

MEETING:	REGULAR MEETING OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE
DATE & TIME:	Monday, January 19, 2026 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. December 15, 2025, Meeting Minutes (ACTION)
- V. **UNFINISHED BUSINESS:**
- VI. **NEW BUSINESS:**
 - A. Countywide Emergency Management System Resolution (ACTION)
 - B. RW Baird Introduction (DISCUSSION)
 - C. Proposed 2026 Handbook Changes (ACTION)
 - D. Village Staffing Levels Overview (DISCUSSION)
- VII. **REPORTS (Discussion Unless Otherwise Noted):**
 - A. Accounts Payable
 - B. Budget to Actual
 - C. Payroll
 - D. December 2025 Investment Report
 - E. General Fund Balance Sheet
 - F. Contracts

G. Director's Report

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.

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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 5:30 PM.

II. **ROLL CALL:**

Present: Trustee Rick Miller, Trustee Jan Miller (via WebEx), Trustee Terri Kaminski, Trustee Meg Cutts

Also Present: Village Clerk Donna Ott, Finance Director Matthew Uselding, Village Administrator Steve Kreklow, Support Services Manager Gosia Wormsbacher, Village Attorney Brian Sajdak

- 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.

Doug Loman (W180N9881 Riversbend Cir W) spoke regarding citizen comments being read aloud at meetings.

Melaniie Smythe (N140W17938 Cedar Ln) spoke regarding the employee handbook, 5-year projections, and citizen comments being read aloud at meetings.

IV. **CONSENT AGENDA:**

- A. Meeting Minutes: November 17, 2025 (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

V. UNFINISHED BUSINESS:

VI. NEW BUSINESS:

- A. 5-Year Forecast on General Fund Revenues and Expenditures, Debt Service Levy, and associated Tax Impact (DISCUSSION)

Finance Director Uselding presented a 5-year forecast on General Fund revenues and expenditures, debt service levy, and associated tax impact.

- B. Tax Exempt Properties and Payments in Lieu of Taxes (DISCUSSION)

Finance Director Uselding presented on tax-exempt properties and payments in lieu of taxes (PILOT). Village Attorney Sajdak was available to answer questions.

- C. A Resolution To Adopt The Agreement For The Operation Of The Mid-Moraine Municipal Court (ACTION)

Motion: Approve as presented

Motioned By: Meg Cutts

Seconded By: Terri Kaminski

Yes: Rick Miller, Terri Kaminski, Meg Cutts

No: Jan Miller

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 1, Abstained 0)

- D. Authorization to award merit pay increases outside the current pay range for certain positions. (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Terri Kaminski, Meg Cutts

No: Jan Miller

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 1, Abstained 0)

E. 2025 and 2026 Contracts: Process for Approval and Reporting (DISCUSSION)

Village Administrator Kreklow addressed the process for approval and reporting of contracts.

F. Resolution in Support of Washington County Funding for Southeastern Wisconsin Regional Planning Commission (SEWRPC) (ACTION)

Motion: Approve as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

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

Village Attorney Sajdak presented amendments to Chapter 2 of the Municipal Code related to rules and regulations for the Village Board.

Motion: Move this item forward to the Village Board with the following recommendations:

- no longer read emailed citizen comments out loud but include them in the meeting minutes
- limit Village Board staff to two meeting attendances via WebEx

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Terri Kaminski, Meg Cutts

No: Jan Miller

Abstain: None

Motion Carried by Voice Vote (Yes 3, No 1, Abstained 0)

H. Amendments to Village Employee Handbook (ACTION)

Motion: Postpone this item until the next meeting as presented

Motioned By: Terri Kaminski

Seconded By: Meg Cutts

Yes: Rick Miller, Jan Miller, Terri Kaminski, Meg Cutts

No: None

Abstain: None

Motion Carried by Voice Vote (Yes 4, No 0, Abstained 0)

VII. REPORTS (Discussion Unless Otherwise Noted):

Finance Director Uselding provided comments on the following reports:

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

VIII. ADJOURNMENT:

As Chairperson Trustee Rick Miller did not read the following emailed comments into the record during Citizen Input, he did so before adjourning the meeting:

- Bill and Carol Schneider submitted comments regarding the Village budget and employee merit pay increases.
- Sarah Larson submitted comments regarding employee merit pay increases and citizen comments being read aloud at meetings.

Chairperson Trustee Rick Miller adjourned the General Government & Finance Committee meeting at 7:21 PM.

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: January 19, 2026

PLACEMENT: Action Item

ITEM TITLE: Countywide Emergency Management System Resolution
(ACTION)

SUBMITTED BY: Steve Kreklow, Administrator

SUMMARY EXPLANATION:

Washington County has initiated a process to study the possibility of creating a countywide emergency management system. The County Emergency Government Manager, Dave Seager, will provide an overview of the proposal to the Committee. The action requested is to adopt the resolution indicating the Village's willingness to participate in the study and to authorize the Village President, Village Administrator and Fire Chief to participate in the study process.

The Village President has requested an alternative resolution adding language stating that it is the position of the Village of Germantown that every municipality be required to reduce their property tax levy by the amount Washington County levies and provides to them for EMS, and that depreciation for all EMS facilities and equipment be included in funding formulas.

ATTACHMENT:

1. County-wide Fire-EMS Levy Presentation
2. Resolution to Study Countywide EMS 260119
3. Resolution to Study Countywide EMS VP Alternative 260119
4. Countywide EMS Examples and information

STAFF RECOMMENDATION:

Forward the resolution indicating the Village's support for the creation of a countywide emergency medical services system to the Village Board with a positive recommendation.

ACTION BY COMMITTEE:

Maintaining Fire/EMS Services in Washington County

Problem:

- **Most communities are struggling to match the growing need for EMS/Fire services with qualified staffing levels.**

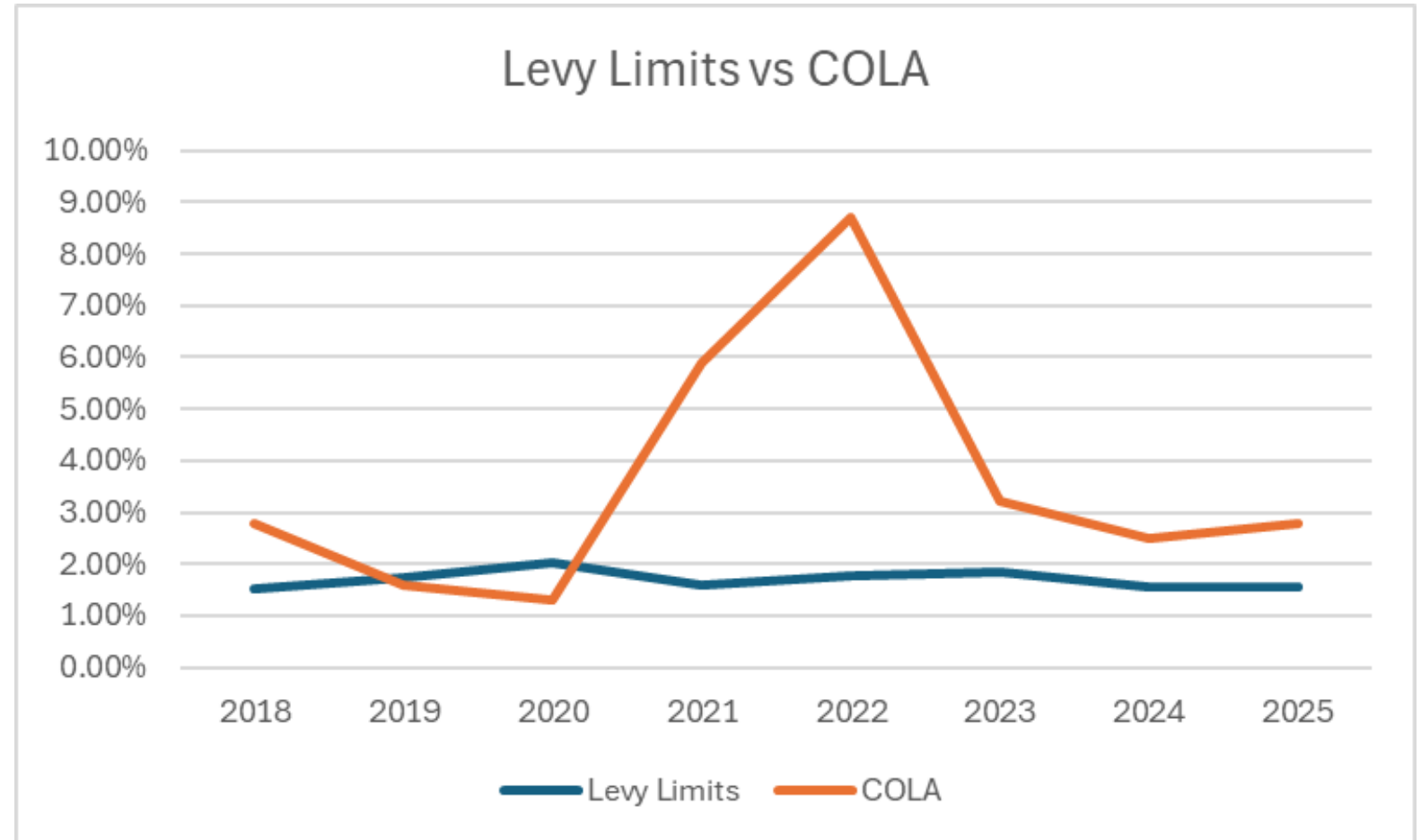
Problem:

- **Adding Staff while keeping communities under state-imposed levy limits is becoming impossible.**

Problem:

- **Levy Limits restrict a community in increasing overall operational levy by Net New Construction (NNC) which is averaging just 1.7% for communities in Washington Co.**
- **Cost of living meanwhile, has averaged 3.6% over that same time (2018-2025).**

Levy Limits Over Time vs. COLA



Problem:

- **With no way to increase staffing to match growing needs, response times will increase putting citizens in danger.**

A photograph of a fire station interior. In the foreground, a white fire hose is neatly coiled on a metal reel. The background is slightly blurred, showing a red fire extinguisher and the interior of a fire truck.

Solution

***County-wide Levy
for Fire/EMS
Services***

What Does This Entail?

Removes levy for
Fire/EMS off local tax
bills and shares that
across County Tax Bill

Provides avenue for
future growth needs for
Fire/EMS within
communities in the future

Provides local
communities ability to
use that levy to do with
what they need most
(safety/police, roads,
etc).

What this proposed change **DOES** **NOT DO...**

Does not impact local control of Fire/EMS
Departments

Does not consolidate Fire/EMS Departments

Does not change MABAS agreements

Does not remove/dissolve any Departments
or positions

Does not change the name/patch of any
Department

Have other Counties in Wisconsin Partnered with Municipalities for Fire/EMS?

YES!

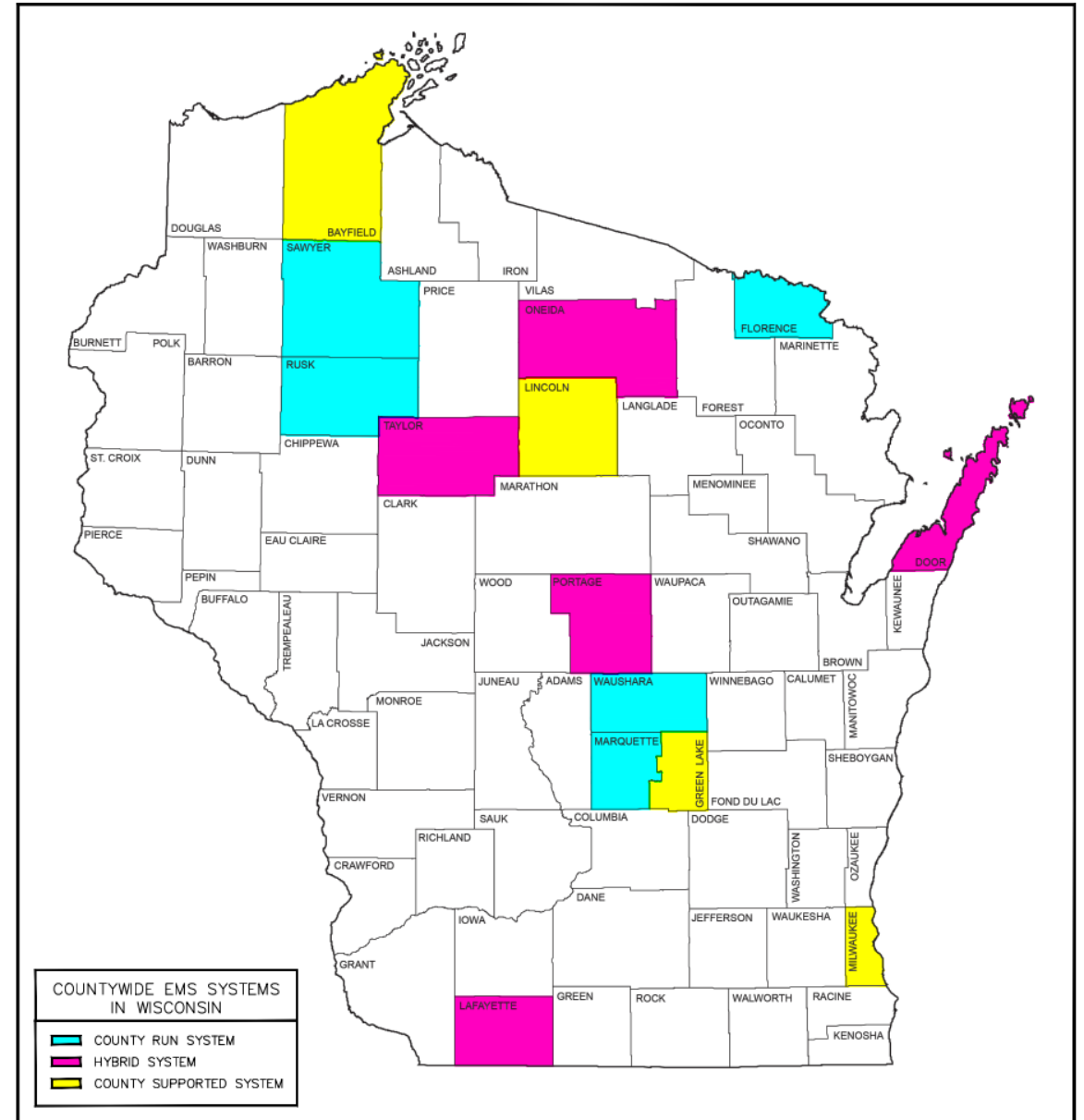
Other Counties who have adopted some level of this plan

Walworth
Portage
Milwaukee
Bayfield
Florence
Marquette

Sawyer
Waushara
Door
Lafayette
Oneida
Taylor

Lincoln
Rusk
Green Lake

Map of Counties with Some Form of Countywide EMS System



This isn't a temporary issue, think long term

- While some communities have done well with maintaining their level of service while staying below levy limits through intergovernmental agreements and private contracts, the numbers show that sustaining this level will be impossible as costs rise higher than levy limit restricts.

Questions Commonly Asked...

Why is this necessary now?

- **Increase call volume requires increase in staffing.** However, local municipalities do not have the room under levy limits to address the need.
- **Levy Limits are based on a net new construction (NNC) which is slowing, not increasing.** Less NNC results in less revenue to address all local needs including public safety (Fire/EMS/Police) along with roads, health insurance increases, etc.

Questions Commonly Asked...

Why is this necessary now?

- This isn't *just* a “Washington County Issue”
 - ✓ Statewide, 29% of the EMS services do not have adequate funding to operate.
 - ✓ Statewide, 41% of ambulance services reported that they had open periods in their schedules where they were unavailable to respond to a single 9-1-1 call.
 - ✓ Statewide, 78% of services reported responding to a call for a neighboring service due to low staffing, which places their ambulance(s) out of reach for their own communities.

* Source – 2024 EMS Study for Bayfield County

Questions Commonly Asked...

Why would the County be doing this?

- The County recognizes that the greatest gap in public safety is primarily in EMS/Fire.
- The County recognizes that they need to get involved to help communities keep pace with basic needs of public safety.
- Communities cannot address these challenges in isolation, and continuing on the current path is simply not sustainable. By strengthening collaboration across the County, we can streamline processes, reduce duplication, and ultimately save money while better supporting essential public safety services.

Questions Commonly Asked...

Why should all communities share and support each other in providing these services?

- Just like other health and human services needs (Aging and Disability Resource Center, Behavior Health, Children and Families, Economic Support, Health Department), providing public safety through EMS/Fire is a county basic need, not just local.
- These services have long been coordinated through the MABAS (Mutual Aid Box Alarm System). Over time, this structure has led to some communities, particularly the larger villages and cities in our County, carrying a greater share of the cost to provide services.

Questions Commonly Asked...

How will this be governed?

- As a part of the planning stages of the process, a Governance Board is proposed to be created which will represent all levels of local government including towns, villages and cities along with representation from the County.

Questions Commonly Asked...

Will a Community Need to Reduce Their Levy?

- Based on the information we have, as this is not a transfer of services, but merely a transfer of how it is being paid, the Department of Revenue requirements to reduce levy by the amount on local levy for that service or equal to what local levy for that service was as of 2013, would not be enforceable. Instead, that money could be used for other priorities including public safety and local roads.

Questions Commonly Asked...

Based on early numbers, some communities will be supporting other communities, how is this fair?

- Due to MABAS and mutual aid agreements, when it comes to total Fire and EMS Service, larger communities have been forever carrying the majority of financial burden to support smaller Fire and EMS in our area. Through this County-wide levy, those costs will be more equitably distributed. Plus, through continued collaborations in the future, increasing levels of service becomes more possible through joint training and the sharing of resources.

Questions Commonly Asked

What if things change at the County level, will this agreement thus change?

- The proposal is to create a detailed intergovernmental agreement between all communities and the County which would be in place for 10 years. During this time, the only way something would change would be by the decision of this Governance Board for the betterment of all communities.

Questions Commonly Asked...

What else can be accomplished through this effort?

- Can support additional funding for Length of Services Award Program (LOSAP) to support “POC” recruitment and retention
- Enhanced communication between Departments
- Strategic purchasing opportunities
- Unified Medical Direction opportunities
- Sharing of equipment/supplies
- Overall cost savings to residents

What Are The Next Steps?

Through continuous discussions we hope to have a Draft Resolution before all communities which would state that everyone is willing to continue to discuss this proposal. This Draft Resolution would come before boards/councils in the month of January.



Next, we would work to identify procedural or administrative tasks of this funding mechanism which need to be accomplished. For example, the creation of the 'Governance Board' which would oversee this IGA.



Work with County and Municipal Partners to Draft the framework an IGA for each community to consider by their respective boards/councils.

Scheduled Efforts to Pursue County-wide EMS/Fire Funding Mechanism

- Initiation – Charter Approval & Participation Q4 2025
- Planning – Needs Assessment & Financial Modeling Q1 2026
Q2 2026
- Governance – Board Formation & Intergovernmental Agreement Q3/Q4 2026
- Implementation – System Design, Staffing and Contracts Jan, 2027
- Go-Live – Regional EMPS System Operation

RESOLUTION NO. ____-2026

A RESOLUTION TO STUDY THE CREATION OF A WASHINGTON COUNTY COUNTYWIDE
EMERGENCY MEDICAL SERVICES (EMS) SYSTEM

WHEREAS, the Village of Germantown recognizes that Emergency Medical Services (EMS) and fire protection are essential public safety services that directly impact the health, safety, and welfare of residents, businesses, and visitors; and

WHEREAS, Wisconsin Statutes §§ 59.03, 60.565, 61.34, and 62.11 authorize counties, towns, villages, and cities to provide emergency services necessary to protect the public health, safety, and welfare; and

WHEREAS, the rising costs, staffing shortages, decreased volunteerism, and increasing service demands for emergency medical services (EMS) have created challenges for individual municipalities in maintaining reliable and sustainable local EMS systems; and

WHEREAS, Wisconsin Statute § 66.0301 authorizes municipalities and counties to enter into intergovernmental cooperation agreements for the joint exercise of powers and the joint performance of duties; and

WHEREAS, state-imposed levy limits significantly restrict the ability of municipalities to increase operational revenue, with allowable levy growth tied to net new construction, which has averaged approximately 1.7% in Washington County in recent years, while inflation and cost-of-living increases have averaged substantially higher over the same period; and

WHEREAS, these fiscal constraints limit the ability of municipalities to maintain staffing at a level necessary to meet community needs, creating a future risk of increased response times and reduced service availability; and

WHEREAS, the Village of Germantown recognizes that these challenges are not unique to Washington County, but reflect a broader statewide trend in which many EMS providers are experiencing staffing shortages and periods of unavailability to respond to emergency calls; and

WHEREAS, a countywide approach to studying EMS service delivery and funding has the potential to create efficiencies through coordinated planning, shared resources, and reduced duplication of services while preserving local service identity and community-based response; and

WHEREAS, such an approach may also allow for increased purchasing power, strategic joint procurement of equipment and supplies, coordinated training, shared staffing models, unified medical direction, and enhanced interoperability among departments; and

WHEREAS, mutual aid and MABAS agreements already demonstrate the interconnected nature of EMS and fire response across municipal boundaries, with larger communities often carrying a disproportionate share of the financial and operational burden; and

WHEREAS, a feasibility study conducted in partnership with Washington County and our County's 20 municipalities would allow the Village of Germantown to have a 'seat at the table' in helping to evaluate potential governance structures, financial models, equity considerations, and service impacts before any policy or funding decisions are made by the Village Board; and

WHEREAS, the Village of Germantown supports a collaborative planning process that includes representation from towns, villages, cities, and the County, ensuring that all local governments have a voice in evaluating potential countywide solutions aimed at creating a sustainable funding source for generations to come;

NOW, THEREFORE, BE IT RESOLVED by the Village Board of the Village of Germantown, Washington County, Wisconsin, that the Village Board by passage of this Resolution that:

Feasibility Study

The Village of Germantown formally supports partnering with Washington County to participate in a comprehensive feasibility study examining the potential for a countywide EMS system or coordinated EMS funding and service model.

Data-Driven Solutions

The feasibility study should evaluate opportunities to:

- Improve service reliability, response times, and system sustainability;
- Identify efficiencies through intergovernmental collaboration and shared services;
- Maximize purchasing power and reduce costs through coordinated procurement, when and where it makes sense;
- Enhance recruitment, retention, and training of EMS and fire personnel;
- Promote equitable cost-sharing among communities;
- Maintain strong local involvement and accountability in service delivery.

No Commitment to Implementation

Participation in the feasibility study does not obligate the Village of Germantown to become a part of any countywide EMS system, levy, or governance structure. Any future participation or implementation shall require separate Village Board review and approval.

Long-Term Perspective

The Village Board acknowledges that EMS sustainability is a long-term issue and supports proactive planning to ensure that residents continue to receive high-quality emergency medical services despite fiscal and workforce challenges.

BE IT FURTHER RESOLVED, that the Village President, Village Administrator, and Fire Chief, and other appropriate staff are authorized to participate in study discussions, planning

meetings, and data sharing efforts associated with this feasibility study, consistent with the direction of the Village Board.

Adopted:

Robert A Soderberg, Village President

ATTEST:

Donna Ott, Village Clerk

RESOLUTION NO. ____-2026

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COUNTYWIDE EMERGENCY MEDICAL SERVICES (EMS) SYSTEM

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WHEREAS, such an approach may also allow for increased purchasing power, strategic joint procurement of equipment and supplies, coordinated training, shared staffing models, unified medical direction, and enhanced interoperability among departments; and

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BE IT FURTHER RESOLVED, that it is the position of the Village of Germantown that every municipality be required to reduce their property tax levy by the amount Washington

County levies and provides to them for EMS, and that depreciation for all EMS facilities and equipment be included in funding formulas.

BE IT FURTHER RESOLVED, that the Village President, Village Administrator, and Fire Chief, and other appropriate staff are authorized to participate in study discussions, planning meetings, and data sharing efforts associated with this feasibility study, consistent with the direction of the Village Board.

Adopted:

Robert A Soderberg, Village President

ATTEST:

Donna Ott, Village Clerk

County Wide EMS Systems

Portage County –

County Seat – Stevens Point

2020 Census Population – 70,377

2024 Population – Estimated – 72,040

Square Mileage – 823

City – Stevens Point

Villages –

Almond	Amherst	Amerherst Junction	
Miladore	Nelsonville	Park Ridge	Plover
Rosholt	Whiting		

Towns –

Alban	Almond	Amherst	Belmont
Buena Vista	Carson	Dewey	Eau Pleine
Grant	Hull	Lanark	Linwood
New Hope	Pine Grove	Plover	Sharon
Stockton			

Communications Center / Dispatch – Portage County Sheriff’s Office

- 108,713 total calls
- 18,746 calls for “help”
- 53,156 calls dispatched (2024)

Portage County EMS –

- Medical Direction – Medical oversight for the Portage County EMS System is provided by the physicians at Ministry Saint Michael’s Hospital Emergency Department. Dr. Michael Clark, MD, serves as the Portage County EMS System Medical Director.
- Contracted with three ambulance providers:
 - o Stevens Point Fire Department
 - 55 Full time personnel (46 in 2024. Additional 9 FF’s in 2025 via referendum - \$975,000)

- 5,500 calls for service
- 5 Paramedic / ALS Units
- 2 Fire Stations
- SPFD - \$4,637,857
- Portage Countywide EMS Subsidy - \$2,447,541
- Total - \$7,085,398
- Amherst Fire District
 - Full Time and Paid on Call / Paid on Site mixture - 45
 - 1 Paramedic / ALS Unit
 - Several EMR units
 - 500 approximate calls for service – Total. Approximately 430 calls for EMS
 - 2026 Budget - \$291,736
- Plover Fire Department
 - Full Time and Paid on Call / Paid on Site mixture – 45
 - Full Time Wages – (2025) \$287,496
 - Paid on Call / Site Wages – (2025) \$133,867
 - Retirement Contributions - \$60,533
 - Total Plover RD 2025 Budget - \$820,826.65
 - Portage County Subsidy - \$1,001,648
 - 1 Paramedic / ALS Unit
 - Several EMR Units

*These ambulance services provide coverage across all of Portage County. The Town of Grant has chosen to contract on its own with United Emergency Medical Response out of the Town of Grand Rapids.

**Portage County has 1 FTE for the Portage County EMS – EMS Coordinator

- Andrea Krantz – 1 (715) 346 - 1591

Statistic and Performance Measurements

	2024	2025 (Through June 30, 2025)
ALS Calls	2,542	1,608
BLS Calls	1,451	1,547
Total Calls	3,993	3,155

Third Party Charges	\$5,841,808	\$4,429,724
Third Party Revenue	\$1,737,124	\$1,654,216

2026 Adopted Budget

Tax Levy	\$3,027,369
Public Charges for Services	\$2,190,810
Miscellaneous	\$25,000

Total EMS Budget \$5,243,179

*Portage County Equalized Value for Portage County – 2025 = **\$9,330,147,100**

** 2026 Portage County Budget Total = **\$142,129,510.**

****Portage Countywide EMS Levy of \$3,027,369 for 2026 equals a Tax Rate of .32 per \$1,000 of equalized value.**

[Microsoft PowerPoint - Portage County EMS Survey Results 2018](#)

[2026 EMR Grant Announcement FINAL 20251114.docx](#)

[Emergency-Medical-Responders-Coverage-Area-Maps-Portage-County-PDF](#)

[Ambulance-Service-Responders-Coverage-Area-Maps-Portage-County-PDF](#)

[County-Ambulance-Zones \(6000×6000\)](#)

Milwaukee County –

County Seat – Milwaukee

2020 Census Population – 939,489

2024 Population – Estimated – 924,740

Square Mileage – 241

Cities –

Cudahy	Franklin	Glendale	Greenfield
Milwaukee	Oak Creek	South Milwaukee	St. Francis

Wauwatosa

West Allis

Villages –

Bayside

Brown Deer

Fox Point

Greendale

Hales Corners

River Hills

Shorewood

West Milwaukee

Whitefish Bay

Communications Center/ Dispatch Centers – (Multiple)

- Milwaukee County Sheriff's Department – MCSO, Franklin, Greenfield, Hales Corners, Oak Creek and South Milwaukee, Greendale, Flight For Life
- City of Milwaukee Communications (Recently combined Police and Fire into the Department of Emergency Communications)
- North Shore Dispatch Center
- West Allis Dispatch
- Wauwatosa Dispatch

Communications Center / Dispatch Center Call Volume –

***All inbound calls (Emergency AND NON Emergency)**

- Milwaukee County Sheriff's Office:
 - 2024
 - Total Call volume – 252,637
 - "911" calls answered – 67,436
 - 2025
 - Total Call volume ~ 275,000
 - "911" calls answered - ~ 88,000
- City of Milwaukee – Department of Emergency Communications
 - 2024
 - Total Call volume – Handled over 950,000 calls. **The transition of the consolidation of police and fire dispatch into the Department of Emergency Communications in calendar year 2024, annual statistics are still transitioning.
- North Shore Dispatch (Bayside)
 - 2024
 - Total Call volume for service – 89,318

- Fire Calls – 13,077

- West Allis – Information not available

- Wauwatosa Dispatch

- 2024

- ~ 10,000

Milwaukee County EMS –

- Medical Direction – Medical oversight for Milwaukee County is provided by the Medical College of Wisconsin Department of Emergency Medicine, for nearly 50 years. Dr. Ben West, MD, serves as the Milwaukee County Chief Medical Director.
- The EMS Division of Milwaukee County Office of Emergency Management provides administrative support and oversight of the Milwaukee County EMS System. The Milwaukee County EMS system is a collective of independently, autonomous, municipal agencies – 15 in total. Milwaukee county also provides financial support to the agencies that provide Advanced Life Support (ALS) level care and transport via a \$2.5 million subsidy. The subsidy provided to the municipalities is prescribed below in the illustration:

30-30-40 FORMULA									
	POPULATION SERVED		30%	SQ. MILES SERVED		30%	2024 ALS TRANSPORT	40%	
Cudahy	18204	1.9%	\$ 14,532.37	4.77	1.97%	\$ 14,809.08	2.7%	\$ 27,000.00	\$ 56,341.45
Franklin	36,816	3.9%	\$ 29,390.45	34.58	14.31%	\$ 107,313.10	6.9%	\$ 69,000.00	\$ 212,472.10
Hales Corners	7,720	0.8%	\$ 6,162.92	3.19	1.32%	\$ 9,905.82	0.9%	\$ 9,000.00	\$ 25,068.75
Greendale	14,854	1.6%	\$ 11,858.04	5.57	2.30%	\$ 17,285.54	3.8%	\$ 38,000.00	\$ 77,923.14
Greenfield	37,803	4.0%	\$ 30,178.37	11.53	4.77%	\$ 35,781.38	8.5%	\$ 85,000.00	\$ 158,480.38
Milwaukee	577,222	61.4%	\$ 460,799.97	96.18	39.80%	\$ 298,490.54	39.4%	\$ 394,000.00	\$ 1,153,290.51
West Milwaukee	4,114	0.4%	\$ 3,284.23	1.12	0.46%	\$ 3,472.62	N/A		\$ 6,756.86
TOTAL	581,336	61.9%	\$ 464,084.20	97.30	40.26%	\$ 301,963.17	39.4%	\$ 394,000.00	\$ 1,160,047.36
North Shore	67,591	7.2%	\$ 53,958.32	24.27	10.04%	\$ 75,317.78	10.2%	\$ 102,000.00	\$ 231,276.10
Oak Creek	36,497	3.9%	\$ 29,135.79	28.45	11.77%	\$ 88,289.69	7.9%	\$ 79,000.00	\$ 196,425.48
South Milwaukee	20,795	2.2%	\$ 16,600.78	4.83	2.00%	\$ 14,989.08	2.0%	\$ 20,000.00	\$ 51,589.86
St. Francis	9,161	1.0%	\$ 7,313.28	2.57	1.06%	\$ 7,972.45	2.2%	\$ 22,000.00	\$ 37,285.73
Wauwatosa	48,387	5.2%	\$ 38,627.65	13.23	5.47%	\$ 41,057.04	7.7%	\$ 77,000.00	\$ 156,684.68
West Allis	60,325	6.4%	\$ 48,157.83	11.38	4.71%	\$ 35,315.88	7.8%	\$ 78,000.00	\$ 161,473.71
TOTAL	939,489	100%	\$ 750,000.00	242	100%	\$ 750,000.00	100%	\$ 1,000,000.00	\$ 2,500,000.00

- **Cudahy Fire Department – 4.8 square miles – 18,100 population**
 - 25 Full time personnel
 - 3,000 calls for service
 - 2 BLS (Basic Life Support) Ambulances, 1 ALS (Advanced Life Support) Ambulance
 - 1 Fire Station – New in 2024 ~ \$10,451,893 (Originally had 2 stations and combined them into one). Borrowed \$8,451,893 over 20 years. The average, \$200,000, homeowner will realize an average of \$43 each of those 20 years for this fire house.
 - Milwaukee County EMS Subsidy - \$56,341.45
 - Total Budget (2025) - \$3,547,515.48

- **Franklin Fire Department – 34.6 square miles – 36,816 population**
 - 46 Personnel
 - 5,400 Total calls for service
 - Fire Calls – 900
 - EMS Calls – 4,400
 - 2 BLS (Basic Life Support) Ambulances, 1 ALS (Advanced Life Support) Ambulance
 - 3 Fire Stations
 - Milwaukee County EMS Subsidy - \$212,472.10
 - Total Budget (2025) - \$7,677,095

- **Hales Corners Fire Department – 3.2 square miles – 7,720 Population**
 - 14.8 FTE Personnel
 - ~ 10 Paid on Call personnel
 - 1,300 Total calls for service
 - 2 BLS (Basic Life Support) Ambulances
 - 1 Fire Station
 - Milwaukee County EMS Subsidy - \$25,068.75
 - Total Budget (2025) - \$1,350,063

- **Greendale Fire Department – 5.58 square miles – 14,854 Population**
 - 19 FTE Personnel
 - 2,945 Total calls for service
 - Fire Calls – ~ 610
 - EMS Calls – ~2,335
 - 2 ALS (Advanced Life Support) Ambulances
 - 1 Fire Stations
 - Milwaukee County EMS Subsidy - \$77,923.14

- Total Budget (2025) - \$3,232,222.60
- **Greenfield Fire Department – 11.54 square miles – 37,803 Population**
 - 46 FTE Personnel
 - 7,965 Total calls for service
 - Fire Calls – 68
 - EMS Calls – 5,238
 - Other Calls – 2,392
 - 4 ALS (Advanced Life Support) Ambulances
 - 2 Fire Stations
 - Milwaukee County EMS Subsidy - \$158,480.38
 - Total Budget (2025) - \$3,232,222.60
- **Milwaukee Fire Department – 96.82 square miles**
- **2020 Census – 577,222**
- **2024 Estimated Population – 563,531**
 - 862 FTE Personnel
 - 111,865 Total calls for service
 - Fire Calls – 3,007
 - EMS Calls – 82,694
 - Other Calls – 26,164
 - 12 ALS (Advanced Life Support) Ambulances
 - 31 Fire Stations
 - Milwaukee County EMS Subsidy - \$1,160,047.36
 - Total Budget (2025) - ~ \$165,000,000

*Common Council amended the original executive budget due to “underfunding” aged out equipment and added \$8 million dollars for front line apparatus. That measure was vetoed but the veto was overridden.

**The City of Milwaukee contracts with Private Ambulance companies for BLS transports. Curtis and Bell ambulance provide this service to the constituency. At one point in time, the private ambulance company industry had 6 different entities operating in Milwaukee. Over the course of the last 25 years, these private ambulance companies had to shut their doors leaving Bell and Curtis. Again, at one point in time, the private ambulance companies required no funding other than “billing revenue to support their business. As of 2026, the city of Milwaukee is subsidizing Bell ambulance at \$8 million to support the BLS call volume. These run types total almost 50,000 call for service on top of the 111,865 calls the MFD took in 2025.

- **West Milwaukee – 1.12 Square Miles – 4,114 Population**

- Milwaukee County EMS Subsidy - \$6,756.86

*West Milwaukee Fire Department ceased to exist after contracting services with the City of Milwaukee in 1991.

**The original contract price was predicated on population and run volume. The original contract was ~ \$900,000. Present day, the contract price of \$900,000 remains the same as the population has neither increased or decreased, along with the run volume, demonstrably.

***The original fire house in West Milwaukee is still the property of West Milwaukee but houses Milwaukee Fire Department equipment and personnel.

****West Milwaukee still receives the Milwaukee County EMS subsidy, however.

- **North Shore Fire Department –**

***The North Shore Fire Department consolidated 7 municipalities and began its' operations January 1st, 1995. The following information depicts the 7 municipalities that form the North Shore Fire Department:**

- Bayside – 2.39 square miles – 4,482 Population
- Brown Deer – 4.39 square miles – 12,507 Population
- Fox Point – 2.86 square miles – 6,934 Population
- Glendale – 5.97 square miles – 13,357 Population
- River Hills – 5.33 square miles – 1,602 Population
- Shorewood – 1.59 square miles – 13,859 Population
- Whitefish Bay – 2.12 square miles – 14,954 Population

Total – ~ 25 square miles – ~ 68,000 Population

Funding Mechanism per Municipality – Formula Allocation

Bayside	6.27%
Brown Deer	20.02%
Fox Point	8.49%
Glendale	27.38%
River Hills	3.15%
Shorewood	17.35%
Whitefish Bay	17.34%

2024 - General Fund Actual Revenues - \$18.4 Million Dollars

- Fire Dues	3%
- Municipal Contribution	77%
- Ambulance Collections	16%
- Milwaukee County EMS Subsidy	1%
- Permit Fees	2%
- Miscellaneous Revenues	1%

2-24 – General Fund Actual Expenditures – General Fund - \$18.7 Million Dollars

- Payroll and Benefits	79%
- Supplies and Operating Expenses	18%
- Transfers	3%

- 120 Personnel
- 12,895 Total calls for service
- Fire Calls – 269
- EMS Calls – 9,369
- Other Calls – 3,257
- 2 BLS (Basic Life Support) Ambulances, 3 ALS (Advanced Life Support) Ambulance
- 5 Fire Stations
- Milwaukee County EMS Subsidy - \$231,276.10
- Total Budget (2025) - \$18,841,402

[Wisconsin Policy Forum | Come Together](#)

<https://www.nsfire.org/DocumentCenter/View/129/Better-Service-for-Lower-Cost-PDF>

<https://www.nsfire.org/DocumentCenter/View/130/Mutual-Aid-vs-Consolidated-Response-PDF>

- Oak Creek Fire Department – 28.45 square miles – 36,497

- 57 Personnel
 - 6,004 Total calls for service
 - Fire Calls – 98
 - EMS Calls – 4,571
 - Other Calls – 1,335
 - 3 ALS (Advanced Life Support) Ambulance
 - 3 Fire Stations
 - Milwaukee County EMS Subsidy - \$196,425.48
 - Total Budget (2025) - \$2,682,105
- **South Milwaukee Fire Department – 4.84 square miles – 20,795 Population**
 - 26 Personnel
 - (2024) 3,246 Total calls for service
 - Fire Calls – 57
 - EMS Calls – 2,650
 - Other Calls – 589
 - 2 BLS (Basic Life Support) Ambulances, 1 ALS (Advanced Life Support) Ambulance
 - 1 Fire Stations
 - Milwaukee County EMS Subsidy - \$51,589.86
 - Total Budget (2025) - \$3,798,060
- **St. Francis Fire Department – 2.57 square miles – 9,457 Population**
 - 24 Personnel
 - (2024) 2,026 Total calls for service
 - Fire Calls – 42
 - EMS Calls – 1,497
 - Other Calls – 487
 - 2 BLS (Basic Life Support) Ambulances, 1 ALS (Advanced Life Support) Ambulance
 - 1 Fire Stations
 - Milwaukee County EMS Subsidy - \$37,285.73
 - Total Budget (2025) - \$2,855,570
- **Wauwatosa Fire Department – 13.23 square miles – 48,387 Population**
 - 106 Personnel
 - (2024) 10,237 Total calls for service
 - Fire Calls – 2,004
 - EMS Calls – 5,828
 - Other Calls – 2,405

- 2 ALS (Advanced Life Support) Ambulance
- 4 Fire Stations (Technically 3 – Operating out of one Milwaukee Fire House)
- Milwaukee County EMS Subsidy - \$156,684.68
- Total Budget (2025) - \$16,296,588

- **West Allis Fire Department – 11.41 square miles – 60,325 Population**

- 101 Personnel
- (2023) 11,637 Total calls for service
- Fire Calls – 134
- EMS Calls – 9,300
- Other Calls – 2,193
- 3 ALS (Advanced Life Support) Ambulance
- 3 Fire Stations
- Milwaukee County EMS Subsidy - \$161,473.71
- Total Budget (2025) - \$16,437,582

***The Wauwatosa and West Allis Fire Departments are currently discussing the consolidation of both of their agencies predicated on levy caps and not being able to fund each individual department independently. Several links to the ongoing process are included:**

- Milwaukee County applies Wisconsin Statute 66.0602(3)(e)(6) for this subsidy

[Final_Wauwatosa_and_West_Allis_Report__8.7.25.pdf](#)

[Wauwatosa, West Allis take another step toward fire department merger](#)

[Joint-Fire-Department-Term-Sheet \(1\).pdf](#)

- **Bayfield County**

County Seat – Washburn

2020 Census Population – 16,220

2024 Population – Estimated – 16,838

Square Mileage – 2,042

Cities –

Ashland

Bayfield

Washburn

Village – Mason

Towns – Multiple

Communications Center / Dispatch – Bayfield County Sheriff's Office

- All 911 services – Police / Fire / EMS runs through the Bayfield County Sheriff's Office

Bayfield County EMS –

Medical Direction – Medical oversight for the Bayfield County EMS System is provided by Dr. Jonathan Shultz, MD, serves as the Portage County EMS System Medical Director.

Oversight is provided by the Bayfield – Ashland County EMS Council

Bayfield County EMS Coordinator – Bryan Ziemann

Local Ambulance Services and Participating agencies:

Nine EMS services provide emergency medical care for all of Bayfield County. These services include:

- o **Ashland Fire Department** – The Ashland Fire and EMS District covers 70.33 miles and 552 residences in Bayfield County. In 2023, they responded to over 70 calls for help within their jurisdiction.
 - o 1 Fire Station
 - o EMS / ALS covers approximately 445 square miles
 - o 22 Paramedics
 - o Provide ALS intercept to 11 EMT – Basic Service areas across northern Ashland and Bayfield counties.
 - o Provide Interfacility Transports from Ashland to medical centers throughout Wisconsin, Michigan and Minnesota.
 - o Total Fire / EMS Budget (2026) - \$3,818,144
 - o Total Fire Budget (2026) - \$1,015,085
 - o Total EMS Budget (2026) - \$2,803,059
- o **Barnes** – The Barnes EMS District covers 124.70 miles and 1,767 residences. In 2023, they responded to over 110 calls for help within their jurisdiction.
 - o 1 Fire station
 - o 2 FTE EMS personnel during weekdays: 1 Full time EMS personnel during weeknights

- 9 volunteer EMS personnel
- 9 volunteer Fire fighters
- 1 Ambulance Director – Brett Frierhood
- Total Budget (2026) - \$355,185
- **Bayfield** – The Bayfield EMS District covers 81.79 miles and 1,417 residences. In 2023, they responded to over 230 calls for help within their jurisdiction.
 - 1 Fire Station
 - All volunteer
 - Total Budget (2026) - \$485,399.81
 - Total Fire Budget (2026) - \$412,162.68
 - Total EMS / Contracted Budget (2026) - \$73,237.13
- **Great Divide** – The Great Divide EMS District covers 357.93 miles and 2,980 residences. In 2023, they responded to over 340 calls for help within their jurisdiction.
 - 10 FTE – ALS Paramedics
 - Private Ambulance Services contracting with 4 different communities: Cable, Drummond, Namakagon and portions of Grand View.
 - Operates out of 1 station located in Cable, Wisconsin
- **Iron River** - The Iron River EMS District covers 231.33 miles and 2,689 residences. In 2023, they responded to over 310 calls for help within their jurisdiction.
 - 1 Station operating 2 ambulances
 - Private ambulance service contracts with five municipalities for EMS services: Iron River, Oulu, Tripp, Hughes, Delta
- **Mason** - The Mason EMS District covers 180.92 miles and 1,371 residences. In 2023, they responded to over 135 calls for help within their jurisdiction.
 - 1 Station
 - Ambulance service provides EMS to six municipalities: Lincoln, Kelly, Keystone, Mason, Mason and portions of Grand View.
- **Red Cliff** - The Red Cliff EMS District covers 52.69 miles and 835 residences. In 2023, they responded to over 325 calls for help within their jurisdiction.
 - 1 Fire Station
 - Provides BLS EMS transport to area hospitals
 - Relies on Paramedic Intercept for ALS response

- **South Shore** - The South Shore EMS District covers 221.21 miles and 1,910 residences. In 2023, they responded to over 100 calls for help within their jurisdiction.
 - 1 Station located in Herbster, Wisconsin (Town of Clover)
 - Provides EMS services to the following municipalities: Clover, Bell, Orienta, Port Wing
 - 19 volunteer EMT's on staff
- **Washburn** - The Washburn EMS District covers 186.20 miles and 2,291 residences. In 2023, they responded to over 510 calls for help within their jurisdiction.
 - 1 Fire Station
 - All Volunteer
 - 24 personnel
 - Total Budget (2025) – \$605,951
 - 3 ambulances

Bayfield County Countywide EMS / Dispatch Funding:

2026 - \$408,395 – 0.088 Mill Rate - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- Florence County

- County Seat – Florence
- 2020 Census Population – 4,558
- 2024 Population – Estimated – 4,673
- Square Mileage – 498

Medical Direction – Medical oversight for the Florence County EMS System is provided by Amanda Mulvey

EMS operates three (3) station sites located in Florence, Aurora and Long Lake/Tipler to improve response time across the County.

All 8 municipalities in the county participate in and support the countywide EMS service via agreements and a per – capita contribution. The 8 municipalities are townships:

Aurora	Commonwealth	Fence	Fern	Florence
Florence	Homestead	Long Lake	Tipler	

2 ambulances in Florence

1 ambulance in Aurora

1 ambulance in Long Lake/Tipler

Additional equipment includes UTV/command trailers for off-road and trail rescue

Current staff:

- 8 – Full time personnel
- 2 - Part time personnel
- 7 – “casual” / paid on call personnel

Skill mix includes: EMT’s, advanced EMT’s, Paramedics and Registered Nurses

Goal – 23 full time professionals

EMS operations are funded through a county tax levy, per capita municipal contributions, grants, and ambulance billing revenues

In the 2023 Florence County Budget, EMS had a total operating budget of \$1,883,699, funded primarily by property taxes, transport fees, and intergovernmental charges

A special EMS levy (2024) was \$1,768,966 to continue the countywide EMS operations

Each municipality that contracts with the county for EMS service pays a \$25 per capita fee as part of its support for the countywide EMS system.

This per capita contribution is deducted from the total county EMS tax levy to lower the direct tax burden on property owners

The EMS system is also funded by a tax levy based on property value, grant funding, and ambulance billing revenue

Total Budget (2026) - \$1,768,966 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy
CIP Capital Improvement (2026) - \$4,994,065 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

[Florence County gets new three-station EMS service | News, Sports, Jobs - The Daily News](#)

- **Marquette County**

- County Seat – Montello
- 2020 Census Population – 15,592
- 2024 Population – Estimated – 15,743

- Square Mileage – 464
- City – Montello**

Villages –

Endeavor Neshkoro Oxford Westfield

Towns - Multiple

Medical Direction – Medical oversight for Marquette County EMS System is provided by Robert Lulling

- Countywide EMS system
- Three EMS stations operating:
 - o Montello
 - o Oxford
 - o Westfield
- 4 ambulances with 1 ambulance serving as a “backup”
- Staffed with Paramedics and EMT’s assigned to ambulances 24/7/365
 - o 20 Full Time Personnel
 - o 30 Part Time Personnel
 - o 7 volunteer first responders “groups”
- ~ 2,000 calls for service (2024)

Total Budget (2026) - \$1,944,428 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

[Marquette-County-WI-FINAL-EMS-Report.pdf](#)

[EMS.pdf](#)

- Sawyer County

- County Seat – Hayward
- 2020 Census Population – 18,074
- 2024 Population – Estimated – 18,835
- Square Mileage – 1,350

City – Hayward

Villages –

Couderay

Exeland

Radisson

Winter

Villages – Multiple

- 6 EMS stations
 - o Hayward – 2
 - o Radisson
 - o Winter
 - o Stone Lake
 - o Round Lake
- Staffing
 - o 1 Ambulance Director
 - o 16 EMT's
 - o 20 Advanced EMT's
 - o 8 Paramedics
 - o
- Mixture of Full and Part Time / Paid on Call Personnel
- Run Volume (2025) - ~ 1,890

Total Budget (2026) - \$1,516,075 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- Waushara County

- County Seat – Wautoma
- 2020 Census Population – 24,520
- 2024 Population – Estimated – 25,079
- Square Mileage – 637

Cities –

Berlin

Wautoma

Villages –

Coloma

Hancock

Lohrville

Plainfield

Redgranite

Wild Rose

Towns - Multiple

Medical Direction – Medical oversight for Waushara County EMS System is provided by Chad Voskuil affiliated with ThedaCare Medical Center – Wild Rose

EMS Chief – Keith Melvin

- 4 Stations:
 - Station 1
 - MED 1, MED 3, MED 10
 - Station 2
 - MED 2, MED 4
 - Station 5
 - MED 5
 - Station 6
 - MED 6
- Staffing
 - 26 Full Time Personnel
 - 16 Part Time Personnel
- Skill Sets:
 - EMT through Critical Care Paramedics

EMS Calls for service (2024) - ~ 4,500

Total Budget (2025) - \$3,784,159 – Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- **Door County**

- County Seat – Sturgeon Bay
- 2020 Census Population – 30,066
- 2024 Population – Estimated – 30,512
- Square Mileage – 482 (Land), 1,888 (Water), Total – 2,370

Cities –

Sturgeon Bay

Villages –

Egg Harbor Ephraim Forestville Sister Bay

Towns - Multiple

Medical Direction – Medical oversight for Door County EMS System is provided by Aaron LeClair affiliated with the Door County Medical Center

EMS Director – Dan Williams

- 4 Stations – 10 Ambulances
 - Washington Island
 - MED 8, MED 9
 - 1 ambulance staffed with 2 Paid on Call – 24 hours a day
 - 1 ambulance is the backup and is staffed with the closest available EMS / AEMT
 - Sister Bay
 - MED 5, MED 6
 - 1 ambulance is staffed with 1 Paramedic and 1 EMT 24 hours a day
 - 1 ambulance is staffed with 1 Paramedic and 1 EMT during peak hours year – round with an increase in hours from May – November
 - Sturgeon Bay
 - MED 1, MED 2, MED 3, MED 4, MED 10
 - 2 ambulances with 2 paramedics each
 - 1 ambulance with 2 EMT's
 - 2 ambulances staffed as back up apparatus and during peak hours and during May – November with population increase and special events
 - Brussels
 - MED 7
 - 1 full time paramedic and one “casual call” EMT/AEMT 24 hours per day.

EMS Calls for service (2025) - ~ 4,500

Total Budget (2026) - \$5,192,652 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- Lafayette County

- County Seat – Darlington
- 2020 Census Population – 16,611
- 2024 Population – Estimated – 17,306
- Square Mileage – 635

Cities –

Cuba City

Darlington

Schullsburg

Villages –

Argyle

Belmont

Benton

Blanchardville

Gratiot

Hazel Green

South Wayne

Towns – Multiple

EMS Medical Director – Shawn Phillips

- Lafayette County operates one Primary EMS station to serve the county's rural area.
 - o Combination of Full Time Personnel and Volunteer
- In addition to the county EMS service, several independent municipal EMS/ambulance providers also operate in the county:
 - o Argyle EMS - Primarily Volunteer
 - o Belmont EMS – Volunteer / Part Time
 - o Blanchardville EMS – Part Time
 - o Shullsburg Ambulance Service – Part Time
- In addition to those transporting ambulance service, first responder groups operate in the county, fully volunteer:
 - o Benton First Responders
 - o Gratiot First Responders
 - o South Wayne First Responders
 - o Wiotra First Responders
 - o Woodford First Responders
- All EMS agencies and first responders are dispatch through Lafayette County

EMS Call volume:

- Lafayette County EMS - ~ 500
- All other EMS providers average - ~ 100 – 120

Total Budget - \$178,524 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

[45476](#)

- **Oneida County**

- County Seat – Rhinelander
- 2020 Census Population – 37,845
- 2024 Population – Estimated – 38,175
- Square Mileage – 1,236

Cities –

Rhinelanders

Villages – None

Towns – Multiple

5 EMS Providers in Oneida County:

- Rhinelander Fire – Fully Staffed
- Woodruff Fire Department
 - o ~ 20 Volunteer Personnel
 - o Calls per year ~ 50-100
- Nokomis Fire Department
 - o ~ 32 Volunteer Personnel
 - o Calls per year ~ 100
- Sugar Camp Ambulance Building
 - o Fully staffed via the Oneida County Ambulance service contracting with Aspirus Rhinelander Hospital and Howard Young Medical Center with MED 8. Two personnel on shift 24 hours per day
- Three Lake Fire Department
- ~ 35 Volunteer Personnel
- Calls per year ~ 200

Rhinelanders Fire Department:

- 1 Fire Station
- 21 Full Time Personnel
 - o 16 Paramedics
 - o 2 AEMT's
 - o 2 EMT's
- 3 Ambulances (All function at the ALS (Advanced Life Support) level)
 - o MED 9-1
 - o MED 9-2
 - o MED 9-3

Calls for Service:

Fire / Other – 140

EMS – 1,860

Total - ~ 2,000

Total Rhinelander FD Budget (2026) - \$2,343,173

Total Oneida County EMS Budget (2026) - \$2,712,845 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- **Taylor County**

- County Seat – Medford
- 2020 Census Population – 19,913
- 2024 Population – Estimated – 20,167
- Square Mileage – 984

Cities –

Rhineland

Villages –

Gilman Lublin Rib Lake Stetsonville Taylor

Towns – Multiple

- Multiple EMS Providers throughout Taylor County:
 - Taylor County Ambulance Service
 - Taylor Fire and Rescue First Responders
 - 3 - Full Time Personnel
 - ~ 20 Volunteer Personnel
 - Call volume - ~ 225 per annum
 - Jump River First Responders
 - ~ 20 Volunteer Personnel
 - Call Volume - ~ 10 per annum
 - Gilman Rural Volunteer Fire Department
 - ~ 37 Volunteer Personnel
 - Call volume - ~ 30 per annum
 - Lublin Area Volunteer Fire Department
 - ~ 30 Volunteer Personnel
 - Call Volume - ~ 5 calls per annum
 - Medford Area Fire Department
 - ~ 26 Volunteer Personnel

- Call Volume - ~ 245 per annum
 - Rib Lake Fire Department
 - ~ 26 Volunteer Personnel
 - Call Volume - ~ 25 per annum
 - Stetsonville Volunteer Fire Department
 - ~ 36 Volunteer Personnel
 - Call Volume - ~ 25 per annum
 - Westboro Volunteer Fire Department
 - ~ 26 Volunteer Personnel
 - Call Volume - ~ 20 per annum
- Taylor County Ambulance Service
- A new countywide EMS property tax levy of up to .60 per \$1,000 of taxable property value was approved by voters this past November, 2025. The levy is expected to generate roughly \$300,000 per year for EMS funding once it takes effect.
 - This levy is being implemented because Taylor County EMS and local first responder agencies historically received little to no direct county property tax funding and relied heavily on billing revenue and volunteer fundraising. The new levy is intended to provide stable, predictable support for EMS equipment, training, recruitment, and possibly system improvements.
 - Funds from this levy will begin being collected in the 2027 tax year and become available in fiscal year 2028

- Lincoln County

- County Seat – Merrill
- 2020 Census Population – 28,415
- 2024 Population – Estimated – 28,461
- Square Mileage – 907

Cities –

Merrill Tomahawk

Villages –

None

Towns – Multiple

Medical Direction – Medical oversight for the Lincoln County EMS System will be provided by Dr. Carr Boyd, MD.

- All EMS and first responder calls are routed through the Lincoln County Sheriff's Office

EMS Service Providers:

- Merrill Fire Department
 - 26 Full Time Personnel
 - 1 Fire Station
 - 3 Ambulances
 - MED 61 – Primary Transport Unit (Inter Facility Transports)
 - MED 62 – Primary Response Ambulance
 - MED 63 – Another First Response Ambulance
 - Fire / Other Calls - ~ 194
 - EMS Calls - ~ 2,128
 - Total - ~ 2,322
- Fire Budget (2026) - \$1,816,853
- EMS Budget (2026) - \$1,304,866
- Tomahawk EMS
 - 1 station
 - ~ 16 personnel from Sacred Heart/St. Mary's hospital who contract with Lincoln County
 - Total Calls - ~ 891
 - Total Budget - ~ \$824,900
 - First Responder Groups:
 - Corning First Responders
 - 9 Volunteer First Responders
 - 25 Volunteer Fire Fighters
 - Call Volume - ~ 40
 - Pine River First Responders
 - 10 Volunteer First Responders
 - 30 Volunteer Fire Fighters
 - Call Volume - ~ 86
 - Russell First Responders
 - 22 Volunteer Personnel
 - Call Volume - ~ 74

Total Calls - ~2,250

Total Budget for Lincoln County EMS (2026) - \$1,242,949 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

- Rusk County

- County Seat – Ladysmith
- 2020 Census Population – 14,188
- 2024 Population – Estimated – 14,168
- Square Mileage – 931

Cities –

Ladysmith

Villages –

Bruce	Conrath	Glen Flora	Hawkins
Ingram	Sheldon	Tony	Weyerhaeuser

Towns – Multiple

*All 911 calls for medical emergencies in Rusk County are dispatched through the Rusk County Dispatch Center

Primary EMS Provider – Rusk County Ambulance Service

First Responder Support:

- Bruce First Responders / Fire Department
 - o 1 Station
 - o 27 Volunteer Personnel
 - o Call Volume - ~ 40 per annum
- Ladysmith Fire and Rescue
 - o 1 Station
 - o 28 Volunteer Personnel
 - o Call Volume - ~ 99 per annum
- Hawkins Fire Department
 - o 1 Station
 - o ~ 20 Volunteer Personnel
 - o Call Volume - ~ 40 per annum

- Sheldon Fire Department
 - o 1 Station
 - o ~ 25 Volunteer Personnel
 - o Call Volume - ~ 85 per annum
- Flambeau / Reserve First Responders
 - o 1 Station
 - o ~ 25 Volunteer Personnel
 - o Call Volume - ~ 20

Total Calls - ~ 4,197

Total Budget for Rusk County wide EMS service - ~ \$1,558,206 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

[Microsoft PowerPoint - Rusk County WI Presentation](#)

[AmbulanceSerAnalysisRecom.pdf](#)

- Green Lake County

- County Seat – Green Lake
- 2020 Census Population – 19,018
- 2024 Population – Estimated – 19,370
- Square Mileage – 380

Cities –

Berlin Green Lake Markesan Princeton

Villages –

Kingston Marquette

Towns – Multiple

Medical Direction – Medical oversight for the Green Lake County EMS System is provided by Dr. Craig Tschautscher, MD.

All Emergency calls are taken and dispatched by the Green Lake County Sheriff's Communications center.

Ambulance and EMS Services are provided by the following:

- Southern Green Lake County Ambulance Service
 - 1 Station – 2 ambulances
 - 33 personnel consisting of:
 - Part Time Personnel
 - Per – diem Personnel
 - Volunteer Personnel
 - Contracted Personnel
 - Ranging in licensure in EMT, AEMT and Paramedic level
 - Call Volume - ~ 1,200 per annum
- Berlin EMS
 - 1 Station
 - 4 Full Time Personnel
 - 22 Volunteer Personnel
 - Call Volume - ~ 850 per annum
- Princeton EMS
 - 1 Station
 - 35 – Volunteer / “Paid Per Call” Personnel
 - Call Volume - ~ 1,400 Total
 - Fire / Other Calls - ~ 110
 - EMS calls - ~ 1,290
- Green Lake Area TEMS Units

Total Call for Green Lake County - ~ 7,554 (This number includes some mutual aid responses outside of Green Lake County)

Total EMS Budget for Green Lake County (2026) - \$2,613,800 - Applies Wisconsin Statute 66.0602(3)(e)(6) for this levy

***Additional Revenue for Washington County Fire Departments / Municipalities:**

Washington County Emergency Medical Services (EMS) & Fire Grants

- This grant began in calendar year 2024 and was distributed for 2024 and 2025. Washington County approved this grant for calendar year 2026 - only.

