
City of De Pere, Wisconsin



2025 Adopted Budget

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MEMORANDUM

TO: Citizens of De Pere

FROM: Mayor James Boyd
Lawrence M. Delo, City Administrator
Pam Manley, Finance Director/Treasurer

DATE: December 20, 2024

SUBJECT: 2025 Adopted Budget

INTRODUCTION

We are pleased to present the 2025 Adopted Budget. This budget is structured to meet the needs and expectations of our community and provide our residents, businesses and visitors with excellent municipal services. The 2025 Adopted Budget focuses on enhancing existing municipal services and strategically managing preparations for future growth associated with downtown redevelopment, business park expansion and the incremental completion of the new southern bridge transportation corridor that connects Interstate Highway 41 to Interstate Highway 43 bringing additional development and jobs to De Pere and the entire northeast region of the State. The Adopted Budget also continues to provide funding to focus on the quality of life and overall economic vitality of the community, including our commitment to inclusiveness and sustainable practices.

The following list identifies some of these initiatives; 1) Includes funding to add a permit technician/code enforcement specialist to enhance the inspection and code enforcement capabilities of the development services department; 2) Includes funding to add an IT support specialist position to enhance IT support to meet the needs of city departments and staff; 3) Includes funding to replace existing enterprise resource planning (ERP) software to streamline processes, eliminate duplication and further integrate data for all City departments; 4) Includes funding to replace various pieces of equipment throughout the City including police squads, a garbage truck, a building inspection vehicle, engineering vehicles, snow plow trucks and several other pieces of equipment to enable effective and efficient municipal services; 5) Includes funding for ongoing maintenance and repairs as needed throughout all city facilities to maximize facility life spans; 6) Includes additional funding to support and expand the ongoing efforts of the Beautification Committee to enhance the appearance of our community; 7) Includes funding for the construction of the southern corridor that will provide an additional bridge over the Fox River and connect I-41 and I-43; 8) Includes funding for ongoing sustainability initiatives to enhance municipal services and facilities; 9) Includes funding for financial incentives to promote additional economic development opportunities throughout the community; 10) Includes funding to support the community's Sister City program; 11) Includes funding for ongoing improvements to various parks and recreational facilities; 12) Includes funding to continue annual market based

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revaluations of assessable property in the City to ensure property owners are funding their appropriate share of the property tax levy; 12) Minimizing property tax mill rates as much as possible while continuing to provide municipal services in a manner that meets the needs of the community and; 13) Provides the resources necessary to maintain an innovative, effective and efficient workforce. We believe the 2025 Adopted Budget accomplishes these goals.

All city departments were directed to submit 2025 budget proposals with minimal increases in expenditures, excluding capital equipment and projects, to include a focus on reducing overtime expenditures and identifying opportunities to utilize technology to reduce expenditures wherever practical. Staff was also asked to focus on opportunities to promote sustainable practices, intergovernmental and private cooperation and to consider options to enhance diversity and inclusiveness in city operations and within the community as part of their budget proposals. Once again, the management staff did an excellent job of meeting these requirements while maintaining the integrity of municipal services.

We continued our past practice of approaching the development of the Adopted Budget as an opportunity to improve the efficiency and effectiveness of municipal services. We believe every fiscal obstacle creates an opportunity to reinvent how services are provided and funded. This is the message we continuously present to city employees as they develop their budgets, and this is the message we believe once again resonates throughout the 2025 Adopted Budget.

We anticipate the City will experience a moderate increase in tax base growth in 2024 vs. what was experienced in 2023. The equalized value of the City grew 8.1% in 2024 increasing \$268,882,900 from \$3,315,310,100 to \$3,584,193,000.

The State of Wisconsin made significant adjustments to the amount of shared revenue municipalities and counties received in 2024 which was long overdue and very much appreciated. However, the City is still required to meet State imposed property tax levy limits that restrict the City's ability to raise revenues for municipal services and infrastructure through the property tax. The State's continued implementation of unfunded mandates coupled with levy limits still require the City to adjust fiscal policies to either reduce municipal services, increase service fees, or create alternative revenue sources (that are allowed by the State of Wisconsin) to balance the City revenues and expenditures. We believe the ability to maintain or increase municipal service levels in subsequent years will continue to require modifications in service delivery techniques and equipment coordinated with exercising opportunities to utilize intergovernmental and private partnerships for future service delivery.

The 2025 Adopted Budget continues to emphasize economic development throughout the community by including funding for infrastructure, developer grants, and funding for cultural enhancements throughout the downtown to promote our community. This budget continues to place an emphasis on the new southern transportation corridor by including \$4,782,575 as a portion of the City's share for the ongoing design of this transportation corridor in partnership with multiple governmental jurisdictions. This budget also continues to emphasize the maintenance of the community's streets by including \$1,950,000 to extend American Boulevard, \$535,000 for Merrill Street Reconstruction, \$960,000 for Northeast Street Reconstruction and \$941,276 for other resurfacing projects throughout the City.

The Adopted Budget maintains the existing level of municipal services provided to the community with an estimated 3.3% property tax mill rate decrease. The 2025 Adopted Budget's property tax levy is 5.54% higher than the 2024 budget. The proposed estimated mill rate for 2025 is \$5.43. This is \$0.18 lower than the adopted 2024 mill rate of \$5.61.

The 2025 Adopted Budget includes an overall 4% increase in General Fund operating expenditures when compared to 2024. The City implemented a ten year budget model in 2005 to forecast probable changes in revenues and expenditures. This model is updated annually and currently forecasts expenditures and revenues through 2035. The City will continue to redevelop its policy regarding what is an acceptable level and type of municipal service based on available and acceptable funding sources throughout 2024 to be applied in 2025. We recognize the need to closely align municipal service levels with community needs while meeting State mandated levy limits and matching the community's overall willingness to fund municipal services. We believe this can be accomplished by soliciting information from the community and utilizing that data to supplement an overall service level and funding strategy.

GENERAL FUND EXPENDITURES

General Government: General Government includes expenditures associated with the activities and operations of the Common Council, Municipal Court, City Attorney, City Manager, Mayor, Clerk, Human Resources, Elections, Information Management, Sustainability Programming, Finance Department, Assessor, City Hall, Health Department/Board, Development Services and GIS. Significant expenditures in these programs include \$8,700 membership fee for the Wisconsin League of Municipalities; \$10,000 to support the Beautification Committee; \$6,000 to support the De Pere Sister City program; \$2,000 for community service grants; \$6,200 to replace municipal court clerk's office furniture and cabinets; \$364,596 for City Attorney services; \$10,000 for ongoing branding materials and initiatives; \$6,000 for ongoing sustainability initiatives; \$8,500 for municipal code update services; \$13,275 for a market compensation study; \$15,000 for employee assistance program services; \$7,000 for onboarding new employees software subscription; \$41,740 to conduct elections; \$3,500 for IT cyber security training; \$10,000 for cyber security penetration testing; \$14,471 for SeeClickFix software subscription; \$20,000 for backup server replacement; \$30,000 for core switch and router replacement; \$30,000 for wireless network replacement; \$26,700 for sustainability programming; \$72,000 for Accurate Appraisal assessment services; \$10,000 for a revised landscaping plan for the city hall complex; \$641,000 for property and liability insurance; \$37,412 for employee merit and performance based pay incentives; \$755,715 for public health services; \$30,000 contribution to Downtown De Pere, Inc. for Main Street program activities; and \$282,876 for Development Services. Total General Government expenditures are 23.58% higher in 2025 vs. 2024.

Public Safety: Public Safety includes expenditures associated with the operations and activities of the Police Department, Crossing Guards, Fire and EMS, Building Inspection and Jail services. Significant expenditures in these programs include \$86,594 for annual body camera fees; \$18,500 for annual records management software fees; \$14,500 to replace ballistic helmets; \$13,680 to replace tasers; \$273,500 for Police Department overtime wages to meet minimum staffing and workload requirements; \$97,038 for crossing guards; \$115,000 for Fire Department overtime wages to meet minimum staffing and workload requirements; \$135,000 for part-time paid on premise employee wages to support permanent staff needs during peak service periods to meet operational requirements; \$334,629 for building inspection services; and \$6,750 for Brown County jail services. Total Public Safety expenditures are 2.54% higher in 2025 vs. 2024.

Public Works: Public Works includes all the expenditures associated with the operations and activities of Public Works Administration, Engineering, Municipal Service Center, Building Maintenance, Fleet Maintenance, Snow Control, Street Maintenance, Traffic Signs, Street Lights, Traffic Lights, Brush Collection, Transit, Garbage/Refuse Collection, Landfill, Weed Control and Recycling. Significant expenditures in these programs include \$292,816 for engineering services; \$13,750 to replace garage doors at the municipal services building; \$192,922 for building maintenance services; \$12,200 to replace various equipment and tools for fleet maintenance services; \$353,299 for snow and ice removal; \$216,924 for street maintenance activities; \$186,734 for traffic signs and markings services; \$467,477 to maintain street lights; \$46,706 for traffic lights; \$136,505 for brush collection; \$182,087 to provide public transportation and para-transit services; \$451,990 for garbage collection; \$320,000 for Brown County landfill fees; \$26,932 for weed control; and \$166,928 for recycling collection services. Total Public Works expenditures are 2.85% higher in 2025 vs. 2024.

Culture, Education & Recreation: Culture, Education & Recreation includes all the expenditures associated with the operations and activities of the Community Center, Historic Preservation Committee, Park & Recreation Administration, Parks & Public Land, Forestry, Boat Ramps, Parks Equipment/Vehicle Maintenance, Recreation Programs and Events/Celebrations. Significant expenditures in these programs include \$431,554 to provide programming and facilities at the Community Center; \$10,000 as a donation for the Historical Society; \$25,000 to mark park boundaries to mitigate private development incursions on public land; \$9,644 to replace line trimmers, push mowers and hand tools; \$789,149 for parks and public lands; \$10,000 to acquire and install forestry equipment on an existing lift truck; \$27,758 for boat ramps; \$114,906 for park equipment maintenance; \$762,795 for recreation and recreation program activities; \$48,390 to provide and support special events. Total Culture, Education & Recreation expenditures are 9.48% higher in 2025 vs. 2024.

Total General Fund expenditures increase 4.33%. This includes a 23.58% increase in General Government, a 2.54% increase in Public Safety, a 2.85% increase in Public Works and a 9.48% increase in Culture, Education & Recreation expenditures.

GENERAL FUND REVENUES

General Fund revenues increased by 4.33%. The 2025 Adopted Budget includes a decrease of \$195,085 in Health Dept. grants; an increase of \$600,000 from interest on investments; and a slight increase of \$38,241 in general state shared revenues from the State. The 2025 Adopted Budget increases most fees for municipal services 5% over 2024 levels. The General Fund property tax levy accounts for approximately 46% of all General Fund revenues in 2025 which is the same percentage in 2024.

SPECIAL FUND

The Special Fund budget includes expenditures and revenues associated with the activities and operations of the Economic Development Fund, the Affordable Housing Fund, the Wastewater Treatment Services Fund, the Public Land Acquisition Fund, the Cable Access Fund and the Aquatics Facilities Fund.

Economic Development Fund: The Revolving Loan Fund previously provided economic development loans to local businesses. The program has been terminated by the State of Wisconsin. However, the City continues to collect payments from outstanding loans. The City will continue to manage this program as long as there is ongoing loan and/or payment activity. The City established a new fund for the portion of the revolving loan program that was previously dedicated for pandemic relief. The revolving loan fund balance at the end of 2024 is estimated to be approximately \$1,003,100.

Affordable Housing Fund: The City established this fund when TID No. 6 was extended for 1 year to capture funds for affordable housing. The estimated fund balance at the end of 2024 is \$1,836,874.

Wastewater Treatment Services Fund: The Wastewater Treatment Services Fund is used to record expenditures and revenues associated with the operations and activities of the City's wastewater conveyance and treatment services. The City conveys wastewater through a combined City of De Pere and NEW Water conveyance system to NEW Water treatment facilities for which the City pays NEW Water to treat the wastewater to required State and Federal standards prior to its discharge back into the Fox River. The fund balance at the end of 2024 is estimated to be approximately \$29,675,244.

Public Land Acquisition Fund: The Public Land Acquisition Fund is used to manage funds from building permits earmarked to acquire open space land and recreational facilities. The fund balance at the end of 2024 is estimated to be approximately \$136,432.

Cable Access Fund: The Cable Access Fund is used to manage franchise fees and grants. Revenues are anticipated to be approximately \$174,674 in 2025 and are used to offset administrative, equipment and production costs. The fund balance at the end of 2024 is estimated to be approximately \$0.

Aquatics Facilities Fund: The Aquatics Facilities Fund was established to transparently show the operating deficit and tax levy funding from the pool referendum. For 2025 the budget includes \$387,177 of the \$900,000 levied. The remaining funds are budgeted for in the Aquatics Facilities Capital Projects Fund.

DEBT SERVICE FUND

The Debt Service Fund includes expenditures and revenues associated with managing the City's debt program. The fund identifies all existing bonds and notes and indicates principal and interest payments scheduled for 2025 including the outstanding balances at the end of the year and the scheduled date of maturity. Revenue sources include the property tax levy, TIF district increments, and capital project fund revenues. The total principal scheduled for payment in 2025 is \$7,220,000. The total interest and service fees scheduled for payment in 2025 is \$2,094,389. The fund balance at the end of 2024 is estimated to be approximately \$1,632,807.

CAPITAL PROJECTS FUND

The Capital Projects Fund includes expenditures and revenues associated with the purchase of equipment, funding for major projects and is used to manage revenues and expenditures associated with TID's 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17 & 18 and Aquatics Facilities. The 2025 Budget includes \$50,000 to replace five voting tabulators for elections; \$500,000 to replace ERP software system; \$300,000 to remodel the first floor of City Hall for additional office space; \$60,000 to replace vehicle and handheld public safety radios; \$231,900 to replace three community resource officer squads; \$177,000 to replace fire department hose and nozzles; \$25,000,000 to expand the Municipal Services Center facility; \$600,000 to replace two snow plow trucks; \$3,000,000 to construct two yard waste drop off sites; \$375,000 to replace a garbage truck; \$1,950,000 to extend American Boulevard; \$4,782,575 for the City's share of the cost for the I-41 south bridge corridor interchange; \$140,000 to replace the air conditioning unit at the community center; \$150,000 to replace the playground equipment at Rainbow Park; \$225,000 for pathway and other enhancements in Voyageur Park; \$3,938,187 for various street and sidewalk repairs and rehabilitation; \$1,230,000 for water main relays; and \$1,384,000 for storm sewer repair and rehabilitation projects. All other Capital Projects Fund revenues are acquired from special assessments, grants, bond issues and inter-fund transfers.

WATER UTILITY

The Water Utility Fund is an enterprise fund that includes expenditures and revenues associated with the activities and operations of the Water Utility. Revenues are acquired from the sale of water. Capital outlay within the Water Utility fund in 2025 includes \$1,230,000 for miscellaneous water main relays; \$5,000 for Merrill Street tower inspection; \$5,000 for Scheuring Road tower inspection; \$50,000 for hydrant painting; \$125,000 for Ninth Street reservoir repairs; and \$50,000 to clean and repaint the Ninth Street tower. The Water Utility Fund also includes expenditures and revenues to fund debt service requirements. Total 2025 estimated principal and interest payments are \$109,250. The cash balance at the end of 2024 is estimated to be approximately \$2,311. The City will be applying for a full rate case evaluation by the Wisconsin Public Service Commission in 2025 to request a rate increase to mitigate the longstanding negative cash balance in this fund and repay the long-term advance to the Wastewater and General Funds

STORM WATER UTILITY

The Storm Water Utility is an enterprise fund that includes expenditures and revenues associated with the activities and operations of the Storm Water Utility. Revenues for this fund are based on a set fee per Equivalent Runoff Unit (ERU). Each residential property is equivalent to one ERU. The fee for 2025 is \$132 per ERU. This is a \$10 increase over the 2024 rate of \$122. Additional storm water requirements mandated, but not funded, by the Wisconsin Department of Natural Resources and the United State Environmental Protection Agency will require significant additional expenditures in the near future. The City will most likely need to increase the ERU fee again in 2026 and subsequent years to pay for these unfunded mandates. Significant expenditures in the 2025 Adopted Budget includes \$250,000 for sewer lining, \$125,018 for leaf collection, \$60,000 for televising storm sewers; and \$1,062,000 to repair and replace existing storm sewer. Total storm water utility expenditures for 2025 are \$3,112,897. The fund balance at the end of 2024 is estimated to be approximately \$19,318,889.

SUMMARY

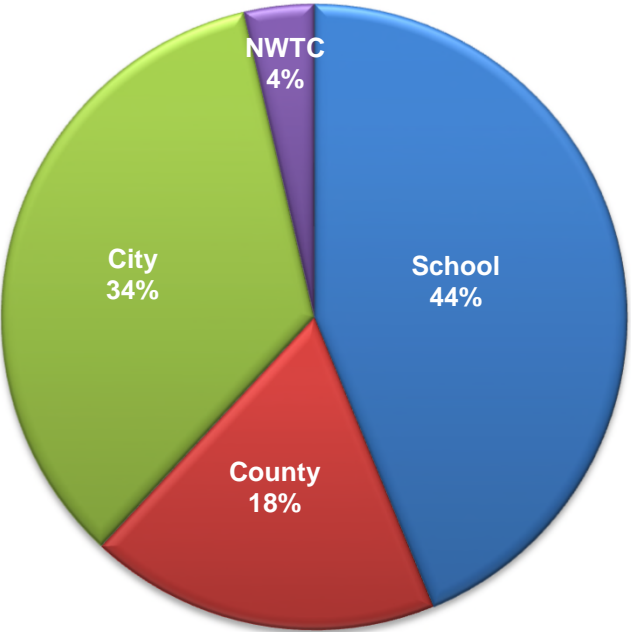
The 2025 Adopted Budget includes a 5.54% increase in the property tax levy and a 3.3% decrease in the property tax mill rate. This budget meets the existing municipal service level needs and expectations of our community. De Pere has a regional reputation as being one of the most desirable communities in the State to live, work, have fun and raise a family. The City will continue to evaluate and revise service methodology, consider and implement service reductions where applicable and seek alternative revenues throughout the upcoming year to maintain our community as a place that everyone wants to continue to live and work in. As the Mayor, City Administrator and Finance Director/Treasurer, we are committed to working closely with the City Council, city employees, businesses and residents to achieve our goal of maintaining De Pere as an exceptional community.

Charts and Tables

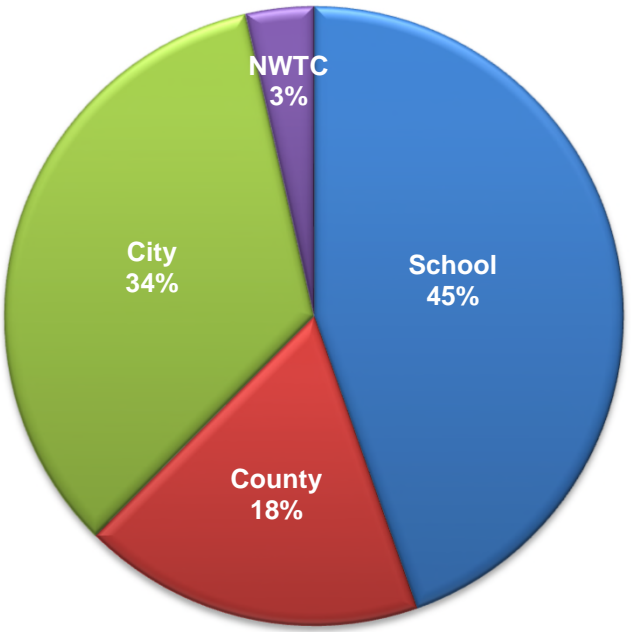
The following charts and tables identify trends in revenues, expenditures and other items that directly impact the budget and tax rates:

- ii **2024 Property Tax Pie Chart:** This chart identifies the proportion of property taxes used by each taxing jurisdiction. There is a separate pie chart for each school district. The portion of the property tax bill apportioned for services provided by the City of De Pere is approximately 34% for both school districts.
- iii - iv **Ten Year Comparison of Property Taxes Paid Table:** These tables identify the dollar value of property taxes paid by the average property in De Pere from 2015 through 2024 (2024 represents taxes paid for the 2025 budget year). These tables also include State School Credit values.
- v **District Levies Including TID Districts:** This table identifies the total dollar value of the applied property tax levies for the various taxing jurisdictions for the City of De Pere. The table provides a comparison of the past ten years.
- vi **General Fund Revenue and Expenditure Trends Chart:** This chart identifies expenditure and revenue trends for General Fund operations for the period including 2016 through 2025. The chart indicates a slight increase in State Shared Revenues due to Act 12.
- vii **General Fund Expenditures – Five Year Summary:** The bar graphs identify five-year expenditure history for general government, public safety, public works and culture and recreation.
- viii **2024 Property Tax Levy Pie Chart:** This chart identifies the general fund, debt service, capital projects, special revenue, and TID portions of the total city tax levy.
- ix **General Obligation Debt Service Chart and Table:** This chart and table identifies the dollar value of the City's General Obligation debt for the past ten years, for the period including 2016 through 2025. General Obligation debt is debt that is guaranteed payable under the City's obligation to collect sufficient property taxes.
- x **Debt Per Capita Chart and Table:** This chart and table identifies the dollar value and trend associated with the General Obligation debt outstanding per capita. The per capita debt in 2024 is \$2,358.79. This value changes annually based on borrowing needs and principal and interest payments schedules.
- xi **Long Term Note and Bonded Indebtedness Table:** This table identifies the value of outstanding debt as of the beginning of 2025 per note and bond issue.
- xii **Property Valuation Chart and Table:** This chart and table identifies the dollar value and trends of the City's assessed and equalized property values for the period 2005 through 2024.

**2024 Property Taxes
Unified School District**



**2024 Property Taxes
West School District**



2025 Adopted Budget
Unified School District
City of De Pere

TEN YEAR COMPARISON OF PROPERTY TAXES PAID

Taxing Jurisdiction	\$100,000 2015	\$100,000 2016	\$100,000 2017	\$100,000 2018	\$100,000 2019	\$100,000 2020	\$100,000 2021	\$100,000 2022	\$100,000 2023	\$100,000 2024	% Change 23 to 24	\$ Change 23 to 24
City of De Pere	\$ 667.36	\$ 674.03	\$ 671.69	\$ 707.38	\$ 675.69	\$ 658.63	\$ 627.48	\$ 584.51	\$ 561.42	\$ 542.93	-3.29%	\$ (18.49)
NWTC	\$ 79.43	\$ 84.68	\$ 87.94	\$ 83.97	\$ 81.85	\$ 82.23	\$ 75.57	\$ 69.22	\$ 61.60	\$ 56.86	-7.70%	\$ (4.75)
School	\$ 1,104.78	\$ 1,060.78	\$ 1,034.00	\$ 972.04	\$ 838.25	\$ 674.17	\$ 596.35	\$ 573.19	\$ 581.81	\$ 689.56	18.52%	\$ 107.75
County	\$ 474.39	\$ 471.87	\$ 487.69	\$ 461.29	\$ 430.40	\$ 418.72	\$ 384.01	\$ 349.66	\$ 314.87	\$ 285.61	-9.30%	\$ (29.27)
State	\$ 17.33	\$ 17.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	0.00%	\$ 0.00
Sub-Total	\$ 2,343.29	\$ 2,308.46	\$ 2,281.32	\$ 2,224.68	\$ 2,026.19	\$ 1,833.75	\$ 1,683.41	\$ 1,576.58	\$ 1,519.71	\$ 1,574.95	3.64%	\$ 55.25
State School Credit	\$ 187.19	\$ 180.75	\$ 196.66	\$ 180.77	\$ 169.23	\$ 157.20	\$ 139.17	\$ 116.98	\$ 100.13	\$ 122.45	22.29%	\$ 22.32
Total Taxes	\$ 2,156.10	\$ 2,127.71	\$ 2,084.66	\$ 2,043.91	\$ 1,856.96	\$ 1,676.55	\$ 1,544.24	\$ 1,459.60	\$ 1,419.58	\$ 1,452.50	2.32%	\$ 32.92

Taxing Jurisdiction	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
City of De Pere	6.6736	6.7403	6.7169	7.0738	6.7569	6.5863	6.2748	5.8451	5.6142	5.4293
NWTC	0.7943	0.8468	0.8794	0.8397	0.8185	0.8223	0.7557	0.6922	0.6160	0.5686
School	11.0478	10.6078	10.3400	9.7204	8.3825	6.7417	5.9635	5.7319	5.8181	6.8956
County	4.7439	4.7187	4.8769	4.6129	4.3040	4.1872	3.8401	3.4966	3.1487	2.8561
State	0.1733	0.1710	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Sub-Total	23.4329	23.0846	22.8132	22.2468	20.2619	18.3375	16.8341	15.7658	15.1971	15.7495
State School Credit	1.8719	1.8075	1.9666	1.8077	1.6923	1.5720	1.3917	1.1698	1.0013	1.2245
Total Taxes	21.5610	21.2771	20.8466	20.4391	18.5696	16.7655	15.4424	14.5960	14.1958	14.5250

2024 Adopted Budget
West School District
City of De Pere

TEN YEAR COMPARISON OF PROPERTY TAXES PAID

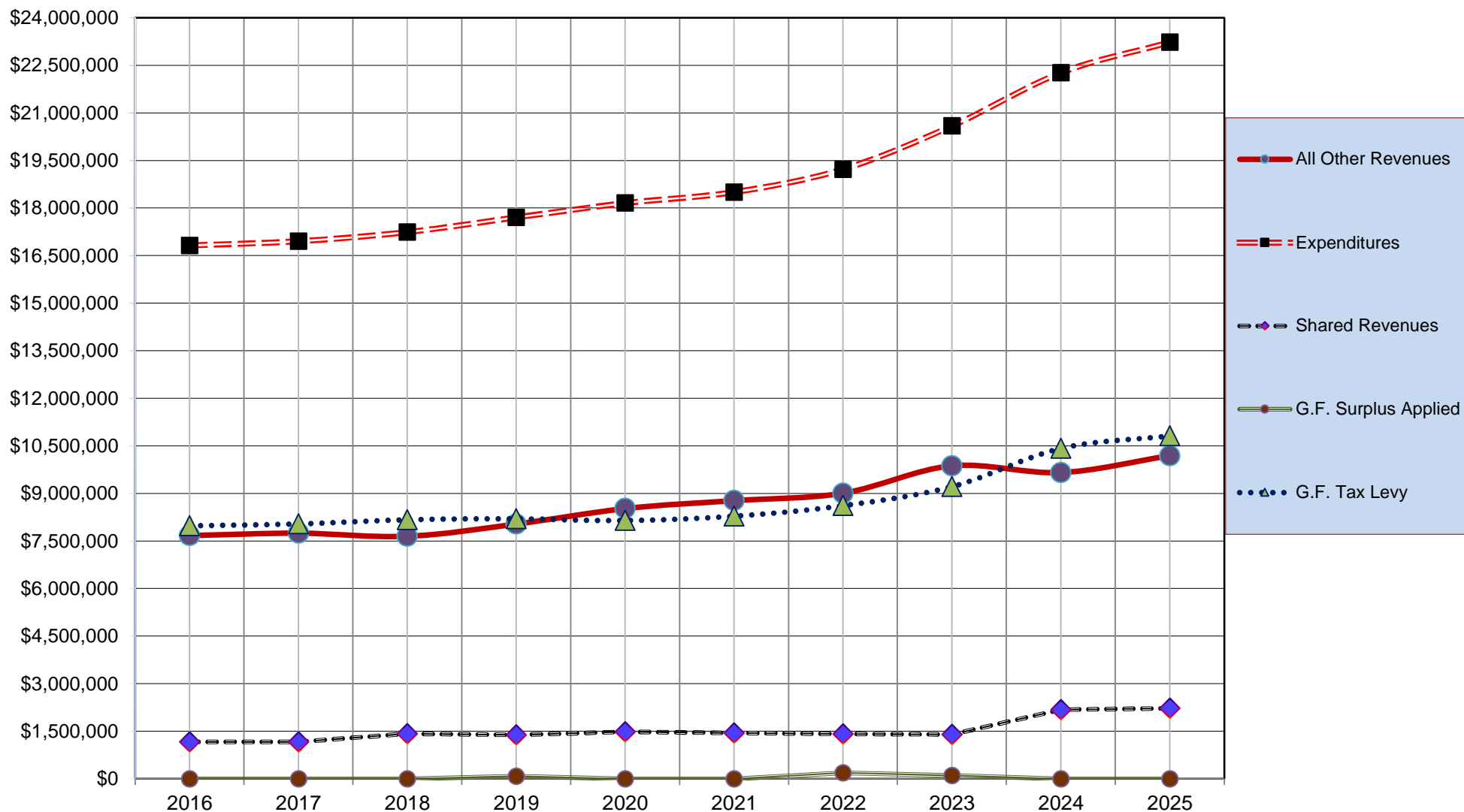
Taxing Jurisdiction	\$100,000 2015	\$100,000 2016	\$100,000 2017	\$100,000 2018	\$100,000 2019	\$100,000 2020	\$100,000 2021	\$100,000 2022	\$100,000 2023	\$100,000 2024	% Change 23 to 24	\$ Change 23 to 24
City of De Pere	\$ 667.36	\$ 674.03	\$ 671.69	\$ 707.38	\$ 675.69	\$ 658.63	\$ 627.48	\$ 584.51	\$ 561.42	\$ 542.93	-3.29%	\$ (18.49)
NWTC	\$ 79.43	\$ 84.68	\$ 87.94	\$ 83.97	\$ 81.85	\$ 82.23	\$ 75.57	\$ 69.22	\$ 61.60	\$ 56.86	-7.70%	\$ (4.75)
School	\$ 1,112.17	\$ 1,048.97	\$ 1,047.34	\$ 981.62	\$ 973.67	\$ 996.76	\$ 932.73	\$ 829.62	\$ 722.41	\$ 712.89	-1.32%	\$ (9.52)
County	\$ 474.39	\$ 471.87	\$ 487.69	\$ 461.29	\$ 430.40	\$ 418.72	\$ 384.01	\$ 349.66	\$ 314.87	\$ 285.61	-9.30%	\$ (29.27)
State	\$ 17.33	\$ 17.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	0.00%	\$ 0.00
Sub-Total	\$ 2,350.68	\$ 2,296.65	\$ 2,294.66	\$ 2,234.26	\$ 2,161.61	\$ 2,156.34	\$ 2,019.79	\$ 1,833.01	\$ 1,660.30	\$ 1,598.28	-3.74%	\$ (62.02)
State School Credit	\$ 187.19	\$ 180.75	\$ 196.66	\$ 180.77	\$ 169.23	\$ 157.20	\$ 139.17	\$ 116.98	\$ 100.13	\$ 122.45	22.29%	\$ 22.32
Total Taxes	\$ 2,163.49	\$ 2,115.90	\$ 2,098.00	\$ 2,053.49	\$ 1,992.38	\$ 1,999.14	\$ 1,880.62	\$ 1,716.03	\$ 1,560.17	\$ 1,475.83	-5.41%	\$ (84.34)

Taxing Jurisdiction	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
City of De Pere	6.6736	6.7403	6.7169	7.0738	6.7569	6.5863	6.2748	5.8451	5.6142	5.4293
NWTC	0.7943	0.8468	0.8794	0.8397	0.8185	0.8223	0.7557	0.6922	0.6160	0.5686
School	11.1217	10.4897	10.4734	9.8162	9.7367	9.9676	9.3273	8.2962	7.2241	7.1289
County	4.7439	4.7187	4.8769	4.6129	4.3040	4.1872	3.8401	3.4966	3.1487	2.8561
State	0.1733	0.1710	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Sub-Total	23.5068	22.9665	22.9466	22.3426	21.6161	21.5634	20.1979	18.3301	16.6030	15.9828
State School Credit	1.8719	1.8075	1.9666	1.8077	1.6923	1.5720	1.3917	1.1698	1.0013	1.2245
Total Taxes	21.6349	21.1590	20.9800	20.5349	19.9238	19.9914	18.8062	17.1603	15.6017	14.7583

DISTRICT LEVIES INCLUDING TID DISTRICTS

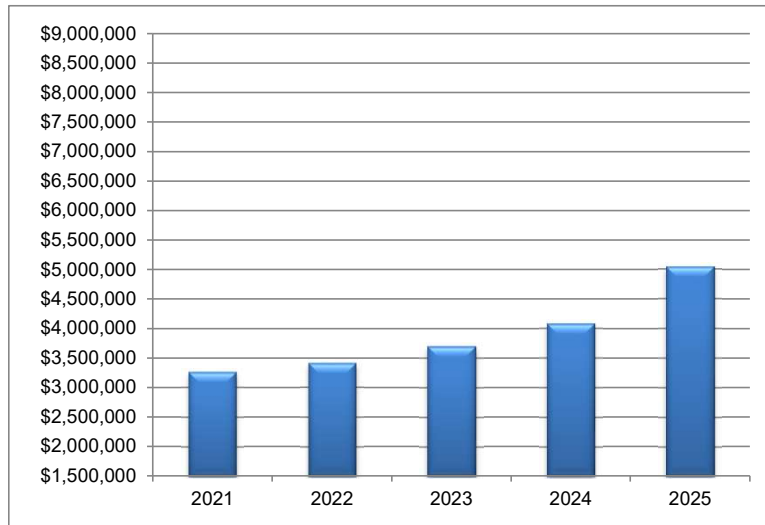
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
State Taxes	\$ 322,208	\$ 329,272	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
County Taxes	8,821,759	9,064,974	9,438,274	9,992,873	9,422,847	9,582,060	9,416,630	9,673,965	10,177,270	10,137,664
Local Property Taxes	12,410,259	12,948,633	12,999,283	14,706,621	14,793,045	15,072,288	15,386,809	16,171,268	18,146,020	19,271,493
NE Wisconsin Technical College	1,477,153	1,626,772	1,701,914	1,803,507	1,791,946	1,881,817	1,853,010	1,915,075	1,991,156	2,018,234
School District - 1414 (East)	9,602,632	9,509,506	9,342,332	9,647,744	8,813,347	7,431,357	7,086,342	7,585,434	8,835,547	11,363,220
School District - 6328 (West)	11,015,116	10,747,787	10,806,520	10,988,829	11,079,903	11,822,898	11,788,522	11,973,784	12,378,710	13,556,559
Subtotal	\$ 43,649,127	\$ 44,226,944	\$ 44,288,323	\$ 47,139,574	\$ 45,901,088	\$ 45,790,420	\$ 45,531,313	\$ 47,319,526	\$ 51,528,704	\$ 56,347,170
Property Tax Credits										
School District - 1414 (East)	1,627,073	1,620,372	1,776,830	1,817,050	1,779,272	1,732,791	1,632,384	1,548,051	1,905,349	2,017,916
School District - 6328 (West)	1,854,004	1,851,991	2,029,137	1,941,110	1,925,746	1,864,567	1,780,307	1,688,331	2,149,887	2,328,633
Total	\$ 40,168,050	\$ 40,754,581	\$ 40,482,356	\$ 43,381,414	\$ 42,196,070	\$ 42,193,062	\$ 42,118,622	\$ 44,083,144	\$ 47,473,467	\$ 52,000,620

General Fund Revenue & Expenditure Trends

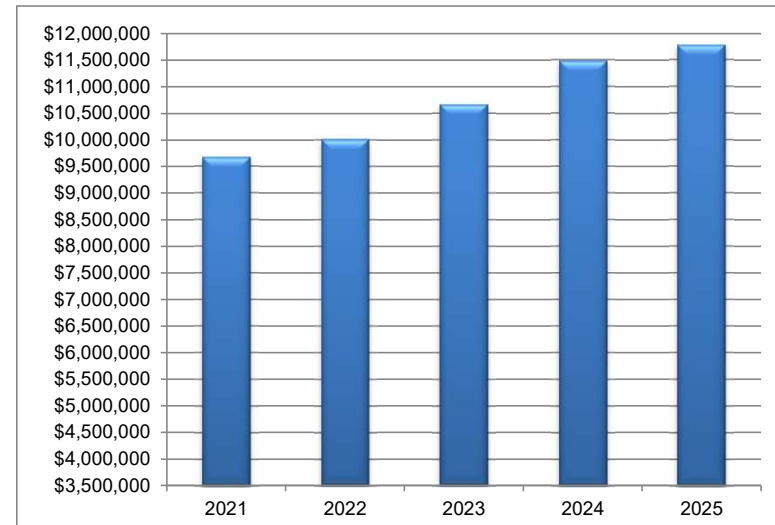


**CITY OF DE PERE
GENERAL FUND EXPENDITURES
FIVE-YEAR SUMMARY**

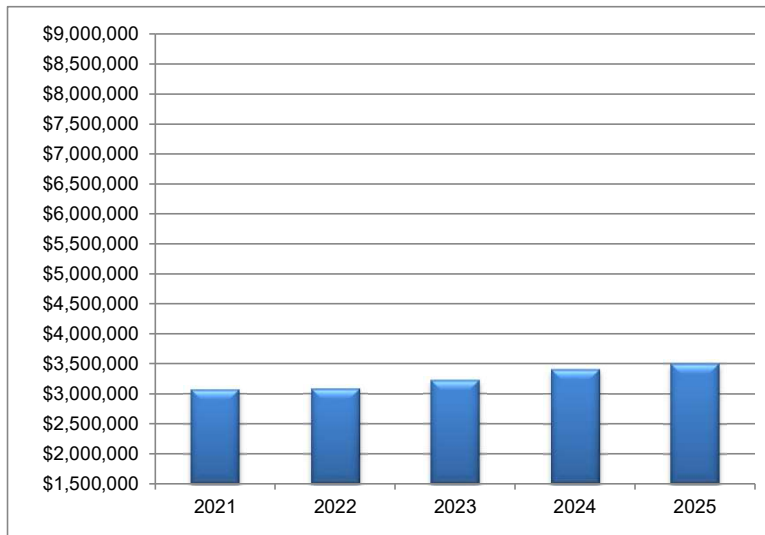
GENERAL GOVERNMENT \$5,047,722 (2025)
Increase of \$963,037 from 2024



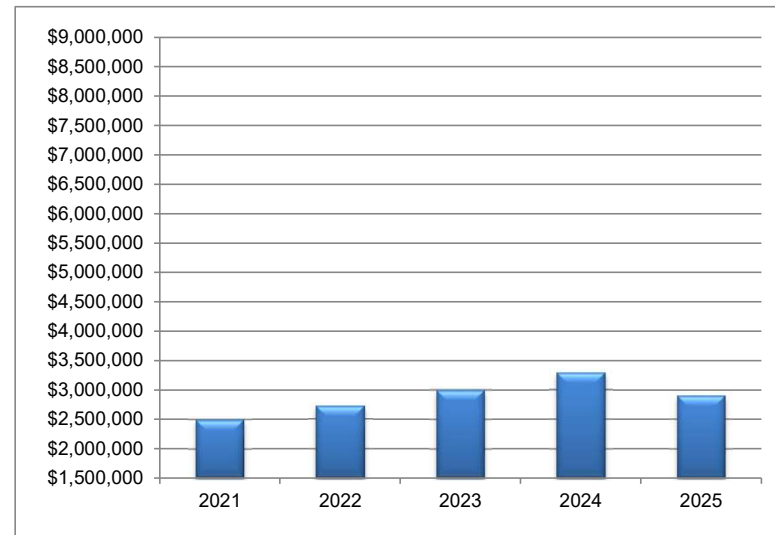
PUBLIC SAFETY \$11,781,273 (2025)
Increase of \$291,614 from 2024



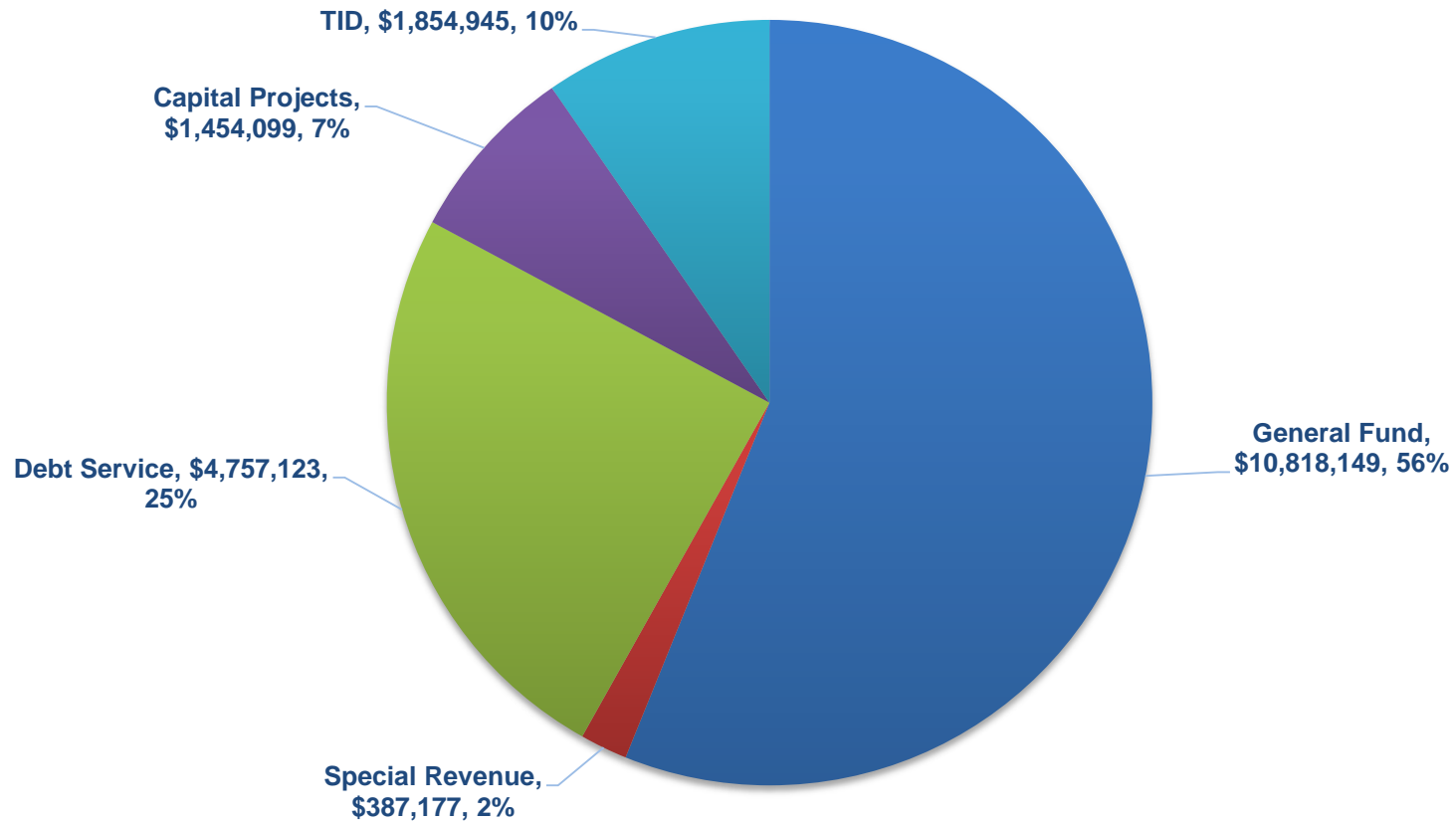
PUBLIC WORKS \$3,503,170 (2025)
Increase of \$96,963 from 2024



CULTURE & RECREATION \$2,899,151 (2025)
Decrease of \$388,443 from 2024

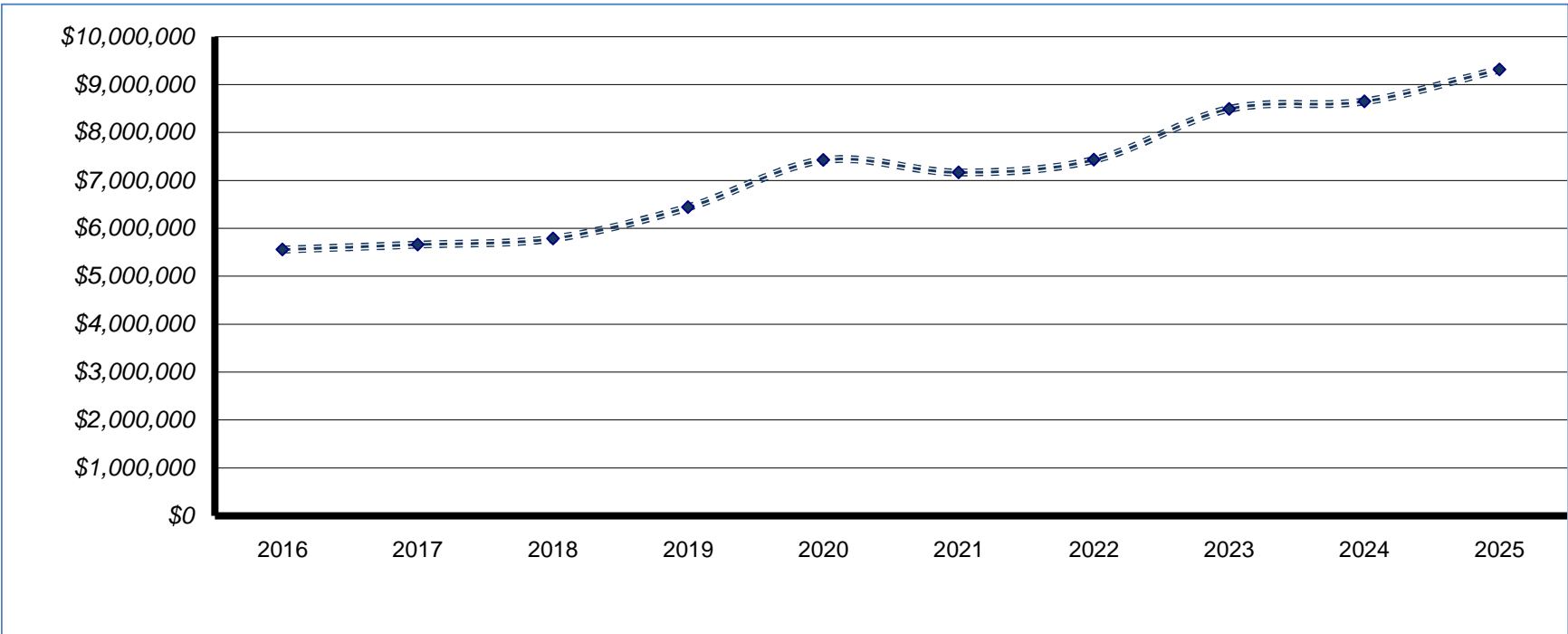


CITY OF DE PERE 2024 PROPERTY TAX LEVY CHART



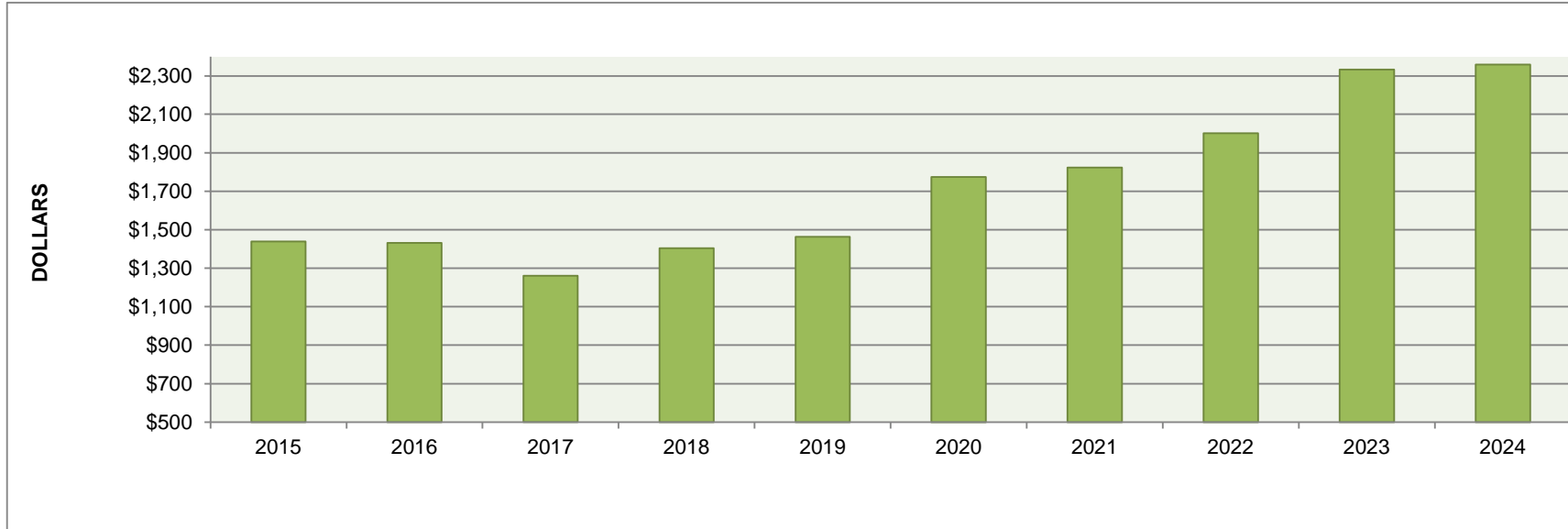
Annual City of De Pere

General Obligation Debt Service 2016-2025



2016	\$5,557,866	2021	\$7,167,713
2017	\$5,661,020	2022	\$7,429,766
2018	\$5,788,351	2023	\$8,493,791
2019	\$6,439,970	2024	\$8,649,568
2020	\$7,424,988	2025	\$9,314,389

Debt Per Capita 2015 - 2024



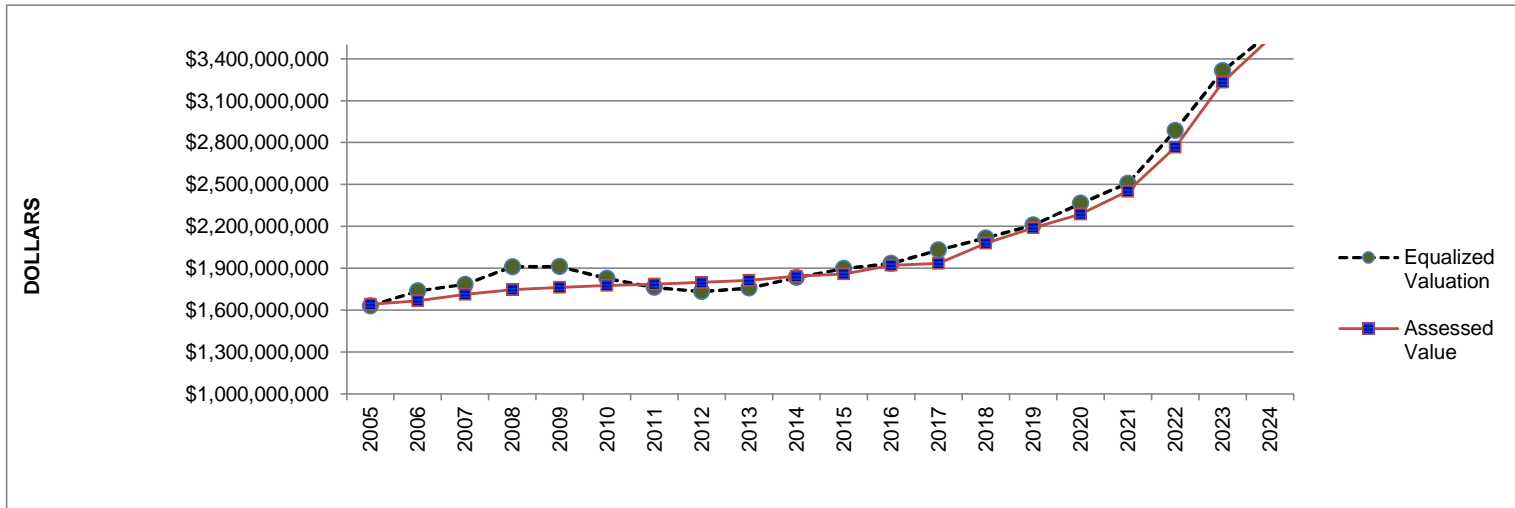
Year	Population	G. O. Debt Outstanding	Equalized Valuation	Debt as % of Equalized Value	Debt Per Capita
2015	24,447	\$35,170,000	\$1,898,625,300	1.85%	\$1,438.63
2016	24,592	\$35,185,000	\$1,935,469,700	1.82%	\$1,430.75
2017	24,721	\$31,170,000	\$2,030,690,600	1.53%	\$1,260.87
2018	24,699	\$34,680,000	\$2,117,615,700	1.64%	\$1,404.11
2019	24,742	\$36,215,000	\$2,209,815,400	1.64%	\$1,463.71
2020	24,595	\$43,630,000	\$2,366,055,000	1.84%	\$1,773.94
2021	24,817	\$45,245,000	\$2,509,546,300	1.80%	\$1,823.15
2022	25,525	\$51,095,000	\$2,887,309,500	1.77%	\$2,001.76
2023	25,293	\$59,010,000	\$3,315,310,100	1.78%	\$2,333.06
2024	25,441	\$60,010,000	\$3,584,193,000	1.67%	\$2,358.79

Long-Term Note and Bonded Indebtedness - December 31, 2024
Governmental Funds

	Year of Issue	Amount of Issue	Outstanding 12/31/2024	Principal Due - 2025
General Obligation Bonds	2013	5,650,000	705,000	150,000
General Obligation Bonds	2014	1,075,000	395,000	75,000
Promissory Note	2015	6,270,000	180,000	180,000
Promissory Note	2016	5,900,000	1,030,000	660,000
Promissory Note	2016	890,000	180,000	90,000
General Obligation Bonds	2017	1,700,000	675,000	210,000
Promissory Note	2017	2,015,000	640,000	150,000
Community Development Bonds	2018	5,545,000	4,185,000	340,000
Promissory Note	2018	2,600,000	1,140,000	270,000
Promissory Note	2019	8,715,000	4,105,000	900,000
Promissory Note	2019	880,000	690,000	65,000
Promissory Note	2020	8,340,000	5,075,000	810,000
Promissory Note	2020	2,670,000	1,695,000	290,000
Promissory Note	2021	6,375,000	4,340,000	655,000
Promissory Note	2021	3,895,000	3,565,000	295,000
Promissory Note	2022	10,100,000	8,560,000	765,000
Promissory Note	2022	885,000	885,000	100,000
Promissory Note	2023	8,350,000	7,640,000	500,000
Promissory Note	2023	6,670,000	6,600,000	75,000
Promissory Note	2024	7,725,000	7,725,000	640,000
Total General Obligation Bonds and Notes		\$96,250,000	\$60,010,000	\$7,220,000

Property Valuation

2005-2024 Est.



Year	Assessed Value	% Change	Equalized Valuation	% Change	Assessed/Equalized
2005	\$1,643,083,200	34.52%	\$1,630,026,617	7.23%	100.80%
2006	\$1,666,685,300	1.44%	\$1,737,873,600	6.62%	95.90%
2007	\$1,712,980,400	-0.52%	\$1,784,703,900	2.69%	95.98%
2008	\$1,746,674,100	1.97%	\$1,910,620,200	7.06%	91.42%
2009	\$1,762,565,900	1.84%	\$1,912,611,300	0.10%	92.15%
2010	\$1,776,722,000	0.80%	\$1,827,411,900	-4.45%	97.23%
2011	\$1,786,169,500	0.53%	\$1,763,330,300	-3.51%	101.30%
2012	\$1,798,609,100	0.11%	\$1,733,547,000	-0.17%	103.75%
2013	\$1,813,900,500	0.79%	\$1,758,302,800	1.43%	103.16%
2014	\$1,842,589,100	1.58%	\$1,834,327,100	4.32%	100.45%
2015	\$1,859,601,900	0.92%	\$1,898,625,300	3.51%	97.94%
2016	\$1,921,074,199	3.31%	\$1,935,469,700	1.94%	99.26%
2017	\$1,935,315,899	0.01%	\$2,030,690,600	4.92%	95.30%
2018	\$2,079,027,999	0.07%	\$2,117,615,700	4.28%	98.18%
2019	\$2,189,337,669	5.31%	\$2,209,815,400	4.36%	99.07%
2020	\$2,288,435,604	4.53%	\$2,366,055,000	7.07%	96.72%
2021	\$2,452,153,379	7.15%	\$2,509,546,300	6.06%	97.71%
2022	\$2,766,642,500	12.83%	\$2,887,309,500	15.05%	95.82%
2023	\$3,232,171,600	16.83%	\$3,315,310,100	14.82%	97.49%
2024	\$3,549,535,400	9.82%	\$3,584,193,000	8.11%	99.03%

GENERAL GOVERNMENT

GENERAL GOVERNMENT EXPENDITURES

<u>PROGRAM BUDGET</u>	<u>FULL TIME EQUIVALENTS</u>
City Council	0.00
Municipal Court	1.00
City Attorney	2.35
City Manager	0.83
Mayor	0.38
City Clerk	2.48
Human Resources	2.80
Elections	0.00
Information Management	1.48
Sustainability Programming	0.00
Finance	0.77
Assessor	0.10
City Hall	0.15
Other General Government	0.00
Health Department	4.95
Board of Health	0.00
Development Services	1.71
GIS	1.29
TOTAL	20.28

City Council

Program Full Time Equivalents: 0

Program Mission:

To enact policies that promote the short and long term interest of the community as well as provide municipal services in a manner that meets the needs of the community at a cost the community is willing to pay.

List of Program Service(s) Descriptions:

- 1) *Constituency Contact* – Receive input/comments from citizens.
- 2) *Establish Policies* – Adopt policies to provide municipal services and to promote the short and long term interests of the community.
- 3) *Fiscal Control* – Adopt an annual budget that meets the municipal service needs of the community at a cost the community is willing to pay in fees and taxes.
- 4) *Promote Innovation* – Identify and promote innovative municipal service concepts that will improve the quality of life in the community.

Important Outputs:

- 1) *Ordinances Adopted* – Activity funded by the property tax. Ordinances establish enforceable municipal laws intended to protect or enhance the needs of the community.
- 2) *Resolutions Adopted* – Activity funded by the property tax. Resolutions establish City Council policies or directives for the municipal government and/or community.
- 3) *Adopt Annual Budget* – Activity funded by the property tax. The Annual Budget provides funding for all municipal services and activities for the community.
- 4) *Evaluate Programs and Services* – Activity funded by the property tax. The City Council periodically evaluates the effectiveness of municipal services and adopts service level policies and funding to match community needs.

Expected Outcomes:

- 1) Increase the percentage of residents that believe their ability to contact an alderperson meets or exceeds the needs of the community.
- 2) Maintain or increase the percentage of residents that believe the overall quality of life in De Pere is good or excellent.
- 3) Maintain the appropriate level of municipal services required by the community at a cost the majority of the residents believe is reasonable.

2025 Performance Measures:

- 1) Maintain or reduce the number of citizen complaints regarding inability to contact an elected official to three or fewer per year per elected official.
- 2) Increase the population of the community by 1% or more annually to reflect ongoing quality of life attributes remain attractive.
- 3) Maintain a 3% or lower increase in property tax mill rate for municipal service operations excluding impacts to the mill rate due to Federal, State or citizen imposed fee increases or revenue reductions.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Maintain or reduce the number of citizen complaints regarding inability to contact an elected official to three or fewer per year per elected official.
 - a. Result: The performance measure goal was achieved. The Administration did not receive any complaints regarding a citizen's inability to contact an alderperson.
- 2) Increase the population of the community by 1% or more annually to reflect ongoing quality of life attributes remain attractive.
 - a. Result: Population increased 0.58% (From 25,293 to estimated 25,441). Performance measure not met.
- 3) Maintain a 3% or lower increase in property tax mill rate for municipal service operations excluding impacts to the mill rate due to federal, state or citizen imposed fee increases or revenue reductions.
 - a. Result: the performance measure goal was achieved. The 2024 mill rate decreased 3.95%.

Significant Program Achievements:

- 1) Adopted the 2024 Annual Budget.
- 2) Adopted 25 ordinances and 125 resolutions from July 1, 2023 – June 30, 2024.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the City Council every first and third Tuesday of the month.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 2) Conduct special meetings of the City Council as needed.
 - a. Community Importance.
 - i. Provides an opportunity for the community to have actions acted upon in a more immediate manner if deemed necessary to benefit the community.
 - ii. Provides the municipality the ability to conduct training or discussions in a less formal setting that is more suitable for the purpose of training or informative discussions on issues that are not yet ready to be acted upon by the City Council during a regular City Council meeting.
- 3) Appoint Committees, Commissions, Boards and individuals to conduct the business of the City on behalf of the City Council.
 - a. Community Importance.
 - i. Provides experts or professionals, as established through education, training and experience, which are capable of providing municipal services in a manner that is either required or deemed appropriate by the community.

Costs and Benefits of Program and Services:

The adopted 2025 City Council program cost is \$103,491. The program benefits the community by providing citizens with representation in the discussion and implementation of municipal policies and codes as well as to develop an annual budget that includes adopted property tax rates and fees for municipal services. The program services which provide constituency contact, policy development and fiscal control benefit the community by providing citizens with the ability to influence short and long term service levels and community development.

2025 Budget Significant Expenditure Changes:

- 1) Health, Dental, DIB, Life & Wks Cmp Ins decreases \$39 to reflect actual premium adjustments.
- 2) Electronic Device Stipend decreases \$750 to reflect non-election year for the Mayor's position.
- 3) Seminars and conferences include \$1,200 to accommodate miscellaneous training for alderpersons.
- 4) Memberships and Subscriptions include \$8,700 for membership in the League of Wisconsin Municipalities and \$500 for miscellaneous subscriptions.
- 5) Grants and Donations include \$10,000 for the Beautification Committee, \$6,000 for Sister Cities and \$2,000 for community service grants.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

CITY COUNCIL				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Account Title										
Account Number PERSONAL SERVICES										
100	51100	122	Hourly Wages--Part Time	\$ 60,712	\$ 61,928	\$ 61,928	\$ 30,760	\$ 61,928	\$ 63,168	2.00%
100	51100	150	FICA	880	898	898	446	898	916	2.00%
100	51100	152	Health, Dental, DIB, Life & Wks Cmp Ins	259	146	146	60	146	107	-26.59%
			Subtotal	61,851	62,972	62,972	31,266	62,972	64,191	1.94%
			CONTRACTUAL SERVICES							
100	51100	210	Electronic Device Stipend	3,000	3,750	3,750	4,125	4,125	3,000	-20.00%
100	51100	211	Postage	0	0	0	0	0	0	0.00%
100	51100	212	Seminars and Conferences	44	1,200	1,200	0	1,200	1,200	0.00%
100	51100	215	Consulting	0	0	0	0	0	0	0.00%
100	51100	224	Public Notices	4,840	6,000	6,000	2,532	6,000	6,000	0.00%
			Subtotal	7,884	10,950	10,950	6,657	11,325	10,200	-6.85%
			SUPPLIES AND EXPENSE							
100	51100	310	Office Supplies	1,352	1,500	1,500	139	1,500	1,500	0.00%
100	51100	320	Memberships/Subscriptions	8,052	9,200	9,200	8,793	9,200	9,200	0.00%
100	51100	330	Mileage Reimbursement	0	400	400	0	400	400	0.00%
			Subtotal	9,404	11,100	11,100	8,932	11,100	11,100	0.00%
			GRANTS, CONTRIBUTIONS, INDEM							
100	51100	720	Grants and Donations	15,000	18,000	18,000	16,015	18,000	18,000	0.00%
			Subtotal	15,000	18,000	18,000	16,015	18,000	18,000	0.00%
			CAPITAL OUTLAY							
100	51100	811	Capital Equipment	1,133	0	0	0	0	0	0.00%
			Subtotal	1,133	0	0	0	0	0	0.00%
			TOTAL	\$ 95,272	\$ 103,022	\$ 103,022	\$ 62,870	\$ 103,397	\$ 103,491	0.46%

Municipal Court

Program Full Time Equivalents: 1.0

Program Mission:

Provide the City and defendants with a court that is fair and efficient. Make all defendants aware of their procedural and substantive rights. Use the rules of evidence at trials. Be fair in imposing sentences. Protect victim's rights to restitution. Preside in a manner that fosters respect in the court.

List of Program Service(s) Descriptions:

- 1) Process all citations written for De Pere/Ledgeview Municipal Court.
- 2) Hold adult court on each Wednesday of the month, juvenile court & trials on 2nd & 4th Thursdays of each month.
Process all dispositions from initial appearances & trials.
- 3) Help defendants and general public with questions; provide them with needed and helpful information.
- 4) Maintain office hours for defendants to conduct business with the court.
- 5) Set up video conference with jail for defendants who were picked up on our warrants, out-of-state residents, or initial appearances.
- 6) Follow through with post-conviction collection remedies and efforts.

Important Outputs:

- 1) *Citations* – Process all received from De Pere officers, city officials, Ledgeview enforcement officers & Brown County Sheriff's Department for Ledgeview.
- 2) *Court* – Defendants who appear in court for initial appearances treated with respect, court held efficiently and timely, defendant given all information needed to make informed decision for plea, prepare dispositions with all needed information and give to defendants before they leave court, prepare and give to defendants notice of trial before they leave court if not guilty plea entered, collect forfeitures from defendants who wish to pay at court and give a receipt for payment. Work with juveniles to reduce recidivism through available means and allow them to comply with orders imposed.
- 3) *Dispositions* – Collect & receipt for all money paid towards forfeitures and mandatory costs, send required information to the DOT, send all paperwork and information to defendants or their attorneys from trials. Return all adult dispositions to the police department to enter and store, file juvenile dispositions in locked secure location in court office.

- 4) *Enforcement* – Order suspension of driving privileges for defendants who have not paid forfeitures for traffic violations, issue summons to appear for defendants who have not paid forfeitures for non-traffic violations or who do not have a valid license to suspend, issue warrants & writs of commitment for defendants who do not appear at summons or do not pay forfeitures after given extensions. If time allows send a last letter to defendants who have not paid traffic forfeitures who have a valid license to attempt to collect before suspending.

Expected Outcomes:

- 1) Maintain a fair and efficient court and office so defendants feel they were treated fair and equitably, return all phone calls in a timely manner.
- 2) Use all measures available to collect forfeitures in a timely manner.
- 3) Schedule trials within 30 days of initial appearance date.
- 4) Use all means available to reduce incidents and truancy in the schools.

2025 Performance Measures (August 2024 – July 2025):

- 1) Reduce past due traffic forfeitures by 5% by sending letter before suspending.
- 2) Reduce all past due forfeitures by 5% by using collection options.
- 3) Annually review 100% of open juvenile cases to determine compliance or need to suspend DL.

2024 Performance Measurement Data (August 2023 – July 2024):

- 1) From August 2022 – July 2023 intake of 2,097 citations with \$316,969 monies collected.
 - a. Result: From August 2023 – July 2024 intake of 1,973 citations with \$310,554 monies collected. This represented decreased collections by 2 % from the prior year.
- 2) Current with tax intercept, suspensions, and warrants. Collected \$9,692 through tax intercept for the 2024 tax season.
 - a. Result: This represents increased collections by 26% from prior year.
- 3) Annually review open juvenile cases to determine compliance or need to suspend driver's license.
 - a. Result: 100% reviewed.

Significant Program Achievements:

- 1) Follow up juvenile truancy with return court dates and petitions to circuit court for additional sanctions.
- 2) Scheduled 2,449 proceedings and processed paperwork accordingly, whether it is initial appearances, indigency or trials for 2023-2024. (2022-2023 =2,593 proceedings). This is a decrease of 5.5% less proceedings during 2023-2024.
- 3) Scheduling pretrial conferences with the Assistant City Attorney and holding them by phone or email has provided quicker resolution of cases to reduce the number of appearances for a defendant who pleads not guilty.

Existing Program Standards Including Importance to Community:

- 1) The court provides defendants the opportunity to appear before the judge and be heard.
- 2) Provide defendants with information requested to assist in making informed decisions concerning court matters.
- 3) Collection of forfeitures imposed on citations.
- 4) Provide defendants with rights and procedure information in writing and orally at initial appearance.

Costs and Benefits of Program and Services:

The adopted 2025 Municipal Court program cost is \$145,122. Court continues to provide public with a quality municipal court procedurally and economically. Public benefits from the municipal judge being able to handle video conferencing and other issues outside of the times that court is normally scheduled.

2025 Program Objectives:

- 1) Maintain the time between initial appearances and trial dates at approximately 30 days.
- 2) Use alternative penalties for non-payment of forfeitures.
- 3) Continue to keep the office efficient and customer friendly.
- 4) Provide flexible payment options to defendants unable to pay in full immediately.

2025 Budget Significant Expenditure Changes:

- 1) Hourly wages increase \$3,162 due to step increase and expected cost of living adjustment in 2025.
- 2) Retirement increases \$249 due to expected increases in 2025.
- 3) Health, Dental, DIB, Life & Wks Cmp Ins increases \$2,051 due to an increase in health insurance premium.
- 4) Seminars and Conferences include \$350 for Municipal Judge and \$300 for Court clerk to attend required continuing education classes.
- 5) Consulting includes \$5,559 for TIPSS court computer program and support; \$1,500 WI Dept. of Justice for access to e-Time software; \$300 for interpreter costs and \$225 for substitute judge if needed. This is due to expected increases.
- 6) Memberships and Subscriptions include \$800 for WI Supreme Court Office of Judicial Education; \$100 Municipal Judges Association dues and \$50 for Municipal Court Clerks Association.
- 7) Capital Outlay – Office Equipment includes \$6,200 for clerk’s office to replace work station, cabinets, shelves and chair. Current furnishings are over 20 years old and show signs of wear and tear.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End Actual	Adopted Budget	Current Budget	6 mos Actual	Year End Estimate	Adopted Budget	Budget % Of Change
MUNICIPAL COURT										
Account Number PERSONAL SERVICES										
100	51200	110	Salaries	\$ 24,562	\$ 25,765	\$ 25,765	\$ 12,387	\$ 25,765	\$ 26,538	3.00%
100	51200	120	Hourly Wages	54,084	57,678	57,678	27,691	57,678	60,840	5.48%
100	51200	125	Overtime Wages	0	1,200	1,200	0	0	1,200	0.00%
100	51200	150	FICA	5,942	6,475	6,475	2,971	6,383	6,776	4.65%
100	51200	151	Retirement	3,825	4,063	4,063	1,603	3,980	4,312	6.13%
100	51200	152	Health, Dental, DIB, Life & Wks Cmp Ins	23,819	25,501	25,501	13,892	25,501	27,552	8.04%
100	51200	190	Training	0	0	0	0	0	0	0.00%
			Subtotal	112,232	120,682	120,682	58,544	119,307	127,218	5.42%
			CONTRACTUAL SERVICES							
100	51200	210	Telephone	487	500	500	338	500	500	0.00%
100	51200	211	Postage	0	0	0	0	0	0	0.00%
100	51200	212	Seminars and Conferences	40	650	650	0	650	650	0.00%
100	51200	215	Consulting	6,495	7,422	7,422	6,147	7,422	7,584	2.18%
			Subtotal	7,022	8,572	8,572	6,485	8,572	8,734	1.89%
			SUPPLIES AND EXPENSE							
100	51200	310	Office Supplies	1,729	1,575	1,575	840	1,575	1,575	0.00%
100	51200	315	Publications	0	80	80	0	80	80	0.00%
100	51200	320	Memberships/Subscriptions	845	855	855	845	950	950	11.11%
100	51200	330	Mileage Reimbursement	71	365	365	0	365	365	0.00%
			Subtotal	2,645	2,875	2,875	1,685	2,970	2,970	3.30%
			CAPITAL OUTLAY							
100	51200	810	Capital Equipment	0	0	0	0	0	0	0.00%
100	51200	811	Office Equipment	0	0	0	0	0	6,200	100.00%
			Subtotal	0	0	0	0	0	6,200	100.00%
			TOTAL	\$ 121,899	\$ 132,129	\$ 132,129	\$ 66,715	\$ 130,849	\$ 145,122	9.83%

City Attorney

Program Full Time Equivalents: 2.35

Program Mission: To provide legal services to the entire City as a municipal corporation in an effective, protective, and efficient manner. The City as a municipal corporation includes: the Common Council, its standing Committees (Finance/Personnel, License, Board of Public Works), its Boards (e.g., Board of Park Commissioners, Zoning Board of Appeals, Board of Review, Board of Health) and its Commissions (e.g., Police & Fire Commission, City Plan Commission, Historic Preservation Commission, Commission on Aging), Authorities (Redevelopment Authority, Housing Authority) and City officials and staff.

List of Program Service(s) Descriptions:

1) GENERAL LEGAL SERVICES

- a) *Departmental Inquiries:* daily phone calls, emails, and meetings regarding departmental activities and the provision of legal advice pertaining to the same.
- b) *Legal Research and Writing:* legal research of federal and state statutes, regulations and case law; draft ordinances, memoranda and/or opinions; review and keep current on legal changes and case law.
- c) *Public Records/Open Meetings:* review and/or advise on public record and open meetings laws; assist in responding to complex public records release issues.
- d) *Service Contract/Agreement Drafting/Review:* draft, review, and revise a variety of agreements, amendments, and similar or related documents; advise on breach of contract and possible remedies.
- e) *Parliamentarian:* advise on Roberts's Rules of Order during and outside of meetings to ensure formalities followed.

2) REAL PROPERTY MATTERS

- a) *Development Agreements:* draft, review, revise, and ensure proper recording of numerous TID development agreements, sales and options of City property agreements, and drafting public infrastructure agreements for private land development agreements; advise on compliance with agreement terms.
- b) *Zoning:* advise on zoning interpretations, rezoning requests, zoning amendments, protest petitions, moratoria, super-majority requirements and other miscellaneous zoning issues; guidance on variances and conditional use applications and permits, loss of conditional use status; familiarity with federal, state and constitutional property regulations; advise Board of Appeals on as needed basis.
- c) *Annexations:* review of annexation petitions for compliance with statutory requirements; research and advise City staff and Council on validity of annexation; defend City in annexation challenges.

- d) *Property Transfers*: performs all tasks for sale and/or purchase of City property including obtaining title insurance and minimizing exceptions/issues identified in title insurance; draft and properly record closing documents.
- e) *Condemnation (eminent domain)*: ensure compliance with complex statutory requirements to acquire property under condemnation; represent City in legal challenges to property taking.
- f) *Easements*: all work necessary to obtain easements for City purposes, which includes drafting paperwork for grant or release of easement; research of old facilities and corrective easement documentation when necessary.
- g) *Right of Way Vacation and Revocable Occupancy Permits*: draft necessary paperwork for use of City right of way and ROP permits or as otherwise allowed by City.
- h) *Special Assessments*: advise on legal requirements; draft final assessment resolution; follow-up with omitted property owners to obtain voluntary agreement.
- i) *Leases*: draft, review and determine compliance with state law for provisions favorable to City.
- j) *Tax Increment Districts*: review project plan and boundaries including any amendments; ensure statutory criteria met; draft necessary resolutions and provide legal opinion of compliance; draft and enforce development agreements.
- k) *Property Assessments*: advise the Board of Review on assessment issues and challenges including litigation regarding claims for excessive assessment.

3) **PUBLIC WORKS**

- a) *Public Works Contracts*: advise on public bidding statutes, irregularities in bid process and proper award procedures; review contracts as to form; file notices of claim in cases of contractor non-compliance; provide legal advice to city clerk on lien claims filed with city for non-payment on public works contracts.
- b) *Water, Wastewater and Stormwater Utilities*: advise on statutory and City regulations, including CBCWA, well-permitting and well-abandonment; provide legal advice and contract interpretation regarding GBMSD/NEW Water matters; provide advice on DNR requirements, drainage and water trespass issues.

4) **LABOR NEGOTIATIONS AND RELATIONS**

- a) *Employee and Policy Manual Matters*: provide advice on employment issues; draft and review employment policies required by state or federal laws or City; assist department supervisors with consistent interpretation and enforcement.
- b) *Collective Bargaining Negotiations and Interpretation*: with Chiefs and HR Director, negotiate with police and fire unions to preserve interests of the City as employer; assist departments with interpreting and enforcing collective bargaining agreements.
- c) *Grievances and Arbitration*: represent City's interests throughout grievance process and resulting arbitrations.

5) **LITIGATION**

- a) *Represent City in Non-insurance Covered Litigation*: file necessary legal documents in compliance with court rules; appear before court/tribunal and advance written and oral arguments; appeal adverse decisions; explanation of processes and results to elected officials and department heads.

- b) *Assist Outside Legal Counsel:* manage and act as liaison to counsel retained by insurance company.
 - c) *Claims Review:* review notices of claim and insurance company decisions on claim; draft notices of claim denial; assists clerk with questions on claims; advise city employees on protecting city's interests.
- 6) **PUBLIC SAFETY**
- a) *Nuisance Abatement:* coordinate code enforcement departments addressing problem properties; provide assistance to departments in drafting, serving and ordering the abatement of nuisances affecting the public; assist building inspection in condemnation or raze and repair orders for dilapidated structures.
 - b) *Municipal Prosecution:* prosecute all contested municipal citations on behalf of City; advise departments and law enforcement officers on enforcement of city ordinances and ordinance interpretation; assist enforcement department or team with code compliance strategies.
 - c) *Liquor License matters:* Advise on liquor license issues; represent police department in license suspension hearings; arrange for substitute legal counsel to advise Committee or Council during said hearings.

Important Outputs:

- 1) **GENERAL LEGAL SERVICES** – Funded by property tax.
Competent legal services to guide actions of the organization to conform to legal requirements and avoid legal pitfalls.
- 2) **REAL PROPERTY MATTERS** – Part funded by TID and fees paid to Planning Department; remainder by property tax.
Compliance with complex land transaction requirements keeps property interests intact and serves to advance economic development and provide City with property interests necessary to perform essential City functions.
- 3) **PUBLIC WORKS** - Utility work (water, sewer, storm water) funded by user charges; remainder funded by property tax.
Compliance with statutory and code regulations protects the public; compliance with public bidding laws maintains integrity of infrastructure and the methods by which it is constructed and installed.
- 4) **LABOR NEGOTIATIONS AND RELATIONS** – Funded by property tax.
Comprehensive labor relations services allows City to treat its employees fairly and to comply with legal requirements.
- 5) **LITIGATION** - Funded by property tax.
Protection of the public interest by advocating the City's interests in litigation.
- 6) **PUBLIC SAFETY** – Funded by property tax.
Compliance with legal requirements of abatement processes allows for quick and proper nuisance elimination. Ordinance enforcement also preserves and protects the public safety while collecting revenue for the general fund.

Expected Outcomes:

- 1) **GENERAL LEGAL SERVICES**
Provide understanding of legal requirements and processes to each component of the organization.
- 2) **REAL PROPERTY MATTERS AND PUBLIC WORKS**
Execution of real estate transactions and compliance with legal requirements for City services to be provided uninterrupted.
- 3) **LABOR NEGOTIATIONS AND RELATIONS**
Engage in labor negotiations and maintain labor relations within legal parameters with both union and non-union employees to avoid prolonged labor division and challenges.
- 4) **LITIGATION**
Maintain and protect the City's interests in legal disputes.
- 5) **PUBLIC SAFETY**
Reduce threats to public by reducing public nuisances and by enforcing ordinances and regulations designed to protect the public.

2025 Performance Measures:

Measure #1: GENERAL LEGAL SERVICES – Metrics will include providing at least four trainings (quarterly) a year for at least one City Department and/or other generalized trainings on topic of general applicability to City staff, such as public records law, Council agenda process, and other legal requirements or compliance issues.

2024 Performance Measurement Data (8/2023 – 8/2024):

Measure #1: GENERAL LEGAL SERVICES – In progress; continued evaluation and implementation of new electronic agenda software and process efficiencies anticipated to occur in remainder of 2024 with full transition expected throughout 2025. E-recording software use has been completed and is currently in use. Anticipated training sessions to be provided on relevant issues across all departments.

- 1) Explore implementation of electronic file management systems to streamline work product and increase efficiency.
- 2) Implement e-recording software to allow for automatic payments and immediate correction of documents with Register of Deeds, which will increase efficiency.

Measure #2: DRAFT INNOVATIVE DEVELOPER’S AGREEMENTS - Achieved; completed revisions to existing Development Agreement format to develop new, standard Development Agreement form for efficiencies in drafting increasing number of Development Agreements.

Significant Program Achievements:

- 1) Drafted, reviewed, and revised various real estate documents and development agreements related to redevelopment and development projects within the City, including Shopko redevelopment and related 126 S. Broadway property acquisition, Amerilux expansion, Smet Construction Venture Avenue development, future land acquisitions and easement related issues, Wolter Inc. land transfer and expansion, City Housing programs, Mystic Creek subdivision, Preserve Housing Development, and other pending economic development and real estate developments.
- 2) Engage in continued collective bargaining negotiations, mediations, and arbitration process with both Police and Fire Unions.
- 3) Participate, manage and coordinate class action litigation settlement concerning PFAS contamination with Public Works and Water Utility.
- 4) Review and advise on various property and legal issues pertaining to the South Bridge project including easements, leases, and possible condemnation.
- 5) Reviewed, revised and provided legal opinions concerning various Tax Increment Districts and their creation and amendments.
- 6) Drafted and executed agreements, real estate documents, and closings for Development Services Grant programs (i.e. Deeper Roots Housing Stock and Business Recruitment grants) awarded to businesses and residents.
- 7) Provided counsel concerning various personnel related matters including interpretation of collective bargaining agreement provisions and citizen complaints.
- 8) Manage pending litigation including excessive assessment claims.
- 9) Drafted, reviewed, revised, and finalized numerous contracts, waivers, and releases for various City departments, including Police, Fire, Development Services, Parks Recreation and Forestry, Finance, Human Resources, and Health.
- 10) Drafted and revised numerous City ordinances including adoption of new private water systems and sump pump installation provisions of the Municipal Code, completed significant revisions to noise ordinance.
- 11) Assist various departments in document drafting and agenda preparation for Common Council, its Committees, and Boards and Commissions.
- 12) Manage continued transition and experience of City Attorney office staff.
- 13) Assist with processing numerous complex and routine public record requests and various records retention schedule inquiries.
- 14) Processing and settlement of numerous contested municipal court files and achieved an internal municipal court appeal practice update via a circuit court order dismissing a defendant’s appeal for his lack of standing to appeal.

- 15) Develop and/or assist with numerous City internal policy or practice updates, including: social media; City drone use; risk liability issues related to 1st Amendment, noxious weeds, tree removal, property line disputes, and recreational immunity; record sharing under HIPAA and other confidential legal provisions; permit applications and inquiries; copyright; purchasing; alcohol license related enforcement and applications.

Existing Program Standards Including Importance to Community:

- 1) City Attorney impartiality and independence; can only provide legal advice to the City as a municipal corporation and its components.
 - a. Community Importance.
 - i. Prevents conflicts of interest between City interests and private interests.
 - ii. Ensures legal advice and legal work is fair and impartial.
- 2) Agreements that impose responsibility upon City other than the payment of budgeted expense require approval by the Council.
 - a. Community Importance.
 - i. Assures that decision maker on City commitments is the Council.
 - ii. Provides opportunity for public input on the decision.
- 3) Encroachments on public property require a revocable occupancy permit under state law.
 - a. Community Importance.
 - i. Ensures public property remains available for public use when required.
 - ii. Requires the encroacher to be responsible for injuries/damages rather than the public.

Costs and Benefits of Program and Services:

The adopted 2025 City Attorney budget is \$364,596. This program benefits the community by enabling the organization to provide legal advice and services in a timely manner allowed and authorized by state and federal laws. Proactive compliance with legal requirements is less costly and less disruptive than response to litigation. This program is cost-effective as an in-house program, especially due to easy availability and access; retaining outside legal counsel to perform all services currently provided would be more costly with delayed response times.

2025 Program Objectives:

- 1) Coordinate and complete comprehensive Record Retention Schedule update and State approval process.
- 2) Explore implementation of office practices and electronic file management systems to streamline work product and increase efficiency.
- 3) Develop processes for agenda preparation and procedures to increase efficiency and communication amongst all departments and governmental bodies.
- 4) Continue review and revisions to De Pere Municipal Code for general maintenance, corrections, and updates.
- 5) Provide training to departments on recurring legal issues.

2025 Budget Significant Expenditure Changes:

- 1) Hourly wages increased \$3,255 due to projected wage/step/performance awards.
- 2) Retirement increased \$815 due to projected wage/step/performance awards.
- 3) Health, Dental, DIB, Life & Wks Cmp Insurance increased \$11,149 due to projected wage/step/performance awards.
- 4) Seminars and conferences include the Wisconsin Municipal Attorney's Institute (\$1,000), State of Wisconsin DOJ OWI Seminar (\$250), various continuing legal education for city attorney, assistant city attorney and certified paralegal (\$250). One national conference included in 2025 budget (\$2,500).
- 5) Consulting account consists of costs expended for outside assistance such as register of deeds, title insurance, title reports (\$3,500) and outside legal counsel on specialized matters such as collective bargaining negotiations and expected arbitration hearings for Police and Fire, or complicated real estate, condemnation, and environmental issues (\$56,500). Increase due to pending arbitrations with both Police and Fire for expired collective bargaining agreements with continued preparations and arbitration hearings to occur in 2025.
- 6) Cell/Radio decreased \$250 to reflect actual costs.
- 7) Memberships/Subscriptions (approximate amounts) include State Bar (\$1,100), Brown County Bar (\$100), International Municipal Lawyers Association (\$675) and Paralegal Certification (\$75).
- 8) Mileage reimbursement increased \$250 to \$500 to more accurately reflect travel costs for attendance at League of Wisconsin Municipalities and DOJ OWI seminars and conferences for continuing legal education.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
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CITY ATTORNEY

Account Number			PERSONAL SERVICES													
100	51300	110	Salaries	\$	143,939	\$	152,735	\$	152,735	\$	73,337	\$	152,735	\$	159,748	4.59%
100	51300	120	Hourly Wages		52,887		58,469		58,469		28,071		58,469		61,724	5.57%
100	51300	125	Overtime Wages		89		50		50		0		50		50	0.00%
100	51300	150	FICA		14,400		16,161		16,161		7,593		16,161		16,946	4.86%
100	51300	151	Retirement		13,285		14,577		14,577		5,872		14,577		15,396	5.62%
100	51300	152	Health, Dental, DIB, Life & Wks Cmp Ins		26,265		24,233		24,233		17,018		24,233		35,382	46.01%
100	51300	190	Training		0		0		0		0		0		0	0.00%
			Subtotal		250,866		266,224		266,224		131,891		266,224		289,246	8.65%
			CONTRACTUAL SERVICES													
100	51300	210	Telephone		189		450		450		165		450		450	0.00%
100	51300	211	Postage		0		0		0		0		0		0	0.00%
100	51300	212	Seminars and Conferences		722		4,000		4,000		325		1,500		4,000	0.00%
100	51300	215	Consulting		34,841		50,000		108,500		5,182		35,000		60,000	20.00%
100	51300	218	Cell/Radio		477		1,000		1,000		199		1,000		750	-25.00%
100	51300	219	Data		4,046		4,800		4,800		1,802		4,800		5,000	4.17%
			Subtotal		40,275		60,250		118,750		7,672		42,750		70,200	16.51%
			SUPPLIES AND EXPENSE													
100	51300	310	Office Supplies		19		450		450		12		450		450	0.00%
100	51300	315	Publications		297		2,000		2,000		89		1,750		2,000	0.00%
100	51300	320	Memberships/Subscriptions		1,941		2,200		2,200		75		2,200		2,200	0.00%
100	51300	330	Mileage Reimbursement		241		250		250		21		350		500	100.00%
			Subtotal		2,497		4,900		4,900		197		4,750		5,150	5.10%
			CAPITAL OUTLAY													
100	51300	810	Capital Equipment		500		1,200		1,200		0		1,200		0	-100.00%
			Subtotal		500		1,200		1,200		0		1,200		0	-100.00%
			TOTAL	\$	294,138	\$	332,574	\$	391,074	\$	139,760	\$	314,924	\$	364,596	9.63%

City Manager

Program Full Time Equivalents: 0.83

Program Mission:

Implement municipal policies established by the City Council and Mayor. Ensure municipal services are provided in a responsive, cost effective manner. Promote short and long term policies and development that maintain and improve the overall quality of life throughout the community.

