ 704,233	\$ 711,838	98.93%	\$ 642,606	\$ 694,844	92.48%
NET INCOME (LOSS)	\$ 250,427	\$ 298,602		\$ 240,888	\$ 147,136	
<i>(per GAAP/GASB basis)</i>						
Less: Add'l Capital Contribs.	-	-		-	-	
NET INCOME (LOSS)	\$ 250,427	\$ 298,602		\$ 240,888	\$ 147,136	
<i>(per budget basis)</i>						

FINANCE
12/9/2025

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - TIF 1 CIP FUND
11/30/2025
*****91.67% of Year Completed *****

<u>EXPENDITURES</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>
TIF 1 CIP FUND:				
Administration	\$ 5,000	\$ 960	\$ 4,040	80.8%
E Jelinek/Von Kanel	-	25,781	(25,781)	N/A
Business Park	14,500	13,587	913	6.3%
Business Park/South Addition	-	2,499	(2,499)	N/A
Weston Avenue	5,524,132	3,023,743	2,500,389	45.3%
Weston Ave/Birch-Alderson	-	465,425	(465,425)	N/A
Christiansen Prop/Bus Park	1,000,000	1,044,049	(44,049)	-4.4%
TOTAL EXPENDITURES	\$ 6,543,632	\$ 4,576,044	\$ 1,967,588	30.1%
REVENUES				
State Grants - Transportation	\$ -	\$ 733,463	\$ (733,463)	N/A
Transfer In - TIF #1 Special Revenue Fund	6,543,632	4,532,880	2,010,752	30.7%
Other Financing Sources	-	-	-	N/A
TOTAL RESOURCES	\$ 6,543,632	\$ 5,266,343	\$ 1,277,289	19.5%
Revenues Over (Under) Expenditures		\$ 690,299		

FINANCE
12/9/2025

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - TIF 2 CIP FUND
11/30/2025
*****91.67% of Year Completed *****

<u>EXPENDITURES</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>
TIF 2 CIP FUND:				
Grants/Awards	\$ 507,735	\$ 507,735	\$ -	N/A
Schofield Avenue	5,902,390	3,493,388	2,409,002	N/A
Publication Fees	-	0	0	N/A
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL EXPENDITURES	\$ 6,410,125	\$ 4,001,123	\$ 2,409,002	37.6%
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
REVENUES				
State Grant	\$ 2,652,390	\$ -	\$ 2,652,390	N/A
Transfer In - TIF #1 Special Revenue Fund	3,757,735	2,505,111	1,252,624	33.3%
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL RESOURCES	\$ 6,410,125	\$ 2,505,111	\$3,905,014	60.9%
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Revenues Over (Under) Expenditures		\$ (1,496,012)		

FINANCE
12/9/2025

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - FACILITIES CIP FUND
11/30/2025
*****91.67% of Year Completed *****

<u>EXPENDITURES</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>
FACILITIES CIP FUND:				
Kennedy Park	\$ 1,046,550	\$ 1,053,727	\$ (7,177)	-0.7%
Aquatic Center	450,000	97,621	352,379	78.3%
Machmueller	<u>1,100,000</u>	<u>11,720</u>	<u>1,088,280</u>	<u>98.9%</u>
TOTAL EXPENDITURES	<u><u>\$ 2,596,550</u></u>	<u><u>\$ 1,163,068</u></u>	<u><u>\$ 1,433,482</u></u>	<u><u>55.2%</u></u>
REVENUES				
Proceeds from G.O. Bonds	\$ 931,550	\$ -	\$ 931,550	100.0%
Interest Income	-	-	-	N/A
Contributions	1,000,000	-	1,000,000	100.0%
Transfers from Other Funds	665,000	-	665,000	100.0%
Transfers from Spe Rev - Room Tax	-	36,797	(36,797)	N/A
Transfers from Cap Projs - Cap Eq	<u>-</u>	<u>1,500,000</u>	<u>(1,500,000)</u>	<u>N/A</u>
TOTAL RESOURCES	<u><u>\$ 2,596,550</u></u>	<u><u>\$ 1,536,797</u></u>	<u><u>\$ 1,059,753</u></u>	<u><u>40.8%</u></u>
Revenues Over (Under) Expenditures		\$ 373,729		

FINANCE
12/9/2025

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - STREETS CIP FUND
11/30/2025

***91.67% of Year Completed ***

<u>EXPENDITURES</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>
STREETS CIP FUND:				
Street Maintenance	\$ 225,000	\$ -	\$ 225,000	100.0%
Ross Ave/Camp Phillips	75,000	11,107	63,893	85.2%
Ped/Bike Plan	60,000	18,576	41,424	69.0%
Mesker/Schofield/Ross	-	402,300	(402,300)	N/A
Shorey	-	-	-	N/A
Ross Ave	125,000	65,840	59,160	47.3%
Shorey	300,000	2,588	297,412	99.1%
Jelinek/Alderson	50,000	18,270	31,730	63.5%
Concord/Bayberry	-	12,460	(12,460)	N/A
Ross Ave Joint with Town	60,000	25,283	34,717	57.9%
Fuller Ave	2,075,000	657,162	1,417,838	68.3%
East Jelinek	-	18,202	(18,202)	N/A
Bloedel	50,000	-	50,000	100.0%
Yellow Banks Launch	-	93,261	(93,261)	N/A
Transfers out to Capital Projects	-	2,000,000	(2,000,000)	N/A
TOTAL EXPENDITURES	\$ 3,020,000	\$ 3,325,049	\$ (305,049)	-10.1%

REVENUES

Interest Income	\$ -	\$ 64,715	\$ (64,715)	N/A
State Grants-Transportation	75,000	55,915	19,085	25.4%
State Grants-Bike Trails	30,000	42	29,958	99.9%
Misc Rev/Contribution	-	60,541	(60,541)	N/A
E/C River Launch Grant	-	-	-	N/A
Sale of Equip/Property	-	832	(832)	N/A
Proceeds from GO Bonds/Notes	2,915,000	-	2,915,000	100.0%
Transfers from Other Funds	-	-	-	N/A
TOTAL RESOURCES	\$ 3,020,000	\$ 182,045	\$ 2,837,955	94.0%

Revenues Over (Under) Expenditures \$ (3,143,004)

VILLAGE OF WESTON
OPERATING BUDGET STATUS REPORT - CAPITAL EQUIPMENT CIP FUND
11/30/2025

***91.67% of Year Completed ***

<u>EXPENDITURES</u>	<u>BUDGET</u>	<u>ACTUAL</u>	<u>REMAINING BALANCE</u>	<u>PERCENT LEFT</u>
CAPITAL EQUIPMENT CIP FUND:				
Other Gen Govt Outlay	\$ 80,000	\$ 60,801	\$ 19,199	24.0%
Public Safety Capital Outlay	100,000	100,000	-	0.0%
Highway Equipment	400,000	396,282	3,718	0.9%
Transfer to Cap Projects - Facilities	-	1,500,000	(1,500,000)	N/A
Parks Equipment	115,000	-	115,000	100.0%
	<u>115,000</u>	<u>-</u>	<u>115,000</u>	<u>100.0%</u>
TOTAL EXPENDITURES	<u>\$ 695,000</u>	<u>\$ 2,057,083</u>	<u>\$(1,362,083)</u>	<u>-196.0%</u>
 REVENUES				
Interest Income	\$ -	\$ 43,696	\$ (43,696)	N/A
State Shared Taxes-Expenditure Restraint	\$ 50,000	\$ 50,000	\$ -	0.0%
State Grants	-	-	-	N/A
Equipment Rental Fees	100,000	-	100,000	100.0%
Sale of Village Property	-	51,157	(51,157)	N/A
Proceeds from GO Bonds/Notes	911,605	-	911,605	100.0%
Transfers from Other Funds	80,000	2,000,000	(1,920,000)	-2400.0%
	<u>80,000</u>	<u>2,000,000</u>	<u>(1,920,000)</u>	<u>-2400.0%</u>
TOTAL RESOURCES	<u>\$ 1,141,605</u>	<u>\$ 2,144,853</u>	<u>\$(1,003,248)</u>	<u>-87.9%</u>
Revenues Over (Under) Expenditures		\$ 87,770		

FINANCE
12/9/2025

REQUEST FOR CONSIDERATION

Public Mtg/Date: Finance & Human Resource Committee, December 15, 2025

Description: November TIF 1 & TIF 2 Detail Reports

From: Finance Department

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

Attached Docs: Detail Ledger for TIF 1 & TIF 2

Committee Action: None.

FISCAL IMPACT: None.

Recommendation: Finance Director recommends acknowledgement.