EMS & Fire Grant Distribution

City of Hartford	\$144,000
Village of Germantown	\$177,000
Village of Jackson	\$74,000
Village of Kewaskum	\$46,000
Village of Newburg	\$29,000
Village of Slinger	\$63,000
Town of Addison	\$36,000
Town of Barton	\$26,500
Town of Erin	\$36,000
Town of Farmington	\$35,000
Town of Germantown	\$14,000
Town of Hartford	\$32,000
Town of Jackson	\$31,000
Town of Kewaskum	\$19,000
Town of Polk	\$36,000
Town of Trenton	\$34,500
Town of Wayne	\$28,000
Town of West Bend	\$44,000
TOTAL	\$1,000,000 / Per Annum
TOTAL	2024 – 2026
	\$3,000,000

*Additional Funding for EMS Providers throughout the State of Wisconsin

EMS: FUNDING ASSISTANCE PROGRAM

*This program was enacted in 1989 - Wisconsin Act 102 - and administered by the Wisconsin Department of Health Services

**Historically, the program provided approximately \$2.2 million annually under its original structure. Recent legislative and budget changes, most recently surrounding the 2023-2025 biennial budget, greatly expanded the scope, eligibility and funding levels, including increased total funding and expanded eligible uses and applicants.

2024 EMS: Funding Assistance Program Recipients and Awards – Washington County

Hartford Fire and Rescue	\$13,355
Jackson Fire	\$89,005
Kewaskum Fire	\$4,315
Kohlsville Fire	\$78,870
Lifestar Ambulance	\$43,825
Richfield	\$28,825
West Bend Fire	\$43,315

2025 EMS: Funding Assistance Program Recipients and Awards – Washington County

**New formula for 2025 and going forward is:

Base - \$10,000 (You apply – you receive)

Training - \$2,198 (You apply – you receive – Universal sum Across The Board)

Per Capita - \$2.78

Allenton Volunteer Fire Department	\$29,632.98
Boltonville Volunteer Fire Department	\$20,878.56
Fillmore Fire Department	\$23,276.64
Germantown Fire Department	\$74,848.52
Hartford Fire & Rescue	\$95,833.68
Jackson Fire Department	\$60,746.16
Kewaskum Fire Department	\$49,477.31
Kohlsville Volunteer Fire Company	\$21,935.85
Lifestar Emergency Medical Service, LLC	\$183,220.02
Newburg Fire Department	\$36,186.00
Richfield Volunteer Fire Company	\$50,612.18
West Bend Fire Department	\$119,965.72

2026 EMS: Funding Assistance Program Recipients and Awards – Washington County

Allenton Volunteer Fire Department	\$28,311.88
Boltonville Volunteer Fire Department	\$0
Fillmore Fire Department	\$22,404.38
Germantown Fire Department	\$70,770.82
Hartford Fire & Rescue	\$89,922.24
Jackson Fire Department	\$49,431.54
Kewaskum Fire Department	\$30,698.23
Kohlsville Volunteer Fire Company	\$12,197.80
Lifestar Emergency Medical Service, LLC	\$171,630.40
Newburg Fire Department	\$33,543.84
Richfield Volunteer Fire Company	\$46,637.64
West Bend Fire Department	\$140,929.68

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: January 19, 2026

PLACEMENT: Presentation

ITEM TITLE: RW Baird Introduction (DISCUSSION)

SUBMITTED BY:

SUMMARY EXPLANATION:

ATTACHMENT:

1. Germantown - Baird (FINAL)

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:

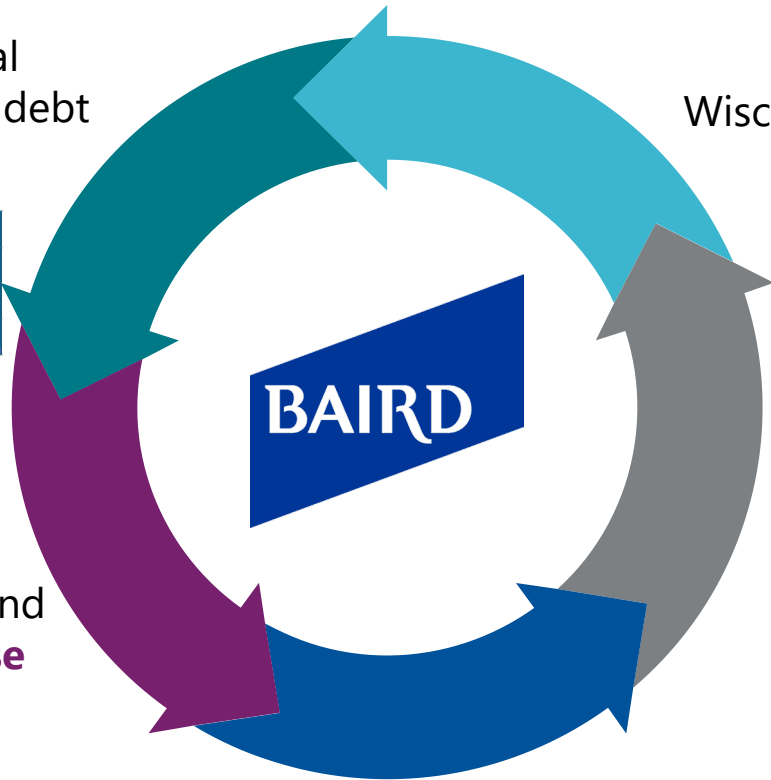
The Advantages of Baird

Baird Brings a Toolkit of Resources That Is Unsurpassed by Any Other Financial Advisory Firm

BAIRD

Ability to **maximize bids** as financial advisor (averaged over 5.3 bids per debt issue in WI since 2015)¹

	Average # of bids	# of Issues
Baird	5.343	618
PFM Financial Advisors	5.308	224
Ehlers	5.055	1485



Wisconsin-based for **100 Years**

No. 1 underwriter in Wisconsin by par amount for the past ten years²
No. 2 advisor in Wisconsin by number of issues for the past five years²

Credit rating monitoring and official statement **expertise**

Real-time **market access**

Team of Wisconsin Public Finance Specialists

Municipal Advisors (Primary Contacts)		Support Banking	Municipal Business Solutions	Quantitative Analyst	Official Statement Analyst	Continuing Disclosure Specialist	Underwriting
							
Justin Fischer Managing Director	Adam Ruechel Vice President	Emily Timmerman Senior Vice President	Jennifer Engel Vice President	Jordan Thurow Assistant Vice President	Kathy Voss Vice President	Rebecca Moskonas Assistant Vice President	Anne Sample Managing Director
414.765.3635 jfischer@rwbaird.com Joined Baird: 2008	920.433.7373 aruechel@rwbaird.com Joined Baird: 2023	414.765.7031 etimmerman@rwbaird.com om Joined Baird: 2013	414.298.2441 jengel@rwbaird.com Joined Baird: 2025	414.298.5107 jthurow@rwbaird.com Joined Baird: 2019	414.298.7702 kvoss@rwbaird.com Joined Baird: 2009	414.765.3928 rmoskonas@rwbaird.com Joined Baird: 2006	414.765.3710 asample@rwbaird.com Joined Baird: 2009

Baird's Milwaukee Public Finance team has over 287 years of experience at Baird.

Baird vs. Other Financial Advisors

Service	Baird	Others
Has a fiduciary duty to the Village	✓	✓
Provides financial advice	✓	✓
Assists in the debt issuance process	✓	✓
Will not participate in an underwriting syndicate.	✓	✓
Access to a full underwriting and trading platform for comprehensive market information	✓	
Provides access to underwriting professionals to determine optimal market timing	✓	
Must rely on outside sources for market information		✓

Financial Management

- Debt monitoring and analysis
- Capital improvement planning
- Refinancing opportunities
- Investment alternatives
- TID Consulting Services

Debt Issuance Planning

- Financing alternatives
- Market analysis
- Debt structuring options
- Credit rating consultation
- Document/disclosure guidance

Baird's Wisconsin Advisory Experience			Baird's National Advisory Experience		
	# of Transactions	Par Amt. (US\$ Millions)		# of Transactions	Par Amt. (US\$ Millions)
2021	57	\$467.97	2021	278	\$3,180.89
2022	51	\$518.91	2022	249	\$3,730.47
2023	51	\$377.78	2023	262	\$3,367.28
2024	47	\$310.50	2024	282	\$3,713.88
2025 (Jan-May)	27	\$334.98	2025 (Jan-May)	84	\$1,178.56
	233	\$2,010		1155	\$15,171

¹Source: S&P Muni Deal Query as of October 1, 2025.

²Source: S&P Muni Deal Query as of December 31, 2024. Does not include Private Placements or Notes.

Robert W. Baird & Co. Incorporated is providing this information in response to a request for proposal or qualifications from a municipal entity, in seeking to serve as a financial advisor or municipal advisor to you on a possible issuance of municipal securities. Baird is a municipal advisor registered with the Securities and Exchange Commission and the Municipal Securities Rulemaking Board ("MSRB"). A financial advisor or municipal advisor is subject to a fiduciary duty, including a duty of care and a duty of loyalty, and is required to act solely in the best interests of the client. See "Important Disclosures" contained within Baird's Response to Request for Proposals for Financial Advisor Services.

The Advantage of Baird

A team that is uniquely qualified to meet the professional needs of the Village.

BAIRD

Case Studies & Experience

 City of Oak Creek <i>CIP + TID Development</i> <u>Results</u> ▪ \$845+ Million in Increment Value within TID's ▪ Redevelopment of lakefront at substantial cost ▪ TID allocations from other successful TIDs ▪ In 2025, created "Surface Transportation Maintenance" program that requires annual funding of \$4 million ▪ Long-term CIP financing plan models in surface transportation maintenance program, potential fire station in 2027-2028, and TIF infrastructure within lakefront redevelopment	 Village of Kimberly <i>TID creation, amendments and feasibility analysis</i> <u>Results</u> • \$250+ million: development value goal • \$180+ million: growth since 2016 • \$25 million: authorized Village investments in capital costs Maintained "AA" S&P Rating • Created Community Development Authority to assist with financing projects • Ability for surplus funds from TID #4 to be donated to TID #6 • Transformed an abandoned former mill into a new focal point for the community	TID Creations/Amendments/ Allocations/Extensions/TID Overview • Village of Ashwaubenon • City of Berlin • Village of Combined Locks • City of De Pere • City of Fort Atkinson • Town of Freedom • City of Green Lake • Village of Harrison • Village of Howard • Village of Kimberly • Village of Mukwonago • City of Neenah • Village of Osceola • City of Park Falls • Village of Rothschild • City of Seymour • City of Two Rivers • City of Waupaca

References

 City of Oak Creek 8040 S. 6th Street, Oak Creek, WI 53154 Andrew Vickers, City Administrator avickers@oakcreekwi.gov 414.766.7000 Max Gagin, Deputy City Administrator/Finance Officer mgagin@oakcreekwi.gov 414.766.7000 22 issues totaling \$127.9 million since 2019	 City of Fort Atkinson Municipal Building 101 N. Main St. Fort Atkinson, WI 53538 Rebecca LeMire, City Manager rlemire@fortatkinsonwi.gov 920.397.9901 Michelle Ebbert, Clerk/Treasurer mebbert@fortatkinsonwi.gov 920.397.9901 17 issues totaling \$99.6 million since 2000	 City of De Pere 335 S. Broadway, De Pere, WI 54115 Pam Manley, Finance Director/Treasurer izegers@deperewi.gov 920.339.4041 Kim Flom, City Manager kflom@deperewi.gov 920.339.4043 14 issues totaling \$109.5 million since 2019
 Village of Little Chute 108 W. Main Street Little Chute, WI 54140 Lisa Remiker-Dewall, Finance Director Lisa@littlechutewi.org 920.423.3855 Beau Bernhoft, Village Administrator beau@littlechutewi.org 920.423.3850 10 issues totaling \$35.8 million since 2000	 City of Neenah 211 Walnut Street Neenah, WI 54956 Vicky Rasmussen, Finance Director vrasmussen@neenahwi.gov 920.886.6148 Andy Kahl, Deputy Director of Finance akahl@neenahwi.gov 920.886.6148 54 issues totaling \$262.1 million since 2000	 Village of Howard 2456 Glendale Avenue Howard, WI 54313 Chris Haltom, Finance Director – Clerk/Treasurer chaltom@villageofhoward.com 920.434.4640 Paul Evert, Village Administrator pfevert@villageofhoward.com 920.434.4640 9 issues totaling \$104 million since 2001

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BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: January 19, 2026

PLACEMENT: Discussion

ITEM TITLE: Proposed 2026 Handbook Changes (ACTION)

SUBMITTED BY:

SUMMARY EXPLANATION:

As part of best practice, the Village reviews its Employee Handbook annually to ensure policies remain current, compliant, and reflective of actual practices. Each year, selected sections are reviewed in detail to clarify language or propose updates.

This year's proposed revisions—**marked in red** in the attached document—include updates to job classifications, pay practices, and several personnel policies. Key changes include aligning the full-time definition with ACA/IRS standards (30+ hours), adding a **Limited Full-Time** and **Board/Trustee** classification, clarifying **WRS comp time payout rules**, and introducing new policies for **Attendance**, **Non-FMLA Medical Leave**, and **Cybersecurity Awareness**. Additional updates were made to **Vacation**, **Holidays**, **Employee Recognition**, and **Expense Reimbursement** to reflect current practices and consistency with comparable municipalities.

These revisions ensure the handbook remains accurate, equitable, and aligned with legal and operational best practices.

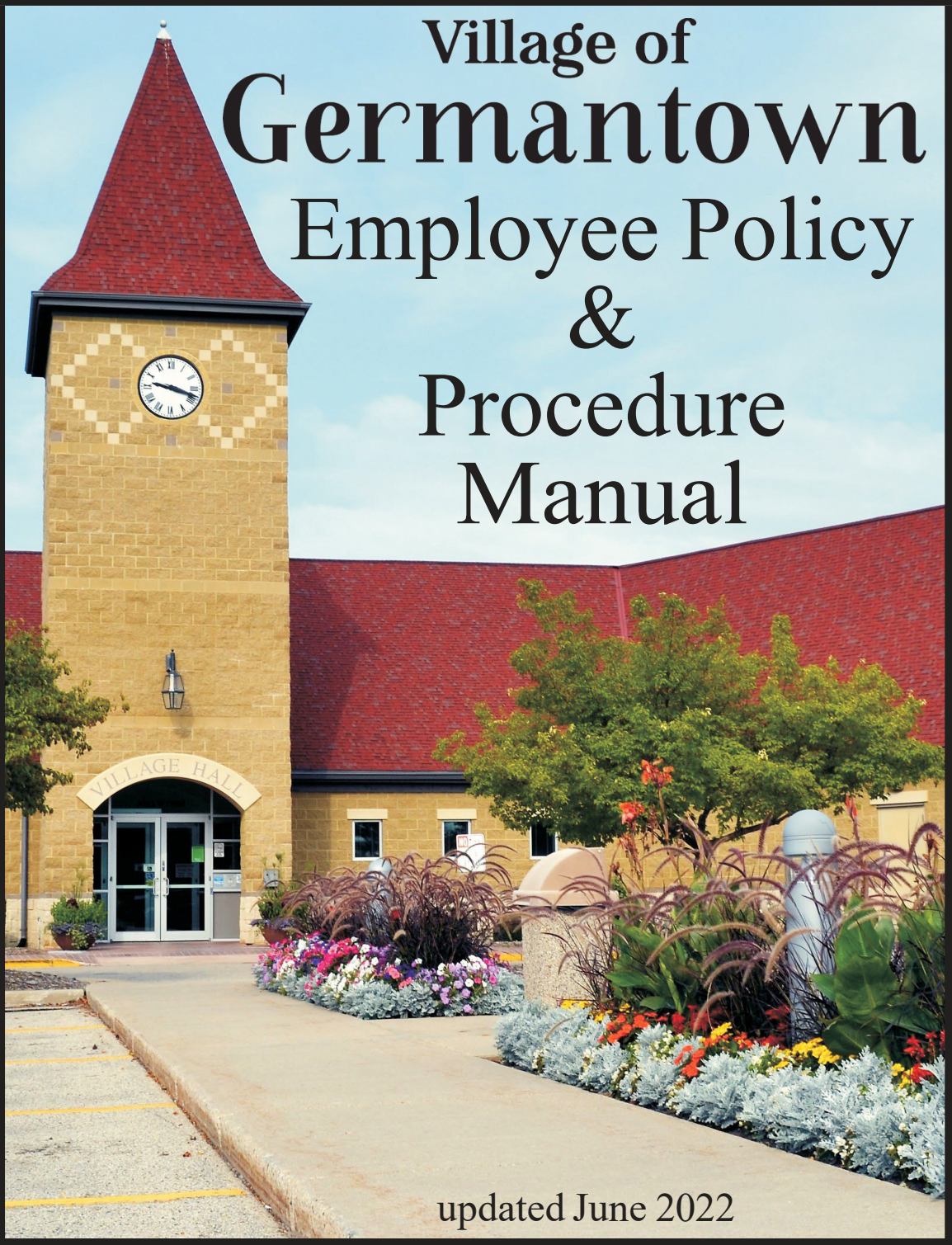
ATTACHMENT:

1. Employee Handbook - changes for review copy

STAFF RECOMMENDATION:

Human Resources recommends that the GGF Committee review and discuss the proposed Employee Handbook revisions, as outlined and **marked in red** in the attached document. The purpose of this discussion is to gather feedback from GGF Committee members on the proposed updates. We are seeking for the changes to be approved and presented for the board consideration.

ACTION BY COMMITTEE:



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 a 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.

- 4) Continuous Years of Service Recognition
 - After 7 Years - Value \$25
 - After
- 1) 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 desirous 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-~~ equal or greater than 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~~ Support Services Manager 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 (including opt out benefits) to eligible employees

based on their full-time equivalency (FTE). Beginning January 1, 2027, the employer's contribution toward health insurance premiums or opt out 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 Support Services Manager or Payroll 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 full-time [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 Support Services Manager or Payroll 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~~ Support Services Manager or Payroll 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~~Support Services Manager 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 or village approved 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 pPart-time employees (regular part time or limited part time 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.

Commented [GW1]: EMAIL MANAGERS AND USI TO SEE IF WE CAN CHANGE THAT TO 24 HOURS OTHERWISE, WE HAVE TO REMOVE THE REGULAR PART TIME LANGUAGE

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 equal or **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-regular full-time and regular part-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.
6. Paid time off accruals will not be earned during the non-fmla 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

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 Support Services Manager or Payroll 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 or more 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 payperiodspay 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 not see any vacation accruals. Vacation accruals will happen on the 2nd paycheck, and Abbie 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~~ Support Services Manager.

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~~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 FURLONGHS

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~~Support Services Manager 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~~Support Services Manager 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

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: January 19, 2026

PLACEMENT: Presentation

ITEM TITLE: Village Staffing Levels Overview (DISCUSSION)

SUBMITTED BY:

SUMMARY EXPLANATION:

As you are aware, the Village of Germantown was recently recognized as one of the 13 best places to live in Wisconsin. Following this recognition, some residents have expressed concerns that Village staffing levels may be higher than those of comparable communities. In response, staff compiled the attached staffing comparison using the same 13 municipalities included in the “Best Places to Live” designation.

When staffing levels are reviewed on a per-capita basis, Germantown employs approximately 7.31 employees per 1,000 residents, placing the Village near the middle of the peer group. For context, staffing ratios among these communities range from approximately 4.35 employees per 1,000 residents to just over 13 employees per 1,000 residents. Several municipalities operate with lower staffing levels, while others have significantly higher ratios.

It is important to note that staffing levels vary considerably based on the type and extent of services provided. Some communities included in the comparison contract out services such as utilities, administrative functions or do not provide services such as recreation programming or a public library, which reduces reported staffing levels. Germantown, by contrast, provides a broad range of services in-house, including police and fire protection, public works, water and sewer utilities, parks, and recreation programming.

From a historical perspective, the most significant increase in Village staffing over the past decade has occurred within Public Safety, driven by two major policy decisions. First, the Village transitioned its Fire Department from a volunteer model to a full-time, career-based department, reflecting community growth, call volume, response time expectations, and modern public safety standards. Second, Village voters approved the 2024 Public Safety Referendum, which authorized the addition of 10 firefighters and 4 police officers to maintain service levels and public safety coverage as the community continues to grow. These changes were deliberate, voter-approved, and service-driven, not the result of incremental or unchecked staffing growth.

It is also worth noting that several municipalities with higher staffing ratios provide additional services not offered by Germantown, such as public transit or public health services, which require substantial staffing resources. Germantown does not provide these services, which helps moderate overall staffing levels while still delivering a high level of core municipal services.

In summary, when staffing levels are evaluated in context, accounting for service delivery models, historical decisions, and voter-approved initiatives, Germantown's staffing levels are reasonable, defensible, and aligned with community expectations. The Village is not an outlier among its peers, and its staffing structure supports the service quality that has contributed to Germantown being recognized as one of Wisconsin's best places to live.

Staff will continue to review operations, pursue efficiencies where appropriate, and ensure staffing decisions remain data-driven and fiscally responsible.

ATTACHMENT:

1. Staffing Comp

STAFF RECOMMENDATION:

ACTION BY COMMITTEE:



Municipality	General Government	Public Safety	Public Works	Culture & Recreation	Conservation & Development	Water	Sewer	Health Services	Public Transit	Total	Population	Employees/ 1,000 Residents
Mequon	12.95	41.80	41.50	-	8.50	-	6.00	-	-	110.75	25,489	4.35
Whitefish Bay	7.00	30.30	19.10	11.20	-	1.00	1.00	6.60	-	76.20	14,738	5.17
Verona	8.00	49.60	15.50	14.90	5.00	2.50	-	-	-	95.50	16,825	5.68
Fitchburg	30.80	95.00	24.50	27.30	6.00	4.00	4.00	7.00	-	198.60	34,019	5.84
Cedarburg	6.27	37.00	10.08	17.02	-	-	9.01	-	-	79.38	13,011	6.10
Franklin	23.00	138.15	33.05	15.30	7.10	6.50	6.00	8.45	-	237.55	36,591	6.49
Fondulac	24.00	163.00	66.00	12.00	11.00	18.00	23.00	-	5.00	322.00	44,469	7.24
Germantown	6.31	78.00	28.23	25.00	2.90	9.00	7.00	-	-	156.44	21,395	7.31
Eau Claire	59.00	258.80	70.00	80.30	18.00	29.00	22.50	61.30	38.00	636.90	73,011	8.72
Brookfield	47.30	173.65	44.53	54.06	3.75	15.92	28.25	-	-	367.46	41,121	8.94
Wauwatosa	45.10	246.90	106.10	26.83	15.00	19.38	-	18.40	-	477.71	49,363	9.68
Cottage Grove	6.00	58.00	16.00	11.00	3.00	6.00	8.00	-	-	108.00	8,974	12.03
Sturgeon Bay	-	-	-	-	-	-	-	-	-	130.00	9,940	13.08

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.17 12/17/2025

DUE DATE: 12/17/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100023	AIRGAS, INC	0001		INV	01/14/2026	5520802001		7044	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			500.76			
							500.76		
						CHECK TOTAL	500.76		
100075	ARNOLD FIRE EQUIPMENT	0000		INV	01/14/2026	25371		7043	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700	Fire Prot	FP M&R Vhl			670.64			
							670.64		
						CHECK TOTAL	670.64		
100078	AUTOMATIC TRANSMISSIO	0000		INV	01/04/2026	18761			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200	Parks	PK M&R Eqp			5,910.00			
							5,910.00		
						CHECK TOTAL	5,910.00		
100127	BOUND TREE MEDICAL LL	0000		INV	01/14/2026	85999341		7040	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			10.18			
							10.18		
100127	BOUND TREE MEDICAL LL	0000		INV	01/14/2026	85987501		7041	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			15.27			
							15.27		
100127	BOUND TREE MEDICAL LL	0000		INV	01/14/2026	85984771		7042	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			15.27			
							15.27		
						CHECK TOTAL	40.72		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/04/2026	021439			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 591000	Highway	HWY Msc Eq			1,943.49			
							1,943.49		
						CHECK TOTAL	1,943.49		

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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101096	CHARTER COMMUNICATION	0000		INV	01/14/2026	256340401120125		6998		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 561400		Police Adm	PD Teleph		151.24				
						CHECK TOTAL	151.24			
							151.24			
100178	CHICAGO PARTS & SOUND	0001		INV	01/09/2026	41V0070360				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		107.20				
							107.20			
100178	CHICAGO PARTS & SOUND	0001		CRM	01/09/2026	41C0011941				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		-107.20				
							-107.20			
100178	CHICAGO PARTS & SOUND	0001		INV	01/07/2026	41V0069810				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		251.40				
							251.40			
100178	CHICAGO PARTS & SOUND	0001		CRM	12/09/2025	41C0011909				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		-33.00				
							-33.00			
100178	CHICAGO PARTS & SOUND	0001		INV	01/01/2026	41V0068800				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		462.69				
							462.69			
100178	CHICAGO PARTS & SOUND	0001		CRM	12/09/2025	41C0011910				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		-60.00				
							-60.00			
100178	CHICAGO PARTS & SOUND	0001		INV	11/14/2025	44V0001398				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50640000 552700		Cust Act	CT M&R Vhl		139.96				
							139.96			
100178	CHICAGO PARTS & SOUND	0001		CRM	12/16/2025	41C0012171				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50640000 552700		Cust Act	CT M&R Vhl		-11.00				
							-11.00			

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Village of Germantown, WI - PRODUCTION



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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100178	CHICAGO PARTS & SOUND	0001		CRM	01/15/2026	41C0012200				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552700		Fire Prot	FP M&R Vhl		-40.00				
							-40.00			
100178	CHICAGO PARTS & SOUND	0001		CRM	01/15/2026	41C0012170				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552700		Fire Prot	FP M&R Vhl		-40.00				
							-40.00			
100178	CHICAGO PARTS & SOUND	0001		INV	11/22/2025	41V0061307				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552700		Fire Prot	FP M&R Vhl		611.52				
							611.52			
						CHECK TOTAL	1,281.57			
101346	CREXENDO BUSINESS SOL	0000		INV	01/10/2026	306429				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10522000 561400		Info Tech	IT Phone		1,476.21				
							1,476.21			
						CHECK TOTAL	1,476.21			
100270	DIVERSIFIED BENEFIT S	0000		INV	01/14/2026	463045				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 70800000 521500		Health Adm	HI Adm Exp		105.00				
							105.00			
						CHECK TOTAL	105.00			
101347	BRIAN DOLK	0000		INV	01/05/2024	POSTAGEREFUNDDOLK				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10532000 531030		Treasurer	TR Postage		8.56				
							8.56			
						CHECK TOTAL	8.56			
100287	EGELHOFF LAWN MOWER I	0000		INV	12/26/2025	341275				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551000		Parks	PK B&G Mnt		109.94				
							109.94			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100287	EGELHOFF LAWN MOWER I	0000		INV	11/01/2025	339425				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551000		Parks	PK B&G Mnt		21.50	21.50			
100287	EGELHOFF LAWN MOWER I	0000		INV	11/27/2025	340247				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551000		Parks	PK B&G Mnt		108.00	108.00			
						CHECK TOTAL	239.44			
100355	COREY FOERSTER	0000		INV	01/14/2026	9713		7039		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552700		Fire Prot	FP M&R Vhl		517.50	517.50			
						CHECK TOTAL	517.50			
101333	GALLS, LLC	0001		INV	01/14/2026	033056755		7035		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10551000 531030		Fire Adm	FA Postage		7.99	7.99			
101333	GALLS, LLC	0001		INV	01/14/2026	032607754		7036		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531450		Fire Prot	FP Uniform		1.38	1.38			
101333	GALLS, LLC	0001		INV	01/14/2026	032572540		7037		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531450		Fire Prot	FP Uniform		77.79	77.79			
101333	GALLS, LLC	0001		INV	01/14/2026	032569878		7038		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531450		Fire Prot	FP Uniform		22.99	22.99			
						CHECK TOTAL	110.15			
100375	GENERAL COMMUNICATION	0000		INV	01/14/2026	351614		7034		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552200		Fire Prot	FP M&R Eqp		53.00	53.00			

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DUE DATE: 12/17/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	53.00		
101035	THE GRAPHIC EDGE INC	0000		INV	01/14/2026	251812		7000	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531000		Police Adm	PD Gen S&E		347.00			
						CHECK TOTAL	347.00		
101356	GREATAMERICA FINANCI	0000		INV	01/14/2026	40737194		7033	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531020		Fire Adm	FA Copy		608.85			
						CHECK TOTAL	608.85		
100422	HAGEN PLUMBING SERVIC	0000		INV	01/07/2026	25932			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		1,277.00			
						CHECK TOTAL	1,277.00		
100464	PB HAHN & CO INC	0000		INV	01/14/2026	003832/3		7045	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		4.60			
						CHECK TOTAL	4.60		
101450	RYKER HOLMS	0000		INV	04/03/2025	exp 689 022527		3937	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531270		Fire Adm	FA Meals		84.33			
						CHECK TOTAL	84.33		
100488	ITU ABSORBTECH INC	0001		INV	12/12/2025	A000088205			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		617.55			
							617.55		

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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		CRM	12/10/2025	A000088453				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531970		Maint	SM M&EPInt		-67.92	-67.92			
100488	ITU ABSORBTECH INC	0001		INV	01/08/2026	8645871				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531040		Bld & Grnd	BG Cust		128.21	128.21			
100488	ITU ABSORBTECH INC	0001		INV	01/08/2026	8645860				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531040		Bld & Grnd	BG Cust		21.30	21.30			
100488	ITU ABSORBTECH INC	0001		INV	01/09/2026	A000088450				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531040		Bld & Grnd	BG Cust		69.60	69.60			
						CHECK TOTAL	768.74			
100606	LANGE ENTERPRISES OF	0001		INV	10/11/2025	92667				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531960		Maint	SM Collect		2,845.00	2,845.00			
						CHECK TOTAL	2,845.00			
100655	MACQUEEN EQUIPMENT	0000		INV	01/14/2026	P58601		7032		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552200		Fire Prot	FP M&R Eqp		104.06	104.06			
100655	MACQUEEN EQUIPMENT	0000		INV	01/14/2026	P58905		7061		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531560		Fire Prot	FP Protect		11,922.71	11,922.71			
						CHECK TOTAL	12,026.77			
100693	MENARDS INC	0001		INV	01/14/2026	95176		7031		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 552200		Fire Prot	FP M&R Eqp		6.99	6.99			

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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	6.99		
101355	NETWORK PHOTOGRAPHY	0000		INV	01/14/2026	5222		7030	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200	Fire Prot	FP M&R Eqp			1,300.00			
						CHECK TOTAL	1,300.00		
							1,300.00		
						CHECK TOTAL	1,300.00		
999998	PETCO ANIMAL SUPPLIES	0000		INV	01/07/2026	REQ120825			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10531000 441900	Clerk	Oth Lics			50.00			
						CHECK TOTAL	50.00		
							50.00		
						CHECK TOTAL	50.00		
100838	POMP'S TIRE SERVICE I	0001	252115	INV	12/21/2025	430172875			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700	Engineerin	ENG M&R Vh			528.96			
							528.96		
100838	POMP'S TIRE SERVICE I	0001	252110	INV	01/14/2026	430173209			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700	Fire Prot	FP M&R Vhl			2,816.00			
						CHECK TOTAL	2,816.00		
							3,344.96		
						CHECK TOTAL	3,344.96		
100867	RA SMITH INC	0000		INV	12/19/2025	192081			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408440 542800	Street Imp	T8SI Const			8,221.70			
							8,221.70		
100867	RA SMITH INC	0000		INV	12/04/2025	191640			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408440 542800	Street Imp	T8SI Const			25,718.00			
						CHECK TOTAL	25,718.00		
							33,939.70		
						CHECK TOTAL	33,939.70		
100887	RICOH USA INC	0000		INV	01/14/2026	5072398788		6999	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531020	Police Adm	PD Copy			227.68			
							227.68		

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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	227.68		
101627	JOMAR QSUB INC	0000		INV	01/08/2026	2500892211			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			766.96		
							766.96		
101627	JOMAR QSUB INC	0000		CRM	01/08/2026	2500892216			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			-96.00		
							-96.00		
						CHECK TOTAL	670.96		
100938	KURT SCHOESSOW	0000		INV	01/08/2026	1581			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40564000 592200		Parks	Vehicle			12,092.21		
							12,092.21		
						CHECK TOTAL	12,092.21		
100961	SIREN SERVICES LLC	0000		INV	01/14/2026	4647		7029	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl			1,712.36		
							1,712.36		
						CHECK TOTAL	1,712.36		
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6108		7023	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			11.00		
							11.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6103		7024	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			77.00		
							77.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6102		7025	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			10.50		
							10.50		

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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6101		7026	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		21.00			
							21.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6097		7027	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		16.50			
							16.50		
100968	SPARKS CONSTRUCTION C	0000		INV	01/14/2026	6098		7028	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		66.00			
							66.00		
						CHECK TOTAL	202.00		
101444	STAFFORD ROSENBAUM LL	0001		INV	01/08/2026	194029			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 541100		Village Bo	VB Legal		10,068.50			
	2 45407410 541100		Proj Adm	T7AD Legal		576.00			
	3 10510000 541100		Village Bo	VB Legal		24.50			
	4 10510000 541100		Village Bo	VB Legal		96.00			
	5 10510000 541100		Village Bo	VB Legal		128.00			
							10,893.00		
						CHECK TOTAL	10,893.00		
101624	STAPLES INC	0000		INV	01/14/2026	6050120250		7013	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531010		Police Adm	PD Off Sup		228.14			
							228.14		
						CHECK TOTAL	228.14		
101632	DAN STEPHAN	0000		INV	01/09/2026	REQ121125			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		125.00			
							125.00		
						CHECK TOTAL	125.00		

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VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101291	STERICYCLE, INC	0000		INV	01/14/2026	8012679639		7022	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		93.35			
							93.35		
						CHECK TOTAL	93.35		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802305		7016	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		341.00			
							341.00		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802304		7017	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		125.19			
							125.19		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802303		7018	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		550.00			
							550.00		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802301		7019	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		341.00			
							341.00		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802300		7020	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		550.00			
							550.00		
100996	STRYKER SALES CORPORA	0000		INV	01/14/2026	9210802299		7021	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102		341.00			
							341.00		
						CHECK TOTAL	2,248.19		
101046	WMH	0001		INV	01/10/2026	REQ121125			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531520		Senior Cen	SR Sr Trip		760.55			
							760.55		
						CHECK TOTAL	760.55		

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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		INV	01/10/2026	X207081801:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		833.78			
							833.78		
101077	TRUCK COUNTRY OF WISC	0001		CRM	12/16/2025	X207081939:01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-118.80			
							-118.80		
						CHECK TOTAL	714.98		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12674		7001	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		129.95			
							129.95		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12667		7002	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		471.80			
							471.80		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12666		7003	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		194.90			
							194.90		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12665		7004	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		471.80			
							471.80		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12664		7005	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		471.80			
							471.80		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12507		7006	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		95.90			
							95.90		
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12475		7007	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531450		Police Adm	PD Uniform		1,797.50			
							1,797.50		

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User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.17 12/17/2025

DUE DATE: 12/17/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	12191		7008		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531450		Police Adm	PD Uniform		67.90				
							67.90			
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	11778		7009		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531450		Police Adm	PD Uniform		20.95				
							20.95			
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	11412		7010		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531450		Police Adm	PD Uniform		189.95				
							189.95			
101042	THE UNIFORM SHOPPE	0000		INV	01/14/2026	11361		7011		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531450		Police Adm	PD Uniform		113.90				
							113.90			
						CHECK TOTAL	4,026.35			
101043	CAMI LLC	0000		INV	01/14/2026	113025		7015		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10551000 531030		Fire Adm	FA Postage		35.19				
							35.19			
						CHECK TOTAL	35.19			
101144	WASHINGTON COUNTY REG	0000		INV	12/26/2025	202500000128				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 531000		Engineerin	ENG Gen		35.00				
	2 10582000 531090		Pln & Zone	PL Print		68.00				
							103.00			
						CHECK TOTAL	103.00			
101145	WASHINGTON COUNTY TRE	0000		INV	01/11/2026	473806				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 200500		Tax Agency	DT County		4,183.14				
							4,183.14			
101145	WASHINGTON COUNTY TRE	0000		INV	01/11/2026	473804				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 200500		Tax Agency	DT County		5,404.50				

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 User: Jennifer Rozek (Jrozek)
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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.17 12/17/2025
DUE DATE: 12/17/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
							5,404.50		
						CHECK TOTAL	9,587.64		
101176	WI DEPT OF JUSTICE CR	0000		INV	01/14/2026	L6701T202511		7012	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 561500		Police Adm	PD Comms			77.00		
						CHECK TOTAL	77.00		
101233	XYLEM WATER SOLUTIONS	0000	252112	INV	01/03/2026	3556E01936			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft			840.00		
101233	XYLEM WATER SOLUTIONS	0000		CRM	11/07/2025	3556D98526			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft			-121.00		
						CHECK TOTAL	-121.00		
							719.00		
101243	ZOLL MEDICAL CORPORAT	0000		INV	01/14/2026	4384416		7014	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 532200		Fire Prot	FP Act 102			151.00		
						CHECK TOTAL	151.00		
94	INVOICES		WARRANT TOTAL			114,279.82	114,279.82		

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.12.17 12/17/2025
DUE DATE: 12/17/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10510000	Village Board	10,317.00	-100,882.05
10	10522000	Information Technolog	1,476.21	39.67
10	10531000	Clerk's Office	50.00	0.00
10	10532000	Treasurer's Office	8.56	9,721.30
10	10541000	Police Administration	347.00	-90,126.85
10	10541000	Police Administration	228.14	-90,126.85
10	10541000	Police Administration	227.68	-90,126.85
10	10541000	Police Administration	4,026.35	-90,126.85
10	10541000	Police Administration	151.24	-90,126.85
10	10541000	Police Administration	77.00	-90,126.85
10	10551000	Fire Administration	608.85	248,113.04
10	10551000	Fire Administration	43.18	248,113.04
10	10551000	Fire Administration	84.33	248,113.04
10	10552000	Fire Protection Servi	634.83	-55,633.98
10	10552000	Fire Protection Servi	304.16	-55,633.98
10	10552000	Fire Protection Servi	11,922.71	-55,633.98
10	10552000	Fire Protection Servi	2,399.19	-55,633.98
10	10552000	Fire Protection Servi	1,468.65	-55,633.98
10	10552000	Fire Protection Servi	6,248.02	-55,633.98
10	10561000	Engineering	35.00	8,244.22
10	10561000	Engineering	528.96	8,244.22
10	10562000	Highway	2,007.03	207,383.34
10	10562000	Highway	1,943.49	21,041.09
10	10563000	Buildings & Grounds	219.11	55,106.00
10	10563000	Buildings & Grounds	1,277.00	55,106.00
10	10564000	Parks	239.44	89,060.25
10	10564000	Parks	5,910.00	89,060.25
10	10582000	Planning and Zonning	68.00	51,142.21
10	10592000	Senior Center	760.55	7,829.85
FUND TOTAL			53,611.68	
40	40564000	Parks	12,092.21	6,748.29
FUND TOTAL			12,092.21	
45	45407410	Project Administratio	576.00	-1,728.00
45	45408440	Street Improvements	33,939.70	-236,030.83
FUND TOTAL			34,515.70	

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Village of Germantown, WI - PRODUCTION



Check Run

50	50621000	Pumping Operation	50 -000-600-621-0000-000-531790-	Pump OP Maint Sup Sup	125.00	10,000.53
50	50640000	Customer Accounts Exp	50 -000-600-640-0000-000-552700-	Cust. Maint & Repair	128.96	26,908.62
FUND TOTAL					253.96	
60	60720000	Maintenance	60 -000-700-720-0000-000-531930-	Sewer MNT Lift Statio	719.00	5,915.95
60	60720000	Maintenance	60 -000-700-720-0000-000-531960-	Sewer MNT Collection	2,845.00	36,670.49
60	60720000	Maintenance	60 -000-700-720-0000-000-531970-	Sewer MNT General Pla	549.63	2,666.57
FUND TOTAL					4,113.63	
70	70800000	Health Insurance Admi	70 -000-800-000-0000-000-521500-	Health Administration	105.00	162,442.97
FUND TOTAL					105.00	
80	80000000	Tax Collection Agency	80 -000-000-000-0000-000-200500-	Due to County	9,587.64	
FUND TOTAL					9,587.64	
WARRANT SUMMARY TOTAL					114,279.82	
GRAND TOTAL					114,279.82	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX121725 12/17/2025
DUE DATE: 12/17/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
999997	CHRISTOPHER LAMB	0000		INV	01/07/2026	470797				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		463.36				
							463.36			
						CHECK TOTAL	463.36			
999997	DAVID R BIZJAK	0000		INV	01/07/2026	470802				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		100.00				
							100.00			
						CHECK TOTAL	100.00			
999997	TYLER HOLSTEN	0000		INV	01/04/2026	470471				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		64.29				
							64.29			
						CHECK TOTAL	64.29			
3	INVOICES		WARRANT TOTAL			627.65	627.65			

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: TX121725 12/17/2025
DUE DATE: 12/17/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
80	80000000 Tax Collection Agency	80 -000-000-000-0000-000-296200-	Tax Refunds Payable	627.65
			FUND TOTAL	627.65
			WARRANT SUMMARY TOTAL	627.65
			GRAND TOTAL	627.65

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100023	AIRGAS, INC	0001		INV	01/21/2026	9167503666		7065	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		95.66			
						CHECK TOTAL	95.66		
							95.66		
100037	AMERICAN LITHOGRAPHY	0000		INV	01/21/2026	261866-01		7183	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531090		Recreation	RC Print		1,878.00			
						CHECK TOTAL	1,878.00		
							1,878.00		
100041	AMERICAN STATE EQUIPM	0001		INV	01/17/2026	P12402			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		22.81			
							22.81		
100041	AMERICAN STATE EQUIPM	0001		INV	12/24/2025	P12121			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		57.16			
						CHECK TOTAL	57.16		
							79.97		
100054	AMERICAN PUBLIC WORKS	0001		INV	01/21/2026	000898789		7113	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 531080		Engineerin	ENG ProDev		879.00			
						CHECK TOTAL	879.00		
							879.00		
101675	JACOB ARCHIBALD	0000		INV	01/21/2026	9077 EXP 121725		7145	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080		Fire Prot	FP Train		61.60			
						CHECK TOTAL	61.60		
							61.60		
100159	ATLAS BELTING LLC	0000		INV	01/21/2026	10056		7086	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		20.00			
							20.00		

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 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	20.00		
100100	BATTERIES PLUS LLC	0001		INV	01/21/2026	P87891787		7160	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790	Pump Op	PmpO MSEng			28.77			
							28.77		
						CHECK TOTAL	28.77		
100127	BOUND TREE MEDICAL LL	0000		INV	01/21/2026	85994152		7144	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			73.19			
							73.19		
100127	BOUND TREE MEDICAL LL	0000		INV	01/21/2026	86017213		7146	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			248.29			
							248.29		
100127	BOUND TREE MEDICAL LL	0000		INV	01/21/2026	86028353		7192	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070	Fire Prot	FP Med Exp			416.77			
							416.77		
						CHECK TOTAL	738.25		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/21/2026	856094		7080	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200	Highway	HWY M&R Eq			76.08			
							76.08		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/21/2026	856095		7081	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200	Highway	HWY M&R Eq			15.06			
							15.06		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/21/2026	856048		7082	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200	Highway	HWY M&R Eq			311.26			
							311.26		
						CHECK TOTAL	402.40		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100153	CAPITAL DATA	0000		INV	12/20/2025	70417			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		2,492.41			
	2 60730000 531300		Cust Acct	IT Maint		1,246.21			
	3 50640000 581800		Cust Act	CT MscCtAc		1,246.21			
							4,984.83		
100153	CAPITAL DATA	0000		INV	01/17/2026	70753			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		2,505.02			
	2 60730000 531300		Cust Acct	IT Maint		1,252.52			
	3 50640000 581800		Cust Act	CT MscCtAc		1,252.52			
							5,010.06		
100153	CAPITAL DATA	0000		INV	12/21/2025	70461			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		3,720.00			
	2 60730000 531300		Cust Acct	IT Maint		1,860.00			
	3 50640000 581800		Cust Act	CT MscCtAc		1,860.00			
							7,440.00		
						CHECK TOTAL	17,434.89		
100156	CARLIN SALES CORPORAT	0001		INV	01/21/2026	3082941-00		7166	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		581.66			
							581.66		
						CHECK TOTAL	581.66		
100199	COMMUNITY MEMORIAL HO	0000		INV	01/21/2026	450087636100		7151	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 541500		Police Adm	PD Oth Crt		35.00			
							35.00		
100199	COMMUNITY MEMORIAL HO	0000		INV	01/21/2026	450087999900		7152	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 541500		Police Adm	PD Oth Crt		35.00			
							35.00		
100199	COMMUNITY MEMORIAL HO	0000		INV	01/21/2026	4500879999600		7153	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 541500		Police Adm	PD Oth Crt		35.00			
							35.00		

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	105.00		
100202	SAMM LLC	0000		INV	01/21/2026	1138		7135	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		1,369.00			
							1,369.00		
						CHECK TOTAL	1,369.00		
100211	CORE & MAIN LP	0001		INV	01/21/2026	Y163970		7122	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543300		Wtr Mn Imp	CS - Boost		725.00			
							725.00		
						CHECK TOTAL	725.00		
100213	CORO MEDICAL LLC	0001		INV	01/21/2026	PS-INV266503		7155	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531070		Police Adm	PD Med S&E		2,010.00			
							2,010.00		
						CHECK TOTAL	2,010.00		
100227	CULLIGAN OF WEST BEND	0001		INV	01/21/2026	502X07406608		7119	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50611000 582800		SoS Op	SoSO Misc		48.70			
							48.70		
						CHECK TOTAL	48.70		
100286	VERONICA DALL	0000		INV	01/21/2026	9120 exp 122225		7193	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080		Fire Prot	FP Train		15.40			
							15.40		
						CHECK TOTAL	15.40		
100264	DIGGERS HOTLINE INC	0000		INV	01/21/2026	251164901		7167	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		289.84			
	2 50612000 531680		SoS Maint	SoSM DigHL		289.84			
	3 60740000 542600		SewerAdmin	SA Diggers		289.92			
							869.60		

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	869.60		
100489	CND SPECIALTIES INC	0000		INV	01/17/2026	16194-1			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60740000 582800		SewerAdmin	SA Msc Exp		181.11			
	2 50640000 531900		Cust Act	CT Records		181.11			
	3 10562000 531350		Highway	HWY St Sup		181.11			
							543.33		
						CHECK TOTAL	543.33		
101605	EPTURA INC	0000		INV	01/16/2026	INV-76433			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		3,778.82			
							3,778.82		
						CHECK TOTAL	3,778.82		
100339	FERGUSON WATERWORKS #	0000		INV	01/21/2026	0465818		7063	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		794.15			
							794.15		
						CHECK TOTAL	794.15		
100356	FORCE AMERICA DISTRIB	0000		INV	01/21/2026	SO001-2116244-1		7075	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		713.42			
							713.42		
						CHECK TOTAL	713.42		
100366	FROEDTERT HEALTH/ WOR	0000		INV	12/30/2025	00022590-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531000		Highway	HWY Gen		75.00			
							75.00		
100366	FROEDTERT HEALTH/ WOR	0000		INV	12/30/2025	00022591-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		50.00			
							50.00		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100366	FROEDTERT HEALTH/ WOR	0000		INV	10/30/2025	00022089-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60710000 531000		Operation	SO Gen S&E		50.00			
	2 50621000 531790		Pump Op	PmpO MSEng		50.00			
							100.00		
						CHECK TOTAL	225.00		
101320	CYNTHIA A FUSEK	0000		INV	01/13/2026	REQ121425			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531500		Senior Cen	SR Sr Prog		80.00			
							80.00		
						CHECK TOTAL	80.00		
100375	GENERAL COMMUNICATION	0000		INV	01/21/2026	352465		7143	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 561500		Fire Prot	FP Comms		2,707.25			
							2,707.25		
						CHECK TOTAL	2,707.25		
100401	GORDIE BOUCHER FORD O	0000		INV	01/21/2026	827895		7148	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		301.91			
							301.91		
100401	GORDIE BOUCHER FORD O	0000		INV	01/21/2026	827871		7149	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		368.48			
							368.48		
						CHECK TOTAL	670.39		
100402	GORDON FLESCH COMPANY	0001		INV	01/16/2026	I01078517			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531020		Info Tech	IT Copy		673.47			
	2 50621000 531790		Pump Op	PmpO MSEng		84.19			
	3 60720000 531970		Maint	SM M&EPInt		84.19			
	4 60720000 531970		Maint	SM M&EPInt		-0.02			
							841.83		
						CHECK TOTAL	841.83		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100402	GORDON FLESCH COMPANY	0002		INV	01/21/2026	IN15431889		7134		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531470		Library	LB Cmp Srv		148.27				
						CHECK TOTAL	148.27			
							148.27			
100407	GRAEF-USA INC	0001		INV	09/18/2025	0140345				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45409440 542800		Street Imp	T9SI Const		875.00				
							875.00			
100407	GRAEF-USA INC	0001		INV	06/15/2025	0138699				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45409440 542800		Street Imp	T9SI Const		306.25				
							306.25			
						CHECK TOTAL	1,181.25			
101253	W.W. GRAINGER INC	0001		INV	01/21/2026	9732063970		7064		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		49.80				
							49.80			
101253	W.W. GRAINGER INC	0001		INV	01/21/2026	9741176243		7073		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		98.94				
							98.94			
101253	W.W. GRAINGER INC	0001		INV	01/21/2026	9738680991		7159		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		662.86				
							662.86			
						CHECK TOTAL	811.60			
100559	GRAY'S INC	0000		INV	01/21/2026	39296		7092		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		560.00				
							560.00			
						CHECK TOTAL	560.00			

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101609	HAAS, INC	0001		INV	01/21/2026	INV30505		7142	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 541000		Fire Adm	FA Contrct		3,592.00			
							3,592.00		
						CHECK TOTAL	3,592.00		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003844/3		7097	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		35.12			
							35.12		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003846/3		7103	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		4.99			
							4.99		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003840/3		7117	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		14.78			
							14.78		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	E40704/3		7147	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000		Fire Adm	FA Gen S&E		5.58			
							5.58		
100464	PB HAHN & CO INC	0000		INV	01/16/2026	003859/3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		33.58			
							33.58		
						CHECK TOTAL	94.05		
100424	HALRON LUBRICANTS INC	0000		INV	01/21/2026	1684160-00		7074	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		105.69			
							105.69		
100424	HALRON LUBRICANTS INC	0000		INV	01/21/2026	1682629-00		7090	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp		317.07			
							317.07		
						CHECK TOTAL	422.76		

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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025
DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000				US Bank - General Checking					
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100428	ALM HOLDING COMPANY	0001		INV	01/21/2026	1016034-00		7105	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		472.98			
							472.98		
						CHECK TOTAL	472.98		
100429	HARWOOD ENGINEERING C	0000		INV	01/21/2026	019-1121.71-3		7114	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		405.00			
							405.00		
100429	HARWOOD ENGINEERING C	0000		INV	01/21/2026	025-1190.00-1		7176	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		4,300.00			
							4,300.00		
100429	HARWOOD ENGINEERING C	0000		INV	01/21/2026	019-1121.73-1		7177	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		810.00			
							810.00		
						CHECK TOTAL	5,515.00		
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		
100458	HYDRA-SEAL INC	0000		INV	01/21/2026	82664		7067	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		93.60			
							93.60		
						CHECK TOTAL	93.60		
100474	INDUSTRIAL ENGINE COM	0000		INV	01/21/2026	2032		7107	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		4,245.82			
							4,245.82		
						CHECK TOTAL	4,245.82		

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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
100484	INTERSTATE POWER SYST	0001		INV	01/21/2026	R041054437		7066	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		2,649.84	2,649.84		
100484	INTERSTATE POWER SYST	0001		INV	01/21/2026	R041055077		7140	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		139.00	139.00		
100484	INTERSTATE POWER SYST	0001		INV	01/21/2026	R041055078		7141	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		139.00	139.00		
						CHECK TOTAL	2,927.84		
100488	ITU ABSORBTECH INC	0001		INV	01/21/2026	8642107		7109	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		29.95	29.95		
100488	ITU ABSORBTECH INC	0001		INV	01/21/2026	A000088399		7169	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		148.36	148.36		
100488	ITU ABSORBTECH INC	0001		INV	01/21/2026	8645869		7170	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		118.85	118.85		
100488	ITU ABSORBTECH INC	0001		INV	01/14/2026	8649500			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		23.39	23.39		
100488	ITU ABSORBTECH INC	0001		INV	01/14/2026	8649499			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		8.90	8.90		
100488	ITU ABSORBTECH INC	0001		INV	01/14/2026	8649501			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		192.60	192.60		

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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	522.05		
100513	JOHN M BUSATERI	0000		INV	01/21/2026	3465		7084	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib		500.00			
						CHECK TOTAL	500.00		
100291	KASCO MARINE INC	0000		INV	01/21/2026	IN-213036		7157	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		1,823.71			
						CHECK TOTAL	1,823.71		
100587	KIWANIS INTERNATIONAL	0000		INV	01/21/2026	GCL10082025		7133	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531080		Library	LB Pro Dev		150.00			
						CHECK TOTAL	150.00		
100605	LAKESIDE INTERNATIONAL	0001		INV	01/08/2026	1471050P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		689.68			
							689.68		
100605	LAKESIDE INTERNATIONAL	0001		INV	01/10/2026	1470938P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		196.03			
							196.03		
100605	LAKESIDE INTERNATIONAL	0001		INV	01/04/2026	1470650P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		1,000.79			
							1,000.79		
100605	LAKESIDE INTERNATIONAL	0001		CRM	12/16/2025	CM1470650P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		-266.00			
							-266.00		

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025
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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100605	LAKESIDE INTERNATIONAL	0001		INV	01/16/2026	1471900P				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		113.27	113.27			
100605	LAKESIDE INTERNATIONAL	0001		INV	01/18/2026	1472128P				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		379.44	379.44			
	CHECK TOTAL						2,113.21			
101272	AMY LERCH	0000		INV	01/21/2026	503 exp 122225		7195		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531080		Fire Prot	FP Train		41.64	41.64			
	CHECK TOTAL						41.64			
101571	LIBRARY IDEAS LLC	0000		INV	01/21/2026	121165		7186		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		103.86	103.86			
101571	LIBRARY IDEAS LLC	0000		INV	01/21/2026	121120		7187		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		314.43	314.43			
	CHECK TOTAL						418.29			
101300	MAPLE METAL PRODUCTS,	0000		INV	01/21/2026	20463		7124		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60000000 185000		Sewer Util	Trans eq		250.00	250.00			
	CHECK TOTAL						250.00			
100669	MARTELLE WATER TREATM	0000		INV	01/21/2026	30571		7125		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50631000 531660		Wtr Trt Op	WTOP Chem		5,320.30	5,320.30			
	CHECK TOTAL						5,320.30			

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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025
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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	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		
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		

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CHECK RUN: 25.12.23 12/23/2025
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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	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		
100693	MENARDS INC	0001		INV	01/21/2026	96292		7068	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		92.46			
							92.46		
100693	MENARDS INC	0001		INV	01/21/2026	96333		7071	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		49.90			
							49.90		
100693	MENARDS INC	0001		INV	01/21/2026	96089		7078	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 552000		Bld & Grnd	BG M&R Snr		21.65			
							21.65		
100693	MENARDS INC	0001		INV	01/21/2026	95661		7096	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		12.48			
							12.48		
100693	MENARDS INC	0001		INV	01/21/2026	95765		7098	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		5.97			
							5.97		
100693	MENARDS INC	0001		INV	01/21/2026	95772		7099	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		7.96			
							7.96		

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Detail Invoice List

CHECK RUN: 25.12.23 12/23/2025

DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100693	MENARDS INC	0001		INV	01/21/2026	95816		7100	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		29.99	29.99		
100693	MENARDS INC	0001		INV	01/21/2026	95819		7101	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		463.13	463.13		
100693	MENARDS INC	0001		INV	01/21/2026	95827		7102	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		23.53	23.53		
100693	MENARDS INC	0001		INV	01/21/2026	95288		7120	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 581900		T&D Op	TDO Storge		50.35	50.35		
100693	MENARDS INC	0001		INV	01/21/2026	96450		7138	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000		Fire Adm	FA Gen S&E		16.93	16.93		
100693	MENARDS INC	0001		INV	01/21/2026	96212		7161	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		64.97	64.97		
100693	MENARDS INC	0001		INV	01/21/2026	95879		7162	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		139.99	139.99		
100693	MENARDS INC	0001		INV	01/21/2026	95832		7163	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50621000 531790		Pump Op	PmpO MSEng		2.22	2.22		
100693	MENARDS INC	0001		INV	01/15/2026	96520			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		463.31	463.31		

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CHECK RUN: 25.12.23 12/23/2025
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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	01/21/2026	96645		7190	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eq		11.54	11.54		
100693	MENARDS INC	0001		INV	01/21/2026	96637		7191	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eq		24.72	24.72		
100693	MENARDS INC	0001		INV	11/19/2025	93390			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531790		Wtr Trt Op	WTOP MSEng		48.59	48.59		
						CHECK TOTAL	2,274.02		
100702	METROPOLITAN COMPUNDS	0000		INV	01/21/2026	0020481-IN		7139	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eq		3,715.70	3,715.70		
						CHECK TOTAL	3,715.70		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711271		7070	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		11.95	11.95		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711185		7079	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		146.98	146.98		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711090		7083	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		18.99	18.99		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711436		7085	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		25.16	25.16		

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DUE DATE: 12/23/2025

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	01/21/2026	710974		7093		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		130.88	130.88			
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711020		7094		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		16.80	16.80			
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	710696		7095		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		235.90	235.90			
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711162		7150		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 552700		Police Adm	PD M&R Vhl		16.36	16.36			
						CHECK TOTAL	603.02			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4920065		7069		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531930		Maint	SM M&E Lft		223.32	223.32			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4920066		7072		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551000		Parks	PK B&G Mnt		979.95	979.95			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4917734		7077		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 531000		Bld & Grnd	BG Gen S&E		266.52	266.52			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4915729		7108		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531960		Maint	SM Collect		754.57	754.57			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4915092		7110		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531960		Maint	SM Collect		1,244.51	1,244.51			

