

MEETING: **REGULAR MEETING OF THE GENERAL
GOVERNMENT & FINANCE COMMITTEE**

DATE & TIME: **Monday, December 15, 2025 at 5:30 PM**

LOCATION: **Germantown Village Hall Board Room
N112 W17001 Mequon Road**

Any member of the body and/or citizen may attend the meeting virtually through the WebEx platform, Meeting #: **2551 528 1989** Password: **6xNFAgPDm43** which can be accessed by phone at **408-418-9388** or by logging on at <https://villageofgermantown.my.webex.com/villageofgermantown.my/j.php?MTID=maaf2ba514fb53da951ec23b2d6232931>

Citizens not wishing to attend the meeting personally or virtually may submit any public comments by sending an email to comments@germantownwi.gov by 4 p.m. on the day of the meeting so that it can be provided to the members of the body for their consideration. Previously recorded Village Board Meeting Videos can be viewed at https://www.youtube.com/channel/UCOYp0EgELzTCa9X_iCohyhQ.

AGENDA

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*
- II. **ROLL CALL:**
- III. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*
- IV. **CONSENT AGENDA:**
 - A. Meeting Minutes: November 17, 2025 (ACTION)
- V. **UNFINISHED BUSINESS:**
- VI. **NEW BUSINESS:**
 - A. 5-Year Forecast on General Fund Revenues and Expenditures, Debt Service Levy, and associated Tax Impact (DISCUSSION)
 - B. Tax Exempt Properties and Payments in Lieu of Taxes (DISCUSSION)
 - C. A Resolution To Adopt The Agreement For The Operation Of The Mid-Moraine Municipal Court (ACTION)
 - D. Authorization to award merit pay increases outside the current pay range for certain positions. (ACTION)
 - E. 2025 and 2026 Contracts: Process for Approval and Reporting (DISCUSSION)
 - F. Resolution in Support of Washington County Funding for Southeastern Wisconsin Regional Planning Commission (SEWRPC) (ACTION)
 - G. An Ordinance to Amend Chapter 2 of the Municipal Code Related to Rules and Regulations for the Village Board (DISCUSSION AND/OR ACTION)
 - H. Amendments to Village Employee Handbook (ACTION)

VII. REPORTS (Discussion Unless Otherwise Noted):

- A. Accounts Payable
- B. Budget to Actual
- C. Payroll
- D. Contracts

VIII. ADJOURNMENT:

UPON REASONABLE NOTICE, efforts will be made to accommodate the needs of disabled individuals through appropriate aids and services. For additional information or to request this service, please contact the Village Clerk at (262)250-4745 at least 2 days prior to the meeting.

Notice is hereby given that a possible quorum of other boards, committees, and/or commissions may attend this meeting to gather information about an item over which they have decision-making responsibility. This may constitute a meeting of these bodies per State ex rel. Badke v Greendale Village Board, even though these bodies will not take formal action at this meeting.

MEETING:	AMENDED REGULAR MEETING OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE
DATE AND TIME:	Monday, November 17, 2025 5:30 PM
LOCATION:	Germantown Village Hall Board Room N112 W17001 Mequon Road

MINUTES

- I. **CALL TO ORDER:** *This meeting has been given public notice in accordance with Section 19.83 and 19.84, Wis. Stats, in such form that will apprise the general public and news media of subject matter that is intended for consideration and action.*

Chairperson Trustee Rick Miller called the General Government & Finance Committee meeting to order at 5:32 PM.

II. **ROLL CALL:**

Present: Trustee Rick Miller, Trustee Jan Miller, Trustee Meg Cutts

Excused: Trustee Terri Kaminski

Also Present: Finance Director Matthew Uselding, Village Clerk Donna Ott, Village Administrator Steve Kreklow, Support Services Manager Gosia Wormsbacher, Community Development Director Jeff Retzlaff

- III. **CITIZEN INPUT:** *(Please be advised per 19.84(2) that information and comment will be received from the public. It is the policy of this municipality that public input be limited to a four (4) minute period per person with a time extension granted at the discretion of the Chairperson. Be advised that there may be limited discussion of the information received but no action will be taken under public comments.) Comments that may be injurious to village personnel or other individuals will not be allowed.*

Lynne Schauer Bednarz (W156N10121 Pawnee Ct) spoke regarding the Village budget.

Melanie Smythe (N140W17938 Cedar Ln) spoke regarding infrastructure, the employee handbook, and employee compensation.

Scott Hefle (W159N10514 Old Farm Rd) spoke regarding the Village budget, employee compensation, and municipal advisory services.

Chairperson Trustee Rick Miller read the below emailed comments into the record:

- Bill and Carol Schneider submitted comments into the record regarding employee compensation.

IV. CONSENT AGENDA:

- A. Special Meeting Minutes: October 27, 2025 (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

V. UNFINISHED BUSINESS:

VI. NEW BUSINESS:

- A. Approve Investment Advisory Contract Agreement with PMA Asset Management, LLC (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

- B. Resolution Amending the Village Investment Policy (ACTION)

Motion: Approve as presented and direct staff to send reports to any trustee that may request them

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

- C. Municipal Advisory Services Recommendation (ACTION)

Motion: Recommend approval of Baird as the Village's Municipal Advisor

Motioned By: Jan Miller

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

D. A Resolution to Revise the Village of Germantown Fee Schedule for Permit Fees and Charges for Building Inspection Services and Planning & Zoning Services in the Community Development Department (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

E. Procedures for Pay Adjustments for Non-Represented Employees (ACTION)

Motion: Postpone this item until after 2026-Q1 so that it can be discussed with the proposed 2026 pay rate scale

Motioned By: Meg Cutts

Seconded By: Jan Miller

Village Administrator Kreklow was allowed to present information regarding pay adjustment procedures for non-represented employees.

Motion Withdrawn By: Meg Cutts

Motion: Send the Village Administrator's recommendations for process improvements to the Village Board, and include a 4th recommendation for GGF review of requests over \$5,000

Motioned By: Meg Cutts

Seconded By: Jan Miller

Motion to Amend: Adjust the 3rd recommendation to include review from the entire GGF Committee

Motioned By: Jan Miller

Seconded By: Meg Cutts

Yes: Jan Miller, Meg Cutts

No: Rick Miller

Abstain: None

Motion to Amend Carried by Voice Vote (Yes 2, No 1, Abstained 0)

Motion as Amended:

Yes: Jan Miller, Meg Cutts

No: Rick Miller

Abstain: None

Motion as Amended Carried by Voice Vote (Yes 2, No 1, Abstained 0)

F. Resolution to Authorize 2026 Merit Pay Plan (ACTION)

Motion: Forward the Resolution to authorize the 2026 Merit Pay Plan decided on in the upcoming budget meeting to the Village Board as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

G. Resolution Approving the 2026 Germantown Municipal Employees Union Local 730 Contract (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Jan Miller

Yes: Rick Miller, Jan Miller, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 0, Abstained 0)

H. Employee Handbook Revisions (DISCUSSION)

Support Services Manager Wormsbacher provided drafted revisions to the Employee Handbook for discussion.

I. *Approval of Contract with D&H Demolition for \$50,791 for the Demolition and Removal of All Structures on the Flower Source Site (ACTION)*

Motion: Send contract approval for \$50,791, to be taken from the spring 2025 debt issuance, to the Village Board with a positive recommendation as presented

Motioned By: Meg Cutts

Seconded By: Rick Miller

Yes: Rick Miller, Meg Cutts

No: Jan Miller

Abstain: None

Motion Carried by Voice Vote (Yes 2, No 1, Abstained 0)

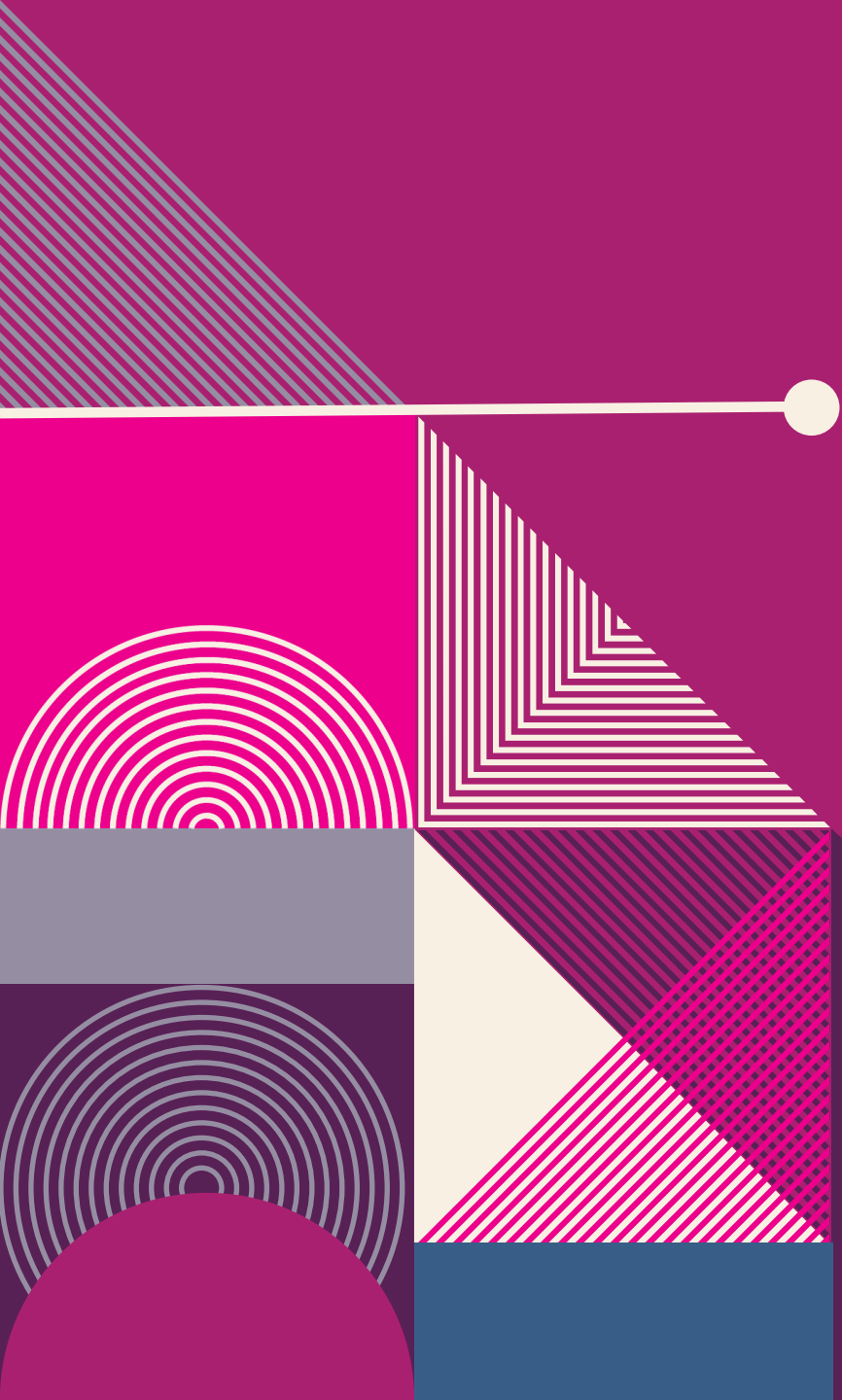
VII. REPORTS (Discussion Unless Otherwise Noted):

Finance Director Uselding provided the Director's Report, and was available to answer questions regarding the other reports below:

- A. Accounts Payable
- B. Budget to Actual
- C. Payroll
- D. Contracts
- E. Director's Report

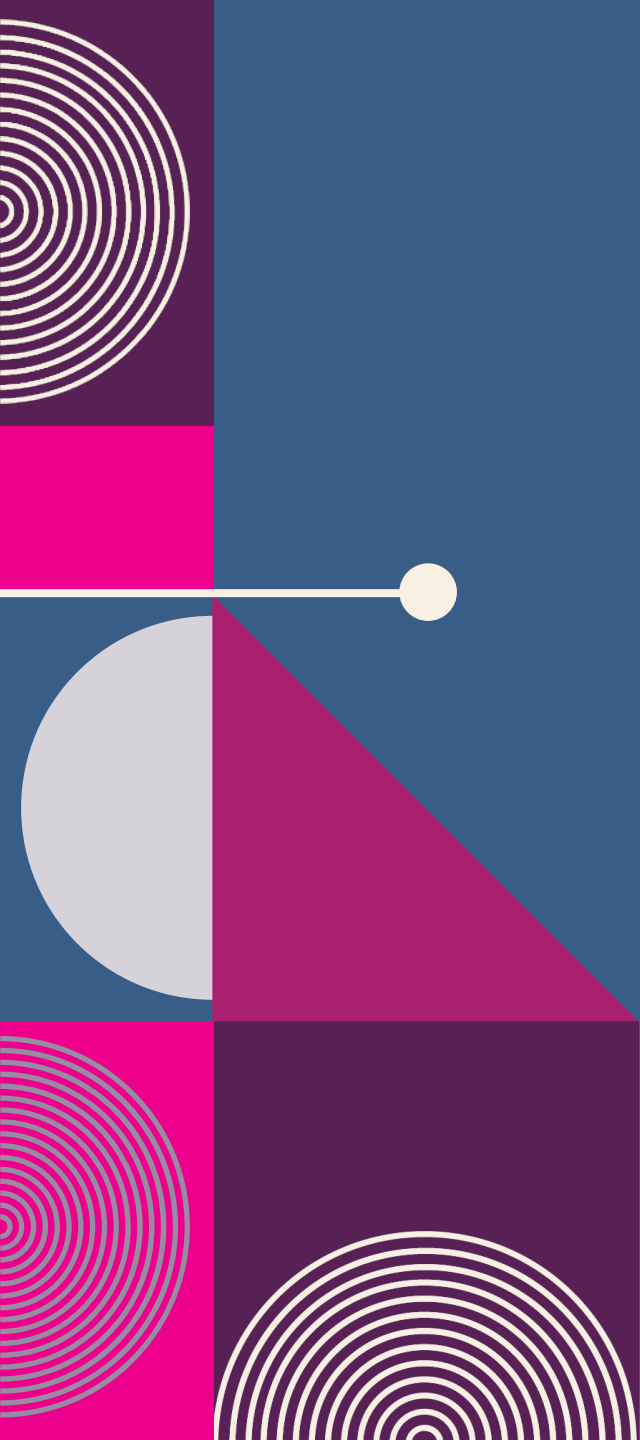
VIII. ADJOURNMENT:

Chairperson Trustee Rick Miller adjourned the General Government & Finance Committee meeting at 7:12 PM.



5-YEAR FORECAST

12.15.2025

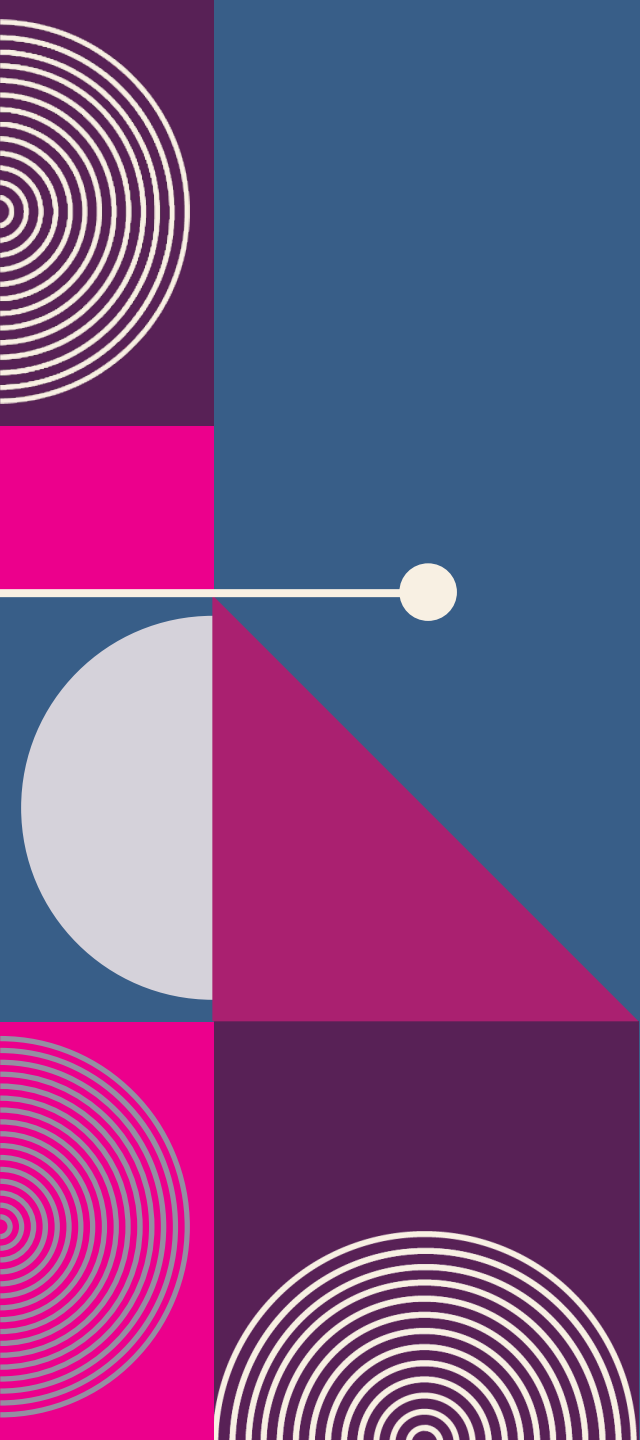


GENERAL FUND SCENARIOS

Status Quo Scenario – General Fund

This scenario assumes moderate, historically consistent growth trends based on recent years:

- Net New Construction: 2.68%, reflecting the average of the last several years and notably higher than pre-2020 levels.
- State Transportation Aid: 4% annual increase.
- Shared Revenue: 2% annual increase.
- Recreation Fees: 2% annual growth.
- Permit Revenue: 2.5% annual growth.

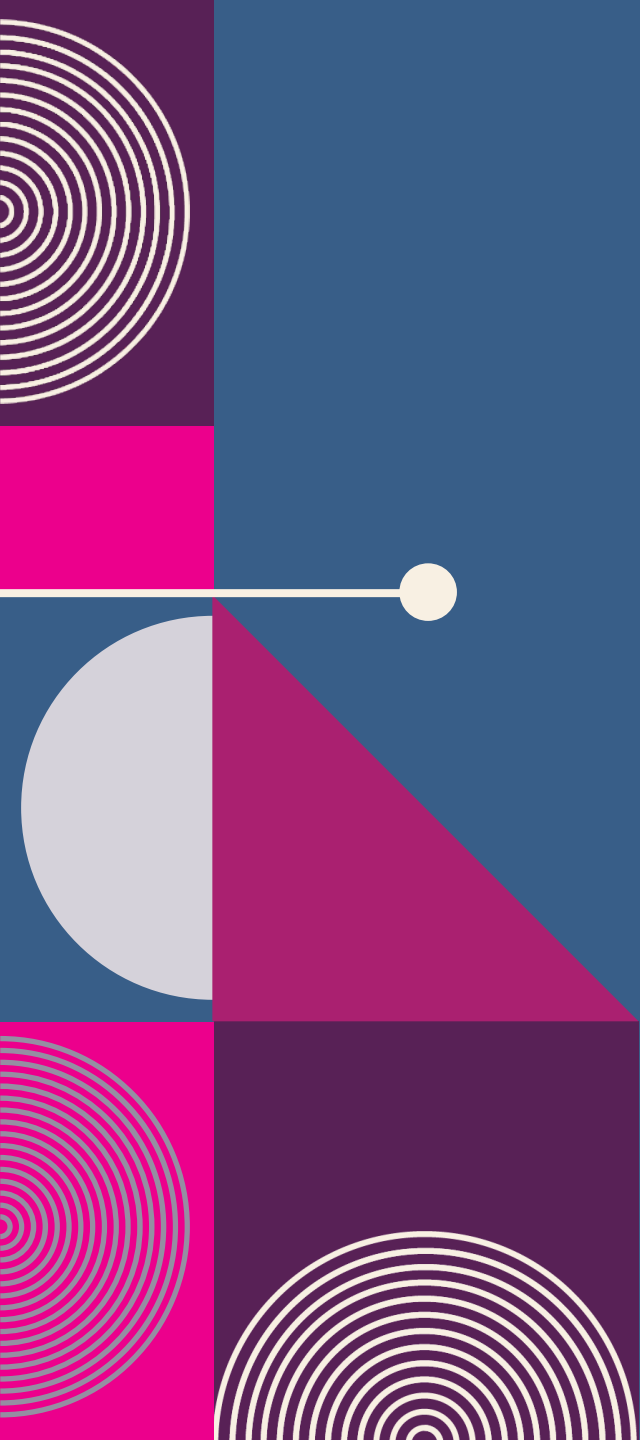


GENERAL FUND SCENARIOS

Low-Growth Scenario – General Fund

This scenario reflects slower growth and reduced economic activity:

- Net New Construction: 1.25%.
- State Transportation Aid: 2% annual increase.
- Shared Revenue: 1.5% annual increase.
- Recreation Fees: No annual increase.
- Permit Revenue: 10% decrease.



GENERAL FUND SCENARIOS

High-Growth Scenario – General Fund

This scenario assumes strong economic conditions and continued development activity:

- Net New Construction: 3.00%.
- State Transportation Aid: 6% annual increase.
- Shared Revenue: 2.5% annual increase.
- Recreation Fees: 4% annual growth.
- Permit Revenue: 5% annual growth.

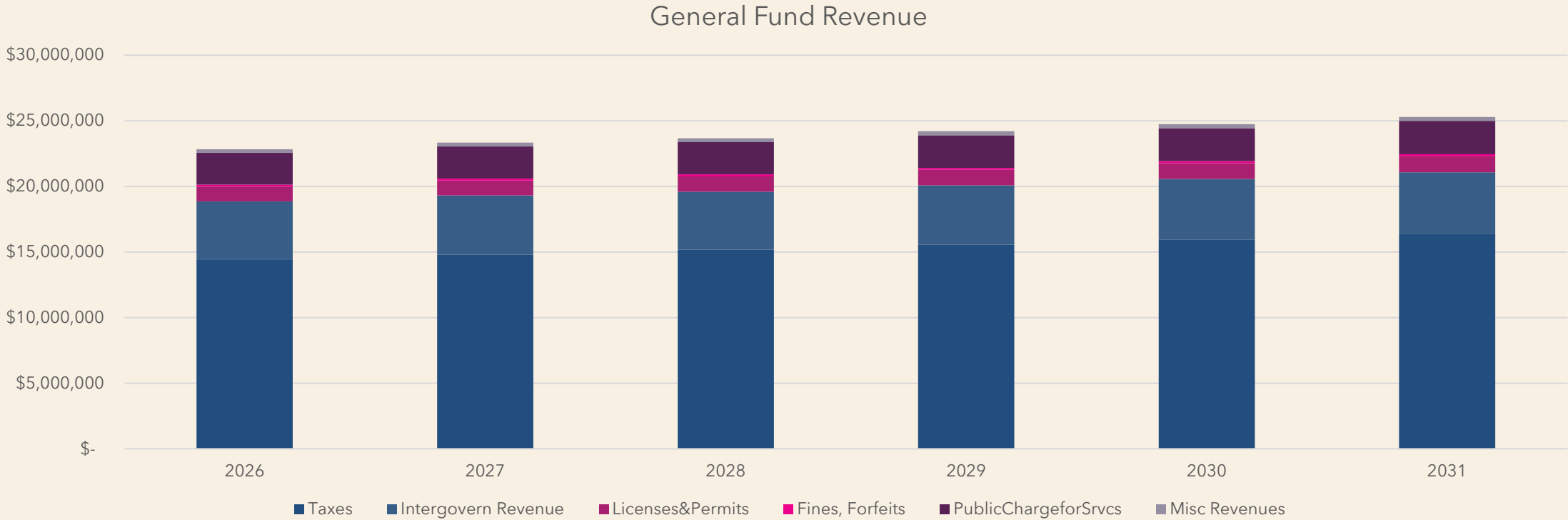
STATUS QUO SCENARIO

REVENUE	2026		2027		2028		2029		2030		2031	
Taxes	\$	14,429,634	\$	14,793,942	\$	15,167,924	\$	15,551,836	\$	15,945,945	\$	16,350,520
Intergovern Revenue	\$	4,427,395	\$	4,514,374	\$	4,427,536	\$	4,521,004	\$	4,617,904	\$	4,718,367
Licenses&Permits	\$	1,123,285	\$	1,144,207	\$	1,165,631	\$	1,187,590	\$	1,210,099	\$	1,233,170
Fines, Forfeits	\$	150,500	\$	150,500	\$	150,500	\$	150,500	\$	150,500	\$	150,500
PublicChargeforSrvcs	\$	2,415,988	\$	2,441,353	\$	2,466,405	\$	2,491,954	\$	2,518,010	\$	2,544,583
Misc Revenues	\$	294,621	\$	299,084	\$	299,084	\$	299,084	\$	299,084	\$	299,084
Total	\$	22,841,423	\$	23,343,459	\$	23,677,080	\$	24,201,969	\$	24,741,542	\$	25,296,223

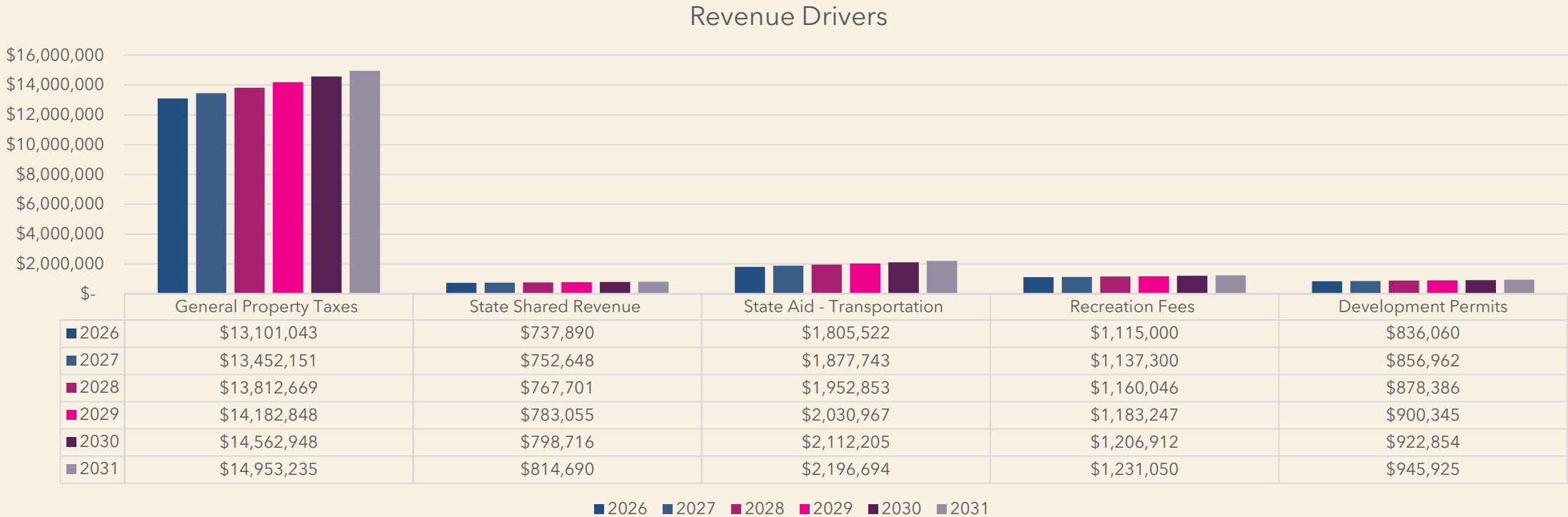
STATUS QUO SCENARIO – REVENUE DRIVERS

REVENUE	2026	2027	2028	2029	2030	2031
General Property Taxes	\$ 13,101,043	\$ 13,452,151	\$ 13,812,669	\$ 14,182,848	\$ 14,562,948	\$ 14,953,235
State Shared Revenue	\$ 737,890	\$ 752,648	\$ 767,701	\$ 783,055	\$ 798,716	\$ 814,690
State Aid - Transportation	\$ 1,805,522	\$ 1,877,743	\$ 1,952,853	\$ 2,030,967	\$ 2,112,205	\$ 2,196,694
Recreation Fees	\$ 1,115,000	\$ 1,137,300	\$ 1,160,046	\$ 1,183,247	\$ 1,206,912	\$ 1,231,050
Development Permits	\$ 836,060	\$ 856,962	\$ 878,386	\$ 900,345	\$ 922,854	\$ 945,925
Total	\$ 17,595,515	\$ 18,076,803	\$ 18,571,653	\$ 19,080,462	\$ 19,603,635	\$ 20,141,594

STATUS QUO SCENARIO



STATUS QUO - REVENUE DRIVERS



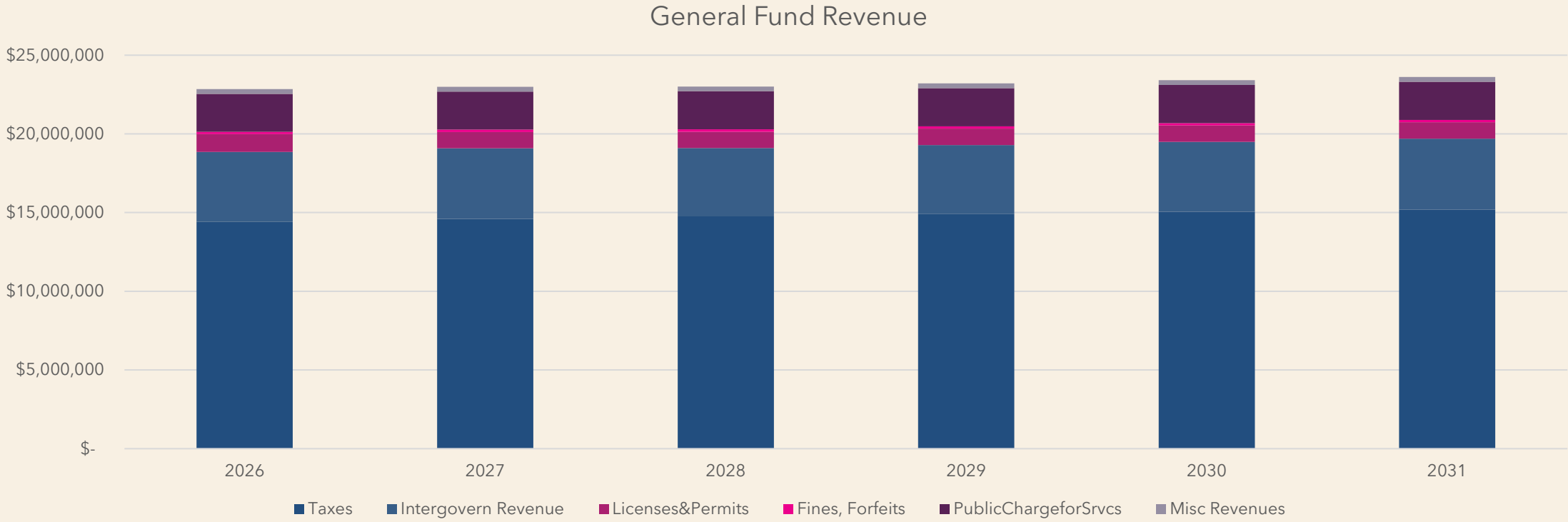
LOW-GROWTH SCENARIO

REVENUE	2026	2027	2028	2029	2030	2031
Taxes	\$ 14,429,634	\$ 14,606,597	\$ 14,752,709	\$ 14,900,417	\$ 15,049,739	\$ 15,200,695
Intergovern Revenue	\$ 4,427,395	\$ 4,474,574	\$ 4,345,641	\$ 4,394,613	\$ 4,444,508	\$ 4,495,342
Licenses&Permits	\$ 1,123,285	\$ 1,039,699	\$ 1,039,699	\$ 1,039,699	\$ 1,039,699	\$ 1,039,699
Fines, Forfeits	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500
PublicChargeforSrvcs	\$ 2,415,988	\$ 2,419,053	\$ 2,421,359	\$ 2,423,707	\$ 2,426,098	\$ 2,428,532
Misc Revenues	\$ 294,621	\$ 299,084	\$ 299,084	\$ 299,084	\$ 299,084	\$ 299,084
Total	\$ 22,841,423	\$ 22,989,507	\$ 23,008,992	\$ 23,208,020	\$ 23,409,628	\$ 23,613,852

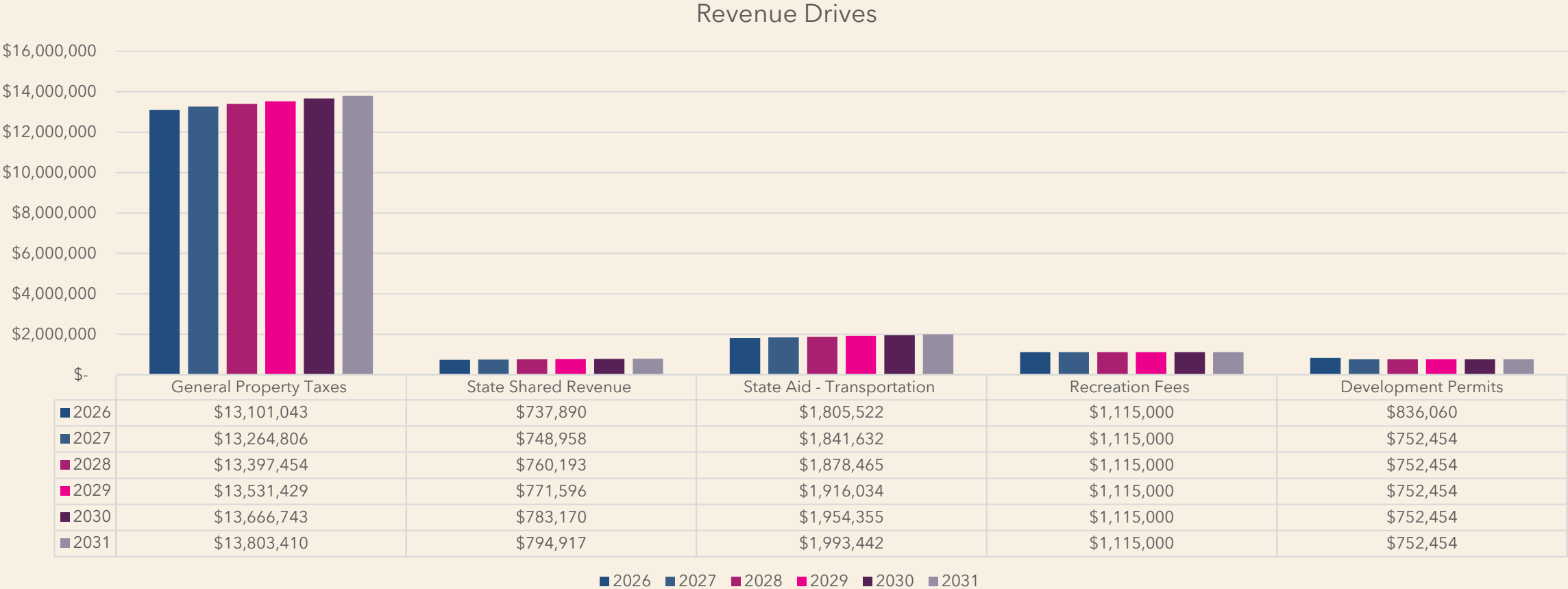
LOW-GROWTH SCENARIO- REVENUE DRIVERS

REVENUE	2026	2027	2028	2029	2030	2031
General Property Taxes	\$ 13,101,043	\$ 13,264,806	\$ 13,397,454	\$ 13,531,429	\$ 13,666,743	\$ 13,803,410
State Shared Revenue	\$ 737,890	\$ 748,958	\$ 760,193	\$ 771,596	\$ 783,170	\$ 794,917
State Aid - Transportation	\$ 1,805,522	\$ 1,841,632	\$ 1,878,465	\$ 1,916,034	\$ 1,954,355	\$ 1,993,442
Recreation Fees	\$ 1,115,000	\$ 1,115,000	\$ 1,115,000	\$ 1,115,000	\$ 1,115,000	\$ 1,115,000
Development Permits	\$ 836,060	\$ 752,454	\$ 752,454	\$ 752,454	\$ 752,454	\$ 752,454
Total	\$ 17,595,515	\$ 17,722,851	\$ 17,903,566	\$ 18,086,513	\$ 18,271,722	\$ 18,459,224

LOW-GROWTH SCENARIO



LOW-GROWTH - REVENUE DRIVERS



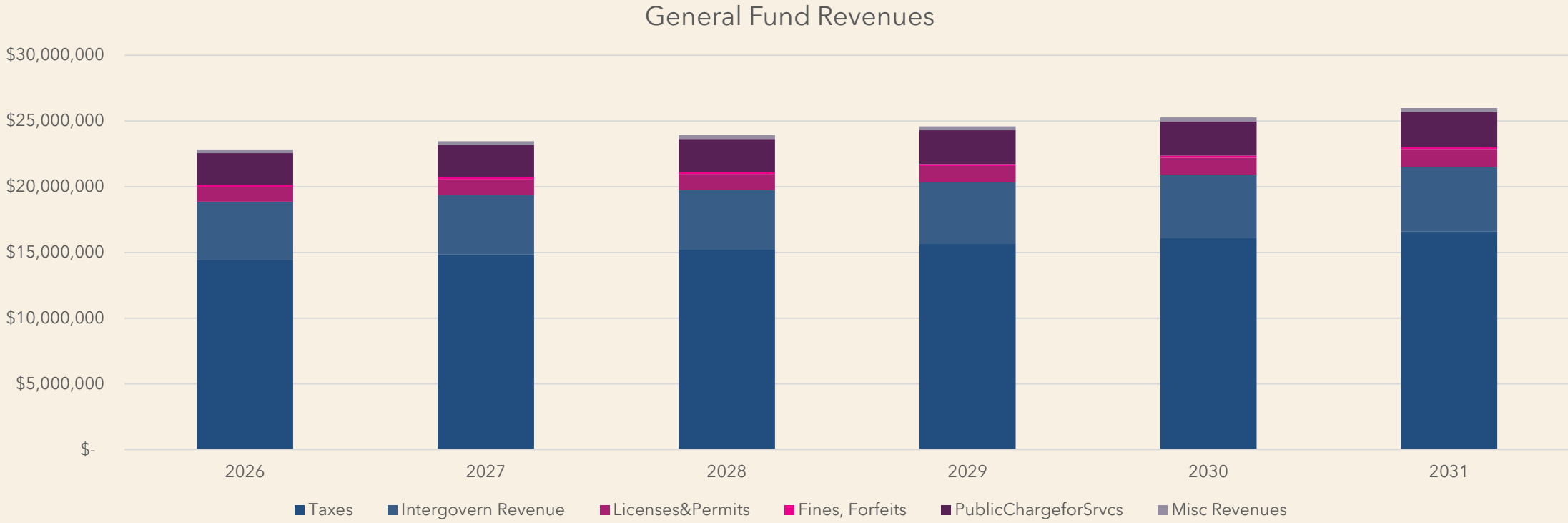
HIGH-GROWTH SCENARIO

REVENUE	2026	2027	2028	2029	2030	2031
Taxes	\$ 14,429,634	\$ 14,835,865	\$ 15,254,152	\$ 15,684,852	\$ 16,128,336	\$ 16,584,984
Intergovern Revenue	\$ 4,427,395	\$ 4,554,174	\$ 4,503,350	\$ 4,636,586	\$ 4,777,298	\$ 4,925,928
Licenses&Permits	\$ 1,123,285	\$ 1,165,108	\$ 1,209,001	\$ 1,255,089	\$ 1,303,481	\$ 1,354,293
Fines, Forfeits	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500	\$ 150,500
PublicChargeforSrvc	\$ 2,415,988	\$ 2,463,653	\$ 2,512,343	\$ 2,562,931	\$ 2,615,490	\$ 2,670,100
Misc Revenues	\$ 294,621	\$ 299,084	\$ 299,084	\$ 299,084	\$ 299,084	\$ 299,084
Total	\$ 22,841,423	\$ 23,468,384	\$ 23,928,430	\$ 24,589,041	\$ 25,274,190	\$ 25,984,889

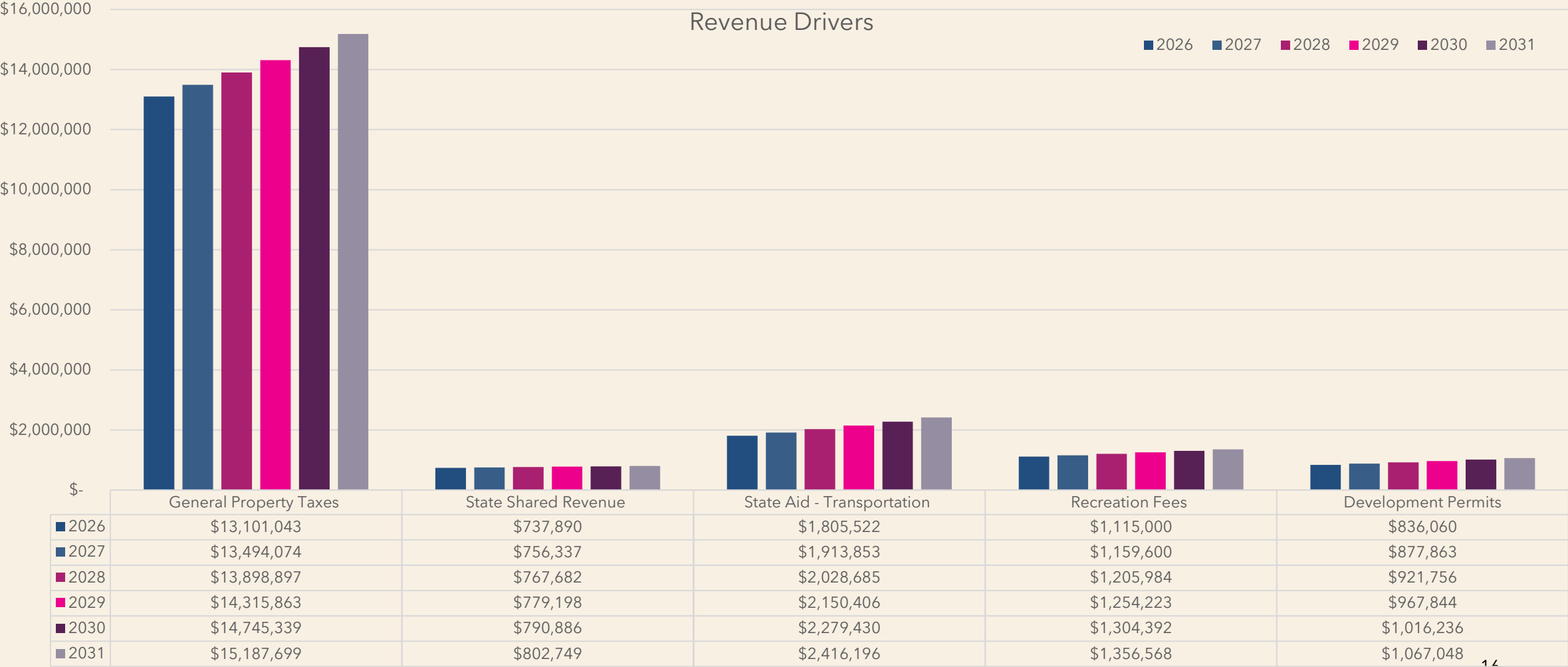
HIGH-GROWTH SCENARIO- REVENUE DRIVERS

REVENUE	2026	2027	2028	2029	2030	2031
General Property Taxes	\$ 13,101,043	\$ 13,494,074	\$ 13,898,897	\$ 14,315,863	\$ 14,745,339	\$ 15,187,699
State Shared Revenue	\$ 737,890	\$ 756,337	\$ 767,682	\$ 779,198	\$ 790,886	\$ 802,749
State Aid - Transportation	\$ 1,805,522	\$ 1,913,853	\$ 2,028,685	\$ 2,150,406	\$ 2,279,430	\$ 2,416,196
Recreation Fees	\$ 1,115,000	\$ 1,159,600	\$ 1,205,984	\$ 1,254,223	\$ 1,304,392	\$ 1,356,568
Development Permits	\$ 836,060	\$ 877,863	\$ 921,756	\$ 967,844	\$ 1,016,236	\$ 1,067,048
Total	\$ 17,595,515	\$ 18,201,728	\$ 18,823,003	\$ 19,467,534	\$ 20,136,283	\$ 20,830,260

HIGH-GROWTH SCENARIO



HIGH-GROWTH - REVENUE DRIVERS

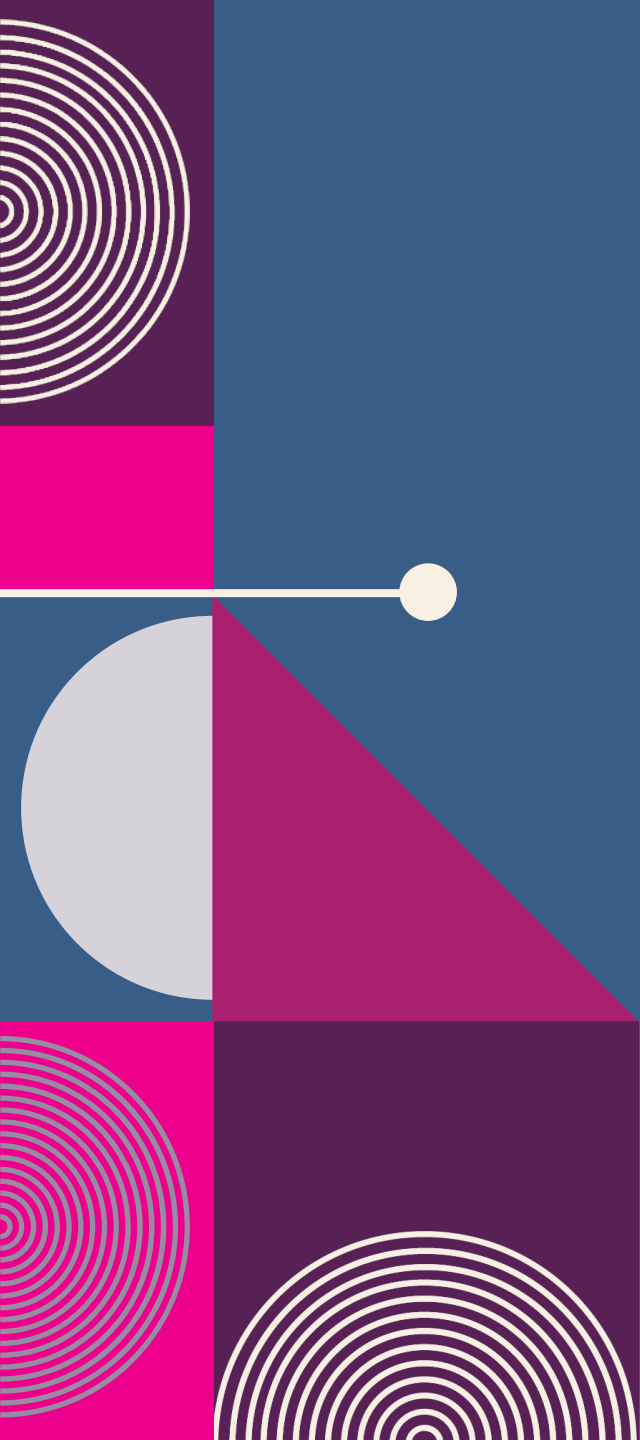


SCENARIO COMPARISON

REVENUE	2026	2027	2028	2029	2030	2031
Low-Growth	\$ 22,841,423	\$ 22,989,507	\$ 23,008,992	\$ 23,208,020	\$ 23,409,628	\$ 23,613,852
Status Quo	\$ 22,841,423	\$ 23,343,459	\$ 23,677,080	\$ 24,201,969	\$ 24,741,542	\$ 25,296,223
High-Growth	\$ 22,841,423	\$ 23,468,384	\$ 23,928,430	\$ 24,589,041	\$ 25,274,190	\$ 25,984,889

CHANGE IN REVENUE BY YEAR

REVENUE	2026	2027	2028	2029	2030	2031
Low-Growth	\$ -	\$ 148,084	\$ 19,485	\$ 199,028	\$ 201,608	\$ 204,224
Status Quo	\$ -	\$ 502,036	\$ 333,621	\$ 524,890	\$ 539,572	\$ 554,682
High-Growth	\$ -	\$ 626,961	\$ 460,046	\$ 660,612	\$ 685,148	\$ 710,699



EXPENSE FORECAST SUMMARY - 5-YEAR OUTLOOK

The expense forecast assumes steady, predictable growth across major cost categories based on recent trends, contractual obligations, and organizational needs.

Key assumptions include:

- **Non-Union Salaries:** Annual increase of **3%**, reflecting market competitiveness and retention needs.
- **Employee Benefits:** Annual increase of **3%**, consistent with recent health insurance and retirement system cost trends.
- **Police Union Salaries:** Annual increase of **8%**, aligning with current contract provisions and anticipated step and COLA adjustments.
- **Fire Union Salaries:** Annual increase of **5%**, aligning with current contract provisions and anticipated step and COLA adjustments.
- **Operating Expenses:** Annual increase of **2.5%**, representing inflationary growth across supplies, materials, and general operation

GENERAL FUND EXPENSES

REVENUE	2026	2027	2028	2029	2030	2031
Salaries & Wages	\$ 11,623,153	\$ 11,955,104	\$ 12,308,856	\$ 12,686,574	\$ 13,089,975	\$ 13,520,898
Benefits	\$ 4,127,485	\$ 4,261,842	\$ 4,400,096	\$ 4,542,366	\$ 4,688,775	\$ 4,839,448
Operating Expenses	\$ 7,017,685	\$ 7,176,369	\$ 7,339,134	\$ 7,506,085	\$ 7,677,332	\$ 7,852,985
Capital Outlay	\$ 73,100	\$ 74,887	\$ 76,718	\$ 78,594	\$ 80,516	\$ 82,485
Grand Total	\$ 22,841,423	\$ 23,468,202	\$ 24,124,803	\$ 24,813,620	\$ 25,536,597	\$ 26,295,815

EXPENSES VS REVENUES BY SCENARIO

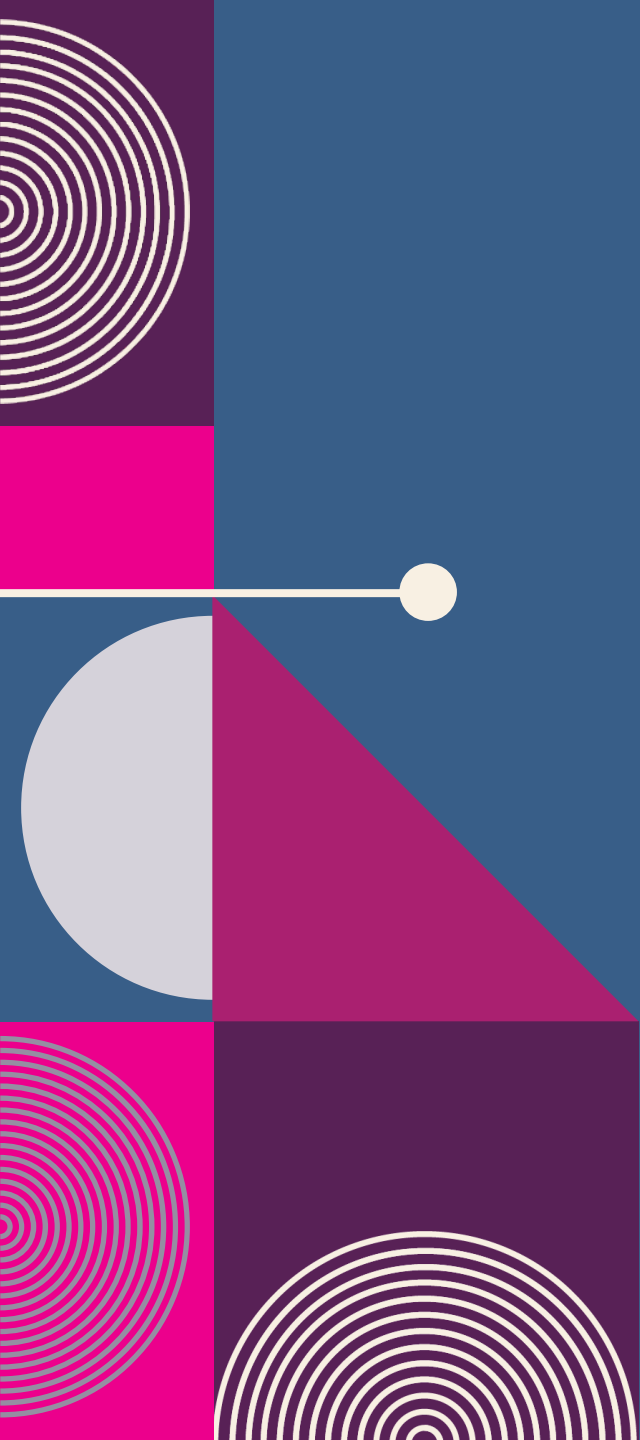
REVENUE	2026	2027	2028	2029	2030	2031
Low-Growth	\$ 22,841,423	\$ 22,989,507	\$ 23,008,992	\$ 23,208,020	\$ 23,409,628	\$ 23,613,852
Status Quo	\$ 22,841,423	\$ 23,343,459	\$ 23,677,080	\$ 24,201,969	\$ 24,741,542	\$ 25,296,223
High-Growth	\$ 22,841,423	\$ 23,468,384	\$ 23,928,430	\$ 24,589,041	\$ 25,274,190	\$ 25,984,889

EXPENSES	\$22,841,423	\$23,468,202	\$24,124,803	\$24,813,620	\$25,536,597	\$26,295,815

FUND GAP	2026	2027	2028	2029	2030	2031
Low-Growth	\$0	(\$478,695)	(\$1,115,811)	(\$1,605,600)	(\$2,126,969)	(\$2,681,963)
Status Quo	\$0	(\$124,743)	(\$447,723)	(\$611,651)	(\$795,055)	(\$999,592)
High-Growth	\$0	\$182	(\$196,373)	(\$224,579)	(\$262,407)	(\$310,926)

Revenues vs Expenses by Scenario by Year





DEBT SERVICE LEVY PROJECTIONS

Debt Service Levy Forecast Summary

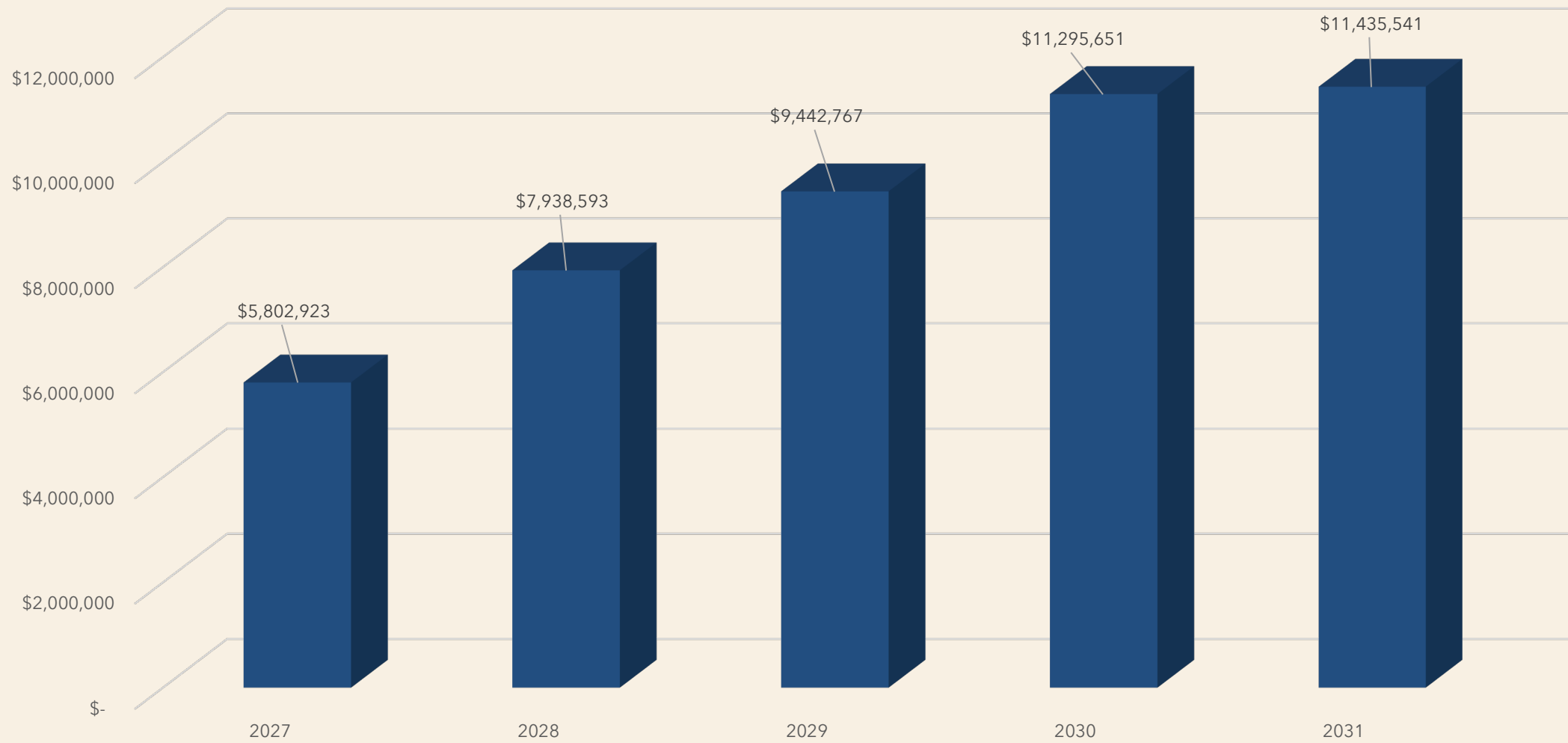
The debt service levy projection is built around the Village's planned capital activity and assumes consistent borrowing practices. The forecast reflects only the costs associated with projects scheduled in the five-year Capital Improvement Plan.

- **Projects Included:** Only capital projects identified in the five-year CIP are incorporated into the forecast.
- **Financing Method:** Assumes all included projects are funded through the issuance of bonds.
- **Debt Structure:** Borrowing terms, amortization schedules, and interest assumptions mirror the structure of previous Village debt issuances.
- **Levy Impact:** Reflects the layering of new debt issuances alongside the paydown of existing obligations, producing a predictable levy trend aligned with project timing.
- **Projects Not Included:** New Fire Station

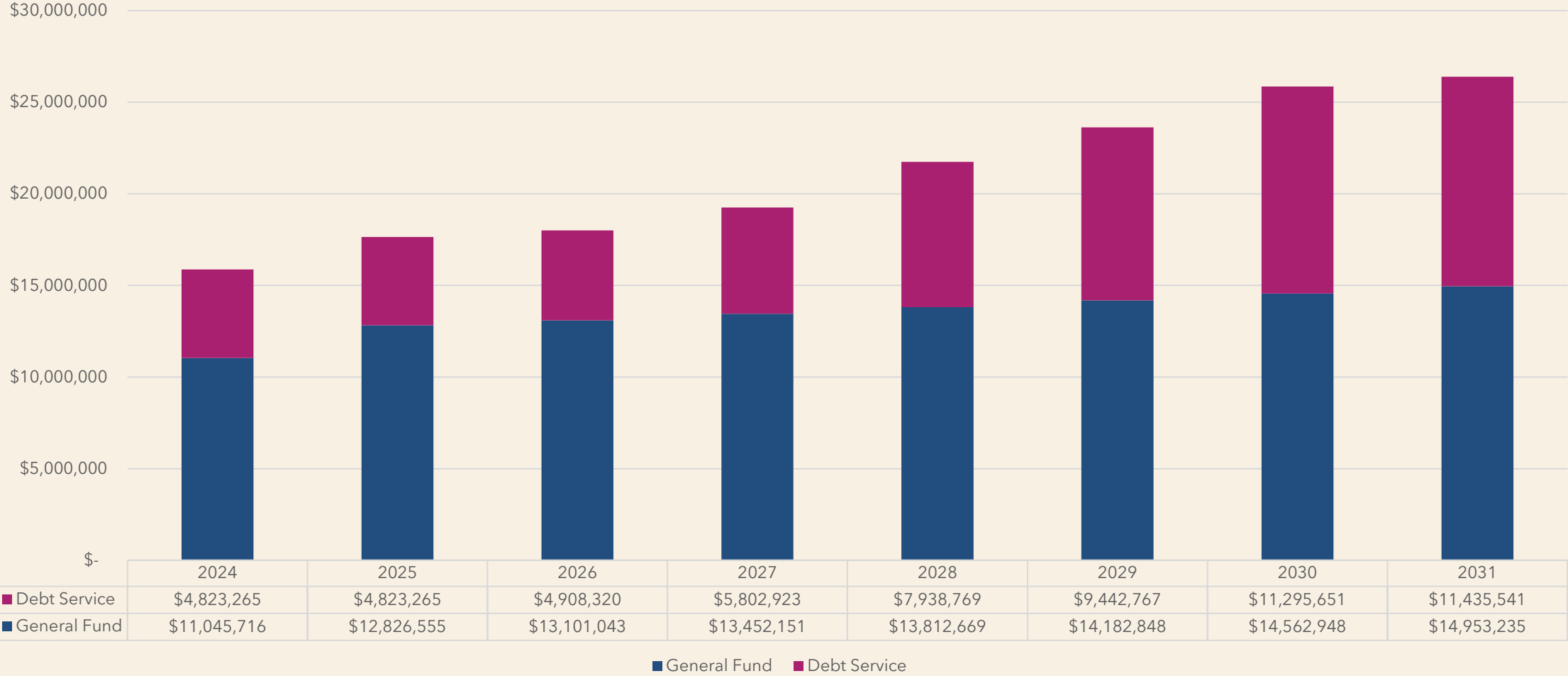
DEBT SERVICE PAYMENTS

Future Principal + Interest Payments	2027	2028	2029	2030	2031
Debt Service Fund - Current	\$ 5,112,923	\$ 4,946,078	\$ 5,083,778	\$ 5,060,090	\$ 5,037,553
2026 Issuance	\$ 1,115,000	\$ 1,140,000	\$ 1,165,000	\$ 1,190,000	\$ 1,215,000
2027 Issuance		\$ 2,277,516	\$ 2,561,998	\$ 2,806,036	\$ 2,267,734
2028 Issuance			\$ 1,056,992	\$ 1,062,301	\$ 1,060,527
2029 Issuance				\$ 1,602,224	\$ 1,610,272
2030 Issuance					\$ 669,456
Less Lease Revenue	(\$425,000)	(\$425,000)	(\$425,000)	(\$425,000)	(\$425,000)
Debt Service Levy	\$ 5,802,923	\$ 7,938,593	\$ 9,442,767	\$ 11,295,651	\$ 11,435,541

Debt Service Levy

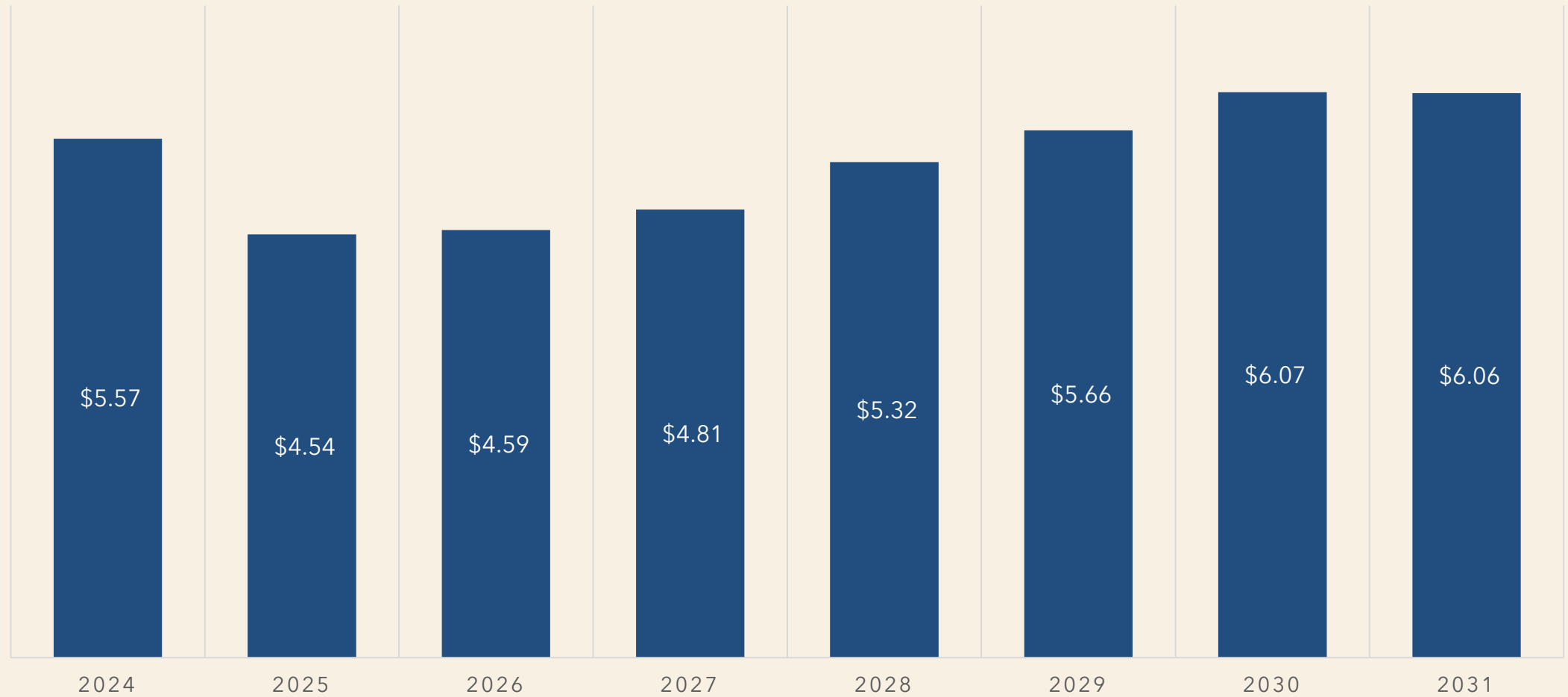


Village Property Tax Levy



TAX RATE

■ Village of Germantown



PROJECTED PROPERTY TAX BILL

	2026	2027	2028	2029	2030	2031
Average Assessed Value	\$ 452,000	\$ 461,582	\$ 471,367	\$ 481,360	\$ 491,565	\$ 501,986
Tax Rate	\$ 4.59	\$ 4.81	\$ 5.32	\$ 5.66	\$ 6.07	\$ 6.06
Village Taxes	\$ 2,074.68	\$ 2,220.21	\$ 2,507.68	\$ 2,724.50	\$ 2,983.80	\$ 3,042.04



THANK YOU

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Presentation

ITEM TITLE: Tax Exempt Properties and Payments in Lieu of Taxes
(DISCUSSION)

SUBMITTED BY: Matthew Uselding, Finance Director

SUMMARY EXPLANATION:

PILOT Agreements – Current and Potential Revenue

The Village of Germantown currently has two active Payment in Lieu of Taxes (PILOT) agreements: one with Fairway Knolls located on Mequon Road, and one with Life Church located on Squire Drive.

- Fairway Knolls contributes an annual PILOT payment of approximately \$226,000.
- Life Church contributes an annual PILOT payment of approximately \$9,300.

These revenues are allocated to the Village's General Fund, helping offset municipal services such as police, fire, road maintenance, and administrative support that are otherwise supported through property taxes.

Potential PILOT Agreement – The Gables

There has been discussion regarding approaching The Gables (owned by Chiara Communities Inc.) to negotiate a PILOT agreement with the Village. The Gables has been tax-exempt since 2018. To estimate a potential PILOT payment, the most recent assessed values for the parcels were increased using the Village-wide change in equalized value:

- **Village Assessed Value Growth (2018 → 2025):**
 - 2018 Total: \$2,512,316,300
 - 2025 Total: \$4,299,021,000
 - Percent Change: 71.12% increase

The updated estimated values were then multiplied by the 2025 mill rate of \$0.0045982390 to estimate potential PILOT revenue.

Estimated 2026 PILOT Revenue – The Gables

Parcel	Estimated 2025 Value	Estimated PILOT
272986	\$13,452,598.90	\$61,858.26
272990	\$4,654,918.18	\$21,404.43
272991	\$18,439,314.54	\$84,788.38
272992	\$171.12	\$0.79

**Total Estimated
Annual Revenue**

\$168,051.85

If a PILOT agreement is negotiated that mirrors the structure of the Fairway Knolls agreement, The Gables could generate approximately \$168,051 annually for the Village's General Fund.

Legal Analysis

Imposition of PILOT agreements can be fraught with challenges. In general, property is presumed to be taxable. Wis. Stat. § 70.109. Exemption from payment of taxes is an act of legislative grace, and the party seeking the exemption bears the burden of proving entitlement. *United Rentals, Inc. v. City of Madison*, 2007 WI App 131, 302 Wis. 2d 245, 733 N.W.2d 322. A property exempt from taxation is also generally exempt from paying fees which amount to a tax. See *Town of Hoard v. Clark County*, 2015 WI App 100, 366 Wis. 2d 239, 873 N.W.2d 241. Given that a pure PILOT agreement effectively involves the imposition of a tax on otherwise exempt property, the Village cannot ordinarily unilaterally impose such a requirement.

Instead, PILOTs typically are the result of negotiation where both sides have equal bargaining position. Thus, for example, the Fairway Knolls agreement was entered into as part of the negotiation for the development itself – effectively the Village was concerned about approving a tax-exempt use on one of its main commercial corridors. As an inducement to approving the development in that location, the PILOT was offered by the developer and subsequently negotiated. Unless there is some need or request from a tax-exempt property, it is hard to image why the owner would voluntarily submit itself to taxation through a PILOT.

There has also been some suggestion that a municipality cannot be the party which asks for or demands a PILOT, instead requiring the owner to make the offer. The Village Attorney could not find any legal support for this position, although there is some potential basis found in the concept of equal bargaining position. An unsophisticated owner might feel improperly obliged to consent to a PILOT simply because it is the municipality asking. In these circumstances, having the offer come from the owner is some evidence of the balanced bargaining positions.

ATTACHMENT:

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Action Item

ITEM TITLE: A Resolution To Adopt The Agreement For The Operation Of The Mid-Moraine Municipal Court (ACTION)

SUBMITTED BY: Matthew Uselding, Finance Director

SUMMARY EXPLANATION:

The attached redlined version of the Agreement For the Operation of the Mid-Moraine Municipal Court shows the full revisions made to the updated agreement, which received a comprehensive rewrite rather than minor modifications. The agreement was modernized to improve clarity, update outdated terminology and statute references, and streamline its structure.

The most significant change is the creation of exhibits to document procedures for municipalities joining or withdrawing from the court. Previously, this information was written directly into the body of the agreement, requiring full rewrites with every membership change. By moving these details into exhibits, future updates will only require revisions to the exhibits—not to the agreement itself.

The exhibits will include the addition of the Village of Fredonia and the City of Sheboygan Falls, who will be joining the joint municipal court. Their membership will be reflected in the exhibits without requiring further revisions to the agreement language.

ATTACHMENT:

1. MMMC Operating Agmt - Redline
2. MMMC Operating Agreement eff 2026 - Clean
3. RES 32-2025 Mid-Moraine Court Operation Agreement

STAFF RECOMMENDATION:

Approve Agreement for the Operations of the Mid-Moraine Municipal Court

ACTION BY COMMITTEE:

~~FIFTEENTH-AMENDED-AGREEMENT~~
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT
~~(§66.0301, Wisconsin Statutes)~~

_____ This Agreement is entered into by and between the City of Cedarburg, Village of Germantown, Village of Grafton, City of Hartford, Town of Hartford, Town of Fredonia, Village of Fredonia, Village of Jackson, Village of Kewaskum, City of Mequon, Village of Newburg, Town of Polk, City of Port Washington, Village of Saukville, City of Sheboygan Falls, Village of Slinger, Village of Thiensville, Town of Trenton, ~~and~~ City of West Bend, and Town of West Bend, municipal corporations organized and existing under the laws of the State of Wisconsin (each a “Member Municipality” and collectively the hereinafter called the “Member Municipalities”), pursuant to Wis. Stat. § 66.0301.

_____ The Member Municipalities contract and agree as follows:

1. **GENERAL.** The Mid-Moraine Municipal Court (the “Municipal Court”) shall be organized and shall operate pursuant to the *Wisconsin Statutes*, the ordinances adopted by the Member Municipalities, and the terms of this Agreement. In the event of conflicts, the provisions of the *Wisconsin Statutes* shall govern.
2. **ORGANIZATION.** Except for matters required by statutes to be determined by the respective governing bodies of Member Municipalities, the general operation of the Municipal Court shall be governed by the Municipal Court Judge (the “Judge”) and the Court Administrative Committee.
3. **COURT ADMINISTRATIVE COMMITTEE.**
 - (a) **Composition.** The Court Administrative Committee shall be comprised of one representative of each Member Municipality, who shall be appointed by the mayor, president, or chairman of the Member Municipality, subject to confirmation by the ~~municipality’s~~ Member Municipality’s governing body. ~~In order to~~ To assure participation and continuity of representation, each Member Municipality may provide ~~for~~ an alternate representative who shall act on Court Administrative Committee matters in the absence of the representative. Neither the representative nor the alternative representative of a Member Municipality shall be a police officer for the municipality or an attorney representing the municipality.
 - (b) **Powers and Duties.** ~~The Consistent with the terms of this Agreement, the Court~~ Administrative Committee shall have general control over the operation of the ~~court~~ Municipal Court, except where such control is specifically granted to the Judge or the governing bodies by statute or this Agreement, in which case the Court Administrative Committee shall be able to provide a ~~recommendation~~ agency. ~~The Administrative Committee shall be responsible for the selection of the Clerk of the Municipal Court, subject to appointment by the Judge. The Administrative Committee shall recommend to the governing bodies for determination the salary of the Judge and the number and salary of the Clerks and/or Deputy Clerks.~~ The Court Administrative Committee shall cause appropriate bank accounts to be established for the deposit of all fees, forfeitures, assessments, and costs paid into the ~~court~~ Municipal Court and shall

adopt appropriate accounting procedures to ensure the proper handling of said funds.
The Court Administrative Committee shall, ~~with the assistance of the Clerk and Judge,~~
~~prepare an annual budget for the operation of the court review and approve the annual~~
~~budget of the Municipal Court, as prepared by the Clerk and Judge.~~

- (c) **Procedure and Voting.** ~~Meetings of t~~The Court Administrative Committee shall be governed by *Robert's Rules of Order Revised*. A majority of the members of the Court Administrative Committee representing participating Member Municipalities ~~committee~~ shall constitute a quorum. A majority vote shall be required to adopt any motion or resolution.

(d)

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~~(d)~~ **Voting Members.** The duly appointed and confirmed representative or alternate representative of each Member Municipality shall be a permanent voting member of the Court Administrative Committee.

(e) **Officers.** The Officers of the Court Administrative Committee shall consist of a President, Vice President, Treasurer and Deputy Treasurer.

(f) **Term.** Officers shall serve a term of three years. No ~~member-Officer~~ may serve in the same office for more than one term, except the Treasurer and Deputy Treasurer ~~who~~ may serve for two consecutive terms, and except as otherwise provided in paragraph (j) of this section. The term of office of each Officer shall begin on ~~July 1~~ and end on ~~June-June~~ 30.

(g) **Compensation.** Officers and representatives shall serve without compensation.

(h) **Nominating Committee.** The President shall appoint a ~~Nominating-nominating subCommittee-committee~~ consisting of three ~~representatives-members~~ on the Court Administrative Committee. The Nominating Committee shall endeavor to provide at least two candidates for each open ~~seat~~Officer position, except the Nominating Committee need not find two candidates for a seat held by an incumbent that is seeking reelection.

(i) **Election of Officers.** Officers shall be elected by the Court Administrative Committee at ~~their-its~~ Spring meeting.

(j) **Vacancies.** Vacancies in the Vice President or Deputy Treasurer ~~any-Officer~~-position shall be filled by the ~~Court Administrative-Committee~~President. Any person filling an unexpired term ~~of an-Officer~~ may serve in that ~~same~~-capacity until ~~June 30 when~~ the term expires. Any such time spent filling an unexpired term shall not count toward the term limits identified in paragraph (f) of this section.

(k) **Duties of the President.** The President shall preside ~~at-over~~ all meetings of the Court Administrative Committee; perform the duties customary to that office; appoint members of the standing committees; appoint such special committees as are necessary for the proper functioning of the Court Administrative Committee; fill vacancies in accordance with this Agreement; and perform such other functions as designated herein.

(l) **Duties of the Vice President.** The Vice President shall act as President in the event of ~~the~~ President's absence or inability to serve and during any period in which the office of President is vacant. The Vice President shall become President after the President's term is completed.

(m) **Duties of Treasurer.** The Treasurer shall act as Treasurer of the Court Administrative ~~Committee~~ and; perform the duties customary to that office.

(n) **Duties of Deputy Treasurer.** The Deputy Treasurer shall act as Treasurer in the event of the Treasurer's absence or inability to serve and during any period in which the office of Treasurer is vacant. The Deputy Treasurer shall become Treasurer after the Treasurer's term is completed.

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4. JUDGE'S SALARY. The salary of the Judge shall be set by the Court Administrative Committee in accordance with Wis. Stat. § 755.04.

5. COURT PERSONNEL.

- (a) **Clerk.** The selection of the Clerk of the Municipal Court shall be made by the Judge and approved by the Court Administrative Committee. The Clerk must be appointed by the Judge pursuant to Wis. Stats. § 755.01 and § 755.10.
- (b) **Compensation.** The salary and fringe benefits of the Clerk and any other court personnel shall be established by a majority of the governing bodies of Member Municipalities of the Court Administrative Committee after receiving the recommendation of the personnel and finance subcommittees.
- (c) **Administration.** The Judge, Clerk and any other court personnel shall be employees of the Municipal Court.

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6. FORFEITURES, FEES, PENALTY ASSESSMENTS, AND COSTS. All forfeitures, fees, penalty assessments, domestic abuse assessments, and costs paid to the Municipal Court under a judgment before the Municipal Judge shall be paid-disbursed to the respective municipal-Member Municipality treasurers within seven (7) daysone (1) month after receipt of the money by the Municipal Judge or other court personnelMunicipal Court. At the time of the payment, the Municipal Judge shall report to the treasurers the title of the action, the offense for which a forfeiture was imposed, and the total amount of the forfeiture, fees, penalty assessment, domestic abuse assessments, and costs if any. The treasurers-Municipal Court shall disburse the fees, costs, and assessments as provided in Wis. Stats. §§ 165.87(2), 167.31(5), 346.655(2), 814.65(1), and 973.055(2)the Wisconsin Statutes. The Municipal Court may collect statutory fees and costs for any case that is settled between the parties following the entry of a judgment. All jail assessments paid to the Municipal Court under a judgment before the Municipal Judge shall be paid to the respective county treasurers within seven (7) days after receipt of the money by the Municipal Judge or other court personnelon a monthly basis. The municipal portions of the court costs, as provided in Wis. Stat. § 814.65(1), shall be maintained in the Municipal Court operational account. Any excess revenue over budgeted expenditures shall be disbursed at the end of the fiscal year. All forfeitures shall be disbursed at least monthly to the Member Municipality for which judgment was entered.

7. BUDGET PROCESS.

- (a) **Time and Approval.** The Clerk and the Judge shall submit a proposed budget to the Court Administrative Committee annually no later than November 15th of each year for the next succeeding year. Approval by a majority of all of the Court Administrative Committee members shall constitute approval ofapprove the budget.
- (b) **Court Costs.** The local share of the court costs required to be collected pursuant to Wis. Stats. § 814.65(1) shall be applied to the expenses of the courtMunicipal Court as determined in the budget. The local share shall not be credited to a Member Municipality's account.
- (c) **Expenses.** The net expenses, whether denominated start-up expenses, capital expenditures, operating expenses, or otherwise, and including those charged under Section ¶5, after application of the local share of court costs, shall be paid by the Municipal Court, which shall in turn charge each of the Member Municipalities its

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share. ~~Each Member Municipality's share shall be determined as follows:~~

~~(1) For the year 1991, the shares shall be proportional to the populations of the Member Municipalities as estimated by the Wisconsin Department of Administration for 1989.~~

~~(2) For the year 1992, the shares shall be proportional to the populations of the Member Municipalities as determined by the 1990 federal census.~~

~~(3) For the year 1993, the shares shall be proportional to the populations of the Member Municipalities as estimated by the Department of Administration for 1992.~~

~~(4) For each year thereafter, the total amount of the expenses assessed to each Member Municipality shall be paid proportional to the number of citations and complaints filed with the courtMunicipal Court by each Member Municipality during the current calendar year, except as otherwise specifically provided below. All Member Municipalities are required to pay at least 0.25% of the CourtMunicipal Court's total expenses, except as otherwise provided in this Agreement.~~

~~(5) For the year 1996, the Village of Grafton shall pay 11.54% and the City of Port Washington shall pay 13.61% of the net expenses of the court. Thereafter, the shares of those municipalities shall be determined based on the number of citations and complaints filed as provided above. In addition to the amounts payable under this paragraph, the Village of Grafton shall pay to the court \$4,214.01 in three annual installments of \$1,404.67 each; and the City of Port Washington shall pay to the court \$4,232.67 in three annual installments of \$1,410.89 each. The additional payments shall be made by January 15th of each of the years 1996, 1997, and 1998.~~

~~(6) In addition to the amounts payable under this paragraph, the Town of Erin shall pay to the court \$1,053.65 in three annual installments of \$351.22 each; the Village of Germantown shall pay to the court \$5,265.04 in three annual installments of \$1,755.01 each; the Town of Hartford shall pay to the court \$1,152.32 in three annual installments of \$384.11 each; the Village of Saukville shall pay to the court \$1,333.77 in three annual installments of \$444.59 each; and the Town of Trenton shall pay to the court \$1,381.52 in three annual installments of \$460.51 each. The additional payments shall be made by January 15th of each of the years 1999, 2000, and 2001.~~

~~(7) In addition to the amount payable under this paragraph, the Village of Newburg shall pay to the court \$984.03 in three annual installments of \$328.01 each. The payments shall be made by January 15th of each of the years 2001, 2002, and 2003.~~

~~(8) In addition to the amount payable under this paragraph, the City of Cedarburg shall pay to the court \$6,144.18 in three annual installments of \$2,048.06 each. The payments shall be made by March 15th of each of the years 2003, 2004, and 2005.~~

~~(9) In addition to the amount payable under this paragraph, the Village of Fredonia shall pay to the court \$819.95 in three annual installments of \$273.32 each. The payments shall be made by March 15th of each of the years 2006, 2007, and 2008.~~

~~(10) In addition to the amount payable under this paragraph, the Village of Thiensville shall pay to the court \$2,150.02 in three annual installments of \$716.67 each. The payments shall be made by March 15th of each of the years 2010, 2011, and 2012.~~

| _____

| **Fifteenth Agreement**

~~(11) — In addition to the amount payable under this paragraph, the City of Mequon shall pay to the court \$10,780.80 in three annual installments of \$3,593.60 each. The payments shall be made by March 15th of each of the years 2011, 2012, and 2013.~~

~~(12) — In addition to the amounts payable under this paragraph, the Big Cedar Lake Protection and Rehabilitation District shall pay to the court \$409.26 in three annual installments of \$136.42 each; the Town of Polk shall pay to the court \$1,961.67 in three annual installments of \$653.89 each; and the Town of West Bend shall pay to the court \$2,377.80 in three annual installments of \$792.60 each. The payments shall be made by January 25th of each of the years 2023, 2024, and 2025.~~

8. LOCATION OF SESSIONS. Each Member Municipality shall provide a place for the Judge to hold court, or it may authorize him or her to hold court in another Member Municipality at a convenient place. Court sessions shall be held exclusively in each such place at least ~~one-~~monthly~~quarterly~~ and, to the extent reasonably possible, at a convenient time for the Member Municipality bringing the action.
9. CONTRACT ADMINISTRATION AND AMENDMENTS~~DISCONTINUATION OF AGREEMENT.~~ The affirmative vote of a majority of all the governing bodies of Member Municipalities shall be required to adopt any resolution pertaining to the operation of the court.Revisions to this Agreement, including to add or remove a Member Municipality, shall constitute a discontinuation of the Agreement and formation of a new Municipal Court operating agreement. Consistent with Wis. Stat. § 755.01(4), adoption of a new agreement may only be effected by the enactment of identical ordinances by each affected municipality. A template for this ordinance is attached as Exhibit 1.
10. WITHDRAWAL OF MEMBER MUNICIPALITY. ~~Any~~ Member Municipality may withdraw from this Agreement by giving notice in writing to the Judge no later than August 31st of any year (the “Withdrawal Year”). Upon giving such notice, the Member Municipality’s participation in the Municipal Court shall terminate at the end of ~~said-ythe~~ Withdrawal Year. A withdrawing Member Municipality shall have no obligation to reimburse the Municipal Court for expenses assessed pursuant to Section 7(c) for any year after the Withdrawal Year. The withdrawing Member Municipality shall cease to be a Member Municipality at the end of the term for which the Judge has been elected or appointed and upon adoption of a new agreement pursuant to Wis. Stat. § 755.01(4) and Section 9 of this Agreement.
- ~~Any member requesting to withdraw from this Agreement and thus from the Municipal Court will shall be responsible for reimbursing the Municipal Court for all actual legal fees incurred by the Municipal Court as a result of their withdrawal request. If more than one municipality withdraws, those costs shall be equally shared between the member municipalities. The Member Municipalities that have noticed their withdrawal from the Municipal Court are identified in Exhibit 2.~~
11. ADDITIONAL-NEW MEMBER MUNICIPALITIES. Additional municipalities may become Member Municipalities under such conditions as may be determined by the Court Administrative Committee. A municipality shall become a Member Municipality only upon adoption of a new agreement pursuant to the procedures specified in Wis. Stat. § 755.01(4) and Section 9 of this Agreement upon approval by the governing bodies of all the existing-

~~Member Municipalities. A written request to join the Mid-Moraine Municipal Court must be submitted no later than August 1st of any given year and shall be effective January 1st of the following year unless the member municipality requesting to join is discontinuing their current Municipal Court (see Wis. Stat. §755.01(4)) in which case the effective date shall be May 1st once their current Municipal Court has been discontinued.~~

~~The Member Municipalities that have joined the Municipal Court for the first time as a result of this Agreement, as well as the effective dates for membership and the first-time Member Municipality expense allocations, are identified in Exhibit 3.~~

12. DISCONTINUATION EXPENSES.

~~Any municipality that withdraws from this Agreement or seeks to join the Municipal Court for the first time shall be responsible for reimbursing the Municipal Court for all actual costs incurred by the Municipal Court as a result of the discontinuation of this Agreement and formation of a new agreement, to include legal fees. If more than one municipality withdraws or seeks to join the Municipal Court prior to discontinuation of this Agreement, such costs shall be shared equally between such municipalities.~~

~~Any member requesting to join the Mid-Moraine Municipal Court will be responsible for reimbursing the Municipal Court for all actual legal fees incurred by the Municipal Court as a result of their request to join. If more than one municipality is requesting to join the Court, those costs shall be equally shared between the member municipalities.~~

~~Any municipality requesting to join that is discontinuing their current Municipal Court shall be responsible for all actual fees associated with the transfer of court data to the Mid-Moraine Municipal Court's software program.~~

13. DISSOLUTION-ABOLITION OF MUNICIPAL COURT. ~~The Municipal Court shall not be abolished while this Agreement is in effect. Upon dissolution-abolition of the Municipal Court, any surplus of assets over expenses held by the Municipal Court shall be distributed to the Member Municipalities in proportion to their contributions to the expenses of the Municipal Court over the life of the Agreement. A Member Municipality that has withdrawn from the Municipal Court shall not be entitled to any such distribution.~~

- ~~14. SURVIVAL OF OBLIGATIONS. The obligation to contribute to expenses under ¶Section 7(c) and the right to receive distributions under Section ¶6 shall survive the withdrawal from or termination/discontinuation of the Agreement or dissolution of the Municipal Court, except that a municipality which withdraws shall not be responsible for expenses incurred after its withdrawal as otherwise provided in this Agreement.~~

This agreement ~~as amended~~ is effective on ~~August~~January 1, 202653.

SIGNATURE PAGES FOLLOW

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AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT

SIGNATURE PAGES

CITY OF CEDARBURG

Approved on: _____ By: _____
[Name], Mayor
Attest: _____
[Name], Clerk

TOWN OF FREDONIA

Approved on: _____ By: _____
[Name], President
Attest: _____
[Name], Clerk

VILLAGE OF FREDONIA

Approved on: _____ By: _____
[Name], President
Attest: _____
[Name], Clerk

VILLAGE OF GERMANTOWN

Approved on: _____ By: _____
[Name], President
Attest: _____
[Name], Clerk

AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT

SIGNATURE PAGES

VILLAGE OF GRAFTON

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF HARTFORD

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

TOWN OF HARTFORD

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

VILLAGE OF JACKSON

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF KEWASKUM

Approved on: _____ By: _____
[Name], President

Attest: _____
[Name], Clerk

AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT

SIGNATURE PAGES

VILLAGE OF KEWASKUM

Approved on: _____ By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF MEQUON

Approved on: _____ By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

VILLAGE OF NEWBURG

Approved on: _____ By: _____
[Name], President

Attest: _____
[Name], Clerk

TOWN OF POLK

Approved on: _____ By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

| _____

| **Fifteenth Agreement**

CITY OF PORT WASHINGTON

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

AGREEMENT
FOR THE OPERATION OF THE
MID-MORaine MUNICIPAL COURT

SIGNATURE PAGES

VILLAGE OF SAUKVILLE

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF SHEBOYGAN FALLS

Approved on: _____ By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF SLINGER

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF THIENSVILLE

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT

SIGNATURE PAGES

TOWN OF TRENTON

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

CITY OF WEST BEND

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

TOWN OF WEST BEND

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

EXHIBIT 1

Ordinance Template for Adopting the Operating Agreement”¹

AN ORDINANCE TO ADOPT THE AGREEMENT FOR THE OPERATION OF THE
MID-MORAINES MUNICIPAL COURT PER § 66.0301 OF THE WISCONSIN STATUTES

THE (COMMON COUNCIL) (VILLAGE BOARD) (TOWN BOARD) OF THE
OF , DO ORDAIN AS FOLLOWS:

SECTION 1.

1) Municipal Court Created

Establishment: Pursuant to the authority granted by Chapter 755 of the Wisconsin Statutes, there is hereby created and established a joint municipal court to be designated the “Mid-Moraine Municipal Court,” which will become operative and function on January 1, 2026.

Agreement: The (Town)(Village)(City) hereby approves the attached “Agreement for the Operation of the Mid-Moraine Municipal Court” (the “Agreement”). The (Common Council)(Village Board)(Town Board) is directed to sign and execute the Agreement in accordance with Wis. Stat. § 66.0301.

2) Municipal Judge

Qualifications: The joint court shall be under the jurisdiction of and presided over by a municipal judge, (who shall be an attorney licensed to practice law in Wisconsin, and) who resides in one of the municipalities that is a party to the Agreement forming this joint court.

Oath and Bond: The Judge shall, after election or appointment to fill a vacancy, take and file the official oath as prescribed in §757.02(1), Wis. Stats., and at the same time execute and file an official bond. The judge shall not act until the oath and bond have been filed as required by ~~§19.01(4)(e) Wis. Stats.~~the statutes, and the requirements of §755.03(2) have been complied with.

Salary: The salary of the municipal judge shall be fixed by the municipalities that are parties to the Agreement which shall be in lieu of fees and costs. No salary shall be paid for any time during the term during which such Judge has not executed the official bond or official oath, as required by §755.03, Wis. Stats., and filed pursuant to ~~§19.01(4)(e) Wis. Stats.~~Wisconsin statutes. The municipalities may by separate ordinance allocate funds for the administration of the municipal court pursuant to §66.0301 Wis. Stats.

¹ Note: Template ordinance adopted from Wisconsin Supreme Court “Starting a Municipal Court” guide, October 2017, available at: <https://www.wicourts.gov/courts/municipal/docs/startcourt.pdf>.

3) Elections

Term: The municipal judge shall be elected at large in the spring election in odd-numbered years for a term of four years commencing on May 1. All candidates for the position of municipal judge shall ~~be nominated by nomination papers as provided in §8.10, Wis. Stats., and selection at a primary election if such is held as provided in §8.11, Wis. Stats.~~ The Elections Division of the Government Accountability Board shall serve as filing officer for the candidates follow the requirements of the statute.

Electors: Electors in all municipalities that are parties to the Agreement shall vote for judge.

4) Jurisdiction

The municipal court shall have jurisdiction over incidents occurring on or after January 1, 2026 as provided in Article VII, §14 of the Wisconsin Constitution, §§ 755.045 and 755.05, Wis. Stats., and as otherwise provided by State Law. In addition, it shall have exclusive jurisdiction over actions in the municipalities that are parties to the Agreement seeking to impose forfeitures for violations of municipal ordinances, resolutions and by-laws.

The municipal judge may issue civil warrants to enforce matters under the jurisdiction of the municipal court under §755.045(2), §66.0119, Wis. Stats.

The municipal court has jurisdiction over juvenile offenders when a municipality that is party to the Agreement enacts an ordinance under the authority of §938.17(2)(cm), Wis. Stats.

5) Municipal Court

Hours: The municipal court shall be open at such location and at such times as determined by the governing bodies of the municipalities that are parties to the Agreement and the municipal judge.

Employees: The Judge shall, in writing, appoint such clerks and deputy clerks as authorized and funded by the of the municipalities that are parties to the Agreement.

6) Collection of Forfeitures and Costs

The municipal judge may impose punishment and sentences as provided by Chapters 800 and 938 Wis. Stats., and as provided in the ordinances of the municipalities that are parties to the Agreement. All forfeitures, fees, assessments, surcharges and costs shall be paid to the treasurer of the municipality on a quarterly basis after receipt of the money by the municipal court. At the time of the payment, the municipal court shall report to the treasurer the title of the action, the nature of the offenses and total amount of judgments imposed in actions and proceedings in which such monies were collected.

7) Contempt of Court

The municipal judge, after affording an opportunity to the person accused to be heard in defense, may impose a sanction authorized under §800.12 Wis. Stats. and may impose a forfeiture therefore not to exceed two-hundred dollars (\$200) or upon nonpayment of the forfeiture and the assessments thereon, a jail sentence not to exceed seven (7) days.

8) Abolition

The municipal court hereby established shall not be abolished while the Agreement is in effect.

SECTION 2

All ordinances or parts of ordinances contravening or inconsistent with the provisions of this ordinance be and are hereby repealed.

SECTION 3

This ordinance shall take effect and be in full force and effect from and after its passage by the municipalities that are parties to the Agreement and publication as required by law. All prior versions of the Agreement shall be discontinued upon the Agreement taking effect.

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EXHIBIT 2

Withdrawn Member Municipalities

The Town of Polk and Town of West Bend (the “Withdrawn Member Municipalities”) have withdrawn from the Municipal Court, effective January 1, 2025.

The Withdrawn Member Municipalities shall have no obligation to reimburse the Municipal Court for expenses pursuant to Section 7(c) of this Agreement. The Withdrawn Member Municipalities may not participate in the Municipal Court (i.e., may not send citations to the Municipal Court) but will remain Member Municipalities until the end of the Judge’s term on April 630, 2027.

The Withdrawn Member Municipalities are exempt from the requirement to reimburse the Municipal Court for expenses arising from their withdrawals pursuant to Section 12, as their withdrawals were noticed under a prior agreement, which did not include such a requirement.

EXHIBIT 3

First-Time Member Municipalities

The City of Sheboygan Falls (“Sheboygan Falls”) and the Town of Fredonia (“Fredonia”) have joined the Municipal Court for the first time as a result of this Agreement (the “First-Time Member Municipalities”).

Effective Dates: Sheboygan Falls’ membership in the Municipal Court shall be effective on ~~[Date]~~ May 1, 2026. Fredonia’s membership shall be effective on ~~[Date]~~ January 1, 2026.