List of Program Service(s) Descriptions:

- 1) *Manage Daily Municipal Operations* – Manage the overall operations of the City through the direct supervision of all department heads.
- 2) *Recommend Municipal Policies Directing Operations and Other Municipal Services* – Recommend policies to make daily operations effective and efficient and to promote the short and long term interests of the community.
- 3) *Comptroller* – Direct the financial policies of the City and recommend strategies to the Mayor and City Council to plan for the long-term financial security of the City.
- 4) *Promote and Support Intergovernmental Activities* – Advise Mayor and City Council on proposed local, state and federal legislation and promote and participate in dialog with other governmental entities to maintain or enhance the quality of life in the community and the region.

Important Outputs:

- 1) *Municipal Services* – Activity funded by property tax and water and wastewater utility rates, as well as Stormwater Utility and Cable Television Fund. Manage the provision of daily municipal services by directing and/or monitoring how departments provide services and interact with the community. This level of oversight is valuable to the community by making sure City Council policies are consistently implemented in a professional manner to meet the needs of the community per City Council discretion and to ensure services are provided as efficiently and effectively as possible to the community per the policy guidelines of the City Council.
- 2) *Municipal Policy Recommendations* – Activity funded by property tax and water and wastewater utility rates, as well as Stormwater Utility and Cable Television Fund. Develop municipal policy recommendations to elected officials to increase

the effectiveness and efficiency of municipal services that decrease costs for the community and increases quality of life throughout the community.

- 3) *Budget & Strategic Financial Reports* – Activity funded by property tax and water and wastewater utility rates, as well as Stormwater Utility and Cable Television Fund. Develop an annual budget and strategic financial reports that provide fiscal support and control for municipal services. The budget and strategic reports are supported by financial data that identify revenue and expenditure trends that allows the community to make informed decisions when soliciting their elected representatives for municipal service adjustments.
- 4) *Intergovernmental Cooperation* – Activity funded by property tax and water and wastewater utility rates as well as Stormwater Utility and Cable Television Fund. Establish dialog between governmental entities to develop cooperation and implement policies that improve the overall quality of life in the community and region by mitigating municipal service costs through cooperation or by improving the effectiveness of municipal services through cooperation.

Expected Outcomes:

- 1) Maintain or increase the percentage of residents that believe municipal services are provided in an effective and efficient manner.
- 2) Maintain the percentage of residents that believe the overall quality of life in De Pere is good or excellent by consistently reviewing services and recommending policies that meet the short-term and long-term needs of the community.
- 3) Maintain the fiscal integrity of municipal programs to allow for the continuation of municipal services as required by the community per the direction of a majority of the City Council.
- 4) Maintain or increase opportunities for the City Council to make informed decisions to consider or influence cooperative agreements or legislation to enhance the overall quality of life in the community and the region.

2025 Performance Measures:

- 1) Increase overall staff diversity through targeted recruitment and implementation of initiatives and policies implemented or adopted by the City's Diversity and Inclusiveness Team or City Council to have 20% or more of newly hired municipal staff match diversity criteria on an annual basis. The intent is to more appropriately balance the ratio of male to female employees in what are typically male or female dominated fields and to increase the racial, ethnic and cultural diversity of our workforce to better match the expectations of the community.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase diversity of municipal staff by three percent through implementation of initiatives and policies implemented or adopted by the City's Diversity and Inclusiveness Team or City Council. The intent is to more appropriately balance the ratio of male to female employees in what are typically male or female dominated fields and to increase the racial, ethnic and cultural diversity of our workforce.
 - a. Result: Performance measure was achieved. The City hired 11 new employees from July 1, 2023 through June 30, 2024. Three of the 11 new employees matched the diversity definition identified in the performance measure. This is equivalent to increasing new staff diversity by 27%.

Significant Program Achievements:

- 1) Provided overall management of daily municipal services to meet the needs of the community.
- 2) Managed the ongoing implementation of municipal policies and codes adopted by the City Council and/or committees, commissions and boards to achieve the intended outcome of the adopted policies and codes.
- 3) Managed pay for performance policy and awarded non-COLA wage incentives to employees based on performance.
- 4) Provided oversight and assistance with numerous economic development projects.
- 5) Continued to provide oversight and direct assistance to employee teams working on issues associated with sustainable practices, diversity and inclusiveness, employee pay and performance, health benefits and urban orchards.
- 6) Continued to manage and develop ongoing fiscal strategies for the City that enhances the overall quality of municipal services and quality of life in the community.
- 7) Represented the City on numerous Boards to promote economic development and intergovernmental cooperation.
- 8) Provided management oversight and direct guidance on numerous infrastructure projects throughout the community.
- 9) Provided oversight management and promoted development throughout the community.
- 10) Managed ongoing grant solicitation and management services from private firm (MSA) for all City departments.

Existing Program Standards Including Importance to Community:

- 1) Maintain accessibility for the community via virtual, on-line and in-person platforms.
 - a. Community Importance.
 - i. Provides employees and citizens with multiple methods to seek assistance, direction or to address community issues.
- 2) Respond to Citizen requests as needed.
 - a. Community Importance.
 - i. Provides an opportunity for citizens to have requests for information or action responded to in a timely manner.
- 3) Conduct performance check-in evaluations of department heads and Communications Specialist.
 - a. Community Importance.
 - i. Establishes performance expectations for employees that are required to meet the needs of the community.
 - ii. Identifies strengths and weaknesses for employees to direct their training efforts to better meet the needs of the community.
- 4) Conduct routine staff meetings.
 - a. Community Importance.
 - i. Enhances communication between departments to promote ongoing efficiencies in municipal services by eliminating duplication of services or efforts thus maximizing services while minimizing costs to the community.

Costs and Benefits of Program and Services:

The adopted 2025 City Manager program cost is \$185,198. The program benefits the community by providing strategic management of municipal services. The program promotes the short and long term quality of life in the community through the ongoing evaluation of services and development of strategies for City Council consideration. The program provides professional management in a manner that minimizes service fluctuations due to political influences. The program promotes and develops intergovernmental relationships with surrounding communities that enhance quality of life in the community by controlling costs for services through cooperation or consolidation. The program promotes economic development that creates jobs throughout the community and increases the value of the community's tax base that mitigates the need for ongoing property tax increases. The program promotes diversity and inclusiveness within the City's workforce as well as throughout the community to enhance overall quality of life and economic vitality.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increase \$590 to reflect latest wage adjustments.
- 2) Retirement increases \$389 to reflect increase in WRS contribution rate.
- 3) Health, Dental, DIB, Life & Wks Cmp Ins increased \$2,462 due to 10% increase in health insurance premium.
- 4) Training includes \$4,500 for miscellaneous seminars and webinars for the Communications Specialist, Video Production Specialist and City Manager throughout the year.
- 5) Telephone increases \$1,690 to reflect actual cost to fund Video Production Specialist, Communications Specialist and City Manager's telephones.
- 6) Seminars and Conferences include funds to attend the annual ICMA conference; WCMA conferences and other misc. conference/training opportunities.
- 7) Cell / Radio decreases \$480 to reflect transfer of video specialist cell phone expenditure to the cable fund program.
- 8) Memberships / Subscriptions includes \$1,400 ICMA; \$400 WCMA; \$1,200 for misc. memberships and publications for Communications Specialist, Video Production Specialist and City Manager, and \$1,430 for Loomly subscription, \$480 for Bensound subscription, \$125 for Aftershoot subscription, \$150 for Canva Pro subscription and \$120 for Mylio Photos subscription.
- 9) Operating Supplies decreases \$7,050 and includes \$10,000 for additional community branding initiatives and miscellaneous supplies for Strategic Visioning & Branding, and \$6,000 for City sustainability initiatives.
- 10) Capital Outlay for Office Equipment includes \$500 for miscellaneous equipment for new City Manager.
- 11) Capital Outlay for Furniture includes \$500 for miscellaneous furniture for new City Manager.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
CITY MANAGER										
Account Number PERSONAL SERVICES										
100	51410	110	Salaries	\$ 88,597	\$ 88,066	\$ 88,066	\$ 45,941	\$ 91,672	\$ 92,374	4.89%
100	51410	120	Hourly Wages	6,557	10,130	10,130	4,864	10,130	10,720	5.82%
100	51410	150	FICA	7,331	7,512	7,512	3,938	7,788	7,887	4.99%
100	51410	151	Retirement	7,043	6,776	6,776	2,996	7,024	7,165	5.75%
100	51410	152	Health, Dental, DIB, Life & Wks Cmp Ins	18,954	21,675	21,675	12,077	21,675	24,137	11.36%
100	51410	190	Training	449	4,500	4,500	2,670	4,500	4,500	0.00%
			Subtotal	128,932	138,659	138,659	72,485	142,789	146,783	5.86%
			CONTRACTUAL SERVICES							
100	51410	210	Telephone	2,499	1,110	1,110	745	2,800	2,800	152.25%
100	51410	211	Postage	0	0	0	0	0	0	0.00%
100	51410	212	Seminars and Conferences	3,511	4,500	4,500	323	4,500	4,500	0.00%
100	51410	215	Consulting	199	0	0	104	104	0	0.00%
100	51410	218	Cell/Radio	714	1,440	1,440	439	900	960	-33.33%
100	51410	219	Data	0	0	0	0	0	0	0.00%
			Subtotal	6,923	7,050	7,050	1,611	8,304	8,260	17.16%
			SUPPLIES AND EXPENSE							
100	51410	310	Office Supplies	102	2,650	2,650	750	2,000	2,650	0.00%
100	51410	320	Memberships/Subscriptions	1,664	4,060	4,060	3,019	4,060	5,305	30.67%
100	51410	331	Mileage Reimbursement	4,136	5,200	5,200	2,150	5,200	5,200	0.00%
100	51410	340	Operating Supplies	32,237	28,050	28,050	3,936	28,050	16,000	-42.96%
			Subtotal	38,139	39,960	39,960	9,855	39,310	29,155	-27.04%
			CAPITAL OUTLAY							
100	51410	811	Office Equipment	3,177	0	0	0	0	500	100.00%
100	51410	830	Furniture	0	0	0	0	0	500	100.00%
			Subtotal	3,177	0	0	0	0	1,000	100.00%
			TOTAL	\$ 177,171	\$ 185,669	\$ 185,669	\$ 83,951	\$ 190,403	\$ 185,198	-0.25%

Mayor

Program Full Time Equivalents: 0.38

Program Mission:

Ensure City ordinances and State laws are observed and enforced and that all City officers and employees discharge their duties. Preside over council meetings, sign legal documents, appoint committee members and fulfill the duties of the Chairperson of the Plan Commission. Act as a member of various committees as needed.

List of Program Service(s) Descriptions:

- 1) *Constituency Contact* – Receive input/comments from citizens.
- 2) *Recommend Policies* – Recommend policies to provide municipal services and to promote the short and long term interests of the community.

Important Outputs:

- 1) *Number of Meetings Presided Over* – Activity funded by property tax. Meetings provide formal discussion to discuss issues and enact policies to meet the short and long term needs of the community.
- 2) *Public Appearances* – Activity funded by property tax. Public appearances serve to promote the community and provide information about municipal services.

Expected Outcomes:

- 1) Maintain constituent contact levels in a manner that meets or exceeds the needs of the community.
- 2) Maintain or increase the overall quality of life of residents and visitors.
- 3) Maintain municipal enforcement of City ordinances and State laws.

2025 Performance Measures:

- 1) Increase the legislative influence of the City by completing six or more legislative contacts with State or Federal legislators per year.

- 2) Manage the productivity and quality of City Council and Committee meetings by managing presentations and discussions to the extent that all business is completed in three hours or less for 90 percent or more of all meetings.
- 3) Increase or maintain the overall quality of the community by participating in 25 or more public appearances to provide municipal service information or to gather constituent preferences.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase the legislative influence of the City by completing six or more legislative contacts with State or Federal legislators per year.
 - a. Result: Performance measure was met. Completed 20 legislative contacts during this period.
- 2) Manage the productivity and quality of City Council and Committee meetings by managing presentations and discussions to the extent that all business is completed in three hours or less for 90% percent or more of all meetings.
 - a. Result: Performance measure was met. 98% of meetings were completed in less than three hours.
- 3) Increase or maintain the overall quality of the community by participating in 25 or more public appearances to provide municipal service information or to gather constituent preferences.
 - a. Result: Performance measure was met. Participated in 40 public appearances during this period.
- 4) Attend a minimum of two conferences or training sessions annually that provide continuing education opportunities and foster intergovernmental relationships.
 - a. Result: Performance measure was met. Attended 4 conferences and training sessions.

Significant Program Achievements:

Participated in numerous public appearances. Presided at 60 City Council, Committee, Commission and Board meetings in 2023 / 2024 and proposed the 2024 Executive Budget.

Existing Program Standards Including Importance to Community:

- 1) Maintain routine office hours on a monthly basis.
 - a. Community Importance.
 - i. Provides citizens with a routine schedule that establishes an opportunity to discuss issues with the Mayor.

- 2) Respond to Citizen requests as needed.
 - a. Community Importance.
 - i. Provides an opportunity for citizens to have requests for information or action responded to in a timely manner.
 - ii. Establishes trust between the community and the City and diminishes constituent apathy.
- 3) Promote the community through public appearances.
 - a. Community Importance.
 - i. Markets the positive attributes of the community to promote economic development opportunities and the overall quality of life throughout the community.

Costs and Benefits of Program and Services:

The adopted 2025 Mayor program cost is \$72,814. The program benefits the community by providing citizens with representation in the discussion and recommendation of municipal policies and codes as well as to develop an executive budget that includes adopted property tax rates and fees for municipal services. The program services which provide constituency contact and policy recommendations benefit the community by providing citizens with the ability to influence short and long term service levels and community development.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increase \$702 to reflect proposed annual salary adjustment (COLA).
- 2) Hourly Wages increase \$590 to reflect annual wage adjustments (COLA).
- 3) Retirement increases \$101 to reflect State required adjustment.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins increases \$644 due to 10% increase in health insurance premium.
- 5) Seminars and Conferences include \$2,500 to attend League of Municipalities and other misc. training sessions.
- 6) Office Supplies increased \$200 to reflect actual costs.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
MAYOR										
Account Number PERSONAL SERVICES										
100	51415	110	Salaries	\$ 11,857	\$ 12,449	\$ 12,449	\$ 5,976	\$ 12,449	\$ 13,151	5.64%
100	51415	120	Hourly Wages	6,557	10,130	10,130	4,864	10,130	10,720	5.82%
100	51415	122	Hourly Wages Part Time	26,475	27,004	27,004	13,413	27,004	27,545	2.00%
100	51415	150	FICA	3,381	3,793	3,793	1,817	3,793	3,933	3.70%
100	51415	151	Retirement	1,280	1,558	1,558	628	1,558	1,659	6.49%
100	51415	152	Health, Dental, DIB, Life & Wks Cmp Ins	7,051	9,852	9,852	5,033	9,852	10,496	6.54%
			Subtotal	56,600	64,786	64,786	31,732	64,786	67,504	4.19%
			CONTRACTUAL SERVICES							
100	51415	210	Telephone	445	930	930	343	930	930	0.00%
100	51415	212	Seminars and Conferences	612	2,500	2,500	10	2,500	2,500	0.00%
100	51415	218	Cell/Radio	520	480	480	240	480	480	0.00%
			Subtotal	1,577	3,910	3,910	593	3,910	3,910	0.00%
			SUPPLIES AND EXPENSE							
100	51415	310	Office Supplies	39	200	200	86	200	400	100.00%
100	51415	330	Mileage Reimbursement	700	1,000	1,000	521	1,000	1,000	0.00%
			Subtotal	739	1,200	1,200	607	1,200	1,400	16.67%
			CAPITAL OUTLAY							
100	51415	830	Office Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 58,916	\$ 69,896	\$ 69,896	\$ 32,932	\$ 69,896	\$ 72,814	4.17%

City Clerk

Program Full Time Equivalents: 2.48

Program Mission:

To maintain official Council Proceedings, committee agendas & minutes and act as the custodian of all City records; satisfy customers with prompt, courteous, and professional service; issue various City licenses; publish all legal notices required by law; and make sure all programs are delivered in a manner that assures public confidence in accuracy, productivity, and fairness. The City Clerk's Office also ensures that all city taxes are collected.

List of Program Service(s) Descriptions:

- 1) *Records Management* – Prepare and maintain all City Council and Committee Meeting records and other official City documents and provide appropriate accessibility to internal and external users.
- 2) *Licensing Agent* – Issue liquor, bartender, special event permits, boat launch permits, cigarette, solicitor, taxi, chicken, and pet licenses for various individuals and businesses in the community.
- 3) *Tax Collection* – Collect as well as prepare and review tax documents in accordance with Department of Revenue mandates.

Important Outputs:

- 1) *Council and Committee Agendas, Minutes, Resolutions and Ordinances* – Activity funded by property tax. Provide necessary public notification and appropriate accessibility to internal and external users. This ensures City actions comply with approved Council and related Committee recommendations.
- 2) *Licensing Documents* – Activity funded by property tax and license collections. Individual and business information is gathered, reviewed, and maintained to assure all licensees are eligible and comply with City requirements. Documents help insure the safety of the general public using these services.

Expected Outcomes:

- 1) Maintain official City documents so that they are available for review by the public in a timely fashion.

- 2) Maintain documents and collect fees for licensing requirements to help ensure the public is properly protected when using these services.
- 3) Increase tax collections and return on the investment of City funds.

2025 Performance Measures:

- 1) Work as part of Document Management Team to identify City needs and two or more potential providers of a digital document management system by July 31, 2025.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Measure: Assist in the identification and selection of next generation web-based agenda and minutes software. Identify 3-4 potential vendors and demo their products by June 30, 2024.
 - a. Result: Agenda and minutes software provider has been selected; going to Finance-Personnel Committee and Common Council for approval in August 2024.

Significant Program Achievements:

- 1) Completed the Council and Committee minutes in time for approval at the next meeting.
- 2) Licensing completed within the applicable timeframes.
- 3) Tax collections fully collected prior to Department of Revenue deadlines.

Existing Program Standards Including Importance to Community:

- 1) Prepare timely minutes of Council and Committee proceedings available for public inspection.
 - a. Community Importance.
 - i. Allows public opportunity to review Council agenda and actions to provide them time to make contact regarding any concerns they may have.
 - ii. Establishes a routine schedule for community involvement.

- 2) Establish Licensing Requirements to City business community.
 - a. Community Importance.
 - i. Provides the public with assurance that businesses that are operating within the City are properly licensed and conform to applicable licensing laws and regulations.
 - ii. Provides City staff the ability to respond to community concerns regarding businesses within the City.
- 3) Prepare tax documents that ensure proper collection of City tax revenues.
 - a. Community Importance.
 - i. Provides an accurate tax bill that is fair to each taxpayer according to their assessment and is informative for them so they know the cost of service for each taxing jurisdiction.

Costs and Benefits of Program and Services:

The adopted 2025 City Clerk's Office program cost is \$284,164. The program benefits the community by providing citizens with timely agendas and minutes of Council and Committee proceedings. Programs are administered in a manner that assures public confidence in accuracy, productivity, and fairness with work performed in accordance with Wisconsin State Statutes, De Pere Municipal Ordinances, Department of Revenue mandates, and related case law. The program also ensures that businesses operating within the City are properly licensed and compliant with applicable laws and regulations for the public's safety. The program also collects the taxes required for the City's operation.

2025 Program Objectives:

- 1) Continue to work with all city departments to collect outstanding debt owed to the City prior to issuance of any city licenses or permits.
- 2) Continue training and development of the new electronic agenda and minutes management system.
- 3) Continue to improve overall process for issuing Special Event Permits.
- 4) Expand the City's offerings of online form submission and payment.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$3,644 due to a step increase and expected cost of living adjustment.
- 2) Hourly Wages Part Time decreased \$3,042 because the position returned to the normal split of 50% City Clerk, 25% Water, and 25% Sewer.
- 3) Seasonal labor increased \$720 due to anticipated hourly wage increase.

- 4) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$17,895 due to retirement of staff member who had elected health coverage.
- 5) Postage increased \$850 due to USPS rate increases.
- 6) Seminars and Conferences increased \$700 due to anticipated attendance of two staff members at the annual WMCA Clerk's Conference and associated travel costs; also includes miscellaneous continuing clerk/treasurer education courses, conferences of the League of WI Municipalities, WI Municipal Clerk's Association, and WI Municipal Treasurer's Association.
- 7) Consulting increased \$500 and includes \$8,500 for Municipal Code update services, \$1,500 for annual tax collection software licensing fees, and \$500 for paid county specials.
- 8) Memberships/Subscriptions remained the same. Membership fees are as follows: WMCA - \$130; WMTA - \$55.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
CITY CLERK									
Account Number PERSONAL SERVICES									
100	51420	110	Salaries	\$ 61,591	\$ 65,413	\$ 65,413	\$ 31,404	\$ 65,413	\$ 69,057 5.57%
100	51420	120	Hourly Wages	113,473	116,486	116,486	62,990	116,486	114,114 -2.04%
100	51420	122	Hourly Wages Part Time	10,585	14,976	14,976	8,688	14,976	11,934 -20.31%
100	51420	125	Overtime Wages	593	3,000	3,000	422	1,500	3,000 0.00%
100	51420	126	Seasonal Labor	2,065	5,400	5,400	2,224	4,100	6,120 13.33%
100	51420	150	FICA	13,113	14,440	14,440	7,220	14,307	14,504 0.44%
100	51420	151	Retirement	12,438	12,758	12,758	5,451	12,655	12,939 1.42%
100	51420	152	Health, Dental, DIB, Life & Wks Cmp Ins	47,225	49,033	49,033	13,470	13,470	31,138 -36.50%
100	51420	190	Training	0	0	0	0	0	0 0.00%
			Subtotal	261,083	281,506	281,506	131,868	242,906	262,806 -6.64%
			CONTRACTUAL SERVICES						
100	51420	210	Telephone	1,716	2,538	2,538	938	2,538	2,538 0.00%
100	51420	211	Postage	4,158	4,400	4,400	4,932	4,932	5,250 19.32%
100	51420	212	Seminars and Conferences	399	800	800	500	500	1,500 87.50%
100	51420	215	Consulting	8,228	10,000	10,000	7,300	9,100	10,500 5.00%
			Subtotal	14,501	17,738	17,738	13,670	17,070	19,788 11.56%
			SUPPLIES AND EXPENSE						
100	51420	310	Office Supplies	838	1,000	1,000	128	800	1,000 0.00%
100	51420	315	Publications	135	140	140	135	135	135 -3.57%
100	51420	320	Memberships/Subscriptions	130	185	185	115	115	185 0.00%
100	51420	330	Mileage Reimbursement	0	250	250	0	30	250 0.00%
			Subtotal	1,103	1,575	1,575	378	1,080	1,570 -0.32%
			CAPITAL OUTLAY						
100	51420	810	Capital Equipment	1,023	0	0	0	0	0 0.00%
			Subtotal	1,023	0	0	0	0	0 0.00%
			TOTAL	\$ 277,710	\$ 300,819	\$ 300,819	\$ 145,916	\$ 261,056	\$ 284,164 -5.54%

Human Resources

Program Full-Time Equivalents: 2.8

Program Mission:

To strive to understand the needs and expectations of all employees and provide the support systems that enables us to achieve high performance and satisfaction in our work; recognizing long-term personal and community goals.

List of Program Service Descriptions:

- 1) *Recruitment*—Conduct all internal and external recruitments throughout all City Departments. Includes advertising, interviewing process, selection, background, offer and new employee orientation.
- 2) *Benefit/Compensation Administration*—Administer all benefits and compensation plan for employees of the City. Programs include all benefit time off, pay for performance, self-insured health insurance, self-insured and fully insured dental insurance, vision insurance, long-term disability, ICI (short-term disability), life insurance, employee assistance program, identity theft, FMLA, employee development program, flexible spending, Health Reimbursement Accounts, COBRA, health assessments, FICA alternative plan, pension plan and wellness benefits. Also acts as the plan administrator of both the health and dental self-funded plans. Responsible for renewal of all insurance plans.
- 3) *Labor Relations*—Assists departments in consistent enforcement of contract language for bargaining agreements. Advises them on interpretation of language to avoid potential liability for the City. Participates in all negotiation sessions with City Attorney and involved department head. Provides research on negotiation items and prepares all costing information on contract offers and final settlements to ensure accurate picture of bargaining is given to City officials. Participates in all grievance/ prohibitive practice and arbitration matters. Provides research and investigation for those issues as they surface.
- 4) *Risk Management Services*—Administration of City worker's compensation. Manage employee light duty/return to work program. Lead of City safety team efforts and administration. Ensure compliance with state and federal laws.
- 5) *Employee Performance*—daily inquiries by departments on matters pertaining to their employees. Conduct employee investigations and disciplines, performance improvement plans etc. Administer all performance appraisals.
- 6) *Department Inquiries/Policy Creation and Enforcement*. Assist employees and departments on a broad range of employee/workplace issues or questions. Establishes and administers all City policies and procedures.

Important Outputs:

- 1) *Recruitment*—Positions are fully staffed with the most qualified people as soon as possible after an opening occurs for department continuation and to ensure community service/operations are not interrupted. Activity funded by property tax.
- 2) *Benefit/Compensation Administration*—Fair and consistent administration and communication of employee benefit and compensation programs to all City employees. Providing the most cost-effective programs possible for the community. Activity funded by property tax.
- 3) *Labor Relations*—Successful bargaining and administration of affordable contracts with bargaining units. Handling of labor issues that occur including grievances or contract language general inquiries. Work with department heads to accomplish their objectives within the parameters of contracts. Activity funded by property tax.
- 4) *Risk Management Services*—Work with the safety team to manage employee safety to ensure minimal claims payment and a safe working environment for all employees. Work with departments so employees are trained and knowledgeable on correct safety procedures and employment laws. Activity funded by property tax.
- 5) *Employee Performance*—Assist departments on employee performance concerns; required performance appraisals for all non-union personnel. Activity funded by property tax.
- 6) *Department Inquiries/Policy Creation and Enforcement*—Consistent information and support to all departments to allow them to better do their jobs and provide service to the community. Accurately written policies and train employees on them. Activity funded by property tax.

Expected Outcomes:

- 1) *Recruitment*—Maintain staffing levels with low vacancy to fill time so that service to the community is not interrupted. Maintain a high level of most qualified applicants becoming City employees. Decrease the amount of time necessary to do so by efficient processes when possible.
- 2) *Benefit/Compensation Administration*—Maintain benefit and compensation programs for employees within budget constraints. Increase new initiatives for cost savings measures in benefit programs.
- 3) *Labor Relations*—Maintain or decrease the number of grievances or other challenges that cost the community in time, effort and costs. Maintain current bargaining initiatives in contract for fiscal responsibility. Decrease the amount of time needed for successful contract negotiation.
- 4) *Liability Services*—Maintain or decrease the number of claims received and costs of worker's compensation insurance for city. Increased awareness to provide and promote a safe and healthful work environment for employees.
- 5) *Employee Performance*—Employees performing appropriately; decreased lawsuits against the City.

- 6) *Department Inquiries/Policy creation and enforcement*—Maintain quality information given to departments to allow them to do their jobs more efficiently. Policies are understood and adhered to.

2025 Performance Measures (July 2024 – June 2025):

- 1) 3% turnover (with exception of retirements and employees leaving for promotions) by offering competitive wages/benefits and an overall positive employee culture.
- 2) 3 employees receiving a referral bonus by recommending a new hire through continued education and program incentive.
- 3) 90 medical plan participants registered online with Teladoc through education and outreach.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) 5% increase in distinct patients meeting with onsite health nurse by continued education and outreach and more nursing access
 - a. Result: 20% decrease of unique patients (72 unique patients versus 87); changed onsite nursing program to virtual
- 2) 4 employees receiving a referral bonus by recommending a new hire through continued education and program incentive
 - a. Result: 1 employee received a referral bonus.
- 3) 82 medical plan participants registered online with Teladoc through education and outreach.
 - a. Result: 84 participants have registered with Teladoc

Significant Program Achievements:

- 1) Filled a significant number of positions in an expedited timeframe including a few department head positions
- 2) Managed numerous employee issues effectively
- 3) Benefits renewal; changes to stop loss premiums saving \$100,000, avoided 40% increase in EAP carrier costs by changing vendors, expanded mental health services, expanded nearsite benefits, implemented health calcium screening program, offered voluntary benefits, implemented short-term disability (i.e. ICI) program, enhanced LTD benefits
- 4) Onboard rollout for seasonal employees and continued rollout for benefit eligible positions
- 5) Changes to the policy manual
- 6) Managed worker's compensation cases effectively; finding light duty work to get employees back to work when appropriate
- 7) Restructure the onsite nursing program
- 8) Pay for performance program implementation
- 9) Physical demands for field positions evaluated and updated

- 10) Hiring processes for police and fire department formalized and approved by PFC
- 11) Implemented EMC on call nurse for worker's compensation
- 12) Updated employee emergency contact information and worked with IT to ensure accessible to managers
- 13) Created a new template for job descriptions and started working to get them updated

Existing Program Standards Including Importance to Community:

- 1) Conduct all internal/external recruitments
 - a. Community Importance.
 - i. Allows departments to be fully staffed with the most qualified employees for uninterrupted and efficient services.
- 2) Administration of City Benefits/Insurance Programs—annual review of renewal for self-funded plans to ensure appropriate fund balance is maintained. Monthly monitoring through reports of plan costs and claims. Accurate information is given to employees upon request.
 - a. Community Importance.
 - i. Provides fair and equitable pay and benefits for retention of employees and in accordance with labor agreements. Successfully ensure the City's interests for a safe working environment and reduced City liability.
- 3) Labor Relations—negotiate and follow bargaining agreements with 2 labor unions within City. Administer contracts correctly and fairly so the City is not exposed to liability in form of grievances, prohibited practices, and the like.
 - a. Community Importance.
 - i. Provides governing language for employees, wages, hours, and working conditions.
- 4) Compliance with all applicable state and federal laws including FMLA, ADA, Worker's Comp, HIPAA, etc.
 - a. Community Importance.
 - i. Safeguards the community from unnecessary liability and cost for non-compliance.

Costs and Benefits of Program and Services:

The adopted 2025 Human Resources program cost is \$462,167. The program benefits the community by providing the internal support structure for human resource functions. This includes the administration of benefits, compensation, recruitment, liability services, labor, and employee relations. The program also establishes, administers and effectively communicates sound policies, rules and practices while maintaining compliance with employment and labor laws, organizational directives, and labor agreements. This allows the departments and their employees to operate as effectively and efficiently as possible and better serve the residents of De Pere.

2025 Program Objectives:

- 1) Continue working to fill open positions in an expedited manner including City Manager
- 2) Implement benefit plan design changes
- 3) Policy Changes
- 4) Negotiate successor fire and police labor agreements
- 5) Benefits broker RFP
- 6) Compensation Market Study
- 7) Research HRIS systems
- 8) Implement security alert system citywide
- 9) Update all job descriptions
- 10) Implement E-forms and make all Human Resources' forms fillable

2025 Significant Budget Expenditure Changes:

- 1) Hourly Wages increased a net \$2,198 due to an employee stepping up in the pay plan and market adjustment
- 2) Retirement increased a net \$954 due to salary increases and retirement rates increasing
- 3) Organizational Training includes \$2,000 for various City-wide training
- 4) Seminars and conferences includes state and local SHRM conferences, legal updates, WPELRA conferences, one out-of-state conference, and other employment seminars
- 5) Consulting increased a net \$12,675 and includes market compensation study (\$13,275), compensation consultant for position changes/new positions (\$6,000), Employee Assistance Program Services (\$15,000), Halogen online performance management system (\$7,500), NeoGov software modules to include: online recruitment system (\$8,500) onboarding (\$7,000) and electronic forms (\$6,000)
- 6) Cell/Radio increased a net of \$480 due to adding appropriate funding source for HR Director cellphone stipend.
- 7) Memberships and subscriptions includes Society for Human Resources Management (SHRM), Wisconsin Public Employer Labor Relations Association (WPELRA) and all employee annual membership to Current Young Professionals, and Wisconsin City/County Management Association (WCMA)

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
HUMAN RESOURCES									
Account Number	PERSONAL SERVICES								
100 51430 110	Salaries		\$ 191,312	\$ 201,211	\$ 201,211	\$ 97,313	\$ 211,003	\$ 211,003	4.87%
100 51430 120	Hourly Wages		36,736	39,385	39,385	18,898	41,583	41,583	5.58%
100 51430 122	Hourly Wages Part Time		0	0	0	0	0	0	0.00%
100 51430 125	Overtime Wages		0	0	0	0	0	0	0.00%
100 51430 150	FICA		17,212	18,406	18,406	8,551	19,323	19,323	4.98%
100 51430 151	Retirement		16,600	16,601	16,601	7,296	17,428	17,555	5.74%
100 51430 152	Health, Dental, DIB, Life & Wks Cmp Ins		50,889	61,028	61,028	29,832	66,570	58,589	-4.00%
100 51430 192	Tuition Assistance		1,350	7,000	7,000	0	1,000	7,000	0.00%
100 51430 193	Organizational Training		0	2,900	2,900	0	2,900	3,000	3.45%
	Subtotal		314,098	346,531	346,531	161,890	359,807	358,053	3.32%
	CONTRACTUAL SERVICES								
100 51430 210	Telephone		690	1,054	1,054	388	1,054	1,054	0.00%
100 51430 211	Postage		25	130	130	0	130	130	0.00%
100 51430 212	Seminars and Conferences		6,732	6,275	6,275	1,345	6,275	6,500	3.59%
100 51430 215	Consulting		34,665	50,600	50,600	18,474	45,999	63,275	25.05%
100 51430 218	Cell/Radio		0	0	0	240	480	480	100.00%
	Subtotal		42,113	58,059	58,059	20,448	53,938	71,439	23.05%
	SUPPLIES AND EXPENSE								
100 51430 310	Office Supplies		1,188	975	975	112	900	975	0.00%
100 51430 315	Publications		15	200	200	0	100	200	0.00%
100 51430 320	Memberships/Subscriptions		517	2,500	2,500	1,695	2,500	2,600	4.00%
100 51430 330	Mileage Reimbursement		675	650	650	204	650	675	3.85%
100 51430 340	Recruiting		14,762	28,225	28,225	7,261	28,225	28,225	0.00%
	Subtotal		17,157	32,550	32,550	9,271	32,375	32,675	0.38%
	CAPITAL OUTLAY								
100 51430 811	Office Equipment		0	0	0	0	0	0	0.00%
	Subtotal		0	0	0	0	0	0	0.00%
	TOTAL		\$ 373,368	\$ 437,140	\$ 437,140	\$ 191,609	\$ 446,120	\$ 462,167	5.73%

Elections

Program Full Time Equivalents: 0

Program Mission:

To coordinate, conduct, and administer elections pursuant to federal and state regulations including the Help America Vote Act (HAVA) regulations, Military and Overseas Voting Empowerment (MOVE) regulations, utilizing the Statewide Voter Registration System (WisVote) for maintaining voter records and absentee records, maintaining and updating districts & offices, make ongoing necessary WisVote changes in accordance with the 2021 Redistricting, along with on-going clerk certification and election inspector training, as required by law.

List of Program Service(s) Descriptions:

- 1) *Conduct Elections* – Conduct primary and general elections in February, April, August, and November 2024.
- 2) *Records Management* – Prepare and maintain all voter registration records, absentee applications and ballots, districts and offices, GIS map records, election setup, poll books, post-election activities, canvass, Wisconsin Election Data Collection, and update data according to the 2021 Redistricting, in accordance with HAVA regulations including electronic file and voting machine updates.
- 3) *Election Training* – Attend election update and training sessions; develop & provide training to election inspectors for the purpose of running efficient elections in compliance with state and federal requirements; and maintain certification and re-certification requirements.

Important Outputs:

- 1) *Four Certified and Canvassed Elections*–Activity funded by property tax. Four Elections conducted for local, county, state and federal offices to provide citizens an opportunity to elect candidates to represent their interests in governmental matters.
- 2) *Federal & State Compliance for WisVote* – Activity funded by property tax. Voter registration, absentee, and GIS Map records maintained in accordance with computerized on-line Statewide Voter Registration System (WisVote) regulations and requirements to ensure that all electors are qualified and have an equal voice in electing their representatives in government offices.

- 3) *Election Inspector Training* – Activity funded by property tax. All election inspectors are trained, as required by state law, on election procedures prior to their participation in the required elections to ensure that elections are fairly and accurately executed.

Expected Outcomes:

- 1) Increase voter turnout for the spring elections by 2% compared with Elections in 2021.
- 2) Maintain 100% compliance with Statewide Voter Registration System (WisVote) for voter registration, the HAVA & MOVE regulations, Voter Photo ID regulations and proof of residence regulations.
- 3) Maintain 100% certification and recertification requirements for chief election inspectors and election inspectors.

2025 Performance Measures:

- 1) Create two new Election Inspector video trainings by July 31, 2025.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Measure: Successfully implement electronic poll books for Central Count processing of absentee ballots for 2024 elections. 100% of absentee participation will be recorded via electronic poll book rather than paper ballot logs in the 2024 elections.
 - a. Result: Did not meet.

Significant Program Achievements:

- 1) Completed all elections in compliance with federal and state regulations.
- 2) 100% of election inspectors and chief inspectors attended refresher training prior to working elections to maintain certification level.

Existing Program Standards Including Importance to Community:

- 1) Conduct Elections in accordance with federal and state regulations including the Help America Vote Act and the Military and Overseas Voting Empowerment Act.
 - a. Community Importance.
 - i. Allows the voting public to elect representatives at the local, state, and federal level with a minimum level of effort.
- 2) Maintain voter registration, absentee records, and voting history in full compliance with WisVote.
 - a. Community Importance.
 - i. Provides the public with assurance that only qualified electors participate in the election process.
- 3) Train election inspectors prior to each election and maintain required certification.
 - a. Community Importance.
 - i. Provides the public with an efficiently run election process at the four polling locations within the city.

Costs and Benefits of Program and Services:

The adopted 2025 Elections program cost is \$41,740. The program benefits the community by providing citizens the opportunity to elect their representatives in government on the local, state, and federal level in an efficient manner and provides 100% compliance with federal and state mandatory regulations.

2025 Program Objectives

- 1) Continue to increase absentee voter returns and decrease the number of absentee ballots going to non-responsive voters.
- 2) Continue to encourage online voter registration.
- 3) Continue training and promotion of electronic poll books.

2025 Budget Significant Expenditure Changes:

- 1) Poll worker hourly wages decreased \$22,000 due to handling two scheduled elections in 2025 versus four in 2024. Includes \$19,000 for election day wages for poll workers and chief inspectors at four polling locations plus Central Count, and \$4,000 for training wages (calculated at two hours per poll worker and four hours per chief inspector)
- 2) Postage has been \$0 in the past but now includes \$4,150; the cost of absentee ballot mailings will be attributed to this line item instead of being included in the general postage budget going forward.

- 3) Seminars and Conferences increased by \$50. Includes miscellaneous continuing education classes through UW-Green Bay and WMCA for Clerk and Deputy Clerk on election administration.
- 4) Consulting decreased \$7,230 due to a decrease in the number of scheduled elections. Includes \$750 for voting machine software/hardware maintenance; \$4,500 for Brown County support, supplies, and programming; and \$1,980 for polling place rentals (\$330 per location per election).
- 5) Office Supplies decreased \$9,000 due to the decrease in the number of scheduled elections. Includes \$3,000 for printing costs (anticipated to be higher than in the past due to WEC-mandated changes to absentee ballots which now include multiple colors); \$1,500 for general office supplies, \$1,500 for food for poll workers; and \$1,000 for polling place consumables and signage.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
ELECTIONS									
Account Number			PERSONAL SERVICES						
100	51440	120	Hourly Wages	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
100	51440	125	Overtime Wages	0	0	0	0	0	0.00%
100	51440	128	Hourly Wages--Poll Workers	15,242	45,000	45,000	12,913	30,000	-48.89%
100	51440	150	FICA	23	0	0	6	0	0.00%
100	51440	151	Retirement	0	0	0	0	0	0.00%
100	51440	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0.00%
100	51440	190	Training	0	0	0	0	0	0.00%
			Subtotal	15,265	45,000	45,000	12,919	30,006	-48.89%
			CONTRACTUAL SERVICES						
100	51440	210	Telephone	0	0	0	0	0	0.00%
100	51440	211	Postage	0	0	0	0	4,150	100.00%
100	51440	212	Seminars and Conferences	337	350	350	149	360	2.86%
100	51440	215	Consulting	5,775	14,460	14,460	5,294	7,230	-50.00%
			Subtotal	6,112	14,810	14,810	5,443	10,749	-20.73%
			SUPPLIES AND EXPENSE						
100	51440	310	Office Supplies	4,041	16,000	16,000	5,813	7,000	-56.25%
100	51440	315	Publications	0	0	0	0	0	0.00%
100	51440	320	Memberships/Subscriptions	0	0	0	0	0	0.00%
100	51440	330	Mileage Reimbursement	0	0	0	0	0	0.00%
			Subtotal	4,041	16,000	16,000	5,813	7,000	-56.25%
			CAPITAL OUTLAY						
100	51440	810	Capital Equipment	6,735	10,000	10,000	0	0	-100.00%
			Subtotal	6,735	10,000	10,000	0	0	-100.00%
			TOTAL	\$ 32,152	\$ 85,810	\$ 85,810	\$ 24,175	\$ 52,755	\$ 41,740 -51.36%

Information Management

Program Full Time Equivalents: 1.48

Program Mission:

Support the Information Technology (IT) environment associated with general business operations.

List of Program Service(s) Descriptions:

- 1) *Build and maintain digital operations infrastructure* – For all buildings this includes the cable plant and network edge devices.
- 2) *Plan, purchase and implement new applications* – Applications are software programs that users interact with directly.
- 3) *Provide cybersecurity services* – Purchase, install and maintain administrative, physical and technical controls to provide secure IT operations across the organization.
- 4) *Provide system administration services* – Create and maintain data and record storage along with organized secure access.
- 5) *Provide network administration services* – Design and maintain secure connectivity of devices and equipment throughout the organization and external environment.
- 6) *Provide desktop support services* – Purchase, install and maintain digital desktop equipment.
- 7) *Provide employee assistance services* – Serve as a point of contact for questions and training for most information systems within the organization.

Important Outputs:

- 1) *Physical equipment foundation for electronic media creation and communication* – Activity funded by property tax. The application and maintenance of municipal business software and devices require a flexible foundation of connectivity, sharing and security to support department operations.
- 2) *Efficient communication* – Activity funded by property tax. Users (staff) can communicate and collaborate efficiently, in many cases without leaving their workspace or desk. Citizens can do business without having to be on-site.
- 3) *Efficiently produced work product* – Activity funded by property tax. Users (staff) are able to create, organize, share, modify and store their work product with minimal material and labor cost.

Expected Outcomes:

- 1) Accessibility of a fully functional physical network to connect devices & equipment between City buildings, departments & workgroups.
- 2) Availability of quality digital applications for communication and records storage and retrieval.
- 3) Secure access to IT resources from City owned facilities.
- 4) Secure access to IT resources from remote work locations.
- 5) Error free desktop equipment operation.
- 6) Employee effective use of technology.

2025 Performance Measures:

- 1) Limit system downtime to non-business hours while providing 99.99% uptime of core business systems.
- 2) Complete system change requests within 72 hours.
- 3) Respond to network system outages within 60 minutes, 24/7.

2024 Performance Measurement Data (July 2023–June 2024):

- 1) Limit system downtime to non-business hours, less than 1 hour per month average.
 - a. Result: No network outages observed outside of the scheduled monthly 1 hour maintenance window.
- 2) Complete system change requests within 72 hours.
 - a. Result: Routinely maintained unless requests need clarification.
- 3) Respond to network system outage within 60 minutes, 24/7.
 - a. Result: No network outages observed.

Significant Program Achievements:

- 1) Led acquisition and implementation of SeeClickFix infrastructure. Leveraged prior relationship with CivicPlus to save \$19,000 on implementation cost.
- 2) Led acquisition and implementation of digital signage infrastructure for use throughout all network connected City facilities.
- 3) Assisted acquisition and implementation of CivicRec park and recreation management platform.

- 4) Replaced copiers at City Hall Floor 2, Fire Station 1, CC and MSC and migrated faxing on new copiers to cloud faxing platform.
- 5) The IT Director completed ISC2 Certified Information Systems Security Professional (CISSP) training and earned CISSP certification.
- 6) Completed external and internal cybersecurity penetration test and implemented controls to correct critical findings.
- 7) Implemented dedicated A/C in the data center.
- 8) Implemented 15-character passwords to improve IT cybersecurity posture.
- 9) The IT department absorbed a significant amount of Police Department IT tasks with the retirement of the PD business manager.
- 10) Resolved 750 helpdesk requests.
- 11) Replaced 38 end of life end user computing devices.

Existing Program Standards Including Importance to Community:

- 1) Maintain common industry standard equipment and services.
 - a. Community Importance
 - i. Allows staff to communicate with citizens effectively and efficiently via multiple options so citizens don't have to come on-site.
 - ii. Provides staff a means to efficiently create, organize and share information so requests from the public are completed quickly.
 - iii. Provides customers 24/7 digital access to information via internet and mobile devices.

Costs and Benefits of Program and Services:

The adopted 2025 Information Management program cost is \$365,642. This program benefits the community directly by creating a secure internal digital environment to service customers. This program funds a minimum infrastructure needed to securely support operations associated with general business activities.

2025 Program Objectives:

- 1) Implementation of ERP replacement software.
- 2) Replace core network switch, routers and wireless network infrastructure.
- 3) Complete least privilege access across all end user computing devices to improve IT cybersecurity posture.

- 4) Refine cybersecurity posture to ensure a safe IT environment.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$4,135 to reflect step increase and cost of living adjustment.
- 2) Hourly wages increased \$9,932 to reflect step increase, cost of living adjustment and new IT Support Specialist position.
- 3) FICA increased \$1,076 to reflect wage increases and new IT Support Specialist position.
- 4) Retirement increased \$1,035 to reflect wage increases, contribution rate increase and new IT Support Specialist position.
- 5) Health, Dental, DIB, Life & Wks Comp Ins increased \$6,306 to reflect the increase in health insurance premiums and new IT Support Specialist position.
- 6) Training includes \$3,500 to attend IT Operations/Cybersecurity training.
- 7) Seminars & Conferences includes \$3,000 to attend Governmental Information Processing Association of Wisconsin (GIPAW) spring and fall conferences, Black Hills Information Security WWHF and the Multi State Information Sharing and Analysis Center (MS-ISAC) annual meeting.
- 8) Consulting decreased \$4,471. Includes \$10,000 for annual cybersecurity penetration testing. \$14,471 for the SeeClickFix subscription has been moved from Consulting to Other Contractual Services.
- 9) Cell/Radio increased \$1,004 to fund a 2nd cellular hotspot for IT testing, a cell phone for new IT Support Specialist and secure remote support.
- 10) Data increased \$7,200. The increase is due to adding a backup internet connection at City Hall to provide voice and data services if the primary Internet connection fails.
- 11) Other Contractual Services increased \$6,110. General Fund share is 28%. The increase is due to the renewal of Microsoft 365 and moving the SeeClickFix subscription fee from Consulting to Other Contractual Services.
- 12) Memberships increased \$50 due to increased membership fees. Memberships include Wisconsin Cyber Response Team (CRT), Governmental Information Processing Association of Wisconsin (GIPAW), Elections Infrastructure Information Sharing and Analysis Center (EI-ISAC), Multi-State Information Sharing and Analysis Center (MS-ISAC), and Sourcewell Cooperative Purchasing (formerly NJPA).
- 13) Office Supplies increased \$90 due to new IT Support Specialist.
- 14) Operating Supplies increased \$4,595. General Fund share is 28%. The increase is due to the increased cost of PC replenishment and software support renewals. Since the COVID-19 pandemic IT has been deploying laptops when possible. IT will be replacing 5-year-old laptops that were deployed during the COVID-19 pandemic in 2025.
- 15) Capital Outlay includes \$20,000 for backup server replacement, \$30,000 for core switch and router replacement, and \$30,000 for wireless network replacement.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
INFORMATION MANAGEMENT									
Account Number PERSONAL SERVICES									
100	51450	110	Salaries	\$ 70,494	\$ 74,209	\$ 74,209	\$ 35,626	\$ 74,209	\$ 78,344 5.57%
100	51450	120	Hourly Wages	38,001	40,961	40,961	19,664	40,961	50,893 24.25%
100	51450	125	Overtime Wages	0	0	0	0	115	0 0.00%
100	51450	150	FICA	8,021	8,811	8,811	4,038	8,819	9,887 12.21%
100	51450	151	Retirement	7,712	7,947	7,947	3,211	7,955	8,982 13.03%
100	51450	152	Health, Dental, DIB, Life & Wks Comp Ins	29,373	31,716	31,716	16,653	31,716	38,022 19.88%
100	51450	190	Training	2,768	3,500	3,500	0	1,000	3,500 0.00%
			Subtotal	156,369	167,143	167,143	79,193	164,775	189,628 13.45%
			CONTRACTUAL SERVICES						
100	51450	210	Telephone	0	0	0	0	0	0 0.00%
100	51450	212	Seminars and Conferences	1,626	3,000	3,000	979	3,000	3,000 0.00%
100	51450	215	Consulting	0	14,471	14,471	13,856	13,856	10,000 -30.90%
100	51450	218	Cell/Radio	987	1,380	1,380	766	1,380	2,384 72.75%
100	51450	219	Data	0	0	0	0	0	7,200 100.00%
100	51450	240	Equipment Maintenance	0	0	0	0	0	0 0.00%
100	51450	290	Other Contractual Services	23,521	37,242	47,882	7,296	37,000	43,352 16.41%
			Subtotal	26,135	56,093	66,733	22,897	55,236	65,936 17.55%
			SUPPLIES AND EXPENSE						
100	51450	310	Office Supplies	99	400	400	115	400	490 22.50%
100	51450	320	Memberships/Subscriptions	50	100	100	150	150	150 50.00%
100	51450	330	Mileage Reimbursement	194	220	220	121	220	220 0.00%
100	51450	340	Operating Supplies	20,067	24,623	24,623	9,906	24,200	29,218 18.66%
			Subtotal	20,410	25,343	25,343	10,293	24,970	30,078 18.68%
			CAPITAL OUTLAY						
100	51450	811	Capital Equipment	0	43,000	43,000	8,084	43,000	80,000 86.05%
			Subtotal	0	43,000	43,000	8,084	43,000	80,000 86.05%
			TOTAL	\$ 202,913	\$ 291,579	\$ 302,219	\$ 120,466	\$ 287,981	\$ 365,642 25.40%

Sustainability Programming

Program Full Time Equivalents: 0.0

Program Mission:

The sustainability commission is established to explore sustainability initiatives that can be implemented in the City, with the ultimate goal of providing a more sustainable, livable, and healthy community.

List of Program Service(s) Descriptions:

- 1) Citizen Contact – Provide a forum for addressing public concerns related to sustainable policies and practices.
- 2) Sustainable Projects – Work on sustainability related projects as directed by City Council and City Manager.
- 3) Identify and recommend sustainable policies and programs to the City Council for consideration.

Important Outputs:

- 1) The Commission meets monthly to discuss sustainability initiatives.

Expected Outcomes:

- 1) Provide formal discussions to discuss sustainable initiatives to promote a more sustainable, livable, and healthy community.

2025 Performance Measures (July 2024 – June 2025):

- 1) Provide at least one (1) educational sustainability initiative program that impacts the community.

2024 Performance Measures (July 2023 – June 2024):

- 1) Provide at least one (1) educational sustainability initiative program that impacts the community. This was met by discussing pollinator education.

Significant Program Achievements:

- 1) Continued work on clean air initiative.
- 2) Attended farmer's market to promote sustainable practices.
- 3) Implemented food waste composting service with public/private partnership with Greener Bay Compost.
- 4) Created a pollinator education when No Mow May was eliminated.

Existing program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Sustainability Commission on the first Tuesday after the first Council meeting every month.
 - a. Community Importance
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.

Costs and Benefits of Program and Services:

The adopted 2025 Sustainability Programming budget is \$26,700. The program benefits the community by providing citizens the opportunity to have input regarding sustainable initiatives to promote a more sustainable, livable, and healthy community. This program also develops policies and practices pertaining to sustainable initiatives.

2025 Program Objectives:

- 1) Continue with clean air initiative program.

2025 Budget Significant Expenditure Changes:

- 1) Seminars and Conferences of \$1,000 to provide funding for the Commissioners to attend various seminars or conferences pertaining to sustainability.
- 2) Consulting of \$12,000 is for partnering with Greener Bay Compost for food waste composting.
- 3) No Capital Equipment requested.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
SUSTAINABILITY PROGRAMMING										
Account Number CONTRACTUAL SERVICES										
100	51460	210	Telephone	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
100	51460	211	Postage	0	500	500	261	500	500	0.00%
100	51460	212	Seminars and Conferences	0	1,000	1,000	0	1,000	1,000	0.00%
100	51460	215	Consulting	0	10,000	10,000	530	10,000	12,000	20.00%
			Subtotal	0	11,500	11,500	791	11,500	13,500	17.39%
			SUPPLIES AND EXPENSE							
100	51460	310	Office Supplies	0	3,000	3,000	72	3,000	3,000	0.00%
100	51460	315	Publications	0	0	0	0	0	0	0.00%
100	51460	320	Memberships/Subscriptions	0	0	0	0	0	0	0.00%
100	51460	330	Mileage Reimbursement	0	200	200	0	200	200	0.00%
100	51460	340	Operating Supplies	0	10,000	10,000	0	10,000	10,000	0.00%
			Subtotal	0	13,200	13,200	72	13,200	13,200	0.00%
			CAPITAL OUTLAY							
100	51460	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 0	\$ 24,700	\$ 24,700	\$ 863	\$ 24,700	\$ 26,700	8.10%

Finance Department

Program Full Time Equivalents: 0.77

Program Mission:

To direct the maintenance of the municipal accounting system and the procedures governing receipt and expenditure of municipal funds as well as plan, organize, control, direct, and evaluate the work of staff involved with various fiscal activities. The Finance Department also ensures that City funds are invested to optimize return in accordance with state statutes.

List of Program Service(s) Descriptions:

- 1) *Budget Management* – Assist Elected Officials and City Manager in establishing and evaluating performance of City budgets and developing financial strategies compatible with overall needs of City.
- 2) *Adherence to Internal Control Policies* – Implement and monitor departmental adherence to City internal controls to safeguard and maximize the use of City resources.
- 3) *Financial Reporting* – Prepare financial reports in adherence to generally accepted accounting principles (GAAP) and state statutes that fairly state the City's financial position useful to both internal and external users.
- 4) *Investment Recordkeeping* – Invest and account for City funds to provide the maximum return in accordance with state statutes.

Important Outputs:

- 1) *Preparation of Annual Budget* – Activity funded by property tax. The Annual Budget provides funding for all municipal services and activities.
- 2) *Daily Financial Reports* – Activity funded by property tax. Authorized users can review activity in relation to the Annual Budget to ensure that City resources are collected and spent to comply with the Council-approved budget.
- 3) *Annual Financial Reports* – Activity funded by property tax. Taxpayers and financial consultants can review the Annual Financial Report that accurately discloses the City's financial position and annual operating revenue and expense detail to determine the City's financial strength to provide future goods and services for the community.
- 4) *Tax and Investment Revenues* – Activity funded by property tax. Property taxes are collected and invested in compliance with state statutes and Council-approved financial institutions to provide the safest and maximum return on available financial resources. These revenues secure funding for municipal services and activities.

Expected Outcomes:

- 1) Maintain timely budget reports that accurately reflect adherence to current City Council spending directives and prior financial results.
- 2) Maintain financial data available to all authorized users of City's financial systems to assist them in reviewing compliance with applicable internal controls.
- 3) Maintain timely and accurate annual financial reports to assist internal and external users in evaluating historical data to assist in future decision-making processes.

2025 Performance Measures (July 2024 – June 2025):

- 1) Continue to emphasize the use of City owned credit cards to increase the City's rebate by 5%.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Reduce by 50% the number of adjusting journal entries done by the auditors for the 2023 audit.
 - a. Result: 22 adjusting journal entries were done for 2023 compared to 40 adjusting journal entries for 2022. This was just less than 50%.
- 2) Create a Team to evaluate the financial system and explore a new ERP (enterprise resource planning) software system by April 2024.
 - a. Result: Example RFP's have been gathered and a Team will be created after the RFP for ERP Consulting has been issued.

Significant Program Achievements:

- 1) Completed the 2024 Annual Budget Reports according to budget calendar.
- 2) Completed annual financial reports and single audit in a timelier manner.
- 3) Implemented new credit card terminals at the MSC, Police, Health, Community Center, and Clerks offices. The new terminals pass the service fee directly on to the customer resulting in cost savings to the City.

Existing Program Standards Including Importance to Community:

- 1) Prepare timely budget reports in accordance with generally accepted accounting principles.
 - a. Community Importance.
 - i. Allows financial actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 2) Provide Financial Data to Internal Users of City's financial system daily.
 - a. Community Importance.
 - i. Provides the financial system that allows anyone in the community an opportunity to provide or purchase services to or from the City on an immediate basis.
 - ii. Provides the municipality the ability to respond to community inquiries regarding financial information daily.
- 3) Prepare annual financial reports in accordance with generally accepted accounting principles.
 - a. Community Importance.
 - i. Provides an accurate, reliable financial report that the community can rely upon to ensure that their resources through their payment of taxes or user fees are properly spent or safeguarded according to their elected officials' directives.

Costs and Benefits of Program and Services:

The adopted 2025 Finance Department program cost is \$185,163. The program benefits the community by providing citizens with timely financial data and reports that indicate the City resources are spent in accordance with elected official directives and are safeguarded against any unauthorized use or disposition. The program also invests City funds in compliance with state statutes.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$3,192 due to the cost-of-living adjustment and step increase for the Finance Director.
- 2) Retirement increased \$309 due to the salary and wage increases and an increase in the employer WRS rate by .05%.
- 3) Health, Dental, DIB, Life & Wks Cmp Ins increased \$972 due to a 10% increase in health insurance premiums, a 3% increase in dental insurance premiums, and additional LTD insurance.
- 4) Training increased \$500 for a Finance/Clerk department team building.
- 5) Telephone decreased \$480 as the Finance Director's cellphone reimbursement was moved to Cell/Radio.
- 6) Seminars and conferences includes \$1,310 for WGFOA Conference registrations and hotels, WGFOA accounting seminars, APA meetings and other governmental accounting trainings.

- 7) Consulting includes INCODE software annual maintenance fees (\$11,300), credit card transaction fees for boat launches (\$3,500), and Seamless Docs (\$19,960). This is a decrease of \$28,740 in large part due to the reduced credit card fees.
- 8) Cell/Radio increased \$480 as the Finance Director's cellphone reimbursement was moved from Telephone to this line.
- 9) Auditing increased \$6,700 to cover additional services including completion of the Municipal Financial Report (Form C), Tax 16 report, and a single audit.
- 10) Memberships and Subscriptions includes GFOA (\$225), WGFOA (\$25), MTAW (\$60), and APA (\$55).
- 11) Mileage reimbursement increased \$110 for the seminars and conferences listed above.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
FINANCE									
Account Number PERSONAL SERVICES									
100	51500	110	Salaries	\$ 61,874	\$ 58,013	\$ 58,013	\$ 27,851	\$ 58,013	\$ 61,205 5.50%
100	51500	120	Hourly Wages	21,624	22,714	22,714	10,904	22,714	23,393 2.99%
100	51500	125	Overtime Wages	0	0	0	0	0	0 0.00%
100	51500	150	FICA	6,427	6,176	6,176	2,928	6,176	6,472 4.80%
100	51500	151	Retirement	5,213	5,570	5,570	2,251	5,570	5,880 5.55%
100	51500	152	Health, Dental, DIB, Life & Wks Cmp Ins	36,065	12,267	12,267	6,557	13,114	13,239 7.92%
100	51500	190	Training	0	0	0	0	0	500 100.00%
			Subtotal	131,203	104,740	104,740	50,491	105,587	110,688 5.68%
			CONTRACTUAL SERVICES						
100	51500	210	Telephone	5,499	2,880	2,880	1,296	2,880	2,400 -16.67%
100	51500	212	Seminars and Conferences	1,104	1,150	1,150	255	955	1,310 13.91%
100	51500	215	Consulting	62,533	63,500	63,500	21,788	48,925	34,760 -45.26%
100	51500	218	Cell/Radio	0	0	0	240	0	480 100.00%
100	51500	219	Auditing	40,320	27,300	27,300	15,711	32,000	34,000 24.54%
			Subtotal	109,456	94,830	94,830	39,290	84,760	72,950 -23.07%
			SUPPLIES AND EXPENSE						
100	51500	310	Office Supplies	316	300	300	1,877	1,877	300 0.00%
100	51500	320	Memberships/Subscriptions	0	365	365	140	365	365 0.00%
100	51500	330	Mileage Reimbursement	64	750	750	134	750	860 14.67%
			Subtotal	380	1,415	1,415	2,150	2,992	1,525 7.77%
			CAPITAL OUTLAY						
100	51500	811	Capital Equipment	494	60,000	60,000	0	60,000	0 -100.00%
			Subtotal	494	60,000	60,000	0	60,000	0 -100.00%
			TOTAL	\$ 241,532	\$ 260,985	\$ 260,985	\$ 91,932	\$ 253,339	\$ 185,163 -29.05%

Assessor

Program Full Time Equivalents: 0.10

Program Mission:

Create and maintain equitable and uniform valuations of real property for assessment purposes (personal property is exempted effective January 1, 2024 pursuant to 2023 Wisconsin Act 12).

List of Program Service(s) Descriptions:

- 1) *Property Owner Contact* - Answer assessment questions and provide assessment information to property owners, appraisers, realtors etc.
- 2) *Residential/Commercial Property Assessment* – Wisconsin Statutes, Chapter 70 requires that new construction be physically inspected, listed and measured after the assessment date of January 1st on an annual basis. Building permits are reviewed from the prior year and uniform and equitable property values are established for new and altered structures to be used as a base for tax purposes.
- 3) *Manufacturing Assessment* – Provide building permit and sales information of industrial properties to the State of Wisconsin, Department of Revenue to assist in the establishment of uniform and equitable property values.
- 4) *Open Book / Board of Review* - Informational open book hearings are held on an annual basis to assist the general public in understanding assessment procedures and property values. Board of Review meetings are held on an annual basis as per Wisconsin State Statute to afford property owners the opportunity to contest property values established by the assessor.

Important Outputs:

- 1) *Uniform Residential/Commercial Property Values* – The assessor’s office, funded by property tax, meets Wisconsin State Statute requirements to have an appointed statutory assessor establish and maintain uniform and equitable assessments. Equitable assessments benefit the community in assuring that property owners will pay their fair share of taxes.

Expected Outcomes:

- 1) The establishment of uniform and equitable assessments for real property provides community value in maintaining and ensuring fair taxation of all residential, commercial, and industrial property owners along with businesses subject to personal property taxation.

- 2) Open Book and Board of Review hearings (required by Wisconsin State Statute) are held to provide property owners an opportunity to challenge their property's assessed value and to solicit adjustments when compared to similar properties thus ensuring fair taxation.
- 3) Increase the knowledge of the general public on assessment procedures through increased property owner contacts via office, phone and city web site that is funded by property tax.

2025 Performance Measures:

- 1) Provide 100% computer exemption reports to Department of Revenue by May 1, 2025.
- 2) Efficiently review and revise 100% of all parcel splits, combinations, new subdivisions, and name changes on work roll by April 1, 2025.
- 3) Successfully submit 100% of final real estate value reports to Department of Revenue by second Monday in June.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Inspect partially completed construction by January 15, 2024.
 - a. Result: 100% of partially completed construction inspections were completed on January 15, 2024.
- 2) Provide computer exemption reports to Department of Revenue by May 1, 2024.
 - a. Result: 100% of computer exemption reports were provided to Department of Revenue by May 1, 2024.
- 3) Review and revise parcel splits, combinations, new subdivisions, and name changes on work roll by April 1, 2024.
 - a. Result: 100% of parcel splits, combinations, new subdivisions, and name changes were reviewed and revised by April 1, 2024.
- 4) Successfully submit 100% of final real estate value reports to Department of Revenue by second Monday in June.
 - a. Result: 100% of real estate value reports were submitted to the Department of Revenue by June 10, 2024.

Significant Program Achievements:

- 1) Updated educational assessment information placed on City of De Pere website.
- 2) Determined timely partial assessments on January 5, 2024.
- 3) Provided building permit applications to Accurate Appraisal LLC via computer.
- 4) Worked closely with Accurate Appraisal LLC and general public answering property/construction valuation questions.
- 5) Open Book meeting was held in-person on April 30 and May 1, 2024; telephonic appointments were available through May 28, 2024.
- 6) Board of Review was held on June 6, 2024.

Existing Program Standards Including Importance to Community:

- 1) *Conduct an annual open book assessment review hearing.*
 - a. Community Importance
 - i. Provides the opportunity for property owners to review assessments and become educated on statutory assessment procedures. Annual meeting encourages community involvement in assessment reviews.
- 2) *Conduct an annual Board of Review meeting.*
 - a. Community Importance
 - i. Annual meeting provides the opportunity for property owners to legally challenge their assessments pursuant to Wisconsin State Statute and encourages property owner involvement in property valuation challenges.

Costs and Benefits of Program and Services:

The 2025 Assessor budget is \$99,796. The program benefits the community by providing citizens with the opportunity to discuss, offer input, and challenge property values in the community. The program also benefits the community by providing uniform and equitable assessment methodology.

2025 Significant Budget Expenditure Changes:

- 1) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$2,722 because employee waived coverage.
- 2) The Consulting budget includes \$17,800 attributable to the Wisconsin Department of Revenue fee for assessing manufacturing properties (average 10% increase per year over past 3 years), \$72,000 for Accurate Appraisal's annual assessment contract fee, and \$500 for stipends paid to Board of Review members and meeting publication costs.
- 3) Office Supplies decreased \$100 to reflect actual usage.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
ASSESSOR										
Account Number PERSONAL SERVICES										
100	51530	120	Hourly Wages	\$ 5,359	\$ 6,906	\$ 6,906	\$ 1,438	\$ 6,906	\$ 6,766	-2.03%
100	51530	125	Overtime Wages	0	50	50	2	2	50	0.00%
100	51530	150	FICA	381	532	532	100	528	521	-2.01%
100	51530	151	Retirement	379	480	480	99	477	474	-1.30%
100	51530	152	Health, Dental, DIB, Life & Wks Cmp Ins	2,494	2,757	2,757	930	2,757	35	-98.73%
100	51530	190	Training	0	0	0	0	0	0	0.00%
			Subtotal	8,614	10,725	10,725	2,569	10,670	7,846	-26.84%
CONTRACTUAL SERVICES										
100	51530	210	Telephone	616	1,500	1,500	555	1,500	1,500	0.00%
100	51530	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
100	51530	215	Consulting	102,985	85,500	85,500	76,145	91,830	90,300	5.61%
100	51530	290	Other Contractual Services	0	0	0	0	0	0	0.00%
			Subtotal	103,601	87,000	87,000	76,700	93,330	91,800	5.52%
SUPPLIES AND EXPENSE										
100	51530	310	Office Supplies	25	250	250	0	0	150	-40.00%
100	51530	320	Memberships/Subscriptions	0	0	0	0	0	0	0.00%
100	51530	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
			Subtotal	25	250	250	0	0	150	-40.00%
CAPITAL OUTLAY										
100	51530	811	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 112,240	\$ 97,975	\$ 97,975	\$ 79,268	\$ 104,000	\$ 99,796	1.86%

City Hall

Program Full Time Equivalents: 0.15

Program Mission:

This program provides funding for the maintenance and operations of the City Hall facility.

List of Program Service(s) Descriptions:

- 1) *Preventative maintenance on HVAC* – Building Maintenance staff work cooperatively with outside contractor to inspect all HVAC equipment twice/year to ensure maximum efficiency is met.
- 2) *Repairs and maintenance to buildings and grounds* – Building Maintenance staff conduct repairs and maintenance on “as needed” basis throughout the building.

Important Outputs:

- 1) *Preventative maintenance on all HVAC units and equipment in City Hall* – Funded by property tax and ensures the life expectancy is maximized of all HVAC equipment.
- 2) *Repairs performed on all building equipment or infrastructure* – Funded by property tax and ensures City Hall is kept in good working order, safe, and aesthetic.
- 3) *Manual labor assistance* – Funded by property tax and provides assistance to departments based out of City Hall for general office care tasks including assembly, removals, reorganizing, or troubleshooting equipment or building related items.
- 4) *Regular scheduled cleaning of City Hall* – Funded by property tax and ensures regular cleaning of facility is done to ensure the facility is sanitary and safe.

Expected Outcomes:

- 1) Maintain comfortable work climate throughout City Hall.
- 2) Maintain efficiency of all HVAC equipment.
- 3) Maintain clean and sanitary work environment.

2025 Performance Measures (July 2024 – June 2025):

- 1) Reduce energy used for both electric and gas by 1% through improvements in energy efficiencies.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Reduce energy use by 1% through improvements in energy efficiencies.
 - a. Result: 2023 total electrical use = 660,400 kWh. 2024 total electrical use = 589,247 kWh. This is a decrease of 71,153 kWh or 10.78%. Performance measure for electricity use was met. 2023 gas use = 44,358.5 Therms. 2024 gas use = 35,219.0 Therms. This is a decrease of 9,139.5 Therms or 20.6%. Performance measure for gas use was met.

Significant Program Achievements:

- 1) Replace the carpeting on second floor
- 2) Replace the boilers with high efficiency modulating units.
- 3) Replace the heating circulation pumps with new units that operate off variable frequency drives (VFD) to save energy.
- 4) Design and bid out the installation of safety railing around the green roof so staff can maintain the green roof.
- 5) Paint the Human Resources Directors office.
- 6) Upgrade the return air paths in second floor offices to reduce the sound travel of conversation in key offices for privacy.
- 7) Upgrade parking lot lights to LED

Existing program Standards Including Importance to Community:

- 1) Conduct yearly preventative maintenance on air conditioning and heating units.
 - a. Community Importance
 - i. Ensures HVAC equipment runs as efficiently as possible, reduces the amount of repairs, and maximizes the life expectancy of the equipment.
- 2) Regular scheduled cleaning of City Hall.
 - a. Community Importance
 - i. Ensures a clean and sanitary building that is open for large amounts of public use.

Costs and Benefits of Program and Services:

The adopted 2025 City Hall program budget is \$164,615. The program benefits the community by providing a clean, safe, and efficiently run building designed to be the headquarters of the City's operations.

2025 Budget Significant Expenditure Changes:

- 1) Hourly wages increased \$2,625 to reflect change in allocation for building maintenance wages as detailed in the building maintenance program and wage increases.
- 2) FICA increased \$201 to reflect a change in allocation for building maintenance wages.
- 3) Retirement increased \$188 to reflect change in allocation for building maintenance wages and 10% increase in insurance.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins increased \$405 to reflect a change in allocation for building maintenance wages.
- 5) Consulting includes \$10,000 to hire a landscape consultant for design of landscaping around City Hall and \$10,000 for other landscaping and HVAC services.
- 6) Cleaning Service Contract decreased \$7,978 to reflect actual 2025 contract fees.
- 7) Utilities increased \$6,405 to reflect 10% increase in water rates and 8% in electricity and 6% in gas.
- 8) Repairs and Maintenance increased \$8,000 for replacing variable frequency drive for the air handler.
- 9) Memberships/Subscriptions includes \$240 for OptiSigns signage software platform subscription.
- 10) Capital equipment includes \$10,000 for general miscellaneous repairs as needed.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
CITY HALL										
Account Number PERSONAL SERVICES										
100	51600	120	Hourly Wages	\$ 26,453	\$ 11,193	\$ 11,193	\$ 12,183	\$ 15,000	\$ 13,818	23.45%
100	51600	125	Overtime Wages	272	0	0	336	336	0	0.00%
100	51600	126	Seasonal Labor	0	0	0	0	0	0	0.00%
100	51600	150	FICA	1,990	856	856	918	1,173	1,057	23.45%
100	51600	151	Retirement	1,894	772	772	768	1,058	960	24.35%
100	51600	152	Health, Dental, DIB, Life & Wks Cmp Ins	8,489	4,191	4,191	3,784	4,191	4,596	9.66%
			Subtotal	39,099	17,013	17,013	17,989	21,758	20,431	20.10%
CONTRACTUAL SERVICES										
100	51600	210	Telephone	16,777	1,900	1,900	862	18,000	1,900	0.00%
100	51600	215	Consulting	14,172	10,000	10,000	2,934	10,000	20,000	100.00%
100	51600	217	Cleaning Service Contract	22,870	29,722	29,722	10,554	21,108	21,744	-26.84%
100	51600	220	Utilities	63,622	51,895	51,895	25,982	53,000	58,300	12.34%
			Subtotal	117,441	93,517	93,517	40,332	102,108	101,944	9.01%
SUPPLIES AND EXPENSE										
100	51600	314	Repairs and Maintenance	13,362	12,000	12,000	7,301	14,602	20,000	66.67%
100	51600	320	Memberships/Subscriptions	0	240	240	0	240	240	0.00%
100	51600	340	Operating Supplies	11,260	12,000	12,000	3,691	12,000	12,000	0.00%
			Subtotal	24,622	24,240	24,240	10,992	26,842	32,240	33.00%
CAPITAL OUTLAY										
100	51600	810	Capital Equipment	18,853	10,000	12,911	4,151	10,000	10,000	0.00%
			Subtotal	18,853	10,000	12,911	4,151	10,000	10,000	0.00%
			TOTAL	\$ 200,015	\$ 144,770	\$ 147,681	\$ 73,465	\$ 160,708	\$ 164,615	13.71%

Other General Government

Program Mission:

This program provides funding for non-collectables, general fund property and liability insurances, sundry, and employee performance and bonus pay program.

Costs and Benefits of Program and Services:

The adopted 2025 Budget for the Other General Government program cost is \$1,352,916.

2025 Budget Significant Expenditure Changes:

- 1) Postage is a new account as part of a sundry reallocation. The budget is \$12,850, additional funding was also added to the Elections program.
- 2) Outside Services is a new account as part of a sundry reallocation. The budget is \$4,640 and includes services such as copier leases and the OPEB Table update.
- 3) Office Supplies is a new account as part of a sundry reallocation. The budget is \$6,000 and covers a portion of supplies used by multiple programs such as deposit slips, checks, envelopes, etc.
- 4) Memberships/Subscriptions is a new account as part of a sundry reallocation. The budget is \$1,540 and includes the City's Amazon Prime membership and Gannett subscription.
- 5) Property & Liability Insurance increased \$535,000 due to a budget change keeping all property and liability insurance in this program instead of being allocated out to other programs in their Health, Dental, DIB, Life & Wks Comp Ins accounts.
- 6) Sundry Unclassified decreased \$24,000 due to the additional accounts being added to this program.
- 7) Judgements, Lost-Awards, Indemnities decreased \$1,000 to reflect historical trends.
- 8) Reserved Wage & Benefit Funds increased \$371,135 to provide funding for staff covered by pending collective bargaining agreement adjustments.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
OTHER GENERAL GOVERNMENT										
Account Number CONTRACTUAL SERVICES										
100	51901	211	Postage	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 12,850	100.00%
100	51901	215	Outside Services	0	0	0	0	0	4,640	100.00%
			Subtotal	0	0	0	0	0	17,490	100.00%
SUPPLIES AND EXPENSE										
100	51901	310	Office Supplies	0	0	0	0	0	6,000	100.00%
100	51901	320	Memberships/Subscriptions	0	0	0	0	0	1,540	100.00%
			Subtotal	0	0	0	0	0	7,540	100.00%
GENERAL INSURANCES										
100	51901	510	Property and Liability	134,254	106,000	106,000	112,577	116,820	641,000	504.72%
100	51901	524	Sundry Unclassified	46,968	49,000	49,000	22,802	49,000	25,000	-48.98%
			Subtotal	181,223	155,000	155,000	135,380	165,820	666,000	329.68%
GRANTS, CONTRIBUTIONS, INDEM										
100	51901	710	Illegal Taxes/Refunds Uncollectables	85,545	7,000	7,000	5,773	6,500	7,000	0.00%
100	51901	720	Judgements, Lost-Awards, Indemnities	0	1,000	1,000	0	0	0	-100.00%
			Subtotal	85,545	8,000	8,000	5,773	6,500	7,000	-12.50%
COST REALLOCATIONS										
100	50000	592	Transfer Out	5,908	0	0	0	32,909	36,745	100.00%
100	51901	900	Contingency fund	(6,020)	0	0	0	0	0	0.00%
100	51901	901	Employee Performance & Bonus Pay	(57)	36,322	36,322	15	0	37,412	3.00%
100	51901	911	Reserved Wage and Benefit Funds	0	209,594	209,594	0	0	580,729	177.07%
			Subtotal	(169)	245,916	245,916	15	32,909	654,886	166.30%
			TOTAL	\$ 266,599	\$ 408,916	\$ 408,916	\$ 141,167	\$ 205,229	\$ 1,352,916	230.85%

Health Department

Program Full Time Equivalents: 4.95

Program Mission:

The mission of the Health Department is to protect and promote public health across the lifespan through education, policy development and valued services.

List of Program Service(s) Descriptions:

- 1) *Public Health Education and Nursing* –Promote and protect the health of populations using knowledge from nursing, social, and public health sciences. Apply nursing and public health principles to assess, develop, implement, and evaluate care plans and health programs related to health promotion, disease prevention, and health protection services for individuals, families, and the community.
- 2) *Public Health Sanitarian* – Provide environmental health services to ensure the health and safety of the community. Provide weights and measures inspection services as required of municipalities by state statute.

Important Outputs:

- 1) *Maternal child & family health programming/services* – Activity funded by tax levy and grant funding. Maternal child health programming is *required by state statute*. Services include but are not limited to community planning for coordination of service delivery, education to groups and individuals regarding development and health issues.
- 2) *Chronic disease and injury prevention programming/services*: Activities funded by tax levy and grant funding. The assurance of injury prevention programming *required by state statute*. The benefit to the residents is to ensure the safety of individual children and prevent injuries and fatalities.
- 3) *Communicable Disease Control and Prevention*– This service includes immunization services as well as communicable disease follow up. These activities are funded by tax levy, grants, and fee for service revenue. Childhood immunization programming is *required by state statute*. Communicable disease programming is *required by state statute*.
- 4) *Public Health Preparedness* – This program is funded by grant dollars. Preparedness response activities are conducted, and plans are reviewed/revised each year. This program benefits the community by ensuring the health department's ability to respond to urgent public health matters and support the City's Emergency Response.

- 5) *Community Health Assessment/Improvement Planning* – Time and effort is funded by tax levy and is *required by state statute*. Together with community partners, conduct assessment of leading health data indicators, choose priorities to focus efforts on and develop evidence-based community strategies to achieve measurable outcomes.
- 6) *Resident Complaint Investigation and Resolution* – Activity funded by tax levy. Human health hazards investigation and resolution *required by state statute and city ordinances*.
- 7) *Weights and Measure Inspections* – Activity funded by program revenue. State statute requires municipalities to permit and inspect all businesses for compliance with weights and measures equipment ensuring consumer protection for weights and measures devices.
- 8) *Establishment Licensing and Inspections (Department of Health Services and Department of Agriculture and Consumer Protection)* – Activity funded by program revenue. The agent contract for the City of De Pere provides licensing and inspections for all restaurants, temporary restaurants, hotel/motels, campgrounds, swimming pools, spas, tattoo & body piercing, school kitchens, recreational education camp establishments and temporary/permanent retail establishments.
- 9) *Rabies Prevention and Control* – Activity funded by tax levy. Follow-up is completed on all reported animal bites and exposures as *required by state statute and city ordinance* for the victim of the bite and the offending animal. This includes laboratory analysis services for appropriate specimens based on the most current public health recommendations. Benefit to the community is the protection of potential rabies exposures.
- 10) *Childhood Lead Poisoning Prevention* – Activity funded by grant funding. Blood lead levels of children are monitored and follow-up is provided to all families of children with elevated levels as *required by state statute*. Public education on lead is also provided.
- 11) *Public Health Education* – Activity funded by tax levy and grant funding. Education is provided to residents in a variety of ways including direct mailings to households, monthly articles, city-wide newsletter contributions, social media, up-to-date website, channel 4 contributions, educational presentations in the community, press releases, media interviews and individual education.
- 12) *Radon Testing Program* – Activity is funded by program revenue. Kits are provided to city residents at a nominal fee to allow residents access to test kits and education.

Expected Outcomes:

- 1) Avert vaccine preventable disease by assuring vaccine coverage rates are maintained and/or increased in select population cohorts.
- 2) Conduct surveillance, investigation and institute public health control measures for all suspect, probable and confirmed cases of communicable disease within the City of De Pere.
- 3) Prevent illness through the assurance of establishment compliance with food safety, environmental and hygiene standards.

2025 Performance Measures (July 2024 – June 2025):

- 1) In accordance with WI DHS benchmarks, conduct personalized reminder/recall activities for children that are behind schedule monthly provide to achieve an **82%** city-wide immunization rate of 4 DtaP, 3 Polio, 1 MMR, 3 Hib, 3 Hepatitis B, 4 Pneumococcal and 1 varicella for De Pere children turning 24 months.
- 2) Health Department nursing staff will initiate the investigation of 100% of suspect, probable and confirmed cases of illness and disease within 72 hours in *accordance with state statute*.
- 3) Conduct education and follow-up to assure that food establishments are compliant with the state/local laws.
 - a. 100% of licensed establishments will be inspected at least once annually as required by the DATCP Agent Contract.
 - b. Re-inspections will be conducted as necessary to verify compliance.
 - c. Establishment complaint investigation will be initiated within 72 hours of receipt.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Conduct personalized reminder/recall activities for children that are behind schedule monthly provide to achieve an 80% city-wide immunization rate of 4 DtaP, 3 Polio, 1 MMR, 3 Hib, 3 Hepatitis B and 1 varicella for De Pere children turning 24 months.
 - a. Result: The immunization rate for this age group is at **82%** by 24 months of age.
- 2) Health Department nursing staff will initiate the investigation of 100% of reported suspect, probable and confirmed cases of illness and disease within 72 hours in *accordance with state statute*.
 - a. Result: Health department staff investigated all disease reports within 72 hours.
- 3) Conduct education and follow-up to assure that food establishments are compliant with the state/local laws.
 - a. Result: 100% of licensed establishments will be inspected at least once annually as required by the DATCP Agent Contract.
 - b. Result: 100% of re-inspections were conducted in accordance with department procedures to verify compliance.
 - c. Result: 100% of establishment investigations complaints were initiated within 72 hours.

Significant Program Achievements:

The health department navigated another year of positive and exciting transitions. After the welcomed transition out of the heightened COVID response, the department welcomed a new Health Department Director in January 2024. This transition of leadership has been successful with much appreciation credited to the outgoing Director, City Administration, and dedicated health department staff.

Reinvesting into the community has been an ongoing priority for the department. In doing so, the health department reinvested health department grant fund allocations to schools, as well as partner organizations and businesses to enhance supplies/equipment and programming to create environments allowing the community to connect and engage with each other. Existing valued services and programs have continued, while many have been enhanced to offer best practice standards as well as additional, more flexible service availability. Most notably, De Pere has been a leader among peer public health agencies in prioritizing social connectedness programming, offering state/regional updates on this important work. The health department continues to collaborate with adjacent jurisdictional partners to finalize the state required Community Health Assessment and looks forward to publishing the comprehensive health improvement plan by the end of 2024. Finally, the environmental health program continues to grow with new establishments opening regularly. The demand for inspections/licensing short-term rentals (tourist rooming houses) is increasing with the anticipation of the NFL Draft.

Program performance management has also been a department priority. For the first time ever, the department has a programmatic performance dashboard to allow staff to systematically monitor programmatic data and trends to assist the department to enhance efficiency, effectiveness, transparency and accountability. The framework has allowed the department to set quantifiable program goals, financial/operational monitoring, data collection/analysis and reporting and identification of programmatic quality improvement opportunities.

Existing Program Standards Including Importance to Community:

Public Health Departments have a fundamental responsibility to provide public health protection and services twenty-four hours a day, seven days a week. The Foundational Public Health Services Framework describes the unique responsibilities of governmental public health and defines a standard set of services and capabilities including preventing the spread of communicable disease; ensuring food, air, and water quality are safe; supporting maternal and child health; improving access to clinical care services; and preventing chronic disease and injury. In addition, public health departments provide local protection and services specific to their community's needs.

The ten essential service/standards are outlined below:

1. Assess and monitor population health status, factors that influence health, and community needs and assets.
2. Investigate, diagnose, and address health problems and hazards affecting the population.
3. Communicate effectively to inform and educate people about health, factors that influence it, and how to improve it.
4. Strengthen, support, and mobilize communities and partnerships to improve health.
5. Create, champion, and implement policies, plans, and laws that impact health.
6. Utilize legal and regulatory actions designed to improve and protect the public's health.
7. Assure an effective system that enables equitable access to the individual services and care needed to be healthy.

8. Build and support a diverse and skilled public health workforce.
9. Improve and innovate public health functions through ongoing evaluation, research, and continuous quality improvement.
10. Build and maintain a strong organizational infrastructure for public health.