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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	01/21/2026	4915096		7111		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531930		Maint	SM M&E Lft		930.96				
							930.96			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4915088		7112		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 60720000 531970		Maint	SM M&EPInt		852.54				
							852.54			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4914980		7164		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50621000 531790		Pump Op	PmpO MSEng		89.99				
							89.99			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4920156		7165		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408460 543100		Wtr Mn Imp	T8WM W12		164.61				
							164.61			
100775	NEU'S BLDG CENTER INC	0000		INV	01/21/2026	4918606		7168		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		245.83				
							245.83			
100775	NEU'S BLDG CENTER INC	0000		INV	01/18/2026	4922412				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		15.37				
							15.37			
100775	NEU'S BLDG CENTER INC	0000		INV	01/17/2026	4921805				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10563000 551500		Bld & Grnd	BG M&R FrC		29.38				
							29.38			
						CHECK TOTAL	5,797.55			
100790	NORTHERN LAKE SERVICE	0000		INV	01/01/2026	2521484				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50612000 531780		SoS Maint	SoSM Impro		72.50				
	2 60740000 541000		SewerAdmin	SA Cnt Srv		72.50				
							145.00			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100790	NORTHERN LAKE SERVICE	0000		INV	01/11/2026	2522211				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50612000 531780		SoS Maint	SoSM Impro		72.50				
	2 60740000 541000		SewerAdmin	SA Cnt Srv		72.50				
							145.00			
100790	NORTHERN LAKE SERVICE	0000		INV	01/08/2026	2521935				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50612000 531780		SoS Maint	SoSM Impro		72.50				
	2 60740000 541000		SewerAdmin	SA Cnt Srv		72.50				
							145.00			
						CHECK TOTAL	435.00			
100798	OLLIS BOOK CORPORATIO	0000		INV	04/30/2025	249260		4215		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		210.92				
							210.92			
100798	OLLIS BOOK CORPORATIO	0000		INV	04/30/2025	249259		4216		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		450.55				
							450.55			
100798	OLLIS BOOK CORPORATIO	0000		INV	01/21/2026	249261		7185		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		1,065.76				
							1,065.76			
						CHECK TOTAL	1,727.23			
101039	THE PENWORTHY COMPANY	0001		INV	01/21/2026	0613543-IN		7128		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		600.14				
							600.14			
101039	THE PENWORTHY COMPANY	0001		INV	01/21/2026	0613537-IN		7129		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		153.85				
							153.85			
101039	THE PENWORTHY COMPANY	0001		INV	01/21/2026	0613534-IN		7130		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		420.85				
							420.85			

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CASH ACCOUNT: 99000000 111000				US Bank - General Checking						
VENDOR			REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101039	THE PENWORTHY COMPANY		0001		INV	01/21/2026	0613530-IN		7131	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10570000 531100			Library	LB Books		559.72			
								559.72		
101039	THE PENWORTHY COMPANY		0001		INV	01/21/2026	0613501-IN		7132	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10570000 531100			Library	LB Books		913.25			
								913.25		
							CHECK TOTAL	2,647.81		
101275	ROBERT C BEILFUSS		0000		INV	01/21/2026	2025-02G		7173	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10561000 541000			Engineerin	ENG Contr		600.00			
								600.00		
101275	ROBERT C BEILFUSS		0000		INV	01/21/2026	2025-08		7174	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 40561000 531340			Engineerin	Asphalt Pv		1,000.00			
								1,000.00		
							CHECK TOTAL	2,600.00		
101275	ROBERT C BEILFUSS		0000		INV	01/21/2026	2025-06A		7175	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 40561000 531340			Engineerin	Asphalt Pv		1,000.00			
								1,000.00		
							CHECK TOTAL	2,600.00		
100838	POMP'S TIRE SERVICE I		0001		INV	01/21/2026	430173210		7106	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 60720000 552700			Maint	SM M&R Vhl		551.60			
								551.60		
							CHECK TOTAL	551.60		
100857	PUBLIC SERVICE COMMIS		0001		INV	01/21/2026	2510-I-022210		7115	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 50611000 582800			SoS Op	SoSO Misc		213.13			
								213.13		
							CHECK TOTAL	213.13		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100867	RA SMITH INC	0000		INV	10/12/2025	190612			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408440 542700		Street Imp	T8SI Engin		1,428.00			
							1,428.00		
100867	RA SMITH INC	0000		INV	01/21/2026	192082		7171	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		2,178.60			
							2,178.60		
100867	RA SMITH INC	0000		INV	01/21/2026	192070		7172	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		2,703.50			
							2,703.50		
100867	RA SMITH INC	0000		INV	01/21/2026	191641		7179	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		5,134.00			
							5,134.00		
100867	RA SMITH INC	0000		INV	01/21/2026	192084		7180	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		8,341.30			
							8,341.30		
100867	RA SMITH INC	0000		INV	01/21/2026	191642		7181	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		15,779.64			
							15,779.64		
						CHECK TOTAL	35,565.04		
999996	BRIAN GOLD	0000		INV	01/21/2026	430668			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10000000 251300		GF	P&R DefRev		140.00			
							140.00		
						CHECK TOTAL	140.00		
101434	PRESTON REINER	0000		INV	01/21/2026	REQ122225			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531450		Highway	HWY Unifor		125.00			
							125.00		
						CHECK TOTAL	125.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100887	RICOH USA INC	0000		INV	01/11/2026	41155282				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531020		Police Adm	PD Copy		298.45				
							298.45			
						CHECK TOTAL	298.45			
101627	JOMAR QSUB INC	0000		INV	01/21/2026	2500887508		7091		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		49.22				
							49.22			
						CHECK TOTAL	49.22			
100904	RUEKERT & MIELKE INC	0000		INV	01/21/2026	160586		7118		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50612000 531780		SoS Maint	SoSM Impro		3,028.80				
							3,028.80			
100904	RUEKERT & MIELKE INC	0000		INV	01/21/2026	160587		7121		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408460 543100		Wtr Mn Imp	T8WM W12		360.00				
							360.00			
						CHECK TOTAL	3,388.80			
100440	JACOB SANDERS	0000		INV	01/21/2026	REQ122225				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531450		Highway	HWY Unifor		123.75				
							123.75			
						CHECK TOTAL	123.75			
100938	KURT SCHOESSOW	0000		INV	01/21/2026	1490		7076		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		32.78				
							32.78			
						CHECK TOTAL	32.78			
100934	SEILER INSTRUMENT & M	0000		INV	01/21/2026	INV67456		7178		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 591000		Engineerin	ENG Msc Eq		610.00				
							610.00			

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DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	610.00		
100427	ALEC SHAFER	0000		INV	01/21/2026	9144 exp 122225		7194	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531080		Fire Prot	FP Train		15.40			
						CHECK TOTAL	15.40		
101690	SIGNWORKS OF WISCOSIN	0000		INV	01/21/2026	23743		7182	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		602.18			
						CHECK TOTAL	602.18		
101267	TRISHA SMITH	0000		INV	01/21/2026	GCL12222025		7196	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531240		Library	LB Travel		42.70			
						CHECK TOTAL	42.70		
101645	KATHLEEN A DOWNEY	0000		INV	01/15/2026	1044			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531500		Senior Cen	SR Sr Prog		240.00			
						CHECK TOTAL	240.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/21/2026	6126		7136	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		62.00			
						CHECK TOTAL	62.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/21/2026	6122		7137	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		11.00			
						CHECK TOTAL	11.00		
100968	SPARKS CONSTRUCTION C	0000		INV	01/21/2026	6129		7189	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		11.00			
						CHECK TOTAL	11.00		

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DUE DATE: 12/23/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	84.00		
101624	STAPLES INC	0000		INV	01/21/2026	6050600795		7126	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531010		Library	LB Off Sup		261.56			
							261.56		
101624	STAPLES INC	0000		INV	01/21/2026	6050600793		7127	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531010		Library	LB Off Sup		78.98			
							78.98		
101624	STAPLES INC	0000		INV	01/14/2026	6050600790			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 531900		Cust Act	CT Records		34.53			
							34.53		
						CHECK TOTAL	375.07		
100984	STATE OF WISCONSIN DO	0001		INV	01/21/2026	505-0000107428		7184	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531470		Library	LB Cmp Srv		600.00			
							600.00		
						CHECK TOTAL	600.00		
101055	T-MOBILE USA INC	0000		INV	01/21/2026	208381562-112025		7154	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 561500		Police Adm	PD Comms		2,092.70			
							2,092.70		
						CHECK TOTAL	2,092.70		
999997	BRYAN RICHARDSON	0000		INV	01/16/2026	479168			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 80000000 296200		Tax Agency	TxRefund		290.95			
							290.95		
						CHECK TOTAL	290.95		
999997	STEPHEN RUYS	0000		INV	01/15/2026	477538			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 80000000 296200		Tax Agency	TxRefund		6,044.48			
							6,044.48		

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CHECK RUN: 25.12.23 12/23/2025

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	6,044.48		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/21/2026	85571966		7087	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD			44.04		
							44.04		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/21/2026	85572358		7088	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD			88.93		
							88.93		
100101	RENTOKIL NORTH AMERIC	0000		INV	01/21/2026	85572356		7089	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551900		Bld & Grnd	BG M&R Lib			88.93		
							88.93		
						CHECK TOTAL	221.90		
100555	JULIE ANNE THOMPSON	0000		INV	01/21/2026	12/18/25.1		7156	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E			189.00		
							189.00		
						CHECK TOTAL	189.00		
101052	TK ELEVATOR CORPORATI	0001		INV	01/21/2026	3009054212		7104	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD			288.99		
							288.99		
						CHECK TOTAL	288.99		
101088	ULINE INC	0001		INV	01/21/2026	201432863		7158	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12			562.36		
							562.36		
						CHECK TOTAL	562.36		
101611	HD SUPPLY INC	0001		INV	01/14/2026	INV00910274			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 582800		Wtr Trt Op	WTOP MscEx			1,445.34		
							1,445.34		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking				DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE						
							CHECK TOTAL	1,445.34		
101677	VITALITY GROUP INTERN	0001		INV	01/17/2026		90052108			
	ACCOUNT DETAIL						LINE AMOUNT			
	1 70800000 521500		Health Adm	HI Adm Exp			1,026.90			
								1,026.90		
							CHECK TOTAL	1,026.90		
100420	W L CONSTRUCTION SUPP	0000		INV	01/21/2026		36939		7188	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp			309.86			
								309.86		
							CHECK TOTAL	309.86		
101422	BILL WAECH	0000		INV	01/21/2026		REQ122225			
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10562000 531450		Highway	HWY Unifor			125.00			
								125.00		
							CHECK TOTAL	125.00		
101197	WI STATE LABORATORY O	0000		INV	01/21/2026		827759		7116	
	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	01/21/2026		0074345-2286-3		7123	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10563000 551800		Bld & Grnd	BG M&R DPW			1,198.53			
								1,198.53		
							CHECK TOTAL	1,198.53		
101222	EDWARD H WOLF & SONS	0000		INV	01/21/2026		477002		7062	
	ACCOUNT DETAIL						LINE AMOUNT			
	1 10541000 531480		Police Adm	PD Gas&Oil			15,040.59			
								15,040.59		
							CHECK TOTAL	15,040.59		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
193	INVOICES			WARRANT TOTAL		162,963.51	162,963.51		

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FUND	ORG		ACCOUNT		AMOUNT	AVLB BUDGET
10	10000000	General Fund	10 -000-000-000-0000-000-251300-	Park & Recreation Def	140.00	
10	10510000	Village Board	10 -000-510-000-0000-000-541100-	VB Legal Services	2,337.00	-100,882.05
10	10522000	Information Technolog	10 -000-520-522-0000-000-531020-	IT Copy Machine	673.47	-8,677.76
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	8,717.43	-8,677.76
10	10541000	Police Administration	10 -000-540-541-0000-000-531020-	PD Copy Machine	298.45	-114,385.13
10	10541000	Police Administration	10 -000-540-541-0000-000-531070-	PD Medical Supplies &	2,010.00	-114,385.13
10	10541000	Police Administration	10 -000-540-541-0000-000-531480-	PD Gas & Oil	15,040.59	-114,385.13
10	10541000	Police Administration	10 -000-540-541-0000-000-541500-	PD Other Court Costs	105.00	-114,385.13
10	10541000	Police Administration	10 -000-540-541-0000-000-552700-	PD Maint & Repair - V	686.75	-114,385.13
10	10541000	Police Administration	10 -000-540-541-0000-000-561500-	PD Communication	2,092.70	-114,385.13
10	10551000	Fire Administration	10 -000-550-551-0000-000-531000-	Fire Admin Gen Sup &	22.51	243,273.23
10	10551000	Fire Administration	10 -000-550-551-0000-000-541000-	Fire Admin Contracted	3,592.00	243,273.23
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp	738.25	-65,018.36
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531080-	FP Fire & Rescue Trai	134.04	-65,018.36
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531450-	FP Uniforms	84.00	-65,018.36
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552200-	FP Maint & Repair Eqp	4,061.82	-65,018.36
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552700-	FP Maint & Repair Veh	1,208.82	-65,018.36
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-561500-	FP Communication	2,707.25	-65,018.36
10	10561000	Engineering	10 -000-560-561-0000-000-531080-	ENG Professional Deve	879.00	-34,686.42
10	10561000	Engineering	10 -000-560-561-0000-000-541000-	ENG Contracted Servic	40,252.04	-34,686.42
10	10561000	Engineering	10 -000-560-561-0000-000-591000-	ENG Misc. Equipment	610.00	7,689.79
10	10562000	Highway	10 -000-560-562-0000-000-531000-	HWY Gen Supplies & Ex	75.00	196,197.66
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli	597.81	196,197.66
10	10562000	Highway	10 -000-560-562-0000-000-531450-	HWY Uniforms	373.75	196,197.66
10	10562000	Highway	10 -000-560-562-0000-000-531480-	HWY Gas & Oil	578.67	196,197.66
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	10,275.89	196,197.66
10	10562000	Highway	10 -000-560-562-0000-000-561300-	HWY Street Lighting	179.27	196,197.66
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531000-	BG General Supplies &	316.11	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies	224.89	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551100-	BG Maint & Repair Vil	86.94	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551300-	BG Maint & Repair - P	519.41	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551500-	BG Maint & Repair - F	74.58	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551700-	BG Maint & Repair - R	145.54	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551800-	BG Maint & Repair - D	1,198.53	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551810-	B&G M&R Old DPW	214.14	1,439.00
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551900-	BG Maint & Repair - L	588.93	44,761.97
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-552000-	BG Maint & Repair - S	21.65	44,761.97
10	10564000	Parks	10 -000-560-564-0000-000-551000-	Parks Building & Grou	979.95	86,464.20
10	10564000	Parks	10 -000-560-564-0000-000-551710-	M&R Kinderberg	486.66	3,330.50
10	10564000	Parks	10 -000-560-564-0000-000-552200-	Parks Maint & Repair	317.07	86,464.20

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User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

10	10570000	Library	10	-000-570-000-0000-000-531010-	Library Office Suppli	340.54	13,980.08
10	10570000	Library	10	-000-570-000-0000-000-531080-	Library Professional	150.00	13,980.08
10	10570000	Library	10	-000-570-000-0000-000-531100-	Library Books	5,395.51	13,980.08
10	10570000	Library	10	-000-570-000-0000-000-531240-	Library Travel	42.70	13,980.08
10	10570000	Library	10	-000-570-000-0000-000-531470-	Library Computer Serv	748.27	13,980.08
10	10591000	Recreation	10	-000-590-591-0000-000-531090-	Recreation Printing &	1,878.00	23,940.07
10	10591000	Recreation	10	-000-590-591-0000-000-531490-	Recreation Program Su	1,558.00	23,940.07
10	10592000	Senior Center	10	-000-590-592-0000-000-531500-	Senior Program Expens	320.00	7,375.15
FUND TOTAL						114,078.93	
40	40561000	Engineering	40	-000-560-561-0000-000-531340-	Eng Asphalt Paving	2,000.00	5,410,000.00
FUND TOTAL						2,000.00	
45	45408440	Street Improvements	45	-408-400-440-0000-000-542700-	TID 8 SI Contracted S	1,428.00	-36,000.00
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-543100-	TID 8 WM Well 12	1,690.27	-1,903,274.90
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-543300-	Contracted Services -	725.00	-84,548.32
45	45409440	Street Improvements	45	-409-400-440-0000-000-542800-	TID 9 SI Contracted S	1,181.25	-575,644.25
FUND TOTAL						5,024.52	
50	50611000	Source of Supply Oper	50	-000-600-611-0000-000-582800-	SoS OP Misc. Expense	261.83	-18,913.91
50	50612000	Source of Supply Main	50	-000-600-612-0000-000-531680-	SoS MNT Diggers & Cel	289.84	1,602.68
50	50612000	Source of Supply Main	50	-000-600-612-0000-000-531780-	SoS MNT Maint Struc &	3,246.30	15,245.16
50	50621000	Pumping Operation	50	-000-600-621-0000-000-531790-	Pump OP Maint Sup Sup	453.53	9,631.19
50	50622000	Pumping Maintenance	50	-000-600-622-0000-000-531780-	Pump Maint Sup Struc	1,722.53	22,309.74
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531000-	WaterT OP Gen Supplie	31.00	-11,729.25
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531660-	WaterT OP Chemicals	5,346.03	-5,623.01
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-531790-	WaterT OP Sup Supervi	988.20	342.33
50	50631000	Water Treatment Opera	50	-000-600-631-0000-000-582800-	WaterT OP Misc. Expen	1,445.34	6,960.16
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-531900-	Cust. Supplies Record	215.64	5,614.87
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-581800-	Cust. Misc Customer A	4,358.73	-4,929.31
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-581900-	T&DO Storage Faciliti	1,874.06	-8,814.16
FUND TOTAL						20,233.03	
60	60000000	Sewer Utility	60	-000-000-000-0000-000-185000-	Transportation Equipm	250.00	
60	60710000	Operation	60	-000-700-710-0000-000-531000-	Sewer OP Gen Supplies	50.00	12,900.00
60	60720000	Maintenance	60	-000-700-720-0000-000-531930-	Sewer MNT Lift Statio	5,430.05	485.90
60	60720000	Maintenance	60	-000-700-720-0000-000-531960-	Sewer MNT Collection	1,999.08	34,671.41
60	60720000	Maintenance	60	-000-700-720-0000-000-531970-	Sewer MNT General Pla	936.71	1,156.36
60	60720000	Maintenance	60	-000-700-720-0000-000-552700-	Sewer MNT Maint/Repai	551.60	3,364.83
60	60730000	Customer Accounting	60	-000-700-730-0000-000-531300-	Sewer Cust IT Mainte	4,358.73	2,616.85
60	60740000	Sewer Administration	60	-000-700-740-0000-000-541000-	Sewer Admin Contracte	217.50	111,320.51

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

60	60740000	Sewer Administration	60 -000-700-740-0000-000-542600-	Sewer Admin Diggers H	289.92	1,172.81
60	60740000	Sewer Administration	60 -000-700-740-0000-000-582800-	Sewer Admin Misc. Exp	181.11	-346.52
FUND TOTAL					14,264.70	
70	70800000	Health Insurance Admi	70 -000-800-000-0000-000-521500-	Health Administration	1,026.90	108,709.51
FUND TOTAL					1,026.90	
80	80000000	Tax Collection Agency	80 -000-000-000-0000-000-296200-	Tax Refunds Payable	6,335.43	
FUND TOTAL					6,335.43	
WARRANT SUMMARY TOTAL					162,963.51	
GRAND TOTAL					162,963.51	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.26 12/26/2025

DUE DATE: 12/26/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003844/3		7097	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		35.12	35.12		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003846/3		7103	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		4.99	4.99		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003840/3		7117	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		14.78	14.78		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	E40704/3		7147	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000		Fire Adm	FA Gen S&E		5.58	5.58		
100464	PB HAHN & CO INC	0000		INV	01/16/2026	003859/3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		33.58	33.58		
						CHECK TOTAL	94.05		
101275	ROBERT C BEILFUSS	0000		INV	01/21/2026	2025-02G		7173	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		600.00	600.00		
101275	ROBERT C BEILFUSS	0000		INV	01/21/2026	2025-08		7174	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		1,000.00	1,000.00		
101275	ROBERT C BEILFUSS	0000		INV	01/21/2026	2025-06A		7175	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		1,000.00	1,000.00		
101275	ROBERT C BEILFUSS	0000		INV	01/25/2026	REQ122625			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10532000 531000		Treasurer	TR Gen S&E		12.00	12.00		

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run
Detail Invoice List

CHECK RUN: 25.12.26 12/26/2025
DUE DATE: 12/26/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
						CHECK TOTAL	2,612.00			
9	INVOICES	WARRANT TOTAL				2,706.05	2,706.05			

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.12.26 12/26/2025
DUE DATE: 12/26/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10532000	Treasurer's Office	12.00	9,709.30
10	10551000	Fire Administration	5.58	243,093.15
10	10561000	Engineering	600.00	-34,686.42
10	10563000	Buildings & Grounds	4.99	44,406.06
10	10563000	Buildings & Grounds	35.12	44,406.06
FUND TOTAL			657.69	
40	40561000	Engineering	2,000.00	5,410,000.00
FUND TOTAL			2,000.00	
50	50622000	Pumping Maintenance	48.36	22,309.74
FUND TOTAL			48.36	
WARRANT SUMMARY TOTAL			2,706.05	
GRAND TOTAL			2,706.05	

Village of Germantown, WI - PRODUCTION



Check Run
Detail Invoice List

CHECK RUN: 25.12.29 12/29/2025
DUE DATE: 12/29/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101223	WOLF PAVING COMPANY I	0000		INV	11/28/2025	253102 PAY APP 3				
ACCOUNT DETAIL						LINE AMOUNT				
1	40561000 531340	Engineerin	Asphalt Pv			205,604.88				
							205,604.88			
						CHECK TOTAL	205,604.88			
1	INVOICES	WARRANT TOTAL				205,604.88	205,604.88			

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: 25.12.29 12/29/2025
DUE DATE: 12/29/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
40	40561000 Engineering	40 -000-560-561-0000-000-531340- Eng Asphalt Paving	205,604.88	5,410,000.00
FUND TOTAL			205,604.88	
WARRANT SUMMARY TOTAL			205,604.88	
GRAND TOTAL			205,604.88	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100100	BATTERIES PLUS LLC	0001		INV	01/16/2026	P88131650			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551100		Bld & Grnd	BG M&R Vlg		37.90			
							37.90		
						CHECK TOTAL	37.90		
100130	BRAKE & EQUIPMENT CO	0001		INV	01/22/2026	857269			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		181.70			
							181.70		
						CHECK TOTAL	181.70		
100153	CAPITAL DATA	0000		INV	01/21/2026	70873			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		2,940.00			
	2 60730000 531300		Cust Acct	IT Maint		1,470.00			
	3 50640000 581800		Cust Act	CT MscCtAc		1,470.00			
							5,880.00		
100153	CAPITAL DATA	0000		INV	01/21/2026	70854			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		359.89			
	2 60730000 531300		Cust Acct	IT Maint		179.94			
	3 50640000 581800		Cust Act	CT MscCtAc		179.94			
							719.77		
						CHECK TOTAL	6,599.77		
100288	EHLERS	0001		INV	07/11/2025	101480			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40582000 594200		Pln & Zone	Pil/Meq RD		7,000.00			
							7,000.00		
						CHECK TOTAL	7,000.00		
101420	TOM ELSINGER	0000		INV	01/28/2026	REQ122925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		125.00			
							125.00		
						CHECK TOTAL	125.00		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025

DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100328	FASTENAL COMPANY	0001		INV	01/14/2026	WIMI2188656				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		108.60				
							108.60			
						CHECK TOTAL	108.60			
101306	GANNETT WISCONSIN LOC	0000		INV	12/30/2025	0007415686				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531000		Highway	HWY Gen		34.02				
	2 10562000 531000		Highway	HWY Gen		35.29				
	3 10531000 531650		Clerk	CK Elc S&E		55.61				
	4 10562000 531000		Highway	HWY Gen		164.44				
	5 10582000 531090		Pln & Zone	PL Print		171.25				
	6 10582000 531090		Pln & Zone	PL Print		36.56				
							497.17			
						CHECK TOTAL	497.17			
100407	GRAEF-USA INC	0001		INV	01/16/2026	0142607				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40551000 592300		Fire Adm	Bldg Imp		2,700.00				
							2,700.00			
100407	GRAEF-USA INC	0001		INV	12/24/2025	0142143				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40551000 592300		Fire Adm	Bldg Imp		3,000.00				
							3,000.00			
100407	GRAEF-USA INC	0001		INV	11/20/2025	0141434				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40551000 592300		Fire Adm	Bldg Imp		400.00				
							400.00			
100407	GRAEF-USA INC	0001		INV	10/10/2025	0140792				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40551000 592300		Fire Adm	Bldg Imp		600.00				
							600.00			
100407	GRAEF-USA INC	0001		INV	10/01/2025	0140002				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40561000 592710		Engineerin	DPW SPrep		350.00				
							350.00			

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarrrt

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025

DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100407	GRAEF-USA INC	0001		INV	08/31/2025	0140001			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		5,096.50	5,096.50		
100407	GRAEF-USA INC	0001		INV	10/10/2025	0140793			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		2,295.00	2,295.00		
100407	GRAEF-USA INC	0001		INV	10/24/2025	0141074			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		4,530.00	4,530.00		
100407	GRAEF-USA INC	0001		INV	10/24/2025	0141075			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		1,379.25	1,379.25		
100407	GRAEF-USA INC	0001		INV	11/20/2025	0141428			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		4,977.50	4,977.50		
100407	GRAEF-USA INC	0001		INV	12/24/2025	0142138			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep		112.50	112.50		
						CHECK TOTAL	25,440.75		
101253	W.W. GRAINGER INC	0001		INV	01/15/2026	9745051103			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		29.25	29.25		
101253	W.W. GRAINGER INC	0001		INV	01/21/2026	9751448193			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo		55.00	55.00		
101253	W.W. GRAINGER INC	0001		INV	01/18/2026	9750123961			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		10.44	10.44		

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 User: Jennifer Rozek (Jrozek)
 Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	94.69		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003844/3		7097	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC			35.12		
							35.12		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003846/3		7103	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD			4.99		
							4.99		
100464	PB HAHN & CO INC	0000		INV	01/21/2026	003840/3		7117	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct			14.78		
							14.78		
100464	PB HAHN & CO INC	0000		INV	01/16/2026	003859/3			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct			33.58		
							33.58		
						CHECK TOTAL	88.47		
101592	JL BUSINESS INTERIORS	0001		INV	01/28/2026	39235		7197	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10531000 531650		Clerk	CK Elc S&E			3,862.00		
							3,862.00		
						CHECK TOTAL	3,862.00		
100693	MENARDS INC	0001		INV	01/17/2026	96615			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			78.93		
							78.93		
100693	MENARDS INC	0001		INV	01/17/2026	96617			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			59.79		
							59.79		
100693	MENARDS INC	0001		INV	01/17/2026	96621			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC			22.45		
							22.45		

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User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100693	MENARDS INC	0001		INV	01/17/2026	96614			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551800		Bld & Grnd	BG M&R DPW		52.45	52.45		
100693	MENARDS INC	0001		INV	01/17/2026	96627			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		21.07	21.07		
100693	MENARDS INC	0001		INV	01/16/2026	96566			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		63.94	63.94		
100693	MENARDS INC	0001		INV	01/16/2026	96555			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551700		Bld & Grnd	BG M&R Rec		24.07	24.07		
100693	MENARDS INC	0001		INV	01/16/2026	96564			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		24.05	24.05		
100693	MENARDS INC	0001		INV	01/15/2026	96522			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551400		Bld & Grnd	BG M&R FD		59.94	59.94		
100693	MENARDS INC	0001		INV	01/15/2026	96519			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551500		Bld & Grnd	BG M&R FrC		58.20	58.20		
100693	MENARDS INC	0001		INV	01/14/2026	96451			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 551300		Bld & Grnd	BG M&R PD		36.96	36.96		
100693	MENARDS INC	0001		INV	01/18/2026	96687			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 551710		Parks	M&R Kinder		63.88	63.88		
						CHECK TOTAL	565.73		

Report generated: 12/30/2025 11:28:37
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100538	BL GRAPHICS & MARKETI	0000		INV	11/30/2025	86916			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup			108.43		
							108.43		
						CHECK TOTAL	108.43		
100738	MOORE CONSTRUCTION SE	0000		INV	12/30/2025	3961			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep			21,623.85		
							21,623.85		
100738	MOORE CONSTRUCTION SE	0000		INV	11/30/2025	3932			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep			103,130.27		
							103,130.27		
100738	MOORE CONSTRUCTION SE	0000		INV	10/30/2025	3919			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep			136,587.97		
							136,587.97		
100738	MOORE CONSTRUCTION SE	0000		INV	09/30/2025	3891			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 592710		Engineerin	DPW SPrep			49,949.60		
							49,949.60		
						CHECK TOTAL	311,291.69		
100327	FALLS AUTO PARTS AND	0001		INV	01/15/2026	711505			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			12.20		
							12.20		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711769			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			17.94		
							17.94		
100327	FALLS AUTO PARTS AND	0001		INV	01/20/2026	711826			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eq			6.36		
							6.36		
						CHECK TOTAL	36.50		

Report generated: 12/30/2025 11:28:37
User: Jennifer Rozek (Jrozek)
Program ID: apwarrrt

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025

DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100843	PRECISE MRM LLC	0000		INV	01/22/2026	in200-2009978				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		396.00				
							396.00			
						CHECK TOTAL	396.00			
101627	JOMAR QSUB INC	0000		INV	01/08/2026	2500892211				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		766.96				
							766.96			
101627	JOMAR QSUB INC	0000		CRM	01/08/2026	2500892216				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		-96.00				
							-96.00			
						CHECK TOTAL	670.96			
100933	SECURIAN LIFE INSURAN	0001		INV	12/31/2025	76038 FEC 25				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 99000000 212550		Treasury	Accident		470.98				
							470.98			
						CHECK TOTAL	470.98			
101624	STAPLES INC	0000		INV	01/28/2026	6051545178				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10500000 531010		Non-D	ND Off Sup		7.45				
							7.45			
						CHECK TOTAL	7.45			
101028	TERMINAL SUPPLY CO IN	0000		INV	01/14/2026	76936-00				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		262.00				
							262.00			
101028	TERMINAL SUPPLY CO IN	0000		INV	01/17/2026	78124-00				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40564000 592200		Parks	Vehicle		510.54				
							510.54			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101028	TERMINAL SUPPLY CO IN	0000	252117	INV	01/22/2026	79111-00				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 40564000 592200		Parks	Vehicle		247.10				
						CHECK TOTAL	247.10			
							1,019.64			
101072	TRANSCENDENT TECHNOLO	0000		INV	09/17/2025	m7065				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10522000 531300		Info Tech	IT Maint		2,002.00				
						CHECK TOTAL	2,002.00			
							2,002.00			
101088	ULINE INC	0001		INV	01/16/2026	201945420				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552200		Highway	HWY M&R Eq		73.36				
						CHECK TOTAL	73.36			
							73.36			
101092	UNITED P&H SUPPLY COM	0000		INV	01/16/2026	S1599420.001				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 551710		Parks	M&R Kinder		73.10				
						CHECK TOTAL	73.10			
							73.10			
101303	VINTON CONSTUCTION CO	0000		INV	01/17/2026	253169 PAY APP 4				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408440 542800		Street Imp	T8SI Const		319,562.09				
						CHECK TOTAL	319,562.09			
							319,562.09			
101121	VON BRIESEN & ROPER,	0000		INV	01/21/2026	514488				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10510000 541100		Village Bo	VB Legal		1,460.00				
						CHECK TOTAL	1,460.00			
							1,460.00			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 25.12.30 12/30/2025

DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101123	WACHTEL TREE SCIENCE	0000		INV	01/22/2026	163348				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552100		Parks	PK St Tree		3,043.00				
							3,043.00			
101123	WACHTEL TREE SCIENCE	0000		INV	01/21/2026	163328				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10564000 552100		Parks	PK St Tree		1,500.00				
							1,500.00			
						CHECK TOTAL	4,543.00			
62	INVOICES		WARRANT TOTAL			686,316.98	686,316.98			

Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 25.12.30 12/30/2025
DUE DATE: 12/30/2025

FUND	ORG		ACCOUNT		AMOUNT	AVLB BUDGET
10	10500000	Non-Departmental	10 -000-500-000-0000-000-531010-	Non-D Office Supplies	7.45	-2,928.21
10	10510000	Village Board	10 -000-510-000-0000-000-541100-	VB Legal Services	1,460.00	-102,342.05
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	5,301.89	-13,979.65
10	10531000	Clerk's Office	10 -000-530-531-0000-000-531650-	Clerk Election Sup &	3,917.61	15,582.28
10	10562000	Highway	10 -000-560-562-0000-000-531000-	HWY Gen Supplies & Ex	233.75	194,519.08
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli	276.40	194,519.08
10	10562000	Highway	10 -000-560-562-0000-000-531480-	HWY Gas & Oil	125.00	194,519.08
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	1,733.20	194,519.08
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies	55.00	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551100-	BG Maint & Repair Vil	37.90	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551300-	BG Maint & Repair - P	41.95	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551400-	BG Maint & Repair - F	59.94	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551500-	BG Maint & Repair - F	115.77	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551700-	BG Maint & Repair - R	88.01	44,351.06
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-551800-	BG Maint & Repair - D	52.45	44,351.06
10	10564000	Parks	10 -000-560-564-0000-000-551710-	M&R Kinderberg	182.10	3,148.40
10	10564000	Parks	10 -000-560-564-0000-000-552100-	Parks Street Tree Mai	4,543.00	82,077.73
10	10564000	Parks	10 -000-560-564-0000-000-552200-	Parks Maint & Repair	6.36	82,077.73
10	10582000	Planning and Zonning	10 -000-580-582-0000-000-531090-	Planning Printing &Pu	207.81	50,893.07
FUND TOTAL					18,445.59	
40	40551000	Fire Administration	40 -000-550-551-0000-000-592300-	Building Improvements	6,700.00	489,780.41
40	40561000	Engineering	40 -000-560-561-0000-000-592710-	Public Works Campus S	330,032.44	-1,550,534.60
40	40564000	Parks	40 -000-560-564-0000-000-592200-	Vehicles	757.64	5,990.65
40	40582000	Planning and Zonning	40 -000-580-582-0000-000-594200-	Pilgrim/Mequon Redeve	7,000.00	-104,759.11
FUND TOTAL					344,490.08	
45	45408440	Street Improvements	45 -408-400-440-0000-000-542800-	TID 8 SI Contracted S	319,562.09	-237,287.45
FUND TOTAL					319,562.09	
50	50622000	Pumping Maintenance	50 -000-600-622-0000-000-531780-	Pump Maint Sup Struc	48.36	22,309.74
50	50640000	Customer Accounts Exp	50 -000-600-640-0000-000-581800-	Cust. Misc Customer A	1,649.94	-6,579.25
FUND TOTAL					1,698.30	
60	60730000	Customer Accounting	60 -000-700-730-0000-000-531300-	Sewer Cust IT Mainte	1,649.94	966.91

Report generated: 12/30/2025 11:28:37
User: Jennifer Rozek (Jrozek)
Program ID: apwarnt

Village of Germantown, WI - PRODUCTION



Check Run

				FUND TOTAL	1,649.94
99	99000000	Treasury Fund	99 -000-000-000-0000-000-212550-	Accident Deduction	470.98
				FUND TOTAL	470.98
WARRANT SUMMARY TOTAL					686,316.98
GRAND TOTAL					686,316.98

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX123025 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
999997	ANDREW SCHOTT	0000		INV	01/21/2026	484213				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		165.15				
							165.15			
						CHECK TOTAL	165.15			
999997	BRETT J GEMSKE	0000		INV	01/17/2026	481877				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		98.52				
							98.52			
						CHECK TOTAL	98.52			
999997	DAVID JOSEPH BOOZ	0000		INV	01/21/2026	484355				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		257.62				
							257.62			
						CHECK TOTAL	257.62			
999997	JASON M HARRISON	0000		INV	01/17/2026	480074				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		428.68				
							428.68			
						CHECK TOTAL	428.68			
999997	MARK D CHALLONER	0000		INV	01/22/2026	485316				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		364.41				
							364.41			
						CHECK TOTAL	364.41			
999997	MICHELE A MOSS	0000		INV	01/17/2026	480070				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		66.74				
							66.74			
						CHECK TOTAL	66.74			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX123025 12/30/2025
DUE DATE: 12/30/2025

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
999997	TIMOTHY PAGEL	0000		INV	01/21/2026	484538				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		2,481.67				
							2,481.67			
						CHECK TOTAL	2,481.67			
999997	WILLOW TREE INVESTMEN	0000		INV	01/22/2026	486381				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		2,581.85				
							2,581.85			
						CHECK TOTAL	2,581.85			
8	INVOICES					WARRANT TOTAL	6,444.64			6,444.64

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: TX123025 12/30/2025
DUE DATE: 12/30/2025

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
80	80000000 Tax Collection Agency	80 -000-000-000-0000-000-296200-	Tax Refunds Payable	6,444.64
			FUND TOTAL	6,444.64
			WARRANT SUMMARY TOTAL	6,444.64
			GRAND TOTAL	6,444.64

Village of Germantown, WI - PRODUCTION



Check Run
Detail Invoice List

CHECK RUN: 26.01.08 01/08/2026
DUE DATE: 01/08/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101372	TIM ZIMMERMAN	0000		INV	02/07/2026	REFUND			
ACCOUNT DETAIL						LINE AMOUNT			
1	10500000 472700	Non-D	Misc Revs			144.01			
							144.01		
						CHECK TOTAL	144.01		
1	INVOICES	WARRANT TOTAL				144.01	144.01		

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: 26.01.08 01/08/2026
DUE DATE: 01/08/2026

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10500000 Non-Departmental	10 -000-500-000-0000-000-472700- Misc. Revenues	144.01	0.00
FUND TOTAL			144.01	
WARRANT SUMMARY TOTAL			144.01	
GRAND TOTAL			144.01	

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX011426 01/14/2026

DUE DATE: 01/14/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
999997	ABBY TENNIES	0000		INV	02/08/2026	500504				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		220.10				
							220.10			
						CHECK TOTAL	220.10			
999997	DANIEL M EYRE	0000		INV	01/29/2026	493045				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		1,071.74				
							1,071.74			
						CHECK TOTAL	1,071.74			
999997	FREDA MEDLEY	0000		INV	02/01/2026	497004				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		250.45				
							250.45			
						CHECK TOTAL	250.45			
999997	H ANDREW WALKER	0000		INV	01/28/2026	489635				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		656.31				
							656.31			
						CHECK TOTAL	656.31			
999997	JEFFREY R NOLTNER	0000		INV	01/28/2026	490341				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		207.16				
							207.16			
						CHECK TOTAL	207.16			
999997	JOHN M LOBERG	0000		INV	01/30/2026	495655				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 80000000 296200		Tax Agency	TxRefund		220.10				
							220.10			
						CHECK TOTAL	220.10			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX011426 01/14/2026

DUE DATE: 01/14/2026

CASH ACCOUNT: 99000000 111000			US Bank - General Checking						
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
999997	KATHERINE ELIZABETH M	0000		INV	01/29/2026	493030			
ACCOUNT DETAIL						LINE AMOUNT			
1	80000000 296200		Tax Agency	TxRefund		187.18			
							187.18		
						CHECK TOTAL	187.18		
7	INVOICES		WARRANT TOTAL			2,813.04	2,813.04		

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: TX011426 01/14/2026
DUE DATE: 01/14/2026

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
80	80000000 Tax Collection Agency	80 -000-000-000-0000-000-296200-	Tax Refunds Payable	2,813.04
			FUND TOTAL	2,813.04
			WARRANT SUMMARY TOTAL	2,813.04
			GRAND TOTAL	2,813.04

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.15 01/15/2026

DUE DATE: 01/15/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100003	4IMPRINT INC	0001		INV	02/09/2026	14634977		7241		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10543000 531580		Detective	DT Jvi Sup		366.84				
						CHECK TOTAL	366.84			
							366.84			
100023	AIRGAS, INC	0001		INV	02/09/2026	9167830148		7265		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 552700		Police Adm	PD M&R Vhl		220.80				
						CHECK TOTAL	220.80			
							220.80			
100023	AIRGAS, INC	0001		INV	01/30/2026	5521495204				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531070		Fire Prot	FP Med Exp		583.26				
						CHECK TOTAL	583.26			
							804.06			
100024	ALADTEC INC	0000		INV	12/31/2025	INV00454462				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531300		Police Adm	PD IT Mnt		3,701.50				
						CHECK TOTAL	3,701.50			
							3,701.50			
100032	AMAZON CAPITAL SERVIC	0000		INV	02/09/2026	1CNT-PNR6-JTTP		7267		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		96.36				
						CHECK TOTAL	96.36			
							96.36			
100032	AMAZON CAPITAL SERVIC	0000		INV	02/09/2026	1J7N-9QH1-GRK4		7268		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		1,285.94				
						CHECK TOTAL	1,285.94			
							1,285.94			
100032	AMAZON CAPITAL SERVIC	0000		INV	02/11/2026	1C97-KYWX-MR6C		7277		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10570000 531100		Library	LB Books		5,437.13				
						CHECK TOTAL	5,437.13			
							6,819.43			

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.15 01/15/2026

DUE DATE: 01/15/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100070	AT&T LONG DISTANCE	0000		INV	01/05/2026	860399923 12/6/25			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10500000 561400		Non-D	ND Teleph		1.89			
							1.89		
100070	AT&T LONG DISTANCE	0000		INV	02/05/2026	860399923 01/06/26			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10500000 561400		Non-D	ND Teleph		2.65			
							2.65		
						CHECK TOTAL	4.54		
100026	BAXTER & WOODMAN INC	0001		INV	12/17/2025	0279256			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182680		Water Util	Power Eq		5,622.50			
							5,622.50		
						CHECK TOTAL	5,622.50		
100127	BOUND TREE MEDICAL LL	0000		INV	02/11/2026	86045934		7212	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		1,766.89			
							1,766.89		
100127	BOUND TREE MEDICAL LL	0000		INV	02/09/2026	86042150		7213	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		366.48			
							366.48		
						CHECK TOTAL	2,133.37		
100130	BRAKE & EQUIPMENT CO	0001		INV	02/09/2026	857259		7229	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 552700		Maint	SM M&R Vhl		79.36			
							79.36		
						CHECK TOTAL	79.36		
100141	BROOKS TRACTOR, INC	0000		INV	12/26/2025	M89505			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		429.75			
							429.75		
						CHECK TOTAL	429.75		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101096	CHARTER COMMUNICATION	0000		INV	02/11/2026	256340401010126		7266		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 561400		Police Adm	PD Teleph		151.24				
						CHECK TOTAL	151.24			
							151.24			
100199	COMMUNITY MEMORIAL HO	0001		INV	02/09/2026	450088690700		7231		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 541500		Police Adm	PD Oth Crt		35.00				
							35.00			
100199	COMMUNITY MEMORIAL HO	0001		INV	02/09/2026	450088354200		7239		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 541500		Police Adm	PD Oth Crt		35.00				
							35.00			
						CHECK TOTAL	70.00			
							70.00			
100211	CORE & MAIN LP	0001		INV	02/09/2026	Y291377		7249		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50642000 531730		T&D Mnt	TDM MS Hyd		750.00				
							750.00			
						CHECK TOTAL	750.00			
							750.00			
100213	CORO MEDICAL LLC	0001		INV	02/09/2026	PS-INV267503		7238		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 591000		Police Adm	PD Msc Eqp		1,008.07				
	2 10541000 531070		Police Adm	PD Med S&E		786.93				
							1,795.00			
						CHECK TOTAL	1,795.00			
							1,795.00			
100178	CHICAGO PARTS & SOUND	0001		INV	01/29/2026	41V0073944				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 552700		Engineerin	ENG M&R Vh		169.24				
							169.24			
						CHECK TOTAL	169.24			
							169.24			
100227	CULLIGAN OF WEST BEND	0001		INV	02/09/2026	502X07819602		7204		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10592000 531000		Senior Cen	SR Gen S&E		119.00				

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
							119.00		
						CHECK TOTAL	119.00		
100246	DEMCO INC	0001		INV	02/09/2026	7745629		7269	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531430		Library	LB Process			100.72		
							100.72		
						CHECK TOTAL	100.72		
100281	DULTMEIER SALES LLC	0001		INV	02/09/2026	4311552		7216	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531360		Highway	HWY Snow			264.19		
							264.19		
						CHECK TOTAL	264.19		
100489	CND SPECIALTIES INC	0000		INV	01/17/2026	16194-1			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60740000 582800		SewerAdmin	SA Msc Exp			181.11		
	2 50640000 531900		Cust Act	CT Records			181.11		
	3 10562000 531350		Highway	HWY St Sup			181.11		
							543.33		
						CHECK TOTAL	543.33		
100309	ENVIRONMENTAL INNOVAT	0000		INV	02/11/2026	289187		7263	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531010		Police Adm	PD Off Sup			93.00		
							93.00		
						CHECK TOTAL	93.00		
100322	EXPRESS NEWS INC	0001		INV	12/31/2025	188287			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 561500		Village Bo	VB Comms			704.00		
							704.00		
100322	EXPRESS NEWS INC	0001		INV	12/31/2025	188377			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10510000 561500		Village Bo	VB Comms			704.00		
							704.00		
						CHECK TOTAL	1,408.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100335	FED EX FREIGHT	0000		INV	02/09/2026	9-116-49318		7225	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50611000 582800		SoS Op	SoSO Misc		53.25			
						CHECK TOTAL	53.25		
							53.25		
100360	FOTH INFRASTRUCTURE &	0001		INV	02/09/2026	101480		7223	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 542800		Wtr Mn Imp	T8WM Const		3,985.00			
							3,985.00		
100360	FOTH INFRASTRUCTURE &	0001		INV	02/09/2026	101419		7224	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50612000 531780		SoS Maint	SoSM Impro		474.90			
							474.90		
100360	FOTH INFRASTRUCTURE &	0001		INV	02/11/2026	101479		7275	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		21,664.60			
							21,664.60		
100360	FOTH INFRASTRUCTURE &	0001		INV	01/18/2026	101475			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50641000 582800		T&D Op	TDO MscExp		1,446.30			
							1,446.30		
						CHECK TOTAL	27,570.80		
100365	FRIENDS OF GERMANTOWN	0000		INV	02/09/2026	FGCL123125		7274	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 462900		Library	Lib F&F		1,584.71			
							1,584.71		
						CHECK TOTAL	1,584.71		
100200	TREA MARSZALEK	0001		INV	01/31/2026	1126			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		874.64			
							874.64		
						CHECK TOTAL	874.64		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100386	GERMANTOWN PROFESSION	0000		INV	02/08/2026	120225 DUES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212600	GF	PD Dues			1,505.25				
							1,505.25			
100386	GERMANTOWN PROFESSION	0000		INV	02/12/2026	011326 DUES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212600	GF	PD Dues			1,559.25				
							1,559.25			
100386	GERMANTOWN PROFESSION	0000		INV	02/12/2026	011326 START UP				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212600	GF	PD Dues			52.75				
							52.75			
100386	GERMANTOWN PROFESSION	0000		INV	02/12/2026	011326 START UP FEES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212600	GF	PD Dues			158.25				
							158.25			
						CHECK TOTAL	3,275.50			
100401	GORDIE BOUCHER	0001		INV	01/21/2026	830706				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 552700	Police Adm	PD M&R Vhl			1,032.56				
							1,032.56			
100401	GORDIE BOUCHER	0001		CRM	12/29/2025	CM830706				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 552700	Police Adm	PD M&R Vhl			-500.00				
							-500.00			
100401	GORDIE BOUCHER	0001		INV	12/12/2025	823470				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 552700	Engineerin	ENG M&R Vh			1,636.59				
							1,636.59			
100401	GORDIE BOUCHER	0001		CRM	11/14/2025	CM823470				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10561000 552700	Engineerin	ENG M&R Vh			-934.16				
							-934.16			
						CHECK TOTAL	1,234.99			

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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	02/09/2026	I01082186		7273			
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10570000 531470		Library	LB Cmp Srv		1,204.32	1,204.32				
100402	GORDON FLESCH COMPANY	0001		INV	02/04/2026	IN15451606					
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10522000 531020		Info Tech	IT Copy		379.63					
	2 50621000 531790		Pump Op	PmpO MSEng		47.45					
	3 60720000 531970		Maint	SM M&EPInt		47.45					
						474.53					
						CHECK TOTAL	1,678.85				
101253	W.W. GRAINGER INC	0001		INV	02/09/2026	9751575375		7226			
	ACCOUNT DETAIL					LINE AMOUNT					
	1 45408460 543100		Wtr Mn Imp	T8WM W12		32.17	32.17				
						CHECK TOTAL	32.17				
101356	GREATAMERICA FINANCIA	0000		INV	02/04/2026	40957877					
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10551000 531020		Fire Adm	FA Copy		608.85	608.85				
						CHECK TOTAL	608.85				
100429	HARWOOD ENGINEERING C	0000		INV	01/21/2026	019-1121.73-2					
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10561000 541000		Engineerin	ENG Contr		405.00	405.00				
						CHECK TOTAL	405.00				
101718	HEIGHTS FINANCE CORP	0000		INV	02/12/2026	REQ011326					
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10000000 213100		GF	Garnish		619.93	619.93				
101718	HEIGHTS FINANCE CORP	0000		INV	12/18/2025	REQ111825					
	ACCOUNT DETAIL					LINE AMOUNT					
	1 10000000 213100		GF	Garnish		869.83	869.83				

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101718	HEIGHTS FINANCE CORP	0000		INV	01/01/2026	REQ120225				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 213100	GF	Garnish			535.86	535.86			
101718	HEIGHTS FINANCE CORP	0000		INV	01/15/2026	REQ121625				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 213100	GF	Garnish			532.89	532.89			
101718	HEIGHTS FINANCE CORP	0000		INV	01/29/2026	REQ123025				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 213100	GF	Garnish			547.46	547.46			
						CHECK TOTAL	3,105.97			
100459	HYDROCORP LLC	0001		INV	02/09/2026	CI-10474		7227		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50641000 531670	T&D Op	TDO Instll			1,718.00	1,718.00			
						CHECK TOTAL	1,718.00			
100463	INTERNATIONAL ASSOCIA	0000		INV	01/01/2026	120225 DUES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212900	GF	VFF Dues			10.00				
	2 10000000 212800	GF	FF Dues			1,320.00	1,330.00			
100463	INTERNATIONAL ASSOCIA	0000		INV	01/29/2026	123025 DUES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212900	GF	VFF Dues			20.00	20.00			
100463	INTERNATIONAL ASSOCIA	0000		INV	02/12/2026	011326 DUES				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10000000 212900	GF	VFF Dues			10.00				
	2 10000000 212800	GF	FF Dues			1,320.00	1,330.00			
						CHECK TOTAL	2,680.00			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100466	IDEMIA IDENTITY & SEC	0000		INV	01/25/2026	185955			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		250.00			
							250.00		
						CHECK TOTAL	250.00		
100477	INGRAM INDUSTRIES INC	0001		INV	02/09/2026	93209234		7272	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		32.38			
							32.38		
						CHECK TOTAL	32.38		
100486	INTOXIMETERS INC	0000		INV	02/11/2026	805100		7255	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		890.00			
							890.00		
100486	INTOXIMETERS INC	0000		INV	02/09/2026	804458		7256	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		1,780.00			
							1,780.00		
						CHECK TOTAL	2,670.00		
100488	ITU ABSORBTECH INC	0001		INV	02/09/2026	8649497		7253	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		29.95			
							29.95		
100488	ITU ABSORBTECH INC	0001		INV	02/09/2026	8657042		7254	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		29.95			
							29.95		
100488	ITU ABSORBTECH INC	0001		INV	01/29/2026	8657045			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust		118.65			
							118.65		
100488	ITU ABSORBTECH INC	0001		INV	01/29/2026	8657041			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Cust		205.15			
							205.15		

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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	01/29/2026	8657036			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10563000 531040		Bld & Grnd	BG Cust			41.90		
								41.90		
100488	ITU ABSORBTECH INC		0001		INV	01/29/2026	8657043			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10563000 531040		Bld & Grnd	BG Cust			8.90		
								8.90		
100488	ITU ABSORBTECH INC		0001		INV	01/29/2026	8657044			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10563000 531040		Bld & Grnd	BG Cust			58.75		
								58.75		
							CHECK TOTAL	493.25		
101455	J H HASSINGER INC		0000		INV	12/31/2025	19G018.02 PAY APP 13			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	45408460 543100		Wtr Mn Imp	T8WM W12			116,595.65		
								116,595.65		
							CHECK TOTAL	116,595.65		
100496	JACKSON CONCRETE INC		0000		INV	02/09/2026	0163274		7219	
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10562000 531350		Highway	HWY St Sup			375.50		
								375.50		
							CHECK TOTAL	375.50		
100206	L&R LAWN EQUIPMENT &		0000		INV	02/04/2026	12449			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10564000 552200		Parks	PK M&R Eqp			16.48		
								16.48		
							CHECK TOTAL	16.48		
100245	LAFORCE HOLDINGS LLC		0000		INV	01/15/2026	1297976			
	ACCOUNT DETAIL						LINE AMOUNT			
	1	10564000 551000		Parks	PK B&G Mnt			320.01		
								320.01		
							CHECK TOTAL	320.01		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100605	LAKESIDE INTERNATIONAL	0001		INV	02/09/2026	1472392P		7215	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700		Fire Prot	FP M&R Vhl		1,046.25			
							1,046.25		
100605	LAKESIDE INTERNATIONAL	0001		INV	02/09/2026	1472497P		7218	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		91.35			
							91.35		
						CHECK TOTAL	1,137.60		
100622	LEXIPOL LLC	0001		INV	01/31/2026	INVLEX11264121			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531080		Police Adm	PD Train		18,816.87			
							18,816.87		
						CHECK TOTAL	18,816.87		
101571	LIBRARY IDEAS LLC	0000		INV	02/09/2026	121713		7271	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		294.62			
							294.62		
						CHECK TOTAL	294.62		
100645	LYNCH MOTOR VEHICLE G	0000		INV	01/09/2026	739654			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		13.67			
							13.67		
100645	LYNCH MOTOR VEHICLE G	0000		INV	01/29/2026	739873			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		69.54			
							69.54		
						CHECK TOTAL	83.21		
100655	MACQUEEN EQUIPMENT	0000		INV	02/09/2026	P60202		7214	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eq		255.97			
							255.97		
						CHECK TOTAL	255.97		

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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	02/11/2026	97331		7211		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10551000 531000		Fire Adm	FA Gen S&E		203.62	203.62			
100693	MENARDS INC	0001		INV	02/09/2026	96568		7247		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408460 543100		Wtr Mn Imp	T8WM W12		35.01	35.01			
100693	MENARDS INC	0001		INV	02/09/2026	96622		7248		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 45408460 543100		Wtr Mn Imp	T8WM W12		71.88	71.88			
100693	MENARDS INC	0001		INV	02/09/2026	96689		7250		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 50622000 531780		Pump Mnt	PmpM Strct		211.35	211.35			
						CHECK TOTAL	521.86			
100710	MID-STATES ORGANIZED	0000		INV	02/11/2026	2600298-IN		7260		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10543000 531610		Detective	DT Invtgt		200.00	200.00			
						CHECK TOTAL	200.00			
100538	BL GRAPHICS & MARKETI	0000		INV	02/09/2026	87169		7232		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531000		Police Adm	PD Gen S&E		301.59	301.59			
						CHECK TOTAL	301.59			
100739	MORaine DEVELOPMENT L	0000		INV	02/09/2026	3042436		7220		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 531350		Highway	HWY St Sup		304.13	304.13			
						CHECK TOTAL	304.13			

Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 26.01.15 01/15/2026

DUE DATE: 01/15/2026

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	02/11/2026	712341		7221	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 552700		Maint	SM M&R Vhl		114.57	114.57		
100327	FALLS AUTO PARTS AND	0001		INV	01/29/2026	712019			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		40.73	40.73		
100327	FALLS AUTO PARTS AND	0001		CRM	01/05/2026	712163			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		-40.73	-40.73		
						CHECK TOTAL	114.57		
100764	BUREAU VERITAS NATION	0001		INV	02/09/2026	RI 25029926		7257	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 551000		Police Adm	PD B&G Mnt		110.00	110.00		
						CHECK TOTAL	110.00		
101076	TRI-TECH FORENSICS IN	0001		INV	02/09/2026	01263695		7236	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531610		Detective	DT Invtgt		271.90	271.90		
101076	TRI-TECH FORENSICS IN	0001		INV	02/09/2026	01267072		7259	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531610		Detective	DT Invtgt		281.50	281.50		
						CHECK TOTAL	553.40		
101459	GOVERNMENTJOBS.COM, I	0002		INV	09/07/2025	INV-141695			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		275.00	275.00		
101459	GOVERNMENTJOBS.COM, I	0002		INV	12/02/2025	INV-147643			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10522000 531300		Info Tech	IT Maint		7,871.56	7,871.56		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	8,146.56		
100775	NEU'S BLDG CENTER INC	0000		INV	02/11/2026	4926629		7210	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp		5.87			
							5.87		
100775	NEU'S BLDG CENTER INC	0000		INV	02/11/2026	4926631		7228	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		53.23			
							53.23		
100775	NEU'S BLDG CENTER INC	0000		INV	02/09/2026	4921679		7246	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50622000 531780		Pump Mnt	PmpM Strct		29.98			
							29.98		
100775	NEU'S BLDG CENTER INC	0000		INV	02/09/2026	4922332		7252	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		86.60			
							86.60		
						CHECK TOTAL	175.68		
100785	NORCOMM	0000		INV	02/09/2026	14869		7244	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 561500		Police Adm	PD Comms		1,110.00			
							1,110.00		
						CHECK TOTAL	1,110.00		
100788	NORTH LAKESHORE PUBLI	0001		INV	02/11/2026	DUES 2026		7222	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		170.00			
	2 60740000 582800		SewerAdmin	SA Msc Exp		170.00			
							340.00		
						CHECK TOTAL	340.00		
101528	O&W COMMUNICATIONS, L	0000		INV	01/23/2026	73605			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 552000		Bld & Grnd	BG M&R Snr		325.00			
							325.00		
						CHECK TOTAL	325.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101039	THE PENWORTHY COMPANY	0001		INV	02/09/2026	0613807-IN		7270	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10570000 531100		Library	LB Books		147.80			
							147.80		
						CHECK TOTAL	147.80		
101275	ROBERT C BEILFUSS	0000		INV	01/30/2026	2025-02H			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		300.00			
							300.00		
101275	ROBERT C BEILFUSS	0000		INV	01/30/2026	2025-08A			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40561000 531340		Engineerin	Asphalt Pv		1,500.00			
							1,500.00		
						CHECK TOTAL	1,800.00		
100847	PRIMADATA LLC	0000		INV	01/30/2026	73325			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 531900		Cust Act	CT Records		1,400.27			
	2 60740000 531010		SewerAdmin	SA Off Sup		1,400.27			
							2,800.54		
100847	PRIMADATA LLC	0000		INV	01/30/2026	73324			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50640000 531900		Cust Act	CT Records		803.13			
	2 60740000 531010		SewerAdmin	SA Off Sup		803.12			
							1,606.25		
						CHECK TOTAL	4,406.79		
100855	ProPHOENIX CORPORATIO	0000		INV	11/09/2025	2026016			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531300		Police Adm	PD IT Mnt		23,091.94			
							23,091.94		
						CHECK TOTAL	23,091.94		
100867	RA SMITH INC	0000		INV	01/14/2026	192601			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr		617.50			