First-Time Member Municipality Expense Allocations: The First-Time Member Municipalities shall be responsible for certain fees associated with formation of this Agreement and joining the Municipal Court, as detailed below:

- Capital Expenditures: In addition to the amounts payable under Section 7(c), Sheboygan Falls and Fredonia shall each pay the Municipal Court a total of ~~\$~~ \$4,377.29 which shall be paid in three annual installments of ~~\$~~ \$1,459.10. The payments shall be made by January 15 of each of the years 2026, 2027, and 2028.
- Data Transfer Fee: By ~~[Date]~~ July 31, 2026, Sheboygan Falls shall pay the Municipal Court ~~\$~~ any reimbursement due to to reimburse the Municipal Court for costs incurred by the Municipal Court related to the transfer of data from Sheboygan Falls’ former municipal court to the Municipal Court.
- Discontinuation Agreement Expenses: Sheboygan Falls and Fredonia shall each pay the Municipal Court ~~\$~~ \$1,113.00 to reimburse the Municipal Court for costs incurred by the Municipal Court related to the formation of this Agreement.

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AGREEMENT FOR THE OPERATION OF THE MID-MORaine MUNICIPAL COURT

This Agreement is entered into by and between the City of Cedarburg, Village of Germantown, Village of Grafton, City of Hartford, Town of Hartford, Town of Fredonia, Village of Fredonia, Village of Jackson, Village of Kewaskum, City of Mequon, Village of Newburg, Town of Polk, City of Port Washington, Village of Saukville, City of Sheboygan Falls, Village of Slinger, Village of Thiensville, Town of Trenton, City of West Bend, and Town of West Bend, municipal corporations organized and existing under the laws of the State of Wisconsin (each a “Member Municipality” and collectively the “Member Municipalities”), pursuant to Wis. Stat. § 66.0301.

The Member Municipalities contract and agree as follows:

1. GENERAL. The Mid-Moraine Municipal Court (the “Municipal Court”) shall be organized and shall operate pursuant to the *Wisconsin Statutes*, the ordinances adopted by the Member Municipalities, and the terms of this Agreement. In the event of conflicts, the provisions of the *Wisconsin Statutes* shall govern.
2. ORGANIZATION. Except for matters required by statutes to be determined by the respective governing bodies of Member Municipalities, the general operation of the Municipal Court shall be governed by the Municipal Court judge (the “Judge”) and the Court Administrative Committee.
3. COURT ADMINISTRATIVE COMMITTEE.
 - (a) **Composition.** The Court Administrative Committee shall be comprised of one representative of each Member Municipality, who shall be appointed by the mayor, president, or chairman of the Member Municipality, subject to confirmation by the Member Municipality’s governing body. To assure participation and continuity of representation, each Member Municipality may provide an alternate representative who shall act on Court Administrative Committee matters in the absence of the representative. Neither the representative nor the alternative representative of a Member Municipality shall be a police officer for the municipality or an attorney representing the municipality.
 - (b) **Powers and Duties.** Consistent with the terms of this Agreement, the Court Administrative Committee shall have general control over the operation of the Municipal Court, except where such control is specifically granted to the Judge or the governing bodies by statute or this Agreement, in which case the Court Administrative Committee shall be able to provide a recommendation. The Court Administrative Committee shall cause appropriate bank accounts to be established for the deposit of all fees, forfeitures, assessments, and costs paid into the Municipal Court and shall adopt appropriate accounting procedures to ensure the proper handling of said funds. The Court Administrative Committee shall review and approve the annual budget of the Municipal Court, as prepared by the Clerk and Judge.

- (c) **Procedure and Voting.** Meetings of the Court Administrative Committee shall be governed by *Robert's Rules of Order Revised*. A majority of the members of the Court Administrative Committee representing participating Member Municipalities shall constitute a quorum. A majority vote shall be required to adopt any motion or resolution.
- (d) **Voting Members.** The duly appointed and confirmed representative or alternate representative of each Member Municipality shall be a permanent voting member of the Court Administrative Committee.
- (e) **Officers.** The Officers of the Court Administrative Committee shall consist of a President, Vice President, Treasurer and Deputy Treasurer.
- (f) **Term.** Officers shall serve a term of three years. No Officer may serve in the same office for more than one term, except the Treasurer and Deputy Treasurer may serve for two consecutive terms, and except as otherwise provided in paragraph (j) of this section. The term of office of each Officer shall begin on July 1 and end on June 30.
- (g) **Compensation.** Officers and representatives shall serve without compensation.
- (h) **Nominating Committee.** The President shall appoint a nominating subcommittee consisting of three members on the Court Administrative Committee. The Nominating Committee shall endeavor to provide at least two candidates for each open Officer position, except the Nominating Committee need not find two candidates for a seat held by an incumbent that is seeking reelection.
- (i) **Election of Officers.** Officers shall be elected by the Court Administrative Committee at its Spring meeting.
- (j) **Vacancies.** Vacancies in the Vice President or Deputy Treasurer position shall be filled by the President. Any person filling an unexpired term may serve in that capacity until the term expires. Any such time spent filling an unexpired term shall not count toward the term limits identified in paragraph (f) of this section.
- (k) **Duties of the President.** The President shall preside over all meetings of the Court Administrative Committee; perform the duties customary to that office; appoint members of the standing committees; appoint such special committees as are necessary for the proper functioning of the Court Administrative Committee; fill vacancies in accordance with this Agreement; and perform such other functions as designated herein.
- (l) **Duties of the Vice President.** The Vice President shall act as President in the event of the President's absence or inability to serve and during any period in which the office of President is vacant. The Vice President shall become President after the President's term is completed.
- (m) **Duties of Treasurer.** The Treasurer shall act as Treasurer of the Court Administrative Committee and perform the duties customary to that office.

- (n) **Duties of Deputy Treasurer.** The Deputy Treasurer shall act as Treasurer in the event of the Treasurer's absence or inability to serve and during any period in which the office of Treasurer is vacant. The Deputy Treasurer shall become Treasurer after the Treasurer's term is completed.
4. JUDGE'S SALARY. The salary of the Judge shall be set by the Court Administrative Committee in accordance with Wis. Stat. § 755.04.
5. COURT PERSONNEL.
- (a) **Clerk.** The selection of the Clerk of the Municipal Court shall be made by the Judge and approved by the Court Administrative Committee. The Clerk must be appointed by the Judge pursuant to Wis. Stat. § 755.01 and § 755.10.
- (b) **Compensation.** The salary and fringe benefits of the Clerk and any other court personnel shall be established by the Court Administrative Committee after receiving the recommendation of the personnel and finance subcommittees.
- (c) **Administration.** The Judge, Clerk and any other court personnel shall be employees of the Municipal Court.
6. FORFEITURES, FEES, PENALTY ASSESSMENTS, AND COSTS. All forfeitures, fees, penalty assessments, domestic abuse assessments, and costs paid to the Municipal Court under a judgment before the Judge shall be disbursed to the respective Member Municipality treasurer within one (1) month after receipt of the money by the Municipal Court. The Municipal Court shall disburse the fees, costs, and assessments as provided in the Wisconsin Statutes. The Municipal Court may collect statutory fees and costs for any case that is settled between the parties following the entry of a judgment. All jail assessments paid to the Municipal Court under a judgment before the Judge shall be paid to the respective county treasurers on a monthly basis. The municipal portions of the court costs, as provided in Wis. Stat. § 814.65(1), shall be maintained in the Municipal Court operational account. Any excess revenue over budgeted expenditures shall be disbursed at the end of the fiscal year.
7. BUDGET PROCESS.
- (a) **Time and Approval.** The Clerk and the Judge shall submit a proposed budget to the Court Administrative Committee annually no later than November 15th of each year for the next succeeding year. The Court Administrative Committee shall approve the budget.
- (b) **Court Costs.** The local share of the court costs required to be collected pursuant to Wis. Stat. § 814.65(1) shall be applied to the expenses of the Municipal Court as determined in the budget. The local share shall not be credited to a Member Municipality's account.
- (c) **Expenses.** The net expenses, capital expenditures, operating expenses, or otherwise, and including those charged under Section 5, after application of the local share of court costs, shall be paid by the Municipal Court, which shall in turn charge each of the Member Municipalities its share. The total amount of the expenses assessed to each Member Municipality shall be proportional to the number of citations and complaints filed with the Municipal Court by each Member Municipality during the current calendar year. All Member Municipalities are required to pay at least 0.25% of the Municipal Court's total expenses, except as otherwise provided in this Agreement.

8. LOCATION OF SESSIONS. Each Member Municipality shall provide a place for the Judge to hold court, or it may authorize him or her to hold court in another Member Municipality at a convenient place. Court sessions shall be held exclusively in each such place at least quarterly and, to the extent reasonably possible, at a convenient time for the Member Municipality bringing the action.
9. DISCONTINUATION OF AGREEMENT. Revisions to this Agreement, including to add or remove a Member Municipality, shall constitute a discontinuation of the Agreement and formation of a new Municipal Court operating agreement. Consistent with Wis. Stat. § 755.01(4), adoption of a new agreement may only be effected by the enactment of identical ordinances by each affected municipality. A template for this ordinance is attached as Exhibit 1.
10. WITHDRAWAL OF MEMBER MUNICIPALITY. A Member Municipality may withdraw from this Agreement by giving notice in writing to the Judge no later than August 1st of any year (the “Withdrawal Year”). Upon giving such notice, the Member Municipality’s participation in the Municipal Court shall terminate at the end of the Withdrawal Year. A withdrawing Member Municipality shall have no obligation to reimburse the Municipal Court for expenses assessed pursuant to Section 7(c) for any year after the Withdrawal Year. The withdrawing Member Municipality shall cease to be a Member Municipality at the end of the term for which the Judge has been elected or appointed and upon adoption of a new agreement pursuant to Wis. Stat. § 755.01(4) and Section 9 of this Agreement.

The Member Municipalities that have noticed their withdrawal from the Municipal Court are identified in Exhibit 2.

11. NEW MEMBER MUNICIPALITIES. Additional municipalities may become Member Municipalities under such conditions as may be determined by the Court Administrative Committee. A municipality shall become a Member Municipality only upon adoption of a new agreement pursuant to the procedures specified in Wis. Stat. § 755.01(4) and Section 9 of this Agreement.

The Member Municipalities that have joined the Municipal Court for the first time as a result of this Agreement, as well as the effective dates for membership and the first-time Member Municipality expense allocations, are identified in Exhibit 3.

12. DISCONTINUATION EXPENSES. Any municipality that withdraws from this Agreement or seeks to join the Municipal Court for the first time shall be responsible for reimbursing the Municipal Court for all actual costs incurred by the Municipal Court as a result of the discontinuation of this Agreement and formation of a new agreement, to include legal fees. If more than one municipality withdraws or seeks to join the Municipal Court prior to discontinuation of this Agreement, such costs shall be shared equally between such municipalities.

13. ABOLITION OF MUNICIPAL COURT. The Municipal Court shall not be abolished while this Agreement is in effect. Upon abolition of the Municipal Court, any surplus of assets over expenses held by the Municipal Court shall be distributed to the Member Municipalities in proportion to their contributions to the expenses of the Municipal Court over the life of the Agreement. A Member Municipality that has withdrawn from the Municipal Court shall not be entitled to any such distribution.
14. SURVIVAL OF OBLIGATIONS. The obligation to contribute to expenses under Section 7(c) and the right to receive distributions under Section 6 shall survive the discontinuation of the Agreement or dissolution of the Municipal Court, except as otherwise provided in this Agreement.

This agreement is effective on January 1, 2026.

SIGNATURE PAGES FOLLOW

**AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINES MUNICIPAL COURT**

SIGNATURE PAGES

CITY OF CEDARBURG

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

TOWN OF FREDONIA

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF FREDONIA

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF GERMANTOWN

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

**AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT**

SIGNATURE PAGES

VILLAGE OF GRAFTON

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF HARTFORD

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

TOWN OF HARTFORD

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

VILLAGE OF JACKSON

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

**AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT**

SIGNATURE PAGES

VILLAGE OF KEWASKUM

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF MEQUON

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

VILLAGE OF NEWBURG

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

TOWN OF POLK

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

CITY OF PORT WASHINGTON

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

**AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINES MUNICIPAL COURT**

SIGNATURE PAGES

VILLAGE OF SAUKVILLE

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

CITY OF SHEBOYGAN FALLS

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF SLINGER

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

VILLAGE OF THIENSVILLE

Approved on: _____

By: _____
[Name], President

Attest: _____
[Name], Clerk

**AGREEMENT
FOR THE OPERATION OF THE
MID-MORAINÉ MUNICIPAL COURT**

SIGNATURE PAGES

TOWN OF TRENTON

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

CITY OF WEST BEND

Approved on: _____

By: _____
[Name], Mayor

Attest: _____
[Name], Clerk

TOWN OF WEST BEND

Approved on: _____

By: _____
[Name], Chairman

Attest: _____
[Name], Clerk

EXHIBIT 1

Ordinance Template for Adopting the Operating Agreement”¹

AN ORDINANCE TO ADOPT THE AGREEMENT FOR THE OPERATION OF THE
MID-MORaine MUNICIPAL COURT PER § 66.0301 OF THE WISCONSIN STATUTES

**THE (COMMON COUNCIL) (VILLAGE BOARD) (TOWN BOARD) OF THE
_____ OF _____, DO ORDAIN AS FOLLOWS:**

SECTION 1.

1) Municipal Court Created

Establishment: Pursuant to the authority granted by Chapter 755 of the Wisconsin Statutes, there is hereby created and established a joint municipal court to be designated the “Mid-Moraine Municipal Court,” which will become operative and function on January 1, 2026.

Agreement: The (Town)(Village)(City) hereby approves the attached “Agreement for the Operation of the Mid-Moraine Municipal Court” (the “Agreement”). The (Common Council)(Village Board)(Town Board) is directed to sign and execute the Agreement in accordance with Wis. Stat. § 66.0301.

2) Municipal Judge

Qualifications: The joint court shall be under the jurisdiction of and presided over by a municipal judge, who shall be an attorney licensed to practice law in Wisconsin, and who resides in one of the municipalities that is a party to the Agreement forming this joint court.

Oath and Bond: The Judge shall, after election or appointment to fill a vacancy, take and file the official oath as prescribed in §757.02(1), Wis. Stats., and at the same time execute and file an official bond. The judge shall not act until the oath and bond have been filed as required by the statutes, and the requirements of §755.03(2) have been complied with.

Salary: The salary of the municipal judge shall be fixed by the municipalities that are parties to the Agreement which shall be in lieu of fees and costs. No salary shall be paid for any time during the term during which such Judge has not executed the official bond or official oath, as required by §755.03, Wis. Stats., and filed pursuant to Wisconsin statutes. The municipalities may by separate ordinance allocate funds for the administration of the municipal court pursuant to §66.0301 Wis. Stats.

¹ Note: This template ordinance is adopted from the Wisconsin Supreme Court “Starting a Municipal Court” guide, October 2017, available at: <https://www.wicourts.gov/courts/municipal/docs/startcourt.pdf>.

3) Elections

Term: The municipal judge shall be elected at large in the spring election in odd-numbered years for a term of four years commencing on May 1. All candidates for the position of municipal judge shall follow the requirements of the statute.

Electors: Electors in all municipalities that are parties to the Agreement shall vote for judge.

4) Jurisdiction

The municipal court shall have jurisdiction over incidents occurring on or after January 1, 2026 as provided in Article VII, §14 of the Wisconsin Constitution, §§ 755.045 and 755.05, Wis. Stats., and as otherwise provided by State Law. In addition, it shall have exclusive jurisdiction over actions in the municipalities that are parties to the Agreement seeking to impose forfeitures for violations of municipal ordinances, resolutions and by-laws.

The municipal judge may issue civil warrants to enforce matters under the jurisdiction of the municipal court under §755.045(2), §66.0119, Wis. Stats.

The municipal court has jurisdiction over juvenile offenders when a municipality that is party to the Agreement enacts an ordinance under the authority of §938.17(2)(cm), Wis. Stats.

5) Municipal Court

Hours: The municipal court shall be open at such location and at such times as determined by the governing bodies of the municipalities that are parties to the Agreement and the municipal judge.

Employees: The Judge shall, in writing, appoint such clerks and deputy clerks as authorized and funded by the of the municipalities that are parties to the Agreement.

6) Collection of Forfeitures and Costs

The municipal judge may impose punishment and sentences as provided by Chapters 800 and 938 Wis. Stats., and as provided in the ordinances of the municipalities that are parties to the Agreement. All forfeitures, fees, assessments, surcharges and costs shall be paid to the treasurer of the municipality on a quarterly basis after receipt of the money by the municipal court. At the time of the payment, the municipal court shall report to the treasurer the title of the action, the nature of the offenses and total amount of judgments imposed in actions and proceedings in which such monies were collected.

7) Contempt of Court

The municipal judge, after affording an opportunity to the person accused to be heard in defense, may impose a sanction authorized under §800.12 Wis. Stats. and may impose a forfeiture therefore not to exceed two-hundred dollars (\$200) or upon nonpayment of the forfeiture and the assessments thereon, a jail sentence not to exceed seven (7) days.

8) Abolition

The municipal court hereby established shall not be abolished while the Agreement is in effect.

SECTION 2.

All ordinances or parts of ordinances contravening or inconsistent with the provisions of this ordinance be and are hereby repealed.

SECTION 3.

This ordinance shall take effect and be in full force and effect from and after its passage by the municipalities that are parties to the Agreement and publication as required by law. All prior versions of the Agreement shall be discontinued upon the Agreement taking effect.

EXHIBIT 2

Withdrawn Member Municipalities

The Town of Polk and Town of West Bend (the “Withdrawn Member Municipalities”) have withdrawn from the Municipal Court, effective January 1, 2025.

The Withdrawn Member Municipalities shall have no obligation to reimburse the Municipal Court for expenses pursuant to Section 7(c) of this Agreement. The Withdrawn Member Municipalities may not participate in the Municipal Court (i.e., may not send citations to the Municipal Court) but will remain Member Municipalities until the end of the Judge’s term on April 30, 2027.

The Withdrawn Member Municipalities are exempt from the requirement to reimburse the Municipal Court for expenses arising from their withdrawals pursuant to Section 12, as their withdrawals were noticed under a prior agreement, which did not include such a requirement.

EXHIBIT 3

First-Time Member Municipalities

The City of Sheboygan Falls (“Sheboygan Falls”) and the Town of Fredonia (“Fredonia”) have joined the Municipal Court for the first time as a result of this Agreement (the “First-Time Member Municipalities”).

Effective Dates: Sheboygan Falls’ membership in the Municipal Court shall be effective on May 1, 2026. Fredonia’s membership shall be effective on January 1, 2026.

First-Time Member Municipality Expense Allocations: The First-Time Member Municipalities shall be responsible for certain fees associated with formation of this Agreement and joining the Municipal Court, as detailed below:

- **Capital Expenditures:** In addition to the amounts payable under Section 7(c), the City of Sheboygan Falls shall pay the Municipal Court a total of \$4,377.29 which shall be paid in three annual installments of \$1,459.10. The payments shall be made by January 15 of each of the years 2026, 2027, and 2028.
- **Capital Expenditures:** In addition to the amounts payable under Section 7(c), the Town of Fredonia shall pay the Municipal Court a total of \$1,048.35 which shall be paid in three annual installments of \$349.45. The payments shall be made by January 15 of each of the years 2026, 2027, and 2028.
- **Data Transfer Fee:** By July 31, 2026 the City of Sheboygan Falls shall pay the Municipal Court any reimbursement due to the Municipal Court for costs incurred by the Municipal Court related to the transfer of data from the City of Sheboygan Falls’ former municipal court to the Municipal Court.
- **Agreement Expenses:** The City of Sheboygan Falls and the Town of Fredonia shall each pay the Municipal Court \$1,113.00 to reimburse the Municipal Court for costs incurred by the Municipal Court related to the formation of this Agreement.

RESOLUTION NO. ____-2025

A RESOLUTION TO ADOPT THE AGREEMENT FOR THE OPERATION OF THE MID-MORAINÉ MUNICIPAL COURT

WHEREAS, the Village of Germantown joined the Mid-Moraine Municipal Court effective December 31, 1998; and

WHEREAS, pursuant to Section 755.01(4), Wis. Statutes, the governing body of a municipality participating in a joint municipal court shall, by resolution, approve and execute any amended agreement for the operation of the established joint municipal court designated as the Mid-Moraine Municipal Court; and

WHEREAS, the Mid-Moraine Municipal Court currently includes communities in Ozaukee and Washington Counties; and

WHEREAS, the amended Agreement for the Operation of the Mid-Moraine Municipal Court adds the Town of Fredonia as a member community effective January 1, 2026; and

WHEREAS, the amended Agreement for the Operation of the Mid-Moraine Municipal Court adds the City of Sheboygan Falls as a member community effective May 1, 2026; and

WHEREAS, the amended Agreement for the Operation of the Mid-Moraine Municipal Court also removes the Town of Polk and the Town of West Bend as member communities effective April 30, 2027;

NOW, THEREFORE, BE IT RESOLVED, by the Village Board of the Village of Germantown that the amended Agreement for the Operation of the Mid-Moraine Municipal Court is hereby approved, with an effective date of January 1, 2026.

Adopted: December 15, 2025

Robert A Soderberg, Village President

ATTEST:

Donna Ott, Village Clerk

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Action Item

ITEM TITLE: Authorization to award merit pay increases outside the current pay range for certain positions. (ACTION)

SUBMITTED BY:

SUMMARY EXPLANATION:

With the approval of the 2026 Budget and the authorized 3.5% merit adjustments, staff has begun conducting annual performance reviews. As part of this process, several positions have been identified that will exceed the maximum pay range if the full merit increase is applied.

The affected positions are listed below:

Position	Number of Employees
Chief of Police	1
Director of Public Works	1
Battalion Chiefs	2
Police Captain	2
Police Lieutenant	3
Police Sergeant	6
Police Support Staff	3
Senior Deputy Clerk	1

Positions within the Police Department have previously received approval from the Board to exceed the top of their established pay ranges, and staff is seeking approval to continue this practice for the 2026 merit cycle. The remaining positions listed—Director of Public Works, Battalion Chiefs, and Senior Deputy Clerk—would exceed their range maximums for the first time.

Staff anticipates that this issue will be resolved in the spring when the Board evaluates and considers adjustments to the 2026 pay range chart. Pending that review, staff is requesting approval to apply merit increases to the identified employees despite their current placement above the established range maximum.

ATTACHMENT:

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Presentation

ITEM TITLE: 2025 and 2026 Contracts: Process for Approval and Reporting
(DISCUSSION)

SUBMITTED BY: Steve Kreklow, Administrator

SUMMARY EXPLANATION:

At the request of Trustee Jan Miller we have added this item to provide an opportunity for members of the Committee to ask questions regarding the process for approving contracts and to provide feedback on how contracts are reported to the Committee.

ATTACHMENT:

STAFF RECOMMENDATION:

No recommendation.

ACTION BY COMMITTEE:

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Action Item

ITEM TITLE: Resolution in Support of Washington County Funding for Southeastern Wisconsin Regional Planning Commission (SEWRPC) (ACTION)

SUBMITTED BY: Steve Kreklow, Administrator

SUMMARY EXPLANATION:

As part of their recent 2026-27 Biennial Budget process, Washington County eliminated \$200,000 annual funding to maintain membership in the Southeastern Wisconsin Regional Planning Commission (SEWRPC). Membership in SEWRPC is at the County level, so their assistance to the Village is through the County membership. SEWRPC currently provides the following services to the Village of Germantown:

- Review of Sanitary Sewer Service Area Amendments with recommendations to the DNR and MMSD
- Annual completion of a federally mandated house study
- Free wetland delineations for any Village property owner

The County has not communicated any plan or proposal to address these services to Village staff. It appears that we would have procure outside consultants for the first two services and residents would need to hire private firms to perform wetland delineations.

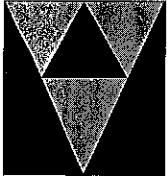
ATTACHMENT:

1. Mid-Moraine Resolution 25-01

STAFF RECOMMENDATION:

No recommendation.

ACTION BY COMMITTEE:



Mid-Moraine Municipal Association

An Association for Municipal Improvement

Resolution 25-01 Support of Washington County SEWRPC Funding

Adopted – November 20, 2025

WHEREAS, it has been demonstrated that SEWRPC (Southeastern Wisconsin Regional Planning Commission) has been a beneficial planning partner for both local municipalities as well as Washington County; and

WHEREAS, Washington County along with its cities and villages benefit from SEWRPC's regional land use planning, sewer service area planning, hazard mitigation plans, projections, mapping, environmental corridor delineations, data support; and

WHEREAS, with its small planning staff, Washington County cannot perform all regional or environmental analyses in-house; and

WHEREAS, the need for Washington County to hire additional planning staff or need to outsource planning / engineering services at a rate that would far exceed the annual cost of the approximately \$200,000 SEWRPC fee; and

WHEREAS, the withdrawal of Washington County from SEWRPC would put an undue budget strain on individual local municipalities; and

WHEREAS, the withdrawal of Washington County from SEWRPC would cause scaled back services that will reduce consistency in data, projections, and methodologies used across communities, complicating regional coordination; and

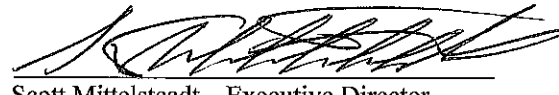
WHEREAS, the withdrawal of Washington County from SEWRPC would result in difficulty for the County to ensure consistency in the County Multijurisdictional Comprehensive Plan with the County Future Land Use Plan being a patchwork of local plans with no regional coordination.

NOW THEREFORE BE IT RESOLVED That the 13 member communities of the Mid-Moraine Municipal Association strongly encourage the County Executive and the Washington County Board of Supervisors to revisit the decision to defund SEWRPC.

BE IT FURTHER RESOLVED that the Mid-Moraine member communities strongly support intergovernmental cooperation and regional planning that affects our individual Cities and Villages, Washington and Ozaukee Counties, and Southeastern Wisconsin as a whole.

BE IT FURTHER RESOLVED, that copies of this resolution be sent to all State Legislators that represent the member communities of the Mid-Moraine Municipal Association, The Washington County Board of Supervisors, The Washington County Executive and to the League of Municipalities.


Don Olson, - President
Mid-Moraine Municipal Association


Scott Mittelsteadt – Executive Director
Mid-Moraine Municipal Association

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Ordinance

ITEM TITLE: An Ordinance to Amend Chapter 2 of the Municipal Code Related to Rules and Regulations for the Village Board (DISCUSSION AND/OR ACTION)

SUBMITTED BY: Brian Sajdak, Attorney

SUMMARY EXPLANATION:

Attached is a proposed amendment to Chapter 2 of the Municipal Code related to the Governing Body. The areas where there are proposed changes are highlighted in grey. Text in these areas which is struck-through is proposed to be deleted, the remaining text is new language. This proposed Amendment stems from multiple requests from various parties to either make changes or to clarify existing language. The changes are highlighted and discussed below.

1. The first set of changes all relate to the location of the meetings. Best practices are that if a government body is going to allow for telephonic or vital attendance by members, that this should be specified in the code. As we looked to address this section, it was suggested that the Village should move away from allowing members to appear virtually given the public's expectation that members are physically present. As such, the code is drafted in such a way to require in-person attendance from members, but otherwise retaining the virtual option for members of the public, staff and outside consultants. Whether to continue this option could be a point of discussion.
2. The second change involves clarification on the consent agenda. The changes proposed mainly simplify the minutes for the clerk's office -- as the division of the question means that there is no need for a second motion to approve an item pulled off of the consent agenda.
3. The third change involves codifying standards and a process for citizen input. The biggest change here when compared to the current process is that written comments would not be read aloud. This change is added to shorten meetings and also as recognition that comments are for the benefit of the Board, not the audience members.
4. The final changes clarify the language related to special committees and the suspension of rules.

ATTACHMENT:

1. CHAPTER_2___THE_GOVERNING_BODY

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

CHAPTER 2

THE GOVERNING BODY

2.01	The Village Board
2.02	Meetings
2.03	The Presiding Officer
2.04	Roll Call; Quorum
2.05	Agenda; Order of Business
2.06	Standing Rules of the Board
2.07	General Rules
2.08	Ordinances, Resolutions and Motions
2.09	Standing Committees
2.10	Special Committees
2.11	Suspension and Amendment of Rules
2.12	Authority of the Board to Conduct Background Investigations of Prospective Employees
2.13	People Uniting for the Betterment of Life and Investment in the Community (PUBLIC) Grant Program
2.14—2.19	Reserved
2.20	Nonregulation of Private Business Wages or Benefits

2.01 THE VILLAGE BOARD.

- (1) **MEMBERSHIP.** The Village Board shall consist of the Village President and 8 Trustees who shall be elected in accordance with section 1.01 of this Code.
- (2) **POWERS.** The Village Board shall be the judge of the election and qualifications of its members, may compel their attendance and may fine or expel for neglect of duty. Three absences from Village Board or assigned committee meetings in a 12-month period, unexcused by the Village President, may be deemed neglect of duty.

2.02 MEETINGS.

- (1) **REGULAR MEETINGS.** Regular meetings of the Village Board shall be held at 7:00 p.m. on the first and third Mondays of each calendar month. Any regular meeting falling upon a legal holiday shall be held on the next following secular day at the same hour and place. ~~All meetings of the Board, including special and adjourned meetings, shall be held in the Village Hall unless otherwise posted.~~ The second regular meeting in April shall constitute the organizational meeting for the purposes of committee and board appointments.
- (2) **SPECIAL MEETINGS.** Special meetings of the Village Board may be called by any 2 Trustees, or by one Trustee and the Village President, by filing a written notice with the Village Clerk. Except for emergency meetings, such notice shall be given to the Clerk at least 24 hours prior to the scheduled commencement of such meeting. The Clerk shall reasonably cause such notice to be delivered to each Village Board member personally or left at their respective places of abode and the Clerk shall cause an affidavit showing service of such notice to be filed in the Clerk's office prior to the time fixed for commencing such special meeting.

(3) **ADJOURNMENTS.** The Board may, by a majority vote of those present, adjourn from time to time to a specific date and hour.

(4) **PLACE OF MEETINGS.** All Board meetings, including any special meeting and all meetings of the standing committees, shall be held in village hall. Notwithstanding the foregoing:

- (a) A meeting held jointly with one or more bodies that govern other political entities may be held outside of village hall.
- (b) All or part of a meeting may be held at another location if, in the presiding officer's opinion, such location might assist the Board or Committee in its deliberations or is otherwise deemed to be necessary and appropriate.
- (c) The Board or Committee may by majority vote at a prior meeting agree to hold a meeting at another location.
- (d) The interest in an agenda item is of significant interest to the community such that village hall will be unable to accommodate the anticipated attendance from members of the public.
- (e) The topic(s) of the meeting are anticipated to be of a perfunctory nature such that a fully virtual or electronic meeting would be more convenient for the attendees of the meeting.
- (f) A temporary location of government is authorized under Wis. Stat. § 323.52(1) during a state of emergency as declared by the city, county, state or federal government.

(5) **ELECTRONIC ATTENDANCE.**

- (a) The President and Trustees shall attend meetings of the Board in person except for a fully virtual or electronic meeting authorized in section (4) above.
- (b) Meetings of the Village Board, the Standing Committees and the Plan Commission may provide for the opportunity for members of the public to attend the meeting virtually via an online platform. However, members of the public wishing to utilize such opportunity do so at their own risk. The unavailability of the online platform based upon technological failures shall not invalidate any meeting or any action taken at such meeting.
- (c) Notwithstanding the above, village staff and consultants may be allowed to virtually attend any meeting of the Board with the approval of the Village Administrator, President or presiding officer.

2.03 THE PRESIDING OFFICER.

- (1) **PRESIDENT TO PRESIDE.** The Village President shall preside at all Village Board meetings. In the absence of the President, the Clerk shall call the meeting to order, and the Trustees present shall elect one of their number President Pro Tem.
- (2) **DUTIES.** The presiding officer shall preserve order and decorum, may speak to a point of order in preference to any member, shall decide all questions of order and shall conduct the proceedings of the meeting in accordance with the parliamentary rules contained in Robert's Rules of Order, Revised, unless otherwise provided by statute or by these rules. Any member shall have the right to appeal from a decision of the presiding officer. Such appeal is not debatable and must be sustained by a majority of the members present, excluding the ~~Village President~~ presiding officer.
- (3) **PRESIDING OFFICER'S PARTICIPATION IN DEBATE.** The presiding officer may participate in discussion and debate and may make and second motions. However, in order to avoid compromising his or her role as an impartial presider, he or she may choose to vacate the chair to do so. Should members perceive that the chairperson's participation is interfering with his or her role as presider, they may require that the chairperson designate a trustee to temporarily preside over the meeting and vacate the chair. After the

conclusion of the chairperson's participation in discussion and debate, the chairperson may resume the chair.

2.04 ROLL CALL; QUORUM.

- (1) **ROLL CALL; PROCEDURE WHEN QUORUM NOT IN ATTENDANCE.** As soon as the Board is called to order, the Village Clerk shall proceed to call the names of the members in alphabetical order, noting who are present and who are absent, and shall record the same in the proceedings of the Board. If there is not a quorum present, such fact shall be entered on the journal and the Board may adjourn or the presiding officer ~~or, in his absence, the Clerk~~ may issue a process to any police officer, commanding him forthwith to summon the absentees.
- (2) **RESERVED.**
- (3) **QUORUM.** A majority of the members shall constitute a quorum. The President shall be counted in determining a quorum.

2.05 AGENDA; ORDER OF BUSINESS; CONSENT AGENDA.

- (1) **AGENDA.** The Village Clerk shall prepare the agenda for regular Village Board meetings as directed by the Village Administrator and Village President. Additional items may be placed on the agenda if requested in writing by 2 Board members prior to noon on Wednesday preceding the meeting.
- (2) **ORDER OF BUSINESS.** The rules of procedure and the order of business shall be conducted as follows unless the same shall be temporarily suspended by the Board:
 - (a) Call to order by presiding officer.
 - (b) Roll call.
 - (c) Pledge of Allegiance.
 - (d) President's report.
 - (e) Announcements of forthcoming events of public interest/Committee reports.
 - (f) Citizen input/public appearance on items not subject to a public hearing.
 - (g) Consent agenda.
 - (h) Unfinished business.
 - (i) Public hearings.
 - (j) New business.
 - (k) Adjournment.
- (3) **CONSENT AGENDA.**
 - (a) Contents. The consent agenda shall consist of those matters that, in the judgment of the Village President or Village Administrator are routine and noncontroversial and likely do not require a special vote or specific action of the Board including those items receiving unanimous approval from a Standing Committee.
 - (b) Procedure. The following procedure shall apply to the consideration of the consent agenda:
 1. No separate discussion or debate may be permitted on any matter listed on the consent agenda.

-
2. A single motion, seconded and adopted by a majority vote of all members of the Board present and voting, shall be required to approve, adopt, enact or otherwise favorably resolve all matters listed on the consent agenda. If any single item on the consent agenda requires a roll call vote, the vote for the entire consent agenda shall be made by roll call.
 3. After a motion to approve the consent agenda has been made and seconded, any Trustee may request removal of any item(s) included in the consent agenda, which item(s) shall be removed without debate or vote.
 4. The request to remove an item or items from the consent agenda shall be deemed to be a demand to divide the question under Roberts Rules. A vote on all non-removed items shall proceed without discussion. Subsequently, any removed items shall be addressed individually with discussion as needed and any member may amend the motion.

2.06 STANDING RULES OF THE BOARD.

- (1) Before speaking, every member shall address the presiding officer and, after recognition, shall not be interrupted except by a call to order. The Board shall not vote by ballot. The ayes and noes may be ordered on any question, by any member; thereupon the roll shall be called in an alternating descending alphabetical order.
- (2) When a member is called to order, he shall take his seat and shall not proceed, except in explanation, without leave of the Board.
- (3) No member shall speak more than twice upon any question without permission of the Board.
- (4) No member shall be permitted to vote on any question if he was absent from the meeting room of the Board when the question was put nor shall any member who is absent from the meeting room at the time be counted upon a decision. Every member who is within the meeting room when the question is put shall vote unless excused by the President or presiding officer.
- (5) When a question has been decided, any member who voted with the majority may move for a reconsideration thereof at the same or at the succeeding meeting of the Board. If a majority of the members present vote in favor of a reconsideration, the subject shall be before the Board for its future action.
- (6) Whenever a motion shall be introduced for consideration by the Village Board by motion made and seconded, and the motion has failed of adoption, such measure, unless substantially changed, shall not be introduced again until the lapse of at least 90 days from the date of its last preceding consideration.

2.07 GENERAL RULES.

The Board may adopt such additional rules for the conduct of its business as it deems necessary. The deliberations of the Board shall be conducted in accordance with the parliamentary rules contained in Robert's Rules of Order, Revised, which is incorporated in this section by reference, except as otherwise may be required by law. No ordinance, resolution or other motion shall be acted upon unless it has been seconded. No motion shall be withdrawn or amended without the consent of the member making the same and the member seconding it.

2.075 CITIZEN INPUT.

- (1) **IN GENERAL.** The Village recognizes the importance of providing community members with the opportunity to share information and thoughts regarding local issues and concerns. Community members are encouraged to share their thoughts directly with members of the Village Board or the heads of various departments at any time through the methods made publicly available (e.g., email, phone). Members of the public are also

welcome to share information and thoughts directly with the Village Board at meetings where the agenda for such meeting affords the opportunity, subject to the provisions of this section.

(2) ORAL PUBLIC COMMENT.

- (a) Under the agenda item "Citizen Input," speakers recognized by the President or presiding officer may address any item. Speakers addressing the Village Board shall limit their remarks to four minutes. It shall be the prerogative of the President or presiding officer to allow additional time if circumstances warrant. Speakers shall complete the registration form available at the rear of the Board Room or from the Village Clerk, and then verbally state their name and address (or community of residence) before addressing the Village Board.
- (b) All remarks shall be addressed to the Board as a whole through the President or presiding officer and not to the individual Trustees, Village staff, or members of the public.
- (c) Comments shall be directed to topics subject to Board action and relating to the Village.
- (d) All comments allowed are for the purpose of granting citizens the opportunity to be heard, to express their views and to inform the Village Board. In no case shall the same be in the nature of engaging others in public debate.
- (e) Decorum shall be maintained to avoid disruption of the meeting by using mutually respectful language, behavior and non-abusive criticism. Boisterous, impertinent, threatening, or slanderous remarks that are disruptive and prevent the meeting from continuing shall be prohibited. Comments shall not deal in personalities or personal attacks on others, but focus on issues of broad concern to the Village. Members of the audience shall maintain decorum and refrain from noisy outbursts or other distracting actions such as applauding, cheering, booing, or using signs or banners that impede the view of other audience members during or at the conclusion of any remarks.
- (f) Any comments which would be considered incitement (comments where such advocacy is directed to inciting or producing imminent lawless action and is likely to incite or produce such action), fighting words (words likely to provoke the average person to retaliation, and thereby cause a breach of the peace), true threats (occur when the speaker "means to communicate a serious expression of an intent to commit an act of unlawful violence to a particular individual or group of individuals), obscenity (material which appeals to the prurient interest in sex, depict or describe sexual conduct in a patently offensive way, and lacks serious literary, artistic, political, or scientific value), or any other type of speech which is not legally protected speech under the First Amendment of the Constitution of the United States is prohibited.
- (f) To avoid unnecessary repetition, where a prior speaker has made the same comment a speaker is encouraged to simply indicate their agreement with the prior comment.
- (g) In general, the Board will not respond to public comment. However, the President or presiding officer may provide brief factual or procedural information if appropriate provided, however, that the President or presiding officer shall not enter into back-and-forth exchanges with the public.
- (h) The Village Board shall take no action and make no decision on any item presented during the Citizen Input section. Instead, the Village Board may direct appropriate staff to gather additional information on the item or may schedule the matter for Board discussion at a later date.

- (3) WRITTEN PUBLIC COMMENT.** In addition to oral public comment, community members may submit written comments to the Village Board. Written comments may be submitted in hard copy directly to the Village Clerk's office, or may be emailed to comments@germantownwi.gov. Based upon the need to distribute comments in a timely manner for proper consideration, any such comments must be submitted not later than 4:00 p.m. on the day of the meeting to which the comments pertain. Written comments received by the deadline will be forwarded to the Board for consideration at the meeting. Such comments shall not be read

aloud at the meeting, but will be recorded in the minutes of the meeting in the same manner as oral public comment.

- (4) **PUBLIC HEARINGS.** Where an agenda has a public hearing component, public comments during such public hearing shall comply with the rules specified in subs. (2) and (3) above except that any comment shall be limited solely to the matter which is the subject of the hearing. Comments not pertaining to the subject of the hearing shall be deemed disruptive and prohibited.
- (5) **OTHER BODIES.** These provisions shall also apply to other boards, committees, and commissions of the Village where the agenda for such bodies includes a public input section, except that comments at meetings of these bodies shall be limited solely to those matters on the agenda of that meeting.

2.08 ORDINANCES, RESOLUTIONS AND MOTIONS.

- (1) All ordinances and resolutions shall be reduced to writing before being acted upon. All such ordinances and resolutions shall be read at length by the member presenting the same or by the presiding officer, provided such matters may be read by title only if copies thereof have been given to each member of the Board, an ordinance may be considered for final passage on the same day that it is introduced.
- (2) Reserved.
- (3) Motions shall be reduced to writing if required by the presiding officer or any member of the Board.

2.09 STANDING COMMITTEES.

- (1) **CREATION OF STANDING COMMITTEES.** In order to better allocate the time and resources of the Village Board members, and in the interests of efficiency in governmental operations, there shall be three standing committees of the Village Board: (a) General Government and Finance Committee. (b) Public Safety Committee. (c) Public Works and Highways Committee.
- (2) **COMPOSITION OF AND APPOINTMENT TO STANDING COMMITTEES.**
 - (a) At the second Village Board meeting in April of each year, the Village President shall appoint, subject to confirmation by a majority of the members of the Village Board, 4 trustees to each standing committee provided that each trustee shall be appointed to a minimum of 2 standing committees, committees, boards and/or commissions, except that the trustee serving as the trustee representative to the Plan Commission shall not receive an appointment to a standing committee, or any other board or commission, unless such trustee shall request or consent to such additional appointment. In addition to standing committee appointments, trustees will also be appointed to other boards and commissions as provided in the Municipal Code.
 - (b) For the purposes of standing committees, a quorum shall exist only when there are more than 50% of the appointed positions present.
 - (c) All Village Board members shall be non-voting ex officio members of those standing committees to which such member has not been appointed.
 - (d) The chairman of each standing committee shall be designated by the Village President.
- (3) **DUTIES.**
 - (a) General Government and Finance Committee. The General Government and Finance Committee shall have jurisdiction over all matters dealing with finance, personnel, industrial park, employee relations and labor negotiations, insurance, the annual audit, the cable access channel and contract, property maintenance, zoning code violations, and all general governmental matters that are not specifically designated as a part of the jurisdiction of other duly created committees.

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- (b) Public Safety Committee. The Public Safety Committee shall have jurisdiction over all matters involving the Police Department and the Fire Department (i.e. rules and regulations for control and management; purchasing; budget expenditures; traffic considerations, liquor licensing and other safety issues, enforcement of health laws, rules and regulations in accordance with State and local laws and ordinances; and animal regulation and licensing issues). The jurisdiction of this Committee excludes that of the Police and Fire Commission which deals with personnel and personnel management.
- (c) Public Works and Highways Committee. The Public Works and Highways Committee shall have jurisdiction over matters involving highways, streets, roads, sewers, wastewater treatment, solid waste and recycling, residential well test monitoring, monitoring of conditions at landfill site, water, sidewalks, engineering, stormwater drainage ways, erosion control, culverts, ice and snow removal, maintenance of buildings and grounds, including related equipment and facilities and all other issues related to the operations of public works and highways.
- (4) **COMMITTEE ACTIONS.** Except as otherwise provided by statute or code, matters shall be referred to the appropriate committee by the Village President, the Village Administrator or the Village Board. All matters requiring Village Board action shall come with a recommendation from the committee. Committees may require Village staff members to confer with them and to supply information in connection with any matter pending before them, and such requests shall usually be submitted through the Village Administrator. Committees shall keep minutes, which shall be forwarded to all Village Board members for review.

2.10 SPECIAL COMMITTEES.

~~The Village President shall appoint all special committees and designate the Chairperson of each. Special committee appointments, except the designation of the Chairperson, shall be subject to confirmation by a majority of the members of the Board.~~ Either the Village President by written order or the Village Board by motion or resolution may create special committees from time to time. The number of committee members, the purpose of the special committee and its duties shall be stated in the order, motion or resolution. Unless a termination date is specified in the order, motion or resolution creating a special committee, the President may terminate a special committee at any time if created by order or the Board may terminate such a committee if created by motion or resolution. The quorum of any special committee shall be 51 percent of the members of the special committee. All other rules in this code that apply to standing committees shall apply to special committees.

2.11 SUSPENSION AND AMENDMENT OF RULES.

~~These rules or any part thereof shall not be suspended, rescinded or amended without the concurrence of a majority of all the members of the Village Board.~~

- (1) The assent of two-thirds ($\frac{2}{3}$) of all members of the Village Board present shall be required to suspend, alter, or modify any of the rules in this Chapter for a given meeting. These rules also may be amended by ordinance.
- (2) When a member moves a suspension of the rules they shall be required to state the reason to which their motion is addressed. The presiding officer shall then put the question, "Is there any objection to the suspension of the rules in accordance with the motion?" If no such objection is made, the Clerk shall record a unanimous consent to the suspension of the rules, and the presiding officer shall then proceed to state the principal question. If there is objection, a vote shall be taken without discussion.

2.12 AUTHORITY OF THE BOARD TO CONDUCT BACKGROUND INVESTIGATIONS OF PROSPECTIVE EMPLOYEES.

The Village Board shall have the authority to authorize background investigations of applicants for employment with the Village to ascertain an applicant's suitability for employment, and may authorize the appropriate agency, department or committee to conduct such investigation. This investigation may include, but is not limited to, the review of personnel and employment references, criminal history concerning pending charges and conviction record, credit check, fingerprint records, psychological evaluation, drug screening and medical examination. For the purposes of this section, the term "employee" may include persons acting as volunteer representatives or agents of the Village.

2.13 PEOPLE UNITING FOR THE BETTERMENT OF LIFE AND INVESTMENT IN THE COMMUNITY (PUBLIC) GRANT PROGRAM.

The Village Board recognizes the importance of providing Village support for community events, projects and gatherings, which in turn support and promote the public purposes of improving the general quality of life, economic growth, increased tourism, recreation, recognition of fine arts, charitable aid and many others that are both tangible and intangible, in order to make the Village of Germantown a better place in which to live and work. In furtherance of that recognition, the Village Board has adopted this People Uniting for the Betterment of Life and Investment in the Community (PUBLIC) Grant Program. Such Program shall be administered by the PUBLIC Grant Program document dated March 2015, incorporated herein by reference, as it may be amended from time to time as the Village Board may ordain, and provides for the grant of licenses, permits and uses upon certain terms and conditions without the payment of a fee therefor as may be otherwise specified under this Code. Such Program document shall be on file in the office of the Village Clerk.

2.14—2.19 RESERVED.

2.20 NONREGULATION OF PRIVATE BUSINESS WAGES OR BENEFITS.

No ordinance, municipal rule or other regulation of the Village of Germantown shall mandate that any private business, located in the Village of Germantown, provide for certain wages or benefits to its employees or set forth the amount or type of any employee wages or benefits.

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: December 15, 2025

PLACEMENT: Action Item

ITEM TITLE: Amendments to Village Employee Handbook (ACTION)

SUBMITTED BY: Gosia Wormsbacher, Support Services Manager

SUMMARY EXPLANATION:

1. All changes have been proposed at the last GGF meeting, except for the Leave Pool Donation policy. The leave donation policy is an established policy that needed a spot in the handbook.

Items that include changes / revisions:

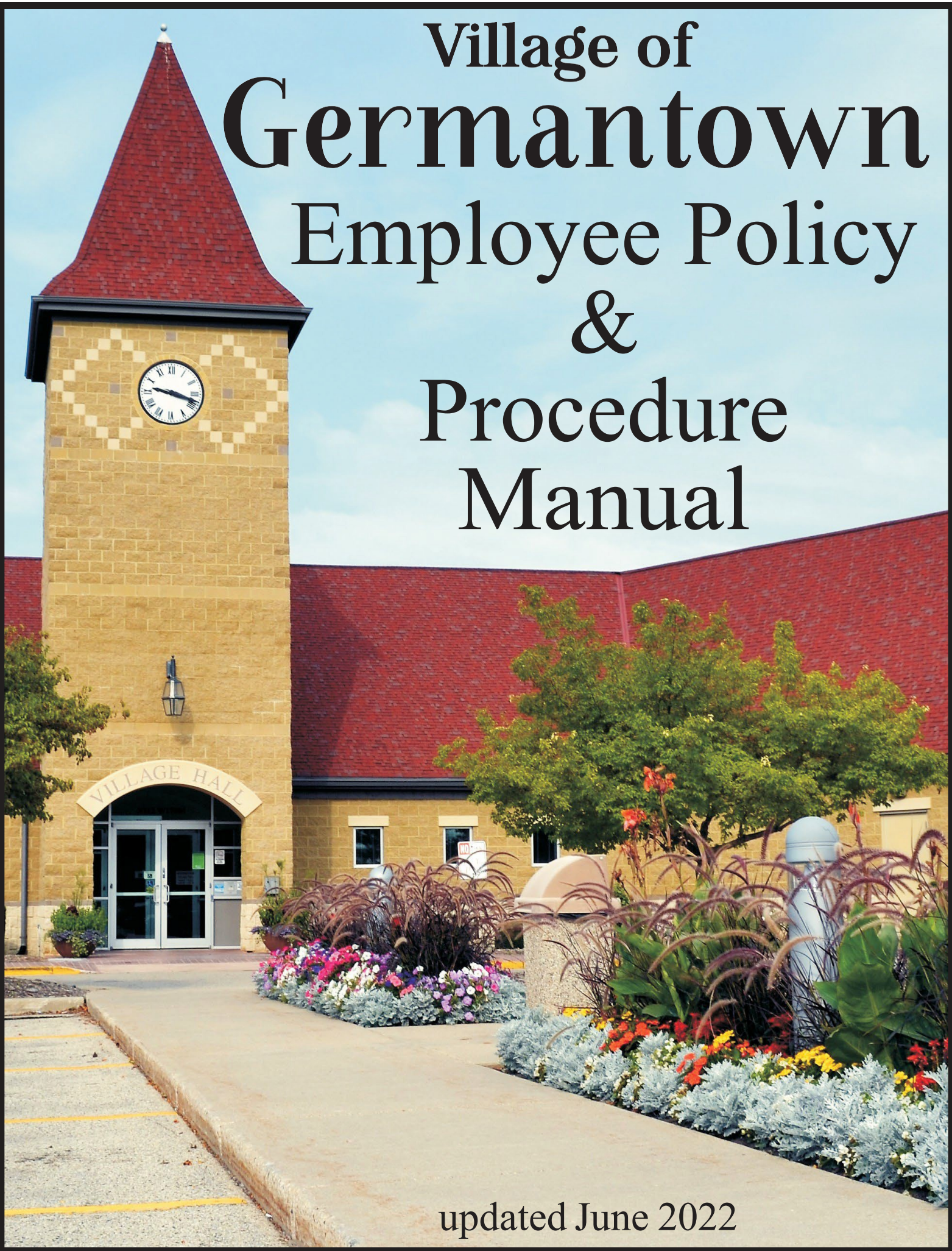
- Job classifications - changes
- Pay practices - clarification on current practice
- Compensatory Time, Flex Time & OT calculations - clarification of current policy / practice per WRS
- Employee Recognition Program - changes
- Gift and Acknowledgment Program - changes
- Insurance - changes for 2027
- Professional Association Meetings / Training - clarification on current policy
- Attendance Policy - New
- Non-Fmla Medical leave Policy - clarification
- Funeral Leave Policy - clarification
- Holidays - clarification
- Vacation - clarification
- Additional Years of Service — new to handbook / current practice just formalized in the handbook
- Sexual Harassment - change
- Telecommuting / Hybrid - clarification
- Leave donation policy - new to handbook / current written policy just formalized in the handbook
- Cybersecurity Awareness and Accountability Policy - new

ATTACHMENT:

1. Employee Handbook - changes for review copy

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

The background of the cover is a photograph of the Village Hall building. It features a prominent square clock tower with a red-tiled conical roof and a clock face. The main building has a red-tiled roof and yellow stone walls. In the foreground, there is a concrete walkway, a parking lot with yellow lines, and a landscaped area with various plants and flowers. The sky is blue with some light clouds.

Village of Germantown Employee Policy & Procedure Manual

updated June 2022

VILLAGE OF GERMANTOWN

EMPLOYEE POLICY & PROCEDURES MANUAL

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VILLAGE OF GERMANTOWN

EMPLOYEE POLICY & PROCEDURES MANUAL

INTRODUCTION

PURPOSE

This Policy sets forth employment policy guidelines, rules of conduct and guidance regarding general expectations of professional behavior and conduct which employees of the Village of Germantown are expected to follow. This Employment Policy Manual informs employees about what the employer may generally expect from the employees so as to guide the employees in their professional duties and in fulfilling their responsibilities as public servants. None of the statements or policies outlined in this manual are meant to create any contract of employment, nor do they imply that the employer is guaranteeing employment for any person or changing the at-will employment relationship in any manner. This manual is not nor is it intended to be construed as an employment contract or to guarantee any rights to employees.

To the extent this manual conflicts with specific language in applicable collective bargaining agreements covering certain personnel, the specific language of the collective bargaining agreement shall have control over the language of the manual when required. Additionally, any wages, hours and working conditions referenced in this manual that are subject to the mandatory duty to bargain are not binding on those parties unless permitted by the collective bargaining agreement or upon fulfillment of the duty to bargain between the Union and Village or upon waiver.

Final interpretation and implementation of any of the policies or rules in this manual are vested solely with the Village Board through the Administrator. The Policies are subject to change at any time by the employer and will be reviewed and revised periodically.

The contents of this manual are not to be used as a substitute for any controlling ordinance, resolution, regulation, state or federal statute, code or regulation, common law or other legally binding authority and which are updated from time to time and are controlling.

COMPLIANCE WITH POLICIES, RULES AND EXPECTATIONS OF CONDUCT

The Village of Germantown has established these policies and its rules of conduct in furtherance of the effective operation of the Village and to provide high quality service to all Germantown citizens, those persons interacting with the Village, and visitors. The Village of Germantown expects all employees to demonstrate professional, competent and reasonable behavior, and to continually serve as positive examples of the high-quality personnel affiliated with this organization and consistent with the high expectations of the public.

Compliance with the policies, rules and general expectations of conduct is of paramount importance in order to fulfill these objectives and for the employee to have a successful career with the Village of Germantown. Failure to comply with these policies, rules and general expectations of conduct can undermine these objectives, and the trust and confidence that the public, businesses, employees and officers of the Village must have in that employee.

The Village treats all violations of these policies, rules and general expectations very seriously and any violation of such can subject an employee to discipline, up to and including discharge.

CHAIN OF COMMAND

Operation of any government agency depends on an effective chain of command. The ultimate decision concerning policy in the Village resides by law with the Board under the leadership of the Administrator and Village Board President. The Administrator, as the chief administrative officer of the Village, is the primary professional advisor to the Board and head of the management team. Department Directors of the Village are part of the management team, and the Directors report to the Administrator. Supervisors subordinate to the Directors are also members of the management team. This management team concept is the process by which a recommendation for Board action is developed and the decision implemented. This system represents a means of establishing orderly lines of organization and communication as management personnel unite with the Board to promote effective services for the community.

The Administrator is responsible for the development, supervision, and operation of the Village and its personnel and facilities. Employees have the obligation to further the professional advisement of the Board through the chain of command. The Administrator is given the latitude to determine the best method of implementing the policy decisions of the Board.

All staff members and supervisors shall be responsible to the Village Board and the Board President through the Village Administrator. Each shall refer matters requiring administrative attention to his or her supervisor, who shall refer such matters to the next higher authority, when necessary, and through the Administrator to the Board or Board President. Each employee is to keep the person that the employee reports to informed of the employee's activities by whatever means the supervisor deems appropriate. If an employee has any questions, opinions or suggestions about the information contained in this manual or about any other aspect of his or her job, then those questions, opinions or suggestions must be directed through the chain of command.

The Administrator and those department leaders, supervisors, and employees directed by the Administrator shall attend all meetings, when feasible. Administrative participation shall be by professional counsel, guidance, and recommendation as distinct from deliberation, debate, and voting of Board members.

It will be up to the employee's supervisor to assign duties to the employee. Generally, if an employee has a problem with an individual, then the employee is encouraged to approach that person first and attempt to resolve the conflict. If that does not resolve the problem, then the employee must address the problem through the employee's immediate supervisor and onward through the chain of command. In some cases, the employee's supervisor may decide to refer the problem through the chain of command where it can be addressed by another supervisor or the Village Administrator. If an employee feels harassed by another person, then the employee is directed to follow the harassment reporting policy in this manual.

DISABILITY ACCOMMODATION

The Village of Germantown prohibits discrimination on the basis of disability. The Village is committed to providing equal employment opportunities to otherwise qualified individuals with known disabilities, which may include providing reasonable accommodation in those situations where a disabling condition prevents an employee from performing the essential functions of his or her position, as long as such assistance does not cause a hardship for the Village or create a direct threat to the employee's safety or that of others. All accommodation decisions are made on a case-by-case basis, taking into account the qualifications and the particular circumstances of the individual in relation to job-related criteria, as well as the Village's resources.

It is an employee's responsibility to notify Support Services of the need for accommodation. Upon doing so, the employee may be asked for his or her input regarding the employee's functional limitations and the type of accommodation the employee believes may be necessary to enable him or her to perform the essential functions of the job. If an employee will be seeking extended leave upon expiration of FMLA leave, the employee should make such a request as soon as he or she becomes aware of the need for extended leave. Accommodation requests will need to be supported by medical certification provided to Support Services. If the request is for extended leave, the medical information must be provided on or before the date the extended leave is requested. Also, when appropriate, the Village may require the employee requesting accommodation to provide additional medical certification related to the employee's condition or to give his or her permission to obtain additional information from the employee's physician or other medical or rehabilitation professionals.

After it has been provided all necessary information, the Village will work with the employee to determine if it can provide to the employee a reasonable accommodation that will be effective in allowing the employee to perform the essential functions of or to return to the employee's job if the employee has been on a medical absence. All medical information regarding the employee's condition will be maintained in a separate, confidential folder and will, to the extent possible, be kept confidential and be revealed only to those persons the Village has determined have need to know the information.

ETHICS CODE

The Village employees and officials are subject to the Code of Ethics set out in the Village Code. Part of that Code follows here as a reference. The full Ethics Code, including information about the Ethics Board, can be found in Municipal Ordinances 1.064-1.066. 1.064 - CODE OF ETHICS. (Cr. Ord. #16-91; Rep. & Recr. Ord. #8-93)

- (1) **DECLARATION OF POLICY.** The proper operation of democratic government requires that public officials and employees be independent, impartial and responsible to the people; that government decisions and policy be made in proper channels of the governmental structure; that public office not be used for personal gain; and that the public have confidence in the integrity of its government. In recognition of these goals, there is hereby established a Code of Ethics for all Village officials and employees, whether elected or appointed, paid or unpaid, including members of boards, committees and commissions of the Village. The purpose of this code is to establish guidelines for ethical standards of conduct for all such officials and employees by setting forth those acts or actions that are incompatible with the best interests of the Village and by directing disclosure by such officials and employees of private financial or other interests in matters affecting the Village. The provisions and purpose of this code and such rules and regulations, as may be established, are hereby declared to be in the best interests of the Village.
- (2) **RESPONSIBILITY OF PUBLIC OFFICE.** Public officials and employees are agents of public purpose and hold office for the benefit of the public. They are bound to uphold the Constitution of the United States and the Constitution of this State and to carry out impartially the laws of the nation, State and municipality and to observe in their official acts the highest standards of integrity and to discharge faithfully the duties of their office regardless of personal considerations, recognizing that the public interest must be their prime concern. Their conduct in their official affairs must be and in their private affairs should be above reproach so as to foster respect for all government.

- (3) **DEDICATED SERVICE.** All officials and employees of the Village are expected to give support to official actions and programs of the Village. Appointive officials and employees shall adhere to the rules of work and performance established as the standard for their positions by the appropriate authority as set forth in the Village Code. Officials and employees shall not exceed their authority or breach the law or ask others to do so, and they shall work in full cooperation with other public officials and employees unless prohibited from so doing by law or by officially recognized confidentiality of their work.
- (4) **FAIR AND EQUAL TREATMENT.**
- (a) Use of Public Property. No official or employee shall request or permit the use of Village-owned vehicles, equipment, materials or property for personal convenience or profit.
- (b) Obligations to Citizens. No official or employee shall grant any special consideration, treatment or advantage to any citizen beyond that which is available to every other citizen.
- (5) **CONFLICT OF INTEREST.**
- (a) Definitions.
1. *Financial Interest.* Any interest which shall yield directly or indirectly, a monetary or other material benefit to the official or employee or to any person employing or retaining the services of the official or employee.
 2. *Personal Interest.* Any interest arising from blood or marriage relationships or from close business or political associations, whether or not any financial interest is involved.
 3. *Person.* Any person, corporation, partnership or joint venture.
 4. *Anything of Value.* Any money or property, favor, service, payment, advance forbearance, loan or promise of future employment for himself or for his immediate family.
 5. *Immediate Family.*
 - a. A person's spouse.
 - b. An individual's relative by marriage, lineal descent or adoption who receives, directly or indirectly, more than ½ of his support from the individual or from whom the individual receives, directly or indirectly, more than ½ of his support.
- (b) Financial and Personal Interest Prohibited. No official or employee, whether paid or unpaid, shall engage in any business or transaction or shall act in regard to financial or other personal interest, direct or indirect, which is incompatible with the proper discharge of his official duties in the public interest contrary to the provisions of this section or would tend to impair his independence of judgment or action in the performance of his official duties.
- (c) Specific Conflicts Enumerated.
1. *Incompatible Employment.* No official or employee shall engage in or accept private employment or render service for private interest when such employment or service is inconsistent or in conflict with the proper discharge of his official duties or would tend to impair his independence of judgment or action in the performance of his official duties unless otherwise permitted by law and unless disclosures are made as hereinafter provided.
 2. *Disclosure of Confidential Information.* No official or employee shall, without proper legal authorization, disclose confidential information concerning the property, government or affairs of the Village nor shall such information be used to advance financial or other private interests.

3. *Solicitation or Acceptance Prohibited.*
 - a. No official or employee shall solicit nor accept from any person, directly or indirectly, anything of value if it could reasonably be expected to influence the official's or employee's vote, official action or judgment, or could reasonably be considered as a reward for any official action or inaction on the part of the official or employee. Campaign contributions which are permitted and reported under Ch. 11, Wis. Stats., may be accepted.
 - b. No official or employee, or member of the official's or employee's immediate family, shall accept hospitality if, after consideration of the surrounding circumstances, it could reasonably be expected to influence the official's or employee's vote, official action or judgment. An official or employee should discourage any member of his immediate family from accepting hospitality under such circumstances. Participation in ground breakings, celebrations, grand openings, open houses, informational meetings, voter forums and similar events are excluded from this prohibition.
4. *Representing Private, Personal or Financial Interests Before Village Agencies or Courts.* (Rep. & Recr. Ord. #21-93) No elected official, as defined in section 1.01 of this chapter, nor appointed official, as defined in section 1.02 of this chapter, nor employed official, as defined in section 1.03 of this chapter, shall appear on behalf of any private person other than himself, his spouse or minor children before any agency, board, commission, committee, council or department of the Village or before any court involving a case in which the Village has an interest. However, a Trustee may appear before Village agencies on behalf of the Trustee's constituents in the course of the Trustee's duties as a representative of the electorate or in the performance of public and civic obligations.

(6) DISCLOSURE OF INTEREST IN LEGISLATION.

- (a) Any member of the Village Board who has a financial interest or personal interest in any proposed legislation before the Village Board shall disclose on the record of the Board the nature and extent of such interest.
- (b) Any other official or employee who has a financial interest or personal interest in any proposed legislative action of the Village Board or any board, commission or committee upon which the official or employee has any influence or input or of which the official or employee is a member that is to make a recommendation or decision upon any item which is the subject of the proposed legislative action shall disclose on the records of the Village Board or the appropriate board, commission or committee the nature and extent of such interest.

(7) STATUTORY STANDARDS OF CONDUCT. There are certain provisions of the Wisconsin Statutes which, while not set forth herein, are considered an integral part of any code of ethics. Accordingly, the provisions of the following sections of the statutes, as from time to time amended, are made a part of this Code of Ethics and shall apply to public officials and employees whenever applicable, to wit:

- (a) §946.10 Bribery of Public Officers and Employees
- (b) §946.11 Special Privileges from Public Utilities
- (c) §946.12 Misconduct in Public Office
- (d) §946.13 Private Interest in Public Contract Prohibited

HIRING OF RELATIVES. (CR. ORD. #9-01)

- (1) This section governs the hiring, classification, compensation, retention, supervision, management, termination or discipline of individuals who may apply for or be engaged in full-time or part-time work as Village employees and who are members of the immediate family of Village employees or elected or appointed officials. "Immediate family" includes an employee's or official's spouse, and the employee's or official's children, parents, siblings and their spouses.
- (2) No Village official, whether appointed or elected, or employee shall make, take part in, recommend or attempt to influence any decision or action with regard to the hiring, classification, compensation, retention, supervision, management, termination or discipline of a member of the employee's immediate family.
- (3) Village officials and employees are required to comply with §19.59, Wis. Stats.:
"No local public official may use his or her public position or office to obtain financial gain or anything of substantial value for the private benefit of himself or herself or his or her immediate family or organization with which he or she is associated."
- (4) This section does not apply to nonelected officials who are asked to accept appointment as members of a Village board, commission or committee.
- (5) The Village Administrator may waive this section whenever its literal application would be adverse to the Village's best interest or would work an unreasonable hardship on the employee. If this section is waived, the Village Administrator shall do so by setting forth in writing, as a matter of public record, an explanation of his or her finding that the waiver is in the Village's interest.
- (6) Nothing in this section prohibits a Village official, whether elected or appointed, or employee from making decisions or taking actions concerning salaries, salary-related benefits or reimbursement of actual and necessary expenses for officials or employees as a class, category, bargaining unit or other collective group, in circumstances wherein the decision or the action does not result in preferential or favored treatment of a member of the employee's immediate family.

PRE-EMPLOYMENT/EMPLOYMENT POLICIES AND PROCEDURES

EQUAL EMPLOYMENT OPPORTUNITIES

The Village of Germantown is an equal employment opportunity employer. Employment decisions are based on merit and business needs. The Village carefully selects its employees and employs people who are concerned with the success of the Village, people who care first about the highest quality public service and the interests of the public, people who can carry on their work with skill and ability; and people who can work well with our team.

It is the Village's policy to seek and employ the best quality and qualified personnel in all positions, to provide equal opportunity for advancement to all employees, including upgrading, promotion and training, and to administer these activities in a manner which will not discriminate against or give preference to any person because of race, color, religion, age, sex, national origin, handicap, genetic information, ancestry, sexual orientation, marital status, arrest or conviction record, or any other basis protected by state or federal law. All employees are required to provide proof of identity and authorization to work in the United States. It is the policy of the Village to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA) and other laws. The Village will make reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job and provided that any accommodations made do not impose an undue hardship on the Village.

The Village of Germantown is further committed to providing a work environment in which employees are treated with courtesy, respect and dignity. As part of this commitment, the Village will not tolerate any form of harassment, verbal or physical, with regard to an individual's race, sex, national origin or any other protected characteristics. Therefore, all employees are encouraged to bring any concern or complaints in this regard to the attention of management through the chain of command or through the reporting procedures in specific policies. All complaints of sexual harassment, or harassment of any kind, will be investigated promptly and, where necessary, immediate and appropriate action will be taken to stop and remedy any such conduct.

All employees share in the responsibility for assuring that the policies are effective and apply uniformly to everyone. Any employees, including managers, involved in discriminatory practices will be subject to corrective actions up to and including termination.

Equal employment opportunity notices are posted near employee gathering places as required by law. These notices summarize the rights of employees to equal opportunity in employment and list the names and addresses of the various government agencies that may be contacted in the event any person believes he or she has been discriminated against.

GENERAL HIRING PROCESS FOR NON-REPRESENTED POSITIONS

This General Hiring Process for Non-Represented and Represented Public Works Positions applies as a guideline for the hiring of those employees of the Village of Germantown. The processes outlined herein are subject to modification or temporary discontinuance in the discretion of the Village Administrator or the Village Board or applicable Committee. While the Police Department, Fire Department, and Library may utilize some or all of these procedures, their hiring process and guidelines are governed by separate policy documents or processes subject to approval by the governing authority of the Village Board, the Police and Fire Commission, or Library Board.

1. When a position becomes vacant (or notice of vacancy is given), the Department Head reviews and updates the job description along with department needs. If the Department Head determines that the position is still needed and no changes are required for the job description, then the Department Head submits a written request using the Job Requisition Form to Administrative Staff for review. Some requisitions, including Department Heads and non-budgeted positions, may also require review by the committee of jurisdiction or the Village Board. In the event the job description must be updated, then the Department Head, in conjunction with Administrative Staff, is responsible for developing an approved job description before advertising for the position.
2. Approval for filling a position will be based on several factors including department budget, department needs, overall Village budget position, staffing needs, and costs. Positions will not automatically be filled as soon as vacancy occurs.
3. Once approvals are received from the Administrator (and committees, if applicable) the department head and Administrator will determine if the position will be filled through an internal promotion or transfer or through an external recruitment. If the position is filled through an internal promotion or transfer, the Department Head and Administrator will determine if a competitive process will be used to consider multiple internal candidates or if an employee who is uniquely qualified will be promoted or transferred.
4. In the case of an external recruitment, the Administrator will approve the process for recruitment, including whether the position will be advertised for solicitation of applicants or whether an individual candidate or candidates will be targeted.
5. If an external job posting is used, then the job posting ad should be posted in multiple sources, which will be determined by the position's needs. Job will be posted by Administrative Staff with all job application materials, questions, and resumes being submitted to Administrative Staff. Suggestions for posting would include:
 - a. Local newspaper
 - b. Trade Association websites
 - c. League of WI Municipalities website
 - d. Job listing websites
 - e. Recruiters (only in unusual circumstances)
 - f. Village website
 - g. Village social media
6. Application materials will be gathered and assessed by Administrative Staff using pre-determined criteria, as established by the job description.
7. When the application deadline closes, and/or the pre-determined first review date occurs, the applications will be presented in their assigned categories to the Department Head for review and comment. At that time, the Department Head or their designee will contact applicants to schedule interviews. Ideally, 3-5 candidates should be interviewed for each open position.
8. Interview panels should normally be used to evaluate and rank candidates. Interview panels should be standardized as much as possible. In general:
 - a. Non-supervisory positions may require a panel of 1-3 people, with the Department Head serving as part of the panel. Additional interviewers may include Administrative Staff, other Department Heads and front-line personnel. One interview should be sufficient for most of these types of positions. For technical positions, outside experts may be asked to assist in the interview process.
 - b. Higher skill positions or those with supervisory responsibilities should be interviewed by a panel of 3 (including the Department Head, Administrator, other

Department Heads, or front-line staff). A second interview round may be scheduled, including with a different mix of interviewers when needed, as determined by the Administrator.

- c. Department Head positions will require at least two rounds of interviews. The first interview will be with the Administrator and *at least* two Department Heads or Village personnel chosen at the discretion of the Administrator. The second interview will be either with the committee of jurisdiction or the entire Village Board.
9. Interview questions and panel assignments will be made in advance of the interview process. It is imperative that these decisions are not made based on the applicant's identity in order to avoid appearance of favoritism. All interviewers should stay on script as much as possible to avoid unintentional but inappropriate (or illegal) comments and questions. These scripts will be developed by Administrative Staff in collaboration with the Department Head prior to their use. Interviewers should take notes as needed on forms provided by Administrative Staff for scoring. These notes are not part of any permanent record unless otherwise designated by the Administrator or the Administrator's designee.
10. After each interview, interviewers should review their notes and preliminarily score the candidate prior to interviewing the next person, when possible. At the end of each interviewing block, each interviewer should review his or her notes and preliminary scores and finalize the interviewer's scores. The panel should then discuss all the candidates and attempt to determine which candidate(s) should either move forward in the hiring process.
11. After the panel has ranked candidates, the Department Head should select a candidate to move forward in the hiring process.
12. The candidate will move forward through the process, completing any required pre-employment examinations including the background check, drug testing, and medical examinations.
13. Prior to issuing a conditional offer of employment, the Department Head and the Administrator should discuss salary options, if the candidate will not be offered the entry level of the salary range. The salary range for each position will already have been determined, but because some candidates may have higher skill levels than others, not everyone will begin at the bottom of the salary range. This should be approved by the Administrator prior to making a conditional offer to the applicant.
14. The Department Head and Administrator may issue notice to the selected candidate that the candidate is to move forward in the hiring process to the background check and other nonmedical testing phase and, if satisfactorily completed, the candidate will likely be issued a formal conditional offer of employment prior to taking any medical examinations (or to have all medical examinations taken and reviewed only after completion of all nonmedical testing).
15. When a formal conditional offer is to be issued, either the Department Head or Administrative Staff will call and make the offer to the designated candidate. Once the applicant agrees to the offer, an official offer letter should be created that includes terms of employment and mailed (and emailed) to the candidate. They should then sign and return the letter to the Village. This signed letter will be put in the employee file, along with application materials and/or resumes.

16. When all interviews are complete, and a formal conditional offer has been made and accepted, each applicant should be notified that the position has been filled. In general, those who did not receive an interview can be notified by email; those who interviewed should receive an email and phone call, if possible. Timing of the rejection letters may vary, depending on process.

PROCEDURES FOR CONDUCTING BACKGROUND CHECKS FOR POTENTIAL AND CURRENT VILLAGE EMPLOYEES

The procedures outlined below determine the process for conducting background checks for employees and external hires under the jurisdiction of the Village Administrator and Germantown Village Board.

GENERAL BACKGROUND CHECK INFORMATION

According to Municipal Code 2.12, "The Village Board shall have the authority to authorize background investigations of applicants for employment with the Village to ascertain an applicant's suitability for employment, and may authorize the appropriate agency, department or committee to conduct such investigation. This investigation may include, but is not limited to, the review of personnel and employment references, criminal history concerning pending charges and conviction record, credit check, fingerprint records, psychological evaluation, drug screening and medical examination. For the purposes of this section, the term "employee" may include persons acting as volunteer representatives or agents of the Village. This policy provides a framework for the process and procedures of such background investigations. The law allows for multiple methods of investigation. For all non-Public Safety employees and Library employees, the background investigation for an applicant will include a criminal check, a driving record check, a reference check, and verification of required credentials. The Village may also conduct drug screening and preemployment medical examinations.

CRIMINAL RECORD CHECK

The procedures contained herein determine the process for conducting criminal background checks for all positions under the jurisdiction of the Administrator and Germantown Village Board.

Pursuant to the Wisconsin Fair Employment Act (WFEA), Section 111.321, no person may be disqualified from employment with the Village solely, or in part, because of a prior conviction of a crime or crimes unless the crime or crimes for which the individual was convicted substantially relate to the position of employment sought.

The general background check procedures as established here do not apply to:

- Positions in the Village Police Department;
- Positions governed by the Wisconsin Caregiver Program;
- Positions in the Village Fire Department.
- Positions in the Park & Recreation Department

Procedures for Criminal Background Checks for these positions are established elsewhere. Park & Recreation Department procedures are outlined below.

JOB ANNOUNCEMENT BACKGROUND CHECK NOTICE

Every applicant applying for a position requiring a background check must contain an Authorization for Release of Information which informs candidates of the potential scope of the background check. The failure of an applicant to authorize the background check will disqualify the applicant from further consideration. The failure of a job announcement to include a notice of a background check shall not preclude the Village from conducting these checks.

RESPONSIBILITIES FOR CONDUCTING BACKGROUND CHECKS

Because there are multiple components of the full pre-employment background check, different employees have responsibilities under this policy. The Village will rely on the services of the Village of Germantown Police Department and the State of Wisconsin Department of Justice and the Department of Transportation or other qualified service providers in conducting and completing criminal background checks and driving record checks. The Village contracts with an outside provider to perform drug tests and medical exams.

Village Administrative Staff will have access to the results of these pre-employment checks including criminal record check information. Administrative Staff will inform the Department Head whether a candidate passes or fails the background check, the criminal background check, reference check, medical exam, or drug test. Specific information obtained during this process will remain within control of the Administration Office and is generally treated as confidential unless otherwise designated by the Administrator.

REQUIREMENTS FOR A BACKGROUND CHECK

A. Criminal Checks

1. **Criteria:** It is Village Policy to conduct a background check, including a criminal record check, on all applicants for employment. In addition, the Park & Recreation Department, as established in Section VII, will conduct annual background checks on all employees and coach volunteers.
2. **Timing:** The criminal background check may be completed at any of the following stages of the selection process in accordance with the Wisconsin Fair Employment Act:
 - a) When an applicant has submitted an application for employment; or
 - b) When an applicant has been selected for an interview, or
 - c) When finalists are determined, or
 - d) When a final candidate to whom a nonconditional offer of employment or promotion is expected to be made, including offers of temporary employment, or
 - e) When an employee is considered for transfer or promotion to a position or reassignment to duties that require a criminal background check.
 - f) Before contract personnel or volunteers begin providing services to the Village and before being granted access to Village property, equipment, computer systems, etc.
3. **Frequency:** Criminal background checks for current employees shall be conducted when determined by Village Administrator and generally not more often than once every 12 months. Employees being considered for a transfer, reassignment, new detail, or promotion, who have successfully completed a criminal background check, may be required to complete a second criminal background check in the following 12 months.

4. **Expenses:** The department requesting the background check bears all costs related to the criminal background check.
 5. **Consent Form:** Prior to conducting the criminal background check, the Village will ensure that the hiring authority/Department Head requires applicants to complete and return the Authorization for Release of Information form.
 6. **Conditional Job Offer:** A *conditional* job offer can be made after completion of the criminal background check and all other nonmedical testing. Where a criminal background check is required, the candidate may not begin work, be detailed, transferred or promoted to another position until the background check process has been completed. If a pre-employment medical examination is required, all criminal background checks must be completed prior to the conditional job offer. The definition of medical examination includes a pre-employment alcohol test and pre-employment physical or psychological medical examination.
 7. **Process:** Upon completion of the Authorization for Release of Information form, Village Administrative Staff will direct the Village Police Department or the Department of Justice to conduct a criminal history check for crimes that are substantively related to the position being offered.
 8. **Relation of Conviction or Pending Charges to Position:** Upon receipt of the candidate's criminal conviction history, Village Administrative Staff shall determine the relation of the conviction or pending criminal charges to the position sought. No person shall be disqualified from employment with the Village solely or in part because of a prior conviction of a crime or pending criminal charges, unless the crime or charges substantially relate to the position of employment sought. In determining if a conviction directly relates to the position of employment sought Village Administrative Staff shall consider the:
 - a) Nature and seriousness of the crime or crimes for which the individual was convicted;
 - b) Relationship of the crime or crimes to the purposes of regulating the position of public employment sought;
 - c) Relationship of the crime or crimes to the ability, capacity, and fitness required to perform the duties and discharge the responsibilities of the position of employment or occupation.Nothing herein prevents the Village from investigating the underlying facts of a given situation and drawing conclusions as to whether to consider the applicant for employment based on the Village's own internal investigation.
- B. Contacting of References and Professional and Personal Examination:**
Administrative Staff may examine any persons and any sources of information including education information, licensures or certifications, personal history, and professional performance information.
1. During the application process, Department heads or Administrative Staff may contact the provided references and/or past employers to verify information in the applicant's resume or job application.
 2. Because some positions require specific qualifications including college diplomas, certifications, or specialized training, Administrative Staff may also require the candidate to provide proof of or access to the records showing completion and/or contact the licensing board, university, or other provider of credentials.
- Follow-Up with Applicant:** Village Administrative Staff may conduct any other follow up and investigation with the Applicant, with the expectation that the Applicant is

absolutely candid, forthright, and truthful with the Village during the entire hiring process.

- C. Nonconsideration of Prohibited Information:** When determining whether a candidate has successfully completed the background process, Village Administrative Staff shall not base such decision on or consider any prohibited information, including information based on protected status, prior worker's compensation claims, medical history or information, genetic information, and any other information prohibited from consideration by law.
- D. Determination and Notification:** If Village Administrative Staff determines that the candidate is qualified for the position or assignment sought and has successfully completed all nonmedical examinations during the background process, then Staff shall notify the hiring authority and advise them that they may proceed with the hiring process and the issuance of a formal conditional offer of employment. Likewise, should they conclude that the candidate is disqualified from consideration for the position sought, they shall immediately notify the hiring authority. Village Administrative Staff will notify the individual of their disqualification in writing within five (5) business days of the disqualification.
- E. Medical Exams and Drug Testing:**
 - 1. Pre-employment medical exams are meant solely to determine a candidate's ability to perform the position being offered. The examiner will have a copy of the job description and physical requirements when performing the exam, and will only judge related abilities,
 - 2. Prior to the Village's review of the medical examination results, the applicant will be directed to take a screening test for illegal drugs. Results will be provided to Village Administration. Applicants who refuse to provide consent for the test or test positive for illegal drugs or other prohibited substances will no longer be considered for employment.
 - 3. Candidates for a position will only be asked to take a medical examination after a conditional job offer has been made, and both tests must be completed and passed prior to the employee's first day of work.

PROCESS FOR CONDUCTING BACKGROUND CHECKS FOR EMPLOYEES SUBJECT TO PROMOTION OR TRANSFER FOR WHICH A BACKGROUND CHECK IS REQUIRED

- A. Process:** Prior to a current employee promoting into or assuming duties which requires a criminal and/or qualifications check, the hiring authority shall notify Village Administrative Staff and request that a check be conducted on the employee. They shall follow the procedures set forth in Section IV above to the extent determined by the Administrator.
- B. Employee Rights:** An employee who is disqualified from the position sought shall not be removed from their current position unless the check reveals information not previously known which is related to their ability to successfully perform the duties of their current job, including information demonstrating the employee was not truthful or forthright during prior background processes or other circumstances that render the employee unfit for the current position.

EMPLOYEE RESPONSIBILITY TO NOTIFY ADMINISTRATIVE STAFF (OR THEIR DEPARTMENT HEAD) OF CRIMINAL CONVICTIONS

- C. **Reporting a Conviction:** For positions that require a criminal background check, it is the duty of all employees in such positions to affirmatively and immediately notify their Department Head and/or Administrative Staff of a law enforcement contact, including an arrest, pending criminal charges or civil ordinance charges, or a conviction. For purposes of this policy, conviction includes any conviction which has not been expunged.
- D. **Criteria:** Village Administrative Staff shall follow the above procedures to determine the job relatedness of the criminal conviction to the performance of the duties of the position.
- E. **Potential Sanctions:** Intentional failure of the employee to notify Administrative Staff or their Department Head may be grounds for employment sanctions up to and including suspension and termination, regardless of when the omission is discovered. Such failure may be grounds for suspension and termination of employment regardless of whether it is determined that such conviction or pending charge is of a nature that would have disqualified the employee from the position of employment in question.
- F. **Independent Investigation:** The Village reserves its right to investigate the on-duty and off-duty behavior of Village employees where the interests of the Village may be affected, including as to whether the employee has violated any Village policy rule, or expectation of conduct. The Village will conclude from its own investigation an appropriate employment disposition, and such disposition is not contingent on whether the employee is convicted of the wrongful behavior in a court of law.

PARK AND RECREATION DEPARTMENT PROCESSES

- G. **State Statutes:** All applicable laws and procedures that apply elsewhere in this policy will apply for positions in the Park & Recreation Department.
- H. **Department Specific Policy:** Rather than conducting background checks through the Administrative Staff, the Park & Recreation Department facilitates their own background checks through the Department of Justice. All results from such checks are maintained by the Director of Park & Recreation and the Recreation Supervisor. All decisions about eligibility for a position and position related convictions will be made by jointly by the Director of Park & Recreation and Administrative Staff. The Department is responsible for paying all associated costs.
- I. **Timing:** Unlike other Village staff, the Department of Park & Recreation requires an annual background check for all department staff including seasonal staff and volunteers. There are no exceptions to this requirement. Individuals will be notified prior to their annual check.

RETENTION AND ACCESSIBILITY OF BACKGROUND CHECK RECORDS

Administrative Staff shall maintain records and related documents compiled by the Village on individuals in response to background checks, and such records are generally treated as confidential staff-management planning documents unless otherwise determined by the Administrator. The Village of Germantown Records Retention policies, the Wisconsin Public Records Board, and applicable Federal and State laws shall govern the storage, use and dissemination of such records. Where the use of such records is not addressed by the foregoing standards, the use and dissemination of such records, such as their availability to hiring authorities, shall be within the discretion of the Village Administrator. The retention period assigned to these records and the Wisconsin Public Records Board classification are identified

in the General Retention Schedule for Human Resources and Related Records. Confidentiality of such records will be maintained as practical, until such time they are destroyed, as determined by the Wisconsin Public Records Board.

JOB CLASSIFICATIONS

Based on the needs of the employer, employees are classified within the following categories:

Department Head

An employee who is responsible for the operation of a Village department under the overall management of the Village Administrator and includes:

1. Chief of Police
2. Fire Chief
3. Director of Public Works
4. Clerk/
- 4-5. Treasurer
- 5-6. Director of Parks & Recreation
- 6-7. Community Development Director
8. Library Director
- 7-9. Support Services Manager

Exempt Employees

Certain designated Department Heads and other non-sworn employees holding positions that meet the qualifications for exemption under the Fair Labor Standards Act of 1985, as amended, are classified as exempt employees. Exempt employees are paid a salary and are expected to work beyond their normal work hours whenever necessary to accomplish the work of the Village. Exempt employees are not eligible to receive overtime compensation. Employees should consult with the Village Administrator if they have questions regarding their classification as an exempt employee.

Since the work of these employees is of such character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, exempt employees will be compensated by salary and on the basis of their responsibilities and duties rather than the number of hours required to perform such duties and responsibilities. While exempt employees, including Department Heads, are generally expected to conform to the normal business hours of their department, they are afforded flexibility in the application of their hours worked to the responsibility involved in managing their department. Department Heads and other exempt employees are also afforded flexibility in terms of the application of the time of those employed within their department consistent with the requirements of this Employee Personnel Manual. Such flexibility is not intended to allow for:

1. Taking absence for illness without charge to applicable paid leave banks.
2. Pay for overtime hours worked.

Full-Time Employee

A regular Full-Time Employee is an employee who is not a seasonal worker and works a regular schedule in a full-time capacity. Full time capacity is considered for anyone who

is expected to work on average 30 hours or more per week or works an equivalent of at least 1,560 hour per year. A regular full-time employee is eligible for benefits as defined in the annual benefit handbook. Only regular full-time employees receive benefits of the employer unless specifically identified in the annual benefit handbook, employer's policies or as required by law. ~~A regular full-time employee is an employee who is designated by the Board as a regular full-time employee and who works a regular schedule and is expected to normally work forty or more hours per workweek.~~

Exempt employees are generally classified as regular full-time employees; however, a regular full-time employee may be exempt or non-exempt. ~~Only regular full-time~~

employees receive benefits of the employer unless specifically identified in the employer's policies or as required by law.

Temporary Full-Time:

A temporary Full-Time Employee is an employee who is not a seasonal worker, who is hired with a full time limited contract term. Such employee is eligible for any benefits as applicable by law or state statutes (ACA/WRS) but is not eligible for any other benefits as defined in this handbook for regular full-time employees

Regular Part-Time Employee

A regular part-time employee is an employee who is not a seasonal worker, who works a regular schedule and is expected to work equal or greater than twenty-four hours per week but less than 30 hours per week. A regular part-time employee is eligible for benefits as required by law, defined by the WI state statute or is eligible for any other benefits as defined in the employee handbook for this particular employee group. A regular part time employee may be exempt or non-exempt.

~~A regular part-time employee is an employee who is designated by the Board as a regular part-time employee and works a regular schedule and is expected to normally work less than forty hours per workweek, but greater than twenty-four hours a week to be eligible for Village benefits. A regular part-time employee may be exempt or non-exempt. A regular part-time employee does not receive benefits of the employer unless specifically identified in the employer's policies or as required by law.~~

~~A regular part-time employee may be exempt or non-exempt.~~

Limited Hour Part-Time Employee

A limited hour part-time employee is an employee who is not a seasonal worker and who works less than twenty-four hours per week. A limited hour part time employee does not receive any benefits of the employer unless specifically identified in employer's policies or as required by law or state statute. A limited hour part time employee may work regular or irregular schedule. The employment of this employee group is expected to last more than 6 months.

~~A limited part-time employee is an employee who is designated by the Board as a limited part-time employee and works less than twenty-four hours per work week. A limited part-time employee does not receive benefits of the employer unless specifically identified in the employer's policies or as required by law.~~

Seasonal/Temporary Employee

A temporary or seasonal employee is hired for a specified project or time frame and may work an irregular schedule or a regular schedule. **Seasonal employees are generally hired into positions for which the customary annual employment is six months or less and for which the period of employment begins each calendar year around the same time, such as summer or winter (examples include election workers or DPW Summer Help).** A temporary or seasonal employee may be exempt or non-exempt. Temporary or seasonal employees do not receive any additional compensation or benefits provided by the employer, **even if they work a full-time schedule during their seasonal employment,** unless required by law.

If a temporary or seasonal employee does not return to work within 12 months of their last date of employment, the Village reserves the right to consider their previous employment terminated. Any subsequent return will be treated as a new hire, and prior employment will not affect status, benefits, or seniority.

Board / Trustee (Elected Official)

An elected member of the Village Board (Trustee or President) whose duties are legislative/oversight in nature. Board/Trustees are classified as a non-benefit eligible position for purposes of the Village's employee benefit programs, except where an applicable law or Wisconsin Retirement System (WRS) rules require coverage. Board/Trustees receive compensation as established by ordinance or resolution and are eligible for reimbursement of approved, documented expenses in accordance with Village policy.

PAY PRACTICES

COMPENSATION

It is the policy of the Village to compensate employees at a level sufficient to encourage excellent performance and to maintain the labor market competitiveness necessary to recruit and retain a competent workforce.

The Village maintains a compensation chart, which Department Heads shall use when posting positions. Job postings should indicate a hiring range between the minimum and midpoint for the position. In certain circumstances, such as during a competitive recruitment process, a Department Head may request approval from the Village Administrator to offer the top candidate a rate above the midpoint but not exceeding the maximum of the approved range, provided the offer is within the department's approved budget.

PAY DAYS

Employees will be paid biweekly. Each pay period is two weeks long and begins on a Monday and ends on a Sunday. Payday is generally the Tuesday of the next week following the end of the pay period.

Direct Deposit is required by Village Employees. In general, deposits are made available to the employee's account the morning of the designated pay day.

COMPENSATORY TIME, FLEX-TIME, & OVERTIME CALCULATION

Compensatory time may be granted and utilized by all non-exempt Village employees with the approval of their department supervisors or directors.

Hourly non-protective service employees will be granted overtime pay at one and one-half times their normal hourly rate for each hour worked in excess of 40 hours per week. Protective service employees shall follow a 28-day work period for purposes of statutory overtime calculation. Pay for time not worked during a week, such as vacation, compensatory time, sick leave, bereavement leave, does not count toward the calculation of overtime hours for which cash overtime pay or compensatory time off is granted. Time paid for those employees earning compensation for a recognized holiday occurring during that workweek will be counted as hours worked for overtime calculation purposes. Additionally, any prescheduled leave including planned vacation, sick time, or compensatory time will count toward time worked for overtime calculation. To be considered "prescheduled", the time must have been approved by the supervisor at least two weeks in advance. Time taken that is not planned is not considered as time worked. Holiday pay shall not count toward overtime calculations for telecommunicators.

It is generally up to the Village Supervisors or Department Directors to grant either overtime pay or compensatory time. The choice should be based on the staffing needs of the department. Overtime must be pre-authorized by a supervisor and shall be work that is necessary or of an emergency nature. Employees shall not work overtime without the proper authorization of a supervisor. Unauthorized overtime may result in disciplinary action, up to and including termination of employment. Non-protective service hourly employees may accrue a bank of up to 40 hours of approved compensatory time. Hourly protective service employees will follow their respective union contracts with regard to determining maximum

accruals of compensatory time.

Employees who have accrued the maximum hours of compensatory time will be paid overtime at the rate of one and one-half times their normal hourly rate for any overtime worked in excess of the maximum compensatory time accruals.

A payout of all or any other portion of an employee's accrued compensatory time may be made at any time at the sole discretion of the employer and shall be paid at the regular rate earned by the employee at the time the employee receives the payment. Payment will be made at the closest next payroll cycle after the request to use compensatory time. An employee may request a payout of their compensatory time bank which will be considered by the department.

director.

An employee who has accrued compensatory time shall be permitted to use such time off within a reasonable period after making a request to use such time if the use does not unduly disrupt the operations of the department.

Upon termination of employment, an hourly employee shall be paid for unused compensatory time at the rate not less than the final regular hourly rate of compensation.

At the end of each year, all compensatory time shall be taken or paid, it will not be carried over from year to year. Payment will be made on the last paycheck of the calendar year. It is the employee's responsibility to inform the payroll department if they intend to use any of their accrual to supplement time off during the last few weeks of the year.

Exempt employees may utilize flex time with the knowledge that their job responsibilities demand more than a typical work week. Department Head may receive permission from the Village Administrator to utilize Flex time to supplement an employees' vacation time off, however, it is not the intent to be used as an auxiliary vehicle for direct compensation nor will it be paid out to the employee in cash at any time. The Village Administrator reserves the right to prohibit department heads, either individually or collectively, from utilizing flex scheduling if, in the Village Administrator's sole discretion, the use of flex scheduling is no longer compatible with the Village's operational needs.

Comp Time Payout and WRS Compliance

Compensatory time balances must be paid out in accordance with Wisconsin Retirement System (WRS) provisions. Under WRS rules, any overtime or compensatory time earned in one calendar year but paid out in a subsequent year must be reported back to the year it was earned through a late reporting transaction. Employees should be aware that any payout of compensatory time is subject to WRS reporting requirements, and any interest or fees resulting from a comp time payout that causes delayed or inaccurate reporting will be the responsibility of the employee and billed to the employee through a payroll deduction.

FLSA SALARY-EXEMPT SAFE HARBOR POLICY

The Village has created this Safe Harbor Policy for employees who are classified as exempt under the FLSA. This Policy's purpose is to:

- Announce our “good faith” commitment to comply with the regulations and our commitment to reimburse employees for any improper deductions;
- Clearly state and inform our employees of the procedures and exceptions surrounding permissible salary deductions;
- Define “actual practice” in relation to improper salary deductions; and
- Inform our employees of a complaint mechanism if the employee believes that their pay has been improperly deducted.

Our Good Faith Commitment

The Village is committed to complying with the pay practices governed by the Fair Labor Standards Act. If you have questions about this policy or the regulations defining this policy, please see the administrator. The Village will work with you to help you understand how the regulations affect you.

Permissible Salary Deductions

Being an exempt employee means you are not entitled to receive overtime pay regardless of how many hours you work each workweek. Exempt status also means you are guaranteed a salary of a “predetermined amount” for a designated workweek and the amount cannot be reduced because of variations in the quality or quantity of work that you perform in that workweek.

There are certain instances when the employer is allowed to deduct wages from an exempt employee's salary for a designated workweek. These permissible deductions are as follows:

- When an employee is absent from work for one or more full days for personal reasons, other than sickness or disability and the employee has no vacation or personal time

- Off remaining for the year;
- When an employee is absent from work for one or more full days due to sickness or disability if the deductions are made under a bona fide plan, policy, or practice of providing wage replacement benefits for these types of absences, such as Long Term Disability, and the employee has no vacation or personal time off remaining for the year; Proportionate part of an employee's full salary may be paid for time actually worked in the first and last weeks of employment;
- To offset any amounts received as payment for jury fees, witness fees, or military pay; Penalties imposed in good faith for violating safety rules of "major significance;" Unpaid disciplinary suspension of one or more full days imposed in good faith for violations of workplace conduct rules such as insubordination, sexual harassment, workplace violence, or any other violations as stated in this Manual; and
- Unpaid leave taken under the Family and Medical Leave Act; and As otherwise permitted by law

Actual Practice

Isolated or inadvertent improper deductions will not result in the loss of an employee's exempt status if the employer reimburses the employee. However, an "actual practice" of making improper deductions from salary will result in the loss of the exemption. During the time period in which improper deductions were made for employees in the same job classifications working for the same managers responsible for the actual improper deductions.

Factors that may suggest an actual practice of improper salary deductions include:

- The number of improper deductions, particularly as compared to the number of employee infractions warranting discipline;
- The time period during which the employer made improper deductions;
- The number and geographic location of both the employees whose salaries were improperly reduced and the managers responsible; or
- Whether the employer has a clearly communicated policy permitting or prohibiting improper deductions.