Costs and Benefits of Program and Services:

The adopted 2025 Health Department total program cost is \$755,615. (The local tax levy portion equating to \$755,615-235,195=\$520,420. 68.9% tax levy funded, 31.1% funded by program revenue, grants). Every dollar spent on community prevention saves \$5.60 (American Public Health Association). Investing early and wisely in both clinical and community preventive services is essential if we are to successfully address the leading causes of death and disability, namely, chronic diseases and their risk factors. Essential public health services ensure the public's safety. The investment in primary prevention programming and services decreases chronic disease and increases the quality of life for those who live, work and play in the City of De Pere.

2024 Budget Significant Expenditure Changes:

- 1) Salaries increased \$21,224 due to step increases and salary grade increase.
- 2) Hourly wages increased \$3,099 due to projected step increases.
- 3) Seasonal labor decreased \$47,860 due to the discontinuation of COVID response LTE staff.
- 4) FICA decreased \$2,187 due to the discontinuation of COVID response LTE staff.
- 5) Retirement decreased \$1,834 due to the previous full-time LTE no longer employed (and had contributions to WRS).
- 6) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$18,219 due to a staff retirement and the new hire not taking benefits. In addition, the department's estimated share of the property, liability and auto insurance allocation ("Other Insurance Allocation") was not allocated this year.
- 7) Seminars and Conferences: Decreased \$175 due to a decrease in seminars/conferences as WALHDAB incorporated meeting fees into dues showing an increase in memberships/subscriptions. Wisconsin Public Health Operations Conference \$650. Wisconsin Public Health Association Conference \$650. Wisconsin Lead/Radon Refresher Course \$300. Specific public health programmatic/ infrastructure workforce development conference registration fees (State/National) will be covered under the associated grants' scope of work, and not funded by tax levy. Professional development for the DATCP Agent Program and/or Weights and Measures will be covered by specific program revenue, not tax levy.
- 8) Memberships/Subscriptions: Increase \$95 due to an increase in membership fees and subsequent decrease in seminars/conferences as WALHDAB incorporated meeting fees into association dues. Wisconsin Public Health Association \$295, Wisconsin Association of Local Health Departments and Boards (WALHDAB) \$560, Wisconsin Environmental Health Association \$40. Wisconsin Association of Weights and Measures \$30 (covered by program revenue, not tax levy), Association for Professionals in Infection Control \$220 (covered by grant, not tax levy).

- 9) Weights and Measurements: This is a new line item created in the amount of \$3,000 to align direct, non-personnel expenses to program. This is offset by program revenue.
- 10) Immunization Outreach Grant expense increased \$1,440 due to an aligned projection increase in grant fund revenue.
- 11) Public Health Infrastructure: This is a new line item in the amount of \$35,267 created to appropriately categorize direct, non-personnel expenses. This expense is offset entirely by grant revenue.
- 12) Agent Program Surplus: This \$4,000 balance surplus has been depleted by an overall program deficit prior to the approved increased fee schedule for FY2024-25.
- 13) Agent Program: This is a new line item created in the amount of \$3,300 to align direct, non-personnel expenses to program. This is offset by program revenue.
- 14) COVID Immunization/VFC: This expense line in the amount of \$14,000 is due to carryover approval from WI DHS, ending in June of 2025, and is offset entirely by grant revenue.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
HEALTH DEPARTMENT									
Account Number PERSONAL SERVICES									
100	54100	110	Salaries	\$ 325,413	\$ 360,661	\$ 360,661	\$ 175,984	\$ 360,661	\$ 381,885 5.88%
100	54100	120	Hourly Wages	51,305	54,850	54,850	26,827	54,850	57,949 5.65%
100	54100	125	Overtime Wages	0	0	0	257	257	0 0.00%
100	54100	126	Seasonal Labor	82,713	60,000	60,000	2,879	11,040	12,140 -79.77%
100	54100	150	FICA	32,832	36,010	36,010	15,083	31,947	33,823 -6.07%
100	54100	151	Retirement	30,397	32,402	32,402	11,764	28,688	30,568 -5.66%
100	54100	152	Health, Dental, DIB, Life & Wks Cmp Ins	112,594	122,128	122,128	74,881	122,128	103,930 -14.90%
100	54100	190	Training	0	0	0	0	0	0 0.00%
			Subtotal	635,254	666,050	666,050	307,674	609,571	620,295 -6.87%
			CONTRACTUAL SERVICES						
100	54100	210	Telephone	1,460	1,700	1,700	628	1,700	1,700 0.00%
100	54100	212	Seminars and Conferences	801	1,775	1,775	410	1,775	1,600 -9.86%
100	54100	215	Consulting	0	0	0	0	0	0 0.00%
100	54100	218	Cell/Radio	1,116	835	835	478	835	835 0.00%
100	54100	240	Equipment Maintenance	1,152	800	800	667	800	800 0.00%
			Subtotal	4,529	5,110	5,110	2,183	5,110	4,935 -3.42%
			SUPPLIES AND EXPENSE						
100	54100	310	Office Supplies	3,090	2,500	2,500	359	2,500	2,600 4.00%
100	54100	320	Memberships/Subscriptions	940	800	800	200	500	895 11.88%
100	54100	324	Medical Supplies	5,940	5,000	5,000	2,634	5,000	5,200 4.00%
100	54100	330	Mileage Reimbursement	586	1,000	1,000	135	1,000	1,040 4.00%
100	54100	331	Transportation	1,244	1,500	1,500	280	1,500	1,560 4.00%
100	54100	351	MCH Grant	4,400	9,229	9,229	0	9,147	9,147 -0.89%
100	54100	352	Radon Grant	0	0	0	0	0	0 0.00%
100	54100	353	Weights and Measures	0	0	0	549	3,000	3,000 100.00%
100	54100	354	Childhood Lead Grant	1,485	2,161	2,161	0	2,161	2,161 0.00%
100	54100	355	Immunization Outreach Grant	1,989	7,799	7,799	42	8,939	9,239 18.46%
100	54100	356	Public Health Infrastructure	0	0	0	0	0	35,267 100.00%
100	54100	357	COVID	16,817	0	0	4,440	4,440	0 0.00%
100	54100	358	Preparedness Grant	50,423	34,417	34,417	6,601	34,417	35,106 2.00%

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
HEALTH DEPARTMENT										
100	54100	359	Prevention Grant	1	4,300	4,300	1	4,300	4,300	0.00%
100	54100	360	Communicable Disease Grant	1,743	3,600	3,600	339	3,570	3,570	-0.83%
100	54100	361	Agent Program Surplus	9,293	4,000	4,000	0	0	0	-100.00%
100	54100	362	Agent Program	0	0	0	202	3,300	3,300	100.00%
100	54100	363	COVID Immunization/VFC	0	0	0	1,657	6,000	14,000	100.00%
100	54100	364	COVID Public Health Workforce	0	0	0	3,660	13,751	0	0.00%
100	54100	365	COVID ARPA	0	0	0	60,104	198,931	0	0.00%
100	54100	370	Leaf Grant	6,918	0	0	0	0	0	0.00%
			Subtotal	104,869	76,306	76,306	81,203	302,456	130,385	70.87%
			CAPITAL OUTLAY							
100	54100	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 744,652	\$ 747,466	\$ 747,466	\$ 391,059	\$ 917,137	\$ 755,615	1.09%

Board of Health

Program Full Time Equivalents: 0

Program Mission:

To act as a policy forming body for health department staff in efforts to protect and promote the health of City of De Pere residents.

List of Program Service(s) Descriptions:

- 1) *Medical Advisor* – Provides medical orders and advisement to the Health Officer and staff.
- 2) *Assurance* – Assure that measures are taken to provide an environment in which individuals can be healthy and services and programs meet the public health needs of the community.
- 3) *Policy Development* – Regularly review and advocate for local policies and the provision of reasonable and necessary public health services.

Important Outputs:

- 1) *Approval of Health Department Policy and Procedures* – Activity funded by property tax. Policy and procedures provide for consistent services provided to the community.
- 2) *Annual Budget Review and Discussion* – Activity funded by property tax. The annual budget provides for the operation of health department services. This allows the community to have input into the funding utilized to support public health programming.
- 3) *Advise the Health Officer and Staff* – Activity funded by property tax. Required by state statute. Provides standing orders for medical services provided and program guidance for services to meet the community's needs.

Expected Outcomes:

- 1) Maintain or increase the health of community members by assuring the provision of public health services according to Wisconsin State Statute, standing orders and established department policy and procedures.
- 2) Maintain or increase the number of public health services provided to the community at the lowest possible cost.

2025 Performance Measures:

- 1) Conduct an annual review of health department agency's policy and procedures by May of each year.
- 2) Recommend at least one health policy to the City Council for consideration/adoption.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Conduct an annual review of health department's policy and procedures by May of each year.
 - a. Result: The board of health reviewed the agency's policy/procedures on 5/13/2024.
- 2) Recommend at least (1) health policy to the City Council for consideration/adoption.
 - a. Result: The Board of Health gave a recommendation to the City Council to support an FDA information sharing agreement allowing for faster, more efficient communication between the City of De Pere Health Department and the federal government when responding to a foodborne outbreak. This policy/agreement was subsequently adopted by City Council unanimously.

Significant Program Achievements:

The Board of Health has been very supportive and involved during the department's state required chapter 140 review. The health department passed the review and continues to be designated as a level II health department.

Existing Program Standards Including Importance to Community:

- 1) Conduct at least quarterly meetings of the Board of Health.
 - a. Community Importance.
 - i. Provides opportunity for required actions of the board.
 - ii. Allows opportunity for community involvement.
 - iii. Required by state statute for all local health departments.

Costs and Benefits of Program and Services:

The adopted 2025 Board of Health program cost is \$100. The program benefits the community by allowing for resident involvement of board members in the policy development and public health programming. In addition, the Board supports health department programming that promotes healthy lifestyles and protects health through health education, policy development and valued services.

2025 Program Objectives:

- 1) Develop policy and provide leadership that emphasizes public health needs and that advocates for equitable distribution of public health resources and/or environmental changes improving health and quality of life.
- 2) Regularly and systematically collect, assemble, analyze and make available information on the health of the community, including statistics on health status and community health needs.

2025 Budget Significant Expenditure Changes:

There are none.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
BOARD OF HEALTH										
Account Number			PERSONAL SERVICES							
100	54110	190	Training	\$ 40	\$ 100	\$ 100	\$ 0	\$ 100	\$ 100	0.00%
			Subtotal	40	100	100	0	100	100	0.00%
			TOTAL	\$ 40	\$ 100	\$ 100	\$ 0	\$ 100	\$ 100	0.00%

Development Services

Program Full Time Equivalents: 1.71

Program Mission:

The work of the Development Services Department promotes and improves the quality of life and economic health of the City of De Pere. That mission is pursued with work in Planning, Economic Development, Redevelopment, and Historic Preservation. Responsive and thorough customer service provided in all areas.

List of Program Service(s) Descriptions:

- 1) ***Citizen / Customer Contact*** – Respond to multiple and diverse inquiries on projects related to the areas of responsibility.
- 2) ***Planning*** –
 - a. Comprehensive Plan: Responsible for the development, update, and implementation of the City Comprehensive Plan.
 - b. Downtown Master Plan: Responsible for the development, update, and implementation of the Downtown Master Plan.
 - c. Cultural District Master Plan: Responsible for the development, update, and implementation of the Downtown Master Plan.
 - d. West Downtown Vision Plan: Responsible for the development, update, and implementation of the West Downtown Vision Plan.
 - e. Zoning Code: Functions as the Zoning Administrator and leading the update and implementation of the Zoning Code.
 - f. Annual Affordable Housing Analysis: Responsible for the development, update, and implementation of the annually required affordable housing analysis.
 - g. Plan Commission: Staff support to the Plan Commission, which oversees plan approval, rezoning, annexation, site plan review, and land subdivision requests. Staff reviews and prepares material for all meetings.
 - h. Intergovernmental Projects: Work with local agencies and units in government for project development and coordination (ie. WisDOT Projects, FEMA, local government coordination, etc).
 - i. Board of Appeals: Processes all variance requests and staffs monthly Board of Appeals (BOA) meetings.
 - j. Internal City Projects: Lead and coordinate internal City projects ranging from subarea plans to parking studies.
 - k. Staff serves as City's appointee on the Brown County Board of Planning Commissioners, the Brown County Job Center Steering Committee, Committees within the Greater Green Bay Chamber, Definitely De Pere and the De Pere Area Chamber and other groups as needed.

- 3) ***Economic Development*** –
- a. Retention: Work with the existing businesses in the City to help retain or expand their operations.
 - b. Recruitment: Support and foster a high quality of life and a healthy business climate to attract new business to the industrial / business parks and the business districts.
 - c. Land Sales: Market and negotiate City-owned land in the industrial parks and downtown redevelopment properties.
 - d. Tax Finance District (TID) Administration: Responsible for the management of the TID districts and individual TID plans, including the annual Joint Review Board (JRB) review meeting for both the East and West side. Staff prepares spreadsheet analysis, agenda, and supporting material for all meetings.
 - e. Business Improvement District (BID) Administration: Staff contact to the Business Improvement District Board. Staff facilitates and prepares materials for the annual meeting, budget, and assessments. Staff prepares agenda and supporting material for all meetings.
 - f. Local Economic Development Fund administration (formally Revolving Loan Fund). Administration. Responsible for the management of the City of De Pere Economic Development Fund that was created as a result of the CDBG Close Program. The fund includes a locally funded revolving loan fund, downtown business recruitment grant, and brownfield fund.
 - g. Affordable Housing Programs Administration: Responsible for the management of the City of De Pere affordable housing programs.
- 4) ***Redevelopment*** –
- a. Redevelopment Authority: Staff support for the Redevelopment Authority which oversees redevelopment and management of RDA-owned property in Downtown De Pere. Staff prepares agenda and supporting material for all meetings.
 - b. Façade Grants: Responsible for the administration of the City Façade Grant Program.
 - c. Development Guidelines: Responsible for the development, updates, and implementation of the development guidelines (i.e. building guidelines, signage, streetscape, etc).
- 5) ***Historic Preservation*** –
- a. Historic Preservation Commission: Staff support to the Historic Preservation Commission. Staff reviews and prepares material for all meetings. Please see the separate Historic Preservation budget narrative for more detail.
- 6) ***Definitely De Pere - Main Street Program*** – The City provides direct support to the City of De Pere Main Street Program. In addition to the financial support, staff also serves on various committees of the Main Street Program.

Important Outputs:

- 1) ***Citizen / Customer Contact:*** Provide timely, helpful and thorough responses to inquiries. Maintain business and citizen contact levels in a manner that meets or exceeds the needs of the community.
- 2) ***Planning:*** Process applications for planning department functions. Coordinate and staff key meetings. Create and implement long-term and short-term plans.
- 3) ***Economic Development:*** Creation and administration of the TIF Districts. Administration of the Revolving Loan Fund programs. Rapid response to site selection inquiries. Market and negotiate city business park properties. Create and implement an economic development strategy.
- 4) ***Redevelopment Authority:*** Preserve/enhance the overall health of the City. Administration of the Façade Improvement Program. Implementation and update of the Downtown Master Plan, Cultural District Master Plan, and the forthcoming West Downtown Vision Plan.
- 5) ***Main Street Program:*** Coordination and staffing for the BID Board. Staff support to Definitely De Pere.

Expected Outcomes:

- 1) ***Citizen / Customer Contact:*** Citizens will understand the short and long-term planning and economic development goals for the City of De Pere. Citizens will easily be able to gather information about planning and economic development projects. Citizens will feel valued for the role they play in maintaining a high quality of life.
- 2) ***Planning:*** De Pere will be a regional leader in planning best practices and policies. Those practices will support the effort to maintain and increase the quality of life in the City and home affordability.
- 3) ***Economic Development:*** Business owners and real estate professionals will promote De Pere as a great place to own and operate a business. De Pere will have a reputation for commitment to quality standards balanced with efficient processes and collaborative staff.
- 4) ***Redevelopment Authority:*** The Downtown De Pere aesthetic will include a mix of old and new buildings, thoughtfully designed, and balanced with active and beautiful public spaces. The Downtown De Pere experience will be walkable and include multiple choices for living, playing and working.
- 5) ***Main Street Program:*** A dynamic and diverse downtown, unified by art and culture that is a destination for residents and visitors. Downtown events will draw residents and visitors from the region.

2025 Performance Measures:

- 1) Planning/Zoning/Community
 - a. Complete rewriting the Platting and Division of Land Ordinance by May 31, 2025.

- b. Complete an online status map and information page for Plan Commission reviewed zoning map amendment, PUD, conditional use, land division, major design exception, and variance requests by May 31, 2025.
 - c. Initiate Downtown Strategic Vision/Plan – April 2025.
- 2) Economic Development
 - a. Complete periodic audits for all required TIDs to understand the baseline of each TID and the impact of future projected projects and mill rates by June 2025.
 - b. Complete the Golden Shovel Application to the NEW North by December 31, 2024.
 - c. Complete redevelopment plan and acquisition for lands in the SW area of the community by November 2024.

2024 Performance Measurement Data:

- 1) Planning/Zoning/Community
 - a. Complete a Comprehensive Housing Study by May 31, 2024.
Result – Complete
 - b. Prepare staff or a consultant to begin rewriting the Platting and Division of Land Ordinance by December 31, 2024.
Result – ongoing.
 - c. Complete an online status map and information page for Plan Commission reviewed zoning map amendment, PUD, conditional use, land division, major design exception, and variance requests by April 1, 2024
Result – Ongoing
- 2) Economic Development
 - a. Complete periodic audits for all TIDs to understand the baseline of each TID and the impact of future projected projects and mill rates by May 2024.
Result – Ongoing with CLA.
 - b. Successfully plan and implement the creation of a new TID for the first phase of redevelopment of Shopko Redevelopment by December 1, 2023 (private development dependent) and Complete WEDC CDI and Idle Site Grants related to former ShopKo redevelopment by March 30, 2024.
Result – TID Creation complete, CDI and Idle Sites – Ongoing.
 - c. Complete an Economic Development Strategic Plan by October 1, 2024. (staff availability dependent).
Result – underway with planned target for Nov 30, 2024.

Significant Program Achievements:

- 1) Planning:
 - a. Ongoing quarterly edits to the Zoning Code.
 - b. Successfully processed a number of presubmittal consultation inquiries, site plan and zoning applications while maintaining a high level of customer service.
 - c. Processed 5 CSM's, 0 plats, 7 extraterritorial plats/CSMs, 8 zoning map amendments, 0 design exceptions, and 10 other requests that required Plan Commission and/or additional approvals.
 - d. Processed 0 variance requests for the Board of Appeals.
 - e. Processed 0 sign variance applications with the Plan Commission and Building Inspection Division.
 - f. Processed 40 site plans with City staff.
 - g. Zoning Code implementation project management.
- 2) Economic Development:
 - a. Worked with New North Greater Green Bay Chamber, and site selectors to respond to site selection inquiries.
 - b. Partnered with Definitely De Pere and De Pere Chamber on Economic Development events like the Business Walk and State of De Pere luncheon.
 - c. Facilitated Development/Sale agreements with the Law Department in both east and west industrial parks. See TID 2024 Performance Measurement Data for detail.
 - d. Coorganized and participated in the 2023 and 2024 Business Walks
 - e. Coordinated and facilitated regular meetings with Definitely De Pere and the De Pere Chamber in order to coordinate initiatives and promote collaboration.
 - f. Conducted 40+ Business Retention and Expansion (BRE) visits or phone calls.
 - g. Communicated/recruited with over 50+ businesses looking to locate in De Pere or the region.
 - h. Created a development plan for the SW area neighborhood.
 - i. Began implementation for the affordable housing programs, including the first loans and Rock the Block Program (September 2024)
 - j. Complete RFP process and contract with Brownfield consultant.
- 3) Implementation of initiatives related to the newly adopted City brand standards and imagery.
- 4) Presentations and special events to promote and represent De Pere including, but not limited to, Leadership Green Bay Economic Development Panel, the De Pere Chamber Business Walk, NEWREP Housing Panel, WEDA Basic Economic Development Course, Greater Green Bay Chamber ED 101 For Local Officials, Greater Green Bay Chamber Business Recruitment and Retention Task Force, St. Norbert College, UWGB, Sister Cities, De Pere Mens Club and Unified School District of De Pere Facilities Committee, and assisted with the planning and presentations for the State of the County and State of De Pere addresses.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Plan Commission on the fourth Monday of the month.
 - a. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - b. Establishes a routine schedule for community involvement.
- 2) Conduct a meeting of the Redevelopment Authority (RDA) on the fourth Monday of the month as necessary.
 - a. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - b. Establishes a routine schedule for community involvement.
- 3) Conduct a regular meeting of the Historic Preservation Commission (HPC) on the third Monday of the month.
 - a. The HPC promotes preservation of the City's history and culture.
- 4) Conduct an annual meeting of the Joint Review Board (JRB) and other JRB meetings as needed for Tax Increment District related items.
 - a. TID Districts provide funding in order to support business growth and development.
- 5) Conduct a regular meeting of the Board of Appeals (BOA) on the fourth Monday of the month.
 - a. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - b. Establishes a routine schedule for community involvement.
- 6) Conduct at least one Business Improvement District (BID) board meeting in the late summer/fall of every year.
 - a. The BID Operating Plan sets out funding allocation and activities in order to maintain and grow a dynamic downtown environment.
- 7) Participate as needed in meetings of the Common Council, Finance/Personnel Committee and the Board of Public Works Committees.
 - a. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - b. Establishes a routine schedule for community involvement.
- 8) Represent the community on a regular basis for regional programs
 - a. Provides an opportunity for the community interests to be expressed on issues or activities that may impact the community on a regional level.
- 9) Participate in regular committee meetings of the Main Street District and De Pere Chamber Economic Development Committee.
 - a. Assisting partner organizations in their economic development efforts.
- 10) Participate in monthly Brown County Plan Commission Board of Directors meetings and quarterly Brown County Job Center Community Steering Committee meetings.
 - a. Representation and input in these groups ensure De Pere's participation in County and regional issues that impact the City.

Costs and Benefits of Program and Services:

The adopted 2025 Economic Development and Planning portion of the Development Services Department cost is \$282,876. The program benefits the community by providing citizens with representation in the discussion and implementation of the long-term growth and development of the community. The program also benefits the community by providing a strong economic program that provides the ability for citizens to work within their community, which also helps balance the cost of municipal services. Overall, the Proposed Development Services Department 2025 budget represents a \$22,256 or 7.29% decrease over the 2024 budget.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased by \$7,185 due to step increases, COLA.
- 2) Hourly wages increased by \$1,581 due to step increases and COLA increases.
- 3) Overtime wages decreased by \$300 to reflect actual costs.
- 4) FICA increased by \$648 due to step increases, COLA increases.
- 5) Retirement increased by \$665 due to step increases, COLA increases
- 6) Health, Dental, DIB, Life & retirement, FICA, Wks Cmp Ins decreased by \$670 due to actual trends
- 7) Training. Training increased \$30 to \$2,730 and includes the following:
IEDC Economic Development Training (\$1,500), department training (\$300), APA Passport Training (\$180), Webinars and events to maintain AICP certification (\$500), ULI/CNU exam preparation (\$250).
- 8) Seminars and Conferences. Increased by \$3,840 to \$7,600. The increase is due to sending the Community and Economic Development Position to a retail recruitment conference and adding two additional staff members to the State Planning Conference – the location is unknown at this time. The total also includes a reallocation of some previous training items. The detailed breakdown is as follows:
National APA Conference (\$2,400), Wisconsin APA Conference – three attends (\$2,400), WEDA Governor’s Conference and Best Practices Conference (\$1,600), Midwest retail conference (\$1,200).
- 9) Consulting decreased by \$120,225 to \$5,000. The detailed breakdown is as follows:
 - a. Brown County Recording Fees - \$100
 - b. Misc. Economic Development CSM’s and Environmental Reviews, wetland delineations - \$4,900
- 10) Membership/Subscriptions increased by \$116 to \$2,550: The detailed breakdown is as follows:
APA/AICP – three staff (\$1,750), IEDC (\$250), Congress of New Urbanism (\$150), and WEDA (\$400).
- 11) Mileage increased by \$194 due to an additional staff member.
- 12) Contributions – De Pere Area Chamber of Commerce decreased by \$250 due to its funding structure.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
DEVELOPMENT SERVICES									
Account Number	PERSONAL SERVICES								
100	56700	110	Salaries	\$ 108,934	\$ 125,045	\$ 125,045	\$ 59,822	\$ 119,643	\$ 132,230 5.75%
100	56700	120	Hourly Wages	24,118	28,839	28,839	13,126	\$ 26,253	30,420 5.48%
100	56700	125	Overtime Wages	0	300	300	9	9	0 -100.00%
100	56700	126	Seasonal Labor	0	0	0	0	0	0 0.00%
100	56700	150	FICA	10,040	11,795	11,795	5,328	11,162	12,443 5.49%
100	56700	151	Retirement	9,455	10,639	10,639	3,988	10,067	11,304 6.26%
100	56700	152	Health, Dental, DIB, Life & Wks Cmp Ins	31,891	39,151	39,151	18,399	36,798	38,481 -1.71%
100	56700	190	Training	265	2,700	2,700	2,015	2,600	2,730 1.11%
			Subtotal	184,703	218,469	218,469	102,687	206,532	227,608 4.18%
			CONTRACTUAL SERVICES						
100	56700	210	Telephone	368	892	892	329	658	892 0.00%
100	56700	212	Seminars and Conferences	1,983	4,768	4,768	587	3,760	7,600 59.40%
100	56700	215	Consulting	33,918	40,000	125,225	47,780	110,000	5,000 -87.50%
100	56700	218	Cell/Radio	0	0	0	2,120	2,408	576 100.00%
			Subtotal	36,269	45,660	130,885	50,816	116,826	14,068 -69.19%
			SUPPLIES AND EXPENSE						
100	56700	310	Office Supplies	650	1,763	1,763	1,477	1,700	1,700 -3.56%
100	56700	313	Promotions & Advertising	428	1,500	1,500	0	1,500	1,500 0.00%
100	56700	315	Publications	0	0	0	0	0	0 0.00%
100	56700	320	Memberships/Subscriptions	1,778	2,434	2,434	1,522	2,400	2,550 4.77%
100	56700	330	Mileage Reimbursement	272	406	406	0	800	600 47.78%
			Subtotal	3,128	6,103	6,103	2,999	6,400	6,350 4.05%
			GRANTS, CONTRIBUTIONS, INDEM						
100	56700	702	Contribution--BID/Definitely De Pere	30,000	30,000	30,000	0	30,000	30,000 0.00%
100	56700	703	Contribution--Green Bay Chamber	4,347	4,400	4,400	4,536	4,536	4,600 4.55%
100	56700	704	Contribution--De Pere Chamber	0	500	500	0	250	250 -50.00%
			Subtotal	34,347	34,900	34,900	4,536	34,786	34,850 -0.14%
			CAPITAL OUTLAY						
100	56700	811	Capital Equipment	0	0	0	0	0	0 0.00%
100	56700	830	Furniture	0	0	0	0	0	0 0.00%
			Subtotal	0	0	0	0	0	0 0.00%
			TOTAL	\$ 258,446	\$ 305,132	\$ 390,357	\$ 161,037	\$ 364,544	\$ 282,876 -7.29%

Geographic Information System (GIS) Services

Program Full Time Equivalents: 1.29

Program Mission:

Develop, implement and maintain a City-wide GIS program.

List of Program Service(s) Descriptions:

- 1) *Citizen / Customer Contact* – Receive requests from citizens which can vary from a map request to information on land records (FEMA, Parcel Dimensions, etc.).
- 2) *Stormwater Utility* – Develop the stormwater billing for the City and maintain the stormwater utility mapping.
- 3) *Water / Wastewater Utility* – Maintain the water and wastewater utility mapping.
- 4) *City Web Mapping* – Develop and maintain the city mapping website for internal and external use.
- 5) *Citywide Mapping* – Develop and maintain citywide database, which is used by citizens and the city departments.
- 6) *Training* – Provide citywide GIS training to departments so users can access and work with City data.
- 7) *Maintenance* – Maintain custom GIS applications and GIS infrastructure.
- 8) *Drone Program* – Provide comprehensive program administration to the City Drone program.

Important Outputs:

- 1) *Utilities* – Yearly updates to the City utility network (water, sewer and stormwater). This work also includes the stormwater billing calculations. The utility programs fund this output. The utilities are important to the community for the provision of basic services (water, sewer, and stormwater drainage).
- 2) *Data Updates* – The department is responsible for maintaining all of the City GIS data, which is used by other departments. Data updates are funded through the tax levy and utilities. Data maintenance is critical to the community since many of the City programs' functions are tied to the master database.
- 3) *Departmental Mapping* – Department averages 275 project requests per year. This work is primarily funded through the combination of the tax levy, various utilities, and tax increment districts. Mapping is important to the community since these maps are used to help complete maintenance of services provided to citizens.

Expected Outcomes:

- 1) Maintain the Citywide GIS Library.
- 2) Maintain or increase the access of public land record information to the departments and the community.
- 3) Provide a centralized source for City data while eliminating data redundancy.

2025 Performance Measures:

- 1) Transition utility data to the new ESRI standard (Utility Network) to phase out ArcMap (for ArcGIS Pro) by December 2025.
- 2) Expand drone team by approximately five Part 107 certified pilots (PD/FD) by September 2025.
- 3) Evaluate ERU (Equivalent Runoff Unit) square footage for stormwater billing by October 2025.

2024 Performance Measurement Data (July 2023 – August 2024):

- 1) Provide mapping project/data request confirmation to clients within 24 hours.
 - a. Result: Achieved
- 2) Implement migration plan phasing out ArcMap for ArcGIS Pro for GIS department by December 2024.
 - a. Result: Underway. Due to new recommended data format (Utility Network), completion now anticipated for 2025.
- 3) Database Migration to new version of SQL server by April 2024.
 - a. Result: Scheduled. The work is tentatively planned for November 2024.
- 4) Fully implement indoor & tethered drones (team flight training/ PD FD critical process education) by February 2024.
 - a. Result: Underway. New pilots have been added to both teams. Full implementation of tethered drone expected by September 2024 and indoor drone by November 2024. City Drone Policy was successfully updated in May 2024 to now include the tethered drone.

Significant Program Achievements:

- 1) Completed analysis and generated the City storm water utility billing database generating over \$2,487,000 in revenue.
- 2) Completed updates to GIS utility data for storm sewer, sanitary sewer and water distribution systems, totaling over 1 million pieces of data. System supports construction, maintenance, location and planning processes in the City.
- 3) Implemented a new data collection process to improve efficiency in utility data updates (with Engineering). Successfully developed a new process for yearly utility updates to limit delays (with Engineering).

- 4) Repurposed our original Mavic drone as a Marketing/Communications-only drone to reduce overlap with Public Safety needs.
- 5) Successfully onboarded new pilots who passed the FAA Part 107 exam and trained new (and existing) pilots on different drones.

Existing Program Standards Including Importance to Community:

- 1) Maintain / Develop Citywide GIS Infrastructure. Allow citizens to access data for information related to their community.
 - a. Allow departments to access data for information related to departmental needs. (Utilities being a critical service)
- 2) City Drone Program / Drone Program Administration.
 - a. Provide life safety/emergency response support for Police and Fire operations such as search and rescue operations, fire scene operations, Police critical incident support and natural disaster assessments.
 - b. Provide aerial imagery for public relations and social media use.
 - c. Provide inspections for City utility operations, traffic surveys, and construction monitoring.
 - d. Provide data and documentation for GIS/Planning systems.
 - e. Ensure program pilots are FAA licensed and comply with all safety policy procedures.

Costs and Benefits of Program and Services:

The adopted 2025 GIS program costs \$155,007 or a decrease of 0.64%. The program benefits the community by providing accurate land information data to citizens and internal departments. GIS applications increase productivity, allowing staff to complete daily business more efficiently resulting in enhanced customer service and better decision-making.

2025 Program Objectives:

- 1) Migrate GIS Department to ArcGIS Pro software.
- 2) Leverage ESRI ELA licensing to deploy GIS solutions more visible to the public, including new web mapping and story mapping of community interest/benefit. We will further improve efficiency through the use of mobile systems and GIS technology.
- 3) Complete calculations and billing for the stormwater utility.
- 4) Manage drone operations including training/onboarding, conducting flights, tech support, and supply procurement.

2025 Budget Significant Expenditure Changes:

- 1) Salaries decreased by \$5,678 due to staffing changes.
- 2) Hourly wages increased by \$5,937 due to staffing changes.
- 3) Health, Dental, DIB, Life & Workers Comp Ins decreased \$9,001 due to staffing changes.
- 4) Training program increased \$1,150 and includes three days of ESRI instructor-led training to support ArcGIS Pro migration (\$3,075), to attend the Commercial UAV Expo in Las Vegas NV (drone training and conference) (\$2,125), for Development Services Team Building (\$300), and in drone pilot training reallocated from a different fund (\$750).
- 5) Seminar and Conference funding increased \$605 and includes WLIA conferences (\$2,450) and Esri Wisconsin User Group conference (\$350).
- 6) Consulting increased \$15,000 for contracted service to conduct a GIS system audit and GIS version upgrade – the balance of the work split between the utilities.
- 7) Cellphone increased by \$480 due to a correction in allocation.
- 8) Data increased \$108 due to correction in allocation and increased needs for staff.
- 9) Office Supplies decreased by \$1,000 to meet recent spending trends.
- 10) Membership decreased by \$50 and includes \$140 for WI Land Information Association (2) and \$135 for URISA (1).
- 11) Repair and Maintenance Supplies increased by \$375 due to a correction in allocation (drone supplies).

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Account Title									
GIS									
Account Number			PERSONAL SERVICES						
100	56900	110	Salaries	\$ 56,997	\$ 57,172	\$ 57,172	\$ 23,352	\$ 46,704	\$ 51,494 -9.93%
100	56900	120	Hourly Wages	38,978	42,881	42,881	8,203	32,813	48,818 13.85%
100	56900	125	Overtime Wages	0	0	0	0	0	0 0.00%
100	56900	150	FICA	7,346	7,654	7,654	2,384	6,083	7,674 0.26%
100	56900	151	Retirement	6,149	6,904	6,904	1,667	5,487	6,972 0.99%
100	56900	152	Health, Dental, DIB, Life & Wks Cmp Ins	18,712	21,282	21,282	3,701	9,251	12,281 -42.29%
100	56900	190	Training	4,936	5,100	5,100	0	5,100	6,250 22.55%
			Subtotal	133,118	140,993	140,993	39,306	105,438	133,489 -5.32%
			CONTRACTUAL SERVICES						
100	56900	210	Telephone	167	400	400	148	400	400 0.00%
100	56900	211	Postage	0	0	0	0	0	0 0.00%
100	56900	212	Seminars and Conferences	918	2,195	2,195	575	2,195	2,800 27.56%
100	56900	215	Consulting	0	0	0	0	0	15,000 100.00%
100	56900	218	Cell/Radio	0	0	0	238	477	480 100.00%
100	56900	219	Data	0	180	180	69	138	288 60.00%
			Subtotal	1,084	2,775	2,775	1,031	3,210	18,968 583.53%
			SUPPLIES AND EXPENSE						
100	56900	310	Office Supplies	886	2,200	2,200	116	2,200	1,200 -45.45%
100	56900	315	Publications	0	0	0	0	0	0 0.00%
100	56900	320	Memberships/Subscriptions	65	325	325	65	255	275 -15.38%
100	56900	330	Mileage Reimbursement	300	700	700	60	150	700 0.00%
100	56900	350	Repair and Maintenance Supplies	0	0	0	0	0	375 100.00%
			Subtotal	1,250	3,225	3,225	240	2,605	2,550 -20.93%
			CAPITAL OUTLAY						
100	56900	811	Capital Equipment	8,543	9,010	9,010	3,058	9,010	0 -100.00%
100	56900	830	Furniture	0	0	0	0	0	0 0.00%
			Subtotal	8,543	9,010	9,010	3,058	9,010	0 -100.00%
			TOTAL	\$ 143,996	\$ 156,003	\$ 156,003	\$ 43,636	\$ 120,263	\$ 155,007 -0.64%

TOTAL GENERAL GOVERNMENT

**City of De Pere
2025 General Fund
Adopted Budget**

**GENERAL GOVERNMENT
EXPENDITURES**

Account Title		2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Total General Government								
PERSONAL SERVICES								
110	Salaries	\$ 1,145,571	\$ 1,220,739	\$ 1,220,739	\$ 588,994	\$ 1,218,267	\$ 1,277,029	4.61%
120	Hourly Wages	476,133	500,622	500,622	239,723	493,972	531,758	6.22%
122	Hourly Wages Part Time	97,772	103,908	103,908	52,861	103,908	102,647	-1.21%
124	Hourly Wages Board of Health	0	0	0	0	0	0	0.00%
125	Overtime Wages	954	4,600	4,600	1,026	2,269	4,300	-6.52%
126	Seasonal Labor	84,778	65,400	65,400	5,103	15,140	18,260	-72.08%
128	Hourly Wages--Poll Workers	15,242	45,000	45,000	12,913	30,000	23,000	-48.89%
150	FICA	129,320	139,518	139,518	63,320	134,547	142,162	1.89%
151	Retirement	115,669	121,045	121,045	47,593	116,523	124,165	2.58%
152	Health, Dental, DIB, Life and Wks Comp Ins	414,081	424,960	424,960	216,287	381,403	397,985	-6.35%
190	Training	8,457	15,900	15,900	4,685	13,300	17,580	10.57%
192	Tuition Assistance	1,350	7,000	7,000	0	1,000	7,000	0.00%
193	Organizational Training	0	2,900	2,900	0	2,900	3,000	3.45%
	Subtotal	2,489,328	2,651,593	2,651,593	1,232,505	2,513,230	2,648,886	-0.10%
CONTRACTUAL SERVICES								
210	Telephone	33,914	19,604	19,604	10,861	37,535	20,064	2.35%
211	Postage	4,183	5,030	5,030	5,194	5,562	22,880	354.87%
212	Seminars and Conferences	18,829	34,163	34,163	5,458	29,959	38,520	12.75%
213	Inclusiveness Initiatives	0	0	0	0	0	0	0.00%
215	Consulting	303,811	355,953	499,678	205,534	392,836	340,289	-4.40%
216	Auditing	40,320	27,300	27,300	15,711	32,000	34,000	24.54%
217	Cleaning Service Contract	22,870	29,722	29,722	10,554	21,108	21,744	-26.84%
218	Cell/Radio	3,814	5,135	5,135	4,960	7,960	7,425	44.60%
219	Data	4,046	4,980	4,980	1,871	4,938	12,488	150.76%
220	Utilities	63,622	51,895	51,895	25,982	53,000	58,300	12.34%
224	Public Notices	4,840	6,000	6,000	2,532	6,000	6,000	0.00%
240	Equipment Maintenance	1,152	800	800	667	800	800	0.00%
290	Other Contractual Services	23,521	37,242	47,882	7,296	37,000	43,352	16.41%
	Subtotal	524,921	577,824	732,189	296,619	628,698	605,862	4.85%

**City of De Pere
2025 General Fund
Adopted Budget**

**GENERAL GOVERNMENT
EXPENDITURES**

Account Title		2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Total General Government								
SUPPLIES AND EXPENSE								
310	Office Supplies	14,374	34,763	34,763	11,895	31,102	30,990	-10.85%
313	Promotions	428	1,500	1,500	-	1,500	1,500	0.00%
314	Cleaning and Maintenance	13,362	12,000	12,000	7,301	14,602	20,000	66.67%
315	Publications	447	2,420	2,420	224	2,065	2,415	-0.21%
320	Memberships/Subscriptions	15,981	23,264	23,264	16,619	22,935	26,455	13.72%
324	Medical Supplies	5,940	5,000	5,000	2,634	5,000	5,200	4.00%
330	Mileage Reimbursement	3,102	6,191	6,191	1,195	5,915	6,810	10.00%
331	Transportation	5,380	6,700	6,700	2,429	6,700	6,760	0.90%
340	Operating Supplies	78,326	102,898	102,898	24,793	102,475	95,443	-7.25%
350	Repair and Maintenance Supplies	0	0	0	0	0	375	100.00%
351	MCH Grant	4,400	9,229	9,229	0	9,147	9,147	-0.89%
352	Radon Grant	0	0	0	0	0	0	0.00%
353	Weights and Measures	0	0	0	549	3,000	3,000	100.00%
354	Childhood Lead Grant	1,485	2,161	2,161	0	2,161	2,161	0.00%
355	Immunization Outreach Grant	1,989	7,799	7,799	42	8,939	9,239	18.46%
356	Public Health Infrastructure	0	0	0	0	0	35,267	100.00%
357	COVID	16,817	0	0	4,440	4,440	0	0.00%
358	Preparedness Grant	50,423	34,417	34,417	6,601	34,417	35,106	2.00%
359	Prevention Grant	1	4,300	4,300	1	4,300	4,300	0.00%
360	Communicable Disease Grant	1,743	3,600	3,600	339	3,570	3,570	-0.83%
361	Agent Record Surplus	9,293	4,000	4,000	0	0	0	-100.00%
362	Agent Record	0	0	0	202	3,300	3,300	100.00%
363	COVID Immunization/VFC	0	0	0	1,657	6,000	14,000	100.00%
364	COVID Public Health Workforce	0	0	0	3,660	13,751	0	0.00%
365	COVID ARPA	0	0	0	60,104	198,931	0	0.00%
370	Leaf Grant	6,918	0	0	0	0	0	0.00%
	Subtotal	230,409	260,242	260,242	144,685	484,250	315,038	21.06%
FIXED CHARGES								
510	Property Insurance	134,254	106,000	106,000	112,577	116,820	641,000	504.72%
524	Misc General Expense	46,968	49,000	49,000	22,802	49,000	25,000	-48.98%
	Subtotal	181,223	155,000	155,000	135,380	165,820	666,000	329.68%

City of De Pere
2025 General Fund
Adopted Budget

**GENERAL GOVERNMENT
EXPENDITURES**

Account Title		2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Total General Government								
GRANTS, CONTRIBUTIONS, INDEM								
702	Contribution--Main Street Program	30,000	30,000	30,000	0	30,000	30,000	0.00%
703	Contribution--Advance	4,347	4,400	4,400	4,536	4,536	4,600	4.55%
704	Contribution--De Pere Chamber	0	500	500	0	250	250	-50.00%
710	Illegal Taxes/Refunds	85,545	7,000	7,000	5,773	6,500	7,000	0.00%
720	Grants and Donations	15,000	19,000	19,000	16,015	18,000	18,000	-5.26%
	Subtotal	134,892	60,900	60,900	26,324	59,286	59,850	-1.72%
CAPITAL OUTLAY								
810	Capital Equipment	28,737	124,200	127,111	12,235	114,200	90,000	-27.54%
811	Office Equipment	11,720	9,010	9,010	3,058	9,010	6,700	-25.64%
830	Furniture	0	0	0	0	0	500	100.00%
	Subtotal	40,457	133,210	136,121	15,294	123,210	97,200	-27.03%
COST REALLOCATIONS								
592	Transfer Out	5,908	0	0	0	32,909	36,745	100.00%
900	Contingency	(6,020)	0	0	0	0	0	0.00%
901	Employee Merit Pay	(57)	36,322	36,322	15	0	37,412	3.00%
911	Reserved Wage and Benefit Funds	0	209,594	209,594	0	0	580,729	177.07%
	Subtotal	(169)	245,916	245,916	15	32,909	654,886	166.30%
	Total	\$ 3,601,061	\$ 4,084,685	\$ 4,241,961	\$ 1,850,821	\$ 4,007,403	\$ 5,047,722	23.58%

PUBLIC SAFETY

PUBLIC SAFETY EXPENDITURES

<u>PROGRAM BUDGET</u>	<u>FULL TIME EQUIVALENTS</u>
Police	43.00
Crossing Guards	2.84
Fire	29.90
Building Inspection	2.65
Jail	0.00
<hr/>	<hr/>
TOTAL	78.39

Police

Program Full Time Equivalents: 43.0

Program Mission:

The Mission of the De Pere Police Department is to provide an integrated team approach to pro-active patrol, crime prevention, and criminal investigation utilizing city and community resources to improve the safety and quality of life in the City of De Pere

List of Program Service(s) Descriptions:

- 1) Provide excellent law enforcement services to community 24 hours per day, 365 days per year
- 2) Engage community through community policing and community interactions
- 3) Prevent crime through special initiatives, proactive patrol, and evidence-based best policing practices
- 4) Ensure motoring safety through traffic enforcement, education, and speed-calming measures
- 5) Make arrests through self-initiated field activity or court order; process and prosecute suspects
- 6) Document and store policing events through electronic and conventional means and retrieve upon request
- 7) Collect, store and properly dispose of case evidence and found property
- 8) Conduct case follow-up through specialized investigations and assist District Attorney's office with case management
- 9) Engage school children and provide visible deterrent and quick response through specialized school resource personnel
- 10) Improve quality of life through Police Social Worker position and other mental health initiatives

Important Outputs:

- 1) *Crime Prevention* – Although it is hard to measure crimes that were prevented, it is directly related to criminal activity below. The better the prevention the lower the crime rate. This benefits the community in lower insurance rates, increased well-being and an increase in satisfaction in government. Crime prevention is funded through property tax and small grants.
- 2) *Criminal Activity* – The reduction of crimes in the City, especially those serious crimes like burglary, assault, etc. is a direct reflection of the desirability for people wanting to live and work in De Pere. Increased development and a steady tax base benefit a highly desirable community. Policing services are funded through property taxes and small grants to fund specific enforcement overtime.

- 3) *Traffic Safety* – Reducing traffic crashes and the severity of damage and injuries for those involved in crashes is a huge benefit to the greater community as reduced injury and death is so important, but also lowers insurance rates and reduced damages to property. Additionally, increased positive interaction with citizens increases overall satisfaction with policing services. Traffic safety is funded through property taxes and small grants for specialized traffic enforcement (drunk driving, seat belts, pedestrian crossings, etc.). Funding is through general property taxes. The department also participates in several traffic safety overtime operations funded by Wisconsin DOT Grants including OWI Task Force, Click it or Ticket, and Speedwave. Additionally, revenue generated through fines and forfeitures increases the general fund.
- 4) *Case management* – Increased closure rates and clearance of criminal cases is beneficial to the department and to the community for the purpose of accountability. Criminal or ordinance violation prosecution is an important step in the criminal justice system and without it the other steps leading to it are wasted. The closure of a case allows the victim to have peace of mind and the community to continue faith in city policing abilities. The funding for detectives and police officers for case management is through property taxes.

Expected Outcomes:

- 1) Continue law enforcement services in the community on 24/7/365 basis to maintain an orderly and safe community
- 2) Increased engagement with the community through the use of community policing and other interactions while continuing to develop citizen relationships and increased department transparency to build and maintain trust
- 3) Maintain crime prevention efforts through special initiatives and proactive patrol concentrating on preventable negative activity and working closely with neighborhood groups to ensure two-way communication and responsiveness
- 4) Increased motorist and pedestrian safety through traffic enforcement and education efforts while concentrating on reducing both the volume and severity of traffic crashes and injuries
- 5) Maintain community safety by identifying prolific offenders, making arrests through self-initiation or court order, and processing and prosecuting criminal suspects. Through this a decrease in measurable criminal activity should be realized
- 6) Documenting, storing, and retrieving police incident data while increasing efficiency in handling the information
- 7) Collection, storage and disposal of case evidence and found property. Attempting to increase efficiency through data driven reports to allow purging of evidence once no longer needed for court processes.
- 8) To increase crime clearance rates, case follow-up through specialized investigations and assistance to the District Attorney's office with case management will be conducted
- 9) Increase engagement with area school children and provide the visible deterrent and quick response to a problem through specialized school resource personnel
- 10) Increased quality of life through service referrals and welfare checks completed by the Police Social Worker

2025 Performance Measures:

- 1) Increase formal personal interactions between the department and the community from 5 events per year to 10, particularly by hosting and/or participating in more planned community events.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase personal interactions between the department and the community, particularly neighborhood watch groups by 50%
 - a. Result: Goal met. Personal interactions and participation in neighborhood watch events was increased by over 50% due, in large part, to the 2 new Community Policing Officer positions. In addition, there were more compliance checks of establishments serving alcoholic beverages to verify compliance with minimum drinking age requirements.

Significant Program Achievements:

- 1) Significantly increased community engagement by implementing 2 Community Policing Officer positions.
- 2) Decreased fuel usage and costs through use of Hybrid squads, police motorcycle, and bicycles.
- 3) Continued use of Body Worn Cameras to document officer/citizen actions, collect evidence, and to ensure unbiased records and one-sided views.
- 4) Increased staff preparedness through mass casualty and active shooter response trainings.
- 5) Continued community policing through the community policing philosophy department-wide.
- 6) Continued training school district staff on active threat response.
- 7) Repairs and updates of the basement area of the police department facility

Existing Program Standards Including Importance to Community:

- 1) The police department responds to all calls for service in the City of De Pere and assists other agencies as requested. Response to calls for service for emergency situations are done immediately, non-emergency but high priority calls are with 5 minutes and non-emergency low priority situations within a maximum of 30 minutes. It is important to the community because requests are handled in a timely manner, citizens are safer, injury can be minimized, lives can be saved, property safeguarded and law enforcement can engage in enforcement action on behalf of the victims and suspects.
- 2) Criminal case investigations are mandatory in cases where identifiable solvability factors are present. Cases that do not have a possibility of being solved are documented and filed for later use or follow-up in case more information can be

obtained. The resolution of criminal cases through suspect identification and arrest follow-up by quality criminal investigations increases victim satisfaction and prosecutable cases resulting in positive community satisfaction.

- 3) Nearly 100% of all school age children in nine public schools in two school districts have personal contact with school resource officers during the school year. School interaction by police increases positive reinforcement and prevents crime through presence, counseling and enforcement action and provides police/teacher/student role modeling.
- 4) Crime prevention is a required segment of a patrol officer's day. The department requires at least four personal contacts with a person per day through traffic enforcement, field interviews, meet and greets, business talks, presentations, etc. Crime Prevention reduces or eliminates criminal activity thereby increasing community satisfaction and reducing investigative and personnel costs.
- 5) As part of Team Policing, department personnel regularly participate in individual and group specialized enforcement for traffic, criminal, surveillance, task forces, etc. As a result, the community should experience a reduction of criminal and municipal violations, an increase in citizen contact, increased safety of citizens and motoring public, and suspect identification and victim resolution.
- 6) Record keeping is an important and necessary element of policing services. The department must maintain a 100% accuracy rate for stored information. It is important because documents and evidence stored in a safe manner are available for later retrieval, aid in the follow up and prosecution of various cases, a timely response to citizen, insurance, and attorney requests and as an institutional memory for significant events. The department responds to all requests for records.

Costs and Benefits of Program and Services:

The adopted 2025 Police program cost is \$6,564,777. The program benefits the community by providing citizens with a wide range of high-quality policing and administrative services performed by highly trained, well equipped, and prepared officers and staff.

2025 Program Objectives:

- 1) Enhance the department's efforts at recruitment and retention to avoid future potential staffing shortfalls
- 2) Continue to increase community policing efforts with Community Policing Officers (CPOs)
- 3) Continue to enhance officer equipment and preparedness for active shooter / mass casualty criminal events
- 4) Continue efforts to become more paperless, leveraging IT resources and digital storage, while enhancing efficiency
- 5) Continue bicycle safety program throughout jurisdiction
- 6) Continue mountain bike patrol program
- 7) Improve police department facilities and catch up on overdue maintenance and upgrades

- 8) Enhance officer wellness initiatives including the Peer Officer Support Team (POST)
- 9) Continue policy and procedure updates
- 10) Continue building morale and camaraderie in various work groups and in personnel overall
- 11) Build neighborhood watch programs and commitment by police personnel in crime prevention

2025 Budget Significant Expenditure Changes:

- 1) Salaries decreased by \$45,214 due to the retirement of long-tenured salaried personnel and the position being vacant during recruitment efforts.
- 2) Hourly Wages Part Time decreased \$19,200 due to reduction in Community Service Officer hours.
- 3) Overtime increased by \$23,500 due to hourly wage increases, an increase in arrests, overtime from new special events and 50 percent event overtime billing.
- 4) Retirement increased \$41,862 due to wage increases, and the department being nearly fully staffed for most of the year.
- 5) Training expenditures increased due in part to the state doubling the per officer training funds returned to the City of De Pere from \$160 per officer to \$320 per officer in 2025. Training expenditures include: mandatory state law enforcement certification, recertification, technology training, legal updates, management training, training supplies, and performance improvement training as necessary. The department's training costs for mandatory training are approximately \$550 per person per year. In addition, the department sends officers to discretionary training including: Mass Casualty/Active Shooter Incident Response, Drug Recognition Expert Training, Instructor Certification Training for Defense and Arrest Tactics, Firearms, Emergency Vehicle Operation, Professional Communications, Taser Instructor, Internet Crimes Against Children, and training on emerging criminal trends such as cryptocurrency scams and frauds.
- 6) Telephone costs decreased by \$2,500 to reflect lower costs and fewer landlines due to eliminating hardwired fax machines.
- 7) Postage decreased by \$400 to reflect fewer items being mailed out and more electronic communications.
- 8) Seminars/Conferences for 2025 include DOJ Technology Conference \$500, Wisconsin Chiefs of Police Conference \$460, Open Records Updates \$600, Police Executive Group training \$700, FBI National Academy Association meetings \$600 and other miscellaneous in-services and workshops. This account also includes meals and lodging associated with such conferences.
- 9) Consulting includes the cost of the Body Worn Camera (BWC) payment, which increased markedly to \$86,594 per year. This increase was driven by the need to increase the number of body-worn cameras to 39 for sworn officers and adding an additional 2 BWCs for Community Service Officers. In addition, 2 additional software licenses were added to allow records personnel to access the system. Lastly, the system will allow GPS display of officer locations to the dispatch center during high-risk calls. Consulting also includes: Fotokite tethered drone live video streaming \$3,300, OWI blood draw costs at hospitals \$1,500, language line translators \$500, LexisNexis data services \$4,650, vehicle evidence towing

fees \$500, animal care (Humane Society, veterinarian. etc.) \$5,800, Personnel Evaluations \$500, PEP testing for Officer Candidates \$500, and Background Investigations and associated travel for new officers \$1,200, and for other related testing and services in this category \$350.

- 10) Utilities increased by \$1,250 to reflect an increase in costs for electricity and natural gas from utility companies.
- 11) Equipment and Vehicle Maintenance increased by \$4,500. This was due to a number of department vehicles now having higher miles and now being outside of warranty coverage. As such, we are experiencing an increase in repair and maintenance costs on those vehicles.
- 12) Other Contractual Services is for software maintenance agreements, Copier and Printer Lease and maintenance, HVAC systems in the department and a new item – costs associated with records management connected to the City of Green Bay through the Brown County Sheriff Department. The costs include Tyler Works (scheduling) \$6,421, Ocean (undercover video recording) \$100, NetMotion \$5,300 (secure network connections for mobile users) and Records Management Software \$18,500.
- 13) Memberships and Subscriptions: WI Chief of Police Assoc.- Chief/Captains \$450, International Assoc. of Chief of Police - Chief/Captains \$450, WI Juvenile Officers Assoc.- Liaison Officers \$60, FBI National Academy - 2 Captains \$220, WI Assoc. for Identification - D/SGT \$20, National Assoc. of Working Dogs - K-9 Officer \$35, NAWLEE - Business Coordinator \$75.
- 14) Capital Outlay of \$61,383 includes the replacement of ballistic helmets (\$14,500); replacement of tasers (\$13,680); final lease payment for admin squads (\$29,093) and year two lease payment for motorcycle (\$4,110).

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End Actual	Adopted Budget	Current Budget	6 mos Actual	Year End Estimate	Adopted Budget	Budget % Of Change
POLICE										
Account Number		PERSONAL SERVICES								
100	52100	110	Salaries	\$ 506,311	\$ 635,658	\$ 635,658	\$ 298,682	\$ 586,000	\$ 590,144	-7.16%
100	52100	120	Hourly Wages	3,026,542	3,244,228	3,244,228	1,437,250	3,144,000	3,370,333	3.89%
100	52100	122	Hourly Wages Part Time	23,668	39,200	39,200	14,870	29,840	20,000	-48.98%
100	52100	125	Overtime Wages	309,907	250,000	250,000	132,042	271,000	273,500	9.40%
100	52100	126	Seasonal Labor	5,233	0	0	2,070	2,070	0	0.00%
100	52100	150	FICA	291,709	316,505	316,505	138,632	306,539	324,189	2.43%
100	52100	151	Retirement	499,417	565,161	565,161	211,167	565,161	607,023	7.41%
100	52100	152	Health, Dental, DIB, Life & Wks Cmp Ins	903,730	849,216	849,216	443,303	849,216	833,111	-1.90%
100	52100	190	Training	15,793	10,900	10,900	9,870	15,900	16,900	55.05%
			Subtotal	5,582,311	5,910,867	5,910,867	2,687,888	5,769,726	6,035,200	2.10%
			CONTRACTUAL SERVICES							
100	52100	210	Telephone	5,750	10,400	10,400	3,837	7,900	7,900	-24.04%
100	52100	211	Postage	860	2,600	2,600	163	2,200	2,200	-15.38%
100	52100	212	Seminars and Conferences	2,368	3,100	3,100	13	2,400	3,200	3.23%
100	52100	215	Consulting	63,727	72,300	72,300	69,251	72,300	105,394	45.77%
100	52100	217	Cleaning Service Contract	24,679	24,900	24,900	12,015	24,900	24,900	0.00%
100	52100	218	Cell/Radio	24,920	24,500	24,500	7,713	24,500	25,500	4.08%
100	52100	219	Data	3,300	6,000	6,000	1,650	3,900	6,200	3.33%
100	52100	220	Utilities	21,356	18,050	18,050	8,374	18,050	19,300	6.93%
100	52100	240	Equipment Maintenance	40,186	28,000	28,000	8,986	28,000	32,500	16.07%
100	52100	290	Other Contractual Services	39,888	41,100	41,100	27,877	41,100	42,500	3.41%
			Subtotal	227,036	230,950	230,950	139,880	225,250	269,594	16.73%

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

				2023	2024	2024	2024	2024	2025	2025 / 2024
				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
Account Title				Actual	Budget	Budget	Actual	Estimate	Budget	% Of Change
POLICE										
			SUPPLIES AND EXPENSE							
100	52100	310	Office Supplies	7,068	9,450	9,450	3,503	9,450	9,750	3.17%
100	52100	312	Crime Prevention Program	1,595	2,400	2,400	136	2,400	2,500	4.17%
100	52100	314	Cleaning and Maintenance	3,984	30,000	30,000	3,503	30,000	30,200	0.67%
100	52100	315	Publications	0	200	200	0	200	200	0.00%
100	52100	320	Memberships/Subscriptions	755	1,500	1,500	840	1,500	1,500	0.00%
100	52100	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
100	52100	331	Transportation/Fuel	63,894	73,650	73,650	29,567	67,500	75,500	2.51%
100	52100	340	Operating Supplies	18,671	29,000	29,000	5,851	29,000	30,400	4.83%
100	52100	343	Guns and Ammo	11,261	12,950	12,950	5,195	12,950	13,500	4.25%
100	52100	349	Operating Supplies - Community Policing	0	2,000	2,000	0	2,000	2,050	2.50%
100	52100	360	Radar/Communications Equip	8,608	10,900	10,900	5,337	10,900	11,200	2.75%
100	52100	362	Emergency Voucher Program	(3,454)	0	0	81	0	0	0.00%
100	52100	363	Police K-9 Expenses	28,963	0	0	14	0	0	0.00%
100	52100	364	Misc Grant Expenses	24,047	0	0	0	0	0	0.00%
100	52100	390	MISC.	0	1,000	1,000	0	1,000	1,000	0.00%
100	52100	392	Uniform Allowances	15,124	20,050	20,050	5,128	20,500	20,800	3.74%
100	52100	393	Parking Tickets - State	(345)	0	0	(248)	0	0	0.00%
			Subtotal	180,171	193,100	193,100	58,908	187,400	198,600	2.85%
			CAPITAL OUTLAY							
100	52100	810	Capital Equipment	39,588	42,500	42,500	81,911	81,911	61,383	44.43%
			Subtotal	39,588	42,500	42,500	81,911	81,911	61,383	44.43%
			TOTAL	\$ 6,029,105	\$ 6,377,417	\$ 6,377,417	\$ 2,968,586	\$ 6,264,287	\$ 6,564,777	2.94%

Crossing Guards

Program Full Time Equivalents: 2.84

Program Mission:

The Mission of the De Pere Police Department Crossing Guards is to provide a secure and safe environment for young children by monitoring crosswalks at corners throughout the City deemed to be a significant crossing risk.

List of Program Service(s) Descriptions:

- 1) Provide assistance with traffic control for young children to cross during regular school hours
- 2) Positively engage school children and provide role modeling

Important Outputs:

- 1) *Pedestrian Safety* – Benefits the community by the reduction in traffic crashes and injuries for children involved in traffic crashes at controlled intersections and crossing. This is funded through property tax and an intergovernmental agreement with the Town of Ledgeview for crossings in their jurisdiction.

Expected Outcomes:

- 1) Maintain a safer community by proactive and highly visible specific school children crossings using trained adult personnel
- 2) Maintain child pedestrian involved crashes at crossing guard-deployed locations at zero crashes.

2025 Performance Measures:

- 1) Maintain job related injuries at 0% through June 2025 through use of training and specialized equipment.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Maintain job related injuries at 0% through June 2024 through use of training and specialized equipment.
 - a. Result: We had zero reported job-related injuries for 2023-2024 school year.

Significant Program Achievements:

- 1) No injuries or deaths to school children in 2023-2024 school year
- 2) All crossing guards participated in specific traffic control training
- 3) Icy weather foot traction equipment distributed and used by guards

Existing Program Standards Including Importance to Community:

- 1) Selection and training of guards
Guards are selected from a pool of applicants or retained from an existing employee list. Qualified applicants are interviewed and hired. The training of the guards takes place at the beginning of each school year, and police personnel train guards hired throughout a school year on an individual basis. Well qualified, dedicated, and trained crossing guards are important to the safety of the children in our community
- 2) Hours of operation
Operational hours are dependent on the school the crossing is assisting. Each school has a different start time and therefore the guards are placed at appropriate times prior to school starting, and again when school lets out. Typically, the guards are at the crossing about a half hour prior to and about 15 minutes after the start/end of school. The operational times provide the optimum times when a guard is needed, helping the community stay safe while being fiscally efficient.
- 3) Specific Equipment
Crossing guards are issued specific traffic control equipment and other safety devices to ensure a safe crossing. Hand-held stop signs are required to stop traffic and crossing guards are required to wear an orange or safety green vest in order for road users to be aware of their presence. Additionally, the crossing guards are issued tall reflective orange traffic cones to further enhance situational awareness. This brings safety to the guard, pedestrians and road users alike.

Costs and Benefits of Program and Services:

The adopted 2025 Crossing Guard program cost is \$97,038. The program benefits the community by providing young citizens with a safe place to cross specific busy intersections to and from public and private schools.

2025 Program Objectives:

- 1) Continue safety priority of students utilizing crossing guard assisted locations
- 2) Maintain adequate substitute guard pool to supplement existing regular guard locations when regular guard unable to perform crossing duties.
- 3) Police patrol monitoring of crossing locations to assist guards.

2025 Budget Significant Expenditure Changes:

- 1) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$224 due to a decrease in workers compensation rates.
- 2) Training - \$600 for mandatory training at the start of each year.
- 3) Operating Supplies decreased by \$750 as we made several equipment purchases in 2024, replacing old and worn equipment and should need fewer items in 2025.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
CROSSING GUARDS										
Account Number PERSONAL SERVICES										
100	52110	121	Hourly Wages Crossing Guards	\$ 74,771	\$ 89,764	\$ 89,764	\$ 40,723	\$ 89,764	\$ 89,764	0.00%
100	52110	150	FICA	1,099	1,302	1,302	591	1,302	1,302	-0.03%
100	52110	152	Health, Dental, DIB, Life & Wks Cmp Ins	5,160	2,397	2,397	1,215	2,397	2,172	-9.36%
100	52110	190	Training	600	600	600	0	600	600	0.00%
			Subtotal	81,630	94,063	94,063	42,529	94,063	93,838	-0.24%
			SUPPLIES AND EXPENSE							
100	52110	330	Mileage Reimbursement	920	1,200	1,200	400	1,200	1,200	0.00%
100	52110	340	Operating Supplies	909	2,750	2,750	30	2,750	2,000	-27.27%
			Subtotal	1,829	3,950	3,950	430	3,950	3,200	-18.99%
			TOTAL	\$ 83,460	\$ 98,013	\$ 98,013	\$ 42,959	\$ 98,013	\$ 97,038	-0.99%

Fire Rescue Department

Program Full Time Equivalents: 29.90

Paid on Call: 24

Program Mission:

De Pere Fire Rescue Department exists to serve our community. We are committed to providing a superior level of emergency service that continually improves the quality of life, health and safety of the community we serve. The Department's mission includes prevention, education, emergency response, incident management, planning and coordination to prevent harm in our community.

List of Program Service(s) Descriptions:

- 1) *Emergency Medical Services* – Provide quality response of emergency medical personnel trained in basic and advanced life support. These personnel provide on scene evidence-based emergency medical care and hospital transportation. Each department vehicle is equipped with basic medical care equipment. Ambulances have advance life support equipment and transporting capabilities.
- 2) *Fire and Rescue Responses* – Well trained firefighters respond to a wide range of calls for service from structure fires, hazardous materials, physical entrapment, carbon monoxide alarms and a variety of requests for services.
- 3) *Station and Vehicle Maintenance* – The vehicle maintenance program is designed to sustain the fleet of emergency vehicles through all types of repair, preventative maintenance and testing. When extensive vehicle maintenance is needed, on-duty members facilitate the needed repairs with the Municipal Service Center and/or other outside resources. The buildings and grounds maintenance program is designed to maintain our fire stations in a professional and appropriate manner.
- 4) *Accident Prevention, Public Education and Fire Investigations* – The goals of these prevention programs are to reduce the risk of harm to our citizens and visitors. The in-school educational programs, along with our annual open house day, are the core of our preventive services. The smoke and carbon monoxide detector installation program has been very effective in providing home safety for our citizens. The department established, in conjunction with the Health Department, a Community Paramedicine Program. The focus of the program is accident prevention and community risk reduction.
- 5) *Administration and External Relations* – Provide for planning, administration, budgeting, invoicing, purchasing, payroll, external relations and management of the Fire Rescue Department.

- 6) *Communications* – The department must maintain and update our communication systems as needed. The implementation of the new Brown County computer aided data system (CAD) will generate significant changes to our communications process, which is yet to be determined. The department's staff needs to be trained in all aspects of communication. This program must include maintenance, coordination and systems updates.

Important Outputs:

- 1) Improve the quality of emergency medical services through enhanced medical direction, hospital staff support and evidence-based medical training. De Pere Fire Rescue will continue to strive to achieve industry metrics and standards continuing as a statewide leader in the delivery of prehospital emergency medical services.
- 2) The department will continue to provide incident scene management for the command and control at all events to include but not limited to: fire, medical, hazardous materials and rescue events.
- 3) Provide a comprehensive training plan to improve the effective and efficient handling of all types of incident responses.
- 4) Provide an effective vehicle, equipment and facilities maintenance program and coordination with the Municipal Service Center.
- 5) Through coordinated accident prevention, education and investigation programs reduce the potential for significant incidents within the City of De Pere.
- 6) Provide responsible oversight, comprehensive administration and effective management of the department, which includes planning, organizing, budgeting, supervising, coordinating and improved internal and external relationships.

Expected Outcomes:

- 1) *Emergency Medical Services* – Provide high quality, critical emergency pre-hospital lifesaving care in high stress environments.
- 2) *Fire Rescue Response* – Provide high quality incident management and coordinated response to all fire and rescue incidents within the City; contracted response areas, auto-aid partners and to mutual aid locations.
- 3) *Training* – Provide a comprehensive training plan that assures all emergency service personnel are prepared for any situation, condition or hazard they may encounter in their pursuit to protect the citizens and themselves, as well as conserving property.
- 4) *Maintenance* – Maintain response readiness through preventive maintenance; routine and emergency repairs. Maintain safety and reduce community liability through mandatory testing of fire rescue department pumps, ladders, hoses and station equipment.
- 5) *Prevention, Education and Investigations* – Reduce the risk to citizens, businesses, and staff by proactively eliminating threats, fire and life safety code violations and public education.
- 6) *Administration, Operations and External Relations* – Provide comprehensive administration and management of the fire rescue department.

- 7) *Communications* – Implement standard operating guidelines for improved communications and coordination during incident responses. Coordinate with Brown County Communications Center to improve our Mobile Data Computer (MDC) system and incorporate the County’s new Computer Aided Dispatch (CAD) system into our department.

2025 Performance Measures:

- 1) *Emergency Medical Services* – Responses to emergency medical aid requests within the city should be in accordance with NFPA Standard 1720. Emergency medical care providers should have a turnout time of not more than one minute and an on-scene time of four minutes, five minutes total response time or less, at least 90% of the time. Advanced life support capabilities should arrive on scene within nine minutes of initial dispatch time.
- 2) *Fire Rescue Response* – De Pere Fire Rescue should respond to all structure fire alarms in accordance with NFPA Standard 1720. Response for the initial fire unit on scene should be one minute twenty seconds turnout time and on scene in four minutes or less, five minutes twenty seconds total response time. The full fire alarm assignment should arrive on scene within nine minutes of initial dispatch time with a minimum of 17 personnel.

2024 Performance Measurement Data (August 2023 – July 2024):

Fire and Emergency Medical Service Responses

On scene emergency response times should be a one-minute turnout and on scene in less than five minutes, from time of dispatch, at least 90% of the time.

- a) From 8/1/23 through 7/31/24, The department met the above initial response criteria 88% of the time.

Advanced life support capabilities should arrive on scene within nine minutes of initial dispatch time. A full fire alarm assignment should arrive on scene within nine minutes of initial dispatch time with a minimum of 17 personnel.

- a) From 8/1/23 through 7/31/24, The department met the above response criteria 98% of the time.

The non-emergent responses do not require the use of lights or siren during the response; therefore, response times are slower than emergent. The department averaged 5 minutes per non-emergent response.

Significant Program Achievements:

- 1) Continued to lead and collaborated multi-jurisdictional public safety entities in integrated threat preparation and training.
- 2) Continue implementation of department wide policy management software (Lexipol).
- 3) Dr. Bob Zemple continues the oversight program, which includes response preparation, on-line and off-line medical direction, as well as continuing education, which included training at a state-of-the-art simulation lab.
- 4) Our Stay-at-Home Assistance Program continues to support a comprehensive approach to assist our elderly citizens to safely and securely remain in their own homes as long as possible in conjunction with the Health Department.
- 5) We were again awarded the Coverdell grant supporting post stroke patient follow-up in conjunction with the Health Department.
- 6) The two 2024 fire prevention inspection cycles will be successfully completed. We conducted approximately 1,700 inspections.
- 7) Successfully on boarded 5 new Paid-on-Premise employees to support daytime operations.
- 8) Outfit and implementation of new engine for Station #2.
- 9) Procured, restored and implemented a second boat into our operation.

Existing Program Standards Including Importance to Community:

- 1) More than 85% of all alarms for De Pere Fire Rescue are for emergency medical services. It is estimated that the revenue collected from emergency transports will be approximately \$1,000,000 for 2025, which includes contracts with the Towns of Lawrence, Ledgeview, and the Village of Ashwaubenon.
- 2) De Pere Fire Rescue also provides fire protection and related services to our citizens and visitors.
- 3) De Pere Fire Rescue maintains fire department facilities and equipment to effectively support our mission. We are a workforce assigned to 24-hour shifts and prioritize maintenance of Stations #1 and #2, as well as all department equipment when not involved in emergency medical and fire protection response.

Costs and Benefits of Program and Services:

The adopted 2025 budget for De Pere Fire Rescue is \$4,778,080. The program benefits the community by providing citizens with a wide range of high-quality fire and rescue services by highly trained and prepared staff.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages Part Time increased \$25,000 due to addition of part time Administrative Assistant position.
- 2) Training is funding to provide for all department training. These include leadership, special operations, hazmat training, etc.
- 3) Seminars/Conferences is funding for professional development. These include FDIC, Image Trend annual conference, Wisconsin Fire Chief's Annual Conference, Wisconsin Association of Emergency Vehicles, LifeQuest Services CADS Conference, WI DOJ Active Shooter Conference, etc.
- 4) Consulting is funding for outside services. This includes annual ambulance billing/administrative fees from LifeQuest Services, and recurring maintenance fees for numerous software programs, i.e. Image Trend, CrewSense, Lexipol, KNOX BOX and PS Tracks. Consulting increased \$20,000 due to increased software and support user fees.
- 5) Memberships/Subscriptions is for professional organizations. These include Brown County Fire Chief's Association, Brown County MABAS 112, Wisconsin State Fire Chief's Association, International Association of Fire Chiefs, Wisconsin EMS Association, International Association of Arson Investigators.
- 6) Medical Supplies increased \$5,000 due to increased supply costs.
- 7) Capital Equipment includes \$13,500 to replace cradlepoints.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
FIRE RESCUE										
Account Number		PERSONAL SERVICES								
100	52200	110	Salaries	\$ 567,823	\$ 587,284	\$ 587,284	\$ 277,247	\$ 587,284	\$ 615,579	4.82%
100	52200	120	Hourly Wages	2,097,974	2,125,477	2,125,477	928,614	2,125,477	2,163,453	1.79%
100	52200	122	Hourly Wages Part Time	0	0	0	0	0	25,000	100.00%
100	52200	125	Overtime Wages	126,469	115,000	115,000	56,947	115,000	115,000	0.00%
100	52200	126	Seasonal Labor	0	0	0	0	0	0	0.00%
100	52200	129	Hourly Wages -- POC/POP FF	101,418	135,000	135,000	58,885	135,000	135,000	0.00%
100	52200	150	FICA	45,546	47,415	47,415	20,605	47,415	49,272	3.92%
100	52200	151	Retirement	508,154	531,816	531,816	198,448	531,816	540,451	1.62%
100	52200	152	Health, Dental, DIB, Life & Wks Cmp Ins	779,679	684,554	684,554	333,874	684,554	659,950	-3.59%
100	52200	155	Vaccinations/Physicals	517	30,000	30,000	88	88	30,000	0.00%
100	52200	190	Training	11,816	14,000	14,000	1,420	14,000	14,000	0.00%
100	52200	191	Training Act 102	30,222	0	0	0	0	0	0.00%
			Subtotal	4,269,618	4,270,546	4,270,546	1,876,128	4,240,634	4,347,706	1.81%
			CONTRACTUAL SERVICES							
100	52200	210	Telephone	7,558	9,000	9,000	3,324	9,000	9,000	0.00%
100	52200	211	Postage	243	200	200	146	200	200	0.00%
100	52200	212	Seminars and Conferences	5,593	9,000	9,000	3,375	9,000	9,000	0.00%
100	52200	215	Consulting	169,097	115,000	133,000	59,961	133,000	135,000	17.39%
100	52200	219	Data	5,727	7,000	7,000	3,259	7,000	7,000	0.00%
100	52200	220	Utilities	23,190	27,000	27,000	8,850	27,000	27,000	0.00%
100	52200	240	Equipment Maintenance	75,705	55,000	55,000	31,520	55,000	55,000	0.00%
			Subtotal	287,113	222,200	240,200	110,435	240,200	242,200	9.00%

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
FIRE RESCUE										
			SUPPLIES AND EXPENSE							
100	52200	310	Office Supplies	3,061	4,000	4,000	372	4,000	4,000	0.00%
100	52200	314	Cleaning and Maintenance	3,623	4,250	4,250	2,623	5,000	4,250	0.00%
100	52200	320	Memberships/Subscriptions	1,599	2,000	2,000	422	2,000	2,000	0.00%
100	52200	324	Medical Supplies	49,663	40,000	40,000	26,264	40,000	45,000	12.50%
100	52200	328	Fire Prevention/Education Supplies	7,242	8,000	8,000	(553)	8,000	8,000	0.00%
100	52200	330	Mileage Reimbursement	7,053	7,000	7,000	3,004	7,000	7,000	0.00%
100	52200	331	Transportation	36,932	32,000	32,000	15,749	32,000	32,000	0.00%
100	52200	340	Operating Supplies	15,974	20,000	20,000	5,064	20,000	20,000	0.00%
100	52200	341	Fire-Emer. Operations Ctr	0	0	0	0	0	0	0.00%
100	52200	350	Repair and Maintenance Supplies	31,561	35,924	35,924	6,353	35,924	35,924	0.00%
100	52200	360	Support Dog Expenses	3,674	0	0	3,508	3,500	0	0.00%
100	52200	392	Clothing Allowance	14,666	16,000	16,000	6,579	16,000	16,500	3.13%
			Subtotal	175,049	169,174	169,174	69,385	173,424	174,674	3.25%
			CAPITAL OUTLAY							
100	52200	810	Capital Equipment	0	11,000	11,000	0	11,000	13,500	22.73%
100	52200	811	Office Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	11,000	11,000	0	11,000	13,500	22.73%
			TOTAL	\$ 4,731,780	\$ 4,672,920	\$ 4,690,920	\$ 2,055,948	\$ 4,665,258	\$ 4,778,080	2.25%

Building Inspection

Program Full Time Equivalents: 2.65

Program Mission:

To protect the health, safety and welfare of the residents and general public while maintaining neighborhood aesthetics and property values.

List of Program Service(s) Descriptions:

- 1) *Homeowner/Contractor Contact* – Receive and answer a variety of questions from citizens, contractors etc., pertaining to all phases of development and construction (whether new or existing).
- 2) *Residential/ Commercial Permit and Inspection* – Educate architects, owners and contractors on applicable codes; issue building and mechanical permits and perform inspections for code compliance.
- 3) *Commercial Electrical/Plumbing Permit and Inspections* – Educate architects, owners, electricians and plumbers; issue permits and perform inspections for code compliance.
- 4) *Commercial Plumbing Permit and Inspection* – Educate architects, owners and plumbing contractors; issue permits and perform inspections for code compliance.
- 5) *Sign Permits* – Educate business owners and sign contractors; and issue permits and perform inspections for code compliance.
- 6) *Zoning Code Enforcement* – Assure that all properties comply with applicable regulations in all zoning districts.

Important Outputs:

- 1) *Number of Permits Issued / Development (July 2023 to July 2024)* – 2,238 total number of permits were issued through July 2024 (37.9% increase from 2022/2023). Cumulatively over the past 7-years the number of permits has increased 105% with no additional staffing. Permits issued benefit the city by assuring that construction projects meet code. Of that, in 2024, the City has completed 62 single-family home plan reviews/starts, this is a 51% increase at this time in 2023.
- 2) *Commercial Permit Review* – De Pere received a commercial permit delegation for projects up to 50,000 cubic feet in 2018. In-house plan review typically yields a permit in 3-5 days. Projects submitted to the State often wait 8-10 weeks before the plan set is even reviewed. So far in 2024, the City has completed 44 commercial plan reviews and 15 change of occupancy evaluations.

- 3) *Consistent Development* – The City of De Pere continues to be a progressive and desirable community in which to build and live. Recent annexations and subdivision approvals will help meet the demand for single-family lots. Businesses continue to develop and expand in the business parks.
- 4) *Public Education*– Numerous building permits and construction information funded through permit fees have been prepared and/or revised for dissemination on the city website, in the office, and on via the City social media pages.
- 5) *Code Enforcement*- Complaint-initiated response and follow-up in order to preserve and maintain public health, safety and welfare of community in the area of building and zoning code. From July 2023 to July 2024, the Building Inspection Division tracked 235 documented complaints a 18.1% increase over the previous year and trending for 13.6% increase over 2023

Expected Outcomes:

- 1) Provide value to the community by maintaining a high level of contact with property owners and contractors that provide information and understanding to meet their own safety needs.
- 2) The issuance of all residential and commercial building permits along with associated mechanical sub-contractor (electrical, plumbing and HVAC) permits followed by strict enforcement of applicable health and safety codes provides protection for all owners and occupants of property within the City of De Pere. The community as a whole benefits by the lessened potential for personal injury and damage to structures.
- 3) The issuance of sign permits and enforcement of the sign ordinance benefits the overall appearance of the business community. Enhanced aesthetics of the industrial/business parks and business districts encourages commercial growth and increased consumer spending.
- 4) The enforcement of the De Pere Zoning Code preserves the integrity of the various residential, commercial and industrial zoning districts. Proper enforcement maintains property values that create a stable tax base for the city. Well thought out zoning district delineation encourages and attracts systematic and orderly development of the city.

2025 Performance Measures:

- 1) Conduct at least ten code enforcement and nuisance property team meetings in order to provide an interdepartmental approach to challenged properties by November 2025.
- 2) Perform 10 ride-a-longs/training for the Code Technician with various departments that will be utilizing the position code enforcement responsibilities (DPW-polycarts, Parks – weeds, Health – various items, Planning – zoning code, and Building Inspection – general property maintenance code) – November 2025.
- 3) Work with Law Department, Police Department, and Development Services Director to draft and approve code enforcement policy to present to the Common Council for approval (January 2025).

2024 Performance Measurement Data (July 2023 – July 2024):

- 1) Conduct at least ten code enforcement and nuisance property team meetings in order to provide an interdepartmental approach to challenged properties by November 2024.
 - a) Result: Completed
- 2) Work with Law Department, Police Department, and Development Services Director to draft and approve code enforcement policy to present to the Common Council for approval (April 2024).
 - a) Result: Ongoing review with the Law Department.

Significant Program Achievements:

- 1) Significant increase in plan review. To date, plan reviews for one and two-family dwellings, alterations, additions, accessory buildings, decks, pools, fences, and other small permits increased by 29% percent over 2023 and 75% since 2020.
- 2) Continued training programs at the building sites for contractors and tradespeople.
- 3) Issued appropriate building and mechanical permits and completed inspections.
- 4) Met quarterly with the Brown County Homebuilders Association to review building code and related construction issues.
- 5) Provide on-site code training in association with the Brown County Home Builders Association.
- 6) Provide state-wide code training to all the Associations and tradespeople (Winter Code Updates).
- 7) Growing the Bay Area Municipal Code Inspectors Coalition.

Existing Program Standards Including Importance to Community:

- 1) Review and issue permit for small commercial projects.
 - a. Allows permit applications that previously were reviewed by the state to be reviewed internally, on a much shorter timeline.
 - b. Increases the amount of small commercial projects that begin with a permit.
- 2) Permits are required for residential and commercial projects.
 - a. Provides for safe and healthy buildings.
 - b. Establishes a routine schedule for community involvement.
- 3) Sign permits are required for replacement or new signage.
 - a. Provides for orderly signage display within the community.
- 4) Complaint initiated Code Enforcement and necessary follow up.
 - a. Addresses property maintenance and other Code issues in the community.

Costs and Benefits of Program and Services:

The adopted 2025 Building Inspection budget as part of the Development Services Department is \$334,629. The program benefits the community by providing citizens with safe and code-compliant housing and commercial development. The program also benefits the community by supporting stable residential, commercial and industrial properties that provide citizens the opportunity to live and work within the same community. The 2025 budget represents a \$1,070 or 0.32% increase over the previous budget.

2025 Significant Budget Expenditure Changes:

- 1) Salary wages decreased \$26,716 due to the change in allocation of Senior Building Inspector wages.
- 2) Hourly wages increased \$24,707 due to COLA, trends and addition of Permit Technician/Code Enforcement Specialist position.
- 3) Hourly wages Elec/Plmb Inspector removed all expenses and decreased by \$10,000 due to the proposed department reorganization.
- 4) Retirement increased \$140 to reflect actual trends and proposed department reorganization.
- 5) Training. Increased \$1,975 to a total of \$4,975, however, most of this increase is a result of reclassifying previous expenses from Seminars and Conferences. Training includes the League of WI Municipalities Building Inspectors Institute (\$1,380). BIANEDW Winter Code Updates (\$1,200), Commercial Code Training (UW Code Development - \$1,895), Various Building Inspectors Association of Northeast Wisconsin (BIANEW) events (\$500).
- 6) Telephone. Reduced by \$315 due to trends.
- 7) Seminars and Conferences. Removed all expenses and reclassified to Training.
- 8) Consulting. \$3,500 for INCODE maintenance for online plan submittal and content manager. The budget also includes \$1,000 to cover legal department costs for building-related items and \$3,000 to fund INCODE software maintenance.
- 9) Cell/Radio. Decreased \$225 due to actual usage trends.
- 10) Equipment/Maintenance increased by \$500 due to reallocating \$200 from Transportation and \$300 from Memberships and Subscriptions.
- 11) Office Supplies decreased by \$300 due to the reallocation of training code book materials from office supplies to training.
- 12) Memberships and Subscriptions. Decreased by \$480 due to reallocations to other department accounts. Required credential subscription and BIANEW - \$100. Includes membership in the Building Inspector's Association of Northeast Wisconsin for 2 Inspectors (\$10), International Code Council (ICC) membership (\$180), and subscription to the Journal of Light Construction (\$120)
- 13) Transportation decreased by \$200 due to anticipated fuel cost savings with new vehicles.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
BUILDING INSPECTION									
Account Number PERSONAL SERVICES									
100	52400	110	Salaries	\$ 84,145	\$ 85,591	\$ 85,591	\$ 43,253	\$ 86,505	\$ 65,574 -23.39%
100	52400	120	Hourly Wages	99,833	109,335	109,335	51,803	103,606	140,053 28.10%
100	52400	125	Overtime Wages	148	0	0	9	100	0 0.00%
100	52400	126	Seasonal Labor	0	0	0	0	0	0 0.00%
100	52400	127	Hourly Wages--Elec/Plmb Inspector	7,493	10,000	10,000	4,032	9,200	0 -100.00%
100	52400	150	FICA	13,892	15,057	15,057	7,029	14,685	15,730 4.47%
100	52400	151	Retirement	13,048	13,450	13,450	5,494	13,125	14,291 6.25%
100	52400	152	Health, Dental, DIB, Life & Wks Cmp Ins	75,869	79,461	79,461	37,912	75,823	78,860 -0.76%
100	52400	190	Training	480	3,000	3,000	0	2,000	4,975 65.83%
			Subtotal	294,908	315,894	315,894	149,532	305,044	319,484 1.14%
			CONTRACTUAL SERVICES						
100	52400	210	Telephone	836	1,200	1,200	442	884	885 -26.25%
100	52400	212	Seminars and Conferences	713	1,500	1,500	1,392	1,500	0 -100.00%
100	52400	215	Consulting	75	7,500	7,500	7,286	7,500	7,500 0.00%
100	52400	218	Cell/Radio	982	1,075	1,075	597	1,194	850 -20.93%
100	52400	240	Equipment Maintenance	832	1,000	1,000	113	3,413	1,500 50.00%
			Subtotal	3,438	12,275	12,275	9,830	14,492	10,735 -12.55%
			SUPPLIES AND EXPENSE						
100	52400	310	Office Supplies	1,938	1,500	1,500	1,252	1,500	1,200 -20.00%
100	52400	320	Memberships/Subscriptions	517	890	890	236	826	410 -53.93%
100	52400	331	Transportation	3,685	3,000	3,000	1,028	1,760	2,800 -6.67%
			Subtotal	6,140	5,390	5,390	2,516	4,086	4,410 -18.18%
			CAPITAL OUTLAY						
100	52400	810	Capital Equipment	0	0	0	0	0	0 0.00%
100	52400	830	Furniture	0	0	0	0	0	0 0.00%
			Subtotal	0	0	0	0	0	0 0.00%
			TOTAL	\$ 304,486	\$ 333,559	\$ 333,559	\$ 161,878	\$ 323,621	\$ 334,629 0.32%

Jail

Program Full Time Equivalents: 0

Program Mission:

House prisoners in a secure environment

List of Program Service(s) Descriptions:

Provide specific secure housing for arrested persons at a Brown County facility at a per diem cost to De Pere

Important Outputs:

Prisoner Housing – A \$40/day charge is applied to all De Pere prisoners housed in the county jail for municipal charges. All county charged prisoners are funded through the county tax base. Funding sources for De Pere jail charges are from De Pere property tax and a \$40/day “turnkey” fee charged to individual prisoners. Prisoners are housed in the Brown County Jail on De Pere charges due to the inability to pay a bond at the time of arrest and there is the likelihood of not appearing for court, for court orders (warrants), and for sentencing of certain municipal cases. It is important to have the ability to house certain individuals that are disorderly, fighting, resistive, intoxicated, a flight risk, or awaiting other more serious charges in the county jail, and certainly there is a benefit to the community to do so when necessary.