Recommended Language for Official Action

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

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
TIF #1/SPECIAL REVENUE FUND							
			10/31/2025 (10/25) Balance	21-00-41120-000-000			6,709,929.03-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	6,709,929.03-
YTD Encumbrance	.00	YTD Actual	-6,709,929.03 Total	-6,709,929.03 YTD Budget	-6,200,000.00 Unearned	(509,929.03)	
<hr/>							
			10/31/2025 (10/25) Balance	21-00-43430-000-000			30,189.96-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	30,189.96-
YTD Encumbrance	.00	YTD Actual	-30,189.96 Total	-30,189.96 YTD Budget	-30,190.00 Unearned	.04	
<hr/>							
			10/31/2025 (10/25) Balance	21-00-43440-000-000			306,601.86-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	306,601.86-
YTD Encumbrance	.00	YTD Actual	-306,601.86 Total	-306,601.86 YTD Budget	-306,602.00 Unearned	.14	
<hr/>							
			10/31/2025 (10/25) Balance	21-00-48110-001-000			381,533.31-
11/30/2025	CR1	6	Intercity Interest - Nov			4,389.73-	
11/30/2025	JE	8	LGIP Acct Interest - Nov			14,158.22-	
11/30/2025	JE	15	WISC - Nov Interest			1,129.24-	
11/30/2025	JE	17	adj accrued interest for Nov interest			906.44-	
			11/30/2025 (11/25) Period Totals and Balance		.00 *	20,583.63- *	402,116.94-
YTD Encumbrance	.00	YTD Actual	-402,116.94 Total	-402,116.94 YTD Budget	-20,000.00 Unearned	(382,116.94)	
<hr/>							
			10/31/2025 (10/25) Balance	21-01-51910-399-000			1,461.84
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,461.84
YTD Encumbrance	.00	YTD Actual	1,461.84 Total	1,461.84 YTD Budget	.00 Unexpended	(1,461.84)	
<hr/>							
			10/31/2025 (10/25) Balance	21-06-56721-110-000			111,410.49
11/14/2025	PC	178	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1,075.25		
11/14/2025	PC	181	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		119.47		
11/14/2025	PC	202	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		417.20		
11/14/2025	PC	208	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		46.36		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PC	305	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		351.16		
11/14/2025	PC	311	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		47.32		
11/14/2025	PC	331	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		835.36		
11/14/2025	PC	469	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1,518.18		
11/14/2025	PC	474	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		145.58		
11/14/2025	PC	536	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		421.92		
11/14/2025	PC	541	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		25.00		
11/14/2025	PC	649	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		780.29		
11/14/2025	PC	752	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		126.43		
11/14/2025	PC	757	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		14.05		
11/28/2025	PC	930	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1,194.72		
11/28/2025	PC	950	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		463.56		
11/28/2025	PC	1036	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		383.54		
11/28/2025	PC	1042	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		14.94		
11/28/2025	PC	1061	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		835.36		
11/28/2025	PC	1192	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1,164.63		
11/28/2025	PC	1197	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		499.13		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
11/28/2025	PC	1260	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		421.92					
11/28/2025	PC	1344	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		331.03					
11/28/2025	PC	1432	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		135.21					
11/28/2025	PC	1437	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		5.27					
11/30/2025 (11/25) Period Totals and Balance					11,372.88 *	.00 *	122,783.37			
YTD Encumbrance		.00	YTD Actual	122,783.37	Total	122,783.37	YTD Budget	135,282.00	Unexpended	12,498.63
SOCIAL SECURITY			10/31/2025 (10/25) Balance	21-06-56721-151-000			8,065.19			
11/14/2025	PB	347	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		64.74					
11/14/2025	PB	353	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		15.14					
11/14/2025	PB	425	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		26.73					
11/14/2025	PB	437	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		6.25					
11/14/2025	PB	673	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		22.92					
11/14/2025	PB	685	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		5.36					
11/14/2025	PB	749	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		51.53					
11/14/2025	PB	759	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		12.05					
11/14/2025	PB	1075	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		98.98					
11/14/2025	PB	1085	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		23.15					
11/14/2025	PB	1199	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		27.69					
11/14/2025	PB	1209	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		6.47					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	1493	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		45.80		
11/14/2025	PB	1513	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		10.71		
11/14/2025	PB	1777	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		8.15		
11/14/2025	PB	1787	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.91		
11/28/2025	PB	2075	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		64.74		
11/28/2025	PB	2081	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		15.14		
11/28/2025	PB	2153	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		26.73		
11/28/2025	PB	2165	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		6.25		
11/28/2025	PB	2389	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		22.92		
11/28/2025	PB	2401	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		5.36		
11/28/2025	PB	2465	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		51.53		
11/28/2025	PB	2475	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		12.05		
11/28/2025	PB	2801	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		98.85		
11/28/2025	PB	2811	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		23.12		
11/28/2025	PB	2929	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		26.14		
11/28/2025	PB	2939	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		6.11		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/28/2025	PB	3253	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		19.43		
11/28/2025	PB	3269	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		4.54		
11/28/2025	PB	3527	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		8.15		
11/28/2025	PB	3537	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.91		
11/30/2025 (11/25) Period Totals and Balance					820.55 *	.00 *	8,885.74
YTD Encumbrance		.00 YTD Actual	8,885.74 Total	8,885.74 YTD Budget	10,350.00 Unexpended	1,464.26	
RETIREMENT-ER/EE SHARE			10/31/2025 (10/25) Balance	21-06-56721-152-000			7,789.57
11/14/2025	PB	341	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		83.03		
11/14/2025	PB	413	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		32.22		
11/14/2025	PB	661	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		27.69		
11/14/2025	PB	739	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		58.06		
11/14/2025	PB	1065	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		115.63		
11/14/2025	PB	1189	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		31.06		
11/14/2025	PB	1473	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		54.23		
11/14/2025	PB	1767	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		9.76		
11/28/2025	PB	2069	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		83.03		
11/28/2025	PB	2141	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		32.22		
11/28/2025	PB	2377	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		27.69		
11/28/2025	PB	2455	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		58.06		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
11/28/2025	PB	2791	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		115.63					
11/28/2025	PB	2919	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		29.32					
11/28/2025	PB	3237	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		23.01					
11/28/2025	PB	3517	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		9.76					
11/30/2025 (11/25) Period Totals and Balance					790.40 *	.00 *	8,579.97			
YTD Encumbrance		.00	YTD Actual	8,579.97	Total	8,579.97	YTD Budget	9,402.00	Unexpended	822.03
HEALTH INSURANCE			10/31/2025 (10/25) Balance	21-06-56721-154-000			20,538.97			
11/14/2025	PB	317	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		333.57					
11/14/2025	PB	323	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		13.41					
11/14/2025	PB	335	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.34					
11/14/2025	PB	365	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		157.52					
11/14/2025	PB	377	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		6.71					
11/14/2025	PB	401	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.17					
11/14/2025	PB	613	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		111.19					
11/14/2025	PB	625	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		4.47					
11/14/2025	PB	649	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.11					
11/14/2025	PB	709	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		8.90					
11/14/2025	PB	729	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.23					
11/14/2025	PB	1025	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		125.75					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	1035	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		5.65		
11/14/2025	PB	1055	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.40		
11/14/2025	PB	1159	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		3.00		
11/14/2025	PB	1179	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.20		
11/14/2025	PB	1411	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		229.33		
11/14/2025	PB	1431	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		9.22		
11/14/2025	PB	1727	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		55.59		
11/14/2025	PB	1737	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.24		
11/14/2025	PB	1757	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.06		
11/28/2025	PB	2045	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		333.57		
11/28/2025	PB	2051	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		13.41		
11/28/2025	PB	2063	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.34		
11/28/2025	PB	2093	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		157.52		
11/28/2025	PB	2105	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		6.71		
11/28/2025	PB	2129	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.17		
11/28/2025	PB	2329	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		111.19		
11/28/2025	PB	2341	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		4.47		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance		
11/28/2025	PB	2365	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.11				
11/28/2025	PB	2425	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		8.90				
11/28/2025	PB	2445	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.23				
11/28/2025	PB	2751	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		129.72				
11/28/2025	PB	2761	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		5.83				
11/28/2025	PB	2781	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.40				
11/28/2025	PB	2889	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		3.00				
11/28/2025	PB	2909	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.20				
11/28/2025	PB	3187	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		97.29				
11/28/2025	PB	3203	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		3.91				
11/28/2025	PB	3477	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		55.59				
11/28/2025	PB	3487	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.24				
11/28/2025	PB	3507	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.06				
11/30/2025 (11/25) Period Totals and Balance					2,002.92 *	.00 *	22,541.89		
YTD Encumbrance	.00	YTD Actual	22,541.89	Total	22,541.89	YTD Budget	24,384.00	Unexpended	1,842.11
LIFE INSURANCE			10/31/2025 (10/25) Balance	21-06-56721-155-000			178.17		
11/14/2025	PB	329	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		4.08				
11/14/2025	PB	389	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.53				

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	637	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.74		
11/14/2025	PB	719	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.89		
11/14/2025	PB	1045	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.99		
11/14/2025	PB	1169	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.33		
11/14/2025	PB	1451	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.82		
11/14/2025	PB	1747	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.13		
11/28/2025	PB	2057	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		4.08		
11/28/2025	PB	2117	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.53		
11/28/2025	PB	2353	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.74		
11/28/2025	PB	2435	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.89		
11/28/2025	PB	2771	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.05		
11/28/2025	PB	2899	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.33		
11/28/2025	PB	3219	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.35		
11/28/2025	PB	3497	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.13		
11/30/2025 (11/25) Period Totals and Balance					18.61 *	.00 *	196.78
YTD Encumbrance	.00	YTD Actual	196.78 Total	196.78 YTD Budget	249.00 Unexpended	52.22	
WORKER'S COMP INSURANCE			10/31/2025 (10/25) Balance	21-06-56721-156-000			1,070.49
11/14/2025	PB	359	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.94		
11/14/2025	PB	449	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		20.35		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	697	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.65		
11/14/2025	PB	769	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.35		
11/14/2025	PB	1095	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.70		
11/14/2025	PB	1219	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.72		
11/14/2025	PB	1533	DOLAN, ISAAC W PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		34.25		
11/14/2025	PB	1797	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.23		
11/28/2025	PB	2087	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.94		
11/28/2025	PB	2177	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		20.35		
11/28/2025	PB	2413	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.65		
11/28/2025	PB	2485	WODALSKI,MICHAEL J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.35		
11/28/2025	PB	2821	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.70		
11/28/2025	PB	2949	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.68		
11/28/2025	PB	3285	DOLAN, ISAAC W PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		14.53		
11/28/2025	PB	3547	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.23		
11/30/2025 (11/25) Period Totals and Balance					104.62 *	.00 *	1,175.11
YTD Encumbrance	.00	YTD Actual	1,175.11 Total	1,175.11 YTD Budget	673.00 Unexpended	(502.11)	
LEGAL SERVICES	10/31/2025 (10/25) Balance			21-06-56721-212-000			1,640.00
	11/30/2025 (11/25) Period Totals and Balance				.00 *	.00 *	1,640.00
YTD Encumbrance	.00	YTD Actual	1,640.00 Total	1,640.00 YTD Budget	5,000.00 Unexpended	3,360.00	

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
ACCOUNTING & AUDITING FEES			10/31/2025 (10/25) Balance	21-06-56721-213-000			7,135.20
11/19/2025	AP	187	HAWKINS ASH CPAS **VendorNo: 21642 **Inv. No: 3244318 **Desc: 2024 AUDIT SERVICES-TIF #1 **Inv. Date: 11/19/25		93.33		
			11/30/2025 (11/25) Period Totals and Balance		93.33 *	.00 *	7,228.53
YTD Encumbrance		.00 YTD Actual	7,228.53 Total	7,228.53 YTD Budget	7,000.00 Unexpended	(228.53)	
STATE INSPECTION/REVIEW FEES			10/31/2025 (10/25) Balance	21-06-56721-279-000			1,905.37
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,905.37
YTD Encumbrance		.00 YTD Actual	1,905.37 Total	1,905.37 YTD Budget	150.00 Unexpended	(1,755.37)	
OTHER OUTSIDE CONTRACTED SERVI			10/31/2025 (10/25) Balance	21-06-56721-290-000			1,780.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,780.00
YTD Encumbrance		.00 YTD Actual	1,780.00 Total	1,780.00 YTD Budget	2,000.00 Unexpended	220.00	
OUTSIDE PRINTING			10/31/2025 (10/25) Balance	21-06-56721-312-000			35.70
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	35.70
YTD Encumbrance		.00 YTD Actual	35.70 Total	35.70 YTD Budget	.00 Unexpended	(35.70)	
MEMBERSHIP DUES			10/31/2025 (10/25) Balance	21-06-56721-324-000			1,685.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,685.00
YTD Encumbrance		.00 YTD Actual	1,685.00 Total	1,685.00 YTD Budget	1,800.00 Unexpended	115.00	
RENTS/LEASES-LAND			10/31/2025 (10/25) Balance	21-06-56721-531-000			1,548,162.50
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,548,162.50
YTD Encumbrance		.00 YTD Actual	1,548,162.50 Total	1,548,162.50 YTD Budget	1,548,163.00 Unexpended	.50	
GRANT			10/31/2025 (10/25) Balance	21-06-56771-791-000			49,213.28
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	49,213.28
YTD Encumbrance		.00 YTD Actual	49,213.28 Total	49,213.28 YTD Budget	72,000.00 Unexpended	22,786.72	
TRANSFER OUT TO: CAP PROJ TIF1			10/31/2025 (10/25) Balance	21-09-59240-900-000			3,827,558.32
11/30/2025	JE	7	Eliminate neg cash in Fund 40		705,322.06		
			11/30/2025 (11/25) Period Totals and Balance		705,322.06 *	.00 *	4,532,880.38
YTD Encumbrance		.00 YTD Actual	4,532,880.38 Total	4,532,880.38 YTD Budget	7,541,132.00 Unexpended	3,008,251.62	

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
TIF #2/SPECIAL REVENUE FUND							
TAX INCREMENTS			10/31/2025 (10/25) Balance	26-00-41120-000-000			758,470.67-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	758,470.67-
YTD Encumbrance	.00	YTD Actual	-758,470.67 Total	-758,470.67 YTD Budget	-685,000.00 Unearned	(73,470.67)	
STATE SHARED TAXES-EXEMPT COMP			10/31/2025 (10/25) Balance	26-00-43430-000-000			11,943.52-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	11,943.52-
YTD Encumbrance	.00	YTD Actual	-11,943.52 Total	-11,943.52 YTD Budget	-11,944.00 Unearned	.48	
STATE SHARED TAXES-P/P AID			10/31/2025 (10/25) Balance	26-00-43440-000-000			112,532.00-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	112,532.00-
YTD Encumbrance	.00	YTD Actual	-112,532.00 Total	-112,532.00 YTD Budget	-112,532.00 Unearned	.00	
INTEREST-INVESTMENTS			10/31/2025 (10/25) Balance	26-00-48110-001-000			28,761.04-
11/30/2025	CR1	6	Intercity Interest - Nov			8.86-	
			11/30/2025 (11/25) Period Totals and Balance		.00 *	8.86- *	28,769.90-
YTD Encumbrance	.00	YTD Actual	-28,769.90 Total	-28,769.90 YTD Budget	-2,000.00 Unearned	(26,769.90)	
TRANSFERS FROM SPEC REV-CDA/TI			10/31/2025 (10/25) Balance	26-00-49228-000-000			18,619.32-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	18,619.32-
YTD Encumbrance	.00	YTD Actual	-18,619.32 Total	-18,619.32 YTD Budget	-124,139.00 Unearned	105,519.68	
MISCELLANEOUS EXPENSE			10/31/2025 (10/25) Balance	26-01-51910-399-000			130.31
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	130.31
YTD Encumbrance	.00	YTD Actual	130.31 Total	130.31 YTD Budget	.00 Unexpended	(130.31)	
REGULAR EARNINGS			10/31/2025 (10/25) Balance	26-06-56726-110-000			24,710.07
11/14/2025	PC	177	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		179.21		
11/14/2025	PC	180	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		19.91		
11/14/2025	PC	201	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		139.07		
11/14/2025	PC	207	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		15.45		
11/14/2025	PC	303	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		175.58		
11/14/2025	PC	309	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		23.66		
11/14/2025	PC	468	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		412.08		
11/14/2025	PC	473	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		39.51		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance		
11/14/2025	PC	535	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		234.40				
11/14/2025	PC	540	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		13.89				
11/14/2025	PC	753	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		126.43				
11/14/2025	PC	758	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		14.05				
11/28/2025	PC	929	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		199.12				
11/28/2025	PC	949	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		154.52				
11/28/2025	PC	1034	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		191.77				
11/28/2025	PC	1040	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		7.47				
11/28/2025	PC	1191	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		316.11				
11/28/2025	PC	1196	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		135.48				
11/28/2025	PC	1259	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		234.40				
11/28/2025	PC	1433	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		135.21				
11/28/2025	PC	1438	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		5.27				
11/30/2025 (11/25) Period Totals and Balance					2,772.59 *	.00 *	27,482.66		
YTD Encumbrance	.00	YTD Actual	27,482.66	Total	27,482.66	YTD Budget	36,944.00	Unexpended	9,461.34
SOCIAL SECURITY								1,772.43	
11/14/2025	PB	349	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD	26-06-56726-151-000	10.79				
11/14/2025	PB	355	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.52				

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	427	BLAREK, FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		8.91		
11/14/2025	PB	439	BLAREK, FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.08		
11/14/2025	PB	675	TRAUTMAN, JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		11.46		
11/14/2025	PB	687	TRAUTMAN, JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.68		
11/14/2025	PB	1077	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		26.87		
11/14/2025	PB	1087	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		6.28		
11/14/2025	PB	1201	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		15.38		
11/14/2025	PB	1211	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		3.60		
11/14/2025	PB	1779	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		8.15		
11/14/2025	PB	1789	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.91		
11/28/2025	PB	2077	HIGGINS, JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		10.79		
11/28/2025	PB	2083	HIGGINS, JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.52		
11/28/2025	PB	2155	BLAREK, FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		8.91		
11/28/2025	PB	2167	BLAREK, FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.08		
11/28/2025	PB	2391	TRAUTMAN, JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		11.46		
11/28/2025	PB	2403	TRAUTMAN, JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.68		
11/28/2025	PB	2803	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		26.83		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance		
11/28/2025	PB	2813	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		6.27				
11/28/2025	PB	2931	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		14.52				
11/28/2025	PB	2941	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		3.40				
11/28/2025	PB	3529	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		8.15				
11/28/2025	PB	3539	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.91				
11/30/2025 (11/25) Period Totals and Balance					200.15 *	.00 *	1,972.58		
YTD Encumbrance	.00	YTD Actual	1,972.58	Total	1,972.58	YTD Budget	2,828.00	Unexpended	855.42
RETIREMENT-ER/EE SHARE		10/31/2025 (10/25) Balance		26-06-56726-152-000			1,717.47		
11/14/2025	PB	343	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		13.84				
11/14/2025	PB	415	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		10.74				
11/14/2025	PB	663	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		13.85				
11/14/2025	PB	1067	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		31.39				
11/14/2025	PB	1191	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		17.26				
11/14/2025	PB	1769	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		9.76				
11/28/2025	PB	2071	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		13.84				
11/28/2025	PB	2143	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		10.74				
11/28/2025	PB	2379	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		13.85				
11/28/2025	PB	2793	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		31.39				

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance			
11/28/2025	PB	2921	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		16.29					
11/28/2025	PB	3519	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		9.76					
11/30/2025 (11/25) Period Totals and Balance					192.71 *	.00 *	1,910.18			
YTD Encumbrance		.00	YTD Actual	1,910.18	Total	1,910.18	YTD Budget	2,567.00	Unexpended	656.82
HEALTH INSURANCE			10/31/2025 (10/25) Balance	26-06-56726-154-000			5,549.69			
11/14/2025	PB	319	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		55.59					
11/14/2025	PB	325	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.24					
11/14/2025	PB	337	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.06					
11/14/2025	PB	367	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		52.51					
11/14/2025	PB	379	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.24					
11/14/2025	PB	403	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.06					
11/14/2025	PB	615	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		55.59					
11/14/2025	PB	627	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.24					
11/14/2025	PB	651	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.06					
11/14/2025	PB	1027	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		34.13					
11/14/2025	PB	1037	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.53					
11/14/2025	PB	1057	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.11					
11/14/2025	PB	1161	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		1.67					
11/14/2025	PB	1181	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.11					
11/14/2025	PB	1729	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		55.59					

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/14/2025	PB	1739	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		2.24		
11/14/2025	PB	1759	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.06		
11/28/2025	PB	2047	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		55.59		
11/28/2025	PB	2053	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.24		
11/28/2025	PB	2065	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.06		
11/28/2025	PB	2095	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		52.51		
11/28/2025	PB	2107	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.24		
11/28/2025	PB	2131	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.06		
11/28/2025	PB	2331	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		55.59		
11/28/2025	PB	2343	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.24		
11/28/2025	PB	2367	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.06		
11/28/2025	PB	2753	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		35.21		
11/28/2025	PB	2763	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.58		
11/28/2025	PB	2783	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.11		
11/28/2025	PB	2891	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		1.67		
11/28/2025	PB	2911	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.11		

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
11/28/2025	PB	3479	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		55.59		
11/28/2025	PB	3489	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		2.24		
11/28/2025	PB	3509	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.06		
11/30/2025 (11/25) Period Totals and Balance					533.19 *	.00 *	6,082.88
YTD Encumbrance	.00	YTD Actual	6,082.88 Total	6,082.88 YTD Budget	8,883.00 Unexpended	2,800.12	
LIFE INSURANCE			10/31/2025 (10/25) Balance	26-06-56726-155-000			37.91
11/14/2025	PB	331	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.68		
11/14/2025	PB	391	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.18		
11/14/2025	PB	639	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.37		
11/14/2025	PB	1047	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.54		
11/14/2025	PB	1171	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.18		
11/14/2025	PB	1749	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.13		
11/28/2025	PB	2059	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.68		
11/28/2025	PB	2119	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.18		
11/28/2025	PB	2355	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.37		
11/28/2025	PB	2773	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.56		
11/28/2025	PB	2901	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.18		
11/28/2025	PB	3499	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.13		
11/30/2025 (11/25) Period Totals and Balance					4.18 *	.00 *	42.09
YTD Encumbrance	.00	YTD Actual	42.09 Total	42.09 YTD Budget	69.00 Unexpended	26.91	

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
WORKER'S COMP INSURANCE			10/31/2025 (10/25) Balance	26-06-56726-156-000			178.96
11/14/2025	PB	361	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.32		
11/14/2025	PB	451	BLAREK,FORREST J PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		6.78		
11/14/2025	PB	699	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.32		
11/14/2025	PB	1097	GEBERT, JAMI PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.73		
11/14/2025	PB	1221	WEBSTER, AUDREY PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.40		
11/14/2025	PB	1799	LAO, SONG PAYROLL TRANS FOR 11/9/2025 PAY PERIOD		.23		
11/28/2025	PB	2089	HIGGINS,JENNIFER LYNN PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.32		
11/28/2025	PB	2179	BLAREK,FORREST J PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		6.78		
11/28/2025	PB	2415	TRAUTMAN,JESSICA M PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.32		
11/28/2025	PB	2823	GEBERT, JAMI PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.73		
11/28/2025	PB	2951	WEBSTER, AUDREY PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.38		
11/28/2025	PB	3549	LAO, SONG PAYROLL TRANS FOR 11/23/2025 PAY PERIOD		.23		
11/30/2025 (11/25) Period Totals and Balance					17.54 *	.00 *	196.50
YTD Encumbrance	.00	YTD Actual	196.50 Total	196.50 YTD Budget	211.00 Unexpended	14.50	
LEGAL SERVICES			10/31/2025 (10/25) Balance	26-06-56726-212-000			280.00
11/30/2025 (11/25) Period Totals and Balance					.00 *	.00 *	280.00
YTD Encumbrance	.00	YTD Actual	280.00 Total	280.00 YTD Budget	.00 Unexpended	(280.00)	
ACCOUNTING & AUDITING FEES			10/31/2025 (10/25) Balance	26-06-56726-213-000			634.88
11/19/2025	AP	188	HAWKINS ASH CPAS **VendorNo: 21642 **Inv. No: 3244318 **Desc: 2024 AUDIT SERVICES-TIF #2 **Inv. Date: 11/19/25		8.33		
11/30/2025 (11/25) Period Totals and Balance					8.33 *	.00 *	643.21

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
YTD Encumbrance		.00 YTD Actual	643.21 Total	643.21 YTD Budget	600.00 Unexpended	(43.21)	
STATE INSPECTION/REVIEW FEES			10/31/2025 (10/25) Balance	26-06-56726-279-000			338.47
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	338.47
YTD Encumbrance		.00 YTD Actual	338.47 Total	338.47 YTD Budget	150.00 Unexpended	(188.47)	
OTHER OUTSIDE CONTRACTED SERVI			10/31/2025 (10/25) Balance	26-06-56726-290-000			200.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	200.00
YTD Encumbrance		.00 YTD Actual	200.00 Total	200.00 YTD Budget	20,000.00 Unexpended	19,800.00	
OUTSIDE PRINTING			10/31/2025 (10/25) Balance	26-06-56726-312-000			35.70
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	35.70
YTD Encumbrance		.00 YTD Actual	35.70 Total	35.70 YTD Budget	.00 Unexpended	(35.70)	
TRANSFERS OUT TO: TIF #2-CIP			10/31/2025 (10/25) Balance	26-09-59246-900-000			2,505,110.65
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	2,505,110.65
YTD Encumbrance		.00 YTD Actual	2,505,110.65 Total	2,505,110.65 YTD Budget	3,757,735.00 Unexpended	1,252,624.35	