Filing a Complaint

Improper deductions are a serious violation of this Safe Harbor Policy. If you feel improper deductions have been made from your paycheck, please contact the Administrator immediately. Once notified, the Administrator will work with you to resolve the issue and reimburse you if an improper deduction had in fact been made.

If you feel the resolution offered by the Administrator is unsatisfactory or unlawful, you may file a complaint with the U.S. Department of Labor, Wage and Hour Division either by mail or in person.

CALL-IN PAY

A non-protective service employee called in to work in the event of an emergency occurring outside the employee's normal working hours, as determined by the employee's supervisor or department director, may receive 2 hours of pay as a minimum for work performed by the employee as a result of the call in and only if the employee is required to report to the onsite work location. Employees who are called in and perform authorized work but who do not report to a worksite, employees who respond and work adjacent to normal work hours, or employees performing scheduled work outside of the normal work hours will be paid only as

required by law. The Village's decision as to whether an employee should receive the two-hour minimum pay shall be final. Employees are required to perform any call-in responsibilities in the most-efficient manner possible in the interests of the Village. Employees are required to keep accurate time records of time worked for purposes of determining call-in compensation, if any is required by law. Employees must respond to calls from the Village or as required by the Village in a timely manner.

ON CALL PAY

An employee required to carry a telecommunication device and having on-call responsibility for a full workweek may receive additional compensation if authorized by the Village. The level of compensation, if authorized, will be set by the Village Board and administered by the Department Director. Employees responsible for carrying such device shall be responsible for complying with call-in responsibilities.

LONGEVITY PAY

Department of Public Works employees who received a Longevity Pay benefit prior to December 31, 2011, will have their benefit level frozen at the dollar amount received by that employee in 2011. No other employee shall be eligible to receive longevity pay after January 1, 2012.

EMPLOYEE BENEFITS

EDUCATIONAL INCENTIVE PROGRAM

The Village believes in the personal and professional development of employees. Because of this, an Educational Incentive Program for full-time employees interested in enhancing or further improving themselves through continuing education has been designed.

- 1) The word employee(s) means all full-time, salaried, and permanently appointed employees of the Village including all supervisory, management, technical, clerical, and professional personnel in all Village departments exempting part-time employees, temporary or seasonal employees, elected officials of the Village, appointed officials, or members of the boards and commissions.
- 2) Employees may be reimbursed for up to one-half (1/2) of the per credit and/or tuition amount per semester for courses successfully completed in and enrolled in accordance with the terms of this policy.
- 3) Courses eligible for inclusion in this policy shall be attended in residence at a college, university, or technical college; shall be listed in the current school catalog and class schedule of the respective school; shall be related to the employee's current work duties for the Village and shall be contained within a program of study for which credit is given toward a degree or associate degree from the college, university, or technical college.
- 4) Approval for inclusion of course work under this shall be sought in the following manner:
 - a) Submittal of a request on a form (see attached Educational Incentive Program Form) furnished by the Village to the department director for review relative to course value to the Village and relationship of the course to the employee's current position with the Village.
 - b) The department director shall, upon his/her concurrence as to the appropriateness of the course, submit the request to the Village Administrator for consideration and approval or disapproval. Any such approval must be obtained prior to the employee enrolling in any course for which the benefits of this program are to be applied. The Village retains the sole right of approval and/or disapproval of any and all courses based on individual course relationship to the employee's current position with the Village.

- 5) All such approved courses shall be attended on the employee's own time and not during hours which the employee is scheduled for duty/work with the Village.
- 6) Credits herein referred to shall be defined as the value earned for each semester hour of course work completed (i.e. one credit equals a minimum fifteen semester hours) with a grade as set forth in Section 7.
- 7) All such approved courses shall be completed with a minimum grade of "C" or the numerical equivalent while the employee is employed by the Village for payment to be made under this policy. Payment will be made to the employee with submittal of a copy of a transcript.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Village may offer an Employee Assistance Program to employees and their families. This resource helps employee's take constructive action to resolve personal problems which affect job performance. Through an outside agency, the program provides professional, confidential assistance for problems such as mental, emotional, financial, legal, marital or family distress, career and employment-related difficulties, alcohol or chemical abuse or other concerns.

The EAP program also provides a means by which the supervisor can take action to address unsatisfactory job performance and to prevent the loss of an otherwise good employee. The supervisor's objective in making a referral to the EAP is that the employee may resolve the problem which has affected his or her work so that quality job performance is restored.

From the date of hire, the EAP is available to all full-time and part-time employees of the Village. It may also be utilized by family members, including dependent members of the household. The program provides professional assessment, referral and brief treatment (up to three visits) for a range of individual and family problems. An initial assessment, generally an hour long, is conducted within a day or two of the time the employee calls the EAP. (Crisis calls are handled immediately.) Referral for appropriate services is made to an agency in the employee's community or one nearby.

Any employee who desires assistance with a problem may contact the EAP directly. The local EAP phone number is to be posted at every worksite for that purpose. The posting should also remind the employee to indicate that the contact is being made under the Village's Employee Assistance Program.

In instances where applicable, the Village's leave and health insurance benefits may be utilized for treatment or rehabilitation as provided in the Village's benefit program. Consideration will also be given for the use of personal leave of absence. In an ideal situation, the employee who is experiencing personal or family problems will want to seek assistance before his or her work performance is affected, will be aware of the availability of the EAP and will make a self-referral to it or to another agency. A supervisor may refer an employee to the EAP.

EMPLOYEE RECOGNITION PROGRAM

All full-time employees, regular part-time employees (covered under the Wisconsin Retirement System) and paid-on-call Fire Fighters / EMT's are eligible for the Village's Employee Recognition Program. Eligible employees must be employed with the Village for a minimum of five-seven years continuous service. Fire Fighter / EMT years of service with the Germantown Fire Company counts towards the continuous service requirement. This Employee Recognition Program is for years of service and is not based on merit, quality of work or popularity of an employee. This Program is to recognize employees for their dedication and years of service with the Village. This Program is divided into two (2) areas: Years of Service Recognition and Retirement Recognition.

- 1) Continuous Years of Service Recognition
 - After 7 Years - Value \$25
 - After 15 Years - Value \$50
 - After 20 Years - Value \$75
 - After 25 Years - Value \$100
 - After 30 Years - Value \$125
 - After 35 Years - Value \$150

These awards will be presented to the employee by their Department Director or Supervisor.

- 2) Retirement Recognition

A framed resolution will be presented to an employee at a Village Board meeting at or near the employee's retirement date. This recognition is available to employees who have at least 10 years of service with the Village and are retiring in accordance with Wisconsin Retirement System (WRS) eligibility requirements. The Village Board will adopt a resolution recognizing the employee and noting their years of service with the Village. A plaque will be presented to the employee at a Village Board meeting, at or near the employee's retirement date. The Village Board will adopt a resolution recognizing the employee, noting the years of service with the Village.

EXPENSE REIMBURSEMENT

Expense Reimbursement – Meal Allowance, Lodging, Mileage

The Village will use the U.S. General Services Administration Per Diem Rate Guidelines Pocket Travel Guide for the Office of Management Services for the State of Wisconsin to determine the amount of reimbursement due an employee for meal allowances for each full day of travel when they are engaged in approved training, conferences, or seminars. The meal rates differ by travel location. View the per diem rate for your primary destination to determine which meal rates apply. The meal rate will be the maximum allowance.

For any official travel destination, you must provide a receipt to substantiate your expense for lodging. You will not need a receipt for meals or incidentals as long as the date, location and function are clearly stated on the reimbursement request. Meals provided to the employee by either the place of lodging (example: continental breakfast) or the conference/seminar (example: business lunch) will not be reimbursed.

Meal reimbursements, for overnight travel, will not be taxable to the employee.

Lodging will be paid in full by the Village. It is desirable to have the room paid for directly by the Village per credit card or direct bill. Please contact your direct supervisor or the Administration Office for assistance.

There are some restrictions as to how the allowance relates to breakfast and/or dinner.

Breakfast is only covered if the employee is staying overnight the day before a conference or seminar. Dinner will not be covered the last day unless the employee is not expected home before 7:00 pm. (This extended day includes travel time.) Dinner will be covered for the first travel day if the employee is on route to their destination through the evening hours.

Employees will be reimbursed at the Federal Mileage Rate for the use of their personal vehicle when authorized by their Department Director or Supervisor. Submit your request for reimbursement to your supervisor.

Expense Reimbursement – Elected Official

Elected Officials shall receive a monthly stipend to cover business related expenses as set out by resolution approved by the Village Board. The reimbursement may be an accountable plan or a non-accountable plan. The choice is the officials and can change at will. Accountable Plan – Substantiation of the expense should be turned into the Village Clerk-Treasurer within 60 days of the month of which the check was issued. Accepted types of expenses for substantiation purposes include mileage, business phone expenses or business

meals. Meals must have a clear business relationship and shall not consist of only Village employees. Alcoholic beverages will not be reimbursed. Mileage to and from the Village can be included if the elected official has other employment which is primary. Personal use of a phone should be separated. An expense form should be completed showing the business nature and amount of the expense.

Reimbursement from an accountable plan is non-taxed unless the total of the receipts submitted are less than the monthly stipend. The amount of stipend that is more than the submitted receipt will be taxed through payroll.

Non-Accountable Plan – The elected official may choose not to substantiate the expense check. The monthly stipend will be issued through payroll and income taxes will be deducted.

GIFTS AND/OR ACKNOWLEDGEMENTS – EMPLOYEE OR OFFICIAL

The Village of Germantown will acknowledge the:

Death of Current Employee, Elected or Appointed Official – Up to \$50 plus delivery charge, or in lieu of flowers, a monetary gift to a memorial of choice.

Death of Immediate Family Member – Up to \$50 plus delivery charge, or in lieu of flowers, a monetary gift to a memorial of choice (Immediate family members are considered: spouse, parents, son, daughter, brother, sister, mother-in-law, father-in-law or grandparents)

< Current Employee

< Current Elected Official (President/Trustee)

Death of Former Elected or Appointed Official – Up to \$50 plus delivery charge, or in lieu of flowers, a monetary gift to a memorial of choice.

Employees are free to take up a separate collection for a gift or flowers for current employees for a birth, death, marriage, birthdays, illness or injury.

If anyone becomes aware of a situation described above please contact the ~~Village-Clerk's~~Support Services Manager-office who will arrange for the sending of flowers and/or memorial.

INSURANCE – HEALTH, DENTAL & LIFE

The Village of Germantown provides eligible employees who are regularly working over 30 hours a week with a self-funded Preferred Provider Option (PPO) Medical Health Insurance Program, and a Dental Plan. Employees are required to contribute an amount or percentage of the monthly premiums as established by the Village Board or collective bargaining agreement. Please refer to the Village of Germantown Specified Plan Document (SPD) for further details. A choice of a family or single plan is available, with a full coverage basic plan as well as a High Deductible Health Plan. New employees shall become eligible for coverage on their first full day of employment.

An employee's health and dental insurance benefits end as of the last date of the month in which termination of employment occurs. Employees may be eligible for continued health insurance coverage after separation of service under the terms of applicable State and Federal law. Employees should contact the Administration Department if they have any questions regarding continuation of health or dental insurance benefits. The Village reserves the right to amend, discontinue, or otherwise terminate any health or dental insurance benefits offered at the Village's sole discretion and with or without notice to the extent permitted by law and to the extent permitted by the applicable plan provider(s).

Health Insurance Premium Contribution Policy

Effective January 1, 2027

The Village provides health insurance benefits to eligible employees based on their full-time

equivalency (FTE). Beginning January 1, 2027, the employer's contribution toward health insurance premiums will be prorated according to each employee's FTE status. Employees working less than 100% FTE will receive a prorated employer contribution that corresponds to their scheduled hours. For example, an employee working at 75% FTE will receive 75% of the employer's contribution toward health insurance premiums and will be responsible for paying the remaining portion. This change ensures equitable distribution of benefit costs based on the percentage of full-time hours worked.

Life Insurance is administered through and based upon participation in the Wisconsin Retirement System. The Village will pay the Basic Insurance Premium. Basic insurance offers the following benefits:

- Group term life insurance equal to 100% of the employee's previous

calendar year earnings, rounded to the next higher thousand dollars.

- Accidental death and dismemberment benefits equal to the face amount of the Basic insurance, up to age 65 (or age 70, if actively employed).

Information regarding eligibility criteria and additional tiers of insurance coverage, at the employee's expense, is available through the Administration Department.

All application forms and relevant information will be distributed upon hire.

RETIREMENT BENEFITS:

After 10 years of continuous employment through the Village of Germantown, the Village, at its sole discretion and subject to the eligibility requirements of the health care plan, may offer retirees with an option to remain on the Village's health and dental insurance plans, provided the retiree: (1) retires in good standing (*i.e.*, provides the Village with at least two weeks' notice of retirement and does not retire in lieu of termination); and (2) the retiree pays the entire premiums associated with any such coverage equivalent to the applicable COBRA premium rate. The retiree is given 50% of unused sick leave at the date of retirement which is placed in a Retirement Health Account ("RHA") which may be used to pay for any premiums associated with these benefits. The Village reserves the right to amend, discontinue, or otherwise terminate any retiree health or dental insurance benefits offered at the Village's sole discretion and with or without notice to the extent permitted by law and to the extent permitted by the applicable plan provider(s).

WELLNESS PROGRAM

The Village has a Wellness and Health Management Program for its fulltime ~~employees, or any employees eligible for health insurance (as required by law), and regular part-time employees~~. The program encourages the overall well-being of our employees by fostering a worksite culture that supports everyone's desire to make healthy lifestyle choices while helping to decrease health care costs.

The employee should contact the ~~Administration Support Services Manager~~ department for details.

DEFERRED COMPENSATION PLAN

The Village may offer a Deferred Compensation program that allows the employee to invest their own funds for future retirement. Federal and State income taxes are deferred until your assets are withdrawn. Employee contributions are made through payroll deduction. Several options for investment are presently available; however, the Village reserves the right to amend, discontinue, or otherwise terminate any deferred compensation plan(s) offered at the Village's sole discretion and with or without notice to the extent permitted by law and to the extent permitted by the applicable deferred compensation plan provider(s).

All full-time and regular part time employees are eligible. Please see the Administration Department for further details.

WISCONSIN RETIREMENT FUND

The Village of Germantown is part of the Wisconsin Retirement System administered by the State of Wisconsin. The program is a defined benefit plan with employee and employer contributions. The employee will be required to pay the employee portion as determined by WRS on a pre-tax basis. Employees are eligible as determined by the Department of Employee Trust Funds. Questions regarding eligibility, contribution, or vesting should be directed to the

Administration Department.

Employees who are determined to be eligible to participate in the Wisconsin Retirement system will be provided information regarding enrollment upon hire or, if not eligible upon hire, upon achieving eligibility.

SECTION 125 PLAN

This Plan, also known as a flexible spending plan, is available for employees to use pre-tax dollars to pay certain benefit expenses. Qualifying benefit expenses include:

- Medical, dental and vision care, health related supplies and services not covered by insurance
- Daycare for a qualified dependent child or disabled spouse.

All full-time and regular part time employees ~~who work 30 hours or more~~ are eligible. Eligibility for benefits is defined by the number of hours worked as defined in the employee benefit guide and in this handbook. The Village reserves the right to amend, discontinue, or otherwise terminate the Section 125 Plan offered at the Village's sole discretion and with or without notice to the extent permitted by law and to the extent permitted by the applicable plan provider(s). See the Administration Department for more information.

CAREER DEVELOPMENT

PERSONNEL RECORDS

Each employee has a personnel file. Information retained in the personnel file includes personal information such as forms for federal and state taxes, enrollment forms for benefits, address changes, and specific work-related information such as application for employment, resume, performance evaluations, salary adjustments, job changes, and other designated records. An employee may request an opportunity to review the records in his or her personnel file that the employee has a lawful right to review by submitting a written request to the Village Administrator. Requests for inspection will be scheduled at a mutually convenient time and within the timeframes required by law. Employee files contain records maintained by the Village's Custodian of Records. Personnel files may not be taken outside of the custody of the Custodian.

The employer will use employee medical information only in a manner that is lawful, job-related, and consistent with business necessity. Employee medical information will be maintained in separate medical files and will be treated confidentially to the extent required by law. Normally, medical information may be disclosed to someone other than the employee in the following circumstances:

- Supervisors and managers may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;

- First aid and safety personnel may be informed, when appropriate, if the employee's medical condition might require emergency treatment; and

- Certain government officials may be provided the information.

Employees should refer all requests for personnel information concerning applicants, employees, and past employees to the office of the Village Administrator. Employees are not permitted to provide references on behalf of the Village of Germantown. Pursuant to requests for references, the employer may choose to release only limited general information such as the position held and dates of employment. The employer may require the individual involved to provide a written consent, release and indemnity agreement before the employer will release additional information unless there are circumstances warranting otherwise.

It is important that each employee's personal information and decisions regarding benefit selection be accurate at all times. It is each employee's responsibility to notify the employer promptly of any changes to the employee's personnel file or personal contact information or family information used for insurance and tax purposes. In order to avoid issues to benefit eligibility, having W-2s returned or any other issue, employees must promptly notify, in writing, the office of the Village Administrator of any change in personal information including name, address, telephone number, marital status (for benefits and withholding purposes), names, addresses and phone numbers of the employee's spouse and dependents (for benefits purposes), beneficiary designations, and emergency contact information.

PROFESSIONAL ASSOCIATION MEETINGS/TRAINING/SEMINARS – EMPLOYER RELATED

All Village employees who attend professional association meetings, conferences, training sessions, institutions, workshops, seminars, or special classes during regular working hours and who receive prior approval, as specified below, will be considered for purposes of time reporting and payroll to be at work during the period of meetings, training and seminars. The hours of work are only for work-related topics and time. All training must be pertinent to the employee's current job with the Village.

Activities that are social in nature and not related to the job are not compensable time. Time spent on a “professional development” training or program will be evaluated by the Village to determine if it is compensable time.

In order to qualify for attendance at any professional association meetings, conferences, seminars, trainings or workshops, the employee ~~must have on file with their supervisor and Support Services an Individual Performance Plan. Additionally, the employee must complete submit~~ an Employee Training Request form or an official training request to their department director or Village Administrator. The request must include documentation such as the course scope, date, agenda, and any other materials relevant to the employee’s current job duties to assist the supervisor in making a final decision. ~~that is submitted to their supervisor.~~

~~Prior approval of the department director or Village Administrator must be obtained before any of the association meetings, seminars or training are attended.~~ The Individual Performance Plan must be completed annually prior to the budget process with a supervisor in order to qualify for professional training, association meetings or special classes. The training and seminar program described herein is not part of and shall be considered to be entirely separate from the Village’s Educational Incentive Program.

ATTENDANCE POLICY

Policy Statement:

The Village of Germantown expects all employees to maintain regular attendance and punctuality to ensure the effective operation of municipal services. Attendance and punctuality are essential functions of every position. The following policy outlines employee responsibilities, definitions, and potential disciplinary measures for absences or tardiness.

1. Definitions

- **Absence:** Failure to report for work as scheduled, whether full-day or partial.
- **Unexcused Absence:** An absence of a full or partial day that is not approved in advance by a supervisor, not covered under FMLA or other protected leave, or not supported by appropriate documentation when requested.
- **Call-In:** A reported absence or tardiness notified to a supervisor in advance or as soon as reasonably possible.

2. Attendance Expectations

- **Punctuality:** Employees are expected to report to work on time for all scheduled shifts. Repeated tardiness may result in disciplinary action.
- **Work Hours:** Employees must work all hours for which they are scheduled unless otherwise authorized by their supervisor.
- **Advance Approval:** Any changes to an employee’s work schedule, including planned absences, must be approved in advance by the employee’s supervisor.
- **Notification:** Employees must notify their supervisor as soon as possible if they will be late or absent. Notification should occur prior to the start of the scheduled shift whenever possible.
- **Early Departure:** Employees who need to leave work early must obtain prior approval from their supervisor. Leaving work early without approval constitutes an unauthorized departure and may result in disciplinary action.

3. Documentation

- Employees may be required to provide documentation, such as a doctor’s note, for any absence of three (3) consecutive workdays.
- The Village reserves the right to request documentation for any absence if a pattern of

absenteeism is identified.

4. Unexcused absence and Disciplinary Action

- Three unexcused absences in 1 quarter may result in disciplinary action, including termination
- Three (3) call-ins within a calendar quarter will be considered 1 unexcused absence
- Chronic absenteeism, excessive tardiness, or repeated unauthorized departures may also result in progressive disciplinary action.
- Any absence due to personal illness of (3) consecutive workdays without a doctor's note or prior HR's approval under Non-FMLA Medical Leave is considered an unexcused absence

5. No-call, No-show

Employees are expected to report to work as scheduled. If an employee is unable to report to work, they must notify their supervisor **prior to the start of their shift**. Failure to provide notice and/or not showing up for a scheduled shift (**no-call/no-show**) may result in disciplinary action, up to and including termination.

If an employee has a legitimate emergency or extenuating circumstances, they should contact their supervisor as soon as possible. Repeated occurrences of no-call/no-show may be considered a pattern of attendance issues and will be addressed accordingly.

6. Compliance with Leave Laws

- Absences protected under FMLA, Wisconsin Family and Medical Leave Act (WFMLA), or other applicable federal or state law will not be counted as unexcused absences.
- If it is determined that a leave request does not qualify under FMLA or other protected leave laws, any absence will be subject to the terms of this attendance policy.

7. Progressive Discipline

The Village may apply progressive discipline for unexcused absences or repeated tardiness, which may include:

1. Verbal warning
2. Written warning
3. Suspension without pay
4. Termination

LEAVES OF ABSENCE

FAMILY AND MEDICAL LEAVE POLICY

It is the policy of the Village of Germantown to provide family and medical leave as required by state and federal laws. This Policy does not necessarily incorporate all provisions of such laws directly into the Village's personnel policies. Posters summarizing federal and state FMLA laws can be found with other employment-related postings. In addition, you may contact Support Services if you have specific questions.

Leave taken under this Policy may be covered by federal law, state law, or both. The eligibility and entitlements are defined differently under federal and state law. When leave taken by an eligible employee under this policy is governed by both federal and state law, the more generous provisions will control in the event of a conflict. However, when leaves are governed by state or federal law, but not both, the applicable law will control under this policy. You should note that certain leaves may be covered by both state and federal law for only a portion of the leave. To the extent permitted by law, time off that is qualifying leave under the federal FMLA and under the Wisconsin FMLA, will run concurrently (i.e. at the same time) with leave granted under other Village policies.

You may be required to provide advance notice and certain information as set forth below to be eligible for leave under this Policy. You may also be required to submit leave requests in writing when circumstances and applicable law permit. After you provide the Village the required information, the Village will evaluate it and make a determination as to whether the absence qualifies as FMLA leave. The Village will notify you of its final determination. If you fail to provide the Village with the required information within the time specified, your absence will be unexcused. If the time off is FMLA qualifying, the leave will be designated as such and you will receive notice of the designation, along with information on the specifics of the leave, consistent with this policy. Use of other leaves provided by the Village for the reasons covered by law, will be treated as use of leave under this Policy whenever applicable law allows.

If it is determined that the leave does not qualify, then any absence shall be subject to the terms of the Village's attendance policy. The Village has the right to designate qualifying leave as FMLA whether or not the employee specifically requests it.

SECTION 1 – ELIGIBILITY REQUIREMENTS.

To be eligible for federal FMLA leave, you must have been employed by the Village for at least 12 months, must have worked at least 1,250 hours during the 12-month period immediately prior to the start of the requested leave, and must be employed at a worksite where 50 or more employees are employed by the Village within a 75-mile radius. To be eligible for leave under the Wisconsin FMLA, you must have been employed for more than 52 consecutive weeks and have been paid for at least 1,000 hours.

SECTION 2 – AMOUNT AND TYPES OF LEAVE AVAILABLE.

Under the guidelines set out in this Policy and in accord with the law, the Village will grant an eligible employee up to twelve (12) workweeks of unpaid federal FMLA leave within a rolling 12-month period for the following reasons:

- the birth or placement of a child for adoption or foster care
- to care for the employee's covered family member suffering from a serious health condition
- for the employee's own serious health condition
- for any "qualifying exigency" arising as a result of the employee's child, parent or spouse serving on active military duty in support of contingency operations.

In addition, if you are eligible for federal FMLA leave as defined in this policy, you may be entitled to take a total of up to twenty-six (26) workweeks of unpaid federal FMLA leave in a single twelve-month period, to care for a covered service member who has incurred a serious injury or illness in the line of duty. ("Military Caregiver Leave") During that twelve-month period, you will be entitled only to a combined total of 26 workweeks of federal FMLA leave for service member care and for any other federal FMLA purpose.

When a husband and wife both work for the Village, they are limited to an aggregate of 12 workweeks of federal FMLA leave for birth, adoption/foster care, care of a seriously ill parent, or a qualifying exigency. Up to a combined total of 26 weeks may be used to care for a seriously ill or injured military service member.

Federal FMLA leave will run concurrently, when applicable, with the total of ten (10) workweeks of Wisconsin FMLA leave which is specifically allocated over a calendar year as follows:

- Two (2) workweeks for an employee's own serious health condition.
- Six (6) workweeks related to the birth or adoption of a child; and
- Two (2) workweeks to allow an employee to care for a parent, parent-in-law, spouse, registered domestic partner or child due to their incapacity caused by a serious health condition.

Applicable Definitions:

"Domestic Partner" for this purpose includes only those individuals who were registered as domestic partners under Wisconsin Law before April 1, 2018.

"Child" under this paragraph includes a biological, adopted or foster child, a stepchild, legal ward, or a child for whom you have assumed the obligations of a parent and who is either under 18 years of age, or is unable to care for him or herself due to a physical or mental disability.

For purposes of Wisconsin FMLA only, "Parent" includes the parent of an eligible employee's spouse or registered domestic partner.

"Serious Health Condition" under this policy means an illness, injury, impairment, or physical or mental condition that involves any of the following:

- 1) Any period of incapacity or treatment connected with inpatient care
- 2) A continuing period of incapacity and/or any subsequent treatment relating to the same condition that also involves continuing treatment by or under the supervision of a health care provider
- 3) Incapacity due to a chronic serious health condition that also involves periodic treatment by a health care provider.
- 4) Any period of incapacity due to pregnancy or prenatal care
- 5) A period of incapacity due to a permanent or long-term condition for which treatment may not be effective, but for which the employee or family member must be under the continuing supervision of a health care provider.
- 6) Any period of absence to receive multiple treatments by a health care provider for a condition that would likely result in a period of incapacity in the absence of medical intervention or treatment.
- 7) In most cases, a short-term condition, such as a cold, flu, earache, upset stomach, or other minor ailment would not qualify as a serious health condition. It also does not include routine treatment, doctor or dental visits. Conditions for which cosmetic treatments are administered are generally not considered to be serious health conditions.

- 8) See Support Services to determine whether your request for leave qualifies under one of the above categories.

SECTION 3 – CALCULATING AVAILABLE LEAVE.

(1) To determine the amount of federal FMLA leave to which an employee is entitled for a *specific* leave request, the Village uses a rolling 12-month period looking backward from the start of the new leave to determine how much leave has been used in the preceding 12-month period. Each time an employee takes federal FMLA leave the remaining federal leave entitlement is the balance of the 12 weeks which has not been used during the immediately preceding 12 months.

(2) Entitlement to Wisconsin FMLA leave is calculated based on what specific Wisconsin FMLA has been used in the calendar year.

(3) If an employee experiences a serious health condition and is eligible for benefits under the Village's Short-term Disability Plan, the Village will designate the employee's absence as FMLA leave. If an employee suffers a work-related injury that qualifies as a serious health condition, FMLA leaves provided under this Policy will be considered as taken along with the leave required under the worker's compensation laws.

SECTION 4 – LEAVE REQUEST PROCESS.

(1) Except in situations where an employee is unable to provide a written request because of the need for emergency health care, the employee is to provide Support Services with a written application for family or medical leave prior to the requested start of the leave.

(2) In cases where the need for the leave is foreseeable, the request is to be made at least 30 days prior to the beginning of the anticipated leave. In cases where the need for the leave does not become known more than 30 days in advance, the request is to be made as soon as the employee becomes aware of the need for leave. In all cases, the employee must comply with the Village's standard call-in procedures for absences. However, calling in sick, without providing additional information, is not sufficient notice of the need for FMLA leave.

(3) All requests must be submitted on an FMLA Request Form which can be obtained from Support Services. The Form must be fully completed including the beginning and ending dates of the leave. The employee must notify Support Services in advance if the date of return changes.

(4) An employee undergoing planned medical treatment or requesting intermittent or reduced schedule leave, is required to make a reasonable effort to schedule the treatment to minimize disruptions to the Village's operations. Failing to provide reasonable notice or work with your supervisor on the timing of the leave may result in the delay, denial or cancellation of FMLA leave.

(5) The Village may delay the taking of a requested leave until at least 30 days after the date the employee provides notice when the employee fails to provide proper advance notice, unless the employee was unable to comply because of the need for emergency health care or other reasonable excuse.

The employee who does not return to work at the end of the FMLA leave will be considered to have voluntarily terminated unless the employee was unable to return due to a continuing serious health condition, health care emergency, or other reasonable excuse. In that circumstance, the employee must provide advance notification to the Village of inability if practicable.

SECTION 5 – CERTIFICATION REQUIREMENTS.

(1) If leave is requested due to an employee's own serious health condition, the serious health condition of the employee's spouse, domestic partner, child or parent, or for military medical leave the Village requires that the leave request be supported by certification

issued by the employee's health care provider or the health care provider of the spouse, domestic partner, child, parent or next of kin. The Village reserves the right to have certified all information permitted by law. The Medical Certification Form can be obtained from Support Services.

(2) The employee must return the fully completed certification to Support Services within fifteen (15) days from the date the employee is provided the medical certification form. Failure to provide the Village with timely and responsive certification from a health care provider within fifteen (15) days of the Village's request for certification may result in denial of the leave. If you submit a certification which is insufficient or incomplete, the Village will require you to provide a corrected certification within seven (7) days.

(3) Where medical leave is involved, the Village may, at its expense, require the employee or a family member to obtain the opinion of a second health care provider chosen by the employer. If a dispute exists, a third opinion may be secured.

(4) The Village will require an employee to recertify the medical condition as allowed by law.

(5) The Village may require an employee to provide a fitness for duty certification prior to returning from a leave for the employee's serious health condition.

(6) Failure to provide timely certifications may result in denial or delay of the leave.

(7) If leave is requested for other non-medical purposes, the Village may require certification or additional documents pertinent to that leave request, such as a copy of the birth or placement documents, confirmation of a family, *in loco parentis* or domestic partner relationship or reflecting the military exigency purpose.

SECTION 6 – INTERMITTENT OR PARTIAL LEAVE

(1) An employee may take intermittent leave, whenever certified as medically necessary or otherwise required, to care for a qualifying family member with a serious health condition or their own illness, or for military-related leaves. Also, if the leave is for planned medical treatment and will be taken on an intermittent basis or by a reduced schedule, the employee is expected to schedule the treatment so as to create minimum disruption for the Village. The smallest increment for partial leave is the smallest measure of time that employees are able to take time for any non-emergency leave.

(2) Where the need for intermittent leave or leave on a reduced work schedule is foreseeable based on planned medical treatment, the Village may temporarily transfer the employee to an available equivalent position if the employee is qualified and the position better accommodates the recurring leave.

(3) Federal FMLA leave for the birth, adoption or foster care placement of a child may be taken intermittently or on a reduced leave schedule only with permission of the Village. An employee must request the leave and obtain written approval for such leave before the federal FMLA leave begins. When leave for birth or adoption is taken under the Wisconsin FMLA, the leave may be taken intermittently or on a reduced schedule as long as the employee works with the Village to schedule the leave so as to create minimum disruption for the Village. Federal FMLA leave related to birth, adoption or foster care must be used within one year of the birth or placement of the child. Requested intermittent or reduced schedule leave for any Wisconsin FMLA portion of leave related to birth or adoption must begin no later than sixteen (16) weeks after the actual birth or placement.

SECTION 7 – PAY STATUS AND SUBSTITUTION.

FMLA leave is generally unpaid. However, an eligible employee may request use of paid leave – “substitute” – accrued and available paid leave under certain circumstances during the time the employee is on FMLA leave:

(1) An employee may substitute any or all of the employee's accrued and available paid leave of any type provided by the Village during Wisconsin FMLA leave.

(2) When an employee is using solely federal FMLA leave for the employee's own serious health condition, the Village will require the employee to use the balance of the employee's sick, vacation, or personal leave during that period of federal FMLA leave.

When the employee is using solely federal FMLA leave for any leave except leave for the employee's serious health condition, the Village will require him to use accrued vacation or personal time balance. No employee may substitute use of sick accrual for any federal FMLA leave except that for the employee's own serious health condition.

(3) For FMLA leaves governed exclusively under federal law, the employee must meet all notice and eligibility policy requirements governing the paid leave, unless the Village specifically waives the provisions. If an employee fails to meet the paid leave policy requirements, the solely federal FMLA leave will be unpaid.

SECTION 8 – CONTINUATION AND ACCRUAL OF BENEFITS DURING LEAVE

(1) Coverage under any group health plan will be maintained for the duration of an eligible employee's leave at the same level and under the same conditions as if the employee continued to work. This means that in order to continue group health coverage during the employee's FMLA leave the employee must continue to pay the same share of the health insurance premiums as the employee did prior to leave. The Village will also continue to pay any portion of group health insurance premiums for coverage that it was responsible for paying immediately prior to the leave as required by law.

It is the employee's responsibility to make arrangements with Support Services for making premium payments for group health insurance during leaves. For employees using paid leave during FMLA, the employee's share of premiums will be paid through the Village's normal payroll deduction method. If an employee is on unpaid FMLA leave, the employee must make advance arrangements with Support Services to make timely payments.

(2) To the extent permitted by law, the Village reserves the right to require an employee to place up to eight weeks' health insurance premiums in escrow prior to leave, or to discontinue coverage if such premiums are received more than thirty days late.

(3) The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of the employee's leave.

(4) Benefits will not accrue during unpaid FMLA leave. However, if an employee uses accrued paid leave during FMLA leave, benefits will accrue as indicated by Village Policy during use of that paid leave.

SECTION 9 – LEAVE STATUS AND RETURN TO WORK

(1) While on continuous FMLA leave, the Village requires an employee to periodically confirm leave status and the employee's intention to return to work. Any employee who decides while on leave that he or she will not be returning to work at the end of the leave should immediately inform the Village.

(2) A returning employee must contact Support Services and his or her supervisor during business hours to confirm the employee's return to work date. Employees returning from FMLA leave should notify their supervisor/manager of their availability immediately upon being released to return to work by their health care provider.

(3) Employees able to return to work prior to their approved leave end date must notify Village Support Services preferably at least one (1) week, but no later than two (2) working days, prior to their new return date.

(4) If leave is due to the employee's serious health condition, s/he may be required to present certification of fitness for duty to Support Services upon returning to work.

(5) An employee returning from FMLA leave, will be entitled to reinstatement to the same job or an equivalent job with the same pay, benefits, and terms and conditions of employment as if the employee had continued working. However, this right to reinstatement will not apply if leave continues after the FMLA leave is exhausted or if the employee indicates that he or she will not return to work at the Village from FMLA leave. This policy does not entitle an employee to any right, benefit, or position of employment other than those to which the employee would have been entitled had the employee not taken leave. The Village reserves all rights concerning restoration of employment or denial of same under state or federal law.

FUNERAL – BEREAVEMENT LEAVE

Policy Statement

Regular full-time employees may be authorized up to three (3) days off with pay for time lost in the bereavement of spouse, domestic partner (as defined under Section 40.02(21c), Wis. Stats.), parents, step-parent, son, daughter, step-child, brother, sister, mother-in-law, father-in-law, employees' grandchild or grandparents.

Regular part-time employees that work more than 20 hours a week, or at least 1,040 hours per year are eligible for bereavement leave on a pro-rated basis based on the benefits outlined for full time employees.

Policy Intent

Bereavement leave is intended to provide **short-term, immediate support** to employees experiencing the death of an eligible family member. The primary purpose of this benefit is to:

- Allow employees time to attend funeral or memorial services;
- Provide space to begin the grieving process;
- Enable employees to handle logistical or administrative matters related to the death;
- Permit time away from work when employees may not be emotionally or mentally prepared to perform their duties; and
- Reduce potential disruptions to work performance due to immediate emotional distress.

Bereavement leave is designed to support employees during the **immediate period of loss**, consistent with the standard intent of organizational bereavement benefits.

Definition of Short-Term / Timing of Leave

For the purposes of this policy, **short-term** is defined as a period of **one (1) year or less** from the date of death. Bereavement leave is expected to be utilized **within a reasonable timeframe** following the loss—typically within a few days to a few weeks.

In certain circumstances, such as delayed services, international travel, or family scheduling needs, the use of bereavement leave may be postponed; however, it should generally occur **no later than one (1) year** from the date of death.

Retroactive Requests

Retroactive requests for bereavement leave **beyond one (1) year** from the date of death are **not consistent with the intent or purpose** of this benefit and **will not be granted**. This policy is intended to provide **timely, short-term support** during an employee's active

period of mourning and adjustment, rather than to recognize a historical or distant loss.

HOLIDAYS

Regular full-time employees 100% Full Time Equivalency (FTE) (other than Library and Police/Fire Union personnel,) shall receive the following as paid holidays:

1) New Year's Day	7) Day after Thanksgiving
2) Friday before Easter	8) Christmas Eve Day
3) Memorial Day	9) Christmas Day
4) 4th of July	10) New Year's Eve Day
5) Labor Day	11) Floating Holiday

6) Thanksgiving Day

6) Full-time employees (100% FTE) must observe holidays according to the official Holiday Schedule set by HR each year. Holidays **must be taken on the scheduled day and cannot be moved or substituted.**

Part-Time and Full-Time Employees Working Less Than 40 Hours

Eligibility:

- Regular part-time employees who work **24 hours or more per week** (or at least 1,248 hours per year).
- Full-time employees who work **more than 30 but less than 40 hours per week.**
These employees are eligible for holiday pay on a **pro-rated basis**, consistent with the holiday benefits offered to full-time employees at 100% FTE.

Below sections apply only to Employees who work less than 100% of their FTE

Holiday Proration:

- Holiday pay is determined by the employee's **Full-Time Equivalency (FTE)** and the **prior year's hours worked** between October 1 and September 30.
- FTE for part-time and full-time employees will be **reviewed each October**, based on the prior year lookback period (October 1 – September 30).
- The FTE calculated during this review will determine holiday accruals for the **following calendar year**, unless a **permanent change in hours** occurs that alters the employee's eligibility.

Using Holiday Hours

- Eligible part-time and full-time employees may use holiday hours to cover **Village-observed holidays only.**
- **Employees will be paid for the number of hours they were scheduled to work on the observed holiday, up to their available holiday balance.**

Example:

A 0.9 FTE employee (36 hours/week) earns **7.2 hours per holiday.**

If scheduled to work **9 hours** on a Village-observed holiday, the employee will be paid **9 hours.**

provided they have enough holiday hours available.

- Because they only earn **7.2 hours** for that holiday, **1.8 additional hours** will be deducted from their holiday balance.
- This may result in exhausting the holiday bank before all holidays occur.
- Once the holiday bank is depleted, remaining holidays must be taken as **unpaid** or covered with available **Paid Time Off (PTO)**.

Termination of Employment

If a PT employee or FT employee working less than 40 hours terminates their employment before the full annual holiday accrual has been earned, the Village will recover any **unearned used holiday hours** from the employee's **final paycheck**.

End-of-Year Holiday Balance

Any **unused holiday hours** at the end of the calendar year will be **paid out on the employee's final paycheck of the year**.

Holiday payouts will be processed according to the WRS Manual and applicable State and Federal laws.

~~Regular part-time employees who work more than 24 hours per week, or at least 1248 hours per year are eligible for holidays on a pro-rated basis based on the holiday benefits outlined for full time employees. The proration is based on prior year hours worked between October 1st and September 30th.~~

~~An annual calendar will be created by the Administrator indicating the specific dates in which the days will be observed.~~ All new permanent full-time employees shall become eligible for holiday pay immediately. If any of the above-mentioned full day holidays falls on a Sunday, the following Monday shall be considered the holiday. If any of the above-mentioned full day holidays falls on a Saturday, the last regularly scheduled workday shall be considered to be the holiday. If the day before Christmas and the Day before New Year's Day fall on a Friday, the previous Thursday shall be considered the holiday; if they fall on a Sunday, the next Monday and Tuesday shall be considered to be the holiday. If the day before Christmas and the Day before New Year's Day falls on a Saturday, the holidays shall be taken on Friday and Monday.

For Police Department Communication Officers who work a holiday, remuneration for that holiday shall be made in the form of one (1) day's wage for each of the aforementioned holidays, paid to the employee on the first payday in November of each year.

To be eligible for holiday pay an employee must work the work day immediately preceding the holiday and the work day immediately following the holiday, unless the employee is already approved to be off such as a scheduled vacation, or pre-approved medical leave. If

an employee calls in sick on a day immediately preceding or following a paid holiday the employee shall present a valid medical excuse to receive pay for the holiday.

The Germantown Community Library Board will determine annually the library closed dates and will attempt to align with the Village paid holidays, including Floating holidays. If the library is open on a Village defined holiday or observed holiday, the eligible library employee will receive a floating holiday as a replacement. Those days shall be scheduled at the discretion and with the approval of the Library Director, taking into account the staffing needs of the department. The floating paid holiday must be taken in the same calendar year in which it is earned.

NURSING MOTHERS

The Village provides a supportive environment to enable mothers to express their milk during work hours. Breastfeeding employees who choose to continue providing their milk for their infants after returning to work shall receive:

- Reasonable break time to express milk during work hours. Such break time will be provided each time the employee needs to express milk for up to one year after the child's birth. Break time that may be needed beyond the usual break times may be unpaid if permitted by state or federal law, or the employee may elect to use vacation time or make up the time as mutually agreed upon with management.
- A private room to express milk will be provided. The room will be private and clean and have an electrical outlet.

Any breast milk stored in the refrigerator must be labeled with the name of the employee and the date the breast milk was expressed. Any nonconforming products stored in the refrigerator may be disposed of by the Village. Employees storing milk in the refrigerator assume all responsibility for the safety of the milk and the risk of harm to such milk, for any reason, including improper storage, refrigeration, and tampering.

It is expected that nursing mothers will provide their own equipment for expressing milk, including breast pump and containers.

Employees who wish to express milk during the work day shall keep supervisors informed of their needs so that appropriate arrangements can be made for the employee and the Village.

VOTING LEAVE

The Village believes that every employee should have the opportunity to vote in any state or federal election (including general and special primary elections). Any employee whose work schedule does not provide him or her three consecutive hours to vote while polls are open will be granted up to three unpaid hours to vote. We reserve the right to select the hours you are excused to vote.

Exempt employees may be provided time off with pay when necessary to comply with state and federal wage and hour laws.

Notify your supervisor of the need for voting leave as soon as possible, before Election Day. When you return from voting leave, you must present a voter's receipt to your supervisor, as soon as possible. Failure to comply may require the use of paid leave time (to the extent permitted by law)

or may result in disciplinary action, up to and including termination of employment, or both.

JURY DUTY

Any full-time employee required to serve jury duty shall be paid their regular wages for up to one workweek (five calendar days) of service as a juror in a calendar year and shall turn over to the Clerk/Treasurer any monies, excluding mileage allowance, they shall receive as a result of such jury duty. Any jury duty beyond one workweek in a calendar year shall be considered an unpaid leave of absence. In order to receive payment under this Section, an employee must give the Village Administrator notice that they have been summoned for jury duty or subpoenaed as a witness and must furnish satisfactory proof that jury duty or witness service was performed on the day(s) for which they claim such payment. Police officers shall report their information directly to the Chief of Police. Any time an employee's attendance is no longer required for purposes of jury duty or witness service during their regularly scheduled work hours, they must return to work as soon as circumstances will reasonably allow.

Pursuant to Sec. 103.87 Wis. Stats., employers may not discharge an employee for being absent from work in order to appear in court pursuant to a subpoena to testify in a criminal case. If the case involves the employer, the employer may not dock the employee's pay.

LEAVE OF ABSENCE

The Village may grant unpaid personal and/or non fmla medical leaves of absence to employees. A request for a leave of absence must be made in writing by the employee, granting sufficient notice and shall contain the reason(s) why the employee needs a leave of absence. The request shall also state the date the employee intends to return to work. All requests must be made to the department director, who shall notify the Village Administrator. An employee on an unpaid medical or personal leave of absence may be able to return to his/her most recent position in the department if it is still available. If a similar position is open elsewhere in the Village, the employee may be considered for that opening. Employees may start at the same wage as when they left and will not be entitled to any increase that other employees may have received. No leave of absence shall be granted for the purpose of seeking other employment. Any benefit accrual time such as vacation, personal leave, or compensatory time accrued to the employee shall be exhausted before unpaid time will be allowed for any personal leave. Medical leaves of absence may follow the exhaustion of Family Medical Leave Act provisions with regards to paid and unpaid time allotment.

All leaves of absence shall go through the Village Administrator and General Government & Finance Committee to determine vacation, longevity credits, or pay increases if applicable, and time allotment for leave.

Prior to returning from a medical leave of absence, the employee shall be required to submit from his or her physician, satisfactory medical evidence of his/her ability to return to work.

Employees shall be eligible to maintain participation in the insurance plans offered by the Village during an authorized unpaid leave of absence by applying for and following COBRA provisions.

NON-FMLA MEDICAL LEAVE POLICY

Purpose:

This policy provides leave for full-time employees who are not eligible for FMLA but face a medical necessity or medical emergency that prevents them from performing

their job duties. Non-FMLA medical leave allows employees to take time off with approval, even when FMLA eligibility requirements are not met. Leave under this policy is generally unpaid, may require the use of accrued paid leave, and is discretionary based on documentation, employee record, and operational considerations.

Definition:

- Medical necessity or medical emergency: An employee's own serious health condition or medical situation (e.g., childbirth, post-partum recovery, surgery, or serious illness as defined by FMLA) that:
 1. Requires a prolonged or intermittent absence from work;
 2. Prevents the employee from performing job duties;
 3. Is supported by medical documentation verifying the condition and anticipated leave.

Eligibility:

- Any full-time employee who does not meet FMLA eligibility requirements, including those who have not worked enough hours or have already exhausted their FMLA entitlement.
- Employees may request non-FMLA medical leave once per calendar year.
- A leave that crosses over two calendar years will be considered as leave taken in both years, counting toward the one-leave-per-year limit for each year.

Application Process:

1. Advance Notice: Provide written notice as soon as reasonably possible; ideally 30 days for foreseeable leave.
2. Leave Request Form: Complete the Village Non-FMLA Medical Leave Request Form.
3. Notification: Submit the request to both HR and your supervisor.
4. Medical Certification: Provide a completed medical certification from a healthcare provider, including estimated leave duration. Updated documentation may be required for extensions.
5. Use of Paid Leave: Employees may be required to use accrued sick or vacation time before or during the unpaid portion of the leave.

Approval Process and Timeline:

- HR will make best efforts to review leave requests promptly, typically within five business days, but timing may vary based on documentation and circumstances

Decision outcomes: Approved / Denied / Additional Information Required.

- Approval is discretionary and considers medical documentation, operational impact, and consistency with other similar requests.

Terms of Leave:

- Leave duration is discretionary, generally not exceeding 12 weeks, depending on medical documentation, operational feasibility and other factors.
- Leave may be continuous or intermittent, depending on the medical need and operational feasibility.
- HR will document start/end dates, intermittent schedules if applicable, and any required updates or certifications.

Approval Guidelines (Discretionary Criteria):

- Clear medical documentation supporting the need for leave.
- Operational impact and feasibility of accommodating the absence.
- Reasonable leave duration and return-to-work plan.
- Possibility of alternative accommodations (e.g., modified duty, reduced schedule).
- Consistent treatment: similar requests handled alike to ensure fairness.

Pay, Benefits, and Job Protection:

- Leave is generally unpaid.
- Employees may be required to exhaust accrued paid leave (sick, vacation) before or during the leave.
- Benefit coverage may continue, but employees will be responsible for paying 100% of employee and employer's premiums.
- This leave does not guarantee job restoration beyond what is required by state or federal law
- The village will make reasonable efforts to reinstate the employee to the same position subject to operational feasibility and legal requirements (ADA, state law).

- ADA accommodations may apply if the leave is due to a disability, which could affect leave arrangements. Non-FMLA leave may also be considered as a reasonable accommodation under the ADA; approval may be contingent on interactive process and operational feasibility.

During Leave:

- Employees must remain in contact with HR regarding changes to the leave or anticipated return date.
- HR may request periodic updates or medical documentation to verify ongoing eligibility.

Return to Work:

- Fitness-for-duty or return-to-work certification may be required.
- Return-to-work certification must indicate the employee is able to perform essential job functions, with or without reasonable accommodation

Important Considerations:

- Non-FMLA leave may vary in duration, eligibility, and job protection compared to FMLA.
- The Village complies with state leave laws and ADA requirements where applicable.
- Medical documentation is confidential and maintained separately from personnel files.

Leave Pool Donation Program

The Village of Germantown offers a voluntary Leave Pool Donation Program to support employees experiencing a qualifying medical emergency or a declared major disaster. Eligible employees may donate accrued paid leave—such as sick, vacation, personal, compensatory time, or floating holidays—to a shared leave bank. Donated hours are converted into a dollar-value pool that becomes available to any employee who meets the eligibility criteria and receives approval. Because donated leave is converted to a dollar amount, the number of hours donated does not necessarily equal the number of hours a recipient receives, as individual donor and recipient pay rates vary.

Participation in the program, whether donating or requesting leave, is voluntary and subject to eligibility and approval requirements. Donated leave is confidential, irrevocable, and may only be used for the approved purpose. Employees may receive a limited amount of donated leave per calendar year, and all requests must

follow established procedures. For complete eligibility details, definitions, donation limits, and the request process, employees should refer to the full Leave Pool Donation Policy (available in HR)

MILITARY LEAVE

It is the Village's policy that employees will be granted all military leave rights available under the Uniformed Services Employment and Reemployment Rights Act (USERRA) and applicable state law.

At the time this Manual was drafted, USERRA rights included the right of any individual who is absent from employment because of a uniformed service obligation (in the Armed Forces,

Military Reserves, or National Guard) to reemployment and all concomitant benefits, as long as the following prerequisites are met:

- a) If the individual was discharged, the discharge was honorable.
- b) The individual provided without delay advance notice for the leave, except when advance notice is not possible due to military necessity.
- c) The leave did not exceed the maximum total absence of a five years from the Village.
- d) The individual has timely applied for reemployment. What is timely depends on the length of the service, as follows:

Service less than 31 days: The individual must notify the Village of his or her return at the start of the next regularly scheduled work period, after having been home eight hours.

Service 31 to 180 days: The individual must submit an application for reemployment not later than 14 days after completion of the uniformed service.

Service more than 180 days: The individual must submit an application for reemployment not later than 90 days after completion of the uniformed service.

If you receive notice that you will be taking military leave, please contact the Village Administrator as soon as possible to discuss that leave

PERSONAL DAYS

Employees of the Germantown Police Department Communication's Officers' may receive three (3) personal days to be used at the employee's discretion, subject to the approval of the Chief of Police, or his designee. All personal leave days must be used within the calendar year. The days are constituted as time off and shall not be paid out nor used as additional compensation.

SICK LEAVE

Regular full-time personnel will be allowed to accumulate one (1) day of sick leave per month cumulative to a maximum of one hundred fifty (150) days. Police Department Management Personnel accrue a (10) hour daily equivalent. Employees shall become eligible for sick leave on the 1st of the month following one full month of employment.

Sick leave may be used if the employee's presence is required to attend to the illness or injury of a member of the immediate family. The immediate family for this purpose is defined as spouse, domestic partner (as defined under Section 40.02(21c), Wis. Stats.), parent or dependent child.

Regular part-time employees who work more than 20 hours per week, or at least 1040 hours per year are eligible for sick leave on a pro-rated basis. The proration is based on prior year hours worked between October 1st and September 30th.

The purpose of sick leave is to allow an employee to receive full pay while in the need of medical attention in order to get well and return to work. Sick leave may be allowed to be used for doctor or dentist appointments for the employee, if such appointment can only be made or arranged during regular working hours. The Village may require a person using sick leave to submit a doctor's certification of illness or injury, to include diagnosis, prognosis and anticipated date of return to work.

Employees shall be required to furnish a doctor's certificate or other evidence of illness after absence of three (3) consecutive work days. Weekends, vacation and holidays are not

counted either as a break in consecutive work days or as work days. Employees who claim sick leave benefits for reasons other than bona fide illness or injury are subject to disciplinary action, including termination of employment. Sick leave may be applied only to days that the employee is regularly scheduled to work. Employees may not be allowed to accumulate sick leave in excess of the maximum accrual of 150 days. Sick leave will be allowed to be taken after ninety (90) days of continuous employment. The Village reserves its right to require a fitness for duty examination conducted by the employer.

Employees who retire and are eligible to draw a Wisconsin Retirement System Annuity will have 50%, or other collectively bargained percentage, of their unused accumulated sick leave converted into dollars at the time of their retirement and forwarded to a third party to open a Retirement Health Savings Plan (RHS). The RHS is a tax- advantaged investment plan dedicated to funding healthcare costs. Medical expenses eligible for reimbursement consist of all medical expenses eligible under Internal Revenue Code Section 213, other than long term care expenses. Some of the benefits of an RHS include: tax- free contributions and tax-free investment growth; and tax free medical expense reimbursement including health care premiums.

Employees should contact the Administration Department for additional information.

SICK LEAVE ANNUAL BONUS

After an employee has attained the maximum accumulation of one hundred and fifty (150) days of sick leave, the employee will become eligible to accumulate sick leave, on an annual basis of up to twelve (12) days of sick leave. If a required sick day was taken in accordance with this manual, the employee would be able to draw from this annual accumulation, however, for any remaining sick leave accumulated during that year the Village would grant vacation in accordance with the following schedule to be taken during the subsequent year.

12 days accumulated	- 5 days vacation
9-11 days accumulated	- 4 days vacation
7-8 days accumulated	- 3 days vacation
5-6 days accumulated	- 2 days vacation
3-4 days accumulated	- 1 day vacation
0-2 days accumulated	- 0 days vacation

Each year is treated separately, and each year is an accumulation by itself. Further, the vacation calculations start over each year.

VACATION

All regular full-time employees, (see exception below), are eligible for vacation as such:

Years of Service	Vacation Days (up to a maximum earned per year)	Vacation hours (up to a maximum earned per year)	Accrual Rate (Hrs/PP)
0-6 full years of service	10 work days	80 hours	3.077
7-14 full years of service	15 work days	120 hours	4.615
15-19 full years of service	20 work days	160 hours	6.154
20+ full years of service	25 work days	200 hours	7.692

Vacation is earned by anniversary and will start accruing on the day of hire second payroll and will be calculated according to the chart above, prorating the first accrual based on start date and on a per pay period basis thereafter. No vacation time is accrued during pay periods where the employee uses unpaid leave for the full pay period. Employees may request to use unaccrued vacation during the course of the year. It is possible that an approved vacation request could create a “negative” balance – where an employee requests more hours than they have accrued at the current time. In those situations, that employee is responsible for repayment of any paid vacation hours, should they subsequently leave employment or fail to accrue vacation before those used hours are accrued. (Exception) Part-time employees who work more than 24 hours per week, or at least 1248 hours per year are eligible for vacation on a pro-rated basis starting and capped at (2) two weeks for all employees hired after January 2016.

For all employees, vacation will have a capped accrual of the maximum vacation hours plus 40 hours. If an employee is to reach the capped amount, no further vacation will be accrued until some vacation is used. Once some vacation has been used, the vacation accrual will continue on the next pay period.

At retirement or separation of employment with the Village, the eligible employee will be paid out the vacation they have accrued. The accrual rates have been determine using the following formula: ***Annual Hour Allotment/26 payperiods pay periods x # of pay periods from anniversary to retirement/termination date.***

Example:

Employee Abbie was hired on January 10th and her first paycheck is February 1st. On that first paycheck, she will see that she accrued 3.077 hours. After 1 year of service, this will come out to 80 hours. This will continue until the day she either resigns or retires at which point the hours documented on her time sheet will accurately state the hours she will be paid out on her last paycheck.

ADDITIONAL YEARS OF SERVICE FOR THE PURPOSE OF VACATION ACCRUAL

The Village Administrator may grant credit for prior work experience for the sole purpose of vacation

accrual when hiring in a competitive labor market or when a candidate has significant relevant experience. Such credit may be considered during employment offer negotiations or for retention of current employees.

GUIDE TO EMPLOYEE RESPONSIBILITIES – WORKERS COMPENSATION

Report all injuries to your immediate supervisor. Obtain Worker's Compensation Claim Reporting Kit (envelope). Complete form WKC-12 – Employer's First Report of Injury or Disease. Must be completed within 24 to 48 hours and submitted back to your immediate supervisor so that it can be faxed to the worker's comp insurance carrier.

If you seek medical attention for work related injuries, you must tell the treating physician about the Village's "*Modified Duty/Return-To-Work Program*." Cooperate with the treating physician by providing the information necessary to help determine how and when you can return to the job safely.

Give the treating physician the Medical Service Form and Attending Physicians Report (found in the Worker's Compensation Claim Reporting Kit) to complete.

Unless otherwise directed by your physician, you are expected to return to work on the same day as the accident or, if time prohibits, the following day. Provide the Medical Services Form, with restrictions if applicable, to your supervisor. You will not be allowed to perform any work duties without the signed form.

You must be aware of your medical restrictions at all times.

Complete the Modified Duty Work Agreement with your immediate Supervisor.

Do not attempt tasks that exceed your restrictions. If you have a question about the task(s) at hand and your restrictions, talk to your supervisor immediately.

If you feel that you can perform certain tasks that exceed current restrictions, talk to your physician and get new restrictions (in writing) that allow you to perform these tasks.

The medical restrictions are in effect 24 hours per day. Be careful during non-work hours to be sure that the restrictions are maintained. If you have hobbies or outside interests, talk to the treating physician about possible conflicts. Follow your physicians instructions.

Any employee who engages in activities that are inconsistent with medical restrictions and/or treatment patterns, whether on or off the job, is subject to possible disciplinary action.

Obtain Doctor's note for every appointment and submit with any paperwork to the Administration Department.

MODIFIED DUTY/RETURN-TO-WORK

The Village strives to promote a successful recovery from any work-related injury and has set up guidelines when an employee returns to work with restrictions. The opportunity for modified duty is reserved for those employees with temporary restrictions. Any corresponding reduction in job performance expectations is also only temporary.

The Village will accommodate, as much as reasonably possible, an employee's work restrictions for any work-related injury. The decision as to whether there is modified duty work available that is consistent with the employee's restrictions will be made on a case-by-case basis. The Village does not have any permanent modified duty positions. It is the employee's responsibility to be aware of their medical restrictions at all times and to communicate them to their department director or supervisor. Employees should not attempt tasks that exceed their restrictions. If an employee has questions about the task(s) at hand and his/her restrictions, they should talk to their department director or supervisor immediately. Employees must also comply during non-work hours to ensure that restrictions are maintained.

The Village will review a modified duty assignment on periodic basis to determine whether to extend the light duty assignment beyond the initial time period and for how long. Any such decision by the Village will again be made on a case-by-case basis.

The Village counts the time that an employee with a work-related injury spends at a

medical appointment, during their regularly scheduled hours, as time worked and, therefore, compensable. If an employee schedules a medical appointment outside of their regularly scheduled hours for a work-related injury, the time spent obtaining medical care is not considered compensable. However, an employee who is required to schedule a medical appointment outside of their regularly scheduled work hours for a work-related injury because the medical care provider does not have office/clinic hours that coincide with the employee's regular hours of work and not due to the convenience or preference of the employee, will be paid for the time spent obtaining the necessary care. Such time shall not result in the payment of overtime to the employee. Employees must work with and get approval from their department director or supervisors for compensable medical appointments.

When an employee returns to full duty, they must provide a physician's note with a full release to return to normal job duties.

EMPLOYEE CONDUCT AND CUSTOMER SERVICE

ATTENDANCE AND WORK SCHEDULES

Work schedules for employees vary throughout the organization. Scheduled hours of work are set by the Department Directors. Directors or Supervisors will advise employees of their individual work schedules. Staffing needs and operational demands may necessitate variations in starting and ending times, days of the week worked, as well as variations in the total hours that may be scheduled each day and week.

The employer places great emphasis on good attendance. Absence or tardiness places an extra burden on co-workers and undermines the efficient operation of the Village. Regular attendance is expected of every employee. It is each employee's responsibility to be on the job, on time each day, and fully able and ready to work. Although there are justifiable reasons to take time off from work, each employee's employment assumes his or her availability for work. Employees are expected to arrive at work on time, return from scheduled rest breaks and lunch breaks on time and to work until the job is completed or the employee is relieved from duty.

An employee who anticipates being absent or tardy must call in to report the absence or tardiness as soon as possible before their shift. Absenteeism or tardiness may lead to discipline, including discharge and may also be taken into consideration when the employer reviews each employee for wage changes or promotion. Two or more unexcused tardiness incidents constitute habitual tardiness or a pattern of tardiness and will be considered excessive.

The Village is always open for business, regardless of weather conditions, unless otherwise determined by the Administrator or his or her designee. Weather conditions may prevent employees from getting to work or cause them to arrive late. Employees are expected to make every reasonable effort to report to work during inclement weather. When severe weather conditions exist, it will be the responsibility of each employee to contact the employee's supervisor before the start of his or her shift if he or she is unable to report to work on time. Work time missed due to inclement weather is without regular pay for non-salaried employees. Employees may request to use vacation or personal leave time, but in the event of severe weather or other exigent circumstance, as determined by the employer, the employer's need for the employee's attendance to perform his or her duties will prevail.

Each employee is responsible for and required to accurately record his or her work time and break time each workday and each employee will be held accountable for failing to completely and accurately record his or her time. Each employee should record his or her timecard only. Each employee is responsible for accurately reporting his or her hours of work or use of paid time off. Each employee will be required to verify that the hours on the employee's timecard record are complete and accurate by signing the timecard. Errors must be immediately reported by the employee. Employees should never assume a supervisor or payroll clerk would notice or edit any time discrepancy, as this is the employee's responsibility. Hourly employees must not report in more than five minutes before the start or end of their shift unless such time has been previously authorized by a supervisor.

All paid time off must be used before unpaid time off will be considered.

ASSOCIATION ACTIVITY – UNION

Employees shall conduct Association or Union business off duty unless granted permission by the Village Administrator.

COMMUNICATIONS AND CONFIDENTIALITY

Communication is a joint responsibility shared by the Village of Germantown and all employees. No information concerning the internal operations of the Village, including, but not limited to the release of records of the Village, may occur except through and with the permission of the Administrator or Village Clerk. If requests for information are received by employees, whether on or off duty, from any person, then the employee is required to politely decline to provide such information and to direct that individual to the Administrator or Village Clerk.

Because of an employee's responsibilities at the village, an employee may have access to confidential and sensitive information. This may include information concerning a resident's financial status, the Village's business practices including purchasing and negotiating strategies, and employee records. This sensitive information can not be disclosed to any personnel who do not have a legitimate business need to know such information or to persons outside of the Village without the determination of the Village Administrator or Department Directors designated by the Administrator. All employees are responsible for protecting the confidentiality of this information.

The Village's custodian of records is responsible for the disclosure of records pursuant to requests for records under Wisconsin's Public Records Law. Unless directed by the Village's custodian of records, employees shall not act as the Village's custodian of records or disseminate information. The Village's custodian of records is the Office of the Village Clerk.

The Village acknowledges the right of its employees, as citizens in a democratic society to speak out on issues of public concern. When those issues are related to the Village however, the employee's expression must be balanced against the interests of the Village. In situations in which the employee is not engaged in the performance of professional duties, the employee should state clearly that his or her expression represents personal views and not necessarily those of the Village.

CONCEALED CARRY

Possession of a handgun or other weapon will not be allowed in Village Buildings, vehicles or facilities or during the course of Village employment unless permission is granted by the Village Administrator. Employees with a valid concealed carry permit must keep their handgun or other weapon while working in the employee's own motor vehicle, in a case, unloaded and out of sight.

CONFLICTS OF INTEREST

The successful operation and reputation of the Village of Germantown and our employees and leaders is built upon the principles of fair dealing and ethical conduct of our employees. The Village's reputation for integrity and excellence requires careful observation of the spirit and letter of all applicable laws and regulations, as well as scrupulous regard for the highest standards of conduct, trust and personal integrity. The continued success of the Village is dependent upon maintaining the public's trust and those with whom each employee serves. Employees will conduct business in accordance with the letter, spirit and intent of all relevant laws, and employees will refrain from any illegal, dishonest, or unethical conduct.

No public officer or employee shall use or permit the use of employer property for personal convenience or profit, except when such services are available to the public generally or are provided as policy for the use of such officer or employee in conduct of official business, as authorized by the employer.

No employee shall engage in any business transaction with the employer, or have a financial or other personal interest, direct or indirect, which is incompatible with the proper discharge of his or her official duties or will tend to impair his or her independence, judgment or action in the performance of his or her official duties. Any employee who has a financial interest, including employment, in any business entity entering into, proposing to enter into or bidding on any transaction with the employer, or as part of his or her official duties will be making an official decision or recommendation affecting a business competitor, client or regular customer, shall disclose such interest to the Village Administrator.

No employee, including persons or firms engaged to provide professional services to the employer, shall represent, for compensation, private interests before the employer without disclosure of the relationship and explicit consent of the employer.

No employee shall disclose or use confidential information of the employer to advance the financial or other private interest of the employee or others.

No employee shall accept anything of value whether in the form of a gift, service loan or promise from any person, who, to the employee's knowledge, had a direct financial interest in any transaction or official business with the employer, which may tend to impair his independence of judgment or action in performance of his official duties.

DRESS CODE – PERSONAL APPEARANCE

Employees are expected to dress in a professional manner befitting their jobs with due consideration to the needs of the employer, the perception of the public, vendors, and fellow employees. All employees must be well groomed, unkempt appearance can offset many other fine qualities and can negatively reflect the employer's image. Department supervisors and directors may establish specific dress code requirements, including uniforms, for each department that are designed to reflect the professionalism of the workplace. All protective clothing must be worn during required activities and removed when leaving the designated work area.

Clothing with messages, other than messages authorized or approved by the employer, sweatpants, low-cut tops, torn or ripped clothing, tank tops, halter tops, "short" shorts, printed t-shirts, flip-flops, and any other clothing that may disrupt the workplace is unacceptable.

Employees who fail to dress in a professional manner will be expected to immediately change their appearance, and which may include returning home to change clothing or to groom and which shall be without compensation.

Specific Departments may establish policies regarding employee attire and possible reimbursement of costs up to a set amount for specific attire and as authorized by the Board. The decision of the Village as to whether reimbursement will occur shall be final.

ELECTRONIC MEDIA USE AND ELECTRONIC COMMUNICATIONS

PURPOSE

To better serve our citizens and give our workforce the best tools to do their jobs, the Village of Germantown continues to adopt and make use of new means of communication and information exchange. This means that many of our employees have access to one or more forms of electronic media and services, including, but not limited to, computers, tablets (iPad), e-mail, telephones, cellular telephones, pagers, voice mail, fax machines, external electronic bulletin boards, wire services, on-line services, and the Internet (collectively "electronic media"). The purpose of this policy is to express the Village of Germantown's philosophy and set forth general guidelines governing the use of electronic media and services. By adopting this policy,

it is the Village of Germantown's intent to ensure the electronic communication systems are used to their maximum potential for business purposes and not used in a way that is disruptive, offensive to others, or contrary to the best interest of the Village of Germantown.

The Village of Germantown encourages the use of these electronic media and associated services because they can make communication more efficient and effective and because they are valuable sources of information. However, all employees and everyone connected with the Village of Germantown should remember that electronic media and services provided by the Village of Germantown are Village of Germantown property and their purpose is to facilitate and support Village of Germantown business. Inappropriate usage of the Village's electronic media can adversely affect the Village, interfere with the work of its employees, increase its costs, and even expose the Village to damage, liability, and security risks. No expectation of privacy in regard to use of the Village of Germantown's electronic media should be expected by the employee in any respect related to accessing, transmitting, sorting or communicating information via such media.

For purposes of this policy, "use" includes, but is not limited to, any storage, transmission, retrieval, creation, downloading, uploading, and deletion of communications, data, software, files, or other items involving or requiring the use or access of Village electronic media, whether from an on-site or off-site location, whether utilizing a device owned by the employee (i.e., personal laptop, thumb drive, etc.), or otherwise. An employee's use of the Village's electronic media constitutes acceptance of the Village's monitoring and disclosure of such use. Use of the Village's electronic media can be limited by the Village at any time for any reason. The Village may consent to the disclosure of information from use of electronic media or any other property, the Village may consent or authorize a law enforcement agency to search or review the Village's electronic media, and the Village may use such information for the Village's intentions and purposes.

No written policy can list every conceivable circumstance that relates to proper use. Village employees are professionals who are expected to exercise responsible professional judgment. The employer has complete and sole discretion to determine whether any use or access is inappropriate, even if the use is not expressly prohibited or addressed in this policy or rules. The Village may ask employees to stop any use it believes is improper. In addition, the Village may block access to any content it believes is not appropriate. Employees who do not adhere to this policy may be disciplined, which can include restriction of the electronic media use, discipline up to and including termination, and pursuit of any criminal or civil liability. The following procedures apply to all electronic media and services that are:

- Accessed on or from Village of Germantown premises;
- Accessed using Village of Germantown electronic media and services or via Village of Germantown-paid access methods; or
- Used in a manner that identifies the individual as acting for or on behalf of the Village of Germantown; or in any way identifies the Village of Germantown.

ORGANIZATIONS AFFECTED

This policy applies to all the Village's employees, appointed and elected officeholders, volunteers, and contracted and consulting resources. When the term employee is used within this policy, the rules and expectations of conduct also apply to these other users.

ACCESS and AUTHORITY

Each Department Head shall determine which employees in their department shall have access to the various media and services, based on business practices and necessity and which shall have authority to communicate on behalf of the Village of Germantown.

The provisions of this Policy shall apply to the use of Village of Germantown-owned/provided electronic media and/or services from home or other locations off Village of Germantown premises. Village of Germantown-owned electronic media (e.g. laptops, tablets) may be removed from Village of Germantown premises solely for Village of Germantown work related purposes pursuant to prior authorization from the Department Head.

PROHIBITED USES OF VILLAGE ELECTRONIC MEDIA

Employees are prohibited from engaging in the following activities while using electronic media that is owned or provided by the Village:

- Engaging in personal, non-Village related activities, including activities for gain or profit (e.g., consulting for pay or advertising or selling goods or services for personal gain), except as otherwise allowed under “Personal Use” below;
- Copying, disseminating, or printing copyrighted or other protected materials, which can include articles, images, games, and other software, in violation of the law;
- Accessing, sending, soliciting, displaying, printing, or otherwise disseminating material that is reasonably likely to harass, threaten, or embarrass others or that is obscene, defamatory, discriminatory, fraudulent, or otherwise inappropriate in a professional environment;
- Searching for, accessing, or transmitting content that is reasonably likely to be perceived as offensive or disparaging of others, including content that is sexually explicit, profane, pornographic, disrespectful, disparaging based on race, national origin, sex, sexual orientation, age, disability, religious, or political beliefs or any other legally protected basis;
- Engaging in illegal activities or using the electronic media for any illegal purposes, including initiating or receiving communications that would violate any laws or regulations;
- Engaging in activities that interfere with or disrupt the work of other employees or which are otherwise contrary to the Village's business interests;
- Except as specifically authorized, gaining access by using any access control mechanism (e.g., login name, password, etc.) not assigned to the user, or permitting anyone to have access by using another person's access control mechanism;
- Unless first authorized by the Village's Administrator, downloading, transferring to or from, or deleting software or data from electronic media. Employees must never install downloaded software to networked storage devices without the assistance and approval of appropriate personnel.
- Unless first authorized by the Village's Administrator, disabling, tampering with, or otherwise adjusting any anti-virus, anti-malware, or other similar software installed on the Village's electronic media.
- Engaging in any transaction or other conduct that, if done through other means other than through the use of electronic media, would not be authorized or lawful.
 - If an employee has a question about whether a particular use of the Village's electronic media is proper, then he or she should contact his or her Department Head before engaging in such use.

PERSONAL USE

Except as otherwise provided, electronic media and services are provided by the Village of Germantown for employees' business use during Village of Germantown time.

Limited, occasional, or incidental use of electronic media (sending or receiving) for personal non-business purposes is permitted as set forth below:

- Personal use is limited to unpaid breaks, lunch or immediately before/after work;

- Personal use must not interfere with the productivity of the employee or his or her co-workers;
- Personal use does not involve any prohibited use set out in this policy;
- Personal use does not consume system resources or storage capacity on an ongoing basis;
- Personal use does not involve large file transfers or otherwise deplete system resources available for business purposes.

Village of Germantown telephones and cellular phones are to be used for Village of Germantown business. However, brief, limited, and incidental personal use is permitted during the workday. Employees should not have any expectation of privacy with respect to personal use of the Village of Germantown's electronic media or services, including use of Village telephones or cellular telephones.

ACCESS TO VILLAGE-OWNED/PROVIDED ELECTRONIC MEDIA

Employees utilizing Village-owned/-provided electronic media shall have no expectation of privacy in regard to use of such electronic media. An employee's use of the Village's electronic media constitutes acceptance of the Village's monitoring and disclosure of such use. Use of Village electronic media can be limited by the Village at any time for any reason. The Village may consent to the disclosure of information from use of electronic media or any other property, the Village may consent or authorize a law enforcement agency to search or review the Village's technology, and the Village may use such information for its intentions and purposes.

ELECTRONIC COMMUNICATIONS SYSTEM POLICY PURPOSE

In addition to providing employees with electronic media, as defined above, the Village provides employees with access to various means of electronic communication so they may better perform their job-related duties (e.g., e-mail, instant messaging, Intranet, cell phones, pagers, etc.). The Village's electronic communications system includes all messages and data sent through or received through the Village's networks or technology either externally via the internet or internally and through the Village's technology (collectively the "electronic communications system"). The Village's electronic communications system is a valuable business asset. As such, appropriate usage by employees is critical.

Communications sent and received through the electronic communications system which relate to official governmental business, regardless of whether sent /or received during the business day, may constitute records under Wisconsin's Public Records Law and, therefore, constitute property of the Village. Additionally, other records, even personal in nature, may constitute records under Wisconsin's Public Records Law.

Employees shall have no expectation of privacy in their use of the Village's electronic communications system. The Village reserves the right to monitor and/or access its electronic communications system at any time and for any lawful reason. The use of such system constitutes an employee's consent to such monitoring and access, as well as compliance with this policy. Employees are prohibited from deleting any communication, document, or any other transmission of information deemed to constitute a public record under Wisconsin's Public Records Law. This prohibition applies to the deletion of public records contained on an employee's personal devices and accounts (e.g., laptops, cell phones, e-mail accounts, etc.). A safe rule of thumb for any employee is that the employee should presume any communication may be treated as a record for Public Records Law compliance purposes.

No written policy can list every conceivable circumstance that relates to proper use. The Village's employees are professionals who are expected to exercise responsible professional

judgment. The Village has complete and sole discretion to determine whether any use or access is inappropriate, even if the use is not expressly prohibited or addressed in this policy or rules. The Village may ask employees to stop any use it believes is improper. In addition, the Village may block access to any content it believes is not appropriate. Employees who do not adhere to this policy may be disciplined, which can include restriction of internet use, restriction of technology use, or discipline up to and including termination.

ORGANIZATIONS AFFECTED

This policy applies to all of the Village's employees, appointed and elected officeholders, volunteers, and contracted and consulting resources. When the term employee is used within this policy, the rules and expectations of conduct also apply to these other users.

MONITORING AND ACCESS TO EMPLOYEE E-MAIL

Employees should not have any expectation of privacy with respect to messages, files, or data sent, received, or stored on the Village of Germantown's electronic communications system. Electronic communications and files, like other types of correspondence and Village of Germantown documents, can be accessed and read by authorized employees or authorized individuals outside the Village of Germantown. Communications sent or received through the electronic communications system are subject to monitoring, access, auditing, interception, and disclosure by the Village at the Village's sole discretion and as permitted by law.

All communications sent or received through the electronic communications system may constitute a public record under Wisconsin's Public Records Law and, as a result, may be subject to disclosure under the law. Therefore, employees are prohibited from deleting any such communications so as to ensure compliance with the Village's retention requirements.

Electronic communications may reside on the electronic communications system in different recoverable forms (system backup, sent mail folders, spool queues, etc.). Employees should not assume that deleting a personal electronic communication removes all incidents of their existence. If there is a review of the information or an investigation, litigation, or other proceeding that requires or makes desirable the review or production of Employer records, it is likely that electronic communications will be requested and potentially disclosed.

Except as otherwise noted herein, the electronic communications system should not be used to communicate sensitive or confidential information. Employees should anticipate that an electronic communication might be disclosed to or read by individuals other than the intended recipient(s), since messages can be easily forwarded to other individuals and disclosure may be required or permitted by law.

The confidentiality of any electronic communication should not be assumed. Even when a communication is erased, it is still possible to retrieve and read that message. Employees should understand that electronic communication is a written form of communication, just like a paper letter. Though electronic communication is relatively spontaneous compared with regular mail, employees should take care to use the same level of discretion and forethought before executing electronic communications.

PASSWORDS AND ENCRYPTION

Access to certain electronic media and electronic communications systems may require the use of a log-in identification and password. All such log-in identifications and passwords may be assigned to an employee or may be created by the employee using such electronic media and shall be immediately filed in writing with the appropriate Department Head.

Each time an employee changes a log-in identification or password from that which is on file with the Department Head, the employee shall immediately file the new log-in identification and password with the Department Head. Whenever requested, employees are required to

cooperate with the Village for purposes of disclosing the log-in identification and password associated with electronic media or the electronic communication system. Log-in identifications and passwords constitute the property of the Village and, thus, failure to cooperate with the disclosure of such information may subject an employee to discipline, as well as pursuit of criminal or civil liability. Employees have no expectation of privacy in log-in identifications and passwords.

Unless otherwise authorized or consistent with this policy, employees are required to keep log-in identifications and passwords strictly confidential. Log-in identifications and passwords are never to be disclosed through non-confidential sources such as over the telephone, through electronic communications, or otherwise posted in public areas.

Unless otherwise authorized, employees are strictly prohibited from encrypting any data, software, files, or other information stored, received, sent, or otherwise transmitted on or through technology. Employees are likewise prohibited from installing any encryption software or programs on such technology. Employees with a business need to encrypt certain data, software, files, or other information are required to obtain written authorization from their Department Director before engaging in encryption. Any passwords and log-in information associated with an employee's encryption must be immediately filed with the appropriate Department Head, and any changes to such log-in information or passwords must be provided to the appropriate Department Head at the time of such change.

The practice of using passwords should not lead employees to expect privacy with respect to messages sent or received. The use of passwords for security does not guarantee confidentiality. Employees are responsible for creating a strong password and for changing passwords at regular intervals. Employees will be provided with guidelines for creating a strong password and will be expected to follow such rules at all times. Failure to create a secure password may open the Village up to online attacks which are costly and time-consuming. Employees will be provided with training on electronic safety, including password creation and use.

PROHIBITED USES

Electronic communications should be courteous, concise, focused, and written or spoken in good business English. The same care should be used for drafting electronic communications as used for drafting any other professional written communication.

All electronic communications are unavoidably attributable to the Village. When composing electronic communications, employees should keep in mind that personal comments may be perceived as comments made on behalf of the Village.

Employees are strictly prohibited from engaging in any of the following activities while engaging in the use of the Village's electronic communications system:

- Engaging in personal, non-Village related business or entertainment on Village of Germantown time;
- Engaging in any of the activities outlined in "Prohibited Uses" under the Electronic Media Section above.
- Using another individual's electronic communications system account or identity without explicit authorization;
- Attempting to test, circumvent, or defeat security or auditing systems, without prior authorization;
- Accessing, retrieving or reading any electronic communication system messages sent to other individuals, without prior authorization from the Department Head; or
- Permitting any unauthorized individual to access the Village of Germantown's electronic communications system.

PERSONAL USE

The Village of Germantown allows limited, occasional, or incidental personal use of its electronic communications system during lunch, unpaid breaks or immediately before or after work. However, personal use must not:

- Involve any prohibited use listed anywhere within this policy;
- Interfere with the productivity of the employee or his or her co-workers;
- Consume system resources or storage capacity on an ongoing basis; or involve large file transfers or otherwise deplete system resources available for business purposes.
- Incur charges or otherwise violate the terms and conditions of any contracts associated with the electronic communications system (e.g., sending pictures when a cell phone does not provide for a data package, etc.)
 - **ONLINE SECURITY:** Ransomware and phishing attacks are becoming more common and employees should be vigilant against such attacks. In addition to regular training about internet and email security, employees should follow general safety rules:
- Employees should not open attachments from mysterious sources and prior to opening attachments from known senders, employees should carefully observe the content of the electronic communication and the spelling of the senders' electronic communication. When in doubt, employees should not open the attachment.
- Employees will never be asked via an electronic communication to wire money to anyone, nor will they be asked to purchase gift cards in bulk.
- Employees must follow the updating schedule for the software on their Village computers, phones, tablets and other electronic media, including system updates, software updates and virus updates.
- Employees should avoid using public wi-fi systems on Village devices as much as possible.

CONFIDENTIAL INFORMATION

All employees are expected and required to protect the Village of Germantown's confidential information. Employees shall not transmit or forward confidential information to outside individuals or companies without the permission of their supervisor and the Department Director.

The Village of Germantown also requires its employees to use electronic communications in a way that respects the confidential and proprietary information of others. Employees are prohibited from copying or distributing copyrighted material - for example, software, database files, documentation, or articles using the electronic communications system.

RECORD RETENTION POLICY PURPOSE

If related to official governmental business, all communications sent, received, stored, or transmitted on or through the electronic communications systems, whether through the use of electronic media owned or provided by the Village or personal devices/accounts of a similar ilk, constitute public records under Wisconsin's Public Records Law. Likewise, if related to governmental business, all data, documents, or other information created, stored, or transmitted through or on electronic media owned or provided by the Village constitute public records under Wisconsin's Public Records Law. The retention and disclosure procedure, rules, and requirements surrounding such records are the same as those which apply to other records of the Village.

ORGANIZATIONS AFFECTED

This policy applies to all of the Village's employees, appointed and elected officeholders, and volunteers. When the term employee is used within this policy, the rules and expectations of conduct also apply to these other users.

PROCEDURES

Per Wisconsin's Public Records Law, whether a particular communication, document, file, etc. constitutes a public record is determined by its content, not its format. Thus, any communication, document, file, etc. that relates to official government business constitutes a record under Wisconsin's Public Records Law. Communications, documents, files, etc. that relate to purely personal matters may nonetheless constitute a record, either in whole or in part, depending on the totality of circumstances. As such, employees are prohibited from deleting communications, documents, files, etc. from Village- owned/-provided electronic media or the electronic communications system without first obtaining authorization from the Village's Clerk, Chief of Police, or their designees. Likewise, because communications, documents, files, or other types of information that relate to official governmental business constitute records under the Public Records Law, the Village reserves the right to monitor, access, audit, and disclose such communications, documents, files or other types of information to the extent permitted by law. Employees shall have no expectation of privacy with respect to such communications, documents, files, or other types of information, even if purely personal in nature, when using or accessing the Village's electronic media or electronic communications system.

Employees have an on-going obligation to cooperate in the production, inspection, and disclosure of all records in their possession, regardless of where such records are located, stored, or otherwise maintained, including when a public record is stored on an employee's personal electronic device or account. For this reason, employees are strongly discouraged from storing or maintaining records on personal electronic devices or within personal electronic communication systems. Failure to avoid the storage or maintenance of public records on one's personal electronic device or electronic communications system may require the employee to permit inspection of such device or communication system by the Village so that the Village may fulfill its legal obligations under Wisconsin's Public Records Law.

The determination as to whether a particular document, communication, or other piece of information constitutes a public record shall be at the sole discretion of the Village's Legal Custodian(s) (i.e., the Village Clerk, Chief of Police, or their designees). Likewise, the determination as to whether disclosure of a public record, either in whole or in part, is required under Wisconsin's Public Records Law shall be at the sole discretion of the Village's Legal Custodian(s).

If an employee has a question as to whether a particular document, communication, or other piece of information constitutes a record, or as to their obligations under this or the Village's records retention policy, then the employee should contact their Department Head before taking any action with respect to such potential record.

COMPONENTS OF AN ELECTRONIC COMMUNICATIONS RECORD

An electronic communications record is defined to include the message, the identities of the sender and all recipients, the date, and any non- archived attachments to the message. Any return receipt indicating the message was received by the sender is also considered to be part of the record. Other portions of the message, such as the metadata associated with it, may also constitute a portion of the record.

SAVING AND ARCHIVING ELECTRONIC COMMUNICATION RECORDS

Electronic communication records to be retained shall be archived to an archival media, network drive or printed out and saved in the appropriate file. Any officer, department head, division head, or employee of the Village of Germantown may request assistance from the Legal Custodian of records (the Village of Germantown Clerk or the Clerk's designee, except that the Chief of Police is Legal Custodian of Police Department records) in determining whether an electronic communication is a public record.

RESPONSIBILITIES FOR E-MAIL RECORDS MANAGEMENT

Legal Custodian: Electronic communication records of a Village of Germantown authority having custody of records shall be maintained by the Village Clerk or, if a record related to the Police Department, the Chief of Police.

Information Technology Consultant: If electronic communications are maintained in an on-line data base, it is the responsibility of the I.T. Consultant to provide technical support for the Village Clerk or Chief of Police as needed. When equipment is updated, the I.T. Consultant shall ensure that the ability to reproduce e-mail in a readable form is maintained. The Information Technology Consultant shall assure that e-mail programs are properly set up to archive electronic communications as required by the Village Clerk or Chief of Police.

PUBLIC ACCESS TO ELECTRONIC COMMUNICATION RECORDS

If a Department receives a public records request for release of an electronic communication, the Legal Custodian of the record shall determine if it is appropriate for public release, in whole or in part, pursuant to law, consulting the Village Administrator and or Village of Germantown Attorney, if necessary. As with other records, access to or electronic copies of disclosable records shall be provided within a reasonable time.

POLICY VIOLATIONS

Employees who do not adhere to any portion of this policy may be disciplined, which can include restriction of use with regard to electronic media or the electronic communications system or discipline up to and including termination or removal from office. Severe violations of this policy may also subject an employee to civil liability and criminal prosecution.

GRIEVANCE PROCEDURE

STATEMENT OF PURPOSE

The Village of Germantown has established this Grievance Procedure for a Village employee to utilize for matters concerning employee discipline, termination, or workplace safety covered by this Grievance Procedure. This Procedure provides each employee with the individual opportunity to address concerns regarding employee discipline, termination or workplace safety matters, to have those matters reviewed by an Impartial Hearing Officer, and to appeal to the Village Board.

An employee shall use this Grievance Procedure for resolving disputes regarding employee termination, employee discipline or workplace safety issues covered by this Procedure. The Village Board expects the employee and management to exercise reasonable efforts to resolve any questions, problems or misunderstandings prior to utilizing the Grievance Procedure. An employee subject to a contractual grievance procedure shall follow the contractual grievance procedure to the extent those procedures cover the matters covered by the Grievance Procedure. An employee subject to statutory dispute resolution procedures shall be subject to those procedures to the extent those procedures cover the matters covered by the Grievance Procedure. This Grievance Procedure does not create a legally binding contract.

The Village of Germantown reserves all rights and this procedure does not create a contract of employment. Employees of the Village of Germantown are employed at-will and may resign with or without reason. The Employer may terminate the employment relationship at any time with or without reason and without violation of applicable law.

DEFINITIONS

“Termination”. “Termination” means a separation from employment by the employer for disciplinary or quality of performance reasons. “Termination” does not include layoff, furlough or reduction in workforce, job transfer, non-disciplinary demotion, reduction or position elimination based on failure to meet qualifications, resignation, abandonment, retirement, nonrenewal of contract, death, separation as a result of disability, action taken pursuant to an ordinance created under s. 19.59(1m), or the end or completion of temporary employment, seasonal employment, contract employment, or assignment.

“Employee Discipline”. “Employee discipline” means an employment action that results in disciplinary suspension with or without pay, disciplinary termination, or disciplinary demotion. “Employee discipline” does not include oral reprimands or warnings, written reprimands or warnings, performance improvement plans, performance evaluations or reviews, documentation of employee acts or omissions, administrative leave or suspension with or without pay, non-disciplinary wage, benefit or salary adjustments, changes in assignment, action taken pursuant to an ordinance created under s. 19.59(1m), or other non-material employment actions.

“Employee”. “Employee” shall not include employees subject to a collective bargaining agreement addressing employee discipline, termination and workplace safety, statutorily appointed individuals identified specifically in statute as serving at the pleasure of an appointing authority, elected officials, and independent contractors.

“Workplace Safety”. “Workplace safety” shall be narrowly construed and not construed to include basic conditions of employment unrelated to physical health and safety. “Workplace Safety” means conditions of employment related to the physical health and safety of employees, as long as such conditions are not enforceable under state or federal law, and includes safety of the physical work environment, the safe operation of workplace equipment and tools, provision of protective equipment, training and warning requirements, workplace violence and accident risk. “Workplace safety” does not include conditions of employment unrelated to physical health and safety matters, including, but not limited to, hours, overtime, sick, family, or medical leave, work schedules, breaks, termination, vacation, performance reviews, and compensation.

TIMELINES AND GRIEVANCE FORMAT

Verbal Grievance and Dispute Resolution. Within fourteen (14) calendar days of the termination, employee discipline or actual or reasonable knowledge of the workplace safety issue and prior to filing a written Grievance, the Grievant must discuss the dispute with the supervisor who made the decision. The supervisor and employee must informally attempt to resolve the dispute. The supervisor shall notify the Village Administrator of this meeting and the results of the meeting.

Written Grievance Submission. The employee must file a written Grievance within fourteen (14) calendar days of the termination, employee discipline or actual or reasonable knowledge of the workplace safety issue. The Grievance must be in writing and must be filed with the supervisor and with a copy to the Village Administrator. The Grievance shall contain a clear and concise statement of the pertinent facts, the dates the incidents occurred, the identities of the persons involved, documentation related to the Grievance in possession of the Grievant, the steps taken to informally resolve the dispute and the results of those discussions, all reasons why the actions of the supervisor should be overturned, if applicable, and the remedy that should be issued. A Grievance alleging a workplace safety issue shall identify the workplace rules allegedly violated, if applicable.

Administrative Response. Representatives of the Village's Administration shall meet with the Grievant within fourteen (14) calendar days of receipt of the written Grievance to discuss voluntary resolution of the Grievance. If those discussions do not resolve the Grievance, then the Administration will provide a written response to the Grievance within five (5) calendar days of the meeting. The written response shall contain a statement of the date the meeting between the Administration and the Grievant occurred, the decision to sustain or deny the Grievance, and the deadline for the Grievant to appeal the Grievance to an Impartial Hearing Officer. The written response shall be hand delivered or sent by certified mail to the Grievant.

Impartial Hearing. The decision of the Administration shall be final unless the Grievant files a written appeal requesting a hearing before an Impartial Hearing Officer. The written appeal shall be filed with the Village Clerk and Village Administrator within ten (10) calendar days of the date the Administrative Response is sent to the Grievant. The Impartial Hearing Officer shall file the written decision within fifteen (15) calendar days of the close of the hearing.

Appeal for Review. Either party may file a written request for review by the Village Board within ten (10) calendar days of receipt of the Impartial Hearing Officer's written decision. Either party may file a written request for reconsideration by the Village Board within ten (10) calendar days after the Village Board acts on the Impartial Hearing Officer's written decision and issues the Village Board's decision.

Decision of the Governmental Body. The Village Board shall make a decision regarding whether or not a meeting will be held within thirty (30) calendar days of the appeal or request for reconsideration. A decision by the Village Board will be made within sixty (60) calendar days of the filing of the appeal for review unless the Board extends this timeframe.

Importance of Timelines and Process. A Grievance will be processed pursuant to the established timelines. A Grievant may advance a Grievance to the next step if a response is not provided within the designated timeframes. A Grievant may not file or advance a Grievance outside of the designated timeframes. The Administration may advance a Grievance to the next step at the written request of either the Grievant or the Administration. The timelines may be modified by mutual agreement of the Grievant and Administration. The failure of the Grievant to follow the timelines and other requirements in this policy shall result in the Impartial Hearing Officer not having jurisdiction over this matter and shall terminate the Grievance Procedure for that Grievance. The Impartial Hearing Officer shall have the authority to determine whether the Impartial Hearing Officer has jurisdiction, which may be subject to review by the Village Board. **Scheduling.** Grievance meetings and hearings will typically be held during the Grievant's off-duty hours. Time spent in Grievance meetings and hearings will not be considered as compensable work time.

Individual claim. Any Grievance filed regarding workplace safety must relate to issues personal to the Grievant filing the Grievance and may not relate to, without limitation by enumeration, safety or property of third parties. A Grievance filed regarding workplace safety must be filed by the Grievant claiming he or she has been personally affected by the alleged workplace safety violation.

HEARING PROCEDURE

Selection of the Impartial Hearing Officer. Following receipt of the appeal requesting a hearing before an Impartial Hearing Officer, the Administration shall provide the name of the person who shall serve as an Impartial Hearing Officer.

Pre-Hearing Conference and Timelines. The Administration, Grievant and Impartial Hearing Officer shall conduct a pre-hearing conference and select a date for hearing not more than forty-five (45) calendar days from the date of the appeal. The Impartial Hearing Officer shall assign dates for preliminary matters that may arise prior to the hearing.

Conciliation. Prior to the Hearing, the parties and Impartial Hearing Officer may engage

in conciliation meetings to resolve the dispute. In cases involving allegations of workplace safety, the conciliation meeting shall be mandatory and shall occur not more than ten calendar days after assignment to the Impartial Hearing Officer. The Impartial Hearing Officer's involvement in any conciliation process shall not disqualify the Impartial Hearing Officer from hearing and deciding the merits of any Grievance unless all parties agree to replace the Impartial Hearing Officer.

Representation. The Grievant shall have the right to representation during the Grievance Procedure at the Grievant's expense. The representative must not be a material witness to the dispute.

Record of Proceedings. The Impartial Hearing Officer shall conduct the proceedings and make a record of the proceedings. Following the issuance of the decision, the record shall be provided to the Village Clerk for preservation.

Burdens. The Grievant shall bear the burden of production and burden of proof. The rules of evidence shall not be strictly followed, but no factual conclusions may be based solely on hearsay evidence. Not less than ten days prior to the hearing, the Grievant and the Administration shall exchange lists of witnesses and documentary evidence that they intend to introduce at the proceedings.

Written Response. After receiving the evidence and closing the hearing, the Impartial Hearing Officer shall issue a written decision. The Impartial Hearing Officer may request oral or written arguments and replies. The written decision shall contain findings of fact, analysis and a recommendation for resolution. The Impartial Hearing Officer must answer the following question: Based on the preponderance of the evidence presented, has the Grievant proven the decision of the Administration was arbitrary or capricious?

Powers of the Hearing Officer. The Impartial Hearing Officer shall have the power to issue a written decision to the Grievance. The Impartial Hearing Officer shall have no power to compel any remedy, but the Impartial Hearing Officer may recommend a remedy. Remedial authority shall be subject to the determination and final approval of the Village Board and shall be addressed by the Village Board.

DECISION OF VILLAGE BOARD AND APPEAL TO VILLAGE BOARD

Review and Decision by Village Board. Upon appeal or recommendation for implementation of a remedy, a copy of the written decision and record shall be provided to the Village Board. The Village Board may decide, in each situation, whether it will review the record and written response of the Impartial Hearing Officer and make a decision, whether it will assign an Impartial Hearing Officer to create a recommendation for the Village Board's review, whether it will hold a new hearing and make an independent decision, whether it will exercise the Village Board's remedial authority, whether it will reconsider its decision or whether it will exercise other authority within the power of the Village Board. The manner and process of review is the sole choice of the Village Board.