Expected Outcomes:

Maintaining the safety of the community is accomplished by segregating disorderly persons from law abiding persons, allowing sobriety for those not able to make sound decisions, and ensuring compliance with mandatory court appearances by securing a surety.

2025 Performance Measures:

- 1) Maintain jail costs near their current level, despite increasing officer activity and arrests by attempting to increase the number of releases of low-level, non-violent offenders from custody to responsible persons in 2025.

2024 Performance Measurement Data:

- 1) Reduce jail costs by 10% by increasing the number of releases of low-level offenders from custody to responsible persons in 2024.
 - a. Result: Goal met. The costs for the jail for 2024 are on pace for more than a 10% savings in 2024.

Significant Program Achievements:

- 1) Satisfactorily provided a secure housing environment for persons arrested in the City of De Pere

Existing Program Standards Including Importance to Community:

In each call for service an officer must first make a decision to either arrest a person or issue a citation based on the issue at hand, the demeanor of the person, the ability to post a bond, an outstanding court order, or other factors like intoxication, injury, seriousness of offense, etc. A person may be arrested but able to post bond and the person is thus transported to the police station. However, in some cases the person must be transported to the county jail for holding on municipal charges based on the factors previously stated. In misdemeanor or felony cases, particularly violent felonies, there is very little discretion. Having the ability to house disorderly persons is important to the safety of the community.

Costs and Benefits of Program and Services:

The adopted 2025 Police Jail program cost is \$6,750. The program benefits the community by providing citizens and the police a safer place to house court ordered and self-initiated arrestees awaiting adjudication through the court systems.

2025 Program Objectives:

- 1) Maintain efficient use of county facility and keep costs in check.
- 2) Monitor travel/trips to facility.

2025 Budget Significant Expenditure Change:

- 1) Jail housing fees decreased by \$1,000 due to increased discretion in jailing or not jailing low-level offenders.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
JAIL										
CONTRACTUAL SERVICES										
100	52700	219	Data	\$ 103	\$ 250	\$ 250	\$ 93	\$ 250	\$ 250	0.00%
100	52700	222	Jail	7,080	7,500	7,500	960	6,500	6,500	-13.33%
100	52700	240	Equipment Maintenance	0	0	0	0	0	0	0.00%
			Subtotal	7,183	7,750	7,750	1,053	6,750	6,750	-12.90%
			TOTAL	\$ 7,183	\$ 7,750	\$ 7,750	\$ 1,053	\$ 6,750	\$ 6,750	-12.90%

TOTAL PUBLIC SAFETY

City of De Pere
2025 General Fund
Adopted Budget

PUBLIC SAFETY
EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TOTAL PUBLIC SAFETY							
PERSONAL SERVICES							
110 Salaries	\$ 1,158,279	\$ 1,308,533	\$ 1,308,533	\$ 619,182	\$ 1,259,789	\$ 1,271,297	-2.85%
120 Hourly Wages	5,224,349	5,479,040	5,479,040	2,417,668	5,373,083	5,673,839	3.56%
121 Hourly Wages Crossing Guards	74,771	89,764	89,764	40,723	89,764	89,764	0.00%
122 Hourly Wages Part Time	23,668	39,200	39,200	14,870	29,840	45,000	14.80%
125 Overtime Wages	436,524	365,000	365,000	188,999	386,100	388,500	6.44%
126 Seasonal Labor	5,233	0	0	2070	2,070	0	0.00%
127 Hourly Wages Plumbing Inspector	7,493	10,000	10,000	4,032	9,200	0	-100.00%
129 Hourly Wages POC FF	101,418	135,000	135,000	58,885	135,000	135,000	0.00%
150 FICA	352,246	380,278	380,278	166,857	369,941	390,494	2.69%
151 Retirement	1,020,619	1,110,426	1,110,426	415,109	1,110,102	1,161,765	4.62%
152 Health, Dental, DIB, Life & Wks Cmp Ins	1,764,438	1,615,628	1,615,628	816,304	1,611,990	1,574,093	-2.57%
155 Vaccinations	517	30,000	30,000	88	88	30,000	0.00%
190 Training	28,689	28,500	28,500	11,290	32,500	36,475	27.98%
191 Training Act 102	30,222	0	0	0	0	0	0.00%
Subtotal	10,228,467	10,591,369	10,591,369	4,756,077	10,409,467	10,796,227	1.93%
CONTRACTUAL SERVICES							
210 Telephone	14,145	20,600	20,600	7,603	17,784	17,785	-13.67%
211 Postage	1,103	2,800	2,800	309	2,400	2,400	-14.29%
212 Seminars and Conferences	8,675	13,600	13,600	4,781	12,900	12,200	-10.29%
215 Consulting	232,899	194,800	212,800	136,498	212,800	247,894	27.26%
217 Cleaning Service Contract	24,679	24,900	24,900	12,015	24,900	24,900	0.00%
218 Cell/Radio	25,902	25,575	25,575	8,310	25,694	26,350	3.03%
219 Data	9,129	13,250	13,250	5,001	11,150	13,450	1.51%
220 Utilities	44,546	45,050	45,050	17,225	45,050	46,300	2.77%
222 Jail	7,080	7,500	7,500	960	6,500	6,500	-13.33%
240 Equipment Maintenance	116,722	84,000	84,000	40,619	86,413	89,000	5.95%
290 Other Contractual Services	39,888	41,100	41,100	27,877	41,100	42,500	3.41%
Subtotal	524,769	473,175	491,175	261,197	486,692	529,279	11.86%

City of De Pere
2025 General Fund
Adopted Budget

PUBLIC SAFETY
EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TOTAL PUBLIC SAFETY							
SUPPLIES AND EXPENSE							
310 Office Supplies	12,067	14,950	14,950	5,127	14,950	14,950	0.00%
312 Crime Prevention Program	1,595	2,400	2,400	136	2,400	2,500	4.17%
314 Cleaning and Maintenance	7,607	34,250	34,250	6,126	35,000	34,450	0.58%
315 Publications	0	200	200	0	200	200	0.00%
320 Memberships/Subscriptions	2,871	4,390	4,390	1,498	4,326	3,910	-10.93%
324 Medical Supplies	49,663	40,000	40,000	26,264	40,000	45,000	12.50%
328 Fire Prevention/Education Supplies	7,242	8,000	8,000	(553)	8,000	8,000	0.00%
330 Mileage Reimbursement	7,973	8,200	8,200	3,404	8,200	8,200	0.00%
331 Transportation	104,511	108,650	108,650	46,345	101,260	110,300	1.52%
340 Operating Supplies	35,554	51,750	51,750	10,945	51,750	52,400	1.26%
343 Guns and Ammo	11,261	12,950	12,950	5,195	12,950	13,500	4.25%
349 Operating Supplies-Community Policing	0	2,000	2,000	0	2,000	2,050	2.50%
350 Repair and Maintenance Supplies	31,561	35,924	35,924	6,353	35,924	35,924	0.00%
360 Radar/Communications Equip	8,608	10,900	10,900	5,337	10,900	11,200	2.75%
360 Support Dog Expenses	3,674	0	0	3,508	3,500	0	0.00%
362 Emergency Voucher Program	(3,454)	0	0	81	0	0	0.00%
363 Police K-9 Expenses	28,963	0	0	14	0	0	0.00%
364 Misc Grant Expenses	24,047	0	0	0	0	0	0.00%
390 MISC.	0	1,000	1,000	0	1,000	1,000	0.00%
392 Clothing Allowance	29,790	36,050	36,050	11,708	36,500	37,300	3.47%
393 Parking Tickets--State	(345)	0	0	(248)	0	0	0.00%
Subtotal	363,189	371,614	371,614	131,238	368,860	380,884	2.49%
CAPITAL OUTLAY							
810 Capital Equipment	39,588	53,500	53,500	81,911	92,911	74,883	39.97%
811 Office Equipment	0	0	0	0	0	0	0.00%
830 Furniture	0	0	0	0	0	0	0.00%
Subtotal	39,588	53,500	53,500	81,911	92,911	74,883	39.97%
TOTAL	\$ 11,156,013	\$ 11,489,659	\$ 11,507,659	\$ 5,230,424	\$ 11,357,929	\$ 11,781,273	2.54%

PUBLIC WORKS

PUBLIC WORKS EXPENDITURES

<u>PROGRAM BUDGET</u>	<u>FULL TIME EQUIVALENTS</u>
Public Works Administration	0.81
Engineering	1.90
Municipal Service Center	0.30
Building Maintenance	1.25
Fleet Maintenance	0.90
Snow and Ice Control	0.96
Street Maintenance	0.99
Traffic Signs and Marking	0.98
Street Lighting	0.12
Traffic Lights	0.00
Brush Collection	0.39
Transit System	0.00
Garbage and Refuse Collection	2.66
Landfill	0.00
Weed Control	0.10
Recycling	1.10
<hr/>	<hr/>
TOTAL	12.46

Public Works Administration

Program Full Time Equivalents: 0.81

Program Mission:

Provide planning, coordination and supervision of public works services. Ensure public works services are provided in a cost effective and efficient manner.

List of Program Service(s) Descriptions:

- 1) *Planning public works services* –Long range planning for the public works operations and capital improvements.
- 2) *Coordination of public works services* – Need to coordinate the public works operations with other various City departments or outside governmental agencies operations or projects.
- 3) *State and Federal grants* – Investigates and applies for various state and federal funding for capital projects.
- 4) *Supervision of public works services* – Provides supervision and direction to the employees that provide the public works services.
- 5) *Budget Administration* – Develop yearly operational budget in a fiscally responsible manner. Monitor public works operations so that the services delivered are done within the adopted budget established by the City Council.
- 6) *Establish and monitor policies*- Review existing operational policies and establish new operational policies to provide public works services that are in the best interest of the community.
- 7) *Respond to complaints* – Responds to complaints and concerns of the general public regarding public works operations.

Important Outputs:

- 1) *Departmental Budget*- Activities and services by the department are supported by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Develop and manage the annual budget for all public works services. The public works annual budget provides funding for all public works services provided to the community.
- 2) *Monthly Board of Public Works Meeting (BOPW)* – Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Send out monthly agenda and attachments to Board of Public Works members. BOPW establishes policies pertaining to the public works operations and also makes various recommendations to Council regarding public works operations that will meet the needs of the community.
- 3) *Quarterly Sustainability Commission Meeting* - Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Send out quarterly and special meetings agenda and attachments to

Sustainability Commission members. Sustainability Commission explores sustainability initiatives that can be implemented in the City with the ultimate goal of providing a more sustainable, livable, and healthy community.

- 4) *Monitoring Public Works Operations* - Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Overseeing the operations of the public works department to make certain the services being performed are being done in a manner that are in the best interest of the community. This is important to the community to make certain the services provided by the public works department are done so in an efficient and cost effective manner.

Expected Outcomes:

- 1) Maintain public works operations in a cost-effective manner in order to meet or exceed the needs of the community.
- 2) Maintain Board of Public Works meeting in order to provide formal discussions to discuss public works issues and recommend policy or policy changes to meet the needs of the community.
- 3) Maintain Sustainability Commission meeting in order to provide formal discussions to discuss sustainable initiatives to promote a more sustainable, livable, and healthy community.
- 4) Maintain establishing a budget to be provided to the City Council for adoption in order to fund public works services.
- 5) Maintain or decrease response time to complaints received by the public regarding operations so adjustments to the operations can be made if warranted.
- 6) Maintain or increase obtaining funding for capital projects in order to minimize the property tax impact to the community.
- 7) Maintain coordination of public works services with other City departments in order to be able to provide services to the community with the resources available.
- 8) Maintain long range planning of the capital improvements program so the City is able to plan and fund projects in the future.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of complaints within 24 hours of receiving them.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to complaints within 24 hours of receiving them.
 - a. Result: Review of phone call logs show response within 24 hours. Performance measure met.

Significant Program Achievements:

- 1) Continued to investigate opportunities to improve the services provided to the community while keeping expenditures to a minimum.
- 2) Continued to work with Brown County Highway Department with South Bridge corridor projects.
- 3) Continued to work with DOT with construction projects.
- 4) Continue working with other communities to joint bid projects.
- 5) Worked with various wireless companies pertaining to installation on City water towers.
- 6) Continue to look for a new yard waste site for the City.
- 7) Continued working on the expansion plans for the MSC.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Board of Public Works the first Monday after the first Council meeting every month.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 2) Conduct a regular quarterly meeting of the Sustainability.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 3) Establish policies pertaining to the public works operations.
 - a. Community Importance.
 - i. Allows for policies and procedures so that the operations are done in a manner that are in the best interests of the community.
- 4) Develop and monitor annual operating budget.
 - a. Community Importance.
 - i. Provides an annual operating budget for the public works department so that services are delivered in fiscally responsible manner.

Costs and Benefits of Program and Services:

The adopted 2025 Public Works Administration program cost is \$127,518. This amount is only 25% of the total cost of the program. The other 75% costs for this program is spread out through the following utilities: 25% storm water utility, 25% water utility, and 25%

sewer utility. The program benefits the community by providing citizens the opportunity to have input regarding the public works operations. This program also develops policies and codes pertaining to the public works operations. This program is also responsible for developing and maintaining the public works budget so that services are delivered to the community in a fiscal and responsible manner.

2025 Program Objectives:

- 1) Continue to coordinate with DOT on construction projects.
- 2) Continue to coordinate with Brown County Highway Department on South Bridge corridor projects.
- 3) Continue to work with CBCWA providing a Lake Michigan water source.
- 4) Investigate opportunities to improve the services we provide and keep expenditures to a minimum.
- 5) Continue to look at ways to bid projects with other communities to save money.
- 6) Continue to evaluate new sites for the City's yard waste facility.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$2,588 to reflect employee wage increases.
- 2) Hourly Wages increased \$1,276 to reflect employee step and wage increases.
- 3) FICA increased \$296 to reflect change in employee wages.
- 4) Retirement increased \$306 to reflect change in employee wages and retirement contribution rate.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$2,661 to reflect property and liability insurances previously included in this budget line are now included in Other General Government budget, 100-51901-510.
- 6) Training is funding to provide for all department trainings such as team building, safety training and necessary training to maintain certifications and licenses.
- 7) Postage increased \$846 to reflect increase in mailings.
- 8) Seminars and Conferences provide funding for APWA conferences and other miscellaneous conferences.
- 9) Consulting decreased \$9,629 to reflect actual costs and not hiring a consultant for evaluating a transportation utility. Consulting is for copier lease.
- 10) Memberships/Subscriptions include American Public Works Association, American Society of Civil Engineers, Institute of Traffic Engineers, Lake Area Public Works Association, and Wisconsin Department of Regulation and Licensing.
- 11) No Capital Equipment requested.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
PUBLIC WORKS ADMINISTRATION										
Account Number PERSONAL SERVICES										
100	53000	110	Salaries	\$ 48,438	\$ 51,199	\$ 51,199	\$ 24,581	\$ 51,199	\$ 53,787	5.05%
100	53000	120	Hourly Wages	25,042	22,857	22,857	13,146	26,292	24,133	5.58%
100	53000	125	Overtime Wages	217	500	500	43	500	500	0.00%
100	53000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
100	53000	150	FICA	5,394	5,704	5,704	2,690	5,966	5,999	5.18%
100	53000	151	Retirement	5,305	5,144	5,144	2,212	5,381	5,450	5.94%
100	53000	152	Health, Dental, DIB, Life & Wks Cmp Ins	26,308	24,494	24,494	13,080	24,494	21,833	-10.86%
100	53000	190	Training	782	3,000	3,000	71	3,000	3,000	0.00%
			Subtotal	111,487	112,898	112,898	55,823	116,833	114,702	1.60%
			CONTRACTUAL SERVICES							
100	53000	210	Telephone	325	766	766	279	766	766	0.00%
100	53000	211	Postage	2,357	2,154	2,154	1,964	3,928	3,000	39.28%
100	53000	212	Seminars and Conferences	1,370	2,500	2,500	(21)	2,500	2,500	0.00%
100	53000	215	Consulting	1,020	10,829	10,829	577	10,829	1,200	-88.92%
100	53000	218	Cell/Radio	1,305	1,800	1,800	569	1,800	1,800	0.00%
			Subtotal	6,376	18,049	18,049	3,369	19,823	9,266	-48.66%
			SUPPLIES AND EXPENSE							
100	53000	310	Office Supplies	1,741	2,500	2,500	871	2,500	2,500	0.00%
100	53000	320	Memberships/Subscriptions	355	400	400	19	400	400	0.00%
100	53000	331	Transportation	800	650	650	139	650	650	0.00%
100	53000	340	Operating Supplies	0	0	0	0	0	0	0.00%
100	53000	350	Repair and Maintenance Supplies	0	0	0	2	2	0	0.00%
			Subtotal	2,896	3,550	3,550	1,031	3,552	3,550	0.00%
			CAPITAL OUTLAY							
100	53000	810	Capital Equipment	0	3,300	3,300	3,205	3,300	0	-100.00%
			Subtotal	0	3,300	3,300	3,205	3,300	0	-100.00%
			TOTAL	\$ 120,759	\$ 137,797	\$ 137,797	\$ 63,428	\$ 143,508	\$ 127,518	-7.46%

Engineering

Program Full Time Equivalents: 1.90

Program Mission:

Provide engineering, including design, and construction administration for public works improvement projects in the City. Ensure that the City receives a high quality project that adheres to standards for construction. Coordinate and review future development and land use with the City Planner. Address residents questions and concerns related to engineering and City infrastructure.

List of Program Service(s) Descriptions:

- 1) *Plan public works improvement projects* – Work with planning to determine long term development plans and the required location and size of infrastructure to service the development.
- 2) *Develop and maintain the capital improvements program*- Based on the condition and age of infrastructure, develop and maintain the capital improvement program.
- 3) *Design public works improvement projects* – Design public works improvement projects. Design includes surveying, drafting, writing specifications, obtaining regulatory permits for projects, and bidding.
- 4) *Administer construction oversight for public works improvement projects* – Oversee and manage public works improvement projects. This includes construction updates for elected officials and informing the public of upcoming construction projects.
- 5) *Respond to complaints* – Respond to complaints and concerns of the general public regarding construction, drainage issues, street improvements, sidewalk concerns, traffic, or other public works issues.
- 6) *Create and submit annual storm water permits* – As part of the City’s storm water discharge permit to the Wisconsin Department of Natural Resources (WDNR), an annual submittal is required. Engineering develops the annual submittal and oversees storm water management practices throughout the year to meet the WDNR permit requirements.
- 7) *Coordinate with private utility working in public right of way* – Coordinate City construction projects with private utility companies. Review and approve street excavation permits. Review final restoration.

Important Outputs:

- 1) *Administration of public works improvement projects*- Administration of this department is supported by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%).

- 2) *Develop plans and specifications* – In order to bid projects, the engineering department develops plans and specifications for contractor to bid and build public improvement projects.
- 3) *Generate construction records* - Once projects are bid and awarded to a contractor, staff will then provide construction administration to ensure the contractors are constructing the project per City standards. As part of this administration, staff develops daily construction logs, tracks quantities, and creates record drawings of how things were constructed on the project.
- 4) *Maintain system maps* – The engineering department maintains and prints maps for construction completed during the calendar year.
- 5) *Plan future growth (new and redevelopment)* – Staff plans future improvements for the City to address growth. This includes utility extensions and upsizing, storm water management facilities, and traffic facilities (vehicle, bicycle, and pedestrian).
- 6) *Inspect various City facilities* – Staff annually inspects the City’s storm water management ponds, traffic signals, and pedestrian hand rails. Staff works with other departments or contractors for required maintenance.

Expected Outcomes:

- 1) Maintain existing street infrastructure so that the roads are safe to travel.
- 2) Maintain public awareness of public works improvement projects.
- 3) Maintain public works improvement programs in a cost-effective manner in order to meet or exceed the needs of the community.
- 4) Respond in a timely matter to complaints received by the public regarding street and sewer infrastructure so that issues can be addressed in a timely manner.
- 5) Develop long term infrastructure plans.
- 6) Provide recommendations on policies and improvements for City facilities.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of complaints within three (3) business days of receiving them.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to complaints within three (3) business days of receiving them.
 - a. Result: Performance measure met

Significant Program Achievements:

- 1) Completed 2024 public works improvements program which included:
 - a. Relayed approximately 5,800 lineal feet of water main in preparation for street resurfacing and reconstruction.
 - b. Constructed/reconstructed/lined approximately 6,000 lineal feet of sanitary sewer.
 - c. Removed and replaced sanitary laterals in conjunction with water main/service relays.
 - d. Completed the rehabilitation of concrete on Enterprise Drive from Heritage Road to the northern cul-de-sac, O'Keefe Road from Enterprise Drive to S. Broadway Street, and Millenium Court from Enterprise Drive to the western cul-de-sac.
 - e. Completed the reconstruction of three alleys on the City's east side.
 - f. Constructed a new cul-de-sac at the western end of Charles Street in coordination with the Mulva Cultural Center Development.
 - g. Completed the Waterview Heights Fifth Addition Phase II Subdivision Construction.
 - h. Implemented a new full-length sanitary sewer lateral replacement program as part of our utility relay projects.
 - i. Relayed a portion of the west-side box culvert through the Community Center parcel.
- 2) Coordinated with the Town of Ledgeview to design, bid and reconstruct eroding stormwater ditch off of Prosper Street.
- 3) Completed pond trapping project to remove rodents that cause bank erosion from City ponds.
- 4) Completed chemical treatment of phragmites around City ponds.
- 5) Completed smoke testing to identify leaks and locations of groundwater/rainwater inflow and infiltration in the City's sanitary sewer.
- 6) Evaluated open-pick hole manhole lids and casting on the City's sanitary sewer system and created a manhole adjustment program to further eliminate inflow into the City's sanitary sewer system.
- 7) Reviewed all public and private storm water management facilities.
- 8) Reviewed all traffic signals and hand rails for maintenance. Coordinated repairs.
- 9) Further coordinated the TDS fiber installation project throughout the City.
- 10) Fully implemented of the Foundation Drain Disconnection program to promote the installation of sump pumps throughout the City.
- 11) Relocated utilities and coordinated with the Wisconsin Department of Transportation in the design and construction of the new Southbridge Interchange of Interstate Highway 41.
- 12) Coordinated the CTH GV design as part of the future southbridge corridor.

Existing Program Standards Including Importance to Community:

- 1) Utilize existing computer software to generate construction plans.
 - a. Community Importance.
 - i. Quality plans, from a legibility standpoint, and design data, improve bidding (cost) on projects because contractors have a clear expectation of what is included when they bid the project.
- 2) Maintain construction specifications for infrastructure improvement projects.
 - a. Community Importance.
 - i. Construction inspection throughout project ensures contractors are constructing streets per the City's construction specifications. Similar to plans, clear and concise specifications improve bidding (cost) on projects. When contractors have a clear understanding on how the project is to be built, and how work is to be paid, bidding prices are generally lower.
- 3) Provide public information and updates for construction projects.
 - a. Community importance.
 - i. Construction activities can have a direct and significant impact on residents. Providing information to residents on upcoming construction projects allows them to plan their activities in an attempt to minimize disruption to them.
- 4) Maintain and improve information on the GIS system.
 - a. Community Importance.
 - i. The GIS system has become a very important tool for maintaining and tracking City facilities such as sewers, water main, signs and street lights. Engineering receives requests from residents and businesses on almost a daily basis for information on existing infrastructure. The use of GIS greatly improves the efficiency in getting this information. Engineering works with planning to maintain this information.

Costs and Benefits of Program and Services:

The adopted 2025 Engineering Program cost is \$292,816. This amount is only 25% of the total cost of the program. The other 75% costs for this program is spread out through the following utilities: 25% storm water utility, 25% water utility, and 25% sewer utility. The program benefits the community by ensuring that the City's public works improvement projects are built per City standards and specifications as well as making sure everything is done within budget.

2025 Program Objectives:

- 1) Complete the design and construction the next phase of the American Boulevard Expansion.
- 2) Complete the design and construction of the new segment of William Street on what was formerly the Shopko parcel.
- 3) Continue to coordinate the design and construction of the Southbridge Corridor and Interchange.
- 4) Continue to review, inspect and coordinate the TDS City-wide fiber installation project.
- 5) Complete an aggressive public works improvement program which includes water main relays, sanitary sewer relays/lining, storm sewer construction, and resurfacing and reconstruction of City streets.
- 6) Continue to update engineering CAD standards and construction plans.
- 7) Monitor public and private storm water management facilities.
- 8) Continue to implement the City's inflow and infiltration program sump pump installation and full-length lateral replacement policies.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$5,091 to reflect increase in employee wages.
- 2) Seasonal Labor decreased \$1,800 to reflect eliminating one seasonal employee due to addition of staff engineer.
- 3) Retirement increased \$674 to reflect increase in employee wages.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$11,927 to reflect property and liability insurances previously included in this budget line are now included in Other General Government budget, 100-51901-510.
- 5) Training is funding to provide for all-department trainings such as software training, construction training, design training and miscellaneous engineering training.
- 6) Seminars and Conferences provide funding for APWA conference and miscellaneous conferences.
- 7) Consulting includes CADD and design software licenses, ESRI license, DNR MS4 permit, NEWSC fees, Phosphorous study, bridge and sign bridge inspections, outside consultant services that are not able to be performed by City staff and lease payments for color printer.
- 8) Memberships/Subscriptions include American Public Works Association, American Society of Civil Engineers, Institute of Traffic Engineers and Wisconsin Department of Regulation and Licensing.
- 9) Operating Supplies increased \$600 to reflect increase in employee safety shoe allowance.
- 10) Capital Equipment includes the general fund share of \$2,000 for replacing existing surface pro computer.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
ENGINEERING									
Account Number PERSONAL SERVICES									
100	53110	110	Salaries	\$ 46,237	\$ 71,840	\$ 71,840	\$ 28,200	\$ 71,840	\$ 75,188 4.66%
100	53110	120	Hourly Wages	82,106	90,631	90,631	44,671	90,631	95,722 5.62%
100	53110	125	Overtime Wages	12,381	12,000	12,000	588	12,000	12,000 0.00%
100	53110	126	Seasonal Labor	9,518	15,000	15,000	3,200	15,000	13,200 -12.00%
100	53110	150	FICA	10,865	13,565	13,565	5,541	13,565	14,184 4.57%
100	53110	151	Retirement	9,867	12,038	12,038	4,166	12,038	12,712 5.60%
100	53110	152	Health, Dental, DIB, Life & Wks Cmp Ins	55,815	52,066	52,066	21,023	52,066	40,139 -22.91%
100	53110	190	Training	503	4,000	4,000	1,461	4,000	4,000 0.00%
			Subtotal	227,290	271,140	271,140	108,851	271,140	267,146 -1.47%
			CONTRACTUAL SERVICES						
100	53110	210	Telephone	411	970	970	350	970	970 0.00%
100	53110	212	Seminars and Conferences	156	1,200	1,200	27	1,200	1,200 0.00%
100	53110	215	Consulting	5,633	10,000	10,000	3,768	10,000	10,000 0.00%
100	53110	218	Cell/Radio	2,485	3,000	3,000	915	3,000	3,000 0.00%
			Subtotal	8,683	15,170	15,170	5,059	15,170	15,170 0.00%
			SUPPLIES AND EXPENSE						
100	53110	310	Office Supplies	0	0	0	0	0	0 0.00%
100	53110	320	Memberships/Subscriptions	0	300	300	0	300	300 0.00%
100	53110	331	Transportation	2,570	3,500	3,500	275	3,500	3,500 0.00%
100	53110	340	Operating Supplies	3,060	3,500	3,500	1,249	3,500	4,100 17.14%
100	53110	350	Repair and Maintenance Supplies	196	600	600	103	600	600 0.00%
			Subtotal	5,826	7,900	7,900	1,627	7,900	8,500 7.59%
			CAPITAL OUTLAY						
100	53110	810	Capital Equipment	5,695	31,750	31,750	22,345	2,000	2,000 -93.70%
			Subtotal	5,695	31,750	31,750	22,345	2,000	2,000 -93.70%
			TOTAL	\$ 247,495	\$ 325,960	\$ 325,960	\$ 137,882	\$ 296,210	\$ 292,816 -10.17%

Municipal Service Center

Program Full Time Equivalent: 0.30

Program Mission:

To maintain the interior and exterior of the MSC, and to prevent building deterioration while extending the life of the building through preventative maintenance.

List of Program Service(s) Descriptions:

- 1) *Preventative Maintenance* – Conduct preventative maintenance on the HVAC throughout building.
- 2) *Building Repairs* – Fix and repair items needing attention.
- 3) *Fuel distribution* – Provide fuel station for all city vehicles.
- 4) *Customer service center for public work and park related questions* – Provides staffing to answer questions related to public work and park administration questions from both phone or counter.

Important Outputs:

- 1) *Distribution of fuel to all city departments* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital support service to all departments requiring fuel.
- 2) *Storage space for public work and park department fleets* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital location to house the City's public work and park department's fleets.
- 3) *Storage area for public work and park department equipment and supplies* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital location to house the City's public work and park department's equipment.
- 4) *Customer service response to residents and client* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and provides service and response to citizen questions or concerns.

Expected Outcomes:

- 1) Efficient and safe functioning facility to support the operations of the public works and parks departments.
- 2) Quality customer service to residents and clients.

- 3) Efficient and effective running HVAC.
- 4) Fuel distribution to all city departments.

2025 Performance Measures (July 2024 – June 2025):

- 1) Reduce the amount of electricity used by 1% through power management with the installation of timer switches and installation of LED lighting.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Reduce electric cost by 1% through power management and LED lighting replacements.
 - a. Result: Electricity used 2023 = 215,280 KW; 2024=237,067 KW. Increased 10.1%. Performance measure was not met.

Significant Program Achievements:

- 1) Remodel the Engineer office space to add in the new engineer cubicle.
- 2) Replacement of 3 fuel tanks to be installed in August of 2024.
- 3) Replace the generator transfer switch.
- 4) Replace the large pressure washer in the wash bay.
- 5) Install new underbody wash system.
- 6) Upgrade the fire alarm panel.

Existing Program Standards Including Importance to Community:

- 1) Fuel pumps operation 24 hours a day, 7 days a week.
 - a. Community Importance.
 - i. Serves as a central location for all city vehicles to obtain fuel in an efficient manner.
- 2) Conduct preventative maintenance on HVAC of building in the spring and fall months.
 - a. Community Importance.
 - i. Preventative maintenance ensures the community that our HVAC are used to its maximum potential both in utilizing energy, as well as its operational life.

- 3) Cleaning of MSC.
 - a. Community Importance.
 - i. Regular cleaning of MSC is conducted to ensure the facility stays in good condition to maximize its operational life, as well as create a clean work atmosphere.

Costs and Benefits of Program and Services:

The adopted 2025 Municipal Service Center program cost is \$160,785. This amount is only 55% of the total cost of the program. The other 45% is spread out through the following utilities: 15% Water Utility, 15% Sewer Utility, and 15% Storm Water Utility. The program benefits the community by providing a support facility for mainly the Public Works and Park Departments. The support facility allows the departments to conduct city operations in an effective and efficient manner.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$13,989 to reflect change in allocation for building maintenance wages and increase in employee wages as detailed in the building maintenance program.
- 2) Overtime Wages increase \$300 to reflect actual costs.
- 3) FICA increased \$1,093 to reflect change in allocation for building maintenance wages and increase in employee wages.
- 4) Retirement increased \$1,004 to reflect change in allocation for building maintenance wages and increase in employee wages.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins increased \$2,463 to reflect change in allocation for building maintenance wages and to reflect increase in health insurance premiums.
- 6) Training includes various training for building maintenance staff for various certifications required for staff to maintain.
- 7) Consulting increased \$2,750 to reflect hiring contractor to install breaker to emergency generator. Consulting includes outside vendors to update fire extinguishers, conduct HVAC preventative maintenance, monitoring fire alarm system, pressure washer maintenance, pest control, emergency generator maintenance, building maintenance scheduling software, and fuel tracking software.
- 8) Cleaning Service Contract decreased \$10,430 to reflect actual costs for cleaning contract.
- 9) Utilities increased \$3,000 to reflect water rate increases of 10%, electric rate increases of 8% and gas rate increases of 6%
- 10) Cleaning and Maintenance increased \$3,000 to reflect actual costs.
- 11) Capital Equipment includes the general fund share of \$16,500 for replacing four (4) garage doors (\$13,750) and replacing existing large conference room chairs (\$2,750).

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
MUNICIPAL SERVICE CENTER										
Account Number		PERSONAL SERVICES								
100	53230	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
100	53230	120	Hourly Wages	18,149	22,385	22,385	8,467	22,385	36,374	62.49%
100	53230	125	Overtime Wages	292	100	100	366	400	400	300.00%
100	53230	126	Seasonal Labor	1,920	3,441	3,441	37	3,441	3,441	0.00%
100	53230	150	FICA	842	1,770	1,770	656	1,793	2,863	61.76%
100	53230	151	Retirement	1,364	1,551	1,551	591	1,572	2,556	64.73%
100	53230	152	Health, Dental, DIB, Life & Wks Cmp Ins	7,176	9,403	9,403	3,293	9,403	11,866	26.19%
100	53230	190	Training	0	275	275	0	275	275	0.00%
			Subtotal	29,743	38,925	38,925	13,411	39,269	57,775	48.43%
			CONTRACTUAL SERVICES							
100	53230	210	Telephone	54	130	130	48	130	130	0.00%
100	53230	215	Consulting	19,269	18,500	18,500	3,399	18,500	21,250	14.86%
100	53230	217	Cleaning Service Contract	8,444	24,060	24,060	6,617	13,234	13,630	-43.35%
100	53230	220	Utilities	34,038	30,000	30,000	11,898	30,000	33,000	10.00%
			Subtotal	61,805	72,690	72,690	21,961	61,864	68,010	-6.44%
			SUPPLIES AND EXPENSE							
100	53230	314	Cleaning and Maintenance	9,595	9,000	9,000	5,813	11,626	12,000	33.33%
100	53230	340	Operating Supplies	4,404	6,500	6,500	1,562	6,500	6,500	0.00%
			Subtotal	13,999	15,500	15,500	7,375	18,126	18,500	19.35%
			CAPITAL OUTLAY							
100	53230	810	Capital Equipment	0	19,250	19,250	3,419	19,250	16,500	-14.29%
			Subtotal	0	19,250	19,250	3,419	19,250	16,500	-14.29%
			TOTAL	\$ 105,546	\$ 146,365	\$ 146,365	\$ 46,167	\$ 138,509	\$ 160,785	9.85%

Building Maintenance

Program Full Time Equivalents: 1.25

Program Mission:

Reduce disruption and lower maintenance / repair costs through an organized maintenance program established by the careful operation and timely service of the City's buildings and equipment. The principles upon which the maintenance programs are based include the systematic inspection, detection, and correction of potential equipment failure before major defects develop.

List of Program Service(s) Descriptions:

- 1) *City Facility Maintenance* – Perform building maintenance for the City's various owned buildings.
- 2) *City Facility Repairs* – Perform necessary repairs to the various City owned buildings.

Important Outputs:

- 1) *Maintain and Repair City facilities* – Activities and services by this program are supported by the property tax. The maintenance and repair of the City's facilities is necessary so that municipal services that are expected from the community can be done. Repairs are requested by various departments and then scheduled. Preventative maintenance is scheduled based on industry standards of building equipment. Maintenance and repairs are done for the following programs and facilities: City Hall, Police Department, Fire Department, Municipal Service Center, Street Lighting, Community Center, Parks & Public Land, Boat Ramps, and Swimming Pools. The allocated wages for building maintenance for each of these programs will vary year to year depending on the amount of maintenance and repairs required. The 2025 budget allocates the maintenance staff wages as follows: City Hall (\$13,818); Police Department (\$13,818); Fire Department (\$13,818); Municipal Service Center (\$27,637); Building Maintenance (\$69,092); Street Lighting (\$13,818), Community Center (\$13,818); Parks & Public Land (\$41,455); and Swimming Pools (\$69,092).

Expected Outcomes:

- 1) Reduce the number of unnecessary facility repairs through preventative maintenance.
- 2) Maintain repairs of building facilities so that they are safe for the public.

2025 Performance Measures (July 2024 – June 2025):

- 1) Perform 100% of preventative maintenance for City buildings on an annual basis.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Perform 100% of preventative maintenance for City buildings on an annual basis.
 - a. Result: Preventative maintenance was 100% accomplished on all City buildings.

Significant Program Achievements:

- 1) Maintained City buildings and facilities.
- 2) Upgrade HVAC components at the community center, and city hall departments to allow for more efficient operations.
- 3) Replaced the aging clock on main street with a new version of the same design.

Existing Program Standards Including Importance to Community:

- 1) Perform preventative maintenance on City facilities as per industry standards.
 - a. Community Importance.
 - i. Allows safe facilities to be utilized by the public.

Costs and Benefits of Program and Services:

The adopted 2025 Building Maintenance program cost is \$192,922. The program benefits the community by maintaining City facilities that are essential in the operations to provide municipal services to the community.

2025 Program Objectives:

- 1) Continue to maintain City buildings and facilities so as to reduce work interruptions.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$2,371 to reflect increase in employee wages.
- 2) Hourly wages increased \$13,129 to reflect increase in employee wages and change in allocation for building maintenance wages.
- 3) FICA increased \$1,186 to reflect increase in wages and change in allocation for building maintenance wages.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$7,998 to reflect property and liability insurances previously included in this budget line are now included in Other General Government budget, 100-51901-510.
- 5) Retirement increased \$1,129 to reflect increase in wages and change in allocation for building maintenance wages.
- 6) Training includes staff training on building maintenance for various certifications staff is required to maintain.
- 7) Consulting includes general costs for outside services related to tasks internal staff is unable to address.
- 8) Safety Equipment and Uniforms increased \$572 to reflect increase in employee safety shoe allowance.
- 9) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
BUILDING MAINTENANCE										
Account Number PERSONAL SERVICES										
100	53231	110	Salaries	\$ 45,825	\$ 47,219	\$ 47,219	\$ 22,672	\$ 47,219	\$ 49,590	5.02%
100	53231	120	Hourly Wages	46,490	55,963	55,963	30,697	55,963	69,092	23.46%
100	53231	125	Overtime Wages	1,019	600	600	0	600	600	0.00%
100	53231	126	Seasonal Labor	0	0	0	0	0	0	0.00%
100	53231	150	FICA	6,917	7,939	7,939	3,879	7,939	9,125	14.94%
100	53231	151	Retirement	6,541	7,161	7,161	2,792	7,161	8,290	15.77%
100	53231	152	Health, Dental, DIB, Life & Wks Cmp Ins	35,254	37,791	37,791	16,495	37,791	29,793	-21.16%
100	53231	190	Training	3,205	6,500	6,500	1,412	6,500	6,500	0.00%
			Subtotal	145,251	163,173	163,173	77,947	163,173	172,990	6.02%
CONTRACTUAL SERVICES										
100	53231	210	Telephone	0	0	0	0	0	0	0.00%
100	53231	215	Consulting	0	500	500	0	500	500	0.00%
100	53231	218	Cell/Radio	2,682	2,432	2,432	1,131	2,432	2,432	0.00%
			Subtotal	2,682	2,932	2,932	1,131	2,932	2,932	0.00%
SUPPLIES AND EXPENSE										
100	53231	310	Office Supplies	0	500	500	0	500	500	0.00%
100	53231	331	Transportation	4,091	7,000	7,000	1,384	7,000	7,000	0.00%
100	53231	340	Operating Supplies	910	3,000	3,000	610	3,000	3,000	0.00%
100	53231	350	Repair and Maintenance Supplies	690	4,000	4,000	38	4,000	4,000	0.00%
100	53231	351	Safety Equipment and Uniforms	981	1,928	1,928	500	1,928	2,500	29.67%
			Subtotal	6,672	16,428	16,428	2,533	16,428	17,000	3.48%
CAPITAL OUTLAY										
100	53231	860	Capital Outlay	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 154,604	\$ 182,533	\$ 182,533	\$ 81,611	\$ 182,533	\$ 192,922	5.69%

Fleet Maintenance

Program Full Time Equivalents: 0.90

Program Mission:

Provide preventative and emergency repairs for the street, water, park, engineering, building inspections, health, police and fire departments to minimize the costs of operations and maximize the availability of equipment for municipal services provide to the community.

List of Program Service(s) Descriptions:

- 1) *Equipment Maintenance* – Perform vehicle and equipment maintenance for operations of the street, water, park, engineering, building inspections, health, police and fire departments.
- 2) *Equipment Repairs* – Perform necessary repairs to equipment so that it can be up and running for operational needs of the street, water, park, engineering, building inspections, health, police and fire departments.

Important Outputs:

- 1) *Maintain and Repair Equipment* – Activities and services by the department is supported by the property tax (20%), water utility (15%), sewer utility (15%) and storm water utility (50%). The maintenance and repair of equipment is necessary so that municipal services that are expected from the community can be done. The repairs and maintenance are performed at the Municipal Service Center. Repairs are requested by the employees and then scheduled. Maintenance is scheduled based on the hours and miles of equipment.

Expected Outcomes:

- 1) Maintain equipment and perform preventative maintenance so the City can prevent unnecessary repairs.
- 2) Maintain repairs so the equipment is capable of operating in a safe and efficient manner.

2025 Performance Measures (July 2024 – June 2025):

- 1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
- 2) Perform vehicle and equipment maintenance every 500 hours on 100% of garbage and recycling trucks.
- 3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
- 4) Perform equipment maintenance on every police vehicle every 6,000 miles.
- 5) Perform equipment and vehicle maintenance on every fire department equipment or vehicle as recommended by industry standards.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
 - a. Result: 79% of vehicles and equipment with 4,000-mile maintenance requirement were completed. This performance measure was not met due to staffing. New staff member hired in July.
- 2) Perform vehicle and equipment maintenance every 500 hours on 100% of the garbage and recycling trucks.
 - a. Result: 85% of all garbage/recycling trucks were maintained every 500 hours. This performance measure was not met due to staffing. New staff member hired in July.
- 3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
 - a. Result: 85% of the front-end loaders and dump trucks were maintained every 300 hours. This performance measure was not met due to staffing. New staff member hired in July.
- 4) Perform equipment maintenance on every police vehicle every 6,000 miles.
 - a. Result: This was accomplished.

Significant Program Achievements:

- 1) Maintained 261 pieces of equipment for the street, water, park, engineering, building inspections, health, police and fire departments.

Existing Program Standards Including Importance to Community:

- 1) Perform preventative maintenance for vehicles and equipment for the street, water, park, engineering, building inspections, health, police and fire departments, as per the manufacturer's recommendations.
 - a. Community Importance.
 - i. Allows equipment to be operational so that municipal services can be provided to the community.

Costs and Benefits of Program and Services:

The adopted 2025 Fleet Maintenance cost is \$173,548. This amount is only 20% of the total cost of the program. The other 80% costs for this program are spread out through the following utilities: 50% storm water utility, 15% water utility, and 15% sewer utility. The program benefits the community by maintaining and repairing equipment that is essential in the operations to provide municipal services to the community.

2025 Program Objectives:

- 1) Continue to maintain high standards of equipment repair.
- 2) Ensure adequate training for mechanics for new equipment.
- 3) Continue to reduce consulting costs by reducing outsourcing repairs by training staff to be able to perform repairs in house.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$474 to reflect increase in employee wages.
- 2) Training is for staff on fleet maintenance equipment such as troubleshooting and diagnostic performance.
- 3) Consulting increased \$7,000 to reflect purchasing new tires for the grader. Consulting includes tasks unable to perform in our fleet maintenance shop and for GPS/AVL on equipment.
- 4) Safety Equipment and Uniforms increased \$1,100 to reflect increase in employee safety shoe allowance and increased costs due to the addition of a fourth mechanic.
- 5) Capital Equipment includes the general fund share of \$12,200 for replacement of existing exhaust fans in the shop (\$5,000), new portable welding exhaust fan (\$3,000), replace equipment grease reels (\$4,000), and miscellaneous tools for shop (\$200).

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
FLEET MAINTENANCE									
Account Number PERSONAL SERVICES									
100	53240	110	Salaries	\$ 9,165	\$ 9,444	\$ 9,444	\$ 4,534	\$ 9,444	\$ 9,918 5.02%
100	53240	120	Hourly Wages	32,373	57,285	57,285	19,653	57,825	58,690 2.45%
100	53240	125	Overtime Wages	1,728	400	400	250	400	400 0.00%
100	53240	126	Seasonal Labor	3	0	0	0	0	0 0.00%
100	53240	150	FICA	3,302	5,135	5,135	2,790	5,177	5,279 2.80%
100	53240	151	Retirement	3,336	4,632	4,632	1,484	4,669	4,796 3.54%
100	53240	152	Health, Dental, DIB, Life & Wks Cmp Ins	14,559	18,589	18,589	5,547	18,589	18,589 0.00%
100	53240	190	Training	0	200	200	0	200	200 0.00%
			Subtotal	64,466	95,685	95,685	34,258	96,304	97,872 2.29%
			CONTRACTUAL SERVICES						
100	53240	210	Telephone	160	42	42	16	42	42 0.00%
100	53240	212	Seminars and Conferences	0	0	0	0	0	0 0.00%
100	53240	215	Consulting	15,604	18,000	18,000	14,673	20,000	25,000 38.89%
100	53240	218	Cell/Radio	103	102	102	40	102	102 0.00%
			Subtotal	15,868	18,144	18,144	14,728	20,144	25,144 38.58%
			SUPPLIES AND EXPENSE						
100	53240	331	Transportation	962	658	658	149	658	658 0.00%
100	53240	340	Operating Supplies	6,096	7,974	7,974	3,215	7,974	7,974 0.00%
100	53240	350	Repair and Maintenance Supplies	29,080	26,200	26,200	9,898	26,200	26,200 0.00%
100	53240	351	Safety Equipment and Uniforms	1,965	2,400	2,400	404	2,400	3,500 45.83%
			Subtotal	38,104	37,232	37,232	13,665	37,232	38,332 2.95%
			CAPITAL OUTLAY						
100	53240	810	Capital Equipment	4,191	35,540	35,540	7,178	35,540	12,200 -65.67%
			Subtotal	4,191	35,540	35,540	7,178	35,540	12,200 -65.67%
			TOTAL	\$ 122,629	\$ 186,601	\$ 186,601	\$ 69,829	\$ 189,220	\$ 173,548 -7.00%

Snow and Ice Control

Program Full Time Equivalents: 0.96

Program Mission:

Ensure the safe movement of vehicular and pedestrian traffic throughout the City during and after snow and ice events.

List of Program Service(s) Descriptions:

- 1) *Snow plowing* – Perform snow plowing throughout the City during the winter months.
- 2) *Salting / Sanding* – Perform salting / sanding operations throughout the City during the winter months.

Important Outputs:

- 1) *Removing Snow from City Streets* – Activities and services by this program is supported by the property tax. Snow plowing is necessary during the winter months to ensure the streets are cleared of snow so the traveling motorists can safely travel throughout the City. The City will schedule a snowplow operation when a minimum of 3” of snow has accumulated. There are sixteen (16) different plow routes throughout the City that employees are assigned to. It takes approximately seven (7) hours to plow a 3” event. This program is important to the community because if the streets are not cleared of accumulating snowfalls it would be difficult for the public to travel safely throughout the City.
- 2) *Applying Salt / Sand to City Streets* – Activities and services by this program are supported by the property tax. Salting / sanding is necessary during the winter months to ensure that all the main City streets, intersections, hills, and curves are kept clear of ice so that traveling motorists can safely travel throughout the City. The police department will notify public works when they feel the roads are becoming slippery. Once public works is notified, employees are called in to salt. There are six (6) different routes throughout the City that employees are assigned to. It takes approximately three (3) hours to go through the City once the salt operations begin. Salting operations will include salting for snow accumulations of less than 3” of snow. This program is important to the community because road conditions throughout the City would become hazardous to the traveling public without the application of salt.

Expected Outcomes:

- 1) Maintain the condition of all City streets, alleys, and parking lots so that traffic can safely travel throughout the City.
- 2) Reduce slippery conditions on roads so that traffic can travel safely through the City.

2025 Performance Measures (July 2024 – June 2025):

- 1) Utilize social media providing at least one educational snow and ice removal post in November, December, January, February and March.

2024 Performance Measures (July 2023 – June 2024):

- 1) Utilize social media providing at least one educational snow and ice removal, “Did you know” post in November, December, January, February, and March.
 - a. Result: Performance Measure Met.

Significant Program Achievements:

- 1) Increased pre-wetting and anti-icing in snowplow operations that have reduced salt usage and improved road conditions during the winter season.
- 2) Utilized snow blower on toolcat in alleys after heavier snowfalls to create a wider path.
- 3) Cross trained multiple employees on snow removal operations due to retirement and future retirements.
- 4) Plowed in tandem in west industrial park, American/Lawrence/Southbridge to clear road in less passes and apply salt to plowed roads quicker

Existing Program Standards Including Importance to Community:

- 1) Plow all streets, alleys, and parking lots throughout the City when the City receives 3” of snow.
 - a. Community Importance.
 - i. Allow motorists to travel throughout the City in a safe manner during the winter months.

- 2) Salt / Sand all streets and parking lots throughout the City when the police department calls for the salt trucks.
 - a. Community Importance.
 - i. Reduces ice on main streets, intersections, hills, and curves to allow the motorists to travel throughout the City in a safe manner during the winter months.

Costs and Benefits of Program and Services:

The adopted 2025 Snow and Ice Control program cost is \$353,299. The program benefits the community by allowing the streets to be kept clear of snow and ice so that the community can safely travel throughout the City during the winter months.

2025 Program Objectives:

- 1) Continue to train new staff on snowplow equipment. Train experienced staff on various pieces of snow removal equipment.
- 2) Plow all streets within 8 hours for most storms.
- 3) Continue tandem plowing during a full plow event to clear main streets first.
- 4) Update snowplow maps to improve efficiencies.
- 5) Continue to send staff to seminars/conferences on snow removal operations.
- 6) Continue to send staff to snowplow rodeo.

2025 Budget Significant Expenditure Changes:

- 1) Health, Dental, DIB, Life & Wks Cmp Ins increased \$2,978 to reflect health insurance increase.
- 2) Training includes training for operational training of salting and plowing.
- 3) Seminars and Conferences include staff participation in the APWA snowplow rodeo and other snow plowing conferences.
- 4) Consulting is for the need to hire contractors as needed or rent equipment.
- 5) Operating Supplies increased \$10,000 to reflect actual costs.
- 6) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
SNOW AND ICE CONTROL										
Account Number PERSONAL SERVICES										
100	53310	120	Hourly Wages	\$ 53,626	\$ 86,602	\$ 86,602	\$ 34,148	\$ 86,602	\$ 89,200	3.00%
100	53310	125	Overtime Wages	22,365	40,000	40,000	9,488	40,000	40,000	0.00%
100	53310	150	FICA	6,053	9,685	9,685	3,271	9,685	9,884	2.05%
100	53310	151	Retirement	5,887	8,736	8,736	2,651	8,736	8,979	2.79%
100	53310	152	Health, Dental, DIB, Life & Wks Cmp Ins	27,800	31,758	31,758	12,000	31,578	34,736	9.38%
100	53310	190	Training	279	500	500	0	500	500	0.00%
			Subtotal	116,010	177,281	177,281	61,557	177,101	183,299	3.39%
			CONTRACTUAL SERVICES							
100	53310	212	Seminars and Conferences	0	1,000	1,000	0	1,000	1,000	0.00%
100	53310	215	Consulting	1,105	4,000	4,000	630	4,000	4,000	0.00%
			Subtotal	1,105	5,000	5,000	630	5,000	5,000	0.00%
			SUPPLIES AND EXPENSE							
100	53310	331	Transportation	29,124	35,000	35,000	13,667	35,000	35,000	0.00%
100	53310	340	Operating Supplies	27,991	30,000	30,000	48,427	50,000	40,000	33.33%
100	53310	341	Salt, Sand, Chloride	103,066	90,000	90,000	31,575	90,000	90,000	0.00%
			Subtotal	160,182	155,000	155,000	93,669	175,000	165,000	6.45%
			CAPITAL OUTLAY							
100	53310	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 277,297	\$ 337,281	\$ 337,281	\$ 155,856	\$ 357,101	\$ 353,299	4.75%

Street Maintenance

Program Full Time Equivalents: 0.99

Program Mission:

Maintain and repair all City streets, parking lots, and alleys in a safe and timely manner to ensure the safe travel of motorist, bicyclists, and pedestrians.

List of Program Service(s) Descriptions:

- 1) *Street Maintenance* – Perform street, parking lot, and alley maintenance throughout the City.

Important Outputs:

- 1) *Street, parking lot, and alley maintenance* – Activities and services by this program are supported by the property tax. Maintenance of streets, parking lots, and alleys to reduce or eliminate hazards are necessary to ensure the traveling motorists can safely travel throughout the City.

Expected Outcomes:

- 1) Reduce hazards on all City streets, alleys, and parking lots so that traffic can safely travel throughout the City.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to road hazards within 24 hours of notification.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to road hazards within 24 hours of receiving them.
 - a. Result: Review of reports show response within 24 hours. Performance measure met

Significant Program Achievements:

- 1) Tracked pothole patching volume and locations.
- 2) Purchased Mastic One patcher in 2024 and utilized it for long term street patching in numerous locations including Commerce Dr, Main Ave and S. 6th St as well as high manholes, water valves and catch basins.
- 3) Utilize Mastic One to make a longer lasting patch repair to roadways to improve road conditions. Used Mastic One on Main Ave and the Tour De Pere bike race route to improve road conditions.

Existing Program Standards Including Importance to Community:

- 1) Patch potholes per industry standards to keep all streets, alleys, and parking lots maintained so that hazards are reduced throughout the City.
 - a. Community Importance.
 - i. Reduce road hazards so motorists to travel throughout the City in a safe manner.

Costs and Benefits of Program and Services:

The adopted 2025 Street Maintenance program cost is \$216,924. The program benefits the community by allowing the streets to be kept clear of road hazards.

2025 Program Objectives:

- 1) Continue road maintenance activities to improve road conditions.
- 2) Utilize Mastic One around manhole castings and areas prone to roadway patching to improve travel conditions.

2025 Budget Significant Expenditure Changes:

- 1) Seasonal Labor increased \$406 to reflect increase in seasonal wages.
- 2) Health, Dental, DIB, Life & Wks Cmp Ins increased \$3,805 to reflect increase in health insurance.
- 3) Training includes funding for street employees to attend road maintenance seminar/workshops.
- 4) Seminars and Conferences include funding for staff participation to attend APWA training.
- 5) Consulting includes \$10,000 for blacktop patching.
- 6) Operating Supplies increased \$1,000 to reflect purchasing of retaining wall block for wall repairs.
- 7) Safety Equipment and Uniforms increased \$1,675 to reflect increase in employee safety shoe allowance.
- 8) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
STREET MAINTENANCE										
Account Number PERSONAL SERVICES										
100	53330	120	Hourly Wages	\$ 61,054	\$ 84,140	\$ 84,140	\$ 23,752	\$ 84,140	\$ 86,675	3.01%
100	53330	125	Overtime Wages	765	2,000	2,000	407	2,000	2,000	0.00%
100	53330	126	Seasonal Labor	3,875	6,500	6,500	408	6,500	6,906	6.25%
100	53330	150	FICA	4,802	6,684	6,684	1,821	6,684	6,884	2.99%
100	53330	151	Retirement	4,365	5,944	5,944	1,466	5,944	6,163	3.69%
100	53330	152	Health, Dental, DIB, Life & Wks Cmp Ins	20,215	38,046	38,046	7,317	38,046	41,851	10.00%
100	53330	190	Training	1,669	2,000	2,000	375	2,000	2,000	0.00%
			Subtotal	96,745	145,314	145,314	35,546	145,314	152,479	4.93%
			CONTRACTUAL SERVICES							
100	53330	212	Seminars and Conferences	0	270	270	0	270	270	0.00%
100	53330	215	Consulting	12,514	10,000	10,000	0	10,000	10,000	0.00%
			Subtotal	12,514	10,270	10,270	0	10,270	10,270	0.00%
			SUPPLIES AND EXPENSE							
100	53330	331	Transportation	7,893	10,000	10,000	3,123	10,000	10,000	0.00%
100	53330	340	Operating Supplies	2,870	3,000	3,000	223	3,000	4,000	33.33%
100	53330	350	Repair and Maintenance Supplies	744	31,000	31,000	30,501	31,000	31,000	0.00%
100	53330	351	Safety Equipment and Uniforms	5,400	7,500	7,500	2,253	7,500	9,175	22.33%
			Subtotal	16,907	51,500	51,500	36,099	51,500	54,175	5.19%
			CAPITAL OUTLAY							
100	53330	810	Capital Outlay	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 126,167	\$ 207,084	\$ 207,084	\$ 71,645	\$ 207,084	\$ 216,924	4.75%

Traffic Signs and Markings

Program Full Time Equivalents: 0.98

Program Mission:

Provide the public a safe and orderly flow of vehicular and pedestrian traffic by means of pavement markings and signage as required by the Manual of Uniform Traffic Control Devices.

List of Program Service(s) Descriptions:

- 1) *Maintenance of Traffic Signs* – Maintain existing street signs throughout the City. Maintenance includes repairing damage signs caused by traffic or replacing signs because of reflectivity requirements.
- 2) *Maintenance of Traffic Pavement Markings* – Maintain existing pavement markings throughout the City. Maintenance includes repainting all pavement markings throughout the City on an annual basis. Pavement markings include stop bars, lane striping, and parking stall striping.
- 3) *Maintenance of Street Marker Signs* – Maintain existing street marker signs throughout the City. Maintenance includes repairing damage signs caused by traffic or replacing signs because of reflectivity requirements.

Important Outputs:

- 1) *Traffic Signs* – Activities and services by this program are supported by the property tax and State shared revenues. Maintenance of existing street signs to provide vehicular and pedestrian traffic necessary information so to ensure the traveling public can safely travel throughout the City.
- 2) *Traffic Pavement Markings* – Activities and services by this program are supported by the property tax and State shared revenues. Maintenance of existing pavement markings to provide vehicular and pedestrian traffic the necessary lane delineations and stop bars so to ensure the traveling public can safely travel throughout the City.
- 3) *Street Marker Signs* – Activities and services by this program are supported by the property tax and State shared revenues. Maintenance of existing street marker signs to identify the names of the streets throughout the City so that the traveling public can identify streets they need to travel.

Expected Outcomes:

- 1) Maintain all traffic signs to ensure vehicular and pedestrian traffic can safely travel throughout the City.
- 2) Maintain all traffic pavement markings to ensure vehicular and pedestrian traffic can safely travel throughout the City.
- 3) Maintain all street marker signs to ensure that all streets are identified so that motorists can find their destination.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to and assess all calls pertaining to street signs being damaged within 24 hours of notification.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to all calls pertaining to street signs being damaged within 24 hours of notification.
 - a. Result: Review of reports show response within 24 hours. Performance measure met.

Significant Program Achievements:

- 1) Installed approximately 250 new street name signs with the new City of De Pere logo.
- 2) Streets and Parks staff attended UW Madison Transportation Information Center training on MUTCD-Work Zone Safety. (2023) Staff became certified to conduct flagging operations on State highways (2023).
- 3) Conducted multiple barricading special events for Definitely De Pere, Pink Flamingo, Celebrate De Pere, Tour De Pere and other special events.
- 4) Completed city street name sign change out citywide.

Existing Program Standards Including Importance to Community:

- 1) Satisfy the federal requirements for maintenance of existing traffic signs and pavement markings throughout the City.
 - a. Community Importance.
 - i. Provides vehicular and pedestrian traffic a means to allow for safe and orderly flow.
 - ii. Provides street markers so that motorist can identify streets to find their destination points and addresses.

Costs and Benefits of Program and Services:

The adopted 2025 Traffic Signs and Markings program cost is \$186,734. The program benefits the community by allowing existing street signs and pavement markings to be maintained that provide information to vehicular and pedestrian traffic.

2025 Program Objectives:

- 1) Continue to maintain pavement striping City wide.
- 2) Continue to work with other city departments to fabricate and change out signs as requested/required.

2025 Budget Significant Expenditure Changes:

- 1) Overtime Wages increased \$1,500 to reflect the need for setting up for traffic control for special events sponsored by Definitely De Pere.
- 2) Seasonal Labor increased \$813 to reflect increase in employee wages.
- 3) FICA increased \$283 to reflect increase in overtime and seasonal wages.
- 4) Retirement increased \$282 to reflect increase in overtime and employee wages.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins increased \$2,388 to reflect increase in health insurance premiums.
- 6) Training is for training staff on sign maintenance and traffic markings.
- 7) Seminars and Conferences include funding for staff person to attend workshop on line striping operations.
- 8) Consulting includes fees paid to City of Green Bay for street striping as well as for sign repairs the City cannot do.
- 9) Operating Supplies increased \$2,000 to reflect actual costs.
- 10) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TRAFFIC SIGNS AND MARKINGS										
Account Number PERSONAL SERVICES										
100	53400	120	Hourly Wages	\$ 49,050	\$ 68,338	\$ 68,338	\$ 25,403	\$ 68,338	\$ 70,388	3.00%
100	53400	125	Overtime Wages	1,530	2,000	2,000	1,726	3,500	3,500	75.00%
100	53400	126	Seasonal Labor	9,032	6,500	6,500	2,217	6,500	7,313	12.51%
100	53400	150	FICA	3,850	5,475	5,475	2,002	5,590	5,758	5.18%
100	53400	151	Retirement	3,494	4,853	4,853	1,389	4,957	5,135	5.81%
100	53400	152	Health, Dental, DIB, Life & Wks Cmp Ins	17,361	23,876	23,876	7,520	23,876	26,264	10.00%
100	53400	190	Training	90	400	400	0	400	400	0.00%
			Subtotal	84,406	111,442	111,442	40,258	113,161	118,759	6.56%
			CONTRACTUAL SERVICES							
100	53400	212	Seminars and Conferences	0	225	225	0	225	225	0.00%
100	53400	215	Consulting	7,838	10,000	10,000	2,500	10,000	10,000	0.00%
			Subtotal	7,838	10,225	10,225	2,500	10,225	10,225	0.00%
			SUPPLIES AND EXPENSE							
100	53400	331	Transportation	3,109	3,750	3,750	572	3,750	3,750	0.00%
100	53400	340	Operating Supplies	39,894	38,000	38,000	20,929	40,000	40,000	5.26%
100	53400	342	Paint--Sign and Mark	16,118	14,000	14,000	12,826	14,000	14,000	0.00%
			Subtotal	59,121	55,750	55,750	34,327	57,750	57,750	3.59%
			CAPITAL OUTLAY							
100	53400	810	Capital Equipment	0	12,000	12,000	12,000	12,000	0	-100.00%
			Subtotal	0	12,000	12,000	12,000	12,000	0	-100.00%
			TOTAL	\$ 151,366	\$ 189,417	\$ 189,417	\$ 89,085	\$ 193,136	\$ 186,734	-1.42%

Street Lighting

Program Full Time Equivalents: 0.12

Program Mission:

Maintain and provide adequate street lighting for traffic and pedestrian safety along public ways. The major purpose of streetlights is to reduce vehicle and pedestrian accidents by illuminating hazards. Street lighting is also used to illuminate city owned property and equipment for security and safety purposes.

List of Program Service(s) Descriptions:

- 1) *Street Lighting* – Maintain existing streetlights throughout the City.

Important Outputs:

- 1) *Street Lighting* – Activities and services by this program are supported by the property tax. Maintenance of existing streetlights to provide adequate lighting at intersections and other areas where there are hazards in order to prevent accidents.

Expected Outcomes:

- 1) Maintain existing streetlights to ensure vehicular and pedestrian safety at intersections and other areas where there are hazards.
- 2) Maintain existing streetlights to illuminate city owned properties and equipment for security and safety purposes.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of burnt-out streetlights within three (3) business days of being notified.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to 100% of burnt-out streetlights within 24 hours of being notified.
 - a. Result: This was not met due to staff being on extended leave.

Significant Program Achievements:

- 1) Continue lamp and ballast replacement program.
- 2) Once a month staff will travel the complete city and log both city owned and WPS owned lights that have issues. Staff will then repair city owned lights and report the list to WPS for repair.
- 3) Completed the LED head replacement program for all decorator light poles that are city owned.
- 4) Received a grant to help fund the upgrade to LED light heads throughout the City. The new LED light heads are on order and should be completed in 2025.

Existing Program Standards Including Importance to Community:

- 1) Maintain existing streetlights throughout the City to meet the requirements of the City's municipal codes.
 - a. Community Importance.
 - i. Provide adequate street lighting for traffic and pedestrian safety along public ways.

Costs and Benefits of Program and Services:

The adopted 2025 Street Lighting program cost is \$467,477. The program benefits the community by allowing existing streetlights to be maintained that provide lighting along public ways for vehicular and pedestrian traffic.

2025 Program Objectives:

- 1) Continue to investigate energy saving programs for street lighting.
- 2) Continue to replace existing street lighting with LED lighting.

2025 Budget Significant Expenditure Changes:

- 1) Hourly wages increased \$2,625 to reflect the increase in employee wages and change in allocation for building maintenance wages.
- 2) FICA increased \$201 to reflect the increase in wages and change in allocation for building maintenance wages.
- 3) Retirement increased \$188 to reflect increase in wages and change in allocation for building maintenance wages.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins increased \$509 to reflect increase in health insurance and change in allocation for building maintenance wages.
- 5) Consulting is for contracting outside services for locates and to repair street and decorative lighting.

- 6) Utilities increased \$30,672 to reflect 8% increase in electricity rates.
- 7) No Capital Equipment requested.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
STREET LIGHTING									
Account Number			PERSONAL SERVICES						
100	53420	120	Hourly Wages	\$ 10,176	\$ 11,193	\$ 11,193	\$ 5,717	\$ 11,193	\$ 13,818 23.45%
100	53420	125	Overtime Wages	529	300	300	92	300	300 0.00%
100	53420	126	Seasonal Labor	80	1,300	1,300	0	1,300	1,300 0.00%
100	53420	150	FICA	801	898	898	418	898	1,099 22.36%
100	53420	151	Retirement	772	793	793	397	793	981 23.73%
100	53420	152	Health, Dental, DIB, Life & Wks Cmp Ins	4,376	5,086	5,086	2,572	5,144	5,595 10.01%
100	53420	190	Training	0	0	0	0	0	0 0.00%
			Subtotal	16,734	19,570	19,570	9,197	19,628	23,093 18.00%
			CONTRACTUAL SERVICES						
100	53420	215	Consulting	7,888	10,000	10,000	8,855	12,000	10,000 0.00%
100	53420	220	Utilities	392,978	383,400	383,400	181,185	383,400	414,072 8.00%
			Subtotal	400,866	393,400	393,400	190,040	395,400	424,072 7.80%
			SUPPLIES AND EXPENSE						
100	53420	331	Transportation	233	312	312	92	312	312 0.00%
100	53420	340	Operating Supplies	16,864	20,000	20,000	3,106	20,000	20,000 0.00%
100	53420	350	Repair and Maintenance Supplies	0	0	0	0	0	0 0.00%
			Subtotal	17,097	20,312	20,312	3,198	20,312	20,312 0.00%
			CAPITAL OUTLAY						
100	53420	810	Capital Equipment	0	0	0	0	0	0 0.00%
			Subtotal	0	0	0	0	0	0 0.00%
			TOTAL	\$ 434,697	\$ 433,282	\$ 433,282	\$ 202,435	\$ 435,340	\$ 467,477 7.89%

Traffic Lights

Program Full Time Equivalents: 0

Program Mission:

Maintain and provide signalization for traffic controls at sixteen intersections throughout the City in order to provide safe and orderly flow of vehicular traffic.

List of Program Service(s) Descriptions:

- 1) *Traffic Lights* – Maintain existing traffic signals throughout the City. Maintenance includes repairing damage caused by traffic, replacing signal lights when they are out, and adjusting timing as needed.

Important Outputs:

- 1) *Traffic Lights* – Activities and services by this program are supported by the property tax. Maintenance of existing traffic lights to provide safe and orderly flow of vehicular traffic. Proper function signals prevents accidents as well as delays due to traffic back ups.

Expected Outcomes:

- 1) Maintain existing traffic lights to ensure safe and orderly flow of vehicles.
- 2) Maintain existing traffic lights to protect vehicles and pedestrians at busy intersections.
- 3) Maintain existing traffic lights to reduce the severity and frequency of accidents between vehicles entering intersections.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of malfunctioning or damage signals within 24 hours of being notified.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to 100% of malfunctioning or damages signals within 24 hours of being notified.
 - a. Result: Responded to 100% of malfunctioning or damages signals within 24 hours of being notified.

Significant Program Achievements:

- 1) Maintained signalization at intersections.

Existing Program Standards Including Importance to Community:

- 1) Maintain existing traffic lights throughout the City per industry standards as well as the Manual of Uniform Traffic Control Devices.
 - a. Community Importance.
 - i. Provide traffic lights to ensure safe and orderly flow of vehicles.

Costs and Benefits of Program and Services:

The adopted 2025 Traffic Lights program cost is \$46,706. The program benefits the community by allowing existing traffic lights to be maintained that ensure safe and orderly flow of vehicles at busy intersections.

2025 Program Objectives:

- 1) Continue to maintain signalization at all intersections.
- 2) Evaluated the needs for pedestrian signals.

2025 Budget Significant Expenditure Changes:

- 1) Consulting increased \$4,000 to reflect actual costs. Consulting fees include fees paid to City of Green Bay for maintenance of traffic signals and locates.
- 2) Utilities increased \$2,386 to reflect 8% increase in electricity rates.
- 3) Operating supplies decreased \$500 to reflect actual costs.
- 4) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TRAFFIC LIGHTS										
Account Number PERSONAL SERVICES										
100	53450	120	Hourly Wages	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
100	53450	122	Hourly Wages Part Time	0	0	0	0	0	0	0.00%
100	53450	125	Overtime Wages	136	0	0	53	0	0	0.00%
100	53450	150	FICA	11	0	0	4	0	0	0.00%
100	53450	151	Retirement	10	0	0	0	0	0	0.00%
100	53450	152	Health, Dental, DIB, Life & Wks Cmp Ins	22	0	0	0	0	0	0.00%
			Subtotal	178	0	0	57	0	0	0.00%
			CONTRACTUAL SERVICES							
100	53450	215	Consulting	11,667	10,000	10,000	6,826	13,652	14,000	40.00%
100	53450	218	Cell/Radio	0	0	0	0	0	0	0.00%
100	53450	220	Utilities	30,714	29,820	29,820	14,791	29,582	32,206	8.00%
			Subtotal	42,381	39,820	39,820	21,616	43,234	46,206	16.04%
			SUPPLIES AND EXPENSE							
100	53450	331	Transportation	0	0	0	0	0	0	0.00%
100	53450	340	Operating Supplies	92	1,000	1,000	0	0	500	-50.00%
			Subtotal	92	1,000	1,000	0	0	500	-50.00%
			CAPITAL OUTLAY							
100	53450	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 42,651	\$ 40,820	\$ 40,820	\$ 21,674	\$ 43,234	\$ 46,706	14.42%

Brush Collection

Program Full Time Equivalents: 0.39

Program Mission:

Provide a cost effective and efficient method for residents to dispose of their brush and yard waste.

List of Program Service(s) Descriptions:

- 1) *Brush Collection* – Collect resident's brush three times a year
- 2) *Compost Facility* – Maintain and operate City's compost facility.

Important Outputs:

- 1) *Brush Collection* – Activities and services by this program are supported by the property tax. The City picks up brush at the curb three times per year for the residents. Brush is either collected with a truck and loader or the brush is chipped if the piles of brush are small. The brush collected in trucks or chipped is then hauled to the compost site. This service is a value to the community because not everyone has the means to be able to haul their brush to the compost facility so by having curbside pickup they are able to dispose of their brush.
- 2) *Compost Facility* – Activities and services by this program are supported by a combination of the property tax and the Town of Ledgeview. Currently funding is 73% City and 27% Ledgeview. Operations of the compost facility allow residents a site to bring their brush and yard waste to. Weekly the City stockpiles the brush and yard waste. The yard waste is hauled away on a weekly basis. Also once the brush piles are large enough, the City hires a contractor to chip the brush into wood chips, which are provided to the residents at no charge. The compost facility is a value to the community because it provides wood chips at no charge. The facility also provides the community a place to dispose of their yard waste the residents create when maintaining their properties.

Expected Outcomes:

- 1) Maintained properties free of yard waste and brush.
- 2) Maintain supply of mulch for residents.

2025 Performance Measures (July 2024 – June 2025):

- 1) Decrease number of household brush violations by 1% by educating the community on City policy and location of where to dispose of brush during non-collection periods via website/social media.

2024 Performance Measures (July 2023 – June 2024):

- 1) Decrease number of household brush violations by 1% by educating the community on City policy.
 - a. Result: Household brush violations (452 from July 2022-June 2023, 459 from July 2023 to June 2024). Increased 1.5%. Performance measure not met.

Significant Program Achievements:

- 1) Provided street department employees and seasonal staff with training and refreshers on the safe operation of the brush chipper.
- 2) Maintained Woodchipper Safety Shield on wood chippers for added safety for staff.

Existing Program Standards Including Importance to Community:

- 1) Maintain brush collection three times per year.
 - a. Community Importance.
 - i. Provides an easier alternative for residents to dispose of brush.
- 2) Maintain daily hours of operations at the compost facility every week year round.
 - a. Community Importance.
 - i. Provides a site for residents to drop off brush and yard waste.
 - ii. Provides a supply of mulch for residents to utilize.

Costs and Benefits of Program and Services:

The adopted 2025 Brush Collection program cost is \$136,505. The program benefits the community by allowing curbside collection of brush three times per year. It also allows for the operations of the compost facility, which gives residents a site to dispose of their brush and yard waste. The compost operations also provide mulch for the residents to utilize.

2025 Program Objectives:

- 1) Continue to monitor brush collection operations to improve efficiency and meet overall community needs.

2025 Budget Significant Expenditure Changes:

- 1) Health, Dental, DIB, Life & Wks Cmp Ins increased \$1,766 to reflect increase in health insurance.
- 2) Consulting increased \$3,000 to reflect actual costs. Consulting is for funding disposal of brush and compost as well as contracting for tub grinding brush.
- 3) Utilities increased \$30 to reflect an increase of 8% for electricity.
- 4) Transportation decreased \$2,000 to reflect actual costs.
- 5) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
BRUSH COLLECTION										
Account Number PERSONAL SERVICES										
100	53460	120	Hourly Wages	\$ 40,575	\$ 52,376	\$ 52,376	\$ 19,808	\$ 52,376	\$ 53,947	3.00%
100	53460	125	Overtime Wages	74	100	100	0	100	100	0.00%
100	53460	126	Seasonal Labor	1,918	9,300	9,300	1,467	9,300	9,300	0.00%
100	53460	150	FICA	3,087	4,149	4,149	1,490	4,149	4,269	2.90%
100	53460	151	Retirement	2,861	3,621	3,621	989	3,621	3,756	3.74%
100	53460	152	Health, Dental, DIB, Life & Wks Cmp Ins	15,783	17,659	17,659	5,733	17,659	19,425	10.00%
			Subtotal	64,297	87,205	87,205	29,486	87,205	90,798	4.12%
			CONTRACTUAL SERVICES							
100	53460	215	Consulting	36,600	32,000	32,000	400	32,400	35,000	9.38%
100	53460	220	Utilities	389	377	377	154	377	407	7.96%
			Subtotal	36,989	32,377	32,377	554	32,777	35,407	9.36%
			SUPPLIES AND EXPENSE							
100	53460	331	Transportation	8,799	12,000	12,000	4,316	12,000	10,000	-16.67%
100	53460	340	Operating Supplies	205	300	300	170	300	300	0.00%
100	53460	350	Repair and Maintenance Supplies	0	0	0	0	0	0	0.00%
			Subtotal	9,004	12,300	12,300	4,486	12,300	10,300	-16.26%
			CAPITAL OUTLAY							
100	53460	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 110,291	\$ 131,882	\$ 131,882	\$ 34,526	\$ 132,282	\$ 136,505	3.51%

Transit System

Program Full Time Equivalents: 0

Program Mission:

Provide funding for mass transit throughout the City.

List of Program Service(s) Descriptions:

- 1) *Transit System* – Provides an option for residents to utilize bus service as alternative transportation. This program provides the funding for the bus service provided by the Green Bay Transit Authority.

Important Outputs:

- 1) *Transit System* – Activities and services by this program are supported by the property tax and mass transit aids. Bus service allows residents to have an alternative transportation throughout the City.

Expected Outcomes:

- 1) Maintain bus service for the residents.

2025 Performance Measures (July 2024 – June 2025):

- 1) To increase value of the service to the community and see a 1% increase in ridership.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase value of the service to the community and see a 1% increase in ridership.
 - a. Result: Fixed Route Ridership: 2023=366,716; 2024=398,462. This is an increase of 8.66%. Performance measure met.

Significant Program Achievements:

- 1) Provide a transportation alternative to driving a vehicle for residents and visitors of the community.

Existing Program Standards Including Importance to Community:

- 1) Identify required funding through discussions with Green Bay Metro prior to City budget development.
 - a. Community Importance.
 - i. Provides an alternative transportation for residents.

Costs and Benefits of Program and Services:

The adopted 2025 Transit System program cost is \$182,087. This cost includes the City of De Pere's local share of the program as well as the City's portion of facilities and maintenance capital costs. The program benefits the community by an alternative transportation mode. This program provides funding to Green Bay Metro Transit to provide the City this bus service.

2025 Program Objectives:

- 1) Continue to maintain bus services for the community.

2025 Budget Significant Expenditure Changes:

- 1) Transit System increased by \$34,114.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TRANSIT SYSTEM									
Account Number			CONTRACTUAL SERVICES						
100	53520	213	Transit System	\$ 82,557	\$ 147,973	\$ 147,973	\$ 87,073	\$ 174,146	\$ 182,087 23.05%
			Subtotal	82,557	147,973	147,973	87,073	174,146	182,087 23.05%
			TOTAL	\$ 82,557	\$ 147,973	\$ 147,973	\$ 87,073	\$ 174,146	\$ 182,087 23.05%

Garbage and Refuse Collection

Program Full Time Equivalents: 2.66

Program Mission:

Provide an efficient and effective service of collection and disposal of trash and unsightly debris throughout the City in a timely manner.

List of Program Service(s) Descriptions:

- 1) *Garbage Collection* – Provide weekly curbside pickup of garbage throughout the City.
- 2) *Rubbish Collection* – Provide curbside pickup of large bulky trash items twice a year throughout the City.
- 3) *Rubbish Drop Off Site* – This provides an option for residents to haul their rubbish and large bulky items to the City's Municipal Service Center (MSC) throughout the entire year.

Important Outputs:

- 1) *Garbage Collection* – Activities and services by this program are supported by the property tax. The City collects garbage by using one-person automatic garbage trucks. Garbage is collected Monday thru Thursday by specific routes. Once route is completed for the day the garbage trucks then haul garbage to the landfill transfer station in Hobart. The residents benefit from this service because it provides them a means to dispose of their household waste. If the City did not provide this service then the residents would need to hire a private service to pick up their household waste.
- 2) *Rubbish Collection* – Activities and services by this program are supported by the property tax. Providing curbside pickup of large bulky trash items twice a year for residents throughout the City allows for a means for residents to dispose of their large bulky trash items. Collection is done on the designated garbage day. Rubbish is collected using a loader and dump truck for non-metal items. Once truck is full it is hauled to the landfill transfer station in Hobart. Metal items are separated and picked up with a one-ton dump truck and hauled to the Municipal Service Center. Once the City has a large quantity of metal items, a company that salvages metal items will be called to pick up all the metal items that have been collected. This service is a value to the community because not everyone has the means to dispose of their large bulky trash items so by having curbside pickup they are able to dispose of these items.

- 3) *Rubbish drop off site* – Activities and services by this program are supported by the property tax. This provides an option for residents to haul their rubbish and large bulky items to the City’s Municipal Service Center (MSC) throughout the months of April through November. Residents will bring their items to the MSC during these months on Wednesdays from 3:00 PM to 7:00 PM and Saturdays 8:00 AM to 4:00 PM. Items will be stockpiled until such time there are quantities large enough to haul to the landfill transfer station. This service benefits the residents of the City by giving them another alternative to dispose of their bulky trash items.

Expected Outcomes:

- 1) Maintain residential garbage collection on a weekly basis keeps properties clean.
- 2) Maintain a means for residents to dispose of large bulky trash items either by curbside pickup or a drop off location in order to keep properties looking neat and clean.

2025 Performance Measures (July 2024 – June 2025):

- 1) Decrease the number of rubbish violations letters by 1% by educating the community on city policy through the use of social media on rubbish drop off site, website, and violation tags.

2024 Performance Measures (July 2023 – June 2024):

- 1) Decrease the number of rubbish violation letters 1% by educating the community on City policy.
 - a. Result: 326 violations in 2023 (July 2022-June 2023), 309 violations in 2024 (July 2023-June 2024). This is a decrease of 5 ½ %. Performance measure was met.

Significant Program Achievements:

- 1) Continued to monitor and reviewed routes to ensure peak efficiency. Modified/updated routes to ensure remaining at peak efficiency
- 2) Issued 605 violation notices July 2023-June 2024 down from 1,347 violation notices in July 2022-June 2023 for unacceptable items in garbage containers, ie. recycling, yard waste, motor oil etc.
- 3) Established Toter polycarts as sole garbage and recycling cart for consistent appearance and cost savings.

Existing Program Standards Including Importance to Community:

- 1) Curbside garbage collection using automated garbage trucks.
 - a. Community Importance.
 - i. Provides the residents with a means to dispose of their household garbage on a weekly basis.
- 2) Rubbish curbside collection twice per year.
 - a. Community Importance.
 - i. Provides the residents with a means to dispose of their large bulky trash items twice per year.
- 3) Provide rubbish drop off site year-round at the Municipal Service Center.
 - a. Community Importance.
 - i. Provides the residents with a means for residents to drop off their large bulky trash items on a weekly basis instead of relying on the twice per year curbside pickup.

Costs and Benefits of Program and Services:

The adopted 2025 Garbage/Refuse Collection program cost is \$451,990. The program benefits the community by giving the residents a means to dispose of their household waste on a weekly basis. It also benefits the residents by giving them options to dispose of their larger bulky trash items.

2025 Program Objectives:

- 1) Continue to maintain level of service with continued City growth
- 2) Continue to update route maps to improve the efficiencies of the operation.
- 3) Continue to investigate eliminating commercial garbage collection.

2025 Budget Significant Expenditure Changes:

- 1) Seasonal Labor increased \$1,138 to reflect increase in seasonal wages.
- 2) Health, Dental, DIB, Life & Wks Cmp Ins increased \$7,601 to reflect increase in health insurance.
- 3) Training for staff development in garbage truck operations. In addition, staff trained on new garbage trucks and controls.
- 4) Consulting increased \$5,000 to reflect the addition of dumpster services for the Community Center and Mission Square. Consulting for garbage dumpster services for Marquette Square, Nicolet Square, alley of 400 Block of Main Avenue, Mission Square and Community Center. Consulting also includes \$1,000 funding for WDNR and Brown County for solid waste operations.

- 5) Transportation increased \$6,666 to reflect actual costs.
- 6) Garbage and Poly Cart Supplies decreased \$10,000 to reflect actual costs.
- 7) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
GARBAGE/REFUSE COLLECTION									
Account Number PERSONAL SERVICES									
100	53620	120	Hourly Wages	\$ 206,523	\$ 222,094	\$ 222,094	\$ 117,480	\$ 222,094	\$ 228,757 3.00%
100	53620	125	Overtime Wages	5,593	3,000	3,000	598	3,000	3,000 0.00%
100	53620	126	Seasonal Labor	17,448	18,200	18,200	7,715	18,200	19,338 6.25%
100	53620	150	FICA	16,224	17,484	17,484	8,909	17,484	18,010 3.01%
100	53620	151	Retirement	15,034	15,531	15,531	6,319	15,531	16,107 3.71%
100	53620	152	Health, Dental, DIB, Life & Wks Cmp Ins	88,504	76,011	76,011	43,262	76,011	83,612 10.00%
100	53620	190	Training	0	500	500	63	500	500 0.00%
			Subtotal	349,327	352,820	352,820	184,345	352,820	369,324 4.68%
			CONTRACTUAL SERVICES						
100	53620	210	Telephone	0	0	0	0	0	0 0.00%
100	53620	215	Consulting	7,901	10,000	10,000	4,050	10,000	15,000 50.00%
			Subtotal	7,901	10,000	10,000	4,050	10,000	15,000 50.00%
			SUPPLIES AND EXPENSE						
100	53620	331	Transportation	70,749	50,000	50,000	27,021	54,042	56,666 13.33%
100	53620	340	Operating Supplies	0	1,000	1,000	203	1,000	1,000 0.00%
100	53620	344	Garbage and Poly Cart Supplies	(475)	20,000	20,000	195	20,000	10,000 -50.00%
			Subtotal	70,273	71,000	71,000	27,419	75,042	67,666 -4.70%
			CAPITAL OUTLAY						
100	53620	810	Capital Equipment	0	0	0	0	0	0 0.00%
			Subtotal	0	0	0	0	0	0 0.00%
			TOTAL	\$ 427,501	\$ 433,820	\$ 433,820	\$ 215,814	\$ 437,862	\$ 451,990 4.19%

Landfill

Program Full Time Equivalents: 0

Program Mission:

Provide funding for the disposal of solid waste that is collected throughout the City.