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100867	RA SMITH INC	0000		INV	01/14/2026	192602	617.50		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr			675.00		
100867	RA SMITH INC	0000		INV	01/14/2026	192592	675.00		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr			249.50		
100867	RA SMITH INC	0000		INV	01/14/2026	192593	249.50		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 541000		Engineerin	ENG Contr			1,428.20		
						CHECK TOTAL	2,970.20		
100887	RICOH USA INC	0000		INV	02/09/2026	5072555033		7258	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 551000		Police Adm	PD B&G Mnt			137.96		
						CHECK TOTAL	137.96		
101627	JOMAR QSUB INC	0000		INV	01/21/2026	2500904573			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			898.54		
101627	JOMAR QSUB INC	0000		CRM	01/05/2026	2500913116	898.54		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			-115.20		
						CHECK TOTAL	-115.20		
101542	RIVER FALLS WASH-N-LU	0000		INV	02/01/2026	056			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl			225.00		
						CHECK TOTAL	225.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100904	RUEKERT & MIELKE INC	0000		INV	02/09/2026	160999		7230	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50612000 531780		SoS Maint	SoSM Impro		1,746.30			
							1,746.30		
100904	RUEKERT & MIELKE INC	0000		INV	02/09/2026	161001		7245	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 45408460 543100		Wtr Mn Imp	T8WM W12		255.00			
							255.00		
100904	RUEKERT & MIELKE INC	0000		INV	02/09/2026	161000		7251	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531930		Maint	SM M&E Lft		802.80			
							802.80		
						CHECK TOTAL	2,804.10		
100911	SAFEBUILT LLC LOCKBOX	0000		INV	02/09/2026	2827628		7205	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10581000 541000		Ins & Prm	IN Contrct		200.00			
							200.00		
100911	SAFEBUILT LLC LOCKBOX	0000		INV	02/09/2026	2888447		7206	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10581000 541000		Ins & Prm	IN Contrct		22,601.67			
							22,601.67		
100911	SAFEBUILT LLC LOCKBOX	0000		INV	02/09/2026	2685742		7207	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10581000 541000		Ins & Prm	IN Contrct		27,643.28			
							27,643.28		
100911	SAFEBUILT LLC LOCKBOX	0000		INV	02/09/2026	3054538		7208	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10581000 541000		Ins & Prm	IN Contrct		17,324.17			
							17,324.17		
						CHECK TOTAL	67,769.12		
100948	SHERWIN INDUSTRIES IN	0000		INV	02/09/2026	SC054924		7217	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531350		Highway	HWY St Sup		172.71			
							172.71		
						CHECK TOTAL	172.71		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
101349	SOLITUDE LAKE MANAGEM	0000		INV	11/28/2025	PS213354				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 541200		Highway	Hwy Privte		130.00				
							130.00			
						CHECK TOTAL	130.00			
100979	STANARD & ASSOCIATES	0000		INV	02/09/2026	SA000063427		7233		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 532070		Police Adm	PD Recruit		182.00				
							182.00			
						CHECK TOTAL	182.00			
101624	STAPLES INC	0000		INV	02/11/2026	6052282701		7261		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531010		Police Adm	PD Off Sup		8.02				
							8.02			
101624	STAPLES INC	0000		INV	02/09/2026	6052282699		7262		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10541000 531010		Police Adm	PD Off Sup		219.01				
							219.01			
101624	STAPLES INC	0000		INV	02/11/2026	6052815887				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531010		Recreation	RC Off Sup		112.71				
							112.71			
101624	STAPLES INC	0000		INV	01/14/2026	6050600791				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10500000 531010		Non-D	ND Off Sup		102.20				
							102.20			
101624	STAPLES INC	0000		INV	02/11/2026	6052815889				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10500000 531010		Non-D	ND Off Sup		442.27				
							442.27			
						CHECK TOTAL	884.21			
101291	STERICYCLE, INC	0000		INV	02/11/2026	8012965221		7209		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531070		Fire Prot	FP Med Exp		93.35				
							93.35			

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CHECK RUN: 26.01.15 01/15/2026

DUE DATE: 01/15/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
						CHECK TOTAL	93.35		
100993	STRAIGHT LINE COLLISI	0000		INV	02/09/2026	2732		7234	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		185.55			
							185.55		
100993	STRAIGHT LINE COLLISI	0000		INV	02/09/2026	2731		7235	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		703.20			
							703.20		
100993	STRAIGHT LINE COLLISI	0000		INV	02/07/2026	2729			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		1,521.40			
							1,521.40		
						CHECK TOTAL	2,410.15		
100995	STREICHER'S INC	0001		INV	02/09/2026	11801292		7240	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 552700		Police Adm	PD M&R Vhl		992.00			
							992.00		
100995	STREICHER'S INC	0001		INV	02/09/2026	11800842		7243	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10542000 531560		Patrol	PT Prt S&E		500.00			
	2 10541000 531450		Police Adm	PD Uniform		150.00			
							650.00		
						CHECK TOTAL	1,642.00		
101055	T-MOBILE USA INC	0000		INV	02/09/2026	208381562-122025		7237	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 561500		Police Adm	PD Comms		2,365.35			
							2,365.35		
						CHECK TOTAL	2,365.35		
101028	TERMINAL SUPPLY CO IN	0000		INV	02/05/2026	79111-01			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40564000 592200		Parks	Vehicle		864.89			
							864.89		

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DUE DATE: 01/15/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101028	TERMINAL SUPPLY CO IN	0000		INV	01/17/2026	78057-00			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		240.50			
						CHECK TOTAL	240.50		
							1,105.39		
101079	TRUCK OUTFITTERS LLC	0001		INV	01/16/2026	83619			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 40564000 592200		Parks	Vehicle		609.97			
						CHECK TOTAL	609.97		
101079	TRUCK OUTFITTERS LLC	0001		INV	01/21/2026	83664			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 552700		Engineerin	ENG M&R Vh		36.00			
						CHECK TOTAL	36.00		
							645.97		
101099	UTILITY SALES & SERVI	0000		INV	11/07/2025	0216929-IN			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq		166.60			
						CHECK TOTAL	166.60		
							166.60		
101104	VERIZON WIRELESS SERV	0001		INV	01/14/2026	6131067527			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 561400		Fire Adm	FA Teleph		372.48			
						CHECK TOTAL	372.48		
							372.48		
101142	THE WASHINGTON COUNTY	0000		INV	02/05/2026	59			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 531630		Police Adm	PD Animal		997.05			
						CHECK TOTAL	997.05		
							997.05		
101144	WASHINGTON COUNTY REG	0000		INV	01/29/2026	202500000140			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10561000 531000		Engineerin	ENG Gen		30.00			
						CHECK TOTAL	30.00		

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CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101144	WASHINGTON COUNTY REG	0000		INV	01/29/2026	202500000140 2			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10582000 531090		Pln & Zone	PL Print		30.00			
						CHECK TOTAL	30.00		
							60.00		
101175	WI DEPT OF JUSTICE	0000		INV	01/30/2026	G3442 202512			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10591000 531490		Recreation	RC Prg S&E		35.00			
						CHECK TOTAL	35.00		
							35.00		
101176	WI DEPT OF JUSTICE CR	0000		INV	02/09/2026	L6701T 202512		7264	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10541000 561500		Police Adm	PD Comms		98.00			
						CHECK TOTAL	98.00		
							98.00		
101199	WILL ENTERPRISE	0000		INV	02/09/2026	427277		7242	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531580		Detective	DT Jvi Sup		328.20			
						CHECK TOTAL	328.20		
							328.20		
148	INVOICES		WARRANT TOTAL			339,616.84	339,616.84		

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FUND	ORG		ACCOUNT		AMOUNT	AVLB BUDGET
10	10000000	General Fund	10 -000-000-000-0000-000-212600-	Police Union Dues Ded	3,275.50	
10	10000000	General Fund	10 -000-000-000-0000-000-212800-	Firefighter Union Due	2,640.00	
10	10000000	General Fund	10 -000-000-000-0000-000-212900-	Volunteer Firefighter	40.00	
10	10000000	General Fund	10 -000-000-000-0000-000-213100-	Garnishment Deduction	3,105.97	
10	10500000	Non-Departmental	10 -000-500-000-0000-000-531010-	Non-D Office Supplies	544.47	-3,030.41
10	10500000	Non-Departmental	10 -000-500-000-0000-000-561400-	Non-D Telephone	4.54	-5,652.70
10	10510000	Village Board	10 -000-510-000-0000-000-561500-	VB Communication	1,408.00	-3,736.66
10	10522000	Information Technolog	10 -000-520-522-0000-000-531020-	IT Copy Machine	379.63	-14,254.65
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance	8,146.56	-14,254.65
10	10541000	Police Administration	10 -000-540-541-0000-000-531000-	PD General Supplies &	301.59	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531010-	PD Office Supplies	320.03	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531070-	PD Medical Supplies &	786.93	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531080-	PD Training	18,816.87	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531300-	PD IT Maintenance	26,793.44	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531450-	PD Uniforms	150.00	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-531630-	PD Animal Pound	997.05	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-532070-	PD Recruit Testing	182.00	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-541500-	PD Other Court Costs	70.00	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-551000-	PD Building & Grounds	247.96	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-552700-	PD Maint & Repair - V	5,779.11	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-561400-	PD Telephone	151.24	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-561500-	PD Communication	3,573.35	-35,488.79
10	10541000	Police Administration	10 -000-540-541-0000-000-591000-	PD Misc. Equipment	1,008.07	2,820.29
10	10542000	Patrol	10 -000-540-542-0000-000-531560-	PT Protective Sup & E	500.00	12.51
10	10543000	Detective	10 -000-540-543-0000-000-531580-	DT Juvenile Supplies	695.04	895.18
10	10543000	Detective	10 -000-540-543-0000-000-531610-	DT Investigative Supp	753.40	895.18
10	10551000	Fire Administration	10 -000-550-551-0000-000-531000-	Fire Admin Gen Sup &	203.62	-26,156.40
10	10551000	Fire Administration	10 -000-550-551-0000-000-531020-	Fire Admin Copy Machi	608.85	-26,156.40
10	10551000	Fire Administration	10 -000-550-551-0000-000-561400-	Fire Admin Telephone	372.48	-26,156.40
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp	3,684.62	7,155.78
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552200-	FP Maint & Repair Eqp	261.84	7,155.78
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552700-	FP Maint & Repair Veh	1,046.25	7,155.78
10	10561000	Engineering	10 -000-560-561-0000-000-531000-	ENG Gen Supplies & Ex	30.00	-41,417.99
10	10561000	Engineering	10 -000-560-561-0000-000-541000-	ENG Contracted Servic	3,675.20	-41,417.99
10	10561000	Engineering	10 -000-560-561-0000-000-552700-	ENG Maint & Repair -	2,739.11	-41,417.99
10	10562000	Highway	10 -000-560-562-0000-000-531350-	HWY Material & Suppli	1,203.45	110,703.74
10	10562000	Highway	10 -000-560-562-0000-000-531360-	HWY Mat& Supp Snow &	264.19	110,703.74
10	10562000	Highway	10 -000-560-562-0000-000-541200-	HWY Privatized Servic	130.00	110,703.74
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair -	1,484.71	110,703.74
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies	433.35	43,503.86

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10	10563000	Buildings & Grounds	10	-000-560-563-0000-000-552000-	BG Maint & Repair - S	325.00	43,503.86
10	10564000	Parks	10	-000-560-564-0000-000-551000-	Parks Building & Grou	320.01	81,454.85
10	10564000	Parks	10	-000-560-564-0000-000-552200-	Parks Maint & Repair	16.48	81,454.85
10	10570000	Library	10	-000-570-000-0000-000-462900-	Library Fines & Fees	1,584.71	0.00
10	10570000	Library	10	-000-570-000-0000-000-531100-	Library Books	7,294.23	9,300.87
10	10570000	Library	10	-000-570-000-0000-000-531430-	Library Book Processi	100.72	9,300.87
10	10570000	Library	10	-000-570-000-0000-000-531470-	Library Computer Serv	1,204.32	9,300.87
10	10581000	Inspection and Permit	10	-000-580-581-0000-000-541000-	Inspection Contracted	67,769.12	-138,074.79
10	10582000	Planning and Zonning	10	-000-580-582-0000-000-531090-	Planning Printing &Pu	30.00	50,863.07
10	10591000	Recreation	10	-000-590-591-0000-000-531010-	Recreation Office Sup	112.71	-3,346.05
10	10591000	Recreation	10	-000-590-591-0000-000-531490-	Recreation Program Su	35.00	-3,346.05
10	10592000	Senior Center	10	-000-590-592-0000-000-531000-	Senior General Suppli	119.00	7,256.15
FUND TOTAL						175,719.72	
40	40561000	Engineering	40	-000-560-561-0000-000-531340-	Eng Asphalt Paving	1,500.00	5,410,000.00
40	40564000	Parks	40	-000-560-564-0000-000-592200-	Vehicles	1,474.86	4,515.79
FUND TOTAL						2,974.86	
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-542800-	TID 8 WM Contracted S	3,985.00	1,961,511.89
45	45408460	Water Mains & Improve	45	-408-400-460-0000-000-543100-	TID 8 WM Well 12	138,654.31	-1,903,668.96
FUND TOTAL						142,639.31	
50	50000000	Water Utility	50	-000-000-000-0000-000-182680-	Power Operated Equipm	5,622.50	
50	50611000	Source of Supply Oper	50	-000-600-611-0000-000-582800-	SoS OP Misc. Expense	53.25	-18,967.16
50	50612000	Source of Supply Main	50	-000-600-612-0000-000-531780-	SoS MNT Maint Struc &	2,221.20	13,023.96
50	50621000	Pumping Operation	50	-000-600-621-0000-000-531790-	Pump OP Maint Sup Sup	47.45	9,631.19
50	50622000	Pumping Maintenance	50	-000-600-622-0000-000-531780-	Pump Maint Sup Struc	241.33	22,068.41
50	50640000	Customer Accounts Exp	50	-000-600-640-0000-000-531900-	Cust. Supplies Record	2,384.51	3,344.12
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-531670-	T&DO Customer Install	1,718.00	-21,514.00
50	50641000	Trans & Distribution	50	-000-600-641-0000-000-582800-	T&DO Misc. Expense	1,446.30	26,348.00
50	50642000	Trans & Distribution	50	-000-600-642-0000-000-531730-	T&DM Maint Supplies H	750.00	88,454.19
FUND TOTAL						14,484.54	
60	60720000	Maintenance	60	-000-700-720-0000-000-531930-	Sewer MNT Lift Statio	915.93	-376.80
60	60720000	Maintenance	60	-000-700-720-0000-000-531970-	Sewer MNT General Pla	134.05	1,069.76
60	60720000	Maintenance	60	-000-700-720-0000-000-552700-	Sewer MNT Maint/Repai	193.93	3,285.47
60	60740000	Sewer Administration	60	-000-700-740-0000-000-531010-	Sewer Admin Office Su	2,203.39	1,737.07
60	60740000	Sewer Administration	60	-000-700-740-0000-000-582800-	Sewer Admin Misc. Exp	351.11	-346.52
FUND TOTAL						3,798.41	



Check Run

WARRANT SUMMARY TOTAL	339,616.84
GRAND TOTAL	339,616.84

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100023	AIRGAS, INC	0001		INV	01/21/2026	9167790287			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531070		Fire Prot	FP Med Exp		272.73			
							272.73		
						CHECK TOTAL	272.73		
100024	ALADTEC INC	0000		INV	12/18/2025	INV00452376			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 541000		Fire Adm	FA Contrct		3,293.00			
							3,293.00		
						CHECK TOTAL	3,293.00		
101360	ALEX DIAMANTOPOULOS	0000		INV	01/15/2026	515 JAN26 UNI		7058	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
101553	THE PERFECT ANSWER, I	0001		INV	01/28/2026	TAS1782-122925			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531000		Highway	HWY Gen		67.36			
	2 10564000 531000		Parks	PK Gen S&E		67.35			
	3 50640000 531900		Cust Act	CT Records		67.35			
	4 60740000 541000		SewerAdmin	SA Cnt Srv		67.36			
							269.42		
						CHECK TOTAL	269.42		
101675	JACOB ARCHIBALD	0000		INV	01/15/2026	9077 jan26 uni		7060	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
100026	BAXTER & WOODMAN INC	0001		INV	01/11/2026	0279865			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182680		Water Util	Power Eq		2,407.75			
							2,407.75		
						CHECK TOTAL	2,407.75		

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100500	JAMES BULLOCK	0000		INV	02/05/2026	REQ010626			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		125.00			
							125.00		
						CHECK TOTAL	125.00		
101657	JAMES CREEGAN	0000		INV	01/15/2026	674 JAN26 UNI		7059	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
101368	CAITY DIAMATOPOULUS	0000		INV	01/15/2026	672 JAN26 UNI		7057	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
101361	DARYN DYMOND	0000		INV	01/15/2026	517 JAN26 UNI		7056	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
100305	ENER-CON	0000		INV	01/22/2026	63422(2433)			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10565000 532700		Recycling	RecMatExp		6,850.00			
							6,850.00		
						CHECK TOTAL	6,850.00		
100360	FOTH INFRASTRUCTURE &	0001		INV	01/18/2026	101418			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182130		Water Util	Oth Pwr Eq		712.80			
							712.80		
100360	FOTH INFRASTRUCTURE &	0001		INV	01/18/2026	101416			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182130		Water Util	Oth Pwr Eq		1,890.90			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking					AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE			
100360	FOTH INFRASTRUCTURE &	0001		INV	01/18/2026	101420	1,890.90		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182090		Water Util	Wells			396.00		
							396.00		
100360	FOTH INFRASTRUCTURE &	0001		INV	01/18/2026	101477			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50611000 582800		SoS Op	SoSO Misc			7,982.90		
							7,982.90		
						CHECK TOTAL	10,982.60		
100415	GRIFFIN SALES INC	0000		INV	01/10/2026	1009191P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp			167.42		
							167.42		
100415	GRIFFIN SALES INC	0000		INV	01/15/2026	1010088P			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10564000 552200		Parks	PK M&R Eqp			68.10		
							68.10		
						CHECK TOTAL	235.52		
100223	IDI	0000		INV	01/30/2026	IN1017888			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10543000 531610		Detective	DT Invtgt			141.00		
							141.00		
						CHECK TOTAL	141.00		
100488	ITU ABSORBTECH INC	0001		INV	01/18/2026	8653094			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10563000 531040		Bld & Grnd	BG Custo			88.85		
							88.85		
						CHECK TOTAL	88.85		
101386	JOHN KEMIC	0000		INV	01/20/2026	REQ010726			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531450		Highway	HWY Unifor			125.00		
							125.00		
						CHECK TOTAL	125.00		

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Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
100605	LAKESIDE INTERNATIONAL	0001		INV	02/05/2026	1471563P		7202	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552700	Fire Prot		FP M&R Vhl		3.57			
							3.57		
						CHECK TOTAL	3.57		
101369	MIKE MARTINICH	0000		INV	01/15/2026	683 JAN26 UNI		7055	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450	Fire Prot		FP Uniform		250.00			
							250.00		
						CHECK TOTAL	250.00		
100693	MENARDS INC	0001		INV	02/05/2026	97120		7201	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 531000	Fire Adm		FA Gen S&E		7.69			
							7.69		
						CHECK TOTAL	7.69		
100491	J MILLER ELECTRIC INC	0000		INV	01/16/2026	3019 PAY APP 6			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50000000 182130	Water Util		Oth Pwr Eq		40,234.73			
							40,234.73		
						CHECK TOTAL	40,234.73		
100743	MOTION PICTURE LICENS	0001		INV	12/29/2025	504468487			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10592000 531500	Senior Cen		SR Sr Prog		355.29			
							355.29		
						CHECK TOTAL	355.29		
100327	FALLS AUTO PARTS AND	0001		INV	01/22/2026	711852			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200	Highway		HWY M&R Eq		45.01			
							45.01		
100327	FALLS AUTO PARTS AND	0001		INV	01/21/2026	711787			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200	Highway		HWY M&R Eq		6.47			

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Village of Germantown, WI - PRODUCTION



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Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking					AMOUNT	VOUCHER	CHECK
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE			
100327	FALLS AUTO PARTS AND	0001		CRM	12/29/2025	711971	6.47		
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 552200		Highway	HWY M&R Eq			-6.47		
						CHECK TOTAL	-6.47		
							45.01		
101355	NETWORK PHOTOGRAPHY	0000		INV	02/05/2026	5246		7200	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 552200		Fire Prot	FP M&R Eqp			360.00		
						CHECK TOTAL	360.00		
							360.00		
100790	NORTHERN LAKE SERVICE	0000		INV	01/16/2026	2522397			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 50631000 531000		Wtr Trt Op	WTOP GnS&E			145.00		
						CHECK TOTAL	145.00		
							145.00		
101597	VICKY OBST	0000		INV	01/15/2026	9055 JAN26 UNI		7054	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			250.00		
						CHECK TOTAL	250.00		
							250.00		
101313	CHRIS PIETTE	0000		INV	01/15/2026	603 JAN26 UNI		7051	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform			250.00		
						CHECK TOTAL	250.00		
							250.00		
100855	ProPHOENIX CORPORATIO	0000		INV	11/09/2025	2026015			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10551000 541000		Fire Adm	FA Contrct			5,935.76		
						CHECK TOTAL	5,935.76		
							5,935.76		

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026
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CASH ACCOUNT: 99000000 111000				US Bank - General Checking											
VENDOR			REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT		VOUCHER	CHECK				
100860	R&R INSURANCE SERVICE		0001		INV	01/07/2026	3320558								
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10552000 571000		Fire Prot	FP Ins&Bnd		1,850.00								
								1,850.00							
							CHECK TOTAL	1,850.00							
999996	JEFF BRAATZ		0000		INV	02/04/2026	431042								
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10000000 251300		GF	P&R DefRev		250.00								
								250.00							
							CHECK TOTAL	250.00							
999996	MEAGHAN VILCINS		0000		INV	02/05/2026	431110								
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10000000 251300		GF	P&R DefRev		45.00								
								45.00							
							CHECK TOTAL	45.00							
101363	FOREST RODMAN		0000		INV	01/15/2026	524 JAN26 UNI			7053					
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10552000 531450		Fire Prot	FP Uniform		250.00								
								250.00							
							CHECK TOTAL	250.00							
101365	CRAIG ROSSMAN		0000		INV	01/15/2026	563 JAN26 UNI			7052					
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10552000 531450		Fire Prot	FP Uniform		250.00								
								250.00							
							CHECK TOTAL	250.00							
100946	SHAWN SCHAFFER		0000		INV	01/15/2026	520 JAN26 UNI			7050					
	ACCOUNT DETAIL						LINE AMOUNT								
	1	10552000 531450		Fire Prot	FP Uniform		250.00								
								250.00							
							CHECK TOTAL	250.00							

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026
DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking								
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK	
100996	STRYKER SALES CORPORA	0000		INV	02/05/2026	9211097047		7199		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531070		Fire Prot	FP Med Exp		13.20				
						CHECK TOTAL	13.20			
							13.20			
101067	TRAFFIC & PARKING CON	0001		INV	01/29/2026	1816087				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10562000 552800		Highway	HWY Signal		4,267.00				
						CHECK TOTAL	4,267.00			
							4,267.00			
100555	JULIE ANNE THOMPSON	0000		INV	02/05/2026	12/23/25.1		7198		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 531490		Recreation	RC Prg S&E		192.50				
						CHECK TOTAL	192.50			
							192.50			
101049	TIME CLOCK PLUS LLC	0001		INV	01/14/2026	INV00457313				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10522000 531300		Info Tech	IT Maint		3,847.20				
	2 50640000 531905		Cust Act	GE Misc		1,923.60				
	3 60730000 531300		Cust Acct	IT Maint		1,923.60				
						CHECK TOTAL	7,694.40			
							7,694.40			
100533	JOBY TIPPEL	0000		INV	01/15/2026	526 JAN26 UNI		7049		
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10552000 531450		Fire Prot	FP Uniform		250.00				
						CHECK TOTAL	250.00			
							250.00			
101286	VERMONT SYSTEMS INC	0001		INV	12/31/2025	VS019183				
	ACCOUNT DETAIL					LINE AMOUNT				
	1 10591000 552200		Recreation	RC M&R Eqp		18,695.31				
						CHECK TOTAL	18,695.31			
							18,695.31			

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Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: 26.01.07 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000		US Bank - General Checking							
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
101510	JOSEPHINE WARD	0000		INV	01/15/2026	9004 JAN26 UNI		7048	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
						CHECK TOTAL	250.00		
							250.00		
101630	SEAN WILLIAMS	0000		INV	01/15/2026	9068 JAN26 UNI		7046	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
						CHECK TOTAL	250.00		
							250.00		
101220	WM CORPORATE SERVICES	0001		INV	02/01/2026	7219868-2275-8			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 542300		Highway	SldWst Con		63,186.10			
	2 10565000 542200		Recycling	RE Crb PkU		29,488.63			
						CHECK TOTAL	92,674.73		
							92,674.73		
101222	EDWARD H WOLF & SONS	0000		INV	01/29/2026	478352			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10562000 531480		Highway	HWY Gas		13,393.63			
						CHECK TOTAL	13,393.63		
							13,393.63		
100528	JJ WOLF	0000		INV	01/15/2026	698 JAN26 UNI		7047	
	ACCOUNT DETAIL					LINE AMOUNT			
	1 10552000 531450		Fire Prot	FP Uniform		250.00			
						CHECK TOTAL	250.00		
							250.00		
101372	TIM ZIMMERMAN	0000		INV	02/05/2026	REQ010626			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 60720000 531970		Maint	SM M&EPInt		125.00			
						CHECK TOTAL	125.00		
							125.00		
51	INVOICES		WARRANT TOTAL			214,828.69	214,828.69		

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Village of Germantown, WI - PRODUCTION



Check Run Check Run Summary

CHECK RUN: 26.01.07 01/07/2026
DUE DATE: 01/07/2026

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
10	10000000	General Fund	10 -000-000-000-0000-000-251300-	Park & Recreation Def 295.00
10	10522000	Information Technolog	10 -000-520-522-0000-000-531300-	IT Maintenance 3,847.20 -13,979.65
10	10543000	Detective	10 -000-540-543-0000-000-531610-	DT Investigative Supp 141.00 2,143.62
10	10551000	Fire Administration	10 -000-550-551-0000-000-531000-	Fire Admin Gen Sup & 7.69 243,091.04
10	10551000	Fire Administration	10 -000-550-551-0000-000-541000-	Fire Admin Contracted 9,228.76 243,091.04
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531070-	FP Medical Sup & Exp 285.93 -67,459.26
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-531450-	FP Uniforms 3,750.00 -67,459.26
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552200-	FP Maint & Repair Eqp 360.00 -67,459.26
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-552700-	FP Maint & Repair Veh 3.57 -67,459.26
10	10552000	Fire Protection Servi	10 -000-550-552-0000-000-571000-	FP Insurance & Bonds 1,850.00 -67,459.26
10	10562000	Highway	10 -000-560-562-0000-000-531000-	HWY Gen Supplies & Ex 67.36 112,227.10
10	10562000	Highway	10 -000-560-562-0000-000-531450-	HWY Uniforms 125.00 112,227.10
10	10562000	Highway	10 -000-560-562-0000-000-531480-	HWY Gas & Oil 13,518.63 112,227.10
10	10562000	Highway	10 -000-560-562-0000-000-542300-	Solid Waste Contract 63,186.10 112,227.10
10	10562000	Highway	10 -000-560-562-0000-000-552200-	HWY Maint & Repair - 45.01 112,227.10
10	10562000	Highway	10 -000-560-562-0000-000-552800-	HWY Maint & Repair - 4,267.00 112,227.10
10	10563000	Buildings & Grounds	10 -000-560-563-0000-000-531040-	BG Custodial Supplies 88.85 44,262.21
10	10564000	Parks	10 -000-560-564-0000-000-531000-	Parks General Supplie 67.35 81,774.86
10	10564000	Parks	10 -000-560-564-0000-000-552200-	Parks Maint & Repair 235.52 81,774.86
10	10565000	Recycling	10 -000-560-565-0000-000-532700-	Recycling Material Ex 6,850.00 -34,563.62
10	10565000	Recycling	10 -000-560-565-0000-000-542200-	Recycling Curbside Pi 29,488.63 -34,563.62
10	10591000	Recreation	10 -000-590-591-0000-000-531490-	Recreation Program Su 192.50 23,747.57
10	10591000	Recreation	10 -000-590-591-0000-000-552200-	Recreation Maint & Re 18,695.31 23,747.57
10	10592000	Senior Center	10 -000-590-592-0000-000-531500-	Senior Program Expens 355.29 7,375.15
			FUND TOTAL	156,951.70
50	50000000	Water Utility	50 -000-000-000-0000-000-182090-	Wells 396.00
50	50000000	Water Utility	50 -000-000-000-0000-000-182130-	Other Power Prod Equi 42,838.43
50	50000000	Water Utility	50 -000-000-000-0000-000-182680-	Power Operated Equipm 2,407.75
50	50611000	Source of Supply Oper	50 -000-600-611-0000-000-582800-	SoS OP Misc. Expense 7,982.90 -18,913.91
50	50631000	Water Treatment Opera	50 -000-600-631-0000-000-531000-	WaterT OP Gen Supplie 145.00 -11,874.25
50	50640000	Customer Accounts Exp	50 -000-600-640-0000-000-531900-	Cust. Supplies Record 67.35 5,547.52
50	50640000	Customer Accounts Exp	50 -000-600-640-0000-000-531905-	GE Miscellaneous Expe 1,923.60 0.00
			FUND TOTAL	55,761.03
60	60720000	Maintenance	60 -000-700-720-0000-000-531970-	Sewer MNT General Pla 125.00 1,156.36
60	60730000	Customer Accounting	60 -000-700-730-0000-000-531300-	Sewer Cust IT Mainte 1,923.60 966.91
60	60740000	Sewer Administration	60 -000-700-740-0000-000-541000-	Sewer Admin Contracte 67.36 111,253.15
Report generated: 01/07/2026 14:27:22				Page 9
User: Jennifer Rozek (Jrozek)				
Program ID: apwarnt				

Village of Germantown, WI - PRODUCTION

Check Run



	FUND TOTAL	2,115.96
	WARRANT SUMMARY TOTAL	214,828.69
	GRAND TOTAL	214,828.69

Village of Germantown, WI - PRODUCTION



Check Run

Detail Invoice List

CHECK RUN: TX010725 01/07/2026

DUE DATE: 01/07/2026

CASH ACCOUNT: 99000000 111000				US Bank - General Checking					
VENDOR		REMIT	PO	TYPE	DUE DATE	INVOICE	AMOUNT	VOUCHER	CHECK
999997	JEFFREY R JOHNSTON	0000		INV	01/25/2026	487546			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 80000000 296200		Tax Agency	TxRefund		15.75			
							15.75		
						CHECK TOTAL	15.75		
999997	NICHOLAS R BECKER	0000		INV	01/25/2026	487905			
	ACCOUNT DETAIL					LINE AMOUNT			
	1 80000000 296200		Tax Agency	TxRefund		952.26			
							952.26		
						CHECK TOTAL	952.26		
2	INVOICES		WARRANT TOTAL			968.01	968.01		

Village of Germantown, WI - PRODUCTION



Check Run
Check Run Summary

CHECK RUN: TX010725 01/07/2026
DUE DATE: 01/07/2026

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
80	80000000 Tax Collection Agency	80 -000-000-000-0000-000-296200-	Tax Refunds Payable	968.01
			FUND TOTAL	968.01
			WARRANT SUMMARY TOTAL	968.01
			GRAND TOTAL	968.01

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND REV

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10 General Fund								
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	-82,485.89	.00	-22,514.11	78.6%	
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	-640,000.00	.00	.00	100.0%	
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	-4,837.58	.00	-13,162.42	26.9%	
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	-13,989,110.20	.00	-155,727.80	98.9%	
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%	
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%	
10522000 433200 IT Grants	0	-18,228	-18,228	.00	.00	-18,228.00	.0%	
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%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND REV

FOR 2025 12			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
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	-74,849	-82,325	-74,848.52	.00	-7,476.00	90.9%
10551000	432700	County Grants -	0	-177,000	-177,000	-177,000.00	.00	.00	100.0%
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%
10565000	432300	State Aid - Rec	-24,000	0	-24,000	-23,941.88	.00	-58.12	99.8%
10570000	432600	County Library	-339,000	0	-339,000	-328,246.53	.00	-10,753.47	96.8%
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			-4,015,091	-277,997	-4,293,088	-4,308,657.31	.00	15,569.79	100.4%
44 Licenses&Permits									
10500000	443800	Franchise Fees	-215,000	0	-215,000	-125,854.48	.00	-89,145.52	58.5%
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	-13,970.00	.00	5,270.00	160.6%
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	-4,992.39	.00	-1,007.61	83.2%
10531000	441900	Other Licenses	-3,000	0	-3,000	-5,877.48	.00	2,877.48	195.9%
10533000	442800	Appraisal Inspe	-15,000	0	-15,000	-14,295.14	.00	-704.86	95.3%
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	-4,227.77	.00	1,727.77	169.1%
10551000	442300	Sprinkler Syste	-5,000	0	-5,000	-250.00	.00	-4,750.00	5.0%
10561000	443500	Stormwater Perm	-280	0	-280	-1,750.00	.00	1,470.00	625.0%
10581000	442000	Building Permit	-400,000	0	-400,000	-531,895.70	.00	131,895.70	133.0%
10581000	442100	Electrical Perm	-45,000	0	-45,000	-84,098.25	.00	39,098.25	186.9%
10581000	442200	Plumbing Permit	-40,000	0	-40,000	-58,330.48	.00	18,330.48	145.8%
10581000	442400	Erosion Control	-24,000	0	-24,000	-16,823.42	.00	-7,176.58	70.1%
10581000	442500	Commercial Plan	-30,000	0	-30,000	-65,034.00	.00	35,034.00	216.8%
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	-6,389.04	.00	-1,210.96	84.1%
10582000	442900	License Publica	0	0	0	.00	.00	.00	.0%
10582000	443000	Zoning Fees	-42,500	0	-42,500	-53,875.68	.00	11,375.68	126.8%
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%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND REV

FOR 2025 12									
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
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%
10591000	441800	Farmers Market	-1,500	0	-1,500	-2,625.00	.00	1,125.00	175.0%
TOTAL Licenses&Permits			-923,280	0	-923,280	-1,082,427.17	.00	159,147.17	117.2%
45 Fines, Forfeits									
10541000	451000	Court Penalties	-136,000	0	-136,000	-96,007.78	.00	-39,992.22	70.6%
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	-4,834.94	.00	-7,165.06	40.3%
TOTAL Fines, Forfeits			-155,500	0	-155,500	-103,402.72	.00	-52,097.28	66.5%
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%
10531000	461000	Assessment Lett	-18,000	0	-18,000	-20,529.73	.00	2,529.73	114.1%
10531000	461300	Election Revenu	0	0	0	-1,720.47	.00	1,720.47	100.0%
10541000	461500	Police Investig	-1,800	0	-1,800	-4,466.61	.00	2,666.61	248.1%
10541000	461600	Tower Rental	-67,500	0	-67,500	-75,566.67	.00	8,066.67	112.0%
10551000	461700	Ambulance Fees	-871,838	0	-871,838	-718,222.47	.00	-153,615.53	82.4%
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%
10561000	462100	Engineering Fee	-50,000	0	-50,000	-53,460.50	.00	3,460.50	106.9%
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%
10562000	462200	Highway Departm	-30,000	0	-30,000	-81,037.27	.00	51,037.27	270.1%
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	-1,350.00	.00	-650.00	67.5%
10565000	462800	Recycle Center	0	0	0	.00	.00	.00	.0%
10570000	462900	Library Fines &	-10,000	0	-10,000	-15,374.29	.00	5,374.29	153.7%
10570000	463000	Library System	0	0	0	.00	.00	.00	.0%
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	-1,177,143.42	.00	62,143.42	105.6%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND REV

FOR 2025 12									
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
10591000	463400	Advertising	-1,000	0	-1,000	.00	.00	-1,000.00	.0%
10591000	463500	Recreation Faci	-78,000	0	-78,000	-91,411.56	.00	13,411.56	117.2%
10591000	463800	Credit Card	-20,000	0	-20,000	-705.00	.00	-19,295.00	3.5%
10592000	463600	Senior Center F	-9,000	0	-9,000	-12,482.58	.00	3,482.58	138.7%
10592000	463700	Senior Center R	-9,000	0	-9,000	-10,907.33	.00	1,907.33	121.2%
10592000	463900	Senior Center T	-15,000	0	-15,000	-12,017.05	.00	-2,982.95	80.1%
TOTAL PublicChargeforSrvcs			-2,431,788	0	-2,431,788	-2,373,219.34	.00	-58,568.66	97.6%
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	-1,269.24	.00	-530.76	70.5%
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	-120,017.18	.00	112,017.18	1500.2%
10510000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
10531000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
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%
10533000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
10541000	471100	Interest on Inv	0	0	0	-13.64	.00	13.64	100.0%
10541000	471700	Police Donation	0	-7,600	-7,600	-12,610.00	.00	5,010.00	165.9%
10541000	472500	Insurance Recov	0	-168,829	-168,829	-124,188.53	.00	-44,640.17	73.6%
10541000	475100	School Resource	-139,961	0	-139,961	-141,300.24	.00	1,339.24	101.0%
10551000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
10551000	471700	Fire Donations	0	0	0	-4,000.00	.00	4,000.00	100.0%
10551000	472700	Misc. Revenues	-10,000	0	-10,000	-23,891.21	.00	13,891.21	238.9%
10561000	471100	Interest on Inv	0	0	0	-.37	.00	.37	100.0%
10562000	471100	Interest on Inv	0	0	0	-11.37	.00	11.37	100.0%
10565000	471100	Interest on Inv	0	0	0	-2.49	.00	2.49	100.0%
10565000	471500	Recycling Mater	-1,745	0	-1,745	-2,950.40	.00	1,205.40	169.1%
10565000	471600	woodchips & Mul	0	0	0	-745.00	.00	745.00	100.0%
10570000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
10570000	471700	Library Donatio	0	-93,207	-93,207	-95,256.07	.00	2,048.65	102.2%
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%
10582000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND REV

FOR 2025 12									
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
10591000	471100	Interest on Inv	0	0	0	-.15	.00	.15	100.0%
10591000	471700	Recreation Dona	-35,000	-15,000	-50,000	-49,371.00	.00	-629.00	98.7%
10591000	471800	MAP Donations	-42,000	-40,000	-82,000	-84,359.81	.00	2,359.81	102.9%
10592000	471100	Interest on Inv	0	0	0	.00	.00	.00	.0%
TOTAL Misc Revenues			-366,593	-324,636	-691,229	-907,086.42	.00	215,857.30	131.2%
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%
TOTAL General Fund			-22,067,090	-602,633	-22,669,723	-22,763,903.16	.00	94,180.52	100.4%
TOTAL REVENUES			-22,067,090	-602,633	-22,669,723	-22,763,903.16	.00	94,180.52	
GRAND TOTAL			-22,067,090	-602,633	-22,669,723	-22,763,903.16	.00	94,180.52	100.4%
** END OF REPORT - Generated by Matthew Uselding **									

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10 General Fund								
10500000 Non-Departmental								
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	3,530.41	.00	-3,030.41	706.1%	
10500000 531030 Non-D Postage	500	0	500	-.69	.00	500.69	-.1%	
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	4,987.22	.00	-1,637.22	148.9%	
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	111,940.51	.00	-51,940.51	186.6%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10500000 561400 Non-D Telephone	3,000	0	3,000	8,652.70	.00	-5,652.70	288.4%	
TOTAL Utilities	63,000	0	63,000	120,593.21	.00	-57,593.21	191.4%	
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%	
TOTAL Other Expenses	0	0	0	124,769.96	.00	-124,769.96	100.0%	
TOTAL Non-Departmental	-32,912	-366,072	-398,984	253,575.19	.00	-652,559.12	-63.6%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10510000 Village Board								
51 Salaries & wages								
10510000 511200 VB salaries	42,000	0	42,000	42,720.44	.00	-720.44	101.7%	
10510000 511600 VB Communicatio	0	0	0	4,013.93	.00	-4,013.93	100.0%	
TOTAL Salaries & Wages	42,000	0	42,000	46,734.37	.00	-4,734.37	111.3%	
52 Benefits								
10510000 521000 VB Social Secur	4,000	0	4,000	4,021.19	.00	-21.19	100.5%	
10510000 521100 State Retiremen	0	0	0	199.06	.00	-199.06	100.0%	
10510000 521200 Health Insuranc	0	0	0	507.27	.00	-507.27	100.0%	
10510000 521300 Dental Insuranc	0	0	0	21.05	.00	-21.05	100.0%	
TOTAL Benefits	4,000	0	4,000	4,748.57	.00	-748.57	118.7%	
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 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%	
54 Services								
10510000 541100 VB Legal Servic	60,000	0	60,000	162,342.05	.00	-102,342.05	270.6%	
TOTAL Services	60,000	0	60,000	162,342.05	.00	-102,342.05	270.6%	
55 Maintenance								
10510000 552200 VB Maint & Repa	100	0	100	.00	.00	100.00	.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
TOTAL Maintenance	100	0	100	.00	.00	100.00	.0%
56 Utilities							
10510000 561500 VB Communicatio	3,700	0	3,700	7,436.66	.00	-3,736.66	201.0%
TOTAL Utilities	3,700	0	3,700	7,436.66	.00	-3,736.66	201.0%
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%
TOTAL Village Board	136,853	0	136,853	243,393.01	.00	-106,540.01	177.8%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10521000 Administrator's Office								
51 Salaries & wages								
10521000 511000 Admin Regular s	119,077	3,572	122,649	118,276.12	.00	4,373.22	96.4%	
TOTAL Salaries & wages	119,077	3,572	122,649	118,276.12	.00	4,373.22	96.4%	
52 Benefits								
10521000 521000 Admin Social Se	9,110	273	9,383	8,422.16	.00	961.12	89.8%	
10521000 521100 Admin State Ret	8,275	248	8,523	7,982.16	.00	541.12	93.7%	
10521000 521200 Admin Health In	27,796	0	27,796	26,656.18	.00	1,139.82	95.9%	
10521000 521300 Admin Dental In	1,280	0	1,280	1,230.62	.00	49.38	96.1%	
10521000 521400 Admin Life Insu	400	0	400	416.67	.00	-16.67	104.2%	
TOTAL Benefits	46,861	522	47,383	44,707.79	.00	2,674.77	94.4%	
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 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	258.00	.00	242.00	51.6%	
TOTAL Operating Expenses	6,700	0	6,700	5,794.60	.00	905.40	86.5%	
55 Maintenance								
10521000 552200 Admin Maint & R	1,800	0	1,800	.00	.00	1,800.00	.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	6,643.26	.00	-5,443.26	553.6%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
TOTAL Utilities	1,200	0	1,200	6,643.26	.00	-5,443.26	553.6%	
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%	
TOTAL Administrator's Office	177,343	4,094	181,437	177,571.63	.00	3,865.27	97.9%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10522000 Information Technology								
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	14,562.54	1,437.46	.00	100.0%	
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	206,978.57	15,319.15	-14,997.72	107.2%	
TOTAL Operating Expenses	225,250	19,300	244,550	236,919.59	17,240.63	-9,610.22	103.9%	
55 Maintenance								
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	20,535.72	239.92	-4,775.64	129.8%	
TOTAL Utilities	16,000	0	16,000	20,535.72	239.92	-4,775.64	129.8%	
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%	
TOTAL Information Technology	242,264	19,300	261,564	258,338.10	17,480.55	-14,254.65	105.4%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
51 Salaries & Wages								
10531000 511000 Clerk Regular S	168,502	5,055	173,557	174,379.16	.00	-822.07	100.5%	
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	1,746.71	.00	-1,746.71	100.0%	
TOTAL Salaries & Wages	203,502	6,105	209,607	193,194.99	.00	16,412.10	92.2%	
52 Benefits								
10531000 521000 Clerk Social Se	12,890	467	13,357	13,218.13	.00	138.91	99.0%	
10531000 521100 Clerk State Ret	11,710	351	12,061	12,229.01	.00	-167.68	101.4%	
10531000 521200 Clerk Health In	29,785	0	29,785	38,675.38	.00	-8,890.38	129.8%	
10531000 521300 Clerk Dental In	2,373	0	2,373	2,372.88	.00	.12	100.0%	
10531000 521400 Clerk Life Insu	600	0	600	297.81	.00	302.19	49.6%	
TOTAL Benefits	57,358	818	58,176	66,793.21	.00	-8,616.84	114.8%	
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 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 531650 Clerk Election	10,000	0	10,000	7,741.00	.00	2,259.00	77.4%	
TOTAL Operating Expenses	28,500	0	28,500	16,409.53	.00	12,090.47	57.6%	
55 Maintenance								
10531000 552200 Clerk Maint & R	2,000	0	2,000	.00	.00	2,000.00	.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
TOTAL Maintenance	2,000	0	2,000	.00	.00	2,000.00	.0%	
56 Utilities								
10531000 561400 Clerk Telephone	0	0	0	300.34	.00	-300.34	100.0%	
TOTAL Utilities	0	0	0	300.34	.00	-300.34	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%	
TOTAL Clerk's Office	295,315	6,923	302,238	279,155.93	.00	23,082.53	92.4%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10532000 Treasurer's Office								
51 Salaries & wages								
10532000 511000 Treasurer Reg S	155,003	4,650	159,653	164,842.38	.00	-5,189.28	103.3%	
10532000 511600 Treasurer Overt	0	0	0	10,891.88	.00	-10,891.88	100.0%	
TOTAL Salaries & Wages	155,003	4,650	159,653	175,734.26	.00	-16,081.16	110.1%	
52 Benefits								
10532000 521000 Treasurer Socia	11,857	355	12,212	13,023.92	.00	-811.59	106.6%	
10532000 521100 Treasurer State	10,772	323	11,095	12,207.58	.00	-1,112.40	110.0%	
10532000 521200 Treasurer Healt	29,903	0	29,903	27,177.46	.00	2,725.54	90.9%	
10532000 521300 Treasurer Denta	2,069	0	2,069	1,276.49	.00	792.51	61.7%	
10532000 521400 Treasurer Life	600	0	600	602.67	.00	-2.67	100.4%	
TOTAL Benefits	55,201	679	55,880	54,288.12	.00	1,591.39	97.2%	
53 Operating Expenses								
10532000 531000 Treasurer Gen S	2,000	0	2,000	1,064.28	.00	935.72	53.2%	
10532000 531010 Treasurer Offic	1,150	0	1,150	325.63	.00	824.37	28.3%	
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	1,428.65	.00	1,071.35	57.1%	
10532000 531240 Treasurer Trave	1,375	0	1,375	421.50	.00	953.50	30.7%	
TOTAL Operating Expenses	9,525	0	9,525	4,613.03	.00	4,911.97	48.4%	
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%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
TOTAL Other Expenses	900	0	900	.00	.00	900.00	.0%	
TOTAL Treasurer's Office	250,704	5,329	256,033	260,813.08	.00	-4,780.47	101.9%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10533000 Assessor								
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%	
54 Services								
10533000 541000 Assessor Contra	87,000	0	87,000	85,230.87	.00	1,769.13	98.0%	
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	105,296	0	105,296	109,296.00	.00	-4,000.00	103.8%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
51 Salaries & Wages								
10541000 511000 PD Regular Sala	1,600,041	48,001	1,648,042	1,622,886.10	.00	25,156.13	98.5%	
10541000 511200 PD Police & Fir	3,000	0	3,000	.00	.00	3,000.00	.0%	
10541000 511600 PD Overtime	0	0	0	80,819.22	.00	-80,819.22	100.0%	
TOTAL Salaries & Wages	1,603,041	48,001	1,651,042	1,703,705.32	.00	-52,663.09	103.2%	
52 Benefits								
10541000 521000 PD Social Secur	122,632	3,672	126,304	122,517.66	.00	3,786.43	97.0%	
10541000 521100 PD State Retire	206,055	6,182	212,237	219,683.56	.00	-7,446.88	103.5%	
10541000 521200 PD Health Insur	302,235	0	302,235	288,896.05	.00	13,338.95	95.6%	
10541000 521300 PD Dental Insur	15,882	0	15,882	14,489.16	.00	1,392.84	91.2%	
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	648,930.20	.00	13,727.57	97.9%	
53 Operating Expenses								
10541000 531000 PD General Supp	7,500	7,600	15,100	15,739.06	.00	-639.06	104.2%	
10541000 531010 PD Office Suppl	8,000	0	8,000	5,859.72	.00	2,140.28	73.2%	
10541000 531020 PD Copy Machine	6,000	0	6,000	5,612.04	.00	387.96	93.5%	
10541000 531030 PD Postage	2,500	0	2,500	1,969.89	.00	530.11	78.8%	
10541000 531070 PD Medical Supp	4,000	0	4,000	4,000.37	.00	-.37	100.0%	
10541000 531080 PD Training	35,000	7,920	42,920	42,088.50	.00	831.50	98.1%	
10541000 531240 PD Travel	8,000	0	8,000	17,457.51	.00	-9,457.51	218.2%	
10541000 531300 PD IT Maintenanc	74,000	0	74,000	74,144.21	.00	-144.21	100.2%	
10541000 531450 PD Uniforms	42,000	0	42,000	37,690.42	.00	4,309.58	89.7%	
10541000 531480 PD Gas & Oil	135,000	0	135,000	94,572.22	.00	40,427.78	70.1%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10541000 531630 PD Animal Pound	3,000	0	3,000	1,994.10	.00	1,005.90	66.5%	
10541000 532070 PD Recruit Test	3,500	0	3,500	7,628.87	.00	-4,128.87	218.0%	
TOTAL Operating Expenses	328,500	15,520	344,020	308,756.91	.00	35,263.09	89.7%	
54 Services								
10541000 541300 PD Legal Counse	2,000	0	2,000	9,721.20	.00	-7,721.20	486.1%	
10541000 541400 PD Legal Fees-C	20,000	0	20,000	24,318.46	.00	-4,318.46	121.6%	
10541000 541500 PD Other Court	2,000	0	2,000	871.40	.00	1,128.60	43.6%	
10541000 541900 PD Outside Serv	0	0	0	9,033.50	.00	-9,033.50	100.0%	
10541000 543200 Chaplain Expens	0	0	0	4,920.00	.00	-4,920.00	100.0%	
TOTAL Services	24,000	0	24,000	48,864.56	.00	-24,864.56	203.6%	
55 Maintenance								
10541000 551000 PD Building & G	1,500	0	1,500	670.55	.00	829.45	44.7%	
10541000 552400 PD Maint & Repa	2,000	0	2,000	293.00	.00	1,707.00	14.7%	
10541000 552600 PD Radar Mainte	1,200	0	1,200	963.00	.00	237.00	80.3%	
10541000 552700 PD Maint & Repa	42,000	168,829	210,829	194,619.78	.00	16,208.92	92.3%	
TOTAL Maintenance	46,700	168,829	215,529	196,546.33	.00	18,982.37	91.2%	
56 Utilities								
10541000 561000 PD Building Uti	38,000	0	38,000	44,560.48	.00	-6,560.48	117.3%	
10541000 561200 PD Water & Sewe	1,500	0	1,500	.00	.00	1,500.00	.0%	
10541000 561400 PD Telephone	6,681	0	6,681	6,887.87	.00	-206.87	103.1%	
10541000 561500 PD Communicatio	98,000	0	98,000	93,594.35	.00	4,405.65	95.5%	
TOTAL Utilities	144,181	0	144,181	145,042.70	.00	-861.70	100.6%	
57 Fixed Charges								
10541000 571000 PD Insurance &	133,208	0	133,208	191,412.57	.00	-58,204.57	143.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
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	59,179.71	.00	2,820.29	95.5%
TOTAL Capital Outlay	62,000	0	62,000	59,179.71	.00	2,820.29	95.5%
TOTAL Police Administration	2,994,434	242,204	3,236,638	3,302,453.09	.00	-65,815.39	102.0%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10542000 Patrol								
51 Salaries & wages								
10542000 511000 PT Regular Sala	2,315,872	69,476	2,385,348	1,987,630.72	.00	397,717.44	83.3%	
10542000 511600 PT Overtime	190,000	0	190,000	186,879.19	.00	3,120.81	98.4%	
TOTAL Salaries & Wages	2,505,872	69,476	2,575,348	2,174,509.91	.00	400,838.25	84.4%	
52 Benefits								
10542000 521000 PT Social Secur	193,993	5,315	199,308	158,697.47	.00	40,610.46	79.6%	
10542000 521100 PT State Retire	379,112	10,395	389,507	317,296.08	.00	72,210.97	81.5%	
10542000 521200 PT Health Insur	494,238	0	494,238	339,455.88	.00	154,782.12	68.7%	
10542000 521300 PT Dental Insur	21,009	0	21,009	15,447.09	.00	5,561.91	73.5%	
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	832,089.87	.00	272,702.11	75.3%	
53 Operating Expenses								
10542000 531560 PT Protective S	7,000	0	7,000	6,987.49	.00	12.51	99.8%	
TOTAL Operating Expenses	7,000	0	7,000	6,987.49	.00	12.51	99.8%	
TOTAL Patrol	3,601,954	85,186	3,687,140	3,013,587.27	.00	673,552.87	81.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10543000 Detective								
51 Salaries & wages								
10543000 511000 DT Regular Sala	298,521	8,956	307,477	315,738.22	.00	-8,261.57	102.7%	
10543000 511600 DT Overtime	0	0	0	29,873.36	.00	-29,873.36	100.0%	
TOTAL Salaries & Wages	298,521	8,956	307,477	345,611.58	.00	-38,134.93	112.4%	
52 Benefits								
10543000 521000 DT Social Secur	22,836	685	23,521	25,632.92	.00	-2,111.81	109.0%	
10543000 521100 DT State Retire	44,628	1,339	45,967	51,876.31	.00	-5,909.44	112.9%	
10543000 521200 DT Health Insur	3,492	0	3,492	80,010.00	.00	-76,518.00	2291.2%	
10543000 521300 DT Dental Insur	5,339	0	5,339	3,492.72	.00	1,846.28	65.4%	
10543000 521400 DT Life Insuran	170	0	170	419.96	.00	-249.96	247.0%	
TOTAL Benefits	76,465	2,024	78,489	161,431.91	.00	-82,942.93	205.7%	
53 Operating Expenses								
10543000 531580 DT Juvenile Sup	1,700	0	1,700	1,666.56	.00	33.44	98.0%	
10543000 531600 DT Crime Preven	3,000	0	3,000	2,920.82	.00	79.18	97.4%	
10543000 531610 DT Investigativ	7,000	0	7,000	6,216.44	1.00	782.56	88.8%	
TOTAL Operating Expenses	11,700	0	11,700	10,803.82	1.00	895.18	92.3%	
TOTAL Detective	386,686	10,980	397,666	517,847.31	1.00	-120,182.68	130.2%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
TOTAL Dispatch	0	0	0	202,201.03	.00	-202,201.03	100.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10545000 Emergency Government								
51 Salaries & wages								
10545000 511000 EM Regular Sala	6,405	192	6,597	6,923.55	.00	-326.39	104.9%	
TOTAL Salaries & wages	6,405	192	6,597	6,923.55	.00	-326.39	104.9%	
52 Benefits								
10545000 521000 EM Social Secur	490	15	505	506.36	.00	-1.66	100.3%	
10545000 521100 EM State Retire	657	29	686	924.95	.00	-239.22	134.9%	
10545000 521200 EM Health Insur	1,333	0	1,333	1,109.48	.00	223.52	83.2%	
10545000 521300 EM Dental Insur	58	0	58	55.89	.00	2.11	96.4%	
10545000 521400 EM Life Insuran	40	0	40	14.76	.00	25.24	36.9%	
TOTAL Benefits	2,578	43	2,621	2,611.44	.00	9.99	99.6%	
53 Operating Expenses								
10545000 531010 EM Office Suppl	100	0	100	78,011.80	.00	-77,911.80*****%		
10545000 531300 EM IT Maintenanc	657	0	657	.00	.00	657.00	.0%	
TOTAL Operating Expenses	757	0	757	78,011.80	.00	-77,254.80*****%		
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%	
57 Fixed Charges								
10545000 571000 EM Insurance &	823	0	823	1,074.94	.00	-251.94	130.6%	