Written Appeal or Request for Reconsideration. Prior to the Village Board making its decision, either party may file a written notice of appeal of the Impartial Hearing Officer's written response. The written notice of appeal shall contain a statement explaining the reasons for the appeal and a copy of the Grievance, the Administration's response to the Grievance, and the Impartial Hearing Officer's written decision. The written notice of appeal may not include information that was not presented at the Hearing. After an appeal to the Village Board is considered or after the Village Board issues the decision, either party may file a written request for reconsideration by the Village Board. The written request for reconsideration shall contain a statement explaining the reasons for reconsideration. The written request for reconsideration may not include information that was not presented at the Hearing. The written notice of appeal or request for reconsideration shall be filed with the President of the Village Board and with a

copy to the other party.

Additional Information. The Village Board may offer the Grievant and the Administration the opportunity to provide information to the Village Board in a meeting duly noticed for closed session or open session discussion. The Village Board may request written or oral arguments from each party.

Decision. All decisions of the Village Board involving the Grievance shall be by simple majority vote and in writing and filed with the Village Clerk within five days of the date of the final decision. A copy of the final decision shall be provided to the Grievant and the Administration and any request for reconsideration shall be filed within ten calendar days of the date the decision is issued. The Village Board's decision is final and is not subject to appeal.

LIMITATIONS OF THE SCOPE OF THE GRIEVANCE PROCEDURE

The scope of a Grievance that is subject to the jurisdiction of a governmental body or specific procedure by other Wisconsin Statutes shall be governed by those statutes and not the Grievance Procedure.

The scope of a Grievance that is subject to a grievance procedure in a collective bargaining agreement may not be brought forth under this Policy.

The scope of a Grievance that is subject to other policy or ordinance for formal or informal investigation or dispute resolution procedures may not be brought forth under this Policy.

Employees of the Germantown Community Library, under the direction Library Board, shall have its Grievance Procedure distributed to its employees upon hire or request.

POLITICAL ACTIVITY

As citizens, Village employees have the right to engage in political activities. Such activities may not take place on work time or Village property or otherwise interfere with the performance of the employee's job. While off-duty, employees may not engage in political activity in uniform.

RULES OF CONDUCT AND DISCIPLINARY PROCEDURES

Public service as an employee of the Village of Germantown is a privilege and not a right. The Village desires to employ individuals who will serve the public, who will protect and further the trust and confidence the public has placed in its servants, and who strive for professional growth and effective service.

High quality performance, honesty, respect, reliability, professionalism and good judgment are fundamentally required of each employee. Other standards of conduct exist in order to maintain an orderly and efficient working environment and for preservation of the public's trust in its public servants. The Rules of Conduct apply to all employees

The primary objectives for each employee are to protect and further the public's trust and confidence and to perform at a high-quality level so that our citizens, businesses, representatives of other entities, coworkers, and visitors receive high quality services from each employee. Conduct that is inconsistent with those objectives or in violation of policy or general expectations of professional conduct is forbidden and will subject the offending employee to discipline up to and including discharge. The employer has established these Rules of Conduct and its policies and expectations of conduct in furtherance of the effective operation of the village, to further these objectives, and for the employee to have a successful career.

No list of rules or types of unacceptable conduct can substitute for the sound and reasonable judgment expected of each employee. It is impossible to list every conceivable type of unacceptable conduct contrary to the interests of the employer. While it is impossible to list

all types of unacceptable conduct, the employer believes certain acts of misconduct, standing alone, warrant serious discipline up to and including discharge, such as the following:

Dishonest, misleading, or deceptive conduct

Circumventing the chain of command

Undermining the authority of a supervisor

Refusing or failing to follow an order or directive

Theft or misappropriation of employer property or the property of others, including theft of worktime, excessive time at break periods, misuse of sick leave or other designated leave, misrepresenting work time, or failing to accurately record work time

Failing to completely and accurately document relevant information

Leaving the job without permission

Causing or working unauthorized overtime

Failing to cooperate with others

Engaging in conduct that creates an unsafe work environment

Fighting, threats, intimidation or harassment of others

Damage or defacing of employer or employee property

Misuse or unauthorized use of employer property

Possession, use, or being under the influence of drugs or alcohol while on duty

Unauthorized or unlawful use or possession of a handgun or other weapon

Engaging in immoral conduct

Engaging in illegal conduct

Absence of two workdays without notice

Excessive absenteeism or tardiness

Failing to promptly report absence or tardiness

Working another job while absent

Disclosing confidential information to unauthorized sources

Loafing or sleeping on the job

Misuse of licenses, patents or copyrights while on work time or using work resources

Unauthorized solicitations or distributions

Failure to promptly report defective equipment or safety hazard

Failure to report injury or accident immediately

Horseplay or violation of safety rules

Engaging in conduct or activities which serve to lengthen the healing period for a work-related injury

Substandard quality or quantity of work, including deliberate reduction of output

Failure to complete assignments promptly and accurately

Smoking in unauthorized areas

Unprofessional appearance

Discourteous treatment of others

Profane or disrespectful conduct

Conducting personal business on Employer time or property, including promoting or selling any item or soliciting

Failing to fully comply with policies

Failing to comply with expectations of conduct communicated to an employee

Failing to report a possible violation of the rules or policy through the chain of command

The Employer reserves the right to modify this list at any time or determine whether any other conduct is contrary to the interests of the employer and warranting of disciplinary action up to and including discharge.

CORRECTIVE ACTION

The Employer treats all violations of policy, rules of conduct and general expectations of professional conduct very seriously. Violations of these policies, the rules, and general expectation of conduct can subject an employee to discipline, up to and including discharge.

The employer's corrective action program is designed to encourage individuals to be high quality employees and to remove employees from service who cannot or will not meet that high standard of performance. Some discipline is intended to be corrective in nature to allow the employee the opportunity to rehabilitate his or her conduct, and employee misconduct may call for severe forms of discipline such as suspension, transfer, demotion, terminations or other action.

In some cases, dismissal of an employee is appropriate because of the seriousness or continuation of unacceptable conduct. The appropriate level of discipline is determined by management on a case-by-case basis, and any pre-termination disciplinary measure may be passed over in favor of more severe discipline including termination of the employee. The Employer's use of any form of progressive discipline does not change any employee's status as an at-will employee or create any additional contractual rights.

Investigative and Administrative Leave

The Village will determine the scope, duration, and strategy of internal investigations. The employer reserves its right to place an employee on administrative leave, with or without pay. The determination of whether leave will be with pay or without pay is reserved to the Village Administrator. The employer may place an employee on administrative leave pending an internal investigation, pending disposition of a criminal matter, or for other reasons determined by management.

SECONDARY EMPLOYMENT

Employment with the Village of Germantown by regular full-time employees and part time employees scheduled to work more than twenty hours per week, should be considered the employee's primary employment. Secondary employment with other entities must not conflict, whether real or implied, with the duties of the employee. Police Department employees must receive permission from the Chief of Police to engage in secondary employment. The Village has prior call upon the services of its employees, regardless of any conflict with secondary employment. An employee who engages in secondary employment must clearly define himself or herself as an employee of the secondary employer and not act or treat himself or herself as an employee or agent of the Village of Germantown. The Village may terminate the employment of an employee whose secondary employment may interfere with the performance of his or her work, where a conflict, whether real or implied exists, where the interests of the Village are impacted as a result or where such employment or conduct negatively affects the image of the Village or employees. An employee shall not be permitted to conduct business of the secondary employer during any hours of which the employee is being paid by the Village or on its premises. An employee shall not be permitted to work for another employer while on a leave of absence or while absent for illness from the Village.

SEXUAL AND OTHER UNLAWFUL HARASSMENT, DISCRIMINATION, AND RETALIATION POLICY

PURPOSE

A fundamental policy of the Village of Germantown is that the work-place is for performing high quality work and to serve the interests of the Village and the public. All employees, officeholders, interns, volunteers, and paid on call staff must provide a workplace

free from unnecessary tensions and where employees and other persons as described herein behave courteously and professionally at all times. In particular, an atmosphere of tension created by conduct not related to work—including animosity caused by ethnic, racial, sexual, or religious remarks, unwelcome sexual advances, requests for sexual favors, or similar harassing or discriminating conduct—does not belong in the workplace.

The Village Board is committed to providing a professional work environment free from unlawful and unwelcome harassment, discrimination, or retaliation. This means that the Village will not tolerate any form of unlawful harassment, discrimination, or retaliation. This includes inappropriate conduct directed at an employee or applicant for employment because of his or her sex (including sexual orientation, gender identity, transgender status, and pregnancy), race, color, national origin, age, disability/handicap, religion, creed, genetic information or history, marital status, participation in the military reserve and veteran status, arrest and conviction record, use or nonuse of lawful products off the employer's premises during nonworking hours, or declining to attend a meeting or to participate in any communication about religious matters or political matters, or any other legally protected characteristic.

The purpose of this policy is to provide procedures for preventing, reporting, investigating and resolving complaints of unlawful harassment, discrimination and retaliation. The Village condemns and will not tolerate, condone or allow unlawful harassment, discrimination or retaliation by any employee, elected or appointed officeholder, or non-employees who conduct business with the Village. The Village considers harassment, discrimination and retaliation of others for any reason based on one's protected status to be forms of serious misconduct worthy of discipline up to and including termination or removal, and other prompt and appropriate remedial response designed to end the prohibited behavior. The Village will take direct and immediate action to prevent such behavior and to remedy confirmed instances of unlawful harassment, discrimination and retaliation. Repeated violations, even if perceived as minor, will also result in significant levels of response. To fulfill this policy, the Village wants employees, applicants for employment and others to report this behavior and to cooperate in the Village's efforts to eradicate this behavior from the workplace.

This policy governs the Village's expectations involving unlawful harassment, discrimination or retaliation based on a protected status. For example, an employee may be dissatisfied with the decisions of supervisors regarding evaluations, compensation, discipline or other management decisions, such conduct that is unrelated to one's protected status is not governed by this Policy. Nonetheless, the Village believes that an unprofessional work environment for any reason is disruptive to the workplace and should not be tolerated. While this policy governs unlawful harassment, discrimination, and retaliation, the Village also cares about the interests of employees in other circumstances where an unprofessional environment exists, and in those circumstances, Employees are expected to raise those concerns directly to the employee's supervisor and work through the chain of command. Individuals protected under this policy include all employees and applicants. Any unwelcome conduct that originates from a non-employee (e.g., elected and appointed officeholders, contractors or visitors) will be investigated in accordance with this policy under the authority of the Village Board issued through this Policy that has been approved by the Board.

UNDERSTANDING UNLAWFUL HARASSMENT, INCLUDING SEXUAL HARASSMENT, DISCRIMINATION, AND RETALIATION

Discrimination

Discrimination means treatment of a person in an illegal unjust or prejudicial manner based on protected status under the law where no reasonable distinction can be found between those favored and those not favored. For example, discrimination is any policy or action taken

related to recruiting, hiring, promotion, pay or training that results in an unfair disadvantage to either an individual or group of individuals who are considered part of a protected class.

Retaliation

Retaliation means to discriminate, harass, take tangible employment action against an employee, or otherwise punish or take adverse action against an employee because the employee filed a charge of discrimination, because they complained to the Village about harassment or discrimination on the job, or because the employee participated in an employment harassment or discrimination proceeding (such as an investigation or lawsuit).

Prohibited Harassment, including Sexual Harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of employment; or
- Submission to or rejection of such conduct by an employee is used as the basis for employment decisions affecting the employee; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee's performance or creates an intimidating, hostile or offensive working environment.

Verbal sexual harassment includes, but is not limited to, sexual innuendos, degrading or suggestive comments, repeated pressure for dates, jokes of a sexual nature, unwelcome sexual flirtations, degrading words used to describe an individual, obscene or graphic descriptions of an individual's body, or threats that job, wages, assignments, promotions or working conditions could be affected if the individual does not agree to a suggested sexual relationship.

Non-verbal sexual harassment includes, but is not limited to, sexually suggestive or offensive sounds, whistling, catcalls, or obscene gestures, sexually suggestive or offensive objects or pictures, inappropriate usage of voicemail, e-mail, the internet or other such communications and actions as a means to express or obtain sexual material, comments, and printed or written materials, including offensive cartoons. This includes any material which inappropriately raises the issues of sex or discrimination or when an employee is treated differently than other employees when they have refused an offer of sexual relations or participation in harassing behavior.

Physical sexual harassment includes, but is not limited to, unsolicited or unwelcome physical contact of a sexual nature, which may include touching, hugging, massages, kissing, pinching, patting or regularly brushing against the body of another person. Other forms of unlawful harassment or discrimination include, but are not limited to, persistent and unwelcome conduct or actions or conduct that is objectively unreasonable or offensive and that could result in a hostile or intimidating working environment based on one or more protected statuses according to applicable law. Conduct may be unwelcome despite participation by the offended employee and despite the fact that the offended employee does not tell the accused that the conduct is unwelcome.

Harassment or other inappropriate behavior can range from extreme forms such as violence, threats, or physical touching to less obvious actions like ridiculing, teasing, or repeatedly bothering colleagues or subordinates or refusing to talk to them. For example, harassment or other inappropriate behavior may include the following types of conduct:

- Derogatory or insensitive jokes, pranks, or comments;
- Slurs or epithets;
- Unwelcome sexual advances or invitations;
- Non-verbal behavior such as staring, leering, or gestures;
- Ridiculing or demeaning comments;
- Innuendos or veiled threats;

- Intentionally excluding someone from normal workplace conversations and making someone feel unwelcome;
- Intentionally withholding information from an individual in such a way that impacts their ability to perform their job
- Intentionally including or excluding any individual from workplace activities, assignments, promotions, raises or responsibilities based on their protected status or their refusal to participate in or tolerate sexual harassment
- Displaying or sharing offensive images such as posters, videos, photos, cartoons, screensavers, emails, or drawings that are derogatory or sexual;
- Offensive comments about appearance, or other personal or physical characteristics, such as sexually charged comments or comments on someone's physical disability;
- Unnecessary or unwanted bodily contact such as groping or massaging, blocking normal movement, or physically interfering with the work of another individual; or
- Threats or demands that a person submit to sexual requests as a condition of continued employment or to avoid some other loss and offers of employment-related benefits in return for sexual favors.

This list of examples is not exhaustive, and there are other behaviors that constitute unacceptable harassment under the policy. Any conduct described above may also be inappropriate outside the workplace if the conduct may adversely affect the work environment; this includes both work and personal email, text messages and social media posts. Similarly, a consensual relationship does not justify inappropriate displays of affection or other sexual statements or activities during working hours or any work-related functions. Any questions about whether particular conduct is prohibited under this policy should be discussed with the employee's supervisor or department director.

Harassment may be subtle, manipulative, and is not always obvious. It does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome and is personally offensive. Harassment can happen regardless of the individuals' gender, gender identity, or sexual orientation, and can, for example, occur between same-sex individuals as well as between opposite-sex individuals, and does not require that the harassing conduct be motivated by sexual desire. Harassment can be focused on someone's perceived desirability or lack thereof; sexual objectification- favorably or negatively- is unacceptable. Likewise, these same principles hold true for harassment based on other protected statuses where the offending party possesses the same or similar protected status as the target of the offending behavior.

The excuses of the offending party, while important, are not necessarily forgiving or tolerable. For example, "I was joking" or "I didn't mean it that way" are not defenses to allegations of harassment or inappropriate behavior. Nor is being under the influence of alcohol or other substances an excuse for violating this policy.

This policy applies to conduct at work and at work-related social events, office parties, off-site work-related activities, email, text messages, social media and other matters where the work environment is affected by such behavior. Employees and elected and appointed officeholders are expected to be particularly careful about what they say and do in these circumstances and when interacting with one another.

RESPONSIBILITIES

Responsibilities of All Employees and Officeholders

Each employee and officeholder is responsible for assisting in the prevention of unlawful harassment, discrimination and retaliation by the following acts:

- Refraining from conduct prohibited by this policy as defined above, including the participation in or encouragement of actions that could be perceived as harassment, discrimination or retaliation based on a protected status;
- Behaving courteously and professionally toward others both inside and outside work;
- Reading this policy and fully understanding and complying with its requirements;
- Immediately and thoroughly reporting acts of harassment, discrimination or retaliation or other prohibited conduct through the reporting procedure identified in this policy, whether it is personally experienced or if it is witnessed; and
- Encouraging any person who confides that he or she is being harassed, retaliated or discriminated against to report these acts and reporting these acts if they are observed but not reported.

Employees and officeholders are expected to cooperate fully in any investigation, whether or not they are directly involved in the incident. They shall not take any action that would discourage another person from reporting prohibited conduct or cooperating in an investigation of alleged prohibited conduct.

Responsibilities of Supervisors and Elected and Appointed Officeholders

Supervisors and elected and appointed officeholders are an essential part of cultivating and maintaining a workplace free of harassment. A higher standard of conduct applies to those in these positions. They are expected to know and enforce the rules and set a good example for all employees. To further the interests of this policy and promoting a harassment-free workplace, they shall be responsible for preventing prohibited activities as defined above by complying with the above-referenced responsibilities and by:

- Monitoring the work environment as practical for signs of harassment, discrimination, retaliation and other prohibited conduct;
- Informing employees of the types of prohibited behavior, and the procedures for reporting and resolving complaints of harassment, discrimination and retaliation;
- Stopping any observed behavior that may be prohibited conduct and taking appropriate steps to intervene and report behavior, whether or not the involved employees are within his or her line of supervision;
- Listening to employees' concerns and complaints. Complaints and questions are an opportunity to take action and correct a situation before it escalates. Ask the reporting employee what he or she wants to see happen next. Do not promise to honor the reporting employee's wishes, but do give them consideration. Do not promise confidentiality, due to the need to investigate properly. However, assure the employee that their complaint will be handled with as much confidentiality as practical for the reporting employee, witnesses and the accused; and
- Taking immediate action to prevent retaliation toward the complaining party or witnesses and to eliminate a hostile work environment where there has been a complaint of harassment, discrimination or retaliation pending the investigation.

Each supervisor and officeholder has the responsibility to assist any employee who comes to them with a complaint of harassment, discrimination or retaliation by documenting and filing a complaint in accordance with this policy. They are obligated to report harassment. Failure to carry out these responsibilities may be grounds for discipline, censure, or removal.

PROCEDURES

- A. If the employee feels comfortable doing so, any employee experiencing or observing harassment, discrimination or retaliation is encouraged, but not required, to inform the perpetrator that his or her actions are unwelcome and

offensive and that the person should stop such behavior. This initial contact can be either verbal or in writing. The employee should document in writing all incidents in order to provide the fullest basis for investigation if needed.

- B. Any employee who believes that he or she is being harassed, discriminated or retaliated against (for example, a target of offending behavior and a complainant) or who witnesses such conduct (for example, a witness who becomes a complainant) is expected to report the incident as soon as possible to any of the following persons so that preventative measures may be considered and taken to end any prohibited harassment, discrimination or retaliation, and so that appropriate investigative and corrective actions may be initiated:

1. Village Administrator;
2. Village Chief of Police;
- 2.3. Village Support Services Manager
- 3.4. Village Clerk;
- 4.5. Village Board President or Village Administrator, if such conduct is engaged in by an elected or appointed officeholder of the Village; and
- 5.6. Village Board President, Village Clerk, or Chief of Police, if such conduct is engaged in by the Village Administrator.

A supervisor who receives this information from a subordinate must report the information to the Village Administrator, Village Support Services Manager, Village Clerk, Village Board President, or the Chief of Police.

- C. The Village will take appropriate steps to protect the complainant and target from further harassment and retaliation during the investigation process. Actions such as a schedule change, transfer or leave of absence could appear retaliatory, so it is important that the employer and the complainant or target work together to find an appropriate solution.
- D. The Village will determine the appropriate course of action to promptly address the complaint, including any immediate remediation of the behavior. The Village may initiate its investigation or have the parties involved engage in conciliatory efforts to resolve the matter, if acceptable to the target of the offending behavior. The conciliation process is voluntary and seeks to resolve problems by allowing the affected parties to present their issues and then assisting them in arriving at effective, reasonable solutions agreeable to all. The conciliation process is not appropriate for all situations and will not resolve all issues. The conciliation process may be initiated before or after the employee has filed an internal complaint. When solutions have been identified, management will follow up to ensure that the implementation has been carried out and is effective.
- E. The Village Board may initiate an investigation and designate investigators for any matter involving allegations against a Board member, the Board President, the Administrator, or an appointed officeholder who is also not an employee. The Village Administrator, Chief of Police, Village Attorney, or the Board may initiate an investigation and designate investigators in other circumstances.
- F. If an investigation is conducted, then the investigators will meet with the target of the offending behavior and other persons having information and document the facts surrounding the incident complained of, including the specific conduct complained of, the persons performing or participating in the conduct, any witnesses to the incident, the dates on which the incidents occurred, and other factual information. The investigators will immediately notify the Administrator, Village Attorney, or Board President, where applicable, if the complaint contains allegations that may rise to the level of criminal activity, such as battery, rape or

threats. The investigators will maintain appropriate records of the investigation. Upon completion of the investigation, the investigators will inform the complainant and target of the outcome of the investigation and will present a reporting of the investigation and its results to the Village Board and/or the Village Administrator. The confidentiality of the investigation will be maintained throughout the investigatory process to the extent practical and appropriate under the circumstances.

- G. The Village will take prompt and effective remedial action designed to end the prohibited behavior, which may include appropriate responsive and disciplinary action, up to and including termination or removal. Responsive action may include, for example, training, referral to counseling, or reassignment, and disciplinary action may include, but is not limited to warning, reassignment, suspension, or termination or removal. If the Village does not employ the subject involved in the harassing or inappropriate conduct, then that individual will be informed of the Village's policy and appropriate remedial action will be taken. The actions taken cannot have the direct or indirect impacts of hurting the complainant's or target's career by forcing him/her to an inferior role within the organization.

Further, the Village will correct any adverse employment action an employee experienced due to conduct prohibited by this policy. In all cases, the Village will make follow-up inquiries to make sure the harassment, discrimination or retaliation has stopped. If an employee is not satisfied with the results, or if further harassment or other unacceptable conduct occurs, then the employee should promptly follow the reporting process identified above.

The complainant, target, or employees accused of harassment may file an appeal with the Village Administrator or the Village Board President if they disagree with the investigation or disposition.

RETALIATION

Retaliation against any employee for filing a harassment, discrimination or retaliation complaint, or for assisting, testifying or participating in the investigation of such a complaint, is prohibited by the Village and may be prohibited by state and federal law.

Retaliation is a form of misconduct. Any evidence of retaliation shall be considered a separate violation of this policy and shall be handled by the same complaint procedures established for harassment and discrimination complaints. Employees who are found to have retaliated against a complainant, target, or witness will subject themselves to severe discipline which shall be separate from, and in addition to, any discipline determined to be appropriate as a result of the Village's findings on the initial complaint. Because of the Village's commitment to prohibiting retaliatory behavior, employees and officeholders should expect that consequences for retaliation will be severe and likely resulting in discipline up to and including discharge or pursuit of removal.

This policy does not protect employees from being disciplined for filing frivolous or fraudulent complaints, or for untruthfulness, misleading behavior or lack of candor, nor does it protect them from personal sanctions stemming from defamation suits.

TRAINING

The Village will provide periodic and refresher training concerning the nature of harassment, discrimination and retaliation in the workplace and prohibitions on such actions

defined in this policy. Any employee who has any questions or concerns about this policy should talk with his or her supervisor or the Chief of Police or Village Administrator.

OUTSIDE AGENCIES

Employees also have the ability to promptly report any violations of law, including assault, rape, battery or other harm to appropriate criminal law enforcement authorities. Employees may also report their harassment, discrimination or retaliation claims to both State and Federal Agencies. Those contacts are as follows: The Equal Rights Division, Department of Workforce Development, 201 East Washington Avenue, P.O. Box 8928, Madison, WI 53708, Telephone: (608)266-6860; and the U.S. Equal Employment Opportunity Commission, 310 West Wisconsin Avenue, Suite 800, Milwaukee, WI 53203, Telephone: (414)297-1111.

SMOKE FREE WORKPLACE

All employees should be aware of the health hazards which are created by smoking. Therefore, smoking is permitted in designated smoking areas only. No smoking should take place in Village vehicles. The Village will follow all applicable State Statutes regarding smoking.

SOLICITATION

The solicitation of employees or distribution of materials to employees can often interfere with normal operations of the Village, reduce employee efficiency, annoy employees and citizens; and pose a threat to security. For these reasons, the Village limits solicitation and distribution on the premises.

Individuals who are not employees of the Village of Germantown are prohibited from soliciting employees or distributing materials to employees of the premises. This includes soliciting funds or signatures, conducting membership drives, distributing literature or gifts, offering to sell merchandise or services (except by representatives of vendors or potential vendors as authorized by the Village Administrator), or any other similar activity. All visitors are strictly prohibited from entering non-public areas unless a supervisor grants permission.

Employees may engage in limited solicitation and distribution of materials to other employees, on the premises, subject to the following guidelines. Solicitation or distribution of materials is prohibited during work time of either of the individuals making or receiving the solicitation or distribution. "Working time" does not include an employee's authorized lunch or rest period. Distribution of literature in a way that causes litter on the Village property is prohibited. Off-duty employees may not return to the premises to solicit or distribute materials to employees. Bulletin boards, newsletters, and other employer-provided group communication system are maintained solely for the Village to communicate information to and from employees, post notices required by law, and for other work-related purposes. Posting of unauthorized notices, photographs, or other printed or written material on those bulletin boards or other communication systems is prohibited. The Village may authorize a limited number of fund drives by employees on behalf of charitable organizations. Employee participation in such drives is completely voluntary. As a part of those charitable fund drives, the Village may permit a representative from the organization to make a presentation to employees. Employees seeking authorization for such a charitable fund drive should contact the Village Administrator. In addition, the employer has the right to monitor any allowed solicitation and distribution, and to modify or add to this policy as becomes necessary to minimize interference from work.

SOCIAL NETWORKING POLICY

PURPOSE

The Village of Germantown (the “Village”) has an overriding interest and expectation in deciding what is “announced” or “spoken” on behalf of the Village through the use of social media. This policy establishes guidelines for the establishment and use of social media by the Village for conveying information about the Village and its events and activities. This policy also establishes guidance for employees acting in a personal capacity when using social media.

The Village’s intent is to create a “government speech forum” or a “limited forum” devoted exclusively to the Village’s postings to the public. Nothing in this policy shall be applied to prohibit or infringe upon any communication, speech or expression that is protected or privileged under law. This includes speech and expression protected under state or federal constitutions as well as labor laws or other applicable laws.

THE VILLAGE’S WEBSITE

The Village’s website (<http://www.germantownwi.gov>) is the Village’s primary and predominant internet presence. All of the Village’s website content and social media sites that are posted by departments and offices will be subject to approval by the Administrator or designee. Social media use should complement rather than replace the Village’s primary website. Only employees authorized by the Administrator are authorized to post content on the Village’s website.

SOCIAL MEDIA PROVIDER TERMS OF SERVICE

Social media is defined as the various activities that integrate technology, social interaction, and content creation. Through social media, individuals or groups may create, organize, edit, comment on, combine, and share content. Social media providers offer web pages that provide a means for various forms of discussion and information-sharing, and include features such as social networks, blogs, video sharing, podcasts, wikis, message boards, and news media comment sharing/blogging. Social media providers are hosted by websites that authorize multiple users to establish, post content on, and operate their own individual social media profile. Technologies associated with social media often include picture and video sharing, wall postings, e-mail, instant messaging, and music sharing. Examples of websites that host social media profiles include, but are not limited to, Facebook (social networking); YouTube (social networking and video sharing); and Twitter (social networking and microblogging).

Each social media provider maintains a terms of use agreement for users. All posts and comments on any Village social media profile are bound by these terms and conditions. The Village reserves the right to report any user violation under the terms and conditions. This policy does not modify the terms and conditions established by the social media provider. Nor does the Village assume any responsibility or liability for decisions made by the social media provider involving the conduct or absence of conduct by the social media provider or by the user.

The terms and conditions of the social media provider represent a binding contract. No employee may execute such terms of service or enter into an agreement on behalf of the Village without authorization from the Administrator.

SOCIAL MEDIA POSTING

As a public entity, the Village must abide by certain standards to serve all constituents in a civil and unbiased manner. Only employees authorized by the Administrator are authorized to

post content on an authorized Village social media profile on behalf of the Village. The Administrator or their designated representative will maintain a list of social media profiles, including login and password information, approved for use by departments and employees for communicating the Village's business. Any social media profiles used by the Village, including any login information and passwords, are the property of the Village and not the property of an employee or other party. Any social media profile used by the Village must be capable of editing, removing, and archiving content from social media websites. The authorized employee will inform the Administrator or their representative of any administrative changes to existing social media profiles.

For each social media profile approved for use by the Village, the following documentation will be developed and adopted:

- A list of authorized employees who may manage the social media profile
- Operational and use guidelines
- Standards and processes for managing accounts on social media sites
- Branding standards
- Design standards
- Standards for the administration of social media sites

Authorized employees representing the Village on social media must conduct themselves at all times as professional and dignified representatives of the Village and in accordance with all policies, directives, and professional expectations.

Employees posting content on behalf of the Village must follow these guiding principles:

- Communications must be consistent with the goals, branding, mission, vision, and values of the Village.
- Communications must be factual and accurate and not reflect opinions or biases.
- Communicate meaningful, respectful entries that are on topic while also recognizing that postings are widely accessible and not easily retractable.
- Communications must be written in plain business English with proper grammar and vocabulary, and should avoid acronyms and jargon.
- Communications must comply with policy, directives, professional expectations, and respect for privacy, confidentiality, and applicable legal guidelines for external communication.
- Ensure that legal right exists to publish all materials, including photos and articles, and comply with all trademark, copyright, fair use, disclosure of processes and methodologies, confidentiality, and financial disclosure laws.
- If identifying yourself, then maintain transparency by using your real name and job title, and by being clear about your role regarding the subject. Write and post only about your area of expertise. Remember that your postings are your responsibility.
- Communications must never be for political purposes or in support of or opposition to political campaigns or ballot measures.
- Communications must never be for purposes of private business activity or commerce, or for personal motivation or sharing of personal opinion or commentary.
- Communications must not promote, foster, or perpetuate discrimination, harassment, or retaliation on the basis of race, creed, color, age, religion, gender, marital status, national origin, disability, or sexual orientation, or other protected status.
- Communications must not compromise the safety or security of the public, public systems, or public services.

Authorized employees posting on behalf of the Village may not post content to the Village's social media profiles or engage in social networking activities related to publishing the Village's

business during personal time. All social media activity must be made as part of the Employees regular work activity.

The nature of social networking promotes a great deal of interactivity, whereby users or organizations “like” or “follow” each other online. Official Village social media sites may “like” or “follow” the social media sites of local, state, and federal government organizations, generally recognized community and/or not-for-profit organizations, and organizations that provide public safety, promote tourism, industry, and economic welfare within the community, and businesses located within the corporate limits of Germantown. Official Village social media should not be used to “like” or “follow” any specific viewpoints, ballot measures, or controversial issues.

The employee’s name and title should be made available in the responsive comment.

REPORTING/REMOVAL OF SOCIAL MEDIA ACTIVITY

A post, like, or comment by a member of the public on any Village social media profile is the opinion of the commentator or poster only. Publication of a user’s post, a like, or a comment does not imply endorsement of, or agreement by, the Village or reflect the opinions or policies of the Village. The Village assumes no liability for any comment, like, or post made by another person.

If a forum allowing for two-way or multi-way communication is created, then an authorized employee may, with the approval of the Administrator, regulate comments or posts made by other persons on the Village’s social media profile as provided herein. The Village requires that authorized employee to immediately notify the Administrator or their representative if there is any posted material that may violate this policy, violates the terms of use of the social media provider, is illegal, or that potentially infringes the copyrights or other rights of any persons. The Administrator or their representative will investigate and address the potential violation. If the comment or post violates the terms of use established by the social media provider, then the authorized employee may notify the social media provider and report the post or comment. If a comment or post demonstrates or incites unlawful behavior, then the authorized employee may notify law enforcement authorities. If the comment or post contains any of the following content, the comment may be subject to removal or restriction by the Village:

- Obscene content;
- Content that is threatening or incites violence;
- Solicitation of commerce, including but not limited to, advertising of any non-Village-related event, or business or product for sale;
- Conduct in violation of any federal, state or local law;
- Content that promotes, fosters or perpetuates unlawful activity;
- Content that infringes the intellectual property rights of others;
- Content that is malicious or harmful software or malware;
- Content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability, gender identity, sexual orientation, lawful source of income or arrest/conviction record
- Comments in support or opposition to political campaigns, ballot measures, referendums, or any organized political activity or political links.

The Village should not deny access to the Village’s social media profile for any individual who violates the Village’s social media policy. The social media provider may, relying their terms and conditions and their discretion, block a user or remove content in violation of the terms and conditions, and nothing herein restrains the social media provider from such actions.

RECORD RETENTION

The Village must retain all social media content published by the Village for the purposes of public records retention as may be required by applicable law. Records required to be maintained pursuant to a relevant records retention schedule for the required retention period in a format that preserves the integrity of the record and is accessible. Any content removed by the Village based on these guidelines must be retained in accordance with the applicable retention schedule including the time, date and identity of the poster, when available.

OPEN MEETINGS LAW COMPLIANCE

All conduct by officials serving on a governmental body must comply with Wisconsin's Open Meetings Law. Officials should refrain from discussing business or action of the governmental body with one another while using social media. Authorized employees publishing on the Village's social media profile should not engage officials serving on a governmental body when engaging in the Village's social media activity.

EMPLOYEE PERSONAL CONDUCT

Like other members of the community, employees may use social media profiles not belonging to the Village for the employee's personal social media purposes. Employees must recognize that most uses of personal social media are still part of the public domain regardless of privacy settings and are easily replicated and published.

An employee's personal social media profile or use must remain personal in nature and not be used to share the Village's official government positions or views. In addition, employees should never use their Village e-mail account, login, or passwords in conjunction with a personal social media profile. Regardless of whether an employee identifies on a personal social media account that the employee works for the Village, employment with the Village is public record and members of the public may associate the employee with the Village. As such, employees must exercise care when posting and commenting on social media as personal views can be tied back to employment with Village.

Employees posting personal content on social media must follow these guiding principles:

- When commenting or posting on matters pertaining to the Village, the employee must make clear to other persons that the employee is speaking as a private citizen and not as an employee of the Village.
- Pause and think before posting with the understanding that postings are widely accessible, not easily retractable, easily shared and replicated.
- Personal activity must comport with the Village's policies, directives and expectations.
- Personal activity is the personal responsibility of the employee, including the consequences that flow from such activity.

Nothing in this policy is meant to prevent an employee from exercising his or her right to make a complaint of unlawful discrimination or other workplace misconduct through the proper processes, to engage in lawful protected concerted activity, or to express a personal opinion on a matter of public concern which may be balanced against the interests of the Village.

COMPLIANCE WITH POLICY

The Village reserves the right to monitor and analyze social media use to ensure compliance with policy, directives and expectations, to evaluate use, and to recommend and implement changes to use of social media, among other legitimate government interests. Failure to comply with this policy by any employee may result in disciplinary action up to and including termination of employment. Failure to comply with this policy by any officeholder may result in pursuit of any lawful action against any official in violation of policy.

VILLAGE OF GERMANTOWN SOCIAL MEDIA POLICY (FOR POSTING ON SOCIAL MEDIA SITES)

We welcome you and your comments to the Village of Germantown's Social Media pages. The purpose of this site is to present matters of public interest to Village of Germantown residents, businesses, visitors and other interested parties. You may submit your comments, but please note this is a moderated online discussion site. A comment posted by the member of the public on any Village of Germantown social media site is the opinion of the commenter only and publication of a public comment does not imply endorsement, nor reflect the opinions or policies of, the Village of Germantown.

Because communication via social media constitutes a limited public forum, the Village reserves the right to manage, restrict or remove any content, public comments, or other postings that is deemed in violation of this policy or any applicable law. Inappropriate comments are subject to deletion by the administrator of this account. If you do not comply with the terms of use outlined below, your message may be removed.

This forum is NOT monitored at all times but is primarily monitored during business hours. Do NOT use this forum to report emergency situations or time-sensitive issues. All content of this page including comments is subject to public records law. When posting, please remember that if your post violates any of the below rules, it will be deleted:

- Content that is graphic, obscene or explicit.
- Content that is abusive, threatening, hateful or intended to defame anyone or any organization.
- Content that suggests or encourages illegal activity.
- Content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability, gender identity, sexual orientations, lawful source of income or arrest/ conviction record.
- Content posted by persons whose profile picture or avatar, username or email address contains any of the aforementioned prohibited content.
- Solicitations or advertisements, including but not limited to, promotion or endorsement of any private, financial, commercial or non-governmental agency.
- Content attempting to defame or defraud any person or private financial, commercial or non-governmental agency.
- Comments in support or opposition to political campaigns, ballot measures, referendums, or any organized political activity or political links.

TELECOMMUTING / HYBRID WORK POLICY

Purpose

This policy establishes the guidelines Village of Germantown will use to select and manage those employees approved to telecommute or participate in a hybrid work arrangement on a limited basis.

Scope

Our work is focused on serving the residents of the Village of Germantown and requires the full public confidence and trust of members of the community. Various interests including the important irreplaceable gains from physical presence and face-to-face interaction with residents, community members and coworkers, protection and preservation of confidentiality, and furthering cohesive and collaborative efforts to work as a team member of the Village that many positions require regular on-site presence. ~~necessitate that there will be no position to work remotely where the employee could legitimately perform the important essential functions~~

~~of the job.~~ The Village recognizes, however, that to remain competitive in today's employment market and to support a healthy work-life balance, certain positions may be suitable for a limited hybrid work arrangement. Limited hybrid work may be considered for positions where duties can be effectively performed remotely without negatively impacting performance, service delivery, or departmental operations. ~~unique and narrow extenuating circumstances may arise where employees may temporarily~~ . Such arrangements are a privilege, not a right, and may be modified or revoked at any time based on organizational needs or individual performance.

~~work remotely involving only certain positions and employees who are trusted and professionally capable to perform such responsibilities. This policy applies only to Village administrative staff or other employees whose roles do not require regular in-person interaction with the public. This policy is meant as a guide for those who are temporarily allowed by the Village Administrator or Department Supervisor to telecommute—to work from home or other location—on an irregular basis due to extenuating circumstances.~~

POLICY GUIDELINES

This policy covers approved telecommuting or working remotely, such as working from a home or other off-worksites location, including using electronic communications, such as the internet, to connect with the primary place of employment.

CRITERIA FOR SELECTION

The Village always strives to provide equal opportunities to all employees when it comes to working situations. In some circumstances, telecommuting is a necessary and expected part of the position such as when a manager attends a conference and must work remotely from the conference, or when a manager is telecommuting when Village offices are closed. However, telecommuting is not conducive to every employee or position.

Keeping this in mind, the Village Administrator and Department Supervisor will review all reasonable employee requests to telecommute using the following criteria:

- Is the employee a good candidate for telecommuting? Do they possess the following characteristics?
 - Dependable
 - Trustworthy
 - Flexible
 - Self-motivated
 - Proven performance
 - Comprehensive knowledge of position
 - Do any performance or disciplinary histories suggest this responsibility is not a good fit for this employee?
- Can the duties of the position be successfully fulfilled through telecommuting? Does the position have:
 - Measurable work activities
 - Little need for face-to-face interaction with co-workers
 - Clearly established goals and objectives
 - Duties can be performed alone and away from a worksite
 - Equipment needed is limited and can be easily stored at the off-site location
 - Position is exempt from overtime requirements
- Are there extenuating circumstances for the request to telecommute? Examples would be:
 - Poor weather inconducive to a long unsafe commute
 - Personal illness or disability
 - Illness of spouse or child
 - Other personal needs that prevent in-person office attendance
- Barriers and distractions faced by the employee that may inhibit the performance of duties and efforts undertaken by the employee to remove or limit those barriers or distractions to ensure work is performed on time and at acceptable standards of quality.
- Disruption to Village operations and interests, disruption to coworkers, and maintenance of balance of assigned or expected workloads.

The ability to work remotely is a privilege, and the Village reserves the right to deny, limit, or revoke telecommuting privileges at the Village's discretion.

RESPONSIBILITIES

Position requirements and responsibilities will not change due to telecommuting. Workers face the same expectations in relation to professionalism, timeliness, work output and customer service, regardless of where the work is being performed. The amount of time an employee is expected to work in a given day will not lessen, although the exact scheduling of allotted hours will be left up to the discretion of the employee and the employee's direct supervisor. If an employee's physical presence is required at the Village's primary work location, then he or she is expected to report in person.

CONTACT WITH PRIMARY LOCATION

Employees approved for telecommuting are responsible for maintaining regular contact with their supervisor. The supervisor will act as the employee's primary contact at Village of Germantown. Both the employee and his or her supervisor are expected to work together to keep each other informed of any developments that occur during the workday.

Employees must have approval from their supervisor(s) to:

- Alter their defined work schedules.
- Move Village equipment to a new location.

OFF-SITE WORK AREAS

The Village has a legal responsibility to provide liability and workers' compensation coverage to its employees. Such legal responsibilities may extend only to authorized, off-site work locations during scheduled work time. The Village is responsible only for injuries, illnesses and damages that result directly from official job duties. As to any legal obligations under these insurance coverages, the Village will comply with applicable law and grants no additional coverage to employees authorized under this policy. The Village accepts no responsibility for employee personal property.

As the Village of Germantown could foreseeably be held responsible for an injury befalling an employee in their off-site work area, the Village reserves the right to inspect off-site locations for safety concerns. Such an inspection will always be planned in advance.

If employees have domestic responsibilities, they must attend to during scheduled working hours, they are expected to do so in a reasonable manner that will still allow them to timely and successfully fulfill their job duties.

OFF-SITE SECURITY

While positions that regularly deal with confidentiality and highly sensitive information may not be ideal candidates for off-site work, under certain circumstances such employees may be allowed to telecommute. In these situations, it is up to the employee to enforce a rigorous standard for ensuring the security of all sensitive information entrusted to them. Failure to do so will result in loss of telecommuting privileges and could result in disciplinary action. All employees who work off-site are obligated to provide secure network connections and should refrain from using unsecured WI-FI and hotspots. Secure internet connections are required.

EXPENSES

Working primarily off-site could result in expenses not directly addressed by this policy. If such expenses are necessary for their official duties as prescribed and benefit the sole interests of the Village, then the Village may choose to reimburse the employee for pre-authorized expenses. Since reimbursement is subject to management approval and is not guaranteed, potential expenditures should always be approved by the supervisor prior to the transaction being made.

EQUIPMENT

Employees approved for telecommuting will be supplied by the Village of Germantown with the equipment required to perform their duties on Village premises. The Village may, in limited circumstances, authorize additional equipment in order to work remotely. It must be kept in mind that:

- All equipment purchased by the Village remains the property of Village. All equipment is to be returned in a timely fashion should the employee cease telecommuting operations for any reason.
- Hardware is only to be modified or serviced by parties approved by Village.
- Software provided by Village is to be used only for its intended purpose and should not be duplicated without consent.
- Any equipment provided by Village for off-site use is intended for legitimate business use only.
- All hardware and software should be secured against unauthorized access. A secure router or hotspot may be required if one is not already in place at the off-site work location.

TELEPHONE PROTOCOL

Incoming telephone calls need to be answered promptly. Voice mail should only be used if you are away from your workstation or involved in a highly important task. Counter work takes precedence over incoming telephone calls. Personal calls and meetings need to be kept to a minimum and should not deter us from answering the telephone. Personal calls should be local only and will be kept to a minimum. All calls will be answered in a courteous professional manner.

VEHICLE USE

PERSONAL VEHICLE USE

An Employee who must use the employee's private personal vehicle for Village of Germantown use will be compensated at a rate as stipulated in the Village of Germantown's annual Salary Resolution as adopted by the Village Board, consistent with IRS Standards.

Unless otherwise authorized, all employees are expected to utilize Village fleet vehicles for trips while conducting Village affairs. If that is not possible, then permission from an employee's immediate supervisor must be secured in advance of use of one's own vehicle.

Use of one's own personal vehicle on Village business for trips out of the Metropolitan Milwaukee Area and Washington County must be approved by the respective department director and the Village Administrator. Use of Village vehicles for personal use is prohibited.

VILLAGE VEHICLE USE

Any person using a Village vehicle must have a valid driver's license.

Any person using a Village vehicle may not operate it under the influence of drugs or alcohol.

If an accident occurs the person driving the vehicle must report it and/or any damage done to the vehicle to the Village Administrator, if the Village Administrator is not available the accident shall be reported to the Finance Director, on the day it occurs.

The person using the vehicle is responsible for paying all bills and fines including parking violations.

Village vehicles are not to be used to travel to/from lunch or for any other personal convenience by any Village employee unless so approved by the department director or Administrator.

If an employee is engaged in work activities using a Village vehicle and such activity requires the employee to be in the field during the lunch period, it is permissible for the said employee to use the Village vehicle to travel to and from a restaurant in the nearby vicinity for the purpose of having lunch.

Village vehicles and/or equipment shall not be used for the personal benefit of any employee or organization. Furthermore, family members, friends, citizens or individuals shall not ride in Village vehicles unless approved by the Village Administrator.

Village vehicles/equipment shall not be used for any use other than municipal use unless authorized by the Department Director or Village Administrator.

24 HOUR VEHICLE USE

Police Chief, Police Department Motorcycle Officer, Fire Chief, Building, Grounds & Parks Superintendent, Highway Superintendent, Water Superintendent, Wastewater Superintendent, Police Canine Handler & Emergency Scene Response Vehicle

May use a Village vehicle assigned to them twenty-four (24) hours per day for all Village Department activities.

May use said vehicle outside of the Village limits for municipal purposes only

May use vehicle in the case of an extreme situation emergency to pick-up or transfer a family member, an explanation of said use must be forwarded to the Village Administrator within 48 hours.

May use a vehicle to attend conferences, seminars or training with concurrent travel by family members with approval by the Village Administrator

May not be used to take family or other persons to restaurants/recreational activities/school functions. Other means of transportation must be used.

Personal use Valuation & Reporting

1. Personal Use Valuation – Personal use of an employer-provided vehicle is a non-cash fringe benefit, so its value must be determined at least once per year. If the only use of an employee-provided vehicle is commuting to and from work, then the employer can use the commuting rule. The amount shall be reported as ordinary income for federal income taxes, state income taxes and social security taxes.
2. Whenever a Village vehicle is used to commute to and from work a record shall be made daily of each commuting trip on a form issued by the Finance Department. This form shall be submitted monthly to the Payroll Office by the 5th

day of the following month. Such logs shall be used to determine the value of using said vehicle, which value will be reported on the individual's W-2 form.

Law Enforcement & Fire/EMS Use Exemption – Qualified Nonpersonal-Use Vehicles

Personal Use Valuation does not apply to employees who are not subject to taxation by virtue of applicable state and federal law and the regulations contained in the Internal Revenue Code, as such may be amended from time to time. The following employees are permitted to drive a Village Vehicle to and from work without a personal use valuation:

Police Chief

Fire Chief

Canine

Handler

Emergency Scene Response Vehicle.

Motorcycle Officer

IRS ruling – A qualified non-personal-use vehicle is any vehicle the employee is not likely to use more than minimally for personal purposes because of its design. Qualified non-personal-use vehicles generally include all of the following:

Clearly marked police and fire vehicles

Unmarked vehicles used by law enforcement officers if the use is officially authorized

Other Qualified Nonpersonal-Use Vehicles

Pickup Trucks – a pickup truck with a loaded gross vehicle weight of 14,000 pounds or less is a qualified non-personal-use vehicle if it has been specially modified so it is not likely to be used more than minimally for personal uses. Any pickup truck which is clearly marked with permanently affixed decals or special painting and meets either of the following requirements:

- 1) is equipped with at least one of the following items:
 - a. A Hydraulic Lift Gate
 - b. Permanent tanks or drums
 - c. Permanent side boards or panels that materially raise the level of the sides of the
 - i. truck bed
- 2) Other heavy equipment (such as an electric generator, welder, boom, or crane used to tow automobiles and other vehicles
- 3) It is used primarily to transport a particular type of load (other than over the public highways) in a construction, manufacturing, processing, farming, mining, drilling, timbering, or other similar operation for which it was specially designed.
- 4) Vans - A loaded gross vehicle weight of 14,000 pounds or less and has been specially modified so it is not likely to be used more than minimally per personal uses. Example- clearly marked with permanently affixed decals or special painting and has a seat for the driver only (or the driver and one other person) and either permanent shelving has been installed that fills most of the cargo area or the cargo area is open and the van constantly carries merchandise, material or equipment used in the employers function.

VILLAGE HALL BOARD ROOM USE

The Village Hall Board Room may be used only for Village Board meetings and Committees of the Village Board. All other uses must be approved in advance by the Village Administrator.

WORKPLACE SAFETY

DRIVING RECORD CHECKS

Driving record checks shall be conducted of all personnel who drive Village-owned vehicles or equipment. These checks shall be conducted annually by the Germantown Police Department. Only licensed drivers shall be permitted to drive Village vehicles. Employees shall immediately notify their supervisor of any restrictions or change in their driver's license status.

DRUG AND ALCOHOL TESTING

The Village recognizes the use or abuse of illegal drugs or alcohol can have a significant impact on the workplace in terms of safety, worker's compensation claims, time off benefits, absenteeism and productivity. The Village is concerned about employees who use or abuse illegal drugs or alcohol. Therefore, the Village has established a drug and alcohol testing policy.

All employees are responsible for maintaining safe, healthy, and productive working conditions. Being under the influence of a drug or alcohol on the job poses serious safety health risks not only to the user, but also to all those who work with the user, and creates unacceptable risks for safe and efficient operations. Accordingly, it is the right, obligation and intent of the Village to maintain a safe and efficient working environment for all of its employees and to protect Village property, equipment and operations. With these objectives in mind, the Village has established the following policy with regard to the use, possession or sale of alcohol or drugs.

PRE-EMPLOYMENT SCREENING

The Village may require candidates for employment to take a screening test designed to prevent the hiring of individuals who presently use illegal drugs or who are under the influence of alcohol or drugs. Applicants for employment who are to be tested for the presence of alcohol or illegal drugs will be informed and will be requested to sign a consent form authorizing the test. If a candidate refuses to provide consent for the test or tests positive for illegal drugs or alcohol, then the candidate will no longer be considered for employment and any conditional offer of employment will be withdrawn.

ON THE JOB USE, POSSESSION OR SALE OF DRUGS OR ALCOHOL

Being under the influence of a drug or alcohol while performing Village business or while in a Village facility or using Village property is strictly prohibited. "Under the influence" means, for the purposes of this policy, that the employee is affected by a drug or alcohol or the combination of a drug and alcohol in any detectable manner. The symptoms of influence are not confined to those consistent with misconduct, or to obvious impairment of physical or mental ability, such as slurred speech or difficulty in maintaining balance. A determination of influence can be established by professional opinion, a scientifically valid test, and, in many cases, by a layperson's opinion.

The use, sale, purchase, transfer or possession of any alcohol, illegal drug, or prescribed drug or narcotic not prescribed to that employee while at a Village facility or while performing Village business is prohibited. The presence of any detectable amount of any illegal drug or alcohol in an employee while performing Village business or while at a Village facility is strictly prohibited.

The use or being under the influence of any prescribed, over-the-counter, or otherwise legally obtained drug while performing Village business, or while at a Village facility or using Village property is prohibited if such use or influence may affect the safety of the employees, co-workers, members of the public, or the safe or efficient operation of the Village. An

employee must report such use of a legally-obtained drug to his or her supervisor. If the employee's supervisor determines that the employee does not pose a threat to his or her own safety or the safety of co-workers, and that the employee's job performance is not significantly affected by the drug, then the employee may continue to work. The Village will take steps necessary and reasonable to accommodate employees whose disabilities require them to take legal drugs.

Employees will be subject to disciplinary action, up to and including termination, for violations of this policy. Violations include, but are not limited to, possessing illegal or non-prescribed drugs and narcotics or alcohol at work; being under the influence of those substances while working; using them while working; or dispensing, distributing, or illegally manufacturing or selling them on Village premises and work sites. Employees should note that a violation of this policy can result in disciplinary action, up to and including termination, even for the first offense.

SEARCHES

Employees, their possessions, and Village-issued equipment and containers under their control are subject to search and surveillance at all times while at Village premises or work sites or while conducting Village business. Employees have no reasonable expectation of privacy in these items or areas. Searches of employees and their property may be conducted when there is reasonable suspicion to believe that the employee or employees may be in violation of Village policy, rules or directives. Employees are expected to cooperate in the conducting of such searches. An employee's consent to a search is required as a condition of employment and the employee's refusal to consent may result in disciplinary action, including termination, even for a first refusal.

EMPLOYEE DRUG AND ALCOHOL TESTING

Employees may be asked to take a test at any time to determine the presence of drugs, narcotics, or alcohol when the Village has reasonable suspicion to believe an employee is under the influence of drugs or alcohol. Employees that agree to take the test must sign a consent form, authorizing the test and the Village's use of the test results for purposes of administering its policy. It is a violation of this policy to refuse consent for these purposes or to test positive for alcohol or illegal drugs. Policy violations will result in discipline and may result in termination. The initial test is paid for by and is the property of the Village. Records of specific examinations, if required by law and regulation, will be made available to the employee, persons designated and authorized by the employee, public agencies, relevant insurance companies, the employee's doctor, or other persons designated by the Village.

RANDOM EMPLOYEE DRUG AND ALCOHOL TESTING

Specific departments may have internal policies and procedures regarding random alcohol and drug testing.

REPORTING REQUIREMENTS

Supervisors should report immediately to the Village Administrator any action by an employee who demonstrates an unusual pattern of behavior, including any traffic stop, complaint or accident by an employee in a Village-owned vehicle or while operating a vehicle while working. The Village Administrator or his designee will determine whether the employee should be examined by a physician or clinic or tested for drugs and alcohol. Employees believed to be under the influence of drugs, narcotics or alcohol will be required to leave the

premises. The Village Administrator or Department Director should be notified to arrange safe transit.

EMPLOYEE COUNSELING, LEAVES AND REHABILITATION

Employees who are experiencing work-related or personal problems resulting from drug, narcotic, or alcohol abuse or dependency may request, or be required to seek, counseling help. Participation and counseling, including Village sponsored or required counseling, will not have any influence on performance appraisals. Job performance and the conduct of the employee, not the fact that an employee seeks counseling, are to be the basis of all performance appraisals.

An employee who is abusing drugs or alcohol may request a leave of absence to undertake rehabilitation treatment. The employee will not be permitted to return to work until certification is presented to the employee's supervisor that the employee is capable of performing his or her job. Failure to cooperate with the agreed upon treatment plan may result in discipline up to and including termination. Participation in a treatment program or a request for leave, even if approved, does not insulate an employee from the imposition of discipline for the employee's conduct or violations of this or other policies and rules.

NON-DISCRIMINATION

The Village maintains that it will provide a drug free and alcohol-free environment for all of its employees. However, in doing so, it will not discriminate against any employee or applicant for employment as prohibited under Federal, State, or local laws. The Village will not discriminate against any employee or applicant for employment because of their condition as an alcoholic, because of their use of lawful products off duty and off the premises, because the individual was arrested for a drug or alcohol charge prior to becoming an employee at the Village (which arrest did not lead to a conviction), or because the individual was convicted of a drug or alcohol-related crime that is not substantially related to their job duties at the Village.

EMERGENCY CONTACT INFORMATION

All employees must provide emergency contact information for persons to be contacted in the event of a personal emergency. Emergency contact information is confidential and will not be made available to non-essential staff. Emergency contact information may not be used for any purposes other than its original intention.

All employees are required to supply emergency contact information when hired. It is each employee's personal decision as to whom he or she chooses to have as the emergency contact. In an effort to keep information current should an emergency arise, employees are required to keep their emergency contact information up-to-date.

EVACUATION OF VILLAGE HALL AND LIBRARY

When the Police Department determines that it is in the interest of the safety of the employees and visitors to Village Hall and the Library to either evacuate said buildings and/or notify employees to not show up for work, the following procedure shall be used.

Step No. 1: Police Chief Notifies Village Administrator or Village Clerk.

The Police Chief, or the officer in charge, shall immediately notify the Village Administrator or Village Clerk if the Village Administrator is not immediately available.

Step No. 2: Village Administrator Notifies Village Hall Department Directors, Library Director and Public Works Superintendents.

The Village Administrator or Village Clerk shall notify all of the department directors in Village Hall, Library Director and at least one of the Public Works

superintendents at the Public Works building who will see that all Public Works are notified.

Step No. 3: Department Directors Notify Their Employees

Upon Being Notified, Department Directors shall immediately instruct each of their employees to immediately report to Public Works building. If the employee has not yet reported to work, but will be reporting to work that morning, the employee shall be immediately notified to report to the Public Works building. Advise Village Administrator or Village Clerk if any remaining employees or other persons in the building are unaccounted for. Report any persons refusing to leave or other problems. Assist any physically handicapped individuals.

Step No. 4: Employees.

Employees should insure their supervisors are aware of the evacuation order and begin an orderly evacuation from the building. Employees should obey Police Officers at all times. Employees should take personal belongings only.

GENERAL EVACUATION OF ANY VILLAGE STRUCTURE – EMERGENCY

When employees are advised to evacuate the building, the employees should

Stop all work immediately

Contact outside emergency response agencies, if needed

Shut off all electrical equipment and machines, if possible

Walk to the nearest exit, including emergency exit doors

Exit quickly but do not run. Do not stop for personal belongings

Proceed, in an orderly fashion, to a parking lot near the building

Do not re-enter the building until instructed to do so

Employees must know the location of fire extinguishers, emergency exits and first aid kits and make sure they are accessible at all times.

PHYSICALS

Before beginning employment with the Village of Germantown, all regular employees working greater than 20 hours a week shall be required to have a physical examination by a physician selected by the Village. Department directors, at their discretion, may require other part-time or seasonal employees to take a complete physical examination prior to employment with the Village. The cost of the physical shall be paid by the Village. Failure to successfully complete such a physical may result in the withdrawal of the employment offer.

WORKPLACE VIOLENCE

The Village of Germantown prohibits workplace threats or violence. Acts or threats of physical violence, including intimidation, harassment, or coercion, which involve or affect personnel or property or which occur on the employer's property will not be tolerated.

Acts or threats of violence include conduct, which is sufficiently severe, offensive, or intimidating to alter employment conditions or to create a hostile, abusive, or intimidating work environment for one or several employees. Examples of workplace violence include, but are not limited to, the following:

- All threats or acts of violence occurring on Employer premises, regardless of the relationship between the Employer and the parties involved
- All threats or act of violence occurring off Employer premises involving someone who is acting in the capacity of a representative of the employer.
- Examples of conduct that may be considered threats or act of violence in violation of this Policy include, but are not limited to, the following:
- Hitting, touching, or physically harming an individual.

- Threatening an individual or their family, friends, associates, or property with harm. Damaging or threatening to harm employer property or the property of others.
- Making harassing or threatening communications.
- Harassing surveillance or stalking (following or watching someone). Unauthorized possession or inappropriate use of firearms or weapons.

Every employee is required to report incidents of workplace threats or act of physical violence or damage of property.

WORKPLACE SAFETY AND REPORTING INJURIES AND ILLNESSES

Job safety is very important to each employee and the Village of Germantown. Employees must conduct themselves carefully at all times. All employees must act in a safe manner and practice good safety procedures. Similarly, all work areas are to be kept clean and free from debris, and tools and equipment are to be kept clean and in good repair.

Any accident, hazards or potentially unsafe conditions of equipment are to be reported to an employee's supervisor immediately for action. If the unsafe condition can be corrected immediately as to avoid any additional hazard, then the employee should implement the corrective action.

Any employee who is injured or becomes ill while performing service related to his or her employment must contact their supervisor immediately and on the same day the injury or illness occur to report the incident. The report must be in writing and contain relevant facts. The employee should secure the necessary medical attention on the job site to the extent practicable. All employees are entitled to Worker's Compensation coverage as per State Law.

Worker's compensation is a form of accident and disability insurance to protect an employee in the event of a qualifying job-related injury or illness. Upon returning to work after a work-related injury, an employee may be required to provide certification from his or her treating physician verifying that the employee is able to safely and adequately perform his or her regular job functions.

CYBERSECURITY AWARENESS AND ACCOUNTABILITY POLICY

Purpose

The Village of Germantown relies on secure technology systems to provide essential services to our residents. Cybersecurity incidents, such as malware infections or phishing attacks, can compromise sensitive data, disrupt operations, and result in significant financial losses. This policy is designed to raise awareness among employees and elected board members about cybersecurity risks and establish clear expectations for responsible technology use.

Scope

This policy applies to all Village of Germantown employees, elected board members, contractors, interns, and any individual with access to Village information systems.

Policy

1. Responsibility

- All employees and elected board members must exercise caution when opening emails, attachments, or clicking links, especially from unknown or unexpected sources.
- If you are unsure about an email, attachment, or link, **do not click**. Ask the Support Services Manager or IT Manager for guidance.
- If you receive an email from someone within the Village that seems odd, suspicious, or outside the normal scope of their responsibilities, **do not click on any links or**

attachments and report the message immediately to the Support Services Manager and IT Department.

- Employees and board members must verify the authenticity of emails or communications requesting sensitive information or financial transactions.
- **Do not share any sensitive Village data outside the Village network without proper encryption or prior approval from the IT Department or Support Services Manager.**
- Each person is responsible for following cybersecurity best practices to protect Village systems, data, and operations.

2. Awareness and Training

- The Village will provide regular cybersecurity training and simulated phishing exercises.
- Participation in mandatory training sessions and completion of assigned cybersecurity awareness modules is required.
- Awareness of cybersecurity risks is essential: even a single click on a malicious attachment can result in thousands of dollars in losses and operational disruptions.

3. Incident Reporting

- Any suspected or actual cybersecurity incident must be reported immediately to the **IT Department or Support Services Manager.**
- Employees and board members should never attempt to resolve a suspected incident on their own.

4. Consequences of Non-Compliance

- Failure to follow cybersecurity procedures or repeated unsafe practices **may result in corrective action**, including but not limited to written warnings, retraining, or restrictions on system access.
- The goal of corrective action is to protect Village systems and prevent future incidents, not to punish.

5. Best Practices for Cybersecurity

- Think before you click: verify senders and inspect attachments or links before opening.
- Use strong, unique passwords and change them regularly.
- Lock your computer when away from your workstation.
- Keep software, operating systems, and antivirus programs updated.
- Avoid storing sensitive information on personal devices or unsecured networks.

END OF EMPLOYMENT

EMPLOYEE SEPARATION

There are many reasons an employee may be terminated or chose to terminate his or her employment with the Village of Germantown.

Resignation with Notice: If an employee decides to leave the Village, then the employee is expected to advise their department director in writing at least two (2) weeks prior to his or her date of departure so that an orderly transition can be made. Supervisory and management employees are expected to give four or more weeks' written notice. Department director notice should be made to the Village Administrator or Village President. The employee must return all Village property and records and complete required forms. The employee will be paid all owed compensation up to his or her final day of employment and any accrued but unused vacation. An exit interview may be conducted by the Administrator, a designee of the administrator or the department director. The employer reserves its right to terminate the employee before that date.

Resignation without Notice: If an employee decides to leave the Village and the employee fails to provide timely written notice as described above, then the employee's resignation will not be treated as "Resignation with Notice" and will result in the nonpayment of any accrued but unused vacation benefits. The employer reserves its right to terminate the employee before that date. The employee must return all Village property and records and complete required forms. The employee will be paid all owed compensation up to his or her final day of employment, but the employee will not be paid any accrued but unused vacation. An exit interview may be conducted by the Administrator, a designee of the administrator or the department director.

Termination: If the Village decides to terminate an employee for reasons other than for violating policies or rules, then the employee will be notified of the employer's decision. The employee must return all Village property and records and complete required forms. The employee will be paid all owed compensation up to his or her final day of employment and any accrued but unused vacation. An exit interview may be conducted by the Administrator, a designee of the administrator or the department director.

Termination for a Policy or Rule Violation: Should an employee be terminated for a violation of the policies and rules, then the employee will not be paid for any accrued but unused vacation benefits. The employee must return all Village property and records and complete required forms.

Reduction-In-Force: Any time a selection is to be made among employees for a reduction-in-force, consideration will be given to an employee's performance, knowledge, skill, ability, efficiency, reliability, attendance, and overall record. An employee who resigns or who is terminated will receive his or her final paycheck on his or her next regularly scheduled payday and information regarding insurance continuation and other benefit plans.

LAYOFFS AND FURLOUGHS

Reductions in the workforce may occur through layoffs or furloughs, in addition to attrition or position elimination or modification. The employer will determine the departments, number of positions and persons impacted by the reduction in workforce.

In the event of a reduction in workforce through layoff or furlough, affected employees will be laid off or furloughed based on skills, abilities, qualifications, and the interests and needs of the employer. The employer may choose to solicit volunteers for the reduction in workforce.

ACKNOWLEDGEMENTS
EMPLOYEE ACKNOWLEDGMENT

I have received a copy of the Policy Manual. I have read and I understand its contents. I Acknowledge that it is my responsibility to ask questions about anything I do not understand. I understand that it is my responsibility to comply with all Employer policies, rules and expectations as set forth in this Manual, as well as policies, rules and expectations that the Employer may otherwise establish or change from time to time. I further understand and acknowledge that this Manual provides guidelines and information, but this Manual is not, nor is it intended to constitute, an employment contract of any kind. I understand that any contract or employment agreement must be authorized and approved by the Village Board at a duly noticed meeting. I acknowledge that I have not entered into any such individual agreement or contract by acknowledging receipt of this Manual or by following any of the provisions of this Manual. I understand that the contents of this Manual and my compensation and benefits may be changed by the Employer at any time, with or without notice to the extent permitted by law.

Print Name

Employee's Signature

Date

Supervisor's Signature

Date

After you have read and signed this page, please detach the page from the Manual and return to your supervisor, who will submit to the Administration Department to be placed in your personnel file.

EMPLOYEE ACKNOWLEDGMENT

Police & Fire Union Employees

I have received a copy of the Policy Manual. I have read and I understand its contents. I acknowledge that it is my responsibility to ask questions about anything I do not understand. I understand that it is my responsibility to comply with all Employer policies, rules and expectations as set forth in this Manual, as well as policies, rules and expectations that the Employer may otherwise establish or change from time to time. I further understand and acknowledge that this Manual provides guidelines and information, but this Manual is not, nor is it intended to constitute, an employment contract of any kind. I understand that any contract or employment agreement must be authorized and approved by the Village Board at a duly noticed meeting. I acknowledge that I have not entered into any such individual agreement or contract by acknowledging receipt of this Manual or by following any of the provisions of this Manual. I understand that any contract or employment agreement must be authorized and approved by the Employer and Union to the extent required by law. I understand that the contents of this Manual may be changed by the Employer at any time, with or without notice.

Print Name

Employee's Signature

Date

Supervisor's Signature

Date

After you have read and signed this page, please detach the page from the Manual and return to your supervisor, who will submit to the Administration Department to be placed in your personnel file.

AMENDMENTS AND/OR REVISIONS

April 2, 2012	Funeral- Bereavement Leave for regular part-time employee
April 18, 2016	Hiring, Promotions, Transfers and Assignments
July 2, 2018	Sexual and other unlawful harassment, discrimination and retaliation policy
January 7, 2019	Comprehensive Hiring Policy
March 4, 2019	Telecommuting Policy
May 6, 2019	Amendment to Family and Medical Leave Policy
May 6, 2019	Disability Accommodation Policy
October 7, 2019	Amendment to Technology Use and Electronic Communications Policy
October 7, 2019	Social Media Policy
November 4, 2019	Employee Individual Development Plan
December 2, 2019	Overtime Calculation
December 2, 2019	Sick Leave
January 18, 2022	Job Classification, Compensation, Benefits, Expense Reimbursement, Insurance, Wellness Program, Bereavement, Holidays, Nursing Mothers, Voting Leave, Jury Duty, Sick leave, Vacation, Responsibilities for e-mail records management

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025

DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100006	A/E GRAPHICS INC	0000		INV	12/17/2025	700196		6708	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 531020		Engineerin	ENG Copy		267.49			
						CHECK TOTAL	267.49		
							267.49		
100023	AIRGAS, INC	0001		INV	12/17/2025	9166247858		6702	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		351.80			
						CHECK TOTAL	351.80		
							351.80		
100115	BIRD LADDER & EEQUIPM	0000		INV	12/17/2025	285917-1		6762	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60000000 185000		Sewer Util	Trans eq		89.10			
						CHECK TOTAL	89.10		
							89.10		
100127	BOUND TREE MEDICAL LL	0000		INV	12/17/2025	85987502		6795	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		156.67			
							156.67		
100127	BOUND TREE MEDICAL LL	0000		INV	12/17/2025	85905000		6809	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		1,028.42			
							1,028.42		
100127	BOUND TREE MEDICAL LL	0000		INV	12/17/2025	85983102		6810	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		146.67			
							146.67		
						CHECK TOTAL	1,331.76		
							1,331.76		
100129	DAVID C BRADLEY	0000		INV	12/17/2025	13619		6774	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		425.00			
							425.00		
						CHECK TOTAL	425.00		
							425.00		

Report generated: 11/19/2025 12:29:00
 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025
DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101490	BUMPER TO BUMPER WEST	0000		INV	12/17/2025	620-527336		6775		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		131.96	131.96			
101490	BUMPER TO BUMPER WEST	0000		INV	12/17/2025	620-527277		6776		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		68.81	68.81			
101490	BUMPER TO BUMPER WEST	0000		INV	12/17/2025	620-527276		6777		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		30.12	30.12			
						CHECK TOTAL	230.89			
100151	BURKE TRUCK & EQUIPME	0000		INV	12/17/2025	INV/2025/00983		6690		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		159.54	159.54			
						CHECK TOTAL	159.54			
100153	CAPITAL DATA	0000		INV	12/13/2025	70314				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10522000 531300		Info Tech	IT Maint		359.87				
	2 50640000 581800		Cust Act	CT MscCtAc		179.95				
	3 60730000 531300		Cust Acct	IT Maint		179.95				
						CHECK TOTAL	719.77			
101096	CHARTER COMMUNICATION	0000		INV	12/17/2025	256340401110125		6790		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 561400		Police Adm	PD Teleph		150.95	150.95			
						CHECK TOTAL	150.95			
100202	SAMM LLC	0000		INV	12/17/2025	11/4/25.1		6683		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		640.00	640.00			

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Village of Germantown, WI - PRODUCTION



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Detail Invoice List

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100202	SAMM LLC	0000		INV	12/17/2025	1127		6784	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		740.00	740.00		
100202	SAMM LLC	0000		INV	12/17/2025	1128		6785	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		518.00	518.00		
						CHECK TOTAL	1,898.00		
100227	CULLIGAN OF WEST BEND	0001		INV	12/17/2025	502X07381207		6682	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531500		Senior Cen	SR Sr Prog		119.00	119.00		
						CHECK TOTAL	119.00		
100246	DEMCO INC	0001		INV	12/17/2025	7722498		6813	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531430		Library	LB Process		326.56	326.56		
						CHECK TOTAL	326.56		
100261	DF TOMASINI CONTRACTO	0000		INV	12/17/2025	2326-110		6817	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		16,800.00	16,800.00		
						CHECK TOTAL	16,800.00		
100339	FERGUSON WATERWORKS #	0000		INV	12/12/2025	0460701			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531960		Maint	SM Collect		5,320.00	5,320.00		
						CHECK TOTAL	5,320.00		
100356	FORCE AMERICA DISTRIB	0000		INV	12/17/2025	IN001-2112185		6771	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		380.45	380.45		

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Village of Germantown, WI - PRODUCTION



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DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	380.45		
100771	NEALY FRASER	0000		INV	12/17/2025	11/12/25.3		6782	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		1,603.87			
							1,603.87		
						CHECK TOTAL	1,603.87		
100366	FROEDTERT HEALTH/ WOR	0000		INV	11/30/2025	00022358-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10532000 531000		Treasurer	TR Gen S&E		127.00			
	2 10562000 531000		Highway	HWY Gen		75.00			
							202.00		
						CHECK TOTAL	202.00		
101333	GALLS, LLC	0001		INV	12/17/2025	033102703		6808	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		96.99			
							96.99		
						CHECK TOTAL	96.99		
101306	GANNETT WISCONSIN LOC	0000		INV	11/30/2025	0007363285			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 561500		Village Bo	VB Comms		455.91			
	2 10582000 531090		Pln & Zone	PL Print		776.46			
							1,232.37		
						CHECK TOTAL	1,232.37		
100376	GENERAL FIRE EQUIPMEN	0000		INV	12/17/2025	INV154365		6761	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60000000 185000		Sewer Util	Trans eq		232.90			
							232.90		
100376	GENERAL FIRE EQUIPMEN	0000		INV	12/17/2025	INV154428		6801	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		67.10			
							67.10		
						CHECK TOTAL	300.00		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025

DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100379	GERMANTOWN ACE HARDWA	0000		INV	12/17/2025	003806/3		6703	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		29.99			
							29.99		
100379	GERMANTOWN ACE HARDWA	0000		INV	12/17/2025	003811/3		6746	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		4.59			
							4.59		
						CHECK TOTAL	34.58		
100401	GORDIE BOUCHER FORD O	0000		INV	12/17/2025	816195		6710	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		98.10			
							98.10		
100401	GORDIE BOUCHER FORD O	0000		INV	12/17/2025	822138		6788	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		81.20			
							81.20		
100401	GORDIE BOUCHER FORD O	0000		INV	12/17/2025	822600		6789	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		221.50			
							221.50		
						CHECK TOTAL	400.80		
100402	GORDON FLESCH COMPANY	0001		INV	12/16/2025	101070048			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531020		Info Tech	IT Copy		673.45			
	2 50621000 531790		Pump Op	PmpO MSEng		84.19			
	3 60720000 531970		Maint	SM M&EPint		84.19			
							841.83		
						CHECK TOTAL	841.83		
101253	W.W. GRAINGER INC	0001		INV	12/17/2025	9692541213		6692	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		45.99			
							45.99		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101253	W.W. GRAINGER INC	0001		INV	12/17/2025	9691785290		6701	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 531920		T&D Op	TDO Lines		58.24	58.24		
101253	W.W. GRAINGER INC	0001		INV	12/17/2025	9691223649		6753	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		6.84	6.84		
101253	W.W. GRAINGER INC	0001		INV	12/17/2025	9704866061		6778	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531960		Maint	SM Collect		403.93	403.93		
						CHECK TOTAL	515.00		
101356	GREATAMERICA FINANCIA	0000		INV	12/17/2025	40512340		6807	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531020		Fire Adm	FA Copy		608.85	608.85		
						CHECK TOTAL	608.85		
100441	HEIN ELECTRIC SUPPLY	0001		INV	12/17/2025	S100339346.001		6694	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		495.00	495.00		
						CHECK TOTAL	495.00		
100458	HYDRA-SEAL INC	0000		INV	12/17/2025	82328		6726	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		8.12	8.12		
100458	HYDRA-SEAL INC	0000		INV	12/17/2025	82414		6759	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		57.77	57.77		
						CHECK TOTAL	65.89		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100469	IMPACT ACQUISITIONS L	0001		INV	12/17/2025	3604703		6806	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531020		Fire Adm	FA Copy		136.70			
						136.70			
						CHECK TOTAL	136.70		
100484	INTERSTATE POWER SYST	0001		INV	12/17/2025	R041054722:01		6804	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		2,085.87			
						2,085.87			
						CHECK TOTAL	2,085.87		
100484	INTERSTATE POWER SYST	0001		INV	12/17/2025	C041086567		6805	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		394.16			
						394.16			
						CHECK TOTAL	2,480.03		
100488	ITU ABSORBTECH INC	0001		INV	12/17/2025	8627230		6780	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		29.95			
						29.95			
						CHECK TOTAL	29.95		
100513	JOHN M BUSATERI	0000		INV	12/17/2025	3448		6731	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		125.00			
	2 10563000 551700		Bld & Grnd	BG M&R Rec		100.00			
	3 10563000 552000		Bld & Grnd	BG M&R Snr		100.00			
	4 10563000 551800		Bld & Grnd	BG M&R DPW		250.00			
						575.00			
						CHECK TOTAL	575.00		
100513	JOHN M BUSATERI	0000		INV	12/17/2025	3443		6754	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551720		Parks	M&R Spass		300.00			
	2 10564000 551700		Parks	M&R FirPrk		300.00			
						600.00			
						CHECK TOTAL	1,175.00		

Village of Germantown, WI - PRODUCTION



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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100518	JEFFERSON FIRE & SAFE	0000		INV	12/17/2025	IN331056		6803	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		4,549.00			
						4,549.00			
						CHECK TOTAL	4,549.00		
101592	JL BUSINESS INTERIORS	0001		INV	12/17/2025	39142		6812	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531000		Library	LB Gen S&E		780.30			
						780.30			
						CHECK TOTAL	780.30		
100540	JOHN M ELLSWORTH CO I	0000		INV	12/17/2025	1248473-IN		6684	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		581.90			
						581.90			
						CHECK TOTAL	581.90		
100558	KAESTNER AUTO ELECTRI	0000		INV	12/17/2025	447379		6802	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		170.36			
						170.36			
						CHECK TOTAL	170.36		
100586	KIVELA INC	0000		INV	12/17/2025	29959		6689	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		250.00			
						250.00			
						CHECK TOTAL	250.00		
100590	KNIGHT BARRY TITLE AD	0000		INV	12/17/2025	2317998		6712	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		500.00			
						500.00			
						CHECK TOTAL	500.00		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

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CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101089	L.F. GEORGE INC	0001		INV	12/17/2025	LC22208		6695		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552100		Parks	PK St Tree		1,700.00				
							1,700.00			
						CHECK TOTAL	1,700.00			
100608	LANNON STONE PRODUCTS	0000		INV	12/17/2025	1461275		6688		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531350		Highway	HWY St Sup		227.09				
							227.09			
						CHECK TOTAL	227.09			
100630	LINDSAY LAUTERS	0000		INV	12/17/2025	11/12/25.1		6783		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		1,441.74				
							1,441.74			
						CHECK TOTAL	1,441.74			
100645	LYNCH MOTOR VEHICLE G	0000		INV	12/17/2025	739273		6779		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60000000 185000		Sewer Util	Trans eq		148.50				
							148.50			
						CHECK TOTAL	148.50			
100655	MACQUEEN EQUIPMENT	0000		INV	12/17/2025	P57967		6799		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552200		Fire Prot	FP M&R Eqp		220.00				
							220.00			
100655	MACQUEEN EQUIPMENT	0000		INV	12/17/2025	P54190		6800		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552200		Fire Prot	FP M&R Eqp		2,085.52				
							2,085.52			
						CHECK TOTAL	2,305.52			
100989	STEVE MARTIN	0000		INV	12/17/2025	11/5/25.1		6681		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		75.00				
							75.00			

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 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	75.00		
101369	MIKE MARTINICH	0000		INV	12/17/2025	683 exp 111325		6811	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080		Fire Prot	FP Train		261.80			
						CHECK TOTAL	261.80		
100693	MENARDS INC	0001		INV	12/17/2025	93474		6686	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		4.99			
							4.99		
100693	MENARDS INC	0001		INV	12/17/2025	93447		6687	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531280		Highway	HWY Beauty		239.76			
							239.76		
100693	MENARDS INC	0001		INV	12/17/2025	93997		6716	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		16.21			
							16.21		
100693	MENARDS INC	0001		INV	12/17/2025	93887		6717	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		56.19			
							56.19		
100693	MENARDS INC	0001		INV	12/17/2025	93784		6718	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		273.83			
							273.83		
100693	MENARDS INC	0001		INV	12/17/2025	93774		6719	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		37.80			
							37.80		
100693	MENARDS INC	0001		INV	12/17/2025	93839		6720	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		40.88			
							40.88		

Village of Germantown, WI - PRODUCTION



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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100693	MENARDS INC	0001		INV	12/17/2025	93901		6721	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		1.41	1.41		
100693	MENARDS INC	0001		INV	12/17/2025	93808		6722	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		32.99	32.99		
100693	MENARDS INC	0001		INV	12/17/2025	93788		6723	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		120.81	120.81		
100693	MENARDS INC	0001		INV	12/17/2025	93984		6729	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		29.18	29.18		
100693	MENARDS INC	0001		INV	12/17/2025	93992		6730	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		8.99			
	2 10563000 551900		Bld & Grnd	BG M&R Lib		12.99	21.98		
100693	MENARDS INC	0001		INV	12/17/2025	93937		6742	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		11.96	11.96		
100693	MENARDS INC	0001		INV	12/17/2025	93945		6743	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		15.99	15.99		
100693	MENARDS INC	0001		INV	12/17/2025	93951		6744	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551700		Parks	M&R FirPrk		9.39	9.39		
100693	MENARDS INC	0001		INV	12/17/2025	93777		6751	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		33.36	33.36		

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Program ID: apwarnt

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100693	MENARDS INC	0001		INV	12/17/2025	93933		6758	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531360		Highway	HWY Snow		4.79			
							4.79		
100693	MENARDS INC	0001		INV	12/17/2025	93888		6760	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		11.20			
							11.20		
100693	MENARDS INC	0001		INV	12/17/2025	93637		6770	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		62.63			
							62.63		
100693	MENARDS INC	0001		INV	12/17/2025	94270		6772	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		114.99			
	2 10563000 551300		Bld & Grnd	BG M&R PD		165.18			
							280.17		
100693	MENARDS INC	0001		INV	12/17/2025	94267		6773	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531000		Bld & Grnd	BG Gen S&E		33.66			
							33.66		
100693	MENARDS INC	0001		INV	08/20/2025	88662			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531760		Pump Mnt	PmpM PwrPd		119.98			
							119.98		
100693	MENARDS INC	0001		INV	10/11/2025	91400			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531760		Pump Mnt	PmpM PwrPd		79.98			
							79.98		
						CHECK TOTAL	1,539.14		
101622	METRON FARNIER LLC	0001		INV	08/22/2025	992404146			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531750		T&D Mnt	TDM MS Mtr		2,983.13			
							2,983.13		
						CHECK TOTAL	2,983.13		

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Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025

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CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100491	J MILLER ELECTRIC INC	0000		INV	11/29/2025	3019 - PAY APP 5				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50000000 182130		Water Util	Oth Pwr Eq		35,773.82				
							35,773.82			
						CHECK TOTAL	35,773.82			
100719	MILWAUKEE LAWN SPRINK	0000		INV	12/17/2025	115617		6755		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 541000		Parks	PKContrSer		595.00				
							595.00			
100719	MILWAUKEE LAWN SPRINK	0000		INV	12/17/2025	115618		6756		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531000		Bld & Grnd	BG Gen S&E		250.00				
							250.00			
100719	MILWAUKEE LAWN SPRINK	0000		INV	12/17/2025	115619		6757		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		330.00				
							330.00			
						CHECK TOTAL	1,175.00			
100720	MILWAUKEE METROPOLITA	0000		INV	12/06/2025	1001170				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60710000 571100		Operation	SO MMSDSwr		690,663.79				
							690,663.79			
						CHECK TOTAL	690,663.79			
100753	MUNSON INC	0000		INV	12/17/2025	0090112		6704		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50642000 553000		T&D Mnt	TDM MntT&D		3,214.00				
							3,214.00			
						CHECK TOTAL	3,214.00			
100327	FALLS AUTO PARTS AND	0001		INV	12/17/2025	707598		6711		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 552700		Engineerin	ENG M&R Vh		33.11				
							33.11			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100327	FALLS AUTO PARTS AND	0001		INV	12/17/2025	709355		6714	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		9.95			
							9.95		
100327	FALLS AUTO PARTS AND	0001		INV	12/17/2025	709149		6715	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		68.52			
							68.52		
100327	FALLS AUTO PARTS AND	0001		INV	12/03/2025	709372			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		9.95			
							9.95		
						CHECK TOTAL	121.53		
100762	NASSCO INC	0000		INV	12/17/2025	6620896		6769	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		112.78			
							112.78		
						CHECK TOTAL	112.78		
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4897355		6685	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551000		Parks	PK B&G Mnt		90.11			
							90.11		
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4901549		6705	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		471.95			
							471.95		
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4899821		6724	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		32.55			
							32.55		
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4900429		6725	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		50.99			
							50.99		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4899395		6727		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		31.17				
							31.17			
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4899966		6728		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		35.98				
							35.98			
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4903108		6764		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531930		Maint	SM M&E Lft		49.91				
							49.91			
100775	NEU'S BLDG CENTER INC	0000		INV	12/17/2025	4904048		6781		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531930		Maint	SM M&E Lft		34.04				
							34.04			
						CHECK TOTAL	796.70			
100785	NORCOMM	0000		INV	12/17/2025	14833		6787		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 561500		Police Adm	PD Comms		240.00				
							240.00			
						CHECK TOTAL	240.00			
100999	SUPERIOR CHEMICAL, LL	0001		INV	12/17/2025	428200		6767		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 531000		Parks	PK Gen S&E		209.86				
							209.86			
						CHECK TOTAL	209.86			
100790	NORTHERN LAKE SERVICE	0000		INV	12/06/2025	2519842				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		145.00				
							145.00			
						CHECK TOTAL	145.00			

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CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101336	NORTHWOODS LASER & EM	0000		INV	12/17/2025	20003		6765		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531970		Maint	SM M&EPInt		50.00				
						CHECK TOTAL	50.00			
							50.00			
							50.00			
101528	O&W COMMUNICATIONS, L	0000		INV	12/17/2025	73205		6752		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531000		Bld & Grnd	BG Gen S&E		328.50				
						CHECK TOTAL	328.50			
							328.50			
							328.50			
101265	PLAYAWAY	0001		INV	12/17/2025	516857		6814		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		233.37				
						CHECK TOTAL	233.37			
							233.37			
							233.37			
101275	ROBERT C BEILFUSS	0000		INV	12/17/2025	2025-02F		6706		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 541000		Engineerin	ENG Contr		300.00				
						CHECK TOTAL	300.00			
							300.00			
							300.00			
100838	POMP'S TIRE SERVICE I	0001		INV	12/17/2025	430171705		6798		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552700		Fire Prot	FP M&R Vhl		1,129.96				
						CHECK TOTAL	1,129.96			
							1,129.96			
							1,129.96			
100843	PRECISE MRM LLC	0000		INV	12/17/2025	IN200-2008556		6693		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		378.00				
						CHECK TOTAL	378.00			
							378.00			
							378.00			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100844	PRECISION ASPHALT MAI	0000		INV	12/17/2025	25-0454		6691	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		1,870.00			
						CHECK TOTAL	1,870.00		
							1,870.00		
100867	RA SMITH INC	0000		INV	12/17/2025	190922		6818	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		9,364.20			
						CHECK TOTAL	9,364.20		
							9,364.20		
100867	RA SMITH INC	0000		INV	12/17/2025	190921		6819	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		8,493.18			
						CHECK TOTAL	8,493.18		
							17,857.38		
999996	KAITLYN WHORRAL	0000		INV	12/17/2025	428834			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10000000 251300		GF	P&R DefRev		10.00			
						CHECK TOTAL	10.00		
							10.00		
100875	REGISTRATION FEE TRUS	0000		INV	12/12/2025	REQ111225			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		50.00			
						CHECK TOTAL	50.00		
							50.00		
100904	RUEKERT & MIELKE INC	0000		INV	12/17/2025	160223		6763	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60740000 541000		SewerAdmin	SA Cnt Srv		1,013.70			
						CHECK TOTAL	1,013.70		
							1,013.70		
100933	SECURIAN LIFE INSURAN	0001		INV	12/01/2025	76038 NOV 25			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 99000000 212550		Treasury	Accident		481.44			
							481.44		

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 Program ID: apwarnt

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	481.44		
100934	SEILER INSTRUMENT & M	0000		INV	12/17/2025	INV63809		6707	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 591000		Engineerin	ENG Msc Eq			35.20		
						CHECK TOTAL	35.20		
100968	SPARKS CONSTRUCTION C	0000		INV	12/17/2025	6088		6797	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			31.50		
						CHECK TOTAL	31.50		
101444	STAFFORD ROSENBAUM LL	0001		INV	12/12/2025	1316231			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal			17,572.00		
						CHECK TOTAL	17,572.00		
101624	STAPLES INC	0000		INV	12/17/2025	6046305928		6768	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD			90.71		
101624	STAPLES INC	0000		INV	12/17/2025	6047715275		6815	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531010		Library	LB Off Sup			78.98		
						CHECK TOTAL	169.69		
100981	STARK PAVEMENT CORPOR	0000		INV	12/17/2025	05072824		6732	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			810.88		
100981	STARK PAVEMENT CORPOR	0000		INV	12/17/2025	05072700		6745	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			1,335.58		
							1,335.58		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	2,146.46		
101291	STERICYCLE, INC	0000		INV	12/17/2025	8012386988		6796	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		93.35			
							93.35		
						CHECK TOTAL	93.35		
100292	ELLEN SULLIVAN	0000		INV	12/17/2025	11/10/25.1		6680	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		125.00			
							125.00		
						CHECK TOTAL	125.00		
101028	TERMINAL SUPPLY CO IN	0000		INV	12/17/2025	67078-00		6741	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		296.29			
							296.29		
						CHECK TOTAL	296.29		
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174548		6696	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		88.93			
							88.93		
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84173949		6697	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174550		6698	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		88.93			
							88.93		
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174546		6747	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		44.04			
							44.04		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174547		6748		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551500		Bld & Grnd	BG M&R FrC		44.04	44.04			
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174553		6749		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551700		Parks	M&R FirPrk		44.04	44.04			
100101	RENTOKIL NORTH AMERIC	0000		INV	12/17/2025	84174552		6750		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551710		Parks	M&R Kinder		44.04	44.04			
						CHECK TOTAL	398.06			
100555	JULIE ANNE THOMPSON	0000		INV	12/17/2025	11/11/25.1		6679		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		308.00	308.00			
						CHECK TOTAL	308.00			
101059	TELOCIN GROUP INC	0000		INV	12/17/2025	INV150051		6699		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551810		Bld & Grnd	M&R DPW		710.50	710.50			
						CHECK TOTAL	710.50			
101077	TRUCK COUNTRY OF WISC	0001		INV	12/17/2025	X207080333:01		6700		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		194.22	194.22			
101077	TRUCK COUNTRY OF WISC	0001		INV	12/17/2025	R207029013:01		6766		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		171.24	171.24			
101077	TRUCK COUNTRY OF WISC	0001		INV	12/07/2025	X207080835:01				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		435.82	435.82			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101077	TRUCK COUNTRY OF WISC	0001		CRM	11/10/2025	X207080884:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-217.91			
							-217.91		
101077	TRUCK COUNTRY OF WISC	0001		CRM	12/10/2025	X207080885:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-76.92			
							-76.92		
						CHECK TOTAL	506.45		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163128		6734	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		195.00			
							195.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163134		6735	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551800		Bld & Grnd	BG M&R DPW		300.00			
							300.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163132		6736	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551600		Bld & Grnd	BG M&R SVA		195.00			
							195.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163123		6737	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551400		Bld & Grnd	BG M&R FD		195.00			
							195.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163124		6738	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		215.00			
							215.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163127		6739	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 552000		Bld & Grnd	BG M&R Snr		125.00			
							125.00		
101094	UNITED STATES ALLIANC	0001		INV	12/17/2025	1046-F163130		6740	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		175.00			
							175.00		

Report generated: 11/19/2025 12:29:00
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025
DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	1,400.00		
101120	VITALE REALTY ADVISOR	0000		INV	02/16/2025	WI01-24-0435-01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45407000 300020		TID #7	BFB Unres		6,800.00			
							6,800.00		
101120	VITALE REALTY ADVISOR	0000		INV	11/21/2025	WI01-25-0439-001			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal		9,500.00			
							9,500.00		
						CHECK TOTAL	16,300.00		
100060	VILLAGE OF BUTLER	0000		INV	12/17/2025	171		6816	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531560		Fire Prot	FP Protect		600.00			
							600.00		
						CHECK TOTAL	600.00		
101119	VISU-SEWER CLEAN & SE	0000		INV	12/05/2025	39560			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531960		Maint	SM Collect		10,779.24			
							10,779.24		
						CHECK TOTAL	10,779.24		
101677	VITALITY GROUP INTERN	0001		INV	12/01/2025	90050741			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 70800000 521500		Health Adm	HI Adm Exp		2,665.90			
							2,665.90		
						CHECK TOTAL	2,665.90		
101121	VON BRIESEN & ROPER,	0000		INV	11/21/2025	508283			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal		30.00			
							30.00		
101121	VON BRIESEN & ROPER,	0000		INV	10/19/2025	505284			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal		4,781.50			
							4,781.50		

Report generated: 11/19/2025 12:29:00
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025

DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking				INVOICE	AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE				
						CHECK TOTAL	4,811.50		
101123	WACHTEL TREE SCIENCE	0000		INV	12/17/2025	162451		6733	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552100		Parks	PK St Tree		1,080.50			
						CHECK TOTAL	1,080.50		
101133	WASHINGTON COUNTY CLE	0000		INV	12/17/2025	REQ101725			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10000000 241100		GF	DogLic DTC		2,444.00			
						CHECK TOTAL	2,444.00		
101140	WASHINGTON COUNTY TRE	0001		INV	12/07/2025	10084			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531370		Highway	HWY Signs		9,397.83			
						CHECK TOTAL	9,397.83		
101175	WI DEPT OF JUSTICE	0000		INV	11/30/2025	G3442 OCT 25			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		126.00			
						CHECK TOTAL	126.00		
101182	WI DEPT OF TRANSPORTA	0000		INV	12/17/2025	395-0000414167		6709	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 593800		Engineerin	HWY167		1,689.79			
						CHECK TOTAL	1,689.79		
101243	ZOLL MEDICAL CORPORAT	0000		INV	12/17/2025	4329425		6791	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		3,240.63			
						CHECK TOTAL	3,240.63		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.19 11/19/2025

DUE DATE: 11/19/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101243	ZOLL MEDICAL CORPORAT	0000		INV	12/17/2025	4329424		6792		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 532200		Fire Prot	FP Act 102		4,656.92				
							4,656.92			
101243	ZOLL MEDICAL CORPORAT	0000		INV	12/17/2025	4328914		6793		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 532200		Fire Prot	FP Act 102		3,250.11				
							3,250.11			
101243	ZOLL MEDICAL CORPORAT	0000		INV	12/17/2025	4326238		6794		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 532200		Fire Prot	FP Act 102		4,860.00				
							4,860.00			
						CHECK TOTAL	16,007.66			
167	INVOICES			WARRANT TOTAL		902,152.40	902,152.40			

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.11.19 11/19/2025
DUE DATE: 11/19/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET		
10	10000000	General Fund	10 -000-000-000-0000-000-241100-	Dog Licenses Due To C	2,444.00	
10	10000000	General Fund	10 -000-000-000-0000-000-251300-	Park & Recreation Def	10.00	
10	10510000	Village Board	10 -000-510-000-0000-000-541100-	VB Legal Services	31,883.50	-88,228.05
10	10510000	Village Board	10 -000-510-000-0000-000-561500-	VB Communication	455.91	-1,624.66
10	10522000	Information Technolog	10 -000-520-522-0000-000-531020-	IT Copy Machine	673.45	5,759.15
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	359.87	5,759.15
10	10532000	Treasurer's Office	10 -000-530-532-0000-000-531000-	Treasurer Gen Sup & E	127.00	9,824.23
10	10541000	Police Administration	10 -000-540-541-0000-000-552700-	PD Maint & Repair - V	352.70	-74,732.39
10	10541000	Police Administration	10 -000-540-541-0000-000-561400-	PD Telephone	150.95	-74,732.39
10	10541000	Police Administration	10 -000-540-541-0000-000-561500-	PD Communication	240.00	-74,732.39
10	10551000	Fire Administration	10 -000-550-551-0000-000-531020-	Fire Admin Copy Machi	745.55	261,167.85
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp	1,425.11	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531080-	FP Fire & Rescue Trai	261.80	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531450-	FP Uniforms	128.49	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531560-	FP Protective S&E	600.00	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-532200-	FP State of WI Act 10	16,007.66	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552200-	FP Maint & Repair Eqp	6,921.62	-26,862.09
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552700-	FP Maint & Repair Veh	3,780.35	-26,862.09
10	10561000	Engineering	10 -000-560-561-0000-000-531020-	ENG Copy Machine	267.49	11,356.11
10	10561000	Engineering	10 -000-560-561-0000-000-541000-	ENG Contracted Servic	18,157.38	11,356.11
10	10561000	Engineering	10 -000-560-561-0000-000-552700-	ENG Maint & Repair -	131.21	11,356.11
10	10561000	Engineering	10 -000-560-561-0000-000-591000-	ENG Misc. Equipment	35.20	8,299.79
10	10562000	Highway	10 -000-560-562-0000-000-531000-	HWY Gen Supplies & Ex	75.00	302,138.32
10	10562000	Highway	10 -000-560-562-0000-000-531280-	HWY Beautification	239.76	302,138.32
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli	2,378.14	302,138.32
10	10562000	Highway	10 -000-560-562-0000-000-531360-	HWY Mat& Supp Snow &	4.79	302,138.32
10	10562000	Highway	10 -000-560-562-0000-000-531370-	HWY Materials & Suppl	9,397.83	302,138.32
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	2,702.58	302,138.32
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531000-	BG General Supplies &	612.16	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies	175.41	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551100-	BG Maint & Repair Vil	525.00	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551300-	BG Maint & Repair - P	688.86	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551400-	BG Maint & Repair - F	195.00	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551500-	BG Maint & Repair - F	60.03	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551600-	BG Maint & Repair - S	195.00	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551700-	BG Maint & Repair - R	177.40	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551800-	BG Maint & Repair - D	550.00	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551810-	B&G M&R Old DPW	710.50	2,358.01
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551900-	BG Maint & Repair - L	823.88	87,862.68
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-552000-	BG Maint & Repair - S	225.00	87,862.68