List of Program Service(s) Descriptions:

- 1) *Landfill* – Provides funding for the tipping fees for disposal of solid waste.

Important Outputs:

- 1) *Landfill* – Activities and services by this program are supported by the property tax. Funds the disposal of solid waste collected by the City. The City hauls the garbage and rubbish collected from the community to the transfer station in Hobart. The County then hauls this material to the landfill. The weights of the material are collected from each City truck and then recorded. This weight is then converted to tons and the County will then invoice the City based on the tons collected. This program is valuable to the community because it funds the tipping fees required to dispose of all solid waste collected from the residents of the community.

Expected Outcomes:

- 1) Maintain disposal operations of solid waste collected by the City.

2025 Performance Measures (July 2024 – June 2025):

- 1) Monitor 100% of the weight slips from the transfer station to make sure the County invoices the City properly for landfill charges.

2024 Performance Measures (July 2023 – June 2024):

- 1) Monitor the weight slips from the transfer station to make sure the County invoices the City properly for landfill charges.
 - a. Result: All weight slips are entered into a database to appropriately analyze and checked for proper payment.

Significant Program Achievements:

- 1) The City delivered 5,640.47 tons of garbage to the landfill from weekly household collection and 520.41 tons of garbage from curbside collection and rubbish drop off site to the transfer station.
- 2) Utilized a direct haul to the South Landfill periodically while on the east side of city.

Existing Program Standards Including Importance to Community:

- 1) Review Brown County tonnage and fee reports monthly to identify expenditure trends to develop annual funding requirements.
 - a. Community Importance.
 - i. Provides funding for disposal of solid waste collected throughout the City.

Costs and Benefits of Program and Services:

The adopted 2025 Landfill program cost is \$320,000. This program benefits the community by providing funding for disposal of solid waste.

2025 Program Objectives:

- 1) Continue to monitor volume of material going to landfill for compliance.

2025 Budget Significant Expenditure Changes:

- 1) None.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
LANDFILL										
Account Number CONTRACTUAL SERVICES										
100	53630	214	Landfill	\$ 335,365	\$ 320,000	\$ 320,000	\$ 120,281	\$ 320,000	\$ 320,000	0.00%
			Subtotal	335,365	320,000	320,000	120,281	320,000	320,000	0.00%
			TOTAL	\$ 335,365	\$ 320,000	\$ 320,000	\$ 120,281	\$ 320,000	\$ 320,000	0.00%

Weed Control

Program Full Time Equivalents: 0.10

Program Mission:

The management of noxious and unsightly weeds throughout the community.

List of Program Service(s) Descriptions:

- 1) *Weed control* – Perform mowing / cutting operations to control grass and weeds in undeveloped lots, City property, and along roadways.

Important Outputs:

- 1) *Cutting weeds and grass* – Activities and services by this program is supported by the property tax (35%) and storm water utility (65%). Maintenance along roadways and City properties to keep grass and weeds mowed to acceptable heights. This service is valuable to the community because it improves visibility at intersections as well as preventing the spread of noxious weeds.

Expected Outcomes:

- 1) Decrease the spread of noxious weeds.
- 2) Increase visibility at intersections for the traveling public.

2025 Performance Measures (July 2024 – June 2025):

- 1) Cut high visibility locations a minimum of 3 times during the cutting season to maintain vision and aesthetics.

2024 Performance Measures (July 2023 – June 2024):

- 1) Respond to 100% of weed complaints within 72 hours of receiving them. Determine if this can be done with current staff levels or whether additional staff is needed or there is a need to outsource some of the work load in order to respond to weed complaints in a timely manner.
 - a. Result: This was accomplished.

Significant Program Achievements:

- 1) Maintained safe vision triangles throughout the City.
- 2) Cut and maintained high traffic volume areas of litter.
- 3) Cut growth around storm sewer drainage areas within the city during winter months
- 4) Cut growth around city owned RR spurs annually per CN RR requirements.

Existing Program Standards Including Importance to Community:

- 1) Maintain highway standards for clear vision triangle at intersections.
 - a. Community Importance.
 - i. Reduce road hazards along roadways so motorists can see at intersections
 - ii. Maintain City owned properties so that they are in compliance with the City's ordinance for tall grass and weeds.

Costs and Benefits of Program and Services:

The adopted 2025 Weed Control program cost is \$26,932. This amount is only 35% of the total cost of the program. The other 65% costs for this program are spread out through the following utilities: 65% storm water utility. The program benefits the community by allowing the streets to be kept clear of road hazards at intersections. It also benefits the community by allowing City owned properties to be maintained for grass and weeds.

2025 Program Objectives:

- 1) Continue to cut weeds in business and industrial parks twice per year.
- 2) Continue to maintain safe vision triangle at intersections throughout the City.

2025 Budget Significant Expenditure Changes:

- 1) Seasonal Labor increased \$65 to reflect increase in seasonal wages.
- 2) Health, Dental, DIB, Life & Wks Cmp Ins increased \$749 to reflect increase in health insurance.
- 3) Operating Supplies increased \$4,500 to reflect replacing blades on flail mowers.
- 4) No Capital Equipment requested.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
WEED CONTROL										
Account Number PERSONAL SERVICES										
100	53640	120	Hourly Wages	\$ 7,384	\$ 10,648	\$ 10,648	\$ 2,526	\$ 10,648	\$ 10,967	3.00%
100	53640	125	Overtime Wages	820	0	0	(3)	0	0	0.00%
100	53640	126	Seasonal Labor	1,724	1,040	1,040	345	1,040	1,105	6.25%
100	53640	150	FICA	629	830	830	135	830	855	3.06%
100	53640	151	Retirement	696	735	735	(44)	735	762	3.74%
100	53640	152	Health, Dental, DIB, Life & Wks Cmp Ins	5,580	7,494	7,494	1,778	7,494	8,243	9.99%
			Subtotal	16,833	20,747	20,747	4,736	20,746	21,932	5.71%
			SUPPLIES AND EXPENSE							
100	53640	340	Operating Supplies	0	0	0	0	0	4,500	100.00%
100	53640	361	Fuel - City Vehicles/EQ	580	500	500	225	500	500	0.00%
			Subtotal	580	500	500	225	500	5,000	900.00%
			CAPITAL OUTLAY							
100	53640	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 17,413	\$ 21,247	\$ 21,247	\$ 4,961	\$ 21,246	\$ 26,932	26.76%

Recycling

Program Full Time Equivalents: 1.10

Program Mission:

Provide an efficient and effective service of collection and disposal of recycling material throughout the City in a timely manner.

List of Program Service(s) Descriptions:

- 1) *Recycling Collection* – Provide biweekly curbside pickup of recycling throughout the City.

Important Outputs:

- 1) *Recycling Collection* – Activities and services by this program are supported by the property tax and DNR grants. In 2024 the grant received was \$97,805.77. Providing biweekly recycling collection for residents throughout the City. The City collects recyclables by using one-person automatic recycling trucks. Recycling is collected Monday thru Thursday by specific routes. Once route is completed for the day the recycling trucks haul recyclable materials to the County transfer station in Ashwaubenon. The weights of every truck are recorded and the County will include these weights as part of the overall invoice for the landfill. The City will either pay or be paid for the recyclable materials depending on the market rate for recyclable materials. The residents benefit from this service because it provides them a means to dispose of their recyclable materials. If the City did not provide this service, the residents would need to hire a private service to pick up their recyclables.

Expected Outcomes:

- 1) Increase the amount of recycling collected so that less material goes into the landfill.

2025 Performance Measures (July 2024 – June 2025):

- 1) Maintain a 0% rejection of loads with Brown County Port and Resource Recovery due to contamination.

2024 Performance Measures (July 2023 – June 2024):

- 1) Maintain a 0% rejection of loads with Brown County Port and Resource Recovery due to contamination.
 - a. Result: The County did not reject any of the City's loads. Performance measure met.

Significant Program Achievements:

- 1) Increased efforts to educate community and residents on the importance of recycling. Issued 267 violation notices of non-compliance of recycling.
- 2) Established Toter polycarts as sole garbage and recycling cart for consistent appearance and cost savings.
- 3) Placed educational stickers on recycling carts with Tri-County Recycling QR code on recycling carts.

Existing Program Standards Including Importance to Community:

- 1) Curbside recycling collection using automated recycling trucks.
 - a. Community Importance.
 - i. Provides the residents with a means to dispose of their household recycling on a biweekly basis.
 - ii. Reduces the amount of material that goes into the landfills.

Costs and Benefits of Program and Services:

The adopted 2025 Recycling program cost is \$166,928. The program benefits the community by giving the residents a means to dispose of their household recycling on a biweekly basis.

2025 Program Objectives:

- 1) Continue to maintain level of service with continued City growth
- 2) Continue to update route maps to improve the efficiencies of the operation.
- 3) Continue to investigate eliminating commercial recycle collection.

2025 Budget Significant Expenditure Changes:

- 1) Overtime Wages increased \$600 to reflect increase in actual costs due to holiday collection.
- 2) Health, Dental, DIB, Life & Wks Cmp Ins increased \$4,056 to reflect increase in health insurance.
- 3) Training to fund staff attending recycling seminars.
- 4) Consulting increased \$5,670 to reflect the addition of dumpster services for the Community Center and Mission Square.
Consulting for garbage dumpster services for Marquette Square, Nicolet Square, alley of 400 Block of Main Avenue, Mission Square and Community Center.
- 5) Garbage and Poly Cart Supplies decreased \$10,000 to reflect actual costs.
- 6) No Capital Equipment requested.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
RECYCLING										
Account Number PERSONAL SERVICES										
100	53650	120	Hourly Wages	\$ 62,139	\$ 69,002	\$ 69,002	\$ 31,406	\$ 69,002	\$ 71,072	3.00%
100	53650	125	Overtime Wages	2,218	200	200	414	800	800	300.00%
100	53650	126	Seasonal Labor	0	420	420	0	420	420	0.00%
100	53650	150	FICA	4,906	5,300	5,300	2,358	5,346	5,504	3.85%
100	53650	151	Retirement	4,626	4,775	4,775	1,880	4,816	4,959	3.86%
100	53650	152	Health, Dental, DIB, Life & Wks Cmp Ins	44,098	40,562	40,562	19,104	40,562	44,618	10.00%
100	53650	190	Training	0	500	500	186	500	500	0.00%
			Subtotal	117,988	120,759	120,759	55,348	121,446	127,873	5.89%
			CONTRACTUAL SERVICES							
100	53650	215	Consulting	5,969	6,000	6,000	3,038	6,000	11,670	94.50%
			Subtotal	5,969	6,000	6,000	3,038	6,000	11,670	94.50%
			SUPPLIES AND EXPENSE							
100	53650	331	Transportation	2,810	16,885	16,885	5,692	16,885	16,885	0.00%
100	53650	340	Operating Supplies	0	500	500	210	500	500	0.00%
100	53650	344	Poly Cart Supplies	(476)	20,000	20,000	195	20,000	10,000	-50.00%
			Subtotal	2,335	37,385	37,385	6,097	37,385	27,385	-26.75%
			CAPITAL OUTLAY							
100	53650	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 126,292	\$ 164,144	\$ 164,144	\$ 64,483	\$ 164,831	\$ 166,928	1.70%

TOTAL PUBLIC WORKS

City of De Pere
2025 General Fund
Adopted Budget

PUBLIC WORKS
EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TOTAL PUBLIC WORKS							
PERSONAL SERVICES							
110 Salaries	\$ 149,664	\$ 179,702	\$ 179,702	\$ 79,988	\$ 179,702	\$ 188,483	4.89%
120 Hourly Wages	694,688	853,514	853,514	376,875	857,489	908,835	6.48%
125 Overtime Wages	49,667	61,200	61,200	14,024	63,600	63,600	3.92%
126 Seasonal Wages	45,517	61,701	61,701	15,389	61,701	62,323	1.01%
150 FICA	67,683	84,617	84,617	35,964	85,105	89,714	6.02%
151 Retirement	64,158	75,515	75,515	26,290	75,955	80,648	6.80%
152 Health, Denal, DIB, Life & Wks Comp Ins	362,852	382,835	382,835	158,723	382,713	386,563	0.97%
190 Training	6,527	17,875	17,875	3,568	17,875	17,875	0.00%
Subtotal	1,440,756	1,716,960	1,716,960	710,820	1,724,140	1,798,041	4.72%
CONTRACTUAL SERVICES							
210 Telephone	950	1,908	1,908	693	1,908	1,908	0.00%
211 Postage	2,357	2,154	2,154	1,964	3,928	3,000	39.28%
212 Seminars and Conference	1,525	5,195	5,195	6	5,195	5,195	0.00%
213 Transit System	82,557	147,973	147,973	87,073	174,146	182,087	23.05%
214 Landfill	335,365	320,000	320,000	120,281	320,000	320,000	0.00%
215 Consulting	133,009	149,829	149,829	48,715	157,881	167,620	11.87%
217 Cleaning Service Contract	8,444	24,060	24,060	6,617	13,234	13,630	-43.35%
218 Cell/Radio	6,574	7,334	7,334	2,654	7,334	7,334	0.00%
219 Data	0	0	0	0	0	0	0.00%
220 Utilities	458,119	443,597	443,597	208,028	443,359	479,685	8.14%
Subtotal	1,028,900	1,102,050	1,102,050	476,031	1,126,985	1,180,459	7.11%

City of De Pere
2025 General Fund
Adopted Budget

**PUBLIC WORKS
EXPENDITURES**

Account Title		2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TOTAL PUBLIC WORKS								
	SUPPLIES AND EXPENSE							
310	Office Supplies	1,741	3,000	3,000	871	3,000	3,000	0.00%
314	Cleaning & Maintenance Supplies	9,595	9,000	9,000	5,813	11,626	12,000	33.33%
320	Memberships/Subscriptions	355	700	700	19	700	700	0.00%
331	Transportation	131,140	139,755	139,755	56,430	143,797	144,421	3.34%
340	Operating Supplies	102,387	114,774	114,774	79,904	135,774	127,874	11.41%
341	Salt, Sand and Chloride	103,066	90,000	90,000	31,575	90,000	94,500	5.00%
342	Paint--Sign and Mark	16,118	14,000	14,000	12,826	14,000	14,000	0.00%
344	Garbage Bags and Poly Cart Supplies	(951)	40,000	40,000	390	40,000	20,000	-50.00%
350	Repair and Maintenance	30,711	61,800	61,800	40,543	61,802	61,800	0.00%
351	Safety Equipment and Uniforms	8,346	11,828	11,828	3,156	11,828	15,175	28.30%
361	Fuel - Equipment	580	500	500	225	500	500	0.00%
	Subtotal	403,088	485,357	485,357	231,751	513,027	493,970	1.77%
	CAPITAL OUTLAY							
810	Capitall Equipment	9,886	101,840	101,840	48,147	72,090	30,700	-69.85%
	Subtotal	9,886	101,840	101,840	48,147	72,090	30,700	-69.85%
	TOTAL	\$ 2,882,629	\$ 3,406,207	\$ 3,406,207	\$ 1,466,749	\$ 3,436,242	\$ 3,503,170	2.85%

CULTURE, EDUCATION & RECREATION

CULTURE, EDUCATION AND RECREATION EXPENDITURES

<u>PROGRAM BUDGET</u>	<u>FULL TIME EQUIVALENTS</u>
Community Center	2.15
Historic Preservation Commission	0.00
Park and Rec Administration	2.00
Parks & Public Land	4.43
Forestry	2.78
Boat Ramps	0.15
Parks Equipment/Vehicle Maintenance	0.50
Recreation and Recreation Programs	4.10
Special Events/Celebrations	0.15
TOTAL	16.25

Community Center

Program Full Time Equivalents: 2.15

Program Mission:

To maintain the Community Center as a broad-based facility with the intent to provide a wide variety of uses, high quality services and varied recreational opportunities at affordable costs for the entire community in a safe and pleasurable atmosphere.

List of Program Service(s) Descriptions:

- 1) *Facility Reservations* – Provide a variety of multi-purpose rooms and audio/visual equipment available for rent to resident and non-resident groups, organizations and businesses for public or private functions. Rooms provided free of charge for city departments, service organizations and school youth groups through high school within the community.

Important Outputs:

- 1) *Room Rentals.* Activity funded by property tax and private funds. Facility provides a convenient location, affordable rates, community service for non-profit and youth organizations and city departments, enhanced relationships within the community.

Expected Outcomes:

- 1) Continue to keep Community Center well-maintained, operating efficiently and increasing overall revenues.
- 2) Promote sustainability practices with users of the Community Center.

2025 Performance Measures (July 2024 – June 2025):

- 1) Increase the percentage of on-line rentals by 10% through enhanced marketing efforts.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase number of paid rentals at Community Center by 2%.
 - a. Result: Number of paid rentals increased by 1.4% (7/1/22 – 6/30/23 = 276 rentals, 7/1/23 – 6/30/24 = 280 rentals).

Significant Program Achievements:

- 1) Implemented new registration/reservation/POS software system, CivicRec and consolidated the gateway processor to same company for entire city which is a significant decrease in transaction fees and passed on credit card fees to user. CivicRec has provided the community with the option to search room availability and reserve Community Center rooms online.
- 2) Nearly completed branding project initiative for the Community Center (still searching for a few large photos for adequate print quality for canvas prints).
- 3) Installed TV monitors on each level of the Community Center for digital announcements/signage through OptiSigns.
- 4) Hired and trained new Part Time Office Assistant, Community Center Facility Attendant and two Part-time CC Maintenance personnel.
- 5) Researched chair replacements for Oak & Hickory Rms. and soliciting for donations to cover costs. Currently pursuing quotes on replacing patio furniture and securing donations to cover half of the costs.
- 6) Received quotes on upgrading communications equipment in collaboration with a grant through the Health Dept.
- 7) Renewed agreements with SESAC, BMI, ASCAP & MPLC licensing companies, extended agreement with MultiMedia Channels for our department brochures, eliminated Elevator & Security Monitoring contracts and numerous other building maintenance agreements.
- 8) Collaborated with the Beautification Committee on the ordering and planting of our flowerpots, which was a savings in staff time and city funds.
- 9) Completed the following major projects: LED lighting installation project, air handler fan replacement; construction of dumpster enclosure to begin in Fall.

Existing Program Standards Including Importance to Community:

- 1) Provide a broad-based facility with a variety of uses and activities for the community.
 - a. Community Importance:
 - i. Serves as an easily accessible location for a variety of recreation programs and activities for people of all ages of our community. These programs, which financially sustain themselves, facilitate social interaction that are critical to community cohesion and pride; enhance a sense of wellness; provide organized, structured, cognitively stimulating and enjoyable activities for all ages as well as provide a refuge of safety and care for all participants.
 - ii. Provides customer service, serving as a resource contact.
 - iii. Creates a source of revenue.

- 2) Provide five economically priced multi-purpose rooms available for rent or free to City Departments as requested and non-profit organizations or school youth groups, Monday thru Thursday.
 - a. Community Importance:
 - i. Provides a central-based meeting place for all entities whether public, private or corporate such as social gatherings, showers, receptions, parties for any occasion, training sessions, meetings, etc.
 - ii. Creates a source of revenue.

Costs and Benefits of Program and Services:

The adopted 2025 Community Center Program cost is \$431,554. The program benefits the community by providing the citizens with a centrally located meeting place offering varied recreation programs, events and services while serving a wide age range of participants. The programs are offered at affordable rates to promote physical activity, social interaction, cohesion, and pride as well as enhance their health and well-being and aid in acquiring lifelong skills. The Community Center also serves as a rental facility for public, private, corporate and city functions, providing five economically priced multi-purpose rooms.

2025 Objectives:

- 1) Monitor program offerings and usage to ensure maximum use of Community Center and facilities within our community.
- 2) Continue to reduce number of call-ins for Community Center.
- 3) Increase online reservations and marketing efforts for Community Center rentals.
- 4) Renew multi-year agreement with Multi-Media Channels to cover brochure costs.
- 5) Complete approved capital improvement projects to potentially include replacement of countertops, windowsills/ledges, painting walls, and updates throughout facility; lower level outdoor signage; and air conditioning unit replacement.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$5,033 to reflect COLA and performance pay adjustments.
- 2) Hourly Wages decreased \$22,251 due to the reallocation of .5 FTE (Rec Coordinator) to Rec and Rec Programs budget.
- 3) Hourly Wages Part-Time increased \$20,000 to reflect reallocation of PT Office Assistant Position from Rec and Rec Programs to CC budget.
- 4) Overtime Wages increased \$150 to reflect actual trends.
- 5) Seasonal Labor increased \$1,020 to reflect seasonal wage raises and increase of 30 hours/year for Facility Attendants.
- 6) FICA decreased \$1,001 due to the reallocation of .5 FTE Rec Coordinator position to Rec and Rec Programs budget.
- 7) Retirement decreased \$1,091 due to the reallocation of .5 FTE Rec Coordinator position to Rec and Rec Programs budget.

- 8) Training includes Management Training Seminars (1) \$125, Support Staff Training (2) \$150, First Aid/CPR Training (5) \$75.
- 9) Postage decreased \$270 to reflect actual trends.
- 10) Consulting decreased \$3,675 due to reallocation of garbage/recycling collection services for dumpster to Public Works budget. Includes Security/Fire/Elevator Monitoring Service (\$425).
- 11) Data increased \$204 to reflect projected costs.
- 12) Equipment Maintenance increased by \$3,200 to replace the door closer on the upper level of the Community Center.
- 13) Memberships/Subscriptions increased \$687 to reflect trends and major increase from SESAC due to population size. Includes the following music and movie licenses: MPLC (\$831), ASCAP (\$465), SESAC (\$1,200), BMI (\$466).
- 14) Capital Outlay includes \$15,000 for general Community Center improvements.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
COMMUNITY CENTER									
Account Number	PERSONAL SERVICES								
100	55140	110	Salaries	\$ 95,621	\$ 99,805	\$ 99,805	\$ 47,920	\$ 99,805	\$ 104,838 5.04%
100	55140	120	Hourly Wages	78,600	89,671	89,671	40,809	89,671	67,420 -24.81%
100	55140	122	Hourly Wages Part Time	0	0	0	0	0	20,000 100.00%
100	55140	125	Overtime Wages	657	500	500	393	650	650 30.00%
100	55140	126	Seasonal Labor	14,211	15,280	15,280	6,211	14,500	16,300 6.68%
100	55140	150	FICA	13,362	14,755	14,755	6,678	14,755	13,754 -6.78%
100	55140	151	Retirement	12,327	13,108	13,108	5,167	13,119	12,017 -8.32%
100	55140	152	Health, Dental, DIB, Life & Wks Cmp Ins	50,916	63,431	63,431	32,058	62,000	61,095 -3.68%
100	55140	190	Training	120	350	350	127	250	350 0.00%
			Subtotal	265,814	296,900	296,900	139,364	294,750	296,424 -0.16%
			CONTRACTUAL SERVICES						
100	55140	210	Telephone	1,839	4,000	4,000	1,477	4,000	4,000 0.00%
100	55140	211	Postage	235	695	695	25	260	425 -38.85%
100	55140	212	Seminars and Conferences	0	0	0	0	0	0 0.00%
100	55140	215	Consulting	0	4,100	4,100	0	421	425 -89.63%
100	55140	217	Cleaning Service Contract	33,387	34,595	34,595	15,434	34,000	35,580 2.85%
100	55140	218	Cell/Radio	460	480	480	240	480	480 0.00%
100	55140	219	Data	1,012	1,116	1,116	576	1,170	1,320 18.28%
100	55140	220	Utilities	41,825	43,400	43,400	14,624	38,500	43,400 0.00%
100	55140	240	Equipment Maintenance	6,500	8,000	8,000	5,808	8,000	11,200 40.00%
100	55140	290	Other Contractual Services	11,149	13,278	13,278	2,626	12,705	13,838 4.22%
			Subtotal	96,408	109,664	109,664	40,808	99,536	110,668 0.92%
			SUPPLIES AND EXPENSE						
100	55140	310	Office Supplies	3,715	2,750	2,750	(276)	2,500	2,750 0.00%
100	55140	320	Memberships/Subscriptions	2,142	2,275	2,275	1,159	2,815	2,962 30.20%
100	55140	331	Transportation	0	0	0	0	0	0 0.00%
100	55140	340	Operating Supplies	3,658	3,750	3,750	583	3,700	3,750 0.00%
			Subtotal	9,515	8,775	8,775	1,467	9,015	9,462 7.83%
			CAPITAL OUTLAY						
100	55140	810	Capital Equipment	0	15,000	15,000	0	15,000	15,000 0.00%
			Subtotal	0	15,000	15,000	0	15,000	15,000 0.00%
			TOTAL	\$ 371,737	\$ 430,339	\$ 430,339	\$ 181,639	\$ 418,301	\$ 431,554 0.28%

Historic Preservation Commission

Program Full Time Equivalents: 0

Program Mission:

The purpose of the Commission is to affect and accomplish the protection, enhancement, perpetuation, and use or improvement of sites, which represent or reflect elements of the City's cultural, social, economic, political or architectural history. The Commission serves to foster civic pride in the notable accomplishments of the past.

List of Program Service(s) Descriptions:

- 1) *Citizen Contact* – Receive input/questions from citizens on projects related to the areas of responsibility.
- 2) *Historic Districts / Places* – Responsible for the creation and maintenance of historic sites and districts.
- 3) *Historic District Plans* – Responsible for the development, update and implementation of historic district plans for each district.
- 4) *Historic District Education* – Responsible for the continuing education of the citizens about the historical heritage of the city and the historic properties designated.

Important Outputs:

- 1) *Preservation of historic structures, sites, and districts* – Funding provided through tax levy and state/federal grants. Preservation is important since the City of De Pere is known for its historic heritage, sites and districts.
- 2) *Creation of new historic sites and districts* – Funding provided through tax levy and state/federal grants. Studying and creating new districts is important since more buildings and areas qualify as the City ages.
- 3) *Education programs related to the program* – Funding provided primarily through grants. Education is important to help maintain and increase the overall quality of the City's historic background.

Expected Outcomes:

- 1) Maintain citizen contact levels in a manner that meets or exceeds the needs of the community.
- 2) Maintain or increase the overall quality of life of residents and visitors through the implementation of the City's historic preservation policies.

- 3) Maintain or increase the overall quality of life for the citizens in De Pere with a historic preservation program that enhances the historical heritage of the City.
- 4) Increase the awareness on the City's heritage and provide education to maintain the historic sites and districts in the City.

2025 Performance Measures:

- 1) Complete a 2024 Certified Local Government Sub-grant. A \$6,000 sub-grant was awarded in 2024 for the potential Federal Register and State Register designation of a commercial building. (January 2024 through September 2025).
- 2) Target three residential properties and three commercial properties, identified in the City's 2017 Historical & Architectural Resources Survey, to determine if there is an interest in becoming either federal and state designated, or locally designated, as historic (July 2025).
- 3) Provide at least two education programs that continue the education on the historical heritage of the City. (May 2025 - Historic Preservation Month, and December 2025).

2024 Performance Measurement Data:

- 1) Follow up on a 2023 application to the Wisconsin Historical Society for a 2024 Certified Local Government Sub-grant. An August 14, 2023 Notice of Intent was submitted for \$4,500 in grant dollars for the potential Federal Register and State Register designation of a commercial building. A formal application was due by December 18, 2023. (January 2024 through September 2025).
 - a. Result: The awarded sub-grant was increased to \$6,000 for the Historic Preservation Commission in February 2024. A Memorandum of Agreement and Scope of Work were reviewed in June 2024. The sub-grant concludes in September 2025.
- 2) Target three residential properties and three commercial properties, identified in the City's 2017 Historical & Architectural Resources Survey, to determine if there is an interest in becoming either federal and state designated, or locally designated, as historic (July 2024).
 - a. Result: Designation inquiries were made to four properties. One property expressed interest and is the subject site for the above-referenced \$6,000 sub-grant.
 - b. Result: The delisting of two properties also occurred—one site due to fire and the second site due to demolition. The final delisting step at the Wisconsin Historical Society level for the demolition site will occur in the fall of 2024.

- 3) Provide at least two education programs that continue the education on the historical heritage of the City. (May 2024 - Historic Preservation Month, and December 2024).
 - a. Result: The Historic Preservation Commission developed and promoted a new virtual Historic Walking Tour that resides on the Definitely De Pere website.
 - b. Result: The Historic Preservation Commission provided updated information for the City's GIS "Historic" map layer. The Historic Preservation Commission page provided new designation information for two properties.

Significant Program Achievements (August 2023 – July 2024):

- 1) August 2023 - successfully worked with the property owner of 127 N Broadway ST to secure interest in the proposed federal and state historic designation of the property.
- 2) September 2023 - completed the national historic designation of 1335 Ridgeway BL.
- 3) November 2023 - coordinated the review/approval process among the WDNR, Wisconsin Historical Society, and the Historic Preservation Commission for the demolition of a historic building at 290 Reid ST on the St. Norbert College campus.
- 4) November and December 2023 - submitted a Certified Local Government letter of intent and a formal sub-grant request application. A \$6,000 sub-grant was awarded in February 2024. The grant is in progress and will complete in September 2025.
- 5) December 2024 - completed the design and order for approximately 65 historic district/building signs to be printed and distributed to property owners in the City. The signs are being distributed in 2024.
- 6) December 2023 - completed the national historic designation of 815 Nicolet DR.
- 7) January 2024 - completed an annual report for the Wisconsin Historical Society, and revised the Historic Preservation Commission page on the City's website. The annual report and website revisions were required for the City to retain a Certified Local Government status.
- 8) February 2024 - created a list of projects to attempt to complete during the calendar year 2024.
- 9) June 2024 - held a training session with the Wisconsin Historical Society about Historic Preservation Commissioner basics, the Historic Preservation Ordinance, and historically designated properties.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Historic Preservation Commission on the third Monday of the month.
 - a. Allows actions required or requested on behalf of the community to be acted upon in a timely manner, including the Certificate of Appropriateness (COA) permits, and review of photo-documenting of historic structures prior to demolition.
 - b. Establishes a routine schedule for community involvement.
 - c. In 2024 the HPC held meetings every two months, which allowed additional time to complete tasks between meetings. Bi-monthly meetings may be repeated in 2025.

Costs and Benefits of Program and Services:

The adopted 2025 Historic Preservation program costs \$20,860. The program benefits the community by providing citizens with access to an online database that identifies historically designated properties and districts, educational information about preserving and restoring a property, and connections to state and federal-level funding sources for restorations of historic properties. The program benefits the community by providing citizens with representation in the discussion and implementation of the City's historic preservation program. The program also benefits the community by providing education on the historical heritage of the city. Overall, the proposed Historic Preservation program 2025 budget represents a \$6,000 or 40% increase over the 2024 budget.

2025 Program Objectives:

- 1) Continue Historic District signage for the residential districts. Signage is important for the identification of historic buildings and educates the community about the historic districts.
- 2) Facilitate a Certified Local Government Sub-grant to designate residential, commercial, and institutional properties as historic, which are identified in the City's 2017 Historical & Architectural Resources Survey.
- 3) Continue implementation of the City's 2017 Historical & Architectural Resources Survey by working on State and National historic building/district designations by targeting potential local, state, and federal designations. The City's 2017 Historical & Architectural Resources Survey provides a work plan for the establishment of future historic buildings in the City.
- 4) Provide at least two education programs that continue the education on the historical heritage of the City. Educational programs are important for property owners and citizens in understanding both the history of the community and the programs that are available to historic properties.

2025 Budget Significant Expenditure Changes:

- 1) Seminars and Conferences. WAHPC Spring Conference (\$450), Local History Conference (\$200), National Trust for Historic designation travel to Madison (\$100).
- 2) Consulting. Increased \$6,000 and will be reimbursed by the State Historical Society grant, additional consulting for historic preservation signage (\$3,200).
- 3) Memberships/Subscriptions. Fox Wisconsin Heritage Parkway (\$250). National Alliance of Preservation Commissions (\$100). WAHPC Membership (\$40). National Trust for Historic Preservation (\$20).

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
HISTORIC PRESERVATION COMMISSION										
Account Number CONTRACTUAL SERVICES										
100	55150	212	Seminars and Conferences	\$ 406	\$ 750	\$ 750	\$ 246	\$ 650	\$ 750	0.00%
100	55150	215	Consulting	6,174	3,200	3,200	0	3,200	9,200	187.50%
			Subtotal	6,579	3,950	3,950	246	3,850	9,950	151.90%
			SUPPLIES AND EXPENSE							
100	55150	310	Office Supplies	0	200	200	160	200	200	0.00%
100	55150	320	Memberships/Subscriptions	0	410	410	0	410	410	0.00%
100	55150	331	Mileage Reimbursement	186	300	300	272	300	300	0.00%
100	55150	391	Historic Preservation Supplies	0	0	0	0	0	0	0.00%
			Subtotal	186	910	910	432	910	910	0.00%
			GRANTS, CONTRIBUTIONS, INDEM							
100	55150	701	Historical Society	14,000	10,000	10,000	10,000	10,000	10,000	0.00%
			Subtotal	14,000	10,000	10,000	10,000	10,000	10,000	0.00%
			TOTAL	\$ 20,765	\$ 14,860	\$ 14,860	\$ 10,678	\$ 14,760	\$ 20,860	40.38%

Park and Rec Administration

Program Full Time Equivalents: 2.0

Program Mission:

To collaborate with the Board of Park Commissioners in developing policies as well as developing long term plans for quality park, recreation and forestry services to the residents of De Pere. The program is also responsible for overseeing and managing all other operations of the department.

List of Program Service(s) Descriptions:

- 1) *Development of Park Board Agenda* – Creates monthly agenda of items that require action by the Park Board.
- 2) *Future planning of park, recreation and forestry service* – Develops short and long term plans to help guide the department in offering applicable and beneficial programs and services to the community.
- 3) *Review, change and establish needed Policies* – Annual review of policies to provide municipal services and to promote the short and long term interests of the community.
- 4) *Department Budget Maintenance* – Develops the yearly capital and operational budgets in a fiscally responsible manner.
- 5) *Community feedback* – Receives community input and evaluates programs and services (i.e., Civic Rec Survey portal, Social Media, etc...).
- 6) *Park Design* – Works with Board of Park Commissioners revising and developing park design and layout.
- 7) *Supervision and leadership of management staff* –Evaluates and supervises management staff and skilled laborers.

Important Outputs:

- 1) *Comprehensive Park and Outdoor Recreation Plan* – Long range planning document that is funded by the Park Special Revenue Fund and guides the department in appropriately servicing the community with park and recreation services.
- 2) *Departmental Budget Proposal* – Activity and services by the department supported by property tax. This service is valuable to the City because it develops a structured and cost conscious plan for fiscal spending.
- 3) *Monthly Park Board agenda* – Program funded by property tax dollars. This service provides a structured monthly agenda to the Park Board and provides notification to the community on these topics.

- 4) *Park or facility development* – Program funded by property tax dollars. Provides professional insight and design to facilities to maximize safety, efficiency, and effectiveness for their proposed use.
- 5) *Park or facility changes* – Program funded by property tax dollars. Provides professional knowledge and guidance in revising current park layouts and amenities to ensure efficiency and effectiveness.
- 6) *Staff Communication and Supervision* – Program funded by property tax dollars. Conduct weekly staff meetings and quarterly all-department meetings, in addition to guidance and supervision of department managers. Ensures department mission and tasks are kept on track.

Expected Outcomes:

- 1) Maintain an updated Comprehensive Park and Outdoor Recreation Plan every five years.
- 2) Maintain clear and informative Park Board agendas.
- 3) Maintain clear and up to date policies.
- 4) Maintain the development of the proposed budget by August of each year.
- 5) Maintain a highly knowledgeable, skilled, and motivated workforce.
- 6) Ensure City facilities and buildings operate efficiently and effectively.
- 7) Increased program and citizen satisfaction as a result of adapting programs and services based on community feedback.
- 8) Maintain high quality, safe, efficient parks that meet community and neighborhood needs through the design of new parks and restructuring of current parks.

2025 Performance Measures (July 2024 – June 2025):

- 1) Review all See Click Fix submittals within 48 hours.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Receive a 90% acceptable rating for department service through user survey.
 - a. Result: Survey was not performed in the traditional format due to validation concerns using social media and current mailing list, along with the conversion of our on-line registration system.

Significant Program Achievements:

- 1) Completed construction of Nelson Family Pavilion.
- 2) Completed Comprehensive Outdoor Recreation Plan.
- 3) Conducted Aerial Deer Survey and analysis of deer population.
- 4) Completed Wilson Park Master Plan.
- 5) Grew Holiday Light Show at Voyageur Park.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Board of Park Commissioners the third Thursday of the month.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 2) Draft budget proposed by August of each year to the Park Board.
 - a. Community Importance.
 - i. Provides community input and guidance to the department budgetary proposal.
- 3) Conduct weekly staff meetings and quarterly all department meetings.
 - a. Community Importance.
 - i. Provides a cohesive, knowledgeable, and motivated workforce.
- 4) Revision of long range Comprehensive Outdoor Plan every five years for parks, open space and leisure based programming.
 - a. Community Importance.
 - i. Provides coordinated plan to the City in an effort to accommodate park and open space needs of a growing De Pere.
 - ii. Provides professional analysis and input on revising or changing current park or leisure programs to better fit community needs and trends.

Costs and Benefits of Program and Services:

The adopted 2025 Park and Rec Administration program cost is \$338,428. The program benefits the community by providing the community with leadership and supervision to front line services within the department. In addition, this program is key to developing short and long term strategic planning for parks and open space, as well as develops the annual budget proposal.

2025 Objectives:

- 1) Provide timely and accurate meeting Park Board meeting agendas.
- 2) Complete master planning for Waterview Heights new park.
- 3) Implement and educate community on new Dog Ordinance.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased by \$8,195 to reflect projected wage rate increase.
- 2) Hourly wages increased by \$5,367 to reflect projected wage rate.
- 3) FICA increased by \$1,038 to reflect projected wage increases.
- 4) Retirement increased by \$1,039 to reflect projected increase in retirement funding.
- 5) Training includes all department training \$1,025, customer service training for administrative assistant \$250, and \$550 for increased departmental wide safety training.
- 6) Seminars and conferences includes WPRA State Conference \$1,500, Office Support Workshop \$250, NRPA National Conference \$2,550.
- 7) Consulting of \$30,000 includes \$5,000 for general consulting needs and \$25,000 for consultant to begin marking property boundaries of parks.
- 8) Cell/Radio increased by \$618 to accommodate for cell phone for Forestry Supervisor position.
- 9) Data increased by \$433 to reflect projected data charges and increase of one additional IPAD for field operations.
- 10) Other Contractual Services decreased \$325 to reflect actual costs.
- 11) Membership/Subscriptions includes WPRA Membership \$420 and NRPA Membership \$180.
- 12) No Capital Outlay.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
PARK AND REC ADMINISTRATION										
Account Number		PERSONAL SERVICES								
100	55200	110	Salaries	\$ 127,317	\$ 135,024	\$ 135,024	64,824	\$ 135,024	\$ 143,219	6.07%
100	55200	120	Hourly Wages	67,896	57,678	57,678	32,227	57,678	63,045	9.31%
100	55200	125	Overtime Wages	419	700	700	0	150	700	0.00%
100	55200	126	Seasonal Labor	360	0	0	0	0	0	0.00%
100	55200	150	FICA	14,856	14,795	14,795	7,219	14,753	15,833	7.01%
100	55200	151	Retirement	13,849	13,345	13,345	5,626	13,307	14,384	7.79%
100	55200	152	Health, Dental, DIB, Life & Wks Cmp Ins	52,224	57,235	57,235	28,541	57,235	55,940	-2.26%
100	55200	190	Training	662	1,750	1,750	980	1,750	1,825	4.29%
			Subtotal	277,583	280,527	280,527	139,418	279,897	294,946	5.14%
			CONTRACTUAL SERVICES							
100	55200	210	Telephone	1,838	4,000	4,000	1,478	4,000	4,000	0.00%
100	55200	212	Seminars and Conferences	419	4,100	4,100	14	4,100	4,300	4.88%
100	55200	215	Consulting	2,555	28,000	28,000	15,574	20,000	30,000	7.14%
100	55200	218	Cell/Radio	956	1,716	1,716	439	1,716	2,334	36.01%
100	55200	219	Data	238	215	215	90	240	648	201.40%
100	55200	240	Equipment Maintenance	0	200	200	0	200	200	0.00%
100	55200	290	Other Contractual Services	290	325	325	26	26	0	-100.00%
			Subtotal	6,297	38,556	38,556	17,621	30,282	41,482	7.59%
			SUPPLIES AND EXPENSE							
100	55200	310	Office Supplies	170	875	875	73	750	900	2.86%
100	55200	320	Memberships/Subscriptions	385	580	580	0	580	600	3.45%
100	55200	331	Transportation	195	500	500	276	500	500	0.00%
100	55200	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	750	1,955	1,955	349	1,830	2,000	2.30%
			CAPITAL OUTLAY							
100	55200	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 284,630	\$ 321,038	\$ 321,038	\$ 157,387	\$ 312,009	\$ 338,428	5.42%

Parks and Public Lands

Program Full Time Equivalents: 4.43

Program Mission:

Develop and maintain parks, recreational areas and leisure facilities that are equally available to all citizens and to enhance their well-being and environment. It is also to help protect our resources for future generations.

List of Program Service(s) Descriptions:

- 1) *Turf Maintenance* – Mowing, fertilizing, aerating, planting, replacement, and restoration.
- 2) *Landscape Projects* – Including restoration of flower or shrub beds.
- 3) *Park Maintenance* – Maintenance on all park facilities (i.e. Tennis courts, playgrounds, etc)
- 4) *Recreational Field Maintenance* – Includes prepping and restoring baseball, softball, football, soccer and other recreational fields for scheduled usage.
- 5) *Snow Removal* – Includes park facilities, city maintained sidewalks and select other facilities.
- 6) *Assist Other Departments* – Assisting other departments as necessary to help maximize City needs and/or emergencies.
- 7) *Geese Removal* – Program designed to use volunteers to discourage geese from using high use park areas.

Important Outputs:

- 1) *Maintain Turf/Grass* – Activity funded by property tax. Creates usable & aesthetically pleasing park and open spaces.
- 2) *Park Maintenance* – Activity funded by property tax. Results in clean, safe, & functional park facilities.
- 3) *Recreation Field Maintenance* – Activity funded by property tax. Results in safe & playable field conditions for youth & adult athletic programs.
- 4) *Snow Removal* – Activity funded by property tax. Clear City sidewalks and parking lots. Results in a safer and more usable condition for the public.
- 5) *Ice Rinks* – Activity funded by property tax. Installation and maintenance of five rinks in the City. These rinks allow children and adults the opportunity for inexpensive outdoor recreational activity during the winter.
- 6) *Maintained flower and shrub beds* – Activity funded by a combination of property tax funds and Beautification Committee funds. Prepare and install various locations throughout the City. These beds beautify numerous areas of the City and give citizens a better sense of community.

Expected Outcomes:

- 1) Maintain safe, playable & well-maintained sport facilities that provide a quality experience during athletic events.
- 2) Maintain clean and safe parks and open spaces that meet community expectations.
- 3) Maintain aesthetically pleasing park areas that enhance our community's quality of life and promote healthy lifestyles.
- 4) Increase inter-departmental cooperation and sharing to decrease costs. Share knowledge and investigate inter-governmental purchasing and sharing of equipment to decrease costs.
- 5) Increase response time for snow removal with better weather monitoring and increased cooperation with other departments in use of equipment.
- 6) Decrease number of geese in select parks, which results in less waste from the waterfowl and a more usable park.
- 7) Maintain the number of shrub/flower beds in the City roundabouts.

2025 Performance Measurement Data (July 2024 – June 2025):

- 1) Reduce seasonal time watering hanging baskets by 20% by use of self-watering baskets.

2024 Performance Measures:

- 1) Remove all snow from sidewalks within 48 hours of a snowfall.
 - a. Result: Initial snow removal efforts were completed within 24 hours of an accumulating snow event. Follow up snow and ice management was completed within 48 hours of the snow fall ending.

Significant Program Achievements:

- 1) Assisted with several local soccer tournaments (Select Soccer President's Cup and Tony Litt Soccer).
- 2) Worked with Street Dept. to maintain and identify more waste and recycle containers in select parks and to schedule regular pick-ups by crews.
- 3) Worked with numerous families to obtain and install memorial benches in Voyageur Park, Riverwalk and James Street Parkway.
- 4) Installed City banners and hanging pots in early spring. Banners and pots were installed within 2 weeks of Memorial Day. Introduce 45 new self-watering hanging baskets that only require water every third day.
- 5) Worked with various volunteers of community service individuals and service groups to help clean parks and trail systems.
- 6) Continued to market the memorial bench/tree program to be more visible.

- 7) Worked with the Communication Specialist to ‘market’ more of our contributions and programs to the public.
- 8) Continued a 5 day a week restroom cleaning schedule during the summer to help minimize exposures to the public and maintain a cleaner overall facility.
- 9) Installed playgrounds at Lawton and Legion Parks.
- 10) Worked with Department of Public Works to tentatively remove mowing/trimming of much of the underpass to reduce exposures to dangerous conditions.
- 11) Worked with a contractor to assist in maintenance of two roundabouts and two large beds on Main Ave to reduce weed growth and garbage buildup.
- 12) Aided in operations for the De Pere Beer Gardens.
- 13) Aided in the set up and opening of the Nelson Family Pavilion.

Existing program Standards Including Importance to Community:

- 1) Bi-weekly line trimming of parks & open spaces.
 - a. Community Importance
 - i. Ensures park areas are kept clean and aesthetically acceptable to the community.
- 2) Daily sport facility maintenance.
 - a. Community Importance
 - i. Provides safe and playable field conditions for thousands of youth and adults that participate in athletic events on a daily basis.
- 3) Weekly grass cutting.
 - a. Community Importance
 - i. Ensures grass is cut to an acceptable standard set forth by city ordinance, as well as community response.
 - ii. Creates an atmosphere within parks and open spaces that encourages use.
- 4) Garbage removal from parks and facilities approximately 2 times/week.
 - a. Community Importance
 - i. Maintains a clean park by removing unsanitary refuse.
- 5) Maintenance of flower and shrub beds.
 - a. Community Importance
 - i. Creates aesthetically pleasing areas around the City and enhances tourism.
- 6) Weekly maintenance of playgrounds.
 - a. Community Importance
 - i. Ensures the community that playgrounds are safe.

Costs and Benefits of Program and Services:

The adopted 2025 Parks and Public Land program budget is \$789,149. The program benefits the community by providing residents and other patrons with clean, well maintained, and adequately equipped recreational and leisure facilities.

2025 Objectives:

- 1) Improve park maintenance operations and efficiency during the spring and fall months.
- 2) Maintain clean and safe park areas that are aesthetically pleasing to users.
- 3) Remove snow from City sidewalks within 48 hours after snow has fallen.
- 4) Maintain and prepare game fields/diamonds in accordance with league schedules.
- 5) Check on condition of park facilities within 1 working day of any larger events taking place in parks.
- 6) Create and develop a safe work atmosphere.
- 7) Monthly playground inspections to ensure proper maintenance and safety.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased by \$39,541 to include the reallocation of Park Superintendent wages.
- 2) Hourly Wages increased \$20,523 to reflect projected 2025 wages rates.
- 3) FICA increased \$4,671 to reflect projected increases.
- 4) Retirement increased \$4,293 to reflect proposed increases in retirement funding.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$4,474 to reflect actual insurance coverage for parks maintenance workers and reallocation of “other insurances”.
- 6) Training: Playground Safety training (3 people) \$1,500; Turf Equip/Main. (2 people) \$200; Safety programs (4 people) \$100; Turf training (2 people) \$200.
- 7) Seminars and Conferences includes: Turf Management (1 person) \$100; WPRA Summer Park tour (1 person) \$300.
- 8) Consulting increased by \$8,104. This includes Roundabout Maintenance cost - \$8,100, Nelson Family Pavilion surveillance and door access - \$3,504, Nelson Pavilion Internet - \$600, Cross Connection maintenance - \$3,000, HVAC Preventative Maintenance - \$3,000, Nelson Pavilion weekend cleaning contract - \$2,500, GPS location services for vehicles/equipment - \$2,400, and General services - \$400.
- 9) Utilities increased by \$11,440 to accommodate addition of Nelson Family Pavilion and increase in costs.
- 10) Equipment Maintenance increased by \$2,500 to accommodate for expenses related to retaining wall repair.

- 11) Operating supplies increases \$9,664 to replace 3 line trimmers, 3 push mowers, various hand tools, annual crusher dust maintenance for park trails and to accommodate port o lets that were moved from the Recreation Budget.
- 12) Turf Chemical increased \$1,000 for additional weed control and fertilization of ball fields.
- 13) Memorial Benches increased \$4,800 to accommodate growing number of requests.
- 14) Safety equipment increased by \$1,000 to cover increased safety toe boot allowance along with the addition of another arborist.
- 15) No Capital Outlay.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
PARKS AND PUBLIC LAND									
Account Number PERSONAL SERVICES									
100	55210	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 39,451	100.00%
100	55210	120	Hourly Wages	278,023	245,562	245,562	123,243	245,562	8.36%
100	55210	125	Overtime Wages	2,554	4,000	4,000	1,118	4,000	0.00%
100	55210	126	Seasonal Labor	80,312	127,560	127,560	41,501	133,280	4.48%
100	55210	150	FICA	22,388	20,941	20,941	9,680	25,612	22.31%
100	55210	151	Retirement	20,163	17,220	17,220	7,159	21,513	24.93%
100	55210	152	Health, Dental, DIB, Life & Wks Cmp Ins	100,002	101,744	101,744	52,421	106,218	4.40%
100	55210	190	Training	2,219	2,000	2,000	396	2,000	0.00%
			Subtotal	505,661	519,027	519,027	235,518	506,668	15.25%
			CONTRACTUAL SERVICES						
100	55210	212	Seminars and Conferences	126	400	400	393	400	0.00%
100	55210	215	Consulting	8,544	15,400	15,400	2,375	23,504	52.62%
100	55210	220	Utilities	46,697	45,060	45,060	14,328	56,500	25.39%
100	55210	240	Equipment Maintenance	2,946	15,000	15,000	3,656	17,500	16.67%
			Subtotal	58,312	75,860	75,860	20,751	75,393	29.06%
			SUPPLIES AND EXPENSE						
100	55210	331	Transportation	24,678	23,000	23,000	8,910	22,522	-2.08%
100	55210	340	Operating Supplies	34,564	38,200	38,200	19,353	47,864	25.30%
100	55210	345	Turf Chemicals	9,809	12,000	12,000	6,621	13,000	8.33%
100	55210	346	Memorial Benches	0	0	0	3,790	4,800	100.00%
100	55210	351	Safety Equipment	2,880	3,900	3,900	1,433	4,900	25.64%
			Subtotal	71,931	77,100	77,100	40,107	79,890	20.73%
			CAPITAL OUTLAY						
100	55210	810	Capital Equipment	160,739	33,500	52,460	8,751	0	-100.00%
			Subtotal	160,739	33,500	52,460	8,751	0	-100.00%
			TOTAL	\$ 796,644	\$ 705,487	\$ 724,447	\$ 305,127	\$ 714,411	\$ 789,149 11.86%

Forestry

Program Full Time Equivalents: 2.78

Program Mission:

Expand and upgrade our successful urban forestry program. Preserve, protect and improve our environment and enhance the aesthetics of our community. Work together with other departments to form alliances to better serve the public.

List of Program Service(s) Descriptions:

- 1) *Insect and Disease Control* – Help monitor and control native and invasive pests of trees and shrubs in the City of De Pere.
- 2) *Prune Trees and Shrubs* – Continue to train and safety prune trees and shrubs on all City grounds.
- 3) *Removal of Trees and Shrubs* – Remove undesirable, unsafe or unwanted trees, shrubs and plants on all City owned properties including ROWs.
- 4) *Plant Trees, Shrubs and Flowers* – Continue to offer our tree planting program in spring and fall. Plant shrubs and flowers where needed and desirable.
- 5) *Landscaping Projects* – Install and maintain various beds on City grounds and ROWs.
- 6) *Assist Other Departments* – Assisting other departments as necessary to help maximize City needs and/or emergencies.
- 7) *Community Education* – Educate the community on matters of insect and disease concerns and control. Educate members of the community on proper pruning and other matters of Forestry.
- 8) *Review of Landscaping Plans* – Review and provide recommendations to proposed site plans of business developments.
- 9) *Unsafe Tree Condition Response* – Respond in a timely manner to all unsafe tree conditions created when adverse storms move into our immediate area or other contributing factors exist that cause damage.

Important Outputs:

- 1) *Planting of trees and shrubs in City parks and ROW* – Activity funded by property tax and fees. Result in a younger, rejuvenated urban forest long-term.
- 2) *Pruning of trees and shrubs in City parks and ROW* – Activity funded by property tax. Result in a more managed and maintained urban forest.
- 3) *Removal of trees and shrubs in City parks and ROW* – Activity funded by property tax. Results in less risk trees in the urban forest.

- 4) *Community Presentations to school and service groups* – Activity funded by property tax. Contributes to community education regarding Forestry matters.

Expected Outcomes:

- 1) Maintain a healthy urban forest that enhances quality of life and increases property values.
- 2) Decrease the number of calls about insects and diseases by educating residents of identification and control measures.
- 3) Maintain or increase number of trees pruned in the City.
- 4) Maintain the amount of risk trees removed.
- 5) Maintain a healthier urban forest in Spongy Moth infested areas.
- 6) Increase the number of trees planted in the parks to help maintain the City’s canopy cover and to begin replacing anticipated losses that are occurring due to Emerald Ash Borer and other insects or diseases.
- 7) Maintain the amount of shrub and/or flowerbeds in the City to continue to beautify select areas.
- 8) Maintain our assistance of other departments to help minimize costs and contribute to a healthy relationship between the departments.

2025 Performance Measures (July 2024 – June 2025):

- 1) Prune 600+ terrace trees in 2025 to improve tree health, truck clearance, and aesthetics throughout the city.

2024 Performance Measurement Data:

- 1) Plant up to 125 trees in 2024 from a grant secured from NEW Water. The grant will be for 250 trees with the additional 125 being planted in 2025.
 - a. Result: We anticipate City arborists to plant all 125 trees allocated in 2024 from the New Water grant by the end of the year.

Significant Program Achievements:

- 1) As part of our Arbor Day Program our department assisted in planting 3 trees with the help of West De Pere Intermediate Elementary School students and with financial assistance from Wisconsin Public Service, in front of the school.
- 2) Received Tree City, USA award.

- 3) Partnering with the GB Packers, National Forest Service and WDNR to obtain up to 35 donated trees in a program called 'First Downs for Trees'.
- 4) Worked with De Pere Beautification Committee to prep and plant various beds, pots and roundabouts in the City.
- 5) Assisted with installation of banners and hanging baskets in the downtown areas of the city.
- 6) Worked with a contractor to remove over 150 stumps in the city.
- 7) Shift primary operations from tree removal to tree pruning.

Existing program Standards Including Importance to Community:

- 1) Regular community education through presentations and media.
 - a. Community Importance
 - i. Helps citizens become more informed about our services and many environmental concerns found throughout our community.
 - ii. Assists in developing grass roots support in maintaining and developing a healthy urban forest.
- 2) Scheduled tree maintenance and removal.
 - a. Community Importance
 - i. Aids in our urban forest remaining healthy by eliminating risks in terraces and other ROWs. By maintaining a healthy urban forest it also increases the value of the City's infrastructure. The department has a goal of a pruning every tree approximately every 5 years. The department also has a goal of removing high risk trees w/in one working day and risk trees within one month.
- 3) Yearly insect and disease monitoring and control.
 - a. Community Importance
 - i. Provides consistent monitoring of threats to our urban forest, that left unmonitored could have a catastrophic effect on our urban forest. Two of the newest include monitoring for Emerald Ash Borer and Japanese Beetle.
- 4) Spring and Fall Tree Planting Program for residents and in parks/ROWs.
 - a. Community Importance
 - i. Provides home owners with the opportunity to enhance their property value at a minimal cost. Many economic and social importances follow a healthy, increasing, well maintained, urban forest.
- 5) Respond to resident tree issues w/in one working day.
 - a. Community Importance
 - i. Provides quick response to potential threats of our urban forest and sets a high standard for customer service. This allows our department to diagnose threats and the urgency of the threat.

Costs and Benefits of Program and Services:

The adopted 2025 Forestry program budget is \$365,312. The program benefits the community by providing an urban forest that is continuously maintained. By maintaining the urban forest the City helps to eliminate risk trees in the terrace, in parks and other ROW areas. The program also helps to minimize damages to all trees in the city by identifying and helping to control pests of those trees. By maintaining a healthier, managed urban forest the community benefits from reduced air pollution, rainwater filtration, noise pollution, heat reduction, increased property values and reduced storm water run off. A healthy, managed urban forest contributes to dozens of other social and economic benefits as well.

2025 Objectives:

- 1) Receive Tree City USA award.
- 2) Monitor Emerald Ash Borer population and continue to educate residents of options and consequences.
- 3) Continue to replant trees in parks and ROWs where ash have been removed to help mitigate stormwater and return health, social economic and environmental benefits to the areas.
- 4) Complete removal of all City inventoried, right of way and park lands dead/dying ash to help reduce risk to the public.
- 5) Remove all stumps within one year of tree removal.
- 6) Primary focus on street tree pruning for aesthetics, tree health and truck clearance.

2025 Budget Significant Expenditure Changes:

- 1) Salaries decreased by \$51,234 to reflect distribution of wages for Park Superintendent.
- 2) Hourly Wages increased \$90,393 due to the addition of the Forestry Supervisor position and to reflect wage changes.
- 3) Seasonal Labor decreased by \$9,880 as part of the restructuring of the Forestry Division that included the addition of adding a Forestry Supervisor position in 2024.
- 4) FICA increased by \$2,853 to reflect projected expenses.
- 5) Retirement increased by \$2,809 to reflect proposed increases in retirement funding.
- 6) Health, Dental, DIB, Life & Wks Cmp Ins increased \$24,343 to reflect actual insurance coverage for arborists.
- 7) Training includes Wisconsin Arborists Association conferences - Summer and Annual (3 staff) \$1,275.
- 8) Seminars and Conference includes Wisconsin Arborist Association conferences - Fall and Annual (1 person) \$550; Management Educational programs (1 person) \$300.
- 9) Consulting includes \$3,600 for Invasive Species Control, and \$700 for General Consulting.
- 10) Equipment Maintenance increased by \$10,000 to accommodate fitting of Lift Truck with Forestry equipment.

- 11) Memberships/Subscriptions increased by \$225 to accommodate for Forestry Supervisor. Includes Wisconsin Arborist Association (2 persons) \$130; International Society of Arboriculture – (2 persons) \$320; Society of Municipal Arborists – (1 person) \$80; Tree care brochure – (1 person) \$60.
- 12) Transportation increased by \$4,915 to reflect projected additional fuel due to adding staff position.
- 13) Operating supplies increased by \$6,500 to reflect the following additions; \$1,500 - IPAD for in the Field Forestry Operations and Forestry Supervisor, \$4,000 – Forestry Supervisor Computer and Office/Work Station, \$1,000 for increase in general supplies for third forestry employee.
- 14) No Capital Outlay.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
FORESTRY									
Account Number PERSONAL SERVICES									
100	55220	110	Salaries	\$ 92,909	\$ 90,685	\$ 90,685	\$ 48,735	\$ 80,000	\$ 39,451 -56.50%
100	55220	120	Hourly Wages	83,753	83,202	83,202	40,987	83,202	173,595 108.64%
100	55220	125	Overtime Wages	822	583	583	23	200	583 0.00%
100	55220	126	Seasonal Labor	2,009	9,880	9,880	2,730	2,730	0 -100.00%
100	55220	150	FICA	13,538	13,490	13,490	6,570	12,540	16,343 21.14%
100	55220	151	Retirement	12,475	12,038	12,038	5,051	11,275	14,847 23.33%
100	55220	152	Health, Dental, DIB, Life & Wks Cmp Ins	40,938	42,220	42,220	21,360	40,000	66,563 57.66%
100	55220	190	Training	625	850	850	588	825	1,275 50.00%
			Subtotal	247,070	252,949	252,949	126,045	230,772	312,657 23.60%
			CONTRACTUAL SERVICES						
100	55220	212	Seminars and Conferences	559	850	850	292	600	850 0.00%
100	55220	215	Consulting	14,127	3,020	3,020	262	1,500	4,300 42.38%
100	55220	240	Equipment Maintenance	92	400	400	0	300	10,400 2500.00%
			Subtotal	14,779	4,270	4,270	554	2,400	15,550 264.17%
			SUPPLIES AND EXPENSE						
100	55220	320	Memberships/Subscriptions	0	365	365	275	340	590 61.64%
100	55220	331	Transportation	8,172	10,000	10,000	2,398	12,500	14,915 49.15%
100	55220	340	Operating Supplies	3,104	4,800	4,800	999	4,800	11,300 135.42%
100	55220	346	Trees	4,853	10,000	10,000	9,749	16,277	10,000 0.00%
100	55220	347	Tree Chemicals	293	300	300	0	300	300 0.00%
			Subtotal	16,421	25,465	25,465	13,421	34,217	37,105 45.71%
			CAPITAL OUTLAY						
100	55220	810	Capital Equipment	0	0	0	0	0	0 0.00%
			Subtotal	0	0	0	0	0	0 0.00%
			TOTAL	\$ 278,270	\$ 282,684	\$ 282,684	\$ 140,019	\$ 267,389	\$ 365,312 29.23%

Boat Ramps

Program Full Time Equivalents: 0.15

Program Mission:

Provide safe and efficient facilities to launch watercraft, while enhancing boater access to the Fox River.

List of Program Service(s) Descriptions:

- 1) Maintain park and launch facilities on a weekly basis.
- 2) Sale of day passes on site and season passes at City Hall and the Municipal Service Center.
- 3) Thirteen total boat ramps for launching.
- 4) Bathroom facilities and parking for 150 boats/trailers at 3 launches.

Important Outputs:

- 1) *Daily to weekly maintenance and cleaning of the facility* – Activity funded by property tax and boat launch fees. Provides for safe and sanitary launch conditions, in addition to prolonging the life expectancy of the facility and reducing capital costs.
- 2) *Posting of launch conditions on website* – Activity funded by property tax. This allows both residents and tourists to monitor the condition of the launch.
- 3) *Sell day and season passes* – Activity funded by property tax. The sale of daily passes on site allows one-time users the flexibility to only purchase for their use. The sale of season passes allows a user to purchase passes once and use all launches in Brown County.

Expected Outcomes:

- 1) Increased quality of life to community through access to Fox River for recreational activities which include fishing, water skiing, special event participation, sight-seeing, etc.
- 2) Maintain clean and safe boat ramps through routine maintenance.
- 3) Increase revenue generated from the sale of day and season passes.
- 4) Reduce waterfowl population at all ramps.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to all ticket machine malfunctions within 24 hours.

2024 Performance Measurement Data:

- 1) Increase daily passes by 1% by increasing social media presence, especially during lulls in boating seasons.
 - a. Result: Day pass revenue actually decreased by 5% from the previous year.

Significant Program Achievements:

- 1) Maintained clean and safe boat launches.
- 2) Conducted preventative maintenance on ticket machines.
- 3) Posted daily boat launch conditions on City website in the spring.
- 4) Completed dock extensions for Perkofski Boat Launch.

Existing program Standards Including Importance to Community:

- 1) Clean launch sites 1 – 2 times/week. This helps to maintain a safe launch site for users.
 - a. Community Importance
 - i. Reduces and or eliminates unsanitary conditions from occurring.
- 2) Maintain bathroom facilities 1 – 5 times/week.
 - a. Community Importance
 - i. Reduces and or eliminates unsanitary conditions from occurring.
- 3) Monitor launch conditions in the spring on a daily basis.
 - a. Community Importance
 - i. Allows users of the facilities to better plan and prepare when they can use the facility. Eventually will lead to more people using the facility sooner and increasing tourism.
- 4) Sell season passes at the MSC and City Hall.
 - a. Community Importance
 - i. Provides alternate locations for out of area visitors and community residents to purchase season passes in a convenient location. This increases revenue for the City and allows users to have flexibility when purchasing their passes.

- 5) Offer automated ticket machines at 2 of the 3 city boat launches.
 - a. Community Importance
 - i. Allows the users of the facility flexibility for payment options. This system also saves City department's time and energy with a more efficient collection system.

Costs and Benefits of Program and Services:

The adopted 2025 Boat Ramps program budget is \$27,758. The program benefits the community by providing safe, clean facilities to launch watercraft and to provide the community with access to the Fox River.

2025 Objectives:

- 1) Maintain clean and safe boat launches for our users.
- 2) Put in docks at Fox Point and Perkofski Boat Launches as soon as possible in the spring to maximize use during spring walleye run.
- 3) Provide daily and at times hourly updates on boat launch conditions in the spring.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$695 to reflect projected expenses.
- 2) Overtime wages increased by \$200 to reflect trends.
- 3) FICA increased \$69 to reflect projected expenses.
- 4) Retirement increased \$68 to reflect increases in retirement funding.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$1,204 to reflect projected insurance costs.
- 6) Operating supplies increased by \$500 to reflect increases in supply costs.
- 7) No Capital Outlay.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
BOAT RAMPS										
Account Number		PERSONAL SERVICES								
100	55230	120	Hourly Wages	\$ 8,509	\$ 9,212	\$ 9,212	\$ 5,281	\$ 9,212	\$ 9,907	7.54%
100	55230	125	Overtime Wages	423	200	200	413	413	400	100.00%
100	55230	126	Seasonal Labor	95	0	0	0	0	0	0.00%
100	55230	150	FICA	667	720	720	419	736	788	9.51%
100	55230	151	Retirement	616	649	649	394	664	716	10.30%
100	55230	152	Health, Dental, DIB, Life & Wks Cmp Ins	3,849	3,851	3,851	2,463	3,851	2,646	-31.29%
			Subtotal	14,159	14,632	14,632	8,970	14,876	14,458	-1.19%
			CONTRACTUAL SERVICES							
100	55230	210	Telephone	1,438	1,800	1,800	566	1,800	1,800	0.00%
100	55230	220	Utilities	5,141	6,615	6,615	2,475	6,500	6,750	2.04%
100	55230	240	Equipment Maintenance	813	1,750	1,750	(5)	1,750	1,750	0.00%
			Subtotal	7,391	10,165	10,165	3,037	10,050	10,300	1.33%
			SUPPLIES AND EXPENSE							
100	55230	340	Operating Supplies	3,113	2,500	2,500	783	2,800	3,000	20.00%
			Subtotal	3,113	2,500	2,500	783	2,800	3,000	20.00%
			CAPITAL OUTLAY							
100	55230	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 24,663	\$ 27,297	\$ 27,297	\$ 12,790	\$ 27,726	\$ 27,758	1.69%

Parks Equipment/Vehicle Maintenance

Program Full Time Equivalents: 0.5

Program Mission:

Provide proper maintenance to all equipment and vehicles assigned to department. Provide equipment and vehicles that are safe and dependable to be operated on a day-to-day basis.

List of Program Service(s) Descriptions:

- 1) *Maintenance and repairs to all park equipment and vehicles* – Staff conduct routine maintenance (Oil changes, rotate tire, seasonal tune-ups, etc.) on all vehicles and equipment in addition to repairing broken or malfunctioning items on vehicles and equipment.

Important Outputs:

- 1) *Conduct preventative maintenance on all vehicles and equipment* – Activity funded by property tax and ensures all vehicles and equipment maintains their life expectancy as well as run efficiently.
- 2) *Repairs to all department vehicles and equipment* – Activity funded by property tax and ensures the departments fleet are operational with minimal down time.

Expected Outcomes:

- 1) Maintain all equipment and vehicles are running at their highest level of fuel efficiency possible.
- 2) Decrease equipment down time through preventative maintenance.
- 3) Repair equipment and vehicles in a quick and efficient manner to reduce or eliminate staff down time.

2025 Performance Measures (July 2024 – July 2025):

- 1) Reduce maintenance expenses by 1% through annual inspections and pre-season tune ups.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Reduce fuel usage in Recreation Budget by 1% through the acquisition of newer fuel efficient vehicle for Recreation staff.
 - a. Result: Analyzing the data indicated a 30% reduction of gasoline used. “Gallons used” reduced from 88.19 gallons to 59.82 gallons. A bulk of the reduction is due to the implementation of a hybrid vehicle to the Recreation Fleet.

Significant Program Achievements:

- 1) Conducted routine maintenance checks every 3,000 miles on all vehicles.
- 2) Approved replacement of Truck 18.
- 3) Replacement of Van 34.
- 4) Rebuilt Goosen Vac.

Existing program Standards Including Importance to Community:

- 1) Tune ups conducted on all mowers and equipment prior to being put into use for their season.
 - a. Community Importance
 - i. Ensures equipment is running efficiently and minimizes breakdowns over the season.
- 2) Oil changes conducted every 3,000 miles on all vehicles.
 - a. Community Importance
 - i. Prolongs the life of the vehicle and aids in the prevention of major repair costs and/or breakdowns.
- 3) Repairs to vehicles and equipment.
 - a. Community Importance
 - i. Allows staff to perform tasks needed in maintaining parks and open spaces.
- 4) Routine maintenance on all vehicles.
 - a. Community Importance
 - i. Ensures the life expectancy of the vehicle is maximized and becomes less of a burden to the tax payer, by not having unnecessary high replacement costs.

Costs and Benefits of Program and Services:

The adopted 2025 Park Equipment/Vehicle Maintenance budget is \$144,906. The program benefits the community by maintaining equipment and vehicles used in performing necessary functions of the departments operation.

2025 Objectives:

- 1) Implement the use of robotic mowers to improve playing experience on baseball field and reduce staff time.
- 2) Provide regular maintenance on fleet vehicles to ensure maximum efficiency and usage.
- 3) Maintain database of fleet equipment and vehicles in an effort to identify condition.
- 4) Continue investigating aging fleet with hybrid, EV or fuel efficient options.

2025 Budget Significant Expenditure Changes:

- 1) Retirement increased by \$153 to reflect the projected increase in retirement funding.
- 2) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$1,110 due to reflect projected insurance costs.
- 3) Consulting increased by \$3,000 to reflect growing expenses in keeping our fleet operating. This account accommodates charges for when vehicles or equipment need to be sent out for service.
- 4) Operating supplies increased by \$3,000 to reflect growing expenses in maintaining aging fleet and equipment.
- 5) No Capital Outlay.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
PARKS EQUIPMENT/VEHICLE MAINTENANCE										
Account Number PERSONAL SERVICES										
100	55240	120	Hourly Wages	\$ 40,833	\$ 40,693	\$ 40,693	\$ 22,813	\$ 40,000	\$ 42,590	4.66%
100	55240	125	Overtime Wages	132	788	788	163	500	788	0.00%
100	55240	126	Seasonal Labor	165	0	0	70	0	0	0.00%
100	55240	150	FICA	3,100	3,173	3,173	1,706	3,098	3,318	4.57%
100	55240	151	Retirement	2,885	2,862	2,862	1,433	2,795	3,015	5.33%
100	55240	152	Health, Dental, DIB, Life & Wks Cmp Ins	12,387	11,305	11,305	5,537	11,305	10,195	-9.82%
			Subtotal	59,501	58,821	58,821	31,722	57,698	59,906	1.84%
			CONTRACTUAL SERVICES							
100	55240	215	Consulting	5,694	11,000	11,000	11,020	11,500	14,000	27.27%
			Subtotal	5,694	11,000	11,000	11,020	11,500	14,000	27.27%
			SUPPLIES AND EXPENSE							
100	55240	340	Operating Supplies	31,912	38,000	38,000	21,544	40,000	41,000	7.89%
			Subtotal	31,912	38,000	38,000	21,544	40,000	41,000	7.89%
			CAPITAL OUTLAY							
100	55240	810	Capital Equipment	0	0	0	0	40,000	0	0.00%
			Subtotal	0	0	0	0	40,000	0	0.00%
			TOTAL	\$ 97,107	\$ 107,821	\$ 107,821	\$ 64,286	\$ 149,198	\$ 114,906	6.57%

Recreation and Recreation Programs

Program Full Time Equivalents: 4.1

Program Mission:

Establish and maintain City-wide recreational activities that will be economically provided to City of De Pere residents of all ages with adequate, convenient, equitable and high-quality recreational opportunities on a year-round basis.

List of Program Service(s) Descriptions:

- 1) *Recreation Programs/Services* – Provide a wide variety of recreation programs, events and services to people of all ages – resident and non-resident youth to adults and senior citizens.
- 2) *Summer Day Camps, Playgrounds & Kid Zone Programs* – Safe, fun, socially interactive, educational and cost-effective recreation programs and activities offered during the summer and before/after school hours for families in cooperation with local schools and the City.
- 3) *League Support* – Subsidies offered to 4 major user groups in the City: De Pere Area Baseball; De Pere Rapides Youth Soccer; Youth Hockey; De Pere Girls Softball Association.
- 4) *Adult Leagues* – Leagues include adult softball (summer and fall leagues), basketball, and pickleball leagues.
- 5) *Recreation Scholarship Fund* – Established to provide recreational opportunities for youth and families who have demonstrated financial need.

Important Outputs:

- 1) Leisure/Recreation Programs:
 - A) Activity funded by property tax and private funds.
 - B) A variety of well-rounded programs are offered for all ages in and around our community, which include recreational, educational, socially interactive, health & wellness, arts, enrichment, humanities and public service.
 - C) Offering and participating in recreation programs increases the quality of life in the community, decreases juvenile issues in the community, creates a healthier community, increases socialization and promotes learning of life-long skills.
 - D) Provide programs for the community that are affordable.
 - E) Internal and external programming offered in conjunction with AARP, City Health, Police & Fire Departments and the schools promote cooperation and a cost savings.

- 2) Summer Day Camps, Kidz Zone & Playground Programs:
 - A) Summer Day Camps & Kidz Zone Programs funded by private funds; Playground Program funded primarily by property tax, minimally by private funds.
 - B) Programs are community-based, economical, socially interactive, educational, safe and fun.
 - C) Kidz Zone and Summer Day Camp programs additionally fill a need for working parents providing care for their children.
 - D) A strong, collaborative partnership is established with the school districts and the City.
- 3) Financial Assistance to Youth User Groups:
 - A) Funding provided through property taxes.
 - B) Assisting with the offering of youth user groups increases the quality of life in the community and creates a healthier community.
 - a) De Pere Area Baseball
 - b) De Pere Rapides Soccer
 - c) Youth Hockey
 - d) De Pere Girls Softball Association
- 4) Adult Leagues:
 - A) Funded through team/player registration fees. Maintenance of fields funded by property tax.
 - B) Offering and participating in leagues increases the quality of life in the community and creates a healthier community.
 - a) Summer Softball: 2 leagues, 14 teams (Copper 4 teams, Brass 10 teams)
 - b) Fall Softball: 1 league, 6 teams
 - c) Basketball: 7 leagues, 38 teams
 - d) Kickball: 0 leagues, 0 teams
 - e) Pickleball: 2 Leagues, 17 teams
- 5) Marketing, Advertising and Publicity of Programs and Services:
 - A) Funding for department brochure is provided through contractual agreement and private advertising sales; other avenues are at no cost.
 - B) Ensuring quality marketing and publicity of programs and services helps maintain an informed community and increases participation in programs:
 - a) Department brochure w/ authentic pictures
 - b) Interior digital signage at Community Center and City Hall
 - c) Flyers to local schools: elementary through college
 - d) Press releases to local newspapers
 - e) Information updates on the City website
 - f) Social media outlets
 - g) City Newsletter

- h) Personal Communications with community throughout recreational program services and recreation software
- 6) Recreation Scholarship Fund:
 - A) Funded through support of local service organizations and community members.
 - B) Established to provide youth in the City of De Pere the opportunity to participate in recreation programs offered by the Park, Recreation & Forestry Department, regardless of financial status.
 - C) Scholarships are available only for instructional programs, special events, pool passes, swim lessons, City sponsored youth leagues, Summer Playgrounds, Kidz Zone and Summer Camp Programs.
 - D) Scholarships are awarded on a first come, first served basis and will be awarded only as long as there are available funds.
- 7) Staff Recruitment & Retention:
 - A) By offering competitive wages for employees in a variety of roles, staff retention has stabilized and recruitment enhanced.

Expected Outcomes:

- 1) Sponsored programs enhance the quality of life through partnering with other organizations and reducing the financial impact on the City.
- 2) Youth, Family, Adult and Senior programs enhance the quality of life by reducing juvenile issues in the community, provide family bonding time, increase social interaction with community members, create a healthier community, and increase the learning of lifelong skills.
- 3) Programs offered increase exposure to and participation in arts, enrichment and humanities programs.
- 4) Programs offered increase opportunities for participants and staff to strengthen relationships and connections within the community.
- 5) Adult Athletic Leagues enhance the quality of life for adults and create a healthier community.
- 6) Maintain varied recreation programs & services for people of all ages in our community at the lowest possible costs and continue to provide recreation scholarships to those who are financially burdened.
- 7) Instructional based programs and leagues offered will maintain a “break even” or better cost basis.
- 8) Increase and promote online registration as the preferred method of registration versus other methods.
- 9) Maintain capacities in Summer Day Camp and Kidz Zone Programs that are profitable and near or at maximum capacity.
- 10) Increase overall participation in Summer Playground Program to aid in the reduction of program expenses and determine validity of program. Obtain financial donations to help fund and support playground program.
- 11) Continue to stay competitive with the job market to attract and retain qualified seasonal, part-time and full-time staff.

2025 Performance Measures (July 2024 – June 2025):

- 1) Attain an average rating of very good to excellent for all recreation programs surveyed through CivicRec.

2024 Performance Measures Data (July 2023 – June 2024):

- 1) Increase participation numbers for youth and senior special events/workshops by 10%.
 - a. Result: Youth and senior special events increased by 6.4%. Seven (7) youth & community special events were at maximum participation last year and this year as well. Our biggest decrease was seen in the Parent Child Dance which combined to one dance for all ages instead of two dances for different age groups. Without that event, the increase in participation was 11.9%.

Significant Program Achievements:

- 1) Implemented new registration, reservation and POS software system, CivicRec. This provided a substantial cost savings to the city and consolidated all recreation management software under one platform. Separate contracts canceled included: RecDesk (POS), Survey Monkey, ActiveNet, and QuickScores.
- 2) Transitioned to digital staff onboarding processes in collaboration with the HR Department.
- 3) Fully staffed all programs (high percentage of returning staff) and maintained a decent sub list for programs/summer camp/playgrounds. Hired new yoga instructors, pom, dance, youth activity instructors and sports league umpires, officials and scorekeepers. Successfully found replacement staff/subs for instructors that had unforeseen medical issues or passed away. Hired new year-round Recreation Office Assistant for 1,000 hours per year which will help greatly with continuity of services provided.
- 4) Partnered with Community Service Officers to facilitate a consistent camp training.
- 5) Youth Special Events: annual outdoor Easter Egg Hunt - volunteers filled over 7,000 eggs and over 380 children attended the event with their families. Summer Carnival - 2 businesses sponsored 4 games with volunteers. Park Playground Bingo Night promoted families attending our Summer Carnival by giving out carnival game tickets as prizes. Increased max attendance for Kids Night to Rule the Pool from 50 to 60 with great success.
- 6) New Multi-Generational Special Events: Partnered with Allouez on a Movie in the Park with over 30 people in attendance; both departments acquired a sponsor to cover movie rights costs. Plans are to continue this partnership next summer with each of us hosting a movie at one of our parks. Held our first Puzzle Mania event. 8 teams consisting of 2-4 members participates in this competition. Plan to continue this event twice a year.

- 7) Our annual Community Snowman Photo Contest saw an increase in community participation with 20 families submitting photos. This event helps boost our social media image by having a fun contest to vote in and our posts being shared to others outside the city.
- 8) With board approvals, a Park Playground location was changed from Braisher Park to Jim Martin Park for one year to see how the community responded. This year, Jim Martin Park is the highest attended park with 33 children enrolled. We have had a positive response to this change and are excited by the many amenities this park has to offer.
- 9) Implemented weekly park hosted activities into our Park Playground Program, which included water games, kickball, capture the flag, lava lamp craft, and tennis. The goal of this is to promote children attending different parks throughout the program and to meet new staff and friends.
- 10) Collaborated with Allouez and Bellevue Summer Camps for Olympics.
- 11) Partnered with Public Works to provide a preschool special event at the MSC. Added additional pop-up workshops (Art Expressions, Dance Parties, Splashes and Storytime) to encompass a wide age range and wide range of interest.
- 12) Collaborated with OLOL to publicize Kidz Zone for their new families. Information was placed in all new family folders.
- 13) Renewed contractual agreements with Green Bay Tennis Inc., YEL (Youth Enrichment League); De Pere Unified School District, West De Pere School District, & Our Lady of Lourdes School for cooperative programming in the schools and Inner Dimensions Wellness for Guided Meditation, Meditative Fusion and Crystal Sound Bowl Healing classes.
- 14) Ran two pickleball leagues in the summer season and started an indoor pickleball program for the school year.
- 15) Offered online registration for adult league roster additions and drop in players starting with summer softball leagues.
- 16) Senior Programming continued to see consistency in card group attendance, ticket sales, and programming attendance. We have seen an increase in card groups coming to play at the center with three (3) new groups, and some groups have begun to come more than once a week. Groups have also been welcoming new members that have come to the center looking for a place to spend their afternoon and a card group to join. Events held and highlights included: two Partner Cribbage Tournaments with 82 participants; two Luncheon Bingo's with 77 participants; A Taste of De Pere event with 14 restaurants donating all food and drinks serving over 70 participants and volunteers; 11 Friday Bingo's with 20-32 participants each month; Wii Bowling activity with 2-6 participants weekly.
- 17) Continued to receive donations and maintained a healthy balance in the Recreation Scholarship Fund. In 2023, a total of 65 scholarships were awarded for Family Swim Pool Passes and other recreation programs/workshops. As of July 2024, 49 scholarships have been awarded.

Existing Program Standards Including Importance to Community:

- 1) All registration-based programs shall financially sustain themselves.
 - A) Community Importance:
 - a) Programs offered are not a financial burden to the taxpayer or to the community and can be a source of revenue.

- 2) All programs offered are evaluated by staff and participants to ensure programs are adapting to the demands of the community.
 - A) Community Importance:
 - a) Programs offered are based on feedback from the users and reflective of current needs, wants and trends.
- 3) Provide financial support annually to youth user groups to assist in offering an economically affordable program.
 - A) Community Importance:
 - a) Strengthens partnerships and collaborations with organizations within the community.
 - b) Strengthens communication with citizens in what we do and what we have to offer.
 - c) Provides opportunities for youth to participate in sport-related activities outside of a school setting.
- 4) Implement and maintain cost-effective Summer Day Camp and Kidz Zone Programs
 - A) Community Importance:
 - a) Meets a specific need and demand within our community while remaining cost-effective to our participants.
 - b) Provides socially interactive, educational, and fun programming in a safe atmosphere.
 - c) Strengthens and enhances the collaborative partnership with the schools providing cooperative programming at affordable costs.
 - d) Programs financially sustain themselves and create a significant source of revenue for the City.
 - e) Utilizes facility during low traffic hours maximizing available times.

Costs and Benefits of Program Services:

The adopted 2025 Recreation and Recreation Programs cost is \$762,795. The program benefits the community by providing residents an opportunity to participate in programs that enhance their health and well-being, promote family cohesiveness and positively impact their sense of community. The Recreation Programs are offered to be fiscally achievable for the participant and offered in convenient locations throughout the City. In addition, Recreation Programs provide financial support to youth groups to encourage and enhance participation in the activities.

2025 Objectives:

- 1) Maintain a variety of recreational programs that expand to all age groups.
- 2) Continue exploring the possibility of contracting programs that are more specialized and hard to find/retain instructors.
- 3) Expand on the revitalization of the Summer Park Playground Program adding more special events, planned weekly activities and specialized programming (i.e. Art in the Park). Continue to pursue getting water to Kiwanis Park for the benefit of the Park Playground Program and general park users. Continue reviewing the outcomes of moving Braisher Park Playground Program to Jim Martin Park.
- 4) Continue to enhance marketing efforts through different social media outlets with the goal of increasing attendance at our

recreation programs and events. Work closely with Communications Specialist to build photo/video base to aid in promoting programs/events through various methods.

- 5) Increase registration levels for pickleball leagues, clinics, and programs.
- 6) Streamline registration process for adult leagues and pursue transition to online registration options.
- 7) Promote adult league offerings to increase the number of teams and hire adequate staff to maintain appropriate officiating levels and a deep sub base.
- 8) Continue to explore and enhance the new CivicRec software to optimize the program's capabilities.
- 9) Collaborate with recreation staff, videographer, Health, Police and Fire to streamline common training for summer seasonal staff. Specific material would still be covered by Recreation Supervisor of program.
- 10) By community request, add school-age holiday workshops.
- 11) Increase programming for tweens and middle school ages.
- 12) In collaboration with the HR department, work to improve and streamline digital onboarding process.
- 13) Transition Summer Camp registration to an online format through Civic Rec.
- 14) Research and obtain more sponsorships for playground program, special events and various programs.
- 15) Hold a Pet Halloween Costume Contest for both the community and city staff.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$6,616 to reflect COLA and performance pay adjustments.
- 2) Hourly Wages increased \$34,615 to reflect COLA, performance pay adjustments and reallocation of 50% of Rec Coordinator's position.
- 3) Hourly Wages Part Time decreased by \$19,000 to reflect the transfer of wages to the Community Center Budget.
- 4) Seasonal Labor increased \$26,837 to reflect seasonal wage rate increases.
- 5) FICA increased \$3,268 as a result of the changes in wages.
- 6) Retirement increased \$2,988 as a result of the changes in wages.
- 7) Health, Dental, DIB, Life & Workers Compensation Insurance increased by \$6,414 to reflect projected insurance costs.
- 8) Training includes: Management training seminars (\$150), Recreational staff training (\$100).
- 9) Seminars & Conferences increased \$100 to reflect increases in hotel and conference registration fees. Includes: WPRA Conference (2 - \$1,200), Rec Workshop (1 - \$450), Meal reimbursement (\$250).
- 10) Rentals reduced by \$6,220 to reflect the transfer of expenses to the Swimming and Aquatic Budgets.
- 11) Other Contractual Services decreased \$20,000 due to switching our recreation software from ActiveNet to CivicRec.
- 12) Memberships and Subscriptions increased \$1,920 due to purchasing CivicRec software which allowed us to eliminate Survey Monkey and Activity Messenger. Includes: WPRA Professional Memberships (3 - \$390), Sam's Club Plus Membership (\$120), Zoom Membership (\$150), Canva Software (\$300), Sling (\$2,600).
- 13) No Capital Outlay.