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
TOTAL Fixed Charges	823	0	823	1,074.94	.00	-251.94	130.6%	
TOTAL Emergency Government	19,563	236	19,799	95,775.23	.00	-75,976.64	483.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10551000 Fire Administration								
10551000 5PCARD UNALLOCATED PCA	0	0	0	1,592.88	.00	-1,592.88	100.0%	
TOTAL UNDEFINED CHAR	0	0	0	1,592.88	.00	-1,592.88	100.0%	
51 Salaries & Wages								
10551000 511000 Fire Admin Reg	447,836	13,435	461,271	454,507.39	.00	6,763.70	98.5%	
10551000 511600 Fire Admin Over	0	77,000	77,000	79,350.91	.00	-2,350.91	103.1%	
TOTAL Salaries & Wages	447,836	90,435	538,271	533,858.30	.00	4,412.79	99.2%	
52 Benefits								
10551000 521000 Fire Admin Soci	34,260	1,028	35,288	39,397.22	.00	-4,109.44	111.6%	
10551000 521100 Fire Admin Stat	62,928	1,889	64,817	75,460.25	.00	-10,642.76	116.4%	
10551000 521200 Fire Admin Heal	127,219	0	127,219	117,796.08	.00	9,422.92	92.6%	
10551000 521300 Fire Admin Dent	5,050	0	5,050	5,051.28	.00	-1.28	100.0%	
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	239,195.54	.00	-4,721.27	102.0%	
53 Operating Expenses								
10551000 531000 Fire Admin Gen	15,000	0	15,000	20,311.06	.00	-5,311.06	135.4%	
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	7,227.63	.00	-1,227.63	120.5%	
10551000 531030 Fire Admin Post	200	0	200	421.77	.00	-221.77	210.9%	
10551000 531260 Fire Admin Insp	4,000	0	4,000	2,723.53	.00	1,276.47	68.1%	
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	39,001.61	.00	-6,351.61	119.5%	
54 Services								
10551000 541000 Fire Admin Cont	20,000	5,819	25,819	39,065.72	.00	-13,246.35	151.3%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
TOTAL Services	20,000	5,819	25,819	39,065.72	.00	-13,246.35	151.3%	
56 Utilities								
10551000 561000 Fire Admin Buil	30,000	0	30,000	27,736.36	.00	2,263.64	92.5%	
10551000 561100 Fire Admin Hydr	537,400	0	537,400	537,400.00	.00	.00	100.0%	
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	29,936.09	.00	-11,936.09	166.3%	
TOTAL Utilities	588,900	0	588,900	595,072.45	.00	-6,172.45	101.0%	
TOTAL Fire Administration	1,320,943	99,172	1,420,115	1,447,786.50	.00	-27,671.77	101.9%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10552000 Fire Protection Services								
51 Salaries & wages								
10552000 511000 FP Regular Sala	1,685,128	50,554	1,735,682	1,449,890.15	.00	285,791.71	83.5%	
10552000 511100 FP Part Time Sa	171,200	4,800	176,000	128,286.81	.00	47,713.19	72.9%	
10552000 511600 FP Overtime	100,000	100,000	200,000	246,991.60	.00	-46,991.60	123.5%	
TOTAL Salaries & wages	1,956,328	155,354	2,111,682	1,825,168.56	.00	286,513.30	86.4%	
52 Benefits								
10552000 521000 FP Social Secur	154,922	4,235	159,157	135,424.35	.00	23,732.22	85.1%	
10552000 521100 FP State Retire	302,755	8,275	311,030	266,734.27	.00	44,296.13	85.8%	
10552000 521200 FP Health Insur	468,615	0	468,615	318,877.48	.00	149,737.52	68.0%	
10552000 521300 FP Dental Insur	22,549	0	22,549	14,232.10	.00	8,316.90	63.1%	
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	736,975.12	.00	225,375.85	76.6%	
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	53,310.61	.00	-1,310.61	102.5%	
10552000 531080 FP Fire & Rescu	15,000	0	15,000	23,280.81	.00	-8,280.81	155.2%	
10552000 531450 FP Uniforms	20,000	0	20,000	20,053.59	.00	-53.59	100.3%	
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	65,347.84	.00	-30,347.84	186.7%	
10552000 532200 FP State of WI	0	74,849	74,849	23,173.11	.00	51,675.41	31.0%	
10552000 532210 County EMS Gran	0	0	0	8,095.44	.00	-8,095.44	100.0%	
TOTAL Operating Expenses	141,150	76,199	217,349	224,874.54	.00	-7,526.02	103.5%	
55 Maintenance								
10552000 552200 FP Maint & Repa	30,000	0	30,000	47,926.25	.00	-17,926.25	159.8%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10552000 552700 FP Maint & Repa	70,000	0	70,000	58,664.56	.00	11,335.44	83.8%	
TOTAL Maintenance	100,000	0	100,000	106,590.81	.00	-6,590.81	106.6%	
56 Utilities								
10552000 561500 FP Communicatio	17,000	0	17,000	13,543.41	.00	3,456.59	79.7%	
TOTAL Utilities	17,000	0	17,000	13,543.41	.00	3,456.59	79.7%	
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	244,062	3,472,090	2,960,061.75	.00	512,028.60	85.3%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12									
			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
10561000 Engineering									
51 Salaries & wages									
10561000	511000	ENG Regular Sal	80,762	1,723	82,485	58,243.09	.00	24,241.65	70.6%
10561000	511600	ENG Overtime	2,860	0	2,860	258.96	.00	2,601.04	9.1%
TOTAL Salaries & wages			83,622	1,723	85,345	58,502.05	.00	26,842.69	68.5%
52 Benefits									
10561000	521000	ENG Social Secu	6,397	132	6,529	4,202.89	.00	2,325.90	64.4%
10561000	521100	ENG State Retir	5,587	113	5,700	3,845.58	.00	1,854.16	67.5%
10561000	521200	ENG Health Insu	15,608	0	15,608	12,524.27	.00	3,083.73	80.2%
10561000	521300	ENG Dental Insu	915	0	915	438.96	.00	476.04	48.0%
10561000	521400	ENG Life Insura	200	0	200	43.46	.00	156.54	21.7%
TOTAL Benefits			28,707	245	28,952	21,055.16	.00	7,896.37	72.7%
53 Operating Expenses									
10561000	531000	ENG Gen Supplie	4,000	0	4,000	3,499.54	.00	500.46	87.5%
10561000	531010	ENG Office Supp	1,500	0	1,500	722.31	.00	777.69	48.2%
10561000	531020	ENG Copy Machin	3,000	0	3,000	2,722.16	.00	277.84	90.7%
10561000	531030	ENG Postage	2,900	0	2,900	1,620.24	.00	1,279.76	55.9%
10561000	531080	ENG Professiona	5,000	0	5,000	2,195.09	.00	2,804.91	43.9%
10561000	531240	ENG Travel	1,500	0	1,500	300.00	.00	1,200.00	20.0%
10561000	531300	ENG IT Maintena	6,000	0	6,000	4,862.39	.00	1,137.61	81.0%
10561000	531480	ENG Gas & Oil	2,000	0	2,000	301.39	.00	1,698.61	15.1%
TOTAL Operating Expenses			25,900	0	25,900	16,223.12	.00	9,676.88	62.6%
54 Services									
10561000	541000	ENG Contracted	47,000	0	47,000	90,397.74	.00	-43,397.74	192.3%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10561000 541800 ENG Nr216 Dnr P	20,000	0	20,000	23,250.00	.00	-3,250.00	116.3%	
TOTAL Services	67,000	0	67,000	113,647.74	.00	-46,647.74	169.6%	
55 Maintenance								
10561000 552200 ENG Maint & Rep	2,000	0	2,000	2,937.35	162.65	-1,100.00	155.0%	
10561000 552700 ENG Maint & Rep	4,000	0	4,000	3,729.46	847.96	-577.42	114.4%	
TOTAL Maintenance	6,000	0	6,000	6,666.81	1,010.61	-1,677.42	128.0%	
56 Utilities								
10561000 561400 ENG Telephone	2,500	0	2,500	786.59	.00	1,713.41	31.5%	
TOTAL Utilities	2,500	0	2,500	786.59	.00	1,713.41	31.5%	
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	7,310.21	.00	7,689.79	48.7%	
TOTAL Capital Outlay	15,000	0	15,000	7,310.21	.00	7,689.79	48.7%	
TOTAL Engineering	239,685	1,967	241,652	237,543.94	1,010.61	3,097.72	98.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
51 Salaries & Wages								
10562000 511000 HWY Regular Sal	650,400	19,512	669,912	694,487.45	.00	-24,575.47	103.7%	
10562000 511100 HWY Part Time S	41,200	1,200	42,400	74,260.86	.00	-31,860.86	175.1%	
10562000 511600 HWY Overtime	25,000	0	25,000	21,666.75	.00	3,333.25	86.7%	
TOTAL Salaries & Wages	716,600	20,712	737,312	790,415.06	.00	-53,103.08	107.2%	
52 Benefits								
10562000 521000 HWY Social Secu	54,819	1,584	56,403	57,196.42	.00	-792.95	101.4%	
10562000 521100 HWY State Retir	46,707	1,432	48,139	50,447.21	.00	-2,307.72	104.8%	
10562000 521200 HWY Health Insu	208,445	0	208,445	181,063.10	.00	27,381.90	86.9%	
10562000 521300 HWY Dental Insu	7,657	0	7,657	7,970.66	.00	-313.66	104.1%	
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	298,335.66	.00	24,309.30	92.5%	
53 Operating Expenses								
10562000 531000 HWY Gen Supplie	8,000	0	8,000	3,301.39	36.98	4,661.63	41.7%	
10562000 531080 HWY Professiona	20,000	0	20,000	5,746.85	.00	14,253.15	28.7%	
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	45,106.58	.00	27,893.42	61.8%	
10562000 531360 HWY Mat& Supp S	260,000	0	260,000	236,125.91	8,845.90	15,028.19	94.2%	
10562000 531370 HWY Materials &	90,000	0	90,000	93,906.23	.00	-3,906.23	104.3%	
10562000 531380 HWY Materials &	8,000	0	8,000	228.65	.00	7,771.35	2.9%	
10562000 531390 HWY Sidewalk Re	5,000	0	5,000	.00	.00	5,000.00	.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10562000 531400 HWY Storm Water	17,000	0	17,000	13,080.00	.00	3,920.00	76.9%	
10562000 531420 HWY Garage & Sh	6,500	0	6,500	4,640.85	.00	1,859.15	71.4%	
10562000 531450 HWY Uniforms	8,000	0	8,000	8,296.18	.00	-296.18	103.7%	
10562000 531480 HWY Gas & Oil	125,000	0	125,000	109,029.61	.00	15,970.39	87.2%	
TOTAL Operating Expenses	956,500	6,237	962,737	866,417.62	10,579.22	85,739.93	91.1%	
54 Services								
10562000 541200 HWY Privatized	10,000	0	10,000	130.00	475.00	9,395.00	6.1%	
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	812,172.24	.00	-61,172.24	108.1%	
TOTAL Services	799,000	0	799,000	825,747.18	475.00	-27,222.18	103.4%	
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	164,932.65	.00	-19,932.65	113.7%	
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	14,727.89	.00	10,272.11	58.9%	
TOTAL Maintenance	180,000	0	180,000	179,885.35	.00	114.65	99.9%	
56 Utilities								
10562000 561300 HWY Street Ligh	185,000	0	185,000	123,356.03	.00	61,643.97	66.7%	
10562000 561400 HWY Telephone	2,500	0	2,500	1,462.56	.00	1,037.44	58.5%	
TOTAL Utilities	187,500	0	187,500	124,818.59	.00	62,681.41	66.6%	
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%	

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
59 Capital Outlay							
10562000 591000 HWY Misc. Equip	84,000	0	84,000	62,958.91	.00	21,041.09	75.0%
TOTAL Capital Outlay	84,000	0	84,000	62,958.91	.00	21,041.09	75.0%
TOTAL Highway	3,330,116	29,966	3,360,082	3,243,667.69	11,054.22	105,359.80	96.9%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10563000 Buildings & Grounds								
51 Salaries & wages								
10563000 511000 Regular Salarie	394,917	11,848	406,765	443,643.20	.00	-36,878.68	109.1%	
10563000 511100 BG Regular Sala	0	0	0	-9,806.09	.00	9,806.09	100.0%	
10563000 511600 BG Overtime	2,600	0	2,600	13,008.60	.00	-10,408.60	500.3%	
TOTAL Salaries & wages	397,517	11,848	409,365	446,845.71	.00	-37,481.19	109.2%	
52 Benefits								
10563000 521000 BG Social Secur	30,410	906	31,316	32,234.54	.00	-918.20	102.9%	
10563000 521100 BG State Retire	27,627	823	28,450	30,555.81	.00	-2,105.41	107.4%	
10563000 521200 BG Health Insur	117,552	0	117,552	115,060.35	.00	2,491.65	97.9%	
10563000 521300 BG Dental Insur	5,430	0	5,430	5,595.44	.00	-165.44	103.0%	
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	184,555.90	.00	192.84	99.9%	
53 Operating Expenses								
10563000 531000 BG General Supp	17,000	1,748	18,748	13,395.67	.00	5,352.33	71.5%	
10563000 531040 BG Custodial Su	33,000	0	33,000	33,429.55	.00	-429.55	101.3%	
TOTAL Operating Expenses	50,000	1,748	51,748	46,825.22	.00	4,922.78	90.5%	
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	19,059.05	627.00	873.95	95.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12			ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
10563000	551200	BG Maint & Repa	7,000	0	7,000	1,827.56	.00	5,172.44	26.1%
10563000	551300	BG Maint & Repa	20,000	1,560	21,560	14,271.67	4,078.00	3,210.33	85.1%
10563000	551400	BG Maint & Repa	16,000	0	16,000	10,487.53	.00	5,512.47	65.5%
10563000	551500	BG Maint & Repa	2,000	0	2,000	2,058.60	.00	-58.60	102.9%
10563000	551600	BG Maint & Repa	5,000	0	5,000	2,261.84	.00	2,738.16	45.2%
10563000	551700	BG Maint & Repa	7,000	0	7,000	8,818.93	1,579.00	-3,397.93	148.5%
10563000	551800	BG Maint & Repa	45,000	-5,000	40,000	29,332.44	2,300.00	8,367.56	79.1%
10563000	551810	B&G M&R Old DPW	0	5,000	5,000	3,561.00	.00	1,439.00	71.2%
10563000	551820	B&G M&R Additi	0	0	0	1,303.06	.00	-1,303.06	100.0%
10563000	551900	BG Maint & Repa	40,000	3,162	43,162	30,897.67	.00	12,264.49	71.6%
10563000	552000	BG Maint & Repa	14,000	0	14,000	7,432.99	10,060.00	-3,492.99	124.9%
10563000	552200	BG Maint & Repa	0	0	0	257.31	.00	-257.31	100.0%
TOTAL Maintenance			175,000	6,282	181,282	131,569.65	18,644.00	31,068.51	82.9%
56 Utilities									
10563000	561000	BG Utilities -	3,000	0	3,000	8,308.77	.00	-5,308.77	277.0%
10563000	561400	BG Telephone	0	0	0	1,000.00	.00	-1,000.00	100.0%
TOTAL Utilities			3,000	0	3,000	9,308.77	.00	-6,308.77	310.3%
57 Fixed Charges									
10563000	571000	BG Insurance &	11,930	0	11,930	12,361.72	.00	-431.72	103.6%
TOTAL Fixed Charges			11,930	0	11,930	12,361.72	.00	-431.72	103.6%
59 Capital Outlay									
10563000	591000	BG Misc. Equipm	0	7,740	7,740	7,740.00	.00	.00	100.0%
10563000	591400	BG Major Repair	5,000	0	5,000	.00	.00	5,000.00	.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%
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	1,026,703.86	18,644.00	43,465.56	96.0%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10564000 Parks								
51 Salaries & wages								
10564000 511000 Parks Regular S	394,917	11,848	406,765	433,837.11	.00	-27,072.59	106.7%	
10564000 511100 Parks PT Salari	85,000	2,550	87,550	16,009.54	.00	71,540.46	18.3%	
10564000 511600 Parks Overtime	7,700	0	7,700	13,008.60	.00	-5,308.60	168.9%	
TOTAL Salaries & wages	487,617	14,398	502,015	462,855.25	.00	39,159.27	92.2%	
52 Benefits								
10564000 521000 Parks Social Se	37,302	1,101	38,403	33,459.45	.00	4,943.96	87.1%	
10564000 521100 Parks State Ret	33,889	1,001	34,890	30,555.81	.00	4,333.82	87.6%	
10564000 521200 Parks Health In	117,552	0	117,552	115,060.35	.00	2,491.65	97.9%	
10564000 521300 Parks Dental In	5,430	0	5,430	5,595.44	.00	-165.44	103.0%	
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	185,780.81	.00	11,594.23	94.1%	
53 Operating Expenses								
10564000 531000 Parks General S	16,000	0	16,000	7,396.58	37.01	8,566.41	46.5%	
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	11,644.58	37.01	32,818.41	26.3%	
54 Services								
10564000 541000 Parks Contracte	13,000	0	13,000	8,815.88	1,131.00	3,053.12	76.5%	
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	17,727.27	100.00	5,172.73	77.5%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
10564000 551700 Maint & Repair	0	5,000	5,000	6,602.28	.00	-1,602.28	132.0%
10564000 551710 M&R Kinderberg	0	5,000	5,000	1,851.60	.00	3,148.40	37.0%
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	31,374.05	39,734.05	53,891.90	56.9%
10564000 552200 Parks Maint & R	28,000	0	28,000	38,189.19	.00	-10,189.19	136.4%
TOTAL Maintenance	190,000	0	190,000	96,100.39	39,834.05	54,065.56	71.5%
56 Utilities							
10564000 561000 Parks Building	30,000	0	30,000	32,132.81	.00	-2,132.81	107.1%
TOTAL Utilities	30,000	0	30,000	32,132.81	.00	-2,132.81	107.1%
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	849,615.03	41,002.06	139,170.47	86.5%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10565000 Recycling								
51 Salaries & wages								
10565000 511000 Recycling Reg S	46,658	1,400	48,058	48,079.59	.00	-21.85	100.0%	
10565000 511100 Recycling PT Sa	10,200	306	10,506	8,524.00	.00	1,982.00	81.1%	
10565000 511600 Recycling Overt	0	0	0	653.38	.00	-653.38	100.0%	
TOTAL Salaries & wages	56,858	1,706	58,564	57,256.97	.00	1,306.77	97.8%	
52 Benefits								
10565000 521000 Recycling Socia	4,350	130	4,480	3,640.92	.00	839.57	81.3%	
10565000 521100 Recycling State	3,951	119	4,070	3,378.24	.00	691.31	83.0%	
10565000 521200 Recycling Healt	11,655	0	11,655	11,888.64	.00	-233.64	102.0%	
10565000 521300 Recycling Denta	621	0	621	543.25	.00	77.75	87.5%	
10565000 521400 Recycling Life	105	0	105	59.65	.00	45.35	56.8%	
TOTAL Benefits	20,682	249	20,931	19,510.70	.00	1,420.34	93.2%	
53 Operating Expenses								
10565000 531000 Recycling Gen S	2,000	0	2,000	2,773.68	.00	-773.68	138.7%	
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	25,253.07	.00	8,546.93	74.7%	
TOTAL Operating Expenses	40,800	0	40,800	31,305.78	.00	9,494.22	76.7%	
54 Services								
10565000 542200 Recycling Curbs	338,100	0	338,100	380,729.85	.00	-42,629.85	112.6%	
TOTAL Services	338,100	0	338,100	380,729.85	.00	-42,629.85	112.6%	
55 Maintenance								
10565000 552200 Recycling Maint	500	0	500	2,154.13	.00	-1,654.13	430.8%	

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
TOTAL Maintenance	500	0	500	2,154.13	.00	-1,654.13	430.8%	
57 Fixed Charges								
10565000 571000 Recycling Insur	2,376	0	2,376	2,149.86	.00	226.14	90.5%	
TOTAL Fixed Charges	2,376	0	2,376	2,149.86	.00	226.14	90.5%	
TOTAL Recycling	459,316	1,955	461,271	493,107.29	.00	-31,836.51	106.9%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
51 Salaries & Wages								
10570000 511000 Library Reg Sal	286,998	8,918	295,916	305,443.12	.00	-9,527.12	103.2%	
10570000 511100 Library PT Sala	306,460	9,042	315,502	306,786.16	.00	8,715.84	97.2%	
10570000 511200 Library Board	1,200	0	1,200	808.00	.00	392.00	67.3%	
10570000 511600 Library Overtim	0	0	0	164.82	.00	-164.82	100.0%	
TOTAL Salaries & Wages	594,658	17,960	612,618	613,202.10	.00	-584.10	100.1%	
52 Benefits								
10570000 521000 Library Social	45,500	1,374	46,874	45,106.96	.00	1,767.04	96.2%	
10570000 521100 Library State R	39,984	619	40,603	37,645.83	.00	2,957.17	92.7%	
10570000 521200 Library Health	95,128	0	95,128	98,979.36	.00	-3,851.36	104.0%	
10570000 521300 Library Dental	5,050	0	5,050	6,659.13	.00	-1,609.13	131.9%	
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	189,743.78	.00	-488.78	100.3%	
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	5,021.30	.00	978.70	83.7%	
10570000 531080 Library Profess	2,000	2,000	4,000	3,329.83	.00	670.17	83.2%	
10570000 531100 Library Books	56,000	17,000	73,000	60,008.73	.00	12,991.27	82.2%	
10570000 531190 Marketing & Pro	5,000	0	5,000	4,934.75	.00	65.25	98.7%	
10570000 531240 Library Travel	1,000	0	1,000	916.44	.00	83.56	91.6%	
10570000 531430 Library Book Pr	10,000	0	10,000	9,912.92	.00	87.08	99.1%	
10570000 531440 Library Periodi	5,000	0	5,000	4,625.79	.00	374.21	92.5%	
10570000 531460 Library Audio V	20,000	5,000	25,000	25,000.00	.00	.00	100.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10570000 531470 Library Compute	22,139	0	22,139	23,207.53	.00	-1,068.53	104.8%	
10570000 531490 Library Program	20,000	31,000	51,000	51,095.58	.00	-95.58	100.2%	
TOTAL Operating Expenses	157,139	94,000	251,139	237,223.13	.00	13,915.87	94.5%	
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	66,034.28	.00	-1,034.28	101.6%	
10570000 561400 Library Telepho	4,000	0	4,000	1,841.38	.00	2,158.62	46.0%	
TOTAL Utilities	69,000	0	69,000	67,875.66	.00	1,124.34	98.4%	
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%	
TOTAL Library	1,039,379	113,953	1,153,332	1,139,635.39	.00	13,696.61	98.8%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10581000 Inspection and Permitting								
51 Salaries & wages								
10581000 511000 Inspection Reg	31,485	945	32,430	31,589.15	.00	840.40	97.4%	
10581000 511600 Inspection Over	0	0	0	34.80	.00	-34.80	100.0%	
TOTAL Salaries & Wages	31,485	945	32,430	31,623.95	.00	805.60	97.5%	
52 Benefits								
10581000 521000 Inspection Soci	2,408	72	2,480	2,328.19	.00	152.07	93.9%	
10581000 521100 Inspection Stat	2,188	66	2,254	2,197.86	.00	55.79	97.5%	
10581000 521200 Inspection Heal	6,000	0	6,000	5,808.03	.00	191.97	96.8%	
10581000 521300 Inspection Dent	261	0	261	262.04	.00	-1.04	100.4%	
10581000 521400 Inspection Life	180	0	180	203.21	.00	-23.21	112.9%	
TOTAL Benefits	11,037	138	11,175	10,799.33	.00	375.58	96.6%	
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 531030 Inspection Post	250	0	250	132.14	.00	117.86	52.9%	
10581000 531210 Inspection Weig	5,250	0	5,250	5,250.00	.00	.00	100.0%	
10581000 531320 Inspection Buil	3,000	0	3,000	1,722.78	.00	1,277.22	57.4%	
10581000 531480 Inspection Gas	1,200	0	1,200	.00	.00	1,200.00	.0%	
TOTAL Operating Expenses	10,700	0	10,700	8,265.69	.00	2,434.31	77.2%	
54 Services								
10581000 541000 Inspection Cont	294,606	0	294,606	433,093.38	.00	-138,487.38	147.0%	
TOTAL Services	294,606	0	294,606	433,093.38	.00	-138,487.38	147.0%	
55 Maintenance								

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10581000 Inspection and Permitting								
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%	
57 Fixed Charges								
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%	
TOTAL Inspection and Permitting	358,168	1,082	359,250	496,144.07	.00	-136,893.61	138.1%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10582000 Planning and Zonning								
51 Salaries & wages								
10582000 511000 Planning Reg Sa	169,788	5,094	174,882	170,344.88	.00	4,536.78	97.4%	
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	171,559.31	.00	5,122.35	97.1%	
52 Benefits								
10582000 521000 Planning Social	12,989	390	13,379	12,685.36	.00	693.31	94.8%	
10582000 521100 Planning State	11,800	354	12,154	11,853.11	.00	300.90	97.5%	
10582000 521200 Planning Health	35,377	0	35,377	32,450.24	.00	2,926.76	91.7%	
10582000 521300 Planning Dental	1,542	0	1,542	1,541.56	.00	.44	100.0%	
10582000 521400 Planning Life I	800	0	800	805.34	.00	-5.34	100.7%	
TOTAL Benefits	62,508	744	63,252	59,335.61	.00	3,916.07	93.8%	
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	5,519.80	.00	-3,219.80	240.0%	
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	10,432.33	.00	-1,282.33	114.0%	
54 Services								
10582000 541000 Planning Contra	65,000	0	65,000	12,572.39	.00	52,427.61	19.3%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
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%	
TOTAL Planning and Zonning	311,724	5,837	317,561	257,618.52	.00	59,942.82	81.1%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10583000 Municipal Development								
53 Operating Expenses								
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	8,165.80	.00	5,734.20	58.7%	
TOTAL Operating Expenses	23,900	0	23,900	10,392.86	.00	13,507.14	43.5%	
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	150,016.31	.00	-68,116.31	183.2%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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%	
51 Salaries & Wages								
10591000 511000 Recreation Reg	285,854	8,576	294,430	292,069.67	.00	2,359.96	99.2%	
10591000 511100 Recreation PT S	430,000	12,285	442,285	413,775.68	.00	28,509.32	93.6%	
10591000 511200 Recreation Park	1,000	0	1,000	380.80	.00	619.20	38.1%	
10591000 511600 Recreation Over	0	0	0	-135.03	.00	135.03	100.0%	
TOTAL Salaries & Wages	716,854	20,861	737,715	706,091.12	.00	31,623.51	95.7%	
52 Benefits								
10591000 521000 Recreation Soci	55,602	1,596	57,198	54,806.27	.00	2,391.57	95.8%	
10591000 521100 Recreation Stat	34,138	1,450	35,588	31,601.22	.00	3,986.59	88.8%	
10591000 521200 Recreation Heal	70,111	0	70,111	89,607.39	.00	-19,496.39	127.8%	
10591000 521300 Recreation Dent	3,886	0	3,886	4,146.72	.00	-260.72	106.7%	
10591000 521400 Recreation Life	1,500	0	1,500	744.33	.00	755.67	49.6%	
TOTAL Benefits	165,237	3,046	168,283	180,905.93	.00	-12,623.28	107.5%	
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	1,733.60	.00	1,866.40	48.2%	
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	2,830.00	.00	-530.00	123.0%	
10591000 531090 Recreation Prin	10,000	0	10,000	9,963.00	.00	37.00	99.6%	
10591000 531240 Recreation Trav	2,000	0	2,000	1,963.09	.00	36.91	98.2%	
10591000 531480 Recreation Gas	700	0	700	.00	.00	700.00	.0%	
10591000 531490 Recreation Prog	182,000	0	182,000	190,444.47	100.00	-8,544.47	104.7%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
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	398,116.53	2,443.00	25,990.47	93.9%	
55 Maintenance								
10591000 552200 Recreation Main	8,000	15,000	23,000	18,878.12	.00	4,121.88	82.1%	
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	1,553.49	.00	2,446.51	38.8%	
TOTAL Utilities	4,000	0	4,000	1,553.49	.00	2,446.51	38.8%	
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%	
TOTAL Recreation	1,323,151	78,906	1,402,057	1,355,404.86	2,443.00	44,209.42	96.8%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10592000 Senior Center								
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	31,552.47	.00	-11,501.47	157.4%	
10592000 511600 Senior Overtime	0	0	0	78.75	.00	-78.75	100.0%	
TOTAL Salaries & wages	65,543	1,726	67,269	68,757.49	.00	-1,488.18	102.2%	
52 Benefits								
10592000 521000 Senior Social S	4,402	132	4,534	3,470.12	.00	1,063.93	76.5%	
10592000 521100 Senior State Re	3,186	96	3,282	1,624.70	.00	1,656.88	49.5%	
10592000 521300 Senior Dental I	394	0	394	216.85	.00	177.15	55.0%	
10592000 521400 Senior Life Ins	390	0	390	.00	.00	390.00	.0%	
TOTAL Benefits	8,372	228	8,600	5,311.67	.00	3,287.96	61.8%	
53 Operating Expenses								
10592000 531000 Senior General	1,000	0	1,000	1,354.17	.00	-354.17	135.4%	
10592000 531010 Senior Office S	350	0	350	.00	.00	350.00	.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	9,842.66	.00	-1,842.66	123.0%	
10592000 531520 Senior Trips Ex	15,000	0	15,000	11,487.87	.00	3,512.13	76.6%	
TOTAL Operating Expenses	26,825	0	26,825	22,745.32	.00	4,079.68	84.8%	
55 Maintenance								
10592000 551000 Senior Building	0	0	0	62.18	.00	-62.18	100.0%	
10592000 552200 Senior Maint &	4,300	0	4,300	.00	.00	4,300.00	.0%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE GENERAL FUND EXP

FOR 2025 12								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED	
10592000 552700 Senior Maint &	1,000	0	1,000	717.75	.00	282.25	71.8%	
TOTAL Maintenance	5,300	0	5,300	779.93	.00	4,520.07	14.7%	
56 Utilities								
10592000 561000 Senior Building	15,145	0	15,145	12,004.81	.00	3,140.19	79.3%	
10592000 561400 Senior Telephon	1,000	0	1,000	4,362.19	.00	-3,362.19	436.2%	
TOTAL Utilities	16,145	0	16,145	16,367.00	.00	-222.00	101.4%	
57 Fixed Charges								
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%	
TOTAL Senior Center	124,426	1,954	126,380	116,111.27	.00	10,268.67	91.9%	
TOTAL General Fund	22,067,090	632,881	22,699,971	22,487,423.35	91,635.44	120,912.15	99.5%	
TOTAL EXPENSES	22,067,090	632,881	22,699,971	22,487,423.35	91,635.44	120,912.15		
GRAND TOTAL	22,067,090	632,881	22,699,971	22,487,423.35	91,635.44	120,912.15	99.5%	

** END OF REPORT - Generated by Matthew UseIding **

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
11 Property Maintenance	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
11000000 Property Maintenance Fund								
46 PublicChargeforSrvcs								
11000000 462700 Prop Rev	-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%
53 Operating Expenses								
11000000 532040 Prop Mnt	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%
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	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
15 Police Honor Guard	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
15540000 Honor Guard Administration								
47 Misc Revenues								
15540000 471700 Donations	-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%
53 Operating Expenses								
15540000 531000 Gen S&E	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



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
16 Recreation Fac.	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
16590000 Recreation Facility Fund Admin								
47 Misc Revenues								
16590000 474500 VlgFac Rev	-25,000	0	-25,000	-8,384.49		.00	-16,615.51	33.5%*
16590000 474700 Ath Club	-9,000	0	-9,000	-16,300.00		.00	7,300.00	181.1%
TOTAL Misc Revenues	-34,000	0	-34,000	-24,684.49		.00	-9,315.51	72.6%
53 Operating Expenses								
16590000 532000 FacFee Vil	11,000	0	11,000	.00		.00	11,000.00	.0%
16590000 532020 Ath Club	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	-18,409.49		350.00	4,059.49	129.0%
TOTAL Recreation Fac.	-14,000	0	-14,000	-18,409.49		350.00	4,059.49	129.0%
TOTAL REVENUES	-34,000	0	-34,000	-24,684.49		.00	-9,315.51	
TOTAL EXPENSES	20,000	0	20,000	6,275.00		350.00	13,375.00	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 17 Historic	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
17580000 Historic Preservation Admin								
51 Salaries & Wages								
17580000 511000 Reg S&W	600	0	600	.00	.00	600.00	.0%	
TOTAL Salaries & Wages	600	0	600	.00	.00	600.00	.0%	
52 Benefits								
17580000 521000 FICA	46	0	46	.00	.00	46.00	.0%	
TOTAL Benefits	46	0	46	.00	.00	46.00	.0%	
53 Operating Expenses								
17580000 531000 Gen S&E	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		

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
18 Police Canine	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
18540000 Police Canine Administration								
47 Misc Revenues								
18540000 471700 Donations	-500	0	-500	.00	.00		-500.00	.0%*
TOTAL Misc Revenues	-500	0	-500	.00	.00		-500.00	.0%
53 Operating Expenses								
18540000 531000 Gen S&E	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	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
21 Police Impact	APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ		BUDGET	USE/COL
21540000 Police Imact Fee Admin								
44 Licenses&Permits								
21540000 444000 PubSit Fee	-12,000	0	-12,000	-18,793.20	.00		6,793.20	156.6%
TOTAL Licenses&Permits	-12,000	0	-12,000	-18,793.20	.00		6,793.20	156.6%
47 Misc Revenues								
21540000 471000 Int Invest	-1,500	0	-1,500	-1,873.18	.00		373.18	124.9%
TOTAL Misc Revenues	-1,500	0	-1,500	-1,873.18	.00		373.18	124.9%
TOTAL Police Imact Fee Admin	-13,500	0	-13,500	-20,666.38	.00		7,166.38	153.1%
TOTAL Police Impact	-13,500	0	-13,500	-20,666.38	.00		7,166.38	153.1%
TOTAL REVENUES	-13,500	0	-13,500	-20,666.38	.00		7,166.38	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
22 Fire Impact	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
22550000 Fire Impact Fee Administration								
44 Licenses&Permits								
22550000 444000 PubSit Fee	-18,000	0	-18,000	-35,912.19		.00	17,912.19	199.5%
TOTAL Licenses&Permits	-18,000	0	-18,000	-35,912.19		.00	17,912.19	199.5%
47 Misc Revenues								
22550000 471000 Int Invest	-800	0	-800	-2,031.33		.00	1,231.33	253.9%
TOTAL Misc Revenues	-800	0	-800	-2,031.33		.00	1,231.33	253.9%
TOTAL Fire Impact Fee Administration	-18,800	0	-18,800	-37,943.52		.00	19,143.52	201.8%
TOTAL Fire Impact	-18,800	0	-18,800	-37,943.52		.00	19,143.52	201.8%
TOTAL REVENUES	-18,800	0	-18,800	-37,943.52		.00	19,143.52	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
23 Library Impact	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
23570000 Library Impact Fee Admin								
44 Licenses&Permits								
23570000 444000 PubSit Fee	-8,000	0	-8,000	-27,861.00		.00	19,861.00	348.3%
TOTAL Licenses&Permits	-8,000	0	-8,000	-27,861.00		.00	19,861.00	348.3%
47 Misc Revenues								
23570000 471000 Int Invest	-650	0	-650	-963.64		.00	313.64	148.3%
TOTAL Misc Revenues	-650	0	-650	-963.64		.00	313.64	148.3%
TOTAL Library Impact Fee Admin	-8,650	0	-8,650	-28,824.64		.00	20,174.64	333.2%
TOTAL Library Impact	-8,650	0	-8,650	-28,824.64		.00	20,174.64	333.2%
TOTAL REVENUES	-8,650	0	-8,650	-28,824.64		.00	20,174.64	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
24 Park & Rec Impact	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
24590000 Parks Impact Fee Admin								
44 Licenses&Permits								
24590000 444000 PubSit Fee	-28,000	0	-28,000	-52,026.00		.00	24,026.00	185.8%
TOTAL Licenses&Permits	-28,000	0	-28,000	-52,026.00		.00	24,026.00	185.8%
47 Misc Revenues								
24590000 471000 Int Invest	-2,000	0	-2,000	-2,548.31		.00	548.31	127.4%
TOTAL Misc Revenues	-2,000	0	-2,000	-2,548.31		.00	548.31	127.4%
TOTAL Parks Impact Fee Admin	-30,000	0	-30,000	-54,574.31		.00	24,574.31	181.9%
TOTAL Park & Rec Impact	-30,000	0	-30,000	-54,574.31		.00	24,574.31	181.9%
TOTAL REVENUES	-30,000	0	-30,000	-54,574.31		.00	24,574.31	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
25 Fire Explorers	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
25550000 Fire ExplorersImpact Fee Admin								
47 Misc Revenues								
25550000 471000 Int Invest	0	0	0	-4.17		.00	4.17	100.0%
25550000 471700 Donations	-2,000	0	-2,000	-638.00		.00	-1,362.00	31.9%*
TOTAL Misc Revenues	-2,000	0	-2,000	-642.17		.00	-1,357.83	32.1%
53 Operating Expenses								
25550000 531000 Gen S&E	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	1,541.60		.00	-1,541.60	100.0%
TOTAL Fire Explorers	0	0	0	1,541.60		.00	-1,541.60	100.0%
TOTAL REVENUES	-2,000	0	-2,000	-642.17		.00	-1,357.83	
TOTAL EXPENSES	2,000	0	2,000	2,183.77		.00	-183.77	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
28 Senior Van Replacement	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
28590000 Senior Replacement Van Admin								
46 PublicChargeforSrvcs								
28590000 461400 SnrVan Fee	-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%
TOTAL Senior Replacement Van Admin	-2,000	0	-2,000	-4,698.30		.00	2,698.30	234.9%
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



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
30 Debt Service	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
30300000 Debt Service Administration								
41 Taxes								
30300000 411000 Gen PropTX	-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 Rent	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 Int Invest	-3,800	0	-3,800	-6,111.67		.00	2,311.67	160.8%
TOTAL Misc Revenues	-3,800	0	-3,800	-6,111.67		.00	2,311.67	160.8%
48 Other Fin Sources								
30300000 481000 Prem Ins	0	0	0	-278,205.75		.00	278,205.75	100.0%
30300000 481100 Procds LTD	-397,685	0	-397,685	-485,135.80		.00	87,450.80	122.0%
TOTAL Other Fin Sources	-397,685	0	-397,685	-763,341.55		.00	365,656.55	191.9%
57 Fixed Charges								
30300000 571500 Debt Princ	3,530,000	0	3,530,000	3,530,000.00		.00	.00	100.0%
30300000 571600 Debt Int	1,690,950	0	1,690,950	1,690,469.44		.00	480.56	100.0%
30300000 571700 Dbt Issue	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	-547,045.72		.00	547,045.72	100.0%



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 30 Debt Service	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Debt Service	0	0	0	-547,045.72	.00	547,045.72	100.0%	
TOTAL REVENUES	-5,224,750	0	-5,224,750	-5,768,315.16	.00	543,565.16		
TOTAL EXPENSES	5,224,750	0	5,224,750	5,221,269.44	.00	3,480.56		

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40000000 Capital Fund								
43 Intergovern Revenue								
40000000 432500 SA Misc	0	0	0	-1,487,233.60	.00	1,487,233.60	100.0%	
40000000 433200 Oth Grant	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%	
47 Misc Revenues								
40000000 471000 Int Invest	-15,000	0	-15,000	-4,513.13	.00	-10,486.87	30.1%*	
40000000 472700 Misc Revs	0	0	0	-30,747.25	.00	30,747.25	100.0%	
TOTAL Misc Revenues	-15,000	0	-15,000	-35,260.38	.00	20,260.38	235.1%	
48 Other Fin Sources								
40000000 481000 Prem Ins	0	0	0	-33,834.80	.00	33,834.80	100.0%	
40000000 481300 GO Bond	-6,664,000	-500,000	-7,164,000	-12,224,864.20	.00	5,060,864.20	170.6%	
TOTAL Other Fin Sources	-6,664,000	-500,000	-7,164,000	-12,258,699.00	.00	5,094,699.00	171.1%	
57 Fixed Charges								
40000000 571700 Dbt Issue	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	-500,000	-7,097,000	-13,618,133.18	.00	6,521,133.18	191.9%	
40500000 Non-Departmental								
46 PublicChargeforSrvcs								
40500000 468000 AscensRent	0	0	0	-1,159.43	.00	1,159.43	100.0%	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL PublicChargeforSrvcs	0	0	0	-1,159.43	.00	1,159.43	100.0%	
47 Misc Revenues								
40500000 471000 Int Invest	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 InterFund	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%	
TOTAL Non-Departmental	0	0	0	-124,549.61	.00	124,549.61	100.0%	
40522000 Information Technology								
53 Operating Expenses								
40522000 531300 IT Maint	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%	
40541000 Police Administration								
59 Capital Outlay								
40541000 591000 Misc Equip	40,000	0	40,000	.00	.00	40,000.00	.0%	
40541000 592200 Vehicle	280,000	28,769	308,769	270,816.72	.00	37,951.91	87.7%	
40541000 592600 Video	15,000	0	15,000	.00	14,384.00	616.00	95.9%	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
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%	
40551000 Fire Administration								
53 Operating Expenses								
40551000 532200 Act 102	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%	
59 Capital Outlay								
40551000 592300 Bldg Imp	500,000	0	500,000	10,219.59	.00	489,780.41	2.0%	
TOTAL Capital Outlay	500,000	0	500,000	10,219.59	.00	489,780.41	2.0%	
TOTAL Fire Administration	500,000	0	500,000	7,504.99	.00	492,495.01	1.5%	
40561000 Engineering								
40561000 592710 DPW SPrep	0	0	0	1,527,159.06	23,375.54	-1,550,534.60	100.0%*	
40561000 593900 RCHFLD EXT	0	0	0	236.00	.00	-236.00	100.0%*	
TOTAL UNDEFINED CHAR	0	0	0	1,527,395.06	23,375.54	-1,550,770.60	100.0%	
53 Operating Expenses								
40561000 531340 Asphalt Pv	5,410,000	0	5,410,000	2,719,800.21	562,889.28	2,127,310.51	60.7%	
TOTAL Operating Expenses	5,410,000	0	5,410,000	2,719,800.21	562,889.28	2,127,310.51	60.7%	
54 Services								
40561000 541800 DNr Permit	75,000	0	75,000	.00	.00	75,000.00	.0%	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Services	75,000	0	75,000	.00	.00	75,000.00	.0%	
59 Capital Outlay								
40561000 593100 Flood Mit	0	0	0	.00	29,975.00	-29,975.00	100.0%*	
40561000 593300 MS4 Prog	25,000	0	25,000	4,550.00	.00	20,450.00	18.2%	
40561000 593400 Maple/Lann	0	0	0	347,108.76	.00	-347,108.76	100.0%*	
40561000 593800 HWY167	0	0	0	5,931.28	.00	-5,931.28	100.0%*	
TOTAL Capital Outlay	25,000	0	25,000	357,590.04	29,975.00	-362,565.04	1550.3%	
TOTAL Engineering	5,510,000	0	5,510,000	4,604,785.31	616,239.82	288,974.87	94.8%	
40562000 Highway								
53 Operating Expenses								
40562000 531340 Asphalt Pv	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 592100 Land Imp	30,000	0	30,000	29,250.00	.00	750.00	97.5%	
40562000 592200 Vehicle	295,000	68,562	363,562	302,014.29	79,238.88	-17,691.14	104.9%*	
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%	
40563000 Buildings & Grounds								
59 Capital Outlay								
40563000 591200 MR VlgHall	30,000	52,000	82,000	72,515.00	.00	9,485.00	88.4%	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
40563000 591400 MR Fire	22,000	0	22,000	.00	.00	22,000.00	.0%	
40563000 591800 MR Lib	88,000	0	88,000	88,000.00	.00	.00	100.0%	
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%	
40564000 Parks								
59 Capital Outlay								
40564000 592200 Vehicle	71,000	0	71,000	66,484.21	.00	4,515.79	93.6%	
40564000 592300 Bldg Imp	2,455	0	2,455	2,455.00	.00	.00	100.0%	
TOTAL Capital Outlay	73,455	0	73,455	68,939.21	.00	4,515.79	93.9%	
TOTAL Parks	73,455	0	73,455	68,939.21	.00	4,515.79	93.9%	
40582000 Planning and Zonning								
59 Capital Outlay								
40582000 594200 Pil/Meq RD	75,456	-44,050	31,406	136,165.25	.00	-104,759.11	433.6%*	
TOTAL Capital Outlay	75,456	-44,050	31,406	136,165.25	.00	-104,759.11	433.6%	
TOTAL Planning and Zonning	75,456	-44,050	31,406	136,165.25	.00	-104,759.11	433.6%	
40591000 Recreation								
59 Capital Outlay								
40591000 592100 Land Imp	83,000	0	83,000	70,115.90	.00	12,884.10	84.5%	
40591000 592300 Bldg Imp	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%	



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 40 Capital		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
TOTAL Capital		994,416	-681,359	313,057	-7,926,206.89	709,862.70	7,529,401.24	-2305.1%
	TOTAL REVENUES	-6,679,000	-500,000	-7,179,000	-13,924,967.59	.00	6,745,967.59	
	TOTAL EXPENSES	7,673,416	-181,359	7,492,057	5,998,760.70	709,862.70	783,433.65	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
41 Library Capital	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
41570000 Library Capital Admin								
43 Intergovern Revenue								
41570000 433100 Lib Cap	-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 Int Invest	-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%
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	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45406410 Project Administration								
41 Taxes								
45406410 411800 Tx Inc	-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 T6AD PPE	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%	
47 Misc Revenues								
45406410 471000 T6AD InInv	0	0	0	-1,117.88	.00	1,117.88	100.0%	
TOTAL Misc Revenues	0	0	0	-1,117.88	.00	1,117.88	100.0%	
51 Salaries & Wages								
45406410 511000 T6AD Rgs&w	10,310	0	10,310	10,490.87	.00	-180.87	101.8%*	
TOTAL Salaries & Wages	10,310	0	10,310	10,490.87	.00	-180.87	101.8%	
52 Benefits								
45406410 521000 T6AD FICA	788	0	788	773.24	.00	14.76	98.1%	
45406410 521100 T6AD WRS	716	0	716	727.69	.00	-11.69	101.6%*	
45406410 521200 T6AD Hlth	2,306	0	2,306	2,258.23	.00	47.77	97.9%	
45406410 521300 T6AD Dntl	95	0	95	95.52	.00	-.52	100.5%*	
45406410 521400 T6AD Life	15	0	15	19.02	.00	-4.02	126.8%*	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Benefits	3,920	0	3,920	3,873.70	.00	46.30	98.8%	
53 Operating Expenses								
45406410 531000 T6AD Gns&E	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 T6AD Legal	0	0	0	673.00	.00	-673.00	100.0%*	
TOTAL Services	0	0	0	673.00	.00	-673.00	100.0%	
TOTAL Project Administration	-775,972	0	-775,972	-781,490.57	.00	5,518.57	100.7%	
45406490 Other Financing Uses								
45406490 571650 INTADV	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 Princ	380,000	0	380,000	380,000.00	.00	.00	100.0%	
45406490 571600 Debt Int	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%	
TOTAL Other Financing Uses	515,312	0	515,312	532,687.50	.00	-17,375.50	103.4%	
45407410 Project Administration								
41 Taxes								
45407410 411800 T7AD TxInc	-672,166	0	-672,166	-666,398.08	.00	-5,767.92	99.1%*	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Taxes	-672,166	0	-672,166	-666,398.08	.00	-5,767.92	99.1%	
43 Intergovern Revenue								
45407410 431600 PPE Aid	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 T7AD InInv	0	0	0	-2,512.75	.00	2,512.75	100.0%	
TOTAL Misc Revenues	0	0	0	-2,512.75	.00	2,512.75	100.0%	
48 Other Fin Sources								
45407410 481300 T7AD GO	-1,870,000	0	-1,870,000	.00	.00	-1,870,000.00	.0%*	
TOTAL Other Fin Sources	-1,870,000	0	-1,870,000	.00	.00	-1,870,000.00	.0%	
51 Salaries & Wages								
45407410 511000 T7AD RGS&W	42,531	0	42,531	46,137.47	.00	-3,606.47	108.5%*	
45407410 511600 T7AD OT	0	0	0	44.23	.00	-44.23	100.0%*	
TOTAL Salaries & Wages	42,531	0	42,531	46,181.70	.00	-3,650.70	108.6%	
52 Benefits								
45407410 521000 T7AD FICA	3,253	0	3,253	3,364.71	.00	-111.71	103.4%*	
45407410 521100 T7AD WRS	2,955	0	2,955	3,202.03	.00	-247.03	108.4%*	
45407410 521200 T7AD Hlth	9,502	0	9,502	9,808.41	.00	-306.41	103.2%*	
45407410 521300 T7AD Dntl	425	0	425	407.04	.00	17.96	95.8%	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45407410 521400 Life	100	0	100	129.03	.00	-29.03	129.0%*	
TOTAL Benefits	16,235	0	16,235	16,911.22	.00	-676.22	104.2%	
53 Operating Expenses								
45407410 531000 T7AD GnS&E	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 T7AD Legal	0	0	0	1,728.00	.00	-1,728.00	100.0%*	
45407410 541600 T7AD Audit	1,000	0	1,000	.00	.00	1,000.00	.0%	
45407410 542700 T7AD CSEng	3,750	0	3,750	.00	3,750.00	.00	100.0%	
TOTAL Services	4,750	0	4,750	1,728.00	3,750.00	-728.00	115.3%	
58 Other Expenses								
45407410 581600 Land Purch	0	0	0	299,450.00	.00	-299,450.00	100.0%*	
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	-331,655.69	3,750.00	-2,148,744.31	13.2%	
45407440 Street Improvements								
54 Services								
45407440 542800 T7SI CSCnt	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%	
45407460 Water Mains & Improvements								

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45	TID	ORIGINAL APPROP	TRANFRS/ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
54 Services								
45407460	542800 T7WM CSCnt	330,000	0	330,000	.00	.00	330,000.00	.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%
45407480 Sanitary Sewer Mains & Improv								
54 Services								
45407480	542800 T7SS CSCnt	600,000	0	600,000	.00	.00	600,000.00	.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%
45407490 Other Financing Uses								
45407490	571650 INTADV	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 Princ	205,000	0	205,000	205,000.00	.00	.00	100.0%
45407490	571600 Debt Int	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%
	TOTAL Other Financing Uses	371,957	0	371,957	395,426.26	.00	-23,469.26	106.3%
45408410 Project Administration								
41 Taxes								
45408410	411800 T8AD TxInc	-3,048,193	0	-3,048,193	-3,022,033.07	.00	-26,159.93	99.1%*

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Taxes	-3,048,193	0	-3,048,193	-3,022,033.07	.00	-26,159.93	99.1%	
43 Intergovern Revenue								
45408410 431600 T8AD PPE	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%	
47 Misc Revenues								
45408410 471000 T8AD Intrt	0	0	0	-5,280.74	.00	5,280.74	100.0%	
45408410 472700 T8AD Mscrv	0	0	0	-206,700.00	.00	206,700.00	100.0%	
TOTAL Misc Revenues	0	0	0	-211,980.74	.00	211,980.74	100.0%	
48 Other Fin Sources								
45408410 481300 T8AD GO	-4,930,000	0	-4,930,000	.00	.00	-4,930,000.00	.0%*	
TOTAL Other Fin Sources	-4,930,000	0	-4,930,000	.00	.00	-4,930,000.00	.0%	
51 Salaries & wages								
45408410 511000 T8AD RgS&w	93,146	0	93,146	85,998.34	.00	7,147.66	92.3%	
45408410 511600 T8AD OT	0	0	0	88.59	.00	-88.59	100.0%*	
TOTAL Salaries & Wages	93,146	0	93,146	86,086.93	.00	7,059.07	92.4%	
52 Benefits								
45408410 521000 T8AD FICA	7,125	0	7,125	6,274.59	.00	850.41	88.1%	
45408410 521100 T8AD WRS	6,007	0	6,007	5,752.78	.00	254.22	95.8%	
45408410 521200 T8AD Hlth	17,955	0	17,955	16,851.98	.00	1,103.02	93.9%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS 45	FOR: TID		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET PCT USE/COL
45408410	521300	T8AD Dnt1	727	0	727	689.77	.00	37.23 94.9%
45408410	521400	T8AD Life	150	0	150	225.38	.00	-75.38 150.3%*
TOTAL Benefits			31,964	0	31,964	29,794.50	.00	2,169.50 93.2%
53 Operating Expenses								
45408410	531000	T8AD GnS&E	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								
45408410	541100	T8AD Legal	0	0	0	256.00	.00	-256.00 100.0%*
45408410	541600	T8AD Audit	5,000	0	5,000	.00	.00	5,000.00 .0%
45408410	542700	T8AD Engin	15,000	3,750	18,750	.00	3,750.00	15,000.00 20.0%
TOTAL Services			20,000	3,750	23,750	256.00	3,750.00	19,744.00 16.9%
TOTAL Project Administration			-7,831,083	3,750	-7,827,333	-3,137,671.62	3,750.00	-4,693,411.38 40.0%
45408440 Street Improvements								
54 Services								
45408440	542700	T8SI Engin	36,047	0	36,047	69,230.74	2,816.03	-36,000.00 199.9%*
45408440	542800	T8SI Const	2,460,000	0	2,460,000	2,572,348.64	124,938.81	-237,287.45 109.6%*
45408440	543000	T8SI Other	0	0	0	236,364.75	.00	-236,364.75 100.0%*
TOTAL Services			2,496,047	0	2,496,047	2,877,944.13	127,754.84	-509,652.20 120.4%
TOTAL Street Improvements			2,496,047	0	2,496,047	2,877,944.13	127,754.84	-509,652.20 120.4%
45408460 water Mains & Improvements								
45408460	543300	CS - Boost	0	0	0	61,293.32	23,255.00	-84,548.32 100.0%*

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL UNDEFINED CHAR	0	0	0	61,293.32	23,255.00	-84,548.32	100.0%	
54 Services								
45408460 542800 T8WM Const	540,000	1,539,865	2,079,865	118,353.60	.00	1,961,511.89	5.7%	
45408460 543100 T8WM W12	0	-28,252	-28,252	1,823,963.80	51,453.16	-1,903,668.96	-6638.2%*	
TOTAL Services	540,000	1,511,613	2,051,613	1,942,317.40	51,453.16	57,842.93	97.2%	
TOTAL Water Mains & Improvements	540,000	1,511,613	2,051,613	2,003,610.72	74,708.16	-26,705.39	101.3%	
45408480 Sanitary Sewer Mains & Improv								
54 Services								
45408480 542800 T8SS Const	1,930,000	0	1,930,000	3,940.00	.00	1,926,060.00	.2%	
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%	
45408490 Other Financing Uses								
57 Fixed Charges								
45408490 571500 Debt Princ	665,870	0	665,870	680,000.00	.00	-14,130.00	102.1%*	
45408490 571600 Debt Int	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 T8OF Rbate	105,277	0	105,277	105,277.46	.00	-.46	100.0%*	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
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%	
45409410 Project Administration								
41 Taxes								
45409410 411800 T9AD TxInc	-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%	
47 Misc Revenues								
45409410 471000 T9AD Intrt	-43,005	0	-43,005	.00	.00	-43,005.00	.0%*	
TOTAL Misc Revenues	-43,005	0	-43,005	.00	.00	-43,005.00	.0%	
51 Salaries & Wages								
45409410 511000 T9AD RgS&W	93,946	0	93,946	86,801.84	.00	7,144.16	92.4%	
45409410 511600 T9AD OT	0	0	0	88.59	.00	-88.59	100.0%*	
TOTAL Salaries & Wages	93,946	0	93,946	86,890.43	.00	7,055.57	92.5%	
52 Benefits								
45409410 521000 T9AD FICA	7,186	0	7,186	6,333.68	.00	852.32	88.1%	
45409410 521100 T9AD WRS	6,063	0	6,063	5,808.56	.00	254.44	95.8%	
45409410 521200 T9AD Hlth	18,221	0	18,221	17,080.05	.00	1,140.95	93.7%	
45409410 521300 T9AD Dntl	740	0	740	701.29	.00	38.71	94.8%	
45409410 521400 T9AD Life	150	0	150	226.01	.00	-76.01	150.7%*	
TOTAL Benefits	32,360	0	32,360	30,149.59	.00	2,210.41	93.2%	
53 Operating Expenses								

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 45 TID	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
45409410 531000 T9AD Gns&E	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 T9AD Legal	0	0	0	84.00	.00	-84.00	100.0%*	
45409410 541600 T9AD Audit	1,000	0	1,000	1,032.15	.00	-32.15	103.2%*	
45409410 542700 T9AD Engin	0	0	0	250.00	.00	-250.00	100.0%*	
TOTAL Services	1,000	0	1,000	1,366.15	.00	-366.15	136.6%	
TOTAL Project Administration	-272,153	0	-272,153	-236,326.55	.00	-35,826.45	86.8%	
45409440 Street Improvements								
54 Services								
45409440 542800 T9SI Const	0	-436,276	-436,276	139,367.82	.00	-575,644.25	-31.9%*	
TOTAL Services	0	-436,276	-436,276	139,367.82	.00	-575,644.25	-31.9%	
TOTAL Street Improvements	0	-436,276	-436,276	139,367.82	.00	-575,644.25	-31.9%	
45409490 Other Financing Uses								
57 Fixed Charges								
45409490 571600 Debt Int	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%	
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	2,911,342.38	209,963.00	-3,682,594.55	-556.1%	
TOTAL REVENUES	-11,713,520	0	-11,713,520	-5,101,596.52	.00	-6,611,923.48		
TOTAL EXPENSES	10,073,144	1,079,087	11,152,231	8,012,938.90	209,963.00	2,929,328.93		

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
49 Capital Reserve	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
49000000 Capital Reserve Fund								
47 Misc Revenues								
49000000 471000 Int Invest	-58,000	0	-58,000	-69,010.61		.00	11,010.61	119.0%
TOTAL Misc Revenues	-58,000	0	-58,000	-69,010.61		.00	11,010.61	119.0%
TOTAL Capital Reserve Fund	-58,000	0	-58,000	-69,010.61		.00	11,010.61	119.0%
TOTAL Capital Reserve	-58,000	0	-58,000	-69,010.61		.00	11,010.61	119.0%
TOTAL REVENUES	-58,000	0	-58,000	-69,010.61		.00	11,010.61	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ACTUAL	ENC/REQ	AVAILABLE	PCT
50 Water	APPROP	ADJSTMTS	BUDGET				BUDGET	USE/COL
50000000 Water Utility								
50000000 5PCARD UNALLOPCRD	0	0	0	119.95		.00	-119.95	100.0%*
TOTAL UNDEFINED CHAR	0	0	0	119.95		.00	-119.95	100.0%
TOTAL Water Utility	0	0	0	119.95		.00	-119.95	100.0%
50611000 Source of Supply Operation								
50611000 531603 GE Misc	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 SoSo Rgs&w	0	0	0	54,720.93		.00	-54,720.93	100.0%*
TOTAL Salaries & Wages	0	0	0	54,720.93		.00	-54,720.93	100.0%
52 Benefits								
50611000 521000 SoSo FICA	0	0	0	661.33		.00	-661.33	100.0%*
50611000 521100 SoSo WRS	0	0	0	638.75		.00	-638.75	100.0%*
50611000 521200 SoSo Hlth	0	0	0	2,509.65		.00	-2,509.65	100.0%*
50611000 521300 SoSo Dntl	0	0	0	116.97		.00	-116.97	100.0%*
TOTAL Benefits	0	0	0	3,926.70		.00	-3,926.70	100.0%
53 Operating Expenses								
50611000 531000 SoSo Gns&E	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%
58 Other Expenses								

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ACTUAL	ENC/REQ	AVAILABLE	PCT
50 Water	APPROP	ADJSTMTS	BUDGET				BUDGET	USE/COL
50611000 582800 SoSo Misc	15,000	0	15,000	23,340.86		10,626.30	-18,967.16	226.4%*
TOTAL Other Expenses	15,000	0	15,000	23,340.86		10,626.30	-18,967.16	226.4%
TOTAL Source of Supply Operation	15,000	0	15,000	123,197.36		10,626.30	-118,823.66	892.2%
50612000 Source of Supply Maint								
51 Salaries & wages								
50612000 511000 SoSM RgS&w	79,292	0	79,292	54,720.22		.00	24,571.78	69.0%
TOTAL Salaries & wages	79,292	0	79,292	54,720.22		.00	24,571.78	69.0%
52 Benefits								
50612000 521000 SoSM FICA	0	0	0	661.28		.00	-661.28	100.0%*
50612000 521100 SoSM WRS	0	0	0	638.72		.00	-638.72	100.0%*
50612000 521200 Health	0	0	0	2,509.45		.00	-2,509.45	100.0%*
50612000 521300 Dental	0	0	0	116.96		.00	-116.96	100.0%*
TOTAL Benefits	0	0	0	3,926.41		.00	-3,926.41	100.0%
53 Operating Expenses								
50612000 531680 SoSM DighL	9,200	0	9,200	7,597.32		.00	1,602.68	82.6%
50612000 531780 SoSM Impro	55,000	0	55,000	41,976.04		.00	13,023.96	76.3%
50612000 531880 SoSM WtrSr	24,000	0	24,000	850.80		.00	23,149.20	3.5%
TOTAL Operating Expenses	88,200	0	88,200	50,424.16		.00	37,775.84	57.2%
54 Services								
50612000 541100 SoSM Legal	2,500	0	2,500	.00		.00	2,500.00	.0%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ENC/REQ	AVAILABLE	PCT	
50 Water	APPROP	ADJSTMTS	BUDGET	ACTUAL		BUDGET	USE/COL	
TOTAL Services	2,500	0	2,500	.00	.00	2,500.00	.0%	
TOTAL Source of Supply Maint	169,992	0	169,992	109,070.79	.00	60,921.21	64.2%	
50621000 Pumping Operation								
51 Salaries & Wages								
50621000 511000 PmpO RgS&W	93,493	0	93,493	58,591.14	.00	34,901.86	62.7%	
50621000 511100 PmpO PTS&W	29,886	0	29,886	.00	.00	29,886.00	.0%	
TOTAL Salaries & Wages	123,379	0	123,379	58,591.14	.00	64,787.86	47.5%	
52 Benefits								
50621000 521000 PmpO FICA	0	0	0	2,010.27	.00	-2,010.27	100.0%*	
50621000 521100 PmpO WRS	0	0	0	1,910.79	.00	-1,910.79	100.0%*	
50621000 521200 Health	0	0	0	8,930.74	.00	-8,930.74	100.0%*	
50621000 521300 Dental	0	0	0	397.26	.00	-397.26	100.0%*	
TOTAL Benefits	0	0	0	13,249.06	.00	-13,249.06	100.0%	
53 Operating Expenses								
50621000 531220 Elec Sup	230,000	0	230,000	207,081.30	.00	22,918.70	90.0%	
50621000 531790 PmpO MEng	25,000	0	25,000	15,161.92	206.89	9,631.19	61.5%	
50621000 531810 PmpO Pump	0	0	0	826.00	.00	-826.00	100.0%*	
TOTAL Operating Expenses	255,000	0	255,000	223,069.22	206.89	31,723.89	87.6%	
56 Utilities								
50621000 561600 PmpO Fuel	5,000	0	5,000	17,324.76	.00	-12,324.76	346.5%*	
TOTAL Utilities	5,000	0	5,000	17,324.76	.00	-12,324.76	346.5%	
TOTAL Pumping Operation	383,379	0	383,379	312,234.18	206.89	70,937.93	81.5%	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ACTUAL	ENC/REQ	AVAILABLE	PCT
50 Water	APPROP	ADJSTMTS	BUDGET				BUDGET	USE/COL
50622000 Pumping Maintenance								
51 Salaries & Wages								
50622000 511000 PmpM RgS&W	26,077	0	26,077	18,239.95		.00	7,837.05	69.9%
TOTAL Salaries & Wages	26,077	0	26,077	18,239.95		.00	7,837.05	69.9%
52 Benefits								
50622000 521000 FICA	0	0	0	220.42		.00	-220.42	100.0%*
50622000 521100 WRS	0	0	0	212.90		.00	-212.90	100.0%*
50622000 521200 Health	0	0	0	836.44		.00	-836.44	100.0%*
50622000 521300 Dental	0	0	0	38.99		.00	-38.99	100.0%*
TOTAL Benefits	0	0	0	1,308.75		.00	-1,308.75	100.0%
53 Operating Expenses								
50622000 531690 PmpM PmpEq	0	0	0	469.09		.00	-469.09	100.0%*
50622000 531760 PmpM PwrPd	20,000	0	20,000	11,804.84		.00	8,195.16	59.0%
50622000 531780 PmpM Strct	53,000	0	53,000	44,138.30	2,224.00		6,637.70	87.5%
50622000 531790 PmpM MSEng	10,000	0	10,000	2,295.36		.00	7,704.64	23.0%
TOTAL Operating Expenses	83,000	0	83,000	58,707.59	2,224.00		22,068.41	73.4%
TOTAL Pumping Maintenance	109,077	0	109,077	78,256.29	2,224.00		28,596.71	73.8%
50631000 Water Treatment Operation								
53 Operating Expenses								
50631000 531000 WTOP GnS&E	28,000	0	28,000	11,443.25	28,431.00		-11,874.25	142.4%*
50631000 531660 WTOP Chem	58,000	0	58,000	60,327.94	3,295.07		-5,623.01	109.7%*