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User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

10	10564000	Parks	10	-000-560-564-0000-000-531000-	Parks General Supplie	209.86	98,458.34
10	10564000	Parks	10	-000-560-564-0000-000-541000-	Parks Contracted Serv	595.00	98,458.34
10	10564000	Parks	10	-000-560-564-0000-000-551000-	Parks Building & Grou	790.29	98,458.34
10	10564000	Parks	10	-000-560-564-0000-000-551700-	Maint & Repair - Fire	353.43	-958.24
10	10564000	Parks	10	-000-560-564-0000-000-551710-	M&R Kinderberg	159.03	4,475.44
10	10564000	Parks	10	-000-560-564-0000-000-551720-	M&R Spassland	300.00	3,644.00
10	10564000	Parks	10	-000-560-564-0000-000-552100-	Parks Street Tree Mai	2,780.50	98,458.34
10	10570000	Library	10	-000-570-000-0000-000-531000-	Library Gen Supplies	780.30	39,390.01
10	10570000	Library	10	-000-570-000-0000-000-531010-	Library Office Suppli	78.98	39,390.01
10	10570000	Library	10	-000-570-000-0000-000-531100-	Library Books	233.37	39,390.01
10	10570000	Library	10	-000-570-000-0000-000-531430-	Library Book Processi	326.56	39,390.01
10	10582000	Planning and Zonning	10	-000-580-582-0000-000-531090-	Planning Printing &Pu	776.46	50,876.46
10	10591000	Recreation	10	-000-590-591-0000-000-531490-	Recreation Program Su	5,577.61	35,078.80
10	10592000	Senior Center	10	-000-590-592-0000-000-531500-	Senior Program Expens	119.00	11,115.04
FUND TOTAL						117,975.97	
40	40561000	Engineering	40	-000-560-561-0000-000-531340-	Eng Asphalt Paving	19,170.00	5,410,000.00
40	40561000	Engineering	40	-000-560-561-0000-000-593800-	HWY 167 Street Improv	1,689.79	-5,931.28
FUND TOTAL						20,859.79	
45	45407000	TID #7	45	-407-000-000-0000-000-300020-	Budgetary Fund Balanc	6,800.00	
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-543100-	TID 8 WM Well 12	67.20	-1,877,890.93
FUND TOTAL						6,867.20	
50	50000000	Water Utility	50	-000-000-000-0000-000-182130-	Other Power Prod Equi	35,773.82	
50	50621000	Pumping Operation	50	-000-600-621-0000-000-531790-	Pump OP Maint Sup Sup	435.99	11,811.92
50	50622000	Pumping Maintenance	50	-000-600-622-0000-000-531760-	Pump Maint Supplies P	199.96	24,194.97
50	50622000	Pumping Maintenance	50	-000-600-622-0000-000-531780-	Pump Maint Sup Struc	70.35	24,194.97
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531000-	WaterT OP Gen Supplie	145.00	-11,009.55
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531790-	WaterT OP Sup Supervi	29.99	2,350.92
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-552700-	Cust. Maint & Repair	88.42	28,744.07
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-581800-	Cust. Misc Customer A	179.95	-570.58
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-531920-	T&DO Transmission & D	58.24	-1,692.67
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-581900-	T&DO Storage Faciliti	526.11	-6,784.82
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-531750-	T&DM Maint Supplies O	2,983.13	-367.47
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-553000-	T&DM Maint Trans & Di	3,214.00	36,451.28
FUND TOTAL						43,704.96	
60	60000000	Sewer Utility	60	-000-000-000-0000-000-185000-	Transportation Equipm	470.50	
60	60710000	Operation	60	-000-700-710-0000-000-571100-	Sewer OP MMSD Sewer U	690,663.79	714,519.60
60	60720000	Maintenance	60	-000-700-720-0000-000-531930-	Sewer MNT Lift Statio	631.84	7,728.47

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

60	60720000	Maintenance	60 -000-700-720-0000-000-531960-	Sewer MNT Collection	16,503.17	42,144.24
60	60720000	Maintenance	60 -000-700-720-0000-000-531970-	Sewer MNT General Pla	134.19	4,001.12
60	60730000	Customer Accounting	60 -000-700-730-0000-000-531300-	Sewer Cust IT Mainte	179.95	6,975.58
60	60740000	Sewer Administration	60 -000-700-740-0000-000-541000-	Sewer Admin Contracte	1,013.70	111,538.01
FUND TOTAL					709,597.14	
70	70800000	Health Insurance Admi	70 -000-800-000-0000-000-521500-	Health Administration	2,665.90	199,186.33
FUND TOTAL					2,665.90	
99	99000000	Treasury Fund	99 -000-000-000-0000-000-212550-	Accident Deduction	481.44	
FUND TOTAL					481.44	
WARRANT SUMMARY TOTAL					902,152.40	
GRAND TOTAL					902,152.40	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025

DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100023	AIRGAS, INC	0001		INV	12/24/2025	5520146402		6832	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		475.08	475.08		
100023	AIRGAS, INC	0001		INV	12/24/2025	9166601097		6833	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		358.00	358.00		
						CHECK TOTAL	833.08		
101675	JACOB ARCHIBALD	0000		INV	12/24/2025	9077 exp 112025		6837	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531560		Fire Prot	FP Protect		72.50	72.50		
						CHECK TOTAL	72.50		
100100	BATTERIES PLUS LLC	0001	252106	INV	12/18/2025	P87298017			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 561300		Highway	HWY St lgh		1,628.88	1,628.88		
						CHECK TOTAL	1,628.88		
100127	BOUND TREE MEDICAL LL	0000		INV	12/24/2025	85994153		6831	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		649.59	649.59		
						CHECK TOTAL	649.59		
100156	CARLIN SALES CORPORAT	0001	252108	INV	12/17/2025	3082174-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531000		Bld & Grnd	BG Gen S&E		1,058.92	1,058.92		
						CHECK TOTAL	1,058.92		
100246	DEMCO INC	0001		INV	12/24/2025	7718587		6824	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531430		Library	LB Process		86.29	86.29		

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025

DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	86.29		
100270	DIVERSIFIED BENEFIT S	0000		INV	12/17/2025	460099			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 70800000 521500		Health Adm	HI Adm Exp		105.00			
						CHECK TOTAL	105.00		
101642	BEAU DOWNS	0000		INV	12/19/2025	REQ112025			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		125.00			
						CHECK TOTAL	125.00		
101482	JEFF DOWNS	0000		INV	12/25/2025	REQ112525			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		125.00			
						CHECK TOTAL	125.00		
100322	HOMETOWN PUBLICATION	0000		INV	12/03/2025	188064			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 561500		Village Bo	VB Comms		704.00			
						CHECK TOTAL	704.00		
100337	FENCE ERECTORS INC	0000		INV	12/14/2025	1990			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		1,950.00			
						CHECK TOTAL	1,950.00		
100402	GORDON FLESCH COMPANY	0002		INV	12/24/2025	IN15395110		6822	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531470		Library	LB Cmp Srv		7.50			
						CHECK TOTAL	7.50		

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 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025

DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100455	HUGH IAN GOULD	0000		INV	12/19/2025	REQ111925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531520		Senior Cen	SR Sr Trip		500.00			
							500.00		
						CHECK TOTAL	500.00		
100468	IMAGE TREND LLC	0000		INV	12/24/2025	PS-INV119977		6830	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 541000		Fire Adm	FA Contrct		770.40			
							770.40		
						CHECK TOTAL	770.40		
100488	ITU ABSORBTECH INC	0001		INV	12/11/2025	8631007			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust		128.21			
							128.21		
100488	ITU ABSORBTECH INC	0001		INV	12/11/2025	8630997			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust		21.30			
							21.30		
						CHECK TOTAL	149.51		
101498	MADELINE LAUFENBERG	0000		INV	12/19/2025	REQ111925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10531000 531240		Clerk	CK Travel		343.27			
							343.27		
						CHECK TOTAL	343.27		
101272	AMY LERCH	0000		INV	12/24/2025	503 exp 112025		6835	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080		Fire Prot	FP Train		35.00			
							35.00		
						CHECK TOTAL	35.00		
100655	MACQUEEN EQUIPMENT	0000		INV	12/24/2025	P58227		6829	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		1,696.72			
							1,696.72		

Report generated: 11/25/2025 12:22:02
 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025

DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking				INVOICE	AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE				
						CHECK TOTAL	1,696.72		
101369	MIKE MARTINICH	0000		INV	12/24/2025	683 exp		6836	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080	Fire Prot	FP Train			84.00			
						CHECK TOTAL	84.00		
100693	MENARDS INC	0001		INV	12/24/2025	94731		6827	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000	Fire Adm	FA Gen S&E			44.91			
						CHECK TOTAL	44.91		
100693	MENARDS INC	0001		INV	12/24/2025	94850		6828	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000	Fire Adm	FA Gen S&E			67.96			
						CHECK TOTAL	67.96		
						CHECK TOTAL	112.87		
101378	KASIE MILLER	0000		INV	12/19/2025	REQ111925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10531000 531240	Clerk	CK Travel			87.71			
						CHECK TOTAL	87.71		
100735	MONARCH LIBRARY SYSTE	0000		INV	12/24/2025	416592		6821	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531470	Library	LB Cmp Srv			225.00			
						CHECK TOTAL	225.00		
100735	MONARCH LIBRARY SYSTE	0000		INV	12/24/2025	416626		6823	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531440	Library	LB Period			499.00			
						CHECK TOTAL	499.00		
						CHECK TOTAL	724.00		
101076	TRI-TECH FORENSICS IN	0001		INV	12/24/2025	01243636		6838	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531610	Detective	DT Invtgt			70.20			
						CHECK TOTAL	70.20		

Report generated: 11/25/2025 12:22:02
 User: Jennifer Rozek (Jrozek)
 Program ID: apwarrrt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025
DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	70.20		
100773	NEENAH FOUNDRY COMPAN	0001	252097	INV	12/13/2025	203383			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531400		Highway	HWY SmWtr		4,542.24			
							4,542.24		
						CHECK TOTAL	4,542.24		
101503	NATIONAL HOSE TESTING	0001		INV	12/24/2025	02534		6826	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		1,085.00			
							1,085.00		
						CHECK TOTAL	1,085.00		
100791	NORTHWAY FENCE INC	0000		INV	12/20/2025	F25-822-D			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40591000 592100		Recreation	Land Imp		41,450.00			
							41,450.00		
						CHECK TOTAL	41,450.00		
101538	DONNA OTT	0000		INV	12/19/2025	REQ111925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10531000 531240		Clerk	CK Travel		302.69			
							302.69		
						CHECK TOTAL	302.69		
101265	PLAYAWAY	0001		INV	12/24/2025	517602		6825	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		68.99			
							68.99		
						CHECK TOTAL	68.99		
101381	JEFFRY POCKAT	0000		INV	12/24/2025	GCL120225		6820	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531490		Library	LB Prg S&E		350.00			
							350.00		
						CHECK TOTAL	350.00		

Report generated: 11/25/2025 12:22:02
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025
DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100887	RICOH USA INC	0000		INV	12/14/2025	41054031			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531020		Police Adm	PD Copy		298.45			
							298.45		
						CHECK TOTAL	298.45		
101624	STAPLES INC	0000		INV	12/24/2025	6048194467		6839	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531010		Police Adm	PD Off Sup		240.34			
							240.34		
						CHECK TOTAL	240.34		
101632	DAN STEPHAN	0000		INV	12/25/2025	REQ112125			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		339.49			
							339.49		
						CHECK TOTAL	339.49		
101077	TRUCK COUNTRY OF WISC	0001	252109	INV	12/14/2025	X207080937:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		2,937.15			
							2,937.15		
101077	TRUCK COUNTRY OF WISC	0001		CRM	11/17/2025	X207081114:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-108.00			
							-108.00		
101077	TRUCK COUNTRY OF WISC	0001		CRM	11/14/2025	X207081074:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-812.49			
							-812.49		
101077	TRUCK COUNTRY OF WISC	0001		INV	12/14/2025	X207081064:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		87.00			
							87.00		
101077	TRUCK COUNTRY OF WISC	0001		CRM	11/19/2025	X207081213:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-87.00			
							-87.00		

Report generated: 11/25/2025 12:22:02
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.11.25 11/25/2025

DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	2,016.66		
999994	PRECISION PIPELINE	0000		INV	12/25/2025	REQ112525			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50650000 464200		WaterAdmin	Commerical		-2,867.10			
	2 50650000 465000		WaterAdmin	Jnt Meter		-52.00			
	3 50650000 465000		WaterAdmin	Jnt Meter		3,108.00			
							188.90		
						CHECK TOTAL	188.90		
101510	JOSEPHINE WARD	0000		INV	12/24/2025	9004 exp 112025		6834	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		100.00			
							100.00		
						CHECK TOTAL	100.00		
43	INVOICES					WARRANT TOTAL	62,902.20		62,902.20

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.11.25 11/25/2025
DUE DATE: 11/25/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10510000	Village Board	10 -000-510-000-0000-000-561500-	VB Communication 704.00 -2,328.66
10	10531000	Clerk's Office	10 -000-530-531-0000-000-531240-	Clerk Travel 733.67 19,510.21
10	10541000	Police Administration	10 -000-540-541-0000-000-531010-	PD Office Supplies 240.34 -77,886.76
10	10541000	Police Administration	10 -000-540-541-0000-000-531020-	PD Copy Machine 298.45 -77,886.76
10	10543000	Detective	10 -000-540-543-0000-000-531610-	DT Investigative Supp 70.20 4,799.62
10	10551000	Fire Administration	10 -000-550-551-0000-000-531000-	Fire Admin Gen Sup & 112.87 260,284.58
10	10551000	Fire Administration	10 -000-550-551-0000-000-541000-	Fire Admin Contracted 770.40 260,284.58
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp 1,482.67 -31,417.98
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531080-	FP Fire & Rescue Trai 119.00 -31,417.98
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531450-	FP Uniforms 100.00 -31,417.98
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531560-	FP Protective S&E 72.50 -31,417.98
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552200-	FP Maint & Repair Eqp 2,781.72 -31,417.98
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli 1,950.00 302,692.70
10	10562000	Highway	10 -000-560-562-0000-000-531400-	HWY Storm Water Drain 4,542.24 302,692.70
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair - 2,016.66 302,692.70
10	10562000	Highway	10 -000-560-562-0000-000-561300-	HWY Street Lighting 1,628.88 302,692.70
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531000-	BG General Supplies & 1,058.92 87,713.17
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies 149.51 87,713.17
10	10570000	Library	10 -000-570-000-0000-000-531100-	Library Books 68.99 38,153.23
10	10570000	Library	10 -000-570-000-0000-000-531430-	Library Book Processi 86.29 38,153.23
10	10570000	Library	10 -000-570-000-0000-000-531440-	Library Periodicals 499.00 38,153.23
10	10570000	Library	10 -000-570-000-0000-000-531470-	Library Computer Serv 232.50 38,153.23
10	10570000	Library	10 -000-570-000-0000-000-531490-	Library Program Suppl 350.00 38,153.23
10	10592000	Senior Center	10 -000-590-592-0000-000-531520-	Senior Trips Expense 500.00 10,615.04
			FUND TOTAL	20,568.81
40	40591000	Recreation	40 -000-590-591-0000-000-592100-	Land Improvements 41,450.00 12,884.10
			FUND TOTAL	41,450.00
50	50621000	Pumping Operation	50 -000-600-621-0000-000-531790-	Pump OP Maint Sup Sup 464.49 11,347.43
50	50650000	Water Administration	50 -000-600-650-0000-000-464200-	Metered Sales - Comme -2,867.10 0.00
50	50650000	Water Administration	50 -000-600-650-0000-000-465000-	Other Water Rev W/Joi 3,056.00 0.00
			FUND TOTAL	653.39
60	60720000	Maintenance	60 -000-700-720-0000-000-531970-	Sewer MNT General Pla 125.00 3,657.17
			FUND TOTAL	125.00

Report generated: 11/25/2025 12:22:02
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

70	70800000	Health Insurance Admi	70 -000-800-000-0000-000-521500-	Health Administration	105.00	199,081.33
FUND TOTAL					105.00	
WARRANT SUMMARY TOTAL					62,902.20	
GRAND TOTAL					62,902.20	

Village of Germantown, WI - PRODUCTION



Check Run
Detail Invoice List

CHECK RUN: 251125 11/25/2025
DUE DATE: 11/25/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100468	IMAGE TREND LLC	0000		INV	12/25/2025	PS-INV119743			
ACCOUNT DETAIL						LINE AMOUNT			
1	10551000 541000	Fire Adm	FA Contrct			7,374.07			
						CHECK TOTAL	7,374.07		
							7,374.07		
1	INVOICES	WARRANT TOTAL				7,374.07	7,374.07		

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: 251125 11/25/2025
DUE DATE: 11/25/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10551000 Fire Administration	10 -000-550-551-0000-000-541000- Fire Admin Contracted	7,374.07	252,910.51
FUND TOTAL			7,374.07	
WARRANT SUMMARY TOTAL			7,374.07	
GRAND TOTAL			7,374.07	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101439	SCOTT ANDERSON	0000		INV	12/29/2025	REQ120225				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531450		Highway	HWY Unifor		90.00				
							90.00			
						CHECK TOTAL	90.00			
100066	ASSOCIATED APPRAISAL	0001		INV	12/31/2025	183574				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10533000 541000		Assessor	AS Contrct		7,083.33				
							7,083.33			
						CHECK TOTAL	7,083.33			
100500	JAMES BULLOCK	0000		INV	01/02/2026	REQ120325				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531480		Highway	HWY Gas		125.00				
							125.00			
						CHECK TOTAL	125.00			
100153	CAPITAL DATA	0000		INV	12/30/2025	68686				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40522000 531300		Info Tech	IT Maint		22,320.00				
							22,320.00			
100153	CAPITAL DATA	0000	252015	INV	03/09/2025	66783A				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10522000 531300		Info Tech	IT Maint		7,200.00				
							7,200.00			
						CHECK TOTAL	29,520.00			
100222	CRAWFORD TREE & LANDS	0000		INV	09/26/2025	29473				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552100		Parks	PK St Tree		4,418.55				
							4,418.55			
						CHECK TOTAL	4,418.55			
100360	FOTH INFRASTRUCTURE &	0001		INV	12/20/2025	100745				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50000000 182130		Water Util	Oth Pwr Eq		1,014.20				
							1,014.20			

Report generated: 12/03/2025 13:17:49
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	12/20/2025	100744				
	1 50000000 182130		Water Util	Oth Pwr Eq			811.80			
							811.80			
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	12/20/2025	100747				
	1 50000000 182090		Water Util	Wells			854.40			
							854.40			
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	12/20/2025	100748				
	1 50611000 582800		SoS Op	SoSO Misc			6,206.10			
							6,206.10			
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	10/19/2025	99513				
	1 50612000 531780		SoS Maint	SoSM Impro			3,217.80			
							3,217.80			
						CHECK TOTAL	12,104.30			
100488	ITU ABSORBTech INC ACCOUNT DETAIL	0001		INV	12/17/2025	8634525				
	1 10563000 531040		Bld & Grnd	BG Custo			192.60			
							192.60			
100488	ITU ABSORBTech INC ACCOUNT DETAIL	0001		INV	12/17/2025	8634523				
	1 10563000 531040		Bld & Grnd	BG Custo			8.90			
							8.90			
100488	ITU ABSORBTech INC ACCOUNT DETAIL	0001		INV	12/17/2025	8634524				
	1 10563000 531040		Bld & Grnd	BG Custo			23.39			
							23.39			
						CHECK TOTAL	224.89			
100568	KELBE BROS EQUIPMENT ACCOUNT DETAIL	0000		INV	12/30/2025	LATECH				
	1 50640000 552700		Cust Act	CT M&R Vhl			2.64			
							2.64			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100568	KELBE BROS EQUIPMENT	0000		INV	10/10/2025	P34388				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50640000 552700		Cust Act	CT M&R Vhl		211.03				
							211.03			
						CHECK TOTAL	213.67			
101293	DAN KIVELA	0000		INV	12/28/2025	REQ120225				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531450		Highway	HWY Unifor		103.38				
							103.38			
						CHECK TOTAL	103.38			
100606	LANGE ENTERPRISES OF	0001	252105	INV	12/19/2025	93592				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531370		Highway	HWY Signs		4,420.15				
							4,420.15			
						CHECK TOTAL	4,420.15			
101622	METRON FARNIER LLC	0001	252111	INV	12/12/2025	992412754				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50000000 182310		Water Util	Meters		23,399.04				
							23,399.04			
						CHECK TOTAL	23,399.04			
100706	MICHELS ROAD AND STON	0000		INV	12/14/2025	HOLY HILL RD				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408440 542800		Street Imp	T8SI Const		97,866.81				
							97,866.81			
						CHECK TOTAL	97,866.81			
100280	DEBRA MILLER	0000		INV	01/01/2026	GCL12092025		6841		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531490		Library	LB Prg S&E		446.00				
							446.00			
						CHECK TOTAL	446.00			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100715	MILLER-BRADFORD & RIS	0001	252089	INV	11/13/2025	P5121902			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp		1,071.99			
							1,071.99		
						CHECK TOTAL	1,071.99		
100790	NORTHERN LAKE SERVICE	0000		INV	12/11/2025	2520057			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		145.00			
							145.00		
100790	NORTHERN LAKE SERVICE	0000		INV	12/12/2025	2520179			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		174.00			
							174.00		
100790	NORTHERN LAKE SERVICE	0000		INV	12/18/2025	2520560			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		145.00			
							145.00		
						CHECK TOTAL	464.00		
100838	POMP'S TIRE SERVICE I	0001	252103	INV	12/21/2025	430172911			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		3,418.48			
							3,418.48		
						CHECK TOTAL	3,418.48		
101542	RIVER FALLS WASH-N-LU	0000		INV	12/31/2025	054			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		225.00			
							225.00		
						CHECK TOTAL	225.00		
101267	TRISHA SMITH	0000		INV	01/01/2026	20251126TS		6840	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531240		Library	LB Travel		215.04			
							215.04		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101267	TRISHA SMITH	0000		INV	01/01/2026	GCLTS11262025		6842	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531080		Library	LB Pro Dev		382.69			
						CHECK TOTAL	382.69		
							597.73		
101104	VERIZON WIRELESS SERV	0001		INV	12/15/2025	6128553298			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 561400		Fire Adm	FA Teleph		372.48			
						CHECK TOTAL	372.48		
							372.48		
101173	WI DEPARTMENT OF JUST	0000		INV	01/02/2026	REQ120325			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531080		Police Adm	PD Train		295.00			
						CHECK TOTAL	295.00		
							295.00		
101175	WI DEPT OF JUSTICE	0000		INV	12/30/2025	G3442 NOV 25			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		196.00			
	2 10592000 531500		Senior Cen	SR Sr Prog		7.00			
						CHECK TOTAL	203.00		
							203.00		
32	INVOICES		WARRANT TOTAL			186,662.80	186,662.80		

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.12.03 12/03/2025
DUE DATE: 12/03/2025

FUND	ORG		ACCOUNT		AMOUNT	AVLB BUDGET
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	7,200.00	4,039.67
10	10533000	Assessor	10 -000-530-533-0000-000-541000-	Assessor Contracted S	7,083.33	-4,538.00
10	10541000	Police Administration	10 -000-540-541-0000-000-531080-	PD Training	295.00	-81,841.76
10	10541000	Police Administration	10 -000-540-541-0000-000-552700-	PD Maint & Repair - V	225.00	-81,841.76
10	10551000	Fire Administration	10 -000-550-551-0000-000-561400-	Fire Admin Telephone	372.48	250,271.97
10	10562000	Highway	10 -000-560-562-0000-000-531370-	HWY Materials & Suppl	4,420.15	291,447.97
10	10562000	Highway	10 -000-560-562-0000-000-531450-	HWY Uniforms	193.38	291,447.97
10	10562000	Highway	10 -000-560-562-0000-000-531480-	HWY Gas & Oil	125.00	291,447.97
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	3,418.48	291,447.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies	224.89	74,467.31
10	10564000	Parks	10 -000-560-564-0000-000-552100-	Parks Street Tree Mai	4,418.55	97,054.70
10	10564000	Parks	10 -000-560-564-0000-000-552200-	Parks Maint & Repair	1,071.99	97,054.70
10	10570000	Library	10 -000-570-000-0000-000-531080-	Library Professional	382.69	37,073.50
10	10570000	Library	10 -000-570-000-0000-000-531240-	Library Travel	215.04	37,073.50
10	10570000	Library	10 -000-570-000-0000-000-531490-	Library Program Suppl	446.00	37,073.50
10	10591000	Recreation	10 -000-590-591-0000-000-531490-	Recreation Program Su	196.00	32,751.34
10	10592000	Senior Center	10 -000-590-592-0000-000-531500-	Senior Program Expens	7.00	9,984.32
FUND TOTAL					30,294.98	
40	40522000	Information Technolog	40 -000-520-522-0000-000-531300-	IT Maintenance	22,320.00	55,942.90
FUND TOTAL					22,320.00	
45	45408440	Street Improvements	45 -408-400-440-0000-000-542800-	TID 8 SI Contracted S	97,866.81	-225,608.65
FUND TOTAL					97,866.81	
50	50000000	Water Utility	50 -000-000-000-0000-000-182090-	Wells	854.40	
50	50000000	Water Utility	50 -000-000-000-0000-000-182130-	Other Power Prod Equi	1,826.00	
50	50000000	Water Utility	50 -000-000-000-0000-000-182310-	Meters	23,399.04	
50	50611000	Source of Supply Oper	50 -000-600-611-0000-000-582800-	SoS OP Misc. Expense	6,206.10	-18,652.08
50	50612000	Source of Supply Main	50 -000-600-612-0000-000-531780-	SoS MNT Maint Struc &	3,217.80	18,491.46
50	50631000	Water Treatment Opera	50 -000-600-631-0000-000-531000-	WaterT OP Gen Supplie	464.00	-11,553.25
50	50640000	Customer Accounts Exp	50 -000-600-640-0000-000-552700-	Cust. Maint & Repair	213.67	27,111.76
FUND TOTAL					36,181.01	
WARRANT SUMMARY TOTAL					186,662.80	
GRAND TOTAL					186,662.80	

Report generated: 12/03/2025 13:17:49
User: Jennifer Rozek (Jrozek)
Program ID: apwarrnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100001	FIRST AID CORP	0001		INV	01/02/2026	PSI828360		6926		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		158.76				
						CHECK TOTAL	158.76			
							158.76			
							158.76			
100007	DAVID ZENDA	0000		INV	01/02/2026	5233		6952		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 591000		Highway	HWY Msc Eq		455.00				
						CHECK TOTAL	455.00			
							455.00			
							455.00			
100006	A/E GRAPHICS INC	0000		INV	12/03/2025	701313				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 531020		Engineerin	ENG Copy		288.56				
						CHECK TOTAL	288.56			
							288.56			
							288.56			
100023	AIRGAS, INC	0001		INV	12/24/2025	5520146402		6832		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531070		Fire Prot	FP Med Exp		475.08				
							475.08			
100023	AIRGAS, INC	0001		INV	12/24/2025	9166601097		6833		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531070		Fire Prot	FP Med Exp		358.00				
						CHECK TOTAL	358.00			
							833.08			
							833.08			
101625	AIRWORX CONSTRUCTION	0000		INV	01/02/2026	444862-0001		6886		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551900		Bld & Grnd	BG M&R Lib		305.00				
						CHECK TOTAL	305.00			
							305.00			
							305.00			
100032	AMAZON CAPITAL SERVIC	0000		INV	01/04/2026	1JFH-Y4L1-1TJM		6987		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		5,479.67				
							5,479.67			

Report generated: 12/10/2025 11:13:10
 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking				INVOICE	AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE				
						CHECK TOTAL	5,479.67		
100032	AMAZON CAPITAL SERVIC	0001		INV	01/04/2026	17JG-FNTT-YC1N		6975	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531430		Library	LB Process			118.73		
							118.73		
100032	AMAZON CAPITAL SERVIC	0001		INV	01/04/2026	13TL-DJ1G-RNK7		6980	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books			259.74		
							259.74		
						CHECK TOTAL	378.47		
101553	THE PERFECT ANSWER, I	0001		INV	12/31/2025	TAS1782-120125			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531000		Highway	HWY Gen			60.97		
	2 10564000 531000		Parks	PK Gen S&E			60.97		
	3 50640000 531900		Cust Act	CT Records			60.97		
	4 60740000 541000		SewerAdmin	SA Cnt Srv			60.96		
							243.87		
						CHECK TOTAL	243.87		
100564	KATHERINE L AUMANN	0000		INV	01/02/2026	12/1/25.1		6844	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E			324.80		
							324.80		
						CHECK TOTAL	324.80		
100087	BADGER OIL EQUIPMENT	0000		INV	10/22/2025	WO-5512		6185	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531480		Police Adm	PD Gas&Oil			2,279.30		
							2,279.30		
						CHECK TOTAL	2,279.30		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/02/2026	854388		6888	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			18.62		
							18.62		

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100130	BRAKE & EQUIPMENT CO	0001		INV	01/02/2026	853459		6956	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		117.30			
							117.30		
100130	BRAKE & EQUIPMENT CO	0001		INV	12/04/2025	021179			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40564000 592200		Parks	Vehicle		4,450.00			
							4,450.00		
100130	BRAKE & EQUIPMENT CO	0001		CRM	09/16/2025	849777			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-154.04			
							-154.04		
						CHECK TOTAL	4,431.88		
101490	BUMPER TO BUMPER WEST	0000		INV	01/02/2026	620-528414		6876	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		121.10			
							121.10		
101490	BUMPER TO BUMPER WEST	0000		INV	01/02/2026	620-528415		6877	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		27.45			
							27.45		
101490	BUMPER TO BUMPER WEST	0000		INV	01/08/2026	06200521301		6992	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		31.19			
							31.19		
						CHECK TOTAL	179.74		
100153	CAPITAL DATA	0000		INV	12/31/2025	70538			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		436.50			
	2 50640000 581800		Cust Act	CT MscCtAc		218.25			
	3 60730000 531300		Cust Acct	IT Maint		218.25			
							873.00		
100153	CAPITAL DATA	0000		INV	12/31/2025	70529			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		3,600.00			
							3,600.00		

Report generated: 12/10/2025 11:13:10
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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking				INVOICE	AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE				
						CHECK TOTAL	4,473.00		
100472	CITY OF WAUKESHA	0000		INV	01/04/2026	21250186		6988	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531600		Detective	DT Crm Prv		1,900.00			
	2 10543000 531610		Detective	DT Invtgt		600.00			
							2,500.00		
						CHECK TOTAL	2,500.00		
100881	RICHARD COOK	0000		INV	01/08/2026	12/04/2025		6990	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		210.00			
							210.00		
						CHECK TOTAL	210.00		
100211	CORE & MAIN LP	0001		INV	11/15/2025	X927638			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		975.00			
							975.00		
						CHECK TOTAL	975.00		
100178	CHICAGO PARTS & SOUND	0001		INV	12/25/2025	41V0067744			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		73.67			
							73.67		
100178	CHICAGO PARTS & SOUND	0001		INV	12/14/2025	41V0065603			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		224.54			
							224.54		
100178	CHICAGO PARTS & SOUND	0001		CRM	10/23/2025	41C0010253			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		-616.92			
							-616.92		
100178	CHICAGO PARTS & SOUND	0001		INV	11/22/2025	41V0061238			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		616.92			
							616.92		
						CHECK TOTAL	298.21		

Report generated: 12/10/2025 11:13:10
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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100227	CULLIGAN OF WEST BEND	0001		INV	01/02/2026	502X07443809		6843	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531000		Senior Cen	SR Gen S&E		119.00			
							119.00		
100227	CULLIGAN OF WEST BEND	0001		INV	01/02/2026	502X07343306		6941	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		48.70			
							48.70		
						CHECK TOTAL	167.70		
100261	DF TOMASINI CONTRACTO	0000		INV	01/02/2026	2326-128		6849	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		4,765.31			
							4,765.31		
100261	DF TOMASINI CONTRACTO	0000		INV	01/02/2026	2326-127		6971	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		7,078.50			
							7,078.50		
100261	DF TOMASINI CONTRACTO	0000		INV	01/02/2026	2326-126		6972	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		6,359.58			
							6,359.58		
100261	DF TOMASINI CONTRACTO	0000		INV	01/04/2026	2326-129		6985	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 553000		T&D Mnt	TDM MntT&D		15,652.53			
							15,652.53		
						CHECK TOTAL	33,855.92		
100264	DIGGERS HOTLINE INC	0000		INV	01/02/2026	251 0 64901		6940	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		200.35			
	2 50612000 531680		SoS Maint	SoSM DigHL		200.35			
	3 60740000 542600		SewerAdmin	SA Diggers		200.40			
							601.10		
						CHECK TOTAL	601.10		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR			REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100282	DUNN'S SPORTING GOODS		0000		INV	01/04/2026	89706VV			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10591000 531490		Recreation	RC Prg S&E		1,053.00	1,053.00		
100282	DUNN'S SPORTING GOODS		0000		INV	01/04/2026	89707VV			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10591000 531490		Recreation	RC Prg S&E		11.95	11.95		
							CHECK TOTAL	1,064.95		
101601	COMPLETE OFFICE OF WI		0001		INV	01/08/2026	36345		6989	
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10591000 531010		Recreation	RC Off Sup		107.67	107.67		
							CHECK TOTAL	107.67		
100309	ENVIRONMENTAL INNOVAT		0000		INV	01/04/2026	288887		6983	
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10541000 531010		Police Adm	PD Off Sup		108.00	108.00		
							CHECK TOTAL	108.00		
100310	BOGIE ENTERPRISES INC		0000		INV	01/02/2026	25-0026600		6933	
	ACCOUNT DETAIL						LINE AMOUNT			
	1	60720000 531960		Maint	SM Collect		89.43	89.43		
100310	BOGIE ENTERPRISES INC		0000		INV	01/02/2026	25-0026705		6935	
	ACCOUNT DETAIL						LINE AMOUNT			
	1	60720000 531960		Maint	SM Collect		1,095.68	1,095.68		
							CHECK TOTAL	1,185.11		
100322	HOMETOWN PUBLICATION		0000		INV	12/03/2025	188064			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10510000 561500		Village Bo	VB Comms		704.00	704.00		
							CHECK TOTAL	704.00		

Report generated: 12/10/2025 11:13:10
 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100537	JFTCO INC	0001		INV	01/02/2026	PIMK0442065		6889	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp		539.99	539.99		
100537	JFTCO INC	0001		INV	01/02/2026	PIMK0440739		6928	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		184.21	184.21		
						CHECK TOTAL	724.20		
100328	FASTENAL COMPANY	0001		INV	01/02/2026	WIMI2188336		6873	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		58.85	58.85		
100328	FASTENAL COMPANY	0001		INV	01/02/2026	WIMI2188305		6874	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		55.91	55.91		
						CHECK TOTAL	114.76		
100335	FED EX FREIGHT	0000		INV	01/02/2026	9-072-94620		6860	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50611000 582800		SoS Op	SoSO Misc		52.03	52.03		
						CHECK TOTAL	52.03		
100339	FERGUSON WATERWORKS #	0000		INV	01/02/2026	0464719		6857	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		168.71	168.71		
100339	FERGUSON WATERWORKS #	0000		INV	12/12/2025	0464742			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		571.00	571.00		
100339	FERGUSON WATERWORKS #	0000		INV	01/08/2026	0465035		6993	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50642000 531730		T&D Mnt	TDM MS Hyd		506.30	506.30		

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	1,246.01		
100341	FILTRATION CONCEPTS I	0000	252104	INV	12/26/2025	85115			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551800		Bld & Grnd	BG M&R DPW		2,935.00			
							2,935.00		
						CHECK TOTAL	2,935.00		
100279	JESSICA IRENE MICHNA	0000		INV	12/11/2025	GCL11202025		6647	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531490		Library	LB Prg S&E		175.00			
							175.00		
						CHECK TOTAL	175.00		
100348	FIVE CORNERS DODGE IN	0000		INV	01/02/2026	146476		6867	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp		721.50			
							721.50		
						CHECK TOTAL	721.50		
100350	FLAG CENTER INC	0000	252102	INV	01/01/2026	0121419-IN			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531280		Highway	HWY Beauty		6,203.70			
							6,203.70		
						CHECK TOTAL	6,203.70		
100354	MICHAL RIEGE	0000	252107	INV	12/07/2025	000226			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531280		Highway	HWY Beauty		2,160.00			
							2,160.00		
						CHECK TOTAL	2,160.00		
100360	FOTH INFRASTRUCTURE &	0001		INV	01/02/2026	100746		6850	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 531790		T&D Op	TDO MS Eng		2,211.90			
							2,211.90		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	01/02/2026	100742		6851	
	1 45408460 542800		Wtr Mn Imp	T8WM Const		LINE AMOUNT			
						1,544.00	1,544.00		
100360	FOTH INFRASTRUCTURE & ACCOUNT DETAIL	0001		INV	01/03/2026	100988			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		LINE AMOUNT			
						23,353.70	23,353.70		
						CHECK TOTAL	27,109.60		
100365	FRIENDS OF GERMANTOWN ACCOUNT DETAIL	0000		INV	01/04/2026	FGCL113025		6973	
	1 10570000 462900		Library	Lib F&F		LINE AMOUNT			
						2,869.21	2,869.21		
						CHECK TOTAL	2,869.21		
100368	FUN EXPRESS LLC ACCOUNT DETAIL	0001		INV	01/04/2026	74015309301		6978	
	1 10570000 531100		Library	LB Books		LINE AMOUNT			
						249.84	249.84		
						CHECK TOTAL	249.84		
100376	GENERAL FIRE EQUIPMEN ACCOUNT DETAIL	0000		INV	01/04/2026	INV154506		6984	
	1 10542000 531560		Patrol	PT Prt S&E		LINE AMOUNT			
						2,231.00	2,231.00		
						CHECK TOTAL	2,231.00		
100387	GERMANTOWN SCHOOL DIS ACCOUNT DETAIL	0000		INV	01/04/2026	REQ120825			
	1 10500000 411100		Non-D	MobHome TX		LINE AMOUNT			
						6,458.34	6,458.34		
						CHECK TOTAL	6,458.34		
100402	GORDON FLESCH COMPANY ACCOUNT DETAIL	0001		INV	01/04/2026	I01073822		6974	
	1 10570000 531470		Library	LB Cmp Srv		LINE AMOUNT			
						1,204.32	1,204.32		

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Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100402	GORDON FLESCH COMPANY	0001		INV	01/04/2026	IN15418434			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531020		Info Tech	IT Copy		275.51			
	2 50621000 531790		Pump Op	PmpO MSEng		34.45			
	3 60720000 531970		Maint	SM M&EPint		34.45			
							344.41		
						CHECK TOTAL	1,548.73		
100403	GOSCHEY MECHANICAL IN	0001		INV	12/24/2025	12903			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551810		Bld & Grnd	M&R DPW		677.37			
							677.37		
100403	GOSCHEY MECHANICAL IN	0001		INV	12/24/2025	12904			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		350.00			
							350.00		
						CHECK TOTAL	1,027.37		
101253	W.W. GRAINGER INC	0001		INV	01/02/2026	9720169326		6859	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		126.30			
							126.30		
101253	W.W. GRAINGER INC	0001		INV	01/02/2026	9698274256		6945	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		10.26			
							10.26		
						CHECK TOTAL	136.56		
100559	GRAY'S INC	0000		INV	01/02/2026	39282		6934	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		918.10			
	2 60720000 552700		Maint	SM M&R Vhl		918.10			
							1,836.20		
						CHECK TOTAL	1,836.20		
100464	PB HAHN & CO INC	0000		INV	12/06/2025	003816/3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		10.17			

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CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
							10.17		
100464	PB HAHN & CO INC	0000		INV	12/17/2025	003825-3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg			25.77		
							25.77		
100464	PB HAHN & CO INC	0000		INV	12/18/2025	003826/3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			10.20		
							10.20		
						CHECK TOTAL	46.14		
100441	HEIN ELECTRIC SUPPLY	0001		INV	01/02/2026	S100357727.001		6864	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib			99.02		
							99.02		
100441	HEIN ELECTRIC SUPPLY	0001		INV	01/02/2026	S100357524.001		6865	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib			246.00		
	2 10562000 561300		Highway	HWY St lgh			138.13		
							384.13		
100441	HEIN ELECTRIC SUPPLY	0001		INV	01/02/2026	S100356331.001		6895	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib			86.23		
							86.23		
100441	HEIN ELECTRIC SUPPLY	0001		INV	01/02/2026	S100351365.001		6968	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC			144.03		
							144.03		
						CHECK TOTAL	713.41		
101685	HOUSEMAN & FIEND LLP	0000		INV	01/02/2026	93788			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal			2,337.00		
							2,337.00		
						CHECK TOTAL	2,337.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100458	HYDRA-SEAL INC	0000		INV	01/02/2026	82412		6902	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		184.25	184.25		
100458	HYDRA-SEAL INC	0000		INV	01/02/2026	82376		6957	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		535.03	535.03		
						CHECK TOTAL	719.28		
100459	HYDROCORP LLC	0001		INV	12/25/2025	CI-09732			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 531670		T&D Op	TDO Instll		1,718.00	1,718.00		
						CHECK TOTAL	1,718.00		
100460	HYQUIP LLC	0001		INV	01/02/2026	00557737		6951	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eq		82.33	82.33		
						CHECK TOTAL	82.33		
100223	IDI	0000		INV	12/30/2025	IN998607			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531610		Detective	DT Invtgt		140.00	140.00		
						CHECK TOTAL	140.00		
100470	INDELCO PLASTICS CORP	0000		INV	01/02/2026	INV0561909		6942	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		11.20	11.20		
						CHECK TOTAL	11.20		
100477	INGRAM INDUSTRIES INC	0001		INV	01/04/2026	91892309		6979	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		15.59	15.59		

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Detail Invoice List

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	15.59		
100488	ITU ABSORBTech INC	0001		INV	01/02/2026	8631005		6852	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct			118.85		
							118.85		
100488	ITU ABSORBTech INC	0001		INV	01/02/2026	A000088209		6853	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng			1,221.90		
							1,221.90		
100488	ITU ABSORBTech INC	0001		INV	01/02/2026	8634521		6879	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft			29.95		
							29.95		
100488	ITU ABSORBTech INC	0001		INV	12/24/2025	8638356			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			88.85		
							88.85		
100488	ITU ABSORBTech INC	0001		INV	01/01/2026	8642101			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			41.90		
							41.90		
100488	ITU ABSORBTech INC	0001		INV	01/01/2026	8642110			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			118.65		
							118.65		
100488	ITU ABSORBTech INC	0001		INV	01/01/2026	8642106			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			205.15		
							205.15		
100488	ITU ABSORBTech INC	0001		INV	01/01/2026	8642108			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			8.90		
							8.90		
100488	ITU ABSORBTech INC	0001		INV	01/01/2026	8642109			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust			58.75		
							58.75		

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CASH ACCOUNT: 99000000 111000				US Bank - General Checking					
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100488	ITU ABSORBTECH INC	0001		INV	12/26/2025	A000088329			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531450		Highway	HWY Unifor		1,793.38			
						1,793.38			
						CHECK TOTAL	3,686.28		
100496	JACKSON CONCRETE INC	0000		INV	01/02/2026	0162380		6919	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		297.50			
						297.50			
						CHECK TOTAL	297.50		
100513	JOHN M BUSATERI	0000		INV	01/02/2026	3457		6866	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		600.00			
	2 10564000 551700		Parks	M&R FirPrk		600.00			
	3 10563000 551100		Bld & Grnd	BG M&R Vlg		900.00			
						2,100.00			
100513	JOHN M BUSATERI	0000		INV	01/01/2026	3464			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551200		Bld & Grnd	BG M&R Wlf		500.00			
						500.00			
100513	JOHN M BUSATERI	0000		INV	12/31/2025	3463			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		250.00			
	2 10563000 551300		Bld & Grnd	BG M&R PD		125.00			
	3 10563000 551700		Bld & Grnd	BG M&R Rec		100.00			
	4 10563000 552000		Bld & Grnd	BG M&R Snr		100.00			
	5 10563000 551800		Bld & Grnd	BG M&R DPW		250.00			
						825.00			
						CHECK TOTAL	3,425.00		
100521	JENNIFER ERDMAN	0001		INV	01/02/2026	6997		6846	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531090		Recreation	RC Print		1,320.00			
						1,320.00			
						CHECK TOTAL	1,320.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100546	JOHNSTONE SUPPLY	0000		INV	01/02/2026	1200111		6918	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551810		Bld & Grnd	M&R DPW		27.50			
						CHECK TOTAL	27.50		
							27.50		
101338	ERIC KLEISS	0000		INV	01/04/2026	REQ120825			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		125.00			
						CHECK TOTAL	125.00		
							125.00		
100606	LANGE ENTERPRISES OF	0001		INV	01/02/2026	93644		6869	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531370		Highway	HWY Signs		507.55			
							507.55		
100606	LANGE ENTERPRISES OF	0001	252085	INV	10/11/2025	92651			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531370		Highway	HWY Signs		818.50			
						CHECK TOTAL	818.50		
							1,326.05		
100613	LAWSON PRODUCTS INC	0000		INV	01/02/2026	9312970199		6927	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		776.29			
						CHECK TOTAL	776.29		
							776.29		
100626	LIESENER SOILS INCORP	0000		INV	01/02/2026	0235219-IN		6917	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		126.00			
						CHECK TOTAL	126.00		
							126.00		
100645	LYNCH MOTOR VEHICLE G	0000		INV	12/04/2025	739241			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		42.99			
							42.99		

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DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	42.99		
100654	STEVEN MASON/MACAIONE	0002		INV	01/02/2026	4066		6893	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		2,000.00			
							2,000.00		
						CHECK TOTAL	2,000.00		
100693	MENARDS INC	0001		INV	01/02/2026	95053		6848	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531660		Wtr Trt Op	WTOP Chem		25.73			
							25.73		
100693	MENARDS INC	0001		INV	01/02/2026	94932		6896	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		82.94			
							82.94		
100693	MENARDS INC	0001		INV	01/02/2026	94927		6897	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		19.96			
							19.96		
100693	MENARDS INC	0001		INV	01/02/2026	94942		6900	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		40.71			
							40.71		
100693	MENARDS INC	0001		INV	01/02/2026	94483		6914	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		52.99			
							52.99		
100693	MENARDS INC	0001		INV	01/02/2026	94492		6915	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 561300		Highway	HWY St lgh		23.27			
							23.27		
100693	MENARDS INC	0001		INV	01/02/2026	94538		6920	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531000		Bld & Grnd	BG Gen S&E		49.59			
							49.59		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100693	MENARDS INC	0001		INV	01/02/2026	94537		6921	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		10.08	10.08		
100693	MENARDS INC	0001		INV	01/02/2026	94610		6922	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		33.95	33.95		
100693	MENARDS INC	0001		INV	01/02/2026	94123		6965	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		34.97	34.97		
100693	MENARDS INC	0001		INV	01/02/2026	94169		6967	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551810		Bld & Grnd	M&R DPW		214.14	214.14		
100693	MENARDS INC	0001		INV	01/02/2026	94220		6969	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 561300		Highway	HWY St lgh		156.00	156.00		
						CHECK TOTAL	744.33		
100696	MEQUON VAC LLC	0000		INV	01/02/2026	887227		6903	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		39.95	39.95		
100696	MEQUON VAC LLC	0000		INV	01/02/2026	262504		6904	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		48.90	48.90		
100696	MEQUON VAC LLC	0000		INV	01/02/2026	262605		6905	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		49.95	49.95		
						CHECK TOTAL	138.80		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100273	METAL FINISHING SUPPL	0000		INV	01/02/2026	257417		6898	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		65.00			
						CHECK TOTAL	65.00		
							65.00		
100708	FREMARK INC	0000		INV	01/02/2026	0864800-IN		6878	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531960		Maint	SM Collect		1,308.85			
						CHECK TOTAL	1,308.85		
							1,308.85		
100708	FREMARK INC	0000		INV	01/02/2026	0864927-IN		6880	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		291.48			
						CHECK TOTAL	291.48		
							1,600.33		
100712	MIDWEST PAVING EQUIPM	0001		INV	01/02/2026	3086		6959	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		338.78			
						CHECK TOTAL	338.78		
							338.78		
100552	MILWAUKEE SPRING & AL	0000		INV	01/02/2026	48440		6882	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		77.96			
						CHECK TOTAL	77.96		
							77.96		
100735	MONARCH LIBRARY SYSTE	0000		INV	01/04/2026	416648		6977	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531190		Library	Marketing		30.03			
						CHECK TOTAL	30.03		
							30.03		
100739	MORaine DEVELOPMENT L	0000		INV	01/02/2026	3041918		6868	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		272.01			
						CHECK TOTAL	272.01		
							272.01		

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CASH ACCOUNT: 99000000 111000			US Bank - General Checking							
VENDOR			REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100739	MORaine DEVELOPMENT L		0000		INV	01/02/2026	3041722		6899	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 531350			Highway	HWY St Sup		525.06	525.06		
100739	MORaine DEVELOPMENT L		0000		INV	01/02/2026	3041536		6916	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 531350			Highway	HWY St Sup		546.23	546.23		
100739	MORaine DEVELOPMENT L		0000		INV	01/02/2026	3041310		6966	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 531350			Highway	HWY St Sup		49.60	49.60		
100739	MORaine DEVELOPMENT L		0000		INV	12/30/2025	3042071			
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 531350			Highway	HWY St Sup		155.33	155.33		
							CHECK TOTAL	1,548.23		
100327	FALLS AUTO PARTS AND		0001		INV	01/02/2026	710400		6855	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 50640000 552700			Cust Act	CT M&R Vhl		50.24	50.24		
100327	FALLS AUTO PARTS AND		0001		INV	01/02/2026	710502		6870	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 552200			Highway	HWY M&R Eq		105.35	105.35		
100327	FALLS AUTO PARTS AND		0001		INV	01/02/2026	710324		6887	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 552200			Highway	HWY M&R Eq		85.76	85.76		
100327	FALLS AUTO PARTS AND		0001		INV	01/02/2026	709719		6929	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 552200			Highway	HWY M&R Eq		22.26	22.26		
100327	FALLS AUTO PARTS AND		0001		INV	01/02/2026	710022		6930	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 552200			Highway	HWY M&R Eq		32.10	32.10		

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	710038		6931		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		95.60				
							95.60			
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	710039		6932		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		95.60				
							95.60			
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	709827		6943		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 552700		Maint	SM M&R Vhl		12.16				
							12.16			
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	709812		6949		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 552700		Maint	SM M&R Vhl		55.32				
							55.32			
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	709590		6954		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		76.29				
							76.29			
100327	FALLS AUTO PARTS AND	0001		INV	01/02/2026	709421		6958		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		115.23				
							115.23			
100327	FALLS AUTO PARTS AND	0001		INV	12/24/2025	710482				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552200		Parks	PK M&R Eqp		118.06				
							118.06			
100327	FALLS AUTO PARTS AND	0001		CRM	11/25/2025	710607				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552200		Parks	PK M&R Eqp		-85.84				
							-85.84			
100327	FALLS AUTO PARTS AND	0001		INV	12/17/2025	710098				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 552700		Engineerin	ENG M&R Vh		31.97				
							31.97			
						CHECK TOTAL	810.10			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4909565		6854		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		64.58	64.58			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4911271		6858		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531930		Maint	SM M&E Lft		5.63	5.63			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4908131		6892		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531350		Highway	HWY St Sup		97.99	97.99			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4906679		6894		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531350		Highway	HWY St Sup		19.95	19.95			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4905728		6937		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531970		Maint	SM M&EPInt		24.49	24.49			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4903165		6947		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		26.45	26.45			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4903712		6948		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		15.84	15.84			
100775	NEU'S BLDG CENTER INC	0000		INV	01/02/2026	4903210		6950		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		1.56	1.56			
100775	NEU'S BLDG CENTER INC	0000		INV	01/08/2026	4910398		6995		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50641000 581900		T&D Op	TDO Storge		145.02	145.02			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100775	NEU'S BLDG CENTER INC	0000		INV	01/08/2026	4910639		6996		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408460 542800		Wtr Mn Imp	T8WM Const		19.53				
							19.53			
100775	NEU'S BLDG CENTER INC	0000		INV	01/08/2026	4910791		6997		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50642000 531730		T&D Mnt	TDM MS Hyd		24.67				
							24.67			
100775	NEU'S BLDG CENTER INC	0000		INV	12/31/2025	4912499				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551710		Parks	M&R Kinder		14.24				
							14.24			
100775	NEU'S BLDG CENTER INC	0000		INV	12/26/2025	4911107				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		0.96				
							0.96			
						CHECK TOTAL	460.91			
100790	NORTHERN LAKE SERVICE	0000		INV	12/25/2025	2521044				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		145.00				
							145.00			
						CHECK TOTAL	145.00			
100265	NORTHERN METAL & ROOF	0000		INV	12/29/2025	0405015-IN				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551800		Bld & Grnd	BG M&R DPW		1,900.00				
	2 50622000 531780		Pump Mnt	PmpM Strct		1,900.00				
	3 60720000 531930		Maint	SM M&E Lft		1,900.00				
							5,700.00			
						CHECK TOTAL	5,700.00			
100056	PAT'S TIRE SALES & SE	0000		INV	12/30/2025	1-92615				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		4,965.00				
							4,965.00			
						CHECK TOTAL	4,965.00			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100838	POMP'S TIRE SERVICE I	0001		INV	01/02/2026	430171985		6944	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 552700		Cust Act	CT M&R Vhl		1,368.40	1,368.40		
100838	POMP'S TIRE SERVICE I	0001		INV	12/31/2025	430173167			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		165.00	165.00		
						CHECK TOTAL	1,533.40		
100843	PRECISE MRM LLC	0000		INV	01/02/2026	IN200-2009229		6901	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		378.00	378.00		
						CHECK TOTAL	378.00		
100476	PURPLECYBER SOLUTIONS	0000		INV	12/21/2025	1132			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		4,000.00	4,000.00		
						CHECK TOTAL	4,000.00		
100876	REINDERS INC	0000		INV	01/02/2026	1005314-00		6923	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		33.28	33.28		
100876	REINDERS INC	0000		INV	01/02/2026	1005398-00		6924	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		67.05	67.05		
						CHECK TOTAL	100.33		
101335	REVERE ELECTRIC	0001		INV	01/02/2026	S5425955.001		6881	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		1,057.94	1,057.94		
						CHECK TOTAL	1,057.94		

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Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101627	JOMAR QSUB INC	0000		INV	01/02/2026	2500878590		6875	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		141.24			
							141.24		
						CHECK TOTAL	141.24		
100902	MEGA LLC	0000		INV	01/08/2026	STMT120925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531660		Wtr Trt Op	WTOP Chem		39.90			
	2 50640000 531900		Cust Act	CT Records		23.96			
							63.86		
						CHECK TOTAL	63.86		
100904	RUEKERT & MIELKE INC	0000		INV	01/02/2026	160222		6938	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50612000 531780		SoS Maint	SoSM Impro		944.40			
							944.40		
100904	RUEKERT & MIELKE INC	0000		INV	01/02/2026	160224		6939	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		340.00			
							340.00		
100904	RUEKERT & MIELKE INC	0000		INV	12/31/2025	160585			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60740000 541000		SewerAdmin	SA Cnt Srv		708.25			
							708.25		
						CHECK TOTAL	1,992.65		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100933	SECURIAN LIFE INSURAN	0001		INV	12/30/2025	002832L JANUARY 26			
ACCOUNT DETAIL						LINE AMOUNT			
1	10521000 521400		Adm Office	Adm Life		37.25			
2	10531000 521400		Clerk	CK Life		24.93			
3	10532000 521400		Treasurer	TR Life		74.73			
4	10582000 521400		Pln & Zone	PL Life		72.59			
5	10541000 521400		Police Adm	PD Life		274.71			
6	10542000 521400		Patrol	PT Life		139.76			
7	10543000 521400		Detective	DT Life		50.50			
8	10563000 521400		Bld & Grnd	BG Life		92.11			
9	10551000 521400		Fire Adm	FA Life		87.44			
10	10552000 521400		Fire Prot	FP Life		171.98			
11	10562000 521400		Highway	HWY Life		139.18			
12	10581000 521400		Ins & Prm	IN Life		17.31			
13	10545000 521400		Emerg Gov	EM Life		1.68			
14	10570000 521400		Library	LB Life		123.62			
15	10591000 521400		Recreation	RC Life		67.48			
16	10564000 521400		Parks	PK Life		92.11			
17	10561000 521400		Engineerin	ENG Life		3.68			
18	45406410 521400		Proj Adm	T6AD Life		1.81			
19	45407410 521400		Proj Adm	Life		10.96			
20	45408410 521400		Proj Adm	T8AD Life		19.90			
21	45409410 521400		Proj Adm	T9AD Life		19.97			
22	60720000 521400		Maint	SM Life		117.16			
23	50650000 521400		WaterAdmin	WA Life		184.51			
24	10565000 521400		Recycling	RE Life		5.53			
25	10000000 211700		GF	LI Dedcut		94.40			
26	10000000 211700		GF	LI Dedcut		1,575.52			
27	10000000 211700		GF	LI Dedcut		620.39			
						CHECK TOTAL	4,121.21		
							4,121.21		
100955	ROSEDREW INC	0000		INV	01/04/2026	331235		6976	
ACCOUNT DETAIL						LINE AMOUNT			
1	10570000 531430		Library	LB Process		439.03			
							439.03		
						CHECK TOTAL	439.03		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101624	STAPLES INC	0000		INV	01/04/2026	6049579045		6981	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531010		Library	LB Off Sup		161.28	161.28		
101624	STAPLES INC	0000		INV	01/07/2026	6050120249			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531010		Recreation	RC Off Sup		51.65	51.65		
101624	STAPLES INC	0000		INV	01/07/2026	6050120251			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10500000 531010		Non-D	ND Off Sup		15.43	15.43		
101624	STAPLES INC	0000		INV	01/07/2026	6050120252			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10500000 531010		Non-D	ND Off Sup		147.17	147.17		
101624	STAPLES INC	0000		INV	12/31/2025	6049579044			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531000		Highway	HWY Gen		40.00	40.00		
						CHECK TOTAL	415.53		
100981	STARK PAVEMENT CORPOR	0000		INV	01/02/2026	05072955		6913	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		132.16	132.16		
						CHECK TOTAL	132.16		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572360		6871	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		44.04	44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572361		6906	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551700		Parks	M&R FirPrk		44.04	44.04		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572184		6907	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551400		Bld & Grnd	BG M&R FD		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85571967		6908	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 552000		Bld & Grnd	BG M&R Snr		84.40			
							84.40		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572359		6909	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551200		Bld & Grnd	BG M&R Wlf		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572357		6910	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551600		Bld & Grnd	BG M&R SVA		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572355		6911	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572353		6912	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		88.93			
							88.93		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	84174551		6960	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551200		Bld & Grnd	BG M&R Wlf		44.04			
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	84173954		6961	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 552000		Bld & Grnd	BG M&R Snr		84.40			
							84.40		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	84174549		6962	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551600		Bld & Grnd	BG M&R SVA		44.04			
							44.04		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	84174545		6963		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		88.93				
							88.93			
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	84174396		6964		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551400		Bld & Grnd	BG M&R FD		44.04				
							44.04			
100101	RENTOKIL NORTH AMERIC	0000		INV	01/02/2026	85572354		6970		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551700		Bld & Grnd	BG M&R Rec		44.04				
							44.04			
						CHECK TOTAL	787.06			
100555	JULIE ANNE THOMPSON	0000		INV	01/02/2026	11/21/25.1		6845		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		168.00				
							168.00			
100555	JULIE ANNE THOMPSON	0000		INV	01/02/2026	REQ120225		6847		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		47.60				
							47.60			
						CHECK TOTAL	215.60			
101052	TK ELEVATOR CORPORATI	0001		INV	01/02/2026	3009027753		6883		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551300		Bld & Grnd	BG M&R PD		288.99				
							288.99			
						CHECK TOTAL	288.99			
101060	M.S.T.L.C. LLC	0000		INV	01/08/2026	35135		6994		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40561000 593300		Engineerin	MS4 Prog		4,550.00				
							4,550.00			
						CHECK TOTAL	4,550.00			

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101077	TRUCK COUNTRY OF WISC	0001		INV	01/02/2026	X207081227:01		6863	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		386.90	386.90		
101077	TRUCK COUNTRY OF WISC	0001		INV	01/02/2026	X207081292:01		6872	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		450.61	450.61		
101077	TRUCK COUNTRY OF WISC	0001		INV	01/02/2026	X207081160:01		6890	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		36.30	36.30		
101077	TRUCK COUNTRY OF WISC	0001		INV	01/02/2026	X207081159:01		6891	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		84.86	84.86		
101077	TRUCK COUNTRY OF WISC	0001		INV	01/02/2026	X207080869:01		6925	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		224.48	224.48		
101077	TRUCK COUNTRY OF WISC	0001		INV	11/19/2025	R207029607:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		315.90	315.90		
101077	TRUCK COUNTRY OF WISC	0001		INV	12/26/2025	X207081376:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		275.33	275.33		
101077	TRUCK COUNTRY OF WISC	0001		INV	12/26/2025	X207081405:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		58.17	58.17		
						CHECK TOTAL	1,832.55		
101081	TYLER TECHNOLOGIES	0001		INV	11/30/2025	045-542585			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60740000 472700		SewerAdmin	SA Msc Rvs		25.00	25.00		

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User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025
DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101081	TYLER TECHNOLOGIES	0001		INV	12/12/2025	045-544084				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60740000 472700		SewerAdmin	SA Msc Rvs		45.00				
						CHECK TOTAL	45.00			
							70.00			
101611	HD SUPPLY INC	0001		INV	01/02/2026	INV00888280		6856		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50642000 531750		T&D Mnt	TDM MS Mtr		262.25				
							262.25			
101611	HD SUPPLY INC	0001		INV	10/27/2025	INV00841039				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		554.95				
							554.95			
101611	HD SUPPLY INC	0001		INV	10/19/2025	INV00833687				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		263.36				
							263.36			
						CHECK TOTAL	1,080.56			
101599	SAINT CROIX MANAGEMEN	0001		INV	12/31/2025	7644				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 541000		Bld & Grnd	BG Contrct		12,629.00				
							12,629.00			
						CHECK TOTAL	12,629.00			
101123	WACHTEL TREE SCIENCE	0000		INV	12/26/2025	163145				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552100		Parks	PK St Tree		896.00				
							896.00			
						CHECK TOTAL	896.00			
101144	WASHINGTON COUNTY REG	0000		INV	11/28/2025	202500000117 OCT 25				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 531000		Engineerin	ENG Gen		39.00				
							39.00			
						CHECK TOTAL	39.00			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101154	WAUKESHA COUNTY AREA	0000		INV	01/04/2026	S0879625		6982	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531080		Police Adm	PD Train		1,550.00			
							1,550.00		
						CHECK TOTAL	1,550.00		
101159	WEIMER BEARING & TRAN	0001		INV	12/04/2025	80930106		6591	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531960		Maint	SM Collect		34.24			
							34.24		
						CHECK TOTAL	34.24		
101197	WI STATE LABORATORY O	0000		INV	01/02/2026	824820		6946	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E		31.00			
							31.00		
						CHECK TOTAL	31.00		
101220	WM CORPORATE SERVICES	0001		INV	12/31/2025	7206684-2275-4			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 542300		Highway	SldWst Con		63,148.67			
	2 10565000 542200		Recycling	RE Crb PKU		29,473.72			
							92,622.39		
						CHECK TOTAL	92,622.39		
101222	EDWARD H WOLF & SONS	0000		INV	01/02/2026	353760		6861	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 561600		Pump Op	PmpO Fuel		426.24			
							426.24		
101222	EDWARD H WOLF & SONS	0000		INV	01/02/2026	353782		6862	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 561600		Pump Op	PmpO Fuel		395.77			
							395.77		
101222	EDWARD H WOLF & SONS	0000		INV	01/02/2026	471578		6953	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551800		Bld & Grnd	BG M&R DPW		3,489.40			
							3,489.40		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.10 12/10/2025

DUE DATE: 12/10/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking					
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101222	EDWARD H WOLF & SONS	0000		INV	01/04/2026	472728		6986	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		16,148.92	16,148.92		
101222	EDWARD H WOLF & SONS	0000		INV	01/03/2026	475981			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		9,841.38	9,841.38		
						CHECK TOTAL	30,301.71		
101239	ZARNOTH BRUSH WORKS I	0000		INV	01/02/2026	0204132-IN		6955	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		679.50	679.50		
						CHECK TOTAL	679.50		
227	INVOICES					WARRANT TOTAL	316,950.82	316,950.82	

Village of Germantown, WI - PRODUCTION

Check Run Check Run Summary

CHECK RUN: 25.12.10 12/10/2025
DUE DATE: 12/10/2025

FUND	ORG		ACCOUNT		AMOUNT	AVLB BUDGET
10	10000000	General Fund	10 -000-000-000-0000-000-211700-	Life Insurance Deduct	2,290.31	
10	10500000	Non-Departmental	10 -000-500-000-0000-000-411100-	Mobile Home Taxes	6,458.34	0.00
10	10500000	Non-Departmental	10 -000-500-000-0000-000-531010-	Non-D Office Supplies	162.60	-2,920.76
10	10510000	Village Board	10 -000-510-000-0000-000-541100-	VB Legal Services	2,337.00	-90,565.05
10	10510000	Village Board	10 -000-510-000-0000-000-561500-	VB Communication	704.00	-2,328.66
10	10521000	Administrator's Offic	10 -000-520-521-0000-000-521400-	Admin Life Insurance	37.25	-12.85
10	10522000	Information Technolog	10 -000-520-522-0000-000-531020-	IT Copy Machine	275.51	39.67
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	8,036.50	39.67
10	10531000	Clerk's Office	10 -000-530-531-0000-000-521400-	Clerk Life Insurance	24.93	302.19
10	10532000	Treasurer's Office	10 -000-530-532-0000-000-521400-	Treasurer Life Insura	74.73	1.95
10	10541000	Police Administration	10 -000-540-541-0000-000-521400-	PD Life Insurance	274.71	2,656.23
10	10541000	Police Administration	10 -000-540-541-0000-000-531010-	PD Office Supplies	108.00	-83,429.76
10	10541000	Police Administration	10 -000-540-541-0000-000-531080-	PD Training	1,550.00	-83,429.76
10	10541000	Police Administration	10 -000-540-541-0000-000-531480-	PD Gas & Oil	2,279.30	-83,429.76
10	10542000	Patrol	10 -000-540-542-0000-000-521400-	PT Life Insurance	139.76	-463.35
10	10542000	Patrol	10 -000-540-542-0000-000-531560-	PT Protective Sup & E	2,231.00	512.51
10	10543000	Detective	10 -000-540-543-0000-000-521400-	DT Life Insurance	50.50	-249.96
10	10543000	Detective	10 -000-540-543-0000-000-531600-	DT Crime Prevention	1,900.00	2,143.62
10	10543000	Detective	10 -000-540-543-0000-000-531610-	DT Investigative Supp	740.00	2,143.62
10	10545000	Emergency Government	10 -000-540-545-0000-000-521400-	EM Life Insurance	1.68	25.24
10	10551000	Fire Administration	10 -000-550-551-0000-000-521400-	Fire Admin Life Insur	87.44	609.29
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-521400-	FP Life Insurance	171.98	-706.92
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp	833.08	-32,336.44
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552700-	FP Maint & Repair Veh	0.00	-32,336.44
10	10561000	Engineering	10 -000-560-561-0000-000-521400-	ENG Life Insurance	3.68	156.54
10	10561000	Engineering	10 -000-560-561-0000-000-531000-	ENG Gen Supplies & Ex	39.00	9,656.14
10	10561000	Engineering	10 -000-560-561-0000-000-531020-	ENG Copy Machine	288.56	9,656.14
10	10561000	Engineering	10 -000-560-561-0000-000-552700-	ENG Maint & Repair -	330.18	9,656.14
10	10562000	Highway	10 -000-560-562-0000-000-521400-	HWY Life Insurance	139.18	341.73
10	10562000	Highway	10 -000-560-562-0000-000-531000-	HWY Gen Supplies & Ex	100.97	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-531280-	HWY Beautification	8,363.70	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli	2,389.32	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-531370-	HWY Materials & Suppl	1,326.05	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-531450-	HWY Uniforms	1,793.38	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-531480-	HWY Gas & Oil	25,990.30	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-542300-	Solid Waste Contract	63,148.67	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	12,274.01	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-561300-	HWY Street Lighting	317.40	210,517.34
10	10562000	Highway	10 -000-560-562-0000-000-591000-	HWY Misc. Equipment	455.00	21,084.58
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-521400-	BG Life Insurance	92.11	890.24

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Village of Germantown, WI - PRODUCTION

Check Run

10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-531000-	BG General Supplies &	49.59	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-531040-	BG Custodial Supplies	661.00	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-541000-	BG Contracted Service	12,629.00	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551100-	BG Maint & Repair Vil	1,666.90	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551200-	BG Maint & Repair - W	588.08	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551300-	BG Maint & Repair - P	763.99	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551400-	BG Maint & Repair - F	88.08	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551500-	BG Maint & Repair - F	208.32	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551600-	BG Maint & Repair - S	88.08	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551700-	BG Maint & Repair - R	239.68	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551800-	BG Maint & Repair - D	8,574.40	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551810-	B&G M&R Old DPW	919.01	1,439.00
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-551900-	BG Maint & Repair - L	2,736.25	58,210.11
10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-552000-	BG Maint & Repair - S	268.80	58,210.11
10	10564000	Parks	10	-000-560-564-0000-000-521400-	Parks Life Insurance	92.11	-9.76
10	10564000	Parks	10	-000-560-564-0000-000-531000-	Parks General Supplie	60.97	90,216.48
10	10564000	Parks	10	-000-560-564-0000-000-551700-	Maint & Repair - Fire	644.04	-1,602.28
10	10564000	Parks	10	-000-560-564-0000-000-551710-	M&R Kinderberg	658.28	3,817.16
10	10564000	Parks	10	-000-560-564-0000-000-552100-	Parks Street Tree Mai	896.00	90,216.48
10	10564000	Parks	10	-000-560-564-0000-000-552200-	Parks Maint & Repair	1,376.04	90,216.48
10	10565000	Recycling	10	-000-560-565-0000-000-521400-	Recycling Life Insura	5.53	45.35
10	10565000	Recycling	10	-000-560-565-0000-000-542200-	Recycling Curbside Pi	29,473.72	1,848.78
10	10570000	Library	10	-000-570-000-0000-000-462900-	Library Fines & Fees	2,869.21	0.00
10	10570000	Library	10	-000-570-000-0000-000-521400-	Library Life Insuranc	123.62	247.50
10	10570000	Library	10	-000-570-000-0000-000-531010-	Library Office Suppli	161.28	29,115.27
10	10570000	Library	10	-000-570-000-0000-000-531100-	Library Books	6,004.84	29,115.27
10	10570000	Library	10	-000-570-000-0000-000-531190-	Marketing & Promotion	30.03	29,115.27
10	10570000	Library	10	-000-570-000-0000-000-531430-	Library Book Processi	557.76	29,115.27
10	10570000	Library	10	-000-570-000-0000-000-531470-	Library Computer Serv	1,204.32	29,115.27
10	10570000	Library	10	-000-570-000-0000-000-531490-	Library Program Suppl	175.00	29,115.27
10	10581000	Inspection and Permit	10	-000-580-581-0000-000-521400-	Inspection Life Insur	17.31	-23.21
10	10582000	Planning and Zonning	10	-000-580-582-0000-000-521400-	Planning Life Insuran	72.59	-5.34
10	10591000	Recreation	10	-000-590-591-0000-000-521400-	Recreation Life Insur	67.48	755.67
10	10591000	Recreation	10	-000-590-591-0000-000-531010-	Recreation Office Sup	159.32	31,436.07
10	10591000	Recreation	10	-000-590-591-0000-000-531090-	Recreation Printing &	1,320.00	31,436.07
10	10591000	Recreation	10	-000-590-591-0000-000-531490-	Recreation Program Su	1,815.35	31,436.07
10	10592000	Senior Center	10	-000-590-592-0000-000-531000-	Senior General Suppli	119.00	9,510.03
					FUND TOTAL	225,205.11	
40	40561000	Engineering	40	-000-560-561-0000-000-593300-	MS4 Programs	4,550.00	20,450.00
40	40564000	Parks	40	-000-560-564-0000-000-592200-	Vehicles	4,450.00	6,748.29
					FUND TOTAL	9,000.00	

Village of Germantown, WI - PRODUCTION



Check Run

45	45406410	Project Administratio	45	-406-400-410-0000-000-521400-	TID 6 AD Life Insuran	1.81	-4.02
45	45407410	Project Administratio	45	-407-400-410-0000-000-521400-	Life Insurance	10.96	-29.03
45	45408410	Project Administratio	45	-408-400-410-0000-000-521400-	TID 8 AD Life Insuran	19.90	-75.38
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-542800-	TID 8 WM Contracted S	1,563.53	1,965,496.89
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-543100-	TID 8 WM Well 12	23,693.70	-1,901,584.63
45	45409410	Project Administratio	45	-409-400-410-0000-000-521400-	TID 9 AD Life Insuran	19.97	-76.01
FUND TOTAL						25,309.87	
50	50611000	Source of Supply Oper	50	-000-600-611-0000-000-582800-	SoS OP Misc. Expense	52.03	-18,652.08
50	50612000	Source of Supply Main	50	-000-600-612-0000-000-531680-	SoS MNT Diggers & Cel	200.35	1,892.52
50	50612000	Source of Supply Main	50	-000-600-612-0000-000-531780-	SoS MNT Maint Struc &	944.40	18,491.46
50	50621000	Pumping Operation	50	-000-600-621-0000-000-531790-	Pump OP Maint Sup Sup	1,256.35	10,125.53
50	50621000	Pumping Operation	50	-000-600-621-0000-000-561600-	Pump OP Fuel Power Pr	822.01	-11,783.51
50	50622000	Pumping Maintenance	50	-000-600-622-0000-000-531780-	Pump Maint Sup Struc	2,062.70	24,032.27
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531000-	WaterT OP Gen Supplie	224.70	-11,698.25
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531660-	WaterT OP Chemicals	65.63	-302.71
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531790-	WaterT OP Sup Supervi	1,020.39	1,330.53
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-531900-	Cust. Supplies Record	84.93	5,963.84
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-552700-	Cust. Maint & Repair	1,492.82	27,037.58
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-581800-	Cust. Misc Customer A	218.25	-570.58
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-531670-	T&DO Customer Install	1,718.00	-19,796.00
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-531790-	T&DO Maint Supplies S	2,211.90	17,788.10
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-581900-	T&DO Storage Faciliti	155.28	-6,940.10
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-531730-	T&DM Maint Supplies H	20,449.07	89,204.19
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-531750-	T&DM Maint Supplies O	262.25	-629.72
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-553000-	T&DM Maint Trans & Di	15,652.53	20,798.75
50	50650000	Water Administration	50	-000-600-650-0000-000-521400-	Water Admin Life Insu	184.51	-2,053.59
FUND TOTAL						49,078.10	
60	60720000	Maintenance	60	-000-700-720-0000-000-521400-	Sewer MNT Life Insura	117.16	162.24
60	60720000	Maintenance	60	-000-700-720-0000-000-531930-	Sewer MNT Lift Statio	2,993.52	5,794.95
60	60720000	Maintenance	60	-000-700-720-0000-000-531960-	Sewer MNT Collection	2,528.20	39,515.49
60	60720000	Maintenance	60	-000-700-720-0000-000-531970-	Sewer MNT General Pla	475.42	3,216.20
60	60720000	Maintenance	60	-000-700-720-0000-000-552700-	Sewer MNT Maint/Repai	985.58	4,613.41
60	60730000	Customer Accounting	60	-000-700-730-0000-000-531300-	Sewer Cust IT Mainte	218.25	6,975.58
60	60740000	Sewer Administration	60	-000-700-740-0000-000-472700-	Sewer Admin Misc. Rev	70.00	0.00
60	60740000	Sewer Administration	60	-000-700-740-0000-000-541000-	Sewer Admin Contracte	769.21	111,538.01
60	60740000	Sewer Administration	60	-000-700-740-0000-000-542600-	Sewer Admin Diggers H	200.40	1,462.73
FUND TOTAL						8,357.74	
WARRANT SUMMARY TOTAL						316,950.82	
GRAND TOTAL						316,950.82	

Village of Germantown, WI - PRODUCTION



12.11.25 GENERAL FUND REVENUES

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10 General Fund							
10500000 Non-Departmental	-16,357,112	0	-16,357,112	-15,917,938.59	.00	-439,173.41	97.3%
10522000 Information Technology	0	-18,228	-18,228	.00	.00	-18,228.00	.0%
10531000 Clerk's Office	-62,100	0	-62,100	-73,269.98	.00	11,169.98	118.0%
10532000 Treasurer's Office	-110,327	0	-110,327	-211,443.67	.00	101,116.67	191.7%
10533000 Assessor	-15,000	0	-15,000	-13,403.78	.00	-1,596.22	89.4%
10541000 Police Administration	-377,311	-93,318	-470,629	-474,150.57	.00	3,521.39	100.7%
10551000 Fire Administration	-1,077,314	0	-1,077,314	-947,244.11	.00	-130,069.89	87.9%
10561000 Engineering	-52,430	0	-52,430	-52,503.45	.00	73.45	100.1%
10562000 Highway	-1,626,641	0	-1,626,641	-1,673,978.81	.00	47,337.81	102.9%
10565000 Recycling	-25,745	0	-25,745	-27,423.77	.00	1,678.77	106.5%
10570000 Library	-349,000	-93,207	-442,207	-436,009.99	.00	-6,197.43	98.6%
10581000 Inspection and Permitting	-555,300	0	-555,300	-725,758.10	.00	170,458.10	130.7%
10582000 Planning and Zonning	-87,310	0	-87,310	-104,081.09	.00	16,771.09	119.2%
10591000 Recreation	-1,332,500	-55,000	-1,387,500	-1,391,882.56	.00	4,382.56	100.3%
10592000 Senior Center	-39,000	0	-39,000	-35,141.96	.00	-3,858.04	90.1%
TOTAL General Fund	-22,067,090	-259,754	-22,326,844	-22,084,230.43	.00	-242,613.17	98.9%
TOTAL REVENUES	-22,067,090	-259,754	-22,326,844	-22,084,230.43	.00	-242,613.17	
GRAND TOTAL	-22,067,090	-259,754	-22,326,844	-22,084,230.43	.00	-242,613.17	98.9%

** END OF REPORT - Generated by Matthew Uselding **

Village of Germantown, WI - PRODUCTION

12.11.25 GENERAL FUND REVENUES

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10 General Fund								
10500000 Non-Departmental	-32,912	-366,072	-398,984	252,436.13	.00	-651,420.06	-63.3%	
10510000 Village Board	136,853	0	136,853	226,412.24	.00	-89,559.24	165.4%	
10521000 Administrator's Office	177,343	4,094	181,437	164,417.75	.00	17,019.15	90.6%	
10522000 Information Technology	242,264	19,300	261,564	240,712.14	20,009.86	842.00	99.7%	
10531000 Clerk's Office	295,315	6,923	302,238	257,271.05	.00	44,967.41	85.1%	
10532000 Treasurer's Office	250,704	5,329	256,033	240,239.42	.00	15,793.19	93.8%	
10533000 Assessor	105,296	0	105,296	109,296.00	.00	-4,000.00	103.8%	
10541000 Police Administration	2,994,434	151,173	3,145,607	3,074,260.03	.00	71,347.15	97.7%	
10542000 Patrol	3,601,954	85,186	3,687,140	2,794,404.39	.00	892,735.75	75.8%	
10543000 Detective	386,686	10,980	397,666	481,542.15	142.00	-84,018.52	121.1%	
10544000 Dispatch	0	0	0	202,201.03	.00	-202,201.03	100.0%	
10545000 Emergency Government	19,563	236	19,799	91,184.94	.00	-71,386.35	460.6%	
10551000 Fire Administration	1,320,943	22,172	1,343,115	1,118,931.47	.00	224,183.26	83.3%	
10552000 Fire Protection Services	3,228,028	69,214	3,297,242	2,736,822.94	14,738.71	545,680.18	83.5%	
10561000 Engineering	239,685	1,967	241,652	182,203.60	43,280.61	16,168.06	93.3%	
10562000 Highway	3,330,116	29,966	3,360,082	3,060,316.23	12,615.09	287,150.39	91.5%	
10563000 Buildings & Grounds	1,059,466	29,347	1,088,813	972,284.27	7,448.53	109,080.62	90.0%	
10564000 Parks	1,013,288	16,500	1,029,788	787,552.68	41,968.68	200,266.20	80.6%	
10565000 Recycling	459,316	1,955	461,271	452,004.64	.00	9,266.14	98.0%	
10570000 Library	1,039,379	113,953	1,153,332	1,070,775.49	.00	82,556.51	92.8%	
10581000 Inspection and Permitting	358,168	1,082	359,250	423,533.55	50,444.95	-114,728.04	131.9%	
10582000 Planning and Zonning	311,724	5,837	317,561	240,455.84	.00	77,105.50	75.7%	
10583000 Municipal Development	81,900	0	81,900	149,083.20	.00	-67,183.20	182.0%	
10591000 Recreation	1,323,151	78,906	1,402,057	1,296,291.23	2,443.00	103,323.05	92.6%	
10592000 Senior Center	124,426	1,954	126,380	110,402.87	.00	15,977.07	87.4%	
TOTAL General Fund	22,067,090	290,002	22,357,092	20,735,035.28	193,091.43	1,428,965.19	93.6%	
GRAND TOTAL	22,067,090	290,002	22,357,092	20,735,035.28	193,091.43	1,428,965.19	93.6%	

** END OF REPORT - Generated by Matthew Uselding **

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10 General Fund								
10500000 Non-Departmental								
10500000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
10500000 532600 Judgements & Co	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
41 Taxes								
10500000 411000 General Propert	-12,826,555	0	-12,826,555	-12,826,555.00	.00	.00	100.0%	
10500000 411050 Managed Forest	0	0	0	-1,302.75	.00	1,302.75	100.0%	
10500000 411100 Mobile Home Tax	-105,000	0	-105,000	-72,391.97	.00	-32,608.03	68.9%*	
10500000 411200 Hotel & Motel T	-312,849	0	-312,849	-266,460.43	.00	-46,388.57	85.2%*	
10500000 411300 Water Utility i	-640,000	0	-640,000	-320,000.00	.00	-320,000.00	50.0%*	
10500000 411400 Payment in Lieu	-10,000	0	-10,000	-9,292.67	.00	-707.33	92.9%*	
10500000 411500 PILOT - Fairway	-226,434	0	-226,434	-158,126.92	.00	-68,307.08	69.8%*	
10500000 411600 Agricultural Us	-18,000	0	-18,000	-2,057.58	.00	-15,942.42	11.4%*	
10500000 411700 Interest & Pena	-6,000	0	-6,000	-48.96	.00	-5,951.04	.8%*	
TOTAL Taxes	-14,144,838	0	-14,144,838	-13,656,236.28	.00	-488,601.72	96.5%	
42 Special Assessments								
10500000 421000 Special Assessm	0	0	0	.00	.00	.00	.0%	
TOTAL Special Assessments	0	0	0	.00	.00	.00	.0%	
43 Intergovern Revenue								
10500000 431100 Federal Aid - M	0	0	0	.00	.00	.00	.0%	
10500000 431300 State Shared Re	-729,528	0	-729,528	-729,528.21	.00	.21	100.0%	
10500000 431400 Utility Payment	-612,195	0	-612,195	-650,517.40	.00	38,322.40	106.3%	
10500000 431500 State Aid - Com	-198,191	0	-198,191	-198,191.22	.00	.22	100.0%	

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10500000 431600 Personal Proper	-296,560	0	-296,560	-297,531.04	.00	971.04	100.3%	
10500000 431900 State Aid - Vid	-53,000	0	-53,000	-52,360.30	.00	-639.70	98.8%*	
10500000 432500 State Aid - Mis	-500	0	-500	.00	.00	-500.00	.0%*	
10500000 432700 Non-D County Gr	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	-1,889,974	0	-1,889,974	-1,928,128.17	.00	38,154.17	102.0%	
44 Licenses&Permits								
10500000 443800 Franchise Fees	-215,000	0	-215,000	-125,854.48	.00	-89,145.52	58.5%*	
TOTAL Licenses&Permits	-215,000	0	-215,000	-125,854.48	.00	-89,145.52	58.5%	
46 PublicChargeforSrvcs								
10500000 461100 Cable TV Lease	-21,000	0	-21,000	-22,904.32	.00	1,904.32	109.1%	
10500000 461200 US Cellular Ren	-31,500	0	-31,500	-32,097.85	.00	597.85	101.9%	
TOTAL PublicChargeforSrvcs	-52,500	0	-52,500	-55,002.17	.00	2,502.17	104.8%	
47 Misc Revenues								
10500000 471100 Interest on Inv	0	0	0	-7.30	.00	7.30	100.0%	
10500000 471300 Materials & Sup	-1,800	0	-1,800	-1,165.74	.00	-634.26	64.8%*	
10500000 471700 Donations	0	0	0	.00	.00	.00	.0%	
10500000 472500 Insurance Recov	-15,000	0	-15,000	-33,498.11	.00	18,498.11	223.3%	
10500000 472600 Refund of Prior	0	0	0	-1,123.98	.00	1,123.98	100.0%	
10500000 472700 Misc. Revenues	-8,000	0	-8,000	-116,922.36	.00	108,922.36	1461.5%	
TOTAL Misc Revenues	-24,800	0	-24,800	-152,717.49	.00	127,917.49	615.8%	
48 Other Fin Sources								
10500000 490000 Inter Fund Reve	-30,000	0	-30,000	.00	.00	-30,000.00	.0%*	
10500000 491000 Fund Balance Ap	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	-30,000	0	-30,000	.00	.00	-30,000.00	.0%	

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
51 Salaries & Wages								
10500000 511300 Personnel Cost	306,854	-306,855	-1	.00	.00	-.93	.0%*	
10500000 511400 Non-D Vacancy &	-274,532	0	-274,532	.00	.00	-274,532.08	.0%*	
TOTAL Salaries & Wages	32,322	-306,855	-274,533	.00	.00	-274,533.01	.0%	
52 Benefits								
10500000 521000 Non-D Social Se	23,474	-23,474	0	.00	.00	.00	.0%	
10500000 521100 Non-D State Ret	35,743	-35,743	0	.00	.00	.00	.0%	
10500000 521400 Life Insurance	-194,175	0	-194,175	.00	.00	-194,174.92	.0%*	
TOTAL Benefits	-134,958	-59,217	-194,175	.00	.00	-194,174.92	.0%	
53 Operating Expenses								
10500000 531000 Non-D Gen Suppl	600	0	600	382.00	.00	218.00	63.7%	
10500000 531010 Non-D Office Su	500	0	500	3,420.76	.00	-2,920.76	684.2%*	
10500000 531020 Non-D Copy Mach	0	0	0	.00	.00	.00	.0%	
10500000 531030 Non-D Postage	500	0	500	-.69	.00	500.69	-.1%	
10500000 531080 Professional De	0	0	0	.00	.00	.00	.0%	
10500000 531240 Travel	0	0	0	.00	.00	.00	.0%	
10500000 532040 Non-D Weed Cont	1,750	0	1,750	1,075.50	.00	674.50	61.5%	
TOTAL Operating Expenses	3,350	0	3,350	4,877.57	.00	-1,527.57	145.6%	
55 Maintenance								
10500000 552200 Non-D Maint & R	400	0	400	.00	.00	400.00	.0%	
TOTAL Maintenance	400	0	400	.00	.00	400.00	.0%	
56 Utilities								
10500000 561000 Non-D Building	60,000	0	60,000	110,915.64	.00	-50,915.64	184.9%*	

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10500000 561400 Non-D Telephone	3,000	0	3,000	8,648.16	.00	-5,648.16	288.3%*	
TOTAL Utilities	63,000	0	63,000	119,563.80	.00	-56,563.80	189.8%	
57 Fixed Charges								
10500000 571000 Non-D Insurance	2,974	0	2,974	3,224.80	.00	-250.80	108.4%*	
TOTAL Fixed Charges	2,974	0	2,974	3,224.80	.00	-250.80	108.4%	
58 Other Expenses								
10500000 582900 Non-D Illegal T	0	0	0	124,769.96	.00	-124,769.96	100.0%*	
10500000 583000 Non-D Uncollect	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	124,769.96	.00	-124,769.96	100.0%	
59 Capital Outlay								
10500000 591000 Non-D Misc. Equ	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL Non-Departmental	-16,390,024	-366,072	-16,756,096	-15,665,502.46	.00	-1,090,593.47	93.5%	

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10510000 Village Board							
47 Misc Revenues							
10510000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%
51 Salaries & Wages							
10510000 511200 VB Salaries	42,000	0	42,000	39,520.30	.00	2,479.70	94.1%
10510000 511600 VB Communicatio	0	0	0	3,728.29	.00	-3,728.29	100.0%*
TOTAL Salaries & Wages	42,000	0	42,000	43,248.59	.00	-1,248.59	103.0%
52 Benefits							
10510000 521000 VB Social Secur	4,000	0	4,000	3,754.74	.00	245.26	93.9%
10510000 521100 State Retiremen	0	0	0	179.21	.00	-179.21	100.0%*
10510000 521200 Health Insuranc	0	0	0	484.52	.00	-484.52	100.0%*
10510000 521300 Dental Insuranc	0	0	0	20.11	.00	-20.11	100.0%*
10510000 521400 Life Insurance	0	0	0	.00	.00	.00	.0%
TOTAL Benefits	4,000	0	4,000	4,438.58	.00	-438.58	111.0%
53 Operating Expenses							
10510000 531000 VB General Supp	9,600	0	9,600	8,105.64	.00	1,494.36	84.4%
10510000 531010 VB Office Suppl	500	0	500	417.50	.00	82.50	83.5%
10510000 531020 VB Copy Machine	0	0	0	.00	.00	.00	.0%
10510000 531030 VB Postage	1,000	0	1,000	545.74	.00	454.26	54.6%
10510000 531050 VB Memberships	10,500	0	10,500	10,810.78	.00	-310.78	103.0%*
10510000 531080 VB Professional	500	0	500	340.55	.00	159.45	68.1%
10510000 531140 VB Official Not	1,000	0	1,000	41.00	.00	959.00	4.1%
TOTAL Operating Expenses	23,100	0	23,100	20,261.21	.00	2,838.79	87.7%

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
54 Services								
10510000 541100 VB Legal Servic	60,000	0	60,000	150,565.05	.00	-90,565.05	250.9%*	
TOTAL Services	60,000	0	60,000	150,565.05	.00	-90,565.05	250.9%	
55 Maintenance								
10510000 552200 VB Maint & Repa	100	0	100	.00	.00	100.00	.0%	
TOTAL Maintenance	100	0	100	.00	.00	100.00	.0%	
56 Utilities								
10510000 561400 VB Telephone	0	0	0	.00	.00	.00	.0%	
10510000 561500 VB Communicatio	3,700	0	3,700	6,028.66	.00	-2,328.66	162.9%*	
TOTAL Utilities	3,700	0	3,700	6,028.66	.00	-2,328.66	162.9%	
57 Fixed Charges								
10510000 571000 VB Insurance &	1,453	0	1,453	1,612.39	.00	-159.39	111.0%*	
TOTAL Fixed Charges	1,453	0	1,453	1,612.39	.00	-159.39	111.0%	
58 Other Expenses								
10510000 582700 VB Employee Rec	2,500	0	2,500	257.76	.00	2,242.24	10.3%	
TOTAL Other Expenses	2,500	0	2,500	257.76	.00	2,242.24	10.3%	
59 Capital Outlay								
10510000 591000 VB Misc. Equipm	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Village Board	136,853	0	136,853	226,412.24	.00	-89,559.24	165.4%

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10521000 Administrator's Office								
10521000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
10521000 511000 Admin Regular S	119,077	3,572	122,649	108,768.72	.00	13,880.62	88.7%	
TOTAL salaries & Wages	119,077	3,572	122,649	108,768.72	.00	13,880.62	88.7%	
52 Benefits								
10521000 521000 Admin Social Se	9,110	273	9,383	7,726.50	.00	1,656.78	82.3%	
10521000 521100 Admin State Ret	8,275	248	8,523	7,325.56	.00	1,197.72	85.9%	
10521000 521200 Admin Health In	27,796	0	27,796	25,497.97	.00	2,298.03	91.7%	
10521000 521300 Admin Dental In	1,280	0	1,280	1,177.27	.00	102.73	92.0%	
10521000 521400 Admin Life Insu	400	0	400	412.85	.00	-12.85	103.2%*	
TOTAL Benefits	46,861	522	47,383	42,140.15	.00	5,242.41	88.9%	
53 Operating Expenses								
10521000 531000 Admin Gen Suppl	200	0	200	310.48	.00	-110.48	155.2%*	
10521000 531010 Admin Office Su	1,000	0	1,000	965.47	.00	34.53	96.5%	
10521000 531020 Admin Copy Mach	0	0	0	.00	.00	.00	.0%	
10521000 531030 Admin Postage	1,000	0	1,000	545.74	.00	454.26	54.6%	
10521000 531050 Admin Membershi	2,000	0	2,000	1,542.50	.00	457.50	77.1%	
10521000 531080 Admin Professio	2,000	0	2,000	2,172.41	.00	-172.41	108.6%*	
10521000 531240 Admin Travel	500	0	500	289.62	.00	210.38	57.9%	
10521000 531480 Admin Gas & Oil	0	0	0	.00	.00	.00	.0%	
10521000 532030 Admin Wellness	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	6,700	0	6,700	5,826.22	.00	873.78	87.0%	
55 Maintenance								
10521000 552200 Admin Maint & R	1,800	0	1,800	.00	.00	1,800.00	.0%	

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10521000 552700 Admin Maint & R	0	0	0	.00	.00	.00	.0%	
TOTAL Maintenance	1,800	0	1,800	.00	.00	1,800.00	.0%	
56 Utilities								
10521000 561400 Admin Telephone	1,200	0	1,200	5,532.80	.00	-4,332.80	461.1%*	
TOTAL Utilities	1,200	0	1,200	5,532.80	.00	-4,332.80	461.1%	
57 Fixed Charges								
10521000 571000 Admin Insurance	1,705	0	1,705	2,149.86	.00	-444.86	126.1%*	
TOTAL Fixed Charges	1,705	0	1,705	2,149.86	.00	-444.86	126.1%	
59 Capital Outlay								
10521000 591000 Admin Misc. Equ	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL Administrator's Office	177,343	4,094	181,437	164,417.75	.00	17,019.15	90.6%	

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10522000 Information Technology								
43 Intergovern Revenue								
10522000 433200 IT Grants	0	-18,228	-18,228	.00	.00	-18,228.00	.0%*	
TOTAL Intergovern Revenue	0	-18,228	-18,228	.00	.00	-18,228.00	.0%	
51 Salaries & Wages								
10522000 511000 IT Regular Sala	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	0	0	0	.00	.00	.00	.0%	
52 Benefits								
10522000 521000 IT Social Secur	0	0	0	.00	.00	.00	.0%	
10522000 521100 IT State Retire	0	0	0	.00	.00	.00	.0%	
10522000 521200 IT Health Insur	0	0	0	.00	.00	.00	.0%	
10522000 521300 IT Dental Insur	0	0	0	.00	.00	.00	.0%	
10522000 521400 IT Life Insuran	0	0	0	.00	.00	.00	.0%	
TOTAL Benefits	0	0	0	.00	.00	.00	.0%	
53 Operating Expenses								
10522000 531000 IT General Supp	250	0	250	75.00	.00	175.00	30.0%	
10522000 531010 IT Office Suppl	1,000	0	1,000	237.50	.00	762.50	23.8%	
10522000 531020 IT Copy Machine	16,000	0	16,000	13,509.44	2,490.56	.00	100.0%	
10522000 531080 IT Professional	0	0	0	.00	.00	.00	.0%	
10522000 531240 IT Travel	0	0	0	.00	.00	.00	.0%	
10522000 531290 IT Website Main	20,000	0	20,000	15,065.98	484.02	4,450.00	77.8%	
10522000 531300 IT Maintenance	188,000	19,300	207,300	192,653.16	15,319.15	-672.31	100.3%*	
TOTAL Operating Expenses	225,250	19,300	244,550	221,541.08	18,293.73	4,715.19	98.1%	
55 Maintenance								