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
RECREATION AND RECREATION PROGRAMS										
Account Number		PERSONAL SERVICES								
100	55300	110	Salaries	\$ 123,988	\$ 132,186	\$ 132,186	\$ 63,467	\$ 132,186	\$ 138,802	5.01%
100	55300	120	Hourly Wages	56,862	111,987	111,987	28,776	146,602	146,601	30.91%
100	55300	122	Hourly Wages Part Time	0	19,000	19,000	7,420	19,000	0	-100.00%
100	55300	125	Overtime Wages	146	250	250	10	150	250	0.00%
100	55300	126	Seasonal Labor	226,754	232,143	232,143	71,364	215,000	258,980	11.56%
100	55300	150	FICA	16,728	22,340	22,340	7,953	24,732	25,608	14.63%
100	55300	151	Retirement	12,754	16,865	16,865	5,241	20,558	19,853	17.72%
100	55300	152	Health, Dental, DIB, Life & Wks Cmp Ins	40,237	64,646	64,646	20,818	64,646	71,060	9.92%
100	55300	190	Training	41	250	250	0	150	250	0.00%
			Subtotal	477,509	599,668	599,668	205,050	623,023	661,403	10.29%
			CONTRACTUAL SERVICES							
100	55300	210	Telephone	0	0	0	0	0	0	0.00%
100	55300	212	Seminars and Conferences	58	1,800	1,800	21	600	1,900	5.56%
100	55300	213	Rentals	7,646	6,220	6,220	1,156	9,725	0	-100.00%
100	55300	218	Cell/Radio	1,230	1,280	1,280	547	1,280	1,280	0.00%
100	55300	219	Data	315	300	300	121	300	300	0.00%
100	55300	220	Utilities	12,712	13,500	13,500	1,769	12,000	13,500	0.00%
100	55300	240	Equipment Maintenance	0	0	0	0	0	0	0.00%
100	55300	290	Other Contractual Services	36,796	32,000	32,000	27,629	27,500	12,000	-62.50%
			Subtotal	58,757	55,100	55,100	31,243	51,405	28,980	-47.40%
			SUPPLIES AND EXPENSE							
100	55300	320	Memberships/Subscriptions	656	1,640	1,640	116	700	3,560	117.07%
100	55300	331	Transportation	2,719	5,000	5,000	802	3,000	5,000	0.00%
100	55300	340	Operating Supplies	39,074	44,640	44,640	9,129	44,500	45,980	3.00%
100	55300	348	Playground Supply and Expense	3,196	3,250	3,250	75	3,250	3,250	0.00%
100	55300	361	League Support	10,411	9,447	9,447	(670)	8,777	9,447	0.00%

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
RECREATION AND RECREATION PROGRAMS										
100	55300	362	Adult League Supplies	2,403	3,750	3,750	1,179	3,900	3,925	4.67%
100	55300	363	Youth Program Supplies	0	0	0	0	0	0	0.00%
100	55300	364	Adult Program Supplies	0	0	0	0	0	0	0.00%
100	55300	365	Family Program Supplies	0	0	0	0	0	0	0.00%
100	55300	373	Summer Band	1,192	1,250	1,250	50	1,250	1,250	0.00%
			Subtotal	59,649	68,977	68,977	10,681	65,377	72,412	4.98%
			CAPITAL OUTLAY							
100	55300	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 595,915	\$ 723,745	\$ 723,745	\$ 246,974	\$ 739,805	\$ 762,795	5.40%

Special Events/Celebrations

Program Full Time Equivalents: 0.15

Program Mission:

Assist various service and civic organizations, business groups and school districts in providing special activities and/or events for our citizens.

List of Program Service(s) Descriptions:

- 1) Program/Event Set Up – Assist organizations with event set up on public grounds.
- 2) Banner/Decoration Set Up & Take Down – Install and removal of banners and decorations at various locations in De Pere.
- 3) Operation of Beer Gardens.
- 4) Operation and running of Holiday Light Show.

Important Outputs:

- 1) Install decorations during the winter season at select locations in De Pere (lights, trees, banners). Activity funded by property tax. Decorations provide residents a sense of community, as well as creating a comfortable and welcoming feeling to visitors and residents.
- 2) Continue to work with organizations, groups and the School Districts to better serve the community. This collaboration generates community pride as well as better and more cost effective special events for the community. Activity funded by property tax.
- 3) Install large banners over Reid St as needed. Activity funded by property tax or user group. Allows community or city related events to utilize a prime marketing location for special events.
- 4) Assist in set up of large community events, which provides for a more cost-effective event and experience for the community. Activity funded by property tax.
- 5) Operate multiple Beer Gardens.

Expected Outcomes:

- 1) Maintain successful special events that aid in community pride, enhance quality of life, and promote tourism in the community.
- 2) Increased communication with organizations, groups and School Districts when helping to set up for events and celebrations. This helps increase operational efficiencies and decrease site concerns.
- 3) Maintain or increase amount of locations with decorations.
- 4) Maintain festive atmosphere during select seasons.

2025 Performance Measures (July 2024 – June 2025):

- 1) Obtain at least 25 rentals of the Nelson Family Pavilion.

2024 Performance Measurement Data:

- 1) Increase attendance of the Holiday Light Show by 5%.
 - a. Result: Attendance went from 1,275 cars in 2022 to 3,175 cars in 2023, or a 67% increase in attendance.

Significant Program Achievements:

- 1) Set up holiday decorations and banners.
- 2) Ran Nelson Pavilion Grand opening celebration with an estimated attendance of over 3,000 throughout the evening.
- 3) Ran Holiday Light Show.
- 4) Ran Beer Gardens at Voyageur Park.
- 5) Assisted with several large-scale special events (ie. Celebrate De Pere, Rock the Dock, Pink Flamingo, etc...).

Existing program Standards Including Importance to Community:

- 1) Provide labor and planning assistance to various groups, organizations and School Districts for large community events in the City of De Pere.
 - a. Community Importance.
 - i. This benefits the community by having efficient, safe and well-run events and celebrations take place in the City and to create positive messages and experiences for participants.

Costs and Benefits of Program and Services:

The adopted 2025 Special Events/Celebrations program budget is \$48,390. The program/service benefits the community by creating more organized and positive participation in the activities.

2025 Objectives:

- 1) Maintain relationship with local schools to continue use of community parks for school special events (ie. Cross country runs).
- 2) Expand Beer Gardens to a weekly event at Voyageur Park.
- 3) Market use of Nelson Family Pavilion and look to expand its use.
- 4) Cooperate with organizations to carry out successful Holiday Light Show.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$696 to reflect projected wage rate increases.
- 2) Overtime increased by \$250 to accommodate for growing number of special events in the park system.
- 3) Seasonal Labor increased by \$741 to reflect the expansion of De Pere Beer Gardens and Holiday Light Show.
- 4) FICA increased \$83 to reflect projected wage increases.
- 5) Retirement increased \$70 to reflect projected increase in retirement funding.
- 6) Health, Dental, DIB, Life and Wks Comp Ins decreased \$171 to reflect projected costs.
- 7) Operating Supplies increased \$11,949 to accommodate expenses for expanding De Pere Beer Gardens to a weekly event during the summer.
- 8) No Capital Outlay.

City of De Pere
2025 General Fund
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
SPECIAL EVENTS/CELEBRATIONS										
Account Number PERSONAL SERVICES										
100	55310	120	Hourly Wages	\$ 0	\$ 9,211	\$ 9,211	\$ 0	\$ 9,211	\$ 9,907	7.56%
100	55310	125	Overtime Wages	96	0	0	102	200	250	100.00%
100	55310	126	Seasonal Labor	919	1,608	1,608	160	1,608	2,349	46.08%
100	55310	150	FICA	16	728	728	4	743	811	11.42%
100	55310	151	Retirement	0	636	636	0	649	706	11.07%
100	55310	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	2,887	2,887	0	2,887	2,716	-5.94%
			Subtotal	1,031	15,070	15,070	266	15,299	16,739	11.08%
			SUPPLIES AND EXPENSE							
100	55310	340	Operating Supplies	12,287	19,702	19,702	10,499	21,500	31,651	60.65%
			Subtotal	12,287	19,702	19,702	10,499	21,500	31,651	60.65%
			TOTAL	\$ 13,318	\$ 34,772	\$ 34,772	\$ 10,764	\$ 36,799	\$ 48,390	39.16%

TOTAL CULTURE, EDUCATION AND RECREATION

City of De Pere
2025 General Fund
Adopted Budget

CULTURE, EDUCATION & RECREATION
EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Total Culture, Education & Recreation							
PERSONAL SERVICES							
110 Salaries	\$ 439,835	\$ 457,700	\$ 457,700	\$ 224,947	\$ 447,015	\$ 465,761	1.76%
120 Hourly Wages	614,475	647,216	647,216	294,137	681,138	779,150	20.38%
122 Hourly Wages PT	0	19,000	19,000	7,420	19,000	20,000	5.26%
125 Overtime Wages	5,249	7,021	7,021	2,222	4,763	7,621	8.55%
126 Seasonal Wages	324,824	386,471	386,471	122,036	358,838	410,909	6.32%
150 FICA	84,654	90,943	90,943	40,229	92,147	102,067	12.23%
151 Retirement	75,070	76,724	76,724	30,072	79,482	87,051	13.46%
152 Health, Dental & Life Ins	300,554	347,319	347,319	163,200	336,924	376,432	8.38%
190 Training	3,667	5,200	5,200	2,091	3,675	5,700	9.62%
Subtotal	1,848,328	2,037,594	2,037,594	886,352	2,022,982	2,254,691	10.65%
CONTRACTUAL SERVICES							
210 Telephone	5,115	9,800	9,800	3,521	9,800	9,800	0.00%
211 Postage	235	695	695	25	260	425	-38.85%
212 Seminars and Conference	1,568	7,900	7,900	965	6,343	8,200	3.80%
213 Rentals	7,646	6,220	6,220	1,156	9,725	0	-100.00%
215 Consulting	37,094	64,720	64,720	29,231	51,621	81,429	25.82%
217 Cleaning Service Contract	33,387	34,595	34,595	15,434	34,000	35,580	2.85%
218 Cell/Radio	2,646	3,476	3,476	1,226	3,476	4,094	17.78%
219 Data	1,565	1,631	1,631	787	1,710	2,268	39.06%
220 Utilities	106,374	108,575	108,575	33,195	102,000	120,150	10.66%
240 Equipment Maintenance	10,350	25,350	25,350	9,459	25,250	41,050	61.93%
290 Other Contractual Services	48,235	45,603	45,603	30,281	40,231	25,838	-43.34%
Subtotal	254,217	308,565	308,565	125,280	284,416	328,834	6.57%
SUPPLIES AND EXPENSE							
310 Office Supplies	3,885	3,825	3,825	(42)	3,450	3,850	0.65%
320 Memberships/Subscriptions	3,182	5,270	5,270	1,550	4,845	8,122	54.12%
330 Mileage Reimbursement	186	300	300	272	300	300	0.00%
331 Transportation	35,763	38,500	38,500	12,386	38,000	42,937	11.52%

City of De Pere
2025 General Fund
Adopted Budget

CULTURE, EDUCATION & RECREATION
EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Total Culture, Education & Recreation							
340 Operating Supplies	127,713	151,592	151,592	62,889	155,500	184,545	21.74%
345 Turf Chemicals	9,809	12,000	12,000	6,621	12,000	13,000	8.33%
346 Memorial Benches	0	0	0	3,790	3,790	4,800	100.00%
346 Trees	4,853	10,000	10,000	9,749	16,277	10,000	0.00%
347 Tree Chemicals	293	300	300	0	300	300	0.00%
348 Playground Supply and Expense	3,196	3,250	3,250	75	3,250	3,250	0.00%
351 Safety Equipment	2,880	3,900	3,900	1,433	3,900	4,900	25.64%
361 League Support	10,411	9,447	9,447	(670)	8,777	9,447	0.00%
362 Adult League Supplies	2,403	3,750	3,750	1,179	3,900	3,925	4.67%
363 Youth Program Supplies	0	0	0	0	0	0	0.00%
364 Adult Program Supplies	0	0	0	0	0	0	0.00%
373 Summer Band	1,192	1,250	1,250	50	1,250	1,250	0.00%
385 Pool Chemicals	0	0	0	0	0	0	0.00%
386 Concessions Purchases	0	0	0	0	0	0	0.00%
391 Historic Preservation Supplies	0	0	0	0	0	0	0.00%
Subtotal	205,765	243,384	243,384	99,281	255,539	290,626	19.41%
CONTRIBUTIONS							
701 Historical Society	14,000	10,000	10,000	10,000	10,000	10,000	0.00%
Subtotal	14,000	10,000	10,000	10,000	10,000	10,000	0.00%
CAPITAL OUTLAY							
810 Capital Equipment	160,739	48,500	67,460	8,751	107,460	15,000	-69.07%
Subtotal	160,739	48,500	67,460	8,751	107,460	15,000	-69.07%
TOTAL	\$ 2,483,051	\$ 2,648,044	\$ 2,667,004	\$ 1,129,664	\$ 2,680,397	\$ 2,899,151	9.48%

TOTAL GENERAL FUND EXPENDITURES

**City of De Pere
2025 General Fund
Adopted Budget**

EXPENDITURES

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
TOTAL GENERAL GOVERNMENT EXPENDITURES	\$ 2,453,926	\$ 2,875,984	\$ 2,948,035	\$ 1,255,089	\$ 2,605,359	\$ 3,854,124	34.01%
TOTAL PUBLIC SAFETY EXPENDITURES	\$ 11,156,013	\$ 11,489,659	\$ 11,507,659	\$ 5,230,424	\$ 11,357,929	\$ 11,781,273	2.54%
TOTAL PUBLIC WORKS EXPENDITURES	\$ 1,993,472	\$ 2,488,243	\$ 2,488,243	\$ 1,066,171	\$ 2,513,549	\$ 2,564,252	3.05%
TOTAL SANITATION	\$ 889,157	\$ 917,964	\$ 917,964	\$ 400,578	\$ 922,693	\$ 938,918	2.28%
TOTAL HEALTH AND HUMAN SERVICES	\$ 744,692	\$ 747,566	\$ 747,566	\$ 391,059	\$ 917,237	\$ 755,715	1.09%
TOTAL CULTURE, ED & REC EXPENDITURES	\$ 3,067,909	\$ 3,287,595	\$ 3,306,555	\$ 1,331,491	\$ 3,286,777	\$ 2,899,151	-11.82%
TOTAL CONSERVATION AND DEVELOPMENT	\$ 402,442	\$ 461,135	\$ 546,360	\$ 204,673	\$ 484,807	\$ 437,883	-5.04%
TOTAL GENERAL FUND EXPENDITURES	\$ 20,707,611	\$ 22,268,146	\$ 22,462,382	\$ 9,879,485	\$ 22,088,351	\$ 23,231,316	4.33%

**CITY OF DE PERE
2025 ACTUAL SALARIES**

Grade	Job Title	Salary	Grade	Job Title	Salary
N/A	City Manager	\$ 176,061.00	I	Mechanic Leadperson	\$ 77,604.80
U	City Attorney	\$ 148,012.80	I	Arborist	\$ 72,862.40
T	Public Works Director	\$ 152,172.80	I	GIS Analyst	\$ 72,862.40
T	Development Services Director	\$ 142,188.80	I	Paralegal	\$ 72,862.40
S	Human Resources Director*	\$ 162,102.40	I	Payroll/Accounting Specialist	\$ 72,862.40
S	Parks, Recreation & Forestry Director	\$ 142,979.20	I	Talent Acquisition Specialist	\$ 72,862.40
S	City Engineer	\$ 141,585.60	I	Engineer Technician	\$ 71,115.20
S	Fire Chief	\$ 138,736.00	I	Engineer Technician	\$ 71,115.20
S	Finance Director/Treasurer	\$ 136,011.20	I	Mechanic	\$ 69,388.80
S	Police Chief	\$ 136,011.20	I	Deputy Clerk/Treasurer	\$ 67,662.40
S	Information Technology Director	\$ 132,787.20	I	IT Support Specialist	\$ 67,662.40
S	Health Officer/Director	\$ 126,297.60	I	Mechanic	\$ 67,662.40
Q	Police Captain	\$ 126,651.20	I	Police Business Coordinator	\$ 67,662.40
Q	Assistant Fire Chief	\$ 124,176.00	I	Arborist	\$ 62,441.60
Q	Assistant City Engineer	\$ 120,993.60	H	DPW Leadperson/DPW Equipment Operator	\$ 79,601.60
Q	Police Captain	\$ 120,993.60	H	Water Utility Operator	\$ 76,003.20
Q	Police Captain	\$ 115,232.00	H	Water Utility Operator	\$ 76,003.20
O	Battalion Chief	\$ 108,949.57	H	DPW Equipment Operator	\$ 72,342.40
O	Battalion Chief	\$ 108,949.57	H	DPW Equipment Operator	\$ 70,241.60
O	Battalion Chief	\$ 108,949.57	H	DPW Equipment Operator	\$ 69,555.20
N	Street Superintendent	\$ 116,521.60	H	DPW Equipment Operator	\$ 69,555.20
N	Assistant City Attorney	\$ 93,142.40	H	DPW Equipment Operator	\$ 69,555.20
N	Civil Engineer	\$ 90,688.00	H	DPW Equipment Operator	\$ 66,872.00
M	Recreation Superintendent	\$ 104,478.40	H	Water Utility Operator	\$ 66,872.00
M	Maintenance Supervisor	\$ 98,820.80	H	DPW Equipment Operator	\$ 63,689.60
M	City Clerk	\$ 94,598.40	H	Executive Assistant	\$ 63,689.60
M	Water Department Supervisor	\$ 94,598.40	H	DPW Equipment Operator	\$ 62,088.00
M	Deputy Health Officer	\$ 89,980.80	H	DPW Equipment Operator	\$ 62,088.00
M	GIS Manager	\$ 83,054.40	H	DPW Equipment Operator	\$ 62,088.00
M	Park Superintendent	\$ 83,054.40	H	DPW Equipment Operator	\$ 62,088.00
L	Senior Building Inspector	\$ 92,560.00	H	DPW Equipment Operator	\$ 58,905.60
L	Senior Planner	\$ 90,896.00	H	Recreation Coordinator	\$ 58,905.60
L	Social Worker	\$ 90,896.00	G	Parks Maintenance Worker	\$ 66,976.00
K	Maintenance Specialist	\$ 92,123.20	G	Parks Maintenance Worker	\$ 65,748.80
K	Maintenance Specialist	\$ 92,123.20	G	Administrative Assistant	\$ 63,044.80
K	Recreation Supervisor	\$ 91,062.40	G	Park Leadperson/Parks Maintenance Worker	\$ 62,920.00
K	Building Inspector	\$ 84,926.40	G	Accounting Clerk	\$ 62,129.60
K	Community and Economic Development Specialist	\$ 84,926.40	G	Administrative Assistant	\$ 60,840.00
K	Maintenance Specialist	\$ 84,926.40	G	Municipal Court Clerk	\$ 60,840.00
K	Public Health Nurse	\$ 84,926.40	G	Administrative Assistant	\$ 59,404.80
K	Sanitarian	\$ 84,926.40	G	Administrative Assistant	\$ 59,404.80
K	Engineer Senior Technician	\$ 80,891.20	G	Administrative Assistant	\$ 59,404.80
K	Engineer Senior Technician	\$ 80,891.20	G	Parks Maintenance Worker	\$ 59,404.80
K	Engineer Senior Technician	\$ 78,873.60	G	Administrative Assistant	\$ 57,948.80
K	Forestry Supervisor	\$ 76,856.00	G	Parks Maintenance Worker	\$ 57,948.80
K	Recreation Supervisor	\$ 74,817.60	G	Administrative Assistant	\$ 56,492.80
J	Human Resources Generalist	\$ 79,705.60	G	Video Production Specialist	\$ 55,057.60
J	Communications and Marketing Manager	\$ 75,150.40	G	Administrative Assistant	\$ 53,601.60
I	Mechanic	\$ 78,374.40	G	Administrative Assistant	\$ 53,601.60
Vacant:	Code Enforcement Specialist		G	Administrative Assistant	\$ 37,128.00
	IT Support Specialist		Elected	Alderpersons (effective 5/1/2025)	\$ 7,948.00
	Police Records Specialist		Elected	Mayor (effective 5/1/2025)	\$ 27,726.00
	* \$5,000 yearly stipend to the position that assumes the role of Assistant City Manager		Elected	Municipal Judge	\$ 26,538.39

2025 GRADE ORDER LIST**3.0% INCREASE**

(Employees advance on pay scale one step per year of service if meeting expectations. Step 6 is equal to the market rate (avg. rate) for the position. Employees may advance beyond step 8 through pay for performance.)

GRADE	JOB TITLE	DEPARTMENT	FLSA	Minimum	90.0%	92.5%	95.0%	97.5%	Control Point					# of ees
				87.5%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7		Step 8	125.0%
U	CITY ATTORNEY	CITY ATTORNEY	E	\$59.30	\$60.99	\$62.69	\$64.38	\$66.08	\$67.77	\$69.46	\$71.16	➔	\$84.71	1
				\$123,344.00	\$126,859.20	\$130,395.20	\$133,910.40	\$137,446.40	\$140,961.60	\$144,476.80	\$148,012.80		\$176,196.80	
T	DEVELOPMENT SERVICES DIRECTOR PUBLIC WORKS DIRECTOR	DEVELOPMENT SERVICES PUBLIC WORKS	E E	\$56.96	\$58.59	\$60.22	\$61.85	\$63.47	\$65.10	\$66.73	\$68.36	➔	\$81.38	1
				\$118,476.80	\$121,867.20	\$125,257.60	\$128,648.00	\$132,017.60	\$135,408.00	\$138,798.40	\$142,188.80		\$169,270.40	1
S	CITY ENGINEER	PUBLIC WORKS	E	\$54.50	\$56.05	\$57.61	\$59.17	\$60.72	\$62.28	\$63.84	\$65.39	➔	\$77.85	1
	FINANCE DIRECTOR/TREASURER	FINANCE	E	\$113,360.00	\$116,584.00	\$119,828.80	\$123,073.60	\$126,297.60	\$129,542.40	\$132,787.20	\$136,011.20		\$161,928.00	1
	FIRE CHIEF	FIRE	E											1
	HEALTH OFFICER/DIRECTOR	HEALTH	E											1
	HUMAN RESOURCES DIRECTOR*	HUMAN RESOURCES	E											1
	INFORMATION TECHNOLOGY DIRECTOR	INFORMATION TECHNOLOGY	E											1
	PARKS, RECREATION & FORESTRY DIRECTOR	PARKS, REC & FORESTRY	E											1
	POLICE CHIEF	POLICE	E											1
R	vacant			\$50.87	\$52.33	\$53.78	\$55.23	\$56.69	\$58.14	\$59.59	\$61.05	➔	\$72.68	
				\$105,809.60	\$108,846.40	\$111,862.40	\$114,878.40	\$117,915.20	\$120,931.20	\$123,947.20	\$126,984.00		\$151,174.40	
Q	ASSISTANT CITY ENGINEER	PUBLIC WORKS	E	\$48.48	\$49.86	\$51.25	\$52.63	\$54.02	\$55.40	\$56.79	\$58.17	➔	\$69.25	1
	ASSISTANT FIRE CHIEF	FIRE	E	\$100,838.40	\$103,708.80	\$106,600.00	\$109,470.40	\$112,361.60	\$115,232.00	\$118,123.20	\$120,993.60		\$144,040.00	1
	POLICE CAPTAIN	POLICE	E											
P	vacant			\$46.05	\$47.37	\$48.68	\$50.00	\$51.31	\$52.63	\$53.95	\$55.26	➔	\$65.79	
				\$95,784.00	\$98,529.60	\$101,254.40	\$104,000.00	\$106,724.80	\$109,470.40	\$112,216.00	\$114,940.80		\$136,843.20	
O	BATTALION CHIEF***	FIRE	E	\$43.65	\$44.90	\$46.15	\$47.40	\$48.64	\$49.89	\$51.14	\$52.38	➔	\$62.36	3
				\$90,792.00	\$93,392.00	\$95,992.00	\$98,592.00	\$101,171.20	\$103,771.20	\$106,371.20	\$108,950.40		\$129,708.80	
N	ASSISTANT CITY ATTORNEY	CITY ATTORNEY	E	\$41.25	\$42.43	\$43.60	\$44.78	\$45.96	\$47.14	\$48.32	\$49.50	➔	\$58.93	1
	CIVIL ENGINEER	PUBLIC WORKS	E	\$85,800.00	\$88,254.40	\$90,688.00	\$93,142.40	\$95,596.80	\$98,051.20	\$100,505.60	\$102,960.00		\$122,574.40	1
	STREET SUPERINTENDENT	PUBLIC WORKS	E											
M	CITY CLERK	FINANCE	E	\$38.82	\$39.93	\$41.04	\$42.15	\$43.26	\$44.37	\$45.48	\$46.59	➔	\$55.46	1
	DEPUTY HEALTH OFFICER	HEALTH	E	\$80,745.60	\$83,054.40	\$85,363.20	\$87,672.00	\$89,980.80	\$92,289.60	\$94,598.40	\$96,907.20		\$115,356.80	1
	GIS MANAGER	DEVELOPMENT SERVICES	E											1
	MAINTENANCE SUPERVISOR	PUBLIC WORKS	E											1
	PARK SUPERINTENDENT	PARKS, REC & FORESTRY	E											1
	RECREATION SUPERINTENDENT	PARKS, REC & FORESTRY	E											1
	WATER DEPARTMENT SUPERVISOR	PUBLIC WORKS	E											1
L	SENIOR BUILDING INSPECTOR	DEVELOPMENT SERVICES	E	\$36.42	\$37.46	\$38.50	\$39.54	\$40.58	\$41.62	\$42.66	\$43.70	➔	\$52.03	1
	SENIOR PLANNER	DEVELOPMENT SERVICES	E	\$75,753.60	\$77,916.80	\$80,080.00	\$82,243.20	\$84,406.40	\$86,569.60	\$88,732.80	\$90,896.00		\$108,222.40	1
	SOCIAL WORKER (POLICE)	POLICE	E											
K	BUILDING INSPECTOR	DEVELOPMENT SERVICES	NE	\$34.03	\$35.00	\$35.97	\$36.95	\$37.92	\$38.89	\$39.86	\$40.83	➔	\$48.61	1
	COMMUNITY & ECONOMIC DEVELOPMENT SPECIALIST	DEVELOPMENT SERVICES	E	\$70,782.40	\$72,800.00	\$74,817.60	\$76,856.00	\$78,873.60	\$80,891.20	\$82,908.80	\$84,926.40		\$101,108.80	1
	ENGINEER SENIOR TECHNICIAN	PUBLIC WORKS	NE											3
	FORESTRY SUPERVISOR	PARKS, REC & FORESTRY	NE											1
	MAINTENANCE SPECIALIST	PUBLIC WORKS	NE											3
	PUBLIC HEALTH NURSE	HEALTH	E											1
	RECREATION SUPERVISOR	PARKS, REC & FORESTRY	E											2
	SANITARIAN	HEALTH	E											1

GRADE	JOB TITLE	DEPARTMENT	FLSA	Minimum	90.0%	92.5%	95.0%	97.5%	Control Point			125.0%	# of ees budgeted per position
				87.5% Step 1	Step 2	Step 3	Step 4	Step 5	100.0% Step 6	102.5% Step 7	105.0% Step 8	Maximum	
J	COMMUNICATIONS AND MARKETING MANAGER	ADMINISTRATION	E	\$31.61	\$32.52	\$33.42	\$34.32	\$35.23	\$36.13	\$37.03	\$37.94	➔ \$45.16	1
	HUMAN RESOURCES GENERALIST	HUMAN RESOURCES	E	\$65,748.80	\$67,641.60	\$69,513.60	\$71,385.60	\$73,278.40	\$75,150.40	\$77,022.40	\$78,915.20	\$93,932.80	1
I	ARBORIST	PARKS, REC & FORESTRY	NE	\$29.19	\$30.02	\$30.86	\$31.69	\$32.53	\$33.36	\$34.19	\$35.03	➔ \$41.70	2
	CODE ENFORCEMENT SPECIALIST	DEVELOPMENT SERVICES	NE	\$60,715.20	\$62,441.60	\$64,188.80	\$65,915.20	\$67,662.40	\$69,388.80	\$71,115.20	\$72,862.40	\$86,736.00	1
	DEPUTY CLERK/TREASURER	FINANCE	NE										1
	ENGINEER TECHNICIAN	PUBLIC WORKS	NE										2
	GIS ANALYST	DEVELOPMENT SERVICES	NE										1
	IT SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NE										2
	MECHANIC**	PUBLIC WORKS	NE										4
	PARALEGAL	CITY ATTORNEY	NE										1
	PAYROLL/ACCOUNTING SPECIALIST	FINANCE	NE										1
	POLICE BUSINESS COORDINATOR	POLICE	NE										1
	TALENT ACQUISITION SPECIALIST	HUMAN RESOURCES	E										1
H	DPW EQUIPMENT OPERATOR**	PUBLIC WORKS	NE	\$26.79	\$27.56	\$28.32	\$29.09	\$29.85	\$30.62	\$31.39	\$32.15	➔ \$38.28	13
	EXECUTIVE ASSISTANT	FIRE	NE	\$55,723.20	\$57,324.80	\$58,905.60	\$60,507.20	\$62,088.00	\$63,689.60	\$65,291.20	\$66,872.00	\$79,622.40	1
	RECREATION COORDINATOR	PARKS, REC & FORESTRY	NE										1
	WATER UTILITY OPERATOR	PUBLIC WORKS	NE										3
G	ACCOUNTING CLERK	FINANCE	NE	\$24.38	\$25.07	\$25.77	\$26.47	\$27.16	\$27.86	\$28.56	\$29.25	➔ \$34.83	1
	ADMINISTRATIVE ASSISTANT	VARIOUS	NE	\$50,710.40	\$52,145.60	\$53,601.60	\$55,057.60	\$56,492.80	\$57,948.80	\$59,404.80	\$60,840.00	\$72,446.40	10
	MUNICIPAL COURT CLERK	MUNICIPAL COURT	NE										1
	PARKS MAINTENANCE WORKER**	PARKS, REC & FORESTRY	NE										5
	POLICE RECORDS SPECIALIST	POLICE	NE										1
	VIDEO PRODUCTION SPECIALIST	ADMINISTRATION	NE										1
F	vacant			\$21.96	\$22.59	\$23.22	\$23.85	\$24.47	\$25.10	\$25.73	\$26.36	➔ \$31.38	
E	POLICE OFFICER RECRUIT			\$20.19	\$20.76	\$21.34	\$21.92	\$22.49	\$23.07	\$23.65	\$24.22	➔ \$28.84	0
D	vacant			\$18.67	\$19.21	\$19.74	\$20.27	\$20.81	\$21.34	\$21.87	\$22.41	➔ \$26.68	
C	vacant			\$17.29	\$17.78	\$18.28	\$18.77	\$19.27	\$19.76	\$20.25	\$20.75	➔ \$24.70	
B	vacant			\$16.02	\$16.48	\$16.94	\$17.39	\$17.85	\$18.31	\$18.77	\$19.23	➔ \$22.89	101
Non-Graded Positions													
	CITY MANAGER	ADMINISTRATION	E	\$ 176,061									
	MUNICIPAL COURT JUDGE	ELECTED	E	\$ 26,538									
	MAYOR	ELECTED	E	\$ 27,182	(\$27,726 eff 5/1/2025)								
	ALDERPERSONS	ELECTED	E	\$ 7,792	(\$7,948 eff 5/1/2025)								

* \$5,000 Yearly stipend to the position that assumes the role of Assistant City Administrator

** Leadperson receives \$1.00/hour additional over current rate of pay

*** Battalion Chief salary is based on 2,912 annual hours, plus paramedic pay, if applicable

**City of De Pere
2025 Salaries - Split Distribution**

	Annual Salaries	General Fund 100	Wastewater Treat Fund 201	Cable Access 209	Water 601	Stormwater 650	Health Fund 702	TID # 10 290	TID # 11 291	TID # 12 292	TID # 13 293	TID # 15 295	TID # 17 297	Econ Dev Fund 206	Afford Housing Fund 286
City Manager	\$ 176,061	\$ 79,227	\$ 35,212	\$ 8,803	\$ 35,212	\$ 8,803			\$ 880	\$ 3,521		\$ 4,402			
Human Resources Director	\$ 162,102	\$ 97,261	\$ 16,210		\$ 8,105		\$ 32,420		\$ 811	\$ 3,242		\$ 4,053			
Public Works Director	\$ 152,173	\$ 30,435	\$ 38,043		\$ 38,043	\$ 38,043			\$ 761	\$ 3,043		\$ 3,804			
City Attorney	\$ 148,013	\$ 66,606	\$ 37,003	\$ 7,401	\$ 22,202	\$ 7,401			\$ 740	\$ 2,960		\$ 3,700			
Parks, Recreation & Forestry Director	\$ 142,979	\$ 142,979													
Development Services Director	\$ 142,189	\$ 63,985				\$ 7,109			\$ 15,641	\$ 11,375	\$ 18,485	\$ 25,594			
City Engineer	\$ 141,586	\$ 28,317	\$ 35,396		\$ 35,396	\$ 35,396			\$ 708	\$ 2,832		\$ 3,540			
Fire Chief	\$ 138,736	\$ 131,799							\$ 694	\$ 2,775		\$ 3,468			
Finance Director/Treasurer	\$ 136,011	\$ 61,205	\$ 54,404		\$ 13,601				\$ 680	\$ 2,720		\$ 3,400			
Police Chief	\$ 136,011	\$ 136,011													
Information Technology Director	\$ 132,787	\$ 78,344	\$ 10,623	\$ 13,279	\$ 10,623	\$ 13,279			\$ 664	\$ 2,656		\$ 3,320			
Police Captain	\$ 126,651	\$ 126,651													
Health Officer/Director	\$ 126,298	\$ 126,298													
Assistant Fire Chief	\$ 124,176	\$ 117,967							\$ 621	\$ 2,484		\$ 3,104			
Assistant City Engineer	\$ 120,994	\$ 24,199	\$ 30,248		\$ 30,248	\$ 30,248			\$ 605	\$ 2,420		\$ 3,025			
Police Captain	\$ 120,994	\$ 120,994													
Street Superintendent	\$ 116,522	\$ 23,304	\$ 29,130		\$ 29,130	\$ 29,130			\$ 583	\$ 2,330		\$ 2,913			
Police Captain	\$ 115,232	\$ 115,232													
Battalion Chief (3)	\$ 108,950	\$ 108,950													
Recreation Superintendent	\$ 104,478	\$ 104,478													
Maintenance Supervisor	\$ 98,821	\$ 59,292	\$ 7,412		\$ 7,412	\$ 24,705									
Senior Building Inspector	\$ 96,907	\$ 65,412						\$ 6,299	\$ 6,299	\$ 6,299		\$ 6,299	\$ 6,299		
City Clerk	\$ 94,598	\$ 69,057	\$ 6,622	\$ 4,730	\$ 4,730	\$ 4,730			\$ 473	\$ 1,892		\$ 2,365			
Water Department Supervisor	\$ 94,598				\$ 94,598										
Assistant City Attorney	\$ 93,142	\$ 93,142													
Recreation Supervisor	\$ 91,062	\$ 91,062													
Police Social Worker	\$ 90,896	\$ 90,896													
Senior Planner	\$ 90,896	\$ 56,356				\$ 4,545			\$ 5,454	\$ 4,545	\$ 8,181	\$ 11,816			
Civil Engineer	\$ 90,688	\$ 22,672	\$ 22,672		\$ 22,672	\$ 22,672									
Deputy Health Officer	\$ 89,981	\$ 89,981													
Public Health Nurse	\$ 84,926	\$ 84,926													
Sanitarian	\$ 84,926	\$ 80,680							\$ 425	\$ 1,699		\$ 2,123			
Community & Econ Develop Specialist	\$ 84,926	\$ 11,890							\$ 11,890	\$ 11,890	\$ 11,890	\$ 11,890	\$ 11,890	\$ 6,794	\$ 6,794
Park Superintendent	\$ 83,054	\$ 78,902							\$ 415	\$ 1,661		\$ 2,076			
GIS Manager	\$ 83,054	\$ 51,494	\$ 9,136		\$ 9,136	\$ 9,136			\$ 415	\$ 1,661		\$ 2,076			
Human Resources Generalist	\$ 79,706	\$ 51,809	\$ 7,971		\$ 3,985		\$ 15,941								
Communication & Marketing Manager	\$ 75,150	\$ 26,303	\$ 5,636		\$ 5,636				\$ 11,273	\$ 7,515	\$ 7,515	\$ 11,273			
Recreation Supervisor	\$ 74,818	\$ 74,818													
Talent Acquisition Specialist	\$ 72,862	\$ 61,933	\$ 7,286		\$ 3,643										

GENERAL FUND REVENUES

General Fund Revenues

PROPERTY TAX LEVY:

General Property Tax Levy for General Fund purposes increased \$396,989. The total property tax levy for all funds increased \$1,125,472.

	Actual 2024	Budgeted 2025	% of Change
General Fund Levy	\$10,421,160	\$10,818,149	3.81%
Debt Fund Levy	\$ 4,239,593	\$ 4,757,123	12.21%
Special Revenue Fund Levy	\$ 0	\$ 387,177	100.00%
Capital Projects Fund Levy	\$ 1,841,276	\$ 1,454,099	-21.03%
Tax Increment District (TID) Levy	\$ 1,643,991	\$ 1,854,945	12.83%
TOTAL LEVY	\$18,146,020	\$19,271,493	6.20%

SIGNIFICANT REVENUE CHANGES:

TAXES:

- 1) General Fund Levy increased \$396,989 to support general fund expenditures not supported by other revenues.
- 2) Payment in Lieu of Taxes increased \$90 to reflect 2024 actuals.
- 3) Public Accommodations increased \$1,000 to reflect trends.
- 4) Retained Sales Tax increased \$80 to reflect trends.
- 5) Housing Authority increased \$4,000 to reflect trends.
- 6) Interest Penalties & Taxes decreased \$500 as personal property has been eliminated.
- 7) Interest Penalties Specials & Deeds decreased \$2,500 to reflect trends.

INTERGOVERNMENTAL REVENUE:

- 1) Personal Property Aid increased \$314,733. This accounts for the personal property aid reallocation as well as the new payment from the State to offset the loss of all remaining personal property.
- 2) State Fire Insurance increased \$15,700 to reflect trends.
- 3) State Grants decreased \$95,949 as part of the personal property aid reallocation.
- 4) State Aid for Police Training increased \$7,040 due to an increase by the State.
- 5) State Aid for Connecting Highways increased \$15,038 to reflect state budget increase.

- 6) COVID 19 Grants decreased \$195,085 as several grants have ended.
- 7) State Misc Grants increased \$35,267 for the Health Department's PHI grant.

LICENSES AND PERMITS:

- 1) Operator's Licenses decreased \$14,200 to reflect the second year of two-year license renewals as well as the impact due to the new Statewide operator's licensing.
- 2) Food & Beverage Licenses increased \$10,254 to reflect raised fees and an increase in TRH permitting.
- 3) Cable Television Franchise License decreased \$14,000 to reflect trends.
- 4) Dog License increased \$700 to reflect department estimates.
- 5) Building Permits increased \$141,000 to reflect department estimates including 5% fee increase.
- 6) Commercial Permit Review increased \$1,550 to reflect department estimates including 5% fee increase.
- 7) Flood Plain/Zoning Letters decreased \$265 to reflect department estimates.
- 8) Sanitary Sewer Excavation increased \$649 to reflect department estimates including 5% fee increase.
- 9) Electrical Permits increased \$7,750 to reflect department estimates including 5% fee increase.
- 10) Plumbing Permits increased \$3,500 to reflect department estimates including 5% fee increase.
- 11) HVAC Permits increased \$12,000 to reflect department estimates including 5% fee increase.
- 12) Zoning Permits and Fees increased \$550 to reflect department estimates including 5% fee increase.
- 13) CSM Reviews increased \$1,550 to reflect department estimates including 5% fee increase.
- 14) Excavation Permits increased \$2,437 to reflect department estimates.

FINES AND FORFEITURES:

- 1) Parking Violations increased \$5,000 due to department estimates.

PUBLIC CHARGES FOR SERVICE:

- 1) Clerk-Passports decreased \$1,400 to reflect department estimates.
- 2) Clerk's Office Admin Fees decreased \$200 to reflect department estimates.
- 3) Letter of No Specials decreased \$2,125 to reflect department estimates including 5% fee increase.
- 4) License Publication Fees decreased \$300 to reflect department estimates.
- 5) Police Fingerprints increased \$210 to reflect department estimates.
- 6) Ambulance Fees increased \$175,000 to reflect trends.
- 7) Street Department Revenue increased \$3,174 due to a 5% fee increase.
- 8) Public Health Revenue decreased \$980 to reflect department estimates.
- 9) Concessions decreased \$53,534 to reflect the reallocation of the pool revenues to a newly created special revenue fund.

- 10) Swimming decreased \$254,410 to reflect the reallocation of the pool revenues to a newly created special revenue fund.
- 11) Memorial Benches increased \$4,800 to match the budgeted expenses.
- 12) Community Center increased \$5,950 to reflect department estimates including 5% fee increase.
- 13) Programs-Financial Assistance increased \$320 to reflect department estimates.
- 14) Athletic Facility Fees increased \$4,045 to reflect department estimates including 5% fee increase and the Brown County Fairground agreement.
- 15) Beer Gardens increased \$15,000 to reflect the increase in the number of events.
- 16) Ambulance Fees from Townships increased \$19,000 to reflect an estimated CPI increase using the current contract.
- 17) Copies Maps Blueprints increased \$100 to reflect trends.

INTERGOVERNMENTAL CHARGES FOR SERVICE:

- 1) Brown County DTF Officer increased \$120,000 to account for the payment received from Brown County to help offset the City's cost of this position.

MISCELLANEOUS REVENUES:

- 1) Interest On Investments increased \$600,000 to reflect trends.
- 2) Farm Leases decreased \$3,000 to reflect the department estimates.
- 3) Residential Lease decreased \$16,000 as the property leased is being razed.

OTHER FINANCING SOURCES:

- 1) Transfers from Capital Projects Fund decreased \$331,607 to reflect the reallocation of the pool operating deficit to a newly created special revenue fund.

**City of De Pere
2025 General Fund
Adopted Budget**

REVENUES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Number			TAXES						
100	41110	General Property	\$ 9,216,564	\$ 10,421,160	\$ 10,421,160	\$ 10,421,158	\$ 10,421,158	\$ 10,818,149	3.81%
100	41130	Mobile Home Fees	5,194	5,150	5,150	2,567	5,134	5,100	-0.97%
100	41150	Payments in Lieu of Taxes	1,358	1,350	1,350	1,440	1,440	1,440	6.67%
100	41200	Sales and Use	7,470	0	0	0	0	0	0.00%
100	41210	Public Accommodations	14,221	14,000	14,000	6,915	14,000	15,000	7.14%
100	41220	Retained Sales Tax	120	120	120	76	200	200	66.67%
100	41310	From Municipal Water Utility	433,053	450,000	450,000	0	450,000	430,000	-4.44%
100	41320	Housing Authority	37,103	35,000	35,000	39,868	39,868	39,000	11.43%
100	41800	Interest Penalties & Taxes	1,173	500	500	484	800	0	-100.00%
100	41810	Interest Penalties Specials & Deeds	6,955	10,000	10,000	5,376	7,500	7,500	-25.00%
		Subtotal	9,723,211	10,937,280	10,937,280	10,477,886	10,940,100	11,316,389	3.47%

INTERGOVERNMENTAL REVENUE

100	43220	Mass Transit Federal Aid	0	0	0	0	0	0	0.00%
100	43410	State Shared Revenue	1,466,490	2,060,157	2,060,157	0	2,060,157	2,098,398	1.86%
100	43411	State Shared Revenue - Expenditure Restraint	197,289	126,375	126,375	0	126,375	126,375	0.00%
100	43412	Personal Property Aid	0	0	0	0	0	314,733	100.00%
100	43420	State Fire Insurance	119,301	119,300	119,300	0	137,715	135,000	13.16%
100	43430	Other State Shared Taxes - Exempt Computer Aid	84,592	84,592	84,592	0	84,592	84,592	0.00%
100	43500	State Grants	101,949	101,949	101,949	104,525	104,525	6,000	-94.11%
100	43505	Law Enforcement	818	0	0	17,144	24,000	0	0.00%
100	43505 364	Police Misc Grants	34,097	0	0	13,233	18,233	0	0.00%
100	43507	K-9 Expenses and Donations	44,691	0	0	3,009	44,691	0	0.00%
100	43510	Rescue EMS Act 102	59,813	15,000	15,000	8,860	28,417	15,000	0.00%
100	43520	State Aid for Police Training	6,413	5,120	5,120	683	6,413	12,160	137.50%
100	43530	State Aid for Connecting Highways	72,426	88,012	88,012	51,525	103,050	103,050	17.09%
100	43531	General Transportation Aids	1,385,298	1,394,256	1,394,256	697,231	1,394,462	1,394,462	0.01%
100	43532	Mass Transit State Aid	0	0	0	0	0	0	0.00%
100	43540	State Recycling Grants	97,720	97,720	97,720	97,806	97,806	97,806	0.09%
100	43550	ACT 102 Ambulance Grant	0	0	0	0	0	0	0.00%
100	43551	Health Matching Grant	64,560	61,506	61,506	25,705	62,534	63,523	3.28%
100	43552	COVID 19 Grants	222,860	209,085	209,085	63,729	212,333	14,000	-93.30%
100	43590	State Misc Grants	0	0	0	0	0	35,267	100.00%
100	43600	Other State Payments	0	0	0	0	0	0	0.00%
100	43605	Payment in Lieu of Tax - DNR	0	0	0	0	0	0	0.00%
		Subtotal	3,958,316	4,363,072	4,363,072	1,083,450	4,505,303	4,500,366	3.15%

LICENSES AND PERMITS

100	44105	Liquor and Malt Beverage Licenses	30,321	33,000	33,000	31,286	32,000	33,650	1.97%
100	44110	Operator's Licenses	10,039	25,000	25,000	16,242	20,500	10,800	-56.80%
100	44115	Cigarette Licenses	2,500	2,300	2,300	2,100	2,300	2,300	0.00%
100	44121	Food & Beverage Licenses	92,233	95,746	95,746	68,189	101,000	106,000	10.71%

**City of De Pere
2025 General Fund
Adopted Budget**

REVENUES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
100	44125	Cable Television Franchise License	99,729	104,000	104,000	21,890	87,300	90,000	-13.46%
100	44130	Trailer Park	0	0	0	0	0	0	0.00%
100	44140	Other Permits and Fees	10,452	9,455	9,455	7,214	8,200	9,500	0.48%
100	44210	Dog License	3,970	4,500	4,500	3,938	4,400	5,200	15.56%
100	44300	Building Permits	219,051	309,000	309,000	197,394	545,000	450,000	45.63%
100	44301	Commercial Permit Review	12,650	15,450	15,450	9,950	20,000	17,000	10.03%
100	44303	Flood Plain/Zoning Letters	350	515	515	0	0	250	-51.46%
100	44305	Construction	0	0	0	0	0	0	0.00%
100	44307	Sanitary Sewer Excavation	13,025	12,978	12,978	9,825	12,978	13,627	5.00%
100	44910	Electrical Permits	48,712	77,250	77,250	54,598	149,000	85,000	10.03%
100	44920	Plumbing Permits	34,748	51,500	51,500	31,732	73,000	55,000	6.80%
100	44925	HVAC Permits	62,909	103,000	103,000	65,292	141,000	115,000	11.65%
100	48902	Zoning Permits and Fees	1,150	3,150	3,150	2,050	4,000	3,700	17.46%
100	48903	CSM/Plat Reviews	13,633	15,450	15,450	8,955	18,000	17,000	10.03%
100	48906	Excavation Permits	21,670	27,563	27,563	20,577	41,000	30,000	8.84%
		Subtotal	677,141	889,857	889,857	551,232	1,259,678	1,044,027	17.33%

FINES AND FORFEITURES

100	45100	City Share of Fines and Forfeitures	(5,031)	0	0	(4,795)	(4,795)	0	0.00%
100	45110	Court Penalties and Costs	243,630	240,000	240,000	116,126	240,000	240,000	0.00%
100	45130	Parking Violations	23,894	30,000	30,000	27,457	39,500	35,000	16.67%
		Subtotal	262,493	270,000	270,000	138,788	274,705	275,000	1.85%

PUBLIC CHARGES FOR SERVICE

100	46100	General Government	160	0	0	0	0	0	0.00%
100	46101	Clerk-Passports	6,323	6,000	6,000	1,715	3,500	4,600	-23.33%
100	46102	Clerk's Office Admin Fees	2,398	2,100	2,100	340	1,600	1,900	-9.52%
100	46110	Letters of No Specials	23,730	24,000	24,000	12,525	18,000	26,125	8.85%
100	46120	License Publication Fees	1,194	1,500	1,500	1,278	1,125	1,200	-20.00%
100	46207	Police Alarm Monitoring	10,750	6,000	6,000	3,125	10,750	6,000	0.00%
100	46208	Police Department Fees	743	550	550	506	743	550	0.00%
100	46210	Background Checks	2,153	800	800	1,150	1,450	800	0.00%
100	46212	Police OT Reimbursements	15,432	0	0	3,171	15,432	0	0.00%
100	46220	Police Fingerprints	606	630	630	297	630	840	33.33%
100	46226	Fire OT Reimbursements	6,788	0	0	477	477	0	0.00%
100	46298	Ambulance Fees	1,175,711	1,025,000	1,025,000	395,495	1,170,000	1,200,000	17.07%
100	46340	Street Department Revenue	82,570	63,476	63,476	44,755	63,476	66,650	5.00%
100	46345	Garbage & Recycling Fees	18,639	12,600	12,600	19,150	20,000	12,600	0.00%
100	46350	Snow Removal Charges	4,052	7,276	7,276	1,322	7,276	7,276	0.00%

**City of De Pere
2025 General Fund
Adopted Budget**

REVENUES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
100	46360	Parking Permits	0	0	0	0	0	0	0.00%
100	46406	Weed & Nuisance Control	(3,403)	0	0	0	0	0	0.00%
100	46421	Recycling Containers	5,597	4,450	4,450	7,877	7,877	4,450	0.00%
100	46501	Public Health Revenue	10,077	1,400	1,400	329	400	420	-70.00%
100	46510	Weights & Measures Fees	21,997	21,661	21,661	17,727	21,005	21,005	-3.03%
100	46521	Animal Control	186	0	0	0	0	0	0.00%
100	46700	Recreation Programs	445,825	443,778	443,778	287,167	421,000	449,508	1.29%
100	46721	Recreation	18,865	16,686	16,686	0	17,500	17,425	4.43%
100	46722	Concessions	49,380	53,534	53,534	14,691	49,000	0	-100.00%
100	46723	Swimming	23,889	254,410	254,410	15,678	260,000	0	-100.00%
100	46723 010	Season Pass	108,770	0	0	87,769	0	0	0.00%
100	46723 020	General Admission	92,833	0	0	21,762	0	0	0.00%
100	46723 030	Swim Lessons	40,055	0	0	41,406	0	0	0.00%
100	46723 040	Syble Hopp Aquatics	21,340	0	0	12,156	0	0	0.00%
100	46724	Forestry	18,454	12,870	12,870	7,842	18,000	13,125	1.98%
100	46724 346	Memorial Benches	0	0	0	7,870	3,790	4,800	100.00%
100	46725	Community Center	64,994	64,040	64,040	38,307	65,000	69,990	9.29%
100	46727	Programs-Financial Assistance	1,078	6,180	6,180	(319)	6,800	6,500	5.18%
100	46747	Athletic Facility Fees	24,370	19,055	19,055	13,711	19,055	23,100	21.23%
100	46747 010	Daily Boat Fees	73,095	60,000	60,000	39,639	60,000	60,000	0.00%
100	46747 020	Season Boat Fees	24,494	29,000	29,000	1,215	29,000	29,000	0.00%
100	46747 030	Beer Gardens	11,397	20,000	20,000	18,752	23,000	35,000	75.00%
100	46747 040	Holiday Lights	0	2,500	2,500	0	2,500	2,500	0.00%
100	46800	Payment In Lieu of Parkland	0	0	0	0	0	0	0.00%
100	47306	Ambulance Fees From Townships	256,969	260,000	260,000	203,139	270,839	279,000	7.31%
100	47401	Engineering Fees	700,000	700,000	700,000	0	700,000	700,000	0.00%
100	48901	Copies Maps Blueprints	3,201	500	500	565	600	600	20.00%
100	48908	Building Permits & Voter Report (Clerk)	0	0	0	0	0	0	0.00%
100	48909	Sundry	35	0	0	0	0	0	0.00%
100	48910	Retiree Insurance Admin Fee	448	450	450	221	450	450	0.00%
		Subtotal	3,365,192	3,120,446	3,120,446	1,322,808	3,290,275	3,045,414	-2.40%

INTERGOVERNMENTAL CHARGES FOR SERVICE

100	47311	Crossing Guard Hours	16,456	18,939	18,939	0	18,939	18,939	0.00%
100	47320	Payment for Liaison Officer	327,831	295,390	295,390	0	295,390	304,390	3.05%
100	47321	Brown County DTF Officer	127,818	0	0	0	125,000	120,000	100.00%
100	47402	Data Processing Charges	32,675	17,076	17,076	0	17,076	17,588	3.00%
100	47406	TID Admin Allocation	117,548	121,074	121,074	0	121,074	123,500	2.00%
100	47415	Equipment Rental	32,467	33,442	33,442	0	33,442	34,445	3.00%
100	47432	Space Rentals	56,461	59,562	59,562	20,308	57,555	59,858	0.50%
100	47433	Ice Arena Rent	229,061	20,000	20,000	18,984		0	-100.00%
		Subtotal	940,317	565,483	565,483	39,292	668,476	678,720	20.02%

**City of De Pere
2025 General Fund
Adopted Budget**

REVENUES

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
MISCELLANEOUS REVENUES									
100	48100	Interest On Investments	1,942,411	1,400,000	1,400,000	1,119,237	2,238,474	2,000,000	42.86%
100	48200	Rents & Leases	903	0	0	468	936	0	0.00%
100	48201	Farm Leases	1,815	3,000	3,000	0	2,500	0	-100.00%
100	48202	Brown County Fairgrounds	0	0	0	0	0	0	0.00%
100	48203	Residential Lease	15,335	16,000	16,000	8,314	9,794	0	-100.00%
100	48300	Property Sales	19,796	100,000	100,000	17,522	63,950	100,000	0.00%
100	48301	Refuse Garbage Equipment & Property	7,511	10,000	10,000	8,665	10,000	10,000	0.00%
100	48309	Other	342,212	0	0	275,585	0	0	0.00%
100	48420	Insurance Recovery Police Equipment & Property	0	0	0	0	0	0	0.00%
100	48430	Insurance Recovery Street Equipment & Property	0	0	0	0	0	0	0.00%
100	48440	Insurance Recovery Other Equipment & Property	58,549	0	0	0	0	0	0.00%
100	48500	Donations	0	0	0	0	0	0	0.00%
100	48510	Police Programs	0	0	0	33,915	33,915	0	0.00%
100	48515	Park and Rec	8,000	0	0	0	0	0	0.00%
100	48515 340	Holiday Light Show Donations	2,500	0	0	0	0	0	0.00%
100	48520	Fire & Rescue	552	0	0	2,995	11,922	0	0.00%
100	48520 360	Support Dog Revenue	2,498	0	0	998	1,000	0	0.00%
100	48900	Other	27,719	0	0	914	3,500	0	0.00%
		Subtotal	2,429,800	1,529,000	1,529,000	1,468,612	2,375,991	2,110,000	38.00%

OTHER FINANCING SOURCES

100	49100	Proceeds From Long Term Notes	0	0	0	0	0	0	0.00%
100	49130	Installment Contracts	0	0	0	0	0	0	0.00%
100	49140	State Trust Fund Loans	0	0	0	0	0	0	0.00%
100	49200	Transfer From Special Fund	261,400	250,000	250,000	0	250,000	250,000	0.00%
100	49222	Transfer From TID #9	0	11,400	11,400	0	11,400	11,400	0.00%
100	49223	Transfer From TID #6-#17	0	0	0	0	0	0	0.00%
100	49240	Transfer From Capital Projects Fund	248,527	331,607	331,607	0	346,380	0	-100.00%
100	49260	Transfer From Enterprise Fund (Water Utility)	0	0	0	0	0	0	0.00%
100	49261	Transfer From Enterprise Fund (Wastewater)	0	0	0	0	0	0	0.00%
100	49271	Transfer From Parkland Dedication Fund	0	0	0	0	0	0	0.00%
100	49290	OT In	8,705	0	0	0	0	0	0.00%
		Subtotal	518,632	593,007	593,007	0	607,780	261,400	-55.92%

		TOTAL GENERAL FUND REVENUES	21,875,102	22,268,145	22,268,145	15,082,067	23,922,309	23,231,316	4.33%
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100	49300	Fund Balances Applied	0			0	0	0	0.00%
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		TOTAL GENERAL FUND REVENUES	\$ 21,875,102	\$ 22,268,145	\$ 22,268,145	\$ 15,082,067	\$ 23,922,309	\$ 23,231,316	4.33%
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SPECIAL FUND

City of De Pere Economic Development Program Fund

THIS FUND REPLACED THE PRIOR REVOLVING LOAN PROGRAM ADMINISTERED BY THE CITY THROUGH THE STATE OF WISCONSIN

Program Mission:

The specific purpose for the expenditure of the funds has been designated for economic development purposes according to City Council Resolution 19-85,

In 1986, the Wisconsin Development Fund awarded De Pere \$595,000 to administer as part of the CDBG-ED Revolving Loan Fund program. Since then the City issued loans to new and expanding businesses located in the City of De Pere. The loan program focused on job creation for low and moderate-income individuals. In the spring of 2018, the Wisconsin DOA informed RLF governmental entities that spring reporting would be postponed due to a HUD monitoring scheduled for May 2018. The findings from that monitoring session resulted in a proposed Substantial Amendment that proposed CDBG-CLOSE. In 2019, the City received full control over the program funds. Following the repayment of outstanding RLF loans and the Pandemic Response Loans, the Economic Development fund has an equity balance of \$936,736 and \$64,819 in outstanding revolving loan fund debt (including interest).

There is one outstanding loan - Battle House GB, LLC \$4,748 (\$4,733 principal, \$14 interest including interest, and 3 months of COVID deferred payments)

In 2024 the City created the following programs for the Economic Development Fund and funded them with the preliminary amounts. The Common Council approved the initial program; however, the funding should be reviewed and adjusted annually based on the utilization or availability of other federal or state funds. All actions from this program would require Finance and Personnel Committee review and Common Council authorization prior to expenditures.

- 1) Locally Funded Revolving Loan Program – \$443,100.
- 2) Downtown Business Recruitment Grant – “Experience De Pere” - \$150,000.

- 3) Brownfield Property Acquisition and Remediation Program – \$410,000.
 - a. Task 1: Program Development
 - b. Task 2: Evaluation of (8) Catalyst Brownfield Sites
 - c. Task 3. Assessment, Remediation Planning, Onsite Remediation Work
 - d. Task 4. Future Grant Application Support

List of Program Service(s) Descriptions:

- 1) *Revolving Loan Fund* – Based on the items identified in the Tax Increment District (TID) Plans, state or federal grants, or other economic development efforts; funds are provided to those projects to assist with existing business growth.
- 2) *Downtown Business Recruitment Grant* – Assist in locating new or expanding businesses to downtown in the effort to achieve 95 to 100% occupancy in the downtown.
- 3) *Brownfield Property Acquisition and Remediation Program* – Assist with the necessary identification, planning, and cleanup of environmentally contaminated sites in the City.

Important Outputs and Expected Outcomess:

- 1) *Revolving Loan Project Financing for Capital Equipment* – The City provides funding for existing development for the purchase of capital equipment to grow the existing business that would not directly benefit from TIF. Growing the existing businesses in the community is important since the use of the funds helps to create new jobs or increase the business footprint in the community. The principal and interest on any RLF are paid by the holders of the RLF agreement.
- 2) *Downtown Business Recruitment Grant* – Filling vacant spaces is vital to the continued success of downtown De Pere and the grant program is a pivotal part in helping new businesses overcome the challenges of the first few months of income while they establish their business base.
- 3) *Brownfield Property Acquisition and Remediation Program* – Brownfields become a long-standing eyesore in the community and a deterrent to redevelopment. Remedial action and efforts of the program should be directed to brownfield sites located outside of a TID or in a TID when a fund gap still exists after TIF funds have been exhausted.

2025 Performance Measures:

- 1) *Revolving Loan Fund* – Establish new program rules and applications for a locally funded program.
- 2) *Downtown Business Recruitment Grant* – Utilize any remaining funds to recruit new businesses to the downtown and leverage the success of the program to apply to the WEDC to supplement the program and continue its success.

- 3) *Brownfield Property Acquisition and Remediation Program* – Complete the Brownfield Operating Program and complete the tasks identified in Task Order No. 1 with the City’s brownfield consultant (Phase 1 assessment, cut sheets for redevelopment on closed brownfield sites, etc).

2024 Performance Measurement Data: None. A new program created in the 2025 budget cycle.

Significant Program Achievements:

- 1) *Revolving Loan Fund* – Met with 3 existing local businesses looking to low-interest loans to assist with capital equipment growth.
- 2) *Downtown Business Recruitment Grant* – To date, the City has approved eight (8) Downtown Business Recruitment Grants. Two (2) full-value grants remain. Grant awardees are listed below.

Orsetta	The Porch
Conquer Martial Arts	Oakley's
Blue Door Artworks	Voyageurs Bakehouse
Ginger Birch	Sofreh Eatery
- 3) *Brownfield Property Acquisition and Remediation Program* – Secured a brownfield consultant to assist with remedial action efforts.

Costs and Benefits of Program and Services:

The cost of the Economic Development Program is shown in either to administration of the program, direct grants businesses, issuances of revolving loans, or expenditures in the brownfield program. By February 2025 all outstanding funds should be paid back to the RLF account for a total balance of approximately \$1,003,100, however; by the end of 2025, the City will have expended 12,580 in the administration of the program, expended nearly all of the \$150,000 Downtown Business Recruitment Grant funds, and nearly \$72,500 in consulting costs directly related to the Brownfield Program program. Therefore, the fund could have a balance of \$768,020 by the end of 2025. This does not include any potential brownfield acquisitions/remediations that could arise in 2025. Any future revolving loan fund expenditures would be counted against the total fund equity balance but would be paid back according to the terms of any future agreements.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$511 to reflect actual costs
- 2) FICA increased \$39 to reflect actual costs
- 3) Retirement increased \$38 to reflect actual costs
- 4) Health, Dental, DIB, Life & Wks Comp Ins decreased \$2,017 to reflect the position payment split structure in the second year of the program.
- 5) Brownfield Program increased by \$32,500 as expected under Task Order No. 1 and due to the new program creation in 2024.
- 6) Downtown Business Recruitment Grant increased by \$30,000 due to the new program creation in 2024.

**City of De Pere
2025 Special Fund
Adopted Budget**

ECONOMIC DEVELOPMENT FUND

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Expenditures										
Account Number PERSONAL SERVICES										
206	56700	110	Salaries	\$ 0	\$ 6,283	\$ 6,283	\$ 2,893	\$ 5,786	\$ 6,794	8.13%
206	56700	120	Hourly Wages	0	0	0	0	0	0	0.00%
206	56700	125	Overtime Wages	0	0	0	0	0	0	0.00%
206	56700	150	FICA	0	481	481	221	442	520	8.05%
206	56700	151	Retirement	0	434	434	200	399	472	8.80%
206	56700	152	Health, Dental, DIB, Life & Wks Comp Ins	0	2,054	2,054	11	23	37	-98.20%
			Subtotal	0	9,252	9,252	3,325	6,650	7,823	-15.45%
			OTHER -Locally Funded Revolving Loan							
206	82030		Rehabilitation Principal Loan	0	0	0	0	0	0	0.00%
206	50000	592	Transfer to Other Funds	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			OTHER -Brownfield Program							
206	56703	215	Program Development Admin (Consulting)	0	0	0	0	10,000	0	0.00%
206	56703	215	Evaluation of (8) Catalyst Brownfield Sites (Consulting)	0	0	0	0	30,000	32,500	100.00%
206	56703	215	Assessment, Remediation, Action (Capital Cost)	0	0	0	0	0	0	0.00%
206	56703	215	Future Grant Application Support (Consulting)	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	40,000	32,500	100.00%
			OTHER -Downtown Business Recruitment Grant							
206	56702	720	Business Recruitment Grant	0	0	0	37,500	120,000	30,000	100.00%
			Subtotal	0	0	0	37,500	120,000	30,000	100.00%
			TOTAL EXPENDITURES	\$ 0	\$ 9,252	\$ 9,252	\$ 40,825	\$ 166,650	\$ 70,323	660.08%

Revenues

206	48101		Interest on Investment	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,546	\$ 2,500	100.00%
206	48121		Interest on Loans	3,276	14	14	93	0	0	-100.00%
206	48310		Repayment of Principal	109,926	4,056	4,056	20,198	0	0	-100.00%
			TOTAL REVENUES	\$ 113,202	\$ 4,069	\$ 4,069	\$ 20,291	\$ 5,546	\$ 2,500	-38.56%

City of De Pere Affordable Housing Fund

Program Mission:

Increase affordable housing opportunities in the City of De Pere by incentivizing a diversity of housing stock, repairing the older and more affordable housing products, encouraging restoration of upper stories residential units in the downtown, and partnering with non-profit organizations striving to provide more affordable housing options in the communities.

The City created TID No. 6 as an industrial TID on the west side on March 3, 1998. The TID had a maximum life of March 3, 2021, and was extended for 1 year to capture funds for affordable housing. In 2022, the City received \$1,968,527 to use in affordable housing and for general housing stock improvement. Each municipality must identify its affordable housing needs and develop a plan. State law requires a municipality to use the funds for affordable housing and to describe how it will use the funds in its affordable housing extension resolution. In 2021 the City stated a minimum of 75% of the funds received by extending TID No. 6 for affordable housing will be used throughout the community by implementing neighborhood and affordable housing initiatives that included:

- (1) A housing stock improvement program for those who qualify under the affordable housing program guidelines
- (2) An affordable housing development program to include affordable units, as defined by WHEDA and CDBG limits, in residential or mixed-use developments;
- (3) A second story/upper story activation program to renovate and update units within and around the downtown for affordable units; and

The City can amend desired programs after receiving the funds provided at least 75% of the funds are used for affordable housing. In 2023, the City expanded the program by requiring all 100% of program funds to be used for affordable housing and added two additional program opportunities.

- (1) Affordable Lot Purchase Program
- (2) Rock The Block by Habitat for Humanity partnership

Program Service(s) Descriptions:

- 1) *Increasing affordable housing opportunities* through the inclusion of affordable units in mixed-use developments, new and existing neighborhoods, and in older downtown buildings.
- 2) *Improving the existing housing stock* by modernizing and improving the housing stock in De Pere while maintaining affordability for homeowners and buyers with zero-interest loans

Important Outputs and Expected Outcomess:

- 1) *Affordable Housing* – Increasing affordable housing opportunities through the inclusion of affordable units in mixed-use developments, new and existing neighborhoods, and in older downtown buildings.

2025 Performance Measures:

- 1) *Affordable Housing Stock Improvement Program*
 - a. Establish new program rules and applications for the locally funded program.
 - b. Consider expanding the loan and removing matching requirements in exchange for a larger low-interest loan.
 - c. Rebrand the program
- 2) *Upper Story Activation*
 - a. Terminate the program as the State of Wisconsin/WHEDA created a more appropriate program and transfer fund to a separate action.
- 3) *Affordable units in residential or mixed-use developments*
 - a. Craft program rules for affordability targets within each development.
 - b. Identify an agency or internal plan to monitor affordability compliance.
- 4) *Affordable Lot Purchase Program*
 - a. Reserve lots within the SW area plan for partnership affordable housing opportunities.

2024 Performance Measurement Data: None. New program created in the 2025 budget cycle.

Significant Program Achievements:

- 1) *Affordable Housing Stock Improvement Program* – Completed two loans between Jan 2024 and August 2024.
- 2) *Rock The Block by Habitat for Humanity partnership* – Completed the Sept 2024 program and facilitated an After Action Review (AAR) for process improvement in 2026 (west side)

Costs and Benefits of Program and Services:

The cost of the Affordable Housing Program is \$1,057,823 but is developer/development driven. The fund could see an additional \$319,150 in revenue if the City elected to classify 2025 as a TID 8, affordable housing extension year. The program benefits the community by providing citizens with increased affordable housing and residential rehabilitation funds. The program also benefits the community by providing a strong economic and housing program that provides the ability for citizens to continue to reside within their community. Overall, the Proposed Affordability Fund 2025 Budget represents a \$1,057,823 increase over the 2024 budget because of the new programs. Therefore, the fund could have a balance of \$1,098,224 by the end of 2025.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased by \$6,794 to reflect the costs of a new position
- 2) FICA increased by \$520 to reflect the costs of a new position
- 3) Retirement increased by \$472 to reflect the costs of a new position
- 4) Health, Dental, DIB, Life & Wks Comp Ins increased by \$37 to reflect costs of a new position
- 5) Program expenses increased by \$1,050,000 to reflect development targets but may not be expended if the development does not materialize.

**City of De Pere
2025 Special Fund
Adopted Budget**

AFFORDABLE HOUSING FUND

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Expenditures										
Account Number PERSONAL SERVICES										
286	56700	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 2,893	\$ 5,786	\$ 6,794	100.00%
286	56700	120	Hourly Wages	0	0	0	0	0	0	0.00%
286	56700	125	Overtime Wages	0	0	0	0	0	0	0.00%
286	56700	150	FICA	0	0	0	221	443	520	100.00%
286	56700	151	Retirement	0	0	0	200	402	472	100.00%
286	56700	152	Health, Dental, DIB, Life & Wks Comp Ins	0	0	0	11	23	37	100.00%
			Subtotal	0	0	0	3,325	6,653	7,823	100.00%
			OTHER							
286	56700	590	Affordable Housing Stock Improvement (0 Interest)	0	0	0	0	25,000	50,000	100.00%
286	56700	591	Affordable Housing Stock Improvement (+ Interest)	0	0	0	0	0	200,000	100.00%
286	56700	820	Affordable Units New Developments	0	0	0	0	0	800,000	100.00%
286	56700	860	Affordable Lot Purchase Program	0	0	0	0	0	0	0.00%
286	56700	720	Rock the Block	0	0	0	0	100,000	0	0.00%
			Subtotal	0	0	0	0	125,000	1,050,000	100.00%
			TOTAL EXPENDITURES	\$ 0	\$ 0	\$ 0	\$ 3,325	\$ 131,653	\$ 1,057,823	100.00%
Revenues										
286	41120		Tax Increment	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 319,150	100.00%
			TOTAL REVENUES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 319,150	100.00%

Wastewater Treatment Services Fund

Program Mission:

The Wastewater Treatment Services Fund is used to account for transactions pertaining to wastewater treatment services provided to City customers by the Green Bay Metropolitan Sewage District. Wastewater treatment services provided to Ahlstrom-Munksjo, SC Acquisition, Fox River Fiber, and Sonoco Products, located within the City are invoiced directly by this fund. The fund is also used to account for transactions pertaining to the collection system. The estimated fund balance and assets of the Wastewater Treatment Services Fund at December 31, 2024 is \$29,675,244.

List of Program Service(s) Descriptions:

- 1) Performed regular flushing of City's sewer mains.
- 2) Repaired broken sewer mains as needed.
- 3) Repaired sewer manholes as needed.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage.

2024 Performance Measurement Data: (July 2023 – June 2024):

- 1) Respond to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage.
 - a. Result: All calls were responded to within 45 minutes

2025 Program Objectives:

- 1) Continue regular flushing of City's sewer mains.
- 2) Continue televising of City's sewer mains.
- 3) Repair sewer mains and manholes as needed.

2025 Budget Significant Expenditure Changes:

- 1) Wastewater treatment charges increased \$768,022 to reflect actual costs. This also includes a proposed 7.50% increase by GBMSD.
- 2) Maintenance increased \$178,295 to reflect actual capital project and equipment costs.
- 3) Billings & Collection increased \$33,000 to reflect proposed increase by Green Bay Water Utility.
- 4) Administration increased \$53,428 to reflect increase in employee wages, health insurance premiums and allocation of new IT Support Specialist wages.
- 5) Capital Outlays:
 - a. Televising & Repairs \$627,500.
 - b. Sewer Lining and Repair \$266,000.
 - c. Sewer Lining Easements & Alleys \$160,000.
 - d. Manhole Rehabilitation and Pipe Joint Repair \$90,000.
 - e. Foundation Drain Program \$200,000.
 - f. Full Lateral Relay Program \$100,000.
 - g. Replacing Existing Sewer Camera Equipment \$60,000.
 - h. Sewer Utility Share for Engineering for Replacing Engineering Truck #32 \$15,000.
 - i. Sewer Utility Share for Engineering for Replacing Engineering Truck #37 \$15,000.
 - j. Sewer Utility Share for Engineering Surface Pro Computers \$2,000.
 - k. Sewer Utility Share for MSC Replacing Four (4) Garage Doors \$3,750.
 - l. Sewer Utility Share for MSC Replacing Existing Large Conference Room Chairs \$750.
 - m. Sewer Utility Share for Fleet for Replacing Existing Exhaust Fans in Shop \$3,750.
 - n. Sewer Utility Share for Fleet for New Portable Welding Exhaust Fan \$2,250.
 - o. Sewer Utility Share for Fleet for Replacing Existing Equipment Grease Reels \$3,000.
 - p. Sewer Utility Share for Fleet for Miscellaneous Tool Replacement for Shop \$150
 - q. Sewer Utility Share for Replacing City's GIS Software \$50,000.
 - r. Debt Service Principal & Interest Payments \$105,000.

City of De Pere
2025 Special Fund
Adopted Budget

WASTEWATER TREATMENT SERVICES

			2023	2024	2024	2024	2024	2025	2025 / 2024
			Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
			Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures									
Account Title									
Account Number									
201	53610	Wastewater Treatment Charges	\$ 5,733,262	\$ 6,050,000	\$ 6,050,000	\$ 3,171,173	\$ 6,342,346	\$ 6,818,022	12.69%
201	53611	Maintenance	2,771,730	1,525,855	1,525,855	123,149	1,525,855	1,704,150	11.68%
201	53612	Billings & Collection	390,686	400,000	400,000	148,246	400,000	433,000	8.25%
201	53615	Administration	917,147	825,000	825,000	406,690	825,000	878,428	6.48%
201	59200	Transfer To General Fund	250,000	250,000	250,000	125,000	250,000	250,000	0.00%
		TOTAL EXPENDITURES	\$ 10,062,824	\$ 9,050,855	\$ 9,050,855	\$ 3,974,258	\$ 9,343,201	\$ 10,083,600	11.41%

Revenues

201	46900	Utility Billings	\$ 5,637,141	\$ 5,478,535	\$ 5,478,535	\$ 2,795,736	\$ 5,591,471	\$ 5,731,258	4.61%
201	46900	Utility Billings-Paper Mills	4,693,651	4,135,073	4,135,073	2,068,130	4,136,259	4,301,710	4.03%
201	48300	Property Sales	57,600	0	0	0	0	0	0.00%
201	48911	Forfeited Discounts	39,675	22,123	22,123	11,561	23,121	22,123	0.00%
201	49100	Proceeds of Debt	0	0	0	0	0	0	0.00%
		Fund Balance Applied	0	0	0	0	0	0	0.00%
201	49200	Transfer From Other Fund	0	160,845	160,845	0	0	0	-100.00%
		TOTAL REVENUES	\$ 10,428,067	\$ 9,796,577	\$ 9,796,577	\$ 4,875,426	\$ 9,750,852	\$ 10,055,091	2.64%

2025 Sanitary Sewer Capital Projects & Equipment	
Televises & Repair	\$ 627,500
Sewer Lining & Repair	266,000
Sewer Lining Easements & Alleys	160,000
Manhole Rehabilitation & Pipe Joint Repair	90,000
Foundation Drain Program	200,000
Full Lateral Relay Program	100,000
Replacing Existing Sewer Camera Equipment	60,000
Sewer Utility Share for Engineering Replacing Engineering Truck #32	15,000
Sewer Utility Share for Engineering Replacing Engineering Truck #37	15,000
Sewer Utility Share for Engineering Surface Pro Computer	2,000
Sewer Utility Share for MSC Replacing Four (4) Garage Doors	3,750
Sewer Utility Share for MSC Replacing Existing Large Conference Room Chairs	750
Sewer Utility Share for Fleet for Replacing Existing Exhaust Fans in Shop	3,750
Sewer Utility Share for Fleet for New Portable Welding Exhaust Fan	2,250
Sewer Utility Share for Fleet for Replacing Existing Equipment Grease Reels	3,000
Sewer Utility Share for Fleet for Miscellaneous Tool Replacement for Shop	150
Sewer Utility Share for Replacing City's GIS Software	50,000
Debt Service Principal & Interest Payments	105,000
Total Capital	\$ 1,704,150

2025 Cash Flow Analysis	
Estimated Cash Balance - 1/1/25	\$ 3,257,860
Estimated Expenditures	(10,083,600)
Estimated Revenues	10,055,091
Estimated Cash Balance - 12/31/25	\$ 3,229,350

Source of Debt	Balance 12/31/2024	2025 Principal	Balance 12/31/2025
2016 Series A	\$ 212,500	\$ 105,000	\$ 107,500
Total	\$ 212,500	\$ 105,000	\$ 107,500

Public Land Acquisition Fund

The Public Land Acquisition Fund was created to account for fees collected on building permits for residential construction that can be used by the City to acquire open space land for parks, recreational areas and other City operations necessary to meet the needs of the community. The estimated fund balance for the Public Land Acquisition Fund on December 31, 2024 is projected to be \$136,432.

**City of De Pere
2025 Special Fund
Adopted Budget**

PUBLIC LAND ACQUISITION FUND

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number

210	50000	215	Appraisals	\$ 0	\$ 0	\$ 0	\$ 1,837	\$ 0	\$ 0	0.00%
210	56720		Property Purchase	0	0	0	0	0	\$ 0	0.00%
210	56721		Operating Supplies	0	0	0	0	0	0	0.00%
210	56722		Consulting	8	0	0	0	0	0	0.00%
			TOTAL EXPENDITURES	\$ 8	\$ 0	\$ 0	\$ 1,837	\$ 0	\$ 0	0.00%

Revenues

210	46810		Park Dedication Fees	\$ 8,700	\$ 15,000	\$ 15,000	\$ 10,200	\$ 15,000	\$ 15,000	0.00%
210	48500		State Grants/Other	0	0	0	0	0	0	0.00%
210	49100		Debt Proceeds	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	\$ 8,700	\$ 15,000	\$ 15,000	\$ 10,200	\$ 15,000	\$ 15,000	0.00%

Cable Access Fund

Program Full Time Equivalents: 1.35

Program Mission:

Make local government accessible to the citizens of De Pere to promote citizen access and exposure to local government and further government accountability. Produce and broadcast public information regarding City business and events. Assist the City departments with audio/video projects. Enhance City social media and marketing efforts. Offset operational costs through donations and sponsorships.

List of Program Service(s) Descriptions:

- 1) *Disseminate Public Meetings* – Bring video/audio of public meetings and pertinent government business to the citizen's television and internet enabled device.
- 2) *Bulletin Board* – Fill time slots with informational bulletins associated with government or community business and events.
- 3) *Produce Shows* – Produce, televise, and make available online shows and videos directed at the City's current business or community projects.
- 4) *Produce sponsorship recognition content* – Create web and video content to support recognition of donors and sponsors.

Important Outputs:

- 1) *Public Meetings* – Activity funded by Cable Access Fees. Currently the Common Council, Finance/Personnel Committee, Plan Commission, Board of Public Works, Board of Park Commissioners, Historic Preservation Commission, Sustainability Commission, Redevelopment Authority, License Committee, Board of Appeals, and Board of Health meetings are recorded and televised multiple times per week on a rotating schedule to service viewers on all work shifts. Meetings are digitally streamed live and available for on demand viewing online. Eventually all meetings will be televised allowing viewers to follow legislative items from committee through Common Council.
- 2) *Bulletin Board* – Activity funded by Cable Access Fees. A slideshow of pertinent information related to City business. The content contains brochure, news and general information keeping residents informed on a routine basis.
- 3) *Shows* – Activity funded by Cable Access Fees. 15-to-30-minute television shows addressing specific government business or public events are produced to extend discussion of pertinent issues facing the community beyond what public meetings provide.

- 4) *Video Content* – Activity funded by Cable Access Fees. Serving the needs of the City organization to create videos of specific training or promotional events. Creating short segments of informational programs and enhance City social media efforts.
- 5) *Internet Presence* – Activity funded by Cable Access Fees. Make available channel content via an on-demand internet presence.
- 6) *Internal Support* – Activity funded by Cable Access Fees. Make available audio and visual equipment and assistance to City departments.

Expected Outcomes:

- 1) Up-to-date citizen knowledge of current government business, services and community projects.
- 2) Public awareness of recreational activities and events.
- 3) Citizen's in-depth understanding of specific government programs and related organizations' activities.
- 4) Citizen knowledge of local business community.

2025 Performance Measures:

- 1) Record 100% of scheduled televised public meetings through Dec. 31, 2025.
- 2) Increase overall video views by 10% via YouTube by Dec. 31, 2025.
- 3) Create new primary City Recruitment/Hiring Video by Nov. 1, 2025.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Record 100% of scheduled televised public meetings.
 - a. Result: All scheduled televised public meetings were recorded and made available.
- 2) Increase public meetings views by 5% via YouTube.
 - a. Result: Not completed. For strategic content reasons, all public meetings transitioned to their own YouTube channel, newly established in March 2024. Due to this realignment, viewership of meetings on YouTube initially declined 4.53% during this transition period, but overall viewership of all video subject matter increased 248.1% across our YouTube channels thus far in 2024.
- 3) Increase fund revenue by \$500 by creating underwriting for The Mayor's Corner.
 - a. Result: Underwriting was not completed for The Mayor's Corner in 2024.

Significant Program Achievements:

- 1) Maintained a perfect public meeting production record, more than 1,110 meetings since the channel was relocated from St. Norbert College to City Hall.
- 2) Increased online video viewership by over 240% year-over-year.
- 3) Continue to receive awards for video production from the Best of the Midwest Media Fest.
- 4) Created informational spots for upcoming and current City services.
- 5) Added 3rd party informational and educational programming, including two weekly government education programs via WisconsinEye.
- 6) Revamped Mayor's Corner video series to be more social-media friendly.
- 7) Created Police Recruitment Video and numerous virtual park tours.

Existing Program Standards Including Importance to Community:

- 1) Professionally produce and broadcast public meetings and City business content 24/7.
 - a. Community Importance
 - i. Eliminates the time and distance requirement along with the costs associated with attending meetings.
 - ii. Allows for complete re-viewing of past meetings above meeting minutes.
 - iii. Meetings are broadcast during three different segments of the day, 24/7, so TV viewers on all work shifts receive programming. In addition, meetings are available on demand via internet presence.
 - iv. City information is displayed repeatedly to service the intermittent TV viewer.
 - v. Programs provide insight into subjects not found elsewhere.

Costs and Benefits of Program and Services:

The adopted 2025 Cable Access Fund program cost is \$174,674. The program benefits the community by providing citizens with television and internet viewing access to public meetings and other City business information along with general interest content from their home or business. The estimated fund balance of the Cable Access Fund at December 31, 2024 is \$0.

2025 Program Objectives:

- 1) Promote increased government transparency.
- 2) Increase audience through the TV channel and internet.
- 3) Promote the use of video to provide information to residents.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$3,382 to reflect actual costs.
- 2) FICA increased \$381 to reflect actual costs.
- 3) Retirement increased \$391 to reflect actual costs.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins increased \$809 due to increase in health insurance premium.
- 5) Training includes \$500 for professional development opportunities related to video editing and production.
- 6) Seminars and Conferences include Wisconsin Community Media (WCM) Annual Spring Conference for \$525.
- 7) Cell/Radio increased \$480 for Video Production Specialist cell phone.
- 8) Other Contractual Services is seeing a \$1,662 increase due to upcoming transition from MinuteTraq software to CivicClerk to distribute public meeting agendas and supporting materials online.
- 9) Memberships & Subscriptions include WCM membership for \$310.
- 10) Capital Outlay includes \$22,000 for Chamber Media Processor/Router Replenishment (7 yr) & Video Production Lighting & Gear Upgrades (7 yr).

2025 Significant Revenue Changes:

- 1) Sponsorships decreased \$750 due to discontinuation of sponsor solicitations.