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ENC/REQ	AVAILABLE	PCT	
50 Water	APPROP	ADJSTMTS	BUDGET	ACTUAL		BUDGET	USE/COL	
50631000 531790 WTOP MSEng	25,000	0	25,000	24,657.67	.00	342.33	98.6%	
TOTAL Operating Expenses	111,000	0	111,000	96,428.86	31,726.07	-17,154.93	115.5%	
58 Other Expenses								
50631000 582800 WTOP MscEx	15,000	0	15,000	8,039.84	.00	6,960.16	53.6%	
TOTAL Other Expenses	15,000	0	15,000	8,039.84	.00	6,960.16	53.6%	
TOTAL Water Treatment Operation	126,000	0	126,000	104,468.70	31,726.07	-10,194.77	108.1%	
50632000 Water Treatment Maintenance								
51 Salaries & Wages								
50632000 511000 WTMT RgS&W	33,279	0	33,279	18,239.95	.00	15,039.05	54.8%	
TOTAL salaries & Wages	33,279	0	33,279	18,239.95	.00	15,039.05	54.8%	
52 Benefits								
50632000 521000 WTMT FICA	0	0	0	220.42	.00	-220.42	100.0%*	
50632000 521100 WTMT WRS	0	0	0	212.90	.00	-212.90	100.0%*	
50632000 521200 Health	0	0	0	836.44	.00	-836.44	100.0%*	
50632000 521300 Dental	0	0	0	38.99	.00	-38.99	100.0%*	
TOTAL Benefits	0	0	0	1,308.75	.00	-1,308.75	100.0%	
53 Operating Expenses								
50632000 531780 WTMT Strct	20,000	0	20,000	1,758.59	.00	18,241.41	8.8%	
50632000 531790 WTMT MEng	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								

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ENC/REQ	AVAILABLE	PCT	
50 Water	APPROP	ADJSTMTS	BUDGET	ACTUAL		BUDGET	USE/COL	
50632000 553100 WTMT WtrEq	10,000	0	10,000	.00	.00	10,000.00	.0%	
TOTAL Maintenance	10,000	0	10,000	.00	.00	10,000.00	.0%	
TOTAL Water Treatment Maintenance	73,279	0	73,279	22,006.42	.00	51,272.58	30.0%	
50640000 Customer Accounts Expense								
51 Salaries & wages								
50640000 511000 CT Reg S&W	33,826	0	33,826	18,358.80	.00	15,467.20	54.3%	
TOTAL Salaries & wages	33,826	0	33,826	18,358.80	.00	15,467.20	54.3%	
52 Benefits								
50640000 521000 CT FICA	0	0	0	220.42	.00	-220.42	100.0%*	
50640000 521100 CT WRS	0	0	0	212.90	.00	-212.90	100.0%*	
50640000 521200 CT Health	190,498	0	190,498	836.44	.00	189,661.56	.4%	
50640000 521300 CT Dental	8,458	0	8,458	38.99	.00	8,419.01	.5%	
TOTAL Benefits	198,956	0	198,956	1,308.75	.00	197,647.25	.7%	
53 Operating Expenses								
50640000 531900 CT Records	24,000	0	24,000	14,985.53	5,537.02	3,477.45	85.5%	
TOTAL Operating Expenses	24,000	0	24,000	14,985.53	5,537.02	3,477.45	85.5%	
54 Services								
50640000 541600 CT Audit	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								

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 50 Water	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
50640000 552700 CT M&R vh1	32,000	0	32,000	5,091.38	.00	26,908.62	15.9%	
TOTAL Maintenance	32,000	0	32,000	5,091.38	.00	26,908.62	15.9%	
57 Fixed Charges								
50640000 571000 Ins&Bonds	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 CT Transp	3,000	0	3,000	.00	.00	3,000.00	.0%	
50640000 581800 CT MscCtAc	85,000	0	85,000	89,074.57	2,504.68	-6,579.25	107.7%*	
50640000 582600 CT UnclAct	500	0	500	.00	.00	500.00	.0%	
TOTAL Other Expenses	88,500	0	88,500	89,074.57	2,504.68	-3,079.25	103.5%	
TOTAL Customer Accounts Expense	392,282	0	392,282	197,628.11	8,041.70	186,612.19	52.4%	
50641000 Trans & Distribution Operation								
51 Salaries & wages								
50641000 511000 TDO Rg S&W	61,371	0	61,371	72,960.66	.00	-11,589.66	118.9%*	
TOTAL Salaries & wages	61,371	0	61,371	72,960.66	.00	-11,589.66	118.9%	
52 Benefits								
50641000 521000 TDO FICA	0	0	0	881.88	.00	-881.88	100.0%*	
50641000 521100 TDO WRS	0	0	0	851.54	.00	-851.54	100.0%*	
50641000 521200 Health	0	0	0	3,346.01	.00	-3,346.01	100.0%*	
50641000 521300 Dental	0	0	0	155.83	.00	-155.83	100.0%*	

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
50 Water	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
TOTAL Benefits	0	0	0	5,235.26		.00	-5,235.26	100.0%
53 Operating Expenses								
50641000 531670 TDO Instll	18,000	0	18,000	20,616.00	18,898.00		-21,514.00	219.5%*
50641000 531790 TDO MS Eng	20,000	0	20,000	2,211.90	.00		17,788.10	11.1%
50641000 531800 TDO Meter	5,000	0	5,000	.00	.00		5,000.00	.0%
50641000 531920 TDO Lines	0	0	0	1,692.67	.00		-1,692.67	100.0%*
TOTAL Operating Expenses	43,000	0	43,000	24,520.57	18,898.00		-418.57	101.0%
58 Other Expenses								
50641000 581900 TDO Storge	25,000	0	25,000	33,814.16	.00		-8,814.16	135.3%*
50641000 582800 TDO MscExp	40,000	0	40,000	3,101.20	10,550.80		26,348.00	34.1%
TOTAL Other Expenses	65,000	0	65,000	36,915.36	10,550.80		17,533.84	73.0%
TOTAL Trans & Distribution Operation	169,371	0	169,371	139,631.85	29,448.80		290.35	99.8%
50642000 Trans & Distribution Maint								
51 Salaries & wages								
50642000 511000 TDM Rg S&W	47,243	0	47,243	72,960.66	.00		-25,717.66	154.4%*
TOTAL Salaries & wages	47,243	0	47,243	72,960.66	.00		-25,717.66	154.4%
52 Benefits								
50642000 521000 TDM FICA	0	0	0	881.77	.00		-881.77	100.0%*
50642000 521100 TDM WRS	0	0	0	851.61	.00		-851.61	100.0%*
50642000 521200 Health	0	0	0	3,346.02	.00		-3,346.02	100.0%*
50642000 521300 Dental	0	0	0	155.93	.00		-155.93	100.0%*

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
50 Water	APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ		BUDGET	USE/COL
TOTAL Benefits	0	0	0	5,235.33	.00		-5,235.33	100.0%
53 Operating Expenses								
50642000 531710 TDM DstRes	85,000	809,050	894,050	800,816.30	19,921.36		73,312.34	91.8%
50642000 531730 TDM MS Hyd	215,000	0	215,000	126,545.81	.00		88,454.19	58.9%
50642000 531740 TDM MSPInt	0	0	0	6.07	.00		-6.07	100.0%*
50642000 531750 TDM MS Mtr	15,000	0	15,000	7,199.72	8,430.00		-629.72	104.2%*
50642000 531770 TDM MS Srv	50,000	0	50,000	48,094.61	.00		1,905.39	96.2%
TOTAL Operating Expenses	365,000	809,050	1,174,050	982,662.51	28,351.36		163,036.13	86.1%
55 Maintenance								
50642000 552900 TDM St&Imp	30,000	0	30,000	6,948.21	.00		23,051.79	23.2%
50642000 553000 TDM Mntt&D	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	1,182,620.96	42,738.36		175,933.68	87.4%
50650000 Water Administration								
50650000 471045 INTADVTIDS	0	0	0	-40,843.76	.00		40,843.76	100.0%
50650000 531921 GE OffSupp	0	0	0	67.84	.00		-67.84	100.0%*
50650000 581429 AmortPrem	0	0	0	-27,060.87	.00		27,060.87	100.0%
50650000 630922 Leg 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 Pubsit Fee	-50,000	0	-50,000	-83,770.48	.00		33,770.48	167.5%
TOTAL Licenses&Permits	-50,000	0	-50,000	-83,770.48	.00		33,770.48	167.5%
46 PublicChargeforSrvcs								

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12									
ACCOUNTS	FOR:		ORIGINAL	TRANFRS/	REVISED			AVAILABLE	PCT
50	Water		APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ	BUDGET	USE/COL
50650000	461600	Twr Rental	0	0	0	-1,260.48	.00	1,260.48	100.0%
50650000	464000	UnMtr GenC	0	0	0	-206.15	.00	206.15	100.0%
50650000	464100	Residential	-1,497,881	0	-1,497,881	-1,448,086.46	.00	-49,794.54	96.7%*
50650000	464200	Commerical	-599,140	0	-599,140	-494,675.38	.00	-104,464.62	82.6%*
50650000	464300	Industrial	-554,653	0	-554,653	-398,312.80	.00	-156,340.20	71.8%*
50650000	464400	Public Sch	-45,895	0	-45,895	-21,575.11	.00	-24,319.89	47.0%*
50650000	464500	MultiFam	-247,679	0	-247,679	-262,910.58	.00	15,231.58	106.1%
50650000	464600	Prv FP	-176,760	0	-176,760	-192,507.02	.00	15,747.02	108.9%
50650000	464700	PFP	-683,801	0	-683,801	-661,135.63	.00	-22,665.37	96.7%*
50650000	464800	Vlg Sale	-4,624	0	-4,624	-17,159.87	.00	12,535.87	371.1%
50650000	465000	Jnt Meter	-500	0	-500	-12,796.18	.00	12,296.18	2559.2%
50650000	465100	Wtr ConFee	0	0	0	-960.00	.00	960.00	100.0%
TOTAL PublicChargeforSrvcs			-3,810,933	0	-3,810,933	-3,511,585.66	.00	-299,347.34	92.1%
47 Misc Revenues									
50650000	471000	Int Invest	-40,000	0	-40,000	-56,136.77	.00	16,136.77	140.3%
50650000	471100	Int Inv	0	0	0	-154.15	.00	154.15	100.0%
50650000	471200	Int Assess	0	0	0	-326.15	.00	326.15	100.0%
50650000	472700	Misc Revs	-2,000	0	-2,000	-2,737.59	.00	737.59	136.9%
50650000	473000	UnrealGain	0	0	0	-23,783.91	.00	23,783.91	100.0%
50650000	473300	Oth Income	0	0	0	-681.80	.00	681.80	100.0%
50650000	473500	CIAC Rev	0	0	0	-13,371.82	.00	13,371.82	100.0%
TOTAL Misc Revenues			-42,000	0	-42,000	-97,192.19	.00	55,192.19	231.4%
51 Salaries & Wages									
50650000	511000	WA Reg S&W	362,091	0	362,091	306,416.97	.00	55,674.03	84.6%
50650000	511100	WA PT S&W	25,000	0	25,000	37,110.33	.00	-12,110.33	148.4%*
50650000	511600	WA OT	0	0	0	7,747.18	.00	-7,747.18	100.0%*
TOTAL salaries & wages			387,091	0	387,091	351,274.48	.00	35,816.52	90.7%
52 Benefits									
50650000	521000	WA FICA	53,596	0	53,596	46,216.16	.00	7,379.84	86.2%

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS	FOR:		ORIGINAL	TRANFRS/	REVISED		AVAILABLE	PCT
50	Water		APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	BUDGET	USE/COL
50650000	521100	WA WRS	48,228	0	48,228	41,238.39	6,989.61	85.5%
50650000	521200	WA Health	0	0	0	165,425.92	-165,425.92	100.0%*
50650000	521300	WA Dental	0	0	0	6,931.88	-6,931.88	100.0%*
50650000	521400	WA Life	0	0	0	2,055.40	-2,055.40	100.0%*
TOTAL Benefits			101,824	0	101,824	261,867.75	-160,043.75	257.2%
53 Operating Expenses								
50650000	531010	WA Off Sup	6,000	0	6,000	1,884.47	4,115.53	31.4%
50650000	630928	RegCom Exp	0	0	0	473.90	-473.90	100.0%*
TOTAL Operating Expenses			6,000	0	6,000	2,358.37	3,641.63	39.3%
54 Services								
50650000	541100	WA Legal	60,000	0	60,000	10,000.00	50,000.00	16.7%
TOTAL Services			60,000	0	60,000	10,000.00	50,000.00	16.7%
56 Utilities								
50650000	561000	Bld Util	0	0	0	10,688.68	-10,688.68	100.0%*
TOTAL Utilities			0	0	0	10,688.68	-10,688.68	100.0%
57 Fixed Charges								
50650000	571000	WA Ins&Bnd	47,968	0	47,968	.00	47,968.00	.0%
TOTAL Fixed Charges			47,968	0	47,968	.00	47,968.00	.0%
58 Other Expenses								
50650000	582800	WA Msc Exp	1,000	0	1,000	876.53	123.47	87.7%

Village of Germantown, WI - PRODUCTION

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FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ENC/REQ	AVAILABLE	PCT	
50 Water	APPROP	ADJSTMTS	BUDGET	ACTUAL		BUDGET	USE/COL	
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	-3,123,319.31	.00	-175,030.69	94.7%	
50660000 Other Operating Expense								
57 Fixed Charges								
50660000 571300 Wot Deprec	640,000	0	640,000	.00	.00	640,000.00	.0%	
50660000 571500 Debt Princ	579,993	0	579,993	.00	.00	579,993.00	.0%	
50660000 571800 Wot CIACDP	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 Wot TxEqv	640,000	0	640,000	640,000.00	.00	.00	100.0%	
50660000 582400 Wot PSC	2,500	0	2,500	3,166.80	.00	-666.80	126.7%*	
50660000 582500 Wot IntLTD	344,741	0	344,741	367,630.60	.00	-22,889.60	106.6%*	
TOTAL Other Expenses	987,241	0	987,241	1,010,797.40	.00	-23,556.40	102.4%	
TOTAL Other Operating Expense	2,707,234	0	2,707,234	1,010,797.40	.00	1,696,436.60	37.3%	
TOTAL Water	1,439,507	809,050	2,248,557	156,712.70	125,012.12	1,966,832.18	12.5%	
TOTAL REVENUES	-3,902,933	0	-3,902,933	-3,733,392.09	.00	-169,540.91		
TOTAL EXPENSES	5,342,440	809,050	6,151,490	3,890,104.79	125,012.12	2,136,373.09		

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS	FOR:	ORIGINAL	TRANFRS/	REVISED	YTD	ACTUAL	ENC/REQ	AVAILABLE
60	Sewer	APPROP	ADJSTMTS	BUDGET				BUDGET
								PCT
								USE/COL
60000000 Sewer Utility								
60000000	5PCARD UNALLOPCRD	0	0	0	400.99		.00	-400.99 100.0%*
	TOTAL UNDEFINED CHAR	0	0	0	400.99		.00	-400.99 100.0%
47 Misc Revenues								
60000000	471100 Int 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	406.43		.00	-406.43 100.0%
60710000 Operation								
51 Salaries & Wages								
60710000	511000 SO Reg S&W	97,397	0	97,397	.00		.00	97,397.00 .0%
	TOTAL Salaries & Wages	97,397	0	97,397	.00		.00	97,397.00 .0%
52 Benefits								
60710000	521000 SO FICA	7,450	0	7,450	.00		.00	7,450.00 .0%
60710000	521100 SO WRS	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 SO Gen S&E	13,000	0	13,000	100.00		.00	12,900.00 .8%
60710000	531980 SO JntMtr	50,000	0	50,000	53,973.38		.00	-3,973.38 107.9%*

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS 60	FOR: Sewer	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
60710000	531990 SO PwrLift	80,000	0	80,000	85,665.46	.00	-5,665.46	107.1%*
	TOTAL Operating Expenses	143,000	0	143,000	139,738.84	.00	3,261.16	97.7%
57 Fixed Charges								
60710000	571100 SO MMSDSwr	2,674,542	0	2,674,542	1,960,022.40	.00	714,519.60	73.3%
60710000	571200 SO MMSDCap	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	4,975,320.24	.00	868,194.76	85.1%
60720000 Maintenance								
51 Salaries & Wages								
60720000	511000 SM Reg S&W	117,500	0	117,500	.00	.00	117,500.00	.0%
60720000	511600 SM OT	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 SM FICA	8,989	0	8,989	.00	.00	8,989.00	.0%
60720000	521100 SM WRS	8,166	0	8,166	.00	.00	8,166.00	.0%
60720000	521400 SM 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 SM M&E Lft	52,000	0	52,000	50,287.55	2,089.25	-376.80	100.7%*
60720000	531960 SM Collect	90,000	0	90,000	53,096.58	2,089.25	34,814.17	61.3%
60720000	531970 SM M&EPlnt	13,000	0	13,000	11,065.66	206.91	1,727.43	86.7%

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 60 Sewer	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Operating Expenses	155,000	0	155,000	114,449.79	4,385.41	36,164.80	76.7%	
55 Maintenance								
60720000 552700 SM M&R vhl	8,000	0	8,000	4,017.55	.00	3,982.45	50.2%	
TOTAL Maintenance	8,000	0	8,000	4,017.55	.00	3,982.45	50.2%	
TOTAL Maintenance	309,058	0	309,058	119,708.10	4,385.41	184,964.49	40.2%	
60730000 Customer Accounting								
51 Salaries & wages								
60730000 511000 Reg S&W	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 FICA	2,050	0	2,050	.00	.00	2,050.00	.0%	
60730000 521100 WRS	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 Office Sup	0	0	0	142.97	.00	-142.97	100.0%*	
60730000 531300 IT Maint	90,000	0	90,000	86,528.41	2,504.68	966.91	98.9%	
60730000 532050 Oth Sup	10,000	0	10,000	3,245.84	.00	6,754.16	32.5%	
TOTAL Operating Expenses	100,000	0	100,000	89,917.22	2,504.68	7,578.10	92.4%	
TOTAL Customer Accounting	130,680	0	130,680	89,917.22	2,504.68	38,258.10	70.7%	
60740000 Sewer Administration								

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12									
ACCOUNTS	FOR:		ORIGINAL	TRANFRS/	REVISED			AVAILABLE	PCT
60	Sewer		APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ	BUDGET	USE/COL
46 PublicChargeforSrvcs									
60740000	464800	SA vlg Srv	-15,600	0	-15,600	-35,855.15	.00	20,255.15	229.8%
60740000	465300	SA PA Serv	-62,400	0	-62,400	-89,642.98	.00	27,242.98	143.7%
60740000	465800	SA Swr Con	-230,000	0	-230,000	-399,396.92	.00	169,396.92	173.7%
60740000	466100	SA Res Srv	-2,542,800	0	-2,542,800	-3,430,605.54	.00	887,805.54	134.9%
60740000	466200	SA Com Srv	-1,976,000	0	-1,976,000	-841,121.28	.00	-1,134,878.72	42.6%*
60740000	466300	SA Ind Srv	-2,915,000	0	-2,915,000	-3,005,946.66	.00	90,946.66	103.1%
TOTAL PublicChargeforSrvcs			-7,741,800	0	-7,741,800	-7,802,568.53	.00	60,768.53	100.8%
47 Misc Revenues									
60740000	471000	Int Invest	0	0	0	-62,897.10	.00	62,897.10	100.0%
60740000	471100	Int Inv	0	0	0	-1,251.68	.00	1,251.68	100.0%
60740000	471200	SA Assess	0	0	0	-626.10	.00	626.10	100.0%
60740000	472700	SA Msc Rvs	-500	0	-500	-926.77	.00	426.77	185.4%
60740000	472900	SA Interst	-75,000	0	-75,000	-513.09	.00	-74,486.91	.7%*
60740000	473000	UnrealGain	0	0	0	-57,903.74	.00	57,903.74	100.0%
60740000	473300	SA OthIncm	0	0	0	-1,030.80	.00	1,030.80	100.0%
TOTAL Misc Revenues			-75,500	0	-75,500	-125,149.28	.00	49,649.28	165.8%
51 Salaries & Wages									
60740000	511000	SA Reg S&W	343,020	0	343,020	574,772.27	.00	-231,752.27	167.6%*
60740000	511100	SA PT S&W	0	0	0	5,146.33	.00	-5,146.33	100.0%*
60740000	511200	SA B&C	1,200	0	1,200	884.47	.00	315.53	73.7%
60740000	511600	SA OT	0	0	0	9,972.26	.00	-9,972.26	100.0%*
TOTAL Salaries & Wages			344,220	0	344,220	590,775.33	.00	-246,555.33	171.6%
52 Benefits									
60740000	521000	SA FICA	26,241	0	26,241	40,689.86	.00	-14,448.86	155.1%*
60740000	521100	SA WRS	23,373	0	23,373	40,292.31	.00	-16,919.31	172.4%*
60740000	521200	SA Health	140,929	0	140,929	141,858.63	.00	-929.63	100.7%*

Village of Germantown, WI - PRODUCTION

12.31.25 YEAR-TO DATE

FOR 2025 12									
ACCOUNTS 60	FOR: Sewer		ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
60740000	521300	SA Dental	3,281	0	3,281	6,112.73	.00	-2,831.73	186.3%*
60740000	521400	Life	600	0	600	3.62	.00	596.38	.6%
TOTAL Benefits			194,424	0	194,424	228,957.15	.00	-34,533.15	117.8%
53 Operating Expenses									
60740000	531010	SA Off Sup	8,000	0	8,000	6,262.93	.00	1,737.07	78.3%
60740000	531480	SA Gas	13,750	0	13,750	17,761.24	.00	-4,011.24	129.2%*
TOTAL Operating Expenses			21,750	0	21,750	24,024.17	.00	-2,274.17	110.5%
54 Services									
60740000	541000	SA Cnt Srv	135,000	49,780	184,780	65,297.25	8,229.19	111,253.15	39.8%
60740000	541100	SA Legal	500	0	500	.00	.00	500.00	.0%
60740000	541600	SA Audit	20,000	0	20,000	20,959.19	.00	-959.19	104.8%*
60740000	542600	SA Diggers	3,500	0	3,500	2,327.19	.00	1,172.81	66.5%
TOTAL Services			159,000	49,780	208,780	88,583.63	8,229.19	111,966.77	46.4%
56 Utilities									
60740000	561000	SA Bld Utl	0	0	0	1,099.84	.00	-1,099.84	100.0%*
60740000	561400	SA Teleph	3,500	0	3,500	6,544.22	.00	-3,044.22	187.0%*
TOTAL Utilities			3,500	0	3,500	7,644.06	.00	-4,144.06	218.4%
57 Fixed Charges									
60740000	571000	SA Ins&Bnd	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	SA Msc Exp	5,500	0	5,500	5,463.16	.00	36.84	99.3%

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 60 Sewer	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
TOTAL Other Expenses	5,500	0	5,500	5,463.16	.00	36.84	99.3%	
TOTAL Sewer Administration	-7,035,278	49,780	-6,985,498	-6,939,273.02	8,229.19	-54,454.58	99.2%	
60750000 Other Operating Expense								
57 Fixed Charges								
60750000 571300 Deprecat	1,000,000	0	1,000,000	.00	.00	1,000,000.00	.0%	
60750000 571500 Debt Princ	280,000	0	280,000	.00	.00	280,000.00	.0%	
TOTAL Fixed Charges	1,280,000	0	1,280,000	.00	.00	1,280,000.00	.0%	
58 Other Expenses								
60750000 582500 Int on LTD	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	-1,523,309.31	15,119.28	2,337,600.62	-181.8%	
TOTAL REVENUES	-7,817,300	0	-7,817,300	-7,927,712.37	.00	110,412.37		
TOTAL EXPENSES	8,596,931	49,780	8,646,711	6,404,403.06	15,119.28	2,227,188.25		

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
70 Health	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
70800000 Health Insurance Admin								
47 Misc Revenues								
70800000 471000 HI Int Inv	0	0	0	-55.58		.00	55.58	100.0%
70800000 474100 HI Premium	-2,574,703	0	-2,574,703	.00		.00	-2,574,703.00	.0%*
70800000 474200 HI EmplCon	-351,095	0	-351,095	.00		.00	-351,095.00	.0%*
70800000 474210 FSA	0	0	0	-22,065.00		.00	22,065.00	100.0%
TOTAL Misc Revenues	-2,925,798	0	-2,925,798	-22,120.58		.00	-2,903,677.42	.8%
52 Benefits								
70800000 521500 HI Adm Exp	750,000	0	750,000	690,647.18		6,583.46	52,769.36	93.0%
70800000 521600 HI HAS	97,000	0	97,000	114,544.07		.00	-17,544.07	118.1%*
70800000 521700 HI Claims	1,742,971	0	1,742,971	1,859,744.68		.00	-116,773.68	106.7%*
TOTAL Benefits	2,589,971	0	2,589,971	2,664,935.93		6,583.46	-81,548.39	103.1%
TOTAL Health Insurance Admin	-335,827	0	-335,827	2,642,815.35		6,583.46	-2,985,225.81	-788.9%
TOTAL Health	-335,827	0	-335,827	2,642,815.35		6,583.46	-2,985,225.81	-788.9%
TOTAL REVENUES	-2,925,798	0	-2,925,798	-22,120.58		.00	-2,903,677.42	
TOTAL EXPENSES	2,589,971	0	2,589,971	2,664,935.93		6,583.46	-81,548.39	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
71 Dental	APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ		BUDGET	USE/COL
71810000 Dental Insurance Admin								
47 Misc Revenues								
71810000 471000 DI Int Inv	0	0	0	-2.11	.00		2.11	100.0%
71810000 471100 Int Invc	0	0	0	-.16	.00		.16	100.0%
71810000 474300 DI Premium	-122,000	0	-122,000	-108,452.12	.00		-13,547.88	88.9%*
TOTAL Misc Revenues	-122,000	0	-122,000	-108,454.39	.00		-13,545.61	88.9%
52 Benefits								
71810000 521500 DI Adm Exp	10,350	0	10,350	8,728.20	.00		1,621.80	84.3%
71810000 521800 DI Claims	111,650	0	111,650	93,548.37	.00		18,101.63	83.8%
TOTAL Benefits	122,000	0	122,000	102,276.57	.00		19,723.43	83.8%
TOTAL Dental Insurance Admin	0	0	0	-6,177.82	.00		6,177.82	100.0%
TOTAL Dental	0	0	0	-6,177.82	.00		6,177.82	100.0%
TOTAL REVENUES	-122,000	0	-122,000	-108,454.39	.00		-13,545.61	
TOTAL EXPENSES	122,000	0	122,000	102,276.57	.00		19,723.43	

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
90 Capital Assets	APPROP	ADJSTMTS	BUDGET	YTD	ACTUAL	ENC/REQ	BUDGET	USE/COL
900000000 Capital Assets								
900000000 940000 Depr	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



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR:	ORIGINAL	TRANFRS/	REVISED				AVAILABLE	PCT
91 ARPA	APPROP	ADJSTMTS	BUDGET	YTD ACTUAL	ENC/REQ		BUDGET	USE/COL
91500000 ARPA NON-D								
91500000 500000 InFundExp	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%
TOTAL ARPA NON-D	0	0	0	29,271.30	.00		-29,271.30	100.0%
91520000 ARPA ADMIN								
54 Services								
91520000 541000 Contr 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%
91540000 ARPA POLICE								
54 Services								
91540000 541000 Contr 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%
TOTAL ARPA POLICE	0	0	0	73,221.18	.00		-73,221.18	100.0%
91562000 ARPA HIGHWAY								
59 Capital Outlay								
91562000 593800 St Imprv	0	0	0	49,037.81	.00		-49,037.81	100.0%*

Village of Germantown, WI - PRODUCTION



12.31.25 YEAR-TO DATE

FOR 2025 12								
ACCOUNTS FOR: 91 ARPA	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL	
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%	
91591000 ARPA RECREATION								
59 Capital Outlay								
91591000 592100 Land Imp	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		



12.31.25 YEAR-TO DATE

FOR 2025 12							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENC/REQ	AVAILABLE BUDGET	PCT USE/COL
GRAND TOTAL	1,063,247	1,314,357	2,377,604	-4,319,591.44	1,076,765.56	5,620,430.35	-136.4%
** END OF REPORT - Generated by Matthew Uselding **							

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 251216

PAY PERIOD 11/24/2025 to 12/07/2025

CHECK DATE 12/16/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/16 Pyr1

GL EFF DATE 12/16/2025
REFERENCE 251216
REFERENCE2 0251216

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2025 PERIOD 12					GL EFF DATE 12/16/2025
10510000	511200		Village Board	VB Salaries	1,600.07
10510000	511600		Village Board	VB Communications Overtim	97.72
10510000	521000		Village Board	VB Social Security	129.65
10510000	521100		Village Board	State Retirement	6.79
10510000	521200		Village Board	Health Insurance	22.75
10510000	521300		Village Board	Dental Insurance	.94
10521000	511000		Administrator's Office	Admin Regular Salaries &	4,783.70
10521000	521000		Administrator's Office	Admin Social Security	351.91
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 &	6,401.36
10531000	511600		Clerk's Office	Clerk Overtime	349.11
10531000	521000		Clerk's Office	Clerk Social Security	526.27
10531000	521100		Clerk's Office	Clerk State Retirement	467.31
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 &	6,556.80
10532000	511600		Treasurer's Office	Treasurer Overtime	1,926.18
10532000	521000		Treasurer's Office	Treasurer Social Security	643.92
10532000	521100		Treasurer's Office	Treasurer State Retirement	589.56
10532000	521200		Treasurer's Office	Treasurer Health Insuranc	1,425.73
10532000	521300		Treasurer's Office	Treasurer Dental Insurance	63.79
10532000	521400		Treasurer's Office	Treasurer Life Insurance	4.62
10541000	511000		Police Administration	PD Regular Salaries & wag	67,875.82
10541000	511600		Police Administration	PD Overtime	2,514.13
10541000	521000		Police Administration	PD Social Security	5,433.76
10541000	521100		Police Administration	PD State Retirement	9,202.82
10541000	521200		Police Administration	PD Health Insurance	13,334.91
10541000	521300		Police Administration	PD Dental Insurance	662.62
10542000	511000		Patrol	PT Regular Salaries & wag	78,610.79
10542000	511600		Patrol	PT Overtime	5,055.36
10542000	521000		Patrol	PT Social Security	6,293.73
10542000	521100		Patrol	PT State Retirement	12,558.27
10542000	521200		Patrol	PT Health Insurance	14,496.08
10542000	521300		Patrol	PT Dental Insurance	649.40
10543000	511000		Detective	DT Regular Salaries & wag	11,939.81
10543000	511600		Detective	DT Overtime	429.09
10543000	521000		Detective	DT Social Security	948.04
10543000	521100		Detective	DT State Retirement	1,856.57
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	19.68
10545000	521100		Emergency Government	EM State Retirement	39.23
10545000	521200		Emergency Government	EM Health Insurance	47.54

Village of Germantown, WI - PRODUCTION



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WARRANT 251216

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YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/16 Pyr1

GL EFF DATE 12/16/2025
REFERENCE 251216
REFERENCE2 0251216

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10545000	521300		Emergency Government	EM Dental Insurance	2.43
10551000	511000		Fire Administration	Fire Admin Reg Salaries &	17,918.36
10551000	511600		Fire Administration	Fire Admin Overtime	1,858.56
10551000	521000		Fire Administration	Fire Admin Social Securit	1,500.81
10551000	521100		Fire Administration	Fire Admin State Retireme	2,788.56
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	62,580.18
10552000	511100		Fire Protection Services	FP Part Time Salaries & W	2,747.81
10552000	511600		Fire Protection Services	FP Overtime	4,410.14
10552000	521000		Fire Protection Services	FP Social Security	5,269.22
10552000	521100		Fire Protection Services	FP State Retirement	10,256.44
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	2,169.10
10561000	511600		Engineering	ENG Overtime	15.75
10561000	521000		Engineering	ENG Social Security	163.31
10561000	521100		Engineering	ENG State Retirement	151.83
10561000	521200		Engineering	ENG Health Insurance	521.85
10561000	521300		Engineering	ENG Dental Insurance	18.29
10562000	511000		Highway	HWY Regular Salaries & Wa	27,236.50
10562000	511100		Highway	HWY Part Time Salaries &	2,540.09
10562000	511600		Highway	HWY Overtime	2,165.60
10562000	521000		Highway	HWY Social Security	2,443.84
10562000	521100		Highway	HWY State Retirement	2,133.56
10562000	521200		Highway	HWY Health Insurance	7,404.83
10562000	521300		Highway	HWY Dental Insurance	325.09
10563000	511000		Buildings & Grounds	Regular Salaries & Wages	17,056.95
10563000	511600		Buildings & Grounds	BG Overtime	1,591.88
10563000	521000		Buildings & Grounds	BG Social Security	1,468.06
10563000	521100		Buildings & Grounds	BG State Retirement	1,292.63
10563000	521200		Buildings & Grounds	BG Health Insurance	4,658.97
10563000	521300		Buildings & Grounds	BG Dental Insurance	226.33
10564000	511000		Parks	Parks Regular Salaries &	17,056.95
10564000	511100		Parks	Parks PT Salaries & Wages	185.40
10564000	511600		Parks	Parks Overtime	1,591.88
10564000	521000		Parks	Parks Social Security	1,482.25
10564000	521100		Parks	Parks State Retirement	1,292.63
10564000	521200		Parks	Parks Health Insurance	4,658.97
10564000	521300		Parks	Parks Dental Insurance	226.33
10565000	511000		Recycling	Recycling Reg Salaries & W	1,753.52
10565000	511100		Recycling	Recycling PT Salaries & W	142.50
10565000	511600		Recycling	Recycling Overtime	42.52
10565000	521000		Recycling	Recycling Social Security	148.44
10565000	521100		Recycling	Recycling State Retirement	124.04
10565000	521200		Recycling	Recycling Health Insuranc	464.99
10565000	521300		Recycling	Recycling Dental Insuranc	21.38
10570000	511000		Library	Library Reg Salaries & Wa	11,773.92

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SHORT DESC 12/16 Pyr1

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REFERENCE 251216
REFERENCE2 0251216

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10570000	511100		Library	Library PT Salaries & wag	11,045.26
10570000	521000		Library	Library Social Security	1,692.80
10570000	521100		Library	Library State Retirement	1,387.25
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 &	1,247.25
10581000	521000		Inspection and Permitting	Inspection Social Securit	103.34
10581000	521100		Inspection and Permitting	Inspection State Retireme	86.68
10581000	521200		Inspection and Permitting	Inspection Health Insuran	242.00
10581000	521300		Inspection and Permitting	Inspection Dental Insuran	10.92
10582000	511000		Planning and Zonning	Planning Reg Salaries & w	6,726.25
10582000	521000		Planning and Zonning	Planning Social Security	541.73
10582000	521100		Planning and Zonning	Planning State Retirement	467.50
10582000	521200		Planning and Zonning	Planning Health Insurance	1,352.12
10582000	521300		Planning and Zonning	Planning Dental Insurance	64.23
10591000	511000		Recreation	Recreation Reg Salaries &	11,315.37
10591000	521000		Recreation	Recreation PT Salaries &	8,356.04
10591000	521100		Recreation	Recreation Social Securit	1,478.16
10591000	521200		Recreation	Recreation State Retireme	1,162.42
10591000	521300		Recreation	Recreation Health Insuran	4,009.84
10592000	511100		Senior Center	Senior PT Salaries & wage	1,495.38
10592000	511600		Senior Center	Senior Overtime	78.75
10592000	521000		Senior Center	Senior Social Security	120.41
10592000	521100		Senior Center	Senior State Retirement	7.29
10592000	521300		Senior Center	Senior Dental Insurance	16.43
FUND TOTALS					567,029.43

45406410	511000		Project Administration	TID 6 AD Reg Salaries & w	419.23
45406410	511600		Project Administration	TID 6 AD Overtime	12.12
45406410	521000		Project Administration	TID 6 AD Social Security	32.85
45406410	521100		Project Administration	TID 6 AD State Retirement	29.86
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	1,832.34
45407410	511600		Project Administration	TID 7 AD Overtime	19.99
45407410	521000		Project Administration	TID 7 AD Social Security	141.62
45407410	521100		Project Administration	TID 7 AD State Retirement	128.09
45407410	521200		Project Administration	TID 7 AD Health Insurance	408.91
45407410	521300		Project Administration	TID 7 AD Dental Insurance	16.97
45408410	511000		Project Administration	TID 8 AD Reg Salaries & w	3,294.59
45408410	511600		Project Administration	TID 8 AD Overtime	27.87
45408410	521000		Project Administration	TID 8 AD Social Security	252.37
45408410	521100		Project Administration	TID 8 AD State Retirement	229.48
45408410	521200		Project Administration	TID 8 AD Health Insurance	701.68
45408410	521300		Project Administration	TID 8 AD Dental Insurance	28.72
45409410	511000		Project Administration	TID 9 AD Reg Salaries & w	3,326.28

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EXPENDITURE ENTRIES
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REFERENCE 251216
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ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
45409410	511600		Project Administration	TID 9 AD Overtime	27.87
45409410	521000		Project Administration	TID 9 AD Social Security	254.72
45409410	521100		Project Administration	TID 9 AD State Retirement	231.68
45409410	521200		Project Administration	TID 9 AD Health Insurance	711.19
45409410	521300		Project Administration	TID 9 AD Dental Insurance	29.20
FUND TOTALS					12,255.70
50611000	511000		Source of Supply Operation	Sos OP Reg. Salaries & wag	1,869.41
50611000	521000		Source of Supply Operation	Sos OP Social Security	146.99
50611000	521100		Source of Supply Operation	Sos OP State Retirement	129.54
50611000	521200		Source of Supply Operation	Sos OP Health Insurance	635.31
50611000	521300		Source of Supply Operation	Sos OP Dental Insurance	29.40
50612000	511000		Source of Supply Maint	Sos MNT Reg Salaries & wa	1,869.37
50612000	521000		Source of Supply Maint	Sos MNT Social Security	147.00
50612000	521100		Source of Supply Maint	Sos MNT State Retirement	129.54
50612000	521200		Source of Supply Maint	Health Insurance	635.33
50612000	521300		Source of Supply Maint	Dental Insurance	29.40
50621000	511000		Pumping Operation	Pump OP Pumping Labor	1,869.37
50621000	521000		Pumping Operation	Pump OP Social Security	147.00
50621000	521100		Pumping Operation	Pump OP State Retirement	129.54
50621000	521200		Pumping Operation	Health Insurance	635.33
50621000	521300		Pumping Operation	Dental Insurance	29.40
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & w	623.13
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	49.00
50622000	521100		Pumping Maintenance	Pump Maint State Retirement	43.18
50622000	521200		Pumping Maintenance	Health Insurance	211.77
50622000	521300		Pumping Maintenance	Dental Insurance	9.81
50632000	511000		Water Treatment Maintenance	WaterT MNT Reg Salary & w	623.13
50632000	521000		Water Treatment Maintenance	WaterT MNT Social Securit	49.00
50632000	521100		Water Treatment Maintenance	WaterT MNT State Retirement	43.18
50632000	521200		Water Treatment Maintenance	Health Insurance	211.77
50632000	521300		Water Treatment Maintenance	Dental Insurance	9.81
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	623.13
50640000	521000		Customer Accounts Expense	Cust. Social Security	49.00
50640000	521100		Customer Accounts Expense	Cust. State Retirement	43.18
50640000	521200		Customer Accounts Expense	Cust. Health Insurance	211.77
50640000	521300		Customer Accounts Expense	Cust. Dental Insurance	9.81
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & w	2,492.51
50641000	521000		Trans & Distribution Operati	T&DO Social Security	196.05
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	172.67
50641000	521200		Trans & Distribution Operati	Health Insurance	847.10
50641000	521300		Trans & Distribution Operati	Dental Insurance	39.14
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & w	2,492.51
50642000	521000		Trans & Distribution Maint	T&DM Social Security	196.01
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	172.71
50642000	521200		Trans & Distribution Maint	Health Insurance	847.09
50642000	521300		Trans & Distribution Maint	Dental Insurance	39.19

Village of Germantown, WI - PRODUCTION



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EXPENDITURE ENTRIES
SHORT DESC 12/16 Pyr1

GL EFF DATE 12/16/2025
REFERENCE 251216
REFERENCE2 0251216

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
50650000	511000		Water Administration	Water Admin Reg Salary &	13,448.87
50650000	511100		Water Administration	Water Admin PT Salary & w	743.72
50650000	511600		Water Administration	Water Admin Overtime	1,305.18
50650000	521000		Water Administration	Water Admin Social Securi	1,174.96
50650000	521100		Water Administration	Water Admin State Retirem	1,023.67
50650000	521200		Water Administration	Water Admin Health Insura	3,979.53
50650000	521300		Water Administration	Water Admin Dental Insura	168.09
50650000	521400		Water Administration	Water Admin Life Insuranc	1.81
			FUND TOTALS		40,583.41
60740000	511000		Sewer Administration	Sewer Admin Reg Salary &	21,010.51
60740000	511100		Sewer Administration	Sewer Admin PT Salary & w	199.97
60740000	511600		Sewer Administration	Sewer Admin Overtime	1,025.94
60740000	521000		Sewer Administration	Sewer Admin Social Securi	1,683.22
60740000	521100		Sewer Administration	Sewer Admin State Retirem	1,525.32
60740000	521200		Sewer Administration	Sewer Admin Health Insura	5,734.31
60740000	521300		Sewer Administration	Sewer Admin Dental Insura	247.27
60740000	521400		Sewer Administration	Life Insurance	1.81
			FUND TOTALS		31,428.35
			GRAND TOTALS		651,296.89

Village of Germantown, WI - PRODUCTION



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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-	158.25
Total for vendor/remit: 100386/0				158.25

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

CLERK: Ljeske

YEAR PER	JNL	SRC ACCOUNT	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T	OB	DEBIT	CREDIT
EFF DATE							LINE DESC				
2025 12	77										
PRJ 10510000-511200							VB Salaries				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	1,600.07	
PRJ 99000000-111400							US Bank - Payroll				
12/16/2025	12/16	Pyr1	251216	0251216		216	WARRANT=251216	RUN=0	BIWEEKLY		800,933.81
PRJ 10510000-511600							VB Communications				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	97.72	
PRJ 10510000-521000							VB Social Security				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	129.65	
PRJ 10510000-521100							State Retirement				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	6.79	
PRJ 10510000-521200							Health Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	22.75	
PRJ 10510000-521300							Dental Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	.94	
PRJ 10521000-511000							Admin Regular Salaries & Wages				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	4,783.70	
PRJ 10521000-521000							Admin Social Security				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	351.91	
PRJ 10521000-521100							Admin State Retirement				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	328.30	
PRJ 10521000-521200							Admin Health Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	1,158.21	
PRJ 10521000-521300							Admin Dental Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	53.35	
PRJ 10521000-521400							Admin Life Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	3.82	
PRJ 10531000-511000							Clerk Regular Salaries & Wages				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	6,401.36	
PRJ 10531000-511600							Clerk Overtime				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	349.11	
PRJ 10531000-521000							Clerk Social Security				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	526.27	
PRJ 10531000-521100							Clerk State Retirement				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	467.31	
PRJ 10531000-521200							Clerk Health Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	2,352.31	
PRJ 10531000-521300							Clerk Dental Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	98.87	
PRJ 10532000-511000							Treasurer Reg Salaries & Wages				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	6,556.80	
PRJ 10532000-511600							Treasurer Overtime				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	1,926.18	
PRJ 10532000-521000							Treasurer Social Security				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	643.92	
PRJ 10532000-521100							Treasurer State Retirement				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	589.56	
PRJ 10532000-521200							Treasurer Health Insurance				
12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216	RUN=0	BIWEEKLY	1,425.73	

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
SRC	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE	DESC				
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			63.79	
PRJ	10532000-521300							Treasurer Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			4.62	
PRJ	10532000-521400							Treasurer Life Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			67,875.82	
PRJ	10541000-511000							PD Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			2,514.13	
PRJ	10541000-511600							PD Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			5,433.76	
PRJ	10541000-521000							PD Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			9,202.82	
PRJ	10541000-521100							PD State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			13,334.91	
PRJ	10541000-521200							PD Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			662.62	
PRJ	10541000-521300							PD Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			78,610.79	
PRJ	10542000-511000							PT Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			5,055.36	
PRJ	10542000-511600							PT Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			6,293.73	
PRJ	10542000-521000							PT Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			12,558.27	
PRJ	10542000-521100							PT State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			14,496.08	
PRJ	10542000-521200							PT Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			649.40	
PRJ	10542000-521300							PT Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			11,939.81	
PRJ	10543000-511000							DT Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			429.09	
PRJ	10543000-511600							DT Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			948.04	
PRJ	10543000-521000							DT Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,856.57	
PRJ	10543000-521100							DT State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			3,333.75	
PRJ	10543000-521200							DT Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			145.53	
PRJ	10543000-521300							DT Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			261.36	
PRJ	10545000-511000							EM Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			19.68	
PRJ	10545000-521000							EM Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			39.23	
PRJ	10545000-521100							EM State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			47.54	
PRJ	10545000-521200							EM Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	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
PRJ	10545000-521300							EM Dental Insurance			2.43	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-511000							Fire Admin Reg Salaries & Wage			17,918.36	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-511600							Fire Admin Overtime			1,858.56	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-521000							Fire Admin Social Security			1,500.81	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-521100							Fire Admin State Retirement			2,788.56	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-521200							Fire Admin Health Insurance			4,908.17	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10551000-521300							Fire Admin Dental Insurance			210.47	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-511000							FP Regular Salaries & Wages			62,580.18	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-511100							FP Part Time Salaries & Wages			2,747.81	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-511600							FP Overtime			4,410.14	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-521000							FP Social Security			5,269.22	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-521100							FP State Retirement			10,256.44	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-521200							FP Health Insurance			14,225.10	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10552000-521300							FP Dental Insurance			567.25	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-511000							ENG Regular Salaries & Wages			2,169.10	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-511600							ENG Overtime			15.75	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-521000							ENG Social Security			163.31	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-521100							ENG State Retirement			151.83	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-521200							ENG Health Insurance			521.85	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10561000-521300							ENG Dental Insurance			18.29	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10562000-511000							HWY Regular Salaries & Wages			27,236.50	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10562000-511100							HWY Part Time Salaries & Wages			2,540.09	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10562000-511600							HWY Overtime			2,165.60	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10562000-521000							HWY Social Security			2,443.84	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	10562000-521100							HWY State Retirement			2,133.56	
	12/16/2025	12/16	Pyr1	251216	0251216		0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				

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YEAR PER	JNL	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
SRC	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			7,404.83	
PRJ	10562000-521200							HWY Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			325.09	
PRJ	10562000-521300							HWY Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			17,056.95	
PRJ	10563000-511000							Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,591.88	
PRJ	10563000-511600							BG Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,468.06	
PRJ	10563000-521000							BG Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,292.63	
PRJ	10563000-521100							BG State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			4,658.97	
PRJ	10563000-521200							BG Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			226.33	
PRJ	10563000-521300							BG Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			17,056.95	
PRJ	10564000-511000							Parks Regular Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			185.40	
PRJ	10564000-511100							Parks PT Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,591.88	
PRJ	10564000-511600							Parks Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,482.25	
PRJ	10564000-521000							Parks Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,292.63	
PRJ	10564000-521100							Parks State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			4,658.97	
PRJ	10564000-521200							Parks Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			226.33	
PRJ	10565000-511000							Parks Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,753.52	
PRJ	10565000-511100							Recycling Reg Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			142.50	
PRJ	10565000-511200							Recycling PT Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			42.52	
PRJ	10565000-511600							Recycling Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			148.44	
PRJ	10565000-521000							Recycling Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			124.04	
PRJ	10565000-521100							Recycling State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			464.99	
PRJ	10565000-521200							Recycling Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			21.38	
PRJ	10565000-521300							Recycling Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			11,773.92	
PRJ	10570000-511000							Library Reg Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			11,045.26	
PRJ	10570000-511100							Library PT Salaries & wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY				



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YEAR PER	JNL	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
SRC	EFF	ACCOUNT	DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE	DESC			
PRJ	12/16/2025	10570000-521000	12/16	Pyr1	251216	0251216	0251216	0251216	Library Social Security			1,692.80	
PRJ	12/16/2025	10570000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10570000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Library State Retirement			1,387.25	
PRJ	12/16/2025	10570000-521200	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10570000-521300	12/16	Pyr1	251216	0251216	0251216	0251216	Library Health Insurance			4,124.14	
PRJ	12/16/2025	10570000-521300	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10570000-521300	12/16	Pyr1	251216	0251216	0251216	0251216	Library Dental Insurance			275.41	
PRJ	12/16/2025	10581000-511000	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10581000-511000	12/16	Pyr1	251216	0251216	0251216	0251216	Inspection Reg Salaries & Wage			1,247.25	
PRJ	12/16/2025	10581000-521000	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10581000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Inspection Social Security			103.34	
PRJ	12/16/2025	10581000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Inspection State Retirement			86.68	
PRJ	12/16/2025	10581000-521200	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10581000-521300	12/16	Pyr1	251216	0251216	0251216	0251216	Inspection Health Insurance			242.00	
PRJ	12/16/2025	10582000-511000	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10582000-521000	12/16	Pyr1	251216	0251216	0251216	0251216	Inspection Dental Insurance			10.92	
PRJ	12/16/2025	10582000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Planning Reg Salaries & Wages			6,726.25	
PRJ	12/16/2025	10582000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10582000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Planning Social Security			541.73	
PRJ	12/16/2025	10582000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10582000-521200	12/16	Pyr1	251216	0251216	0251216	0251216	Planning State Retirement			467.50	
PRJ	12/16/2025	10582000-521300	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-511000	12/16	Pyr1	251216	0251216	0251216	0251216	Planning Health Insurance			1,352.12	
PRJ	12/16/2025	10591000-511100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521000	12/16	Pyr1	251216	0251216	0251216	0251216	Planning Dental Insurance			64.23	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation Reg Salaries & Wage			11,315.37	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation PT Salaries & Wages			8,356.04	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation Social Security			1,478.16	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation State Retirement			1,162.42	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation Health Insurance			4,009.84	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Recreation Dental Insurance			177.45	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Senior PT Salaries & wages			1,495.38	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Senior Overtime			78.75	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Senior Social Security			120.41	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Senior State Retirement			7.29	
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY				
PRJ	12/16/2025	10591000-521100	12/16	Pyr1	251216	0251216	0251216	0251216	Senior Dental Insurance			16.43	

Report generated: 12/11/2025 15:24
User: Ljeske
Program ID: prjourn1

YEAR PER		JNL		ACCOUNT DESC			T	OB	DEBIT	CREDIT
SRC ACCOUNT	EFF DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE DESC			
PRJ 45406410-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD Reg salaries & wages		419.23	
PRJ 45406410-511600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD Overtime		12.12	
PRJ 45406410-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD Social Security		32.85	
PRJ 45406410-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD State Retirement		29.86	
PRJ 45406410-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD Health Insurance		94.09	
PRJ 45406410-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 6 AD Dental Insurance		3.98	
PRJ 45407410-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD Reg salaries & wages		1,832.34	
PRJ 45407410-511600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD Overtime		19.99	
PRJ 45407410-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD Social Security		141.62	
PRJ 45407410-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD State Retirement		128.09	
PRJ 45407410-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD Health Insurance		408.91	
PRJ 45407410-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 7 AD Dental Insurance		16.97	
PRJ 45408410-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD Reg salaries & wages		3,294.59	
PRJ 45408410-511600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD Overtime		27.87	
PRJ 45408410-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD Social Security		252.37	
PRJ 45408410-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD State Retirement		229.48	
PRJ 45408410-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD Health Insurance		701.68	
PRJ 45408410-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 8 AD Dental Insurance		28.72	
PRJ 45409410-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD Reg salaries & wages		3,326.28	
PRJ 45409410-511600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD Overtime		27.87	
PRJ 45409410-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD Social Security		254.72	
PRJ 45409410-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD State Retirement		231.68	
PRJ 45409410-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD Health Insurance		711.19	
PRJ 45409410-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY		
							TID 9 AD Dental Insurance		29.20	

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YEAR PER		JNL	ACCOUNT			JNL			DESC			REF 1	REF 2	REF 3	ACCOUNT		T	OB	DEBIT	CREDIT
SRC	ACCOUNT	EFF	DATE	JNL	DESC	JNL	DESC	JNL	DESC	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
PRJ	50611000-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS OP Reg Salaries & wages	0251WARRANT=251216	RUN=0 BIWEEKLY								1,869.41	
PRJ	50611000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS OP Social Security	0251WARRANT=251216	RUN=0 BIWEEKLY								146.99	
PRJ	50611000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS OP State Retirement	0251WARRANT=251216	RUN=0 BIWEEKLY								129.54	
PRJ	50611000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS OP Health Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								635.31	
PRJ	50611000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS OP Dental Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								29.40	
PRJ	50612000-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS MNT Reg Salaries & wages	0251WARRANT=251216	RUN=0 BIWEEKLY								1,869.37	
PRJ	50612000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS MNT Social Security	0251WARRANT=251216	RUN=0 BIWEEKLY								147.00	
PRJ	50612000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	SOS MNT State Retirement	0251WARRANT=251216	RUN=0 BIWEEKLY								129.54	
PRJ	50612000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Health Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								635.33	
PRJ	50612000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Dental Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								29.40	
PRJ	50621000-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump OP Pumping Labor	0251WARRANT=251216	RUN=0 BIWEEKLY								1,869.37	
PRJ	50621000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump OP Social Security	0251WARRANT=251216	RUN=0 BIWEEKLY								147.00	
PRJ	50621000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump OP State Retirement	0251WARRANT=251216	RUN=0 BIWEEKLY								129.54	
PRJ	50621000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Health Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								635.33	
PRJ	50621000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Dental Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								29.40	
PRJ	50622000-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump Maint Reg Salary & wages	0251WARRANT=251216	RUN=0 BIWEEKLY								623.13	
PRJ	50622000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump Maint Social Security	0251WARRANT=251216	RUN=0 BIWEEKLY								49.00	
PRJ	50622000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Pump Maint State Retirement	0251WARRANT=251216	RUN=0 BIWEEKLY								43.18	
PRJ	50622000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Health Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								211.77	
PRJ	50622000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Dental Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								9.81	
PRJ	50632000-511000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Water MNT Reg Salary & wages	0251WARRANT=251216	RUN=0 BIWEEKLY								623.13	
PRJ	50632000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Water MNT Social Security	0251WARRANT=251216	RUN=0 BIWEEKLY								49.00	
PRJ	50632000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Water MNT State Retirement	0251WARRANT=251216	RUN=0 BIWEEKLY								43.18	
PRJ	50632000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Health Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								211.77	
PRJ	50632000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	Dental Insurance	0251WARRANT=251216	RUN=0 BIWEEKLY								9.81	

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YEAR PER	JNL	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
SRC	EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE	DESC				
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			623.13	
PRJ	50640000-511000							Cust. Regular Salaries & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			49.00	
PRJ	50640000-521000							Cust. Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			43.18	
PRJ	50640000-521100							Cust. State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			211.77	
PRJ	50640000-521200							Cust. Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			9.81	
PRJ	50640000-521300							Cust. Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			2,492.51	
PRJ	50641000-511000							T&DO Regular Salaries & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			196.05	
PRJ	50641000-521000							T&DO Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			172.67	
PRJ	50641000-521100							T&DO State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			847.10	
PRJ	50641000-521200							Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			39.14	
PRJ	50641000-521300							Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			2,492.51	
PRJ	50642000-511000							T&DM Regular Salaries & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			196.01	
PRJ	50642000-521000							T&DM Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			172.71	
PRJ	50642000-521100							T&DM State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			847.09	
PRJ	50642000-521200							Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			39.19	
PRJ	50642000-521300							Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			13,448.87	
PRJ	50650000-511000							Water Admin Reg Salary & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			743.72	
PRJ	50650000-511100							Water Admin PT Salary & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,305.18	
PRJ	50650000-511600							Water Admin Overtime					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,174.96	
PRJ	50650000-521000							Water Admin Social Security					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1,023.67	
PRJ	50650000-521100							Water Admin State Retirement					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			3,979.53	
PRJ	50650000-521200							Water Admin Health Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			168.09	
PRJ	50650000-521300							Water Admin Dental Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			1.81	
PRJ	50650000-521400							Water Admin Life Insurance					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	RUN=0 BIWEEKLY			21,010.51	
PRJ	60740000-511000							Sewer Admin Reg Salary & Wages					
PRJ	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251216	0251WARRANT=251216	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
PRJ	60740000-511100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	Sewer Admin PT Salary & Wages			199.97	
PRJ	60740000-511600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Sewer Admin Overtime			1,025.94	
PRJ	60740000-521000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Sewer Admin Social Security			1,683.22	
PRJ	60740000-521100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Sewer Admin State Retirement			1,525.32	
PRJ	60740000-521200	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Sewer Admin Health Insurance			5,734.31	
PRJ	60740000-521300	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Sewer Admin Dental Insurance			247.27	
PRJ	60740000-521400	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Life Insurance			1.81	
PRJ	99000000-111400	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY US Bank - Payroll Checking			351,469.95	
PRJ	70800000-474210	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY FSA Contribution			921.92	
PRJ	71810000-474300	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Dental Plan Premiums			4,506.70	
PRJ	99000000-211300	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Social Security Payable			70,558.24	
PRJ	99000000-211300	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Social Security Payable			70,558.24	
PRJ	99000000-211400	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Federal Withholding Payable			41,703.83	
PRJ	99000000-211400	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Federal Withholding Payable			41,703.83	
PRJ	99000000-211500	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY State Withholding Payable			18,931.54	
PRJ	99000000-211500	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY State Withholding Payable			18,931.54	
PRJ	99000000-211600	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY State Retirement Payable			81,434.40	
PRJ	99000000-211700	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Life Insurance Deductions			1,117.23	
PRJ	99000000-211900	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Health Insurance Deduction			112,919.34	
PRJ	99000000-212000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Health Insurance Deduction			401.31	
PRJ	99000000-212300	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Flex Spending Account Deduction			70.00	
PRJ	99000000-212400	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Dependent Day Care			192.00	
PRJ	99000000-212400	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY IRA Deduction			1,716.92	
PRJ	99000000-212500	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Vision Insurance Deduction			614.01	

Report generated: 12/11/2025 15:24
User: Ljeske
Program ID: prjourn1

YEAR PER		JNL		ACCOUNT DESC			T	OB	DEBIT	CREDIT
SRC	ACCOUNT	EFF DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE DESC		
PRJ	99000000-212550	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Accident Deduction		235.49
PRJ	99000000-212600	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Police Union Dues Deductions		158.25
PRJ	99000000-212700	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Veba Deduction		180.00
PRJ	99000000-212700	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Veba Deduction	180.00	
PRJ	99000000-213000	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Deferred Comp Deductions		14,037.83
PRJ	99000000-213000	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Deferred Comp Deductions	14,037.83	
PRJ	99000000-213100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY Garnishment Deductions		2,172.25
PRJ	99000000-213100	12/16/2025	12/16	Pyr1	251216	0251216	216	WARRANT=251216 RUN=0 BIWEEKLY Garnishment Deductions	2,107.25	
PRJ	99000000-213100	12/16/2025	12/16	Pyr1	251216	0251216	0251216	0251WARRANT=251216 RUN=0 BIWEEKLY GENERAL LEDGER TOTAL	1,152,403.76	1,152,403.76
PRJ	99000000-200010	12/16/2025						DTDF General Fund	567,029.43	
PRJ	10000000-110000	12/16/2025						General Fund Cash		567,029.43
PRJ	99000000-200045	12/16/2025						TIDS	12,255.70	
PRJ	45406000-110000	12/16/2025						TID#6 Cash		592.13
PRJ	45407000-110000	12/16/2025						TID#7 Cash		2,547.92
PRJ	45408000-110000	12/16/2025						TID#8 Cash		4,534.71
PRJ	45409000-110000	12/16/2025						TID#9 Cash		4,580.94
PRJ	99000000-200050	12/16/2025						DTDF Water	40,583.41	
PRJ	50000000-110000	12/16/2025						Water Cash		40,583.41
PRJ	99000000-200060	12/16/2025						DTDF Sewer	31,428.35	
PRJ	60000000-110000	12/16/2025						Sewer Cash		31,428.35
PRJ	70000000-110000	12/16/2025						Health Cash	921.92	
PRJ	99000000-200070	12/16/2025						DTDF Health		921.92
PRJ	71000000-110000	12/16/2025						Dental Cash	4,506.70	