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10522000 Information Technology							
10522000 552200 IT Maint & Repa	500	0	500	345.32	.00	154.68	69.1%
TOTAL Maintenance	500	0	500	345.32	.00	154.68	69.1%
56 Utilities							
10522000 561400 IT Telephone	16,000	0	16,000	18,288.27	1,716.13	-4,004.40	125.0%*
TOTAL Utilities	16,000	0	16,000	18,288.27	1,716.13	-4,004.40	125.0%
57 Fixed Charges							
10522000 571000 IT Insurance &	514	0	514	537.47	.00	-23.47	104.6%*
TOTAL Fixed Charges	514	0	514	537.47	.00	-23.47	104.6%
59 Capital Outlay							
10522000 591000 IT Misc. Equipm	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Information Technology	242,264	1,072	243,336	240,712.14	20,009.86	-17,386.00	107.1%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10531000 Clerk's Office								
10531000 5PCARD UNALLOCATED PCA	0	0	0	308.00	.00	-308.00	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	308.00	.00	-308.00	100.0%	
44 Licenses&Permits								
10531000 441000 Liquor & Malt B	-22,000	0	-22,000	-25,689.38	.00	3,689.38	116.8%	
10531000 441100 Operators	-8,700	0	-8,700	-13,551.00	.00	4,851.00	155.8%	
10531000 441300 Cigarette	-1,700	0	-1,700	-2,100.00	.00	400.00	123.5%	
10531000 441400 Vending Machine	-2,000	0	-2,000	-2,070.00	.00	70.00	103.5%	
10531000 441500 Mobile Home Par	-700	0	-700	-700.00	.00	.00	100.0%	
10531000 441700 Pet License	-6,000	0	-6,000	-3,782.39	.00	-2,217.61	63.0%*	
10531000 441900 Other Licenses	-3,000	0	-3,000	-5,597.48	.00	2,597.48	186.6%	
TOTAL Licenses&Permits	-44,100	0	-44,100	-53,490.25	.00	9,390.25	121.3%	
46 PublicChargeforSrvcs								
10531000 461000 Assessment Lett	-18,000	0	-18,000	-19,779.73	.00	1,779.73	109.9%	
10531000 461300 Election Revenu	0	0	0	.00	.00	.00	.0%	
TOTAL PublicChargeforSrvcs	-18,000	0	-18,000	-19,779.73	.00	1,779.73	109.9%	
47 Misc Revenues								
10531000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
10531000 511000 Clerk Regular S	168,502	5,055	173,557	161,262.70	.00	12,294.39	92.9%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10531000 511100 Part Time Salar	0	0	0	694.80	.00	-694.80	100.0%*	
10531000 511500 Clerk Election	35,000	1,050	36,050	16,374.32	.00	19,675.68	45.4%	
10531000 511600 Clerk Overtime	0	0	0	1,365.69	.00	-1,365.69	100.0%*	
TOTAL Salaries & Wages	203,502	6,105	209,607	179,697.51	.00	29,909.58	85.7%	
52 Benefits								
10531000 521000 Clerk Social Se	12,890	467	13,357	12,175.74	.00	1,181.30	91.2%	
10531000 521100 Clerk State Ret	11,710	351	12,061	11,292.79	.00	768.54	93.6%	
10531000 521200 Clerk Health In	29,785	0	29,785	36,323.07	.00	-6,538.07	122.0%*	
10531000 521300 Clerk Dental In	2,373	0	2,373	2,274.01	.00	98.99	95.8%	
10531000 521400 Clerk Life Insu	600	0	600	297.81	.00	302.19	49.6%	
TOTAL Benefits	57,358	818	58,176	62,363.42	.00	-4,187.05	107.2%	
53 Operating Expenses								
10531000 531000 Clerk Gen Suppl	0	0	0	1,768.21	.00	-1,768.21	100.0%*	
10531000 531010 Clerk Office Su	6,000	0	6,000	747.54	.00	5,252.46	12.5%	
10531000 531020 Clerk Copy Mach	0	0	0	.00	.00	.00	.0%	
10531000 531030 Clerk Postage	8,000	0	8,000	4,406.11	.00	3,593.89	55.1%	
10531000 531080 Clerk Professio	2,000	0	2,000	1,013.00	.00	987.00	50.7%	
10531000 531240 Clerk Travel	2,500	0	2,500	733.67	.00	1,766.33	29.3%	
10531000 531300 Clerk IT Mainte	0	0	0	.00	.00	.00	.0%	
10531000 531650 Clerk Election	10,000	0	10,000	3,823.39	.00	6,176.61	38.2%	
TOTAL Operating Expenses	28,500	0	28,500	12,491.92	.00	16,008.08	43.8%	
55 Maintenance								
10531000 552200 Clerk Maint & R	2,000	0	2,000	.00	.00	2,000.00	.0%	
TOTAL Maintenance	2,000	0	2,000	.00	.00	2,000.00	.0%	
56 Utilities								
10531000 561400 Clerk Telephone	0	0	0	260.34	.00	-260.34	100.0%*	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Utilities	0	0	0	260.34	.00	-260.34	100.0%	
57 Fixed Charges								
10531000 571000 Clerk Insurance	3,955	0	3,955	2,149.86	.00	1,805.14	54.4%	
TOTAL Fixed Charges	3,955	0	3,955	2,149.86	.00	1,805.14	54.4%	
59 Capital Outlay								
10531000 591000 Clerk Misc. Equ	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL Clerk's Office	233,215	6,923	240,138	184,001.07	.00	56,137.39	76.6%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10532000 Treasurer's Office								
10532000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
10532000 471000 Interest on Inv	-109,077	0	-109,077	-109,081.69	.00	4.69	100.0%	
10532000 471100 Interest on Inv	-750	0	-750	.00	.00	-750.00	.0%*	
10532000 471200 Interest on Ass	-500	0	-500	.00	.00	-500.00	.0%*	
10532000 472000 INTEREST ON LEA	0	0	0	.00	.00	.00	.0%	
10532000 473000 Unrealized Gain	0	0	0	-102,361.98	.00	102,361.98	100.0%	
TOTAL Misc Revenues	-110,327	0	-110,327	-211,443.67	.00	101,116.67	191.7%	
51 Salaries & Wages								
10532000 511000 Treasurer Reg S	155,003	4,650	159,653	151,189.05	.00	8,464.05	94.7%	
10532000 511600 Treasurer Overt	0	0	0	8,071.35	.00	-8,071.35	100.0%*	
TOTAL Salaries & Wages	155,003	4,650	159,653	159,260.40	.00	392.70	99.8%	
52 Benefits								
10532000 521000 Treasurer Socia	11,857	355	12,212	11,774.22	.00	438.11	96.4%	
10532000 521100 Treasurer State	10,772	323	11,095	11,062.62	.00	32.56	99.7%	
10532000 521200 Treasurer Healt	29,903	0	29,903	25,751.73	.00	4,151.27	86.1%	
10532000 521300 Treasurer Denta	2,069	0	2,069	1,212.70	.00	856.30	58.6%	
10532000 521400 Treasurer Life	600	0	600	598.05	.00	1.95	99.7%	
TOTAL Benefits	55,201	679	55,880	50,399.32	.00	5,480.19	90.2%	
53 Operating Expenses								
10532000 531000 Treasurer Gen S	2,000	0	2,000	1,052.28	.00	947.72	52.6%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10532000 531010 Treasurer Offic	1,150	0	1,150	325.63	.00	824.37	28.3%	
10532000 531020 Treasurer Copy	0	0	0	.00	.00	.00	.0%	
10532000 531030 Treasurer Posta	2,500	0	2,500	1,372.97	.00	1,127.03	54.9%	
10532000 531080 Treasurer Prof	2,500	0	2,500	1,229.65	.00	1,270.35	49.2%	
10532000 531240 Treasurer Trave	1,375	0	1,375	421.50	.00	953.50	30.7%	
TOTAL Operating Expenses	9,525	0	9,525	4,402.03	.00	5,122.97	46.2%	
54 Services								
10532000 541600 Treasurer Accou	25,000	0	25,000	22,362.37	.00	2,637.63	89.4%	
TOTAL Services	25,000	0	25,000	22,362.37	.00	2,637.63	89.4%	
55 Maintenance								
10532000 552200 Treasurer Maint	2,750	0	2,750	999.99	.00	1,750.01	36.4%	
TOTAL Maintenance	2,750	0	2,750	999.99	.00	1,750.01	36.4%	
56 Utilities								
10532000 561400 Treasurer Telep	0	0	0	127.96	.00	-127.96	100.0%*	
TOTAL Utilities	0	0	0	127.96	.00	-127.96	100.0%	
57 Fixed Charges								
10532000 571000 Treasurer Insur	2,325	0	2,325	2,687.35	.00	-362.35	115.6%*	
TOTAL Fixed Charges	2,325	0	2,325	2,687.35	.00	-362.35	115.6%	
58 Other Expenses								
10532000 581400 Treasurer Colle	900	0	900	.00	.00	900.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Other Expenses	900	0	900	.00	.00	900.00	.0%
59 Capital Outlay							
10532000 591000 Treasurer Misc.	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Treasurer's Office	140,377	5,329	145,706	28,795.75	.00	116,909.86	19.8%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10533000 Assessor								
44 Licenses&Permits								
10533000 442800 Appraisal Inspe	-15,000	0	-15,000	-13,403.78	.00	-1,596.22	89.4%*	
TOTAL Licenses&Permits	-15,000	0	-15,000	-13,403.78	.00	-1,596.22	89.4%	
47 Misc Revenues								
10533000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
51 Salaries & wages								
10533000 511200 Assessor Board	500	0	500	.00	.00	500.00	.0%	
TOTAL Salaries & wages	500	0	500	.00	.00	500.00	.0%	
52 Benefits								
10533000 521000 Assessor Social	38	0	38	.00	.00	38.00	.0%	
TOTAL Benefits	38	0	38	.00	.00	38.00	.0%	
53 Operating Expenses								
10533000 531000 Assessor Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
10533000 541000 Assessor Contra	87,000	0	87,000	85,230.87	.00	1,769.13	98.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10533000 542000 Assessor Munici	17,500	0	17,500	23,527.66	.00	-6,027.66	134.4%*
TOTAL Services	104,500	0	104,500	108,758.53	.00	-4,258.53	104.1%
57 Fixed Charges							
10533000 571000 Assessor Insura	258	0	258	537.47	.00	-279.47	208.3%*
TOTAL Fixed Charges	258	0	258	537.47	.00	-279.47	208.3%
TOTAL Assessor	90,296	0	90,296	95,892.22	.00	-5,596.22	106.2%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10541000 Police Administration							
10541000 5PCARD UNALLOCATED PCA	0	0	0	14.79	.00	-14.79	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	14.79	.00	-14.79	100.0%
43 Intergovern Revenue							
10541000 431200 Federal Aid - L	-5,000	0	-5,000	-11,378.00	.00	6,378.00	227.6%
10541000 432100 State Aid - Law	-5,000	-7,920	-12,920	-8,137.24	.00	-4,782.76	63.0%*
10541000 432400 State Aid - DNR	0	0	0	.00	.00	.00	.0%
10541000 432700 County Grants	0	0	0	.00	.00	.00	.0%
TOTAL Intergovern Revenue	-10,000	-7,920	-17,920	-19,515.24	.00	1,595.24	108.9%
44 Licenses&Permits							
10541000 441600 Bicycle	-50	0	-50	-555.00	.00	505.00	1110.0%
10541000 443900 Hunting & Conce	0	0	0	.00	.00	.00	.0%
10541000 444100 Parking Permits	-2,500	0	-2,500	-4,167.77	.00	1,667.77	166.7%
TOTAL Licenses&Permits	-2,550	0	-2,550	-4,722.77	.00	2,172.77	185.2%
45 Fines, Forfeits							
10541000 451000 Court Penalties	-136,000	0	-136,000	-87,861.68	.00	-48,138.32	64.6%*
10541000 451100 Parking Violati	-7,500	0	-7,500	-2,560.00	.00	-4,940.00	34.1%*
10541000 451200 Other Law & Ord	-12,000	0	-12,000	-4,109.94	.00	-7,890.06	34.2%*
TOTAL Fines, Forfeits	-155,500	0	-155,500	-94,531.62	.00	-60,968.38	60.8%
46 PublicChargeforSrvcs							
10541000 461500 Police Investig	-1,800	0	-1,800	-4,201.86	.00	2,401.86	233.4%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10541000 461600 Tower Rental	-67,500	0	-67,500	-75,566.67	.00	8,066.67	112.0%	
TOTAL PublicChargeforSrvcs	-69,300	0	-69,300	-79,768.53	.00	10,468.53	115.1%	
47 Misc Revenues								
10541000 471100 Interest on Inv	0	0	0	-13.64	.00	13.64	100.0%	
10541000 471700 Police Donation	0	-7,600	-7,600	-10,110.00	.00	2,510.00	133.0%	
10541000 472500 Insurance Recov	0	-77,798	-77,798	-124,188.53	.00	46,390.35	159.6%	
10541000 475100 School Resource	-139,961	0	-139,961	-141,300.24	.00	1,339.24	101.0%	
TOTAL Misc Revenues	-139,961	-85,398	-225,359	-275,612.41	.00	50,253.23	122.3%	
51 Salaries & Wages								
10541000 511000 PD Regular Sala	1,600,041	48,001	1,648,042	1,488,085.94	.00	159,956.29	90.3%	
10541000 511200 PD Police & Fir	3,000	0	3,000	.00	.00	3,000.00	.0%	
10541000 511600 PD Overtime	0	0	0	73,785.99	.00	-73,785.99	100.0%*	
TOTAL salaries & wages	1,603,041	48,001	1,651,042	1,561,871.93	.00	89,170.30	94.6%	
52 Benefits								
10541000 521000 PD Social Secur	122,632	3,672	126,304	111,647.54	.00	14,656.55	88.4%	
10541000 521100 PD State Retire	206,055	6,182	212,237	200,917.86	.00	11,318.82	94.7%	
10541000 521200 PD Health Insur	302,235	0	302,235	275,561.14	.00	26,673.86	91.2%	
10541000 521300 PD Dental Insur	15,882	0	15,882	13,826.54	.00	2,055.46	87.1%	
10541000 521400 PD Life Insuran	6,000	0	6,000	3,343.77	.00	2,656.23	55.7%	
TOTAL Benefits	652,804	9,854	662,658	605,296.85	.00	57,360.92	91.3%	
53 Operating Expenses								
10541000 531000 PD General Supp	7,500	7,600	15,100	15,075.48	.00	24.52	99.8%	
10541000 531010 PD Office Suppl	8,000	0	8,000	5,404.55	.00	2,595.45	67.6%	
10541000 531020 PD Copy Machine	6,000	0	6,000	5,085.91	.00	914.09	84.8%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET
								PCT USE/COL
10541000	531030	PD Postage	2,500	0	2,500	1,913.22	.00	586.78
10541000	531040	PD Custodial Su	0	0	0	.00	.00	.0%
10541000	531070	PD Medical Supp	4,000	0	4,000	1,203.44	.00	2,796.56
10541000	531080	PD Training	35,000	7,920	42,920	42,088.50	.00	831.50
10541000	531240	PD Travel	8,000	0	8,000	15,204.61	.00	-7,204.61
10541000	531300	PD IT Maintenanc	74,000	0	74,000	74,099.64	.00	-99.64
10541000	531450	PD Uniforms	42,000	0	42,000	33,514.07	.00	8,485.93
10541000	531480	PD Gas & Oil	135,000	0	135,000	79,531.63	.00	55,468.37
10541000	531620	PD Jail	0	0	0	.00	.00	.0%
10541000	531630	PD Animal Pound	3,000	0	3,000	1,994.10	.00	1,005.90
10541000	532070	PD Recruit Test	3,500	0	3,500	7,446.87	.00	-3,946.87
TOTAL Operating Expenses			328,500	15,520	344,020	282,562.02	.00	61,457.98
54 Services								
10541000	541300	PD Legal Counse	2,000	0	2,000	9,721.20	.00	-7,721.20
10541000	541400	PD Legal Fees-C	20,000	0	20,000	24,318.46	.00	-4,318.46
10541000	541500	PD Other Court	2,000	0	2,000	696.40	.00	1,303.60
10541000	541900	PD Outside Serv	0	0	0	9,033.50	.00	-9,033.50
10541000	543200	Chaplain Expens	0	0	0	4,920.00	.00	-4,920.00
TOTAL Services			24,000	0	24,000	48,689.56	.00	-24,689.56
55 Maintenance								
10541000	551000	PD Building & G	1,500	0	1,500	422.59	.00	1,077.41
10541000	552400	PD Maint & Repa	2,000	0	2,000	293.00	.00	1,707.00
10541000	552600	PD Radar Mainte	1,200	0	1,200	963.00	.00	237.00
10541000	552700	PD Maint & Repa	42,000	77,798	119,798	189,518.92	.00	-69,720.74
TOTAL Maintenance			46,700	77,798	124,498	191,197.51	.00	-66,699.33
56 Utilities								
10541000	561000	PD Building Uti	38,000	0	38,000	44,054.72	.00	-6,054.72
10541000	561200	PD Water & Sewe	1,500	0	1,500	.00	.00	1,500.00
10541000	561400	PD Telephone	6,681	0	6,681	6,675.64	.00	5.36

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10541000 561500 PD Communicatio	98,000	0	98,000	84,312.80	.00	13,687.20	86.0%
TOTAL Utilities	144,181	0	144,181	135,043.16	.00	9,137.84	93.7%
57 Fixed Charges							
10541000 571000 PD Insurance &	133,208	0	133,208	191,412.57	.00	-58,204.57	143.7%*
TOTAL Fixed Charges	133,208	0	133,208	191,412.57	.00	-58,204.57	143.7%
59 Capital Outlay							
10541000 591000 PD Misc. Equipm	62,000	0	62,000	58,171.64	.00	3,828.36	93.8%
TOTAL Capital Outlay	62,000	0	62,000	58,171.64	.00	3,828.36	93.8%
TOTAL Police Administration	2,617,123	57,855	2,674,978	2,600,109.46	.00	74,868.54	97.2%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10542000 Patrol							
51 Salaries & Wages							
10542000 511000 PT Regular Sala	2,315,872	69,476	2,385,348	1,832,465.53	.00	552,882.63	76.8%
10542000 511600 PT Overtime	190,000	0	190,000	175,907.52	.00	14,092.48	92.6%
TOTAL Salaries & Wages	2,505,872	69,476	2,575,348	2,008,373.05	.00	566,975.11	78.0%
52 Benefits							
10542000 521000 PT Social Secur	193,993	5,315	199,308	146,299.03	.00	53,008.90	73.4%
10542000 521100 PT State Retire	379,112	10,395	389,507	292,358.97	.00	97,148.08	75.1%
10542000 521200 PT Health Insur	494,238	0	494,238	324,959.80	.00	169,278.20	65.7%
10542000 521300 PT Dental Insur	21,009	0	21,009	14,797.69	.00	6,211.31	70.4%
10542000 521400 PT Life Insuran	730	0	730	1,193.35	.00	-463.35	163.5%*
TOTAL Benefits	1,089,082	15,710	1,104,792	779,608.84	.00	325,183.14	70.6%
53 Operating Expenses							
10542000 531080 PT Training	0	0	0	.00	.00	.00	.0%
10542000 531240 PT Travel	0	0	0	.00	.00	.00	.0%
10542000 531560 PT Protective S	7,000	0	7,000	6,422.50	.00	577.50	91.8%
TOTAL Operating Expenses	7,000	0	7,000	6,422.50	.00	577.50	91.8%
TOTAL Patrol	3,601,954	85,186	3,687,140	2,794,404.39	.00	892,735.75	75.8%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10543000 Detective								
51 Salaries & Wages								
10543000 511000 DT Regular Sala	298,521	8,956	307,477	291,883.47	.00	15,593.18	94.9%	
10543000 511600 DT Overtime	0	0	0	28,561.23	.00	-28,561.23	100.0%*	
TOTAL Salaries & Wages	298,521	8,956	307,477	320,444.70	.00	-12,968.05	104.2%	
52 Benefits								
10543000 521000 DT Social Secur	22,836	685	23,521	23,705.83	.00	-184.72	100.8%*	
10543000 521100 DT State Retire	44,628	1,339	45,967	48,098.76	.00	-2,131.89	104.6%*	
10543000 521200 DT Health Insur	3,492	0	3,492	76,676.25	.00	-73,184.25	2195.8%*	
10543000 521300 DT Dental Insur	5,339	0	5,339	3,347.19	.00	1,991.81	62.7%	
10543000 521400 DT Life Insuran	170	0	170	419.96	.00	-249.96	247.0%*	
TOTAL Benefits	76,465	2,024	78,489	152,247.99	.00	-73,759.01	194.0%	
53 Operating Expenses								
10543000 531080 DT Training	0	0	0	.00	.00	.00	.0%	
10543000 531240 DT Travel	0	0	0	.00	.00	.00	.0%	
10543000 531580 DT Juvenile Sup	1,700	0	1,700	971.52	.00	728.48	57.1%	
10543000 531590 DT Fund Expense	0	0	0	.00	.00	.00	.0%	
10543000 531600 DT Crime Preven	3,000	0	3,000	2,355.90	.00	644.10	78.5%	
10543000 531610 DT Investigativ	7,000	0	7,000	5,522.04	142.00	1,335.96	80.9%	
TOTAL Operating Expenses	11,700	0	11,700	8,849.46	142.00	2,708.54	76.9%	
TOTAL Detective	386,686	10,980	397,666	481,542.15	142.00	-84,018.52	121.1%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10544000 Dispatch								
51 Salaries & Wages								
10544000 511000 DP Regular Sala	0	0	0	130,399.85	.00	-130,399.85	100.0%*	
10544000 511600 DP Overtime	0	0	0	33,658.33	.00	-33,658.33	100.0%*	
TOTAL Salaries & Wages	0	0	0	164,058.18	.00	-164,058.18	100.0%	
52 Benefits								
10544000 521000 DP Social Secur	0	0	0	12,331.08	.00	-12,331.08	100.0%*	
10544000 521100 DP State Retire	0	0	0	11,402.04	.00	-11,402.04	100.0%*	
10544000 521200 DP Health Insur	0	0	0	12,968.76	.00	-12,968.76	100.0%*	
10544000 521300 DP Dental Insur	0	0	0	1,155.61	.00	-1,155.61	100.0%*	
10544000 521400 DP Life Insuran	0	0	0	285.36	.00	-285.36	100.0%*	
TOTAL Benefits	0	0	0	38,142.85	.00	-38,142.85	100.0%	
53 Operating Expenses								
10544000 531000 PD General Supp	0	0	0	.00	.00	.00	.0%	
10544000 531010 PD Office Suppl	0	0	0	.00	.00	.00	.0%	
10544000 531080 DP Training	0	0	0	.00	.00	.00	.0%	
10544000 531240 DP Travel	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Dispatch	0	0	0	202,201.03	.00	-202,201.03	100.0%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10545000 Emergency Government								
51 Salaries & Wages								
10545000 511000 EM Regular Sala	6,405	192	6,597	6,400.83	.00	196.33	97.0%	
10545000 511600 EM Overtime	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	6,405	192	6,597	6,400.83	.00	196.33	97.0%	
52 Benefits								
10545000 521000 EM Social Secur	490	15	505	467.22	.00	37.48	92.6%	
10545000 521100 EM State Retire	657	29	686	846.49	.00	-160.76	123.4%*	
10545000 521200 EM Health Insur	1,333	0	1,333	1,061.94	.00	271.06	79.7%	
10545000 521300 EM Dental Insur	58	0	58	53.46	.00	4.54	92.2%	
10545000 521400 EM Life Insuran	40	0	40	14.76	.00	25.24	36.9%	
TOTAL Benefits	2,578	43	2,621	2,443.87	.00	177.56	93.2%	
53 Operating Expenses								
10545000 531010 EM Office Suppl	100	0	100	74,111.80	.00	-74,011.80*****%*		
10545000 531080 EM Professional	0	0	0	.00	.00	.00	.0%	
10545000 531240 EM Travel	0	0	0	.00	.00	.00	.0%	
10545000 531300 EM IT Maintenan	657	0	657	.00	.00	657.00	.0%	
TOTAL Operating Expenses	757	0	757	74,111.80	.00	-73,354.80	9790.2%	
54 Services								
10545000 541000 EM Contracted S	9,000	0	9,000	7,153.50	.00	1,846.50	79.5%	
TOTAL Services	9,000	0	9,000	7,153.50	.00	1,846.50	79.5%	
56 Utilities								
10545000 561400 EM Telephone	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Utilities	0	0	0	.00	.00	.00	.0%
57 Fixed Charges							
10545000 571000 EM Insurance &	823	0	823	1,074.94	.00	-251.94	130.6%*
TOTAL Fixed Charges	823	0	823	1,074.94	.00	-251.94	130.6%
59 Capital Outlay							
10545000 591000 EM Misc. Equipm	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Emergency Government	19,563	236	19,799	91,184.94	.00	-71,386.35	460.6%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10551000 Fire Administration								
10551000 5PCARD UNALLOCATED PCA	0	0	0	1,597.73	.00	-1,597.73	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	1,597.73	.00	-1,597.73	100.0%	
43 Intergovern Revenue								
10551000 431800 State Aid - Fir	-148,000	0	-148,000	-165,735.91	.00	17,735.91	112.0%	
10551000 432000 State Aid - Fir	-7,476	0	-7,476	-74,848.52	.00	67,372.52	1001.2%	
10551000 432700 County Grants -	0	0	0	-177,000.00	.00	177,000.00	100.0%	
TOTAL Intergovern Revenue	-155,476	0	-155,476	-417,584.43	.00	262,108.43	268.6%	
44 Licenses&Permits								
10551000 442300 sprinkler syste	-5,000	0	-5,000	-250.00	.00	-4,750.00	5.0%*	
TOTAL Licenses&Permits	-5,000	0	-5,000	-250.00	.00	-4,750.00	5.0%	
46 PublicChargeforSrvcs								
10551000 461700 Ambulance Fees	-871,838	0	-871,838	-504,328.47	.00	-367,509.53	57.8%*	
10551000 461800 Fuel Tank Inspe	0	0	0	.00	.00	.00	.0%	
10551000 461900 Survive Alive H	-10,000	0	-10,000	.00	.00	-10,000.00	.0%*	
10551000 462000 Survive Alive R	0	0	0	.00	.00	.00	.0%	
10551000 466400 Highway Respons	-25,000	0	-25,000	.00	.00	-25,000.00	.0%*	
TOTAL PublicChargeforSrvcs	-906,838	0	-906,838	-504,328.47	.00	-402,509.53	55.6%	
47 Misc Revenues								
10551000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
10551000 471700 Fire Donations	0	0	0	-1,500.00	.00	1,500.00	100.0%	

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10551000 472700 Misc. Revenues	-10,000	0	-10,000	-23,581.21	.00	13,581.21	235.8%	
TOTAL Misc Revenues	-10,000	0	-10,000	-25,081.21	.00	15,081.21	250.8%	
51 Salaries & Wages								
10551000 511000 Fire Admin Reg	447,836	13,435	461,271	418,670.65	.00	42,600.44	90.8%	
10551000 511600 Fire Admin Over	0	0	0	77,064.67	.00	-77,064.67	100.0%*	
TOTAL salaries & Wages	447,836	13,435	461,271	495,735.32	.00	-34,464.23	107.5%	
52 Benefits								
10551000 521000 Fire Admin Soci	34,260	1,028	35,288	36,502.51	.00	-1,214.73	103.4%*	
10551000 521100 Fire Admin Stat	62,928	1,889	64,817	70,096.30	.00	-5,278.81	108.1%*	
10551000 521200 Fire Admin Heal	127,219	0	127,219	112,887.91	.00	14,331.09	88.7%	
10551000 521300 Fire Admin Dent	5,050	0	5,050	4,840.81	.00	209.19	95.9%	
10551000 521400 Fire Admin Life	2,100	0	2,100	1,490.71	.00	609.29	71.0%	
TOTAL Benefits	231,557	2,917	234,474	225,818.24	.00	8,656.03	96.3%	
53 Operating Expenses								
10551000 531000 Fire Admin Gen	15,000	0	15,000	19,816.41	.00	-4,816.41	132.1%*	
10551000 531010 Fire Admin Offi	3,000	0	3,000	3,957.40	.00	-957.40	131.9%*	
10551000 531020 Fire Admin Copy	6,000	0	6,000	6,618.78	.00	-618.78	110.3%*	
10551000 531030 Fire Admin Post	200	0	200	352.21	.00	-152.21	176.1%*	
10551000 531260 Fire Admin Insp	4,000	0	4,000	2,704.55	.00	1,295.45	67.6%	
10551000 531270 Fire Admin Meal	1,000	0	1,000	1,009.86	.00	-9.86	101.0%*	
10551000 532400 Fire Admin Surv	3,450	0	3,450	3,350.36	.00	99.64	97.1%	
TOTAL Operating Expenses	32,650	0	32,650	37,809.57	.00	-5,159.57	115.8%	
54 Services								
10551000 541000 Fire Admin Cont	20,000	5,819	25,819	35,473.72	.00	-9,654.35	137.4%*	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Services	20,000	5,819	25,819	35,473.72	.00	-9,654.35	137.4%
56 Utilities							
10551000 561000 Fire Admin Buil	30,000	0	30,000	26,542.01	.00	3,457.99	88.5%
10551000 561100 Fire Admin Hydr	537,400	0	537,400	268,700.00	.00	268,700.00	50.0%
10551000 561200 Fire Admin Wate	3,500	0	3,500	.00	.00	3,500.00	.0%
10551000 561400 Fire Admin Tele	18,000	0	18,000	27,254.88	.00	-9,254.88	151.4%*
TOTAL Utilities	588,900	0	588,900	322,496.89	.00	266,403.11	54.8%
58 Other Expenses							
10551000 581300 Fire Admin Serv	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
10551000 591000 Fire Admin Misc	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Fire Administration	243,629	22,172	265,801	171,687.36	.00	94,113.37	64.6%

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10552000 Fire Protection Services							
51 Salaries & Wages							
10552000 511000 FP Regular Sala	1,685,128	50,554	1,735,682	1,324,953.29	.00	410,728.57	76.3%
10552000 511100 FP Part Time Sa	171,200	4,800	176,000	122,669.40	.00	53,330.60	69.7%
10552000 511600 FP Overtime	100,000	0	100,000	238,499.27	.00	-138,499.27	238.5%*
TOTAL salaries & Wages	1,956,328	55,354	2,011,682	1,686,121.96	.00	325,559.90	83.8%
52 Benefits							
10552000 521000 FP Social Secur	154,922	4,235	159,157	124,885.31	.00	34,271.26	78.5%
10552000 521100 FP State Retire	302,755	8,275	311,030	246,396.88	.00	64,633.52	79.2%
10552000 521200 FP Health Insur	468,615	0	468,615	304,652.38	.00	163,962.62	65.0%
10552000 521300 FP Dental Insur	22,549	0	22,549	13,664.85	.00	8,884.15	60.6%
10552000 521400 FP Life Insuran	1,000	0	1,000	1,706.92	.00	-706.92	170.7%*
TOTAL Benefits	949,841	12,510	962,351	691,306.34	.00	271,044.63	71.8%
53 Operating Expenses							
10552000 531040 FP Custodial	150	1,350	1,500	1,942.13	.00	-442.13	129.5%*
10552000 531070 FP Medical Sup	52,000	0	52,000	50,690.72	.00	1,309.28	97.5%
10552000 531080 FP Fire & Rescu	15,000	0	15,000	22,992.97	.00	-7,992.97	153.3%*
10552000 531450 FP Uniforms	20,000	0	20,000	17,468.14	.00	2,531.86	87.3%
10552000 531480 FP Gas & Oil	19,000	0	19,000	29,671.01	.00	-10,671.01	156.2%*
10552000 531560 FP Protective S	35,000	0	35,000	53,425.13	11,922.71	-30,347.84	186.7%*
10552000 532200 FP State of WI	0	0	0	20,773.92	.00	-20,773.92	100.0%*
10552000 532210 County EMS Gran	0	0	0	8,095.44	.00	-8,095.44	100.0%*
10552000 532300 FP Narcan	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	141,150	1,350	142,500	205,059.46	11,922.71	-74,482.17	152.3%
55 Maintenance							
10552000 552200 FP Maint & Repa	30,000	0	30,000	41,350.27	.00	-11,350.27	137.8%*

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10552000 552700 FP Maint & Repa	70,000	0	70,000	50,157.90	2,816.00	17,026.10	75.7%
TOTAL Maintenance	100,000	0	100,000	91,508.17	2,816.00	5,675.83	94.3%
56 Utilities							
10552000 561500 FP Communicatio	17,000	0	17,000	9,917.70	.00	7,082.30	58.3%
TOTAL Utilities	17,000	0	17,000	9,917.70	.00	7,082.30	58.3%
57 Fixed Charges							
10552000 571000 FP Insurance &	63,709	0	63,709	52,909.31	.00	10,799.69	83.0%
TOTAL Fixed Charges	63,709	0	63,709	52,909.31	.00	10,799.69	83.0%
TOTAL Fire Protection Services	3,228,028	69,214	3,297,242	2,736,822.94	14,738.71	545,680.18	83.5%

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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10561000 Engineering								
10561000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
44 Licenses&Permits								
10561000 443500 Stormwater Perm	-280	0	-280	-1,750.00	.00	1,470.00	625.0%	
TOTAL Licenses&Permits	-280	0	-280	-1,750.00	.00	1,470.00	625.0%	
46 PublicChargeforSrvcs								
10561000 462100 Engineering Fee	-50,000	0	-50,000	-50,553.08	.00	553.08	101.1%	
10561000 462600 Final Yard Grad	-400	0	-400	-200.00	.00	-200.00	50.0%*	
10561000 462700 Property Maint	-1,750	0	-1,750	.00	.00	-1,750.00	.0%*	
TOTAL PublicChargeforSrvcs	-52,150	0	-52,150	-50,753.08	.00	-1,396.92	97.3%	
47 Misc Revenues								
10561000 471100 Interest on Inv	0	0	0	-.37	.00	.37	100.0%	
TOTAL Misc Revenues	0	0	0	-.37	.00	.37	100.0%	
51 Salaries & wages								
10561000 511000 ENG Regular Sal	80,762	1,723	82,485	53,939.10	.00	28,545.64	65.4%	
10561000 511100 ENG Part Time S	0	0	0	.00	.00	.00	.0%	
10561000 511600 ENG Overtime	2,860	0	2,860	225.52	.00	2,634.48	7.9%	
TOTAL Salaries & wages	83,622	1,723	85,345	54,164.62	.00	31,180.12	63.5%	
52 Benefits								
10561000 521000 ENG Social Secu	6,397	132	6,529	3,875.74	.00	2,653.05	59.4%	

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			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET
								PCT USE/COL
10561000	521100	ENG State Retir	5,587	113	5,700	3,544.17	.00	2,155.57
10561000	521200	ENG Health Insu	15,608	0	15,608	12,002.42	.00	3,605.58
10561000	521300	ENG Dental Insu	915	0	915	420.67	.00	494.33
10561000	521400	ENG Life Insura	200	0	200	43.46	.00	156.54
TOTAL Benefits			28,707	245	28,952	19,886.46	.00	9,065.07
68.7%								
53 Operating Expenses								
10561000	531000	ENG Gen Supplie	4,000	0	4,000	3,434.54	.00	565.46
10561000	531010	ENG Office Supp	1,500	0	1,500	124.31	.00	1,375.69
10561000	531020	ENG Copy Machin	3,000	0	3,000	2,722.16	.00	277.84
10561000	531030	ENG Postage	2,900	0	2,900	1,620.24	.00	1,279.76
10561000	531080	ENG Professiona	5,000	0	5,000	1,316.09	879.00	2,804.91
10561000	531240	ENG Travel	1,500	0	1,500	300.00	.00	1,200.00
10561000	531300	ENG IT Maintena	6,000	0	6,000	4,503.49	.00	1,496.51
10561000	531340	Asphalt Paving	0	0	0	.00	.00	.00
10561000	531480	ENG Gas & Oil	2,000	0	2,000	301.39	.00	1,698.61
TOTAL Operating Expenses			25,900	0	25,900	14,322.22	879.00	10,698.78
58.7%								
54 Services								
10561000	541000	ENG Contracted	47,000	0	47,000	46,470.50	40,252.04	-39,722.54
10561000	541800	ENG Nr216 Dnr P	20,000	0	20,000	23,250.00	.00	-3,250.00
TOTAL Services			67,000	0	67,000	69,720.50	40,252.04	-42,972.54
164.1%								
55 Maintenance								
10561000	552200	ENG Maint & Rep	2,000	0	2,000	2,937.35	162.65	-1,100.00
10561000	552700	ENG Maint & Rep	4,000	0	4,000	461.39	1,376.92	2,161.69
TOTAL Maintenance			6,000	0	6,000	3,398.74	1,539.57	1,061.69
82.3%								
56 Utilities								
10561000	561400	ENG Telephone	2,500	0	2,500	658.59	.00	1,841.41
26.3%								

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Utilities	2,500	0	2,500	658.59	.00	1,841.41	26.3%
57 Fixed Charges							
10561000 571000 ENG Insurance &	10,956	0	10,956	13,352.26	.00	-2,396.26	121.9%*
TOTAL Fixed Charges	10,956	0	10,956	13,352.26	.00	-2,396.26	121.9%
59 Capital Outlay							
10561000 591000 ENG Misc. Equip	15,000	0	15,000	6,700.21	610.00	7,689.79	48.7%
TOTAL Capital Outlay	15,000	0	15,000	6,700.21	610.00	7,689.79	48.7%
TOTAL Engineering	187,255	1,967	189,222	129,700.15	43,280.61	16,241.51	91.4%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10562000 Highway								
10562000 5PCARD UNALLOCATED PCA	0	0	0	-42.19	.00	42.19	100.0%	
TOTAL UNDEFINED CHAR	0	0	0	-42.19	.00	42.19	100.0%	
43 Intergovern Revenue								
10562000 431100 Federal Aid - M	0	0	0	.00	.00	.00	.0%	
10562000 432200 State Aid - Tra	-1,590,641	0	-1,590,641	-1,590,641.06	.00	.06	100.0%	
10562000 432900 Local Road Impr	0	0	0	.00	.00	.00	.0%	
10562000 433300 State Aid - Oth	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	-1,590,641	0	-1,590,641	-1,590,641.06	.00	.06	100.0%	
46 PublicChargeforSrvcs								
10562000 462200 Highway Departm	-30,000	0	-30,000	-80,581.27	.00	50,581.27	268.6%	
10562000 462300 Snow & Ice Cont	-4,000	0	-4,000	-1,495.26	.00	-2,504.74	37.4%*	
10562000 462400 Road Cuts	0	0	0	.00	.00	.00	.0%	
10562000 462500 Driveway Fee	-2,000	0	-2,000	-1,250.00	.00	-750.00	62.5%*	
TOTAL PublicChargeforSrvcs	-36,000	0	-36,000	-83,326.53	.00	47,326.53	231.5%	
47 Misc Revenues								
10562000 471100 Interest on Inv	0	0	0	-11.22	.00	11.22	100.0%	
TOTAL Misc Revenues	0	0	0	-11.22	.00	11.22	100.0%	
51 Salaries & Wages								
10562000 511000 HWY Regular Sal	650,400	19,512	669,912	641,788.93	.00	28,123.05	95.8%	
10562000 511100 HWY Part Time S	41,200	1,200	42,400	69,439.22	.00	-27,039.22	163.8%*	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10562000 511600 HWY Overtime	25,000	0	25,000	15,919.95	.00	9,080.05	63.7%	
TOTAL Salaries & Wages	716,600	20,712	737,312	727,148.10	.00	10,163.88	98.6%	
52 Benefits								
10562000 521000 HWY Social Secu	54,819	1,584	56,403	52,399.55	.00	4,003.92	92.9%	
10562000 521100 HWY State Retir	46,707	1,432	48,139	46,283.45	.00	1,856.04	96.1%	
10562000 521200 HWY Health Insu	208,445	0	208,445	173,658.27	.00	34,786.73	83.3%	
10562000 521300 HWY Dental Insu	7,657	0	7,657	7,645.57	.00	11.43	99.9%	
10562000 521400 HWY Life Insura	2,000	0	2,000	1,658.27	.00	341.73	82.9%	
TOTAL Benefits	319,628	3,017	322,645	281,645.11	.00	40,999.85	87.3%	
53 Operating Expenses								
10562000 531000 HWY Gen Supplie	8,000	0	8,000	2,810.32	36.98	5,152.70	35.6%	
10562000 531080 HWY Professiona	20,000	0	20,000	5,746.85	.00	14,253.15	28.7%	
10562000 531240 HWY Travel	0	0	0	.00	.00	.00	.0%	
10562000 531280 HWY Beautificat	14,000	0	14,000	13,403.44	.00	596.56	95.7%	
10562000 531330 HWY Maint & Rep	72,000	0	72,000	54,295.50	.00	17,704.50	75.4%	
10562000 531340 HWY Asphalt Pav	250,000	6,237	256,237	279,256.43	1,696.34	-24,716.00	109.6%*	
10562000 531350 HWY Material &	73,000	0	73,000	43,446.27	43.92	29,509.81	59.6%	
10562000 531360 HWY Mat& Supp S	260,000	0	260,000	235,861.72	8,845.90	15,292.38	94.1%	
10562000 531370 HWY Materials &	90,000	0	90,000	93,906.23	18.69	-3,924.92	104.4%*	
10562000 531380 HWY Materials &	8,000	0	8,000	89.78	.00	7,910.22	1.1%	
10562000 531390 HWY Sidewalk Re	5,000	0	5,000	.00	.00	5,000.00	.0%	
10562000 531400 HWY Storm Water	17,000	0	17,000	13,080.00	.00	3,920.00	76.9%	
10562000 531410 HWY Forestry Ma	0	0	0	.00	.00	.00	.0%	
10562000 531420 HWY Garage & Sh	6,500	0	6,500	4,267.31	.00	2,232.69	65.7%	
10562000 531450 HWY Uniforms	8,000	0	8,000	7,169.76	.00	830.24	89.6%	
10562000 531480 HWY Gas & Oil	125,000	0	125,000	94,932.31	472.98	29,594.71	76.3%	
TOTAL Operating Expenses	956,500	6,237	962,737	848,265.92	11,114.81	103,356.04	89.3%	
54 Services								
10562000 541200 HWY Privatized	10,000	0	10,000	.00	475.00	9,525.00	4.8%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10562000 541700 HWY GIS	25,000	0	25,000	10,925.00	.00	14,075.00	43.7%	
10562000 542100 HWY Curb & Gutt	13,000	0	13,000	2,519.94	.00	10,480.06	19.4%	
10562000 542300 Solid Waste Con	751,000	0	751,000	748,986.14	.00	2,013.86	99.7%	
TOTAL Services	799,000	0	799,000	762,431.08	475.00	36,093.92	95.5%	
55 Maintenance								
10562000 551000 HWY Building &	0	0	0	224.81	.00	-224.81	100.0%*	
10562000 552200 HWY Maint & Rep	145,000	0	145,000	149,789.29	1,025.28	-5,814.57	104.0%*	
10562000 552500 HWY Equipment R	10,000	0	10,000	.00	.00	10,000.00	.0%	
10562000 552800 HWY Maint & Rep	25,000	0	25,000	10,460.89	.00	14,539.11	41.8%	
TOTAL Maintenance	180,000	0	180,000	160,474.99	1,025.28	18,499.73	89.7%	
56 Utilities								
10562000 561300 HWY Street Ligh	185,000	0	185,000	122,949.81	.00	62,050.19	66.5%	
10562000 561400 HWY Telephone	2,500	0	2,500	1,296.48	.00	1,203.52	51.9%	
TOTAL Utilities	187,500	0	187,500	124,246.29	.00	63,253.71	66.3%	
57 Fixed Charges								
10562000 571000 HWY Insurance &	86,888	0	86,888	95,131.51	.00	-8,243.51	109.5%*	
TOTAL Fixed Charges	86,888	0	86,888	95,131.51	.00	-8,243.51	109.5%	
59 Capital Outlay								
10562000 591000 HWY Misc. Equip	84,000	0	84,000	61,015.42	.00	22,984.58	72.6%	
TOTAL Capital Outlay	84,000	0	84,000	61,015.42	.00	22,984.58	72.6%	
TOTAL Highway	1,703,475	29,966	1,733,441	1,386,337.42	12,615.09	334,488.20	80.7%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10563000 Buildings & Grounds							
51 Salaries & wages							
10563000 511000 Regular Salarie	394,917	11,848	406,765	410,258.59	.00	-3,494.07	100.9%*
10563000 511100 BG Regular Sala	0	0	0	-9,806.09	.00	9,806.09	100.0%
10563000 511200 BG Part Time Sa	0	0	0	.00	.00	.00	.0%
10563000 511600 BG Overtime	2,600	0	2,600	9,738.50	.00	-7,138.50	374.6%*
TOTAL Salaries & wages	397,517	11,848	409,365	410,191.00	.00	-826.48	100.2%
52 Benefits							
10563000 521000 BG Social Secur	30,410	906	31,316	29,394.32	.00	1,922.02	93.9%
10563000 521100 BG State Retire	27,627	823	28,450	28,011.76	.00	438.64	98.5%
10563000 521200 BG Health Insur	117,552	0	117,552	110,401.38	.00	7,150.62	93.9%
10563000 521300 BG Dental Insur	5,430	0	5,430	5,369.11	.00	60.89	98.9%
10563000 521400 BG Life Insuran	2,000	0	2,000	1,109.76	.00	890.24	55.5%
TOTAL Benefits	183,019	1,730	184,749	174,286.33	.00	10,462.41	94.3%
53 Operating Expenses							
10563000 531000 BG General Supp	17,000	1,748	18,748	12,941.87	.00	5,806.13	69.0%
10563000 531010 BG Office Suppl	0	0	0	.00	.00	.00	.0%
10563000 531040 BG Custodial Su	33,000	0	33,000	32,408.35	.00	591.65	98.2%
TOTAL Operating Expenses	50,000	1,748	51,748	45,350.22	.00	6,397.78	87.6%
54 Services							
10563000 541000 BG Contracted S	197,000	0	197,000	182,611.00	.00	14,389.00	92.7%
TOTAL Services	197,000	0	197,000	182,611.00	.00	14,389.00	92.7%
55 Maintenance							
10563000 551100 BG Maint & Repa	19,000	1,560	20,560	19,021.15	627.00	911.85	95.6%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET
								PCT USE/COL
10563000	551200	BG Maint & Repa	7,000	0	7,000	1,827.56	.00	5,172.44
10563000	551300	BG Maint & Repa	20,000	1,560	21,560	13,715.30	1,619.95	6,224.75
10563000	551400	BG Maint & Repa	16,000	0	16,000	10,427.59	.00	5,572.41
10563000	551500	BG Maint & Repa	2,000	0	2,000	636.45	35.12	1,328.43
10563000	551600	BG Maint & Repa	5,000	0	5,000	2,261.84	.00	2,738.16
10563000	551700	BG Maint & Repa	7,000	0	7,000	8,681.02	1,579.00	-3,260.02
10563000	551800	BG Maint & Repa	45,000	-5,000	40,000	28,081.46	3,498.53	8,420.01
10563000	551810	B&G M&R Old DPW	0	5,000	5,000	3,561.00	.00	1,439.00
10563000	551820	B&G M&R Additi	0	0	0	1,303.06	.00	-1,303.06
10563000	551900	BG Maint & Repa	40,000	3,162	43,162	30,158.96	88.93	12,914.27
10563000	552000	BG Maint & Repa	14,000	0	14,000	7,086.34	.00	6,913.66
10563000	552200	BG Maint & Repa	0	0	0	257.31	.00	-257.31
10563000	552700	BG Maint & Repa	0	0	0	.00	.00	.00
TOTAL Maintenance			175,000	6,282	181,282	127,019.04	7,448.53	46,814.59
								74.2%
56 Utilities								
10563000	561000	BG Utilities -	3,000	0	3,000	6,939.07	.00	-3,939.07
10563000	561400	BG Telephone	0	0	0	900.00	.00	-900.00
TOTAL Utilities			3,000	0	3,000	7,839.07	.00	-4,839.07
								261.3%
57 Fixed Charges								
10563000	571000	BG Insurance &	11,930	0	11,930	12,361.72	.00	-431.72
TOTAL Fixed Charges			11,930	0	11,930	12,361.72	.00	-431.72
								103.6%
58 Other Expenses								
10563000	581200	BG Vehicle Expe	0	0	0	.00	.00	.00
TOTAL Other Expenses			0	0	0	.00	.00	.00
								.0%
59 Capital Outlay								
10563000	591000	BG Misc. Equipm	0	7,740	7,740	7,740.00	.00	.00
								100.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12									
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10563000	591200	BG Major Repair	0	0	0	.00	.00	.00	.0%
10563000	591300	BG Major Repair	0	0	0	.00	.00	.00	.0%
10563000	591400	BG Major Repair	5,000	0	5,000	.00	.00	5,000.00	.0%
10563000	591500	BG Major Repair	0	0	0	.00	.00	.00	.0%
10563000	591600	BG Mair Repairs	0	0	0	.00	.00	.00	.0%
10563000	591700	BG Major Repair	0	0	0	.00	.00	.00	.0%
10563000	591800	BG Major Repair	27,000	0	27,000	4,820.00	.00	22,180.00	17.9%
10563000	591900	BG Major Repair	10,000	0	10,000	65.89	.00	9,934.11	.7%
10563000	592000	BG Major Repair	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay			42,000	7,740	49,740	12,625.89	.00	37,114.11	25.4%
TOTAL Buildings & Grounds			1,059,466	29,347	1,088,813	972,284.27	7,448.53	109,080.62	90.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10564000 Parks								
10564000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
10564000 511000 Parks Regular S	394,917	11,848	406,765	400,452.50	.00	6,312.02	98.4%	
10564000 511100 Parks PT Salari	85,000	2,550	87,550	15,414.71	.00	72,135.29	17.6%	
10564000 511600 Parks Overtime	7,700	0	7,700	9,738.50	.00	-2,038.50	126.5%*	
TOTAL Salaries & Wages	487,617	14,398	502,015	425,605.71	.00	76,408.81	84.8%	
52 Benefits								
10564000 521000 Parks Social Se	37,302	1,101	38,403	30,573.71	.00	7,829.70	79.6%	
10564000 521100 Parks State Ret	33,889	1,001	34,890	28,011.76	.00	6,877.87	80.3%	
10564000 521200 Parks Health In	117,552	0	117,552	110,401.38	.00	7,150.62	93.9%	
10564000 521300 Parks Dental In	5,430	0	5,430	5,369.11	.00	60.89	98.9%	
10564000 521400 Parks Life Insu	1,100	0	1,100	1,109.76	.00	-9.76	100.9%*	
TOTAL Benefits	195,273	2,102	197,375	175,465.72	.00	21,909.32	88.9%	
53 Operating Expenses								
10564000 531000 Parks General S	16,000	0	16,000	7,329.23	37.01	8,633.76	46.0%	
10564000 531080 Parks Professio	1,500	0	1,500	.00	.00	1,500.00	.0%	
10564000 531480 Parks Gas & Oil	27,000	0	27,000	4,248.00	.00	22,752.00	15.7%	
TOTAL Operating Expenses	44,500	0	44,500	11,577.23	37.01	32,885.76	26.1%	
54 Services								
10564000 541000 Parks Contracte	13,000	0	13,000	8,815.88	1,131.00	3,053.12	76.5%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Services	13,000	0	13,000	8,815.88	1,131.00	3,053.12	76.5%
55 Maintenance							
10564000 551000 Parks Building	37,000	-14,000	23,000	16,159.18	100.00	6,740.82	70.7%
10564000 551700 Maint & Repair	0	5,000	5,000	6,473.76	.00	-1,473.76	129.5%*
10564000 551710 M&R Kinderberg	0	5,000	5,000	1,182.84	486.66	3,330.50	33.4%
10564000 551720 M&R Spassland	0	4,000	4,000	356.00	.00	3,644.00	8.9%
10564000 552100 Parks Street Tr	125,000	0	125,000	26,831.05	39,896.94	58,272.01	53.4%
10564000 552200 Parks Maint & R	28,000	0	28,000	31,720.24	317.07	-4,037.31	114.4%*
TOTAL Maintenance	190,000	0	190,000	82,723.07	40,800.67	66,476.26	65.0%
56 Utilities							
10564000 561000 Parks Building	30,000	0	30,000	31,079.76	.00	-1,079.76	103.6%*
10564000 561400 Parks Telephone	0	0	0	.00	.00	.00	.0%
TOTAL Utilities	30,000	0	30,000	31,079.76	.00	-1,079.76	103.6%
57 Fixed Charges							
10564000 571000 Parks Insurance	17,898	0	17,898	18,811.33	.00	-913.33	105.1%*
TOTAL Fixed Charges	17,898	0	17,898	18,811.33	.00	-913.33	105.1%
59 Capital Outlay							
10564000 591000 Parks Misc. Equ	4,000	0	4,000	2,473.98	.00	1,526.02	61.8%
10564000 592100 Parks Land Impr	31,000	0	31,000	31,000.00	.00	.00	100.0%
TOTAL Capital Outlay	35,000	0	35,000	33,473.98	.00	1,526.02	95.6%
TOTAL Parks	1,013,288	16,500	1,029,788	787,552.68	41,968.68	200,266.20	80.6%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10565000 Recycling							
10565000 532500 Chipping & Scre	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
43 Intergovern Revenue							
10565000 432300 State Aid - Rec	-24,000	0	-24,000	-23,941.88	.00	-58.12	99.8%*
TOTAL Intergovern Revenue	-24,000	0	-24,000	-23,941.88	.00	-58.12	99.8%
46 PublicChargeforSrvcs							
10565000 462800 Recycle Center	0	0	0	.00	.00	.00	.0%
TOTAL PublicChargeforSrvcs	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
10565000 471100 Interest on Inv	0	0	0	-2.49	.00	2.49	100.0%
10565000 471500 Recycling Mater	-1,745	0	-1,745	-2,734.40	.00	989.40	156.7%
10565000 471600 Woodchips & Mul	0	0	0	-745.00	.00	745.00	100.0%
TOTAL Misc Revenues	-1,745	0	-1,745	-3,481.89	.00	1,736.89	199.5%
51 Salaries & wages							
10565000 511000 Recycling Reg S	46,658	1,400	48,058	44,726.93	.00	3,330.81	93.1%
10565000 511100 Recycling PT Sa	10,200	306	10,506	8,234.25	.00	2,271.75	78.4%
10565000 511600 Recycling Overt	0	0	0	541.89	.00	-541.89	100.0%*
TOTAL Salaries & wages	56,858	1,706	58,564	53,503.07	.00	5,060.67	91.4%
52 Benefits							
10565000 521000 Recycling Socia	4,350	130	4,480	3,357.15	.00	1,123.34	74.9%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10565000 521100 Recycling State	3,951	119	4,070	3,138.26	.00	931.29	77.1%	
10565000 521200 Recycling Healt	11,655	0	11,655	11,423.65	.00	231.35	98.0%	
10565000 521300 Recycling Denta	621	0	621	521.87	.00	99.13	84.0%	
10565000 521400 Recycling Life	105	0	105	59.65	.00	45.35	56.8%	
TOTAL Benefits	20,682	249	20,931	18,500.58	.00	2,430.46	88.4%	
53 Operating Expenses								
10565000 531000 Recycling Gen S	2,000	0	2,000	2,773.68	.00	-773.68	138.7%*	
10565000 531080 Recycling Profe	0	0	0	.00	.00	.00	.0%	
10565000 531240 Recycling Trave	0	0	0	.00	.00	.00	.0%	
10565000 531480 Recycling Gas &	5,000	0	5,000	3,279.03	.00	1,720.97	65.6%	
10565000 532700 Recycling Mater	33,800	0	33,800	18,403.07	.00	15,396.93	54.4%	
TOTAL Operating Expenses	40,800	0	40,800	24,455.78	.00	16,344.22	59.9%	
54 Services								
10565000 542200 Recycling Curbs	338,100	0	338,100	351,241.22	.00	-13,141.22	103.9%*	
10565000 542300 Recycling Solid	0	0	0	.00	.00	.00	.0%	
TOTAL Services	338,100	0	338,100	351,241.22	.00	-13,141.22	103.9%	
55 Maintenance								
10565000 552200 Recycling Maint	500	0	500	2,154.13	.00	-1,654.13	430.8%*	
TOTAL Maintenance	500	0	500	2,154.13	.00	-1,654.13	430.8%	
56 Utilities								
10565000 561400 Recycling Telep	0	0	0	.00	.00	.00	.0%	
TOTAL Utilities	0	0	0	.00	.00	.00	.0%	
57 Fixed Charges								
10565000 571000 Recycling Insur	2,376	0	2,376	2,149.86	.00	226.14	90.5%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Fixed Charges	2,376	0	2,376	2,149.86	.00	226.14	90.5%
59 Capital Outlay							
10565000 591000 Recycling Misc.	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Recycling	433,571	1,955	435,526	424,580.87	.00	10,944.91	97.5%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10570000 Library								
10570000 5PCARD UNALLOCATED PCA	0	0	0	87.24	.00	-87.24	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	87.24	.00	-87.24	100.0%	
43 Intergovern Revenue								
10570000 432600 County Library	-339,000	0	-339,000	-328,246.53	.00	-10,753.47	96.8%*	
TOTAL Intergovern Revenue	-339,000	0	-339,000	-328,246.53	.00	-10,753.47	96.8%	
46 PublicChargeforSrvcs								
10570000 462900 Library Fines &	-10,000	0	-10,000	-12,825.04	.00	2,825.04	128.3%	
10570000 463000 Library System	0	0	0	.00	.00	.00	.0%	
TOTAL PublicChargeforSrvcs	-10,000	0	-10,000	-12,825.04	.00	2,825.04	128.3%	
47 Misc Revenues								
10570000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
10570000 471700 Library Donatio	0	-93,207	-93,207	-94,938.42	.00	1,731.00	101.9%	
TOTAL Misc Revenues	0	-93,207	-93,207	-94,938.42	.00	1,731.00	101.9%	
51 Salaries & wages								
10570000 511000 Library Reg Sal	286,998	8,918	295,916	281,730.29	.00	14,185.71	95.2%	
10570000 511100 Library PT Sala	306,460	9,042	315,502	283,688.09	.00	31,813.91	89.9%	
10570000 511200 Library Board	1,200	0	1,200	808.00	.00	392.00	67.3%	
10570000 511600 Library Overtim	0	0	0	109.88	.00	-109.88	100.0%*	
TOTAL Salaries & wages	594,658	17,960	612,618	566,336.26	.00	46,281.74	92.4%	
52 Benefits								

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10570000 Library								
10570000 521000	Library Social	45,500	1,374	46,874	41,591.06	.00	5,282.94	88.7%
10570000 521100	Library State R	39,984	619	40,603	34,846.47	.00	5,756.53	85.8%
10570000 521200	Library Health	95,128	0	95,128	94,855.22	.00	272.78	99.7%
10570000 521300	Library Dental	5,050	0	5,050	6,383.72	.00	-1,333.72	126.4%*
10570000 521400	Library Life In	1,600	0	1,600	1,352.50	.00	247.50	84.5%
TOTAL Benefits		187,262	1,993	189,255	179,028.97	.00	10,226.03	94.6%
53 Operating Expenses								
10570000 531000	Library Gen Sup	10,000	39,000	49,000	49,170.26	.00	-170.26	100.3%*
10570000 531010	Library Office	6,000	0	6,000	4,665.76	.00	1,334.24	77.8%
10570000 531030	Library Postage	0	0	0	.00	.00	.00	.0%
10570000 531080	Library Profess	2,000	2,000	4,000	3,179.83	.00	820.17	79.5%
10570000 531100	Library Books	56,000	17,000	73,000	52,847.16	.00	20,152.84	72.4%
10570000 531190	Marketing & Pro	5,000	0	5,000	4,838.74	.00	161.26	96.8%
10570000 531240	Library Travel	1,000	0	1,000	873.74	.00	126.26	87.4%
10570000 531430	Library Book Pr	10,000	0	10,000	9,812.20	.00	187.80	98.1%
10570000 531440	Library Periodi	5,000	0	5,000	3,940.13	.00	1,059.87	78.8%
10570000 531460	Library Audio V	20,000	5,000	25,000	25,000.00	.00	.00	100.0%
10570000 531470	Library Compute	22,139	0	22,139	21,254.94	.00	884.06	96.0%
10570000 531490	Library Program	20,000	31,000	51,000	51,095.58	.00	-95.58	100.2%*
10570000 531510	Library Donatio	0	0	0	.00	.00	.00	.0%
10570000 532050	Library Other S	0	0	0	.00	.00	.00	.0%
10570000 532060	Library Library	0	0	0	.00	.00	.00	.0%
10570000 532080	Library Outreac	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses		157,139	94,000	251,139	226,678.34	.00	24,460.66	90.3%
55 Maintenance								
10570000 552300	Library System	24,000	0	24,000	23,330.48	.00	669.52	97.2%
TOTAL Maintenance		24,000	0	24,000	23,330.48	.00	669.52	97.2%
56 Utilities								
10570000 561000	Library Buildin	65,000	0	65,000	65,335.82	.00	-335.82	100.5%*

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10570000 561400 Library Telepho	4,000	0	4,000	1,805.38	.00	2,194.62	45.1%
TOTAL Utilities	69,000	0	69,000	67,141.20	.00	1,858.80	97.3%
57 Fixed Charges							
10570000 571000 Library Insuran	7,320	0	7,320	8,173.00	.00	-853.00	111.7%*
TOTAL Fixed Charges	7,320	0	7,320	8,173.00	.00	-853.00	111.7%
59 Capital Outlay							
10570000 591000 Library Misc. E	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Library	690,379	20,746	711,125	634,765.50	.00	76,359.08	89.3%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10581000 Inspection and Permitting								
44 Licenses&Permits								
10581000 442000 Building Permit	-400,000	0	-400,000	-495,758.75	.00	95,758.75	123.9%	
10581000 442100 Electrical Perm	-45,000	0	-45,000	-80,865.31	.00	35,865.31	179.7%	
10581000 442200 Plumbing Permit	-40,000	0	-40,000	-54,346.59	.00	14,346.59	135.9%	
10581000 442400 Erosion Control	-24,000	0	-24,000	-16,284.23	.00	-7,715.77	67.9%*	
10581000 442500 Commercial Plan	-30,000	0	-30,000	-63,479.00	.00	33,479.00	211.6%	
10581000 442600 Sealer of Weigh	-5,940	0	-5,940	-8,023.00	.00	2,083.00	135.1%	
10581000 442700 Technology Main	-7,600	0	-7,600	-5,974.56	.00	-1,625.44	78.6%*	
TOTAL Licenses&Permits	-552,540	0	-552,540	-724,731.44	.00	172,191.44	131.2%	
47 Misc Revenues								
10581000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
10581000 471400 Public Safety N	-2,760	0	-2,760	-1,026.66	.00	-1,733.34	37.2%*	
TOTAL Misc Revenues	-2,760	0	-2,760	-1,026.66	.00	-1,733.34	37.2%	
51 Salaries & Wages								
10581000 511000 Inspection Reg	31,485	945	32,430	29,094.59	.00	3,334.96	89.7%	
10581000 511100 Inspection PT S	0	0	0	.00	.00	.00	.0%	
10581000 511600 Inspection Over	0	0	0	34.80	.00	-34.80	100.0%*	
TOTAL Salaries & Wages	31,485	945	32,430	29,129.39	.00	3,300.16	89.8%	
52 Benefits								
10581000 521000 Inspection Soci	2,408	72	2,480	2,130.42	.00	349.84	85.9%	
10581000 521100 Inspection Stat	2,188	66	2,254	2,024.49	.00	229.16	89.8%	
10581000 521200 Inspection Heal	6,000	0	6,000	5,566.03	.00	433.97	92.8%	
10581000 521300 Inspection Dent	261	0	261	251.12	.00	9.88	96.2%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10581000 521400 Inspection Life	180	0	180	203.21	.00	-23.21	112.9%*
TOTAL Benefits	11,037	138	11,175	10,175.27	.00	999.64	91.1%
53 Operating Expenses							
10581000 531000 Inspection Gen	750	0	750	.00	.00	750.00	.0%
10581000 531010 Inspection Offi	250	0	250	1,160.77	.00	-910.77	464.3%*
10581000 531020 Inspection Copy	0	0	0	.00	.00	.00	.0%
10581000 531030 Inspection Post	250	0	250	132.14	.00	117.86	52.9%
10581000 531080 Inspection Prof	0	0	0	.00	.00	.00	.0%
10581000 531210 Inspection Weig	5,250	0	5,250	5,250.00	.00	.00	100.0%
10581000 531240 Inspection Trav	0	0	0	.00	.00	.00	.0%
10581000 531320 Inspection Buil	3,000	0	3,000	.00	.00	3,000.00	.0%
10581000 531480 Inspection Gas	1,200	0	1,200	.00	.00	1,200.00	.0%
TOTAL Operating Expenses	10,700	0	10,700	6,542.91	.00	4,157.09	61.1%
54 Services							
10581000 541000 Inspection Cont	294,606	0	294,606	365,324.26	50,444.95	-121,163.21	141.1%*
TOTAL Services	294,606	0	294,606	365,324.26	50,444.95	-121,163.21	141.1%
55 Maintenance							
10581000 552200 Inspection Main	150	0	150	.00	.00	150.00	.0%
10581000 552700 Inspection Main	250	0	250	.00	.00	250.00	.0%
TOTAL Maintenance	400	0	400	.00	.00	400.00	.0%
56 Utilities							
10581000 561400 Inspection Tele	0	0	0	.00	.00	.00	.0%
TOTAL Utilities	0	0	0	.00	.00	.00	.0%
57 Fixed Charges							

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10581000 Inspection and Permitting							
10581000 571000 Inspection Insu	9,940	0	9,940	12,361.72	.00	-2,421.72	124.4%*
TOTAL Fixed Charges	9,940	0	9,940	12,361.72	.00	-2,421.72	124.4%
59 Capital Outlay							
10581000 591000 Inspection Misc	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Inspection and Permitting	-197,132	1,082	-196,050	-302,224.55	50,444.95	55,730.06	128.4%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10582000 Planning and Zonning								
10582000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
44 Licenses&Permits								
10582000 442900 License Publica	0	0	0	.00	.00	.00	.0%	
10582000 443000 Zoning Fees	-42,500	0	-42,500	-51,080.13	.00	8,580.13	120.2%	
10582000 443100 Appeals Fees	-1,710	0	-1,710	-570.00	.00	-1,140.00	33.3%*	
10582000 443200 Plan Commission	-25,000	0	-25,000	-22,510.96	.00	-2,489.04	90.0%*	
10582000 443300 Conditional Use	-7,300	0	-7,300	-4,380.00	.00	-2,920.00	60.0%*	
10582000 443600 Plat Review Fee	-10,000	0	-10,000	-25,120.00	.00	15,120.00	251.2%	
10582000 444200 License Publica	-800	0	-800	-420.00	.00	-380.00	52.5%*	
TOTAL Licenses&Permits	-87,310	0	-87,310	-104,081.09	.00	16,771.09	119.2%	
47 Misc Revenues								
10582000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
10582000 511000 Planning Reg Sa	169,788	5,094	174,882	156,892.36	.00	17,989.30	89.7%	
10582000 511100 Plan Part Time	0	0	0	.00	.00	.00	.0%	
10582000 511200 Planning Boards	1,800	0	1,800	1,017.20	.00	782.80	56.5%	
10582000 511600 Planning Overti	0	0	0	197.23	.00	-197.23	100.0%*	
TOTAL Salaries & Wages	171,588	5,094	176,682	158,106.79	.00	18,574.87	89.5%	
52 Benefits								
10582000 521000 Planning Social	12,989	390	13,379	11,632.35	.00	1,746.32	86.9%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10582000 521100 Planning State	11,800	354	12,154	10,918.12	.00	1,235.89	89.8%	
10582000 521200 Planning Health	35,377	0	35,377	31,098.12	.00	4,278.88	87.9%	
10582000 521300 Planning Dental	1,542	0	1,542	1,477.33	.00	64.67	95.8%	
10582000 521400 Planning Life I	800	0	800	805.34	.00	-5.34	100.7%*	
TOTAL Benefits	62,508	744	63,252	55,931.26	.00	7,320.42	88.4%	
53 Operating Expenses								
10582000 531000 Planning Gen Su	3,000	0	3,000	2,145.99	.00	854.01	71.5%	
10582000 531010 Planning Office	750	0	750	907.78	.00	-157.78	121.0%*	
10582000 531020 Planning Copy M	1,200	0	1,200	.00	.00	1,200.00	.0%	
10582000 531030 Planning Postag	650	0	650	352.74	.00	297.26	54.3%	
10582000 531080 Planning Profes	900	0	900	1,333.82	.00	-433.82	148.2%*	
10582000 531090 Planning Printi	2,300	0	2,300	5,213.99	.00	-2,913.99	226.7%*	
10582000 531240 Planning Travel	100	0	100	172.20	.00	-72.20	172.2%*	
10582000 532060 Planning Other	250	0	250	.00	.00	250.00	.0%	
TOTAL Operating Expenses	9,150	0	9,150	10,126.52	.00	-976.52	110.7%	
54 Services								
10582000 541000 Planning Contra	65,000	0	65,000	12,572.39	.00	52,427.61	19.3%	
10582000 541100 Planning Legal	0	0	0	.00	.00	.00	.0%	
TOTAL Services	65,000	0	65,000	12,572.39	.00	52,427.61	19.3%	
55 Maintenance								
10582000 552200 Planning Maint	0	0	0	494.08	.00	-494.08	100.0%*	
TOTAL Maintenance	0	0	0	494.08	.00	-494.08	100.0%	
56 Utilities								
10582000 561400 Planning Teleph	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Utilities	0	0	0	.00	.00	.00	.0%
57 Fixed Charges							
10582000 571000 Planning Insura	3,478	0	3,478	3,224.80	.00	253.20	92.7%
TOTAL Fixed Charges	3,478	0	3,478	3,224.80	.00	253.20	92.7%
59 Capital Outlay							
10582000 591000 Planning Misc.	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Planning and Zonning	224,414	5,837	230,251	136,374.75	.00	93,876.59	59.2%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10583000 Municipal Development							
53 Operating Expenses							
10583000 531000 Muni Dev Gen Su	0	0	0	.00	.00	.00	.0%
10583000 532090 Muni Dev Econom	10,000	0	10,000	2,227.06	.00	7,772.94	22.3%
10583000 532100 Muni Dev Histor	13,900	0	13,900	7,232.69	.00	6,667.31	52.0%
TOTAL Operating Expenses	23,900	0	23,900	9,459.75	.00	14,440.25	39.6%
58 Other Expenses							
10583000 581000 Muni Dev July 4	8,000	0	8,000	25,653.40	.00	-17,653.40	320.7%*
10583000 581100 Muni Dev Hotel/	50,000	0	50,000	113,970.05	.00	-63,970.05	227.9%*
TOTAL Other Expenses	58,000	0	58,000	139,623.45	.00	-81,623.45	240.7%
TOTAL Municipal Development	81,900	0	81,900	149,083.20	.00	-67,183.20	182.0%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10591000 Recreation							
10591000 5PCARD UNALLOCATED PCA	0	0	0	-193.47	.00	193.47	100.0%
TOTAL UNDEFINED CHAR	0	0	0	-193.47	.00	193.47	100.0%
44 Licenses&Permits							
10591000 441800 Farmers Market	-1,500	0	-1,500	-2,625.00	.00	1,125.00	175.0%
TOTAL Licenses&Permits	-1,500	0	-1,500	-2,625.00	.00	1,125.00	175.0%
46 PublicChargeforSrvcs							
10591000 463100 Park Facility R	-40,000	0	-40,000	-40,126.96	.00	126.96	100.3%
10591000 463200 Park Land Fees	0	0	0	.00	.00	.00	.0%
10591000 463300 Recreation Fees	-1,115,000	0	-1,115,000	-1,123,989.38	.00	8,989.38	100.8%
10591000 463400 Advertising	-1,000	0	-1,000	.00	.00	-1,000.00	.0%*
10591000 463500 Recreation Faci	-78,000	0	-78,000	-85,705.26	.00	7,705.26	109.9%
10591000 463800 Credit Card	-20,000	0	-20,000	-705.00	.00	-19,295.00	3.5%*
TOTAL PublicChargeforSrvcs	-1,254,000	0	-1,254,000	-1,250,526.60	.00	-3,473.40	99.7%
47 Misc Revenues							
10591000 471100 Interest on Inv	0	0	0	-.15	.00	.15	100.0%
10591000 471700 Recreation Dona	-35,000	-15,000	-50,000	-54,371.00	.00	4,371.00	108.7%
10591000 471800 MAP Donations	-42,000	-40,000	-82,000	-84,359.81	.00	2,359.81	102.9%
TOTAL Misc Revenues	-77,000	-55,000	-132,000	-138,730.96	.00	6,730.96	105.1%
51 Salaries & Wages							
10591000 511000 Recreation Reg	285,854	8,576	294,430	269,506.44	.00	24,923.19	91.5%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12										
				ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10591000	511100	Recreation	PT S	430,000	12,285	442,285	393,555.23	.00	48,729.77	89.0%
10591000	511200	Recreation	Park	1,000	0	1,000	380.80	.00	619.20	38.1%
10591000	511600	Recreation	Over	0	0	0	-202.53	.00	202.53	100.0%
TOTAL Salaries & Wages				716,854	20,861	737,715	663,239.94	.00	74,474.69	89.9%
52 Benefits										
10591000	521000	Recreation	Soci	55,602	1,596	57,198	51,558.65	.00	5,639.19	90.1%
10591000	521100	Recreation	Stat	34,138	1,450	35,588	29,285.29	.00	6,302.52	82.3%
10591000	521200	Recreation	Heal	70,111	0	70,111	85,597.55	.00	-15,486.55	122.1%*
10591000	521300	Recreation	Dent	3,886	0	3,886	3,969.27	.00	-83.27	102.1%*
10591000	521400	Recreation	Life	1,500	0	1,500	744.33	.00	755.67	49.6%
TOTAL Benefits				165,237	3,046	168,283	171,155.09	.00	-2,872.44	101.7%
53 Operating Expenses										
10591000	531000	Recreation	Gen	2,200	0	2,200	2,067.97	.00	132.03	94.0%
10591000	531010	Recreation	Offi	3,600	0	3,600	1,142.51	.00	2,457.49	31.7%
10591000	531020	Recreation	Copy	5,000	0	5,000	.00	.00	5,000.00	.0%
10591000	531030	Recreation	Post	1,750	0	1,750	958.73	.00	791.27	54.8%
10591000	531080	Recreation	Prof	2,300	0	2,300	2,530.00	.00	-230.00	110.0%*
10591000	531090	Recreation	Prin	10,000	0	10,000	8,085.00	.00	1,915.00	80.9%
10591000	531240	Recreation	Trav	2,000	0	2,000	1,588.09	.00	411.91	79.4%
10591000	531480	Recreation	Gas	700	0	700	.00	.00	700.00	.0%
10591000	531490	Recreation	Prog	182,000	0	182,000	187,276.43	100.00	-5,376.43	103.0%*
10591000	531530	Rec Maint&Exp	S	6,000	0	6,000	3,088.99	.00	2,911.01	51.5%
10591000	531550	Recreation	Cele	42,000	15,000	57,000	52,244.97	.00	4,755.03	91.7%
10591000	531570	Recreation	Char	21,000	25,000	46,000	42,291.96	.00	3,708.04	91.9%
10591000	531640	Recreation	Faci	78,000	0	78,000	52,593.75	.00	25,406.25	67.4%
10591000	532060	Recreation	Othe	30,000	0	30,000	37,936.00	2,343.00	-10,279.00	134.3%*
TOTAL Operating Expenses				386,550	40,000	426,550	391,804.40	2,443.00	32,302.60	92.4%
55 Maintenance										
10591000	552200	Recreation	Main	8,000	15,000	23,000	18,878.12	.00	4,121.88	82.1%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10591000 552700 Recreation Main	650	0	650	.00	.00	650.00	.0%
TOTAL Maintenance	8,650	15,000	23,650	18,878.12	.00	4,771.88	79.8%
56 Utilities							
10591000 561400 Recreation Tele	4,000	0	4,000	1,354.01	.00	2,645.99	33.9%
TOTAL Utilities	4,000	0	4,000	1,354.01	.00	2,645.99	33.9%
57 Fixed Charges							
10591000 571000 Recreation Insu	41,860	0	41,860	50,053.14	.00	-8,193.14	119.6%*
TOTAL Fixed Charges	41,860	0	41,860	50,053.14	.00	-8,193.14	119.6%
59 Capital Outlay							
10591000 591000 Recreation Misc	0	0	0	.00	.00	.00	.0%
10591000 592100 Recreation Land	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Recreation	-9,349	23,906	14,557	-95,591.33	2,443.00	107,705.61	-639.9%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10592000 Senior Center								
10592000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
43 Intergovern Revenue								
10592000 431000 Federal Aid - N	0	0	0	-600.00	.00	600.00	100.0%	
10592000 432700 County Grants	-6,000	0	-6,000	.00	.00	-6,000.00	.0%*	
TOTAL Intergovern Revenue	-6,000	0	-6,000	-600.00	.00	-5,400.00	10.0%	
46 PublicChargeforSrvcs								
10592000 463600 Senior Center F	-9,000	0	-9,000	-12,186.58	.00	3,186.58	135.4%	
10592000 463700 Senior Center R	-9,000	0	-9,000	-10,607.33	.00	1,607.33	117.9%	
10592000 463900 Senior Center T	-15,000	0	-15,000	-11,748.05	.00	-3,251.95	78.3%*	
TOTAL PublicChargeforSrvcs	-33,000	0	-33,000	-34,541.96	.00	1,541.96	104.7%	
47 Misc Revenues								
10592000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
10592000 511000 Senior Reg Sala	45,843	1,375	47,218	37,126.27	.00	10,092.04	78.6%	
10592000 511100 Senior PT Salar	19,700	351	20,051	28,488.09	.00	-8,437.09	142.1%*	
10592000 511600 Senior Overtime	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	65,543	1,726	67,269	65,614.36	.00	1,654.95	97.5%	
52 Benefits								

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
10592000 Senior Center								
10592000 521000 Senior Social S	4,402	132	4,534	3,229.68	.00	1,304.37	71.2%	
10592000 521100 Senior State Re	3,186	96	3,282	1,617.41	.00	1,664.17	49.3%	
10592000 521200 Senior Health I	0	0	0	.00	.00	.00	.0%	
10592000 521300 Senior Dental I	394	0	394	200.42	.00	193.58	50.9%	
10592000 521400 Senior Life Ins	390	0	390	.00	.00	390.00	.0%	
TOTAL Benefits	8,372	228	8,600	5,047.51	.00	3,552.12	58.7%	
53 Operating Expenses								
10592000 531000 Senior General	1,000	0	1,000	1,350.45	.00	-350.45	135.0%*	
10592000 531010 Senior Office S	350	0	350	.00	.00	350.00	.0%	
10592000 531030 Senior Postage	0	0	0	.00	.00	.00	.0%	
10592000 531040 Senior Custodia	0	0	0	.00	.00	.00	.0%	
10592000 531080 Senior Professi	425	0	425	.00	.00	425.00	.0%	
10592000 531240 Senior Travel	300	0	300	.00	.00	300.00	.0%	
10592000 531480 Senior Gas & Oi	1,750	0	1,750	60.62	.00	1,689.38	3.5%	
10592000 531500 Senior Program	8,000	0	8,000	9,281.46	.00	-1,281.46	116.0%*	
10592000 531520 Senior Trips Ex	15,000	0	15,000	10,687.56	.00	4,312.44	71.3%	
TOTAL Operating Expenses	26,825	0	26,825	21,380.09	.00	5,444.91	79.7%	
55 Maintenance								
10592000 551000 Senior Building	0	0	0	.00	.00	.00	.0%	
10592000 552200 Senior Maint &	4,300	0	4,300	.00	.00	4,300.00	.0%	
10592000 552700 Senior Maint &	1,000	0	1,000	717.75	.00	282.25	71.8%	
TOTAL Maintenance	5,300	0	5,300	717.75	.00	4,582.25	13.5%	
56 Utilities								
10592000 561000 Senior Building	15,145	0	15,145	11,754.83	.00	3,390.17	77.6%	
10592000 561400 Senior Telephon	1,000	0	1,000	3,738.47	.00	-2,738.47	373.8%*	
TOTAL Utilities	16,145	0	16,145	15,493.30	.00	651.70	96.0%	
57 Fixed Charges								

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
10592000 Senior Center							
10592000 571000 Senior Insuranc	2,241	0	2,241	2,149.86	.00	91.14	95.9%
TOTAL Fixed Charges	2,241	0	2,241	2,149.86	.00	91.14	95.9%
59 Capital Outlay							
10592000 591000 Senior Misc. Eq	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Senior Center	85,426	1,954	87,380	75,260.91	.00	12,119.03	86.1%
TOTAL General Fund	0	30,248	30,248	-1,349,195.15	193,091.43	1,186,352.02	-3822.0%
TOTAL REVENUES	-22,067,090	-259,754	-22,326,844	-22,084,230.43	.00	-242,613.17	
TOTAL EXPENSES	22,067,090	290,002	22,357,092	20,735,035.28	193,091.43	1,428,965.19	

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
11 Property Maintenance							
11000000 Property Maintenance Fund							
11000000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
46 PublicChargeforSrvcs							
11000000 462700 Property Maint	-2,500	0	-2,500	-3,752.30	.00	1,252.30	150.1%
TOTAL PublicChargeforSrvcs	-2,500	0	-2,500	-3,752.30	.00	1,252.30	150.1%
47 Misc Revenues							
11000000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%
48 Other Fin Sources							
11000000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
53 Operating Expenses							
11000000 532040 Property Mainte	2,500	0	2,500	1,901.60	.00	598.40	76.1%
TOTAL Operating Expenses	2,500	0	2,500	1,901.60	.00	598.40	76.1%
TOTAL Property Maintenance Fund	0	0	0	-1,850.70	.00	1,850.70	100.0%

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FOR 2025 12								
11	Property Maintenance	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Property Maintenance	0	0	0	-1,850.70	.00	1,850.70	100.0%
	TOTAL REVENUES	-2,500	0	-2,500	-3,752.30	.00	1,252.30	
	TOTAL EXPENSES	2,500	0	2,500	1,901.60	.00	598.40	

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
15 Police Honor Guard							
15540000 Honor Guard Administration							
15540000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
15540000 471000 Honor Guard Int	0	0	0	.00	.00	.00	.0%
15540000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
15540000 471700 Honor Guard Don	-1,000	0	-1,000	-210.00	.00	-790.00	21.0%*
TOTAL Misc Revenues	-1,000	0	-1,000	-210.00	.00	-790.00	21.0%
48 Other Fin Sources							
15540000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
53 Operating Expenses							
15540000 531000 General Supplie	1,000	0	1,000	306.09	.00	693.91	30.6%
TOTAL Operating Expenses	1,000	0	1,000	306.09	.00	693.91	30.6%
TOTAL Honor Guard Administration	0	0	0	96.09	.00	-96.09	100.0%
TOTAL Police Honor Guard	0	0	0	96.09	.00	-96.09	100.0%
TOTAL REVENUES	-1,000	0	-1,000	-210.00	.00	-790.00	
TOTAL EXPENSES	1,000	0	1,000	306.09	.00	693.91	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
16 Recreation Fac.								
16590000 Recreation Facility Fund Admin								
16590000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
16590000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
16590000 474400 Facility Fees I	0	0	0	.00	.00	.00	.0%	
16590000 474500 Village Facilit	-25,000	0	-25,000	-7,496.74	.00	-17,503.26	30.0%*	
16590000 474600 School District	0	0	0	.00	.00	.00	.0%	
16590000 474700 Athletic Club F	-9,000	0	-9,000	-16,300.00	.00	7,300.00	181.1%	
TOTAL Misc Revenues	-34,000	0	-34,000	-23,796.74	.00	-10,203.26	70.0%	
48 Other Fin Sources								
16590000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
53 Operating Expenses								
16590000 532000 Facility Fees E	11,000	0	11,000	.00	.00	11,000.00	.0%	
16590000 532010 Facility Fees E	0	0	0	.00	.00	.00	.0%	
16590000 532020 Athletic Club E	9,000	0	9,000	6,275.00	350.00	2,375.00	73.6%	
TOTAL Operating Expenses	20,000	0	20,000	6,275.00	350.00	13,375.00	33.1%	
TOTAL Recreation Facility Fund Admin	-14,000	0	-14,000	-17,521.74	350.00	3,171.74	122.7%	
TOTAL Recreation Fac.	-14,000	0	-14,000	-17,521.74	350.00	3,171.74	122.7%	
TOTAL REVENUES	-34,000	0	-34,000	-23,796.74	.00	-10,203.26		
TOTAL EXPENSES	20,000	0	20,000	6,275.00	350.00	13,375.00		

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
17 Historic								
17580000 Historic Preservation Admin								
17580000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
17580000 471000 Historical Pres	0	0	0	.00	.00	.00	.0%	
17580000 473000 Historical Pres	0	0	0	.00	.00	.00	.0%	
17580000 475000 Historical Pres	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
48 Other Fin Sources								
17580000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
17580000 511000 Historical Pres	600	0	600	.00	.00	600.00	.0%	
TOTAL Salaries & Wages	600	0	600	.00	.00	600.00	.0%	
52 Benefits								
17580000 521000 Historical Pres	46	0	46	.00	.00	46.00	.0%	
TOTAL Benefits	46	0	46	.00	.00	46.00	.0%	
53 Operating Expenses								

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FOR 2025 12								
17	Historic	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
17580000 Historic Preservation Admin								
17580000	531000 Historical Pres	200	0	200	77.96	.00	122.04	39.0%
	TOTAL Operating Expenses	200	0	200	77.96	.00	122.04	39.0%
	TOTAL Historic Preservation Admin	846	0	846	77.96	.00	768.04	9.2%
	TOTAL Historic	846	0	846	77.96	.00	768.04	9.2%
	TOTAL EXPENSES	846	0	846	77.96	.00	768.04	

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
18 Police Canine							
18540000 Police Canine Administration							
18540000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
18540000 471000 Canine Int on I	0	0	0	.00	.00	.00	.0%
18540000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
18540000 471700 Donations	-500	0	-500	.00	.00	-500.00	.0%*
18540000 473000 Canine Unrealiz	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	-500	0	-500	.00	.00	-500.00	.0%
48 Other Fin Sources							
18540000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
53 Operating Expenses							
18540000 531000 General Supplie	1,000	0	1,000	.00	.00	1,000.00	.0%
TOTAL Operating Expenses	1,000	0	1,000	.00	.00	1,000.00	.0%
TOTAL Police Canine Administration	500	0	500	.00	.00	500.00	.0%
TOTAL Police Canine	500	0	500	.00	.00	500.00	.0%
TOTAL REVENUES	-500	0	-500	.00	.00	-500.00	
TOTAL EXPENSES	1,000	0	1,000	.00	.00	1,000.00	

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
19 Police Asset/Forf								
19540000 Police Assest/Forfeitures Adm								
19540000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
19540000 471000 Police As/For I	0	0	0	.00	.00	.00	.0%	
19540000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
19540000 473000 Police As/For U	0	0	0	.00	.00	.00	.0%	
19540000 474800 Police As/For F	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
48 Other Fin Sources								
19540000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
53 Operating Expenses								
19540000 531000 Police As/For G	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Police Assest/Forfeitures Adm	0	0	0	.00	.00	.00	.0%	
TOTAL Police Asset/Forf	0	0	0	.00	.00	.00	.0%	

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
21 Police Impact								
21540000 Police Imact Fee Admin								
21540000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
44 Licenses&Permits								
21540000 444000 Police Impact P	-12,000	0	-12,000	-18,349.20	.00	6,349.20	152.9%	
TOTAL Licenses&Permits	-12,000	0	-12,000	-18,349.20	.00	6,349.20	152.9%	
47 Misc Revenues								
21540000 471000 Police Impact I	-1,500	0	-1,500	-1,873.18	.00	373.18	124.9%	
21540000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
21540000 473000 Police Impact U	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-1,500	0	-1,500	-1,873.18	.00	373.18	124.9%	
48 Other Fin Sources								
21540000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
21540000 582900 Police Impact R	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Police Imact Fee Admin	-13,500	0	-13,500	-20,222.38	.00	6,722.38	149.8%	



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FOR 2025 12								
21	Police Impact	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Police Impact	-13,500	0	-13,500	-20,222.38	.00	6,722.38	149.8%
	TOTAL REVENUES	-13,500	0	-13,500	-20,222.38	.00	6,722.38	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
22 Fire Impact								
22550000 Fire Impact Fee Administration								
22550000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
44 Licenses&Permits								
22550000 444000 Fire Impact Pub	-18,000	0	-18,000	-35,399.19	.00	17,399.19	196.7%	
TOTAL Licenses&Permits	-18,000	0	-18,000	-35,399.19	.00	17,399.19	196.7%	
47 Misc Revenues								
22550000 471000 Fire Impact Int	-800	0	-800	-2,031.33	.00	1,231.33	253.9%	
22550000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
22550000 473000 Fire Impact Unr	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-800	0	-800	-2,031.33	.00	1,231.33	253.9%	
48 Other Fin Sources								
22550000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
22550000 582900 Fire Impact Ref	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Fire Impact Fee Administration	-18,800	0	-18,800	-37,430.52	.00	18,630.52	199.1%	



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FOR 2025 12								
22	Fire Impact	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Fire Impact	-18,800	0	-18,800	-37,430.52	.00	18,630.52	199.1%
	TOTAL REVENUES	-18,800	0	-18,800	-37,430.52	.00	18,630.52	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
23 Library Impact							
23570000 Library Impact Fee Admin							
23570000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
44 Licenses&Permits							
23570000 444000 Lib Impact Publ	-8,000	0	-8,000	-25,728.00	.00	17,728.00	321.6%
TOTAL Licenses&Permits	-8,000	0	-8,000	-25,728.00	.00	17,728.00	321.6%
47 Misc Revenues							
23570000 471000 Lib Impact Int	-650	0	-650	-963.64	.00	313.64	148.3%
23570000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
23570000 473000 Lib Impact Unre	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	-650	0	-650	-963.64	.00	313.64	148.3%
48 Other Fin Sources							
23570000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
58 Other Expenses							
23570000 582900 Lib Impact Refu	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Library Impact Fee Admin	-8,650	0	-8,650	-26,691.64	.00	18,041.64	308.6%



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FOR 2025 12								
23	Library Impact	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Library Impact	-8,650	0	-8,650	-26,691.64	.00	18,041.64	308.6%
	TOTAL REVENUES	-8,650	0	-8,650	-26,691.64	.00	18,041.64	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
24 Park & Rec Impact								
24590000 Parks Impact Fee Admin								
24590000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
44 Licenses&Permits								
24590000 444000 Parks Impact Pu	-28,000	0	-28,000	-48,093.00	.00	20,093.00	171.8%	
TOTAL Licenses&Permits	-28,000	0	-28,000	-48,093.00	.00	20,093.00	171.8%	
47 Misc Revenues								
24590000 471000 Parks Impact In	-2,000	0	-2,000	-2,548.31	.00	548.31	127.4%	
24590000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
24590000 473000 Parks Impact Un	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-2,000	0	-2,000	-2,548.31	.00	548.31	127.4%	
48 Other Fin Sources								
24590000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
24590000 582900 Parks Impact Re	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Parks Impact Fee Admin	-30,000	0	-30,000	-50,641.31	.00	20,641.31	168.8%	



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FOR 2025 12								
24	Park & Rec Impact	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Park & Rec Impact	-30,000	0	-30,000	-50,641.31	.00	20,641.31	168.8%
	TOTAL REVENUES	-30,000	0	-30,000	-50,641.31	.00	20,641.31	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
25 Fire Explorers							
25550000 Fire ExplorersImpact Fee Admin							
25550000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
25550000 471000 Fire Explorers	0	0	0	-3.75	.00	3.75	100.0%
25550000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
25550000 471700 Fire Explorers	-2,000	0	-2,000	-638.00	.00	-1,362.00	31.9%*
25550000 473000 Fire Explorers	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	-2,000	0	-2,000	-641.75	.00	-1,358.25	32.1%
48 Other Fin Sources							
25550000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
53 Operating Expenses							
25550000 531000 Fire Explorers	2,000	0	2,000	2,183.77	.00	-183.77	109.2%*
TOTAL Operating Expenses	2,000	0	2,000	2,183.77	.00	-183.77	109.2%
TOTAL Fire ExplorersImpact Fee Admin	0	0	0	1,542.02	.00	-1,542.02	100.0%
TOTAL Fire Explorers	0	0	0	1,542.02	.00	-1,542.02	100.0%
TOTAL REVENUES	-2,000	0	-2,000	-641.75	.00	-1,358.25	
TOTAL EXPENSES	2,000	0	2,000	2,183.77	.00	-183.77	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
28 Senior Van Replacement							
28590000 Senior Replacement Van Admin							
28590000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
43 Intergovern Revenue							
28590000 433000 County Senior V	0	0	0	.00	.00	.00	.0%
TOTAL Intergovern Revenue	0	0	0	.00	.00	.00	.0%
46 PublicChargeforSrvcs							
28590000 461400 Senior Van Fare	-2,000	0	-2,000	-4,698.30	.00	2,698.30	234.9%
TOTAL PublicChargeforSrvcs	-2,000	0	-2,000	-4,698.30	.00	2,698.30	234.9%
47 Misc Revenues							
28590000 471000 Senior Van Int	0	0	0	.00	.00	.00	.0%
28590000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
28590000 473000 Senior Van Unre	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%
48 Other Fin Sources							
28590000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
TOTAL Senior Replacement Van Admin	-2,000	0	-2,000	-4,698.30	.00	2,698.30	234.9%