**City of De Pere
2025 Special Fund
Adopted Budget**

CABLE ACCESS FUND

			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Title									
Expenditures									
Account Number	PERSONAL SERVICES								
209	50000	110	Salaries	\$ 31,392	\$ 32,627	\$ 32,627	\$ 16,081	\$ 32,627	\$ 34,213 4.86%
209	50000	120	Hourly Wages	46,057	58,442	58,442	28,056	58,442	61,824 5.79%
209	50000	125	Overtime Wages	0	0	0	0	0	0 0.00%
209	50000	126	Hourly Wages Part Time	3,308	3,500	3,500	1,770	3,500	3,600 2.86%
209	50000	150	FICA	5,943	7,018	7,018	3,323	7,018	7,399 5.44%
209	50000	151	Retirement	5,480	6,284	6,284	2,545	6,284	6,675 6.22%
209	50000	152	Health, Dental, DIB, Life & Wks Comp Ins	12,879	15,361	15,361	7,879	15,361	16,170 5.27%
209	50000	190	Training	0	500	500	0	150	500 0.00%
			Subtotal	105,058	123,731	123,731	59,654	123,381	130,381 5.37%
			CONTRACTUAL SERVICES						
209	50000	212	Seminars and Conferences	0	510	510	544	544	525 2.94%
209	50000	215	Consulting	0	0	0	0	0	0 0.00%
209	50000	218	Cell/Radio	0	0	0	44	44	480 100.00%
209	50000	240	Equipment Maintenance	500	625	625	0	82	625 0.00%
209	50000	290	Other Contractual Services	14,498	16,733	16,733	13,877	14,902	18,395 9.93%
			Subtotal	14,998	17,868	17,868	14,464	15,572	20,025 12.07%
			SUPPLIES AND EXPENSE						
209	50000	310	Office Supplies	104	100	100	0	50	100 0.00%
209	50000	320	Memberships/Subscriptions	0	310	310	310	310	310 0.00%
209	50000	330	Mileage Reimbursement	25	358	358	268	325	358 0.00%
209	50000	340	Operating Supplies	0	1,500	1,500	0	1,200	1,500 0.00%
			Subtotal	130	2,268	2,268	578	1,885	2,268 0.00%

City of De Pere
2025 Special Fund
Adopted Budget

CABLE ACCESS FUND

			Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
			OTHER							
209	50000	592	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			CAPITAL OUTLAY							
209	50000	810	Capital Equipment	0	30,000	30,000	15,376	30,000	22,000	-26.67%
			Subtotal	0	30,000	30,000	15,376	30,000	22,000	-26.67%
			TOTAL EXPENDITURES	\$ 120,185	\$ 173,867	\$ 173,867	\$ 90,072	\$ 170,838	\$ 174,674	0.46%

Revenues

209	43430		State Shared Revenue	\$ 47,422	\$ 47,500	\$ 47,500	\$ 0	\$ 47,500	\$ 47,500	0.00%
209	44125		Franchise Fees	66,486	90,429	90,429	14,593	90,429	90,429	0.00%
209	44126		Sponsorships	250	750	750	0	0	0	-100.00%
209	49290		OT In	5,908	0	0	0	0	0	0.00%
			General Fund Balance Transfer	0	35,188	35,188			36,745	4.42%
			TOTAL REVENUES	\$ 120,066	\$ 173,867	\$ 173,867	\$ 14,593	\$ 137,929	\$ 174,674	0.46%

Aquatics Facilities

Program Full Time Equivalents: 1.05

Program Mission:

Provide a safe facility for the opportunity to learn proper swimming skills and to enjoy water-related facilities.

List of Program Service(s) Descriptions:

- 1) Lessons – provides swimming and diving lessons for participants six months old to adult. During the summer months progressive swim lessons are offered at Legion and VFW pool during the mornings. From September through May swimming lessons are offered in the evenings at Syble Hopp School.
- 2) Private Swim Lessons – One-on-one for individualized swim lessons to better meet the participant's skill levels and flexibility of families' schedules. Offered in the summer at Legion and VFW pools and in the school year at Syble Hopp School.
- 3) Future Lifeguard Program – Recruitment event that teach participants the foundational basics of being a lifeguard.
- 4) Water Aerobics – water fitness classes offered for adults Monday-Thursday at Legion pool and during the school year at Syble Hopp School. Water Fitness classes offered at Syble Hopp during summer season.
- 5) Youth Nights with inflatables – scheduled programs youth to use the pool outside of the scheduled Open Swim hours, special activities, games and events are planned for the events.
- 6) Adult Master Swim Program – a competitive masters swim program offered at VFW on Monday evenings.
- 7) Lap Swim 6:45 – 8:30am (M/W (Legion); T/TH (VFW)); Open Swim – 1-5pm and 6-8pm* (M-F) and 1-6pm (Sat & Sun) throughout the summer provides participants an opportunity to enjoy the pool in a safe environment.
**Mondays at VFW and Wednesdays at Legion alternative programing offered during those time slots.*
- 8) Concessions – provides refreshments for pool participants.
- 9) Pool Rentals – use of aquatic facilities that cater to private events with use of inflatables, toys, and modified pool usage.

Important Outputs:

- 1) Progressive Swim Lesson Program: 126 lessons offered for participants six months old to adult.
 - A) Funded through user fees.
 - B) Offering swim lessons is a significant way we protect our community from preventable tragedy, drowning, and encourages healthy methods of exercise for all ages.

- C) Offering and participating in swim lessons increases the perceived quality of life in the community, decreases juvenile issues in the community, and increases the learning of life-long skills.
- 2) Future Lifeguard Program – used as a tool to help increase staffing at each pool for future.
- 3) Open Swim: 784 hours of open swim offered during the summer; two pools open seven days a week.
 - A) Funded through user day pass/seasonal membership fees, and department budget.
 - B) Offering and participating in open swim increases the perceived quality of life in the community, decreases juvenile issues in the community, and increases the learning of life-long skills.
- 4) Varied aquatic programming includes family swim, lap swim, and water aerobics.
 - A) Funded through participant registration fees and user day pass/seasonal membership fees.
 - B) Multiple aquatic program offerings ensure efficient use of the pool facility and maximize pool usage. Offering and participating in open swim increases the perceived quality of life in the community, decreases juvenile issues in the community, and increases the learning of life-long skills.
- 5) Swimming pool programs and admissions are offered to be fiscally achievable for the participant and offered in convenient locations throughout the City.
 - A) Offering convenient and affordable programming increases opportunities for participation for the community.
 - B) Funded through user fees.
- 6) Pool Passes: Summer seasonal passes are sold to residents and non-residents for use of VFW Aquatic Center & Legion pool. Passes are purchased for the Main Pool, Family, or Lap Swim. Passes can apply to both pools or just Legion Pool.
 - A) Funded through user fees and property tax dollars.
 - B) Offering seasonal passes increases convenience and opportunities for participation and attendance for the purchaser.
- 7) Day Passes: Same daily admission fee for residents and non-residents for either the Tot or Main pool. Passes are good for the afternoon and evening for one set rate.
 - A) Funded through user fees.
 - B) Offering day passes increases convenience and opportunities for participation and attendance for the purchaser.
- 8) Pool Rentals: Pools are available for rent to residents and non-residents at VFW Aquatic Center & Legion Pool during non-programming and non-open swim hours.
 - A) Funded through user fees.
 - B) Offering pool rentals helps increase revenue and adds a special opportunity for private parties for any occasion or for work events.

Expected Outcomes:

- 1) Programs offered will maintain a “break even” or better cost basis.
- 2) Programs offered shall increase the quality of life in the community through a community survey.
- 3) Programs offered reduce juvenile issues in the community.
- 4) Swimming pools will maintain a staffing level that provides a safe environment and quality programming.
- 5) Program offerings will increase learning of life-long and life-saving skills.
- 6) Locations will maintain a safe and entertaining family friendly environment.

2025 Performance Measure (August 2024 – July 2025):

- 1) Increase season pass sales by 3%.

2024 Performance Measurement Data (August 2023 – July 2024):

- 1) Increase swim lesson participation by 5% through increased marketing efforts and social media presence.
 - a. Attained a 14.7% increase in swim lesson participation for the 2024 season.
 - b. 2023 ~ 643 group lesson participants vs 2024 ~ 681 group lesson participants
 - c. 2023 ~ 76 private lesson participants vs 2024 ~ 144 private lesson participants

Significant Program Achievements:

- 1) More qualified applicants were received than openings available for the following positions: Senior Pool Manager, Pool Manager, Assistant Pool Manager, Lifeguard, and Pool Facility Attendant.
- 2) Increased limited private swim lesson options during the school year at Syble Hopp School.
- 3) Implemented evening swim lesson options for the summer season to accommodate working parents. 94 participants were served during two sessions of lessons (12 classes).
- 4) 550 participants were served in summer group swim lesson programs over 8 sessions at two locations.
- 5) Certified 8 staff in CPR for the Professional Rescuer and 18 staff as Lifeguards internally.
- 6) Collaborated with the Health Department, Fire Department, and Police Department for pool staff in-service. Cross trained Fire Department in aquatics rescues and ran six successful practice EMS drills with staff. Worked with Health Department to ensure staff are trained in Narcan administration prior to season starting.
- 7) Collaborated with Green Bay and Ashwaubenon to host the NEWPRO Lifeguard Competition. Two teams of lifeguards from De Pere competed in the competition demonstrating their lifeguarding skills and physical fitness.

- 8) Exceeded projected rental revenue by offering Friday morning rental times, pool parties, and additional adjustments.
- 9) Streamlined rental process for rentals at VFW Pool and Legion Pool to include online booking options.
- 10) Certified all Pool Managers in Lifeguard Management (through the American Red Cross).
- 11) Implemented lifeguard certification plan for 2024 to reduce overall costs associated with offering classes. All certification classes were held at our facilities saving the City of De Pere over \$600 in rental fees.
- 12) Added Slush Puppies at VFW concessions which was an instant top seller. Over 1,100 slush puppies were sold by third week of July, netting over \$2,600 in revenue on this product (when similarly priced ice cream products would bring in ~\$1,650 in revenue).
- 13) Transitioned Pool Pass applications to CivicRec, allowing online purchases with in-person validation. Reduced overall cost of pool passes long term, by switching to key tags instead of printed IDs.
- 14) Transitioned to digital staff onboarding processes in collaboration with the HR Department.
- 15) Updated certification reimbursement processes for staff to remain competitive with other local municipalities.
- 16) Expanded and reimagined pool special events to make best use of existing equipment, facilities, and staff skills.

Existing Program Standards Including Importance to Community:

- 1) All registration-based programs shall financially sustain themselves.
 - A) Community Importance:
 - a) Programs offered are not a financial burden to the taxpayer or to the community and can be a source of revenue.
- 2) All programs offered are continuously evaluated by staff and by participants to ensure programs are adapting to the demands of the community.
 - A) Community Importance:
 - a) Programs offered are based on feedback from the users and reflective of current needs and wants.
- 3) Swimming pools have Open Swim – 1-5 pm and 6-8 pm (M-F) throughout the summer and 1-6 pm (Sa & Su) which equates to (40 hours of open, recreational swim each week).
 - A) Community Importance:
 - a) Provides participants an opportunity to enjoy the pool in a safe environment.
 - b) Helps decrease juvenile issues in the community.
- 4) Swimming pools have morning lap swim two times a week at each pool; Legion (M/W), VFW (T/TH) 6-8 am.
 - A) Community Importance
 - a) Provide community ability to enjoy the pool in a safe environment.
 - b) Provide ability for community to have time to use pool for fitness to improve on physical, emotional, spiritual, and mental well-being.

- 5) Swimming pool is staffed at a level that provides a safe environment and quality programming.
 - A) Community Importance:
 - a) Site is safe for participating in programming for users.
- 6) Effective maintenance of health records.
 - A) Community Importance:
 - a) Site that is approved by the Health Department.
 - b) All health records and operations are COVID-19 approved
- 7) Lifeguards must currently hold Lifeguard, First Aid/CPR and AED certifications.
 - A) Community Importance:
 - a) Well-trained and currently certified staff that are capable of providing the most up-to-date rescue and instructing skills.
- 8) Concessions, Admissions, Bathhouse, Slide Attendants/Basket Attendants and Concessionaires must be certified in First Aid/ CPR & AED for the Professional Rescuer
 - A) Community Importance
 - a) Well-trained and currently certified staff that are capable of providing the most up-to-date rescue and instructing skills.

Costs and Benefits of Program Services:

The adopted 2025 Aquatics Facilities cost is \$717,901. The Legion Pool and VFW Aquatic Facility and aquatic programming at Syble Hopp School benefit the community by providing residents an opportunity to participate in aquatic programs that enhance their health and well-being, promote family cohesiveness and positively impact their sense of community. Swimming pool programs and admissions are offered to be fiscally achievable for the participant and offered in convenient locations throughout the City.

2025 Objectives:

- 1) Increase interdepartmental collaboration with the Health Department, Police Department, and Fire Department when planning seasonal training.
- 2) Streamline digital staff onboarding processes in collaboration with the HR Department.
- 3) Hire and maintain adequate staffing at Legion Pool, VFW Aquatic Facility and at Syble Hopp.
- 4) Schedule Lifeguard Certification and CPR certification courses in spring to make use of our facilities & reduce class costs.
- 5) Certify managers and concessions staff in Safe Food Handling practices.
- 6) Update certification reimbursement processes for staff to remain competitive with other local municipalities.
- 7) Increase season pool pass sales.

- 8) Continue Pool Manager training for succession purposes.
- 9) Continue to develop evening group lesson opportunities for families during summer season.
- 10) Revise and streamline the private swim lesson registration process for the summer season.
- 11) Research security/surveillance systems to protect the facilities from vandalism and protect our customers.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$13,129 to reflect increases in wages for Building Maintenance staff (25% allocation).
- 2) Overtime wages increased \$2,300. Increase includes decision to allow seasonal staff overtime to be eligible for overtime, as well as our full-time maintenance staff checking and addressing after hour concerns.
- 3) Seasonal labor increased by \$22,824 due to increasing wages by \$1/hr. (\$16,174) and for two proposed staffing additions (\$6,650) at VFW during the busiest times to ensure safety standards are met, prompt service is provided to guests, and bathrooms vandalism can be addressed.
- 4) FICA increased \$1,593 to reflect projected costs.
- 5) Retirement increased by \$1,188 to reflect projected costs.
- 6) Health, Dental, DIB, Life & Workers Comp Insurance decreased \$12,693 to reflect projected costs.
- 7) Training includes LGI Certification – Senior Pool Mgr (1) \$350, LG Mgmt Certification for Pool Mgrs/Assistant Pool Mgrs (5) \$500, LG Certifications/Rec-Certifications (50) \$1,970, Certified Food Mgr (1) \$0 (*due in 2027*), Safe Food Handler Certification (8) \$120, Work Permits (11) \$110, CPO Training (2) \$950
- 8) Seminars and Conferences includes Association of Professional Aquatic Conference -AOPA (1) \$2,200
- 9) Rentals increased \$14,000 to reflect reallocation of Syble Hopp Pool rental fees from Rec and Rec Programs budget \$13,850 (reflects increase of \$10,150 due to rental fees increasing from \$10/hr. to \$50/hr.) and SNC Pool rentals \$150.
- 10) Memberships/Subscriptions increased \$10 to reflect actual costs for Association of Professional Aquatics membership.
- 11) Operating Supplies decreased \$3,495 to reflect the eliminating RecDesk and transitioning services to CivicRec, reallocating SNC pool rentals to new Rental account and license increases.
- 12) Pool Chemicals increased \$24,000 due to market increases in product cost.
- 13) Capital Outlay includes Legion Pool Boiler Repair - \$15,000, Aqua Climb replacement holds - \$6,000, and replacement of VFW Freezer - \$7,000.

2025 Significant Revenue Changes:

- 1) General Property increased \$387,177. These funds are part of the \$900,000 approved with the Pool Referendum and reflects the estimated operating deficit.
- 2) Swimming Revenue increased \$21,740 to reflect department estimates.

**City of De Pere
2025 Special Fund
Adopted Budget**

AQUATICS FACILITIES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Expenditures										
Account Number PERSONAL SERVICES										
213	55420	110	Salaries	\$ 25,010	\$ 26,258	\$ 26,258	\$ 12,612	\$ 26,258	\$ 27,319	4.04%
213	55420	120	Hourly Wages	49,246	55,963	55,963	18,779	55,963	69,092	23.46%
213	55420	125	Overtime Wages	1,011	1,700	1,700	2,024	5,000	4,000	135.29%
213	55420	126	Seasonal Labor	258,375	257,461	257,461	76,480	257,461	280,285	8.87%
213	55420	150	FICA	9,427	10,153	10,153	3,599	10,406	11,746	15.68%
213	55420	151	Retirement	5,317	5,791	5,791	1,635	6,018	6,979	20.52%
213	55420	152	Health, Dental, DIB, Life & Wks Cmp Ins	39,880	50,369	50,369	11,213	30,000	37,675	-25.20%
213	55420	190	Training	901	4,000	4,000	1,210	3,900	4,000	0.00%
			Subtotal	389,167	411,695	411,695	127,551	395,006	441,096	7.14%
CONTRACTUAL SERVICES										
213	55420	210	Telephone	1,295	2,050	2,050	718	2,050	2,050	0.00%
213	55420	212	Seminars and Conferences	1,954	2,166	2,166	789	800	2,200	1.57%
213	55420	213	Rentals	0	0	0	0	0	14,000	100.00%
213	55420	219	Data	0	750	750	0	750	750	0.00%
213	55420	220	Utilities	58,915	79,500	79,500	9,979	73,000	79,500	0.00%
213	55420	240	Equipment Maintenance	36,725	44,000	44,000	19,241	44,000	44,000	0.00%
			Subtotal	98,889	128,466	128,466	30,727	120,600	142,500	10.92%
SUPPLIES AND EXPENSE										
213	55420	320	Memberships/Subscriptions	45	45	45	0	55	55	22.22%
213	55420	340	Operating Supplies	21,965	17,745	17,745	9,074	14,000	14,250	-19.70%
213	55420	385	Pool Chemicals	34,429	40,000	40,000	13,595	38,000	64,000	60.00%
213	55420	386	Concession Purchases	26,804	28,000	28,000	10,160	28,000	28,000	0.00%
			Subtotal	83,243	85,790	85,790	32,830	80,055	106,305	23.91%
CAPITAL OUTLAY										
213	55420	810	Capital Equipment	13,560	13,600	13,600	10,719	10,719	28,000	105.88%
			Subtotal	13,560	13,600	13,600	10,719	10,719	28,000	105.88%
			TOTAL	\$ 584,858	\$ 639,551	\$ 639,551	\$ 201,827	\$ 606,380	\$ 717,901	12.25%

**City of De Pere
2025 Special Fund
Adopted Budget**

AQUATICS FACILITIES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
Revenues										
213	44110		General Property	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 387,177	100.00%
213	46722		Concessions	49,380	53,534	53,534	14,691	49,000	54,574	1.94%
213	46723		Swimming	23,889	254,410	254,410	15,678	260,000	276,150	8.55%
213	46723	010	Season Pass	108,770	0	0	87,769	0	0	0.00%
213	46723	020	General Admission	92,833	0	0	21,762	0	0	0.00%
213	46723	030	Swim Lessons	40,055	0	0	41,406	0	0	0.00%
213	46723	040	Syble Hopp Aquatics	21,340	0	0	12,156	0	0	0.00%
			TOTAL REVENUES	\$ 336,266	\$ 307,944	\$ 307,944	\$ 193,462	\$ 309,000	\$ 717,901	133.13%

DEBT SERVICE FUND

Debt Service Fund

The Debt Service Fund is used to record revenues and expenditures for the payment of general fund long term debt principal and interest for all City operations excluding revenue bond principal and interest for the water and wastewater utilities. Debt for the water and wastewater utilities is accounted for in the water and wastewater fund budgets.

EXPENDITURES

Bonds:

- 1) 2013 Bond Issue for \$5,650,000. Principal is \$150,000. Interest is \$24,781. Principal balance after the 2025 payments are made is \$555,000. Interest balance after the 2025 payments are made is \$42,556. Bonds are scheduled to mature in 2028.
- 2) 2014 Bond Issue for \$1,075,000. Principal is \$75,000. Interest is \$11,850. Principal balance after the 2025 payments are made is \$320,000. Interest balance after the 2025 payments are made is \$24,450. Bonds are scheduled to mature in 2029.
- 3) 2017 Bond Issue for \$1,700,000. Principal is \$210,000. Interest is \$18,563. Principal balance after the 2025 payments are made is \$465,000. Interest balance after the 2025 payments are made is \$19,388. Bonds are scheduled to mature in 2027.
- 4) 2018 Bond Issue for \$5,545,000. Principal is \$340,000. Interest is \$144,013. Principal balance after the 2025 payments are made is \$3,845,000. Interest balance after the 2025 payments are made is \$578,350. Bonds are scheduled to mature in 2033.

Notes:

- 1) 2015 Note issue for \$6,270,000. Principal is \$180,000. Interest is \$3,600. Note is scheduled to mature in 2025.
- 2) 2016 Note issue for \$5,900,000. Principal is \$660,000. Interest is \$20,600. Principal balance after the 2025 payments are made is \$370,000. Interest balance after 2025 payments is made is \$7,400. Note is scheduled to mature in 2026.
- 3) 2016 Note issue for \$890,000. Principal is \$90,000. Interest is \$3,960. Principal balance after the 2025 payments are made is \$90,000. Interest balance after the 2025 payments are made is \$2,025. Note is scheduled to mature in 2026.

- 4) 2017 Note issue for \$2,015,000. Principal is \$150,000. Interest is \$13,338. Principal balance after the 2025 payments are made is \$490,000. Interest balance after 2025 payments are made is \$15,176. Note is scheduled to mature in 2027.
- 5) 2018 Note issue for \$2,600,000. Principal is \$270,000. Interest is \$39,600. Principal balance after the 2025 payments are made is \$870,000. Interest balance after 2025 payments are made is \$52,800. Note is schedule to mature in 2028.
- 6) 2019 Note Issue for \$8,715,000. Principal is \$900,000. Interest is \$141,550. Principal balance after the 2025 payments are made is \$3,205,000. Interest balance after the 2025 payments are made is \$236,800 Note is scheduled to mature in 2029.
- 7) 2019 Note Issue for \$880,000. Principal is \$65,000. Interest is \$17,715. Principal balance after the 2025 payments are made is \$625,000. Interest balance after the 2025 payments are made is \$45,665. Note is scheduled to mature in 2029.
- 8) 2020 Note Issue for \$8,340,000. Principal is \$810,000. Interest is \$75,450. Principal balance after the 2025 payments are made is \$4,265,000. Interest balance after the 2025 payments are made is \$154,400. Note is scheduled to mature in 2030.
- 9) 2020 Note Issue for \$2,670,000. Principal is \$290,000. Interest is \$18,780. Principal balance after the 2025 payments are made is \$1,405,000. Interest balance after the 2025 payments are made is \$50,083. Note is scheduled to mature in 2030.
- 10) 2021 Note Issue for \$6,375,000. Principal is \$655,000. Interest is \$86,800. Principal balance after the 2025 payments are made is \$3,685,000. Interest balance after the 2025 payments are made is \$261,800. Note is scheduled to mature in 2031.
- 11) 2021 Note Issue for \$3,895,000. Principal is \$295,000. Interest is \$53,558. Principal balance after the 2025 payments are made is \$3,270,000. Interest balance after the 2025 payments are made is \$225,549. Note is scheduled to mature in 2031.
- 12) 2022 Note Issue for \$10,100,000. Principal is \$765,000. Interest is \$342,400. Principal balance after the 2025 payments are made is \$7,795,000. Interest balance after the 2025 payments are made in \$1,417,600. Note is scheduled to mature in 2032.
- 13) 2022 Note Issue for \$885,000. Principal is \$100,000. Interest is \$32,600. Principal balance after the 2025 payments are made is \$785,000. Interest balance after the 2025 payments are made is \$122,046. Note is scheduled to mature in 2032.
- 14) 2023 Note Issue for \$8,350,000. Principal is \$500,000. Interest is \$351,650. Principal balance after the 2025 payments are made is \$7,140,000. Interest balance after the 2025 payments are made is \$1,660,800. Note is scheduled to mature in 2033.

- 15) 2023 Note Issue for \$6,670,000. Principal is \$75,000. Interest is \$324,648. Principal balance after the 2025 payments are made is \$6,525,000. Interest balance after the 2025 payments are made is \$1,638,098. Note is scheduled to mature in 2033.
- 16) 2024 Note Issue for \$7,725,000. Principal is \$640,000. Interest is \$359,435. Principal balance after the 2025 payments are made is \$7,085,000. Interest balance after the 2025 payments are made is \$2,064,250. Note is scheduled to mature in 2039.

Revenues:

- 1) Property tax levy is \$4,757,123.
- 2) Transfer from Capital Projects Fund (TID #7) is \$193,560.
- 3) Transfer from Capital Projects Fund (TID #8) is \$314,549.
- 4) Transfer from Capital Projects Fund (TID #9) is \$464,728.
- 5) Transfer from Capital Projects Fund (TID #10) is \$528,420.
- 6) Transfer from Capital Projects Fund (TID #11) is \$364,513.
- 7) Transfer from Capital Projects Fund (TID #12) is \$552,485.
- 8) Transfer from Capital Projects Fund (TID #13) is \$277,575.
- 9) Transfer from Capital Projects Fund (TID #14) is \$152,305.
- 10) Transfer from Capital Projects Fund (TID #15) is \$608,320.
- 11) Transfer from Capital Projects Fund (TID #17) is \$155,892.
- 12) Transfer from Capital Projects Fund (TID #18) is \$71,458.
- 13) Transfer from Pool Capital Projects Fund is \$381,863.
- 14) Unappropriated Surplus Funds represents the TID 6 debt payment and prior year bid premiums used to pay future debt payments.

**City of De Pere
2025 Debt Service Fund
Adopted Budget**

Debt Service				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Title										
Expenditures										
Account Number PRINCIPAL (G.O.)										
301	58100	610	Bonds	\$ 855,000	\$ 725,000	\$ 725,000	\$ 0	\$ 725,000	\$ 775,000	6.90%
301	58100	611	Notes	5,020,000	6,000,000	6,000,000	0	6,000,000	6,445,000	7.42%
			Subtotal	5,875,000	6,725,000	6,725,000	0	6,725,000	7,220,000	7.36%
			INTEREST (G.O.) AND DEBT SERVICE FEES							
301	58200	620	Bonds	264,206	227,020	227,020	113,509	227,020	199,206	-12.25%
301	58200	623	Notes	1,103,889	1,687,573	1,687,573	837,823	1,687,573	1,885,683	11.74%
301	58200	630	Debt Service Fees	15,048	9,975	9,975	0	9,500	9,500	-4.76%
			Subtotal	1,383,143	1,924,568	1,924,568	951,332	1,924,093	2,094,389	8.82%
			TOTAL EXPENDITURES	\$ 7,258,143	\$ 8,649,568	\$ 8,649,568	\$ 951,332	\$ 8,649,093	\$ 9,314,389	7.69%
Revenues										
301	41110		Property Tax Levy	\$ 4,438,614	\$ 4,239,594	\$ 4,239,594	\$ 4,239,593	\$ 4,239,593	\$ 4,757,123	12.21%
301	48110		Interest On Investments	0	0	0	0	0	0	0.00%
301	49110		Special Assessments	0	0	0	0	0	0	0.00%
301	49120		Proceeds From Long Term Notes	0	0	0	0	0	0	0.00%
301	49210		Transfer From General Fund	0	0	0	0	0	0	0.00%
301	49220		Transfer From Special Fund	(2,486,300)	0	0	0	0	0	0.00%
301	49223		Transfer From TID #5	0	0	0	0	0	0	0.00%
301	49224		Transfer From TID #6	2,588,606	0	0	0	0	0	0.00%
301	49225		Transfer From TID #7	224,570	197,708	197,708	0	197,708	193,560	-2.10%
301	49226		Transfer From TID #8	319,964	309,906	309,906	0	309,906	314,549	1.50%
301	49227		Transfer From TID #9	268,294	278,680	278,680	0	278,680	464,728	66.76%
301	49228		Transfer From TID #10	520,850	523,383	523,383	0	523,383	528,420	0.96%
301	49229		Transfer From TID #11	275,467	374,371	374,371	0	374,371	364,513	-2.63%
301	49230		Transfer From TID #12	470,556	605,173	605,173	0	605,173	552,485	-8.71%
301	49231		Transfer From TID #13	236,825	255,325	255,325	0	255,325	277,575	8.71%
301	49232		Transfer From TID #14	156,108	154,255	154,255	0	154,255	152,305	-1.26%
301	49233		Transfer From TID #15	95,338	613,649	613,649	0	613,649	608,320	-0.87%
301	49234		Transfer From TID #16	0	0	0	0	0	0	0.00%
301	49235		Transfer From TID #17	65,490	66,600	66,600	0	66,600	155,892	134.07%
301	49237		Transfer From TID #18	0	0	0	0	0	71,458	100.00%
301	49236		Pool Referendum Fund	380,078	381,047	381,047	0	381,047	381,863	0.21%
301	49240		Transfer From Capital Projects Fund	0	0	0	0	0	0	0.00%
301	49260		Transfer From Water Fund	0	0	0	0	0	0	0.00%
301	49261		Transfer From Wastewater Fund	0	0	0	0	0	0	0.00%
301	49300		Unappropriated Surplus Funds	0	649,878	649,878	0	0	491,600	-24.36%
			Subtotal	7,554,458	8,649,568	8,649,568	4,239,593	7,999,690	9,314,389	7.69%
			TOTAL REVENUES	\$ 7,554,458	\$ 8,649,568	\$ 8,649,568	\$ 4,239,593	\$ 7,999,690	\$ 9,314,389	7.69%

CAPITAL PROJECTS

City of De Pere, Wisconsin

Projects	Cost	Street Property Tax	Borrowing	Borrowing - TIDs	SA	Donations and Grants	Special Rev Fund	Storm Water Fund	Waste Water Fund	Water Utility	General Fund	Other	Deleted
General Government													
Municipal Court - Replace Office Furniture	6,200										6,200		
City Manager - Misc. Office Equipment and Furniture	2,000										1,000		1,000
Cable Access - Replace Media Processor and Router and Upgrade Video Production Lighting	22,000						22,000						
Elections - Replace Voting Tabulators (5)	50,000		50,000										
IT - Replace Backup Server Infrastructure	20,000										20,000		
IT - Replace Core Switch and Router Infrastructure	30,000										30,000		
IT - Replace Wireless Network Infrastructure	30,000										30,000		
Finance - Replace ERP Software System	500,000		500,000										
City Hall - Annual Maintenance	10,000										10,000		
City Hall - 1st floor City Hall Remodel	300,000		300,000										
City Hall - Green Roof Safety Rail Caps	100,000												100,000
GIS - Utility Network	150,000							50,000	50,000	50,000			
Total General Government	1,220,200	0	850,000	0	0	0	22,000	50,000	50,000	50,000	97,200	0	101,000
Public Safety													
Police - Replace Ballistic Helmets	14,500										14,500		
Police - Replace Department Handguns	23,000		23,000										
Police - Replace Tasers (12)	13,680										13,680		
Police - Remodel and Expand Officer's Workspace	23,000		23,000										
Police - Final Lease Payment for Admin Squads (2)	29,093										29,093		
Police - Replace Fleet (6) and Handheld (6) Radios	60,000		60,000										
Police - Replace Admin Vehicle (1) and Detective Squad (1)	95,000		95,000										
Police - Replace School Resource and Community Police Officer Squads (3)	463,800		231,900										231,900
Police - Year 2 Lease Payment for Motorcycle	4,110										4,110		
Fire - Replace PPE	50,000		50,000										
Fire - Replace Cradlepoints in Emergency Vehicles (9)	13,500										13,500		
Fire - Replace Thermal Imaging Cameras (2)	15,000		15,000										
Fire - Purchase Power Stair Chairs (2)	45,000		30,000										15,000
Fire - Replace Boat Foam Collar System	36,000		36,000										
Fire - Replace Hose and Nozzles	177,000		177,000										
Building Inspection - Purchase Truck	45,000		45,000										
Total Public Safety	1,107,683	0	785,900	0	0	0	0	0	0	0	74,883	0	246,900
Public Works													
Engineering - Replace Truck #32	60,000		15,000					15,000	15,000	15,000			
Engineering - Replace Truck #37	60,000		15,000					15,000	15,000	15,000			
Engineering - Replace Surface Pro Computers (4)	8,000							2,000	2,000	2,000	2,000		
MSC - Replace Garage Doors (4)	25,000							3,750	3,750	3,750	13,750		
MSC - Replace Conference Room Chairs	5,000							750	750	750	2,750		
MSC - MSC Expansion	25,000,000		25,000,000										
Fleet Maintenance - Replace Equipment Exhaust Extraction Hose	25,000							12,500	3,750	3,750	5,000		
Fleet Maintenance - Purchase Portable Welding Exhaust Fan	15,000							7,500	2,250	2,250	3,000		
Fleet Maintenance - Replace Equipment Grease Reels	20,000							10,000	3,000	3,000	4,000		
Fleet Maintenance - Replace Misc Tools	1,000							500	150	150	200		
Snow & Ice - Replace Truck #70	300,000		300,000										
Snow & Ice - Replace Truck #72	300,000		300,000										
Snow & Ice - Retrofit Truck #22 with Salt Brine Equipment	25,000		25,000										
Street Maintenance - Replace Truck #53	80,000		80,000										
Street Maintenance - Purchase Concrete Grinder	15,000		15,000										
Traffic Signs & Markings - Replace Flashing Pedestrian Signs at Third and Main	25,000		25,000										
Traffic Signs & Markings - Purchase Sign Message Boards (2)	50,000		50,000										
Street Lighting - Replace Decorative and Regular Street Light Poles and Fixtures	50,000		50,000										
Street Lighting - Replace Brackets for Street Light Banners	10,000		10,000										
Street Lighting - Replace WPS Owned Decorative Street Light Fixtures	30,000		30,000										
Traffic Lights - Replace Traffic Signal Cameras/Install Audible Push Buttons at Merrill & Bdwy	50,000		50,000										
Brush Collection - Construct Yard Waste Sites (2)	3,000,000		3,000,000										
Garbage/Refuse Collection - Replace Garbage Truck #87	375,000		375,000										

City of De Pere, Wisconsin

Projects	Cost	Street Property Tax	Borrowing	Borrowing - TIDs	SA	Donations and Grants	Special Rev Fund	Storm Water Fund	Waste Water Fund	Water Utility	General Fund	Other	Deleted
Recycling - Mill Alley Dumpster Enclosure	70,000		70,000										
Water - Merrill Street Reservoir Inspection	5,000									5,000			
Water - Scheuring Road Reservoir Inspection	5,000									5,000			
Water - Hydrant Painting	50,000									50,000			
Water - 9th Street Reservoir Repairs	125,000									125,000			
Water - 9th Street Tower Clean and Overcoat	50,000									50,000			
Water - Truck #29 Mounted Crane	10,000									10,000			
Planning - Downtown Strategic Vision	10,000											10,000	
Planning - TID 7 Downtown Strategic Vision	25,000			25,000									
Planning - TID 7 Development Rebate	260,000			260,000									
Planning - TID 8 Southbridge Interchange Segment 1	100,000			100,000									
Planning - TID 9 Downtown Strategic Vision	25,000			25,000									
Planning - TID 9 Whitebox/Spec Building Design	50,000			0									50,000
Planning - TID 9 Development Rebate	260,000			260,000									
Planning - TID 10 Stormwater Pond Trail	500,000			500,000									
Planning - TID 10 Development Rebate	200,000			200,000									
Planning - TID 11 Southbridge Interchange Segment 2	178,375			178,375									
Planning - TID 11 Southbridge Interchange Segment 3	400,000			400,000									
Planning - TID 11 West Industrial Park Railroad Spur Inspection & Maintenance	22,500			22,500									
Planning - TID 11 Development Rebate	300,000			300,000									
Planning - TID 12 American Boulevard Extension	1,950,000			1,950,000									
Planning - TID 12 Garroman Drive Extension	250,000			250,000									
Planning - TID 12 SW Neighborhood Phase 1	1,500,000			1,500,000									
Planning - TID 12 Southbridge Interchange Segment 2	535,125			535,125									
Planning - TID 12 Property Acquisition	300,000			300,000									
Planning - TID 12 West Industrial Park Railroad Spur Inspection & Maintenance	22,500			22,500									
Planning - TID 12 Development Rebate	300,000			300,000									
Planning - TID 13 Development Rebate	300,000			300,000									
Planning - TID 14 Development Rebate	215,000			215,000									
Planning - TID 15 Southbridge Interchange Segment 1	3,569,075			3,569,075									
Planning - TID 15 Employers Blvd/Preserve Infrastructure	1,200,000			1,200,000									
Planning - TID 15 Development Rebate	300,000			300,000									
Planning - TID 17 Development Rebate	3,500,000			3,500,000									
Planning - TID 18 Downtown Strategic Vision	25,000			25,000									
Planning - TID 18 Parking Ramp	7,750,000		1,162,500	6,587,500									
Planning - TID 18 Wisconsin and William Street Reconstruction	700,000			500,000								200,000	
Total Public Works	54,591,575	0	30,572,500	23,325,075	0	0	0	67,000	45,650	290,650	30,700	210,000	50,000
Parks & Recreation													
Community Center - Facility Improvements/Upgrades & Repairs	15,000										15,000		
Community Center - Replace Countertops, Sill and Ledges	50,000		50,000										
Community Center - Replace Lower Level Outdoor Sign	15,000												15,000
Community Center - Replace AC Unit	140,000		140,000										
Community Center - Replace Chairs (66) and Foyer Tables (2)	22,000												22,000
Community Center - Repaint Main Walls throughout Facility	20,000												20,000
Parks & Public Lands - Legion, VFW and Jim Martin Sand Volleyball Court Update	9,000		9,000										
Parks & Public Lands - Kelly Danen Bathroom Door and Timer Installation	7,000												7,000
Parks & Public Lands - Kelly Danen Bleacher Replacement	15,000												15,000
Parks & Public Lands - Optimist Park Storm Drain Extension	35,000												35,000
Parks & Public Lands - Rainbow Park Playground Replacement	150,000		150,000										
Parks & Public Lands - ADA Sidewalk and Hard Surface Replacement	25,000		25,000										
Parks & Public Lands - Crackfilling and Sealcoating	25,000		25,000										
Parks & Public Lands - Voyageur Park Accessibility Repairs to Dock, Pathway, Shoreline	225,000		225,000										
Parks & Public Lands - Voyageur Park Dumpster Enclosure	75,000		75,000										
Parks & Public Lands - VFW Softball Building Door Replacement	6,000		6,000										
Parks & Public Lands - VFW Shelter #2 Roof Replacement	11,000		11,000										
Parks & Public Lands - Wilson Park Redevelopment	175,000					175,000							
Parks & Public Lands - Braisher Park Shelter Roof Replacement	13,000		13,000										

City of De Pere, Wisconsin

Projects	Cost	Street Property Tax	Borrowing	Borrowing - TIDs	SA	Donations and Grants	Special Rev Fund	Storm Water Fund	Waste Water Fund	Water Utility	General Fund	Other	Deleted
Parks & Public Lands - Waterview Heights Neighborhood Park Development	250,000												250,000
Parks & Public Lands - LED Light Replacement Program	15,000												15,000
Parks & Public Lands - Pickle Ball Facility Installation	250,000												250,000
Parks & Public Lands - Nelson Pavilion Aluminum Railing Extension	20,000												20,000
Parks & Public Lands - Nelson Pavilion Multi-Purpose Room Epoxy Floor	20,000												20,000
Parks & Public Lands - Nelson Pavillion Lower Level/Bowl Area Step Installation	16,000		16,000										
Parks & Public Lands - Patriot Park Sign Replacement	7,000		7,000										
Boat Ramps - Perkofski Boat Launch Ticket Machine Replacement	20,000		20,000										
Boat Ramps - Voyageur Park Dock Repair/Replacement	15,000		15,000										
Parks Equip/Veh Maintenance - Bucket Truck Refabrication	135,000		135,000										
Parks Equip/Veh Maintenance - Robotic Mower Purchase	13,000		7,000										6,000
Parks Equip/Veh Maintenance - Mower #307 Replacement	40,000		40,000										
Parks Equip/Veh Maintenance - Admin Vehicle Purchase	50,000		50,000										
Parks Equip/Veh Maintenance - Car #11 Replacement	50,000		50,000										
Parks Equip/Veh Maintenance - Truck #207 Replacement	75,000		75,000										
Parks Equip/Veh Maintenance - Truck #7 Replacement	45,000		45,000										
Swimming Pools - Legion Pool Technical Design, Bid and Contruction Management	475,000												475,000
Swimming Pools - Legion Pool Boiler Repair	15,000						15,000						
Swimming Pools - VFW Water Wall Hand Holds Replacement	6,000						6,000						
Swimming Pools - VFW Freezer Replacement (2)	7,000						7,000						
Total Parks & Recreation	2,557,000	0	1,189,000	0	0	175,000	28,000	0	0	0	15,000	0	1,150,000
Street Management													
Crackfilling/Patching - Various	270,000		270,000										
Resurfacing-Variou	999,587	941,276				58,311							
Sidewalks	237,400		115,000		122,400								
Concrete Street Rehabilitation	575,000		575,000										
Merrill Street Reconstruction	535,000		535,000										
Northeast Street Reconstruction	960,000		960,000										
Main Avenue and Reid Street Pavement Replacement Design	250,000		50,000			50,000						150,000	
Broadway Pavement Resurface	55,200		13,800									41,400	
Alley Reconstruction	56,000		56,000										
Total Street Management	3,938,187	941,276	2,574,800	0	122,400	108,311	0	0	0	0	0	191,400	0
Sanitary Sewer													
Televising/ Repair	627,500					67,500			560,000				
Sewer Lining and Repair	266,000								266,000				
Sewer Lining Easements and Alleys	160,000								160,000				
Manhole Rehabilitation and Pipe Joint Repair	90,000								90,000				
Foundation Drain Disconnection Program	200,000								200,000				
Full Lateral Replacement Program	100,000								100,000				
Replace Sewer Camera Equipment	60,000								60,000				
Total Sanitary Sewer	1,503,500	0	0	0	0	67,500	0	0	1,436,000	0	0	0	0
Water Utility													
Water Main Relay - Misc	1,230,000		1,000,000							230,000			
Total Water Utility	1,230,000	0	1,000,000	0	0	0	0	0	0	230,000	0	0	0
Storm Water Utility													
Leaf Collection - Leaf Blower Attachment for Toolcat	12,000							12,000					
Storm Sewer Maintenance - Televising	60,000							60,000					
Storm Sewer Maintenance - Repair/Replacement/Installation	1,062,000							1,062,000					
Storm Sewer Maintenance - Sewer Lining in Easements	250,000							250,000					
Total Storm Water Utility	1,384,000	0	0	0	0	0	0	1,384,000	0	0	0	0	0
TOTALS - CAPITAL PROJECTS	\$ 67,532,145	\$ 941,276	\$ 36,972,200	\$ 23,325,075	\$ 122,400	\$ 350,811	\$ 50,000	\$ 1,501,000	\$ 1,531,650	\$ 570,650	\$ 217,783	\$ 401,400	\$ 1,547,900

Tax Increment District Funds

Program Mission:

The mission of the Tax Increment Districts (TIDs) is to create jobs and increase the City tax base.

Note: Tax Incremental Finance, or TIF, is a financing tool that allows municipalities to invest in infrastructure and other improvements, and pay for these investments by capturing property tax revenue from the newly developed property. An area is identified (the tax incremental district, or TID) as appropriate for a certain type of development, and projects are identified to encourage and facilitate the desired development.

List of Program Service(s) Descriptions:

- 1) *Project Plan* – The project plan is the document for each district that outlines the activities/projects in each district that are planned during the life of the district.
- 2) *Financing* – Based on the items identified in the Tax Increment District (TID) Plan; funds are provided to those projects.
- 3) *Increment Collection* – The tax increment is collected by the City and captured within the TID fund. The dollars are used to pay off the financing and debt created by funding TID projects.

Important Outputs:

- 1) *Project Financing / Funding New Development* – The City bonds to provide funding for new development. The new development is important to the community since the use of the funds helps to create jobs or increase the tax base. The principal and interest on the bonds are paid by the new tax increment from the project.
- 2) *Project Financing / Funding Re-Development* – The City bonds to provide funding for re-development. The re-development is important to the community since the use of the funds helps to create jobs, increases the tax base, and improves the quality of the district. The principal and interest on the bonds are paid by the new tax increment from the project.

Expected Outcomes:

- 1) Projects identified in the project plan are implemented and the plan will be analyzed to determine if future projects shall be maintained or modified.
- 2) New development and re-development provide growth in the tax base and create new and retained jobs in the community.
- 3) Increased tax increment pays off the debt from the bonded projects.

2025 Performance Measures:

- 1) New development /redevelopment should have a projected return of 4/1 or better.
- 2) Marketing of the program to develop at least four projects per year.
- 3) Creation of a new Ashland Ave TID and SE Area TID
- 4) Complete periodic audits for all TIDs to understand the baseline of each TID and the impact of future projected projects and mill rates.

2024 Performance Measurement Data:

- 1) New development /redevelopment should have a projected return of 4/1 or better (assessed value to assistance ratio).
Result – Ongoing.
- 2) Marketing the program to develop at least four projects per year.
Result - Completed Sign Agreements:
TID No. 7 – De Pere Tile and Stone/Salt Box Lighting relocation to 310 N Wisconsin ST.
TID No. 10 – Belmark Plant 1 expansion at 600 Heritage RD and Plant 8 redevelopment at 1862 Commerce DR.
TID No. 11 – Wolter new location at 1768 W Matthews DT
TID No. 11 – EDL new 45,000 sq ft/90 employee facility at 2005 Venture AV
Result - Completed Approved Term Sheets:
TID No. 9 – Gavic Properties redevelopment of 417 Main AV
TID No. 10 – Valley Cabinet new manufacturing facility
TID No. 11 – Washworld expansion at 2222 American BLVD
TID No. 12 – Badgerland Supply expansion 1414 Builder CT
TID No. 12 – Revised term sheet for Bayside Machine at 2257 American BLVD
TID No. 15 – Green Bay Nursery relocation at 2108 Lawrence DR.
TID No. 15 – Preserve Development multi-family, condominium and townhome growth on the former human campus
- 3) Creation of a new Shopko TID, Ashland Ave TID, and SE Area TID
Results
Shopko TID – Complete
Ashland AV TID and SE Area TID – Preliminary discussions
- 4) Complete periodic audits for all TIDs to understand the baseline of each TID and the impact of future projected projects and mill rates.
Result: Ongoing. The Finance Director and Development Services Director continue to evaluate which TIDs audits are necessary.

Significant Program Achievements:

- 1) Increment growth over the previous year: \$47,683,700 represents a 9.9% growth in value and represents 13.82% of the total increment value in all TIDs.
- 2) Completed comprehensive annual TID report.
- 3) Prepare/Present ED 101 to local elected officials and the WEDA Basic Economic Development Course.

Existing Program Standards Including Importance to Community:

- 1) Expenditures must match the specifications of the Project Plan.
- 2) Debt from the funded project must be paid off within the life of the TID.

Costs and Benefits of Program and Services:

The cost of the TID program is shown in two areas – administration costs and also the impact on the mill rate based on the existing bonding and the new planned bonding for the fiscal year. The City is planning for \$10,082,575 in new TID infrastructure projects extending American Blvd, Garroman DR, reconstructing Wisconsin ST and William ST, new infrastructure on the Humana Campus north of Employers BLVD, Phase 1 of SW, neighborhood, a design for several of the South Bridge Connector segments. \$6,587,500 for parking ramp construction. An additional \$182,500 in possible consulting for CSMs, studies, and other necessary development-related expenses, and planned for up to \$7,795,000 in potential development incentives for projects to the TIDs. It is important to note two items:

1. While the City plans for projects during the budget process, it does not mean that projects are bonded in the next fiscal year. The project must be ready to go in that year otherwise it will be deferred.
2. While the TID programs have a cost, the program is designed to pay back the related costs throughout the life of the individual TID life.

The TID program is a critical economic development tool for the City to use to help spur development that would not occur without the support of the program. This development is critical for creating jobs and increasing the overall tax base in the community.

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 7

TID Type: Reh/Cons post-95

Creation Valuation Year: 2007

Creation Date: 10/17/2006

Final Date of Allowable Expenditures: 10/17/2028

Mandated Closing Date: 10/17/2033

Location: Located on the east side of the City and overlays a large part of the downtown district.

TID Purpose: TID has been used to spur re-development in the downtown. Tax finance districts are used to account for long-term debt proceeds and tax increment and project revenues used to finance project expenditures within the TID.

2024 TID Value: \$23,228,600

Base Value: \$11,409,500

Current Increment Value: \$11,819,100

Value Change Over Previous Year: \$3,355,300

Anticipated Total Future Costs: \$3,658,446

Anticipated Total Future Revenue(absent extension): \$4,681,608

Annual Increment Revenue (2025): \$162,315

2025 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$ 20,000
	Downtown Strategic Vision	25,000
	TOTAL	\$ 45,000

Development Driven Projects:	TID 7 Developer Rebate, including Façade Renovation Agreements (guarantee minimum payments)	\$ 260,000
(may occur if new projects proposed in district):	TOTAL	\$ 260,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #7

			Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures										
Account Number			PERSONAL SERVICES							
260	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
260	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
260	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
260	50000	126	Seasonal Labor	5,874	0	0	0	0	0	0.00%
260	50000	150	FICA	85	0	0	0	0	0	0.00%
260	50000	151	Retirement	0	0	0	0	0	0	0.00%
260	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0.00%
			Subtotal	5,959	0	0	0	0	0	0.00%
			CONTRACTUAL SERVICES							
260	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
260	50000	215	Consulting	37,354	65,000	65,000	7,587	10,087	45,000	-30.77%
260	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
260	50000	582	Debt Issuance Costs	860	0	0	0	0	0	0.00%
			Subtotal	38,214	65,000	65,000	7,587	10,087	45,000	-30.77%
			SUPPLIES AND EXPENSE							
260	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
260	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
260	50000	592	Transfer to Debt Service	1,998,824	197,708	197,708	0	197,708	193,560	-2.10%
260	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #7

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures									
			CAPITAL OUTLAY						
260	50000	583	General Administration	21,309	3,000	3,000	150	150	-95.00%
260	50000	810	Site Development	0	0	0	0	0	0.00%
260	50000	810	Street Administration (Engineering)	0	0	0	0	0	0.00%
260	50000	560	Development Rebate	0	360,000	360,000	808,504	1,608,504	-27.78%
260	50000	810	Street Construction	0	0	0	0	0	0.00%
260	50000	810	Storm Sewers	0	0	0	0	0	0.00%
260	50000	810	Sanitary Sewers	0	0	0	0	0	0.00%
260	50000	810	Water Mains	0	0	0	0	0	0.00%
260	50000	810	Industrial Land Purchase	0	0	0	0	0	0.00%
260	50000	810	Transfer to General Fund	0	0	0	0	0	0.00%
			Subtotal	21,309	363,000	363,000	808,654	1,608,654	-28.33%
			TOTAL EXPENDITURES	\$ 2,064,305	\$ 625,708	\$ 625,708	\$ 816,241	\$ 1,816,449	\$ 498,710 -20.30%

Revenues

260	41120		Tax Increments	\$ 86,546	\$ 112,429	\$ 112,429	\$ 115,821	\$ 115,821	\$ 162,315	44.37%
260	41121		Payment in Lieu of Taxes	0	0	0	2,701	2,701	4,271	100.00%
260	43412		Personal Property Aid	0	0	0	4,412	4,412	5,116	100.00%
260	43430		Tax Exempt Computer Aid	2,586	4,500	4,500	2,586	2,586	2,700	-40.00%
260	43500		State Grants	4,412	0	0	0	0	0	0.00%
260	48100		Interest on Investment	0	0	0	0	0	0	0.00%
260	48210		Rent City Land	0	0	0	0	0	0	0.00%
260	48305		Property Sales	0	0	0	0	0	0	0.00%
260	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
260	49100		Debt Proceeds/Premium	68,670	360,000	360,000	0	0	260,000	-27.78%
260	49290		OT In	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	\$ 162,214	\$ 476,929	\$ 476,929	\$ 125,520	\$ 125,520	\$ 434,402	-8.92%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 8

TID Type: Mixed-Use

Creation Valuation Year: 2007

Creation Date: 8/21/2007

Final Date of Allowable Expenditures: 8/21/2022

Mandated Closing Date: 8/21/2027

Location: Located on the west side of the City and it is bounded by HWY 41 to the west, Lawrence to the east, Scheuring to the north and Southbridge to the south.

TID Purpose: The project plan has identified HWY 41 visible business development within this district. Our primary use will be infrastructure and possible business grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID.

2024 TID Value: \$53,311,700

Base Value: \$32,201,300

Current Increment Value: \$21,110,400

Value Change Over Previous Year: -\$8,033,600

Anticipated Total Future Costs: \$1,333,661

Anticipated Total Future Revenue(absent extension): \$1,834,416

Annual Increment Revenue (2025): \$319,150

2025 Proposed Projects: South Bridge Segment 1 (GV-14) Design, Acquisition, Construction \$ 100,000

Note: Contract signed prior to expenditure period

TOTAL \$ 100,000

Development Driven Projects:

(may occur if new projects proposed in district):

None

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #8

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures									
Account Number PERSONAL SERVICES									
280	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
280	50000	120	Hourly Wages	0	0	0	0	0	0.00%
280	50000	125	Overtime Wages	0	0	0	0	0	0.00%
280	50000	126	Seasonal Labor	0	0	0	0	0	0.00%
280	50000	150	FICA	872	0	0	0	0	0.00%
280	50000	151	Retirement	13	0	0	0	0	0.00%
280	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	19	0	0	0	0	0.00%
			Subtotal	904	0	0	0	0	0.00%
			CONTRACTUAL SERVICES						
280	50000	212	Seminars and Conferences	0	0	0	0	0	0.00%
280	50000	215	Consulting	760	0	0	600	0	0.00%
280	50000	290	Other Contractual Services	0	0	0	0	0	0.00%
280	50000	582	Debt Issuance Costs	0	0	0	0	0	0.00%
			Subtotal	760	0	0	600	0	0.00%
			SUPPLIES AND EXPENSE						
280	50000	330	Mileage Reimbursement	0	0	0	0	0	0.00%
280	50000	340	Operating Supplies	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0.00%
280	50000	592	Transfer to Debt Service	732,617	309,906	309,906	0	309,906	1.50%
280	50000	810	Transfer for Admin	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #8

TID DISTRICT #8			2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title			Year End Actual	Adopted Budget	Current Budget	6 mos Actual	Year End Estimate	Adopted Budget	Budget % of Change
Expenditures									
			CAPITAL OUTLAY						
280	50000	583	General Administration	150	0	0	150	150	0.00%
280	50000	583	Street Administration (Engineering)	4,570	0	0	7,486	15,000	100.00%
280	50000	810	Development Rebate	0	0	0	0	0	0.00%
280	50000	810	Street Construction	0	0	0	0	0	0.00%
280	50000	810	Storm Sewers	0	0	0	0	0	0.00%
280	50000	810	Sanitary Sewers	0	0	0	0	0	0.00%
280	50000	810	Water Mains	0	0	0	0	0	0.00%
280	50000	810	Industrial Land Purchase	0	0	0	0	0	0.00%
280	50000	810	Transfer to General Fund	0	0	0	0	0	0.00%
			Subtotal	4,720	0	0	7,636	15,150	100.00%
			TOTAL EXPENDITURES	\$ 739,000	\$ 309,906	\$ 309,906	\$ 8,236	\$ 325,056	\$ 414,549 33.77%

Revenues

280	41120		Tax Increments	\$ 390,355	\$ 418,241	\$ 418,241	\$ 400,007	\$ 400,007	\$ 319,150	-23.69%
280	41121		Payment in Lieu of Taxes	0	0	0	988	988	0	0.00%
280	43412		Personal Property Aid	851	0	0	851	851	182,239	100.00%
280	43430		Tax Exempt Computer Aid	229,321	115,000	115,000	229,321	229,321	229,321	99.41%
280	43500		State Grants	851	0	0	0	0	0	0.00%
280	48100		Interest on Investment	0	0	0	0	11,895	11,000	100.00%
280	48210		Rent City Land	0	0	0	0	0	0	0.00%
280	48305		Property Sales	0	0	0	0	0	0	0.00%
280	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
280	49100		Debt Proceeds/Premium	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	\$ 621,378	\$ 533,241	\$ 533,241	\$ 631,168	\$ 643,063	\$ 741,710	39.09%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 9

TID Type: Reh/Cons post-95

Creation Valuation Year: 2012

Creation Date: 8/7/2012

Final Date of Allowable Expenditures: 8/7/2034

Mandated Closing Date: 8/7/2039

Location: Located on the west side of the City in the downtown area.

TID Purpose: To continue the redevelopment in the downtown. Our primary use will be infrastructure and possible business grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID

2024 TID Value: \$24,532,700

Base Value: \$14,157,100

Current Increment Value: \$10,375,600

Value Change Over Previous Year: \$193,300

Anticipated Total Future Costs: \$9,598,278

Anticipated Total Future Revenue(absent extension): \$8,497,112

Annual Increment Revenue (2025): \$156,860

2025 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$	20,000
	Downtown Strategic Vision		25,000
	TOTAL	\$	45,000

Development Driven Projects:	TID 9 Developer Rebate, including Façade Renovation Agreements (guarantee minimum payments)	\$	260,000
(may occur if new projects proposed in district):	TOTAL	\$	260,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #9

			Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures										
Account Number			PERSONAL SERVICES							
285	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
285	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
285	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
285	50000	126	Seasonal Labor	5,002	0	0	0	0	0	0.00%
285	50000	150	FICA	73	0	0	0	0	0	0.00%
285	50000	151	Retirement	0	0	0	0	0	0	0.00%
285	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0.00%
			Subtotal	5,075	0	0	0	0	0	0.00%
			CONTRACTUAL SERVICES							
285	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
285	50000	215	Consulting	11,741	65,000	65,000	603	25,000	45,000	-30.77%
285	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
285	50000	582	Debt Issuance Costs	4,993	0	0	0	0	0	0.00%
			Subtotal	16,734	65,000	65,000	603	25,000	45,000	-30.77%
			SUPPLIES AND EXPENSE							
285	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
285	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
285	59230	930	Transfer to Debt Service	275,749	278,680	278,680	0	278,680	464,728	66.76%
285	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #9

Account Title			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures									
			CAPITAL OUTLAY						
285	57120	820	General Administration	6,027	3,000	3,000	150	150	-95.00%
285	57311	820	Street Administration (Engineering)	133,128	0	0	0	0	0.00%
285	57315	820	Development Rebate	1,080,000	360,000	360,000	0	50,000	-27.78%
285	57330	820	Street Construction	30	0	0	0	0	0.00%
285	57340	820	Storm Sewers	0	0	0	0	0	0.00%
285	57341	820	Sanitary Sewers	0	0	0	0	0	0.00%
285	57342	820	Water Mains	0	0	0	0	0	0.00%
285	57700	860	Industrial Land Purchase	0	0	0	0	0	0.00%
285	59210	820	Transfer to General Fund	11,400	0	0	0	0	0.00%
			Subtotal	1,230,586	363,000	363,000	150	50,150	-28.33%
			TOTAL EXPENDITURES	\$ 1,528,143	\$ 706,680	\$ 706,680	\$ 753	\$ 353,830	\$ 769,878 8.94%

Revenues

285	41120		Tax Increments	\$ 44,894	\$ 161,854	\$ 161,854	\$ 154,798	\$ 154,798	\$ 156,860	-3.09%
285	41121		Payment in Lieu of Taxes	4,398	0	0	7,940	31,503	25,000	100.00%
285	43412		Personal Property Aid	254,759	0	0	4,759	4,759	52,005	100.00%
285	43430		Tax Exempt Computer Aid	3,246	5,000	5,000	3,246	3,246	3,246	-35.09%
285	43500		State Grants	0	0	0	0	0		0.00%
285	48110		Interest on Investment	0	0	0	0	0	0	0.00%
285	48210		Rent City Land	0	0	0	0	0	0	0.00%
285	48300		Property Sales	0	0	0	0	0	0	0.00%
285	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
285	49100		Bonds/Notes	370,000	0	0	0	0	0	0.00%
285	49300		Debt Proceeds/Premium	3,749	360,000	360,000	0	0	260,000	-27.78%
			TOTAL REVENUES	\$ 681,046	\$ 526,854	\$ 526,854	\$ 170,743	\$ 194,306	\$ 497,111	-5.65%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 10

TID Type: Industrial post-04

Creation Valuation Year: 2012

Creation Date: 8/7/2012

Final Date of Allowable Expenditures: 8/7/2027

Mandated Closing Date: 8/7/2032

Location: Located on the east side of the City for the East Industrial Park.

TID Purpose: To continue the development in the East Industrial Park. Our primary use will be infrastructure and possible business grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID

2024 TID Value: \$39,662,200

Base Value: \$21,789,400

Current Increment Value: \$17,872,800

Value Change Over Previous Year: -\$504,900

Anticipated Total Future Costs: \$4,394,946

Anticipated Total Future Revenue(absent extension): \$6,459,400

Annual Increment Revenue (2025): \$245,452

2025 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$ 20,000
	Stormwater Pond Trail (reimbursed)	500,000
	South Bridge Segment 3 (GV-16) Design, Acquisition, Construction	-
	South Bridge Segment 4 (GV-17) Design, Acquisition, Construction	-
	South Bridge Segment 5 (GV-18) Design, Acquisition, Construction	-
TOTAL		\$ 520,000

Development Driven Projects:	TID 10 Developer Rebates	\$ 200,000
(may occur if new projects proposed in district):	TOTAL	\$ 200,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #10

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
290	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 6,315	100.00%
290	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
290	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
290	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
290	50000	150	FICA	0	0	0	0	0	483	100.00%
290	50000	151	Retirement	0	0	0	0	0	439	100.00%
290	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	2,007	100.00%
			Subtotal	0	0	0	0	0	9,244	100.00%
			CONTRACTUAL SERVICES							
290	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
290	50000	215	Consulting	1,095	70,000	70,000	600	1,000	20,000	-71.43%
290	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
290	50000	582	Debt Issuance Costs	2,778	0	0	0	0	0	0.00%
			Subtotal	3,873	70,000	70,000	600	1,000	20,000	-71.43%
			SUPPLIES AND EXPENSE							
290	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
290	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
290	59230	930	Transfer to Debt Service	526,476	523,383	523,383	0	523,383	528,420	0.96%
290	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #10

TID DISTRICT #10				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
290	57120	820	General Administration	14,256	0	0	150	150	150	100.00%
290	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0.00%
290	57315	820	Development Rebate	1,086	200,000	200,000	69,345	179,345	200,000	0.00%
290	57330	820	Street Construction	0	0	0	0	0	0	0.00%
290	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
290	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
290	57342	820	Water Mains	0	0	0	0	0	0	0.00%
290	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
290	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	15,341	200,000	200,000	69,495	179,495	200,150	0.08%
			TOTAL EXPENDITURES	\$ 545,690	\$ 793,383	\$ 793,383	\$ 70,095	\$ 703,878	\$ 757,814	-4.48%

Revenues

290	41120		Tax Increments	\$ 179,144	\$ 220,841	\$ 220,841	\$ 227,502	\$ 227,502	\$ 245,298	11.07%
290	41121		Payment in Lieu of Taxes	10,292	0	0	7,962	7,962	7,605	100.00%
290	43412		Personal Property Aid	20,110	18,000	18,000	17,623	17,623	64,083	256.02%
290	43430		Tax Exempt Computer Aid	0	0	0	2,486	2,486	2,486	100.00%
290	43500		State Grants	0	0	0	0	0		0.00%
290	48110		Interest on Investment	0	0	0	0	0	0	0.00%
290	48210		Rent City Land	0	0	0	0	0	0	0.00%
290	48300		Property Sales	0	0	0	0	0	0	0.00%
290	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
290	49100		Bonds/Notes	205,000	0	0	0	0	0	0.00%
290	49300		Debt Proceeds/Premium	0	200,000	200,000	0	0	200,000	0.00%
			TOTAL REVENUES	\$ 414,546	\$ 438,841	\$ 438,841	\$ 255,574	\$ 255,574	\$ 519,472	18.37%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 11

TID Type: Mixed-use

Creation Valuation Year: 2015

Creation Date: 9/1/2015

Final Date of Allowable Expenditures: 9/1/2030

Mandated Closing Date: 9/1/2035

Location: Located on the west side of the City for the West Industrial Park.

TID Purpose: To continue the development in the West Industrial Park. Our primary use will be business grants and infrastructure. Tax Finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID.

2024 TID Value: \$81,337,900

Base Value: \$29,592,300

Current Increment Value: \$51,745,600

Value Change Over Previous Year: \$25,272,500

Anticipated Total Future Costs: \$13,982,671

Anticipated Total Future Revenue(absent extension): \$16,363,977

Annual Increment Revenue (2025): \$782,298

2025 Proposed Projects:	South Bridge Segment 2 (GV-15) Design	\$ -
	South Bridge Segment 2 (GV-15) Acquisition	178,375
	South Bridge Segment 2 (GV-15) Construction	-
	South Bridge Segment 3 (GV-16) Design	400,000
	South Bridge Segment 3 (GV-16) Acquisition	-
	South Bridge Segment 3 (GV-16) Construction	-
	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	20,000
	Railroad Spur Inspection and Maintenance (split between TID 11 and TID 12)	22,500
	TOTAL	\$ 620,875

Development Driven Projects:	TID 11 Developer Rebates	\$ 300,000
(may occur if new projects proposed in district):	TOTAL	\$ 300,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #11

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
291	50000	110	Salaries	\$ 35,824	\$ 51,319	\$ 51,319	\$ 23,175	\$ 46,351	\$ 58,733	14.45%
291	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
291	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
291	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
291	50000	150	FICA	2,690	3,926	3,926	1,729	3,546	4,493	14.45%
291	50000	151	Retirement	2,473	3,541	3,541	1,370	3,198	4,082	15.28%
291	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	7,650	12,955	12,955	4,661	9,323	12,163	-6.11%
			Subtotal	48,637	71,741	71,741	30,935	62,418	79,471	10.78%
			CONTRACTUAL SERVICES							
291	50000	212	Seminars and Conferences	0	168	168	0	0	0	-100.00%
291	50000	215	Consulting	6,953	20,000	20,000	14,514	20,000	20,000	0.00%
291	50000	290	Other Contractual Services	0	0	0	0	17,500	22,500	100.00%
291	50000	582	Debt Issuance Costs	9,689	0	0	0	0	0	0.00%
			Subtotal	16,642	20,168	20,168	14,514	37,500	42,500	110.73%
			SUPPLIES AND EXPENSE							
291	50000	330	Mileage Reimbursement	0	56	56	0	0	0	-100.00%
291	50000	340	Operating Supplies	0	336	336	0	0	0	-100.00%
			Subtotal	0	392	392	0	0	0	-100.00%
291	59230	930	Transfer to Debt Service	275,467	374,371	374,371	0	374,371	364,513	-2.63%
291	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #11

TID DISTRICT #11				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
291	57120	820	General Administration	22,309	150	150	150	150	150	0.00%
291	57311	820	Street Administration (Engineering)	28,845	259,000	259,000	49,911	75,000	578,375	123.31%
291	57315	820	Development Rebate	45,389	350,000	350,000	31,347	31,347	300,000	-14.29%
291	57330	820	Street Construction	351,655	0	0	0		0	0.00%
291	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
291	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
291	57342	820	Water Mains	0	0	0	0	0	0	0.00%
291	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
291	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	448,197	609,150	609,150	81,408	106,497	878,525	44.22%
			TOTAL EXPENDITURES	\$ 788,942	\$ 1,075,822	\$ 1,075,822	\$ 126,857	\$ 580,786	\$ 1,365,009	26.88%

Revenues

291	41120		Tax Increments	\$ 330,579	\$ 728,624	\$ 728,624	\$ 696,859	\$ 696,859	\$ 782,298	7.37%
291	41121		Payment in Lieu of Taxes	2,487	0	0	3,134	3,134	0	0.00%
291	43412		Personal Property Aid	60	0	0	60	60	11,803	100.00%
291	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
291	43500		State Grants	0	0	0	0	0	0	0.00%
291	48110		Interest on Investment	0	0	0	0	8,537	11,037	100.00%
291	48210		Rent City Land	0	0	0	0	0	0	0.00%
291	48300		Property Sales	1,971	0	0	0	0	0	0.00%
291	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
291	49100		Bonds/Notes	725,000	0	0	0	0	0	0.00%
291	49300		Debt Proceeds/Premium	27,600	609,000	609,000	0	0	878,375	44.23%
			TOTAL REVENUES	\$ 1,087,697	\$ 1,337,624	\$ 1,337,624	\$ 700,053	\$ 708,590	\$ 1,683,514	25.86%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 12

TID Type: Mixed-use

Creation Valuation Year: 2015

Creation Date: 9/1/2015

Final Date of Allowable Expenditures: 9/1/2030

Mandated Closing Date: 9/1/2035

Location: Located on the west side of the City for the West Industrial Park.

TID Purpose: To continue the development in the West Industrial Park. Our primary use will be business grants and infrastructure. Tax Finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID.

2024 TID Value: \$163,804,400

Base Value: \$22,246,700

Current Increment Value: \$141,557,700

Value Change Over Previous Year: \$18,406,400

Anticipated Total Future Costs: \$29,844,862

Anticipated Total Future Revenue(absent extension): \$36,807,306

Annual Increment Revenue (2025): \$2,140,092

2025 Proposed Projects:	Amerivan BLVD Extension	1,950,000
	Garroman DR Extension	250,000
	SW Neighborhood Plan Improvements Phase 1	1,500,000
	South Bridge Segment 2 (GV-15) Design	535,125
	South Bridge Segment 2 (GV-15) Acquisition	-
	South Bridge Segment 2 (GV-15) Construction	-
	Property Acquisition	300,000
	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	20,000
	Railroad Spur Inspection and Maintenance (split between TID 11 and TID 12)	22,500
	TOTAL	\$ 4,577,625

Development Driven Projects:	TID 12 Developer Rebates	\$ 300,000
(may occur if new projects proposed in district):	TOTAL	\$ 300,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #12

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
292	50000	110	Salaries	\$ 47,806	\$ 71,943	\$ 71,943	\$ 29,287	\$ 58,575	\$ 74,282	3.25%
292	50000	120	Hourly Wages	0	0	0	0	0	5,520	100.00%
292	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
292	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
292	50000	150	FICA	3,575	5,504	5,504	2,186	4,481	6,105	10.92%
292	50000	151	Retirement	3,242	4,964	4,964	1,725	4,042	5,546	11.73%
292	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	8,524	15,626	15,626	5,295	10,590	16,600	6.23%
			Subtotal	63,148	98,037	98,037	38,494	77,687	108,053	10.22%
			CONTRACTUAL SERVICES							
292	50000	212	Seminars and Conferences	0	168	168	0	0	0	-100.00%
292	50000	215	Consulting	13,245	20,000	20,000	16,339	22,339	20,000	0.00%
292	50000	290	Other Contractual Services	0	0	0	0	17,500	22,500	100.00%
292	50000	582	Debt Issuance Costs	54,873	0	0	0	0	0	0.00%
			Subtotal	68,119	20,168	20,168	16,339	39,839	42,500	110.73%
			SUPPLIES AND EXPENSE							
292	50000	330	Mileage Reimbursement	0	56	56	0	0	0	-100.00%
292	50000	340	Operating Supplies	0	336	336	0	0	0	-100.00%
			Subtotal	0	392	392	0	0	0	-100.00%
292	59230	930	Transfer to Debt Service	470,556	605,173	605,173	0	605,173	552,485	-8.71%
292	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%
292	59220	820	Transfer to Capital Projects	635,556	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #12

TID DISTRICT #12				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
292	57120	820	General Administration	21,309	150	150	150	150	150	0.00%
292	57311	820	Street Administration (Engineering)	257,478	497,200	497,200	58,210	88,210	535,125	7.63%
292	57315	820	Development Rebate	0	300,000	300,000	35,140	35,140	300,000	0.00%
292	57330	820	Street Construction	46,103	1,760,500	1,760,500	0	0	3,700,000	110.17%
292	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
292	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
292	57342	820	Water Mains	0	0	0	0	0	0	0.00%
292	57700	860	Industrial Land Purchase	3,296,894	0	0	0	0	300,000	100.00%
292	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	3,621,783	2,557,850	2,557,850	93,500	123,500	4,835,275	89.04%
			TOTAL EXPENDITURES	\$ 4,859,162	\$ 3,281,620	\$ 3,281,620	\$ 148,332	\$ 846,199	\$ 5,538,313	68.77%

Revenues

-										
292	41120		Tax Increments	\$ 699,346	\$ 2,064,076	\$ 2,064,076	\$ 1,974,090	\$ 1,974,090	\$ 2,140,092	3.68%
292	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0.00%
292	43412		Personal Property Aid	0	0	0	0	0	0	0.00%
292	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
292	43500		State Grants	0	0	0	0	0	0	0.00%
292	48110		Interest on Investment	0	0	0	0	21,045	26,045	100.00%
292	48210		Rent City Land	2,099	0	0	0	11,250	11,250	100.00%
292	48300		Property Sales	0	234,000	234,000	0	0	0	0.00%
292	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
292	49100		Bonds/Notes	4,050,000	0	0	0	0	0	0.00%
292	49300		Debt Proceeds/Premium	2,063	2,557,700	2,557,700	0	123,500	4,835,125	89.04%
			TOTAL REVENUES	\$ 4,753,509	\$ 4,855,776	\$ 4,855,776	\$ 1,974,090	\$ 2,129,885	\$ 7,012,512	44.42%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 13

TID Type: Mixed-use

Creation Valuation Year: 2017

Creation Date: 7/18/2017

Final Date of Allowable Expenditures: 7/18/2032

Mandated Closing Date: 7/18/2037

Location: Located around the Main Avenue and Lawrence Drive intersections, generally

TID Purpose: Primarily to fund the Main and Lawrence roundabout infrastructure project. Development and redevelopment incentive may be considered to increase density and add vitality to the district.

2024 TID Value: \$76,293,200

Base Value: \$49,749,600

Current Increment Value: \$26,543,600

Value Change Over Previous Year: \$5,935,600

Anticipated Total Future Costs: \$5,338,450

Anticipated Total Future Revenue(absent extension): \$8,684,206

Annual Increment Revenue (2025): \$401,290

2025 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$	20,000
TOTAL	\$	20,000

Development Driven Projects: TID 13 Developer Grants or Future Infrastructure	\$	300,000
(may occur if new projects proposed in district):	TOTAL	\$ 300,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #13

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
293	50000	110	Salaries	\$ 31,249	\$ 43,380	\$ 43,380	\$ 20,611	\$ 41,222	\$ 46,070	6.20%
293	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
293	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
293	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
293	50000	150	FICA	2,393	3,319	3,319	1,537	3,153	3,524	6.20%
293	50000	151	Retirement	2,222	2,993	2,993	1,222	2,844	3,202	6.97%
293	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	7,856	11,072	11,072	4,176	8,352	8,261	-25.39%
			Subtotal	43,719	60,764	60,764	27,546	55,572	61,057	0.48%
			CONTRACTUAL SERVICES							
293	50000	212	Seminars and Conferences	0	168	168	0	0	0	-100.00%
293	50000	215	Consulting	11,735	20,000	20,000	600	1,200	20,000	0.00%
293	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
293	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0.00%
			Subtotal	11,735	20,168	20,168	600	1,200	20,000	-0.83%
			SUPPLIES AND EXPENSE							
293	50000	330	Mileage Reimbursement	0	56	56	0	0	0	-100.00%
293	50000	340	Operating Supplies	0	336	336	0	0	0	-100.00%
			Subtotal	0	392	392	0	0	0	-100.00%
293	59230	930	Transfer to Debt Service	236,825	255,325	255,325	0	255,325	277,575	8.71%
293	50000	810	Transfer for Admin	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #13

TID DISTRICT #13				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
293	57120	820	General Administration	6,027	0	0	150	150	150	100.00%
293	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0.00%
293	57315	820	Development Rebate	15,202	300,000	300,000	0	0	300,000	0.00%
293	57330	820	Street Construction	0	0	0	0	0	0	0.00%
293	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
293	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
293	57342	820	Water Mains	0	0	0	0	0	0	0.00%
293	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
293	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	21,229	300,000	300,000	150	150	300,150	0.05%
			TOTAL EXPENDITURES	\$ 313,509	\$ 636,649	\$ 636,649	\$ 28,296	\$ 312,247	\$ 658,782	3.48%

Revenues

293	41120		Tax Increments	\$ 167,516	\$ 287,658	\$ 287,658	\$ 275,117	\$ 275,117	\$ 401,290	39.50%
293	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0.00%
292	43412		Personal Property Aid	0	0	0	0	0	34,962	100.00%
293	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
293	43580		State Grants	0	0	0	0	0	0	0.00%
293	48110		Interest on Investment	0	0	0	0	2,827	5,654	100.00%
293	48210		Rent City Land	0	0	0	0	0	0	0.00%
293	48300		Property Sales	0	0	0	0	0	0	0.00%
293	48309		Miscellaneous	15,202	0	0	0	0		0.00%
293	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
293	49100		Bonds/Notes	0	0	0	0	0	0	0.00%
293	49300		Debt Proceeds/Premium	0	300,000	300,000	0	0	300,000	0.00%
			TOTAL REVENUES	\$ 182,718	\$ 587,658	\$ 587,658	\$ 275,117	\$ 277,944	\$ 741,906	26.25%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 14

TID Type: Blight Elimination

Creation Valuation Year: 2019

Creation Date: 10/16/2018

Final Date of Allowable Expenditures: 10/16/2041

Mandated Closing Date: 10/16/2046

Location: Located at 428 Superior Street, the former Irwin School.

TID Purpose: To support the renovation and adaptive reuse of the historic Irwin School into residential units.

2024 TID Value: \$2,823,700

Base Value: \$579,600

Current Increment Value: \$2,244,100

Value Change Over Previous Year: \$317,300

Anticipated Total Future Costs: \$2,962,739

Anticipated Total Future Revenue(absent extension): \$2,898,286

Annual Increment Revenue (2025): \$30,819

2025 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$	2,500
TOTAL	\$	2,500

Development Driven Projects: TID 14 Developer Rebates & Site Assembly (\$1,090,000 original rebate)	\$	215,000
(may occur if new projects proposed in district):	TOTAL	\$ 215,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #14

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
294	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
294	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
294	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
294	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
294	50000	150	FICA	0	0	0	0	0	0	0.00%
294	50000	151	Retirement	0	0	0	0	0	0	0.00%
294	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			CONTRACTUAL SERVICES							
294	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
294	50000	215	Consulting	760	2,500	2,500	600	600	2,500	0.00%
294	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
294	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0.00%
			Subtotal	760	2,500	2,500	600	600	2,500	0.00%
			SUPPLIES AND EXPENSE							
294	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
294	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
294	59230	930	Transfer to Debt Service	156,108	154,255	154,255	0	154,255	152,305	-1.26%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #14

TID DISTRICT #14				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
294	57120	820	General Administration	1,325	150	150	150	150	150	0.00%
294	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0.00%
294	57315	820	Development Rebate	0	300,000	300,000	0	0	215,000	-28.33%
294	57330	820	Street Construction	0	0	0	0	0	0	0.00%
294	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
294	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
294	57342	820	Water Mains	0	0	0	0	0	0	0.00%
294	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
294	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	1,325	300,150	300,150	150	150	215,150	-28.32%
			TOTAL EXPENDITURES	\$ 158,193	\$ 456,905	\$ 456,905	\$ 750	\$ 155,005	\$ 369,955	-19.03%

Revenues

294	41120		Tax Increments	\$ 0	\$ 27,711	\$ 27,711	\$ 28,547	\$ 28,547	\$ 30,819	11.21%
294	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0.00%
294	43412		Personal Property Aid	0	0	0	0	0	0	0.00%
294	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
294	43580		State Grants	0	0	0	0	0	0	0.00%
294	48110		Interest on Investment	0	0	0	0	1,808	1,808	100.00%
294	48210		Rent City Land	0	0	0	0	0	0	0.00%
294	48300		Property Sales	0	0	0	0	0	0	0.00%
294	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
294	49100		Bonds/Notes	0	0	0	0	0	0	0.00%
294	49300		Debt Proceeds/Premium	0	300,000	300,000	0	0	215,000	-28.33%
			TOTAL REVENUES	\$ 0	\$ 327,711	\$ 327,711	\$ 28,547	\$ 30,355	\$ 247,627	-24.44%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 15

TID Type: Mixed-Use

Creation Valuation Year: 2020

Creation Date: 2/18/2020

Final Date of Allowable Expenditures: 2/20/2035

Mandated Closing Date: 2/20/2040

Location: Located on the west side of the City and it is bounded by HWY 41 to the west, Lawrence to the east, Scheuring to the north and Southbridge to the south. This TID overlaps TID No. 8.

TID Purpose: Our primary use will be infrastructure and possible business grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID.

2024 TID Value: \$47,037,800

Base Value: \$2,616,000

Current Increment Value: \$44,421,800

Value Change Over Previous Year: \$6,074,600

Anticipated Total Future Costs: \$28,241,095

Anticipated Total Future Revenue(absent extension): \$31,853,331

Annual Increment Revenue (2025): \$671,576

2025 Proposed Projects:	South Bridge Segment 1 (GV-14) Design	\$	-
	South Bridge Segment 1 (GV-14) Acquisition		-
	South Bridge Segment 1 (GV-14) Construction		3,569,075
	Employers Blvd/Preserve Multi-family Infrastructure and Stormwater		1,200,000
	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)		20,000
	TOTAL	\$	4,789,075

Development Driven Projects:	TID 15 Developer Grant	\$	300,000
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<small>(may occur if new projects proposed in district):</small>	TOTAL	\$	300,000
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Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #15

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
295	50000	110	Salaries	\$ 77,177	\$ 105,416	\$ 105,416	\$ 44,166	\$ 88,331	\$ 107,691	2.16%
295	50000	120	Hourly Wages	0	0	0	0	0	5,520	100.00%
295	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
295	50000	126	Seasonal Labor	0	0	0	0	0	0	0.00%
295	50000	150	FICA	5,785	8,064	8,064	3,287	6,757	8,661	7.39%
295	50000	151	Retirement	5,263	7,274	7,274	2,548	6,095	7,868	8.17%
295	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	13,446	22,508	22,508	8,451	16,901	95,035	322.23%
			Subtotal	101,671	143,262	143,262	58,452	118,084	224,775	56.90%
			CONTRACTUAL SERVICES							
295	50000	212	Seminars and Conferences	0	168	168	0	0	0	-100.00%
295	50000	215	Consulting	760	20,000	20,000	600	2,500	20,000	0.00%
295	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
295	50000	582	Debt Issuance Costs	57,673	0	0	0	0	0	0.00%
			Subtotal	58,433	20,168	20,168	600	2,500	20,000	-0.83%
			SUPPLIES AND EXPENSE							
295	50000	330	Mileage Reimbursement	0	56	56	0	0	0	-100.00%
295	50000	340	Operating Supplies	0	336	336	0	0	0	-100.00%
			Subtotal	0	392	392	0	0	0	-100.00%
295	59230	930	Transfer to Debt Service	95,338	613,649	613,649	0	613,649	608,320	-0.87%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #15

TID DISTRICT #15				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Title										
Expenditures										
			CAPITAL OUTLAY							
295	57120	820	General Administration	6,027	150	150	150	150	150	0.00%
295	57311	820	Street Administration (Engineering)	27,227	0	0	23,856	33,856	0	0.00%
295	57315	820	Development Rebate	0	500,000	500,000	0	300,000	300,000	-40.00%
295	57330	820	Street Construction	1,515,099	0	0	0	0	4,769,075	100.00%
295	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
295	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
295	57342	820	Water Mains	0	0	0	0	0	0	0.00%
295	57700	860	Industrial Land Purchase	0	0	0	18,300	0	0	0.00%
295	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	1,548,353	500,150	500,150	42,306	334,006	5,069,225	913.54%
			TOTAL EXPENDITURES	\$ 1,803,795	\$ 1,277,621	\$ 1,277,621	\$ 101,358	\$ 1,068,240	\$ 5,922,320	363.54%

Revenues

295	41120		Tax Increments	\$ 464,007	\$ 649,008	\$ 649,008	\$ 620,714	\$ 620,714	\$ 671,576	3.48%
295	41121		Payment in Lieu of Taxes	0	0	0	63,655	63,655	0	0.00%
295	43412		Personal Property Aid	0	0	0	0	0	0	0.00%
295	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
295	43580		State Grants	0	0	0	0	0	0	0.00%
295	48110		Interest on Investment	0	0	0	0	23,970	33,970	100.00%
295	48210		Rent City Land	0	0	0	0	0	0	0.00%
295	48300		Property Sales	0	0	0	0	0	0	0.00%
295	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
295	49100		Bonds/Notes	4,315,000	0	0	0	0	0	0.00%
295	49300		Debt Proceeds/Premium	136,176	500,000	500,000	0	0	5,069,075	913.82%
			TOTAL REVENUES	\$ 4,915,183	\$ 1,149,008	\$ 1,149,008	\$ 684,368	\$ 708,338	\$ 5,774,621	402.57%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 16

TID Type: Rehabilitation and Conservation

Creation Valuation Year: 2020

Creation Date: 2/18/2020

Final Date of Allowable Expenditures: 2/18/2042

Mandated Closing Date: 2/18/2047

Location: 123 N. Broadway

TID Purpose: Redevelopment of an underutilized parcel in the Downtown. This is a single use TID.

2024 TID Value: \$0

Base Value: \$0

Current Increment Value: \$0

Value Change Over Previous Year: \$0

Anticipated Total Future Costs: \$0

Anticipated Total Future Revenue(absent extension): \$0

Annual Increment Revenue (2025): \$0

2025 Proposed Projects:

None

Development Driven Projects:

None

(may occur if new projects proposed in district):

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #16

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
296	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
296	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
296	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
296	50000	150	FICA	0	0	0	0	0	0	0.00%
296	50000	151	Retirement	0	0	0	0	0	0	0.00%
296	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			CONTRACTUAL SERVICES							
296	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
296	50000	215	Consulting	760	0	0	0	0	0	0.00%
296	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
			Subtotal	760	0	0	0	0	0	0.00%
			SUPPLIES AND EXPENSE							
296	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
296	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
296	59230	930	Transfer to Debt Service	0	0	0	0	0	0	0.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #16

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

			CAPITAL OUTLAY							
296	57120	820	General Administration	150	150	150	150	150	150	0.00%
296	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0.00%
296	57315	820	Development Rebate	0	0	0	0	0	0	0.00%
296	57330	820	Street Construction	0	0	0	0	0	0	0.00%
296	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
296	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
296	57342	820	Water Mains	0	0	0	0	0	0	0.00%
296	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
296	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	150	150	150	150	150	150	0.00%
			TOTAL EXPENDITURES	\$ 910	\$ 150	\$ 150	\$ 150	\$ 150	\$ 150	0.00%

Revenues

296	41120		Tax Increments	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
296	43412		Personal Property Aid	0	0	0	0	0	0	0.00%
296	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
296	43580		State Grants	0	0	0	0	0	0	0.00%
296	48110		Interest on Investment	0	0	0	0	0	0	0.00%
296	48210		Rent City Land	0	0	0	0	0	0	0.00%
296	48300		Property Sales	0	0	0	0	0	0	0.00%
296	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
296	49100		Bonds/Notes	0	0	0	0	0	0	0.00%
296	49300		Debt Proceeds/Premium	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 17

TID Type: Mixed Use

Creation Valuation Year: 2021

Creation Date: 3/16/2021

Final Date of Allowable Expenditures: 3/16/2036

Mandated Closing Date: 3/16/2043

Location: East Industrial Park (overlay of TID No. 10)

TID Purpose: To continue the development in the East Industrial Park. Our primary use will be infrastructure and possible development grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID

2024 TID Value: \$17,299,800

Base Value: \$0

Current Increment Value: \$17,299,800

Value Change Over Previous Year: -\$3,332,800

Anticipated Total Future Costs: \$27,382,419

Anticipated Total Future Revenue(absent extension): \$39,411,970

Annual Increment Revenue (2025): \$237,583

2025 Proposed Projects:	South Bridge Segment 3 (GV-16) Design	\$	-
	South Bridge Segment 3 (GV-16) Acquisition		-
	South Bridge Segment 3 (GV-16) Construction		-
	South Bridge Segment 4 (GV-17) Design		-
	South Bridge Segment 4 (GV-17) Acquisition		-
	South Bridge Segment 4 (GV-17) Construction		-
	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)		20,000
	TOTAL	\$	20,000

Development Driven Projects:	Development Incentive	\$	3,500,000
(may occur if new projects proposed in district):	TOTAL	\$	3,500,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #17

	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
297	50000	110	Salaries	\$ 0	\$ 10,996	\$ 10,996	\$ 5,063	\$ 10,125	\$ 18,205	65.56%
297	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
297	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
297	50000	150	FICA	0	841	841	387	775	1,393	65.56%
297	50000	151	Retirement	0	759	759	349	699	1,265	66.76%
297	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	3,595	3,595	20	40	2,072	-42.36%
			Subtotal	0	16,191	16,191	5,819	11,638	22,935	41.65%
			CONTRACTUAL SERVICES							
297	50000	212	Seminars and Conferences	0	168	168	0	0	0	-100.00%
297	50000	215	Consulting	1,072	20,000	20,000	959	2,500	20,000	0.00%
297	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
297	50000	582	Debt Issuance Costs		0	0	0	0	0	0.00%
			Subtotal	1,072	20,168	20,168	959	2,500	20,000	-0.83%
			SUPPLIES AND EXPENSE							
297	50000	330	Mileage Reimbursement	0	56	56	0	0	0	-100.00%
297	50000	340	Operating Supplies	0	336	336	0	0	0	-100.00%
			Subtotal	0	392	392	0	0	0	-100.00%
297	59230	930	Transfer to Debt Service	65,490	66,600	66,600	0	66,600	155,892	134.07%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #17

TID DISTRICT #17				2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
297	57120	820	General Administration	21,309	0	0	0	150	150	100.00%
297	57311	820	Street Administration (Engineering)	0	0	0	23,300	23,300	0	0.00%
297	57315	820	Development Rebate	110,000	500,000	500,000	0	0	3,500,000	600.00%
297	57330	820	Street Construction	27,072	327,440	327,440	0	0		-100.00%
297	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
297	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
297	57342	820	Water Mains	0	0	0	0	0	0	0.00%
297	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
297	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	158,381	827,440	827,440	23,300	23,450	3,500,150	323.01%
			TOTAL EXPENDITURES	\$ 224,943	\$ 930,791	\$ 930,791	\$ 30,077	\$ 104,187	\$ 3,698,977	297.40%

Revenues

297	41120		Tax Increments	\$ 0	\$ 349,197	\$ 349,197	\$ 305,692	\$ 305,692	\$ 237,583	-31.96%
297	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0.00%
297	43412		Personal Property Aid	0	0	0	0	0	0	0.00%
297	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0.00%
297	43580		State Grants	0	0	0	0	0	0	0.00%
297	48110		Interest on Investment	0	0	0	0	1,357	0	0.00%
297	48210		Rent City Land	0	0	0	0	0	0	0.00%
297	48300		Property Sales	0	0	0	0	0	50,000	100.00%
297	49000		Transfer From General Fund	0	0	0	0	0	0	0.00%
297	49100		Bonds/Notes	0	0	0	0	0	0	0.00%
297	49300		Debt Proceeds/Premium	0	827,440	827,440	0	23,450	3,500,000	322.99%
			TOTAL REVENUES	\$ 0	\$ 1,176,637	\$ 1,176,637	\$ 305,692	\$ 330,498	\$ 3,787,583	221.90%

CAPITAL PROJECTS FUND

TAX INCREMENT DISTRICT # 18

TID Type: Mixed Use

Creation Valuation Year: 2024

Creation Date: 5/7/2024

Final Date of Allowable Expenditures: 5/7/2046

Mandated Closing Date: 5/7/2051

Location: Located on the east side of the City and overlays a large part of the downtown district and TID No. 7

TID Purpose: To continue the development in the East Industrial Park. Our primary use will be infrastructure and possible development grants. Tax finance districts are used to account for long-term debt proceeds, tax increment, and project revenues used to finance project expenditures with the TID

2024 TID Value: \$0

Base Value: \$0

Current Increment Value: \$0

Value Change Over Previous Year: \$0

Anticipated Total Future Costs: \$52,887,195

Anticipated Total Future Revenue(absent extension): \$62,358,425

Annual Increment Revenue (2025): \$0

2025 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	\$	20,000
	Downtown Strategic Vision		25,000
	Parking Ramp		6,587,500
	Wisconsin and William Street Reconstruction		500,000
		TOTAL	\$ 7,132,500

Development Driven Projects:

(may occur if new projects proposed in district):

None

Source: Wisconsin DOR Statement of Changes Preliminary Report 2024

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #18

Account Title	2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2024 / 2025 Budget % of Change
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Expenditures

Account Number			PERSONAL SERVICES							
298	50000	110	Salaries	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
298	50000	120	Hourly Wages	0	0	0	0	0	0	0.00%
298	50000	125	Overtime Wages	0	0	0	0	0	0	0.00%
298	50000	150	FICA	0	0	0	0	0	0	0.00%
298	50000	151	Retirement	0	0	0	0	0	0	0.00%
298	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			CONTRACTUAL SERVICES							
298	50000	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
298	50000	215	Consulting	0	0	0	0	0	45,000	100.00%
298	50000	290	Other Contractual Services	0	0	0	0	0	0	0.00%
298	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	45,000	100.00%
			SUPPLIES AND EXPENSE							
298	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0.00%
298	50000	340	Operating Supplies	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
298	59230	930	Transfer to Debt Service	0	0	0	0	0	71,458	100.00%

**City of De Pere
2025 Capital Projects Fund
Adopted Budget**

TID DISTRICT #18

TID DISTRICT #18				2023	2024	2024	2024	2024	2025	2024 / 2025
				Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
Account Title				Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
Expenditures										
			CAPITAL OUTLAY							
298	57120	820	General Administration	0	0	0	0	0	150	100.00%
298	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0.00%
298	57315	820	Development Rebate	0	0	0	0	0	0	0.00%
298	57330	820	Street Construction	0	0	0	0	0	7,087,500	100.00%
298	57340	820	Storm Sewers	0	0	0	0	0	0	0.00%
298	57341	820	Sanitary Sewers	0	0	0	0	0	0	0.00%
298	57342	820	Water Mains	0	0	0	0	0	0	0.00%
298	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0.00%
298	59210	820	Transfer to General Fund	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	7,087,650	100.00%
			TOTAL EXPENDITURES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 7,204,108	100.00%

Revenues

298	41120		Tax Increments	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	0.00%
298	41121		Payment in Lieu of Taxes	0	0	0	0	0	0.00%
298	43412		Personal Property Aid	0	0	0	0	0	0.00%
298	43430		Tax Exempt Computer Aid	0	0	0	0	0	0.00%
298	43580		State Grants	0	0	0	0	0	0.00%
298	48110		Interest on Investment	0	0	0	0	0	0.00%
298	48210		Rent City Land	0	0	0	0	0	0.00%
298	48300		Property Sales	0	0	0	0	0	0.00%
298	49000		Transfer From General Fund	0	0	0	0	0	0.00%
298	49100		Bonds/Notes	0	0	0	0	0	0.00%
298	49300		Debt Proceeds/Premium	0	0	0	0	7,087,500	100.00%
			TOTAL REVENUES	\$ 0	\$ 0	\$ 0	\$ 0	\$ 7,087,500	100.00%

Aquatics Facilities Capital Projects Fund

The Aquatics Facilities Capital Projects Fund was created to account for the construction and debt payments related to the swimming pools. The estimated fund balance for the Aquatics Facilities Capital Projects Fund on December 31, 2024, is projected to be -\$846,049. The current debt for the VFW Aquatic Facility will be paid off in 2030.

AQUATICS FACILITIES CAPITAL PROJECTS FUND

Expenditures

Account Number

Revenues

2023 Fund Balance	\$ (1,062,216)
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	Principal	Interest	Total
2025	349,350	32,513	381,863
2026	354,450	25,526	379,976
2027	362,100	18,437	380,537
2028	369,750	11,195	380,945
2029	372,300	7,497	379,797
2030	377,400	3,774	381,174

WATER UTILITY

Water Utility

Program Full Time Equivalents: 4.00

Program Mission:

Provide a safe, adequate and reliable supply of water with appropriate and efficient management and maintenance of the pumping, storage and distribution system. Also provide timely and accurate reports to the WPSC, WDNR and City Administration. The estimated fund balance and assets of the Water Utility on December 31, 2024 is \$27,954,446.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage.

2024 Performance Measurement Data: (July 2023 – June 2024):

- 1) Responded to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage. Evaluate new after hour call in procedures to determine if all calls are responded to within 45 minutes.
 - a. Result: All after hour calls were responded to within 45 minutes.

Significant Program Achievements:

- 1) Continued daily inspections at the eight water facilities locations, that include four well stations, three CBCWA stations, three towers and four reservoirs, to ensure reliable operations.
- 2) Collected 400+ water samples (construction bacteriological investigation samples, monthly bacteriological samples, quarterly well raw water, and distribution disinfection byproduct samples, PFAS and ucmr5 samples, annual nitrate, and lead and copper samples) according to the Safe Drinking Water Act Rules and Regulations with no violations.
- 3) All broken water mains and services were repaired.
- 4) 1,353 fire hydrants were flushed, with approximately 150 flushed twice to evaluate them for proper operation and improve system hydraulics.
- 5) Turned 500+ valves in the system for required maintenance.
- 6) Prepared and distributed the 2023 CCR as required.
- 7) Installed over 60 new water meters for new developments.

- 8) Replaced old and undersized water mains where needed.
- 9) Certified and submitted to the DNR the Lead Service Line (LSL) date base survey of all City and customer owned water service lines to comply with EPA rules for lead and copper.
- 10) Submitted monthly eMOR, quarterly eDMR and annual eDMR reports to the DNR as required.
- 11) Completed all annual tank inspection as required.
- 12) DNR 5-Year Inspections at Matthew tower, Merrill tower, and Ninth Street reservoir.
- 13) Completed the Scheuring reservoir cleaning and painting project.
- 14) Completed west-side leak detection on water distribution system with new Sewerin equipment.
- 15) Implemented private system ordinance for inspection and maintenance of private systems.

2025 Program Objectives:

- 1) Continue daily inspections at the eight water facilities locations to ensure reliable operations.
- 2) Continue to collect all water samples in accordance with the Safe Drinking Water Act Rules and Regulations
- 3) Repair all broken water mains and services.
- 4) Flush all fire hydrants annually, with approximately 150 flushed twice to evaluate them for proper operation and improve system hydraulics.
- 5) Turn 500+ valves in the system for required maintenance.
- 6) Prepare and distribute the 2024 CCR as required.
- 7) Replace old and undersized water mains where needed.
- 8) Submit monthly eMOR, quarterly eDMR and annual eDMR reports to the DNR as required.
- 9) Continue to perform all residential cross-connection inspections and submit the DNR annual report as required.
- 10) Continue to build the Lead Service Line (LSL) date base for all City and customer owned water service lines to comply with EPA rules for Lead and Copper.
- 11) Complete all annual tank inspections as required.
- 12) Complete east-side leak detection on water distribution system with Sewerin equipment.
- 13) DNR 5-Year Inspections at Merrill reservoir, and Scheuring reservoir.
- 14) Ninth Street reservoir overflow pipe re-construct for compliance with DNR regulations.
- 15) Ninth Street tower cleaning and overcoating project.
- 16) SCADA Win911 license upgrade.
- 17) Hydrant painting project, year 1 of 4.
- 18) Utility crane installation for truck 29.
- 19) Perform necessary inspections and maintenance for private water systems.

2025 Budget Significant Expenditure Changes:

- 1) Source of Supply – Purchase Water increased \$3,500,000 to reflect more accurately what is in the annual PSC report. This was reallocated from outside services.
- 2) Pumping – Pumping – Fuel or Power Purchased increased \$11,000 to reflect increase in electric rates and the reallocation of electric charges previously charged to Pumping – Miscellaneous.
- 3) Pumping – Pumping – Labor and Expenses increased \$3,000 to reflect increases in employee wages.
- 4) Pumping – Pumping – Miscellaneous decreased \$6,000 to reflect reallocation of electric charges to Pumping – Fuel or Power Purchased
- 5) Pumping – Pumping – Maintenance of Equipment increased \$8,000 to reflect upgrades to SCADA system.
- 6) Water Treatment – Treatment - Chemicals increased \$5,000 to reflect increase in costs for chemicals used for water treatment.
- 7) Water Treatment – Treatment - Maintain Equipment increased \$2,000 to reflect actual costs.
- 8) Transmission & Distribution Maintenance – T & D Maintenance - Reservoirs/Stand Pipes increased \$100,000 to reflect actual costs of 2025 capital projects for Merrill reservoir inspection, Scheuring Road reservoir inspection. Ninth Street reservoir repairs, and Ninth Street tower clean and overcoat.
- 9) Transmission & Distribution Maintenance – T & D Maintenance of Mains increased \$50,000 to reflect actual costs.
- 10) Transmission & Distribution Maintenance – T & D Meter Maintenance – Shared 50% increased \$10,000 to reflect actual costs.
- 11) Transmission & Distribution Maintenance – T & D Maintenance of hydrants increased \$50,000 to reflect hydrant painting. This also includes \$50,000 for general hydrant maintenance.
- 12) Customer Accounts – Meter Reading – Shared 50% increased \$33,000 to reflect proposed increase by Green Bay Water Utility.
- 13) Customer Accounts – Records – Collections - Shared 50% increased \$42,589 to reflect employee wage increases and allocation of new IT Support Specialist wages.
- 14) Administrative & General Operations – Outside Services decreased \$3,579,029 to reflect shifting purchase of water to new account under Source of Supply – Purchased Water.
- 15) Administrative & General Operations – Employee Pension & Benefits increased \$22,000 to reflect an increase in health insurance and allocation of new IT Support Specialist wages.
- 16) Administrative & General Operations – Regulatory Commission Expense increased \$1,000 to reflect actual costs.
- 17) Administrative & General Maintenance – Admin. & General Rents increased \$941 to reflect actual costs.
- 18) Utility Operating Income – FICA increased \$55,000 to reflect more accurately what is in the annual PSC report. This was reallocated from administrative and general salaries.

- 19) Interest Charges – Interest on Long Term Debt increased \$100,000 to reflect interest for long-term advance from the General Fund.
- 20) Capital Outlays:
 - a. Miscellaneous Relays \$1,230,000.
 - b. Merrill Street Reservoir Inspection \$5,000.
 - c. Scheuring Road Reservoir Inspection \$5,000.
 - d. Hydrant Painting \$50,000.
 - e. Ninth Street Reservoir Repairs \$125,000.
 - f. Ninth Street Tower Clean and Overcoat \$50,000.
 - g. Truck #29 Mounted Crane \$10,000.
 - h. Water Utility Share for Engineering for Replacing Engineering Truck #32 \$15,000.
 - i. Water Utility Share for Engineering for Replacing Engineering Truck #37 \$15,000.
 - j. Water Utility Share for Engineering Surface Pro Computers \$2,000.
 - k. Water Utility Share for MSC Replacing Four (4) Garage Doors \$3,750.
 - l. Water Utility Share for MSC Replacing Existing Large Conference Room Chairs \$750.
 - m. Water Utility Share for Fleet for Replacing Existing Exhaust Fans in Shop \$3,750.
 - n. Water Utility Share for Fleet for New Portable Welding Exhaust Fan \$2,250.
 - o. Water Utility Share for Fleet for Replacing Existing Equipment Grease Reels \$3,000.
 - p. Water Utility Share for Fleet for Miscellaneous Tool Replacement for Shop \$150.
 - q. Water Utility Share for Replacing City's GIS Software \$50,000.

2025 Budget Significant Revenue Changes:

- 1) Sales of Water - Metered Sales Residential increased \$440,769 to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.
- 2) Sales of Water - Metered Sales Commercial increased \$145,870 to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.
- 3) Sales of Water - Metered Multi-Family increased \$414,992 to reflect more accurately what is in the annual PSC report.
- 4) Sales of Water - Metered Sales Industrial increased \$83,685 to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.
- 5) Sales of Water - Private Fire Protection increased \$13,003 to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.

- 6) Sales of Water - Public Fire Protection increased \$305,374 to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.
- 7) Sales of Water - Other Sales to Public Authorities increased \$67,607, to reflect actual revenues received due to the PSC approving an overall water rate increase of 9.44%.
- 8) Sales of Water - Misc Non-Operating Revenue decreased \$50,000 to reflect decrease in lease payments from wireless companies.
- 9) Other Operating Revenues – Transfer from Other Fund decreased \$316,000 to reflect ARPA funding approved by Council that was only to be used in 2024.

City of De Pere
2025 Water Fund Budget
Adopted Budget

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Expenditures										
Account Number SOURCE OF SUPPLY										
601	66020	290	Purchased Water	\$ 3,547,645	\$ 0	\$ 0	\$ 1,552,305	\$ 3,619,000	\$ 3,500,000	100.00%
601	66140	340	Maintenance of Wells	5,870	2,000	2,000	0	2,000	2,000	0.00%
			Subtotal	3,553,515	2,000	2,000	1,552,305	3,621,000	3,502,000	175000.00%
			PUMPING							
601	66230	220	Pumping--Fuel or Power Purchased	39,798	25,000	25,000	19,290	38,581	36,000	44.00%
601	66240	120	Pumping--Labor and Expenses	30,034	27,000	27,000	15,412	30,823	30,000	11.11%
601	66260	220	Pumping--Miscellaneous	1,843	8,000	8,000	844	1,688	2,000	-75.00%
601	66310	340	Pumping--Maint. Structures & Imp	9,443	40,000	40,000	4,501	30,000	40,000	0.00%
601	66330	340	Pumping--Maintenance of Equipment	22,871	30,000	30,000	16,098	32,196	38,000	26.67%
			Subtotal	103,988	130,000	130,000	56,145	133,288	146,000	12.31%
			WATER TREATMENT							
601	66410	000	Treatment--Chemicals	41,352	25,000	25,000	14,609	29,219	30,000	20.00%
601	66520	340	Treatment--Maintain Equipment	63,000	8,000	8,000	69,329	70,000	10,000	25.00%
			Subtotal	104,353	33,000	33,000	83,938	99,219	40,000	21.21%
			TRANSMISSION & DISTRIBUTION OPERATIONS							
601	66600	340	T & D Ops Supervision/Engineer	616	57,750	57,750	22	57,750	59,483	3.00%
601	66620	340	T & D --Line Expense	68,850	68,000	68,000	28,514	68,000	70,040	3.00%
601	66630	340	T & D -- Meters Shared 50%	25,426	30,000	30,000	24,635	49,269	30,900	3.00%
			Subtotal	94,892	155,750	155,750	53,170	175,019	160,423	3.00%
			TRANSMISSION & DISTRIBUTION MAINTENANCE							
601	66720	340	T & D Maintenance --Reservoirs/Stand Pipes	95,548	180,000	180,000	19,344	180,000	280,000	55.56%
601	66730	340	T & D Maintenance of Mains	403,766	275,000	275,000	141,926	283,852	325,000	18.18%
601	66750	340	T & D Maintenace of Services	108,205	70,000	70,000	12,258	70,000	70,000	0.00%
601	66760	340	T & D Meter Maintenance--Shared 50%	35,846	50,000	50,000	31,450	62,900	60,000	20.00%
601	66770	340	T & D Maintenance of Hydrants	81,542	50,000	50,000	(8,609)	50,000	100,000	100.00%
601	66780	340	T & D Maintenance Misc Plant	2,114	80,000	80,000	9,053	80,000	80,000	0.00%
			Subtotal	727,021	705,000	705,000	205,422	726,752	915,000	29.79%

City of De Pere
2025 Water Fund Budget
Adopted Budget

Expenditures				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Number CUSTOMER ACCOUNTS										
601	69020	120	Meter Reading-Shared 50%	115,597	160,000	160,000	63,563	160,000	193,000	20.63%
601	69030	340	Records- Collections--Shared 50%	278,250	270,000	270,000	148,132	296,265	312,589	15.77%
			Subtotal	393,847	430,000	430,000	211,695	456,265	505,589	17.58%
			ADMINISTRATIVE & GENERAL OPERATIONS							
601	69200	120	Admin and General Salaries	174,151	250,000	250,000	85,959	250,000	250,000	0.00%
601	69210	340	Office Supplies and Expense	52,227	50,000	50,000	13,722	50,000	50,000	0.00%
601	69230	290	Outside Services	54,247	3,729,029	3,729,029	45,236	90,472	150,000	-95.98%
601	69240	000	Property Insurance	14,668	15,108	15,108	3,777	15,108	15,108	0.00%
601	69250	000	Injuries and Damages--WC and Liability Insurance	24,641	25,000	25,000	6,345	25,000	25,000	0.00%
601	69260	151	Employee Pension & Benefits	275,693	220,000	220,000	113,956	227,912	246,589	12.09%
601	69280	000	Regulatory Commission Expense	7,198	6,200	6,200	0	7,200	7,200	16.13%
			Subtotal	602,824	4,295,337	4,295,337	268,995	665,691	743,897	-82.68%
			ADMINISTRATIVE & GENERAL MAINTENANCE							
601	69270	000	Admin. & General Rents	16,447	16,000	16,000	0	16,447	16,941	5.88%
			Subtotal	16,447	16,000	16,000	0	16,447	16,941	5.88%
			UTILITY OPERATING INCOME							
601	66030	320	Depreciation Expense	758,115	775,000	775,000	0	775,000	775,000	0.00%
601	66080	250	Taxes	427,554	425,000	425,000	0	425,000	425,000	0.00%
601	66240	150	FICA	55,759	0	0	27,362	54,724	55,000	100.00%
			Subtotal	1,241,428	1,200,000	1,200,000	27,362	1,254,724	1,255,000	4.58%
			Total Operating Expenditures	6,838,315	6,967,087	6,967,087	2,459,033	7,148,405	7,284,850	4.56%
			INTEREST CHARGES							
601	66040	427	Interest on Long Term Debt	10,166	6,350	6,350	3,175	6,350	106,350	1574.80%
			Subtotal	10,166	6,350	6,350	3,175	6,350	106,350	1574.80%
			TOTAL EXPENDITURES	\$ 6,848,481	\$ 6,973,437	\$ 6,973,437	\$ 2,462,208	\$ 7,154,755	\$ 7,391,200	5.99%

**City of De Pere
2025 Water Fund Budget
Adopted Budget**

Water Revenues			2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % of Change
Account Title									
Account Number	SALES OF WATER								
601	46410	Metered Sales Residential	\$ 3,397,357	\$ 3,296,324	\$ 3,296,324	\$ 1,616,793	3,421,134	3,737,093	13.37%
601	46420	Metered Sales Commercial	1,188,477	1,161,455	1,161,455	464,238	982,328	1,307,325	12.56%
601	46425	Metered Multi-Family	30,216	0	0	178,292	377,266	414,992	100.00%
601	46430	Metered Sales Industrial	669,341	652,590	652,590	281,729	596,139	736,276	12.82%
601	46445	Private Fire Protection	133,897	134,284	134,284	69,023	146,053	147,287	9.68%
601	46470	Public Fire Protection	1,317,013	1,315,525	1,315,525	696,382	1,473,545	1,620,899	23.21%
601	46480	Other Sales to Public Authorities	175,244	125,162	125,162	58,411	123,598	192,769	54.02%
601	46500	Bulk Water Sales	0	0	0	962	2,035	0	0.00%
601	48100	Interest Income	1,727	972	972	0	0	0	0.00%
601	48914	Misc Non Operating Revenue	236,314	250,000	250,000	73,914	200,000	200,000	-20.00%
		Subtotal	7,149,589	6,936,312	6,936,312	3,439,744	7,322,096	8,356,640	20.48%
		OTHER OPERATING REVENUES							
601	48911	Forfeited Discounts	42,407	36,000	36,000	12,948	36,000	36,000	0.00%
601	48912	Miscellaneous Service Revenue	6,507	7,000	7,000	1,813	7,000	7,000	0.00%
601	48913	Other Water Revenue	103,624	32,000	32,000	35,773	35,773	32,000	0.00%
601	49200	Transfer from Other Fund	42,518	316,000	316,000	0	316,000	0	-100.00%
		Subtotal	195,056	391,000	391,000	50,534	394,773	75,000	-80.82%
		TOTAL REVENUES	\$ 7,344,645	\$ 7,327,312	\$ 7,327,312	\$ 3,490,278	\$ 7,716,869	\$ 8,431,640	15.07%

**City of De Pere
2025 Water Fund Budget
Adopted Budget**

Water Utility 2025 Capital Projects & Equipment		Account
Miscellaneous Relays	\$ 1,230,000	601-19060
Merrill Street Reservoir Inspection	5,000	601-66720-215
Scheuring Road Reservoir Inspection	5,000	601-66720-215
Hydrant Painting	50,000	601-66770-215
Ninth Street Reservoir Repairs	125,000	601-66720-215
Ninth Street Tower Clean and Overcoat	50,000	601-66720-215
Truck #29 Mounted Crane	10,000	601-19500
Water Utility Share for Engineering Replacing Engineering Truck #32	15,000	601-19500
Water Utility Share for Engineering Replacing Engineering Truck #37	15,000	601-19500
Water Utility Share for Engineering Surface Pro Computer	2,000	601-66780-340
Water Utility Share for MSC Replacing Four (4) Garage Doors	3,750	601-66780-340
Water Utility Share for MSC Replacing Existing Large Conference Room Chairs	750	601-66780-340
Water Utility Share for Fleet for Replacing Existing Exhaust Fans in Shop	3,750	601-66780-340
Water Utility Share for Fleet for New Portable Welding Exhaust Fan	2,250	601-66780-340
Water Utility Share for Fleet for Replacing Existing Equipment Grease Reels	3,000	601-66780-340
Water Utility Share for Fleet for Miscellaneous Tool Replacement for Shop	150	601-66780-340
Water Utility Share for Replacing City's GIS Software	50,000	601-69230-290
Total Capital	\$ 1,570,650	

Source of Debt	Balance 12/31/2024	2025 Principal	Balance 12/31/2025
2016 Series A	\$ 212,500	\$ 105,000	\$ 107,500
Total	\$ 212,500	\$ 105,000	\$ 107,500

2025 Cash Flow Analysis	
Estimated Cash Balance - 1/1/25	\$ 2,311
Estimated Expenditures	(7,391,200)
Long-Term Advance Repayment	(520,000)
Capital Outlays - Miscellaneous Water Main Relays	(1,230,000)
Estimated Borrowing	1,000,000
Estimated Revenues	8,431,640
Debt Principal Repayments	(105,000)
Estimated Cash Balance/(Deficit) - 12/31/25	\$ 187,751

STORM WATER UTILITY

Storm Water Utility

Program Mission:

The City created a storm water utility as a more equitable way for funding needed maintenance and improvements to the City's storm water management system. The storm water funds storm water management operation and maintenance activities. Activities include cleaning and routine repair of ditches, detention basins, storm sewers, catch basins, manholes, street sweeping, leaf collection, and construction of storm water treatment, detention, and conveyance facilities serving a public purpose. The storm water utility funds the following programs: Public Works Administration, Engineering, Municipal Service Center, Fleet Maintenance, Street Cleaning, Leaf Collection, Storm Sewer Maintenance, Landfill, and Weed Control. The estimated fund balance and assets of the Storm Water Utility at December 31, 2024 is \$19,318,889. The 2023 audit showed the fund balance is \$869,608 as of December 31, 2023.

2025 Performance Measures:

- 1) Continue to evaluate the ERU to determine if there is significant revenue to cover the costs of the storm water utility. If there is not sufficient revenue to cover the operational costs then will make suggested changes for the 2026 budget.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$60,126 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 2) FICA increased \$4,873 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 3) Retirement increased by \$4,820 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins increased \$16,476 to reflect increases in health insurance and allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 5) Postage increased \$846 to reflect increase in mailings.
- 6) Cleaning Service Contract increased \$662 to reflect actual costs for cleaning contract.
- 7) Utilities increased \$818 to reflect water rate increases of 10%, electric rate increases of 8% and gas rate increases of 6%.
- 8) Cleaning and Maintenance increased \$818 to reflect actual costs.

- 9) Transportation increased \$3,000 to reflect actual costs.
- 10) Operating Supplies increased \$8,957 to reflect increase in employee safety shoe allowance (\$600) and to reflect replacing blades on flail mowers (\$8,357).
- 11) Safety Equipment and Uniforms increased \$2,750 to reflect increase in employee safety shoe allowance and increased costs due to the addition of a fourth mechanic.

2025 Budget Significant Revenue Changes:

- 1) Total revenues will increase by \$202,600 due to increase of storm water utility fee from \$122 to \$132 per ERU.

Storm Water Utility Public Works Administration

Program Full Time Equivalents: 0.91

Program Mission:

Provide planning, coordination and supervision of public works services. Ensure public works services are provided in a cost effective and efficient manner.

List of Program Service(s) Descriptions:

- 1) *Planning public works services* – Long range planning for the public works operations and capital improvements.
- 2) *Coordination of public works services* – Need to coordinate the public works operations with other various City departments or outside governmental agencies operations or projects.
- 3) *State and Federal grants* – Investigates and applies for various state and federal funding for capital projects.
- 4) *Supervision of public works services* – Provides supervision and direction to the employees that provide the public works services.
- 5) *Budget Administration* – Develop yearly operational budget in a fiscally responsible manner. Monitor public works operations so that the services delivered are done within the adopted budget established by the City Council.
- 6) *Establish and monitor policies* – Review existing operational policies and establish new operational policies to provide public works services that are in the best interest of the community.
- 7) *Respond to complaints* – Responds to complaints and concerns of the general public regarding public works operations.

Important Outputs:

- 1) *Departmental Budget* – Activities and services by the department are supported by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Develop and manage the annual budget for all public works services. The public works annual budget provides funding for all public works services provided to the community.
- 2) *Monthly Board of Public Works Meeting (BOPW)* – Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Send out monthly agenda to Board of Public Works member. BOPW establishes policies pertaining to the public works operations and also makes various recommendations to Council regarding public works operations that will meet the needs of the community.

- 3) *Quarterly Sustainability Commission Meeting* – Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Send out quarterly and special meetings agenda and attachments to Sustainability Commission members. Sustainability Commission explores sustainability initiatives that can be implemented in the City with the ultimate goal of providing a more sustainable, livable, and healthy community.
- 4) *Monitoring Public Works Operations* – Activity funded by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%). Overseeing the operations of the public works department to make sure the services being performed are being done in a manner that are in the best interest of the community. This is important to the community to make sure the services provided by the public works department are done so in an efficient and cost effective manner.

Expected Outcomes:

- 1) Maintain public works operations in a cost-effective manner in order to meet or exceed the needs of the community.
- 2) Maintain Board of Public Works meeting in order to provide formal discussions to discuss public works issues and recommend policy or policy changes to meet the needs of the community.
- 3) Maintain Sustainability Commission meeting in order to provide formal discussions to discuss sustainable initiatives to promote a more sustainable, livable, and healthy community.
- 4) Maintain establishing a budget to be provided to the City Council for adoption in order to fund public works services.
- 5) Maintain or decrease response time to complaints received by the public regarding operations so adjustments to the operations can be made if warranted.
- 6) Maintain or increase obtaining funding for capital projects in order to minimize the property tax impact to the community.
- 7) Maintain coordination of public works services with other City departments in order to be able to provide services to the community with the resources available.
- 8) Maintain long range planning of the capital improvements program so the City is able to plan and fund projects in the future.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of complaints within 24 hours of receiving them.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to complaints within 24 hours of receiving them.
 - a. Result: Performance measure met

Significant Program Achievements:

- 1) Continued to investigate opportunities to improve the services provided to the community while keeping expenditures to a minimum.
- 2) Continued to work with Brown County Highway Department with South Bridge corridor projects.
- 3) Continued to work with DOT with construction projects.
- 4) Continue working with other communities to joint bid projects.
- 5) Worked with various wireless companies pertaining to installation on City water towers.
- 6) Continue to look for a new yard waste site for the City.
- 7) Continued working on the expansion plans for the MSC.

Existing Program Standards Including Importance to Community:

- 1) Conduct a regular meeting of the Board of Public Works the first Monday after the first Council meeting every month.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 2) Conduct a regular quarterly meeting of the Sustainability.
 - a. Community Importance.
 - i. Allows actions required or requested on behalf of the community to be acted upon in a timely manner.
 - ii. Establishes a routine schedule for community involvement.
- 3) Establish policies pertaining to the public works operations.
 - a. Community Importance.
 - i. Allows for policies and procedures so that the operations are done in a manner that are in the best interests of the community.
- 4) Develop and monitor annual operating budget.
 - a. Community Importance.
 - i. Provides an annual operating budget for the public works department so that services are delivered in fiscally responsible manner.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Public Works Administration program cost is \$408,343. This amount is only 25% of the total cost of the program. The other 75% costs for this program is spread out through the following: 25% general property taxes, 25%

water utility, and 25% sewer utility. The program benefits the community by providing citizens the opportunity to have input regarding the public works operations. This program also develops policies and codes pertaining to the public works operations. This program is also responsible for developing and maintaining the public works budget so that services are delivered to the community in a fiscal and responsible manner.

2025 Program Objectives:

- 1) Continue to coordinate with DOT on construction projects.
- 2) Continue to coordinate with Brown County Highway Department on South Bridge corridor projects.
- 3) Continue to work with CBCWA providing a Lake Michigan water source.
- 4) Investigate opportunities to improve the services we provide and keep expenditures to a minimum.
- 5) Continue to look at ways to bid projects with other communities to save money.
- 6) Continue to evaluate new sites for the City's yard waste facility.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$37,757 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 2) FICA increased \$2,888 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 3) Retirement increased \$18,2624 to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 4) Health, Dental, DIB, Life & Wks Cmp Ins to reflect increase in employee wages and the allocation of Building Inspector, new Permit Technician/Code Enforcement Specialist and new IT Support Specialist wages.
- 5) Training is funding to provide for all department trainings such as team building, safety training and necessary training to maintain certifications and licenses.
- 6) Postage increased \$846 to reflect increase in mailings.
- 7) Seminars and Conferences provide funding for APWA conferences and other miscellaneous conferences.
- 8) Consulting decreased \$9,629 to reflect actual costs and not hiring a consultant for evaluating a transportation utility. Consulting is for copier lease, remote video streaming for drone, and software maintenance for GIS.
- 9) Memberships/Subscriptions include American Public Works Association, American Society of Civil Engineers, Institute of Traffic Engineers, Lake Area Public Works Association, and Wisconsin Department of Regulation and Licensing.
- 10) Capital Equipment includes storm water utility share of \$50,000 for replacing City's GIS software.

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

PUBLIC WORKS ADMINISTRATION

Account Number PERSONAL SERVICES

650	53000	110	Salaries	\$ 106,937	\$ 117,814	\$ 117,814	\$ 55,778	\$ 117,814	\$ 122,236	3.75%
650	53000	120	Hourly Wages	40,749	53,000	53,000	20,432	53,000	92,707	74.92%
650	53000	125	Overtime Wages	217	500	500	43	500	500	0.00%
650	53000	126	Seasonal Labor	0	4,250	4,250	0	4,250	4,250	0.00%
650	53000	150	FICA	11,349	13,167	13,167	5,516	13,167	16,543	25.64%
650	53000	151	Retirement	10,554	11,821	11,821	4,348	11,821	14,973	26.67%
650	53000	152	Health, Dental, DIB, Life & Wks Cmp Ins	31,503	38,356	38,356	19,215	38,448	56,620	47.62%
650	53000	190	Training	782	7,124	7,124	71	7,124	7,124	0.00%
			Subtotal	202,092	246,032	246,032	105,404	246,124	314,954	28.01%
			CONTRACTUAL SERVICES							
650	53000	210	Telephone	404	808	808	299	808	808	0.00%
650	53000	211	Postage	2,357	2,154	2,154	1,964	3,928	3,000	39.28%
650	53000	212	Seminars and Conferences	1,370	2,500	2,500	(21)	2,500	2,500	0.00%
650	53000	215	Consulting	25,935	38,336	38,336	12,267	38,336	28,707	-25.12%
650	53000	218	Cell/Radio	422	1,800	1,800	164	1,800	1,800	0.00%
			Subtotal	30,488	45,598	45,598	14,674	47,372	36,815	-19.26%
			SUPPLIES AND EXPENSE							
650	53000	310	Office Supplies	1,883	2,500	2,500	871	2,500	2,500	0.00%
650	53000	320	Memberships/Subscriptions	355	400	400	19	400	400	0.00%
650	53000	331	Transportation	2,797	2,486	2,486	139	2,486	2,486	0.00%
650	53000	340	Operating Supplies	0	0	0	0	0	0	0.00%
650	53000	350	Repair and Maintenance Supplies	0	1,188	1,188	2	1,188	1,188	0.00%
			Subtotal	5,035	6,574	6,574	1,031	6,574	6,574	0.00%
			CAPITAL OUTLAY							
650	53000	810	Capital Equipment	7,357	16,785	16,785	3,205	16,785	50,000	197.89%
			Subtotal	7,357	16,785	16,785	3,205	16,785	50,000	197.89%
			TOTAL	\$ 244,971	\$ 314,989	\$ 314,989	\$ 124,314	\$ 316,855	\$ 408,343	29.64%

Storm Water Utility Engineering

Program Full Time Equivalents: 2.0

Program Mission:

Provide engineering, including design, and construction administration for public works improvement projects in the City. Ensure that the City receives a high quality project that adheres to standards for construction. Coordinate future development and land use with the City Planner. Address residents questions and concerns related to engineering and City infrastructure.

List of Program Service(s) Descriptions:

- 1) *Plan public works improvement projects* – Work with planning to determine long term development plans and the required location and size of infrastructure to service the development.
- 2) *Develop and maintain the capital improvements program* – Based on the condition and age of infrastructure, develop and maintain the capital improvement program.
- 3) *Design public works improvement projects* – Design public works improvement projects. Design includes surveying, drafting, writing specifications, obtaining regulatory permits for projects, and bidding.
- 4) *Administer construction oversight for public works improvement projects* – Oversee and manage public works improvement projects. This includes construction updates for elected officials and informing the public of upcoming construction projects.
- 5) *Respond to complaints* – Respond to complaints and concerns of the general public regarding construction, drainage issues, street improvements, sidewalk concerns, traffic, or other public works issues.
- 6) *Create and submit annual storm water permits* – As part of the City's storm water discharge permit to the Wisconsin Department of Natural Resources (WDNR), an annual submittal is required. Engineering develops the annual submittal and oversees storm water management practices throughout the year to guarantee conformance to the (WDNR) permit requirements.

Important Outputs:

- 1) *Administration of public works improvement projects* – Administration of this department is supported by the property tax (25%), storm water utility (25%), water utility (25%), and the sewer utility (25%).

- 2) *Develop plans and specifications* – In order to bid projects, the engineering department develops plans and specifications for contractor to bid and build public improvement projects.
- 3) *Generate construction records* – Once projects are bid and awarded to a contractor, staff will then provide construction administration to ensure the contractors are constructing the project per City standards. As part of this administration, staff develops daily construction logs, tracks quantities, and creates record drawings of how things were constructed on the project.
- 4) *Maintain system maps* – The engineering department maintains and prints maps for construction completed during the calendar year.
- 5) *Plan future growth (new and redevelopment)* – Staff plans future improvements for the City to address growth. This includes utility extensions and upsizing, storm water management facilities, and traffic facilities (vehicle, bicycle, and pedestrian).
- 6) *Inspect various City facilities* – Staff annually inspects the City’s storm water management ponds, traffic signals, and pedestrian hand rails. Staff works with other departments or contractors for required maintenance.

Expected Outcomes:

- 1) Maintain existing street infrastructure so that the roads are safe to travel.
- 2) Maintain public awareness of public works improvement projects.
- 3) Maintain public works improvement programs in a cost effective manner in order to meet or exceed the needs of the community.
- 4) Maintain or decrease response time to complaints received by the public regarding street and sewer infrastructure so that issues can be addressed in a timely manner.
- 5) Develop long term infrastructure plans.
- 6) Provide recommendations on policies for City facilities.

2025 Performance Measures (July 2024 – June 2025):

- 1) Respond to 100% of complaints within three (3) business days of receiving them.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Respond to complaints within three (3) business days of receiving them.
 - a. Result: Performance measure met

Significant Program Achievements:

- 1) Completed 2024 public works improvements program which included:
 - a. Relayed approximately 5,800 lineal feet of water main in preparation for street resurfacing and reconstruction.
 - b. Constructed/reconstructed/lined approximately 6,000 lineal feet of sanitary sewer.
 - c. Removed and replaced sanitary laterals in conjunction with water main/service relays.
 - d. Completed the rehabilitation of concrete on Enterprise Drive from Heritage Road to the northern cul-de-sac, O'Keefe Road from Enterprise Drive to S. Broadway Street, and Millenium Court from Enterprise Drive to the western cul-de-sac.
 - e. Completed the reconstruction of three alleys on the City's east side.
 - f. Constructed a new cul-de-sac at the western end of Charles Street in coordination with the Mulva Cultural Center Development.
 - g. Completed the Waterview Heights Fifth Addition Phase II Subdivision Construction.
 - h. Implemented a new full-length sanitary sewer lateral replacement program as part of our utility relay projects.
 - i. Relayed a portion of the west-side box culvert through the Community Center parcel.
- 2) Coordinated with the Town of Ledgeview to design, bid and reconstruct eroding stormwater ditch off of Prosper Street.
- 3) Completed pond trapping project to remove rodents that cause bank erosion from City ponds.
- 4) Completed chemical treatment of phragmites around City ponds.
- 5) Completed smoke testing to identify leaks and locations of groundwater/rainwater inflow and infiltration in the City's sanitary sewer.
- 6) Evaluated open-pick hole manhole lids and casting on the City's sanitary sewer system and created a manhole adjustment program to further eliminate inflow into the City's sanitary sewer system.
- 7) Reviewed all public and private storm water management facilities.
- 8) Reviewed all traffic signals and hand rails for maintenance. Coordinated repairs.
- 9) Further coordinated the TDS fiber installation project throughout the City.
- 10) Fully implemented of the Foundation Drain Disconnection program to promote the installation of sump pumps throughout the City.
- 11) Relocated utilities and coordinated with the Wisconsin Department of Transportation in the design and construction of the new Southbridge Interchange of Interstate Highway 41.
- 12) Coordinated the CTH GV design as part of the future southbridge corridor.

Existing Program Standards Including Importance to Community:

- 1) Utilize existing computer software to generate construction plans.
 - a. Community Importance.
 - i. Quality plans, from a legibility standpoint, and design data, improve bidding (cost) on projects because contractors have a clear expectation of what is included when they bid the project.
- 2) Maintain construction specifications for infrastructure improvement projects.
 - a. Community Importance.
 - i. Construction inspection throughout project ensures contractors are constructing streets per the City's construction specifications. Similar to plans, clear and concise specifications improve bidding (cost) on projects. When contractors have a clear understanding on how the project is to be built, and how work is to be paid, bidding prices are generally lower.
- 3) Provide public information and updates for construction projects.
 - a. Community importance.
 - i. Construction activities can have a direct and significant impact on residents. Providing information to residents on upcoming construction projects allows them to plan their activities in an attempt to minimize disruption to them.
- 4) Maintain and improve information on the GIS system.
 - a. Community Importance.
 - i. The GIS system has become a very important tool for maintaining and tracking City facilities such as sewers, water main, signs and street lights. Engineering receives requests from residents and businesses on almost a daily basis for information on existing infrastructure. The use of GIS greatly improves the efficiency in getting this information. Engineering works with planning to maintain this information.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Engineering Program cost is \$311,087. This amount is only 25% of the total cost of the program. The other 75% costs for this program is spread out through the following utilities: 25% storm water utility, 25% water utility, and 25% sewer utility. The program benefits the community by ensuring that the City's public works improvement projects are built per City standards and specifications as well as making sure everything is done within budget.

2025 Program Objectives:

- 1) Complete the design and construction the next phase of the American Boulevard Expansion.
- 2) Complete the design and construction of the new segment of William Street on what was formerly the Shopko parcel.
- 3) Continue to coordinate the design and construction of the Southbridge Corridor and Interchange.
- 4) Continue to review, inspect and coordinate the TDS City-wide fiber installation project.
- 5) Complete an aggressive public works improvement program which includes water main relays, sanitary sewer relays/lining, storm sewer construction, and resurfacing and reconstruction of City streets.
- 6) Continue to update engineering CAD standards and construction plans.
- 7) Monitor public and private storm water management facilities.
- 8) Continue to implement the City's inflow and infiltration program sump pump installation and full-length lateral replacement policies.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$5,091 to reflect increase in employee wages.
- 2) Seasonal Labor decreased \$1,800 to reflect eliminating one seasonal employee due to addition of staff engineer.
- 3) Health, Dental, DIB, Life & Wks Cmp Ins decreased \$6,877 to reflect property and liability insurances previously included in this budget line are now included in Other General Government budget, 100-51901-510.
- 4) Training is funding to provide for all-department trainings such as software training, construction training, design training and miscellaneous engineering training.
- 5) Seminars and Conferences provide funding for APWA conference and miscellaneous conferences.
- 6) Consulting includes CADD and design software licenses, ESRI license, DNR MS4 permit, NEWSC fees, Phosphorous study, bridge and sign bridge inspections, outside consultant services that are not able to be performed by City staff and lease payments for color printer.
- 7) Memberships/Subscriptions include American Public Works Association, American Society of Civil Engineers, Institute of Traffic Engineers and Wisconsin Department of Regulation and Licensing.
- 8) Operating Supplies increased \$600 to reflect increase in employee safety shoe allowance.
- 9) Capital Equipment includes the storm water utility share of \$2,000 for replacing existing surface pro computer.

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures			2023	2024	2024	2024	2024	2025	2025 / 2024	
Account Title			Year End	Adopted	Current	6 mos	Year End	Adopted	Budget	
			Actual	Budget	Budget	Actual	Estimate	Budget	% of Change	
ENGINEERING STORMWATER UTILITY										
Account Number PERSONAL SERVICES										
650	53110	110	Salaries	\$ 57,802	\$ 90,113	\$ 90,113	\$ 34,220	\$ 90,113	\$ 88,317	-1.99%
650	53110	120	Hourly Wages	79,879	90,631	90,631	43,510	90,631	95,722	5.62%
650	53110	125	Overtime Wages	12,330	12,000	12,000	588	12,000	12,000	0.00%
650	53110	126	Seasonal Labor	9,517	15,000	15,000	3,200	15,000	13,200	-12.00%
650	53110	150	FICA	11,576	14,962	14,962	5,903	14,962	15,188	1.51%
650	53110	151	Retirement	10,771	13,299	13,299	4,466	13,299	13,625	2.45%
650	53110	152	Health, Dental, DIB, Life & Wks Cmp Ins	39,246	50,242	50,242	18,238	50,242	43,365	-13.69%
650	53110	190	Training	503	4,000	4,000	1,461	4,000	4,000	0.00%
			Subtotal	221,625	290,248	290,248	111,586	290,248	285,417	-1.66%
			CONTRACTUAL SERVICES							
650	53110	210	Telephone	480	970	970	352	970	970	0.00%
650	53110	212	Seminars and Conferences	156	1,200	1,200	27	1,200	1,200	0.00%
650	53110	215	Consulting	6,233	10,000	10,000	3,018	10,000	10,000	0.00%
650	53110	218	Cell/Radio	903	3,000	3,000	333	3,000	3,000	0.00%
			Subtotal	7,772	15,170	15,170	3,729	15,170	15,170	0.00%
			SUPPLIES AND EXPENSE							
650	53110	310	Office Supplies	0	0	0	0	0	0	0.00%
650	53110	320	Memberships/Subscriptions	0	300	300	0	300	300	0.00%
650	53110	331	Transportation	1,700	3,500	3,500	275	3,500	3,500	0.00%
650	53110	340	Operating Supplies	3,060	3,500	3,500	1,249	3,500	4,100	17.14%
650	53110	350	Repair and Maintenance Supplies	71	600	600	38	600	600	0.00%
			Subtotal	4,831	7,900	7,900	1,561	7,900	8,500	7.59%
			CAPITAL OUTLAY							
650	53110	810	Capital Equipment	5,695	41,750	41,750	30,949	41,750	2,000	-95.21%
			Subtotal	5,695	41,750	41,750	30,949	41,750	2,000	-95.21%
			TOTAL	\$ 239,923	\$ 355,068	\$ 355,068	\$ 147,826	\$ 355,068	\$ 311,087	-12.39%

Storm Water Utility Municipal Service Center

Program Full Time Equivalents: 0.32

Program Mission:

To maintain the interior and exterior of the MSC, and to prevent building deterioration while extending the life of the building through preventative maintenance.

List of Program Service(s) Descriptions:

- 1) *Preventative Maintenance* – Conduct preventative maintenance on the HVAC throughout building.
- 2) *Building Repairs* – Fix and repair items needing attention.
- 3) *Fuel distribution* – Provide fuel station for all city vehicles.
- 4) *Customer service center for public work and park related questions* – Provides staffing to answer questions related to public work and park administration questions from both, phone or counter.

Important Outputs:

- 1) *Distribution of fuel to all city departments* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital support service to all departments requiring fuel.
- 2) *Storage space for public work and park department fleets* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital location to house the City's public work and park department's fleets.
- 3) *Storage area for public work and park department equipment and supplies* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and serves as a vital location to house the City's public work and park department's equipment.
- 4) *Customer service response to residents and client* – Funded by the property tax (55%), storm water utility (15%), water utility (15%), and the sewer utility (15%) and provides service and response to citizen questions or concerns.

Expected Outcomes:

- 1) Efficient and safe functioning facility to support the operations of the public works and parks departments.

- 2) Quality customer service to residents and clients.
- 3) Efficient and effective running HVAC.
- 4) Fuel distribution to all city departments.

2025 Performance Measures (July 2024 – June 2025):

- 1) Reduce the amount of electricity used by 1% through power management with the installation of timer switches and installation of LED lighting.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Reduce electric cost by 1% through power management and LED lighting replacements.
 - a. Result: Electricity used 2023 = 215,280 KW; 2024=237,067 KW. Increased 10.1%. Performance measure was not met.

Significant Program Achievements:

- 1) Remodel the Engineer office space to add in the new engineer cubicle.
- 2) Replacement of 3 fuel tanks to be installed in August of 2024.
- 3) Replace the generator transfer switch.
- 4) Replace the large pressure washer in the wash bay.
- 5) Install new underbody wash system.
- 6) Upgrade the fire alarm panel.

Existing Program Standards Including Importance to Community:

- 1) Fuel pumps operation 24 hours a day, 7 days a week.
 - a. Community Importance.
 - i. Serves as a central location for all city vehicles to obtain fuel in an efficient manner.
- 2) Conduct preventative maintenance on HVAC of building in the spring and fall months.
 - a. Community Importance.
 - i. Preventative maintenance ensures the community that our HVAC are used to its maximum potential both in utilizing energy, as well as its operational life.

- 3) Cleaning of MSC.
 - a. Community Importance.
 - i. Regular cleaning of MSC is conducted to ensure the facility stays in good condition to maximize its operational life, as well as create a clean work atmosphere.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Municipal Service Center program cost is \$43,849. This amount is only 15% of the total cost of the program. The other 85% costs for this program is spread out through the following: 55% general property taxes, 15% water utility, and 15% sewer utility. The program benefits the community by providing a support facility for mainly the Public Works and Park Departments. The support facility allows the departments to conduct city operations in an effective and efficient manner.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased \$3,815 to reflect change in allocation for building maintenance wages and increase in employee wages as detailed in the building maintenance program.
- 2) Overtime Wages increase \$82 to reflect actual costs.
- 3) FICA increased \$298 to reflect change in allocation for building maintenance wages and increase in employee wages.
- 4) Retirement increased \$274 to reflect change in allocation for building maintenance wages and increase in employee wages.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins increased \$950 to reflect change in allocation for building maintenance wages and to reflect increase in health insurance premiums.
- 6) Training includes various training for building maintenance staff for various certifications required for staff to maintain.
- 7) Consulting increased \$750 to reflect hiring contractor to install breaker to emergency generator. Consulting includes outside vendors to update fire extinguishers, conduct HVAC preventative maintenance, monitoring fire alarm system, pressure washer maintenance, pest control, emergency generator maintenance, building maintenance scheduling software, and fuel tracking software.
- 8) Cleaning Service Contract increased \$662 to reflect actual costs for cleaning contract.
- 9) Utilities increased \$818 to reflect water rate increases of 10%, electric rate increases of 8% and gas rate increases of 6%
- 10) Cleaning and Maintenance increased \$818 to reflect actual costs.
- 11) Capital Equipment includes the storm water utility share of \$4,500 for replacing four (4) garage doors (\$3,750), and replacing existing large conference room chairs (\$750)

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures			2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title			Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
			Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
MUNICIPAL SERVICE CENTER									
Account Number PERSONAL SERVICES									
650	53230	120	Hourly Wages	\$ 4,950	\$ 6,105	\$ 6,105	\$ 2,309	\$ 6,105	\$ 9,920 62.49%
650	53230	125	Overtime Wages	80	27	27	100	100	109 303.70%
650	53230	126	Seasonal Labor	100	938	938	10	938	938 0.00%
650	53230	150	FICA	573	483	483	175	488	781 61.76%
650	53230	151	Retirement	379	423	423	161	428	697 64.74%
650	53230	152	Health, Dental, DIB, Life & Wks Cmp Ins	1,512	2,286	2,286	898	2,286	3,236 41.56%
650	53230	190	Training	0	75	75	0	75	75 0.00%
			Subtotal	7,594	10,337	10,337	3,653	10,420	15,756 52.42%
			CONTRACTUAL SERVICES						
650	53230	210	Telephone	259	35	35	13	35	35 0.00%
650	53230	211	Postage	0	0	0	0	0	0 0.00%
650	53230	215	Consulting	5,255	5,045	5,045	912	5,045	5,795 14.87%
650	53230	217	Cleaning Service Contract	2,303	3,055	3,055	1,805	3,610	3,717 21.67%
650	53230	220	Utilities	9,056	8,182	8,182	4,082	8,182	9,000 10.00%
			Subtotal	16,873	16,317	16,317	6,812	16,872	18,547 13.67%
			SUPPLIES AND EXPENSE						
650	53230	314	Cleaning and Maintenance	1,317	2,455	2,455	1,644	3,288	3,273 33.32%
650	53230	340	Operating Supplies	423	1,773	1,773	365	1,773	1,773 0.00%
			Subtotal	1,740	4,228	4,228	2,009	5,061	5,046 19.35%
			CAPITAL OUTLAY						
650	53230	810	Capital Equipment	0	15,750	15,750	933	15,750	4,500 -71.43%
			Subtotal	0	15,750	15,750	933	15,750	4,500 -71.43%
			TOTAL	\$ 26,207	\$ 46,632	\$ 46,632	\$ 13,407	\$ 48,103	\$ 43,849 -5.97%

Storm Water Utility Fleet Maintenance

Program Full Time Equivalents: 2.04

Program Mission:

Provide preventative and emergency repairs for the street department, water department, parks department, and engineering department so as to minimize the costs of operations and maximize the availability of equipment for municipal services provide to the community.

List of Program Service(s) Descriptions:

- 1) *Equipment Maintenance* – Perform vehicle and equipment maintenance for operations of the street department, water department, parks department, and engineering department.
- 2) *Equipment Repairs* – Perform necessary repairs to equipment so that it can be up and running for operational needs of the street department, water department, parks department and engineering department.

Important Outputs:

- 1) *Maintain and Repair Equipment* – Activities and services by the department is supported by the property tax (20%), water utility (15%), sewer utility (15%) and storm water utility (50%). The maintenance and repair of equipment is necessary so that municipal services that are expected from the community can be done. The repairs and maintenance are performed at the Municipal Service Center. Repairs are requested by the employees and then scheduled. Maintenance is scheduled based on the hours and miles of equipment.

Expected Outcomes:

- 1) Maintain equipment and perform preventative maintenance so the City can prevent unnecessary repairs.
- 2) Maintain repairs so the equipment is capable of operating in a safe and efficient manner.

2025 Performance Measures (July 2024 – June 2025):

- 1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
- 2) Perform vehicle and equipment maintenance every 500 hours on 100% of garbage and recycling trucks.
- 3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
- 4) Perform equipment maintenance on every police vehicle every 6,000 miles.
- 5) Perform equipment and vehicle maintenance on every fire department equipment or vehicle as recommended by industry standards.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
 - a. Result: 79% of vehicles and equipment with 4,000-mile maintenance requirement were completed. This performance measure was not met due to staffing. New staff member hired in July.
- 2) Perform vehicle and equipment maintenance every 500 hours on 100% of the garbage and recycling trucks.
 - a. Result: 85% of all garbage/recycling trucks were maintained every 500 hours. This performance measure was not met due to staffing. New staff member hired in July.
- 3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
 - a. Result: 85% of the front-end loaders and dump trucks were maintained every 300 hours. This performance measure was not met due to staffing. New staff member hired in July.
- 4) Perform equipment maintenance on every police vehicle every 6,000 miles.
 - a. Result: This was accomplished.

Significant Program Achievements:

- 1) Maintained 261 pieces of equipment for the street, water, park, engineering, building inspections, health, police and fire departments.

Existing Program Standards Including Importance to Community:

- 1) Perform preventative maintenance for vehicles and equipment for the street, water, park, engineering, police and fire departments, as per the manufacturer's recommendations.
 - a. Community Importance.
 - i. Allows equipment to be operational so that municipal services can be provided to the community.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Fleet Maintenance cost is \$433,871. This amount is only 50% of the total cost of the program. The other 50% costs for this program is spread out through the following utilities: 20% general property taxes, 15% water utility, and 15% sewer utility. The program benefits the community by maintaining and repairing equipment that is essential in the operations to provide municipal services to the community.

2025 Program Objectives:

- 1) Continue to maintain high standards of equipment repair.
- 2) Ensure adequate training for mechanics for new equipment.
- 3) Continue to reduce consulting costs by reducing outsourcing repairs by training staff to be able to perform repairs in house.

2025 Budget Significant Expenditure Changes:

- 1) Salaries increased \$1,185 to reflect increase in employee wages.
- 2) Training is for staff on fleet maintenance equipment such as troubleshooting and diagnostic performance.
- 3) Consulting increased \$17,500 to reflect purchasing new tires for the grader. Consulting includes tasks unable to perform in our fleet maintenance shop and for GPS/AVL on equipment.
- 4) Safety Equipment and Uniforms increased \$2,750 to reflect increase in employee safety shoe allowance and increased costs due to the addition of a fourth mechanic.
- 5) Capital Equipment includes the general fund share of \$30,500 for replacement of existing exhaust fans in the shop (\$12,500), new portable welding exhaust fan (\$7,500), replace equipment grease reels (\$10,000), and miscellaneous tools for shop (\$500).

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

FLEET MAINTENANCE

Account Number PERSONAL SERVICES

650	53240	110	Salaries	\$ 22,912	\$ 23,610	\$ 23,610	\$ 11,336	\$ 23,610	\$ 24,795	5.02%
650	53240	120	Hourly Wages	80,931	143,210	143,210	49,133	143,210	146,725	2.45%
650	53240	125	Overtime Wages	4319	1,000	1,000	626	1,000	1,000	0.00%
650	53240	126	Seasonal Labor	8	0	0	0	0	0	0.00%
650	53240	150	FICA	8,288	12,838	12,838	3,926	12,838	13,198	2.80%
650	53240	151	Retirement	7,522	11,580	11,580	3,553	11,580	11,990	3.55%
650	53240	152	Health, Dental, DIB, Life & Wks Cmp Ins	15,840	45,375	45,375	10,194	45,375	46,473	2.42%
650	53240	190	Training	0	500	500	0	500	500	0.00%
			Subtotal	139,820	238,113	238,113	78,768	238,113	244,681	2.76%
			CONTRACTUAL SERVICES							
650	53240	210	Telephone	82	105	105	39	105	105	0.00%
650	53240	212	Seminars and Conferences	0	0	0	0	0	0	0.00%
650	53240	215	Consulting	38,542	45,000	45,000	36,501	45,000	62,500	38.89%
650	53240	218	Cell/Radio	258	255	255	99	255	255	0.00%
			Subtotal	38,882	45,360	45,360	36,640	45,360	62,860	38.58%
			SUPPLIES AND EXPENSE							
650	53240	331	Transportation	1,479	1,645	1,645	372	1,645	1,645	0.00%
650	53240	340	Operating Supplies	15,091	19,935	19,935	8,038	19,935	19,935	0.00%
650	53240	350	Repair and Maintenance Supplies	88,046	65,500	65,500	43,843	65,500	65,500	0.00%
650	53240	351	Safety Equipment and Uniforms	4,011	6,000	6,000	1,009	6,000	8,750	45.83%
			Subtotal	108,628	93,080	93,080	53,262	93,080	95,830	2.95%
			CAPITAL OUTLAY							
650	53240	810	Capital Equipment	10,478	113,850	113,850	17,944	113,850	30,500	-73.21%
			Subtotal	10,478	113,850	113,850	17,944	113,850	30,500	-73.21%
			TOTAL	\$ 297,808	\$ 490,403	\$ 490,403	\$ 186,614	\$ 490,403	\$ 433,871	-11.53%

Storm Water Utility Street Cleaning

Program Full Time Equivalent: 1.35

Program Mission:

To thoroughly sweep and remove all foreign material from residential streets, downtown business areas, parking malls, parks parking lots and construction zones which may inhibit and/or alter public safety.

List of Program Service(s) Descriptions:

- 1) *Street Sweeping* – Sweep all City streets using street sweepers from April through November.
- 2) *Parking Lot Sweeping* – Sweep City owned parking lots using street sweepers from April through November.

Important Outputs:

- 1) *Street Sweeping* – Activities and services by this program are supported 100% by the storm water utility. Street sweeping is done throughout the months of April thru October. The City has two street sweepers that are assigned areas to sweep. The initial spring street sweeping takes approximately three weeks to sweep the entire City. After the initial sweeping it takes approximately two weeks to go through the entire City. This benefits the community by keeping the streets clean and keep sediment and debris from draining into the Fox River.
- 2) *Parking Lot Sweeping* – Activities and services by this program are supported 100% by the storm water utility. Parking lot cleaning is done on City owned parking lots throughout the City. This benefits the community by keeping the parking lots clean and keep sediment and debris from draining into the Fox River.

Expected Outcomes:

- 1) Maintain the City's ability to meet DNR mandates for storm water requirements.
- 2) Decrease the amount of dirt and debris from entering the storm sewers that eventually discharge into the Fox River.

2025 Performance Measures (July 2024 – June 2025):

- 1) Complete a minimum of 10 sweeping rotations of the city annually.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Complete a minimum of 10 sweeping rotations of the city annually.
 - a. Result: Performance measure met-swept 12 rounds of the city.

Significant Program Achievements:

- 1) Continued City wide sweeping to meet City’s MS4 permitting requirements.

Existing Program Standards Including Importance to Community:

- 1) Utilizing industry standards for equipment to sweep streets and parking lots.
 - a. Community Importance.
 - i. Keeps City streets and parking lots clean of dirt and debris.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Street Cleaning program cost is \$176,669. The program benefits the community by keeping all City streets and City owned parking lots cleaned from dirt and debris. It also assists in meeting some of the storm water requirements mandated by the DNR.

2025 Program Objectives:

- 1) Train additional employees on sweeping operations. (10 Street employees currently trained)
- 2) Continue to utilize two sweepers to help meet the DNR’s storm water requirements.

2025 Budget Significant Expenditure Changes:

- 1) Transportation increased \$3,000 to reflect actual costs.
- 2) No Capital Equipment requested.

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

STREET CLEANING

Account Number GENERAL ADMINISTRATION

650	53300	120	Hourly Wages	\$ 86,283	\$ 91,755	\$ 91,755	\$ 41,983	\$ 91,755	\$ 94,508	3.00%
650	53300	125	Overtime Wages	190	400	400	163	400	400	0.00%
650	53300	126	Seasonal Labor	176	2,000	2,000	0	2,000	2,000	0.00%
650	53300	150	FICA	6,571	7,079	7,079	3,100	7,079	7,289	2.98%
650	53300	151	Retirement	5,945	6,359	6,359	2,600	6,359	6,596	3.73%
650	53300	152	Health, Dental, DIB, Life & Wks Cmp Ins	22,746	37,176	37,176	15,355	37,176	37,176	0.00%
650	53300	190	Training	0	0	0	0	0	0	0.00%
			Subtotal	121,912	144,769	144,769	63,201	144,769	147,969	2.21%
			CONTRACTUAL SERVICES							
650	53300	215	Consulting	0	0	0	0	0	0	0.00%
650	53300	220	Utilities	108	400	400	55	400	400	0.00%
			Subtotal	108	400	400	55	400	400	0.00%
			SUPPLIES AND EXPENSE							
650	53300	331	Transportation	12,533	10,000	10,000	6,885	13,000	13,000	30.00%
650	53300	340	Operating Supplies	55	300	300	0	300	300	0.00%
650	53300	350	Repair and Maintenance Supplies	12,264	15,000	15,000	1,848	15,000	15,000	0.00%
			Subtotal	24,852	25,300	25,300	8,733	28,300	28,300	11.86%
			CAPITAL OUTLAY							
650	53300	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 146,872	\$ 170,469	\$ 170,469	\$ 71,989	\$ 173,469	\$ 176,669	3.64%

Storm Water Utility Leaf Collection

Program Full Time Equivalent: 0.57

Program Mission:

To effectively and efficiently collect and dispose of all yard and garden waste from City streets during spring and fall collection periods.

List of Program Service(s) Descriptions:

- 1) *Leaf and Yard Waste Collection* – Collect residents' leaves and yard waste in the spring and the fall.

Important Outputs:

- 1) *Leaf and Yard Waste Collection* – Activities and services by this program are supported 100% by the storm water utility. Collection of leaves and yard waste is done in the early spring and late fall. During the spring collection the City picks up leaves and yard waste with three single leaf loaders. This equipment is a vacuum leaf loader mounted on dump truck frame. The three trucks are assigned areas of the City and will collect yard waste for approximately one month. The City will normally go through the entire community at least four times during this period. In the fall the City again utilizes the same single leaf loaders. The City will normally go through the entire community at least four times in the five week period. The majority of the leaves are brought to local farmers that use them for their farming operations. This service is a value to the community because not everyone has the means to be able to haul their leaves to the compost facility so by having curbside pickup they are able to dispose of their leaves. It is also a benefit for the community by disposing of the leaves it keeps the storm sewers from being blocked and plugged and as a result will prevent flooding and improves storm water quality.

Expected Outcomes:

- 1) Increases storm water quality by keeping leaves out of the storm sewers.

2025 Performance Measures (July 2024 – June 2025):

- 1) Increase the volume of leaves hauled to farmers or landowners by 5%.

2024 Performance Measurement Date (July 2023 – June 2024):

- 1) Increase the volume of leaves hauled to farmers by 5% in order to decrease leaf disposal costs.
 - a. Result: This was met. Minimal loads to the compost site-great fall weather assisted in this.

Significant Program Achievements:

- 1) Implemented an additional single leaf loader into operation to improve the efficiencies for fall leaf collection.

Existing Program Standards Including Importance to Community:

- 1) Utilize industry standard for collection leaf and yard waste.
 - a. Community Importance.
 - i. Provides an easier alternative for residents to dispose of leaves and yard waste.
 - ii. Improves storm water quality by keeping the leaves out of the storm sewers.

Costs and Benefits of Program and Services:

The adopted 2024 Storm Water Utility - Leaf Collection program cost is \$125,018. The program benefits the community by allowing curbside collection of leaves and yard waste in the early spring and late fall.

2025 Program Objectives:

- 1) Continue to improve efficiencies with leaf collection operations.

2025 Budget Significant Expenditure Changes:

- 1) Consulting (\$10,000) used to fund disposal of leaves.
- 2) Capital Equipment includes purchasing leaf blower for toolcat (\$12,000).

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

LEAF COLLECTION

Account Number PERSONAL SERVICES

650	53320	120	Hourly Wages	\$	30,698	\$	49,091	\$	49,091	\$	3,726	\$	49,091	\$	50,564	3.00%
650	53320	125	Overtime Wages		3,846		1,000		1,000		0		1,000		1,000	0.00%
650	53320	126	Seasonal Labor		0		12,500		12,500		0		12,500		12,500	0.00%
650	53320	150	FICA		2,579		4,013		4,013		273		4,013		4,126	2.81%
650	53320	151	Retirement		2,360		3,456		3,456		255		3,456		3,584	3.69%
650	53320	152	Health, Dental, DIB, Life & Wks Cmp Ins		6,740		11,244		11,244		4,088		11,244		11,244	0.00%
650	53320	190	Training		0		0		0		0		0		0	0.00%
			Subtotal		46,224		81,304		81,304		8,342		81,304		83,018	2.11%
			CONTRACTUAL SERVICES													
650	53320	215	Consulting		1,000		10,000		10,000		0		10,000		10,000	0.00%
650	53320	218	Cell/Radio		0		0		0		0		0		0	0.00%
650	53320	219	Data		0		0		0		0		0		0	0.00%
			Subtotal		1,000		10,000		10,000		0		10,000		10,000	0.00%
			SUPPLIES AND EXPENSE													
650	53320	331	Transportation		15,447		10,000		10,000		1,199		10,000		10,000	0.00%
650	53320	340	Operating Supplies		0		0		0		0		0		0	0.00%
650	53320	350	Repair and Maintenance Supplies		13248		10,000		10,000		3,336		10,000		10,000	0.00%
			Subtotal		28,695		20,000		20,000		4,535		20,000		20,000	0.00%
			CAPITAL OUTLAY													
650	53320	810	Capital Equipment		19,581		0		0		74		74		12,000	100.00%
			Subtotal		19,581		0		0		74		74		12,000	100.00%
			TOTAL	\$	95,499	\$	111,304	\$	111,304	\$	12,951	\$	111,378	\$	125,018	12.32%

Storm Water Utility Storm Sewer Maintenance

Program Full Time Equivalents: 0.60

Program Mission:

To maintain and repair storm sewer system and curb inlets.

List of Program Service(s) Descriptions:

- 1) *Storm Sewer Maintenance* – Perform storm sewer maintenance throughout the City by flushing, jetting, root cutting, physical inspections, televising, and rebuilding to prevent flooding and/or backups.

Important Outputs:

- 1) *Storm Sewer Maintenance* – Activities and services by this program are supported 100% by the storm water utility fees. Maintenance of storm sewer is necessary to ensure the storm sewer is functioning in order to prevent flooding throughout the City. Maintenance includes cleaning debris from inlet, flushing and cleaning storm sewer mains, and repairing or replacing storm sewer infrastructure.

Expected Outcomes:

- 1) Decrease flooding.
- 2) Increase life expectancy of storm sewer infrastructure.

2025 Performance Measures (July 2024 – June 2025):

- 1) Increase the number of inlets cleaned per year by 5%.

2024 Performance Measurement Data (July 2023 – June 2024):

- 1) Increase the number of inlets cleaned per year by 5%.
 - a. Result: This was met. 2023 = cleaned 222 inlets, 2024=cleaned 348 inlets

Significant Program Achievements:

- 1) Continued to utilize tractor with cutting boom to cut brush and phragmites throughout city storm water ponds and swales.
- 2) Cut and removed trees from ponds to reduce amount of phosphorus contamination.
- 3) Contracted Phragmites treatment around storm pond/swales

Existing Program Standards Including Importance to Community:

- 1) Utilize industry standards for cleaning and televising storm sewer infrastructure.
 - a. Community Importance.
 - i. Reduction of flooding by keeping storm sewers cleaned and maintained.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility – Storm Sewer Maintenance program cost is \$1,548,045 The program benefits the community by allowing the existing storm sewers to be maintained to reduce and prevent flooding.

2025 Program Objectives:

- 1) Continue to clean storm sewer inlets to minimize flooding.
- 2) Continue to televise storm sewer lines to determine conditions of storm sewer.
- 3) Continue to clean swales to minimize flooding.

2025 Budget Significant Expenditure Changes:

- 1) Consulting (\$105,000) is funding for storm sewer repairs, engineering fees for work that City staff cannot perform, pond rodent control, phragmites treatment, and contractor locating storm sewer.
- 2) Capital outlay requested includes storm sewer televising \$60,000, storm sewer repair/replacement/installation \$1,062,000, and storm sewer lining \$250,000.

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

STORM SEWER MAINTENANCE

Account Number PERSONAL SERVICES

650	53440	120	Hourly Wages	\$ 20,833	\$ 42,440	\$ 42,440	\$ 17,569	\$ 42,440	\$ 42,440	0.00%
650	53440	125	Overtime Wages	95	1,500	1,500	79	1,500	1,500	0.00%
650	53440	126	Seasonal Labor	0	1,250	1,250	34	1,250	1,250	0.00%
650	53440	150	FICA	1,594	3,380	3,380	1,311	3,380	3,380	0.00%
650	53440	151	Retirement	1,453	3,032	3,032	1,121	3,032	3,054	0.72%
650	53440	152	Health, Dental, DIB, Life & Wks Cmp Ins	4,498	15,671	15,671	4,478	15,671	15,671	0.00%
650	53440	190	Training	0	0	0	0	0	0	0.00%
			Subtotal	28,472	67,272	67,272	24,592	67,272	67,295	0.03%
			CONTRACTUAL SERVICES							
650	53440	215	Consulting	156,131	105,000	105,000	18,033	105,000	105,000	0.00%
650	53440	218	Cell/Radio	0	0	0	0	0	0	0.00%
650	53440	219	Data	0	0	0	0	0	0	0.00%
			Subtotal	156,131	105,000	105,000	18,033	105,000	105,000	0.00%
			SUPPLIES AND EXPENSE							
650	53440	340	Operating Supplies	599	3,750	3,750	0	3,750	3,750	0.00%
			Subtotal	599	3,750	3,750	0	3,750	3,750	0.00%
			CAPITAL OUTLAY							
650	53440	810	Capital Equipment	15,029	1,285,600	1,285,600	0	1,285,600	1,372,000	6.72%
			Subtotal	15,029	1,285,600	1,285,600	0	1,285,600	1,372,000	6.72%
			TOTAL	\$ 200,231	\$ 1,461,622	\$ 1,461,622	\$ 42,626	\$ 1,461,622	\$ 1,548,045	5.91%

Storm Water Utility Landfill

Program Full Time Equivalents: 0

Program Mission:

Provide funding for the disposal of street sweepings that is collected throughout the City.

List of Program Service(s) Descriptions:

- 1) *Landfill* – This is a program created in 2021 to fund the tipping fees for street sweepings that was previously funded by the general fund landfill program.

Important Outputs:

- 1) *Landfill* – Activities and services by this program are supported 100% by the storm water utility. Funds the disposal of street sweepings collected by the City. The City hauls the street sweepings collected from the community to the Outagamie County Landfill in Little Chute. The weights of the material are collected from each City truck and then recorded. This weight is then converted to tons and the County will then invoice the City based on the tons collected. This program is valuable to the community because it funds the tipping fees required to dispose of all the street sweepings collected from street sweeping the community.

Expected Outcomes:

- 1) Maintain disposal operations of street sweepings collected by the City.

2025 Performance Measures (July 2024 – June 2025):

- 1) Monitor the weight slips from the transfer station to make sure the County invoices the City properly for landfill charges.

2024 Performance Measures (July 2023 – June 2024):

- 1) Monitor the weight slips from the transfer station to make sure the County invoices the City properly for landfill charges. Performance measure met-audited all weight slips and ensured proper invoicing and accounting.

Significant Program Achievements:

- 1) The City delivered 317.29 tons of sweepings to the landfill between July 2023-June 2024.

Existing Program Standards Including Importance to Community:

- 1) Review Brown County tonnage and fee reports monthly to identify expenditure trends to develop annual funding requirements.
 - a. Community Importance.
 - i. Provides funding for disposal of street sweepings collected throughout the City from sweeping the streets.

Costs and Benefits of Program and Services:

The adopted 2025 Landfill program cost is \$16,000. This program benefits the community by providing funding for disposal of street sweepings.

2025 Program Objectives:

- 1) Continue to monitor volume of material going to landfill.

2025 Budget Significant Expenditure Changes:

- 1) None.

City of De Pere
2025 Stormwater Utility
Adopted Budget

EXPENDITURES

Account Title				2023 Year End Actual	2024 Adopted Budget	2024 Current Budget	2024 6 mos Actual	2024 Year End Estimate	2025 Adopted Budget	2025 / 2024 Budget % Of Change
LANDFILL										
Account Number		CONTRACTUAL SERVICES								
650	53630	214	Landfill	\$ 12,621	\$ 16,000	\$ 16,000	\$ 8,116	\$ 16,000	\$ 16,000	0.00%
			Subtotal	12,621	16,000	16,000	8,116	16,000	16,000	0.00%
			TOTAL	\$ 12,621	\$ 16,000	\$ 16,000	\$ 8,116	\$ 16,000	\$ 16,000	0.00%

Storm Water Utility Weed Control

Program Full Time Equivalents: 0.10

Program Mission:

The management of noxious and unsightly weeds throughout the community.

List of Program Service(s) Descriptions:

- 1) *Weed control* – Perform mowing / cutting operations to control grass and weeds in undeveloped lots, City property, and along roadways.

Important Outputs:

- 1) *Cutting weeds and grass* – Activities and services by this program is supported by the property tax (35%) and storm water utility (65%). Maintenance along roadways and City properties to keep grass and weeds mowed to acceptable heights. This service is valuable to the community because it improves visibility at intersections as well as preventing the spread of noxious weeds.

Expected Outcomes:

- 1) Decrease the spread of noxious weeds.
- 2) Increase visibility at intersections for the traveling public.

2025 Performance Measures (July 2024 – June 2025):

- 1) Cut high visibility locations a minimum of 3 times during the cutting season to maintain vision and aesthetics.

2024 Performance Measures (July 2023 – June 2024):

- 1) Respond to 100% of weed complaints within 72 hours of receiving them. Determine if this can be done with current staff levels or whether additional staff is needed or there is a need to outsource some of the work load in order to respond to weed complaints in a timely manner.
 - a. Result: This was accomplished.

Significant Program Achievements:

- 1) Maintained safe vision triangles throughout the City.
- 2) Cut and maintained high traffic volume areas of litter.
- 3) Cut growth around storm sewer drainage areas within the city during winter months
- 4) Cut growth around city owned RR spurs annually per CN RR requirements.

Existing Program Standards Including Importance to Community:

- 1) Maintain highway standards for clear vision triangle at intersections.
 - a. Community Importance.
 - i. Reduce road hazards along roadways so motorists can see at intersections
 - ii. Maintain City owned properties so that they are in compliance with the City's ordinance for tall grass and weeds.

Costs and Benefits of Program and Services:

The adopted 2025 Storm Water Utility - Weed Control program cost is \$50,016. This amount is only 65% of the total cost of the program. The other 35% costs for this program are funded by the general fund. The program benefits the community by allowing the streets to be kept clear of road hazards at intersections. It also benefits the community by allowing City owned properties to be maintained for grass and weeds.

2025 Program Objectives:

- 1) Continue to cut weeds in business and industrial parks twice per year.
- 2) Continue to maintain safe vision triangle at intersections throughout the City.

2025 Budget Significant Expenditure Changes:

- 1) Hourly Wages increased 3,772 to reflect wage increases.
- 2) Seasonal Labor increased \$121 to reflect increase in seasonal wages.
- 3) FICA increased \$290 to reflect increase in wages.
- 4) Retirement increased \$270 to reflect increase in wages.
- 5) Health, Dental, DIB, Life & Wks Cmp Ins increased \$3,041 to reflect increase in health insurance.
- 6) Operating Supplies increased \$8,357 to reflect replacing blades on flail mowers.
- 7) No Capital Equipment requested.

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures

Account Title

**2023
Year End
Actual**

**2024
Adopted
Budget**

**2024
Current
Budget**

**2024
6 mos
Actual**

**2024
Year End
Estimate**

**2025
Adopted
Budget**

**2025 / 2024
Budget
% of Change**

WEED CONTROL

Account Number PERSONAL SERVICES

650	53640	120	Hourly Wages	\$ 21,257	\$ 16,595	\$ 16,595	\$ 4,721	\$ 16,595	\$ 20,367	22.73%
650	53640	125	Overtime Wages	1,519	0	0	17	17	0	0.00%
650	53640	126	Seasonal Labor	3,201	1,931	1,931	641	1,931	2,052	6.27%
650	53640	150	FICA	1,728	1,298	1,298	414	1,299	1,588	22.37%
650	53640	151	Retirement	1,444	1,145	1,145	314	1,146	1,416	23.62%
650	53640	152	Health, Dental, DIB, Life & Wks Cmp Ins	6,988	12,267	12,267	1,444	12,267	15,308	24.79%
650	53640	190	Training	0	0	0	0	0	0	0.00%
			Subtotal	36,137	33,236	33,236	7,550	33,255	40,730	22.55%
			CONTRACTUAL SERVICES							
650	53640	210	Telephone	0	0	0	0	0	0	0.00%
650	53640	215	Consulting	0	0	0	0	0	0	0.00%
650	53640	218	Cell/Radio	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			SUPPLIES AND EXPENSE							
650	53640	331	Transportation	1,304	0	0	418	418	0	0.00%
650	53640	340	Operating Supplies	0	0	0	0	0	8,357	100.00%
650	53640	361	Fuel	0	929	929	0	929	929	0.00%
			Subtotal	1,304	929	929	418	1,347	9,286	899.57%
			CAPITAL OUTLAY							
650	53640	810	Capital Equipment	0	0	0	0	0	0	0.00%
			Subtotal	0	0	0	0	0	0	0.00%
			TOTAL	\$ 37,441	\$ 34,165	\$ 34,165	\$ 7,968	\$ 34,602	\$ 50,016	46.40%

TOTAL STORM WATER UTILITY

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change
TOTAL STORMWATER UTILITY							
110 Salaries	\$ 187,652	\$ 231,537	\$ 231,537	\$ 101,334	\$ 231,537	\$ 235,348	1.65%
120 Hourly Wages	365,581	492,827	492,827	183,383	492,827	552,953	12.20%
125 Overtime Wages	22,595	16,427	16,427	1,616	16,517	16,509	0.50%
126 Seasonal Labor	13,003	37,869	37,869	3,885	37,869	36,190	-4.43%
150 FICA	44,258	57,220	57,220	20,617	57,226	62,093	8.52%
151 Retirement	40,428	51,115	51,115	16,818	51,121	55,934	9.43%
152 Health, Dental, DIB, Life & Wks Cmp Ins	129,073	212,617	212,617	73,911	212,709	229,093	7.75%
190 Training	1,285	11,699	11,699	1,532	11,699	11,699	0.00%
Subtotal	803,875	1,111,310	1,111,310	403,097	1,111,505	1,199,819	7.96%
CONTRACTUAL SERVICES							
210 Telephone	1,225	1,918	1,918	703	1,918	1,918	0.00%
211 Postage	2,357	2,154	2,154	1,964	3,928	3,000	39.28%
212 Seminars and Conferences	1,525	3,700	3,700	6	3,700	3,700	0.00%
214 Landfill	12,621	16,000	16,000	8,116	16,000	16,000	0.00%
215 Consulting	233,096	213,381	213,381	70,732	213,381	222,002	4.04%
217 Cleaning Service Contract	2,303	3,055	3,055	1,805	3,610	3,717	21.67%
218 Cell/Radio	1,584	5,055	5,055	596	5,055	5,055	0.00%
219 Data	0	0	0	0	0	0	0.00%
220 Utilities	9,164	8,582	8,582	4,137	8,582	9,400	9.53%
Subtotal	263,875	253,845	253,845	88,059	256,174	264,792	4.31%
SUPPLIES AND EXPENSE							
310 Office Supplies	1,883	2,500	2,500	871	2,500	2,500	0.00%
314 Cleaning and Maintenance	1,317	2,455	2,455	1,644	3,288	3,273	33.32%
320 Memberships/Subscriptions	355	700	700	19	700	700	0.00%
331 Transportation	35,260	27,631	27,631	9,287	31,049	30,631	10.86%
340 Operating Supplies	19,228	29,258	29,258	9,653	29,258	38,215	30.61%
350 Repair and Maintenance Supplies	113,630	92,288	92,288	49,068	92,288	92,288	0.00%
351 Safety Equipment and Uniforms	4,011	6,000	6,000	1,009	6,000	8,750	45.83%
361 Fuel	0	929	929	0	929	929	0.00%
Subtotal	175,684	161,761	161,761	71,550	166,012	177,286	9.60%
CAPITAL OUTLAY							
810 Capital Equipment	58,140	1,473,735	1,473,735	53,105	1,473,809	1,471,000	-0.19%
Subtotal	58,140	1,473,735	1,473,735	53,105	1,473,809	1,471,000	-0.19%
TOTAL	\$ 1,301,574	\$ 3,000,651	\$ 3,000,651	\$ 615,811	\$ 3,007,500	\$ 3,112,897	3.74%

**City of De Pere
2025 Stormwater Utility
Adopted Budget**

Expenditures	2023	2024	2024	2024	2024	2025	2025 / 2024
Account Title	Year End	Adopted	Current	6 mos	Year End	Adopted	Budget
	Actual	Budget	Budget	Actual	Estimate	Budget	% of Change

REVENUES

650	41000	000	Residential	\$ 956,738	\$ 1,056,541	\$ 1,056,541	\$ 1,044,168	\$ 1,044,168	\$ 1,148,585	8.71%
650	42000	000	Non-Residential-NR	1,018,780	1,119,080	1,119,080	1,126,394	1,126,394	1,224,577	9.43%
650	42021	000	Street Management	242,000	0	0	0	0	0	0.00%
650	43000	000	Agricultural	0	0	0	0	0	0	0.00%
650	43500	000	State Grants	104,215	0	0	0	0	0	0.00%
650	44000	000	Tax Exempt	262,787	320,949	320,949	289,308	289,308	318,239	-0.84%
650	45000	000	Underdeveloped & Other	21,288	21,676	21,676	27,237	27,237	21,676	0.00%
650	48300	000	Property Sales	983	0	0	0	0	0	0.00%
			Fund Balance		482,405	482,405		489,254	399,820	-17.12%
TOTAL REVENUES				\$ 2,606,791	\$ 3,000,651	\$ 3,000,651	\$ 2,487,107	\$ 2,976,361	\$ 3,112,897	3.74%