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T	OB	DEBIT	CREDIT
EFF DATE							LINE DESC				
PRJ 99000000-200071							DTDF Dental				4,506.70
12/16/2025										656,725.51	656,725.51
							SYSTEM GENERATED ENTRIES TOTAL				
							JOURNAL 2025/12/77			1,809,129.27	1,809,129.27
2025 12	77										
PRJ 10000000-300060							Expenditures			567,029.43	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 45406000-300060							Expenditures			592.13	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 45407000-300060							Expenditures			2,547.92	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 45408000-300060							Expenditures			4,534.71	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 45409000-300060							Expenditures			4,580.94	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 50000000-300060							Expenditures			40,583.41	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 60000000-300060							Expenditures			31,428.35	
12/16/2025 12/16	Pyr1	251216	0251216			0251216	WARRANT=251216	RUN=0	BIWEEKLY		
PRJ 70000000-300080							Revenues				921.92
12/16/2025											
PRJ 71000000-300080							Revenues				4,506.70
12/16/2025											



Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY



FUND	BALANCE	SEG	ACCOUNT	YEAR	PER	JNL	EFF	DATE	ACCOUNT	DESCRIPTION	DEBIT	CREDIT
10	General Fund			2025	12	77	12/16/2025		General Fund Cash Expenditures			
	10000000-110000										567,029.43	567,029.43
	10000000-300060									TOTAL	567,029.43	567,029.43
45	406	TID		2025	12	77	12/16/2025		/TID 6 TID#6 Cash Expenditures			
	45406000-110000									FUND TOTAL	567,029.43	567,029.43
	45406000-300060									406 TOTAL	592.13	592.13
											592.13	592.13
45	407	TID		2025	12	77	12/16/2025		/TID 7 TID#7 Cash Expenditures			
	45407000-110000									407 TOTAL	2,547.92	2,547.92
	45407000-300060										2,547.92	2,547.92
45	408	TID		2025	12	77	12/16/2025		/TID 8 TID#8 Cash Expenditures			
	45408000-110000									408 TOTAL	4,534.71	4,534.71
	45408000-300060										4,534.71	4,534.71
45	409	TID		2025	12	77	12/16/2025		/TID 9 TID#9 Cash Expenditures			
	45409000-110000									FUND TOTAL	4,580.94	4,580.94
	45409000-300060										12,255.70	12,255.70
50	Water			2025	12	77	12/16/2025		Water Cash Expenditures			
	50000000-110000									FUND TOTAL	40,583.41	40,583.41
	50000000-300060										40,583.41	40,583.41
60	Sewer			2025	12	77	12/16/2025		Sewer Cash Expenditures			
	60000000-110000									FUND TOTAL	31,428.35	31,428.35
	60000000-300060										31,428.35	31,428.35
70	Health			2025	12	77	12/16/2025					

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	BALANCE	SEG	ACCOUNT	YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
									Health Cash	921.92	921.92
			70000000-110000						Revenues		
			70000000-300080							921.92	921.92
71	Dental			2025	12	77	12/16/2025		FUND TOTAL	4,506.70	4,506.70
			71000000-110000						Dental Cash		
			71000000-300080						Revenues	4,506.70	4,506.70
99	Treasury Fund			2025	12	77	12/16/2025		FUND TOTAL	4,506.70	4,506.70
			99000000-111400						US Bank - Payroll Checking	351,469.95	800,933.81
			99000000-111400						US Bank - Payroll Checking	567,029.43	
			99000000-200010						DTDF General Fund	12,255.70	
			99000000-200045						TIDS	40,583.41	
			99000000-200050						DTDF Water	31,428.35	
			99000000-200060						DTDF Sewer		921.92
			99000000-200070						DTDF Health		4,506.70
			99000000-200071						DTDF Dental		
			99000000-211300						Social Security Payable	70,558.24	
			99000000-211300						Social Security Payable	41,703.83	70,558.24
			99000000-211400						Federal Withholding Payable	18,931.54	41,703.83
			99000000-211400						Federal Withholding Payable		
			99000000-211500						State Withholding Payable		18,931.54
			99000000-211500						State Withholding Payable		81,434.40
			99000000-211600						State Retirement Payable		1,117.23
			99000000-211700						Life Insurance Deductions	401.31	
			99000000-211900						Health Insurance Deduction		112,919.34
			99000000-211900						Health Insurance Deduction		70.00
			99000000-212000						Flex Spending Account Deductio		192.00
			99000000-212300						Dependent Day Care		
			99000000-212400						IRA Deduction	1,716.92	
			99000000-212400						IRA Deduction		1,716.92
			99000000-212500						Vision Insurance Deduction		614.01
			99000000-212550						Accident Deduction		235.49
			99000000-212600						Police Union Dues Deductions		158.25
			99000000-212700						Veba Deduction	180.00	
			99000000-212700						Veba Deduction		180.00
			99000000-213000						Deferred Comp Deductions	14,037.83	
			99000000-213000						Deferred Comp Deductions		14,037.83
			99000000-213100						Garnishment Deductions	2,107.25	
			99000000-213100						Garnishment Deductions		2,172.25
									FUND TOTAL	1,152,403.76	1,152,403.76

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY



FUND		SUB FUND	DUE TO	DUE FR
10	General	Fund		
45	TID			567,029.43
45	TID			592.13
45	TID			2,547.92
45	TID			4,534.71
45	TID			4,580.94
50	Water			40,583.41
60	Sewer		921.92	31,428.35
70	Health		4,506.70	
71	Dental		651,296.89	5,428.62
99	Treasury	Fund		
TOTAL			656,725.51	656,725.51

** END OF REPORT - Generated by Lisa Jeske **



GENERAL LEDGER DISTRIBUTION JOURNAL: MISCELLANEOU

WARRANT 1216HM				PAY PERIOD 11/24/2025 to 12/07/2025				CHECK DATE 12/16/2025			
YEAR 2025		PERIOD 12		GL		EFF DATE 12/16/2025		GL		EFF DATE 12/16/2025	
EXPENDITURE ENTRIES						REFERENCE 1216HM				REFERENCE 1216HM	
SHORT DESC 1216 Pyr1						REFERENCE2 21216HM				REFERENCE2 21216HM	
ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE						
YEAR 2025	PERIOD 12			Police Administration	PD Regular salaries & wag	106.87					
10541000	511000			Police Administration	PD Social Security	8.18					
10541000	521000			Police Administration	PD State Retirement	7.43					
10541000	521100				FUND TOTALS	122.48					
					GRAND TOTALS	122.48					

Village of Germantown, WI - PRODUCTION

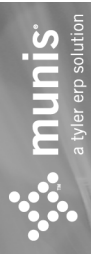
GENERAL LEDGER DISTRIBUTION JOURNAL: MISCELLANEOU

CLERK: Ljeske

YEAR PER	JNL	SRC ACCOUNT	EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T	OB	DEBIT	CREDIT
2025 12	93	PRJ 10541000-511000	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	PD Regular Salaries & Wages				106.87	
		12/16/2025 1216 Pyr1						2121WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 99000000-111400	12/16/2025	1216 Pyr1	1216HM	21216HM	6HM	US Bank - Payroll Checking					138.84
		12/16/2025 1216 Pyr1						WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 10541000-521000	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	PD Social Security				8.18	
		12/16/2025 1216 Pyr1						2121WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 10541000-521100	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	PD State Retirement				7.43	
		12/16/2025 1216 Pyr1						2121WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 99000000-111400	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	US Bank - Payroll Checking				31.22	
		12/16/2025 1216 Pyr1						2121WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 99000000-211300	12/16/2025	1216 Pyr1	1216HM	21216HM	6HM	Social Security Payable				16.36	16.36
		12/16/2025 1216 Pyr1						WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 99000000-211300	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	Social Security Payable				16.36	
		12/16/2025 1216 Pyr1						2121WARRANT=1216HM RUN=2 MISCELLA					
		PRJ 99000000-211600	12/16/2025	1216 Pyr1	1216HM	21216HM	6HM	State Retirement Payable				14.86	14.86
		12/16/2025 1216 Pyr1						WARRANT=1216HM RUN=2 MISCELLA					
								GENERAL LEDGER TOTAL				170.06	170.06
PRJ 99000000-200010								DTDF General Fund				122.48	
12/16/2025								General Fund Cash					122.48
12/16/2025								SYSTEM GENERATED ENTRIES TOTAL				122.48	122.48
								JOURNAL 2025/12/93 TOTAL				292.54	292.54
2025 12	93	PRJ 10000000-300060	12/16/2025	1216 Pyr1	1216HM	21216HM	21216HM	Expenditures				122.48	
		12/16/2025 1216 Pyr1						WARRANT=1216HM RUN=2 MISCELLA					

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: MISCELLANEOU



FUND	BALANCE	SEG	ACCOUNT	YEAR	PER	JNL	EFF	DATE	ACCOUNT	DESCRIPTION	DEBIT	CREDIT
10	General Fund			2025	12	93	12/16/2025		General Fund Cash Expenditures		122.48	122.48
	10000000-110000										122.48	
	10000000-300060									FUND TOTAL	122.48	122.48
99	Treasury Fund			2025	12	93	12/16/2025		US Bank - Payroll Checking		31.22	138.84
	99000000-111400								US Bank - Payroll Checking		122.48	
	99000000-111400								DTDF General Fund		16.36	
	99000000-200010								Social Security Payable			16.36
	99000000-211300								Social Security Payable			14.86
	99000000-211300								State Retirement Payable			
	99000000-211600									FUND TOTAL	170.06	170.06



GENERAL LEDGER DISTRIBUTION JOURNAL: MISCELLANEOU

FUND	SUB FUND	DUE TO	DUE FR
10 General Fund		122.48	122.48
99 Treasury Fund		122.48	122.48
TOTAL			

** END OF REPORT - Generated by Lisa Jeske **

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 123025

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/30pyr1

GL EFF DATE 12/30/2025
REFERENCE 123025
REFERENCE2 0123025

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2025	PERIOD 12			GL EFF DATE 12/30/2025	
10510000	511200		Village Board	VB Salaries	1,600.07
10510000	511600		Village Board	VB Communications Overtim	187.92
10510000	521000		Village Board	VB Social Security	136.80
10510000	521100		Village Board	State Retirement	13.06
10521000	511000		Administrator's Office	Admin Regular Salaries &	4,723.70
10521000	521000		Administrator's Office	Admin Social Security	343.75
10521000	521100		Administrator's Office	Admin State Retirement	328.30
10531000	511000		Clerk's Office	Clerk Regular Salaries &	6,715.10
10531000	511600		Clerk's Office	Clerk Overtime	31.91
10531000	521000		Clerk's Office	Clerk Social Security	516.12
10531000	521100		Clerk's Office	Clerk State Retirement	468.91
10532000	511000		Treasurer's Office	Treasurer Reg Salaries &	7,096.53
10532000	511600		Treasurer's Office	Treasurer Overtime	1,088.23
10532000	521000		Treasurer's Office	Treasurer Social Security	620.60
10532000	521100		Treasurer's Office	Treasurer State Retirement	568.85
10541000	511000		Police Administration	PD Regular Salaries & wag	65,130.95
10541000	511600		Police Administration	PD Overtime	4,519.10
10541000	521000		Police Administration	PD Social Security	5,299.17
10541000	521100		Police Administration	PD State Retirement	9,305.84
10542000	511000		Patrol	PT Regular Salaries & wag	76,554.40
10542000	511600		Patrol	PT Overtime	5,916.31
10542000	521000		Patrol	PT Social Security	6,104.71
10542000	521100		Patrol	PT State Retirement	12,378.84
10543000	511000		Detective	DT Regular Salaries & wag	11,914.94
10543000	511600		Detective	DT Overtime	883.04
10543000	521000		Detective	DT Social Security	979.05
10543000	521100		Detective	DT State Retirement	1,920.98
10545000	511000		Emergency Government	EM Regular Salaries & wag	261.36
10545000	521000		Emergency Government	EM Social Security	19.46
10545000	521100		Emergency Government	EM State Retirement	39.23
10551000	511000		Fire Administration	Fire Admin Reg Salaries &	17,918.38
10551000	511600		Fire Administration	Fire Admin Overtime	427.68
10551000	521000		Fire Administration	Fire Admin Social Securit	1,393.90
10551000	521100		Fire Administration	Fire Admin State Retireme	2,575.39
10552000	511000		Fire Protection Services	FP Regular Salaries & wag	62,079.22
10552000	511100		Fire Protection Services	FP Part Time Salaries & w	2,869.60
10552000	511600		Fire Protection Services	FP Overtime	4,082.19
10552000	521000		Fire Protection Services	FP Social Security	5,248.60
10552000	521100		Fire Protection Services	FP State Retirement	10,080.95
10561000	511000		Engineering	ENG Regular Salaries & wa	2,134.89
10561000	511600		Engineering	ENG Overtime	17.69
10561000	521000		Engineering	ENG Social Security	163.84
10561000	521100		Engineering	ENG State Retirement	149.58
10562000	511000		Highway	HWY Regular Salaries & wa	25,462.02
10562000	511100		Highway	HWY Part Time Salaries &	2,281.55
10562000	511600		Highway	HWY Overtime	3,581.20
10562000	521000		Highway	HWY Social Security	2,353.03

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 123025

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/30pyr1

GL EFF DATE 12/30/2025
REFERENCE 123025
REFERENCE2 0123025

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10562000	521100		Highway	HWY State Retirement	2,030.20
10563000	511000		Buildings & Grounds	Regular Salaries & Wages	16,327.66
10563000	511600		Buildings & Grounds	BG Overtime	1,678.22
10563000	521000		Buildings & Grounds	BG Social Security	1,372.16
10563000	521100		Buildings & Grounds	BG State Retirement	1,251.42
10564000	511000		Parks	Parks Regular Salaries &	16,327.66
10564000	511100		Parks	Parks PT Salaries & Wages	409.43
10564000	511600		Parks	Parks Overtime	1,678.22
10564000	521000		Parks	Parks Social Security	1,403.49
10564000	521100		Parks	Parks State Retirement	1,251.42
10565000	511000		Recycling	Recycling Reg Salaries &	1,599.14
10565000	511100		Recycling	Recycling PT Salaries & W	147.25
10565000	511600		Recycling	Recycling Overtime	68.97
10565000	521000		Recycling	Recycling Social Security	135.33
10565000	521100		Recycling	Recycling State Retirement	115.94
10570000	511000		Library	Library Reg Salaries & Wa	11,773.91
10570000	511100		Library	Library PT Salaries & wag	12,052.81
10570000	511600		Library	Library Overtime	54.94
10570000	521000		Library	Library Social Security	1,810.48
10570000	521100		Library	Library State Retirement	1,412.11
10581000	511000		Inspection and Permitting	Inspection Reg Salaries &	1,247.31
10581000	521000		Inspection and Permitting	Inspection Social Securit	94.43
10581000	521100		Inspection and Permitting	Inspection State Retirement	86.69
10582000	511000		Planning and Zonning	Planning Reg Salaries & W	6,726.27
10582000	521000		Planning and Zonning	Planning Social Security	511.28
10582000	521100		Planning and Zonning	Planning State Retirement	467.49
10591000	511000		Recreation	Recreation Reg Salaries &	11,247.86
10591000	511100		Recreation	Recreation PT Salaries &	11,864.41
10591000	511600		Recreation	Recreation Overtime	67.50
10591000	521000		Recreation	Recreation Social Securit	1,769.46
10591000	521100		Recreation	Recreation State Retirement	1,153.51
10592000	511100		Senior Center	Senior PT Salaries & Wage	1,569.00
10592000	521000		Senior Center	Senior Social Security	120.03
FUND TOTALS					478,312.94
45406410	511000		Project Administration	TID 6 AD Reg Salaries & W	417.32
45406410	521000		Project Administration	TID 6 AD Social Security	31.66
45406410	521100		Project Administration	TID 6 AD State Retirement	29.01
45407410	511000		Project Administration	TID 7 AD Reg Salaries & W	1,805.85
45407410	511600		Project Administration	TID 7 AD Overtime	8.86
45407410	521000		Project Administration	TID 7 AD Social Security	136.18
45407410	521100		Project Administration	TID 7 AD State Retirement	126.12
45408410	511000		Project Administration	TID 8 AD Reg Salaries & W	3,239.74
45408410	511600		Project Administration	TID 8 AD Overtime	17.72
45408410	521000		Project Administration	TID 8 AD Social Security	243.68
45408410	521100		Project Administration	TID 8 AD State Retirement	226.39
45409410	511000		Project Administration	TID 9 AD Reg Salaries & W	3,271.44

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 123025

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/30pyr1

GL EFF DATE 12/30/2025
REFERENCE 123025
REFERENCE2 0123025

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
45409410	511600		Project Administration	TID 9 AD Overtime	17.72
45409410	521000		Project Administration	TID 9 AD Social Security	246.11
45409410	521100		Project Administration	TID 9 AD State Retirement	228.59
FUND TOTALS					10,046.39
50611000	511000		Source of Supply Operation	SOS OP Reg Salaries & Wag	1,563.46
50611000	521000		Source of Supply Operation	SOS OP Social Security	109.18
50611000	521100		Source of Supply Operation	SOS OP State Retirement	108.66
50612000	511000		Source of Supply Maint	SOS MNT Reg Salaries & Wa	1,563.43
50612000	521000		Source of Supply Maint	SOS MNT Social Security	109.18
50612000	521100		Source of Supply Maint	SOS MNT State Retirement	108.66
50621000	511000		Pumping Operation	Pump OP Pumping Labor	1,563.43
50621000	521000		Pumping Operation	Pump OP Social Security	109.18
50621000	521100		Pumping Operation	Pump OP State Retirement	108.66
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & W	521.15
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	36.39
50622000	521100		Pumping Maintenance	Pump Maint State Retireme	36.22
50632000	511000		Water Treatment Maintenance	WaterT MNT Reg Salary & W	521.15
50632000	521000		Water Treatment Maintenance	WaterT MNT Social Securit	36.39
50632000	521100		Water Treatment Maintenance	WaterT MNT State Retireme	36.22
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	521.15
50640000	521000		Customer Accounts Expense	Cust. Social Security	36.39
50640000	521100		Customer Accounts Expense	Cust. State Retirement	36.22
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & W	2,084.57
50641000	521000		Trans & Distribution Operati	T&DO Social Security	145.57
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	144.89
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & W	2,084.57
50642000	521000		Trans & Distribution Maint	T&DM Social Security	145.57
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	144.87
50650000	511000		Water Administration	Water Admin Reg Salary &	13,482.15
50650000	511100		Water Administration	Water Admin PT Salary & W	1,603.97
50650000	511600		Water Administration	Water Admin Overtime	327.56
50650000	521000		Water Administration	Water Admin Social Securi	1,164.83
50650000	521100		Water Administration	Water Admin State Retirem	959.77
FUND TOTALS					29,413.44
60740000	511000		Sewer Administration	Sewer Admin Reg Salary &	19,334.71
60740000	511100		Sewer Administration	Sewer Admin PT Salary & W	199.97
60740000	511600		Sewer Administration	Sewer Admin Overtime	1,072.68
60740000	521000		Sewer Administration	Sewer Admin Social Securi	1,551.13
60740000	521100		Sewer Administration	Sewer Admin State Retirem	1,418.31
FUND TOTALS					23,576.80
GRAND TOTALS					541,349.57

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 123025

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 12/30pyr1

GL EFF DATE 12/30/2025
REFERENCE 123025
REFERENCE2 0123025

ORG OBJECT PROJECT

ORGANIZATION TITLE

ACCOUNT DESCRIPTION

EXPENDITURE

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 123025

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

PAYROLL VENDOR INVOICES TO BE CREATED

VENDOR	REMIT NAME	WITHHOLDING ORG/OBJ/PROJ	AMOUNT
100463	INTERNATIONAL ASSOCIATION OF FIREFI	99000000-212900-	20.00
		Total for vendor/remit: 100463/0	20.00

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
													LINE	DESC			
2025	12	193															
PRJ	10510000-511200																
	12/30/2025	12/30pyr1	123025	0123025		0123025		VB Salaries								1,600.07	
PRJ	99000000-111400																
	12/30/2025	12/30pyr1	123025	0123025		025		0123WARRANT=123025 RUN=0 BIWEEKLY									686,496.31
	12/30/2025	12/30pyr1	123025	0123025				US Bank - Payroll Checking									
PRJ	10510000-511600																
	12/30/2025	12/30pyr1	123025	0123025		0123025		WARRANT=123025 RUN=0 BIWEEKLY									
	12/30/2025	12/30pyr1	123025	0123025		0123025		VB Communications Overtime								187.92	
PRJ	10510000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									136.80
	12/30/2025	12/30pyr1	123025	0123025		0123025		VB Social Security									
PRJ	10510000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									13.06
	12/30/2025	12/30pyr1	123025	0123025		0123025		State Retirement									
PRJ	10521000-511000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									4,723.70
	12/30/2025	12/30pyr1	123025	0123025		0123025		Admin Regular Salaries & Wages									
PRJ	10521000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									343.75
	12/30/2025	12/30pyr1	123025	0123025		0123025		Admin Social Security									
PRJ	10521000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									328.30
	12/30/2025	12/30pyr1	123025	0123025		0123025		Admin State Retirement									
PRJ	10531000-511000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									6,715.10
	12/30/2025	12/30pyr1	123025	0123025		0123025		Clerk Regular Salaries & Wages									
PRJ	10531000-511600																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									31.91
	12/30/2025	12/30pyr1	123025	0123025		0123025		Clerk Overtime									
PRJ	10531000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									516.12
	12/30/2025	12/30pyr1	123025	0123025		0123025		Clerk Social Security									
PRJ	10531000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									468.91
	12/30/2025	12/30pyr1	123025	0123025		0123025		Clerk State Retirement									
PRJ	10532000-511000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									7,096.53
	12/30/2025	12/30pyr1	123025	0123025		0123025		Treasurer Reg Salaries & Wages									
PRJ	10532000-511600																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									1,088.23
	12/30/2025	12/30pyr1	123025	0123025		0123025		Treasurer Overtime									
PRJ	10532000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									620.60
	12/30/2025	12/30pyr1	123025	0123025		0123025		Treasurer Social Security									
PRJ	10532000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									568.85
	12/30/2025	12/30pyr1	123025	0123025		0123025		Treasurer State Retirement									
PRJ	10541000-511000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									65,130.95
	12/30/2025	12/30pyr1	123025	0123025		0123025		PD Regular Salaries & Wages									
PRJ	10541000-511600																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									4,519.10
	12/30/2025	12/30pyr1	123025	0123025		0123025		PD Overtime									
PRJ	10541000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									5,299.17
	12/30/2025	12/30pyr1	123025	0123025		0123025		PD Social Security									
PRJ	10541000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									9,305.84
	12/30/2025	12/30pyr1	123025	0123025		0123025		PD State Retirement									
PRJ	10542000-511000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									76,554.40
	12/30/2025	12/30pyr1	123025	0123025		0123025		PT Regular Salaries & Wages									
PRJ	10542000-511600																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									5,916.31
	12/30/2025	12/30pyr1	123025	0123025		0123025		PT Overtime									
PRJ	10542000-521000																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									6,104.71
	12/30/2025	12/30pyr1	123025	0123025		0123025		PT Social Security									
PRJ	10542000-521100																
	12/30/2025	12/30pyr1	123025	0123025		0123025		0123WARRANT=123025 RUN=0 BIWEEKLY									12,378.84
	12/30/2025	12/30pyr1	123025	0123025		0123025		PT State Retirement									

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER SRC ACCOUNT	JNL EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ 10543000-511000	12/30/2025 12/30pyr1	DT Regular Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		11,914.94	
PRJ 10543000-511600	12/30/2025 12/30pyr1	DT Overtime	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		883.04	
PRJ 10543000-521000	12/30/2025 12/30pyr1	DT Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		979.05	
PRJ 10543000-521100	12/30/2025 12/30pyr1	DT State Retirement	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		1,920.98	
PRJ 10545000-511000	12/30/2025 12/30pyr1	EM Regular Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		261.36	
PRJ 10545000-521000	12/30/2025 12/30pyr1	EM Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		19.46	
PRJ 10545000-521100	12/30/2025 12/30pyr1	EM State Retirement	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		39.23	
PRJ 10551000-511000	12/30/2025 12/30pyr1	Fire Admin Reg Salaries & wage	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		17,918.38	
PRJ 10551000-511600	12/30/2025 12/30pyr1	Fire Admin Overtime	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		427.68	
PRJ 10551000-521000	12/30/2025 12/30pyr1	Fire Admin Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		1,393.90	
PRJ 10551000-521100	12/30/2025 12/30pyr1	Fire Admin State Retirement	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		2,575.39	
PRJ 10552000-511000	12/30/2025 12/30pyr1	FP Regular Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		62,079.22	
PRJ 10552000-511100	12/30/2025 12/30pyr1	FP Part Time Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		2,869.60	
PRJ 10552000-511600	12/30/2025 12/30pyr1	FP Overtime	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		4,082.19	
PRJ 10552000-521000	12/30/2025 12/30pyr1	FP Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		5,248.60	
PRJ 10552000-521100	12/30/2025 12/30pyr1	FP State Retirement	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		10,080.95	
PRJ 10561000-511000	12/30/2025 12/30pyr1	ENG Regular Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		2,134.89	
PRJ 10561000-511600	12/30/2025 12/30pyr1	ENG Overtime	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		17.69	
PRJ 10561000-521000	12/30/2025 12/30pyr1	ENG Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		163.84	
PRJ 10561000-521100	12/30/2025 12/30pyr1	ENG State Retirement	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		149.58	
PRJ 10562000-511000	12/30/2025 12/30pyr1	HWY Regular Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		25,462.02	
PRJ 10562000-511100	12/30/2025 12/30pyr1	HWY Part Time Salaries & wages	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		2,281.55	
PRJ 10562000-511600	12/30/2025 12/30pyr1	HWY Overtime	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		3,581.20	
PRJ 10562000-521000	12/30/2025 12/30pyr1	HWY Social Security	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		2,353.03	

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T OB	DEBIT	CREDIT
PRJ	10562000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	HWY State Retirement			2,030.20	
PRJ	10563000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Regular Salaries & Wages		16,327.66	
PRJ	10563000-511600		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	BG Overtime		1,678.22	
PRJ	10563000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	BG Social Security		1,372.16	
PRJ	10563000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	BG State Retirement		1,251.42	
PRJ	10564000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Parks Regular Salaries & Wages		16,327.66	
PRJ	10564000-511100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Parks PT Salaries & Wages		409.43	
PRJ	10564000-511600		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Parks Overtime		1,678.22	
PRJ	10564000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Parks Social Security		1,403.49	
PRJ	10564000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Parks State Retirement		1,251.42	
PRJ	10565000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Recycling Reg Salaries & Wages		1,599.14	
PRJ	10565000-511100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Recycling PT Salaries & Wages		147.25	
PRJ	10565000-511600		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Recycling Overtime		68.97	
PRJ	10565000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Recycling Social Security		135.33	
PRJ	10565000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Recycling State Retirement		115.94	
PRJ	10570000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Library Reg Salaries & Wages		11,773.91	
PRJ	10570000-511100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Library PT Salaries & Wages		12,052.81	
PRJ	10570000-511600		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Library Overtime		54.94	
PRJ	10570000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Library Social Security		1,810.48	
PRJ	10570000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Library State Retirement		1,412.11	
PRJ	10581000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Inspection Reg Salaries & Wage		1,247.31	
PRJ	10581000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Inspection Social Security		94.43	
PRJ	10581000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Inspection State Retirement		86.69	
PRJ	10582000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Planning Reg Salaries & Wages		6,726.27	
PRJ	10582000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY	Planning Social Security		511.28	

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER SRC ACCOUNT	JNL EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ 10582000-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Planning State Retirement		467.49	
PRJ 10591000-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Recreation Reg Salaries & wage		11,247.86	
PRJ 10591000-511100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Recreation PT Salaries & wages		11,864.41	
PRJ 10591000-511600	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Recreation Overtime		67.50	
PRJ 10591000-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Recreation Social Security		1,769.46	
PRJ 10591000-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Recreation State Retirement		1,153.51	
PRJ 10592000-511100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Senior PT Salaries & wages		1,569.00	
PRJ 10592000-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY Senior Social Security		120.03	
PRJ 45406410-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 6 AD Reg Salaries & wages		417.32	
PRJ 45406410-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 6 AD Social Security		31.66	
PRJ 45406410-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 6 AD State Retirement		29.01	
PRJ 45407410-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 7 AD Reg Salaries & wages		1,805.85	
PRJ 45407410-511600	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 7 AD Overtime		8.86	
PRJ 45407410-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 7 AD Social Security		136.18	
PRJ 45407410-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 7 AD State Retirement		126.12	
PRJ 45408410-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 8 AD Reg Salaries & wages		3,239.74	
PRJ 45408410-511600	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 8 AD Overtime		17.72	
PRJ 45408410-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 8 AD Social Security		243.68	
PRJ 45408410-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 8 AD State Retirement		226.39	
PRJ 45409410-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 9 AD Reg Salaries & wages		3,271.44	
PRJ 45409410-511600	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 9 AD Overtime		17.72	
PRJ 45409410-521000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 9 AD Social Security		246.11	
PRJ 45409410-521100	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY TID 9 AD State Retirement		228.59	
PRJ 50611000-511000	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY SoS OP Reg Salaries & wages		1,563.46	
	12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T OB	DEBIT	CREDIT
EFF DATE							LINE DESC			
PRJ 50611000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	SoS OP Social Security		109.18	
PRJ 50611000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		108.66	
PRJ 50612000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	SoS OP State Retirement			
PRJ 50612000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		1,563.43	
PRJ 50612000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	SoS MNT Reg Salaries & Wages		109.18	
PRJ 50612000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		108.66	
PRJ 50612000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	SoS MNT Social Security			
PRJ 50621000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		1,563.43	
PRJ 50621000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	SoS MNT State Retirement		109.18	
PRJ 50621000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		108.66	
PRJ 50622000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump OP Pumping Labor		521.15	
PRJ 50622000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		36.39	
PRJ 50622000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump OP Social Security		36.22	
PRJ 50622000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50622000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump OP State Retirement		521.15	
PRJ 50622000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		36.39	
PRJ 50632000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump Maint Reg Salary & Wages		36.22	
PRJ 50632000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50632000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump Maint Social Security		521.15	
PRJ 50632000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		36.39	
PRJ 50632000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	Pump Maint State Retirement		36.22	
PRJ 50632000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50640000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	waterT MNT Reg Salary & Wages		521.15	
PRJ 50640000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		36.39	
PRJ 50640000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	waterT MNT Social Security		36.22	
PRJ 50641000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50641000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	Cust. Regular Salaries & Wages		2,084.57	
PRJ 50641000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		145.57	
PRJ 50642000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	T&DO Social Security		144.89	
PRJ 50642000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50642000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	T&DO State Retirement		2,084.57	
PRJ 50642000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		145.57	
PRJ 50642000-521000		12/30/2025	12/30pyr1	123025	0123025	0123025	T&DM Regular Salaries & Wages		144.87	
PRJ 50642000-521100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50650000-511000		12/30/2025	12/30pyr1	123025	0123025	0123025	T&DM Social Security		13,482.15	
PRJ 50650000-511100		12/30/2025	12/30pyr1	123025	0123025	0123025	0123WARRANT=123025 RUN=0 BIWEEKLY		1,603.97	
							water Admin PT Salary & Wages			

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER SRC ACCOUNT	JNL EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ 50650000-511600	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Water Admin Overtime		327.56	
PRJ 50650000-521000	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Water Admin Social Security		1,164.83	
PRJ 50650000-521100	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Water Admin State Retirement		959.77	
PRJ 60740000-511000	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Sewer Admin Reg Salary & Wages		19,334.71	
PRJ 60740000-511100	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Sewer Admin PT Salary & Wages		199.97	
PRJ 60740000-511600	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Sewer Admin Overtime		1,072.68	
PRJ 60740000-521000	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Sewer Admin Social Security		1,551.13	
PRJ 60740000-521100	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Sewer Admin State Retirement		1,418.31	
PRJ 99000000-111400	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY US Bank - Payroll Checking		226,009.90	
PRJ 70800000-474210	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY FSA Contribution			772.00
PRJ 99000000-211300	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Social Security Payable			68,994.26
PRJ 99000000-211300	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Social Security Payable		68,994.26	
PRJ 99000000-211400	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Federal Withholding Payable			39,735.00
PRJ 99000000-211400	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Federal Withholding Payable		39,735.00	
PRJ 99000000-211500	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY State Withholding Payable			18,363.73
PRJ 99000000-211500	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY State Withholding Payable		18,363.73	
PRJ 99000000-211600	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY State Retirement Payable			79,744.16
PRJ 99000000-211900	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Health Insurance Deduction			401.31
PRJ 99000000-211900	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Health Insurance Deduction		401.31	
PRJ 99000000-212000	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Flex Spending Account Deductio			70.00
PRJ 99000000-212300	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY Dependent Day Care			192.00
PRJ 99000000-212400	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY IRA Deduction			1,614.76
PRJ 99000000-212400	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY IRA Deduction		1,614.76	
PRJ 99000000-212900	12/30/2025 12/30pyr1	123025 0123025	0123025			0123WARRANT=123025 RUN=0 BIWEEKLY Volunteer Firefighter Union Du			20.00
	12/30/2025 12/30pyr1	123025 0123025	025			WARRANT=123025 RUN=0 BIWEEKLY			

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR	PER	JNL	SRC	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
EFF	DATE	JNL	DESC	REF 1	REF 2	REF 3	LINE	DESC							
PRJ	99000000-213000														
	12/30/2025	12/30	pyr1	123025	0123025	025		Deferred Comp Deductions							13,915.86
								WARRANT=123025 RUN=0 BIWEEKLY							
PRJ	99000000-213000							Deferred Comp Deductions						13,915.86	
	12/30/2025	12/30	pyr1	123025	0123025	0123025		0123WARRANT=123025 RUN=0 BIWEEKLY							
PRJ	99000000-213100							Garnishment Deductions							2,186.82
	12/30/2025	12/30	pyr1	123025	0123025	025		WARRANT=123025 RUN=0 BIWEEKLY							
PRJ	99000000-213100							Garnishment Deductions						2,121.82	
	12/30/2025	12/30	pyr1	123025	0123025	0123025		0123WARRANT=123025 RUN=0 BIWEEKLY							
								GENERAL LEDGER TOTAL						912,506.21	912,506.21
PRJ	99000000-200010							DTDF General Fund						478,312.94	
	12/30/2025														
PRJ	10000000-110000							General Fund Cash							478,312.94
	12/30/2025														
PRJ	99000000-200045							TIDS						10,046.39	
	12/30/2025														
PRJ	45406000-110000							TID#6 Cash							477.99
	12/30/2025														
PRJ	45407000-110000							TID#7 Cash							2,077.01
	12/30/2025														
PRJ	45408000-110000							TID#8 Cash							3,727.53
	12/30/2025														
PRJ	45409000-110000							TID#9 Cash							3,763.86
	12/30/2025														
PRJ	99000000-200050							DTDF Water						29,413.44	
	12/30/2025														
PRJ	50000000-110000							Water Cash							29,413.44
	12/30/2025														
PRJ	99000000-200060							DTDF Sewer						23,576.80	
	12/30/2025														
PRJ	60000000-110000							Sewer Cash							23,576.80
	12/30/2025														
PRJ	70000000-110000							Health Cash						772.00	
	12/30/2025														
PRJ	99000000-200070							DTDF Health							772.00
	12/30/2025														
								SYSTEM GENERATED ENTRIES TOTAL						542,121.57	542,121.57
								JOURNAL 2025/12/193 TOTAL						1,454,627.78	1,454,627.78
2025	12	193													
PRJ	10000000-300060							Expenditures						478,312.94	
	12/30/2025	12/30	pyr1	123025	0123025	0123025		WARRANT=123025 RUN=0 BIWEEKLY							
PRJ	45406000-300060							Expenditures						477.99	
	12/30/2025	12/30	pyr1	123025	0123025	0123025		WARRANT=123025 RUN=0 BIWEEKLY							

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	T OB	DEBIT	CREDIT
EFF DATE							LINE DESC			
PRJ 45407000-300060							Expenditures		2,077.01	
12/30/2025 12/30pyr1			123025 0123025	0123025			WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 45408000-300060							Expenditures		3,727.53	
12/30/2025 12/30pyr1			123025 0123025	0123025			WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 45409000-300060							Expenditures		3,763.86	
12/30/2025 12/30pyr1			123025 0123025	0123025			WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 50000000-300060							Expenditures		29,413.44	
12/30/2025 12/30pyr1			123025 0123025	0123025			WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 60000000-300060							Expenditures		23,576.80	
12/30/2025 12/30pyr1			123025 0123025	0123025			WARRANT=123025 RUN=0 BIWEEKLY			
PRJ 70000000-300080							Revenues			772.00
12/30/2025										

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	12	193	12/30/2025				
	10000000-110000								General Fund Cash		478,312.94
	10000000-300060								Expenditures	478,312.94	
									TOTAL	478,312.94	478,312.94
									FUND TOTAL	478,312.94	478,312.94
45	406	TID	/TID 6	2025	12	193	12/30/2025				
	45406000-110000								TID#6 Cash		477.99
	45406000-300060								Expenditures	477.99	
									406 TOTAL	477.99	477.99
45	407	TID	/TID 7	2025	12	193	12/30/2025				
	45407000-110000								TID#7 Cash		2,077.01
	45407000-300060								Expenditures	2,077.01	
									407 TOTAL	2,077.01	2,077.01
45	408	TID	/TID 8	2025	12	193	12/30/2025				
	45408000-110000								TID#8 Cash		3,727.53
	45408000-300060								Expenditures	3,727.53	
									408 TOTAL	3,727.53	3,727.53
45	409	TID	/TID 9	2025	12	193	12/30/2025				
	45409000-110000								TID#9 Cash		3,763.86
	45409000-300060								Expenditures	3,763.86	
									FUND TOTAL	10,046.39	10,046.39
50	Water			2025	12	193	12/30/2025				
	50000000-110000								Water Cash		29,413.44
	50000000-300060								Expenditures	29,413.44	
									FUND TOTAL	29,413.44	29,413.44
60	Sewer			2025	12	193	12/30/2025				
	60000000-110000								Sewer Cash		23,576.80
	60000000-300060								Expenditures	23,576.80	
									FUND TOTAL	23,576.80	23,576.80
70	Health			2025	12	193	12/30/2025				

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	772.00	
		70000000-300080						Revenues		772.00
							FUND TOTAL		772.00	772.00
99	Treasury Fund		2025	12	193	12/30/2025				
		99000000-111400						US Bank - Payroll Checking	226,009.90	
		99000000-111400						US Bank - Payroll Checking		686,496.31
		99000000-200010						DTDF General Fund	478,312.94	
		99000000-200045						TIDS	10,046.39	
		99000000-200050						DTDF Water	29,413.44	
		99000000-200060						DTDF Sewer	23,576.80	
		99000000-200070						DTDF Health		772.00
		99000000-211300						Social Security Payable	68,994.26	
		99000000-211300						Social Security Payable		68,994.26
		99000000-211400						Federal Withholding Payable	39,735.00	
		99000000-211400						Federal Withholding Payable		39,735.00
		99000000-211500						State Withholding Payable	18,363.73	
		99000000-211500						State Withholding Payable		18,363.73
		99000000-211600						State Retirement Payable		79,744.16
		99000000-211900						Health Insurance Deduction	401.31	
		99000000-211900						Health Insurance Deduction		401.31
		99000000-212000						Flex Spending Account Deductio		70.00
		99000000-212300						Dependent Day Care		192.00
		99000000-212400						IRA Deduction	1,614.76	
		99000000-212400						IRA Deduction		1,614.76
		99000000-212900						Volunteer Firefighter Union Du		20.00
		99000000-213000						Deferred Comp Deductions	13,915.86	
		99000000-213000						Deferred Comp Deductions		13,915.86
		99000000-213100						Garnishment Deductions	2,121.82	
		99000000-213100						Garnishment Deductions		2,186.82
							FUND TOTAL		912,506.21	912,506.21

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	SUB FUND	DUE TO	DUE FR
10	General Fund		478,312.94
45	TID		477.99
45	TID		2,077.01
45	TID		3,727.53
45	TID		3,763.86
50	Water		29,413.44
60	Sewer		23,576.80
70	Health	772.00	
99	Treasury Fund	541,349.57	772.00
TOTAL		542,121.57	542,121.57

** END OF REPORT - Generated by Lisa Jeske **

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 1230KW

PAY PERIOD 12/08/2025 to 12/21/2025

CHECK DATE 12/30/2025

YEAR 2025 PERIOD 12
EXPENDITURE ENTRIES
SHORT DESC 1230KWPr1

GL EFF DATE 12/30/2025
REFERENCE 1230KW
REFERENCE2 01230KW

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2025	PERIOD 12			GL EFF DATE 12/30/2025	
50611000	511000		Source of Supply Operation	SoS OP Reg Salaries & wag	38.42
50611000	521000		Source of Supply Operation	SoS OP Social Security	2.94
50611000	521100		Source of Supply Operation	SoS OP State Retirement	2.67
50612000	511000		Source of Supply Maint	SoS MNT Reg Salaries & wa	38.41
50612000	521000		Source of Supply Maint	SoS MNT Social Security	2.94
50612000	521100		Source of Supply Maint	SoS MNT State Retirement	2.67
50621000	511000		Pumping Operation	Pump OP Pumping Labor	38.41
50621000	521000		Pumping Operation	Pump OP Social Security	2.94
50621000	521100		Pumping Operation	Pump OP State Retirement	2.67
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & w	12.80
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	.98
50622000	521100		Pumping Maintenance	Pump Maint State Retireme	.89
50632000	511000		Water Treatment Maintenance	WaterT MNT Reg Salary & w	12.80
50632000	521000		Water Treatment Maintenance	WaterT MNT Social Securit	.98
50632000	521100		Water Treatment Maintenance	WaterT MNT State Retireme	.89
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	12.80
50640000	521000		Customer Accounts Expense	Cust. Social Security	.98
50640000	521100		Customer Accounts Expense	Cust. State Retirement	.89
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & w	51.22
50641000	521000		Trans & Distribution Operati	T&DO Social Security	3.91
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	3.56
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & w	51.22
50642000	521000		Trans & Distribution Maint	T&DM Social Security	3.92
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	3.56
FUND TOTALS					293.47
GRAND TOTALS					293.47

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	210																		
PRJ	50611000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						38.42	
PRJ	99000000-111400																			
	12/30/2025	1230KWPr1							1230KW	01230KW			0KW							340.33
PRJ	50611000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.94	
PRJ	50611000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.67	
PRJ	50612000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						38.41	
PRJ	50612000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.94	
PRJ	50612000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.67	
PRJ	50621000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						38.41	
PRJ	50621000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.94	
PRJ	50621000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						2.67	
PRJ	50622000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						12.80	
PRJ	50622000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.98	
PRJ	50622000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.89	
PRJ	50632000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						12.80	
PRJ	50632000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.98	
PRJ	50632000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.89	
PRJ	50640000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						12.80	
PRJ	50640000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.98	
PRJ	50640000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						.89	
PRJ	50641000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						51.22	
PRJ	50641000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						3.91	
PRJ	50641000-521100																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						3.56	
PRJ	50642000-511000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						51.22	
PRJ	50642000-521000																			
	12/30/2025	1230KWPr1							1230KW	01230KW			01230KW						3.92	

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 50642000-521100	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	0123WARRANT=1230KW RUN=0 BIWEEKLY T&DM State Retirement		3.56	
PRJ 99000000-111400	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	0123WARRANT=1230KW RUN=0 BIWEEKLY US Bank - Payroll Checking		82.46	
PRJ 99000000-211300	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	0123WARRANT=1230KW RUN=0 BIWEEKLY Social Security Payable			39.18
PRJ 99000000-211300	12/30/2025	1230KWPr1	1230KW	01230KW	0KW	01230KW	01230KW	WARRANT=1230KW RUN=0 BIWEEKLY Social Security Payable		39.18	
PRJ 99000000-211600	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	0123WARRANT=1230KW RUN=0 BIWEEKLY State Retirement Payable			35.60
PRJ 99000000-213000	12/30/2025	1230KWPr1	1230KW	01230KW	0KW	01230KW	01230KW	WARRANT=1230KW RUN=0 BIWEEKLY Deferred Comp Deductions			7.68
PRJ 99000000-213000	12/30/2025	1230KWPr1	1230KW	01230KW	0KW	01230KW	01230KW	WARRANT=1230KW RUN=0 BIWEEKLY Deferred Comp Deductions		7.68	
	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	0123WARRANT=1230KW RUN=0 BIWEEKLY GENERAL LEDGER TOTAL		422.79	422.79
PRJ 99000000-200050	12/30/2025							DTDF Water		293.47	
PRJ 50000000-110000	12/30/2025							Water Cash			293.47
								SYSTEM GENERATED ENTRIES TOTAL		293.47	293.47
								JOURNAL 2025/12/210 TOTAL		716.26	716.26
2025 12 210								Expenditures		293.47	
PRJ 50000000-300060	12/30/2025	1230KWPr1	1230KW	01230KW	01230KW	01230KW	01230KW	WARRANT=1230KW RUN=0 BIWEEKLY			

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	BALANCE	SEG	YEAR	PER	JNL	EFF	DATE	ACCOUNT DESCRIPTION	DEBIT	CREDIT
	ACCOUNT									
50	Water		2025	12	210	12/30/2025				
	500000000-110000							Water Cash		293.47
	500000000-300060							Expenditures	293.47	
								FUND TOTAL	293.47	293.47
99	Treasury Fund		2025	12	210	12/30/2025				
	990000000-111400							US Bank - Payroll Checking	82.46	
	990000000-111400							US Bank - Payroll Checking		340.33
	990000000-200050							DTDF Water	293.47	
	990000000-211300							Social Security Payable	39.18	
	990000000-211300							Social Security Payable		39.18
	990000000-211600							State Retirement Payable		35.60
	990000000-213000							Deferred Comp Deductions	7.68	
	990000000-213000							Deferred Comp Deductions		7.68
								FUND TOTAL	422.79	422.79

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	SUB FUND		DUE TO	DUE FR
50	Water			293.47
99	Treasury Fund		293.47	
TOTAL			293.47	293.47

** END OF REPORT - Generated by Lisa Jeske **

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

PAY PERIOD 12/22/2025 to 01/04/2026

CHECK DATE 01/13/2026

YEAR 2026 PERIOD 1
EXPENDITURE ENTRIES
SHORT DESC 01/13Pyr1

GL EFF DATE 01/13/2026
REFERENCE 011326
REFERENCE2 0011326

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
YEAR 2026	PERIOD 1			GL EFF DATE 01/13/2026	
10510000	511200	1	Village Board	VB Salaries	2,175.07
10510000	521000		Village Board	VB Social Security	183.70
10510000	531000		Village Board	VB General Supplies & Exp	560.00
10521000	511000		Administrator's Office	Admin Regular Salaries &	4,826.73
10521000	521000		Administrator's Office	Admin Social Security	344.71
10521000	521100		Administrator's Office	Admin State Retirement	347.52
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	7.01
10531000	511000		Clerk's Office	Clerk Regular Salaries &	6,820.37
10531000	511100		Clerk's Office	Part Time Salaries & Wage	320.00
10531000	521000		Clerk's Office	Clerk Social Security	496.43
10531000	521100		Clerk's Office	Clerk State Retirement	491.07
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 &	8,298.00
10532000	511600		Treasurer's Office	Treasurer Overtime	104.99
10532000	521000		Treasurer's Office	Treasurer Social Security	618.31
10532000	521100		Treasurer's Office	Treasurer State Retirement	604.99
10532000	521200		Treasurer's Office	Treasurer Health Insurance	1,409.69
10532000	521300		Treasurer's Office	Treasurer Dental Insurance	41.35
10532000	521400		Treasurer's Office	Treasurer Life Insurance	4.62
10541000	511000		Police Administration	PD Regular Salaries & wag	66,756.88
10541000	511600		Police Administration	PD Overtime	1,558.73
10541000	521000		Police Administration	PD Social Security	5,039.22
10541000	521100		Police Administration	PD State Retirement	9,027.35
10541000	521200		Police Administration	PD Health Insurance	11,364.39
10541000	521300		Police Administration	PD Dental Insurance	646.19
10542000	511000		Patrol	PT Regular Salaries & wag	76,259.72
10542000	511600		Patrol	PT Overtime	5,762.96
10542000	521000		Patrol	PT Social Security	6,046.79
10542000	521100		Patrol	PT State Retirement	12,139.33
10542000	521200		Patrol	PT Health Insurance	15,412.51
10542000	521300		Patrol	PT Dental Insurance	649.40
10543000	511000		Detective	DT Regular Salaries & wag	11,613.47
10543000	511600		Detective	DT Overtime	1,351.68
10543000	521000		Detective	DT Social Security	955.94
10543000	521100		Detective	DT State Retirement	1,918.84
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	263.97
10545000	521000		Emergency Government	EM Social Security	19.10
10545000	521100		Emergency Government	EM State Retirement	39.07
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 &	18,066.81
10551000	511600		Fire Administration	Fire Admin Overtime	3,824.17

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

PAY PERIOD 12/22/2025 to 01/04/2026

CHECK DATE 01/13/2026

YEAR 2026 PERIOD 1
EXPENDITURE ENTRIES
SHORT DESC 01/13Pyr1

GL EFF DATE 01/13/2026
REFERENCE 011326
REFERENCE2 0011326

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10551000	521000		Fire Administration	Fire Admin Social Securit	1,610.04
10551000	521100		Fire Administration	Fire Admin State Retireme	3,066.58
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	60,977.39
10552000	511100		Fire Protection Services	FP Part Time Salaries & W	2,353.04
10552000	511600		Fire Protection Services	FP Overtime	4,949.39
10552000	521000		Fire Protection Services	FP Social Security	5,028.73
10552000	521100		Fire Protection Services	FP State Retirement	9,882.23
10552000	521200		Fire Protection Services	FP Health Insurance	13,349.52
10552000	521300		Fire Protection Services	FP Dental Insurance	551.60
10561000	511000		Engineering	ENG Regular Salaries & wa	2,092.04
10561000	511600		Engineering	ENG Overtime	84.13
10561000	521000		Engineering	ENG Social Security	160.88
10561000	521100		Engineering	ENG State Retirement	156.69
10561000	521200		Engineering	ENG Health Insurance	521.87
10561000	521300		Engineering	ENG Dental Insurance	18.29
10562000	511000		Highway	HWY Regular Salaries & wa	26,201.01
10562000	511100		Highway	HWY Part Time Salaries &	1,275.47
10562000	511600		Highway	HWY Overtime	3,506.83
10562000	521000		Highway	HWY Social Security	2,244.92
10562000	521100		Highway	HWY State Retirement	2,131.07
10562000	521200		Highway	HWY Health Insurance	7,289.99
10562000	521300		Highway	HWY Dental Insurance	351.58
10563000	511000		Buildings & Grounds	Regular Salaries & Wages	16,524.10
10563000	511600		Buildings & Grounds	BG Overtime	2,024.28
10563000	521000		Buildings & Grounds	BG Social Security	1,358.82
10563000	521100		Buildings & Grounds	BG State Retirement	1,277.27
10563000	521200		Buildings & Grounds	BG Health Insurance	4,547.58
10563000	521300		Buildings & Grounds	BG Dental Insurance	220.91
10564000	511000		Parks	Parks Regular Salaries &	16,524.10
10564000	511100		Parks	Parks PT Salaries & Wages	370.80
10564000	511600		Parks	Parks Overtime	2,024.28
10564000	521000		Parks	Parks Social Security	1,387.19
10564000	521100		Parks	Parks State Retirement	1,277.27
10564000	521200		Parks	Parks Health Insurance	4,547.58
10564000	521300		Parks	Parks Dental Insurance	220.91
10565000	511000		Recycling	Recycling Reg Salaries &	1,552.15
10565000	511100		Recycling	Recycling PT Salaries & W	147.25
10565000	511600		Recycling	Recycling Overtime	112.16
10565000	521000		Recycling	Recycling Social Security	130.61
10565000	521100		Recycling	Recycling State Retiremen	119.81
10565000	521200		Recycling	Recycling Health Insuranc	500.28
10565000	521300		Recycling	Recycling Dental Insuranc	21.38
10570000	511000		Library	Library Reg Salaries & wa	11,868.16
10570000	511100		Library	Library PT Salaries & wag	10,646.14
10570000	511200		Library	Library Board	710.00
10570000	511600		Library	Library Overtime	10.99

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

PAY PERIOD 12/22/2025 to 01/04/2026

CHECK DATE 01/13/2026

YEAR 2026 PERIOD 1
EXPENDITURE ENTRIES
SHORT DESC 01/13Pyr1

GL EFF DATE 01/13/2026
REFERENCE 011326
REFERENCE2 0011326

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
10570000	521000		Library	Library Social Security	1,681.80
10570000	521100		Library	Library State Retirement	1,462.24
10570000	521200		Library	Library Health Insurance	4,124.14
10570000	521300		Library	Library Dental Insurance	243.33
10581000	511000		Inspection and Permitting	Inspection Reg Salaries &	1,092.81
10581000	511600		Inspection and Permitting	Inspection Overtime	163.20
10581000	521000		Inspection and Permitting	Inspection Social Securit	91.71
10581000	521100		Inspection and Permitting	Inspection State Retireme	90.43
10581000	521200		Inspection and Permitting	Inspection Health Insuran	250.03
10581000	521300		Inspection and Permitting	Inspection Dental Insuran	10.92
10582000	511000		Planning and Zonning	Planning Reg Salaries & W	5,848.55
10582000	511200		Planning and Zonning	Planning Boards & Commiss	520.00
10582000	511600		Planning and Zonning	Planning Overtime	924.81
10582000	521000		Planning and Zonning	Planning Social Security	504.22
10582000	521100		Planning and Zonning	Planning State Retirement	487.69
10582000	521200		Planning and Zonning	Planning Health Insurance	1,472.42
10582000	521300		Planning and Zonning	Planning Dental Insurance	64.23
10591000	511000		Recreation	Recreation Reg Salaries &	11,469.30
10591000	511100		Recreation	Recreation PT Salaries &	9,346.01
10591000	511200		Recreation	Recreation Parks & Rec Co	275.00
10591000	521000		Recreation	Recreation Social Securit	1,550.41
10591000	521100		Recreation	Recreation State Retireme	1,159.36
10591000	521200		Recreation	Recreation Health Insuran	3,847.68
10591000	521300		Recreation	Recreation Dental Insuran	211.25
10592000	511000		Senior Center	Senior Reg Salaries & wag	52.40
10592000	511100		Senior Center	Senior PT Salaries & Wage	956.83
10592000	521000		Senior Center	Senior Social Security	77.20
10592000	521100		Senior Center	Senior State Retirement	17.31
10592000	521300		Senior Center	Senior Dental Insurance	16.43
FUND TOTALS					562,620.73
45406410	511000		Project Administration	TID 6 AD Reg Salaries & W	420.32
45406410	521000		Project Administration	TID 6 AD Social Security	30.86
45406410	521100		Project Administration	TID 6 AD State Retirement	30.26
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	1,824.86
45407410	511600		Project Administration	TID 7 AD Overtime	5.94
45407410	521000		Project Administration	TID 7 AD Social Security	133.12
45407410	521100		Project Administration	TID 7 AD State Retirement	131.82
45407410	521200		Project Administration	TID 7 AD Health Insurance	413.73
45407410	521300		Project Administration	TID 7 AD Dental Insurance	16.97
45408410	511000		Project Administration	TID 8 AD Reg Salaries & W	3,273.96
45408410	511600		Project Administration	TID 8 AD Overtime	11.88
45408410	521000		Project Administration	TID 8 AD Social Security	238.81
45408410	521100		Project Administration	TID 8 AD State Retirement	236.60
45408410	521200		Project Administration	TID 8 AD Health Insurance	706.49

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

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YEAR 2026 PERIOD 1
EXPENDITURE ENTRIES
SHORT DESC 01/13Pyr1

GL EFF DATE 01/13/2026
REFERENCE 011326
REFERENCE2 0011326

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
45408410	521300		Project Administration	TID 8 AD Dental Insurance	28.72
45409410	511000		Project Administration	TID 9 AD Reg Salaries & W	3,305.88
45409410	511600		Project Administration	TID 9 AD Overtime	11.88
45409410	521000		Project Administration	TID 9 AD Social Security	241.13
45409410	521100		Project Administration	TID 9 AD State Retirement	238.90
45409410	521200		Project Administration	TID 9 AD Health Insurance	717.60
45409410	521300		Project Administration	TID 9 AD Dental Insurance	29.20
FUND TOTALS					12,147.00
50611000	511000		Source of Supply Operation	SoS OP Reg Salaries & Wag	1,444.35
50611000	521000		Source of Supply Operation	SoS OP Social Security	95.43
50611000	521100		Source of Supply Operation	SoS OP State Retirement	104.00
50611000	521200		Source of Supply Operation	SoS OP Health Insurance	547.78
50611000	521300		Source of Supply Operation	SoS OP Dental Insurance	25.50
50612000	511000		Source of Supply Maint	SoS MNT Reg Salaries & Wa	1,444.46
50612000	521000		Source of Supply Maint	SoS MNT Social Security	95.43
50612000	521100		Source of Supply Maint	SoS MNT State Retirement	104.01
50612000	521200		Source of Supply Maint	Health Insurance	547.81
50612000	521300		Source of Supply Maint	Dental Insurance	25.50
50621000	511000		Pumping Operation	Pump OP Pumping Labor	1,444.46
50621000	521000		Pumping Operation	Pump OP Social Security	95.43
50621000	521100		Pumping Operation	Pump OP State Retirement	104.01
50621000	521200		Pumping Operation	Health Insurance	547.81
50621000	521300		Pumping Operation	Dental Insurance	25.50
50622000	511000		Pumping Maintenance	Pump Maint Reg Salary & W	481.46
50622000	521000		Pumping Maintenance	Pump Maint Social Securit	31.81
50622000	521100		Pumping Maintenance	Pump Maint State Retireme	34.67
50622000	521200		Pumping Maintenance	Health Insurance	182.59
50622000	521300		Pumping Maintenance	Dental Insurance	8.50
50632000	511000		Water Treatment Maintenance	WaterT MNT Reg Salary & W	481.46
50632000	521000		Water Treatment Maintenance	WaterT MNT Social Securit	31.81
50632000	521100		Water Treatment Maintenance	WaterT MNT State Retireme	34.67
50632000	521200		Water Treatment Maintenance	Health Insurance	182.59
50632000	521300		Water Treatment Maintenance	Dental Insurance	8.50
50640000	511000		Customer Accounts Expense	Cust. Regular Salaries &	481.46
50640000	521000		Customer Accounts Expense	Cust. Social Security	31.81
50640000	521100		Customer Accounts Expense	Cust. State Retirement	34.67
50640000	521200		Customer Accounts Expense	Cust. Health Insurance	182.59
50640000	521300		Customer Accounts Expense	Cust. Dental Insurance	8.50
50641000	511000		Trans & Distribution Operati	T&DO Regular Salaries & W	1,925.94
50641000	521000		Trans & Distribution Operati	T&DO Social Security	127.30
50641000	521100		Trans & Distribution Operati	T&DO State Retirement	138.65
50641000	521200		Trans & Distribution Operati	Health Insurance	730.44
50641000	521300		Trans & Distribution Operati	Dental Insurance	33.97
50642000	511000		Trans & Distribution Maint	T&DM Regular Salaries & W	1,925.94
50642000	521000		Trans & Distribution Maint	T&DM Social Security	127.26
50642000	521100		Trans & Distribution Maint	T&DM State Retirement	138.66