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FOR 2025 12								
28	Senior Van Replacement	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Senior Van Replacement	-2,000	0	-2,000	-4,698.30	.00	2,698.30	234.9%
	TOTAL REVENUES	-2,000	0	-2,000	-4,698.30	.00	2,698.30	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
30 Debt Service								
30300000 Debt Service Administration								
30300000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
41 Taxes								
30300000 411000 General Propert	-4,823,265	0	-4,823,265	-4,823,265.00	.00	.00	100.0%	
TOTAL Taxes	-4,823,265	0	-4,823,265	-4,823,265.00	.00	.00	100.0%	
46 PublicChargeforSrvcs								
30300000 468000 Rental Revenue	0	0	0	-175,596.94	.00	175,596.94	100.0%	
TOTAL PublicChargeforSrvcs	0	0	0	-175,596.94	.00	175,596.94	100.0%	
47 Misc Revenues								
30300000 471000 Interest of Inv	-3,800	0	-3,800	-5,303.20	.00	1,503.20	139.6%	
30300000 474900 Build America B	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-3,800	0	-3,800	-5,303.20	.00	1,503.20	139.6%	
48 Other Fin Sources								
30300000 481000 Premium on Issu	0	0	0	-278,205.75	.00	278,205.75	100.0%	
30300000 481100 Proceeds of Lon	-397,685	0	-397,685	-485,135.80	.00	87,450.80	122.0%	
30300000 481200 Proceeds of Ref	0	0	0	.00	.00	.00	.0%	
30300000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
30	Debt Service	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
	TOTAL Other Fin Sources	-397,685	0	-397,685	-763,341.55	.00	365,656.55	191.9%
57 Fixed Charges								
30300000	571500 Debt Service Pr	3,530,000	0	3,530,000	3,530,000.00	.00	.00	100.0%
30300000	571600 Debt Service In	1,690,950	0	1,690,950	1,690,469.44	.00	480.56	100.0%
30300000	571700 Debt Issuance C	3,800	0	3,800	800.00	.00	3,000.00	21.1%
	TOTAL Fixed Charges	5,224,750	0	5,224,750	5,221,269.44	.00	3,480.56	99.9%
	TOTAL Debt Service Administration	0	0	0	-546,237.25	.00	546,237.25	100.0%
	TOTAL Debt Service	0	0	0	-546,237.25	.00	546,237.25	100.0%
	TOTAL REVENUES	-5,224,750	0	-5,224,750	-5,767,506.69	.00	542,756.69	
	TOTAL EXPENSES	5,224,750	0	5,224,750	5,221,269.44	.00	3,480.56	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40 Capital								
40000000 Capital Fund								
41 Taxes								
40000000 411000 General Propert	0	0	0	.00	.00	.00	.0%	
TOTAL Taxes	0	0	0	.00	.00	.00	.0%	
42 Special Assessments								
40000000 421000 Special Assessm	0	0	0	.00	.00	.00	.0%	
TOTAL Special Assessments	0	0	0	.00	.00	.00	.0%	
43 Intergovern Revenue								
40000000 432500 State Aid - Mis	0	0	0	-1,487,233.60	.00	1,487,233.60	100.0%	
40000000 433100 County Library	0	0	0	.00	.00	.00	.0%	
40000000 433200 Other Grants	0	0	0	-19,225.00	.00	19,225.00	100.0%	
TOTAL Intergovern Revenue	0	0	0	-1,506,458.60	.00	1,506,458.60	100.0%	
46 PublicChargeforSrvcs								
40000000 465900 General Fix Ass	0	0	0	.00	.00	.00	.0%	
TOTAL PublicChargeforSrvcs	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
40000000 471000 Interest of Inv	-15,000	0	-15,000	-4,164.12	.00	-10,835.88	27.8%*	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12									
40	Capital		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40000000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
40000000	471200	Interest on Ass	0	0	0	.00	.00	.00	.0%
40000000	471700	Donations	0	0	0	.00	.00	.00	.0%
40000000	472500	Insurance Recov	0	0	0	.00	.00	.00	.0%
40000000	472700	Misc. Revenues	0	0	0	-30,747.25	.00	30,747.25	100.0%
40000000	473500	Contribution In	0	0	0	.00	.00	.00	.0%
40000000	473600	Capital Contrib	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues			-15,000	0	-15,000	-34,911.37	.00	19,911.37	232.7%
48 Other Fin Sources									
40000000	481000	Premium on Issu	0	0	0	-33,834.80	.00	33,834.80	100.0%
40000000	481300	General Obligat	-6,664,000	0	-6,664,000	-12,224,864.20	.00	5,560,864.20	183.4%
40000000	490000	Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources			-6,664,000	0	-6,664,000	-12,258,699.00	.00	5,594,699.00	184.0%
57 Fixed Charges									
40000000	571700	Debt Issuance C	82,000	0	82,000	182,284.80	.00	-100,284.80	222.3%*
TOTAL Fixed Charges			82,000	0	82,000	182,284.80	.00	-100,284.80	222.3%
TOTAL Capital Fund			-6,597,000	0	-6,597,000	-13,617,784.17	.00	7,020,784.17	206.4%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40500000 Non-Departmental								
40500000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
46 PublicChargeforSrvcs								
40500000 468000 Ascension Renta	0	0	0	-1,159.43	.00	1,159.43	100.0%	
TOTAL PublicChargeforSrvcs	0	0	0	-1,159.43	.00	1,159.43	100.0%	
47 Misc Revenues								
40500000 471000 Interest of Inv	0	0	0	-94,118.88	.00	94,118.88	100.0%	
TOTAL Misc Revenues	0	0	0	-94,118.88	.00	94,118.88	100.0%	
48 Other Fin Sources								
40500000 490000 Inter Fund Reve	0	0	0	-29,271.30	.00	29,271.30	100.0%	
TOTAL Other Fin Sources	0	0	0	-29,271.30	.00	29,271.30	100.0%	
53 Operating Expenses								
40500000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
57 Fixed Charges								
40500000 571700 Debt Issuance C	0	0	0	.00	.00	.00	.0%	



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Fixed Charges	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
40500000 592300 Building Improv	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Non-Departmental	0	0	0	-124,549.61	.00	124,549.61	100.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

40510000 Village Board

53 Operating Expenses

40510000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40510000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Village Board	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40521000 Adminimistrator's Office							
53 Operating Expenses							
40521000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
40521000 592200 Vehicles	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Adminimistrator's Office	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

40522000 Information Technology

53 Operating Expenses

40522000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40522000 531300 IT Maintenance	150,000	0	150,000	94,057.10	.00	55,942.90	62.7%
TOTAL Operating Expenses	150,000	0	150,000	94,057.10	.00	55,942.90	62.7%
TOTAL Information Technology	150,000	0	150,000	94,057.10	.00	55,942.90	62.7%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

40531000 Clerk's office

53 Operating Expenses

40531000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40531000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%
40531000 531650 Election Suppli	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Clerk's office	0	0	0	.00	.00	.00	.0%



12.11.25

FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40532000 Treasurer's office							
53 Operating Expenses							
40532000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Treasurer's Office	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40541000 Police Administration							
53 Operating Expenses							
40541000 531060 Off Eqp & Furni	0	0	0	.00	.00	.00	.0%
40541000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%
40541000 531560 Protective Equi	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
55 Maintenance							
40541000 552600 Radar	0	0	0	.00	.00	.00	.0%
TOTAL Maintenance	0	0	0	.00	.00	.00	.0%
56 Utilities							
40541000 561500 Communication	0	0	0	.00	.00	.00	.0%
TOTAL Utilities	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
40541000 591000 Misc. Equipment	40,000	0	40,000	.00	.00	40,000.00	.0%
40541000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%
40541000 592200 Vehicles	280,000	28,769	308,769	270,816.72	.00	37,951.91	87.7%
40541000 592300 Station Improve	0	0	0	.00	.00	.00	.0%
40541000 592600 Video Equipment	15,000	0	15,000	.00	14,384.00	616.00	95.9%
TOTAL Capital Outlay	335,000	28,769	363,769	270,816.72	14,384.00	78,567.91	78.4%
TOTAL Police Administration	335,000	28,769	363,769	270,816.72	14,384.00	78,567.91	78.4%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40545000 Emergency Government							
59 Capital Outlay							
40545000 591000 Misc. Equip	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Emergency Government	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40551000 Fire Administration								
53 Operating Expenses								
40551000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%	
40551000 532200 State of WI Act	0	0	0	-2,714.60	.00	2,714.60	100.0%	
TOTAL Operating Expenses	0	0	0	-2,714.60	.00	2,714.60	100.0%	
56 Utilities								
40551000 561500 Communication E	0	0	0	.00	.00	.00	.0%	
TOTAL Utilities	0	0	0	.00	.00	.00	.0%	
59 Capital Outlay								
40551000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%	
40551000 591500 Major Repairs -	0	0	0	.00	.00	.00	.0%	
40551000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%	
40551000 592200 Vehicles	0	0	0	.00	.00	.00	.0%	
40551000 592300 Building Improv	0	0	0	3,519.59	.00	-3,519.59	100.0%*	
TOTAL Capital Outlay	0	0	0	3,519.59	.00	-3,519.59	100.0%	
TOTAL Fire Administration	0	0	0	804.99	.00	-804.99	100.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40561000 Engineering								
40561000 592710 Public Works Ca	0	0	0	1,197,126.62	.00	-1,197,126.62	100.0%*	
40561000 593900 RICHFIELD EXTEN	0	0	0	236.00	.00	-236.00	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	1,197,362.62	.00	-1,197,362.62	100.0%	
43 Intergovern Revenue								
40561000 433500 Richfield Reimb	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
40561000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
53 Operating Expenses								
40561000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%	
40561000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%	
40561000 531340 Eng Asphalt Pav	5,410,000	0	5,410,000	2,510,695.33	649,976.57	2,249,328.10	58.4%	
40561000 531390 Sidewalk Repair	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	5,410,000	0	5,410,000	2,510,695.33	649,976.57	2,249,328.10	58.4%	
54 Services								
40561000 541700 GIS	0	0	0	.00	.00	.00	.0%	
40561000 541800 Nr216 Dnr Permi	75,000	0	75,000	.00	.00	75,000.00	.0%	
40561000 541900 Outside Service	0	0	0	.00	.00	.00	.0%	
TOTAL Services	75,000	0	75,000	.00	.00	75,000.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
59 Capital Outlay								
40561000 591000 Equipment	0	0	0	.00	.00	.00	.0%	
40561000 592700 Public Works Ca	0	0	0	.00	.00	.00	.0%	
40561000 592800 Mapping	0	0	0	.00	.00	.00	.0%	
40561000 592900 Freistadt - Map	0	0	0	.00	.00	.00	.0%	
40561000 593000 Storm Water Rel	0	0	0	.00	.00	.00	.0%	
40561000 593100 Flood Mitigatio	0	0	0	.00	.00	.00	.0%	
40561000 593200 Industrial Park	0	0	0	.00	.00	.00	.0%	
40561000 593300 MS4 Programs	25,000	0	25,000	4,550.00	.00	20,450.00	18.2%	
40561000 593400 Maple/Lann Rd	0	0	0	347,108.76	.00	-347,108.76	100.0%*	
40561000 593500 Century Lane RO	0	0	0	.00	.00	.00	.0%	
40561000 593600 Woodland Dr Are	0	0	0	.00	.00	.00	.0%	
40561000 593700 Donges Bay Rd	0	0	0	.00	.00	.00	.0%	
40561000 593800 HWY 167 Street	0	0	0	5,931.28	.00	-5,931.28	100.0%*	
40561000 594300 Bridges	0	0	0	.00	.00	.00	.0%	
40561000 594400 Signal and Ligh	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	25,000	0	25,000	357,590.04	.00	-332,590.04	1430.4%	
TOTAL Engineering	5,510,000	0	5,510,000	4,065,647.99	649,976.57	794,375.44	85.6%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40562000 Highway							
53 Operating Expenses							
40562000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40562000 531340 Asphalt Paving	349,505	-298,891	50,614	57,799.13	.00	-7,184.88	114.2%*
TOTAL Operating Expenses	349,505	-298,891	50,614	57,799.13	.00	-7,184.88	114.2%
59 Capital Outlay							
40562000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%
40562000 592100 Land Improvemen	30,000	0	30,000	29,250.00	.00	750.00	97.5%
40562000 592200 Vehicles	295,000	68,562	363,562	302,014.29	79,238.88	-17,691.14	104.9%*
40562000 592300 Building Improv	0	0	0	.00	.00	.00	.0%
40562000 593800 Street Improvem	0	0	0	.00	.00	.00	.0%
40562000 594400 Signal and Ligh	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	325,000	68,562	393,562	331,264.29	79,238.88	-16,941.14	104.3%
TOTAL Highway	674,505	-230,329	444,176	389,063.42	79,238.88	-24,126.02	105.4%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40563000 Buildings & Grounds								
55 Maintenance								
40563000 551000 Building & Grou	0	0	0	.00	.00	.00	.0%	
TOTAL Maintenance	0	0	0	.00	.00	.00	.0%	
59 Capital Outlay								
40563000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%	
40563000 591200 Major Repairs -	30,000	52,000	82,000	72,515.00	.00	9,485.00	88.4%	
40563000 591300 Major Repairs -	0	0	0	.00	.00	.00	.0%	
40563000 591400 Major Repairs -	22,000	0	22,000	.00	.00	22,000.00	.0%	
40563000 591700 Major Repairs -	0	0	0	.00	.00	.00	.0%	
40563000 591800 Major Repairs -	88,000	0	88,000	88,000.00	.00	.00	100.0%	
40563000 591900 Major Repairs -	0	0	0	.00	.00	.00	.0%	
40563000 592400 Major Repairs -	0	0	0	.00	.00	.00	.0%	
40563000 592500 Major Repairs -	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	140,000	52,000	192,000	160,515.00	.00	31,485.00	83.6%	
TOTAL Buildings & Grounds	140,000	52,000	192,000	160,515.00	.00	31,485.00	83.6%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

40564000 Parks

59 Capital Outlay

40564000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%
40564000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%
40564000 592200 Vehicles	71,000	0	71,000	52,159.50	12,092.21	6,748.29	90.5%
40564000 592300 Building Improv	2,455	0	2,455	2,455.00	.00	.00	100.0%
TOTAL Capital Outlay	73,455	0	73,455	54,614.50	12,092.21	6,748.29	90.8%
TOTAL Parks	73,455	0	73,455	54,614.50	12,092.21	6,748.29	90.8%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

40565000 Recycling

59 Capital Outlay

40565000 591000 Equipment	0	0	0	.00	.00	.00	.0%
40565000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%
40565000 592300 Building Improv	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Recycling	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40570000 Library							
53 Operating Expenses							
40570000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40570000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
55 Maintenance							
40570000 552300 System Automati	0	0	0	.00	.00	.00	.0%
TOTAL Maintenance	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
40570000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%
40570000 592300 Building Improv	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Library	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40582000 Planning and Zonning							
53 Operating Expenses							
40582000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%
40582000 531300 IT Maintenance	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
59 Capital Outlay							
40582000 594200 Pilgrim/Mequon	75,456	-44,050	31,406	129,165.25	.00	-97,759.11	411.3%*
TOTAL Capital Outlay	75,456	-44,050	31,406	129,165.25	.00	-97,759.11	411.3%
TOTAL Planning and Zonning	75,456	-44,050	31,406	129,165.25	.00	-97,759.11	411.3%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
40583000 Municipal Development							
59 Capital Outlay							
40583000 592100 Land Improvemen	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL Municipal Development	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40591000 Recreation								
47 Misc Revenues								
40591000 471700 Donations	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%	
53 Operating Expenses								
40591000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
59 Capital Outlay								
40591000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%	
40591000 592100 Land Improvemen	83,000	0	83,000	70,115.90	.00	12,884.10	84.5%	
40591000 592200 Vehicles	0	0	0	.00	.00	.00	.0%	
40591000 592300 Building Improv	50,000	12,251	62,251	14,513.00	.00	47,738.00	23.3%	
TOTAL Capital Outlay	133,000	12,251	145,251	84,628.90	.00	60,622.10	58.3%	
TOTAL Recreation	133,000	12,251	145,251	84,628.90	.00	60,622.10	58.3%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40592000 Senior Center								
53 Operating Expenses								
40592000 531060 Office Equipmen	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
59 Capital Outlay								
40592000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%	
40592000 592300 Building Improv	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL Senior Center	0	0	0	.00	.00	.00	.0%	
TOTAL Capital	494,416	-181,359	313,057	-8,493,019.91	755,691.66	8,050,385.30	-2471.5%	
TOTAL REVENUES	-6,679,000	0	-6,679,000	-13,924,618.58	.00	7,245,618.58		
TOTAL EXPENSES	7,173,416	-181,359	6,992,057	5,431,598.67	755,691.66	804,766.72		

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
41 Library Capital								
41570000 Library Capital Admin								
43 Intergovern Revenue								
41570000 433100 County Library	-23,000	0	-23,000	-23,293.50	.00	293.50	101.3%	
TOTAL Intergovern Revenue	-23,000	0	-23,000	-23,293.50	.00	293.50	101.3%	
47 Misc Revenues								
41570000 471000 Interest of Inv	-7,500	0	-7,500	-10,500.67	.00	3,000.67	140.0%	
TOTAL Misc Revenues	-7,500	0	-7,500	-10,500.67	.00	3,000.67	140.0%	
48 Other Fin Sources								
41570000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
59 Capital Outlay								
41570000 591800 Major Repairs -	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL Library Capital Admin	-30,500	0	-30,500	-33,794.17	.00	3,294.17	110.8%	
TOTAL Library Capital	-30,500	0	-30,500	-33,794.17	.00	3,294.17	110.8%	
TOTAL REVENUES	-30,500	0	-30,500	-33,794.17	.00	3,294.17		



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

45 TID

45406000 TID #6

45406000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
TOTAL TID #6	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45406410 Project Administration								
45406410 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
41 Taxes								
45406410 411600 TID 6 AD Ag Use	0	0	0	.00	.00	.00	.0%	
45406410 411800 TID 6 AD Tax In	-792,202	0	-792,202	-785,404.03	.00	-6,797.97	99.1%*	
TOTAL Taxes	-792,202	0	-792,202	-785,404.03	.00	-6,797.97	99.1%	
43 Intergovern Revenue								
45406410 431600 TID 6 AD Person	0	0	0	-10,156.23	.00	10,156.23	100.0%	
TOTAL Intergovern Revenue	0	0	0	-10,156.23	.00	10,156.23	100.0%	
46 PublicChargeforSrvcs								
45406410 466000 TID 6 AD Land S	0	0	0	.00	.00	.00	.0%	
TOTAL PublicChargeforSrvcs	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
45406410 471000 TID 6 AD Intere	0	0	0	-1,031.43	.00	1,031.43	100.0%	
45406410 472700 TID 6 AD Misc.	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	0	0	0	-1,031.43	.00	1,031.43	100.0%	
48 Other Fin Sources								
45406410 481000 TID 6 AD Premiu	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45406410 481100 TID 6 AD Procee	0	0	0	.00	.00	.00	.0%	
45406410 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
45406410 511000 TID 6 AD Reg Sa	10,310	0	10,310	9,654.32	.00	655.68	93.6%	
45406410 511100 TID 6 AD PT Sal	0	0	0	.00	.00	.00	.0%	
45406410 511600 TID 6 AD Overti	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	10,310	0	10,310	9,654.32	.00	655.68	93.6%	
52 Benefits								
45406410 521000 TID 6 AD Social	788	0	788	709.66	.00	78.34	90.1%	
45406410 521100 TID 6 AD State	716	0	716	669.67	.00	46.33	93.5%	
45406410 521200 TID 6 AD Health	2,306	0	2,306	2,164.14	.00	141.86	93.8%	
45406410 521300 TID 6 AD Dental	95	0	95	91.54	.00	3.46	96.4%	
45406410 521400 TID 6 AD Life I	15	0	15	19.02	.00	-4.02	126.8%*	
TOTAL Benefits	3,920	0	3,920	3,654.03	.00	265.97	93.2%	
53 Operating Expenses								
45406410 531000 TID 6 AD Gen Su	2,000	0	2,000	150.00	.00	1,850.00	7.5%	
TOTAL Operating Expenses	2,000	0	2,000	150.00	.00	1,850.00	7.5%	
54 Services								
45406410 541100 TID 6 AD Legal	0	0	0	673.00	.00	-673.00	100.0%*	
45406410 541600 TID 6 AD Accoun	0	0	0	.00	.00	.00	.0%	
45406410 542700 TID 6 AD Contra	0	0	0	.00	.00	.00	.0%	
45406410 542900 TID 6 AD Contra	0	0	0	.00	.00	.00	.0%	
45406410 543000 TID 6 AD Contra	0	0	0	.00	.00	.00	.0%	

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Services	0	0	0	673.00	.00	-673.00	100.0%	
57 Fixed Charges								
45406410 571700 TID 6 AD Debt I	0	0	0	.00	.00	.00	.0%	
TOTAL Fixed Charges	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
45406410 581600 TID 6 AD Land S	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Project Administration	-775,972	0	-775,972	-782,460.34	.00	6,488.34	100.8%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45406420 Land Acquisition								
54 Services								
45406420 541100 TID 6 LA Legal	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
45406420 581600 TID 6 LA Land P	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Land Acquisition	0	0	0	.00	.00	.00	.0%	



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

45406430 Site Grading

54 Services

45406430 542800 TID 6 SG Contra	0	0	0	.00	.00	.00	.0%
45406430 543000 TID 6 SG Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL Site Grading	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



12.11.25

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45406440 Street Improvements							
53 Operating Expenses							
45406440 531000 TID 6 SI Gen Su	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45406440 542700 TID 6 SI Contra	0	0	0	.00	.00	.00	.0%
45406440 542800 TID 6 SI Contra	0	0	0	.00	.00	.00	.0%
45406440 543000 TID 6 SI Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL Street Improvements	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45406450 Storm Drainage Facilities							
54 Services							
45406450 542800 TID 6 SD Contra	0	0	0	.00	.00	.00	.0%
45406450 543000 TID 6 SD Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL Storm Drainage Facilities	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

45406460 Water Mains & Improvements

54 Services

45406460 542700 TID 6 WM Contra	0	0	0	.00	.00	.00	.0%
45406460 542800 TID 6 WM Contra	0	0	0	.00	.00	.00	.0%
45406460 543000 TID 6 WM Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL Water Mains & Improvements	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

45406480 Sanitary Sewer Mains & Improv

54 Services

45406480 542700 TID 6 SS Contra	0	0	0	.00	.00	.00	.0%
45406480 542800 TID 6 SS Contra	0	0	0	.00	.00	.00	.0%
45406480 543000 TID 6 SS Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL Sanitary Sewer Mains & Improv	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45406490 Other Financing Uses							
45406490 571650 Interest on Adv	0	0	0	17,375.00	.00	-17,375.00	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	17,375.00	.00	-17,375.00	100.0%
57 Fixed Charges							
45406490 571500 Debt Service Pr	380,000	0	380,000	380,000.00	.00	.00	100.0%
45406490 571600 Debt Service In	135,312	0	135,312	135,312.50	.00	-.50	100.0%*
TOTAL Fixed Charges	515,312	0	515,312	515,312.50	.00	-.50	100.0%
58 Other Expenses							
45406490 581500 TID 6 OFU Incen	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Other Financing Uses	515,312	0	515,312	532,687.50	.00	-17,375.50	103.4%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407000 TID #7							
45407000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
TOTAL TID #7	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407410 Project Administration							
45407410 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
41 Taxes							
45407410 411600 TID 7 AD Ag Use	0	0	0	.00	.00	.00	.0%
45407410 411800 TID 7 AD Tax In	-672,166	0	-672,166	-666,398.08	.00	-5,767.92	99.1%*
TOTAL Taxes	-672,166	0	-672,166	-666,398.08	.00	-5,767.92	99.1%
43 Intergovern Revenue							
45407410 431600 Personal Proper	0	0	0	-27,165.78	.00	27,165.78	100.0%
TOTAL Intergovern Revenue	0	0	0	-27,165.78	.00	27,165.78	100.0%
47 Misc Revenues							
45407410 471000 TID 7 AD Intere	0	0	0	-2,318.43	.00	2,318.43	100.0%
45407410 472700 TID 7 AD Misc.	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0	-2,318.43	.00	2,318.43	100.0%
48 Other Fin Sources							
45407410 481000 TID 7 AD Premiu	0	0	0	.00	.00	.00	.0%
45407410 481300 TID 7 AD GO Bon	-1,870,000	0	-1,870,000	.00	.00	-1,870,000.00	.0%*
45407410 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	-1,870,000	0	-1,870,000	.00	.00	-1,870,000.00	.0%
51 Salaries & Wages							
45407410 511000 TID 7 AD Reg Sa	42,531	0	42,531	42,499.28	.00	31.72	99.9%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45407410 511100 TID 7 AD PT Sal	0	0	0	.00	.00	.00	.0%	
45407410 511600 TID 7 AD Overti	0	0	0	27.50	.00	-27.50	100.0%*	
TOTAL Salaries & wages	42,531	0	42,531	42,526.78	.00	4.22	100.0%	
52 Benefits								
45407410 521000 TID 7 AD Social	3,253	0	3,253	3,087.84	.00	165.16	94.9%	
45407410 521100 TID 7 AD State	2,955	0	2,955	2,948.67	.00	6.33	99.8%	
45407410 521200 TID 7 AD Health	9,502	0	9,502	9,399.50	.00	102.50	98.9%	
45407410 521300 TID 7 AD Dental	425	0	425	390.07	.00	34.93	91.8%	
45407410 521400 Life Insurance	100	0	100	129.03	.00	-29.03	129.0%*	
TOTAL Benefits	16,235	0	16,235	15,955.11	.00	279.89	98.3%	
53 Operating Expenses								
45407410 531000 TID 7 AD Gen Su	2,000	0	2,000	150.00	.00	1,850.00	7.5%	
TOTAL Operating Expenses	2,000	0	2,000	150.00	.00	1,850.00	7.5%	
54 Services								
45407410 541100 TID 7 AD Legal	0	0	0	1,152.00	.00	-1,152.00	100.0%*	
45407410 541600 TID 7 AD Accoun	1,000	0	1,000	.00	.00	1,000.00	.0%	
45407410 542700 TID 7 AD Contra	3,750	0	3,750	.00	3,750.00	.00	100.0%	
45407410 543000 TID 7 AD Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	4,750	0	4,750	1,152.00	3,750.00	-152.00	103.2%	
57 Fixed Charges								
45407410 571700 TID 7 AD Debt I	0	0	0	.00	.00	.00	.0%	
TOTAL Fixed Charges	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
45407410 581600 TID 7 AD Land P	0	0	0	299,450.00	.00	-299,450.00	100.0%*	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Other Expenses	0	0	0	299,450.00	.00	-299,450.00	100.0%	
TOTAL Project Administration	-2,476,650	0	-2,476,650	-336,648.40	3,750.00	-2,143,751.60	13.4%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407440 Street Improvements							
53 Operating Expenses							
45407440 531000 TID 7 SI Genl S	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45407440 542700 TID 7 SI Contra	0	0	0	.00	.00	.00	.0%
45407440 542800 TID 7 SI Contra	1,610,000	0	1,610,000	.00	.00	1,610,000.00	.0%
TOTAL Services	1,610,000	0	1,610,000	.00	.00	1,610,000.00	.0%
TOTAL Street Improvements	1,610,000	0	1,610,000	.00	.00	1,610,000.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407460 Water Mains & Improvements							
53 Operating Expenses							
45407460 531000 TID 7 WM Gen Su	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45407460 542700 TID 7 WM Contra	0	0	0	.00	.00	.00	.0%
45407460 542800 TID 7 WM Contra	330,000	0	330,000	.00	.00	330,000.00	.0%
45407460 543000 TID 7 WM Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	330,000	0	330,000	.00	.00	330,000.00	.0%
TOTAL Water Mains & Improvements	330,000	0	330,000	.00	.00	330,000.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407480 Sanitary Sewer Mains & Improv							
53 Operating Expenses							
45407480 531000 TID 7 SS Gen Su	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45407480 542700 TID 7 SS Contra	0	0	0	.00	.00	.00	.0%
45407480 542800 TID 7 SS Contra	600,000	0	600,000	.00	.00	600,000.00	.0%
45407480 543000 TID 7 SS Contra	0	0	0	.00	.00	.00	.0%
TOTAL Services	600,000	0	600,000	.00	.00	600,000.00	.0%
TOTAL Sanitary Sewer Mains & Improv	600,000	0	600,000	.00	.00	600,000.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45407490 Other Financing Uses							
45407490 571650 Interest on Adv	0	0	0	23,468.76	.00	-23,468.76	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	23,468.76	.00	-23,468.76	100.0%
57 Fixed Charges							
45407490 571500 Debt Service Pr	205,000	0	205,000	205,000.00	.00	.00	100.0%
45407490 571600 Debt Service In	166,957	0	166,957	166,957.50	.00	-.50	100.0%*
TOTAL Fixed Charges	371,957	0	371,957	371,957.50	.00	-.50	100.0%
58 Other Expenses							
45407490 581500 TID 7 OFU Incen	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Other Financing Uses	371,957	0	371,957	395,426.26	.00	-23,469.26	106.3%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45408000 TID #8							
45408000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
TOTAL TID #8	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45408410 Project Administration							
45408410 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
41 Taxes							
45408410 411600 TID 8 AD Ag Use	0	0	0	.00	.00	.00	.0%
45408410 411800 TID 8 AD Tax In	-3,048,193	0	-3,048,193	-3,022,033.07	.00	-26,159.93	99.1%*
TOTAL Taxes	-3,048,193	0	-3,048,193	-3,022,033.07	.00	-26,159.93	99.1%
43 Intergovern Revenue							
45408410 431600 TID 8 AD Person	0	0	0	-19,945.24	.00	19,945.24	100.0%
TOTAL Intergovern Revenue	0	0	0	-19,945.24	.00	19,945.24	100.0%
46 PublicChargeforSrvcs							
45408410 466000 TID 8 AD Land S	0	0	0	.00	.00	.00	.0%
TOTAL PublicChargeforSrvcs	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
45408410 471000 TID 8 AD Intere	0	0	0	-4,872.36	.00	4,872.36	100.0%
45408410 472700 TID 8 AD Misc.	0	0	0	-206,700.00	.00	206,700.00	100.0%
TOTAL Misc Revenues	0	0	0	-211,572.36	.00	211,572.36	100.0%
48 Other Fin Sources							
45408410 481000 TID 8 AD Premiu	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET
45408410 481300	TID 8 AD GO Bon		-4,930,000	0	-4,930,000	.00	.00	-4,930,000.00
45408410 490000	Inter Fund Reve		0	0	0	.00	.00	.00
TOTAL Other Fin Sources			-4,930,000	0	-4,930,000	.00	.00	-4,930,000.00
51 Salaries & Wages								
45408410 511000	TID 8 AD Reg Sa		93,146	0	93,146	79,464.01	.00	13,681.99
45408410 511100	TID 8 AD PT Sal		0	0	0	.00	.00	.00
45408410 511600	TID 8 AD Overti		0	0	0	55.12	.00	-55.12
TOTAL Salaries & Wages			93,146	0	93,146	79,519.13	.00	13,626.87
52 Benefits								
45408410 521000	TID 8 AD Social		7,125	0	7,125	5,779.47	.00	1,345.53
45408410 521100	TID 8 AD State		6,007	0	6,007	5,297.76	.00	709.24
45408410 521200	TID 8 AD Health		17,955	0	17,955	16,150.30	.00	1,804.70
45408410 521300	TID 8 AD Dental		727	0	727	661.05	.00	65.95
45408410 521400	TID 8 AD Life I		150	0	150	225.38	.00	-75.38
TOTAL Benefits			31,964	0	31,964	28,113.96	.00	3,850.04
53 Operating Expenses								
45408410 531000	TID 8 AD Gen Su		2,000	0	2,000	150.00	.00	1,850.00
TOTAL Operating Expenses			2,000	0	2,000	150.00	.00	1,850.00
54 Services								
45408410 541100	TID 8 AD Legal		0	0	0	256.00	.00	-256.00
45408410 541600	TID 8 AD Accoun		5,000	0	5,000	.00	.00	5,000.00
45408410 542700	TID 8 AD Contra		15,000	3,750	18,750	.00	3,750.00	15,000.00
45408410 542900	TID 8 AD Contra		0	0	0	.00	.00	.00
TOTAL Services			20,000	3,750	23,750	256.00	3,750.00	19,744.00

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
57 Fixed Charges								
45408410 571700 TID 8 AD Debt I	0	0	0	.00	.00	.00	.0%	
TOTAL Fixed Charges	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
45408410 581600 TID 8 AD Land P	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Project Administration	-7,831,083	3,750	-7,827,333	-3,145,511.58	3,750.00	-4,685,571.42	40.1%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45408430 Site Grading								
53 Operating Expenses								
45408430 531000 TID 8 SG Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45408430 542700 TID 8 SG Contra	0	0	0	.00	.00	.00	.0%	
45408430 542800 TID 8 SG Contra	0	0	0	.00	.00	.00	.0%	
45408430 543000 TID 8 SG Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Site Grading	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45408440 Street Improvements							
53 Operating Expenses							
45408440 531000 TID 8 SI Gen Su	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45408440 542700 TID 8 SI Contra	36,047	0	36,047	67,802.74	4,244.03	-36,000.00	199.9%*
45408440 542800 TID 8 SI Contra	2,460,000	0	2,460,000	2,217,590.23	468,018.42	-225,608.65	109.2%*
45408440 543000 TID 8 SI Contra	0	0	0	236,364.75	.00	-236,364.75	100.0%*
TOTAL Services	2,496,047	0	2,496,047	2,521,757.72	472,262.45	-497,973.40	120.0%
TOTAL Street Improvements	2,496,047	0	2,496,047	2,521,757.72	472,262.45	-497,973.40	120.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45408460 Water Mains & Improvements							
45408460 543300 Contracted Serv	0	0	0	60,568.32	23,980.00	-84,548.32	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	60,568.32	23,980.00	-84,548.32	100.0%
53 Operating Expenses							
45408460 531000 TID 8 WM Gen Su	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
54 Services							
45408460 542700 TID 8 WM Contra	0	0	0	.00	.00	.00	.0%
45408460 542800 TID 8 WM Contra	540,000	1,539,865	2,079,865	114,368.60	.00	1,965,496.89	5.5%
45408460 543000 TID 8 WM Contra	0	0	0	.00	.00	.00	.0%
45408460 543100 TID 8 WM Well 1	0	-28,252	-28,252	1,705,283.82	168,408.81	-1,901,944.63	-6632.1%*
TOTAL Services	540,000	1,511,613	2,051,613	1,819,652.42	168,408.81	63,552.26	96.9%
TOTAL Water Mains & Improvements	540,000	1,511,613	2,051,613	1,880,220.74	192,388.81	-20,996.06	101.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45408480 Sanitary Sewer Mains & Improv								
53 Operating Expenses								
45408480 531000 TID 8 SS Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45408480 542700 TID 8 SS Contra	0	0	0	.00	.00	.00	.0%	
45408480 542800 TID 8 SS Contra	1,930,000	0	1,930,000	3,940.00	.00	1,926,060.00	.2%	
45408480 543000 TID 8 SS Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	1,930,000	0	1,930,000	3,940.00	.00	1,926,060.00	.2%	
TOTAL Sanitary Sewer Mains & Improv	1,930,000	0	1,930,000	3,940.00	.00	1,926,060.00	.2%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45408490 Other Financing Uses							
57 Fixed Charges							
45408490 571500 Debt Service Pr	665,870	0	665,870	680,000.00	.00	-14,130.00	102.1%*
45408490 571600 Debt Service In	474,819	0	474,819	499,532.92	.00	-24,713.92	105.2%*
TOTAL Fixed Charges	1,140,689	0	1,140,689	1,179,532.92	.00	-38,843.92	103.4%
58 Other Expenses							
45408490 581500 TID 8 OFU Incen	105,277	0	105,277	105,277.46	.00	-.46	100.0%*
TOTAL Other Expenses	105,277	0	105,277	105,277.46	.00	-.46	100.0%
TOTAL Other Financing Uses	1,245,966	0	1,245,966	1,284,810.38	.00	-38,844.38	103.1%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45409000 TID #9							
45409000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
TOTAL TID #9	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409410 Project Administration								
45409410 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
41 Taxes								
45409410 411600 TID 9 AD Ag Use	0	0	0	.00	.00	.00	.0%	
45409410 411800 TID 9 AD Tax In	-357,954	0	-357,954	-354,882.72	.00	-3,071.28	99.1%*	
TOTAL Taxes	-357,954	0	-357,954	-354,882.72	.00	-3,071.28	99.1%	
43 Intergovern Revenue								
45409410 431600 TID 9 AD Person	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	0	0	0	.00	.00	.00	.0%	
46 PublicChargeforSrvcs								
45409410 466000 TID 9 AD Land S	0	0	0	.00	.00	.00	.0%	
TOTAL PublicChargeforSrvcs	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
45409410 471000 TID 9 AD Intere	-43,005	0	-43,005	.00	.00	-43,005.00	.0%*	
45409410 472700 TID 9 AD Misc.	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-43,005	0	-43,005	.00	.00	-43,005.00	.0%	
48 Other Fin Sources								
45409410 481000 TID 9 AD Premiu	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409410 481300 TID 9 AD GO Bon	0	0	0	.00	.00	.00	.0%	
45409410 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
45409410 511000 TID 9 AD Reg Sa	93,946	0	93,946	80,204.12	.00	13,741.88	85.4%	
45409410 511100 TID 9 AD PT Sal	0	0	0	.00	.00	.00	.0%	
45409410 511600 TID 9 AD Overti	0	0	0	55.12	.00	-55.12	100.0%*	
TOTAL Salaries & Wages	93,946	0	93,946	80,259.24	.00	13,686.76	85.4%	
52 Benefits								
45409410 521000 TID 9 AD Social	7,186	0	7,186	5,833.78	.00	1,352.22	81.2%	
45409410 521100 TID 9 AD State	6,063	0	6,063	5,349.14	.00	713.86	88.2%	
45409410 521200 TID 9 AD Health	18,221	0	18,221	16,368.86	.00	1,852.14	89.8%	
45409410 521300 TID 9 AD Dental	740	0	740	672.09	.00	67.91	90.8%	
45409410 521400 TID 9 AD Life I	150	0	150	226.01	.00	-76.01	150.7%*	
TOTAL Benefits	32,360	0	32,360	28,449.88	.00	3,910.12	87.9%	
53 Operating Expenses								
45409410 531000 TID 9 AD Gen Su	1,500	0	1,500	150.00	.00	1,350.00	10.0%	
TOTAL Operating Expenses	1,500	0	1,500	150.00	.00	1,350.00	10.0%	
54 Services								
45409410 541100 TID 9 AD Legal	0	0	0	84.00	.00	-84.00	100.0%*	
45409410 541600 TID 9 AD Accoun	1,000	0	1,000	1,032.15	.00	-32.15	103.2%*	
45409410 542700 TID 9 AD Contra	0	0	0	250.00	.00	-250.00	100.0%*	
45409410 542900 TID 9 AD Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	1,000	0	1,000	1,366.15	.00	-366.15	136.6%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
57 Fixed Charges								
45409410 571700 TID 9 AD Debt I	0	0	0	.00	.00	.00	.0%	
TOTAL Fixed Charges	0	0	0	.00	.00	.00	.0%	
58 Other Expenses								
45409410 581500 TID 9 AD Incent	0	0	0	.00	.00	.00	.0%	
45409410 581600 TID 9 AD Land P	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Project Administration	-272,153	0	-272,153	-244,657.45	.00	-27,495.55	89.9%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409420 Land Acquisition								
53 Operating Expenses								
45409420 531000 TID 9 LA Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409420 542700 TID 9 LA Contra	0	0	0	.00	.00	.00	.0%	
45409420 542800 TID 9 LA Contra	0	0	0	.00	.00	.00	.0%	
45409420 543000 TID 9 LA Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Land Acquisition	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409430 Site Grading								
53 Operating Expenses								
45409430 531000 TID 9 SG Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409430 542700 TID 9 SG Contra	0	0	0	.00	.00	.00	.0%	
45409430 542800 TID 9 SG Contra	0	0	0	.00	.00	.00	.0%	
45409430 543000 TID 9 SG Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Site Grading	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409440 Street Improvements								
53 Operating Expenses								
45409440 531000 TID 9 SI Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409440 542700 TID 9 SI Contra	0	0	0	.00	.00	.00	.0%	
45409440 542800 TID 9 SI Contra	0	-436,276	-436,276	138,186.57	.00	-574,463.00	-31.7%*	
45409440 543000 TID 9 SI Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	-436,276	-436,276	138,186.57	.00	-574,463.00	-31.7%	
TOTAL Street Improvements	0	-436,276	-436,276	138,186.57	.00	-574,463.00	-31.7%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409450 Storm Drainage Facilities								
53 Operating Expenses								
45409450 531000 TID 9 SD Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409450 542700 TID 9 SD Contra	0	0	0	.00	.00	.00	.0%	
45409450 542800 TID 9 SD Contra	0	0	0	.00	.00	.00	.0%	
45409450 543000 TID 9 SD Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Storm Drainage Facilities	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409460 Water Mains & Improvements								
53 Operating Expenses								
45409460 531000 TID 9 WM Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409460 542700 TID 9 WM Contra	0	0	0	.00	.00	.00	.0%	
45409460 542800 TID 9 WM Contra	0	0	0	.00	.00	.00	.0%	
45409460 543000 TID 9 WM Contra	0	0	0	.00	.00	.00	.0%	
45409460 543100 TID 9 WM Well 1	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Water Mains & Improvements	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409470 Water Improvements Other								
53 Operating Expenses								
45409470 531000 TID 9 WI Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409470 542700 TID 9 WI Contra	0	0	0	.00	.00	.00	.0%	
45409470 542800 TID 9 WI Contra	0	0	0	.00	.00	.00	.0%	
45409470 543000 TID 9 WI Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Water Improvements Other	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409480 Sanitary Sewer Mains & Improv								
53 Operating Expenses								
45409480 531000 TID 9 SS Gen Su	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
45409480 542700 TID 9 SS Contra	0	0	0	.00	.00	.00	.0%	
45409480 542800 TID 9 SS Contra	0	0	0	.00	.00	.00	.0%	
45409480 543000 TID 9 SS Contra	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
TOTAL Sanitary Sewer Mains & Improv	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
45409490 Other Financing Uses							
45409490 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
57 Fixed Charges							
45409490 571500 Debt Service Pr	0	0	0	.00	.00	.00	.0%
45409490 571600 Debt Service In	76,200	0	76,200	160,700.00	.00	-84,500.00	210.9%*
TOTAL Fixed Charges	76,200	0	76,200	160,700.00	.00	-84,500.00	210.9%
58 Other Expenses							
45409490 581500 TID 9 OFU Incen	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Other Financing Uses	76,200	0	76,200	160,700.00	.00	-84,500.00	210.9%
TOTAL TID	-1,640,376	1,079,087	-561,289	2,408,451.40	672,151.26	-3,641,891.83	-548.8%
TOTAL REVENUES	-11,713,520	0	-11,713,520	-5,100,907.37	.00	-6,612,612.63	
TOTAL EXPENSES	10,073,144	1,079,087	11,152,231	7,509,358.77	672,151.26	2,970,720.80	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
49 Capital Reserve							
49000000 Capital Reserve Fund							
49000000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
47 Misc Revenues							
49000000 471000 Interest on Inv	-58,000	0	-58,000	-44,024.62	.00	-13,975.38	75.9%*
49000000 472700 Misc. Revenues	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	-58,000	0	-58,000	-44,024.62	.00	-13,975.38	75.9%
48 Other Fin Sources							
49000000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%
TOTAL Capital Reserve Fund	-58,000	0	-58,000	-44,024.62	.00	-13,975.38	75.9%
TOTAL Capital Reserve	-58,000	0	-58,000	-44,024.62	.00	-13,975.38	75.9%
TOTAL REVENUES	-58,000	0	-58,000	-44,024.62	.00	-13,975.38	

Village of Germantown, WI - PRODUCTION



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	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

50 Water

50000000 Water Utility

50000000 439000 INTEREST ON LEA	0	0	0	.00	.00	.00	.0%
50000000 5PCARD UNALLOCATED PCA	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%

47 Misc Revenues

50000000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0	.00	.00	.00	.0%
TOTAL Water Utility	0	0	0	.00	.00	.00	.0%

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50611000 Source of Supply Operation								
50611000 511601 SW Labor & Expe	0	0	0	.00	.00	.00	.0%	
50611000 511603 SW Miscellaneous	0	0	0	.00	.00	.00	.0%	
50611000 531601 GE Labor & Expe	0	0	0	.00	.00	.00	.0%	
50611000 531603 GE Miscellaneous	0	0	0	38,704.87	.00	-38,704.87	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	38,704.87	.00	-38,704.87	100.0%	
51 Salaries & wages								
50611000 511000 SoS OP Reg Sala	0	0	0	51,147.16	.00	-51,147.16	100.0%*	
50611000 511100 SoS OP PT Salar	0	0	0	.00	.00	.00	.0%	
50611000 511600 SW Supervision	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & wages	0	0	0	51,147.16	.00	-51,147.16	100.0%	
52 Benefits								
50611000 521000 SoS OP Social S	0	0	0	402.22	.00	-402.22	100.0%*	
50611000 521100 SoS OP State Re	0	0	0	390.50	.00	-390.50	100.0%*	
50611000 521200 SoS OP Health I	0	0	0	1,874.34	.00	-1,874.34	100.0%*	
50611000 521300 SoS OP Dental I	0	0	0	87.57	.00	-87.57	100.0%*	
50611000 521400 SoS OP Life Ins	0	0	0	.00	.00	.00	.0%	
TOTAL Benefits	0	0	0	2,754.63	.00	-2,754.63	100.0%	
53 Operating Expenses								
50611000 531000 SoS OP Gen Supp	0	0	0	2,504.00	.00	-2,504.00	100.0%*	
TOTAL Operating Expenses	0	0	0	2,504.00	.00	-2,504.00	100.0%	
54 Services								
50611000 541600 CS Supervision	0	0	0	.00	.00	.00	.0%	

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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Services	0	0	0	.00	.00	.00	.0%
58 Other Expenses							
50611000 582800 SoS OP Misc. Ex	15,000	0	15,000	15,042.88	18,871.03	-18,913.91	226.1%*
TOTAL Other Expenses	15,000	0	15,000	15,042.88	18,871.03	-18,913.91	226.1%
TOTAL Source of Supply Operation	15,000	0	15,000	110,153.54	18,871.03	-114,024.57	860.2%

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50612000 Source of Supply Maint								
50612000 511610 SW Supervision	0	0	0	.00	.00	.00	.0%	
50612000 511611 SW Structures &	0	0	0	.00	.00	.00	.0%	
50612000 511614 SW wells and Sp	0	0	0	.00	.00	.00	.0%	
50612000 541610 CS Supervision	0	0	0	.00	.00	.00	.0%	
50612000 551611 MT Structures &	0	0	0	.00	.00	.00	.0%	
50612000 551614 MT wells and Sp	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & wages								
50612000 511000 SoS MNT Reg Sal	79,292	0	79,292	51,146.53	.00	28,145.47	64.5%	
50612000 511100 SoS MNT PT Sala	0	0	0	.00	.00	.00	.0%	
50612000 511600 SoS MNT Overtim	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & wages	79,292	0	79,292	51,146.53	.00	28,145.47	64.5%	
52 Benefits								
50612000 521000 SoS MNT Social	0	0	0	402.16	.00	-402.16	100.0%*	
50612000 521100 SoS MNT State R	0	0	0	390.47	.00	-390.47	100.0%*	
50612000 521200 Health Insuranc	0	0	0	1,874.12	.00	-1,874.12	100.0%*	
50612000 521300 Dental Insuranc	0	0	0	87.56	.00	-87.56	100.0%*	
TOTAL Benefits	0	0	0	2,754.31	.00	-2,754.31	100.0%	
53 Operating Expenses								
50612000 531680 SoS MNT Diggers	9,200	0	9,200	6,727.64	.00	2,472.36	73.1%	
50612000 531780 SoS MNT Maint S	55,000	0	55,000	36,508.54	3,028.80	15,462.66	71.9%	
50612000 531880 SoS MNT Water S	24,000	0	24,000	850.80	.00	23,149.20	3.5%	
TOTAL Operating Expenses	88,200	0	88,200	44,086.98	3,028.80	41,084.22	53.4%	
54 Services								
50612000 541100 SoS MNT Legal S	2,500	0	2,500	.00	.00	2,500.00	.0%	



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50612000 542400 Sos MNT Water S	0	0	0	.00	.00	.00	.0%
TOTAL Services	2,500	0	2,500	.00	.00	2,500.00	.0%
TOTAL Source of Supply Maint	169,992	0	169,992	97,987.82	3,028.80	68,975.38	59.4%

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50621000 Pumping Operation								
50621000 511620 SW Supervision	0	0	0	.00	.00	.00	.0%	
50621000 511622 SW Labor & Expe	0	0	0	.00	.00	.00	.0%	
50621000 511624 SW Labor & Expe	0	0	0	.00	.00	.00	.0%	
50621000 511626 SW Miscellaneous	0	0	0	.00	.00	.00	.0%	
50621000 531622 GE Labor & Expe	0	0	0	.00	.00	.00	.0%	
50621000 531624 GE Labor & Expe	0	0	0	.00	.00	.00	.0%	
50621000 531626 GE Miscellaneous	0	0	0	.00	.00	.00	.0%	
50621000 541620 CS Supervision	0	0	0	.00	.00	.00	.0%	
50621000 561621 UT Fuel for Pow	0	0	0	.00	.00	.00	.0%	
50621000 561623 UT Fuel/Power P	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
50621000 511000 Pump OP Pumping	93,493	0	93,493	55,017.45	.00	38,475.55	58.8%	
50621000 511100 Pump OP Misc La	29,886	0	29,886	.00	.00	29,886.00	.0%	
50621000 511600 Pump OP Overtim	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	123,379	0	123,379	55,017.45	.00	68,361.55	44.6%	
52 Benefits								
50621000 521000 Pump OP Social	0	0	0	1,751.15	.00	-1,751.15	100.0%*	
50621000 521100 Pump OP State R	0	0	0	1,662.54	.00	-1,662.54	100.0%*	
50621000 521200 Health Insuranc	0	0	0	8,295.41	.00	-8,295.41	100.0%*	
50621000 521300 Dental Insuranc	0	0	0	367.86	.00	-367.86	100.0%*	
50621000 521400 Life Insurance	0	0	0	.00	.00	.00	.0%	
TOTAL Benefits	0	0	0	12,076.96	.00	-12,076.96	100.0%	
53 Operating Expenses								
50621000 531220 Electrical Supp	230,000	0	230,000	207,010.66	.00	22,989.34	90.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50621000 531790 Pump OP Maint S	25,000	0	25,000	11,391.99	338.53	13,269.48	46.9%
50621000 531810 Pump OP Pumping	0	0	0	826.00	.00	-826.00	100.0%*
TOTAL Operating Expenses	255,000	0	255,000	219,228.65	338.53	35,432.82	86.1%
56 Utilities							
50621000 561600 Pump OP Fuel Po	5,000	0	5,000	16,783.51	.00	-11,783.51	335.7%*
TOTAL Utilities	5,000	0	5,000	16,783.51	.00	-11,783.51	335.7%
58 Other Expenses							
50621000 582000 Pump OP Misc. P	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%
TOTAL Pumping Operation	383,379	0	383,379	303,106.57	338.53	79,933.90	79.2%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50622000 Pumping Maintenance								
50622000 511630 SW Supervision	0	0	0	.00	.00	.00	.0%	
50622000 511631 SW Structures &	0	0	0	.00	.00	.00	.0%	
50622000 511632 SW Power Produc	0	0	0	.00	.00	.00	.0%	
50622000 511633 SW Pumping Equi	0	0	0	.00	.00	.00	.0%	
50622000 541630 CS Supervision	0	0	0	.00	.00	.00	.0%	
50622000 551631 MT Structures &	0	0	0	.00	.00	.00	.0%	
50622000 551632 MT Power Produc	0	0	0	.00	.00	.00	.0%	
50622000 551633 MT Pumping Equi	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
50622000 511000 Pump Maint Reg	26,077	0	26,077	17,048.71	.00	9,028.29	65.4%	
TOTAL Salaries & Wages	26,077	0	26,077	17,048.71	.00	9,028.29	65.4%	
52 Benefits								
50622000 521000 Pump Maint Soci	0	0	0	134.05	.00	-134.05	100.0%*	
50622000 521100 Pump Maint Stat	0	0	0	130.15	.00	-130.15	100.0%*	
50622000 521200 Health Insuranc	0	0	0	624.67	.00	-624.67	100.0%*	
50622000 521300 Dental Insuranc	0	0	0	29.18	.00	-29.18	100.0%*	
TOTAL Benefits	0	0	0	918.05	.00	-918.05	100.0%	
53 Operating Expenses								
50622000 531690 Pump Maint Sup	0	0	0	469.09	.00	-469.09	100.0%*	
50622000 531760 Pump Maint Supp	20,000	0	20,000	11,804.84	.00	8,195.16	59.0%	
50622000 531780 Pump Maint Sup	53,000	0	53,000	42,174.44	2,238.78	8,586.78	83.8%	
50622000 531790 Pump Maint Sup	10,000	0	10,000	2,295.36	.00	7,704.64	23.0%	
TOTAL Operating Expenses	83,000	0	83,000	56,743.73	2,238.78	24,017.49	71.1%	
TOTAL Pumping Maintenance	109,077	0	109,077	74,710.49	2,238.78	32,127.73	70.5%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50631000 Water Treatment Operation							
50631000 511640 SW Supervision	0	0	0	.00	.00	.00	.0%
50631000 511642 SW Labor & Expe	0	0	0	.00	.00	.00	.0%
50631000 511643 SW Miscellaneous	0	0	0	.00	.00	.00	.0%
50631000 531641 GE Chemicals	0	0	0	.00	.00	.00	.0%
50631000 531642 GE Labor & Expe	0	0	0	.00	.00	.00	.0%
50631000 531643 GE Miscellaneous	0	0	0	.00	.00	.00	.0%
50631000 541640 CS Supervision	0	0	0	.00	.00	.00	.0%
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%
53 Operating Expenses							
50631000 531000 watert OP Gen S	28,000	0	28,000	11,267.25	28,462.00	-11,729.25	141.9%*
50631000 531660 watert OP Chemi	58,000	0	58,000	54,955.90	8,615.37	-5,571.27	109.6%*
50631000 531790 watert OP Sup S	25,000	0	25,000	23,669.47	.00	1,330.53	94.7%
TOTAL Operating Expenses	111,000	0	111,000	89,892.62	37,077.37	-15,969.99	114.4%
58 Other Expenses							
50631000 582800 watert OP Misc.	15,000	0	15,000	6,594.50	.00	8,405.50	44.0%
TOTAL Other Expenses	15,000	0	15,000	6,594.50	.00	8,405.50	44.0%
TOTAL Water Treatment Operation	126,000	0	126,000	96,487.12	37,077.37	-7,564.49	106.0%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50632000 Water Treatment Maintenance								
50632000 511650 SW Supervision	0	0	0	.00	.00	.00	.0%	
50632000 511651 SW Structures &	0	0	0	.00	.00	.00	.0%	
50632000 511652 SW Water Treatm	0	0	0	.00	.00	.00	.0%	
50632000 541650 CS Supervision	0	0	0	.00	.00	.00	.0%	
50632000 551651 MT Structures &	0	0	0	.00	.00	.00	.0%	
50632000 551652 MT Water Treatm	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & wages								
50632000 511000 watert MNT Reg	33,279	0	33,279	17,048.71	.00	16,230.29	51.2%	
50632000 511100 watert MNT PT S	0	0	0	.00	.00	.00	.0%	
50632000 511600 watert MNT Over	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & wages	33,279	0	33,279	17,048.71	.00	16,230.29	51.2%	
52 Benefits								
50632000 521000 watert MNT Soci	0	0	0	134.05	.00	-134.05	100.0%*	
50632000 521100 watert MNT Stat	0	0	0	130.15	.00	-130.15	100.0%*	
50632000 521200 Health Insuranc	0	0	0	624.67	.00	-624.67	100.0%*	
50632000 521300 Dental Insuranc	0	0	0	29.18	.00	-29.18	100.0%*	
TOTAL Benefits	0	0	0	918.05	.00	-918.05	100.0%	
53 Operating Expenses								
50632000 531780 watert MNT Sup	20,000	0	20,000	1,758.59	.00	18,241.41	8.8%	
50632000 531790 watert MNT Sup	10,000	0	10,000	699.13	.00	9,300.87	7.0%	
TOTAL Operating Expenses	30,000	0	30,000	2,457.72	.00	27,542.28	8.2%	
55 Maintenance								
50632000 553100 watert MNT Wate	10,000	0	10,000	.00	.00	10,000.00	.0%	



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Maintenance	10,000	0	10,000	.00	.00	10,000.00	.0%
TOTAL Water Treatment Maintenance	73,279	0	73,279	20,424.48	.00	52,854.52	27.9%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50640000 Customer Accounts Expense								
50640000 511901 SW Supervision	0	0	0	.00	.00	.00	.0%	
50640000 511902 SW Meter Readin	0	0	0	.00	.00	.00	.0%	
50640000 511903 SW Cust Records	0	0	0	.00	.00	.00	.0%	
50640000 511905 SW Miscellaneous	0	0	0	.00	.00	.00	.0%	
50640000 511906 SW Cust Service	0	0	0	.00	.00	.00	.0%	
50640000 531902 GE Meter Readin	0	0	0	.00	.00	.00	.0%	
50640000 531903 GE Cust Records	0	0	0	.00	.00	.00	.0%	
50640000 531905 GE Miscellaneous	0	0	0	.00	.00	.00	.0%	
50640000 531906 GE Cust Service	0	0	0	.00	.00	.00	.0%	
50640000 581904 OE Uncollectibl	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
50640000 511000 Cust. Regular S	33,826	0	33,826	17,167.56	.00	16,658.44	50.8%	
50640000 511100 Cust. PT Salari	0	0	0	.00	.00	.00	.0%	
50640000 511600 Cust. Overtime	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	33,826	0	33,826	17,167.56	.00	16,658.44	50.8%	
52 Benefits								
50640000 521000 Cust. Social Se	0	0	0	134.05	.00	-134.05	100.0%*	
50640000 521100 Cust. State Ret	0	0	0	130.15	.00	-130.15	100.0%*	
50640000 521200 Cust. Health In	190,498	0	190,498	624.67	.00	189,873.33	.3%	
50640000 521300 Cust. Dental In	8,458	0	8,458	29.18	.00	8,428.82	.3%	
50640000 521400 Cust. Life Insu	0	0	0	.00	.00	.00	.0%	
TOTAL Benefits	198,956	0	198,956	918.05	.00	198,037.95	.5%	
53 Operating Expenses								
50640000 531890 Cust. Supplies	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50640000 531900 Cust. Supplies	24,000	0	24,000	12,184.04	5,537.02	6,278.94	73.8%
TOTAL Operating Expenses	24,000	0	24,000	12,184.04	5,537.02	6,278.94	73.8%
54 Services							
50640000 541600 Cust. Accountin	15,000	0	15,000	20,974.59	.00	-5,974.59	139.8%*
TOTAL Services	15,000	0	15,000	20,974.59	.00	-5,974.59	139.8%
55 Maintenance							
50640000 552700 Cust. Maint & R	32,000	0	32,000	4,962.42	.00	27,037.58	15.5%
TOTAL Maintenance	32,000	0	32,000	4,962.42	.00	27,037.58	15.5%
57 Fixed Charges							
50640000 571000 Insurance & Bon	0	0	0	47,834.49	.00	-47,834.49	100.0%*
TOTAL Fixed Charges	0	0	0	47,834.49	.00	-47,834.49	100.0%
58 Other Expenses							
50640000 581700 Cust. Transport	3,000	0	3,000	.00	.00	3,000.00	.0%
50640000 581800 Cust. Misc Cust	85,000	0	85,000	83,065.90	2,504.68	-570.58	100.7%*
50640000 582600 Cust. Uncollect	500	0	500	.00	.00	500.00	.0%
TOTAL Other Expenses	88,500	0	88,500	83,065.90	2,504.68	2,929.42	96.7%
TOTAL Customer Accounts Expense	392,282	0	392,282	187,107.05	8,041.70	197,133.25	49.7%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50641000 Trans & Distribution Operation								
50641000 511660 SW Supervision	0	0	0	.00	.00	.00	.0%	
50641000 511661 SW Storage Faci	0	0	0	.00	.00	.00	.0%	
50641000 511662 SW Transm & Dis	0	0	0	.00	.00	.00	.0%	
50641000 511663 SW Meter Expens	0	0	0	.00	.00	.00	.0%	
50641000 511664 SW Customer Ins	0	0	0	.00	.00	.00	.0%	
50641000 511665 SW Miscellaneou	0	0	0	.00	.00	.00	.0%	
50641000 531661 GE Storage Faci	0	0	0	.00	.00	.00	.0%	
50641000 531662 GE Transm & Dis	0	0	0	.00	.00	.00	.0%	
50641000 531663 GE Meter Expens	0	0	0	.00	.00	.00	.0%	
50641000 531664 GE Customer Ins	0	0	0	.00	.00	.00	.0%	
50641000 531665 GE Miscellaneou	0	0	0	.00	.00	.00	.0%	
50641000 541660 CS Supervision	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & wages								
50641000 511000 T&DO Regular Sa	61,371	0	61,371	68,195.72	.00	-6,824.72	111.1%*	
50641000 511100 T&DO PT Salarie	0	0	0	.00	.00	.00	.0%	
50641000 511600 T&DO Overtime	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & wages	61,371	0	61,371	68,195.72	.00	-6,824.72	111.1%	
52 Benefits								
50641000 521000 T&DO Social Sec	0	0	0	536.35	.00	-536.35	100.0%*	
50641000 521100 T&DO State Reti	0	0	0	520.58	.00	-520.58	100.0%*	
50641000 521200 Health Insuranc	0	0	0	2,498.91	.00	-2,498.91	100.0%*	
50641000 521300 Dental Insuranc	0	0	0	116.69	.00	-116.69	100.0%*	
TOTAL Benefits	0	0	0	3,672.53	.00	-3,672.53	100.0%	
53 Operating Expenses								
50641000 531670 T&DO Customer I	18,000	0	18,000	18,898.00	18,898.00	-19,796.00	210.0%*	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50641000 531790 T&DO Maint Supp	20,000	0	20,000	2,211.90	.00	17,788.10	11.1%	
50641000 531800 T&DO Meter Expe	5,000	0	5,000	.00	.00	5,000.00	.0%	
50641000 531920 T&DO Transmissi	0	0	0	1,692.67	.00	-1,692.67	100.0%*	
TOTAL Operating Expenses	43,000	0	43,000	22,802.57	18,898.00	1,299.43	97.0%	
58 Other Expenses								
50641000 581900 T&DO Storage Fa	25,000	0	25,000	31,940.10	50.35	-6,990.45	128.0%*	
50641000 582800 T&DO Misc. Expe	40,000	0	40,000	1,654.90	11,997.10	26,348.00	34.1%	
TOTAL Other Expenses	65,000	0	65,000	33,595.00	12,047.45	19,357.55	70.2%	
TOTAL Trans & Distribution Operation	169,371	0	169,371	128,265.82	30,945.45	10,159.73	94.0%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50642000 Trans & Distribution Maint								
50642000 511670 SW Supervision	0	0	0	.00	.00	.00	.0%	
50642000 511671 SW Structures &	0	0	0	.00	.00	.00	.0%	
50642000 511672 SW Distr Reserv	0	0	0	.00	.00	.00	.0%	
50642000 511673 SW Transm & Dis	0	0	0	.00	.00	.00	.0%	
50642000 511675 SW Services	0	0	0	.00	.00	.00	.0%	
50642000 511676 SW Meters	0	0	0	.00	.00	.00	.0%	
50642000 511677 SW Hydrants	0	0	0	.00	.00	.00	.0%	
50642000 511678 SW Miscellaneous	0	0	0	.00	.00	.00	.0%	
50642000 541670 CS Supervision	0	0	0	.00	.00	.00	.0%	
50642000 551671 MT Structures &	0	0	0	.00	.00	.00	.0%	
50642000 551672 MT Distr Reserv	0	0	0	.00	.00	.00	.0%	
50642000 551673 MT Transm & Dis	0	0	0	.00	.00	.00	.0%	
50642000 551675 MT Services	0	0	0	.00	.00	.00	.0%	
50642000 551676 MT Meters	0	0	0	.00	.00	.00	.0%	
50642000 551677 MT Hydrants	0	0	0	.00	.00	.00	.0%	
50642000 551678 MT Miscellaneous	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
50642000 511000 T&DM Regular Sa	47,243	0	47,243	68,195.72	.00	-20,952.72	144.4%*	
50642000 511100 T&DM PT Salarie	0	0	0	.00	.00	.00	.0%	
50642000 511600 T&DM Overtime	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	47,243	0	47,243	68,195.72	.00	-20,952.72	144.4%	
52 Benefits								
50642000 521000 T&DM Social Sec	0	0	0	536.27	.00	-536.27	100.0%*	
50642000 521100 T&DM State Reti	0	0	0	520.63	.00	-520.63	100.0%*	
50642000 521200 Health Insuranc	0	0	0	2,498.93	.00	-2,498.93	100.0%*	
50642000 521300 Dental Insuranc	0	0	0	116.74	.00	-116.74	100.0%*	
TOTAL Benefits	0	0	0	3,672.57	.00	-3,672.57	100.0%	
53 Operating Expenses								
50642000 531710 T&DM Maint Supp	85,000	809,050	894,050	800,816.30	19,921.36	73,312.34	91.8%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50642000 531720 T&DM Maint Supp	0	0	0	.00	.00	.00	.0%
50642000 531730 T&DM Maint Supp	215,000	0	215,000	125,795.81	.00	89,204.19	58.5%
50642000 531740 T&DM Maint Supp	0	0	0	6.07	.00	-6.07	100.0%*
50642000 531750 T&DM Maint Supp	15,000	0	15,000	7,199.72	8,430.00	-629.72	104.2%*
50642000 531770 T&DM Maint Supp	50,000	0	50,000	48,094.61	.00	1,905.39	96.2%
50642000 531780 T&DM Maint Supp	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	365,000	809,050	1,174,050	981,912.51	28,351.36	163,786.13	86.0%
55 Maintenance							
50642000 552900 T&DM Maint of S	30,000	0	30,000	6,948.21	.00	23,051.79	23.2%
50642000 553000 T&DM Maint Tran	150,000	0	150,000	114,814.25	14,387.00	20,798.75	86.1%
TOTAL Maintenance	180,000	0	180,000	121,762.46	14,387.00	43,850.54	75.6%
TOTAL Trans & Distribution Maint	592,243	809,050	1,401,293	1,175,543.26	42,738.36	183,011.38	86.9%

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50650000 Water Administration								
50650000 471045 Interest on Adv	0	0	0	-40,843.76	.00	40,843.76	100.0%	
50650000 473510 CIAC - RICHFIEL	0	0	0	.00	.00	.00	.0%	
50650000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
50650000 511920 SW Admin/Genera	0	0	0	.00	.00	.00	.0%	
50650000 511930 SW Miscellaneou	0	0	0	.00	.00	.00	.0%	
50650000 531921 GE Office Suppl	0	0	0	67.84	.00	-67.84	100.0%*	
50650000 541923 CS Outside Serv	0	0	0	.00	.00	.00	.0%	
50650000 541924 CS Property Ins	0	0	0	.00	.00	.00	.0%	
50650000 551932 MT Mnt of Gener	0	0	0	.00	.00	.00	.0%	
50650000 581428 OE Amort of Deb	0	0	0	.00	.00	.00	.0%	
50650000 581429 OE Amort of Pre	0	0	0	-27,060.87	.00	27,060.87	100.0%	
50650000 581926 OE Employee Pen	0	0	0	.00	.00	.00	.0%	
50650000 581928 OE Regulatory C	0	0	0	.00	.00	.00	.0%	
50650000 630922 Legislative Exp	700	0	700	.00	.00	700.00	.0%	
TOTAL UNDEFINED CHAR	700	0	700	-67,836.79	.00	68,536.79	-9691.0%	
44 Licenses&Permits								
50650000 444000 Public Site Fee	-50,000	0	-50,000	-80,761.48	.00	30,761.48	161.5%	
TOTAL Licenses&Permits	-50,000	0	-50,000	-80,761.48	.00	30,761.48	161.5%	
46 PublicChargeforSrvcs								
50650000 461600 Tower Rental	0	0	0	-1,260.48	.00	1,260.48	100.0%	
50650000 464000 Unmetered Sales	0	0	0	-206.15	.00	206.15	100.0%	
50650000 464100 Metered Sales -	-1,497,881	0	-1,497,881	-1,108,340.62	.00	-389,540.38	74.0%*	
50650000 464200 Metered Sales -	-599,140	0	-599,140	-375,756.52	.00	-223,383.48	62.7%*	
50650000 464300 Metered Sales -	-554,653	0	-554,653	-313,057.42	.00	-241,595.58	56.4%*	
50650000 464400 Metered Sales -	-45,895	0	-45,895	-15,628.79	.00	-30,266.21	34.1%*	
50650000 464500 Metered Sales -	-247,679	0	-247,679	-200,039.99	.00	-47,639.01	80.8%*	
50650000 464600 Private Fire Pr	-176,760	0	-176,760	-144,443.01	.00	-32,316.99	81.7%*	
50650000 464700 Public Fire Pro	-683,801	0	-683,801	-361,393.65	.00	-322,407.35	52.9%*	
50650000 464800 Sales To Villag	-4,624	0	-4,624	-13,116.57	.00	8,492.57	283.7%	
50650000 464900 Forfeited Disco	0	0	0	.00	.00	.00	.0%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET PCT USE/COL
50650000 465000	other Water Rev		-500	0	-500	-10,487.68	.00	9,987.68 2097.5%
50650000 465100	water Connectio		0	0	0	-810.00	.00	810.00 100.0%
TOTAL PublicChargeforSrvcs			-3,810,933	0	-3,810,933	-2,544,540.88	.00	-1,266,392.12 66.8%
47 Misc Revenues								
50650000 471000	Interest on Inv		-40,000	0	-40,000	-55,796.38	.00	15,796.38 139.5%
50650000 471100	Interest on Inv		0	0	0	-154.15	.00	154.15 100.0%
50650000 471200	Interest on Ass		0	0	0	-311.71	.00	311.71 100.0%
50650000 472500	Insurance Recov		0	0	0	.00	.00	.00 .0%
50650000 472700	Misc. Revenues		-2,000	0	-2,000	-2,617.59	.00	617.59 130.9%
50650000 473000	Unrealized Gain		0	0	0	-23,783.91	.00	23,783.91 100.0%
50650000 473100	Interest Income		0	0	0	.00	.00	.00 .0%
50650000 473300	Other Non-Opera		0	0	0	-681.80	.00	681.80 100.0%
50650000 473500	Contribution In		0	0	0	-13,371.82	.00	13,371.82 100.0%
50650000 473600	Capitral Contri		0	0	0	.00	.00	.00 .0%
TOTAL Misc Revenues			-42,000	0	-42,000	-96,717.36	.00	54,717.36 230.3%
48 Other Fin Sources								
50650000 490000	Inter Fund Reve		0	0	0	.00	.00	.00 .0%
TOTAL Other Fin Sources			0	0	0	.00	.00	.00 .0%
51 Salaries & wages								
50650000 511000	water Admin Reg		362,091	0	362,091	279,229.87	.00	82,861.13 77.1%
50650000 511100	water Admin PT		25,000	0	25,000	34,762.64	.00	-9,762.64 139.1%*
50650000 511200	water Admin Boa		0	0	0	.00	.00	.00 .0%
50650000 511600	water Admin ove		0	0	0	6,195.22	.00	-6,195.22 100.0%*
TOTAL Salaries & wages			387,091	0	387,091	320,187.73	.00	66,903.27 82.7%
52 Benefits								
50650000 521000	water Admin Soc		53,596	0	53,596	43,862.96	.00	9,733.04 81.8%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50650000 521100 water Admin Sta	48,228	0	48,228	39,242.13	.00	8,985.87	81.4%	
50650000 521200 water Admin Hea	0	0	0	161,446.39	.00	-161,446.39	100.0%*	
50650000 521300 water Admin Den	0	0	0	6,763.79	.00	-6,763.79	100.0%*	
50650000 521400 water Admin Lif	0	0	0	2,053.59	.00	-2,053.59	100.0%*	
TOTAL Benefits	101,824	0	101,824	253,368.86	.00	-151,544.86	248.8%	
53 Operating Expenses								
50650000 531010 water Admin Off	6,000	0	6,000	1,784.47	.00	4,215.53	29.7%	
50650000 531450 water Admin Uni	0	0	0	.00	.00	.00	.0%	
50650000 531930 GE Miscellaneous	0	0	0	.00	.00	.00	.0%	
50650000 630928 Regulatory Comm	0	0	0	473.90	.00	-473.90	100.0%*	
TOTAL Operating Expenses	6,000	0	6,000	2,258.37	.00	3,741.63	37.6%	
54 Services								
50650000 541100 water Admin Leg	60,000	0	60,000	10,000.00	.00	50,000.00	16.7%	
TOTAL Services	60,000	0	60,000	10,000.00	.00	50,000.00	16.7%	
56 Utilities								
50650000 561000 Building Utilit	0	0	0	8,621.82	.00	-8,621.82	100.0%*	
TOTAL Utilities	0	0	0	8,621.82	.00	-8,621.82	100.0%	
57 Fixed Charges								
50650000 571000 water Admin Ins	47,968	0	47,968	.00	.00	47,968.00	.0%	
TOTAL Fixed Charges	47,968	0	47,968	.00	.00	47,968.00	.0%	
58 Other Expenses								
50650000 582800 water Admin Mis	1,000	0	1,000	876.53	.00	123.47	87.7%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
50650000 582900 water Admin Imp	0	0	0	.00	.00	.00	.0%
TOTAL Other Expenses	1,000	0	1,000	876.53	.00	123.47	87.7%
TOTAL Water Administration	-3,298,350	0	-3,298,350	-2,194,543.20	.00	-1,103,806.80	66.5%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50660000 Other Operating Expense								
57 Fixed Charges								
50660000 571300 Water OTH Depre	640,000	0	640,000	.00	.00	640,000.00	.0%	
50660000 571400 Water OTH Amort	0	0	0	.00	.00	.00	.0%	
50660000 571500 Debst Service P	579,993	0	579,993	.00	.00	579,993.00	.0%	
50660000 571800 Water OTH Depre	500,000	0	500,000	.00	.00	500,000.00	.0%	
TOTAL Fixed Charges	1,719,993	0	1,719,993	.00	.00	1,719,993.00	.0%	
58 Other Expenses								
50660000 582300 Water OTH Prope	640,000	0	640,000	320,000.00	.00	320,000.00	50.0%	
50660000 582400 Water OTH Psc R	2,500	0	2,500	3,166.80	.00	-666.80	126.7%*	
50660000 582500 Water OTH Inter	344,741	0	344,741	367,630.60	.00	-22,889.60	106.6%*	
TOTAL Other Expenses	987,241	0	987,241	690,797.40	.00	296,443.60	70.0%	
TOTAL Other Operating Expense	2,707,234	0	2,707,234	690,797.40	.00	2,016,436.60	25.5%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50690000 Water Capital Expenditures								
50690000 591310 SoS Land & Land	0	0	0	.00	.00	.00	.0%	
50690000 591311 SoS Structures	0	0	0	.00	.00	.00	.0%	
50690000 591314 SoS wells & Spr	0	0	0	.00	.00	.00	.0%	
50690000 591320 Pumping Land &	0	0	0	.00	.00	.00	.0%	
50690000 591321 Pumping Structu	0	0	0	.00	.00	.00	.0%	
50690000 591323 Pumping Oth Pwr	0	0	0	.00	.00	.00	.0%	
50690000 591325 Pumping Elec Pu	0	0	0	.00	.00	.00	.0%	
50690000 591328 Pumping Oth Pum	0	0	0	.00	.00	.00	.0%	
50690000 591331 WtrTrtm Structu	0	0	0	.00	.00	.00	.0%	
50690000 591334 WtrTrtm Oth Wtr	0	0	0	.00	.00	.00	.0%	
50690000 591340 TrnsDst Land &	0	0	0	.00	.00	.00	.0%	
50690000 591341 TrnsDst Structu	0	0	0	.00	.00	.00	.0%	
50690000 591342 TrnsDst Resevoi	0	0	0	.00	.00	.00	.0%	
50690000 591343 TrnsDst Trans &	0	0	0	.00	.00	.00	.0%	
50690000 591345 TrnsDst Service	0	0	0	.00	.00	.00	.0%	
50690000 591346 TrnsDst Meters	0	0	0	.00	.00	.00	.0%	
50690000 591348 TrnsDst Hydrant	0	0	0	.00	.00	.00	.0%	
50690000 591349 TrnsDst Oth Tra	0	0	0	.00	.00	.00	.0%	
50690000 591381 GenPlnt Compute	0	0	0	.00	.00	.00	.0%	
50690000 591387 GenPlnt SCADA E	0	0	0	.00	.00	.00	.0%	
50690000 591390 GenPlnt Structu	0	0	0	.00	.00	.00	.0%	
50690000 591391 GenPlnt Office	0	0	0	.00	.00	.00	.0%	
50690000 591392 GenPlnt Transpo	0	0	0	.00	.00	.00	.0%	
50690000 591394 GenPlnt Tools,S	0	0	0	.00	.00	.00	.0%	
50690000 591395 GenPlnt Laborat	0	0	0	.00	.00	.00	.0%	
50690000 591396 GenPlnt Power O	0	0	0	.00	.00	.00	.0%	
50690000 591397 GenPlnt Communi	0	0	0	.00	.00	.00	.0%	
50690000 591398 GenPlnt Misc Eq	0	0	0	.00	.00	.00	.0%	
50690000 591999 CapEx Offset Ac	0	0	0	.00	.00	.00	.0%	
50690000 597000 Construction Wo	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
TOTAL Water Capital Expenditures	0	0	0	.00	.00	.00	.0%	
TOTAL Water	1,439,507	809,050	2,248,557	690,040.35	143,280.02	1,415,236.63	37.1%	
TOTAL REVENUES	-3,902,933	0	-3,902,933	-2,762,863.48	.00	-1,140,069.52		
TOTAL EXPENSES	5,342,440	809,050	6,151,490	3,452,903.83	143,280.02	2,555,306.15		

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
60 Sewer							
60000000 Sewer Utility							
60000000 5PCARD UNALLOCATED PCA	0	0	0	499.99	.00	-499.99	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	499.99	.00	-499.99	100.0%
47 Misc Revenues							
60000000 471100 Interest on Inv	0	0	0	5.44	.00	-5.44	100.0%*
TOTAL Misc Revenues	0	0	0	5.44	.00	-5.44	100.0%
TOTAL Sewer Utility	0	0	0	505.43	.00	-505.43	100.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60710000 Operation								
51 Salaries & Wages								
60710000 511000 Sewer OP Reg Sa	97,397	0	97,397	.00	.00	97,397.00	.0%	
60710000 511100 Sewer OP PT Sal	0	0	0	.00	.00	.00	.0%	
60710000 511600 Sewer OP Overti	0	0	0	.00	.00	.00	.0%	
TOTAL Salaries & Wages	97,397	0	97,397	.00	.00	97,397.00	.0%	
52 Benefits								
60710000 521000 Sewer OP Social	7,450	0	7,450	.00	.00	7,450.00	.0%	
60710000 521100 Sewer OP State	6,769	0	6,769	.00	.00	6,769.00	.0%	
TOTAL Benefits	14,219	0	14,219	.00	.00	14,219.00	.0%	
53 Operating Expenses								
60710000 531000 Sewer OP Gen Su	13,000	0	13,000	50.00	.00	12,950.00	.4%	
60710000 531940 Sewer OP Indust	0	0	0	.00	.00	.00	.0%	
60710000 531950 Sewer OP Sampli	0	0	0	.00	.00	.00	.0%	
60710000 531980 Sewer OP Joint	50,000	0	50,000	53,973.38	.00	-3,973.38	107.9%*	
60710000 531990 Sewer OP Pwr Pu	80,000	0	80,000	85,665.46	.00	-5,665.46	107.1%*	
TOTAL Operating Expenses	143,000	0	143,000	139,688.84	.00	3,311.16	97.7%	
54 Services								
60710000 542500 Sewer OP Transp	0	0	0	.00	.00	.00	.0%	
TOTAL Services	0	0	0	.00	.00	.00	.0%	
57 Fixed Charges								
60710000 571100 Sewer OP MMSD S	2,674,542	0	2,674,542	1,960,022.40	.00	714,519.60	73.3%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60710000 571200 Sewer OP MMSD C	2,914,357	0	2,914,357	2,875,559.00	.00	38,798.00	98.7%	
TOTAL Fixed Charges	5,588,899	0	5,588,899	4,835,581.40	.00	753,317.60	86.5%	
TOTAL operation	5,843,515	0	5,843,515	4,975,270.24	.00	868,244.76	85.1%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60720000 Maintenance								
51 Salaries & Wages								
60720000 511000 Sewer MNT Reg S	117,500	0	117,500	.00	.00	117,500.00	.0%	
60720000 511100 Sewer MNT PT Sa	0	0	0	.00	.00	.00	.0%	
60720000 511600 Sewer MNT Overt	10,000	0	10,000	.00	.00	10,000.00	.0%	
TOTAL salaries & Wages	127,500	0	127,500	.00	.00	127,500.00	.0%	
52 Benefits								
60720000 521000 Sewer MNT Socia	8,989	0	8,989	.00	.00	8,989.00	.0%	
60720000 521100 Sewer MNT State	8,166	0	8,166	.00	.00	8,166.00	.0%	
60720000 521200 Health Insuranc	0	0	0	.00	.00	.00	.0%	
60720000 521300 Dental Insuranc	0	0	0	.00	.00	.00	.0%	
60720000 521400 Sewer MNT Life	1,403	0	1,403	1,240.76	.00	162.24	88.4%	
TOTAL Benefits	18,558	0	18,558	1,240.76	.00	17,317.24	6.7%	
53 Operating Expenses								
60720000 531930 Sewer MNT Lift	52,000	0	52,000	43,275.80	8,154.98	569.22	98.9%	
60720000 531960 Sewer MNT Colle	90,000	0	90,000	48,117.71	4,271.89	37,610.40	58.2%	
60720000 531970 Sewer MNT Gener	13,000	0	13,000	9,209.12	1,208.47	2,582.41	80.1%	
TOTAL Operating Expenses	155,000	0	155,000	100,602.63	13,635.34	40,762.03	73.7%	
55 Maintenance								
60720000 552700 Sewer MNT Maint	8,000	0	8,000	3,386.59	551.60	4,061.81	49.2%	
TOTAL Maintenance	8,000	0	8,000	3,386.59	551.60	4,061.81	49.2%	
TOTAL Maintenance	309,058	0	309,058	105,229.98	14,186.94	189,641.08	38.6%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60730000 Customer Accounting								
51 Salaries & Wages								
60730000 511000 Sewer Cust Reg	26,770	0	26,770	.00	.00	26,770.00	.0%	
TOTAL Salaries & Wages	26,770	0	26,770	.00	.00	26,770.00	.0%	
52 Benefits								
60730000 521000 Sewer Cust Soc	2,050	0	2,050	.00	.00	2,050.00	.0%	
60730000 521100 Sewer Cust Sta	1,860	0	1,860	.00	.00	1,860.00	.0%	
TOTAL Benefits	3,910	0	3,910	.00	.00	3,910.00	.0%	
53 Operating Expenses								
60730000 531010 Sewer Cust Off	0	0	0	142.97	.00	-142.97	100.0%*	
60730000 531300 Sewer Cust IT	90,000	0	90,000	80,519.74	2,504.68	6,975.58	92.2%	
60730000 532050 Sewer Cust Cus	10,000	0	10,000	3,245.84	.00	6,754.16	32.5%	
TOTAL Operating Expenses	100,000	0	100,000	83,908.55	2,504.68	13,586.77	86.4%	
58 Other Expenses								
60730000 582600 Sewer Cust Unc	0	0	0	.00	.00	.00	.0%	
TOTAL Other Expenses	0	0	0	.00	.00	.00	.0%	
TOTAL Customer Accounting	130,680	0	130,680	83,908.55	2,504.68	44,266.77	66.1%	

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60740000 Sewer Administration								
60740000 437900 Non-Capital Con	0	0	0	.00	.00	.00	.0%	
60740000 473510 CIAC - RICHFIEL	0	0	0	.00	.00	.00	.0%	
60740000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
60740000 594100 PPII - PRIVATE	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
43 Intergovern Revenue								
60740000 433400 MMSD Rebate	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	0	0	0	.00	.00	.00	.0%	
46 PublicChargeforSrvcs								
60740000 464800 Sewer Admin Ser	-15,600	0	-15,600	-27,495.94	.00	11,895.94	176.3%	
60740000 464900 Sewer Admin For	0	0	0	.00	.00	.00	.0%	
60740000 465300 Sewer Admin Pub	-62,400	0	-62,400	-74,468.42	.00	12,068.42	119.3%	
60740000 465500 Sewer Admin Oth	0	0	0	.00	.00	.00	.0%	
60740000 465800 Sewer Admin Con	-230,000	0	-230,000	-384,159.92	.00	154,159.92	167.0%	
60740000 466100 Sewer Admin Res	-2,542,800	0	-2,542,800	-2,586,758.08	.00	43,958.08	101.7%	
60740000 466200 Sewer Admin Com	-1,976,000	0	-1,976,000	-632,721.88	.00	-1,343,278.12	32.0%*	
60740000 466300 Sewer Admin Ind	-2,915,000	0	-2,915,000	-3,005,265.20	.00	90,265.20	103.1%	
TOTAL PublicChargeforSrvcs	-7,741,800	0	-7,741,800	-6,710,869.44	.00	-1,030,930.56	86.7%	
47 Misc Revenues								
60740000 471000 Swr - Interest	0	0	0	-62,897.10	.00	62,897.10	100.0%	
60740000 471100 Interest on Inv	0	0	0	-1,251.68	.00	1,251.68	100.0%	
60740000 471200 Sewer Admin Int	0	0	0	-600.94	.00	600.94	100.0%	
60740000 472700 Sewer Admin Mis	-500	0	-500	-906.77	.00	406.77	181.4%	
60740000 472900 Sewer Admin Int	-75,000	0	-75,000	-469.80	.00	-74,530.20	.6%*	
60740000 473000 Sewer Unrealize	0	0	0	-57,903.74	.00	57,903.74	100.0%	

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60740000 473300 Sewer Admin Oth	0	0	0	-1,030.80	.00	1,030.80	100.0%	
60740000 473500 Sewer Admin CIA	0	0	0	.00	.00	.00	.0%	
TOTAL Misc Revenues	-75,500	0	-75,500	-125,060.83	.00	49,560.83	165.6%	
48 Other Fin Sources								
60740000 481000 Sewer Admin Pre	0	0	0	.00	.00	.00	.0%	
60740000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
51 Salaries & Wages								
60740000 511000 Sewer Admin Reg	343,020	0	343,020	534,427.05	.00	-191,407.05	155.8%*	
60740000 511100 Sewer Admin PT	0	0	0	4,746.39	.00	-4,746.39	100.0%*	
60740000 511200 Sewer Admin Boa	1,200	0	1,200	884.47	.00	315.53	73.7%	
60740000 511600 Sewer Admin Ove	0	0	0	7,954.42	.00	-7,954.42	100.0%*	
TOTAL salaries & Wages	344,220	0	344,220	548,012.33	.00	-203,792.33	159.2%	
52 Benefits								
60740000 521000 Sewer Admin Soc	26,241	0	26,241	37,461.69	.00	-11,220.69	142.8%*	
60740000 521100 Sewer Admin Sta	23,373	0	23,373	37,354.29	.00	-13,981.29	159.8%*	
60740000 521200 Sewer Admin Hea	140,929	0	140,929	136,124.32	.00	4,804.68	96.6%	
60740000 521300 Sewer Admin Den	3,281	0	3,281	5,865.46	.00	-2,584.46	178.8%*	
60740000 521400 Life Insurance	600	0	600	1.81	.00	598.19	.3%	
TOTAL Benefits	194,424	0	194,424	216,807.57	.00	-22,383.57	111.5%	
53 Operating Expenses								
60740000 531010 Sewer Admin Off	8,000	0	8,000	4,059.54	.00	3,940.46	50.7%	
60740000 531480 Sewer Admin Gas	13,750	0	13,750	17,761.24	.00	-4,011.24	129.2%*	
TOTAL Operating Expenses	21,750	0	21,750	21,820.78	.00	-70.78	100.3%	

Village of Germantown, WI - PRODUCTION

12.11.25

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
54 Services								
60740000 541000 Sewer Admin Con	135,000	49,780	184,780	65,012.39	8,229.19	111,538.01	39.6%	
60740000 541100 Sewer Admin Leg	500	0	500	.00	.00	500.00	.0%	
60740000 541600 Sewer Admin Acc	20,000	0	20,000	20,959.19	.00	-959.19	104.8%*	
60740000 542600 Sewer Admin Dig	3,500	0	3,500	2,037.27	.00	1,462.73	58.2%	
60740000 543000 Contracted Serv	0	0	0	.00	.00	.00	.0%	
TOTAL Services	159,000	49,780	208,780	88,008.85	8,229.19	112,541.55	46.1%	
56 Utilities								
60740000 561000 Sewer Admin Bui	0	0	0	849.76	.00	-849.76	100.0%*	
60740000 561400 Sewer Admin Tel	3,500	0	3,500	5,915.11	.00	-2,415.11	169.0%*	
TOTAL Utilities	3,500	0	3,500	6,764.87	.00	-3,264.87	193.3%	
57 Fixed Charges								
60740000 571000 Sewer Admin Ins	53,628	0	53,628	42,997.29	.00	10,630.71	80.2%	
TOTAL Fixed Charges	53,628	0	53,628	42,997.29	.00	10,630.71	80.2%	
58 Other Expenses								
60740000 582800 Sewer Admin Mis	5,500	0	5,500	4,622.05	.00	877.95	84.0%	
TOTAL Other Expenses	5,500	0	5,500	4,622.05	.00	877.95	84.0%	
TOTAL Sewer Administration	-7,035,278	49,780	-6,985,498	-5,906,896.53	8,229.19	-1,086,831.07	84.4%	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
60750000 Other Operating Expense								
57 Fixed Charges								
60750000 571300 Sewer OTH Depre	1,000,000	0	1,000,000	.00	.00	1,000,000.00	.0%	
60750000 571500 Debst Service P	280,000	0	280,000	.00	.00	280,000.00	.0%	
60750000 571700 Sewer OTH Debt	0	0	0	.00	.00	.00	.0%	
TOTAL Fixed Charges	1,280,000	0	1,280,000	.00	.00	1,280,000.00	.0%	
58 Other Expenses								
60750000 582500 Sewer OTH Inter	251,656	0	251,656	230,611.72	.00	21,044.28	91.6%	
TOTAL Other Expenses	251,656	0	251,656	230,611.72	.00	21,044.28	91.6%	
TOTAL Other Operating Expense	1,531,656	0	1,531,656	230,611.72	.00	1,301,044.28	15.1%	
TOTAL Sewer	779,631	49,780	829,411	-511,370.61	24,920.81	1,315,860.39	-58.7%	
TOTAL REVENUES	-7,817,300	0	-7,817,300	-6,835,924.83	.00	-981,375.17		
TOTAL EXPENSES	8,596,931	49,780	8,646,711	6,324,554.22	24,920.81	2,297,235.56		

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
70 Health								
70800000 Health Insurance Admin								
70800000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
70800000 471000 Health Interest	0	0	0	-48.33	.00	48.33	100.0%	
70800000 471100 Interest on Inv	0	0	0	.00	.00	.00	.0%	
70800000 473000 Health Unrealiz	0	0	0	.00	.00	.00	.0%	
70800000 474100 Health Plan Pre	-2,574,703	0	-2,574,703	.00	.00	-2,574,703.00	.0%*	
70800000 474200 Health Employee	-351,095	0	-351,095	.00	.00	-351,095.00	.0%*	
70800000 474210 FSA Contributio	0	0	0	-20,371.08	.00	20,371.08	100.0%	
TOTAL Misc Revenues	-2,925,798	0	-2,925,798	-20,419.41	.00	-2,905,378.59	.7%	
48 Other Fin Sources								
70800000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
52 Benefits								
70800000 521500 Health Administ	750,000	0	750,000	579,841.67	7,610.36	162,547.97	78.3%	
70800000 521600 Health HSA Cont	97,000	0	97,000	114,544.07	.00	-17,544.07	118.1%*	
70800000 521700 Health Claims P	1,742,971	0	1,742,971	1,659,467.69	.00	83,503.31	95.2%	
TOTAL Benefits	2,589,971	0	2,589,971	2,353,853.43	7,610.36	228,507.21	91.2%	
TOTAL Health Insurance Admin	-335,827	0	-335,827	2,333,434.02	7,610.36	-2,676,871.38	-697.1%	
TOTAL Health	-335,827	0	-335,827	2,333,434.02	7,610.36	-2,676,871.38	-697.1%	
TOTAL REVENUES	-2,925,798	0	-2,925,798	-20,419.41	.00	-2,905,378.59		
TOTAL EXPENSES	2,589,971	0	2,589,971	2,353,853.43	7,610.36	228,507.21		

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
71 Dental								
71810000 Dental Insurance Admin								
71810000 500000 Inter Fund Expe	0	0	0	.00	.00	.00	.0%	
TOTAL UNDEFINED CHAR	0	0	0	.00	.00	.00	.0%	
47 Misc Revenues								
71810000 471000 Dental Interest	0	0	0	-2.03	.00	2.03	100.0%	
71810000 471100 Interest on Inv	0	0	0	-.16	.00	.16	100.0%	
71810000 473000 Dental Unrealiz	0	0	0	.00	.00	.00	.0%	
71810000 474300 Dental Plan Pre	-122,000	0	-122,000	-103,945.42	.00	-18,054.58	85.2%*	
TOTAL Misc Revenues	-122,000	0	-122,000	-103,947.61	.00	-18,052.39	85.2%	
48 Other Fin Sources								
71810000 490000 Inter Fund Reve	0	0	0	.00	.00	.00	.0%	
TOTAL Other Fin Sources	0	0	0	.00	.00	.00	.0%	
52 Benefits								
71810000 521500 Dental Administ	10,350	0	10,350	7,985.25	.00	2,364.75	77.2%	
71810000 521800 Dental Claims P	111,650	0	111,650	90,464.97	.00	21,185.03	81.0%	
TOTAL Benefits	122,000	0	122,000	98,450.22	.00	23,549.78	80.7%	
TOTAL Dental Insurance Admin	0	0	0	-5,497.39	.00	5,497.39	100.0%	
TOTAL Dental	0	0	0	-5,497.39	.00	5,497.39	100.0%	
TOTAL REVENUES	-122,000	0	-122,000	-103,947.61	.00	-18,052.39		
TOTAL EXPENSES	122,000	0	122,000	98,450.22	.00	23,549.78		

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD	ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
80 Tax Collection Agency Fund								
800000000 Tax Collection Agency								
47 Misc Revenues								
800000000 471100 Interest on Inv	0	0	0		.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0		.00	.00	.00	.0%
TOTAL Tax Collection Agency	0	0	0		.00	.00	.00	.0%
TOTAL Tax Collection Agency Fund	0	0	0		.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD	ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
83 Library Trust								
83000000 Library Trust Funds								
47 Misc Revenues								
83000000 471000 Interest on Inv	0	0	0		.00	.00	.00	.0%
83000000 471700 Donations	0	0	0		.00	.00	.00	.0%
TOTAL Misc Revenues	0	0	0		.00	.00	.00	.0%
53 Operating Expenses								
83000000 531000 General Supplie	0	0	0		.00	.00	.00	.0%
83000000 531100 Books	0	0	0		.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0		.00	.00	.00	.0%
59 Capital Outlay								
83000000 591000 Misc. Equipment	0	0	0		.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0		.00	.00	.00	.0%
TOTAL Library Trust Funds	0	0	0		.00	.00	.00	.0%
TOTAL Library Trust	0	0	0		.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
90 Capital Assets							
90000000 Capital Assets							
90000000 940000 Depreciation	0	0	0	1,379.05	.00	-1,379.05	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	1,379.05	.00	-1,379.05	100.0%
TOTAL Capital Assets	0	0	0	1,379.05	.00	-1,379.05	100.0%
TOTAL Capital Assets	0	0	0	1,379.05	.00	-1,379.05	100.0%
TOTAL EXPENSES	0	0	0	1,379.05	.00	-1,379.05	

Village of Germantown, WI - PRODUCTION



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FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91 ARPA							
91500000 ARPA NON-D							
91500000 500000 Inter Fund Expe	0	0	0	29,271.30	.00	-29,271.30	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	29,271.30	.00	-29,271.30	100.0%
51 Salaries & Wages							
91500000 511000 Regular Salarie	0	0	0	.00	.00	.00	.0%
TOTAL Salaries & Wages	0	0	0	.00	.00	.00	.0%
52 Benefits							
91500000 521000 Social Security	0	0	0	.00	.00	.00	.0%
91500000 521100 State Retiremen	0	0	0	.00	.00	.00	.0%
91500000 521200 Health Insuranc	0	0	0	.00	.00	.00	.0%
TOTAL Benefits	0	0	0	.00	.00	.00	.0%
TOTAL ARPA NON-D	0	0	0	29,271.30	.00	-29,271.30	100.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
91520000 ARPA ADMIN								
43 Intergovern Revenue								
91520000 431100 Federal Aid - M	0	0	0	.00	.00	.00	.0%	
TOTAL Intergovern Revenue	0	0	0	.00	.00	.00	.0%	
54 Services								
91520000 541000 Contracted Serv	0	0	0	29,625.00	9,875.00	-39,500.00	100.0%*	
TOTAL Services	0	0	0	29,625.00	9,875.00	-39,500.00	100.0%	
TOTAL ARPA ADMIN	0	0	0	29,625.00	9,875.00	-39,500.00	100.0%	



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

91522000 ARPA IT

53 Operating Expenses

91522000 531310 Hardware Mainte	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL ARPA IT	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91530000 ARPA CLERK							
53 Operating Expenses							
91530000 531650 Election Suppli	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL ARPA CLERK	0	0	0	.00	.00	.00	.0%

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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

91533000 ARPA ASSESOR

54 Services

91533000 541000 Contracted Serv	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL ARPA ASSESOR	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
91540000 ARPA POLICE								
53 Operating Expenses								
91540000 531190 Marketing & Pro	0	0	0	.00	.00	.00	.0%	
91540000 531310 Hardware Mainte	0	0	0	.00	.00	.00	.0%	
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%	
54 Services								
91540000 541000 Contracted Serv	0	0	0	73,221.18	.00	-73,221.18	100.0%*	
TOTAL Services	0	0	0	73,221.18	.00	-73,221.18	100.0%	
59 Capital Outlay								
91540000 591000 Misc. Equipment	0	0	0	.00	.00	.00	.0%	
91540000 592200 Vehicles	0	0	0	.00	.00	.00	.0%	
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%	
TOTAL ARPA POLICE	0	0	0	73,221.18	.00	-73,221.18	100.0%	



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91561000 ARPA ENGINEERING							
54 Services							
91561000 541000 Contracted Serv	0	0	0	.00	.00	.00	.0%
TOTAL Services	0	0	0	.00	.00	.00	.0%
TOTAL ARPA ENGINEERING	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
91562000 ARPA HIGHWAY								
59 Capital Outlay								
91562000 592300 Building Improv	0	0	0	.00	.00	.00	.0%	
91562000 593800 Street Improvem	0	0	0	49,037.81	.00	-49,037.81	100.0%*	
TOTAL Capital Outlay	0	0	0	49,037.81	.00	-49,037.81	100.0%	
TOTAL ARPA HIGHWAY	0	0	0	49,037.81	.00	-49,037.81	100.0%	



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91564000 ARPA PARKS							
55 Maintenance							
91564000 552100 Street Tree Mai	0	0	0	.00	.00	.00	.0%
TOTAL Maintenance	0	0	0	.00	.00	.00	.0%
TOTAL ARPA PARKS	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91570000 ARPA LIBRARY							
59 Capital Outlay							
91570000 591800 Major Repairs -	0	0	0	.00	.00	.00	.0%
TOTAL Capital Outlay	0	0	0	.00	.00	.00	.0%
TOTAL ARPA LIBRARY	0	0	0	.00	.00	.00	.0%



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
91583000 ARPA MUNIDEV							
53 Operating Expenses							
91583000 531000 General Supplie	0	0	0	.00	.00	.00	.0%
TOTAL Operating Expenses	0	0	0	.00	.00	.00	.0%
TOTAL ARPA MUNIDEV	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION



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FOR 2025 12

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL

91591000 ARPA RECREATION

59 Capital Outlay

91591000 592100 Land Improvemen	0	57,800	57,800	57,800.00	.00	.00	100.0%
TOTAL Capital Outlay	0	57,800	57,800	57,800.00	.00	.00	100.0%
TOTAL ARPA RECREATION	0	57,800	57,800	57,800.00	.00	.00	100.0%
TOTAL ARPA	0	57,800	57,800	238,955.29	9,875.00	-191,030.29	430.5%
TOTAL EXPENSES	0	57,800	57,800	238,955.29	9,875.00	-191,030.29	
GRAND TOTAL	563,247	1,844,606	2,407,853	-5,468,219.51	1,806,970.54	6,069,101.74	-152.1%

** END OF REPORT - Generated by Matthew Uselding **

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 111825

PAY PERIOD 10/27/2025 to 11/09/2025

CHECK DATE 11/18/2025

YEAR 2025 PERIOD 11
EXPENDITURE ENTRIES
SHORT DESC 11825 PYRL

GL EFF DATE 11/18/2025
REFERENCE 111825
REFERENCE2 0111825

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2025	PERIOD 11			GL EFF DATE 11/18/2025	
10510000	511200		Village Board	VB Salaries	1,600.07
10510000	521000		Village Board	VB Social Security	122.42
10521000	511000		Administrator's Office	Admin Regular Salaries &	4,788.48
10521000	521000		Administrator's Office	Admin Social Security	335.95
10521000	521100		Administrator's Office	Admin State Retirement	328.64
10521000	521200		Administrator's Office	Admin Health Insurance	1,158.21
10521000	521300		Administrator's Office	Admin Dental Insurance	53.35
10531000	511000		Clerk's Office	Clerk Regular Salaries &	6,741.69
10531000	511600		Clerk's Office	Clerk Overtime	221.76
10531000	521000		Clerk's Office	Clerk Social Security	507.14
10531000	521100		Clerk's Office	Clerk State Retirement	482.11
10531000	521200		Clerk's Office	Clerk Health Insurance	2,352.31
10531000	521300		Clerk's Office	Clerk Dental Insurance	98.87
10532000	511000		Treasurer's Office	Treasurer Reg Salaries &	5,974.07
10532000	511600		Treasurer's Office	Treasurer Overtime	2,166.26
10532000	521000		Treasurer's Office	Treasurer Social Security	598.54
10532000	521100		Treasurer's Office	Treasurer State Retirement	565.76
10532000	521200		Treasurer's Office	Treasurer Health Insurance	1,749.88
10532000	521300		Treasurer's Office	Treasurer Dental Insurance	75.28
10541000	511000		Police Administration	PD Regular Salaries & wag	81,849.30
10541000	511600		Police Administration	PD Overtime	6,555.23
10541000	521000		Police Administration	PD Social Security	6,561.64
10541000	521100		Police Administration	PD State Retirement	10,667.76
10541000	521200		Police Administration	PD Health Insurance	12,938.81
10541000	521300		Police Administration	PD Dental Insurance	662.62
10542000	511000		Patrol	PT Regular Salaries & wag	78,725.70
10542000	511600		Patrol	PT Overtime	7,539.00
10542000	521000		Patrol	PT Social Security	6,393.89
10542000	521100		Patrol	PT State Retirement	12,948.34
10542000	521200		Patrol	PT Health Insurance	14,496.08
10542000	521300		Patrol	PT Dental Insurance	649.40
10543000	511000		Detective	DT Regular Salaries & wag	11,890.07
10543000	511600		Detective	DT Overtime	572.12
10543000	521000		Detective	DT Social Security	917.21
10543000	521100		Detective	DT State Retirement	1,870.58
10543000	521200		Detective	DT Health Insurance	3,333.75
10543000	521300		Detective	DT Dental Insurance	145.53
10545000	511000		Emergency Government	EM Regular Salaries & wag	261.36
10545000	521000		Emergency Government	EM Social Security	18.94
10545000	521100		Emergency Government	EM State Retirement	39.23
10545000	521200		Emergency Government	EM Health Insurance	47.54
10545000	521300		Emergency Government	EM Dental Insurance	2.43
10551000	511000		Fire Administration	Fire Admin Reg Salaries &	17,951.91
10551000	511600		Fire Administration	Fire Admin Overtime	6,016.76
10551000	521000		Fire Administration	Fire Admin Social Securit	1,770.47
10551000	521100		Fire Administration	Fire Admin State Retirement	3,403.98
10551000	521200		Fire Administration	Fire Admin Health Insurance	4,908.17

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REFERENCE2 0111825

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10551000	521300		Fire Administration	Fire Admin Dental Insuran	210.47
10552000	511000		Fire Protection Services	FP Regular Salaries & Wag	60,569.69
10552000	511100		Fire Protection Services	FP Part Time Salaries & W	4,475.70
10552000	511600		Fire Protection Services	FP Overtime	16,472.14
10552000	521000		Fire Protection Services	FP Social Security	6,048.33
10552000	521100		Fire Protection Services	FP State Retirement	12,103.94
10552000	521200		Fire Protection Services	FP Health Insurance	15,151.44
10552000	521300		Fire Protection Services	FP Dental Insurance	617.32
10561000	511000		Engineering	ENG Regular Salaries & Wa	2,086.46
10561000	511600		Engineering	ENG Overtime	99.34
10561000	521000		Engineering	ENG Social Security	160.87
10561000	521100		Engineering	ENG State Retirement	151.89
10561000	521200		Engineering	ENG Health Insurance	521.85
10561000	521300		Engineering	ENG Dental Insurance	18.29
10562000	511000		Highway	HWY Regular Salaries & wa	25,470.58
10562000	511100		Highway	HWY Part Time Salaries &	3,843.68
10562000	511600		Highway	HWY Overtime	892.26
10562000	521000		Highway	HWY Social Security	2,190.05
10562000	521100		Highway	HWY State Retirement	1,904.50
10562000	521200		Highway	HWY Health Insurance	7,270.03
10562000	521300		Highway	HWY Dental Insurance	319.50
10563000	511000		Buildings & Grounds	Regular Salaries & Wages	15,463.90
10563000	511600		Buildings & Grounds	BG Overtime	729.03
10563000	521000		Buildings & Grounds	BG Social Security	1,185.01
10563000	521100		Buildings & Grounds	BG State Retirement	1,121.93
10563000	521200		Buildings & Grounds	BG Health Insurance	4,528.32
10563000	521300		Buildings & Grounds	BG Dental Insurance	220.91
10564000	511000		Parks	Parks Regular Salaries &	15,463.90
10564000	511100		Parks	Parks PT Salaries & Wages	199.20
10564000	511600		Parks	Parks Overtime	729.03
10564000	521000		Parks	Parks Social Security	1,200.25
10564000	521100		Parks	Parks State Retirement	1,121.93
10564000	521200		Parks	Parks Health Insurance	4,528.32
10564000	521300		Parks	Parks Dental Insurance	220.91
10565000	511000		Recycling	Recycling Reg Salaries &	1,793.21
10565000	511100		Recycling	Recycling PT Salaries & W	384.75
10565000	511600		Recycling	Recycling Overtime	107.85
10565000	521000		Recycling	Recycling Social Security	161.42
10565000	521100		Recycling	Recycling State Retirement	131.34
10565000	521200		Recycling	Recycling Health Insuranc	496.69
10565000	521300		Recycling	Recycling Dental Insuranc	22.69
10570000	511000		Library	Library Reg Salaries & wa	11,773.88
10570000	511100		Library	Library PT Salaries & wag	11,808.68
10570000	511600		Library	Library Overtime	54.94
10570000	521000		Library	Library Social Security	1,746.59
10570000	521100		Library	Library State Retirement	1,399.89
10570000	521200		Library	Library Health Insurance	4,124.14
10570000	521300		Library	Library Dental Insurance	275.41

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ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10581000	511000		Inspection and Permitting	Inspection Reg Salaries &	1,247.31
10581000	521000		Inspection and Permitting	Inspection Social Securit	91.11
10581000	521100		Inspection and Permitting	Inspection State Retireme	86.69
10581000	521200		Inspection and Permitting	Inspection Health Insuran	242.02
10581000	521300		Inspection and Permitting	Inspection Dental Insuran	10.91
10582000	511000		Planning and Zonning	Planning Reg Salaries & W	6,726.31
10582000	521000		Planning and Zonning	Planning Social Security	494.13
10582000	521100		Planning and Zonning	Planning State Retirement	467.49
10582000	521200		Planning and Zonning	Planning Health Insurance	1,352.08
10582000	521300		Planning and Zonning	Planning Dental Insurance	64.24
10591000	511000		Recreation	Recreation Reg Salaries &	11,315.36
10591000	521000		Recreation	Recreation PT Salaries &	10,241.35
10591000	521100		Recreation	Recreation Social Securit	1,604.31
10591000	521200		Recreation	Recreation State Retireme	1,161.63
10591000	521300		Recreation	Recreation Health Insuran	4,032.59
10592000	511100		Senior Center	Senior PT Salaries & Wage	178.39
10592000	521000		Senior Center	Senior Social Security	3,269.75
10592000	521100		Senior Center	Senior State Retirement	250.13
10592000	521300		Senior Center	Senior Dental Insurance	126.22
					16.43
				FUND TOTALS	607,609.51
45406410	511000		Project Administration	TID 6 AD Reg Salaries & W	419.22
45406410	521000		Project Administration	TID 6 AD Social Security	30.78
45406410	521100		Project Administration	TID 6 AD State Retirement	29.01
45406410	521200		Project Administration	TID 6 AD Health Insurance	94.11
45406410	521300		Project Administration	TID 6 AD Dental Insurance	3.98
45407410	511000		Project Administration	TID 7 AD Reg Salaries & W	1,832.41
45407410	511600		Project Administration	TID 7 AD Overtime	8.35
45407410	521000		Project Administration	TID 7 AD Social Security	133.53
45407410	521100		Project Administration	TID 7 AD State Retirement	127.30
45407410	521200		Project Administration	TID 7 AD Health Insurance	408.95
45407410	521300		Project Administration	TID 7 AD Dental Insurance	16.97
45408410	511000		Project Administration	TID 8 AD Reg Salaries & W	3,294.57
45408410	511600		Project Administration	TID 8 AD Overtime	16.73
45408410	521000		Project Administration	TID 8 AD Social Security	239.98
45408410	521100		Project Administration	TID 8 AD State Retirement	228.70
45408410	521200		Project Administration	TID 8 AD Health Insurance	701.69
45408410	521300		Project Administration	TID 8 AD Dental Insurance	28.72
45409410	511000		Project Administration	TID 9 AD Reg Salaries & W	3,326.25
45409410	511600		Project Administration	TID 9 AD Overtime	16.73
45409410	521000		Project Administration	TID 9 AD Social Security	242.30
45409410	521100		Project Administration	TID 9 AD State Retirement	230.90
45409410	521200		Project Administration	TID 9 AD Health Insurance	711.19
45409410	521300		Project Administration	TID 9 AD Dental Insurance	29.20
				FUND TOTALS	12,171.57

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ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
50611000	511000		Source of Supply Operation	SoS OP Reg Salaries & wag	1,808.41
50611000	521000		Source of Supply Operation	SoS OP Social Security	129.33
50611000	521100		Source of Supply Operation	SoS OP State Retirement	125.29
50611000	521200		Source of Supply Operation	SoS OP Health Insurance	587.01
50611000	521300		Source of Supply Operation	SoS OP Dental Insurance	27.61
50612000	511000		Source of Supply Maint	SoS MNT Reg Salaries & wa	1,808.02
50612000	521000		Source of Supply Maint	SoS MNT Social Security	129.29
50612000	521100		Source of Supply Maint	SoS MNT State Retirement	125.27
50612000	521200		Source of Supply Maint	Health Insurance	586.89
50612000	521300		Source of Supply Maint	Dental Insurance	27.60
50621000	511000		Pumping Operation	Pump OP Pumping Labor	1,808.02
50621000	521000		Pumping Operation	Pump OP Social Security	129.29
50621000	521100		Pumping Operation	Pump OP State Retirement	125.27
50621000	521200		Pumping Operation	Health Insurance	586.89
50621000	521300		Pumping Operation	Dental Insurance	27.60
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & w	602.57
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	43.09
50622000	521100		Pumping Maintenance	Pump Maint State Retireme	41.74
50622000	521200		Pumping Maintenance	Health Insurance	195.60
50622000	521300		Pumping Maintenance	Dental Insurance	9.19
50632000	511000		Water Treatment Maintenance	waterT MNT Reg Salary & w	602.57
50632000	521000		Water Treatment Maintenance	waterT MNT Social Securit	43.09
50632000	521100		Water Treatment Maintenance	waterT MNT State Retireme	41.74
50632000	521200		Water Treatment Maintenance	Health Insurance	195.60
50632000	521300		Water Treatment Maintenance	Dental Insurance	9.19
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	602.57
50640000	521000		Customer Accounts Expense	Cust. Social Security	43.09
50640000	521100		Customer Accounts Expense	Cust. State Retirement	41.74
50640000	521200		Customer Accounts Expense	Cust. Health Insurance	195.60
50640000	521300		Customer Accounts Expense	Cust. Dental Insurance	9.19
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & w	2,410.91
50641000	521000		Trans & Distribution Operati	T&DO Social Security	172.44
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	167.06
50641000	521200		Trans & Distribution Operati	Health Insurance	782.57
50641000	521300		Trans & Distribution Operati	Dental Insurance	36.79
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & w	2,410.91
50642000	521000		Trans & Distribution Maint	T&DM Social Security	172.43
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	167.03
50642000	521200		Trans & Distribution Maint	Health Insurance	782.58
50642000	521300		Trans & Distribution Maint	Dental Insurance	36.80
50650000	511000		Water Administration	Water Admin Reg Salary &	13,342.15
50650000	511100		Water Administration	Water Admin PT Salary & w	1,343.97
50650000	511600		Water Administration	Water Admin Overtime	2,135.85
50650000	521000		Water Administration	Water Admin Social Securi	1,225.52
50650000	521100		Water Administration	Water Admin State Retirem	1,073.97
50650000	521200		Water Administration	Water Admin Health Insura	4,371.74
50650000	521300		Water Administration	Water Admin Dental Insura	182.55

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ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
				FUND TOTALS	41,523.63
60740000	511000		Sewer Administration	Sewer Admin Reg Salary &	21,596.92
60740000	511100		Sewer Administration	Sewer Admin PT Salary & w	199.97
60740000	511600		Sewer Administration	Sewer Admin Overtime	1,538.04
60740000	521000		Sewer Administration	Sewer Admin Social Securi	1,641.87
60740000	521100		Sewer Administration	Sewer Admin State Retirem	1,601.67
60740000	521200		Sewer Administration	Sewer Admin Health Insura	6,168.20
60740000	521300		Sewer Administration	Sewer Admin Dental Insura	264.86
				FUND TOTALS	33,011.53
				GRAND TOTALS	694,316.24

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CLERK: Pwinter

YEAR	PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
													LINE	DESC			
2025	11	56															
PRJ	10510000-511200																
	11/18/2025	11825	PYRL	111825	0111825								VB Salaries			1,600.07	
PRJ	99000000-111400												0111WARRANT=111825	RUN=0 BIWEEKLY			
	11/18/2025	11825	PYRL	111825	0111825	825							US Bank - Payroll Checking				850,669.72
	11/18/2025	11825	PYRL	111825	0111825								WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10510000-521000												VB Social Security			122.42	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10521000-511000												Admin Regular Salaries & Wages			4,788.48	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10521000-521000												Admin Social Security			335.95	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10521000-521100												Admin State Retirement			328.64	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10521000-521200												Admin Health Insurance			1,158.21	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10521000-521300												Admin Dental Insurance			53.35	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-511000												Clerk Regular Salaries & Wages			6,741.69	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-511600												Clerk Overtime			221.76	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-521000												Clerk Social Security			507.14	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-521100												Clerk State Retirement			482.11	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-521200												Clerk Health Insurance			2,352.31	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10531000-521300												Clerk Dental Insurance			98.87	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-511000												Treasurer Reg Salaries & Wages			5,974.07	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-511600												Treasurer Overtime			2,166.26	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-521000												Treasurer Social Security			598.54	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-521100												Treasurer State Retirement			565.76	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-521200												Treasurer Health Insurance			1,749.88	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10532000-521300												Treasurer Dental Insurance			75.28	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10541000-511000												PD Regular Salaries & Wages			81,849.30	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10541000-511600												PD Overtime			6,555.23	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10541000-521000												PD Social Security			6,561.64	
	11/18/2025	11825	PYRL	111825	0111825								0111WARRANT=111825	RUN=0 BIWEEKLY			
PRJ	10541000-521100												PD State Retirement			10,667.76	

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PRJ	10541000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PD Health Insurance		12,938.81	
PRJ	10541000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PD Dental Insurance		662.62	
PRJ	10542000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT Regular Salaries & Wages		78,725.70	
PRJ	10542000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT Overtime		7,539.00	
PRJ	10542000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT Social Security		6,393.89	
PRJ	10542000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT State Retirement		12,948.34	
PRJ	10542000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT Health Insurance		14,496.08	
PRJ	10542000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY PT Dental Insurance		649.40	
PRJ	10543000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT Regular Salaries & Wages		11,890.07	
PRJ	10543000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT Overtime		572.12	
PRJ	10543000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT Social Security		917.21	
PRJ	10543000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT State Retirement		1,870.58	
PRJ	10543000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT Health Insurance		3,333.75	
PRJ	10543000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY DT Dental Insurance		145.53	
PRJ	10545000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY EM Regular Salaries & Wages		261.36	
PRJ	10545000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY EM Social Security		18.94	
PRJ	10545000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY EM State Retirement		39.23	
PRJ	10545000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY EM Health Insurance		47.54	
PRJ	10545000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY EM Dental Insurance		2.43	
PRJ	10551000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Fire Admin Reg Salaries & wage		17,951.91	
PRJ	10551000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Fire Admin Overtime		6,016.76	
PRJ	10551000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Fire Admin Social Security		1,770.47	
PRJ	10551000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Fire Admin State Retirement		3,403.98	
PRJ	10551000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Fire Admin Health Insurance		4,908.17	
		11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY			

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YEAR PER	JNL	SRC	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
EFF	DATE								LINE	DESC				
PRJ	10551000-521300									Fire Admin Dental Insurance			210.47	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-511000									FP Regular Salaries & Wages			60,569.69	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-511100									FP Part Time Salaries & Wages			4,475.70	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-511600									FP Overtime			16,472.14	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-521000									FP Social Security			6,048.33	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-521100									FP State Retirement			12,103.94	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-521200									FP Health Insurance			15,151.44	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10552000-521300									FP Dental Insurance			617.32	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-511000									ENG Regular Salaries & Wages			2,086.46	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-511600									ENG Overtime			99.34	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-521000									ENG Social Security			160.87	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-521100									ENG State Retirement			151.89	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-521200									ENG Health Insurance			521.85	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10561000-521300									ENG Dental Insurance			18.29	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-511000									HWY Regular Salaries & Wages			25,470.58	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-511100									HWY Part Time Salaries & Wages			3,843.68	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-511600									HWY Overtime			892.26	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-521000									HWY Social Security			2,190.05	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-521100									HWY State Retirement			1,904.50	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-521200									HWY Health Insurance			7,270.03	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10562000-521300									HWY Dental Insurance			319.50	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10563000-511000									Regular Salaries & Wages			15,463.90	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10563000-511600									BG Overtime			729.03	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10563000-521000									BG Social Security			1,185.01	
	11/18/2025	11825	PYRL	111825	0111825		0111825		0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10563000-521100									BG State Retirement			1,121.93	

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	10563000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY BG Health Insurance		4,528.32	
PRJ	10563000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY BG Dental Insurance		220.91	
PRJ	10564000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks Regular Salaries & Wages		15,463.90	
PRJ	10564000-511100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks PT Salaries & Wages		199.20	
PRJ	10564000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks Overtime		729.03	
PRJ	10564000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks Social Security		1,200.25	
PRJ	10564000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks State Retirement		1,121.93	
PRJ	10564000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks Health Insurance		4,528.32	
PRJ	10564000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Parks Dental Insurance		220.91	
PRJ	10565000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling Reg Salaries & Wages		1,793.21	
PRJ	10565000-511100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling PT Salaries & Wages		384.75	
PRJ	10565000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling Overtime		107.85	
PRJ	10565000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling Social Security		161.42	
PRJ	10565000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling State Retirement		131.34	
PRJ	10565000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling Health Insurance		496.69	
PRJ	10565000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Recycling Dental Insurance		22.69	
PRJ	10570000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library Reg Salaries & Wages		11,773.88	
PRJ	10570000-511100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library PT Salaries & Wages		11,808.68	
PRJ	10570000-511600	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library Overtime		54.94	
PRJ	10570000-521000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library Social Security		1,746.59	
PRJ	10570000-521100	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library State Retirement		1,399.89	
PRJ	10570000-521200	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library Health Insurance		4,124.14	
PRJ	10570000-521300	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Library Dental Insurance		275.41	
PRJ	10581000-511000	11/18/2025	11825	PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Inspection Reg Salaries & Wage		1,247.31	

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YEAR	PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
PRJ	10581000	-521000											Inspection Social Security			91.11	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10581000	-521100											Inspection State Retirement			86.69	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10581000	-521200											Inspection Health Insurance			242.02	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10581000	-521300											Inspection Dental Insurance			10.91	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10582000	-511000											Planning Reg Salaries & Wages			6,726.31	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10582000	-521000											Planning Social Security			494.13	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10582000	-521100											Planning State Retirement			467.49	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10582000	-521200											Planning Health Insurance			1,352.08	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10582000	-521300											Planning Dental Insurance			64.24	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-511000											Recreation Reg Salaries & Wage			11,315.36	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-511100											Recreation PT Salaries & Wages			10,241.35	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-521000											Recreation Social Security			1,604.31	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-521100											Recreation State Retirement			1,161.63	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-521200											Recreation Health Insurance			4,032.59	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10591000	-521300											Recreation Dental Insurance			178.39	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10592000	-511100											Senior PT Salaries & Wages			3,269.75	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10592000	-521000											Senior Social Security			250.13	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10592000	-521100											Senior State Retirement			126.22	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	10592000	-521300											Senior Dental Insurance			16.43	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45406410	-511000											TID 6 AD Reg Salaries & Wages			419.22	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45406410	-521000											TID 6 AD Social Security			30.78	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45406410	-521100											TID 6 AD State Retirement			29.01	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45406410	-521200											TID 6 AD Health Insurance			94.11	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45406410	-521300											TID 6 AD Dental Insurance			3.98	
	11/18/2025	11825	PYRL	111825	0111825				0111825			0111WARRANT=111825	RUN=0 BIWEEKLY				
PRJ	45407410	-511000											TID 7 AD Reg Salaries & Wages			1,832.41	

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SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC				
PRJ 45407410-511600	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 7 AD Overtime			8.35	
PRJ 45407410-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 7 AD Social Security			133.53	
PRJ 45407410-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 7 AD State Retirement			127.30	
PRJ 45407410-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 7 AD Health Insurance			408.95	
PRJ 45407410-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 7 AD Dental Insurance			16.97	
PRJ 45408410-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD Reg Salaries & wages			3,294.57	
PRJ 45408410-511600	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD Overtime			16.73	
PRJ 45408410-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD Social Security			239.98	
PRJ 45408410-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD State Retirement			228.70	
PRJ 45408410-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD Health Insurance			701.69	
PRJ 45408410-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 8 AD Dental Insurance			28.72	
PRJ 45409410-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD Reg Salaries & wages			3,326.25	
PRJ 45409410-511600	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD Overtime			16.73	
PRJ 45409410-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD Social Security			242.30	
PRJ 45409410-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD State Retirement			230.90	
PRJ 45409410-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD Health Insurance			711.19	
PRJ 45409410-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY TID 9 AD Dental Insurance			29.20	
PRJ 50611000-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS OP Reg Salaries & wages			1,808.41	
PRJ 50611000-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS OP Social Security			129.33	
PRJ 50611000-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS OP State Retirement			125.29	
PRJ 50611000-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS OP Health Insurance			587.01	
PRJ 50611000-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS OP Dental Insurance			27.61	
PRJ 50612000-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS MNT Reg Salaries & wages			1,808.02	
PRJ 50612000-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY SoS MNT Social Security			129.29	
	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY				

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YEAR	PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	LINE	DESC	T	OB	DEBIT	CREDIT	
PRJ	50612000	-521100																	125.27	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50612000	-521200																	586.89	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50612000	-521300																	27.60	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50621000	-511000																	1,808.02	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50621000	-521000																	129.29	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50621000	-521100																	125.27	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50621000	-521200																	586.89	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50621000	-521300																	27.60	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50622000	-511000																	602.57	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50622000	-521000																	43.09	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50622000	-521100																	41.74	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50622000	-521200																	195.60	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50622000	-521300																	9.19	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50632000	-511000																	602.57	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50632000	-521000																	43.09	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50632000	-521100																	41.74	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50632000	-521200																	195.60	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50632000	-521300																	9.19	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50640000	-511000																	602.57	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50640000	-521000																	43.09	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50640000	-521100																	41.74	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50640000	-521200																	195.60	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50640000	-521300																	9.19	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50641000	-511000																	2,410.91	
	11/18/2025	11825	PYRL	111825	0111825	0111825														
PRJ	50641000	-521000																	172.44	

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	50641000-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY T&DO State Retirement		167.06	
PRJ	50641000-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Health Insurance		782.57	
PRJ	50641000-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Dental Insurance		36.79	
PRJ	50642000-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY T&DM Regular Salaries & Wages		2,410.91	
PRJ	50642000-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY T&DM Social Security		172.43	
PRJ	50642000-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY T&DM State Retirement		167.03	
PRJ	50642000-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Health Insurance		782.58	
PRJ	50642000-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Dental Insurance		36.80	
PRJ	50650000-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin Reg Salary & Wages		13,342.15	
PRJ	50650000-511100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin PT Salary & Wages		1,343.97	
PRJ	50650000-511600	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin Overtime		2,135.85	
PRJ	50650000-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin Social Security		1,225.52	
PRJ	50650000-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin State Retirement		1,073.97	
PRJ	50650000-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin Health Insurance		4,371.74	
PRJ	50650000-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Water Admin Dental Insurance		182.55	
PRJ	60740000-511000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin Reg Salary & Wages		21,596.92	
PRJ	60740000-511100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin PT Salary & Wages		199.97	
PRJ	60740000-511600	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin Overtime		1,538.04	
PRJ	60740000-521000	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin Social Security		1,641.87	
PRJ	60740000-521100	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin State Retirement		1,601.67	
PRJ	60740000-521200	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin Health Insurance		6,168.20	
PRJ	60740000-521300	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY Sewer Admin Dental Insurance		264.86	
PRJ	99000000-111400	11/18/2025	11825 PYRL	111825	0111825	0111825	0111WARRANT=111825 RUN=0 BIWEEKLY US Bank - Payroll Checking		365,324.99	
PRJ	70800000-474210	11/18/2025	11825 PYRL	111825	0111825	825	0111WARRANT=111825 RUN=0 BIWEEKLY FSA Contribution			921.92

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T OB	DEBIT	CREDIT
EFF	DATE							LINE DESC			
PRJ 71810000-474300	11/18/2025	11825	PYRL	111825	0111825	825		Dental Plan Premiums			4,573.20
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211300	11/18/2025	11825	PYRL	111825	0111825	825		Social Security Payable			73,468.86
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211300	11/18/2025	11825	PYRL	111825	0111825	0111825		Social Security Payable		73,468.86	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211400	11/18/2025	11825	PYRL	111825	0111825	825		Federal Withholding Payable			44,817.40
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211400	11/18/2025	11825	PYRL	111825	0111825	0111825		Federal Withholding Payable		44,817.40	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211500	11/18/2025	11825	PYRL	111825	0111825	825		State Withholding Payable			19,571.55
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211500	11/18/2025	11825	PYRL	111825	0111825	0111825		State Withholding Payable		19,571.55	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211600	11/18/2025	11825	PYRL	111825	0111825	825		State Retirement Payable			87,681.32
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211700	11/18/2025	11825	PYRL	111825	0111825	825		Life Insurance Deductions			1,081.11
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211900	11/18/2025	11825	PYRL	111825	0111825	825		Health Insurance Deduction			113,921.39
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-211900	11/18/2025	11825	PYRL	111825	0111825	0111825		Health Insurance Deduction		401.31	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212000	11/18/2025	11825	PYRL	111825	0111825	825		Flex Spending Account Deductio			70.00
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212300	11/18/2025	11825	PYRL	111825	0111825	825		Dependent Day Care			192.00
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212400	11/18/2025	11825	PYRL	111825	0111825	825		IRA Deduction			1,668.21
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212400	11/18/2025	11825	PYRL	111825	0111825	0111825		IRA Deduction		1,668.21	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212500	11/18/2025	11825	PYRL	111825	0111825	825		Vision Insurance Deduction			624.30
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212550	11/18/2025	11825	PYRL	111825	0111825	825		Accident Deduction			242.58
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212700	11/18/2025	11825	PYRL	111825	0111825	825		Veba Deduction			180.00
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-212700	11/18/2025	11825	PYRL	111825	0111825	0111825		Veba Deduction		180.00	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-213000	11/18/2025	11825	PYRL	111825	0111825	825		Deferred Comp Deductions			13,790.42
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-213000	11/18/2025	11825	PYRL	111825	0111825	0111825		Deferred Comp Deductions		13,790.42	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-213100	11/18/2025	11825	PYRL	111825	0111825	825		Garnishment Deductions			2,520.73
								WARRANT=111825 RUN=0 BIWEEKLY			
PRJ 99000000-213100	11/18/2025	11825	PYRL	111825	0111825	0111825		Garnishment Deductions		2,455.73	
								0111WARRANT=111825 RUN=0 BIWEEKLY			
GENERAL LEDGER TOTAL										1,215,994.71	1,215,994.71

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR	PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	LINE	DESC	T	OB	DEBIT	CREDIT
PRJ	99000000	-200010											DTDF General Fund					607,609.51	
		11/18/2025																	
PRJ	10000000	-110000											General Fund Cash						607,609.51
		11/18/2025																	
PRJ	99000000	-200045											TIDS					12,171.57	
		11/18/2025																	
PRJ	45406000	-110000											TID#6 Cash						577.10
		11/18/2025																	
PRJ	45407000	-110000											TID#7 Cash						2,527.51
		11/18/2025																	
PRJ	45408000	-110000											TID#8 Cash						4,510.39
		11/18/2025																	
PRJ	45409000	-110000											TID#9 Cash						4,556.57
		11/18/2025																	
PRJ	99000000	-200050											DTDF Water					41,523.63	
		11/18/2025																	
PRJ	50000000	-110000											Water Cash						41,523.63
		11/18/2025																	
PRJ	99000000	-200060											DTDF Sewer					33,011.53	
		11/18/2025																	
PRJ	60000000	-110000											Sewer Cash						33,011.53
		11/18/2025																	
PRJ	70000000	-110000											Health Cash					921.92	
		11/18/2025																	
PRJ	99000000	-200070											DTDF Health						921.92
		11/18/2025																	
PRJ	71000000	-110000											Dental Cash					4,573.20	
		11/18/2025																	
PRJ	99000000	-200071											DTDF Dental						4,573.20
		11/18/2025																	
SYSTEM GENERATED ENTRIES TOTAL																		699,811.36	699,811.36
JOURNAL 2025/11/56 TOTAL																		1,915,806.07	1,915,806.07
2025	11	56																	
PRJ	10000000	-300060											Expenditures					607,609.51	
		11/18/2025	11825	PYRL	111825	0111825							WARRANT=111825	RUN=0	BIWEEKLY				
PRJ	45406000	-300060											Expenditures					577.10	
		11/18/2025	11825	PYRL	111825	0111825							WARRANT=111825	RUN=0	BIWEEKLY				
PRJ	45407000	-300060											Expenditures					2,527.51	
		11/18/2025	11825	PYRL	111825	0111825							WARRANT=111825	RUN=0	BIWEEKLY				
PRJ	45408000	-300060											Expenditures					4,510.39	
		11/18/2025	11825	PYRL	111825	0111825							WARRANT=111825	RUN=0	BIWEEKLY				
PRJ	45409000	-300060											Expenditures					4,556.57	
		11/18/2025	11825	PYRL	111825	0111825							WARRANT=111825	RUN=0	BIWEEKLY				
PRJ	50000000	-300060											Expenditures					41,523.63	

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL										
SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T OB	DEBIT	CREDIT	
PRJ 60000000-300060	11/18/2025	11825 PYRL	111825	0111825	0111825	WARRANT=111825	RUN=0 BIWEEKLY		33,011.53		
						Expenditures					
PRJ 70000000-300080	11/18/2025	11825 PYRL	111825	0111825	0111825	WARRANT=111825	RUN=0 BIWEEKLY			921.92	
						Revenues					
PRJ 71000000-300080	11/18/2025					Revenues				4,573.20	

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	BALANCE	SEG		YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
	ACCOUNT										
10	General Fund			2025	11	56	11/18/2025				
	10000000-110000								General Fund Cash		607,609.51
	10000000-300060								Expenditures	607,609.51	
									TOTAL	607,609.51	607,609.51
									FUND TOTAL	607,609.51	607,609.51
45	406 TID		/TID 6	2025	11	56	11/18/2025				
	45406000-110000								TID#6 Cash		577.10
	45406000-300060								Expenditures	577.10	
									406 TOTAL	577.10	577.10
45	407 TID		/TID 7	2025	11	56	11/18/2025				
	45407000-110000								TID#7 Cash		2,527.51
	45407000-300060								Expenditures	2,527.51	
									407 TOTAL	2,527.51	2,527.51
45	408 TID		/TID 8	2025	11	56	11/18/2025				
	45408000-110000								TID#8 Cash		4,510.39
	45408000-300060								Expenditures	4,510.39	
									408 TOTAL	4,510.39	4,510.39
45	409 TID		/TID 9	2025	11	56	11/18/2025				
	45409000-110000								TID#9 Cash		4,556.57
	45409000-300060								Expenditures	4,556.57	
									FUND TOTAL	12,171.57	12,171.57
50	Water			2025	11	56	11/18/2025				
	50000000-110000								Water Cash		41,523.63
	50000000-300060								Expenditures	41,523.63	
									FUND TOTAL	41,523.63	41,523.63
60	Sewer			2025	11	56	11/18/2025				
	60000000-110000								Sewer Cash		33,011.53
	60000000-300060								Expenditures	33,011.53	
									FUND TOTAL	33,011.53	33,011.53
70	Health			2025	11	56	11/18/2025				

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	BALANCE	SEG	YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
	ACCOUNT									
	70000000-110000							Health Cash	921.92	
	70000000-300080							Revenues		921.92
								FUND TOTAL	921.92	921.92
71	Dental		2025	11	56	11/18/2025				
	71000000-110000							Dental Cash	4,573.20	
	71000000-300080							Revenues		4,573.20
								FUND TOTAL	4,573.20	4,573.20
99	Treasury Fund		2025	11	56	11/18/2025				
	99000000-111400							US Bank - Payroll Checking	365,324.99	
	99000000-111400							US Bank - Payroll Checking		850,669.72
	99000000-200010							DTDF General Fund	607,609.51	
	99000000-200045							TIDS	12,171.57	
	99000000-200050							DTDF Water	41,523.63	
	99000000-200060							DTDF Sewer	33,011.53	
	99000000-200070							DTDF Health		921.92
	99000000-200071							DTDF Dental		4,573.20
	99000000-211300							Social Security Payable	73,468.86	
	99000000-211300							Social Security Payable		73,468.86
	99000000-211400							Federal Withholding Payable	44,817.40	
	99000000-211400							Federal Withholding Payable		44,817.40
	99000000-211500							State Withholding Payable	19,571.55	
	99000000-211500							State Withholding Payable		19,571.55
	99000000-211600							State Retirement Payable		87,681.32
	99000000-211700							Life Insurance Deductions		1,081.11
	99000000-211900							Health Insurance Deduction	401.31	
	99000000-211900							Health Insurance Deduction		113,921.39
	99000000-212000							Flex Spending Account Deductio		70.00
	99000000-212300							Dependent Day Care		192.00
	99000000-212400							IRA Deduction	1,668.21	
	99000000-212400							IRA Deduction		1,668.21
	99000000-212500							Vision Insurance Deduction		624.30
	99000000-212550							Accident Deduction		242.58
	99000000-212700							Veba Deduction	180.00	
	99000000-212700							Veba Deduction		180.00
	99000000-213000							Deferred Comp Deductions	13,790.42	
	99000000-213000							Deferred Comp Deductions		13,790.42
	99000000-213100							Garnishment Deductions	2,455.73	
	99000000-213100							Garnishment Deductions		2,520.73
								FUND TOTAL	1,215,994.71	1,215,994.71

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	SUB FUND	DUE TO	DUE FR
10	General Fund		607,609.51
45	TID		577.10
45	TID		2,527.51
45	TID		4,510.39
45	TID		4,556.57
50	Water		41,523.63
60	Sewer		33,011.53
70	Health	921.92	
71	Dental	4,573.20	
99	Treasury Fund	694,316.24	5,495.12
TOTAL		699,811.36	699,811.36

** END OF REPORT - Generated by Paula Winter **

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 120225

PAY PERIOD 11/10/2025 to 11/23/2025

CHECK DATE 12/02/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/02 Pyr1

GL EFF DATE 12/02/2025
REFERENCE 120225
REFERENCE2 0120225

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2025	PERIOD 12			GL EFF DATE 12/02/2025	
10510000	511200		Village Board	VB Salaries	1,840.07
10510000	511600		Village Board	VB Communications Overtim	210.47
10510000	521000		Village Board	VB Social Security	199.30
10510000	521100		Village Board	State Retirement	14.63
10510000	521200		Village Board	Health Insurance	45.96
10510000	521300		Village Board	Dental Insurance	1.91
10510000	531000		Village Board	VB General Supplies & Exp	560.00
10521000	511000		Administrator's Office	Admin Regular Salaries &	4,723.66
10521000	521000		Administrator's Office	Admin Social Security	330.97
10521000	521100		Administrator's Office	Admin State Retirement	328.30
10521000	521200		Administrator's Office	Admin Health Insurance	1,158.21
10521000	521300		Administrator's Office	Admin Dental Insurance	53.35
10521000	521400		Administrator's Office	Admin Life Insurance	3.82
10531000	511000		Clerk's Office	Clerk Regular Salaries &	6,630.01
10531000	511600		Clerk's Office	Clerk Overtime	660.52
10531000	521000		Clerk's Office	Clerk Social Security	532.19
10531000	521100		Clerk's Office	Clerk State Retirement	506.69
10531000	521200		Clerk's Office	Clerk Health Insurance	2,352.31
10531000	521300		Clerk's Office	Clerk Dental Insurance	98.87
10532000	511000		Treasurer's Office	Treasurer Reg Salaries &	6,095.49
10532000	511600		Treasurer's Office	Treasurer Overtime	2,868.78
10532000	521000		Treasurer's Office	Treasurer Social Security	664.95
10532000	521100		Treasurer's Office	Treasurer State Retirement	623.03
10532000	521200		Treasurer's Office	Treasurer Health Insuranc	1,425.73
10532000	521300		Treasurer's Office	Treasurer Dental Insuranc	63.79
10532000	521400		Treasurer's Office	Treasurer Life Insurance	4.62
10541000	511000		Police Administration	PD Regular Salaries & Wag	69,419.62
10541000	511600		Police Administration	PD Overtime	3,812.24
10541000	521000		Police Administration	PD Social Security	5,400.92
10541000	521100		Police Administration	PD State Retirement	9,613.97
10541000	521200		Police Administration	PD Health Insurance	12,938.81
10541000	521300		Police Administration	PD Dental Insurance	662.62
10542000	511000		Patrol	PT Regular Salaries & Wag	138,121.77
10542000	511600		Patrol	PT Overtime	26,804.35
10542000	521000		Patrol	PT Social Security	12,411.44
10542000	521100		Patrol	PT State Retirement	24,755.41
10542000	521200		Patrol	PT Health Insurance	14,496.08
10542000	521300		Patrol	PT Dental Insurance	649.40
10543000	511000		Detective	DT Regular Salaries & Wag	24,803.00
10543000	511600		Detective	DT Overtime	2,686.45
10543000	521000		Detective	DT Social Security	2,066.79
10543000	521100		Detective	DT State Retirement	4,126.17
10543000	521200		Detective	DT Health Insurance	3,333.75
10543000	521300		Detective	DT Dental Insurance	145.53
10545000	511000		Emergency Government	EM Regular Salaries & Wag	306.36
10545000	521000		Emergency Government	EM Social Security	22.38
10545000	521100		Emergency Government	EM State Retirement	45.98

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 120225

PAY PERIOD 11/10/2025 to 11/23/2025

CHECK DATE 12/02/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/02 Pyr1

GL EFF DATE 12/02/2025
REFERENCE 120225
REFERENCE2 0120225

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10545000	521200		Emergency Government	EM Health Insurance	47.54
10545000	521300		Emergency Government	EM Dental Insurance	2.43
10551000	511000		Fire Administration	Fire Admin Reg Salaries &	17,918.38
10551000	511600		Fire Administration	Fire Admin Overtime	2,588.97
10551000	521000		Fire Administration	Fire Admin Social Securit	1,505.68
10551000	521100		Fire Administration	Fire Admin State Retireme	2,897.38
10551000	521200		Fire Administration	Fire Admin Health Insuran	4,908.17
10551000	521300		Fire Administration	Fire Admin Dental Insuran	210.47
10552000	511000		Fire Protection Services	FP Regular Salaries & wag	86,944.22
10552000	511100		Fire Protection Services	FP Part Time Salaries & W	2,444.55
10552000	511600		Fire Protection Services	FP Overtime	14,470.25
10552000	521000		Fire Protection Services	FP Social Security	7,757.57
10552000	521100		Fire Protection Services	FP State Retirement	15,520.17
10552000	521200		Fire Protection Services	FP Health Insurance	14,225.10
10552000	521300		Fire Protection Services	FP Dental Insurance	567.25
10561000	511000		Engineering	ENG Regular Salaries & wa	2,151.63
10561000	511600		Engineering	ENG Overtime	32.80
10561000	521000		Engineering	ENG Social Security	160.75
10561000	521100		Engineering	ENG State Retirement	151.80
10561000	521200		Engineering	ENG Health Insurance	521.83
10561000	521300		Engineering	ENG Dental Insurance	18.29
10562000	511000		Highway	HWY Regular Salaries & wa	24,819.20
10562000	511100		Highway	HWY Part Time Salaries &	3,539.30
10562000	511600		Highway	HWY Overtime	3,665.22
10562000	521000		Highway	HWY Social Security	2,311.06
10562000	521100		Highway	HWY State Retirement	2,072.00
10562000	521200		Highway	HWY Health Insurance	7,270.15
10562000	521300		Highway	HWY Dental Insurance	319.50
10563000	511000		Buildings & Grounds	Regular Salaries & Wages	14,883.61
10563000	511600		Buildings & Grounds	BG Overtime	2,115.83
10563000	521000		Buildings & Grounds	BG Social Security	1,229.37
10563000	521100		Buildings & Grounds	BG State Retirement	1,181.48
10563000	521200		Buildings & Grounds	BG Health Insurance	4,528.26
10563000	521300		Buildings & Grounds	BG Dental Insurance	220.91
10564000	511000		Parks	Parks Regular Salaries &	14,883.61
10564000	511600		Parks	Parks Overtime	2,115.83
10564000	521000		Parks	Parks Social Security	1,229.37
10564000	521100		Parks	Parks State Retirement	1,181.48
10564000	521200		Parks	Parks Health Insurance	4,528.26
10564000	521300		Parks	Parks Dental Insurance	220.91
10565000	511000		Recycling	Recycling Reg Salaries &	1,794.99
10565000	511100		Recycling	Recycling PT Salaries & W	237.50
10565000	511600		Recycling	Recycling Overtime	143.03
10565000	521000		Recycling	Recycling Social Security	157.26
10565000	521100		Recycling	Recycling State Retiremen	134.70
10565000	521200		Recycling	Recycling Health Insuranc	496.68
10565000	521300		Recycling	Recycling Dental Insuranc	22.69
10570000	511000		Library	Library Reg Salaries & wa	11,773.92

Village of Germantown, WI - PRODUCTION



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WARRANT 120225

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SHORT DESC 12/02 Pyr1

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REFERENCE 120225
REFERENCE2 0120225

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10570000	511100		Library	Library PT Salaries & Wag	12,089.85
10570000	521000		Library	Library Social Security	1,763.87
10570000	521100		Library	Library State Retirement	1,442.38
10570000	521200		Library	Library Health Insurance	4,124.14
10570000	521300		Library	Library Dental Insurance	275.41
10581000	511000		Inspection and Permitting	Inspection Reg Salaries &	1,247.30
10581000	511600		Inspection and Permitting	Inspection Overtime	2.39
10581000	521000		Inspection and Permitting	Inspection Social Securit	91.28
10581000	521100		Inspection and Permitting	Inspection State Retireme	86.85
10581000	521200		Inspection and Permitting	Inspection Health Insuran	242.01
10581000	521300		Inspection and Permitting	Inspection Dental Insuran	10.92
10582000	511000		Planning and Zonning	Planning Reg Salaries & W	6,726.25
10582000	511600		Planning and Zonning	Planning Overtime	13.55
10582000	521000		Planning and Zonning	Planning Social Security	495.17
10582000	521100		Planning and Zonning	Planning State Retirement	468.44
10582000	521200		Planning and Zonning	Planning Health Insurance	1,352.09
10582000	521300		Planning and Zonning	Planning Dental Insurance	64.23
10591000	511000		Recreation	Recreation Reg Salaries &	11,460.65
10591000	511100		Recreation	Recreation PT Salaries &	9,587.69
10591000	511600		Recreation	Recreation Overtime	28.59
10591000	521000		Recreation	Recreation Social Securit	1,568.83
10591000	521100		Recreation	Recreation State Retireme	1,202.63
10591000	521200		Recreation	Recreation Health Insuran	3,986.63
10591000	521300		Recreation	Recreation Dental Insuran	176.48
10592000	511100		Senior Center	Senior PT Salaries & wage	2,808.36
10592000	521000		Senior Center	Senior Social Security	214.84
10592000	521100		Senior Center	Senior State Retirement	93.95
10592000	521300		Senior Center	Senior Dental Insurance	16.43
FUND TOTALS					732,383.23
45406410	511000		Project Administration	TID 6 AD Reg Salaries & W	417.32
45406410	521000		Project Administration	TID 6 AD Social Security	30.64
45406410	521100		Project Administration	TID 6 AD State Retirement	29.01
45406410	521200		Project Administration	TID 6 AD Health Insurance	94.09
45406410	521300		Project Administration	TID 6 AD Dental Insurance	3.98
45407410	511000		Project Administration	TID 7 AD Reg Salaries & W	1,823.28
45407410	511600		Project Administration	TID 7 AD Overtime	7.38
45407410	521000		Project Administration	TID 7 AD Social Security	132.77
45407410	521100		Project Administration	TID 7 AD State Retirement	127.23
45407410	521200		Project Administration	TID 7 AD Health Insurance	408.93
45407410	521300		Project Administration	TID 7 AD Dental Insurance	16.97
45408410	511000		Project Administration	TID 8 AD Reg Salaries & W	3,274.57
45408410	511600		Project Administration	TID 8 AD Overtime	14.76
45408410	521000		Project Administration	TID 8 AD Social Security	238.30
45408410	521100		Project Administration	TID 8 AD State Retirement	228.60
45408410	521200		Project Administration	TID 8 AD Health Insurance	701.67
45408410	521300		Project Administration	TID 8 AD Dental Insurance	28.72

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REFERENCE 120225
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ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
45409410	511000		Project Administration	TID 9 AD Reg Salaries & w	3,306.26
45409410	511600		Project Administration	TID 9 AD Overtime	14.76
45409410	521000		Project Administration	TID 9 AD Social Security	240.62
45409410	521100		Project Administration	TID 9 AD State Retirement	230.80
45409410	521200		Project Administration	TID 9 AD Health Insurance	711.17
45409410	521300		Project Administration	TID 9 AD Dental Insurance	29.20
FUND TOTALS					12,111.03
50611000	511000		Source of Supply Operation	SOS OP Reg Salaries & wag	2,008.91
50611000	521000		Source of Supply Operation	SOS OP Social Security	143.69
50611000	521100		Source of Supply Operation	SOS OP State Retirement	139.63
50611000	521200		Source of Supply Operation	SOS OP Health Insurance	675.98
50611000	521300		Source of Supply Operation	SOS OP Dental Insurance	31.47
50612000	511000		Source of Supply Maint	SOS MNT Reg Salaries & wa	2,008.92
50612000	521000		Source of Supply Maint	SOS MNT Social Security	143.69
50612000	521100		Source of Supply Maint	SOS MNT State Retirement	139.63
50612000	521200		Source of Supply Maint	Health Insurance	675.98
50612000	521300		Source of Supply Maint	Dental Insurance	31.47
50621000	511000		Pumping Operation	Pump OP Pumping Labor	2,008.92
50621000	521000		Pumping Operation	Pump OP Social Security	143.69
50621000	521100		Pumping Operation	Pump OP State Retirement	139.63
50621000	521200		Pumping Operation	Health Insurance	675.98
50621000	521300		Pumping Operation	Dental Insurance	31.47
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & w	669.65
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	47.90
50622000	521100		Pumping Maintenance	Pump Maint State Retireme	46.55
50622000	521200		Pumping Maintenance	Health Insurance	225.33
50622000	521300		Pumping Maintenance	Dental Insurance	10.49
50632000	511000		Water Treatment Maintenance	WaterT MNT Reg Salary & w	669.65
50632000	521000		Water Treatment Maintenance	WaterT MNT Social Securit	47.90
50632000	521100		Water Treatment Maintenance	WaterT MNT State Retireme	46.55
50632000	521200		Water Treatment Maintenance	Health Insurance	225.33
50632000	521300		Water Treatment Maintenance	Dental Insurance	10.49
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	669.65
50640000	521000		Customer Accounts Expense	Cust. Social Security	47.90
50640000	521100		Customer Accounts Expense	Cust. State Retirement	46.55
50640000	521200		Customer Accounts Expense	Cust. Health Insurance	225.33
50640000	521300		Customer Accounts Expense	Cust. Dental Insurance	10.49
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & w	2,678.55
50641000	521000		Trans & Distribution Operati	T&DO Social Security	191.67
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	186.10
50641000	521200		Trans & Distribution Operati	Health Insurance	901.27
50641000	521300		Trans & Distribution Operati	Dental Insurance	41.96
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & w	2,678.55
50642000	521000		Trans & Distribution Maint	T&DM Social Security	191.59
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	186.16
50642000	521200		Trans & Distribution Maint	Health Insurance	901.29

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REFERENCE 120225
REFERENCE2 0120225

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
50642000	521300		Trans & Distribution Maint	Dental Insurance	41.97
50650000	511000		Water Administration	Water Admin Reg Salary &	13,366.65
50650000	511100		Water Administration	Water Admin PT Salary & w	1,865.22
50650000	511600		Water Administration	Water Admin Overtime	1,381.83
50650000	521000		Water Administration	Water Admin Social Securi	1,222.04
50650000	521100		Water Administration	Water Admin State Retirem	1,025.02
50650000	521200		Water Administration	Water Admin Health Insura	3,708.56
50650000	521300		Water Administration	Water Admin Dental Insura	154.24
50650000	521400		Water Administration	Water Admin Life Insuranc	1.81
50650000	531010		Water Administration	Water Admin Office Suppli	70.00
FUND TOTALS					42,793.30
60740000	511000		Sewer Administration	Sewer Admin Reg Salary &	21,523.49
60740000	511100		Sewer Administration	Sewer Admin PT Salary & w	229.97
60740000	511200		Sewer Administration	Sewer Admin Boards & Comm	70.00
60740000	511600		Sewer Administration	Sewer Admin Overtime	2,442.34
60740000	521000		Sewer Administration	Sewer Admin Social Securi	1,762.51
60740000	521100		Sewer Administration	Sewer Admin State Retirem	1,665.60
60740000	521200		Sewer Administration	Sewer Admin Health Insura	6,098.72
60740000	521300		Sewer Administration	Sewer Admin Dental Insura	262.39
60740000	521400		Sewer Administration	Life Insurance	1.81
FUND TOTALS					34,056.83
GRAND TOTALS					821,344.39

Village of Germantown, WI - PRODUCTION



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WARRANT 120225

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PAYROLL VENDOR INVOICES TO BE CREATED

VENDOR	REMIT NAME	WITHHOLDING ORG/OBJ/PROJ	AMOUNT
100386	GERMANTOWN PROFESSIONAL POLICEMAN'S	99000000-212600-	1,505.25
		Total for vendor/remit: 100386/0	1,505.25
100463	INTERNATIONAL ASSOCIATION OF FIREFI	99000000-212800-	1,320.00
		Total for vendor/remit: 100463/0	1,320.00

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

CLERK: Ljeske

YEAR	PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF	1	REF	2	REF	3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
2025	12	7																		
PRJ	10510000-511200																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	VB Salaries											1,840.07	
PRJ	99000000-111400																			
	12/02/2025	12/02	Pyr1	120225	0120225		225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225			US Bank - Payroll Checking												1,007,513.67
PRJ	10510000-511600																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	VB Communications Overtime											210.47	
PRJ	10510000-521000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	VB Social Security											199.30	
PRJ	10510000-521100																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	State Retirement											14.63	
PRJ	10510000-521200																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Health Insurance											45.96	
PRJ	10510000-521300																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Dental Insurance											1.91	
PRJ	10510000-531000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	VB General Supplies & Expenses											560.00	
PRJ	10521000-511000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin Regular Salaries & Wages											4,723.66	
PRJ	10521000-521000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin Social Security											330.97	
PRJ	10521000-521100																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin State Retirement											328.30	
PRJ	10521000-521200																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin Health Insurance											1,158.21	
PRJ	10521000-521300																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin Dental Insurance											53.35	
PRJ	10521000-521400																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Admin Life Insurance											3.82	
PRJ	10531000-511000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk Regular Salaries & Wages											6,630.01	
PRJ	10531000-511600																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk Overtime											660.52	
PRJ	10531000-521000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk Social Security											532.19	
PRJ	10531000-521100																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk State Retirement											506.69	
PRJ	10531000-521200																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk Health Insurance											2,352.31	
PRJ	10531000-521300																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Clerk Dental Insurance											98.87	
PRJ	10532000-511000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Treasurer Reg Salaries & Wages											6,095.49	
PRJ	10532000-511600																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Treasurer Overtime											2,868.78	
PRJ	10532000-521000																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Treasurer Social Security											664.95	
PRJ	10532000-521100																			
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY												
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	Treasurer State Retirement											623.03	

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	10532000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Treasurer Health Insurance		1,425.73	
PRJ	10532000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Treasurer Dental Insurance		63.79	
PRJ	10532000-521400	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Treasurer Life Insurance		4.62	
PRJ	10541000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD Regular Salaries & wages		69,419.62	
PRJ	10541000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD Overtime		3,812.24	
PRJ	10541000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD Social Security		5,400.92	
PRJ	10541000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD State Retirement		9,613.97	
PRJ	10541000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD Health Insurance		12,938.81	
PRJ	10541000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PD Dental Insurance		662.62	
PRJ	10542000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT Regular Salaries & wages		138,121.77	
PRJ	10542000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT Overtime		26,804.35	
PRJ	10542000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT Social Security		12,411.44	
PRJ	10542000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT State Retirement		24,755.41	
PRJ	10542000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT Health Insurance		14,496.08	
PRJ	10542000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY PT Dental Insurance		649.40	
PRJ	10543000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT Regular Salaries & wages		24,803.00	
PRJ	10543000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT Overtime		2,686.45	
PRJ	10543000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT Social Security		2,066.79	
PRJ	10543000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT State Retirement		4,126.17	
PRJ	10543000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT Health Insurance		3,333.75	
PRJ	10543000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY DT Dental Insurance		145.53	
PRJ	10545000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY EM Regular Salaries & wages		306.36	
PRJ	10545000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY EM Social Security		22.38	
PRJ	10545000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY EM State Retirement		45.98	
		12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			

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YEAR PER	JNL	SRC	ACCOUNT	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
											LINE	DESC				
PRJ	10545000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		EM Health Insurance			47.54	
PRJ	10545000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		EM Dental Insurance			2.43	
PRJ	10551000-511600				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-521000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin Reg Salaries & Wage			17,918.38	
PRJ	10551000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin Overtime			2,588.97	
PRJ	10551000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-511100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin Social Security			1,505.68	
PRJ	10551000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin State Retirement			2,897.38	
PRJ	10551000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-511100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin Health Insurance			4,908.17	
PRJ	10551000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10551000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		Fire Admin Dental Insurance			210.47	
PRJ	10552000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10552000-511100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Regular Salaries & Wages			86,944.22	
PRJ	10552000-511600				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10552000-521000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Part Time Salaries & Wages			2,444.55	
PRJ	10552000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10552000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Overtime			14,470.25	
PRJ	10552000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10552000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Social Security			7,757.57	
PRJ	10552000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10552000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP State Retirement			15,520.17	
PRJ	10552000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Health Insurance			14,225.10	
PRJ	10561000-511600				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-521000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		FP Dental Insurance			567.25	
PRJ	10561000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG Regular Salaries & Wages			2,151.63	
PRJ	10561000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-511100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG Overtime			32.80	
PRJ	10561000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG Social Security			160.75	
PRJ	10561000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG State Retirement			151.80	
PRJ	10561000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10561000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG Health Insurance			521.83	
PRJ	10561000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10562000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		ENG Dental Insurance			18.29	
PRJ	10562000-511100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10562000-511600				12/02/2025	12/02	Pyr1	120225	0120225	0120225		HWY Regular Salaries & Wages			24,819.20	
PRJ	10562000-521000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10562000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		HWY Part Time Salaries & Wages			3,539.30	
PRJ	10562000-521200				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10562000-521300				12/02/2025	12/02	Pyr1	120225	0120225	0120225		HWY Overtime			3,665.22	
PRJ	10562000-511000				12/02/2025	12/02	Pyr1	120225	0120225	0120225		0120WARRANT=120225 RUN=0 BIWEEKLY				
PRJ	10562000-521100				12/02/2025	12/02	Pyr1	120225	0120225	0120225		HWY Social Security			2,311.06	

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	10562000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY HWY State Retirement		2,072.00	
PRJ	10562000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY HWY Health Insurance		7,270.15	
PRJ	10562000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY HWY Dental Insurance		319.50	
PRJ	10563000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Regular Salaries & Wages		14,883.61	
PRJ	10563000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY BG Overtime		2,115.83	
PRJ	10563000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY BG Social Security		1,229.37	
PRJ	10563000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY BG State Retirement		1,181.48	
PRJ	10563000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY BG Health Insurance		4,528.26	
PRJ	10563000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY BG Dental Insurance		220.91	
PRJ	10564000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks Regular Salaries & Wages		14,883.61	
PRJ	10564000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks Overtime		2,115.83	
PRJ	10564000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks Social Security		1,229.37	
PRJ	10564000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks State Retirement		1,181.48	
PRJ	10564000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks Health Insurance		4,528.26	
PRJ	10564000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Parks Dental Insurance		220.91	
PRJ	10565000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling Reg Salaries & Wages		1,794.99	
PRJ	10565000-511100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling PT Salaries & Wages		237.50	
PRJ	10565000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling Overtime		143.03	
PRJ	10565000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling Social Security		157.26	
PRJ	10565000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling State Retirement		134.70	
PRJ	10565000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling Health Insurance		496.68	
PRJ	10565000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Recycling Dental Insurance		22.69	
PRJ	10570000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Library Reg Salaries & Wages		11,773.92	
PRJ	10570000-511100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Library PT Salaries & Wages		12,089.85	
		12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			

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YEAR PER	JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T OB	DEBIT	CREDIT
PRJ	10570000-521000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Library Social Security		1,763.87	
PRJ	10570000-521100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Library State Retirement		1,442.38	
PRJ	10570000-521200		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Library Health Insurance		4,124.14	
PRJ	10570000-521300		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Library Dental Insurance		275.41	
PRJ	10581000-511000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection Reg Salaries & Wage		1,247.30	
PRJ	10581000-511600		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection Overtime		2.39	
PRJ	10581000-521000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection Social Security		91.28	
PRJ	10581000-521100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection State Retirement		86.85	
PRJ	10581000-521200		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection Health Insurance		242.01	
PRJ	10581000-521300		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Inspection Dental Insurance		10.92	
PRJ	10582000-511000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning Reg Salaries & Wages		6,726.25	
PRJ	10582000-511600		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning Overtime		13.55	
PRJ	10582000-521000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning Social Security		495.17	
PRJ	10582000-521100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning State Retirement		468.44	
PRJ	10582000-521200		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning Health Insurance		1,352.09	
PRJ	10582000-521300		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Planning Dental Insurance		64.23	
PRJ	10591000-511000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation Reg Salaries & Wage		11,460.65	
PRJ	10591000-511100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation PT Salaries & Wages		9,587.69	
PRJ	10591000-511600		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation Overtime		28.59	
PRJ	10591000-521000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation Social Security		1,568.83	
PRJ	10591000-521100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation State Retirement		1,202.63	
PRJ	10591000-521200		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation Health Insurance		3,986.63	
PRJ	10591000-521300		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Recreation Dental Insurance		176.48	
PRJ	10592000-511100		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Senior PT Salaries & Wages		2,808.36	
PRJ	10592000-521000		12/02/2025	12/02	Pyr1	120225	0120225	0120225	Senior Social Security		214.84	

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	10592000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Senior State Retirement		93.95	
PRJ	10592000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Senior Dental Insurance		16.43	
PRJ	45406410-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 6 AD Reg Salaries & wages		417.32	
PRJ	45406410-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 6 AD Social Security		30.64	
PRJ	45406410-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 6 AD State Retirement		29.01	
PRJ	45406410-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 6 AD Health Insurance		94.09	
PRJ	45406410-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 6 AD Dental Insurance		3.98	
PRJ	45407410-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD Reg Salaries & wages		1,823.28	
PRJ	45407410-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD Overtime		7.38	
PRJ	45407410-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD Social Security		132.77	
PRJ	45407410-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD State Retirement		127.23	
PRJ	45407410-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD Health Insurance		408.93	
PRJ	45407410-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 7 AD Dental Insurance		16.97	
PRJ	45408410-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD Reg Salaries & wages		3,274.57	
PRJ	45408410-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD Overtime		14.76	
PRJ	45408410-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD Social Security		238.30	
PRJ	45408410-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD State Retirement		228.60	
PRJ	45408410-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD Health Insurance		701.67	
PRJ	45408410-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 8 AD Dental Insurance		28.72	
PRJ	45409410-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 9 AD Reg Salaries & wages		3,306.26	
PRJ	45409410-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 9 AD Overtime		14.76	
PRJ	45409410-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 9 AD Social Security		240.62	
PRJ	45409410-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 9 AD State Retirement		230.80	
PRJ	45409410-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY TID 9 AD Health Insurance		711.17	

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T OB	DEBIT	CREDIT
EFF	DATE							LINE DESC			
PRJ	45409410-521300							TID 9 AD Dental Insurance		29.20	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50611000-511000							SoS OP Reg Salaries & Wages		2,008.91	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50611000-521000							SoS OP Social Security		143.69	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50611000-521100							SoS OP State Retirement		139.63	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50611000-521200							SoS OP Health Insurance		675.98	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50611000-521300							SoS OP Dental Insurance		31.47	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50612000-511000							SoS MNT Reg Salaries & Wages		2,008.92	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50612000-521000							SoS MNT Social Security		143.69	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50612000-521100							SoS MNT State Retirement		139.63	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50612000-521200							Health Insurance		675.98	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50612000-521300							Dental Insurance		31.47	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50621000-511000							Pump OP Pumping Labor		2,008.92	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50621000-521000							Pump OP Social Security		143.69	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50621000-521100							Pump OP State Retirement		139.63	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50621000-521200							Health Insurance		675.98	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50621000-521300							Dental Insurance		31.47	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50622000-511000							Pump Maint Reg Salary & Wages		669.65	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50622000-521000							Pump Maint Social Security		47.90	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50622000-521100							Pump Maint State Retirement		46.55	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50622000-521200							Health Insurance		225.33	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50622000-521300							Dental Insurance		10.49	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50632000-511000							WaterT MNT Reg Salary & Wages		669.65	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50632000-521000							WaterT MNT Social Security		47.90	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50632000-521100							WaterT MNT State Retirement		46.55	
	12/02/2025	12/02	Pyr1	120225	0120225		0120225	0120WARRANT=120225 RUN=0 BIWEEKLY			
PRJ	50632000-521200							Health Insurance		225.33	

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T OB	DEBIT	CREDIT
PRJ	50632000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		10.49	
PRJ	50640000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		669.65	
PRJ	50640000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		47.90	
PRJ	50640000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		46.55	
PRJ	50640000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		225.33	
PRJ	50640000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		10.49	
PRJ	50641000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		2,678.55	
PRJ	50641000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		191.67	
PRJ	50641000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		186.10	
PRJ	50641000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		901.27	
PRJ	50641000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		41.96	
PRJ	50642000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		2,678.55	
PRJ	50642000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		191.59	
PRJ	50642000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		186.16	
PRJ	50642000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		901.29	
PRJ	50642000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		41.97	
PRJ	50650000-511000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		13,366.65	
PRJ	50650000-511100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		1,865.22	
PRJ	50650000-511600	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		1,381.83	
PRJ	50650000-521000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		1,222.04	
PRJ	50650000-521100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		1,025.02	
PRJ	50650000-521200	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		3,708.56	
PRJ	50650000-521300	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		154.24	
PRJ	50650000-521400	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225	RUN=0 BIWEEKLY		1.81	

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YEAR PER JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	50650000-531010	12/02/2025	12/02 Pyr1	120225	0120225	0120225	Water Admin Office Supplies		70.00	
PRJ	60740000-511000	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Reg Salary & Wages		21,523.49	
PRJ	60740000-511100	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin PT Salary & Wages		229.97	
PRJ	60740000-511200	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Boards & Commsions		70.00	
PRJ	60740000-511600	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Overtime		2,442.34	
PRJ	60740000-521000	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Social Security		1,762.51	
PRJ	60740000-521100	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin State Retirement		1,665.60	
PRJ	60740000-521200	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Health Insurance		6,098.72	
PRJ	60740000-521300	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Sewer Admin Dental Insurance		262.39	
PRJ	60740000-521400	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Life Insurance		1.81	
PRJ	99000000-111400	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY US Bank - Payroll Checking		420,297.13	
PRJ	70800000-474210	12/02/2025	12/02 Pyr1	120225	0120225	225	0120WARRANT=120225 RUN=0 BIWEEKLY FSA Contribution			921.92
PRJ	71810000-474300	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Dental Plan Premiums			4,506.70
PRJ	99000000-211300	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Social Security Payable			89,397.80
PRJ	99000000-211300	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Social Security Payable		89,397.80	
PRJ	99000000-211400	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Federal Withholding Payable			54,964.16
PRJ	99000000-211400	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Federal Withholding Payable		54,964.16	
PRJ	99000000-211500	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY State Withholding Payable			23,847.52
PRJ	99000000-211500	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY State Withholding Payable		23,847.52	
PRJ	99000000-211600	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY State Retirement Payable			111,505.19
PRJ	99000000-211700	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Life Insurance Deductions			1,117.23
PRJ	99000000-211900	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Health Insurance Deduction			112,469.23
PRJ	99000000-211900	12/02/2025	12/02 Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Health Insurance Deduction		401.31	
PRJ	99000000-212000	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Flex Spending Account Deductio			70.00
PRJ	99000000-212300	12/02/2025	12/02 Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Dependent Day Care			192.00

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YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ	99000000-212400	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY IRA Deduction			1,666.22
PRJ	99000000-212400	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY IRA Deduction		1,666.22	
PRJ	99000000-212500	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Vision Insurance Deduction			611.15
PRJ	99000000-212550	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Accident Deduction			235.49
PRJ	99000000-212600	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Police Union Dues Deductions			1,505.25
PRJ	99000000-212800	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Firefighter Union Dues			1,320.00
PRJ	99000000-212900	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Volunteer Firefighter Union Du			10.00
PRJ	99000000-213000	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Deferred Comp Deductions			13,782.05
PRJ	99000000-213000	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Deferred Comp Deductions		13,782.05	
PRJ	99000000-213100	12/02/2025	12/02	Pyr1	120225	0120225	225	WARRANT=120225 RUN=0 BIWEEKLY Garnishment Deductions			2,175.22
PRJ	99000000-213100	12/02/2025	12/02	Pyr1	120225	0120225	0120225	0120WARRANT=120225 RUN=0 BIWEEKLY Garnishment Deductions		2,110.22	
GENERAL LEDGER TOTAL										1,427,810.80	1,427,810.80
PRJ	99000000-200010	12/02/2025						DTDF General Fund		732,383.23	
PRJ	10000000-110000	12/02/2025						General Fund Cash			732,383.23
PRJ	99000000-200045	12/02/2025						TIDS		12,111.03	
PRJ	45406000-110000	12/02/2025						TID#6 Cash			575.04
PRJ	45407000-110000	12/02/2025						TID#7 Cash			2,516.56
PRJ	45408000-110000	12/02/2025						TID#8 Cash			4,486.62
PRJ	45409000-110000	12/02/2025						TID#9 Cash			4,532.81
PRJ	99000000-200050	12/02/2025						DTDF Water		42,793.30	
PRJ	50000000-110000	12/02/2025						Water Cash			42,793.30
PRJ	99000000-200060	12/02/2025						DTDF Sewer		34,056.83	
PRJ	60000000-110000	12/02/2025						Sewer Cash			34,056.83

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YEAR PER JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ 70000000-110000		12/02/2025					Health Cash		921.92	
PRJ 99000000-200070		12/02/2025					DTDF Health			921.92
PRJ 71000000-110000		12/02/2025					Dental Cash		4,506.70	
PRJ 99000000-200071		12/02/2025					DTDF Dental			4,506.70
SYSTEM GENERATED ENTRIES TOTAL									826,773.01	826,773.01
JOURNAL 2025/12/7 TOTAL									2,254,583.81	2,254,583.81
2025 12 7										
PRJ 10000000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		732,383.23	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 45406000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		575.04	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 45407000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		2,516.56	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 45408000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		4,486.62	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 45409000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		4,532.81	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 50000000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		42,793.30	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 60000000-300060		12/02/2025 12/02	Pyr1 120225 0120225		0120225		Expenditures		34,056.83	
							WARRANT=120225 RUN=0 BIWEEKLY			
PRJ 70000000-300080		12/02/2025					Revenues			921.92
PRJ 71000000-300080		12/02/2025					Revenues			4,506.70

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FUND	BALANCE	SEG		YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
	ACCOUNT										
10	General Fund			2025	12	7	12/02/2025				
	10000000-110000								General Fund Cash		732,383.23
	10000000-300060								Expenditures	732,383.23	
									TOTAL	732,383.23	732,383.23
									FUND TOTAL	732,383.23	732,383.23
45	406	TID	/TID 6	2025	12	7	12/02/2025				
	45406000-110000								TID#6 Cash		575.04
	45406000-300060								Expenditures	575.04	
									406 TOTAL	575.04	575.04
45	407	TID	/TID 7	2025	12	7	12/02/2025				
	45407000-110000								TID#7 Cash		2,516.56
	45407000-300060								Expenditures	2,516.56	
									407 TOTAL	2,516.56	2,516.56
45	408	TID	/TID 8	2025	12	7	12/02/2025				
	45408000-110000								TID#8 Cash		4,486.62
	45408000-300060								Expenditures	4,486.62	
									408 TOTAL	4,486.62	4,486.62
45	409	TID	/TID 9	2025	12	7	12/02/2025				
	45409000-110000								TID#9 Cash		4,532.81
	45409000-300060								Expenditures	4,532.81	
									FUND TOTAL	12,111.03	12,111.03
50	Water			2025	12	7	12/02/2025				
	50000000-110000								Water Cash		42,793.30
	50000000-300060								Expenditures	42,793.30	
									FUND TOTAL	42,793.30	42,793.30
60	Sewer			2025	12	7	12/02/2025				
	60000000-110000								Sewer Cash		34,056.83
	60000000-300060								Expenditures	34,056.83	
									FUND TOTAL	34,056.83	34,056.83
70	Health			2025	12	7	12/02/2025				

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	BALANCE	SEG	YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
		ACCOUNT								
		70000000-110000						Health Cash	921.92	
		70000000-300080						Revenues		921.92
								FUND TOTAL	921.92	921.92
71		Dental	2025	12	7	12/02/2025				
		71000000-110000						Dental Cash	4,506.70	
		71000000-300080						Revenues		4,506.70
								FUND TOTAL	4,506.70	4,506.70
99		Treasury Fund	2025	12	7	12/02/2025				
		99000000-111400						US Bank - Payroll Checking	420,297.13	
		99000000-111400						US Bank - Payroll Checking		1,007,513.67
		99000000-200010						DTDF General Fund	732,383.23	
		99000000-200045						TIDS	12,111.03	
		99000000-200050						DTDF Water	42,793.30	
		99000000-200060						DTDF Sewer	34,056.83	
		99000000-200070						DTDF Health		921.92
		99000000-200071						DTDF Dental		4,506.70
		99000000-211300						Social Security Payable	89,397.80	
		99000000-211300						Social Security Payable		89,397.80
		99000000-211400						Federal Withholding Payable	54,964.16	
		99000000-211400						Federal Withholding Payable		54,964.16
		99000000-211500						State Withholding Payable	23,847.52	
		99000000-211500						State Withholding Payable		23,847.52
		99000000-211600						State Retirement Payable		111,505.19
		99000000-211700						Life Insurance Deductions		1,117.23
		99000000-211900						Health Insurance Deduction	401.31	
		99000000-211900						Health Insurance Deduction		112,469.23
		99000000-212000						Flex Spending Account Deductio		70.00
		99000000-212300						Dependent Day Care		192.00
		99000000-212400						IRA Deduction	1,666.22	
		99000000-212400						IRA Deduction		1,666.22
		99000000-212500						Vision Insurance Deduction		611.15
		99000000-212550						Accident Deduction		235.49
		99000000-212600						Police Union Dues Deductions		1,505.25
		99000000-212800						Firefighter Union Dues		1,320.00
		99000000-212900						Volunteer Firefighter Union Du		10.00
		99000000-213000						Deferred Comp Deductions	13,782.05	
		99000000-213000						Deferred Comp Deductions		13,782.05
		99000000-213100						Garnishment Deductions	2,110.22	
		99000000-213100						Garnishment Deductions		2,175.22
								FUND TOTAL	1,427,810.80	1,427,810.80

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	SUB FUND	DUE TO	DUE FR
10	General Fund		732,383.23
45	TID		575.04
45	TID		2,516.56
45	TID		4,486.62
45	TID		4,532.81
50	Water		42,793.30
60	Sewer		34,056.83
70	Health	921.92	
71	Dental	4,506.70	
99	Treasury Fund	821,344.39	5,428.62
TOTAL		826,773.01	826,773.01

** END OF REPORT - Generated by Lisa Jeske **

Contract	Vendor	Status	Department/Location	Description	Year	Type	Approved Date	Renewal Action Date	Revised Total	Expended Total	Available Total
243045	VISU-SEWER CLEAN & SEAL INC(101119)	POSTED	SEWER - ADMINISTRATION (7400)	2023 Water Crossing CIPP	2024	General	08/07/2023		319,191	133,476	185,715
243047	SEVEN BROTHERS PAINTING(101454)	POSTED	WATER - ADMINISTRATION (6500)	Tower 3 - REHAB (Painting)	2024	General	01/15/2024		809,050	789,129	19,921
243048	J H HASSINGER INC(101455)	POSTED	WATER - ADMINISTRATION (6500)	Well 12 - Construction	2024	General	01/15/2024		2,765,808	2,602,239	163,569
243049	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	WATER - ADMINISTRATION (6500)	Water Tower 3 Rehab Construction & Grant Admin.	2024	General	02/19/2024		147,100	110,360	36,740
243076	AXON ENTERPRISE INC(100081)	POSTED	POLICE - ADMINISTRATION (5410)	5-YEAR BODY CAMERA CONTRACT	2024	General	11/06/2023		330,569	143,715	186,854
243077	AXON ENTERPRISE INC(100081)	POSTED	POLICE - ADMINISTRATION (5410)	5-YEAR FLEET CAMERA	2024	General	12/19/2022		138,637	67,682	70,956
243104	PUBLIC ADMINISTRATION ASSOCIATES, LLC(100856)	POSTED	DPW - ENGINEERING (5610)	RR CROSSING APPLICATION - CONSULTING FEES	2024	General			7,500	0	7,500
243125	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	WATER - ADMINISTRATION (6500)	Well 2 - GENERATOR & VFD REPLACEMENT AND SITE WORK	2024	General	04/15/2024		97,600	67,567	30,033
243126	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	WATER - ADMINISTRATION (6500)	Well 7 - GENERATOR REPLACEMENT AND SITE WORK	2024	General	04/15/2024		92,400	76,367	16,033
243188	RA SMITH INC(100867)	POSTED	DPW - ENGINEERING (5610)	High Point Pass - Holy Hill Road to the RR Crossing	2024	General	07/31/2024		118,000	113,756	4,244
243210	SANIT CROIX MANAGEMENT INC(101599)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Cleaning services all buildings	2025	General	10/01/2024		567,152	175,155	392,597
243211	ITU ABSORBTCH INC(100488)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Floor mats and supplies for all buildings	2024	General	10/01/2024		49,207	9,863	39,344
243212	RUEKERT & MIELKE INC(100904)	POSTED	SEWER - ADMINISTRATION (7400)	Completion of revisions to Facilities Plan Update	2024	General	10/01/2024		18,299	14,399	3,900
243220	RUEKERT & MIELKE INC(100904)	POSTED	SEWER - ADMINISTRATION (7400)	Main St & Old Farm Lift Station & Force Main Study	2024	General	10/24/2024		50,000	45,708	4,292
243235	JOHNSON CONTROLS(100543)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	HVAC Library - year 2 and 3 of the 3 year contract	2025	SERVICE AGREEMENT	10/16/2023		16,744	8,248	8,496
243236	METRON SUSTAINABLE SERVICES INC(101622)	POSTED	WATER - SRC OF SUPPLY MAINT (6120)	Blanket PO for water meters not to exceed \$100,000	2025	EQUIPMENT PURCHASE	12/16/2024		159,725	147,258	12,467
243239	WACHTEL TREE SCIENCE & SERVICE INC(101123)	POSTED	DPW - PARKS (5640)	Professional Arboricultural Consulting Services 2025	2025	SERVICE AGREEMENT	12/16/2024		20,000	12,544	7,456
243242	PITNEY BOWES GLOBAL FINANCIAL SVC LLC(100831)	POSTED	TREASURER'S OFFICE (5320)	Postage Machine 5-year lease	2025	LEASE AGREEMENT	12/16/2024	12/17/2029	9,482		9,482
243244	CAPITAL DATA(100153)	POSTED	INFORMATION TECHNOLOGY (5220)	Email & Microsoft Subscriptions	2025	TECHNICAL SERVICES			46,000	45,920	80
243245	CREXENDO BUSINESS SOLUTIONS INC(101346)	POSTED	INFORMATION TECHNOLOGY (5220)	Crexendo Landline VOIP Phones	2025	TECHNICAL SERVICES			18,000	16,284	1,716
243248	J MILLER ELECTRIC INC(100491)	POSTED	WATER - PUMPING MAINTENANCE (6220)	Wells 2 and 7 Generator Replacement	2024	EQUIPMENT PURCHASE	12/16/2024		382,266	302,330	79,936
243249	CAPITAL DATA(100153)	POSTED	INFORMATION TECHNOLOGY (5220)	Infrastructure and Help Desk Services	2025	SERVICE AGREEMENT			109,880	109,280	600
243252	CAPITAL DATA(100153)	POSTED	INFORMATION TECHNOLOGY (5220)	IT Subscription for Maintenance/Backups	2025	TECHNICAL SERVICES			20,800	11,810	8,990
243256	CIVICPLUS LLC(100189)	POSTED	INFORMATION TECHNOLOGY (5220)	Website, Municleo, Civic Clerk, Audio Eye & AS	2025	SOFTWARE SERVICES	12/02/2024		27,756	26,838	918
243257	AURORA AP AURORA HEALTH CARE INC(100076)	POSTED	INFORMATION TECHNOLOGY (5220)	Professional Services Program	2025	PROFESSIONAL SER			15,000	2,560	1,440
243258	GORDON FLESH COMPANY INC(100402)	POSTED	INFORMATION TECHNOLOGY (5220)	Copier Contracts V.H. DPW, SC	2025	LEASE AGREEMENT	07/01/2024		20,000	16,832	3,168
243266	COMPASS MINERALS AMERICA INC(101371)	POSTED	DPW - HIGHWAY (5620)	2024-2025 Salt Purchase	2025	EQUIPMENT PURCHASE	03/25/2024		244,512	235,666	8,846
253009	IDII(100223)	POSTED	POLICE - DETECTIVE (5430)	ONLINE SEARCHES FOR INVESTIGATIONS	2025	SERVICE AGREEMENT		12/31/2024	1,836	1,694	142
253012	ROBERT C BEIFUSS(101275)	POSTED	DPW - ENGINEERING (5610)	Ongoing professional services up to \$7,500.00	2025	PROFESSIONAL SER	01/13/2025		7,500	2,150	5,350
253015	NOFFKE ROOFING CO, LLC(101419)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Recreation Department	2025	SERVICE AGREEMENT	01/13/2025		2,000	421	1,579
253016	NOFFKE ROOFING CO, LLC(101419)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Police Garage	2025	SERVICE AGREEMENT	01/13/2025		1,500	307	1,193
253023	MILWAUKEE LAMPH SPRINKLER CORP(100719)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Milwaukee Sprinkler Contracts	2025	SERVICE AGREEMENT			2,233	0	2,233
253030	ROBERT C BEIFUSS(101275)	POSTED	DPW - ENGINEERING (5610)	Professional Surveying - Division Rd ROW Platting	2025	PROFESSIONAL SER	01/22/2025		15,000	4,950	10,050
253031	ASSOCIATED APPRAISAL CONSULTANTS INC(100066)	POSTED	TREASURER'S OFFICE (5320)	2025 ANNUAL PROFESSIONAL SERVICES	2025	PROFESSIONAL SER		12/31/2025	85,000	85,000	0
253036	GILES ENGINEERING ASSOC INC(100393)	POSTED	DPW - ENGINEERING (5610)	Proposed Pavement Recon Division Rd	2025	PROFESSIONAL SER	01/24/2025		10,216	4,704	5,512
253042	DIVERSIFIED BENEFIT SERVICES INC(100270)	POSTED	INFORMATION TECHNOLOGY (5220)	Flex Spending Account Deduction	2025	PROFESSIONAL SER			1,370	320	1,050
253044	PORT A JOHN(100839)	POSTED	PARKS & REC - RECREATION (5910)	portable toilets to be used in the village 9 parks	2025	SERVICE AGREEMENT	01/24/2025		5,570	5,380	190
253045	PORT A JOHN(100839)	POSTED	PARKS & REC - RECREATION (5910)	portable toilets to be used in the village 9 parks	2025	PROFESSIONAL SER	01/24/2025		6,685	6,335	350
253049	THE PERFECT ANSWER, INC(101553)	POSTED	DPW - HIGHWAY (5620)	DPW After Hours Phone Service 2025 contract	2025	SERVICE AGREEMENT	02/04/2025		20,000	2,852	148
253052	HYDRO-DESIGNS, INC(100459)	POSTED	WATER - TRANS & DIST OPERATION (6410)	Cross Connection Control Program Inspection	2025	SERVICE AGREEMENT	01/01/2025		30,616	16,898	1,718
253053	RIVER FALLS WASH-N-LUBE INC(101542)	POSTED	POLICE - ADMINISTRATION (5410)	MONTHLY SQUAD WASHES	2025	PROFESSIONAL SER			2,475	2,475	0
253054	ADAPTOR INC(100015)	POSTED	SEWER - MAINTENANCE (7200)	internal/external manhole chimney seals	2025	EQUIPMENT PURCHASE	02/05/2025		20,000	5,234	14,766
253057	CORE & MAIN LP(100211)	POSTED	SEWER - MAINTENANCE (7200)	blanket PO for manhole rings and misc materials	2025	EQUIPMENT PURCHASE	02/05/2025		20,000	2,471	17,529
253059	FERGUSON WATERWORKS #1476(100339)	POSTED	SEWER - MAINTENANCE (7200)	Blanket PO for manhole repair materials	2025	EQUIPMENT PURCHASE	02/05/2025		24,999	5,320	19,679
253060	RUEKERT & MIELKE INC(100904)	POSTED	DPW - ENGINEERING (5610)	PSC Notice of CPR Requirement, Docket 2210-WR-106	2025	PROFESSIONAL SER	02/07/2025		14,900	513	14,387
253062	ANDREW JACQUE(101147)	POSTED	WATER - CUST ACCTS EXPENSE (6400)	Well 12 Liner Installation	2025	SERVICE AGREEMENT	08/14/2024		24,500	20,020	4,480
253063	OLYMPIA(100153)	POSTED	FIRE - ADMINISTRATION (5510)	FIRE DEPARTMENT MODERN WORK MIGRATION	2025	SERVICE AGREEMENT	04/24/2025		6,480	0	6,480
253064	ENER-COM(100305)	POSTED	DPW - RECYCLING (5650)	Blanket PO Yard Waste Facility material processing	2025	SERVICE AGREEMENT	02/17/2025		30,400	12,943	17,457
253065	WASHINGTON COUNTY HIGHWAY(101140)	POSTED	DPW - HIGHWAY (5620)	Center and edge line striping	2025	SERVICE AGREEMENT	02/17/2025		65,000	64,981	19
253070	O&W COMMUNICATIONS, LLC(101528)	POSTED	WATER - CUST ACCTS EXPENSE (6400)	Goldsdale Booster Station Security System	2025	SERVICE AGREEMENT	02/17/2025		23,255	0	23,255
253075	KAPUR & ASSOCIATES, INC(101453)	POSTED	DPW - ENGINEERING (5610)	Division Rd Design Phase I - Culvert Design	2025	PROFESSIONAL SER	02/17/2025		34,870	12,941	21,930
253076	RA SMITH INC(100867)	POSTED	DPW - ENGINEERING (5610)	2025 Road Program - Wagon Trl Culvert Design	2025	PROFESSIONAL SER	02/17/2025		20,077	6,449	13,629
253077	RA SMITH INC(100867)	POSTED	DPW - ENGINEERING (5610)	Division Rd Design Phase II - Culvert Design	2025	PROFESSIONAL SER	02/17/2025		21,541	6,058	15,484
253079	M SQUARED ENGINEERING LLC(101678)	POSTED	DPW - ENGINEERING (5610)	2025 Rd Program - Pleasant View Dr (ARIP)	2025	PROFESSIONAL SER	02/17/2025		30,700	15,225	15,475
253084	SCHINDLER ELEVATOR CORPORATION(101680)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	three year elevator inspection 2025-2028	2025	SERVICE AGREEMENT	01/29/2025		5,400	1,464	3,936
253087	VITALITY GROUP INTERNATIONAL INC(101677)	POSTED	INFORMATION TECHNOLOGY (5220)	Wellness Program	2025	PROFESSIONAL SER			18,010	11,840	6,170
253088	TRAFFIC & PARKING CONTROL CO., INC(101067)	POSTED	DPW - HIGHWAY (5620)	Two year Traffic Signal Preventive Maintenance	2025	SERVICE AGREEMENT	10/18/2024		4,518	0	4,518
253089	HYDRO-DESIGNS, INC(100459)	POSTED	WATER - TRANS & DIST OPERATION (6410)	HydroCorp Commercial Cross Connection Inspection	2025	SERVICE AGREEMENT	01/25/2025		17,180	0	17,180
253090	MARTELLE WATER TREATMENT INC(100669)	POSTED	WATER - TREATMENT OPERATION (6310)	Blanket PO for manhole rings and misc materials	2025	EQUIPMENT PURCHASE			46,875	43,580	3,295
253100	TRAFFTECH INC(101066)	POSTED	DPW - HIGHWAY (5620)	Annual maintenance and training for sign making	2025	SERVICE AGREEMENT	04/08/2025		4,455	1,485	2,970
253102	WOLF PAVING COMPANY INC(101223)	POSTED	DPW - ENGINEERING (5610)	2025 Road Program #2502	2025	CONSTRUCTION	03/25/2025		1,293,727	137,927	1,155,799
253103	PAYNE & DOLAN INC(100820)	POSTED	DPW - ENGINEERING (5610)	Rockfield Rd ARIP #2510	2025	CONSTRUCTION	03/25/2025		1,024,506	756,815	267,690
253104	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	DPW - ENGINEERING (5610)	Well 7 Rehab Design #2511	2025	SERVICE AGREEMENT	04/07/2025		37,200	19,640	17,560
253105	CTW CORPORATION(100225)	POSTED	WATER - PUMPING MAINTENANCE (6220)	Well #11 - Motor Service Proposal and Upgrade	2025	SERVICE AGREEMENT	04/08/2025		8,850	6,626	2,224
253116	M.S.T.L.C. LLC(101060)	POSTED	PARKS & REC - RECREATION (5910)	Turf management plan for 9 parks	2025	SERVICE AGREEMENT	04/21/2025		33,635	31,482	2,153
253120	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	WATER - TRANS & DIST OPERATION (6410)	WHPP Review/Support	2025	PROFESSIONAL SER	04/23/2025		12,700	703	11,997
253128	CRAWFORD TREE & LANDSCAPE SERVICES INC(100222)	POSTED	DPW - PARKS (5640)	EAB Treatment	2025	SERVICE AGREEMENT	04/29/2025		4,581	4,419	163
253134	RA SMITH INC(100867)	POSTED	DPW - ENGINEERING (5610)	2025 High Point Pass Construction Admin	2025	PROFESSIONAL SER	03/17/2025		173,970	149,852	24,118
253136	EHLERS & ASSOCIATES(100288)	POSTED	TREASURER'S OFFICE (5320)	Impact Fee Study	2025	PROFESSIONAL SER	07/15/2024		39,500	29,625	9,875
253144	NORTHERN LAKE SERVICE INC(100790)	POSTED	DPW - ENGINEERING (5610)	2025 WDNR Drinking Water Bacteria Testing	2025	SERVICE AGREEMENT	06/23/2025		25,000	0	25,000
253145	CAPITAL DATA(100153)	POSTED	INFORMATION TECHNOLOGY (5220)	PC Install (32 New Devices & 30 Existing)	2025	TECHNICAL SERVICES	06/16/2025		22,320	22,320	0
253150	NORTHERN LAKE SERVICE INC(100790)	POSTED	WATER - TREATMENT OPERATION (6310)	WDNR Drinking Water Bacteria Testine	2025	SERVICE AGREEMENT			14,999	7,604	7,395
253157	BAXTER & WOODMAN INC(100026)	POSTED	DPW - ENGINEERING (5610)	Well 4 Upgrade	2025	PROFESSIONAL SER	07/07/2025		113,540	28,134	85,406
253161	STEINER ELECTRIC INC(101435)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Air Compressor Electrical Feed	2025	SERVICE AGREEMENT	07/16/2025		1,687	0	1,687
253162	FAHRNER ASPHALT SEALERS LLC(100324)	POSTED	DPW - ENGINEERING (5610)	2025 Sealcoating Program	2025	SERVICE AGREEMENT	07/17/2025		275,473	273,776	1,696
253164	WOLF PAVING COMPANY INC(101223)	POSTED	DPW - ENGINEERING (5610)	Reconstruct Pleasant View Dr	2025	CONSTRUCTION	05/19/2024		679,837	534,828	142,409
253167	FOTH INFRASTRUCTURE & ENVIRONMENT LLC(100360)	POSTED	DPW - ENGINEERING (5610)	NR 854 - Water Supply Service Area Plan (WSSAP)	2025	PROFESSIONAL SER	07/21/2025		29,500	10,891	18,609
253168	DOORMASTER GARAGE DOOR CO LLC(100275)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	Old DPW Garage #4 repair	2025	SERVICE AGREEMENT	07/30/2025		613	0	613
253169	VINTON CONSTRUCTION COMPANY(101303)	POSTED	DPW - ENGINEERING (5610)	High Point Pass Construction	2025	CONSTRUCTION	03/17/2025		2,396,440	1,952,539	443,901
253174	SEVEN BROTHERS PAINTING(101454)	POSTED	TREASURER'S OFFICE (5320)	TOWER 1 REPAIRS	2025	SERVICE AGREEMENT			100,800	0	100,800
253176	JAMES ORR(100503)	POSTED	WATER - OTHER EXPENSE (6600)	Tower 1 Emergency Inspection Services	2025	SERVICE AGREEMENT	08/18/2025		10,000	0	10,000
253177	VISU-SEWER CLEAN & SEAL INC(101119)	POSTED	SEWER - MAINTENANCE (7200)	Strong Seal Cementitious Manhole Linint	2025	SERVICE AGREEMENT			10,922	10,779	143
253180	CRAWFORD TREE & LANDSCAPE SERVICES INC(100222)	POSTED	DPW - PARKS (5640)	Street and Park Tree Pruning Project	2025	SERVICE AGREEMENT	09/15/2025		39,734	0	39,734
253184	CTW CORPORATION(100225)	POSTED	WATER - PUMPING MAINTENANCE (6220)	Well #7 Rehab	2025	SERVICE AGREEMENT	09/15/2025		114,060	0	114,060
253185	NORTHERN METAL & ROOFING CO INC(100265)	POSTED	DPW - BUILDINGS & GROUNDS (5630)	repair gutter at DPW Salt Shed	2025	SERVICE AGREEMENT			5,700	5,700	0
253192	BRAKE & EQUIPMENT CO INC(100130)	POSTED	DPW - PARKS (5640)	Lift gate for new parks truck	2025	SERVICE AGREEMENT			4,450	4,450	0
253193	KURT SCHOESOW(100938)	POSTED	DPW - PARKS (5640)	plow install 434	2025	SERVICE AGREEMENT			12,092	0	12,092
253194	PAT'S TIRE SALES & SERVICE INC(100056)	POSTED	DPW - HIGHWAY (5620)	Pats Tires 54	2025	SERVICE AGREEMENT			4,965	4,965	0