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
CDA/TIF #1 FUND							
			10/31/2025 (10/25) Balance	27-00-48110-001-000			60,950.28-
11/30/2025	JE	14	Adj Nov interest			5,271.74-	
			11/30/2025 (11/25) Period Totals and Balance		.00 *	5,271.74- *	66,222.02-
YTD Encumbrance	.00	YTD Actual	-66,222.02 Total	-66,222.02	YTD Budget	-10,000.00 Unearned	(56,222.02)
RENT/LEASES-TIF LAND							
			10/31/2025 (10/25) Balance	27-00-48201-000-000			1,548,162.50-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,548,162.50-
YTD Encumbrance	.00	YTD Actual	-1,548,162.50 Total	-1,548,162.50	YTD Budget	-1,548,163.00 Unearned	.50
OTHER PROFESSIONAL SERVICES							
			10/31/2025 (10/25) Balance	27-08-58401-219-000			838.55
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	838.55
YTD Encumbrance	.00	YTD Actual	838.55 Total	838.55	YTD Budget	2,000.00 Unexpended	1,161.45
TRUSTEE FEES							
			10/31/2025 (10/25) Balance	27-08-58401-551-000			612.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	612.00
YTD Encumbrance	.00	YTD Actual	612.00 Total	612.00	YTD Budget	615.00 Unexpended	3.00
TRANSFERS OUT TO: DEBT SERVICE							
			10/31/2025 (10/25) Balance	27-09-59230-900-000			1,548,162.50
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,548,162.50
YTD Encumbrance	.00	YTD Actual	1,548,162.50 Total	1,548,162.50	YTD Budget	1,548,163.00 Unexpended	.50

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
CDA/TIF #2 FUND							
			10/31/2025 (10/25) Balance	28-00-48110-001-000			5,519.20-
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	5,519.20-
YTD Encumbrance	.00	YTD Actual	-5,519.20 Total	-5,519.20 YTD Budget	-5,000.00 Unearned	(519.20)	
TRUSTEE FEES							
			10/31/2025 (10/25) Balance	28-08-58401-551-000			525.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	525.00
YTD Encumbrance	.00	YTD Actual	525.00 Total	525.00 YTD Budget	612.00 Unexpended	87.00	
TRANSFERS OUT TO: TIF #2-SPEC							
			10/31/2025 (10/25) Balance	28-09-59226-900-000			18,619.32
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	18,619.32
YTD Encumbrance	.00	YTD Actual	18,619.32 Total	18,619.32 YTD Budget	124,139.00 Unexpended	105,519.68	
TRANSFERS OUT TO: DEBT SERVICE							
			10/31/2025 (10/25) Balance	28-09-59230-900-000			157,125.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	157,125.00
YTD Encumbrance	.00	YTD Actual	157,125.00 Total	157,125.00 YTD Budget	157,125.00 Unexpended	.00	

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
TIF #1 - CIP FUND							
			10/31/2025 (10/25) Balance	40-00-43533-000-000			.00
11/03/2025	CR1	3	LRIPR - Weston Ave (Alderson to Birch)			733,463.03-	
			11/30/2025 (11/25) Period Totals and Balance		.00 *	733,463.03- *	733,463.03-
YTD Encumbrance	.00	YTD Actual	-733,463.03 Total	-733,463.03	YTD Budget	.00 Unearned	(733,463.03)
<hr/>							
			10/31/2025 (10/25) Balance	40-00-49221-000-000			3,827,558.32-
11/30/2025	JE	7	Eliminate neg cash in Fund 40			705,322.06-	
			11/30/2025 (11/25) Period Totals and Balance		.00 *	705,322.06- *	4,532,880.38-
YTD Encumbrance	.00	YTD Actual	-4,532,880.38 Total	-4,532,880.38	YTD Budget	-6,543,632.00 Unearned	2,010,751.62
<hr/>							
			10/31/2025 (10/25) Balance	40-06-56740-212-000			960.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	960.00
YTD Encumbrance	.00	YTD Actual	960.00 Total	960.00	YTD Budget	5,000.00 Unexpended	4,040.00
<hr/>							
			10/31/2025 (10/25) Balance	40-06-56771-290-000			10,812.50
11/07/2025	AP	90	RIVER VIEW PROFESSIONAL LANDSCAP **VendorNo: 20795 **Inv. No: 70560 **Desc: LAWN MOWING: BUSINESS PARK OCT 2025 **Inv. Date: 11/07/25		2,775.00		
			11/30/2025 (11/25) Period Totals and Balance		2,775.00 *	.00 *	13,587.50
YTD Encumbrance	.00	YTD Actual	13,587.50 Total	13,587.50	YTD Budget	14,500.00 Unexpended	912.50
<hr/>							
			10/31/2025 (10/25) Balance	40-07-57332-290-000			2,500.00
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	2,500.00
YTD Encumbrance	.00	YTD Actual	2,500.00 Total	2,500.00	YTD Budget	.00 Unexpended	(2,500.00)
<hr/>							
			10/31/2025 (10/25) Balance	40-07-57355-215-000			345,224.16
11/21/2025	AP	250	AECOM TECHNICAL SERVICES INC **VendorNo: 4290 **Inv. No: 2001086167 **Desc: WESTON AVE (X TO J) CONSTRUCTION SERVICES (OCT 25) **Inv. Date: 11/21/25		38,149.78		
			11/30/2025 (11/25) Period Totals and Balance		38,149.78 *	.00 *	383,373.94
YTD Encumbrance	.00	YTD Actual	383,373.94 Total	383,373.94	YTD Budget	5,524,132.00 Unexpended	5,140,758.06
<hr/>							
			10/31/2025 (10/25) Balance	40-07-57355-821-000			126,395.11
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	126,395.11
YTD Encumbrance	.00	YTD Actual	126,395.11 Total	126,395.11	YTD Budget	.00 Unexpended	(126,395.11)
<hr/>							
			10/31/2025 (10/25) Balance	40-07-57355-823-000			447,915.06
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	447,915.06
YTD Encumbrance	.00	YTD Actual	447,915.06 Total	447,915.06	YTD Budget	.00 Unexpended	(447,915.06)
<hr/>							
			10/31/2025 (10/25) Balance	40-07-57355-825-000			250,474.59
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	250,474.59
YTD Encumbrance	.00	YTD Actual	250,474.59 Total	250,474.59	YTD Budget	.00 Unexpended	(250,474.59)

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
<hr/>							
CAPITAL IMPROVS-SANITARY SEWER			10/31/2025 (10/25) Balance	40-07-57355-826-000			910,171.83
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	910,171.83
YTD Encumbrance			.00 YTD Actual	910,171.83 Total	910,171.83 YTD Budget	.00 Unexpended	(910,171.83)
<hr/>							
CAPITAL IMPROVS-WATER MAINS/LA			10/31/2025 (10/25) Balance	40-07-57355-827-000			905,412.74
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	905,412.74
YTD Encumbrance			.00 YTD Actual	905,412.74 Total	905,412.74 YTD Budget	.00 Unexpended	(905,412.74)
<hr/>							
CAPITAL IMPROVS-STREETS			10/31/2025 (10/25) Balance	40-07-57371-823-000			25,780.56
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	25,780.56
YTD Encumbrance			.00 YTD Actual	25,780.56 Total	25,780.56 YTD Budget	.00 Unexpended	(25,780.56)
<hr/>							
ARCHITECTURAL & ENGINEERING FE			10/31/2025 (10/25) Balance	40-07-57390-215-000			10,713.01
11/05/2025	AP	4	ROTHSCHILD, VILLAGE OF **VendorNo: 13840 **Inv. No: REIMB: WisDOT **Desc: WESTON AVE LRIP REIMBURSEMENT PAYMENT **Inv. Date: 11/05/25		366,731.51		
			11/30/2025 (11/25) Period Totals and Balance		366,731.51 *	.00 *	377,444.52
YTD Encumbrance			.00 YTD Actual	377,444.52 Total	377,444.52 YTD Budget	.00 Unexpended	(377,444.52)
<hr/>							
CAPITAL IMPROVS-STREETS/CURB &			10/31/2025 (10/25) Balance	40-07-57390-823-000			66,941.68
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	66,941.68
YTD Encumbrance			.00 YTD Actual	66,941.68 Total	66,941.68 YTD Budget	.00 Unexpended	(66,941.68)
<hr/>							
CAPITAL IMPROVS-SANITARY SEWER			10/31/2025 (10/25) Balance	40-07-57390-826-000			1,464.80
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	1,464.80
YTD Encumbrance			.00 YTD Actual	1,464.80 Total	1,464.80 YTD Budget	.00 Unexpended	(1,464.80)
<hr/>							
CAPITAL IMPROVS-WATER MAINS/LA			10/31/2025 (10/25) Balance	40-07-57390-827-000			19,574.33
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	19,574.33
YTD Encumbrance			.00 YTD Actual	19,574.33 Total	19,574.33 YTD Budget	.00 Unexpended	(19,574.33)
<hr/>							
PUBLICATION FEES-LEGAL NOTICES			10/31/2025 (10/25) Balance	40-07-57399-321-000			149.72
			11/30/2025 (11/25) Period Totals and Balance		.00 *	.00 *	149.72
YTD Encumbrance			.00 YTD Actual	149.72 Total	149.72 YTD Budget	.00 Unexpended	(149.72)
<hr/>							
CAPITAL IMPROVS-STREETS/CURB &			10/31/2025 (10/25) Balance	40-07-57399-823-000			703,068.23
11/05/2025	AP	14	RC PAVERS ASPHALT PAVING LLC **VendorNo: 19819 **Inv. No: PAY APP 4 STREET REHAB **Desc: BUSINESS PARK/HOSPITAL REPAVING - PAY APP 4 **Inv. Date: 11/05/25		335,815.55		
11/20/2025	AP	237	AMERICAN ENGINEERING TESTING **VendorNo: 20357 **Inv. No: PJI-081102 **Desc: HOSPITAL AREA MATERIALS TESTING (10/20 - 11/4) **Inv. Date: 11/20/25		5,015.25		
			11/30/2025 (11/25) Period Totals and Balance		340,830.80 *	.00 *	1,043,899.03

Date	Journal	Reference Number	Payee or Description	Account Number	Debit Amount	Credit Amount	Balance
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YTD Encumbrance	.00	YTD Actual	1,043,899.03	Total	1,043,899.03	YTD Budget	1,000,000.00	Unexpended	(43,899.03)
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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

Public Mtg/Date: Finance & Human Resource Committee, December 15, 2025

Description: Attorney detail 11/10/25 – 12/7/25

From: Finance Department

Question: N/A

Background

Attached is the check detail for legal fees

Attached Docs: Vendor history

Committee Action: None.

FISCAL IMPACT: None.

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 2025	Year 2024
1099 Amount		37,036.50	31,636.00
Purchases		37,036.50	31,636.00
Adjustments		.00	.00
Payments		37,036.50	31,636.00
Discounts		.00	.00
Discounts Lost		.00	.00

	Date	Number	Amount
Last PO:	01/01/0001		.00
Last Invoice:	11/13/2025	224562	889.00
Last Check:	11/20/2025	65766	3,259.00

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
11/13/2025	224559	1	11/25	Invoice	11/13/2025	MT OLIVE EXEMPTION REQUEST 10/23-11/6/25	940.00	11/13/2025	-			65766	10-01-51300-21	Attorneys Fe
11/13/2025	224559	2	11/25	Invoice	11/13/2025	CRANE MEADOWS 10/23-11/6/25	40.00	11/13/2025	-			65766	10-01-51300-21	Attorneys Fe
11/13/2025	224560	1	11/25	Invoice	11/13/2025	TRANSPARENCY PROJECT 10/15-11/12/25	1,210.00	11/13/2025	-			65766	10-01-51300-21	Attorneys Fe
11/13/2025	224560	2	11/25	Invoice	11/13/2025	OPEN RECORDS REQUEST 10/15-11/12/25	180.00	11/13/2025	-			65766	10-01-51300-21	Attorneys Fe
11/13/2025	224562	1	11/25	Invoice	11/13/2025	SBA SETTLEMENT 10/16-11/11/25	889.00	11/13/2025	-			65766	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
11/20/2025	65766	1	11/25	Calculated	11/20/2025	940.00	.00	.00	224559	1	MT OLIVE EXEMPTION REQUEST 10/23-11/6/25	1	10-01-51300-	Attorn
11/20/2025	65766	2	11/25	Calculated	11/20/2025	40.00	.00	.00	224559	2	CRANE MEADOWS 10/23-11/6/25	1	10-01-51300-	Attorn
11/20/2025	65766	3	11/25	Calculated	11/20/2025	1,210.00	.00	.00	224560	1	TRANSPARENCY PROJECT 10/15-11/12/25	1	10-01-51300-	Attorn
11/20/2025	65766	4	11/25	Calculated	11/20/2025	180.00	.00	.00	224560	2	OPEN RECORDS REQUEST 10/15-11/12/25	1	10-01-51300-	Attorn
11/20/2025	65766	5	11/25	Calculated	11/20/2025	889.00	.00	.00	224562	1	SBA SETTLEMENT 10/16-11/11/25	1	10-01-51300-	Attorn

REQUEST FOR CONSIDERATION

Public Mtg/Date:	Finance and Human Resources Committee AND Board of Trustees, December 15, 2025
Description:	Discussion and/or possible action on the National Employee Survey Report of Results administered through Polco
From:	Jami Gebert, Village Administrator
Question:	Review and acknowledge the Report of Results following the conducting of the National Employee Survey (NES).

Background

Below is an excerpt from the April 21, 2025, Finance and Human Resources Committee meeting minutes.

Discussion and/or action on Method/Questions for Annual Employee Survey

Gebert provided a \$4,500 quote from Polco, a third-party to conduct an annual employee survey that was recommended from WCMA. Olson asked if the cost will reduce if we opted to not have the National Employee Survey (NES) data. Gebert said no.

Motion by Olson, second by Maloney, to recommend proceeding with Polco for the administration of the NES at the cost of \$4,500 to the Board of Trustees.

Yes Vote: 4 No Votes: 0 Abstain: 0 Not Voting: 3 Result: PASS

The Board of Trustees affirmed the recommendation of the Finance and Human Resources Committee at their meeting on May 19, 2025.

The timeframe the survey was conducted is below:

Conducting the Survey	
Data collection is open for The NES - track response on Polco!	Sep 11 to Oct 16
Initial email invitation sent	Sep 11
Reminder email invitation sent (third reminder email is optional)	Sep 18
Data collection closes	Oct 16
Survey analysis and report writing	Oct 16 to Nov 13
Project Manager provides link to report on Polco	Nov 13

The attached Report of Results was received on November 13th. The report has been shared with Department Directors, discussed at the All-Staff meeting, and emailed to staff. At the All-Staff meeting, it was shared that the committee and Board would be receiving the results at their respective December meetings.

The majority of responses received **HIGHER** vs. **BENCHMARK** for the NES. Those that were not **HIGHER** were **SIMILAR**; no question received a **LOWER** than **BENCHMARK** rating. I feel *Key Findings* on page 4 provides a nice summary of the survey results.

REQUEST FOR CONSIDERATION

As this is our first time completing the NES, we look forward to discussing the results with the committee and Board.

Attached Docs: **National Employee Survey Report of Results**

Committee Action: **Noted in RFC.**

Fiscal Impact: **None.**

Recommendation: **None.**

Recommended Language for Official Action

I motion to acknowledge the National Employee Survey Report of Results.

I motion to acknowledge the National Employee Survey Report of Results and _____

No action.

Something else. . .

Weston, WI

The National Employee Survey

Report of Results
2025

Report by:



Visit us online!
www.polco.us



National Research Center at Polco is a charter member of the AAPOR Transparency Initiative, providing clear disclosure of our sound and ethical survey research practices.

About The NES™

This report of The National Employee Survey™ (The NES™) for the Village of Weston presents the opinions of employees regarding their job satisfaction, engagement and key characteristics of their work environment. The survey was developed by the experts from National Research Center at Polco. A periodic sounding of employee opinion on critical workplace issues offers management, staff and elected officials an opportunity to identify challenges, plan for and evaluate improvements and sustain organizational effectiveness for long-term success.

The NES report is about the work environment of the Village of Weston. A quality work environment is a workplace that is not simply acceptable, but that is desirable. It is not only where people do work, but where they want to work.

Great workplaces are partnerships of employees, management and the residents they serve. The NES captures employees' opinions within the aspects of organizational climate as well as community quality and village governance.

- Quality of Community
- Quality of Governance
- Employee Engagement
- Workplace essentials
- Organizational Climate
- Employee Development
- Equity and Inclusion

A total of 28 completed surveys were obtained, providing an overall response rate of 80%. Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the "range of uncertainty" around any given percent reported for the organization as a whole. The full description of methods used to garner these opinions can be found in the Methods tab.

How the results are reported

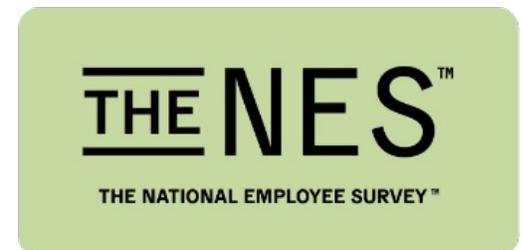
For the most part, the percentages presented in the following tabs represent the "percent positive." The percent positive is the combination of the top two most positive response options (i.e., "excellent" and "good," "strongly agree" and "somewhat agree," etc.). On many of the questions in the survey respondents may answer "don't know." The proportion of respondents giving this reply is shown in the full set of responses included in the tab "Complete data." However, these responses have been removed from the analyses presented in most of the tabs. In other words, the tables and graphs display the responses from respondents who had an opinion about a specific item. When a table for a question that only permitted a single response does not total to exactly 100%, it is due to the customary practice of rounding percentages to the nearest whole number.

Comparisons to the benchmarks

This is Weston's 1st administration of The National Employee Survey. The survey was administered after the COVID-19 pandemic, a time of challenge for many local governments. While we provide comparisons to national benchmarks, it is important to note that much of the benchmark data was collected prior to the pandemic, so the comparisons may not be entirely comparable for all of the data points.



POWERED BY POLCO



NRC's database of comparative employee opinion comprises the perspectives of more than 60,000 employees gathered from employee surveys from local governments across the U.S. Those employees evaluated the organization in which they work and gave their opinion about job satisfaction, supervisor relationships and other aspects of the employee experience. The Village of Weston was compared to the entire database. A benchmark comparison (the average percent positive from all the comparison organizations where a question was asked, excluding Weston's) has been provided when there were at least five organizations in which the question was asked. The percent positive response was created by combining the most favorable response options (i.e., "strongly agree" and "somewhat agree" or "excellent" and "good").

Where comparisons are available, two columns are provided in the table. The first column is Weston's percent positive. The second shows the comparison of Weston's rating to the benchmark, where Weston's results are noted as being "higher" than the benchmark, "lower" than the benchmark or "similar" to the benchmark. These labels come from a statistical comparison of Weston's rating to the benchmark where a rating is considered "similar" if it is within the margin of error (five percentage points or less) and "higher" or "lower" if the difference between Weston's rating and the benchmark is greater than the margin of error (greater than five percentage points).

Methods



Survey Background

The Village of Weston partnered with National Research Center (NRC) at Polco to conduct a Village-wide employee survey. Employees were asked questions about their job satisfaction, work environment, compensation, supervisory relationships, organizational climate and communication. This was the first survey of Weston employees. The results can be used by the Village to better understand employee experiences, address employee concerns and monitor perspectives over time.

The survey consisted of thematically similar statements grouped into question sets and all were asked on a four-point scale (e.g., strongly agree, somewhat agree, somewhat disagree, strongly disagree or excellent, good, fair, poor).

Selecting Survey Recipients

All Village of Weston employees were eligible to complete the survey. The Village provided NRC with a list of email addresses for all employees with Village emails.

Survey Administration and Response

The survey was administered on the Polco platform. Beginning September 11, 2025, employees were emailed a link inviting them to complete the web-based survey on Polco. Reminder emails were sent throughout data collection.

The survey was available in English only. Data collection continued through October 16, 2025. Of the 35 employees receiving an invitation to complete the survey, a total of 28 employees returned completed surveys, providing a response rate of 80%. The response rate was calculated using the American Association of Public Opinion Research (AAPOR) response rate #2 for Internet surveys of named persons.¹

Because the survey was intended to be taken by all employees, no traditional margin of error was calculated. However, because not all employees responded, NRC recommends using plus or minus five percentage points as the “range of uncertainty” around any given percent reported for the organization as a whole. Additionally, no statistical weighting was performed.

Since the surveys were completed online, the data were automatically saved electronically. The survey dataset was analyzed through a combination of software programs including the Statistical Package for the Social Sciences (SPSS), R, Python, and Tableau. The anonymity of all employees was fully maintained as no names or other unique identifiers have been recorded.

Contact

The Village of Weston funded this research. Please contact Jami Gebert of the Village of Weston at jgebert@westonwi.gov if you have any questions about the survey.

1. See AAPOR's Standard Definitions for more information at <https://aapor.org/standards-and-ethics/standard-definitions/>

2. Pasek, J. (2014). ANES Weighting Algorithm. Retrieved from <https://surveyinsights.org/wp-content/uploads/2014/07/Full-anesrake-paper.pdf>

Key Findings



Highest-performing areas

Employee engagement is a clear strength among Weston staff.

- Roughly 9 in 10 employees reported feeling positively about having the opportunity to do what they do best every day at work and expressed satisfaction with their current job responsibilities.
- Nearly all employees said they would recommend working for the Village to someone who asks, and a similar share (93% excellent or good) said they feel positively challenged in their job.

Employees value flexibility and safety in the workplace.

- Nearly all employees gave positive marks for maintaining a work environment that is free of drug or alcohol abuse.
- Almost all employees positively rated work schedule flexibility, protection from health and safety hazards, and access to technology that helps them do their jobs well.

Supervisors and leadership encourage creativity and independent judgment.

- The vast majority of employees said their supervisor encourages them to use independent judgment to get the job done.
- About 9 in 10 respondents indicated that the organization values creativity, provides a clear vision for the organization, and is open to new ideas and initiatives.

Skill development and fair supervision are viewed positively.

- A strong majority of employees commended the overall skill set of Village staff.
- Applying discipline fairly and consistently (92%) and providing opportunities for growth (89%) were among the most highly rated aspects of supervisor performance.

Equity and inclusion efforts stand out as organizational strengths.

- Nearly all employees said the organization respects cultural beliefs and values.
- Almost all employees said the Village provides a safe environment for employees of all backgrounds and demonstrates respect for different cultures and belief systems.
- Similarly, close to all employees rated their supervisors highly for treating staff with respect and treating all employees fairly.

Focus Areas

Work-life balance and compensation are key areas for improvement.

- Within the Essentials facet, work-life balance (68%) and compensation (59%) received the lowest ratings.
- Employees also rated the connection between compensation and performance (61%) as an area for growth, though this item still performed above the national average, indicating Weston compares favorably to peer organizations despite internal perceptions.

Internal communication can be strengthened.

- About 7 in 10 employees gave positive ratings to communication within their work group.
- A similar share rated the organization positively for sharing information that helps employees understand issues facing the Village.

Other Notable Results

- About 8 in 10 employees somewhat agreed with the overall direction being taken by the elected board and committees.
- Additional paid time off (86% very high or high) and peer-to-peer acknowledgment (54%) were the most valued employee incentives.
- Regarding wellness programs, gym memberships or reimbursement (75% very beneficial or beneficial), the employee health clinic (72%), and wellness challenge activities with prizes (64%) were viewed as the most beneficial.



Quality of Community

The quality of a government is often revealed through the quality of the community served.

Please rate each of the following aspects of quality of life in Weston.
(% excellent or good)

		vs. benchmark ³
The overall quality of life in Weston	96%	Higher
Weston as a place to live	96%	Higher
Weston as a place to work	89%	Similar

How likely or unlikely are you to recommend LIVING in Weston to someone who asks?
(% very or somewhat likely)

How likely or unlikely are you to recommend LIVING in Weston to someone who asks?	100%	Higher
---	------	--------

3. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Quality of Governance

Employees want to be a part of a team that does high quality work that is well received by their community and well supported by the organization.

Please rate the following categories of Weston government performance.
(% excellent or good)

		vs. benchmark ⁴
The overall quality of the services provided by the Village of Weston	100%	Higher
Generally acting in the best interest of the community	96%	Higher
The overall direction that Weston is taking	93%	Higher
Overall confidence in Weston government	86%	Higher

Please rate each of the following aspects of your WORK GROUP.
(% excellent or good)

The quality of work being done in my work group	100%	Similar
---	------	---------

Please rate your overall level of confidence in the leadership of:
(% very or moderately confident)

Your supervisor	100%	Higher
Council/elected officials	100%	Higher
Senior staff/Leadership	96%	Higher

4. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Employee Engagement

An organization of engaged employees is one where employees feel motivated to do their best possible work and where they hope to continue working in years to come. To impact employee engagement, an organization typically will want to see which of the other aspects of organizational climate were most influential on their engagement ratings.

For employees of the Village of Weston, the key organizational characteristics found to be most closely correlated⁵ with employee ratings of engagement were:

- Promoting a positive working relationship among work group members
- Connection between compensation and performance
- Fostering an atmosphere of mutual trust and confidence
- Opportunities to develop a career path

All these items were higher than the benchmark comparison. To impact employee engagement, an organization typically will want to consider improvements to any key features that were not higher than the benchmark.

Please rate the extent to which you agree or disagree with the following statements about your job working for the Village of Weston.
 (% strongly or somewhat agree) vs. benchmark⁶

I have good friends at work	100%	Similar
Overall, I feel positive about working for the Village of Weston	96%	Similar
Overall, I am satisfied with my job	96%	Similar
I plan on working for this organization a year from now	93%	Similar
I have the opportunity to do what I do best every day at work	93%	Higher
I gain satisfaction from my current job responsibilities	93%	Higher
I feel positively challenged in my current job	93%	Higher
My values match or fit with the values of this organization	89%	Similar
I see a career path for me at Village of Weston	89%	Higher
The mission and vision of the Village of Weston make me feel my job is important	89%	Higher

How likely or unlikely are you to recommend WORKING FOR the Village of Weston to someone who asks?

(% very or somewhat likely)

How likely or unlikely are you to recommend WORKING FOR the Village of Weston to someone who asks?

96%

Higher

5. A statistical technique called Key Driver Analysis was used to identify the key organizational characteristics most closely associated with employee ratings of job satisfaction and engagement. This technique is used widely in the private sector to help organizations prioritize which aspects of a service are more likely to influence loyalty and overall satisfaction. The Key Driver Analysis was based on both linear and multivariate modeling techniques using an index of employee engagement.

6. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Essentials

Foundational to employee engagement are having a safe work environment, the resources needed to do a good job, and receiving compensation commensurate with work accomplished.

As an employee of Village of Weston, how would you rate the job the organization does at each of the following?
 (% excellent or good) vs. benchmark⁷

Maintaining a work environment that is free of drug or alcohol abuse	100%	Higher
Work schedule flexibility	96%	Higher
Protecting employees from health and safety hazards on the job	96%	Higher
Access to technology that helps employees do their job effectively	96%	Higher
Providing individual and group work spaces to do the job effectively	93%	Higher
Maintaining a work environment that is free of violence or harassment	89%	Higher
Availability of necessary materials, resources and equipment to do the job effectively	85%	Higher
Benefits overall (vacation, sick leave, health care, retirement plan, etc.)	79%	Similar
Work-life balance	68%	Similar
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities	59%	Higher

7. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Organizational Climate



Organizational climate is a set of policies, strategies, and behaviors that form the primary colors that paint the everyday experience of employees in the workplace. From providing clear communications to encouraging innovation, the quality of these practices directly affects staff morale and engagement.

As an employee of Village of Weston, how would you rate the job the organization does at each of the following?

(% excellent or good)		vs. benchmark ⁸
Valuing creativity	86%	Higher
Providing a clear vision for our organization	86%	Higher
Openness to new ideas and initiatives	86%	Higher
Collaboration between departments (e.g., transportation, planning, etc.)	82%	Higher
Speed of response to important issues or change	79%	Higher
Communicating information that helps employees understand the proble..	71%	Higher

Please rate each of the following aspects of your WORK GROUP.

(% excellent or good)		
The working relationships in my work group	82%	Similar
Collaboration among all staff in my work group	79%	Similar
Effectiveness of meetings in my work group	78%	Higher
Overall staff morale in my work group	75%	Similar
Communication among all staff in my work group	68%	Similar

Please rate each of the following aspects of your SUPERVISOR'S performance.

(% excellent or good)		
Encouraging employees to use their own judgment to get the job done	96%	Higher
Welcoming employee involvement in decision-making	89%	Higher
Encouraging employees to come up with innovative solutions to problems	89%	Higher
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them	89%	Higher
Communicating information in a timely manner	79%	Higher

8. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Employee development

The development of human capital requires investment in performance evaluation and professional development as well as supporting employees as they seek to meet new challenges and career opportunities.



How would you rate the job the organization does at each of the following? (% excellent or good)		vs. benchmark ⁹
The overall skill set of staff	100%	Higher
Availability of opportunities for employees to develop knowledge and skills	93%	Higher
Opportunities to develop a career path	85%	Higher
Supporting continual learning and development	79%	Higher
Accuracy of performance evaluations	79%	Higher
Clarity of staff roles and responsibilities	75%	Similar
Showing employee appreciation	74%	Higher
Connection between compensation and performance	61%	Higher

Please rate each of the following aspects of your SUPERVISOR'S performance.
(% excellent or good)

Applying discipline fairly and consistently	92%	Higher
Providing opportunities for employees to learn and grow	89%	Higher
Working together with employees to set goals	86%	Higher
Providing specific, constructive feedback that helps improve employee performance	86%	Higher
Coaching or mentoring employees	85%	Higher
Managing low-performing employees	79%	Higher
Providing recognition for doing good work	79%	Higher
Communicating expectations of employees	75%	Similar
Recognizing high-performing employees	68%	Higher

9. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.



Equity and inclusion

Inclusion and equity are a priority for local government organizations. Strategically building a more diverse workforce fosters relevance, innovation, and organizational effectiveness.

As an employee of Village of Weston, how would you rate the job the organization does at each of the following?

(% excellent or good)

vs.
benchmark¹⁰

Making all employees feel welcome	93%	Higher
Fostering a respectful atmosphere	89%	Higher
Helping new employees feel connected and integrated	81%	Higher

How would you rate the job the organization does at each of the following?

(% excellent or good)

Respecting individual cultural beliefs and values	100%	Higher
Providing a safe and secure environment for employees of all backgrounds	96%	Higher
Demonstrating respect for employees of different cultures and belief systems	96%	Higher
Providing equal employment opportunities to employees of all backgrounds	93%	Higher
Applying policies and procedures equally to all employees	86%	Higher
Recruiting diverse people into positions of organizational leadership	75%	Similar
Promoting workplace diversity	68%	Similar
Attracting employees from diverse backgrounds	65%	Similar

Please rate each of the following aspects of your SUPERVISOR'S performance.

(% excellent or good)

Treating employees with respect	96%	Higher
Treating all employees fairly	96%	Higher

Promoting a positive working relationship among work group members	93%	Higher
Valuing employees from diverse backgrounds	93%	Similar
Fostering an atmosphere of mutual trust and confidence	89%	Higher

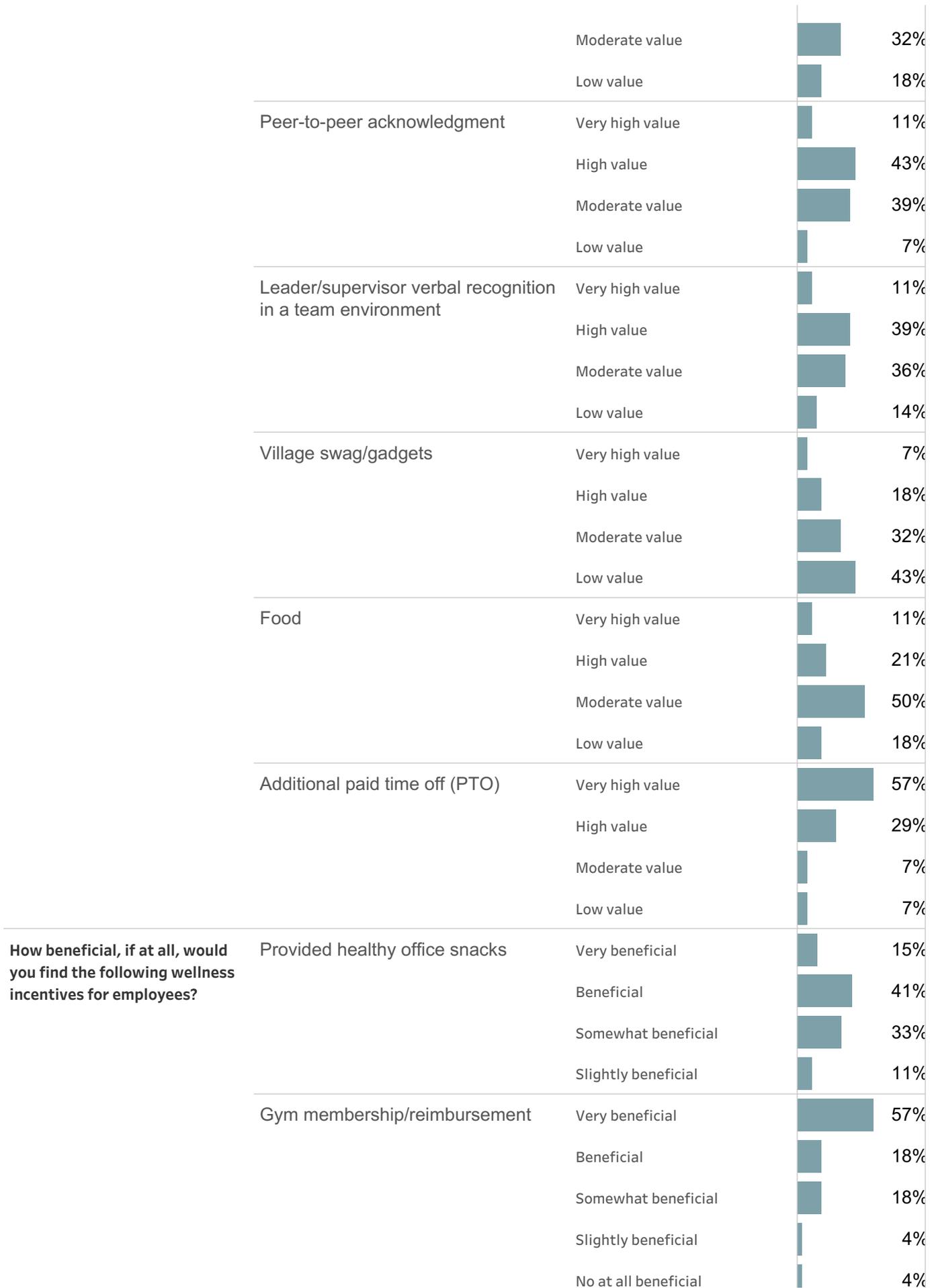
11. Comparison to the national benchmark is shown. If no comparison is available, this is left blank.

Custom questions

Below are the complete set of responses to each custom question on the survey. By default, “don’t know” responses are excluded, but may be added to the table using the response filter below.

Include "don't know"
No

Please rate the extent to which you agree or disagree with the following statements about your job working for the Village of Weston.	Given the opportunity, I tell others great things about working here	Strongly agree		46%
		Somewhat agree		50%
		Somewhat disagree		4%
	I am inspired to do my best work at the Village of Weston	Strongly agree		68%
		Somewhat agree		32%
	The Village of Weston motivates me to contribute more than is normally required to complete my work	Strongly agree		46%
		Somewhat agree		46%
		Somewhat disagree		7%
	I am comfortable seeking feedback and raising issues with my manager	Strongly agree		57%
		Somewhat agree		32%
		Somewhat disagree		7%
		Strongly disagree		4%
In my team, employees take ownership and accountability for their deliverables	Strongly agree		46%	
	Somewhat agree		43%	
	Somewhat disagree		7%	
	Strongly disagree		4%	
How much do you agree or disagree with the overall direction being taken by the elected board and committees?	Strongly agree		8%	
	Somewhat agree		85%	
	Somewhat disagree		8%	
What value, if any, do the following incentives provide for you?	Gift cards (amount \$25 or less)	Very high value		4%
		High value		26%
		Moderate value		56%
		Low value		15%
	Verbal and/or written praise	Very high value		14%
High value			36%	





The Village of Weston 2025 Employee Survey

This survey is to be completed by the Village of Weston employee who received an invitation. Your responses will be kept anonymous and no identifying information will be shared.

1. Please rate each of the following aspects of quality of life in Weston.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Weston as a place to live	1	2	3	4	5
Weston as a place to work.....	1	2	3	4	5
The overall quality of life in Weston	1	2	3	4	5

2. How likely or unlikely are you to recommend LIVING in Weston to someone who asks?

- Very likely Somewhat likely Somewhat unlikely Very unlikely Don't know

3. Please rate the following categories of Weston government performance.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
The overall direction that Weston is taking.....	1	2	3	4	5
Generally acting in the best interest of the community	1	2	3	4	5
Overall confidence in Weston government.....	1	2	3	4	5
The overall quality of the services provided by the Village of Weston	1	2	3	4	5

4. Please rate the extent to which you agree or disagree with the following statements about your job working for the Village of Weston.

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
Overall, I am satisfied with my job.....	1	2	3	4	5
I plan on working for this organization a year from now.....	1	2	3	4	5
I see a career path for me at Village of Weston.....	1	2	3	4	5
I gain satisfaction from my current job responsibilities.....	1	2	3	4	5
I feel positively challenged in my current job	1	2	3	4	5
I have the opportunity to do what I do best every day at work.....	1	2	3	4	5
My values match or fit with the values of this organization.....	1	2	3	4	5
I have good friends at work.....	1	2	3	4	5
Overall, I feel positive about working for the Village of Weston	1	2	3	4	5
The mission and vision of the Village of Weston make me feel my job is important.....	1	2	3	4	5

5. How likely or unlikely are you to recommend WORKING FOR the Village of Weston to someone who asks?

- Very likely Somewhat likely Somewhat unlikely Very unlikely Don't know

6. As an employee of Weston, how would you rate the job the organization does at each of the following?

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Availability of necessary materials, resources and equipment to do the job effectively.....	1	2	3	4	5
Providing individual and group work spaces to do the job effectively..	1	2	3	4	5
Access to technology that helps employees do their job effectively	1	2	3	4	5
Compensation (salary, benefits and incentives/bonuses) compared with similar opportunities	1	2	3	4	5
Benefits overall (vacation, sick leave, health care, retirement plan, etc.) ...	1	2	3	4	5
Work-life balance.....	1	2	3	4	5
Work schedule flexibility	1	2	3	4	5
Maintaining a work environment that is free of violence or harassment.....	1	2	3	4	5
Maintaining a work environment that is free of drug or alcohol abuse ...	1	2	3	4	5
Protecting employees from health and safety hazards on the job	1	2	3	4	5
Providing a clear vision for our organization.....	1	2	3	4	5
Communicating information that helps employees understand the problems and issues facing the Village.....	1	2	3	4	5
Speed of response to important issues or change	1	2	3	4	5
Collaboration between departments (e.g., transportation, planning, etc.)....	1	2	3	4	5
Openness to new ideas and initiatives	1	2	3	4	5
Valuing creativity.....	1	2	3	4	5
Making all employees feel welcome	1	2	3	4	5
Helping new employees feel connected and integrated.....	1	2	3	4	5
Fostering a respectful atmosphere	1	2	3	4	5

7. How would you rate the job the organization does at each of the following?

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Demonstrating respect for employees of different cultures and belief systems	1	2	3	4	5
Respecting individual cultural beliefs and values	1	2	3	4	5
Attracting employees from diverse backgrounds.....	1	2	3	4	5
Recruiting diverse people into positions of organizational leadership....	1	2	3	4	5
Promoting workplace diversity	1	2	3	4	5
Applying policies and procedures equally to all employees.....	1	2	3	4	5
Providing equal employment opportunities to employees of all backgrounds.....	1	2	3	4	5
Providing a safe and secure environment for employees of all backgrounds.....	1	2	3	4	5
Clarity of staff roles and responsibilities.....	1	2	3	4	5
Accuracy of performance evaluations	1	2	3	4	5
Connection between compensation and performance	1	2	3	4	5
Showing employee appreciation	1	2	3	4	5
Supporting continual learning and development	1	2	3	4	5
Availability of opportunities for employees to develop knowledge and skills.....	1	2	3	4	5
Opportunities to develop a career path.....	1	2	3	4	5
The overall skill set of staff	1	2	3	4	5
The work being done at the Village of Weston overall	1	2	3	4	5

The Village of Weston 2025 Employee Survey

8. Please rate each of the following aspects of your WORK GROUP.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communication among all staff in my work group.....	1	2	3	4	5
The working relationships in my work group.....	1	2	3	4	5
Collaboration among all staff in my work group.....	1	2	3	4	5
Overall staff morale in my work group.....	1	2	3	4	5
Effectiveness of meetings in my work group.....	1	2	3	4	5
The quality of work being done in my work group.....	1	2	3	4	5

9. Please rate each of the following aspects of your SUPERVISOR'S performance.

	<u>Excellent</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
Communicating information in a timely manner.....	1	2	3	4	5
Welcoming employee involvement in decision-making.....	1	2	3	4	5
Encouraging an environment where employees feel comfortable to raise issues and concerns that are important to them.....	1	2	3	4	5
Encouraging employees to come up with innovative solutions to problems.....	1	2	3	4	5
Encouraging employees to use their own judgment to get the job done.....	1	2	3	4	5
Promoting a positive working relationship among work group members.....	1	2	3	4	5
Fostering an atmosphere of mutual trust and confidence.....	1	2	3	4	5
Treating employees with respect.....	1	2	3	4	5
Valuing employees from diverse backgrounds.....	1	2	3	4	5
Treating all employees fairly.....	1	2	3	4	5
Providing specific, constructive feedback that helps improve employee performance.....	1	2	3	4	5
Communicating expectations of employees.....	1	2	3	4	5
Working together with employees to set goals.....	1	2	3	4	5
Recognizing high-performing employees.....	1	2	3	4	5
Providing recognition for doing good work.....	1	2	3	4	5
Applying discipline fairly and consistently.....	1	2	3	4	5
Managing low-performing employees.....	1	2	3	4	5
Providing opportunities for employees to learn and grow.....	1	2	3	4	5
Coaching or mentoring employees.....	1	2	3	4	5

10. Please rate your overall level of confidence in the leadership of:

	<u>Very confident</u>	<u>Moderately confident</u>	<u>Slightly confident</u>	<u>Not confident</u>	<u>Don't know</u>
Your supervisor.....	1	2	3	4	5
Senior staff/leadership.....	1	2	3	4	5
Council/elected officials.....	1	2	3	4	5

11. How much do you agree or disagree with the overall direction being taken by the elected board and committees?

Strongly agree Somewhat agree Somewhat disagree Strongly disagree Not sure/No opinion

12. What value, if any, do the following incentives provide for you?

	<u>Very high value</u>	<u>High value</u>	<u>Moderate value</u>	<u>Low value</u>	<u>No value at all</u>
Gift cards (amount \$25 or less)	1	2	3	4	5
Verbal and/or written praise	1	2	3	4	5
Peer-to-peer acknowledgment.....	1	2	3	4	5
Leader/supervisor verbal recognition in a team environment.....	1	2	3	4	5
Village swag/gadgets.....	1	2	3	4	5
Food	1	2	3	4	5
Additional paid time off (PTO).....	1	2	3	4	5

13. How beneficial, if at all, would you find the following wellness incentives for employees?

	<u>Very beneficial</u>	<u>Beneficial</u>	<u>Somewhat beneficial</u>	<u>Slightly beneficial</u>	<u>No at all beneficial</u>
Provided healthy office snacks	1	2	3	4	5
Gym membership/reimbursement.....	1	2	3	4	5
Activities (hikes, sports leagues, etc.).....	1	2	3	4	5
Employee health clinic	1	2	3	4	5
Wellness challenge activities with prizes.....	1	2	3	4	5

14. Please rate the extent to which you agree or disagree with the following statements about your job working for the Village of Weston.

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
Given the opportunity, I tell others great things about working here.....	1	2	3	4	5
I am inspired to do my best work at the Village of Weston.....	1	2	3	4	5
The Village of Weston motivates me to contribute more than is normally required to complete my work	1	2	3	4	5
I am comfortable seeking feedback and raising issues with my manager.....	1	2	3	4	5
In my team, employees take ownership and accountability for their deliverables	1	2	3	4	5

The Village of Weston 2025 Employee Survey

Our last questions are about you. Again, all of your responses to this survey are completely anonymous and no identifying information will be revealed or shared. Completing this information will help us better understand employees' experiences working for the Village.

Employee Information

D1. What is your management status?

- Manager
- Non-manager
- Don't know

Thank you very much for completing this survey!

REQUEST FOR CONSIDERATION

Public Mtg/Date: Finance and Human Resources Committee AND Board of Trustees, December 15, 2025

Description: Part-Time Position flexibility in Clerk's Department

From: Pamela Brehm, Clerk
Jami Gebert, Administrator

Question: Should a currently full-time position be flexible to allow for either part-time or full-time staff in the Clerk's Department?

Background

With a recent departure in the Clerk's Department, it has provided staff with the opportunity to re-evaluate the vacant Deputy Clerk/Administrative Support Specialist position.

Historically, the Village has hired part-time staff in the Clerk's Department to assist. We would like to take this opportunity to open the position to part-time as well as full-time work, which would allow us to attract a wider range of qualified candidates to choose from. We may still hire full-time, or possibly up to two-part time positions. Part-time may result in payroll savings, but neither option would need an increase in budgeted amount.

Attached Docs: Proposed (Part Time) Job Description Deputy Clerk/Administrative Support Specialist

Committee Action: TBD

FISCAL IMPACT: TBD

Recommendation: Administrator and Clerk recommends

Recommended Language for Official Action

Finance and Human Resources: I move to recommend to the Board of Trustees the flexibility of a Part-Time Deputy Clerk/Administrative Support Specialist Position Description.

Board of Trustees: I move to approve the flexibility of a Part-Time Deputy Clerk/Administrative Support Specialist Position Description.

Additional action:

Village of Weston, Wisconsin

JOB DESCRIPTION

Deputy Clerk/Administrative Support Specialist (Part Time)

Division:	Corporate	Reports To:	Clerk
Department:	Clerk's Department	Pay Grade:	F
FLSA Status:	Non-exempt	Last Updated:	December, 2025

This description is not an announcement of a position opening. To view current openings please visit www.westonwi.gov/jobs. The following statements are intended to describe, in broad terms, the general functions and responsibility levels characteristic of positions assigned to this classification. They should not be viewed as an exhaustive list of the specific duties and prerequisites applicable to individual positions that have been so classified.

Purpose of the Position

The part-time Deputy Clerk/Administrative Support Specialist performs advanced administrative, customer service, and communications functions for the Village. This position is responsible for front counter operations, payment processing, receptionist duties, and a wide range of communication tasks including social media management, newsletters, and website updates. The role requires strong attention to detail, excellent communication skills, and the ability to manage multiple responsibilities with accuracy and professionalism.

Administrative Responsibilities

1. All front counter payment processing.
2. Process and record payments to the utility billing system as needed. Assist with tax payment processing. Enter payment arrangements as needed.
3. Act as receptionist, answer telephone, and process mail. Provide callers with general information and specific information regarding the work of the village and a variety of village services in a clear and concise manner.
4. Assist Village Clerk in performing both pre-election and post-election support functions.
5. Perform all work involved in maintaining moderately complex administrative procedures, usually involving the steps of obtaining information, recording, indexing, and cross indexing such information, giving out and providing information to interested parties, following up or making initial contact with both the user or the provider of the information used in the procedure.
6. Image and index a variety of Village documents.

Communication Responsibilities

1. Maintain the Village's social media sites including creating and updating social media posting schedules, replying to comments from subscribers. Creating post captions on social media sites including but not limited to Facebook and Nextdoor, taking photos or creating other content for social media platforms.
2. Post news, events, and calendar updates to the website, plus coordination and posting of basic changes to the website.

3. Create weekly e-newsletters with content provided by Village Departments, managing weekly e-newsletter distribution list and sending weekly e-newsletters.
4. Prepare and create articles for the quarterly “Weston Wire” newsletters. Gather articles from other Village Departments and forward them to printer for production. Coordinate production, proofing, and finalizing newsletter with Village Departments and mailing of the newsletter with printer.
5. Prepare written communication such as news releases, brochures, and post cards.
6. Assist with Aquatic Center pool passes, events, brochures, and promotions.
7. Create new and assist with ordering business cards, letterhead, envelopes, and a variety of other projects.

Additional Duties

1. May be required to support a complex state-wide voter system by creating and updating voter registration records, creating absentee ballot voter records, issuing absentee ballots, reconciling ballots to the voter system, updating voter records, assisting voters on polling locations and election details.
2. May perform data entry or other computer work on computerized databases.
3. Such other duties or special projects as may be assigned by the Village Clerk.

Education and Qualifications

- High school diploma or equivalent; additional coursework or training in administrative support, communications, public relations, or a related field preferred.
- Two (2) years of clerical, administrative, or customer service experience, preferably in a municipal or public-facing environment.
- Strong customer service skills with the ability to communicate clearly, professionally, and courteously in person, by telephone, and in writing.
- Experience using social media platforms (Facebook and Nextdoor) in a professional or organizational capacity.
- Strong writing and proofreading skills with the ability to create clear, accurate, and engaging communication materials.
- Ability to manage multiple tasks, prioritize workload, meet deadlines, and maintain attention to detail.
- Dependable, organized, and capable of working both independently and as part of a team.
- Cash collection & positive customer service experience is necessary for this position.
- Proficiency with standard office software, including Microsoft Office (Word, Excel, Outlook) and the ability to learn specialized software systems such as utility billing platforms.

Work Environment

The work environment is generally that of a standard office. The noise level in the work environment is moderately quiet. Minimal physical demand with minimal exposure to workplace hazards.

Acknowledgement

All requirements of the described position are subject to change over time. The employee may be required to perform other duties as requested by the Village.

Signature of Department Director: _____ Date: _____

I acknowledge that this job description is neither an employment contract nor a legal document. I have received, read, and understand the expectations for the successful performance of this job.

Printed Name: _____ Signature: _____ Date: _____

The Village of Weston is an Equal Opportunity Employer. In compliance with the American with Disabilities Act, the Village will provide reasonable accommodations to qualified individuals and encourages both prospective and current employees to discuss potential accommodations with the employer.

This position description has been prepared to assist in defining job responsibilities, physical demands, working conditions and skills needed. It is not intended as a complete list of jobs, duties, responsibilities, and/or essential functions. This description is not intended to limit or modify the right of any supervisor to assign, direct and control the work of employees under supervision. The Village retains and reserves any and all rights to change, modify, amend, add or delete, from any section of this document as it deems, in its judgment to be proper.

REQUEST FOR CONSIDERATION

Public Mtg/Date: Finance Committee/Board of Trustees, December 15, 2025

Description: 2025 Budget Amendments

From: Finance Department

Question: N/A

Background

The Finance Department is seeking approval to transfer any surplus in excess of \$50,000 to Capital Projects. We have \$100,000 as an estimate for the recommended budget adjustment.

During the 2026 budget process the board approved applying \$50,000 of the 2025 budget surplus to the 2026 budget. So, \$50,000 of this year's surplus needs to stay in fund balance to be applied next year.

The Village's fund balance policy is maintaining an unassigned fund balance between 20%-33.33% of operating expenditures of the ensuing budget year. The 2026 budgeted expenditure is \$9,665,956, 33.33% is \$3,221,663. The unassigned balance at the end of 2024 was \$4,348,000. There is no need for the Village to continue growing the unassigned fund balance more the \$50,000 that was promised for 2026.

There are several other budget lines that have gone over or are estimated to go over. At the beginning of the year we do our best to guesstimate what will happen during the year and sometimes we guess wrong. As the year progresses staff monitors the budget and knows what items will be going over and where that money can come from. Attached are some GL accounts and the proposed budget amendments.

Attached Docs: Proposed 2026 budget amendments

Committee Action: None.

FISCAL IMPACT: Both revenue and expenditure have proposed budget increases

Recommendation: Finance recommends amending the budget as suggested

Recommended Language for Official Action

FINANCE

I recommend the Village Board approve the recommended 2025 Budget Amendments as presented.

Or

I recommend the Village Board approve the recommended 2025 Budget Amendments with the following changes.

REQUEST FOR CONSIDERATION

BOARD

I approve the recommended 2025 Budget Amendments as presented.

OR

I approve the recommended 2025 Budget Amendments with the following changes.

Proposed Budget adjustments for 2025

12/31/2025

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GL Account Number	Department	Account Name	YTD 11/30/2025	Adpoted Budgeted	Proposed Adj	Adjusted Budget	notes
10-05-55200-120-000	Parks	HOURLY WAGES-REGULAR	109,594.02	105,483.00	15,370.00	120,853.00	Adj parks wages closer to actual
10-01-51521-213-000	Finance	ACCOUNTING & AUDITING FEES	15,222.66	13,000.00	2,230.00	15,230.00	Adj auditing exp to actual
10-01-51600-290-000	Building	OTHER OUTSIDE CONTRACTED SERV	18,012.24	7,360.00	10,000.00	17,360.00	Other contracted services for muni bld
10-01-51210-589-000	Municipal Court	EMMC - OPERATING BUDGET	51,165.76	-	70,000.00	70,000.00	muni court, budget revenue and expense
10-00-45111-000-000	Municipal Court	FINES-MUNICIPAL COURT-PENALTIE	(100,666.11)	(30,000.00)	(80,000.00)	(110,000.00)	separately
10-00-48110-001-000	Misc Income	INTEREST-INVESTMENTS	(319,990.82)	(79,958.00)	(122,000.00)	(201,958.00)	higher interest rates through 2025
10-09-59244-900-000	Misc Exp	TRANSFERS OUT TO: CAP PROJS-CA	-	-	100,000.00	100,000.00	transfer to capital
10-04-54150-290-000	Humane Society	OTHER OUTSIDE CONTRACTED SERV	3,469.00	5,000.00	2,400.00	7,400.00	
10-01-51530-279-000	Assessor	STATE INSPECTION FEES	7,819.61	5,900.00	2,000.00	7,900.00	state inspection fees
10-02-52400-120-000	Building Inspection	HOURLY WAGES-REGULAR	14,283.50	25,000.00	(7,300.00)	17,700.00	Scotts wages, all budgeted for inspections
10-01-51600-120-000	Building	HOURLY WAGES-REGULAR	6,765.50	-	7,300.00	7,300.00	actual works is coded to proper accounts
10-03-53312-235-000	Public Works	SALTING	104,509.80	210,000.00	(70,000.00)	140,000.00	more money was spent on streets
10-03-53310-236-000		SURFACE MAINTENANCE	597,839.13	550,000.00	70,000.00	620,000.00	knowing there was a surplus in salt
10-09-59700-120-000	Contingency	HOURLY WAGES-REGULAR	-	15,000.00	(15,000.00)	-	adjust wages closer to actual
10-03-53100-110-000	Public Works	SALARIES-REGULAR	10,003.27	10,030.00	2,000.00	12,030.00	
10-03-53160-110-000	Public Works	SALARIES-REGULAR	25,195.22	9,822.00	13,000.00	22,822.00	
10-01-51430-290-000	HR	OTHER OUTSIDE CONTRACTED SERV	4,880.00	1,000.00	3,880.00	4,880.00	Other contracted services for HR - polco survey
10-01-51420-154-000	Clerk	HEALTH INSURANCE	44,140.76	66,030.00	(3,880.00)	62,150.00	Clerk health insurance