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

PAY PERIOD 12/22/2025 to 01/04/2026

CHECK DATE 01/13/2026

YEAR 2026 PERIOD 1
EXPENDITURE ENTRIES
SHORT DESC 01/13Pyr1

GL EFF DATE 01/13/2026
REFERENCE 011326
REFERENCE2 0011326

ORG	OBJECT	PROJECT	ORGANIZATION TITLE	ACCOUNT DESCRIPTION	EXPENDITURE
50642000	521200		Trans & Distribution Maint	Health Insurance	730.41
50642000	521300		Trans & Distribution Maint	Dental Insurance	33.99
50650000	511000		Water Administration	Water Admin Reg Salary &	13,823.38
50650000	511100		Water Administration	Water Admin PT Salary & w	922.97
50650000	511600		Water Administration	Water Admin Overtime	1,472.06
50650000	521000		Water Administration	Water Admin Social Securi	1,173.76
50650000	521100		Water Administration	Water Admin State Retirem	1,094.45
50650000	521200		Water Administration	Water Admin Health Insura	4,102.73
50650000	521300		Water Administration	Water Admin Dental Insura	172.84
50650000	521400		Water Administration	Water Admin Life Insuranc	2.49
50650000	531010		Water Administration	Water Admin Office Suppli	70.00
FUND TOTALS					37,615.81
60740000	511000		Sewer Administration	Sewer Admin Reg Salary &	19,250.63
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	1,179.31
60740000	521000		Sewer Administration	Sewer Admin Social Securi	1,494.39
60740000	521100		Sewer Administration	Sewer Admin State Retirem	1,470.96
60740000	521200		Sewer Administration	Sewer Admin Health Insura	5,795.28
60740000	521300		Sewer Administration	Sewer Admin Dental Insura	242.45
60740000	521400		Sewer Administration	Life Insurance	2.49
FUND TOTALS					29,735.48
GRAND TOTALS					642,119.02

Village of Germantown, WI - PRODUCTION



GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

WARRANT 011326

PAY PERIOD 12/22/2025 to 01/04/2026

CHECK DATE 01/13/2026

PAYROLL VENDOR INVOICES TO BE CREATED

VENDOR	REMIT NAME	WITHHOLDING ORG/OBJ/PROJ	AMOUNT
100386	GERMANTOWN PROFESSIONAL POLICEMAN'S	99000000-212600-	1,612.00
		Total for vendor/remit: 100386/0	1,612.00
100463	INTERNATIONAL ASSOCIATION OF FIREFI	99000000-212800-	1,320.00
		99000000-212900-	10.00
		Total for vendor/remit: 100463/0	1,330.00

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
2026	1	43																		
PRJ	10510000-511200																			
	01/13/2026	01/13Pyr1							011326	0011326			0011326		VB Salaries				2,175.07	
PRJ	99000000-111400														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			326		US Bank - Payroll Checking					783,218.92
PRJ	10510000-521000														WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		VB Social Security				183.70	
PRJ	10510000-531000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		VB General Supplies & Expenses				560.00	
PRJ	10521000-511000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin Regular Salaries & Wages				4,826.73	
PRJ	10521000-521000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin Social Security				344.71	
PRJ	10521000-521100														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin State Retirement				347.52	
PRJ	10521000-521200														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin Health Insurance				1,158.21	
PRJ	10521000-521300														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin Dental Insurance				53.35	
PRJ	10521000-521400														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Admin Life Insurance				7.01	
PRJ	10531000-511000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Clerk Regular Salaries & Wages				6,820.37	
PRJ	10531000-511100														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Part Time Salaries & Wages				320.00	
PRJ	10531000-521000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Clerk Social Security				496.43	
PRJ	10531000-521100														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Clerk State Retirement				491.07	
PRJ	10531000-521200														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Clerk Health Insurance				2,352.31	
PRJ	10531000-521300														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Clerk Dental Insurance				98.87	
PRJ	10532000-511000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Reg Salaries & Wages				8,298.00	
PRJ	10532000-511600														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Overtime				104.99	
PRJ	10532000-521000														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Social Security				618.31	
PRJ	10532000-521100														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer State Retirement				604.99	
PRJ	10532000-521200														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Health Insurance				1,409.69	
PRJ	10532000-521300														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Dental Insurance				41.35	
PRJ	10532000-521400														0011WARRANT=011326	RUN=0 BIWEEKLY				
	01/13/2026	01/13Pyr1							011326	0011326			0011326		Treasurer Life Insurance				4.62	
PRJ	10541000-511000														0011WARRANT=011326	RUN=0 BIWEEKLY				
															PD Regular Salaries & Wages				66,756.88	

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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	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		1,558.73	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PD Overtime					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		5,039.22	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PD Social Security					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		9,027.35	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PD State Retirement					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		11,364.39	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PD Health Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		646.19	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PD Dental Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		76,259.72	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT Regular Salaries & Wages					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		5,762.96	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT Overtime					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		6,046.79	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT Social Security					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		12,139.33	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT State Retirement					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		15,412.51	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT Health Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		649.40	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	PT Dental Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		11,613.47	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT Regular Salaries & Wages					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		1,351.68	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT Overtime					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		955.94	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT Social Security					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		1,918.84	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT State Retirement					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		3,333.75	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT Health Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		145.53	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	DT Dental Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		263.97	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	EM Regular Salaries & Wages					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		19.10	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	EM Social Security					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		39.07	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	EM State Retirement					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		47.54	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	EM Health Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		2.43	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	EM Dental Insurance					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		18,066.81	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	Fire Admin Reg Salaries & wage					
PRJ	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY		3,824.17	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	Fire Admin Overtime					
	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	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	10551000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Fire Admin Social Security			1,610.04	
PRJ	10551000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Fire Admin State Retirement		3,066.58	
PRJ	10551000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Fire Admin Health Insurance		4,908.17	
PRJ	10551000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Fire Admin Dental Insurance		210.47	
PRJ	10552000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Regular Salaries & Wages		60,977.39	
PRJ	10552000-511100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Part Time Salaries & Wages		2,353.04	
PRJ	10552000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Overtime		4,949.39	
PRJ	10552000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Social Security		5,028.73	
PRJ	10552000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP State Retirement		9,882.23	
PRJ	10552000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Health Insurance		13,349.52	
PRJ	10552000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	FP Dental Insurance		551.60	
PRJ	10561000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG Regular Salaries & Wages		2,092.04	
PRJ	10561000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG Overtime		84.13	
PRJ	10561000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG Social Security		160.88	
PRJ	10561000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG State Retirement		156.69	
PRJ	10561000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG Health Insurance		521.87	
PRJ	10561000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	ENG Dental Insurance		18.29	
PRJ	10562000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Regular Salaries & Wages		26,201.01	
PRJ	10562000-511100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Part Time Salaries & Wages		1,275.47	
PRJ	10562000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Overtime		3,506.83	
PRJ	10562000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Social Security		2,244.92	
PRJ	10562000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY State Retirement		2,131.07	
PRJ	10562000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Health Insurance		7,289.99	
PRJ	10562000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	HWY Dental Insurance		351.58	
PRJ	10563000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Regular Salaries & Wages		16,524.10	

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PRJ	10563000-511600	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		2,024.28	
							BG Overtime				
PRJ	10563000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,358.82	
							BG Social Security				
PRJ	10563000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,277.27	
							BG State Retirement				
PRJ	10563000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		4,547.58	
							BG Health Insurance				
PRJ	10563000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		220.91	
							BG Dental Insurance				
PRJ	10564000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		16,524.10	
							Parks Regular Salaries & Wages				
PRJ	10564000-511100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		370.80	
							Parks PT Salaries & Wages				
PRJ	10564000-511600	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		2,024.28	
							Parks Overtime				
PRJ	10564000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,387.19	
							Parks Social Security				
PRJ	10564000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,277.27	
							Parks State Retirement				
PRJ	10564000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		4,547.58	
							Parks Health Insurance				
PRJ	10564000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		220.91	
							Parks Dental Insurance				
PRJ	10565000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,552.15	
							Recycling Reg Salaries & Wages				
PRJ	10565000-511100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		147.25	
							Recycling PT Salaries & Wages				
PRJ	10565000-511600	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		112.16	
							Recycling Overtime				
PRJ	10565000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		130.61	
							Recycling Social Security				
PRJ	10565000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		119.81	
							Recycling State Retirement				
PRJ	10565000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		500.28	
							Recycling Health Insurance				
PRJ	10565000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		21.38	
							Recycling Dental Insurance				
PRJ	10570000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		11,868.16	
							Library Reg Salaries & Wages				
PRJ	10570000-511100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		10,646.14	
							Library PT Salaries & Wages				
PRJ	10570000-511200	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		710.00	
							Library Board				
PRJ	10570000-511600	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		10.99	
							Library Overtime				
PRJ	10570000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY		1,681.80	
							Library Social Security				
		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326	RUN=0 BIWEEKLY			

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PRJ	10570000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Library State Retirement			1,462.24	
PRJ	10570000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Library Health Insurance			4,124.14	
PRJ	10570000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	Library Dental Insurance			243.33	
PRJ	10581000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection Reg Salaries & wage			1,092.81	
PRJ	10581000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection Overtime			163.20	
PRJ	10581000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection Social Security			91.71	
PRJ	10581000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection State Retirement			90.43	
PRJ	10581000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection Health Insurance			250.03	
PRJ	10581000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	Inspection Dental Insurance			10.92	
PRJ	10582000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Reg Salaries & wages			5,848.55	
PRJ	10582000-511200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Boards & Commissions			520.00	
PRJ	10582000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Overtime			924.81	
PRJ	10582000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Social Security			504.22	
PRJ	10582000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning State Retirement			487.69	
PRJ	10582000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Health Insurance			1,472.42	
PRJ	10582000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	Planning Dental Insurance			64.23	
PRJ	10591000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation Reg Salaries & Wage			11,469.30	
PRJ	10591000-511100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation PT Salaries & Wages			9,346.01	
PRJ	10591000-511200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation Parks & Rec Com			275.00	
PRJ	10591000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation Social Security			1,550.41	
PRJ	10591000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation State Retirement			1,159.36	
PRJ	10591000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation Health Insurance			3,847.68	
PRJ	10591000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	Recreation Dental Insurance			211.25	
PRJ	10592000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	Senior Reg Salaries & wages			52.40	
PRJ	10592000-511100		01/13/2026	01/13Pyr1	011326	0011326	0011326	Senior PT Salaries & wages			956.83	

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
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	10592000	-521000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				77.20	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	10592000	-521100				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				17.31	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	10592000	-521300				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				16.43	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45406410	-511000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				420.32	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45406410	-521000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				30.86	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45406410	-521100				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				30.26	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45406410	-521200				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				94.09	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45406410	-521300				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				3.98	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-511000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,824.86	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-511600				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				5.94	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-521000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				133.12	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-521100				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				131.82	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-521200				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				413.73	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45407410	-521300				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				16.97	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-511000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				3,273.96	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-511600				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				11.88	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-521000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				238.81	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-521100				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				236.60	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-521200				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				706.49	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45408410	-521300				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				28.72	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45409410	-511000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				3,305.88	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45409410	-511600				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				11.88	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45409410	-521000				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				241.13	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	45409410	-521100				01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				238.90	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					

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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 45409410-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			TID 9 AD Health Insurance		717.60	
PRJ 45409410-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50611000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			TID 9 AD Dental Insurance		29.20	
PRJ 50611000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50611000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS OP Reg Salaries & Wages		1,444.35	
PRJ 50611000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50611000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS OP Social Security		95.43	
PRJ 50611000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50611000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS OP State Retirement		104.00	
PRJ 50611000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50611000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS OP Health Insurance		547.78	
PRJ 50612000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50612000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS OP Dental Insurance		25.50	
PRJ 50612000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50612000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS MNT Reg Salaries & Wages		1,444.46	
PRJ 50612000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50612000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS MNT Social Security		95.43	
PRJ 50612000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50612000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			SoS MNT State Retirement		104.01	
PRJ 50612000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50612000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			Health Insurance		547.81	
PRJ 50621000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50621000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			Dental Insurance		25.50	
PRJ 50621000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50621000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump OP Pumping Labor		1,444.46	
PRJ 50621000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50622000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump OP Social Security		95.43	
PRJ 50622000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50622000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump OP State Retirement		104.01	
PRJ 50622000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50622000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			Health Insurance		547.81	
PRJ 50622000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50622000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			Dental Insurance		25.50	
PRJ 50622000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50622000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump Maint Reg Salary & Wages		481.46	
PRJ 50622000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump Maint Social Security		31.81	
PRJ 50632000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			Pump Maint State Retirement		34.67	
PRJ 50632000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			Health Insurance		182.59	
PRJ 50632000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-521000	01/13/2026	01/13Pyr1	011326	0011326	0011326			Dental Insurance		8.50	
PRJ 50632000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			WaterT MNT Reg Salary & Wages		481.46	
PRJ 50632000-521300	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-511000	01/13/2026	01/13Pyr1	011326	0011326	0011326			WaterT MNT Social Security		31.81	
PRJ 50632000-521100	01/13/2026	01/13Pyr1	011326	0011326	0011326			0011WARRANT=011326 RUN=0 BIWEEKLY			
PRJ 50632000-521200	01/13/2026	01/13Pyr1	011326	0011326	0011326			WaterT MNT State Retirement		34.67	

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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
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					
PRJ	50632000-521200					01/13/2026	01/13Pyr1		011326	0011326	0011326	Health Insurance						182.59	
PRJ	50632000-521300					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				8.50	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Dental Insurance							
PRJ	50640000-511000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				481.46	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Cust. Regular Salaries & Wages							
PRJ	50640000-521000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				31.81	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Cust. Social Security							
PRJ	50640000-521100					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				34.67	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Cust. State Retirement							
PRJ	50640000-521200					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				182.59	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Cust. Health Insurance							
PRJ	50640000-521300					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				8.50	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Cust. Dental Insurance							
PRJ	50641000-511000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,925.94	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DO Regular Salaries & Wages							
PRJ	50641000-521000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				127.30	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DO Social Security							
PRJ	50641000-521100					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				138.65	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DO State Retirement							
PRJ	50641000-521200					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				730.44	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Health Insurance							
PRJ	50641000-521300					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				33.97	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Dental Insurance							
PRJ	50642000-511000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,925.94	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DM Regular Salaries & Wages							
PRJ	50642000-521000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				127.26	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DM Social Security							
PRJ	50642000-521100					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				138.66	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	T&DM State Retirement							
PRJ	50642000-521200					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				730.41	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Health Insurance							
PRJ	50642000-521300					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				33.99	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Dental Insurance							
PRJ	50650000-511000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				13,823.38	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin Reg Salary & Wages							
PRJ	50650000-511100					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				922.97	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin PT Salary & Wages							
PRJ	50650000-511600					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,472.06	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin Overtime							
PRJ	50650000-521000					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,173.76	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin Social Security							
PRJ	50650000-521100					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				1,094.45	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin State Retirement							
PRJ	50650000-521200					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				4,102.73	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin Health Insurance							
PRJ	50650000-521300					01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY				172.84	
						01/13/2026	01/13Pyr1		011326	0011326	0011326	Water Admin Dental Insurance							
						01/13/2026	01/13Pyr1		011326	0011326	0011326	0011WARRANT=011326	RUN=0	BIWEEKLY					

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER	JNL	SRC ACCOUNT	JNL DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC	LINE DESC	T OB	DEBIT	CREDIT
PRJ	50650000-521400		01/13/2026	01/13Pyr1	011326	0011326	0011326	Water Admin Life Insurance			2.49	
PRJ	50650000-531010		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Water Admin Office Supplies		70.00	
PRJ	60740000-511000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Reg Salary & Wages		19,250.63	
PRJ	60740000-511100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin PT Salary & Wages		229.97	
PRJ	60740000-511200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Boards & Commsions		70.00	
PRJ	60740000-511600		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Overtime		1,179.31	
PRJ	60740000-521000		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Social Security		1,494.39	
PRJ	60740000-521100		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin State Retirement		1,470.96	
PRJ	60740000-521200		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Health Insurance		5,795.28	
PRJ	60740000-521300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Sewer Admin Dental Insurance		242.45	
PRJ	60740000-521400		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Life Insurance		2.49	
PRJ	99000000-111400		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	US Bank - Payroll Checking		342,620.04	
PRJ	70800000-474210		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	FSA Contribution			1,190.01
PRJ	71810000-474300		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	Dental Plan Premiums			4,442.54
PRJ	99000000-211300		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	Social Security Payable			66,958.16
PRJ	99000000-211300		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Social Security Payable		66,958.16	
PRJ	99000000-211400		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	Federal withholding Payable			35,961.53
PRJ	99000000-211400		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Federal withholding Payable		35,961.53	
PRJ	99000000-211500		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	State withholding Payable			17,477.01
PRJ	99000000-211500		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	State withholding Payable		17,477.01	
PRJ	99000000-211600		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	State Retirement Payable			81,262.11
PRJ	99000000-211700		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	Life Insurance Deductions			1,226.29
PRJ	99000000-211900		01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY	Health Insurance Deduction			110,530.24
PRJ	99000000-211900		01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY	Health Insurance Deduction		1,121.69	
PRJ	99000000-212000		01/13/2026	01/13Pyr1	011326	0011326			Flex Spending Account Deductio			50.00

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR PER SRC ACCOUNT	JNL EFF DATE	JNL DESC	REF 1	REF 2	REF 3	ACCOUNT DESC LINE DESC	T OB	DEBIT	CREDIT
PRJ 99000000-212300	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Dependent Day Care			217.00
PRJ 99000000-212400	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY IRA Deduction			2,306.72
PRJ 99000000-212400	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY IRA Deduction		2,306.72	
PRJ 99000000-212500	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY Vision Insurance Deduction			481.24
PRJ 99000000-212550	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Accident Deduction			235.40
PRJ 99000000-212600	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Police Union Dues Deductions			1,612.00
PRJ 99000000-212800	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Firefighter Union Dues			1,320.00
PRJ 99000000-212900	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Volunteer Firefighter Union Du			10.00
PRJ 99000000-213000	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Deferred Comp Deductions			15,080.50
PRJ 99000000-213000	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Deferred Comp Deductions		15,080.50	
PRJ 99000000-213100	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY Garnishment Deductions			2,259.29
PRJ 99000000-213100	01/13/2026	01/13Pyr1	011326	0011326	326	WARRANT=011326 RUN=0 BIWEEKLY Garnishment Deductions		2,194.29	
	01/13/2026	01/13Pyr1	011326	0011326	0011326	0011WARRANT=011326 RUN=0 BIWEEKLY GENERAL LEDGER TOTAL		1,125,838.96	1,125,838.96
PRJ 99000000-200010	01/13/2026					DTDF General Fund		562,620.73	
PRJ 10000000-110000	01/13/2026					General Fund Cash			562,620.73
PRJ 99000000-200045	01/13/2026					TIDS		12,147.00	
PRJ 45406000-110000	01/13/2026					TID#6 Cash			579.51
PRJ 45407000-110000	01/13/2026					TID#7 Cash			2,526.44
PRJ 45408000-110000	01/13/2026					TID#8 Cash			4,496.46
PRJ 45409000-110000	01/13/2026					TID#9 Cash			4,544.59
PRJ 99000000-200050	01/13/2026					DTDF Water		37,615.81	
PRJ 50000000-110000	01/13/2026					Water Cash			37,615.81
PRJ 99000000-200060	01/13/2026					DTDF Sewer		29,735.48	

Village of Germantown, WI - PRODUCTION

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

YEAR	PER	JNL	SRC	ACCOUNT	JNL	DESC	REF 1	REF 2	REF 3	ACCOUNT	DESC	T	OB	DEBIT	CREDIT
EFF	DATE									LINE	DESC				
PRJ	60000000-110000										Sewer Cash				29,735.48
	01/13/2026														
PRJ	70000000-110000										Health Cash			1,190.01	
	01/13/2026														
PRJ	99000000-200070										DTDF Health				1,190.01
	01/13/2026														
PRJ	71000000-110000										Dental Cash			4,442.54	
	01/13/2026														
PRJ	99000000-200071										DTDF Dental				4,442.54
	01/13/2026														
SYSTEM GENERATED ENTRIES TOTAL														647,751.57	647,751.57
JOURNAL 2026/01/43 TOTAL														1,773,590.53	1,773,590.53
2026	1	43													
PRJ	10000000-300060										Expenditures			562,620.73	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	45406000-300060										Expenditures			579.51	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	45407000-300060										Expenditures			2,526.44	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	45408000-300060										Expenditures			4,496.46	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	45409000-300060										Expenditures			4,544.59	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	50000000-300060										Expenditures			37,615.81	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	60000000-300060										Expenditures			29,735.48	
	01/13/2026 01/13Pyr1		011326	0011326		0011326					WARRANT=011326 RUN=0 BIWEEKLY				
PRJ	70000000-300080										Revenues				1,190.01
	01/13/2026														
PRJ	71000000-300080										Revenues				4,442.54
	01/13/2026														

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		2026	1	43	01/13/2026				
10000000-110000							General Fund Cash			
10000000-300060							Expenditures			
								562,620.73		562,620.73
							TOTAL	562,620.73		562,620.73
							FUND TOTAL	562,620.73		562,620.73
45	406	TID	2026	1	43	01/13/2026				
45406000-110000		/TID 6					TID#6 Cash			579.51
45406000-300060							Expenditures			
								579.51		
							406 TOTAL	579.51		579.51
45	407	TID	2026	1	43	01/13/2026				
45407000-110000		/TID 7					TID#7 Cash			2,526.44
45407000-300060							Expenditures			
								2,526.44		
							407 TOTAL	2,526.44		2,526.44
45	408	TID	2026	1	43	01/13/2026				
45408000-110000		/TID 8					TID#8 Cash			4,496.46
45408000-300060							Expenditures			
								4,496.46		
							408 TOTAL	4,496.46		4,496.46
45	409	TID	2026	1	43	01/13/2026				
45409000-110000		/TID 9					TID#9 Cash			4,544.59
45409000-300060							Expenditures			
								4,544.59		
							FUND TOTAL	12,147.00		12,147.00
50	Water		2026	1	43	01/13/2026				
50000000-110000							Water Cash			37,615.81
50000000-300060							Expenditures			
								37,615.81		
							FUND TOTAL	37,615.81		37,615.81
60	Sewer		2026	1	43	01/13/2026				
60000000-110000							Sewer Cash			29,735.48
60000000-300060							Expenditures			
								29,735.48		
							FUND TOTAL	29,735.48		29,735.48
70	Health		2026	1	43	01/13/2026				

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	1,190.01	
	70000000-300080							Revenues		1,190.01
								FUND TOTAL	1,190.01	1,190.01
71	Dental		2026	1	43	01/13/2026				
	71000000-110000							Dental Cash	4,442.54	
	71000000-300080							Revenues		4,442.54
								FUND TOTAL	4,442.54	4,442.54
99	Treasury Fund		2026	1	43	01/13/2026				
	99000000-111400							US Bank - Payroll Checking	342,620.04	
	99000000-111400							US Bank - Payroll Checking		783,218.92
	99000000-200010							DTDF General Fund	562,620.73	
	99000000-200045							TIDS	12,147.00	
	99000000-200050							DTDF Water	37,615.81	
	99000000-200060							DTDF Sewer	29,735.48	
	99000000-200070							DTDF Health		1,190.01
	99000000-200071							DTDF Dental		4,442.54
	99000000-211300							Social Security Payable	66,958.16	
	99000000-211300							Social Security Payable		66,958.16
	99000000-211400							Federal Withholding Payable	35,961.53	
	99000000-211400							Federal Withholding Payable		35,961.53
	99000000-211500							State Withholding Payable	17,477.01	
	99000000-211500							State Withholding Payable		17,477.01
	99000000-211600							State Retirement Payable		81,262.11
	99000000-211700							Life Insurance Deductions		1,226.29
	99000000-211900							Health Insurance Deduction	1,121.69	
	99000000-211900							Health Insurance Deduction		110,530.24
	99000000-212000							Flex Spending Account Deductio		50.00
	99000000-212300							Dependent Day Care		217.00
	99000000-212400							IRA Deduction	2,306.72	
	99000000-212400							IRA Deduction		2,306.72
	99000000-212500							Vision Insurance Deduction		481.24
	99000000-212550							Accident Deduction		235.40
	99000000-212600							Police Union Dues Deductions		1,612.00
	99000000-212800							Firefighter Union Dues		1,320.00
	99000000-212900							Volunteer Firefighter Union Du		10.00
	99000000-213000							Deferred Comp Deductions	15,080.50	
	99000000-213000							Deferred Comp Deductions		15,080.50
	99000000-213100							Garnishment Deductions	2,194.29	
	99000000-213100							Garnishment Deductions		2,259.29
								FUND TOTAL	1,125,838.96	1,125,838.96

GENERAL LEDGER DISTRIBUTION JOURNAL: BIWEEKLY

FUND	SUB FUND	DUE TO	DUE FR
10	General Fund		562,620.73
45	TID		579.51
45	TID		2,526.44
45	TID		4,496.46
45	TID		4,544.59
50	Water		37,615.81
60	Sewer		29,735.48
70	Health	1,190.01	
71	Dental	4,442.54	
99	Treasury Fund	642,119.02	5,632.55
TOTAL		647,751.57	647,751.57

** END OF REPORT - Generated by Lisa Jeske **



Monthly Portfolio Summary

Village of Germantown

For the Period Ending: 12/31/2025

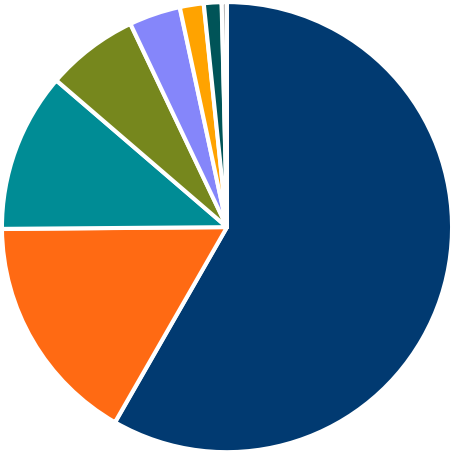
Monthly Summary

Village of Germantown

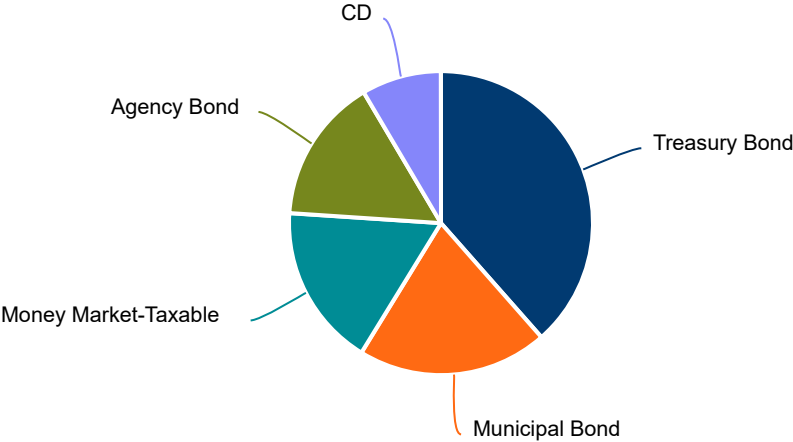
12/31/2025



Account Overview



Asset Class Allocation



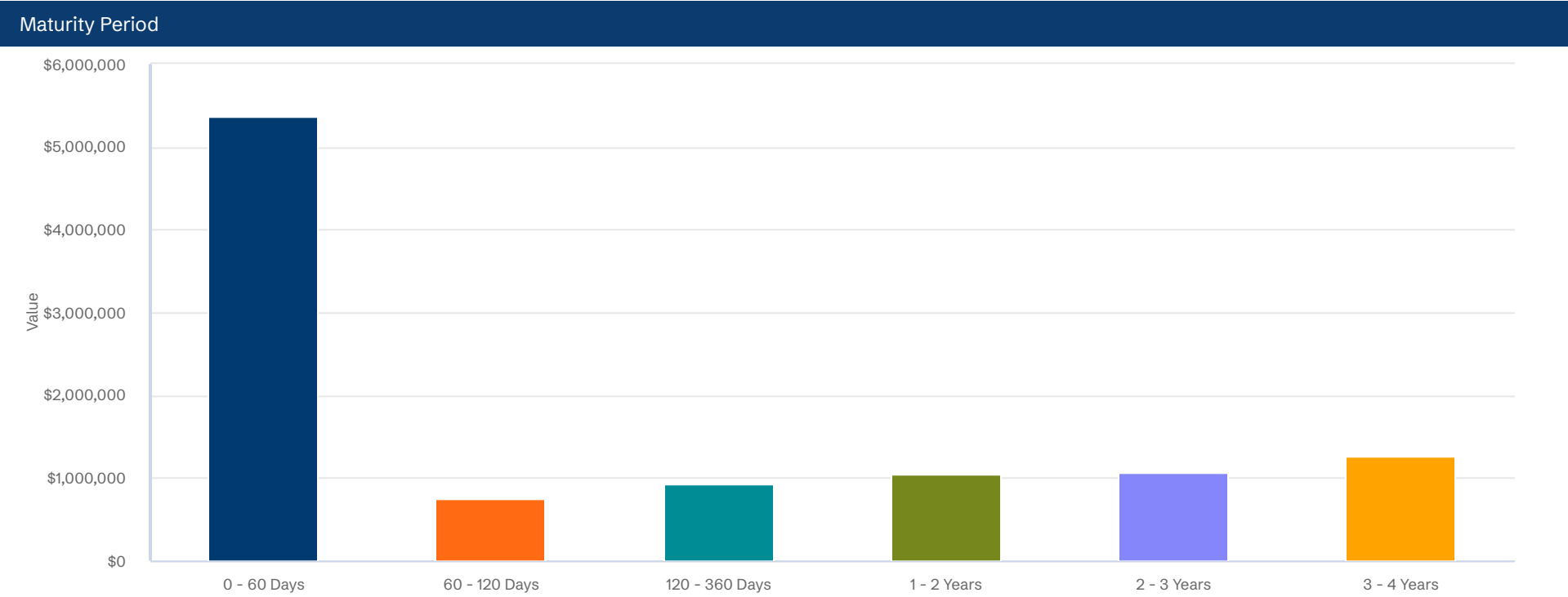
Accounts Overview

Account	Market Value	Allocation
Village of Germantown - General Fund	\$7,374,232.03	58.29 %
Village of Germantown - 2025A Taxable GO Notes	\$2,098,029.62	16.59 %
Village of Germantown - 2025B GO Prom Notes	\$1,445,176.13	11.42 %
Village of Germantown - 2022A	\$840,322.98	6.64 %
Village of Germantown - 2024A GO Prom Notes	\$466,692.52	3.69 %
Village of Germantown - 2024A Debt Service Fund	\$216,640.70	1.71 %
Village of Germantown - 2022C	\$162,207.09	1.28 %
Village of Germantown - 2024B GO Prom Notes	\$46,577.32	0.37 %
Village of Germantown - 2022E	\$0.00	0.00 %
Table Total	\$12,649,878.39	100.00 %

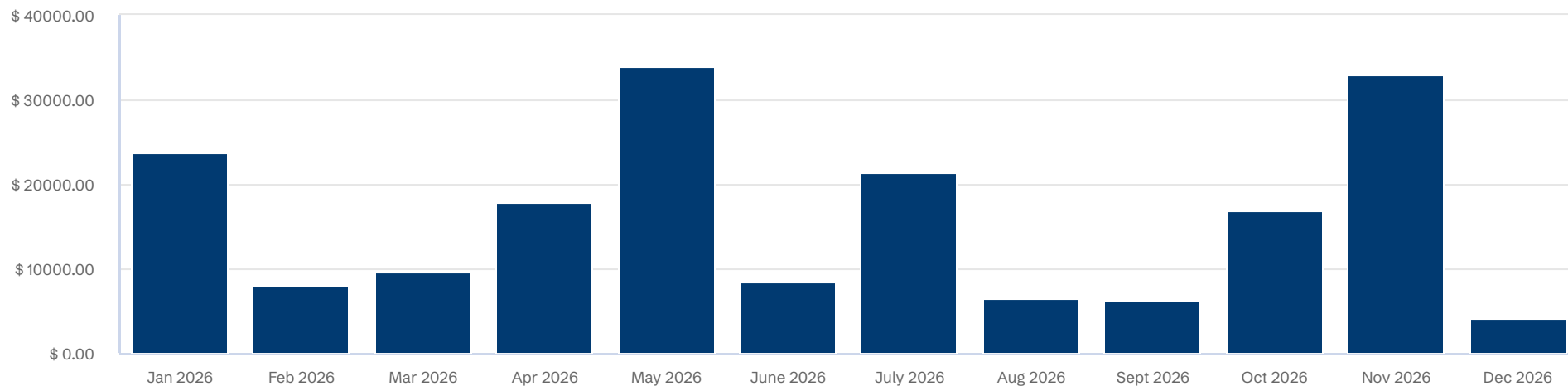
Asset Class Allocation

Asset Class	Market Value	Allocation
Treasury Bond	\$4,871,128.88	38.51 %
Municipal Bond	\$2,563,396.40	20.26 %
Money Market-Taxable	\$2,186,340.25	17.28 %
Agency Bond	\$1,955,710.50	15.46 %
CD	\$1,073,302.36	8.48 %
Table Total	\$12,649,878.39	100.00 %

Portfolio Detail		Maturity Year			
		Maturity Year	Number of Securities	Maturity Amount	Allocation
Market Value	\$12,649,878.39	2026	12	7,043,000.00	67.12 %
Accrued Interest	\$39,337.83	2027	3	1,050,000.00	10.02 %
Market Value with Accrued Interest	\$12,689,216.22	2028	4	1,069,000.00	10.40 %
Average Maturity	0.73	2029	4	1,260,000.00	12.46 %
Duration	1.58 %	Total:		10,422,000.00	100.00 %
Avg. Moody Rating	Aa1				
Average Coupon	1.87 %				



Projected Income



Projected Cash Flows Next 12 Months

Month	Projected Principal (To Maturity)	Projected Interest (To Maturity)	Projected Principal + Interest (To Maturity)
Jan 2026	\$5,304,000.00	\$23,690.86	\$5,327,690.86
Feb 2026	\$70,000.00	\$8,050.47	\$78,050.47
Mar 2026	\$750,000.00	\$9,539.21	\$759,539.21
Apr 2026	\$0.00	\$17,851.71	\$17,851.71
May 2026	\$0.00	\$33,961.71	\$33,961.71
June 2026	\$469,000.00	\$8,401.71	\$477,401.71
July 2026	\$0.00	\$21,424.11	\$21,424.11
Aug 2026	\$0.00	\$6,464.96	\$6,464.96
Sept 2026	\$450,000.00	\$6,334.96	\$456,334.96
Oct 2026	\$0.00	\$16,834.96	\$16,834.96
Nov 2026	\$0.00	\$32,944.96	\$32,944.96
Dec 2026	\$0.00	\$4,084.96	\$4,084.96

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Ratings: Ratings information have been provided by S&P, Moody's, and Fitch through data feeds we believe to be reliable as of the date of this statement, however we cannot guarantee its accuracy.

Security level ratings for U.S. Agency issued mortgage-backed securities ("MBS") reflect the issuer rating because the securities themselves are not rated. The issuing U.S. Agency guarantees the full and timely payment of both principal and interest and carries a AA+/Aaa/AAA by S&P, Moody's and Fitch respectively.

Village of Germantown, WI - PRODUCTION

BALANCE SHEET FOR 2025 12

FUND: 10 General Fund			NET CHANGE FOR PERIOD	ACCOUNT BALANCE
ASSETS				
10000000	110000	General Fund Cash	-1,941,191.65	6,358,289.25
10000000	121050	Delinquent Personal Prop Prior	.00	84,951.32
10000000	121310	Special Charges Rec- Current	.00	1,335.00
10000000	131000	Accounts Receivable - Current	-14,432.13	379,575.21
10000000	131100	Account Receivable - Interest	.00	2,295.69
10000000	131200	Interest Receivable - Invest	.00	6,791.00
10000000	131400	Accounts Receivable - Ambulanc	.00	1,012,539.19
10000000	131700	Unbilled Accounts Receivable	50.01	-231,509.31
10000000	131800	Other Accounts Receivable	.00	18,768.39
10000000	131900	Allow for Uncollected Ambulanc	.00	-551,598.85
10000000	132800	Leases Recievable	.00	1,126,142.00
10000000	141000	Due From State	.00	-.16
10000000	141100	Due From County	.00	-282.33
10000000	161000	Prepaid Expense	.00	862.00
TOTAL ASSETS			-1,955,573.77	8,208,158.40
LIABILITIES				
10000000	211000	Accounts Payable	-224,186.62	-303,166.45
10000000	211300	Social Security Payable	.00	.39
10000000	211600	State Retirement Payable	.00	-262,617.54
10000000	211700	Life Insurance Deductions	2,290.31	2,344.43
10000000	212000	Flex Spending Account Deductio	.00	-359.00
10000000	212500	Vision Insurance Deduction	.00	178.05
10000000	212550	Accident Deduction	.00	15.64
10000000	212600	Police Union Dues Deductions	1,505.25	518.25
10000000	212700	Veba Deduction	.00	-1,630.00
10000000	212800	Firefighter Union Dues	1,320.00	-3,160.00
10000000	212900	Volunteer Firefighter Union Du	30.00	2,377.00
10000000	213000	Deferred Comp Deductions	.00	-489.77
10000000	213100	Garnishment Deductions	2,486.04	5,019.89
10000000	214600	P-Card Liability	.00	1,010.00
10000000	231000	Holding Tank Deposits	.00	-11,800.00
10000000	231100	Verizon Wireless Deposit	.00	-32,889.00
10000000	231200	Bielinski Holdings - Deposits	.00	-3,789.00
10000000	231400	Bavarian Wood Letter of Credit	.00	-20,240.00
10000000	231600	Developer Letter of Credit	.00	-33,500.00
10000000	231700	Traffic Signal Maint BWV	.00	-5,264.00
10000000	241000	Sales Tax Due To State	-50.77	-3,664.72
10000000	241100	Dog Licenses Due To County	-830.00	-1,231.11
10000000	251100	Holy Hill Plaza	.00	-4,685.00
10000000	251300	Park & Recreation Deferred Rev	149.00	-49,986.17
10000000	251400	Other Deferred Revenues	.00	-65,150.33
10000000	251500	GB Misc Liability	.00	-105.30
10000000	251600	Deferred Lease Revenue	.00	-1,126,142.00
TOTAL LIABILITIES			-217,286.79	-1,918,405.74
FUND BALANCE				
10000000	300010	Appropriation	-301,629.04	-22,699,970.94
10000000	300020	Budgetary Fund Balance - Unres	-41,250.00	30,248.30

Village of Germantown, WI - PRODUCTION

BALANCE SHEET FOR 2025 12

FUND: 10 General Fund			NET CHANGE FOR PERIOD	ACCOUNT BALANCE
FUND BALANCE				
10000000	300030	Budgetary FB - Res Encumbrance	100,974.74	-91,635.44
10000000	300040	Encumbrances	-100,974.74	91,635.44
10000000	300050	Estimated Revenues	342,879.04	22,669,722.64
10000000	300060	Expenditures	2,694,532.00	22,487,423.35
10000000	300080	Revenues	-521,671.44	-22,762,174.44
10000000	331000	Unreserved and Undesignated	.00	-6,015,001.57
TOTAL FUND BALANCE			2,172,860.56	-6,289,752.66
TOTAL LIABILITIES + FUND BALANCE			1,955,573.77	-8,208,158.40

** END OF REPORT - Generated by Matthew Uselding **

Contract	Vendor	Department/Location	Description	Year	Type	Approved Date	Total	Expended	Balance
243188	RA SMITH INC	DPW - ENGINEERING	High Point Pass - Holy Hill Roadto the RR Crossing	2024	General	07/31/2024	\$ 118,000	\$ 115,184	\$ 2,816
243212	RUEKERT & MIELKE INC	SEWER - ADMINISTRATION	Completion of revisions to Facilities Plan Update	2024	General	10/01/2024	\$ 18,299	\$ 14,399	\$ 3,900
243220	RUEKERT & MIELKE INC	SEWER - ADMINISTRATION	Main St & Old Farm Lift Station & Force Main Study	2024	General	10/24/2024	\$ 50,000	\$ 45,708	\$ 4,292
243104	PUBLIC ADMINISTRATION ASSOCIATES, LLC	DPW - ENGINEERING	RR CROSSING APPLICATION - CONSULTING FEES	2024	General		\$ 7,500	\$ -	\$ 7,500
243126	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	WATER - ADMINISTRATION	WELL 7 - GENERATOR REPLACEMENT AND SITE WORK	2024	General	04/15/2024	\$ 92,400	\$ 77,080	\$ 15,320
243047	SEVEN BROTHERS PAINTING	WATER - ADMINISTRATION	Tower 3 - REHAB (Painting)	2024	General	01/15/2024	\$ 809,050	\$ 789,129	\$ 19,921
243125	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	WATER - ADMINISTRATION	WELL 2 - GENERATOR & VFD REPLACEMENT AND SITE WORK	2024	General	04/15/2024	\$ 97,600	\$ 69,458	\$ 28,142
243049	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	WATER - ADMINISTRATION	Water Tower 3 Rehab Construction & Grant Admin.	2024	General	02/19/2024	\$ 147,100	\$ 110,260	\$ 36,840
243211	ITU ABSORBTCH INC	DPW - BUILDINGS & GROUNDS	Floor mats and supplies for all buildings	2024	General	10/01/2024	\$ 49,207	\$ 10,830	\$ 38,377
243248	J MILLER ELECTRIC INC	WATER - PUMPING MAINTENANCE	Wells 2 and 7 Generator Replacement	2024	EQUIPMENT PURCHASE	12/16/2024	\$ 382,266	\$ 342,565	\$ 39,701
243048	J H HASSINGER INC	WATER - ADMINISTRATION	Well 12 - Construction	2024	General	01/15/2024	\$ 2,765,808	\$ 2,718,835	\$ 46,973
243077	AXON ENTERPRISE INC	POLICE - ADMINISTRATION	5-YEAR FLEET CAMERA	2024	General	12/19/2022	\$ 138,637	\$ 67,682	\$ 70,956
243045	VISU-SEWER CLEAN & SEAL INC	SEWER - ADMINISTRATION	2023 Water Crossing CIPP	2024	General	08/07/2023	\$ 319,191	\$ 133,476	\$ 185,715
243076	AXON ENTERPRISE INC	POLICE - ADMINISTRATION	5-YEAR BODY CAMERA CONTRACT	2024	General	11/06/2023	\$ 330,569	\$ 143,715	\$ 186,854
243210	SAINT CROIX MANAGEMENT INC	DPW - BUILDINGS & GROUNDS	Cleaning services all buildings	2024	General	10/01/2024	\$ 562,752	\$ 175,155	\$ 387,597
253009	IDI	POLICE - DETECTIVE	ONLINE SEARCHES FOR INVESTIGATIONS	2025	SERVICE AGREEMENT		\$ 1,836	\$ 1,835	\$ 1
243244	CAPITAL DATA	INFORMATION TECHNOLOGY	Email & Microsoft Subscriptions	2025	TECHNICAL SERVICES		\$ 46,000	\$ 45,920	\$ 80
253049	THE PERFECT ANSWER, INC	DPW - HIGHWAY	DPW After Hours Phone Service 2025 contract	2025	SERVICE AGREEMENT	02/04/2025	\$ 3,000	\$ 2,852	\$ 148
253044	PORT A JOHN	PARKS & REC - RECREATION	portable toilets to be used in the village 9 parks	2025	SERVICE AGREEMENT	01/24/2025	\$ 5,570	\$ 5,380	\$ 190
243245	CREXENDO BUSINESS SOLUTIONS INC	INFORMATION TECHNOLOGY	Crexendo Landline VOIP Phones	2025	TECHNICAL SERVICES		\$ 18,000	\$ 17,760	\$ 240
253088	TRAFFIC & PARKING CONTROL CO., INC	DPW - HIGHWAY	Two Year Traffic Signal Preventive Maintenance	2025	SERVICE AGREEMENT	10/18/2024	\$ 4,518	\$ 4,267	\$ 251
253045	PORT A JOHN	PARKS & REC - RECREATION	portable toilets to be used in the village 9 parks	2025	PROFESSIONAL SER	01/24/2025	\$ 6,685	\$ 6,335	\$ 350
243249	CAPITAL DATA	INFORMATION TECHNOLOGY	Infrastructure and Help Desk Services	2025	SERVICE AGREEMENT		\$ 109,880	\$ 109,280	\$ 600
253134	RA SMITH INC	DPW - ENGINEERING	2025 High Point Pass Construction Admin	2025	PROFESSIONAL SER	07/17/2025	\$ 184,392	\$ 183,792	\$ 600
253168	DOORMASTER GARAGE DOOR CO LLC	DPW - BUILDINGS & GROUNDS	Old DPW Garage #4 repair	2025	SERVICE AGREEMENT	03/30/2025	\$ 613	\$ -	\$ 613
243256	CIVICPLUS LLC	INFORMATION TECHNOLOGY	Website, Municode, Civic Clerk, Audio Eye & AS	2025	SOFTWARE SERVICES	12/02/2024	\$ 27,756	\$ 26,838	\$ 918
253042	DIVERSIFIED BENEFIT SERVICES INC	INFORMATION TECHNOLOGY	Flex Spending Account Deduction	2025	PROFESSIONAL SER		\$ 1,370	\$ 320	\$ 1,050
253016	NORFKE ROOFING CO, LLC	DPW - BUILDINGS & GROUNDS	Police Garage	2025	SERVICE AGREEMENT	01/13/2025	\$ 1,500	\$ 307	\$ 1,193
243257	AURORA EAP AURORA HEALTH CARE INC	INFORMATION TECHNOLOGY	Employee Assistance Program	2025	PROFESSIONAL SER		\$ 4,000	\$ 2,560	\$ 1,440
253015	NORFKE ROOFING CO, LLC	DPW - BUILDINGS & GROUNDS	Recreation Department	2025	SERVICE AGREEMENT	01/13/2025	\$ 2,000	\$ 421	\$ 1,579
253161	STEINER ELECTRIC INC	DPW - BUILDINGS & GROUNDS	Air Compressor Electrical Feed	2025	SERVICE AGREEMENT	07/16/2025	\$ 1,687	\$ -	\$ 1,687
253162	FAHRNER C BELFUSS	DPW - ENGINEERING	2025 Sealing Program	2025	CONSTRUCTION	05/19/2025	\$ 275,473	\$ 273,776	\$ 1,696
253052	HYDRO-DESIGNS, INC	WATER - TRANS & DIST OPERATION	Cross Connection Control Program Inspection	2025	SERVICE AGREEMENT	01/01/2025	\$ 20,616	\$ 18,998	\$ 1,718
243258	GORDON FLESH COMPANY INC	INFORMATION TECHNOLOGY	Copier Contracts VH, DPW, SC	2025	LEASE AGREEMENT	07/01/2024	\$ 20,000	\$ 18,149	\$ 1,851
253116	M.S.T.L.C. LLC	PARKS & REC - RECREATION	Turf management plan for 9 parks	2025	SERVICE AGREEMENT	04/21/2025	\$ 33,635	\$ 31,482	\$ 2,153
253105	CTW CORPORATION	WATER - PUMPING MAINTENANCE	Well #11 - Motor Service Proposal and Upgrade	2025	SERVICE AGREEMENT	04/08/2025	\$ 8,850	\$ 6,626	\$ 2,224
253023	MILWAUKEE LAWN SPRINKLER CORP	DPW - BUILDINGS & GROUNDS	Milwaukee Sprinkler Contracts	2025	SERVICE AGREEMENT		\$ 2,233	\$ -	\$ 2,233
253100	TRAFTECH INC	DPW - HIGHWAY	Annual maintenance and training for sign making chemicals	2025	SERVICE AGREEMENT	04/08/2025	\$ 4,455	\$ 1,485	\$ 2,970
253090	MARTELLE WATER TREATMENT INC	WATER - TREATMENT OPERATION		2025	EQUIPMENT PURCHASE		\$ 46,875	\$ 43,580	\$ 3,295
253084	SCHINDLER ELEVATOR CORPORATION	DPW - BUILDINGS & GROUNDS	three year elevator inspection 2025-2028	2025	SERVICE AGREEMENT	01/29/2025	\$ 5,400	\$ 1,464	\$ 3,936
253203	UNITED STATES ALLIANCE FIRE PROTECTION INC	DPW - BUILDINGS & GROUNDS	Sen Center AF Drain & Contain	2025	SERVICE AGREEMENT		\$ 4,020	\$ -	\$ 4,020
243239	WACHTEL TREE SCIENCE & SERVICE INC	DPW - PARKS	Professional Arbicultural Consulting Services 2025	2025	SERVICE AGREEMENT	12/16/2024	\$ 20,000	\$ 15,587	\$ 4,413
253062	ANDREW JACQUE	WATER - CUST ACCTS EXPENSE	Well 12 Liner Installation	2025	SERVICE AGREEMENT		\$ 24,500	\$ 20,020	\$ 4,480
253087	VITALITY GROUP INTERNATIONAL INC	INFORMATION TECHNOLOGY	Wellness Program	2025	PROFESSIONAL SER	08/14/2024	\$ 18,010	\$ 12,867	\$ 5,143
253012	ROBERT C BELFUSS	DPW - ENGINEERING	Ongoing professional services up to \$7,500.00	2025	PROFESSIONAL SER	01/13/2025	\$ 7,500	\$ 2,150	\$ 5,350
253036	GILES ENGINEERING ASSOC INC	DPW - ENGINEERING	Proposed Pavement Recon Division Rd	2025	PROFESSIONAL SER	01/24/2025	\$ 10,216	\$ 4,704	\$ 5,512
253208	PREMISTAR-WISCONSIN	DPW - BUILDINGS & GROUNDS	Senior Center furnace replacement	2025	SERVICE AGREEMENT		\$ 6,040	\$ -	\$ 6,040
253063	CAPITAL DATA	FIRE - ADMINISTRATION	FIRE DEPARTMENT MODERN WORK MIGRATION	2025	SERVICE AGREEMENT	01/24/2025	\$ 6,480	\$ -	\$ 6,480
253150	NORTHERN LAKE SERVICE INC	WATER - TREATMENT OPERATION	WDNR Drinking Water Bacteria Testing	2025	SERVICE AGREEMENT		\$ 14,999	\$ 7,749	\$ 7,250
243235	JOHNSON CONTROLS	DPW - BUILDINGS & GROUNDS	HVAC Library - year 2 and 3 of the 3 year contract	2025	SERVICE AGREEMENT	10/16/2023	\$ 16,744	\$ 8,248	\$ 8,496
243266	COMPASS MINERALS AMERICA INC	DPW - HIGHWAY	2024-2025 Salt Purchase	2025	EQUIPMENT PURCHASE	03/25/2024	\$ 244,512	\$ 235,666	\$ 8,846
243252	CAPITAL DATA	INFORMATION TECHNOLOGY	IT Subscription for Maintenance/Backups	2025	TECHNICAL SERVICES		\$ 20,800	\$ 11,810	\$ 8,990
243242	PITNEY BOWES GLOBAL FINANCIAL SVC LLC	TREASURER'S OFFICE	Postage Machine 5-year lease	2025	LEASE AGREEMENT	12/16/2024	\$ 9,482	\$ -	\$ 9,482
253136	EHLERS AND ASSOCIATES	TREASURER'S OFFICE	Impact Fee Study	2025	PROFESSIONAL SER	07/15/2024	\$ 39,500	\$ 29,625	\$ 9,875
253176	JAMES ORR	WATER - OTHER EXPENSE	Tower 1 Emergency Inspection Services	2025	SERVICE AGREEMENT	08/18/2025	\$ 10,000	\$ -	\$ 10,000
253030	ROBERT C BELFUSS	DPW - ENGINEERING	Professional Surveying - Division Rd ROW Platting	2025	PROFESSIONAL SER	01/22/2025	\$ 15,000	\$ 4,950	\$ 10,050
253120	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	WATER - TRANS & DIST OPERATION	WHPP Review/Support	2025	PROFESSIONAL SER	04/23/2025	\$ 12,700	\$ 2,149	\$ 10,551
253064	ENER-CON	DPW - RECYCLING	Blanket PO Yard Waste Facility material processing	2025	SERVICE AGREEMENT	02/17/2025	\$ 30,400	\$ 19,793	\$ 10,607
253167	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	DPW - ENGINEERING	NR 854 - Water Supply Service Area Plan (WSSAP)	2025	PROFESSIONAL SER	07/21/2025	\$ 29,500	\$ 18,874	\$ 10,626
243236	METRON SUSTAINABLE SERVICES INC	WATER - SRC OF SUPPLY MAINT	Blanket PO for water meters not to exceed \$100,000	2025	EQUIPMENT PURCHASE	12/16/2024	\$ 159,725	\$ 147,258	\$ 12,467
253076	RA SMITH INC	DPW - ENGINEERING	2025 Road Program - Wagon Trl Culvert Design	2025	PROFESSIONAL SER	02/17/2025	\$ 20,077	\$ 6,449	\$ 13,629
253060	RUEKERT & MIELKE INC	DPW - ENGINEERING	PSC Notice of CPR Requirement, Docket 2210-WR-106	2025	PROFESSIONAL SER	02/07/2025	\$ 14,900	\$ 513	\$ 14,387
253054	ADAPTOR INC	SEWER - MAINTENANCE	internal/external manhole chimney seals	2025	EQUIPMENT PURCHASE	02/05/2025	\$ 20,000	\$ 5,234	\$ 14,766
253079	M SQUARED ENGINEERING LLC	DPW - ENGINEERING	2025 Rd Program - Pleasant View Dr (ARIP)	2025	PROFESSIONAL SER	02/17/2025	\$ 30,700	\$ 15,225	\$ 15,475
253077	RA SMITH INC	DPW - ENGINEERING	Division Rd Design Phase II - Culvert Design	2025	PROFESSIONAL SER	02/17/2025	\$ 21,541	\$ 6,058	\$ 15,484
253104	FOTH INFRASTRUCTURE & ENVIRONMENT LLC	DPW - ENGINEERING	Well 7 Rehab Design #2511	2025	SERVICE AGREEMENT	04/07/2025	\$ 37,200	\$ 20,036	\$ 17,164
253089	HYDRO-DESIGNS, INC	WATER - TRANS & DIST OPERATION	HydroCorp Commercial Cross Connection Inspection	2025	SERVICE AGREEMENT	01/25/2025	\$ 17,180	\$ -	\$ 17,180
253057	CORE & MAIN LP	SEWER - MAINTENANCE	blanket PO for manhole rings and misc materials	2025	EQUIPMENT PURCHASE	02/05/2025	\$ 20,000	\$ 2,471	\$ 17,529
253059	FERGUSON WATERWORKS #1476	SEWER - MAINTENANCE	Blanket PO for manhole repair materials	2025	EQUIPMENT PURCHASE	02/05/2025	\$ 24,999	\$ 5,320	\$ 19,679
253075	KAPUR & ASSOCIATES, INC	DPW - ENGINEERING	Division Rd Design Phase I - Culvert Design	2025	PROFESSIONAL SER	02/17/2025	\$ 34,870	\$ 12,941	\$ 21,930
253070	O&W COMMUNICATIONS, LLC	WATER - CUST ACCTS EXPENSE	Goldendale Booster Station Security System	2025	SERVICE AGREEMENT	02/17/2025	\$ 23,255	\$ -	\$ 23,255
253201	RAY STADLER CONSTRUCTION COMPANY INC	DPW - ENGINEERING	Germantown Knee Wall	2025	SERVICE AGREEMENT		\$ 23,376	\$ -	\$ 23,376
253144	NORTHERN LAKE SERVICE INC	DPW - ENGINEERING	2025 WDNR Drinking Water Bacteria Testing	2025	SERVICE AGREEMENT	06/23/2025	\$ 25,000	\$ -	\$ 25,000
253195	GREAT LAKES TV SEAL INC	DPW - ENGINEERING	Stormwater System Cleaning and CCTV	2025	SERVICE AGREEMENT	09/15/2025	\$ 29,975	\$ -	\$ 29,975
253180	CRAWFORD TREE & LANDSCAPE SERVICES INC	DPW - PARKS	Street and Park Tree Pruning Project	2025	SERVICE AGREEMENT	09/15/2025	\$ 39,734	\$ -	\$ 39,734
253102	WOLF PAVING COMPANY INC.	DPW - ENGINEERING	2025 Road Program #2502	2025	CONSTRUCTION	03/25/2025	\$ 1,414,244	\$ 1,343,532	\$ 70,712
253157	BAXTER & WOODMAN INC	DPW - ENGINEERING	Well 4 Upgrade	2025	PROFESSIONAL SER	07/07/2025	\$ 113,540	\$ 36,164	\$ 77,376
253174	SEVEN BROTHERS PAINTING	TREASURER'S OFFICE	TOWER 1 REPAIRS	2025	SERVICE AGREEMENT		\$ 100,800	\$ -	\$ 100,800
253184	CTW CORPORATION	WATER - PUMPING MAINTENANCE	Well #7 Rehab	2025	SERVICE AGREEMENT	09/15/2025	\$ 114,060	\$ -	\$ 114,060
253169	VINTON CONSTRUCTION COMPANY	DPW - ENGINEERING	High Point Pass Construction	2025	CONSTRUCTION	03/17/2025	\$ 2,396,440	\$ 2,272,101	\$ 124,339
253164	WOLF PAVING COMPANY INC.	DPW - ENGINEERING	Reconstruct Pleasant View Dr	2025	CONSTRUCTION	05/19/2025	\$ 677,237	\$ 534,828	\$ 142,409
253103	PAYNE & DOLAN INC	DPW - ENGINEERING	Rockfield Rd ARIP #2510	2025	CONSTRUCTION	03/25/2025	\$ 1,024,506	\$ 756,815	\$ 267,690

BUSINESS OF THE GENERAL GOVERNMENT & FINANCE COMMITTEE

MEETING DATE: January 19, 2026

PLACEMENT: Presentation

ITEM TITLE: Director's Report

SUBMITTED BY: Matthew Uselding, Finance Director

SUMMARY EXPLANATION:

January 2026 Update

1. Tax Collections

The Finance Department is currently in the midst of tax collection season. Residents may pay their property taxes at Village Hall between 8:00 a.m. and 4:30 p.m., with first installment payments due by **January 31, 2026**. While a five-day grace period is typically provided, residents are strongly encouraged to submit payment as early as possible. After the grace period expires, interest and penalties will begin to accrue, and all payments must then be made directly to Washington County.

2. Year-End Close and Audit Preparation

Finance staff is actively working through the year-end close process in preparation for the annual audit. Following the fiscal year's close, staff will compile and submit all required information for the Public Service Commission (PSC), State of Wisconsin, and audit reports. Key upcoming deadlines include:

- **March 31** – Baker Tilly conducts on-site audit fieldwork
- **May 1** – PSC Annual Report due
- **May 15** – State Financial Report due
- **June 30** – Audit and Annual Comprehensive Financial Report (ACFR) finalized and submitted to the GFOA

For the second straight year in 2025, the Village has submitted both State and PSC reports on time without the need for deadline extensions. Improved collaboration with the Engineering Department has streamlined the transmission of financial data, increasing efficiency and accuracy across PSC, State, and audit reporting. Significant progress has also been made in improving the timeliness and quality of the ACFR. Completion timelines have steadily improved as follows:

- **2020 ACFR:** 13 months after fiscal year-end
- **2021 ACFR:** 16 months after fiscal year-end
- **2022 ACFR:** 12 months after fiscal year-end
- **2023 ACFR:** 7 months after fiscal year-end
- **2024 ACFR:** 6 months after fiscal year-end

The continued year-over-year improvements reflects the continued improvements in internal controls, financial processes, and reporting accuracy.

3. Investment Advisory and Municipal Advisory Services

During January, the Village began onboarding two newly approved financial partners to strengthen long-term financial planning and investment oversight. PTMA has been engaged as the Village's investment advisor, while Baird has been engaged as the Village's Municipal Advisor.

PTMA will provide independent investment advisory services, including portfolio strategy, performance reporting, and compliance with state statutes and the Village's Investment Policy.

Baird will serve as the Village's Municipal Advisor, providing insight and guidance on debt issuance and bonding strategies, Tax Increment District (TID) development and analysis, and long-range financial forecasting. These services will support informed decision-making related to capital planning, economic development initiatives, and overall financial sustainability.

ATTACHMENT:

STAFF RECOMMENDATION:

ACTION BY COMMITTEE: