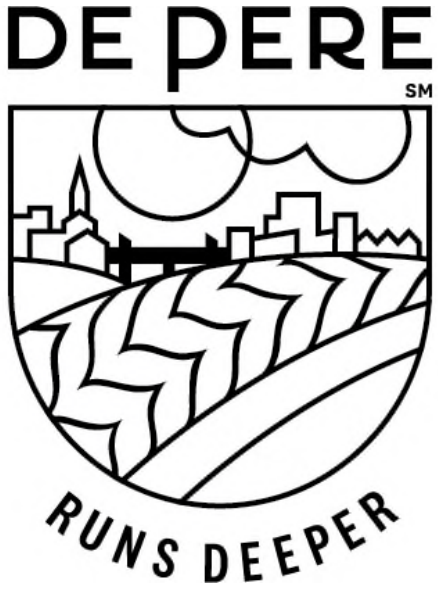
City of De Pere, Wisconsin



2026 Executive Budget

TABLE OF CONTENTS

BUDGET ITEM	PAGE
City Manager Budget Address	
Charts and Tables	i
Property Tax Levy Pie Chart	ii
General Fund Expenditures by Function	iii
Revenues by Source	iv
General Fund Revenue & Expenditure Trends	v
General Obligation Debt Service	vi
Debt Per Capita	vii
Long Term Note and Bonded Indebtedness	viii
Property Valuation	ix
District Levies including TID Districts	x
Ten Year Comparison of Property Taxes Paid	xi-xii
Property Tax Levy History	xiii
2025 Property Tax Levy Pie Chart	xiv
General Fund	
General Government	1-2
City Council	3-7
Municipal Court	8-12
Law Department	13-21
City Manager	22-27
Mayor	28-31
City Clerk	32-36
Human Resources	37-42
Elections	43-47
Information Management	48-52
Sustainability Programming	53-55
Finance	56-60
Assessor	61-64
City Hall	65-68
Other General Government	69-70
Health Department	71-77
Board of Health	78-81
Development Services	82-90
GIS Department	91-95
TOTAL GENERAL GOVERNMENT	96-99
Public Safety	100-101
Police	102-109
Crossing Guards	110-113
Fire Rescue	114-120
Building Inspection	121-125
Jail	126-128
TOTAL PUBLIC SAFETY	129-131

BUDGET ITEM	PAGE
Public Works	132-133
Public Works Administration	134-138
Engineering	139-144
Municipal Service Center	145-148
Building Maintenance	149-152
Fleet Maintenance	153-156
Snow and Ice Control	157-160
Street Maintenance	161-163
Traffic Signs and Markings	164-167
Street Lighting	168-170
Traffic Lights	171-173
Brush Collection	174-177
Transit System	178-180
Garbage/Refuse Collection	181-184
Landfill	185-187
Weed Control	188-191
Recycling	192-195
TOTAL PUBLIC WORKS	196-198
Culture, Education & Recreation	199-200
Community Center	201-206
Historic Preservation Commission	207-211
Park and Rec Administration	212-216
Parks and Public Land	217-221
Forestry	222-227
Boat Ramps	228-231
Parks Equipment/Vehicle Maintenance	232-235
Recreation and Recreation Programs	236-245
Special Events/Celebrations	246-249
TOTAL CULTURE, EDUCATION & RECREATION	250-252
TOTAL GENERAL FUND EXPENDITURES	253-254
2026 SALARIES	255-258
GENERAL FUND REVENUES	259-266

TABLE OF CONTENTS

BUDGET ITEM	PAGE
SPECIAL FUND EXPENDITURES AND REVENUES ……..	267
Economic Development Fund	268-272
Affordable Housing Fund	273-277
Wastewater Treatment Services	278-280
Public Land Acquisition	281-282
Cable Access Fund	283-288
Aquatics Facilities Referendum Fund	289-296
DEBT SERVICE EXPENDITURES AND REVENUES ……..	297-301
CAPITAL PROJECTS EXPENDITURES AND REVENUES ……..	302-425
TAX INCREMENT DISTRICT FUNDS	426-428
Tax Increment District # 7	429-431
Tax Increment District # 8	432-434
Tax Increment District # 9	435-437
Tax Increment District #10	438-440
Tax Increment District #11	441-443
Tax Increment District #12	444-446
Tax Increment District #13	447-449
Tax Increment District #14	450-452
Tax Increment District #15	453-455
Tax Increment District #17	456-458
Tax Increment District #18	459-461
AQUATICS FACILITIES CAPITAL PROJECTS FUND ……..	462-463
WATER EXPENDITURES AND REVENUES ……..	464-472
STORMWATER EXPENDITURES AND REVENUES ……..	473-513

MEMORANDUM

TO: Citizens of De Pere
FROM: Kim Flom, City Manager
Pam Manley, Finance Director
DATE: November 18, 2025
SUBJECT: 2026 Executive Budget

Manager's Message

The City of De Pere aspires to provide an unwavering focus on quality of life that will set a national standard for a vibrant community. Our Mission, as set by the Mayor and Common Council, is to foster an engaged community spirit and encourage forward thinking to seize on opportunities for education, business, recreation and culture – with steadfast support for the City's history and character. The City of De Pere goals include:

- Grow downtown to provide new commercial, entertainment, cultural, and housing opportunities for De Pere without losing the authentic character the community has built.
- Encourage the growth of business.
- Embrace, enhance, connect and activate the open space networks throughout the City.
- An opportunity to reinvent how services are provided and funded.
- Increase and coordinate unique activities that enliven the City and increase the sense of community.

The City budget is the foremost tool to maintain financial accountability for our work. It represents a plan for the future, holds us accountable for performance expectations and provides transparency for our operations. Municipal budgeting is not without challenges, but we believe that De Pere's 2026 budget is structured to foster continued growth while providing excellent municipal services to residents, businesses and visitors.

The 2026 total budget includes $91,721,452 in expenditures across the following categories:

General Expenditures: $23,797,133
Special Revenues Funds: $2,067,103
Debt Service Fund: $14,605,571
Capital Projects Funds: $29,734,081
Utility Funds (Water, Wastewater, Stormwater): $21,517,564

RETURN TO TABLE OF CONTENTS

Departments develop their budgets to ensure minimal increases in expenditures, excluding capital equipment and projects. They strive to reduce overtime to the extent possible and embrace technology-based business solutions to increase efficiency and improve customer service. The team harnesses opportunities to promote sustainable practices, intergovernmental and private cooperation and an inclusive culture in City operations and within the community. From front line staff to Department Heads, everyone plays a role in ensuring the successful administration of the budget.

We continue past practice of approaching the development of the Executive Budget as an opportunity to improve the efficiency and effectiveness of municipal services. We are thoughtful stewards of the taxes received and are strategic in providing a high quality of life with our funding. We believe every fiscal obstacle creates an opportunity to reinvent how services are provided and funded.

I am very grateful for the efforts of the City Team to develop this year's budget and to administer the budget in a responsible manner from year to year. And I am thankful to the Mayor, Common Council and residents of De Pere for entrusting us to execute on their vision and mission for the community.

Kim Flom
City Manager

EXECUTIVE SUMMARY

With several large projects in final development stages and under construction, and large infrastructure efforts on the horizon, De Pere is on the precipice of an exciting period of growth. 550 Williams and the Marriott TownPlace Suites hotel will add life and energy to the former Shopko site. Residential development near the former Humana campus will reserve some units for 80% Area Median Income (AMI) residents. Planning and design continue for the Reid/Main reconstruction and the construction of the South Bridge Connector. The City Council has prioritized growth, and we continue to pursue and support appropriate development projects within the city.

<u>Economic Development Highlights</u>
Continued Business Park Growth - $72,984,200 in increment growth across all Tax Increment Finance Districts (TIDS).
Downtown De Pere – low business vacancy rates in available storefronts. Continued investment in historic building renovation.
South Bridge Connector – multi-year legacy infrastructure project estimated to be complete in 2030/2031.
Main & Reid Reconstruction – construction anticipated to begin in 2027.
Downtown Redevelopment – 60-unit mixed use building and 90 room Marriott TownPlace Suites hotel are under construction.
Downtown Parking Garage – construction to begin by end of 2025.
Residential Growth – Development Agreement approved for 168 units at The Lofts at Preserve Phases 1 and 2.

RETURN TO TABLE OF CONTENTS

While these projects will add both residents and property value to De Pere, they are not complete yet. The last two years of net new construction in the City have actually been relatively flat at 1.683% and 1.366% respectively.

Over the same past two years, the City has authorized additional debt in response to State of Wisconsin budget regulations and in order to prepare facilities for future needs, like the Municipal Service Center. The debt service fund levy increased by 12% in the 2025 adopted budget and will increase by nearly 35% in 2026. We anticipate maintaining a $6-7M annual debt service fund levy for general fund supported projects into the foreseeable future and capital budgets will reflect that goal.

Current City staffing levels are generally sufficient to meet residents' needs. Future initiatives and increases in services, however, will require additional operational costs. The 2026 budget proposes a general fund operating expenditure increase of 2.44% and debt service levy payment increase of 34.75%. Translated simply, the 2026 budget focuses on capital equipment, facilities and infrastructure needs, while holding steady on operations. The operating expenditure increase is offset by a 6.6% projected increase in revenues.

Operating Budget Highlights

1. One new full-time firefighter beginning in July to meet growing demands of service area
2. Increased hours to support the expanded Beer Garden schedule
3. City Tree Incentive Program to reduce cost of trees to $100 each
4. TID Financial Incentives to promote additional economic development opportunities
5. TID Financial Incentives to support affordable housing opportunities
6. Increase Funding to Community Partners – Sister Cities, Beautification Committee, Historical Society and Community Service Grants
7. Ongoing Sustainability Initiatives
8. New Youth Commission program to involve and inspire students in civic service
9. Improved technology-based business solutions for customer service and document management
10. City Facilities ADA improvements

Capital Budget Highlights

1. Support for the South Bridge Connector Project
2. Support for the Main and Reid Reconstruction Project
3. Mill Alley Reconstruction
4. Sixth Avenue Reconstruction
5. Enterprise Resource Planning (ERP) Software
6. Ongoing Maintenance and Repair of City Facilities
7. New and Expanded Municipal Service Center
8. Wilson Park Renovation
9. Waterview Heights Park – Phase 1

RETURN TO TABLE OF CONTENTS

10. Park Improvements at Carney, Kelly Danen and Voyageur Parks
11. Replace and Update City Equipment, including Police Squad Cars

The State of Wisconsin continues to make adjustments to the amount of shared revenue municipalities and counties receive and these efforts are very much appreciated. However, the adjustments have not yet caught up to the operational necessities of providing high quality services. The current regulatory budget environment as established by the State still requires the City to adjust fiscal policies to either reduce municipal services, increase service fees, or implement alternative revenue sources to balance the City revenues and expenditures. 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.

Several factors influenced the development of the 2026 De Pere Municipal Budget including:

<u>Budget Factors</u>

- Bond Rating – Reaffirmed Aa2 in 2025
- Net New Construction – 1.683% in 2025. 1.366% in 2024
- Debt Service Fund Levy – 34.75% increase from 2025
- Population Growth – 25,605. +164 from 2024
- General Fund Operating Expenditures – 2.44% increase from 2025
- General Fund Projected Revenues – 6.44% increase from 2025
- Unassigned Reserves Estimate as a percentage of operating expenses – 35% budgeted in 2026. 39% estimate in 2025
- Assessed Property Values – 8.89% overall increase
- Equalized Value – Grew from $3,584,193,000 in 2024 to $3,839,271,900 in 2025, 7.12%. Residential increased 5.48% and non-residential increased 10.88%.

We utilize a ten-year budget model to forecast probable changes in revenues and expenditures. Based on all available information, 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 2025 to be applied in 2026. 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.

The 2026 Executive Budget maintains the existing level of municipal services provided to the community and funds approved infrastructure and capital projects. The total property tax assessed mill rate, which is the combined rate of the other taxing entities, is estimated to decrease 2.13% for the West De Pere School District and 1.86% for the Unified De Pere School District. The 2026 municipal assessed mil rate, specific to De Pere,

RETURN TO TABLE OF CONTENTS

is estimated to increase by .62% to $5.46 (adopted 2025 rate: $5.43). The estimated total net assessed tax rate for De Pere residents will continue to be lower than other communities in the region.

GENERAL FUND EXPENDITURES

General Government: General Government totals $4,670,803 and 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. No new personnel are proposed for 2026. Total General Government expenditures are 7.47% lower in 2026 vs. 2025.

2026 Major Expenditures (>$100,000)

- Wages and Benefits: $2,934,179 (Insurance: $484,561)
- Consulting: $336,071
- Operating Supplies: $104,918
- Repair and Maintenance Supplies: $200,375
- Property Insurance: $302,500
- Capital Equipment: $165,000

Public Safety: Public Safety totals $12,642,481 and includes expenditures associated with the operations and activities of the Police Department, Crossing Guards, Fire and EMS, Building Inspection and Jail services. One new full-time firefighter is proposed beginning in July 2026. Total Public Safety expenditures are 7.31% higher in 2026 vs. 2025. Current labor agreements and the resolution of previous agreements contribute to this increase.

2026 Major Expenditures (>$100,000)

- Wages and Benefits: $11,578,479 (Insurance: $1,711,538)
- Consulting: $268,718
- Transportation: $104,300
- Capital Equipment: $122,961

Public Works: Public Works totals $3,401,633 and 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. Total Public Works expenditures are 2.90% lower in 2026 vs. 2025.

RETURN TO TABLE OF CONTENTS

2026 Major Expenditures (>$100,000)

- Wages and Benefits: $1,683,379 (Insurance: $320,008)
- Transit System: $181,509
- Landfill: $329,600
- Consulting: $171,620
- Utilities: $492,700
- Transportation: $142,421
- Operating Supplies: $128,313

**Note that overall Public Works operations are split across several different funds. Broadly estimated, total operations are generally allocated as 25% across property tax, stormwater utility, sewer utility and water utility.*

Culture, Recreation & Education: Culture, Recreation & Education totals $3,082,216 and 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. 6.31% higher in 2026 vs. 2025. The increase is primarily driven by increases in turf supplies and a proposed ice arena repair that would be supplemented with fundraising.

2026 Major Expenditures (>$100,000)
Wages and Benefits: $2,324,838 (Insurance: $381,507)
Utilities: $116,750
Operating Supplies: $212,569
Ice Arena Repair and Maintenance Supplies: $100,000

GENERAL FUND REVENUES

General Fund revenues increased by 6.6%.

Major Changes ($20,000 or more difference)

- From Municipal Water Utility: Increased $20,000 based on prior-year actual revenues and projections
- State Shared Revenue: Increased $59,713 based on the State's estimate
- State Fire Insurance: Increased $20,000 to reflect trends
- State Grants: Increased $94,000 as we research ADA Audit grant opportunities
- General Transportation Aid: Increased $283,142 to reflect State budget increase
- Cable Television Franchise License: Decreased $90,000 because they were reallocated to Fund 209 Cable TV

RETURN TO TABLE OF CONTENTS

- Building Permits: Decreased $93,000 to reflect department estimates and increased fees
- Court Penalties and Costs: Decreased $64,000 to reflect prior year's actuals and trends
- Ambulance Fees: Increased $50,000 to reflect trends and increased fees
- Ambulance Fees from Townships: Increased $53,068 to reflect updated contract amounts
- School Resource Officer Payment: Increased $22,345 based on new wage rates
- Property Sales: Decreased $50,000 to reflect department estimates
- Fund Balances Applied: Increased $418,261 ($318,261 for one-time expenses and $100,000 from prior year Ice Arena management fees)

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: This fund is used to provide economic development programs to attract business and development growth to De Pere. Fund revenues originate from grants, previous CDBG-ED Revolving Loan Fund funding and interest and repayment on outstanding loans. The Revolving Loan Fund previously provided economic development loans to local businesses. The revolving loan fund balance at the end of 2026 is estimated to be approximately $860,000.

Affordable Housing Fund: This fund is used to increase affordable housing opportunities in the City of De Pere by incentivizing a diverse housing stock, repairing older housing products, encouraging upper story renovation of downtown residential units and partnering with non-profit organizations. The fund will grow by $373,310 in 2026 and will support Rock the Block as well as the construction of affordable units in the Phoenix Development.

Wastewater Treatment Services Fund: This 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 2025 is estimated to be approximately $31,064,483.

Public Land Acquisition Fund: This 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 2025 is estimated to be approximately $150,000.

Cable Access Fund: The Cable Access Fund is used to manage franchise fees and grants. Revenues are anticipated to be approximately $85,179 in 2025 and are used to offset administrative, equipment and production costs. Franchise fees were previously split between this fund and the general fund. For 2026, all franchise fees are allocated to this fund. The fund balance at the end of 2025 is estimated to be $0.

RETURN TO TABLE OF CONTENTS

Aquatics Facilities Fund: This fund is used to show the operating deficit and tax levy funding from the pool referendum. The 2026 budget includes $370,194 of the $900,000 levied for pools as part of the previously approved referendum. 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 2026 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 debt fund expenditures for 2026 are $14,605,571 ($10,640,000-principal and $3,965,571-interest and fees) compared to a total of $9,314,389 in 2025.

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, 17 & 18 and Aquatics Facilities. The Capital Projects fund is analyzed and evaluated on a consistent basis.

2026 Significant Investments (>$100,000)

1. Enterprise Resource Planning – Replace ERP Software System: $500,000
2. Server and Storage Infrastructure Replacement: $165,000
3. City Hall – Replace Rooftop HVAC Unit: $200,000
4. Police – Replace 7 vehicles: $451,259
5. Municipal Service Center (MSC) Expansion Phase 2: $10,000,000 ($15M phase 1 funded in 2025)
6. SnoGo Snow Blower Replacement: $250,000
7. Skidsteer #100 Replacement: $100,000
8. Truck #59 Replacement: $125,000
9. Southbridge Interchange Segment 5: $993,300
10. Community Center – Air Conditioning Replacement Phase 2: $125,000
11. Wilson Park Renovation: $100,000 (anticipated $100,000 grant match)
12. Carney Park Playground Replacement: $125,000
13. Ice Arena Upgrades: $100,000 (anticipated fundraising match for this project)
14. Waterview Heights Neighborhood Park Development Phase 1 of 3: $200,000
15. Voyageur Park– Dock Replacement: $185,000
16. Street Management Program: $4,358,276 (referendum amount: $941,276)

RETURN TO TABLE OF CONTENTS

17. Sanitary Sewer Program: $1,686,000
18. Utility and Street Extensions – Phoenix Preserve and Kingston Preserve Phase II: $3,248,400

The Capital Budget also includes TID funding for development rebates, infrastructure support for the Southbridge Connector Project, the downtown parking ramp phase 2, William and Wisconsin Street reconstructions, and Employers Blvd residential infrastructure.

TAX INCREMENT DISTRICT FUNDS

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. The geographic area is identified as the tax incremental district or TID. TID's are the City's most powerful economic development tool and are used to promote growth, support affordable housing initiatives and support important infrastructure projects within the TID. 2026 TID projects include South Bridge Connector project support, developer incentives and rebates, façade grants, environmental studies, railroad spur inspection and maintenance, Employees Boulevard infrastructure, and site assembly.

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. Fund revenues are generated via water sales.

2026 Capital Outlay (>$100,000)

- Miscellaneous Relays: $1,500,000
- Merrill Well Inspection & Repairs: $150,000

The Water Utility Fund also includes expenditures and revenues to fund debt service requirements. Total 2026 estimated principal and interest payments are $627,500. The cash balance at the end of 2025 is estimated to be approximately -$696,380. The City continues to pursue a rate case evaluation by the Wisconsin Public Service Commission. If approved, a rate increase would not go into effect until late 2026 or early 2027. A rate increase is necessary to mitigate the longstanding negative cash balance in this fund and repay the long-term advance to the Wastewater and General Funds

RETURN TO TABLE OF CONTENTS

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. Fund revenues are generated via a set fee per Equivalent Runoff Unit (ERU). Each residential property is equivalent to one ERU.

2026 Capital Outlay (>$100,000)

- Storm Sewer Repair/Replacement/Installation: $1,114,000
- Storm Pond – Wet Pond: $145,940

The fee for 2026 is $142 per ERU, a $10 increase from 2025. 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. These unfunded mandates require the City to reevaluate and adjust the ERU on an annual basis.

SUMMARY

The City of De Pere has grown at a flat rate over the past two years but anticipates future growth in Downtown and the South Bridge Connector Corridor. Our budget will continue to strategically plan for that growth in a responsible manner while continuing to provide high quality of life services and initiatives to achieve the Common Council's vision.

De Pere has a regional reputation as being a community of choice to live, work, have fun and raise a family. The 2026 budget meets the existing municipal service level needs and expectations of our community. The 2026 Executive Budget includes a .62% increase in the assessed property tax mill rate resulting in a 9.56% increase in the property tax levy. The increase is almost exclusively dedicated to funding debt for necessary infrastructure and capital projects. 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.

We are committed to working closely with the Mayor, Common Council, City employees, businesses and residents to pursue the City vision of providing an unwavering focus on quality of life that will set a national standard for a vibrant community. More information about the City's Finances can be found on the De Pere Finance Department Website.

RETURN TO TABLE OF CONTENTS

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 **Property Tax Levy Pie Charts:** These charts identify the general fund, debt service, capital projects, special revenue, and TID portions of the total City tax levy. Charts include the 2024 tax levy (2025 Adopted Budget) and 2025 tax levy (2026 Executive Budget).

iii **General Fund Expenditures by Function Pie Charts**: These charts categorize the general fund expenditures by function. Charts include the 2025 Adopted and 2026 Executive Budgets. Note that some government functions, like Public Works for example, are also funded by utilities.

iv **Revenues by Source:** This pie chart shows the difference revenue sources included in the 2026 Executive Budget.

v **General Fund Revenue and Expenditure Trends Chart:** This chart identifies expenditure and revenue trends for General Fund operations for the period including 2017 through 2026.

vi **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 2017 through 2026. General Obligation debt is debt that is guaranteed payable under the City's obligation to collect sufficient property taxes.

vii **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 2025 is $3,503.81. This value changes annually based on borrowing needs and principal and interest payments schedules.

viii **Long Term Note and Bonded Indebtedness Table:** This table identifies the value of outstanding debt as of the beginning of 2026 per note and bond issue.

ix **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 2006 through 2025.

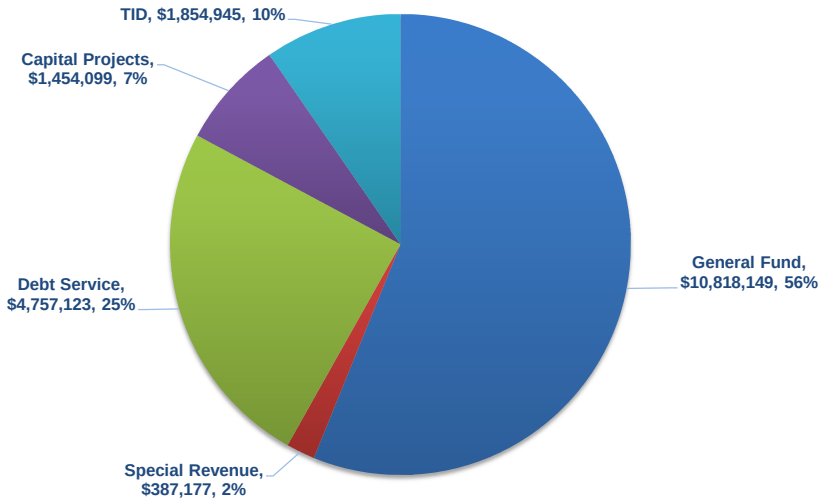
x **District Levies Including TID Districts:** This table identifies the total dollar value of the applied property tax levies for the various taxing jurisdictions for the City of De Pere. The table provides a comparison of the past ten years including 2025 estimates.

xi-xii **Ten Year Comparison of Property Taxes Paid Table:** These tables identify the estimated dollar value of property taxes paid by the average property in De Pere from 2016 through 2025 (2025 represents taxes paid for the 2026 budget year). These tables also include State School Credit values.

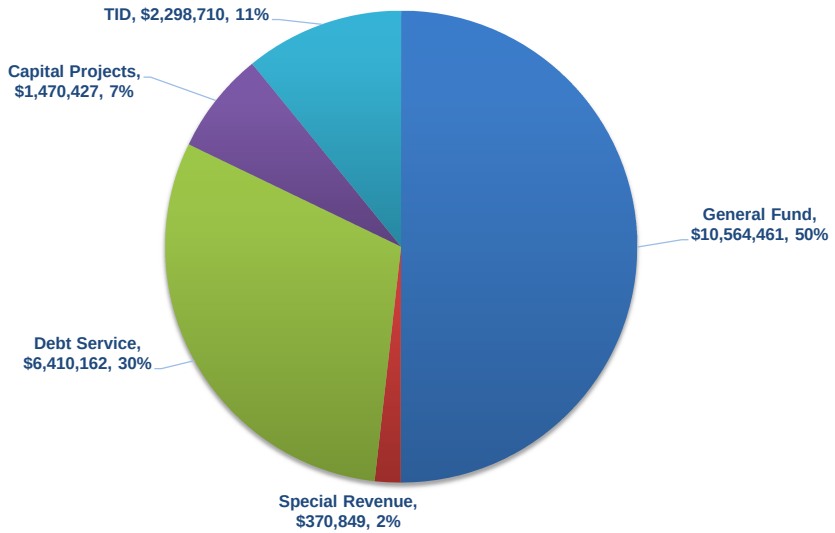
xiii **Property Tax Levy History:** This bar graph shows the breakdown by fund type of the City levy over a 5-year timeframe.

xiv **2025 Property Tax Levy 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 35% for the Unified School District and 34% for the West School District.

CITY OF DE PERE
2024 PROPERTY TAX LEVY CHART

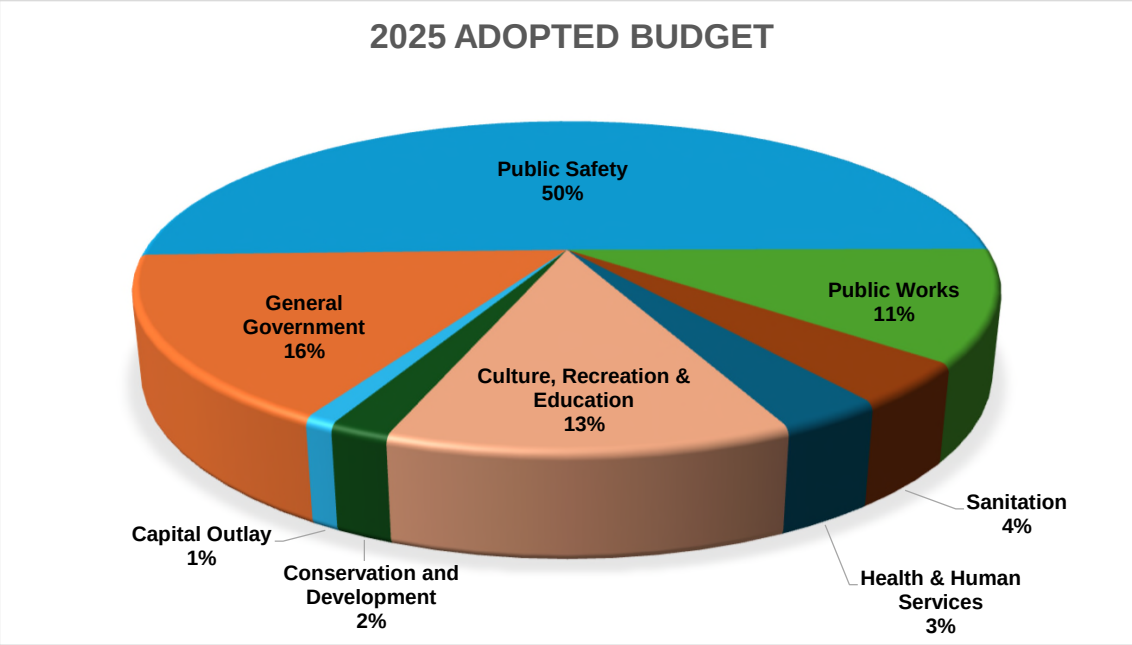


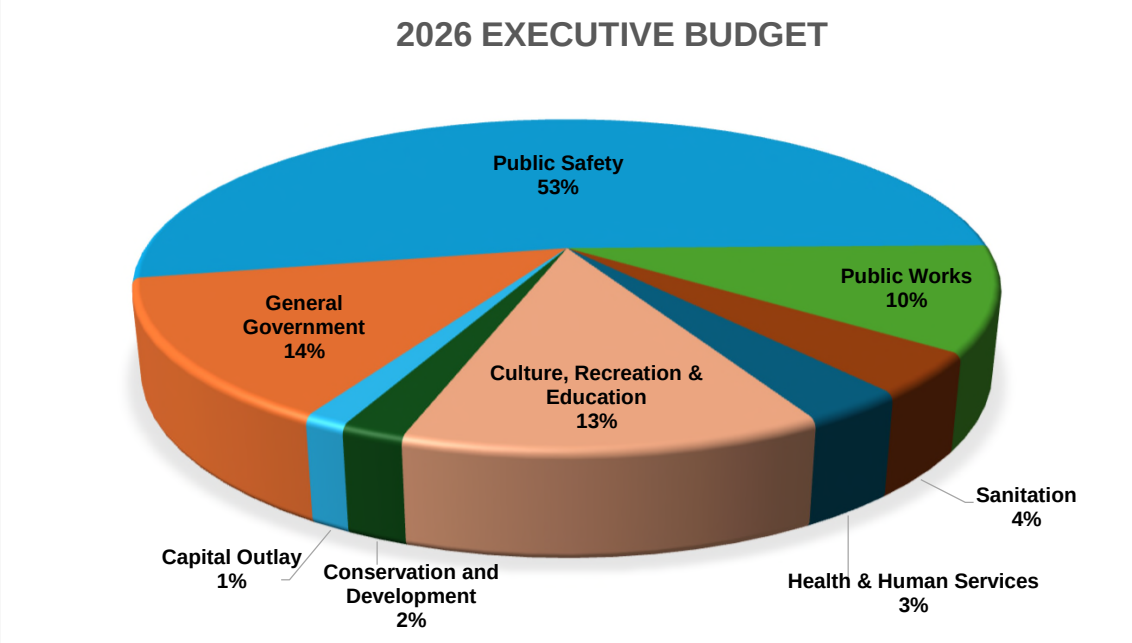
CITY OF DE PERE
2025 PROPERTY TAX LEVY CHART



RETURN TO TABLE OF CONTENTS

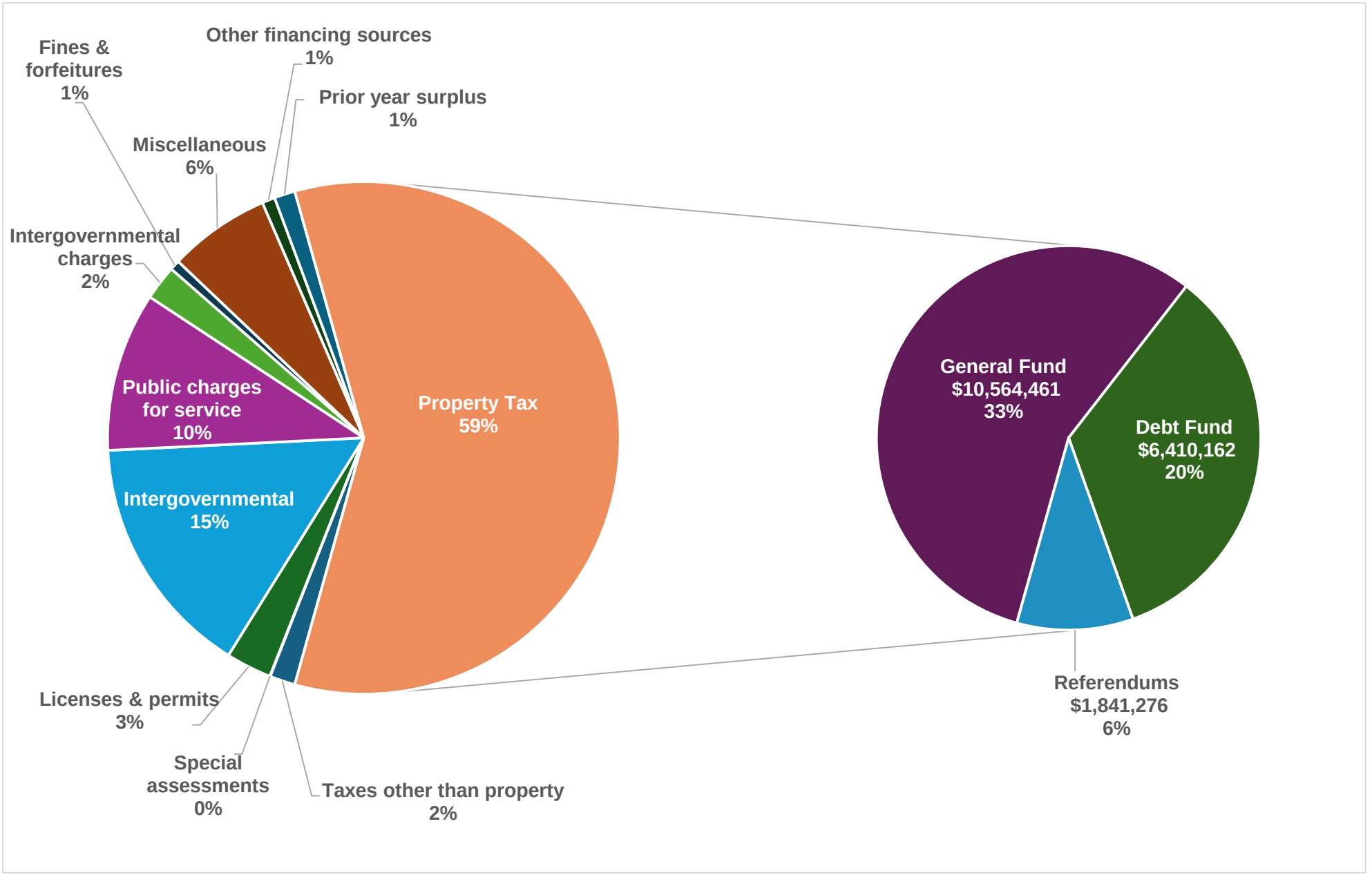
GENERAL FUND EXPENDITURES BY FUNCTION





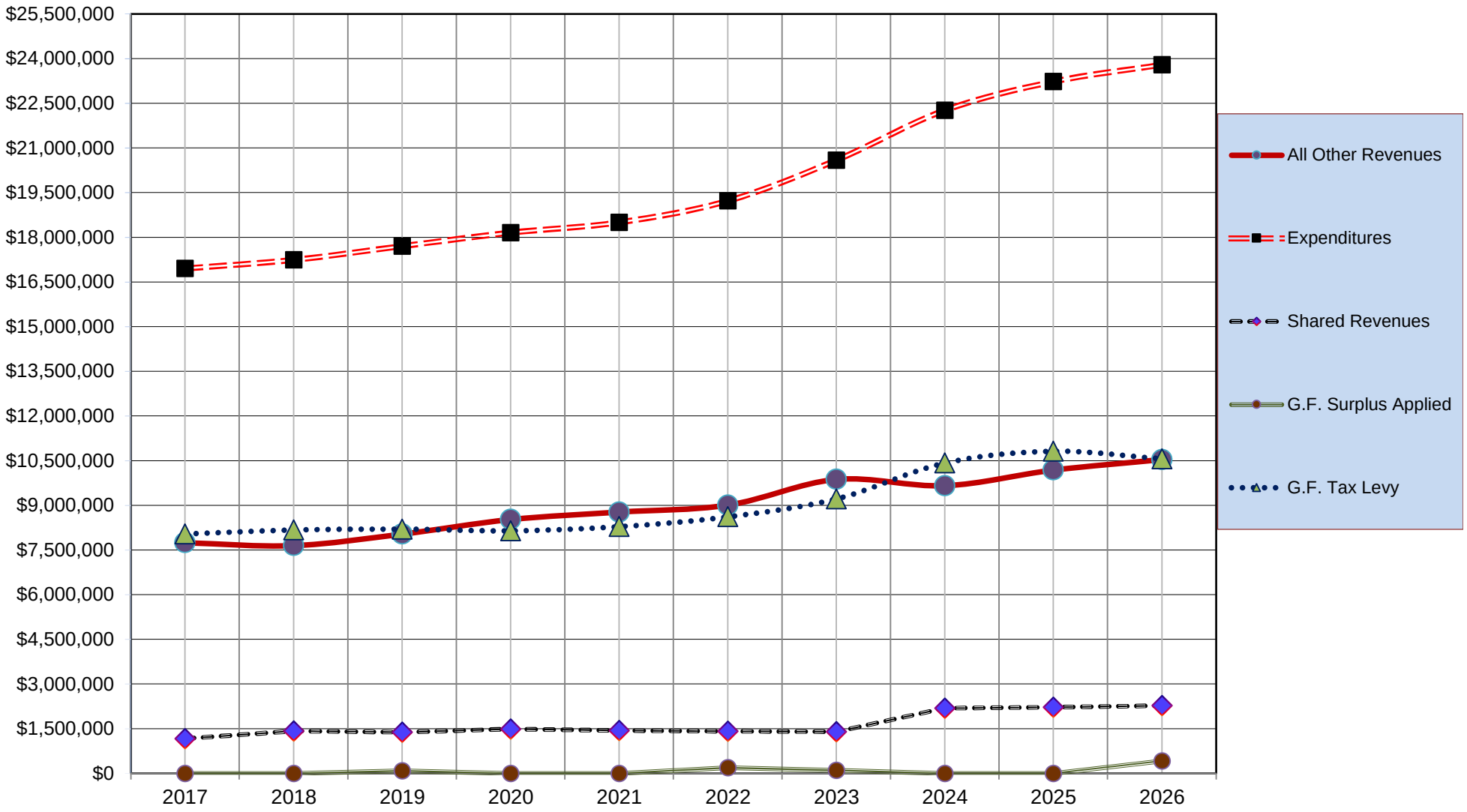
RETURN TO TABLE OF CONTENTS

2026 Executive Budget
Revenues by Source



RETURN TO TABLE OF CONTENTS

General Fund Revenue & Expenditure Trends



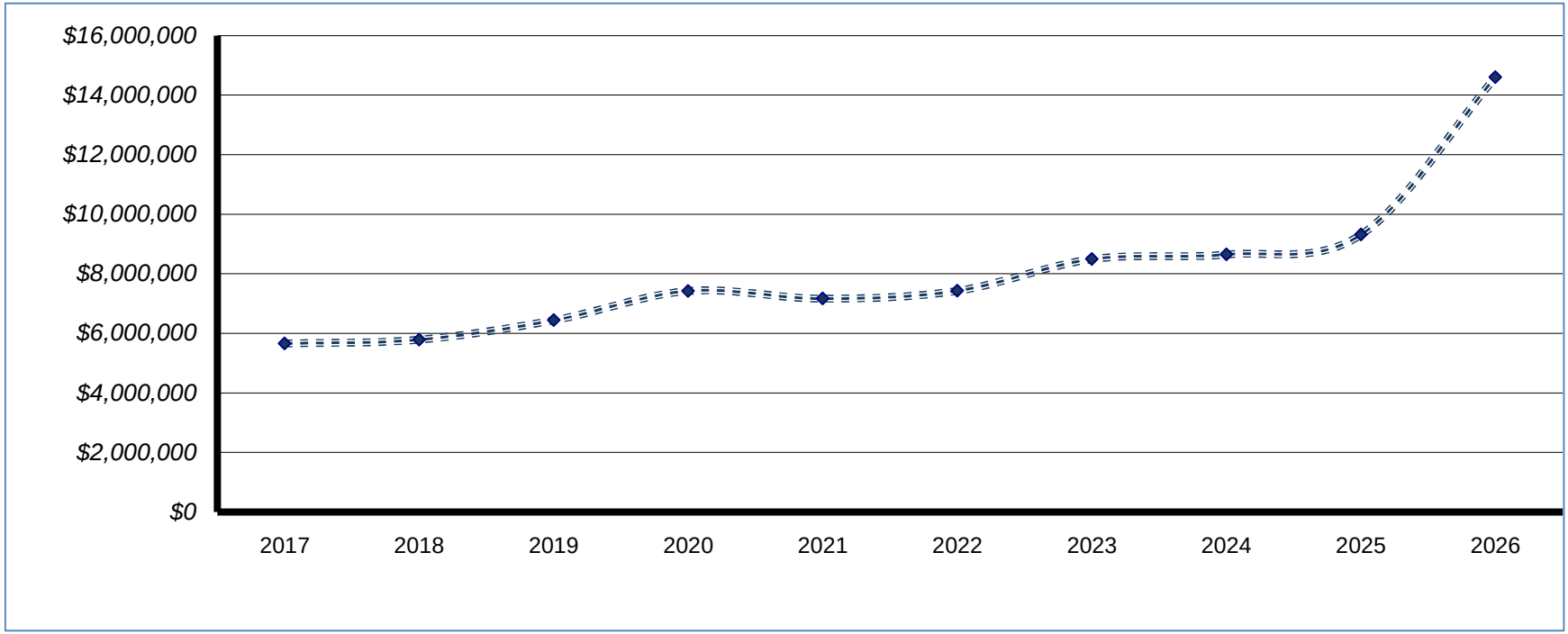
v

RETURN TO TABLE OF CONTENTS

Annual City of De Pere

General Obligation Debt Service

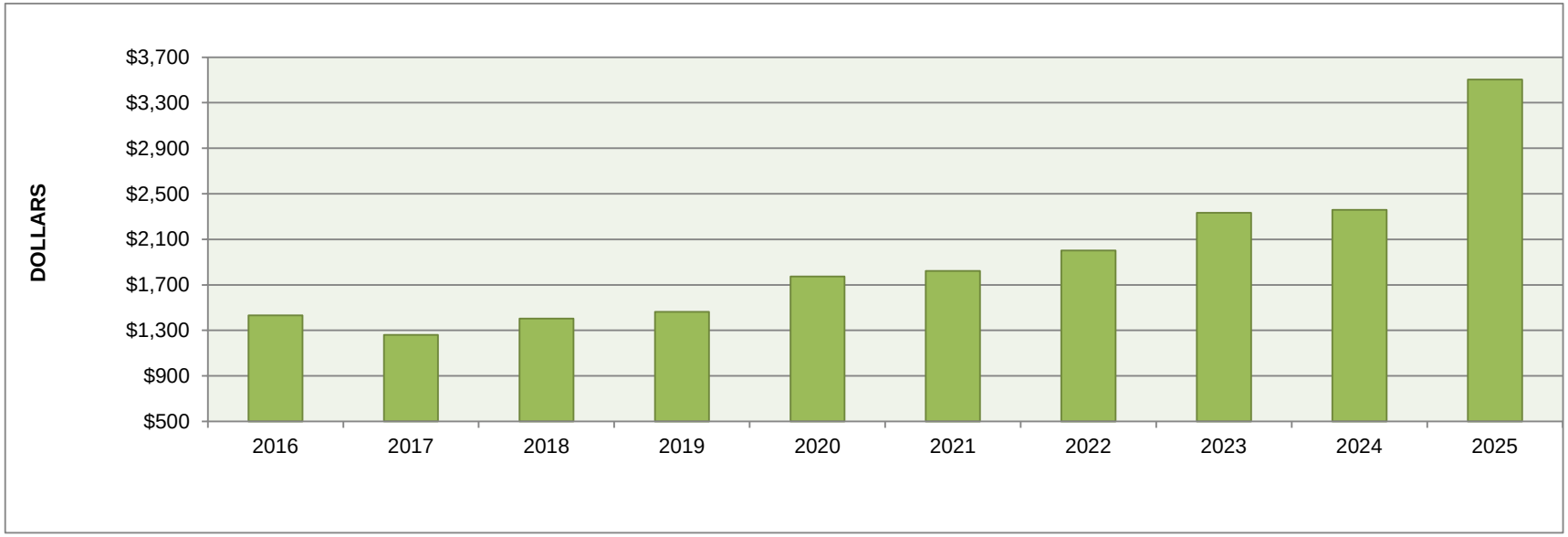
2017-2026



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
2021	$7,167,713	*2026*	$14,605,571

Debt Per Capita

2016 - 2025 Tax Levy



Year	Population	G. O. Debt Outstanding	Equalized Valuation	Debt as % of Equalized Value	Debt Per Capita
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
2025	25,605	$89,715,000	$3,839,271,900	2.34%	$3,503.81

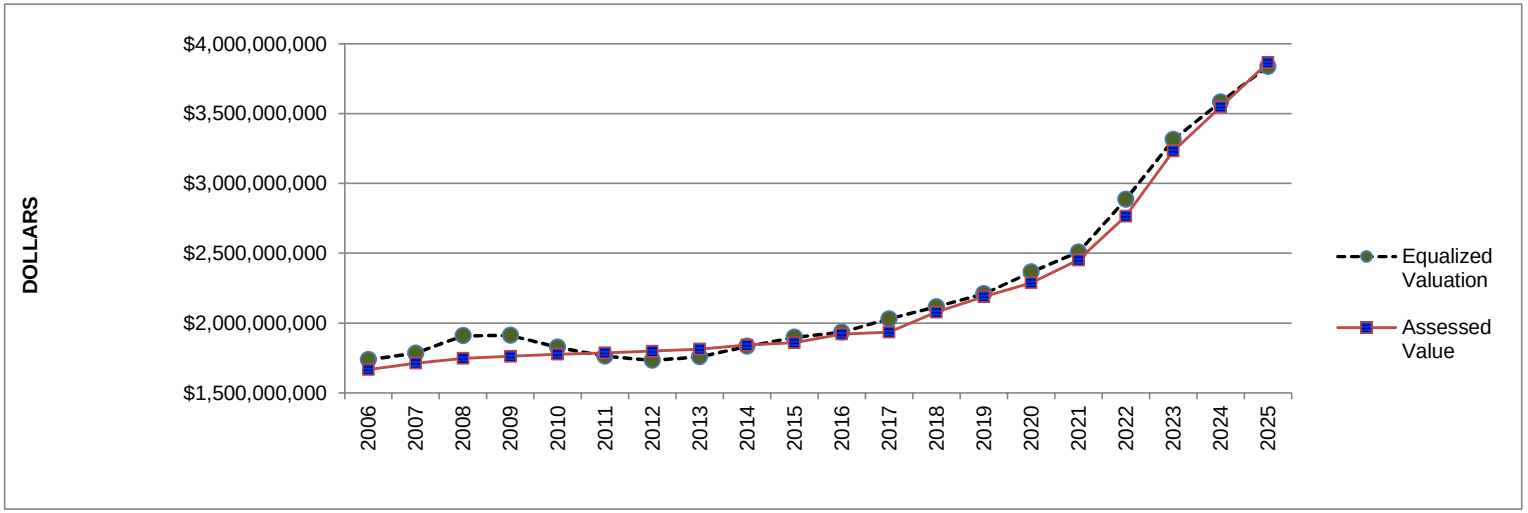
Long-Term Note and Bonded Indebtedness - December 31, 2025
Governmental Funds

	Year of Issue	Amount of Issue	Outstanding 12/31/2025	Principal Due - 2026
General Obligation Bonds	2013	5,650,000	555,000	160,000
General Obligation Bonds	2014	1,075,000	320,000	75,000
Promissory Note	2016	5,900,000	370,000	370,000
Promissory Note	2016	890,000	90,000	90,000
General Obligation Bonds	2017	1,700,000	465,000	225,000
Promissory Note	2017	2,015,000	490,000	275,000
Community Development Bonds	2018	5,545,000	3,845,000	385,000
Promissory Note	2018	2,600,000	870,000	280,000
Promissory Note	2019	8,715,000	3,205,000	940,000
Promissory Note	2019	880,000	625,000	70,000
Promissory Note	2020	8,340,000	4,265,000	820,000
Promissory Note	2020	2,670,000	1,405,000	305,000
Promissory Note	2021	6,375,000	3,685,000	620,000
Promissory Note	2021	3,895,000	3,270,000	295,000
Promissory Note	2022	10,100,000	7,795,000	795,000
Promissory Note	2022	885,000	785,000	100,000
Promissory Note	2023	8,350,000	7,140,000	600,000
Promissory Note	2023	6,670,000	6,525,000	595,000
Promissory Note	2024	7,725,000	7,085,000	625,000
Promissory Note	2025	31,135,000	31,135,000	2,815,000
Promissory Note	2025	5,790,000	5,790,000	200,000
Total General Obligation Bonds and Notes		$126,905,000	$89,715,000	$10,640,000

RETURN TO TABLE OF CONTENTS

Property Valuation

2006-2025



Year	Assessed Value	% Change	Equalized Valuation	% Change	Assessed/ Equalized
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%
2025	$3,865,143,300	8.89%	$3,839,271,900	7.12%	100.67%

ESTIMATED DISTRICT LEVIES INCLUDING TID DISTRICTS

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
State Taxes	$ 329,272	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0
County Taxes	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	10,382,739
Local Property Taxes	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	21,114,609
NE Wisconsin Technical College	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	2,036,757
School District - 1414 (East)	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	12,125,636
School District - 6328 (West)	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	14,564,627
Subtotal	**$ 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**	**$ 60,224,368**
Property Tax Credits										
School District - 1414 (East)	1,620,372	1,776,830	1,776,830	1,890,128	1,732,791	1,854,299	1,548,051	1,520,611	2,017,916	2,004,240
School District - 6328 (West)	1,851,991	2,029,137	2,029,137	2,033,867	1,864,567	1,972,292	1,688,331	1,715,770	2,328,633	2,342,310
Total	**$ 40,754,581**	**$ 40,482,356**	**$ 43,333,607**	**$ 41,977,093**	**$ 42,193,062**	**$ 41,704,722**	**$ 44,083,144**	**$ 48,292,323**	**$ 52,000,620**	**$ 55,877,819**

Estimates based on data available at time of printing

RETURN TO TABLE OF CONTENTS

2026 Executive Budget
Unified School District
City of De Pere

TEN YEAR COMPARISON OF PROPERTY TAXES PAID

Taxing Jurisdiction	$300,000 2016	$300,000 2017	$300,000 2018	$300,000 2019	$300,000 2020	$300,000 2021	$300,000 2022	$300,000 2023	$300,000 2024	$300,000 2025*	% Change 24 to 25	$ Change 24 to 25
City of De Pere	$2,022.09	$2,015.07	$2,122.14	$2,027.07	$1,975.89	$1,882.44	$1,753.53	$1,684.26	$1,628.79	$1,638.85	0.62%	$ 10.06
NWTC	$ 254.04	$ 263.82	$ 251.91	$ 245.55	$ 246.69	$ 226.71	$ 207.66	$ 184.81	$ 170.58	$ 158.09	-7.32%	$ (12.49)
School	$3,182.34	$3,102.00	$2,916.12	$2,514.75	$2,022.51	$1,789.05	$1,719.57	$1,745.43	$2,068.68	$2,041.06	-1.34%	$ (27.62)
County	$1,415.61	$1,463.07	$1,383.87	$1,291.20	$1,256.16	$1,152.03	$1,048.98	$ 944.62	$ 856.82	$ 805.87	-5.95%	$ (50.94)
State	$ 51.30	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	0.00%	$ 0.00
Sub-Total	$6,925.38	$6,843.96	$6,674.04	$6,078.57	$5,501.25	$5,050.23	$4,729.74	$4,559.12	$4,724.86	$4,643.87	-1.71%	$ (80.99)
State School Credit	$ 542.25	$ 589.98	$ 542.31	$ 507.69	$ 471.60	$ 417.51	$ 350.94	$ 300.39	$ 367.36	$ 337.37	-8.17%	$ (30.00)
Total Taxes	$6,383.13	$6,253.98	$6,131.73	$5,570.88	$5,029.65	$4,632.72	$4,378.80	$4,258.73	$4,357.50	$4,306.50	-1.17%	$ (51.00)

Taxing Jurisdiction	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
City of De Pere	6.7403	6.7169	7.0738	6.7569	6.5863	6.2748	5.8451	5.6142	5.4293	5.4628
NWTC	0.8468	0.8794	0.8397	0.8185	0.8223	0.7557	0.6922	0.6160	0.5686	0.5270
School	10.6078	10.3400	9.7204	8.3825	6.7417	5.9635	5.7319	5.8181	6.8956	6.8035
County	4.7187	4.8769	4.6129	4.3040	4.1872	3.8401	3.4966	3.1487	2.8561	2.6862
State	0.1710	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Sub-Total	23.0846	22.8132	22.2468	20.2619	18.3375	16.8341	15.7658	15.1971	15.7495	15.4796
State School Credit	1.8075	1.9666	1.8077	1.6923	1.5720	1.3917	1.1698	1.0013	1.2245	1.1246
Total Mil Rate**	21.2771	20.8466	20.4391	18.5696	16.7655	15.4424	14.5960	14.1958	14.5250	14.3550

Estimates based on data available at time of printing

****Tax Rate per $1,000 of Assessed Value***

2026 Executive Budget
West School District
City of De Pere

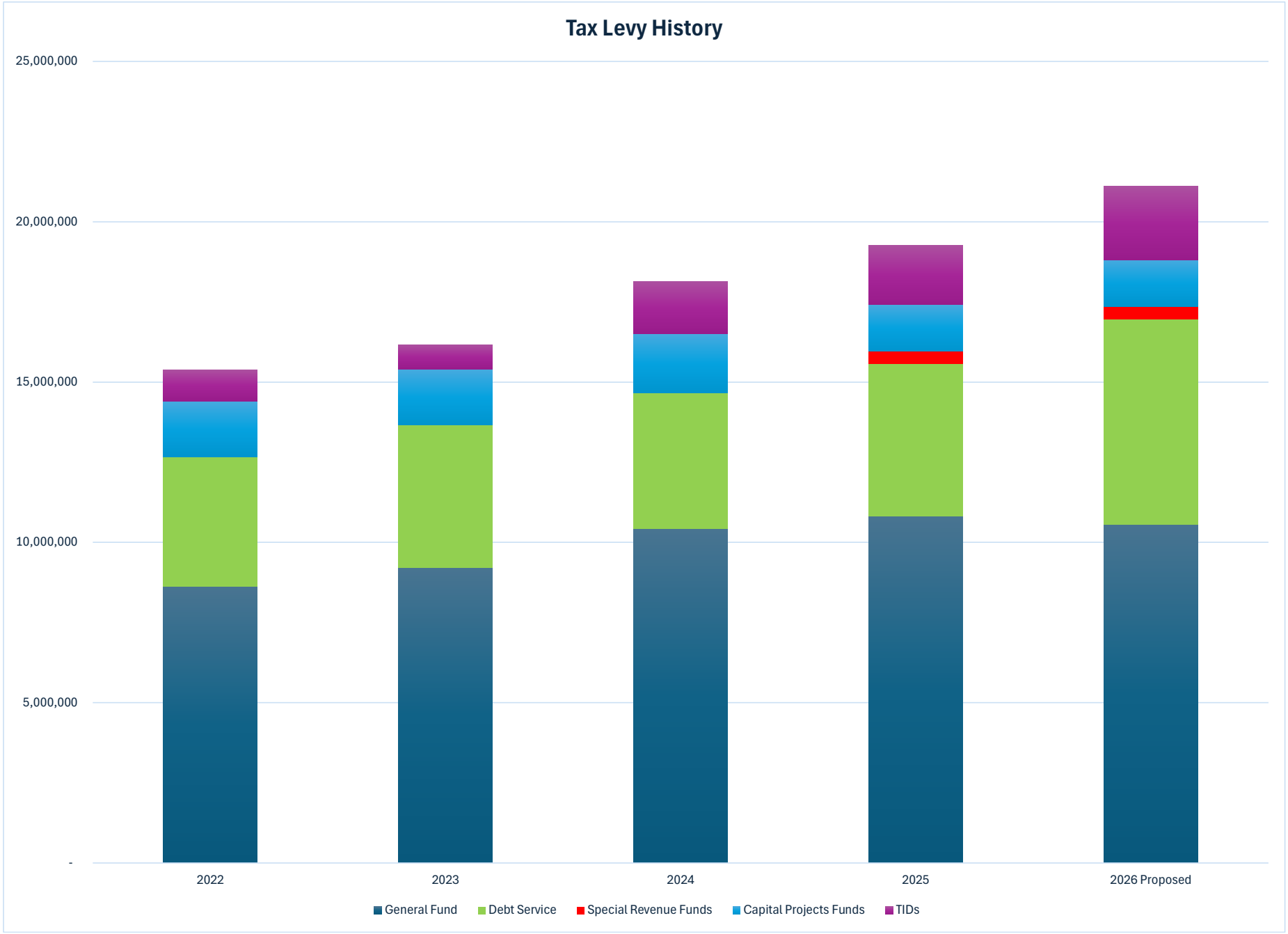
TEN YEAR COMPARISON OF PROPERTY TAXES PAID

Taxing Jurisdiction	$300,000 2016	$300,000 2017	$300,000 2018	$300,000 2019	$300,000 2020	$300,000 2021	$300,000 2022	$300,000 2023	$300,000 2024	$300,000 2025*	% Change 24 to 25	$ Change 24 to 25
City of De Pere	$2,022.09	$2,015.07	$2,122.14	$2,027.07	$1,975.89	$1,882.44	$1,753.53	$1,684.26	$1,628.79	$1,638.85	0.62%	$ 10.06
NWTC	$ 254.04	$ 263.82	$ 251.91	$ 245.55	$ 246.69	$ 226.71	$ 207.66	$ 184.81	$ 170.58	$ 158.09	-7.32%	$ (12.49)
School	$3,146.91	$3,142.02	$2,944.86	$2,921.01	$2,990.28	$2,798.19	$2,488.86	$2,167.22	$2,138.67	$2,097.76	-1.91%	$ (40.91)
County	$1,415.61	$1,463.07	$1,383.87	$1,291.20	$1,256.16	$1,152.03	$1,048.98	$ 944.62	$ 856.82	$ 805.87	-5.95%	$ (50.94)
State	$ 51.30	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00	0.00%	$ 0.00
Sub-Total	$6,889.95	$6,883.98	$6,702.78	$6,484.83	$6,469.02	$6,059.37	$5,499.03	$4,980.91	$4,794.85	$4,700.57	-1.97%	$ (94.28)
State School Credit	$ 542.25	$ 589.98	$ 542.31	$ 507.69	$ 471.60	$ 417.51	$ 350.94	$ 300.39	$ 367.36	$ 337.37	-8.17%	$ (30.00)
Total Taxes	$6,347.70	$6,294.00	$6,160.47	$5,977.14	$5,997.42	$5,641.86	$5,148.09	$4,680.52	$4,427.49	$4,363.20	-1.45%	$ (64.28)

Taxing Jurisdiction	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025*
City of De Pere	6.7403	6.7169	7.0738	6.7569	6.5863	6.2748	5.8451	5.6142	5.4293	5.4628
NWTC	0.8468	0.8794	0.8397	0.8185	0.8223	0.7557	0.6922	0.6160	0.5686	0.5270
School	10.4897	10.4734	9.8162	9.7367	9.9676	9.3273	8.2962	7.2241	7.1289	6.9925
County	4.7187	4.8769	4.6129	4.3040	4.1872	3.8401	3.4966	3.1487	2.8561	2.6862
State	0.1710	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000
Sub-Total	22.9665	22.9466	22.3426	21.6161	21.5634	20.1979	18.3301	16.6030	15.9828	15.6686
State School Credit	1.8075	1.9666	1.8077	1.6923	1.5720	1.3917	1.1698	1.0013	1.2245	1.1246
Total Mil Rate**	21.1590	20.9800	20.5349	19.9238	19.9914	18.8062	17.1603	15.6017	14.7583	14.5440

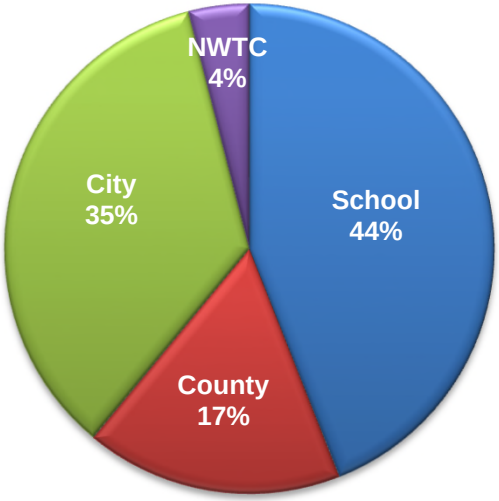
Estimates based on data available at time of printing

****Tax Rate per $1,000 of Assessed Value***

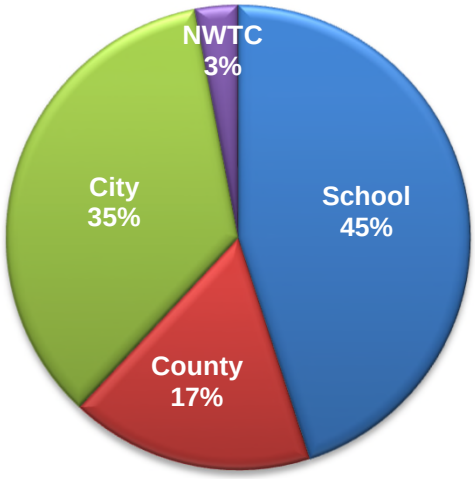


RETURN TO TABLE OF CONTENTS

Property Taxes
Unified School District



Property Taxes
West School District



GENERAL GOVERNMENT

GENERAL GOVERNMENT EXPENDITURES

PROGRAM BUDGET	FULL TIME EQUIVALENTS
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	1.27
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	**20.78**

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.

2026 Performance Measures (July 2025 – June 2026):

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) 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.

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

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 0.06% (From 25,441 to estimated 25,605). 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 3.3% from $5.61 in 2024 to $5.43 in 2025.

Significant Program Achievements:

1) Adopted the 2025 Annual Budget.
2) Adopted a change of government form from City Administrator to City Manager.
3) Hired a new City Manager.

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 proposed 2026 City Council program cost is $110,024. 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.

2026 Budget Significant Expenditure Changes:

1) Electronic Device Stipend increased $750 to reflect 2026 election cycle.
2) Seminars and conferences includes $1,200 to accommodate miscellaneous training for alderpersons.
3) Memberships and Subscriptions increased $1,077 and includes $9,777 for membership in the League of Wisconsin Municipalities (annual 2% increase) and $500 for miscellaneous subscriptions.
4) Grants and Donations increased $3,000 to provide an additional$1,000 for the Beautification Committee ($10,000 to $11,000), Sister Cities ($6,000 to $7,000) and Community Service Grants ($2,000 to $3,000).

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

CITY COUNCIL

Account Number			PERSONAL SERVICES	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
100	51100	122	Hourly Wages--Part Time	$ 61,928	$ 61,928	$ 63,168	$ 63,168	$ 31,376	$ 63,168	$ 64,853	$ 64,853	2.67%
100	51100	150	FICA	898	898	916	916	455	916	940	940	2.67%
100	51100	152	Health, Dental, DIB, Life & Wks Cmp Ins	146	139	107	107	50	107	104	104	-3.37%
			Subtotal	**62,972**	**62,965**	**64,191**	**64,191**	**31,881**	**64,191**	**65,897**	**65,897**	**2.66%**
			CONTRACTUAL SERVICES									
100	51100	210	Electronic Device Stipend	3,750	4,125	3,000	3,000	3,000	3,750	3,150	3,750	25.00%
100	51100	211	Postage	0	0	0	0	0	0	0	0	0.00%
100	51100	212	Seminars and Conferences	1,200	0	1,200	1,200	20	1,200	1,200	1,200	0.00%
100	51100	215	Consulting	0	0	0	0	0	0	0	0	0.00%
100	51100	224	Public Notices	6,000	5,006	6,000	6,000	1,820	5,500	5,500	6,000	0.00%
			Subtotal	**10,950**	**9,131**	**10,200**	**10,200**	**4,840**	**10,450**	**9,850**	**10,950**	**7.35%**
			SUPPLIES AND EXPENSE									
100	51100	310	Office Supplies	1,500	953	1,500	1,500	406	1,500	1,500	1,500	0.00%
100	51100	320	Memberships/Subscriptions	9,200	8,793	9,200	9,200	9,377	9,377	11,800	10,277	11.71%
100	51100	330	Mileage Reimbursement	400	0	400	400	0	400	400	400	0.00%
			Subtotal	**11,100**	**9,746**	**11,100**	**11,100**	**9,783**	**11,277**	**13,700**	**12,177**	**9.70%**
			GRANTS, CONTRIBUTIONS, INDEM									
100	51100	720	Grants and Donations	18,000	18,415	18,000	18,000	13,063	18,000	21,000	21,000	16.67%
			Subtotal	**18,000**	**18,415**	**18,000**	**18,000**	**13,063**	**18,000**	**21,000**	**21,000**	**16.67%**
			CAPITAL OUTLAY									
100	51100	811	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 103,022**	**$ 100,256**	**$ 103,491**	**$ 103,491**	**$ 59,567**	**$ 103,918**	**$ 110,447**	**$ 110,024**	**6.31%**

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.

2026 Performance Measures (August 2025 – July 2026):

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.

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

1) From August 2023 – July 2024 intake of 1,973 citations with $310,554 monies collected.
   a. Result: From August 2024 – July 2025 intake of 1,356 citations with $214,975.01 monies collected. This represented decreased collections by 30 % from the prior year.
2) Current with tax intercept, suspensions, and warrants. Collected $4,026.69 through tax intercept for the 2025 tax season.
   a. Result: This represents decreased collections by 58% 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 1,723 proceedings and processed paperwork accordingly, whether it is initial appearances, indigency or trials for 2024-2025. (2023-2024 =2,449 proceedings). This is a decrease of 29% less proceedings during 2024-2025.
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 proposed 2026 Municipal Court program cost is $144,111. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Retirement increases $287 due to increase in retirement contribution rate.
2) Health, Dental, DIB, Life & Wks Cmp Ins increases $2,407 due to an increase in health and dental insurance premiums.
3) Telephone decreased $500 due to reallocation of these expenses to the City Hall budget.
4) Seminars and Conferences include $350 for Municipal Judge and $300 for Court clerk to attend required continuing education classes.
5) Consulting includes $5,726 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.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

MUNICIPAL COURT

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51200	110	Salaries	$ 25,765	$ 25,984	$ 26,538	$ 26,538	$ 12,555	$ 26,538	$ 27,467	$ 27,335	3.00%
100	51200	120	Hourly Wages	57,678	58,090	60,840	60,840	28,755	60,840	62,982	62,670	3.01%
100	51200	125	Overtime Wages	1,200	0	1,200	1,200	0	0	1,200	1,200	0.00%
100	51200	150	FICA	6,475	6,230	6,776	6,776	3,058	6,684	7,011	6,977	2.97%
100	51200	151	Retirement	4,063	4,012	4,312	4,312	1,669	4,228	4,621	4,599	6.65%
100	51200	152	Health, Dental, DIB, Life & Wks Cmp Ins	25,501	26,643	27,552	27,552	13,930	27,552	29,961	29,959	8.74%
100	51200	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**120,682**	**120,959**	**127,218**	**127,218**	**59,967**	**125,843**	**133,242**	**132,740**	**4.34%**
			CONTRACTUAL SERVICES									
100	51200	210	Telephone	500	332	500	500	(105)	500	500	0	-100.00%
100	51200	211	Postage	0	0	0	0	0	0	0	0	0.00%
100	51200	212	Seminars and Conferences	650	0	650	650	0	650	650	650	0.00%
100	51200	215	Consulting	7,422	6,897	7,584	7,584	6,727	7,584	7,751	7,751	2.20%
			Subtotal	**8,572**	**7,229**	**8,734**	**8,734**	**6,623**	**8,734**	**8,901**	**8,401**	**-3.81%**
			SUPPLIES AND EXPENSE									
100	51200	310	Office Supplies	1,575	1,396	1,575	1,575	993	1,575	1,575	1,575	0.00%
100	51200	315	Publications	80	0	80	80	0	80	80	80	0.00%
100	51200	320	Memberships/Subscriptions	855	845	950	950	1,005	1,005	1,005	950	0.00%
100	51200	330	Mileage Reimbursement	365	0	365	365	0	365	365	365	0.00%
			Subtotal	**2,875**	**2,241**	**2,970**	**2,970**	**1,998**	**3,025**	**3,025**	**2,970**	**0.00%**
			CAPITAL OUTLAY									
100	51200	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
100	51200	811	Office Equipment	0	0	6,200	6,200	6,582	0	0	0	-100.00%
			Subtotal	**0**	**0**	**6,200**	**6,200**	**6,582**	**0**	**0**	**0**	**-100.00%**
			TOTAL	**$ 132,129**	**$ 130,428**	**$ 145,122**	**$ 145,122**	**$ 75,170**	**$ 137,602**	**$ 145,168**	**$ 144,111**	**-0.70%**

Law Department

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.

***2026 Performance Measures*:**

Measure #1: GENERAL LEGAL SERVICES – Develop templates, workflows, automations and other project management processes, including electronic signature platform for City documents and contracts, utilizing a project and document management software to streamline workload and document processing, provide consistency throughout the organization, improve communication and project management internally and externally and centralize data/documents; expected to increase efficiency by 30%

2025 Performance Measurement Data (8/2024 – 8/2025):

Measure #1: GENERAL LEGAL SERVICES –Partially completed/ In progress; Electronic agenda software implementation has been completed and is currently in use.; initial trainings have been completed and additional uses/implementation are contemplated for 2026 to fully leverage the technical capacities of the software program which includes updating agenda format to improve efficiency of city meetings and business. Anticipated training sessions to be provided on relevant issues across all City departments.

Measure #2: GENERAL LEGAL SERVICES – Partially completed; Trainings completed for the transition of government to City Manager form. In addition, training completed with respect to Council and Committee agenda process and management with new electronic agenda software.

Measure #3: GENERAL LEGAL SERVICES – Not achieved; after review determined not to proceed at this time.
Implement e-recording software to allow for automatic payments and immediate correction of documents with Register of Deeds, which will increase efficiency.

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 the Marriot Townplace Suites hotel development project and the City parking ramp located at on the former Shopko site and related issues, Phoenix Housing Development, Gypsum Management and Supply, 417 Main, LLC, Jim Cornell Plumbing LLC, Valley Cabinet, environmental and site assessment for 126 S. Broadway properties and other pending economic development and real estate developments.
2) Successfully finalized and executed collective bargaining agreements with both the Police and Fire Unions.
3) Reviewed and advised on various property and legal issues pertaining to the South Bridge Connector highway project including easements, leases, and oversight of eminent domain proceedings for blighted property which is expected to continue through 2025 and into 2026.
4) Reviewed, revised and provided legal opinions concerning various Tax Increment Districts including their creation, closure, and amendment.
5) Reviewed, drafted and executed agreements, real estate documents, and closings for Development Services Grant programs including but not limited to Wisconsin Economic Development Corporation Grants, De Pere Home Improvement Loan Program and Downtown Business Recruitment Grants awarded to businesses and residents.
6) Provided counsel concerning various personnel related matters including interpretation of collective bargaining agreement provisions and citizen complaints.
7) Manage pending and settled litigation including excessive assessment claims.
8) Drafted, reviewed, revised, and finalized numerous contracts, leases, and other legal documents for various City departments, including Police, Fire, Development Services, Parks Recreation and Forestry, Department of Public Works, Finance, Human Resources, and Health.
9) Drafted and revised City ordinances including adoption of zoning map amendments to align building and construction to City zoning code. Completed quarterly updates to official zoning district map and comprehensive review of municipal code to comply with change in government to City Manager form. Created and implement new tracking system to prioritize and track ordinance amendments and their status.
10) Assist various departments in document drafting and agenda preparation for Common Council, its Committees, and Boards and Commissions.

11) Provided guidance and assistance regarding updated public meeting voting procedures under the City's new City Manager form of government.
12) Assist with processing numerous complex and routine public record requests and various records retention schedule inquiries.
13) Processing and settlement of numerous contested municipal court files.
14) Develop and/or assist with numerous City internal policy reviews or practice updates, including: Code Enforcement Policy guidelines and practice considerations, business license appeal hearing procedures, conditional use permit revocations, tactical emergency medical services professionals, park naming and re-naming and fee waivers, terrace weed maintenance, and privacy and text messaging.

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 proposed Law Department budget is $375,888. 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.

2026 Program Objectives:

1) Coordinate and complete comprehensive Record Retention Schedule update and State approval process. Also initiate and complete record maintenance and disposal pursuant to updated retention schedule.
2) Explore and implement an electronic project and file management software system to improve operational efficiency, compliance and record security.
3) Continue improvement of 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.
6) Update and revised various legal templates utilized by City Departments to ensure documents meet all current legal requirements and best practices as well as to provide consistency and efficiency.
7) Update and revise procurement policy, employee policy and ethics code for the City to align with best practices and ensure full compliance with applicable standards.
8) Explore and initiate enhanced oversight and claims management, in collaboration with the City's insurer, to protect the City's legal interests and minimize liabilities to the fullest extent possible.

2026 Budget Significant Expenditure Changes:

1) Retirement increased $1,276 due to increase in retirement contribution rate.
2) Health, Dental, DIB, Life & Wks Cmp Insurance increased $16, 988 due to increase in health and dental premiums as well as changes in employee benefit elections.
3) Training has increased $300 to account for staff development.
4) Telephone decreased $450 due to reallocation of these expenses to the City Hall budget.
5) Seminars and conferences include the Wisconsin Municipal Attorney's Institute State of Wisconsin DOJ OWI one national conference and various continuing legal education for city attorney, assistant city attorney and certified paralegal.
6) Consulting account consists of costs expended for routine legal expenses such as recording and filing fees, title insurance, and title reports ($4,000). In addition, outside legal counsel on specialized matters such any litigation not covered by the insurer, conflict counsel and for complicated real estate, condemnation, and environmental issues ($26,000). Lastly, there is an anticipated cost for consultant services to assist with necessary ADA compliance issues. ($7,000). A budget rollover request is anticipated for expected costs in 2026 for the continuing eminent domain action pending, the cost of which is still to be determined as the matter will continue through the rest 2025 in to 2026.

7) Memberships/Subscriptions include State Bar, Brown County Bar, International Municipal Lawyers Association and Paralegal Certification.

8) Data increased by $5,372 for the purchase of an electronic project and document management software and system with an electronic signing platform, Clio. The projected recurring charges are $5,364 annually for a 3-year contract term with included onboarding and data migration support.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

LAW DEPARTMENT

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51300	110	Salaries	$ 152,735	$ 154,549	$ 159,748	$ 159,748	$ 72,508	$ 159,748	$ 167,882	$ 167,108	4.61%
100	51300	120	Hourly Wages	58,469	58,903	61,724	61,724	29,173	61,724	64,717	64,401	4.34%
100	51300	125	Overtime Wages	50	2	50	50	0	50	50	50	0.00%
100	51300	150	FICA	16,161	15,982	16,946	16,946	7,538	16,946	17,798	17,714	4.53%
100	51300	151	Retirement	14,577	14,740	15,396	15,396	5,438	15,396	16,751	16,672	8.29%
100	51300	152	Health, Dental, DIB, Life & Wks Cmp Ins	24,233	33,119	35,382	35,382	20,228	35,382	52,375	52,370	48.01%
100	51300	190	Training	0	0	0	0	0	0	300	300	100.00%
			Subtotal	**266,224**	**277,295**	**289,246**	**289,246**	**134,884**	**289,246**	**319,872**	**318,616**	**10.15%**
			CONTRACTUAL SERVICES									
100	51300	210	Telephone	450	293	450	450	2	450	450	0	-100.00%
100	51300	211	Postage	0	0	0	0	0	0	0	0	0.00%
100	51300	212	Seminars and Conferences	4,000	712	4,000	4,000	919	4,000	4,000	4,000	0.00%
100	51300	215	Consulting	50,000	27,722	60,000	140,778	37,647	85,000	37,000	37,000	-38.33%
100	51300	218	Cell/Radio	1,000	468	750	750	255	750	750	750	0.00%
100	51300	219	Data	4,800	4,363	5,000	5,000	1,508	5,000	15,122	10,372	107.44%
			Subtotal	**60,250**	**33,558**	**70,200**	**150,978**	**40,331**	**95,200**	**57,322**	**52,122**	**-25.75%**
			SUPPLIES AND EXPENSE									
100	51300	310	Office Supplies	450	12	450	450	191	450	450	450	0.00%
100	51300	315	Publications	2,000	162	2,000	2,000	236	2,000	2,000	2,000	0.00%
100	51300	320	Memberships/Subscriptions	2,200	1,805	2,200	2,200	0	2,200	2,200	2,200	0.00%
100	51300	330	Mileage Reimbursement	250	391	500	500	271	500	500	500	0.00%
			Subtotal	**4,900**	**2,370**	**5,150**	**5,150**	**698**	**5,150**	**5,150**	**5,150**	**0.00%**
			CAPITAL OUTLAY									
100	51300	810	Capital Equipment	1,200	0	0	0	0	0	0	0	0.00%
			Subtotal	**1,200**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 332,574**	**$ 313,223**	**$ 364,596**	**$ 445,374**	**$ 175,913**	**$ 389,596**	**$ 382,344**	**$ 375,888**	**3.10%**

RETURN TO TABLE OF CONTENTS

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.

2026 Performance Measures (July 2025 – June 2026):

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.
2) Improve operations with technology based business solutions through the adoption of at least one new system or product that adds value to the customer experience while saving staff time.

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

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 16 new employees from July 1, 2024 through June 30, 2025. Five of the 11 new employees matched the diversity definition identified in the performance measure.

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.

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/Marketing Manager.
    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 proposed 2026 City Manager program cost is $201,840. 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increase $10,607 to reflect city manager contract, eligible step increases and cost of living adjustment (COLA).
2) Hourly Wages increased $624 to reflect eligible step increases and COLA.
3) FICA increased $859 to reflect wage increase.
4) Retirement increased $1,066 to reflect wage increases and retirement contribution rate increase.
5) Health, Dental, DIB, Life & Wks Cmp Ins increased $2,071 due to increase in health and dental insurance premiums.
6) Training increased $500 and includes $5,000 for miscellaneous seminars and webinars for the Communications/Marketing Manager, Video Production Specialist, Administrative Assistant and City Manager throughout the year.
7) Telephone decreased $2,800 due to reallocation of these expenses to the City Hall budget.

8) Seminars and Conferences increased $500 and include funds to attend the annual ICMA conference; WCMA conferences and other misc. conference/training opportunities.
9) Memberships / Subscriptions increased $465 and includes $1,500 ICMA; $450 WCMA; $2,200 Loomly subscription; $150 Canva Pro subscription; $120 Mylio Photos subscription and $1,350 for misc. memberships and publications for Organization and Department.
10) Mileage Reimbursement increase of $2,000 to reflect city manager contract.
11) Operating Supplies increased $1,750 and includes $7,750 for additional community branding initiatives and miscellaneous supplies for Strategic Visioning & Branding, and $10,000 for City technology initiatives.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

CITY MANAGER

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	51410	110	Salaries	$ 88,066	$ 100,724	$ 92,374	$ 92,374	$ 57,555	$ 92,374	$ 103,046	$ 102,981	11.48%
100	51410	120	Hourly Wages	10,130	10,206	10,720	10,720	5,066	10,720	11,398	11,344	5.82%
100	51410	125	Overtime Wages	0	2	0	0	0	0	0	0	0.00%
100	51410	150	FICA	7,512	7,894	7,887	7,887	4,854	7,887	8,755	8,746	10.89%
100	51410	151	Retirement	6,776	7,800	7,165	7,165	6,891	7,113	8,240	8,231	14.88%
100	51410	152	Health, Dental, DIB, Life & Wks Cmp Ins	21,675	21,945	24,137	24,137	11,097		26,208	26,208	8.58%
100	51410	190	Training	4,500	2,969	4,500	4,500	379	5,000	5,000	5,000	11.11%
			Subtotal	**138,659**	**151,540**	**146,783**	**146,783**	**85,842**	**123,094**	**162,647**	**162,510**	**10.71%**
			CONTRACTUAL SERVICES									
100	51410	210	Telephone	1,110	737	2,800	2,800	(236)	2,800	2,800	0	-100.00%
100	51410	211	Postage	0	0	0	0	0	0	0	0	0.00%
100	51410	212	Seminars and Conferences	4,500	4,138	4,500	4,500	1,742	5,000	5,000	5,000	11.11%
100	51410	215	Consulting	0	104	0	0	0	0	1,500	0	0.00%
100	51410	218	Cell/Radio	1,440	948	960	960	469	960	960	960	0.00%
100	51410	219	Data	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**7,050**	**5,927**	**8,260**	**8,260**	**1,975**	**8,760**	**10,260**	**5,960**	**-27.85%**
			SUPPLIES AND EXPENSE									
100	51410	310	Office Supplies	2,650	2,148	2,650	2,650	734	2,250	2,650	2,650	0.00%
100	51410	320	Memberships/Subscriptions	4,060	3,258	5,305	5,305	3,553	5,500	7,500	5,770	8.77%
100	51410	331	Mileage Reimbursement	5,200	4,313	5,200	5,200	2,850	7,200	7,200	7,200	38.46%
100	51410	340	Operating Supplies	28,050	6,638	16,000	37,412	22,857	25,000	18,000	17,750	10.94%
			Subtotal	**39,960**	**16,357**	**29,155**	**50,567**	**29,994**	**39,950**	**35,350**	**33,370**	**14.46%**
			CAPITAL OUTLAY									
100	51410	811	Office Equipment	0	0	500	500	0	0	0	0	-100.00%
100	51410	830	Furniture	0	0	500	500	0	200	0	0	-100.00%
			Subtotal	**0**	**0**	**1,000**	**1,000**	**0**	**200**	**0**	**0**	**-100.00%**
			TOTAL	**$ 185,669**	**$ 173,824**	**$ 185,198**	**$ 206,610**	**$ 117,811**	**$ 172,004**	**$ 208,257**	**$ 201,840**	**8.99%**

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.

2026 Performance Measures (July 2025 – June 2026):

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.

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

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 25 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. 100% 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 55 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:

1) Participated in numerous public appearances. Presided at 66 City Council, Committee, Commission and Board meetings in 2024 / 2025 and proposed the 2025 Executive Budget.
2) Recruitment process for the new City Manager.
3) Worked with State Legislators to support the inclusion of $30M for the Red Maple Railroad Bridge in the WI State Budget as part of the South Bridge Connector.

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 proposed 2026 Mayor program cost is $75,571. 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $732 to reflect eligible step increases and cost of living adjustment (COLA) for Community Marketing Manager.
2) Hourly Wages increase $678 to reflect eligible step increases and COLA for Administrative Assistant.
3) Retirement increases $166 to reflect wage increases and retirement contribution rate increase.
4) Health, Dental, DIB, Life & Wks Cmp Ins increases $1,277 due to increase in health and dental insurance premiums.
5) Telephone decreased $930 due to reallocation of these expenses to the City Hall budget.
6) Seminars and Conferences includes $2,500 to attend League of Municipalities and other misc. training sessions.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

MAYOR

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51415	110	Salaries	$ 12,449	$ 12,760	$ 13,151	$ 13,151	$ 6,216	$ 13,151	$ 13,948	$ 13,883	5.57%
100	51415	120	Hourly Wages	10,130	10,206	10,720	10,720	5,067	10,720	11,398	11,344	5.82%
100	51415	122	Hourly Wages Part Time	27,004	27,004	27,545	27,545	13,682	27,545	28,281	28,281	2.67%
100	51415	125	Overtime Wages		2	0	0	0	0	0	0	0.00%
100	51415	150	FICA	3,793	3,741	3,933	3,933	1,862	3,933	4,102	4,093	4.07%
100	51415	151	Retirement	1,558	1,586	1,659	1,659	655	1,659	1,825	1,816	9.48%
100	51415	152	Health, Dental, DIB, Life & Wks Cmp Ins	9,852	9,802	10,496	10,496	5,156	10,496	11,846	11,773	12.17%
			Subtotal	**64,786**	**65,102**	**67,504**	**67,504**	**32,637**	**67,504**	**71,400**	**71,191**	**5.46%**
			CONTRACTUAL SERVICES									
100	51415	210	Telephone	930	605	930	930	1	930	930	0	-100.00%
100	51415	212	Seminars and Conferences	2,500	608	2,500	2,500	204	2,500	2,500	2,500	0.00%
100	51415	218	Cell/Radio	480	480	480	480	240	480	480	480	0.00%
			Subtotal	**3,910**	**1,693**	**3,910**	**3,910**	**445**	**3,910**	**3,910**	**2,980**	**-23.79%**
			SUPPLIES AND EXPENSE									
100	51415	310	Office Supplies	200	235	400	400	0	400	400	400	0.00%
100	51415	330	Mileage Reimbursement	1,000	588	1,000	1,000	242	1,000	1,000	1,000	0.00%
			Subtotal	**1,200**	**823**	**1,400**	**1,400**	**242**	**1,400**	**1,400**	**1,400**	**0.00%**
			CAPITAL OUTLAY									
100	51415	830	Office Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 69,896**	**$ 67,618**	**$ 72,814**	**$ 72,814**	**$ 33,324**	**$ 72,814**	**$ 76,710**	**$ 75,571**	**3.79%**

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 ensure 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.

2026 Performance Measures (July 2025 – June 2026):

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, 2026.

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

1) Measure: 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.
    a. Result: No progress on this measure as of draft budget publication date.

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 proposed 2026 City Clerk's Office program cost is $291,073. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $3,811 due to eligible step increases and cost of living adjustment (COLA).
2) Hourly Wages Part Time decreased to $0 because the position was converted to a full-time position within the Finance Department.
3) Seasonal labor increased $360 due to anticipated hourly wage increase (year 2 on the wage scale).
4) Retirement increased $1,072 due to wage increases and retirement contribution rate increase.
5) Health, Dental, DIB, Life & Wks Cmp Ins increased $10,073 due to staff member joining the City's health coverage midway through 2025 and health and dental premium rate increases.
6) Telephone decreased $2,538 due to reallocation of these expenses to the City Hall budget.
7) Postage increased $485 due to USPS rate increases.

8) Seminars and Conferences includes attendance at annual Wisconsin Municipal Clerks Association (WMCA) conference and lodging; year two of the Clerk's Institute for the deputy clerk, and WMCA district meetings.
9) Consulting includes $9,050 for Municipal Code update service and $1,500 annual tax collection software licensing fee. Paid county specials were reallocated to Development Services.
10) Office Supplies increased $500 for the proposed Youth Commission; if the commission goes forward in 2026, these funds will be used for lesson books and t-shirts for commission members, as well as giveaways at community events.
11) Memberships/Subscriptions consists of $130 for two memberships in the Wisconsin Municipal Clerks Association. The category decreased by $55 because the Wisconsin Municipal Treasurers Association membership is no longer needed.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

CITY CLERK

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51420	110	Salaries	$ 65,413	$ 66,996	$ 69,057	$ 69,057	$ 32,640	$ 69,057	$ 73,217	$ 72,868	5.52%
100	51420	120	Hourly Wages	116,486	125,310	114,114	114,114	49,599	114,114	119,715	118,723	4.04%
100	51420	122	Hourly Wages Part Time	14,976	17,051	11,934	11,934	1,820	1,820	0	0	-100.00%
100	51420	125	Overtime Wages	3,000	481	3,000	3,000	566	1,000	3,000	3,000	0.00%
100	51420	126	Seasonal Labor	5,400	4,056	6,120	6,120	4,064	6,120	6,480	6,480	5.88%
100	51420	150	FICA	14,440	14,537	14,504	14,504	6,290	14,204	15,083	14,980	3.28%
100	51420	151	Retirement	12,758	13,183	12,939	12,939	4,729	12,800	14,107	14,011	8.28%
100	51420	152	Health, Dental, DIB, Life & Wks Cmp Ins	49,033	30,518	31,138	31,138	12,212	31,138	41,216	41,211	32.35%
100	51420	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**281,506**	**272,131**	**262,806**	**262,806**	**111,922**	**250,253**	**272,818**	**271,273**	**3.22%**
			CONTRACTUAL SERVICES									
100	51420	210	Telephone	2,538	1,312	2,538	2,538	(103)	(103)	2,538	0	-100.00%
100	51420	211	Postage	4,400	4,932	5,250	5,250	5,230	5,230	5,735	5,735	9.24%
100	51420	212	Seminars and Conferences	800	155	1,500	1,500	0	455	1,500	1,500	0.00%
100	51420	215	Consulting	10,000	8,200	10,500	10,500	7,665	8,565	10,550	10,550	0.48%
			Subtotal	**17,738**	**14,599**	**19,788**	**19,788**	**12,792**	**14,147**	**20,323**	**17,785**	**-10.12%**
			SUPPLIES AND EXPENSE									
100	51420	310	Office Supplies	1,000	448	1,000	1,000	137	450	1,500	1,500	50.00%
100	51420	315	Publications	140	161	135	135	135	135	135	135	0.00%
100	51420	320	Memberships/Subscriptions	185	115	185	185	115	115	130	130	-29.73%
100	51420	330	Mileage Reimbursement	250	9	250	250	0	370	250	250	0.00%
			Subtotal	**1,575**	**733**	**1,570**	**1,570**	**387**	**1,070**	**2,015**	**2,015**	**28.34%**
			CAPITAL OUTLAY									
100	51420	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 300,819**	**$ 287,463**	**$ 284,164**	**$ 284,164**	**$ 125,101**	**$ 265,470**	**$ 295,156**	**$ 291,073**	**2.43%**

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 healthy 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.

2026 Performance Measures (July 2025 – June 2026):

1) 3% turnover (with exception of retirements and employees leaving for promotions) by offering competitive wages/benefits and an overall positive employee culture.
2) 7 employees receiving a referral bonus by recommending a new hire through continued education and program incentive.
3) 105 medical plan participants registered online with Teladoc through education and outreach.

2025 Performance Measurement Data (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.
    a. Result: 5% turnover
2) 3 employees receiving a referral bonus by recommending a new hire through continued education and program incentive
    a. Result: 6 employees received a referral bonus
3) 90 medical plan participants registered online with Teladoc through education and outreach.
    a. Result: 100 participants have registered with Teladoc

Significant Program Achievements:

1) Filled a significant number of positions in an expedited timeframe including two department head positions and City Manager
2) Settled Police contract for years 2024-2026
3) Settled Fire labor contracts for years 2022-2023 and 2024-2026
4) Settled a number of fire labor issues
5) Managed numerous employee issues effectively
6) Changed form of government to City Manager
7) Benefits plan design changes including implementing an Income Continuation Insurance (ICI) Plan
8) Onboard rollout for seasonal employees and continued rollout for benefit eligible positions
9) Changes to the policy manual
10) Pay for performance program implementation
11) Updated all Job Descriptions

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 proposed 2026 Human Resources program cost is $482,425. 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.

2026 Program Objectives:

1) Continue working to fill open positions in an expedited manner
2) Implement benefit plan design changes
3) Compensation Study

4) Policy Changes
5) Benefits broker RFP
6) Research HRIS systems
7) Implement security alert system citywide
8) Implement E-forms and make all Human Resources' forms fillable

2026 Significant Budget Expenditure Changes:

1) Hourly Wages increased a net $2,301 due to eligible step increases and cost of living adjustment (COLA).
2) Retirement increased a net $1,130 due to wage increases and retirement contribution rate increase.
3) Health, Dental, DIB, Life & Wks Cmp Ins increased a net $11,519 due to increased health and dental premiums as well as changes in employee benefit elections.
4) Organizational Training includes $3,145 for various City-wide training
5) Telephone decreased $1,054 due to reallocation of these expenses to the City Hall budget.
6) Seminars and conferences includes state and local SHRM conferences, legal updates, WPELRA conferences, one out-of-state conference, and other employment seminars
7) Consulting includes $62,625; compensation study ($11,625), compensation consultant for position changes/new positions ($5,000), Employee Assistance Program Services ($15,000), Halogen online performance management system ($8,000), NeoGov software modules to include: online recruitment system ($9,000) onboarding ($7,500) and electronic forms ($6,500)
8) Memberships and subscriptions includes Society for Human Resources Management (SHRM) (1,300), Wisconsin Public Employer Labor Relations Association (WPELRA) ($100), National Employer Labor Relations Association (NPELRA) ($420), all employee annual membership to Current Young Professionals ($500), Wisconsin City/County Management Association (WCMA) ($50) and Public Risk Management Association (PRIMA) ($125).

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

HUMAN RESOURCES

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51430	110	Salaries	$ 201,211	$ 205,514	$ 211,003	$ 211,003	$ 99,742	$ 211,003	$ 221,226	$ 215,626	2.19%
100	51430	120	Hourly Wages	39,385	40,367	41,583	41,583	19,654	41,583	44,088	43,884	5.53%
100	51430	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
100	51430	150	FICA	18,406	18,094	19,323	19,323	12,211	19,323	20,297	19,853	2.74%
100	51430	151	Retirement	16,601	17,547	17,555	17,555	6,937	17,555	19,103	18,685	6.44%
100	51430	152	Health, Dental, DIB, Life & Wks Cmp Ins	61,028	56,919	58,589	58,589	32,311	58,589	70,121	70,108	19.66%
100	51430	192	Tuition Assistance	7,000	0	7,000	7,000	3,285	5,000	7,000	7,000	0.00%
100	51430	193	Organizational Training	2,900	3,444	3,000	3,000	0	2,000	3,145	3,145	4.83%
			Subtotal	**346,531**	**341,884**	**358,053**	**358,053**	**174,140**	**355,053**	**384,979**	**378,300**	**5.65%**
			CONTRACTUAL SERVICES									
100	51430	210	Telephone	1,054	685	1,054	1,054	2	2	1,005	0	-100.00%
100	51430	211	Postage	130	0	130	130	0	100	125	125	-3.85%
100	51430	212	Seminars and Conferences	6,275	3,493	6,500	6,500	1,681	6,500	6,800	6,800	4.62%
100	51430	215	Consulting	50,600	23,544	63,275	63,275	30,198	63,275	62,625	62,625	-1.03%
100	51430	218	Cell/Radio	0	480	480	480	240	480	480	480	0.00%
			Subtotal	**58,059**	**28,202**	**71,439**	**71,439**	**32,121**	**70,357**	**71,035**	**70,030**	**-1.97%**
			SUPPLIES AND EXPENSE									
100	51430	310	Office Supplies	975	1,795	975	975	458	975	1,000	1,000	2.56%
100	51430	315	Publications	200	0	200	200	0	0	195	195	-2.50%
100	51430	320	Memberships/Subscriptions	2,500	2,622	2,600	2,600	1,529	2,600	2,700	2,700	3.85%
100	51430	330	Mileage Reimbursement	650	1,162	675	675	0	700	700	700	3.70%
100	51430	340	Recruiting	28,225	47,448	28,225	28,225	58,645	75,000	29,500	29,500	4.52%
			Subtotal	**32,550**	**53,026**	**32,675**	**32,675**	**60,632**	**79,275**	**34,095**	**34,095**	**4.35%**
			CAPITAL OUTLAY									
100	51430	811	Office Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 437,140**	**$ 423,113**	**$ 462,167**	**$ 462,167**	**$ 266,893**	**$ 504,685**	**$ 490,109**	**$ 482,425**	**4.38%**

RETURN TO TABLE OF CONTENTS

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 2026.
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, 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) 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.
2) Maintain 100% certification and recertification requirements for chief election inspectors and election inspectors.

2026 Performance Measures (July 2025 – June 2026):

1) Provide training on new voting tabulator equipment (DS-300s) prior to each election to maintain required certification for 100% of election inspectors.
2) Create tabletop training exercise for election inspectors on Election Day emergency scenarios.

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

1) Measure: Create two new Election Inspector video trainings by July 31, 2025.
   a. Result: 100% met. Created updated Election Inspector training and Election Security Measures videos.

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 proposed 2026 Elections program cost is $111,100. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Poll worker hourly wages increased $39,250 due to handling four scheduled elections in 2026 versus two in 2025 as well as a $.50/hour step increase. Includes the following: $45,450 for election day wages for poll workers and chief inspectors at four polling locations plus Central Count; $8,200 for training wages (calculated at 4 hours per poll worker and 6 hours per chief inspector); $7,160 for in-person absentee voting and office help; and $1,485 for poll worker staffing for care facilities voting.

2) Postage increased $13,850 due to anticipated rate increases and an increase in the number of elections in 2026.
3) Seminars and Conferences increased by $90. Includes $450 for continuing education classes through UW-Green Bay, WEC, and WMCA for Clerk and Deputy Clerk on election administration.
4) Consulting increased $8,020 due to an increase in the number of scheduled elections. Includes $2,280 for voting machine software/hardware maintenance; $6,400 for Brown County support, supplies, and programming; $3,960 for polling place rental fees; and $2,600 for rental of an enclosed truck with liftgate for delivery of election equipment to the polling places.
5) Office Supplies increased $8,000 due to an increase in the number of scheduled elections. Includes $6,450 for printing costs; $3,150 for general office supplies, $3,150 for food for poll workers; and $2,250 for polling place consumables and signage.
6) Mileage Reimbursement has been $0 in the past but now includes $150 in order to attend Wisconsin Elections Commission conferences.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

ELECTIONS

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	51440	120	Hourly Wages	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
100	51440	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
100	51440	128	Hourly Wages--Poll Workers	45,000	40,806	23,000	23,000	17,195	17,195	62,250	62,250	170.65%
100	51440	150	FICA	0	224	0	0	7	0	0	0	0.00%
100	51440	151	Retirement	0	0	0	0	0	0	0	0	0.00%
100	51440	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0	0	0.00%
100	51440	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**45,000**	**41,030**	**23,000**	**23,000**	**17,202**	**17,195**	**62,250**	**62,250**	**170.65%**
			CONTRACTUAL SERVICES									
100	51440	211	Postage	0	0	4,150	4,150	4,821	4,821	18,000	18,000	333.73%
100	51440	212	Seminars and Conferences	350	44	360	360	105	455	450	450	25.00%
100	51440	215	Consulting	14,460	8,785	7,230	7,230	7,496	7,496	15,250	15,250	110.93%
			Subtotal	**14,810**	**8,829**	**11,740**	**11,740**	**12,421**	**12,772**	**33,700**	**33,700**	**187.05%**
			SUPPLIES AND EXPENSE									
100	51440	310	Office Supplies	16,000	14,725	7,000	7,000	5,672	5,984	15,000	15,000	114.29%
100	51440	315	Publications	0	0	0	0	0	0	0	0	0.00%
100	51440	320	Memberships/Subscriptions	0	0	0	0	0	0	0	0	0.00%
100	51440	330	Mileage Reimbursement	0	0	0	0	9	145	150	150	100.00%
			Subtotal	**16,000**	**14,725**	**7,000**	**7,000**	**5,681**	**6,129**	**15,150**	**15,150**	**116.43%**
			CAPITAL OUTLAY									
100	51440	810	Capital Equipment	10,000	0	0	10,000	0	0	0	0	0.00%
			Subtotal	**10,000**	**0**	**0**	**10,000**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 85,810**	**$ 64,585**	**$ 41,740**	**$ 51,740**	**$ 35,304**	**$ 36,096**	**$ 111,100**	**$ 111,100**	**166.17%**

RETURN TO TABLE OF CONTENTS

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.

2026 Performance Measures (July 2025–June 2026):

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.

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

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) Assisted with the acquisition and implementation of the CivicClerk agenda and meeting management platform, including data migration from the previous system.
2) Replaced end of life phone system with cloud-based phone system.
3) Reduced the number of analog telephone lines to two, resulting in an annual savings of $24,000.
4) Replaced end of life core network infrastructure.
5) Replaced end of life Wi-Fi network.

6) Implemented backup Internet connection to ensure Internet connectivity.
7) Resolved 700 helpdesk requests.
8) Replaced 40 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 proposed 2026 Information Management program cost is $479,840. 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.

2026 Program Objectives:

1) Replace server and storage infrastructure.
2) Replace City Hall Complex and Art Alley CCTV infrastructure.
3) Refine disaster recovery/business continuity plans.
4) Refine cybersecurity posture to ensure a safe IT environment.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $4,320 to reflect eligible step increases and cost of living adjustment (COLA).
2) Hourly wages increased $11,373 to reflect eligible step increases, COLA and IT Support Specialist position added in 2025.
3) FICA increased $1,201 to reflect wage increases and IT Support Specialist position added in 2025.

4) Retirement increased $1,453 to reflect wage increases, retirement contribution rate increase and IT Support Specialist position added in 2025.
5) Health, Dental, DIB, Life & Wks Comp Ins increased $2,298 to reflect the increase in health and dental insurance premiums and IT Support Specialist position added in 2025.
6) Training includes $3,500 to attend IT Operations/Cybersecurity training and IT team building.
7) Seminars & Conferences increased $1,000 to reflect the IT Support Specialist position added in 2025. Seminars & Conferences includes $4,000 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 includes $10,000 for annual cybersecurity penetration testing.
9) Other Contractual Services decreased $1,561. General Fund share is 28%. Notable changes for 2026 include the following:
    a. Removal of $33,000 for a document management system as the new ERP system will contain document management.
    b. Addition of $10,650 annually for 24x7 security event monitoring and detection to identify potential cybersecurity threats.
    c. Addition of $13,344 annually for website AI search/chatbot integration and AI phone system auto-attendant effectively reducing demand on staff and minimizing delays in service delivery.
    d. Addition of $8,000 annually to transition on-premises backup operations to cloud hosted.
10) Memberships increased $995 due to increased MS-ISAC membership fees. MS-ISAC has provided the City with many critical free IT services over the past 10 years. With the recent changes at the federal government level, MS-ISAC had to start charging for the services. 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).
11) Mileage Reimbursement increased $60 to accommodate the IT Support Specialist position added in 2025.
12) Operating Supplies increased $6,450. General Fund share is 28%. The increase is due to the increased cost of PC replenishment, software support renewals, and true-up of Microsoft Server licensing. Since the COVID-19 pandemic IT has been deploying laptops when possible.
13) Capital Outlay includes $165,000 for IT server and storage infrastructure replacement.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

INFORMATION MANAGEMENT

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51450	110	Salaries	$ 74,209	$ 75,647	$ 78,344	$ 78,344	$ 37,029	$ 78,344	$ 83,204	$ 82,664	5.51%
100	51450	120	Hourly Wages	40,961	41,745	50,893	50,893	20,467	50,893	62,590	62,266	22.35%
100	51450	125	Overtime Wages	0	74	0	0	0	0	0	0	0.00%
100	51450	150	FICA	8,811	8,582	9,887	9,887	4,181	9,887	11,153	11,087	12.14%
100	51450	151	Retirement	7,947	8,138	8,982	8,982	770	8,982	10,497	10,435	16.18%
100	51450	152	Health, Dental, DIB, Life & Wks Comp Ins	31,716	32,977	38,022	38,022	17,384	38,022	40,322	40,320	6.04%
100	51450	190	Training	3,500	2,215	3,500	3,500	135	3,500	3,500	3,500	0.00%
			Subtotal	**167,143**	**169,377**	**189,628**	**189,628**	**79,966**	**189,628**	**211,266**	**210,272**	**10.89%**
			CONTRACTUAL SERVICES									
100	51450	212	Seminars and Conferences	3,000	2,112	3,000	3,000	286	3,000	4,000	4,000	33.33%
100	51450	215	Consulting	14,471	13,856	10,000	10,000	0	10,000	20,000	10,000	0.00%
100	51450	218	Cell/Radio	1,380	1,582	2,384	2,384	1,178	2,384	2,304	2,304	-3.36%
100	51450	219	Data	0	0	7,200	7,200	2,102	7,200	7,200	7,200	0.00%
100	51450	240	Equipment Maintenance	0	0	0	0	0	0	0	0	0.00%
100	51450	290	Other Contractual Services	37,242	26,065	43,352	56,232	14,013	40,000	41,791	43,471	0.27%
			Subtotal	**56,093**	**43,615**	**65,936**	**78,816**	**17,580**	**62,584**	**75,295**	**66,975**	**1.58%**
			SUPPLIES AND EXPENSE									
100	51450	310	Office Supplies	400	317	490	490	11	490	500	500	2.04%
100	51450	320	Memberships/Subscriptions	100	150	150	150	150	150	1,145	1,145	663.33%
100	51450	330	Mileage Reimbursement	220	121	220	220	14	220	280	280	27.27%
100	51450	340	Operating Supplies	24,623	21,110	29,218	32,018	14,271	32,000	35,668	35,668	22.08%
			Subtotal	**25,343**	**21,698**	**30,078**	**32,878**	**14,445**	**32,860**	**37,593**	**37,593**	**24.99%**
			CAPITAL OUTLAY									
100	51450	811	Capital Equipment	43,000	71,334	80,000	80,000	60,000	80,000	253,000	165,000	106.25%
			Subtotal	**43,000**	**71,334**	**80,000**	**80,000**	**60,000**	**80,000**	**253,000**	**165,000**	**106.25%**
			TOTAL	**$ 291,579**	**$ 306,023**	**$ 365,642**	**$ 381,322**	**$ 171,992**	**$ 365,072**	**$ 577,154**	**$ 479,840**	**31.23%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

2025 Performance Measures (July 2024 – June 2025):

1) Provide at least one (1) educational sustainability initiative program that impacts the community. This was met by getting approval to install pollinator gardens at City parks abutting the City urban orchards. This is a continued initiative to promote planned natural landscaping. The adopt-a-drain program was also implemented to promote education and outreach about pollutants entering our waterways.

Significant Program Achievements:

1) Approval for pollinator garden installation at City parks abutting urban orchards.
2) Attended farmer's market to promote sustainable practices.
3) Implemented food waste composting service reimbursement program with City residents that utilize private composting services.
4) Implemented the adopt-a-drain program.

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 proposed 2026 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.

2026 Program Objectives:

1) Install pollinator gardens at City parks.
2) Further promote the adopt-a-drain program.

2026 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 the compost reimbursement program and general consulting services.
3) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

SUSTAINABILITY PROGRAMMING

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			CONTRACTUAL SERVICES									
100	51460	211	Postage	$ 500	$ 316	$ 500	$ 500	$ 0	$ 500	$ 500	$ 500	0.00%
100	51460	212	Seminars and Conferences	1,000	0	1,000	1,000	0	1,000	1,000	1,000	0.00%
100	51460	215	Consulting	10,000	5,024	12,000	16,977	2,070	16,977	12,000	12,000	0.00%
			Subtotal	**11,500**	**5,339**	**13,500**	**18,477**	**2,070**	**18,477**	**13,500**	**13,500**	**0.00%**
			SUPPLIES AND EXPENSE									
100	51460	310	Office Supplies	3,000	891	3,000	5,000	890	5,000	3,000	3,000	0.00%
100	51460	315	Publications	0	0	0	0	0	0	0	0	0.00%
100	51460	320	Memberships/Subscriptions	0	0	0	0	0	0	0	0	0.00%
100	51460	330	Mileage Reimbursement	200	0	200	200	0	200	200	200	0.00%
100	51460	340	Operating Supplies	10,000	67	10,000	19,933	308	19,933	10,000	10,000	0.00%
			Subtotal	**13,200**	**958**	**13,200**	**25,133**	**1,198**	**25,133**	**13,200**	**13,200**	**0.00%**
			CAPITAL OUTLAY									
100	51460	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 24,700**	**$ 6,297**	**$ 26,700**	**$ 43,609**	**$ 3,268**	**$ 43,610**	**$ 26,700**	**$ 26,700**	**0.00%**

Finance Department

Program Full Time Equivalents: 1.27

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.

2026 Performance Measures (July 2025 – June 2026):

1) Implementation of Commercial Rewards credit card, replacing the current program by the end of the year.
2) Complete a needs assessment and issue an RFP for new ERP software by June 2026.

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

1) Continue to emphasize the use of City owned credit cards to increase the City's rebate by 5%.
    a. Result: Earned $3,575 in rebates over this time frame which was approximately the same as the prior year.

Significant Program Achievements:

1) Completed the payroll backpay for Fire Dept. for 2022-2025.
2) Completed the payroll backpay for the Police Dept. for 2024-2025.
3) Implemented Budget Amendment Process so departments can more readily track their true budget.

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 with 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 proposed 2026 Finance Department program cost is $268,864. 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $57,557 due to eligible step increases, cost of living adjustment (COLA) and the addition in mid-2025 of an Assistant Finance Director, of which half the cost is accounted for in this department.
2) FICA increased $4,457 due to wage increases, as well as the addition of the new position.
3) Retirement increased to $4,406 due to wage increases, including the new position, and a retirement contribution rate increase.
4) Health, Dental, DIB, Life & Wks Cmp Ins increased $16,662 due to a increase in health and dental insurance premiums, and the addition of the new position.
5) Training includes $500 for Finance/Clerk department team building.
6) Telephone decreased $2,400 due to the reallocation of these expensees to the City Hall budget.
7) Seminars and conferences budget of $3,310 includes Wisconsin Government Finance Officers Association (WGFOA) conference registrations and hotels, one out of state Government Finance Officers Association (GFOA) conference, PayrollOrg meetings and other governmental accounting training courses. This is an increase of $2,000.
8) Consulting includes INCODE software annual maintenance fees ($12,180) and Seamless Docs ($20,560).

9) Memberships and Subscriptions includes GFOA ($500), two WGFOA memberships ($50), Municipal Treasurers Association of Wisconsin (MTAW) ($60), and PayrollOrg ($55). This is an increase of $300.

10) Mileage reimbursement increased $540 for the seminars and conferences listed above, which includes one national conference that has previously not been budgeted for.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

FINANCE

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51500	110	Salaries	$ 58,013	$ 58,896	$ 61,205	$ 61,205	$ 28,929	$ 84,640	$ 119,341	$ 118,762	94.04%
100	51500	120	Hourly Wages	22,714	22,880	23,393	23,393	11,058	23,392	24,211	24,092	2.99%
100	51500	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
100	51500	150	FICA	6,176	6,179	6,472	6,472	3,036	8,264	10,982	10,928	68.86%
100	51500	151	Retirement	5,570	5,665	5,880	5,880	2,345	7,508	10,336	10,285	74.94%
100	51500	152	Health, Dental, DIB, Life & Wks Cmp Ins	12,267	12,864	13,239	13,239	6,682	17,400	29,903	29,901	125.86%
100	51500	190	Training	0	0	500	500	0	500	500	500	0.00%
			Subtotal	**104,740**	**106,483**	**110,688**	**110,688**	**52,051**	**141,705**	**195,272**	**194,469**	**75.69%**
			CONTRACTUAL SERVICES									
100	51500	210	Telephone	2,880	1,872	2,400	2,400	(102)	(102)	0	0	-100.00%
100	51500	212	Seminars and Conferences	1,150	1,010	1,310	1,310	384	1,034	3,310	3,310	152.67%
100	51500	215	Consulting	63,500	52,745	34,760	34,760	1,988	35,060	36,340	32,740	-5.81%
100	51500	218	Cell/Radio	0	480	480	480	240	480	480	480	0.00%
100	51500	219	Auditing	27,300	29,321	34,000	34,000	24,068	33,934	35,500	35,500	4.41%
			Subtotal	**94,830**	**85,429**	**72,950**	**72,950**	**26,578**	**70,406**	**75,630**	**72,030**	**-1.26%**
			SUPPLIES AND EXPENSE									
100	51500	310	Office Supplies	300	1,950	300	300	0	100	300	300	0.00%
100	51500	320	Memberships/Subscriptions	365	365	365	365	140	365	665	665	82.19%
100	51500	330	Mileage Reimbursement	750	744	860	860	207	510	1,400	1,400	62.79%
			Subtotal	**1,415**	**3,059**	**1,525**	**1,525**	**347**	**975**	**2,365**	**2,365**	**55.08%**
			CAPITAL OUTLAY									
100	51500	811	Capital Equipment	60,000	0	0	60,000	0	60,000	500,000	0	0.00%
			Subtotal	**60,000**	**0**	**0**	**60,000**	**0**	**60,000**	**500,000**	**0**	**0.00%**
			TOTAL	**$ 260,985**	**$ 194,971**	**$ 185,163**	**$ 245,163**	**$ 78,976**	**$ 273,086**	**$ 773,267**	**$ 268,864**	**45.20%**

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.

2026 Performance Measures:

1) Provide 100% computer exemption reports to Department of Revenue by May 1, 2026.
2) Efficiently review and revise 100% of all parcel splits, combinations, new subdivisions, and name changes on work roll by April 1, 2026.
3) Successfully submit 100% of final real estate value reports to Department of Revenue by second Monday in June.

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

1) Provide computer exemption reports to Department of Revenue by May 1, 2025.
   a. Result: 100% of computer exemption reports were provided to Department of Revenue by May 1, 2025.
2) Review and revise parcel splits, combinations, new subdivisions, and name changes on work roll by April 1, 2025.
   a. Result: 100% of parcel splits, combinations, new subdivisions, and name changes were reviewed and revised by April 1, 2025.
3) 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 9, 2025.

Significant Program Achievements:

1) Updated educational assessment information placed on City of De Pere website.
2) Determined timely partial assessments on January 5, 2025.
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, 2025; telephonic appointments were available through May 28, 2025.
6) Board of Review was held on June 5, 2025.

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 2026 Assessor budget is $106,532. 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.

2026 Significant Budget Expenditure Changes:

1) Hourly Wages increased $381 due to eligible step increases and cost of living adjustment (COLA).
2) FICA increased $32 due wage increases.
3) Retirement increased $47 due to wage increase and retirement contribution rate increase.
4) Telephone decreased $1,500 due to a reallocation of these expenses to the City Hall budget.
5) Consulting includes $19,580 attributable to the Wisconsin Department of Revenue fee for assessing manufacturing properties (average 10% increase per year over past 4 years), $78,000 for a one-year extension with Accurate Appraisal's assessment contract, and $500 for stipends paid to Board of Review members and meeting publication costs.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

ASSESSOR

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51530	120	Hourly Wages	$ 6,906	$ 1,438	$ 6,766	$ 6,766	$ 2,911	$ 6,766	$ 7,182	$ 7,147	5.63%
100	51530	125	Overtime Wages	50	2	50	50	0	50	50	50	0.00%
100	51530	150	FICA	532	100	521	521	223	521	553	551	5.59%
100	51530	151	Retirement	480	99	474	474	202	474	521	518	9.39%
100	51530	152	Health, Dental, DIB, Life & Wks Cmp Ins	2,757	1,436	35	35	14	35	37	36	2.86%
100	51530	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**10,725**	**3,075**	**7,846**	**7,846**	**3,350**	**7,846**	**8,343**	**8,302**	**5.81%**
			CONTRACTUAL SERVICES									
100	51530	210	Telephone	1,500	975	1,500	1,500	0	1,500	1,500	0	-100.00%
100	51530	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
100	51530	215	Consulting	85,500	91,516	90,300	90,300	72,148	89,300	98,080	98,080	8.62%
100	51530	290	Other Contractual Services	0	0	0	0		0	0	0	0.00%
			Subtotal	**87,000**	**92,491**	**91,800**	**91,800**	**72,148**	**90,800**	**99,580**	**98,080**	**6.84%**
			SUPPLIES AND EXPENSE									
100	51530	310	Office Supplies	250	0	150	150	0	50	150	150	0.00%
100	51530	320	Memberships/Subscriptions	0	0	0	0	0	0	0	0	0.00%
100	51530	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**250**	**0**	**150**	**150**	**0**	**50**	**150**	**150**	**0.00%**
			CAPITAL OUTLAY									
100	51530	811	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 97,975**	**$ 95,566**	**$ 99,796**	**$ 99,796**	**$ 75,498**	**$ 98,696**	**$ 108,073**	**$ 106,532**	**6.75%**

RETURN TO TABLE OF CONTENTS

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

1) Reduce energy use by 1% through improvements in energy efficiencies.
    a. Result: 2024 total electrical use = 650,495 kWh. 2025 total electrical use = 609,827 kWh. This is a decrease of 40,668 kWh or 6.25%. The performance measure for electricity use was met. 2024 gas use = 35,219.0 Therms. 2025 gas use = 33,134.2 Therms. This is a decrease of 2,084.8 Therms or 5.92%. The performance measure for gas use was met.

Significant Program Achievements:

1) Design and remodel 1st Floor offices and replace the office furniture to increase space for new employees.
2) Replace the Municipal Court office furniture.
3) Replace the control board for the Roof Top Air handler.
4) Replace all existing light fixtures on 2nd floor to LED fixtures with dimmers.

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 proposed 2026 City Hall program budget is $149,236. The program benefits the community by providing a clean, safe, and efficiently run building designed to be the headquarters of the City's operations.

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $276 to reflect change in allocation for building maintenance wages.
2) Telephone increased $304 due to a reallocation of these expenses to this account from other departments within City Hall.
3) Consulting decreased $10,000 to reflect actual costs of not utilizing a consultant for landscaping services. Consulting includes $10,000 for green roof landscaping and HVAC services.
4) Repairs and Maintenance increased $2,000 for general miscellaneous repairs previously budgeted in the Capital Equipment account.
5) Memberships/Subscriptions includes $240 for OptiSigns signage software platform subscription.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

CITY HALL

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	51600	120	Hourly Wages	$ 11,193	$ 26,020	$ 13,818	$ 13,818	$ 8,806	$ 13,818	$ 13,512	$ 13,447	-2.68%
100	51600	125	Overtime Wages	0	336	0	0	0	0	0	0	0.00%
100	51600	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
100	51600	150	FICA	856	1,943	1,057	1,057	643	1,057	1,034	1,029	-2.68%
100	51600	151	Retirement	772	1,862	960	960	511	960	973	968	0.82%
100	51600	152	Health, Dental, DIB, Life & Wks Cmp Ins	4,191	6,478	4,596	4,596	2,435	4,596	4,325	4,320	-6.01%
			Subtotal	**17,013**	**36,639**	**20,431**	**20,431**	**12,395**	**20,431**	**19,844**	**19,764**	**-3.27%**
			CONTRACTUAL SERVICES									
100	51600	210	Telephone	1,900	1,261	1,900	1,900	3,843	3,843	1,900	2,204	15.98%
100	51600	215	Consulting	10,000	7,792	20,000	20,000	2,381	20,000	10,000	10,000	-50.00%
100	51600	217	Cleaning Service Contract	29,722	15,950	21,744	21,744	11,169	21,744	22,396	22,396	3.00%
100	51600	220	Utilities	51,895	58,325	58,300	58,300	28,254	58,300	60,632	60,632	4.00%
			Subtotal	**93,517**	**83,328**	**101,944**	**101,944**	**45,646**	**103,887**	**94,928**	**95,232**	**-6.58%**
			SUPPLIES AND EXPENSE									
100	51600	314	Repairs and Maintenance	12,000	12,103	20,000	20,000	11,277	20,000	20,000	22,000	10.00%
100	51600	320	Memberships/Subscriptions	240	243	240	240	0	240	240	240	0.00%
100	51600	340	Operating Supplies	12,000	9,637	12,000	12,000	4,292	12,000	12,000	12,000	0.00%
			Subtotal	**24,240**	**21,983**	**32,240**	**32,240**	**15,569**	**32,240**	**32,240**	**34,240**	**6.20%**
			CAPITAL OUTLAY									
100	51600	810	Capital Equipment	10,000	10,404	10,000	10,000	0	10,000	10,000	0	-100.00%
			Subtotal	**10,000**	**10,404**	**10,000**	**10,000**	**0**	**10,000**	**10,000**	**0**	**-100.00%**
			TOTAL	**$ 144,770**	**$ 152,354**	**$ 164,615**	**$ 164,615**	**$ 73,610**	**$ 166,558**	**$ 157,012**	**$ 149,236**	**-9.34%**

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 proposed 2026 Budget for the Other General Government program cost is $616,484.

2026 Budget Significant Expenditure Changes:

1) Outside Services increased $5,435. This account includes $6,000 for the copier leases for 1st and 2nd floor of City Hall. It also includes $4,075 for the Other Post-Employment Benefits (OPEB) valuation that is required every other year.
2) Office Supplies was a new account in 2025. The budget decreased by $1,000 based on the 2025 estimated costs.
3) Memberships/Subscriptions includes $780 for the City's Amazon Prime membership and $240 for Gannett for an online subscription to the Green Bay Press Gazette.
4) Repair and Maintenance Supplies increased $200,000 as we work to complete some of the repairs needed as part of the 2024 ADA audit.
5) Property and Liability decreased $338,500 due to a proposed change in carriers.
6) Transfer Out decreased $32,297 and covers the negative fund balance for the Cable Fund.
7) Reserved Wage & Benefit Funds decreased $570,509 due to the settlement of collective bargaining agreements.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

OTHER GENERAL GOVERNMENT

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			CONTRACTUAL SERVICES									
100	51901	211	Postage	$ 0	$ 0	$ 12,850	$ 12,850	$ 4,719	$ 11,000	$ 12,500	$ 12,500	-2.72%
100	51901	215	Outside Services	0	0	4,640	4,640	4,614	6,815	10,075	10,075	117.13%
			Subtotal	**0**	**0**	**17,490**	**17,490**	**9,334**	**17,815**	**22,575**	**22,575**	**29.07%**
			SUPPLIES AND EXPENSE									
100	51901	310	Office Supplies	0	0	6,000	6,000	2,281	5,000	5,000	5,000	-16.67%
100	51901	320	Memberships/Subscriptions	0	0	1,540	1,540	179	958	1,020	1,020	-33.77%
100	51900	350	Repair and Maintenance Supplies	0	0	0	0	0	0	100,000	200,000	100.00%
			Subtotal	**0**	**0**	**7,540**	**7,540**	**2,460**	**5,958**	**106,020**	**206,020**	**2632.36%**
			GENERAL INSURANCES									
100	51901	510	Property and Liability	106,000	118,360	641,000	641,000	286,382	567,500	641,000	302,500	-52.81%
100	51901	524	Sundry Unclassified	49,000	44,645	25,000	25,000	8,141	25,000	25,000	25,000	0.00%
			Subtotal	**155,000**	**163,006**	**666,000**	**666,000**	**294,524**	**592,500**	**666,000**	**327,500**	**-50.83%**
			GRANTS, CONTRIBUTIONS, INDEM									
100	51901	710	Illegal Taxes/Refunds Uncollectables	7,000	4,862	7,000	7,000	4,502	5,220	7,000	7,000	0.00%
			Subtotal	**8,000**	**4,862**	**7,000**	**7,000**	**4,502**	**5,220**	**7,000**	**7,000**	**0.00%**
			COST REALLOCATIONS									
100	50000	592	Transfer Out	0	0	36,745	36,745	0	35,088	40,725	4,448	-87.89%
100	51901	900	Contingency fund	0	0	0	0	0	0	0	0	0.00%
100	51901	901	Employee Performance & Bonus Pay	36,322	(112)	37,412	37,412	(24)	37,412	38,721	38,721	3.50%
100	51901	911	Reserved Wage and Benefit Funds	209,594	0	580,729	580,729	0	580,729	10,220	10,220	-98.24%
			Subtotal	**245,916**	**(112)**	**654,886**	**654,886**	**(24)**	**653,229**	**89,666**	**53,389**	**-91.85%**
			TOTAL	**$ 408,916**	**$ 167,756**	**$ 1,352,916**	**$ 1,352,916**	**$ 310,795**	**$ 1,274,722**	**$ 891,261**	**$ 616,484**	**-54.43%**

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 public health programs and 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 and tax levy. Preparedness response activities are *required by state statute*. 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 and tax levy. 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 and limited grant funds when available. 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 and tax levy. 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.

2026 Performance Measures (July 2025 – June 2026):

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.

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

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, 4 Pneumococcal and 1 varicella for De Pere children turning 24 months.
    a. Result: The immunization rate for this age group is at **83**% by 24 months of age (this includes those children who were late up to date).
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 have initiated investigation of 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:

Level III Health Department (May 2025): The De Pere Health Department, for the first time ever, has been certified as a level III health department. This is the highest-level designation in the state of Wisconsin. De Pere Health Department was evaluated in April 2025 by the Wisconsin Department of Health Services (DHS) Division of Public Health (DPH) and has successfully met the

additional level III requirements contained in Wis. Admin. Code s. 140.05 for workforce development, quality improvement, and performance management; a focus on social determinants of health; expertise in population health; and acting as the community health strategist. This determination was communicated on May 15th, 2025. The next review is anticipated in 2030.

State Required Community Health Assessment/Health Improvement Plan (January 2025): This collaborative comprehensive health improvement plan has been completed and published for the current three-year timeframe (2025-2027). This newly launched plan can be found published on the De Pere Health Department website. For the current cycle, the health priorities that we will be focusing on with Brown County Health Department, Oneida Nation, Health Systems and community partners are: Safe and Affordable Housing, Pathways to Healthcare, and Mental Health and Substance Use.

Social Connectedness/Community Engagement (Fall 2024):

- The mural on George Street was completed and unveiled in September! This was a collaborative project with Definitely De Pere and tied into the Beyond Health Community Health Improvement Plan strategy 2.1, with the theme, *Belonging Begins Here*. Thank you to artist, Beau Thomas, (and every artist who submitted designs), and all of the community members that voted and engaged with the health department online and at the in-person events. A special thanks to the Maternal and Child Health Block Grant for funding this project, and Saks Holdings for the use of their building facade. *This project also won a Wisconsin Main Street award in 2025 for its positive impact on community connections*!
- The health department collaborated with SNC Health & Wellness Center to host Dr. Carol Bruess on campus. Carol's micro workshop for the community focused on how the COVID pandemic accelerated the epidemic of loneliness and isolation impacting both physical and mental health. As a relationship expert, she engaged with an audience of over 120 people to discuss how to make small changes in daily interactions that ultimately will enhance feelings of joy, improve physical health, and flourishing of the entire community. The evaluations from this event were extremely positive with great suggestions for future events.
- The health department collaborated with the Mulva Cultural Center to host a documentary screening of "*Join or Die*" highlighting the importance civic engagement and the benefits to the health of individuals, families and communities. After the documentary, guests were invited to an onsite joining fair where more than 18 civic organizations were present to engage with participants on their organization mission and membership information. Over 124 community members participated in this community event and the evaluations were overwhelmingly positive.

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.

Costs and Benefits of Program and Services:

The proposed 2026 Health Department total program cost is $759,446. The local tax levy portion of the budget is projected at $546,801, with $212,645 being funded by grants and program revenue (72% tax levy, 28% program revenue, grants). It is estimated that 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.

2026 Budget Significant Expenditure Changes:

1) Hourly wages increased $3,245 due to eligible step increases and cost of living adjustment (COLA)
2) Retirement increased $2,658 due to wage increases and retirement contribution rate increase.
3) Health, Dental, DIB, Life & Wks Cmp Ins increased $5,749 due to health and dental insurance premium increases.
4) Telephone decreased $1,700 due to a reallocation of these expenses to the City Hall budget.
5) Seminars and Conferences: 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 allocated to the specific programmatic expenses.
6) Memberships/Subscriptions: Increased $240 to include expenses related to *Required Professional Licenses (1 RS, 3 RN)* $240. Other details include 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), Association for Professionals in Infection Control $220 (covered by grant).
7) MCH Grant: decreased $1,734 due to an aligned projected decrease in grant fund revenue.
8) Immunization Outreach Grant: decreased $929 due to a projected decrease in grant fund revenue.
9) Preparedness Grant: decreased $9,830 due to an aligned decrease in grant fund revenue.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

HEALTH DEPARTMENT

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	54100	110	Salaries	$ 360,661	$ 368,805	$ 381,885	$ 381,885	$ 182,504	$ 381,885	$ 402,241	$ 400,287	4.82%
100	54100	120	Hourly Wages	54,850	58,603	57,949	57,949	27,477	57,949	61,485	61,194	5.60%
100	54100	125	Overtime Wages	0	257	0	0	0	0	0	0	0.00%
100	54100	126	Seasonal Labor	60,000	7,719	12,140	12,140	2,525	12,140	12,140	12,140	0.00%
100	54100	150	FICA	36,010	31,780	33,823	33,823	15,584	33,823	35,651	35,479	4.90%
100	54100	151	Retirement	32,402	29,523	30,568	30,568	12,195	30,568	33,388	33,227	8.70%
100	54100	152	Health, Dental, DIB, Life & Wks Cmp Ins	122,128	137,641	103,930	103,930	51,682	103,930	109,734	109,678	5.53%
100	54100	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**666,050**	**634,328**	**620,295**	**620,295**	**291,966**	**620,296**	**654,640**	**652,005**	**5.11%**
			CONTRACTUAL SERVICES									
100	54100	210	Telephone	1,700	1,177	1,700	1,700	(156)	1,700	1,700	0	-100.00%
100	54100	212	Seminars and Conferences	1,775	1,309	1,600	1,600	276	1,600	1,600	1,600	0.00%
100	54100	215	Consulting	0	0	0	0	0	0	0	0	0.00%
100	54100	218	Cell/Radio	835	1,070	835	835	621	830	835	835	0.00%
100	54100	240	Equipment Maintenance	800	1,498	800	800	76	800	800	800	0.00%
			Subtotal	**5,110**	**5,053**	**4,935**	**4,935**	**816**	**4,930**	**4,935**	**3,235**	**-34.45%**
			SUPPLIES AND EXPENSE									
100	54100	310	Office Supplies	2,500	1,919	2,600	2,600	306	2,600	2,600	2,600	0.00%
100	54100	320	Memberships/Subscriptions	800	430	895	895	395	895	1,135	1,135	26.82%
100	54100	324	Medical Supplies	5,000	4,284	5,200	5,200	0	5,200	5,200	5,200	0.00%
100	54100	330	Mileage Reimbursement	1,000	363	1,040	1,040	75	1,040	1,040	1,040	0.00%
100	54100	331	Transportation	1,500	701	1,560	1,560	308	1,560	1,560	1,560	0.00%
100	54100	351	MCH Grant	9,229	8,811	9,147	9,147	3,772	7,413	7,413	7,413	-18.96%
100	54100	352	MCH Match	0	1	0	0	0	0	0	0	0.00%
100	54100	353	Weights and Measures	0	1,156	3,000	3,000	362	3,000	3,000	3,000	0.00%
100	54100	354	Childhood Lead Grant	2,161	1,152	2,161	2,161	0	2,161	2,161	2,161	0.00%
100	54100	355	Immunization Outreach Grant	7,799	6,634	9,239	9,239	910	8,639	8,639	8,310	-10.06%
100	54100	356	Public Health Infrastructure	0	0	35,267	35,267	11,438	35,267	35,267	35,267	0.00%
100	54100	357	COVID	0	4,440	0	0	0	0	0	0	0.00%
100	54100	358	Preparedness Grant	34,417	7,911	35,106	35,106	8,557	35,106	25,276	25,276	-28.00%
100	54100	359	Prevention Grant	4,300	28	4,300	4,300	(1,198)	3,749	4,372	4,374	1.72%
100	54100	360	Communicable Disease Grant	3,600	763	3,570	3,570	1,492	3,570	3,570	3,570	0.00%
100	54100	361	Agent Program Surplus	4,000	0	0	0	0	0	0	0	0.00%
100	54100	362	Agent Program	0	2,182	3,300	3,300	1,208	3,300	3,300	3,300	0.00%

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

HEALTH DEPARTMENT

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
100	54100	363	COVID Immunization/VFC	0	2,716	14,000	14,000	9,959	18,315	0	0	0.00%
100	54100	364	COVID Public Health Workforce	0	3,660	0	0	0	0	0	0	0.00%
100	54100	365	COVID ARPA	0	154,626	0	0	7,049	5,781	0	0	0.00%
100	54100	370	Leaf Grant	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**76,306**	**201,777**	**130,385**	**130,385**	**44,632**	**137,596**	**104,533**	**104,206**	**-20.08%**
			CAPITAL OUTLAY									
100	54100	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 747,466**	**$ 841,158**	**$ 755,615**	**$ 755,615**	**$ 337,415**	**$ 762,822**	**$ 764,108**	**$ 759,446**	**0.51%**

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 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.

2026 Performance Measures (July 2025 – June 2026):

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.

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

1) Conduct an annual review of health department's policy and procedures by May of each year.
   a. Result: The board of health approved the agency's policy/procedures on 5/12/2025.
2) Recommend at least (1) health policy to the City Council for consideration/adoption.
   a. Result: The Board of Health approved/recommended to the City Council to amending Section 106-4 of the De Pere Municipal Code Re: Tourist Rooming House Licensing Violations. This ordinance revision was subsequently adopted by City Council unanimously.
   b. Result: The BOH reviewed/approved the Health Department budget as presented. The budget was also passed unanimously by City Council.

Significant Program Achievements:

The Board of Health has been very supportive and involved during the department's state required chapter 140 "leveling up review". The Board of Health has also supported multiple agreements improving department operations/efficiencies. Board of Health members are also actively engaged in the Wisconsin Association of Local Health Departments and Boards.

Existing Program Standards Including Importance to Community:

1) Conduct at least quarterly meetings of the Board of Health. Frequent and regularly scheduled meetings is not only required by state statute but allows for regular community involvement and required actions of the board.

Costs and Benefits of Program and Services:

The proposed 2026 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.

2026 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.

2026 Budget Significant Expenditure Changes:

There are not any expenditure changes to report.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

BOARD OF HEALTH

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	54110	190	Training	$ 100	$ 0	$ 100	$ 100	$ 0	$ 100	$ 100	$ 100	0.00%
			Subtotal	**100**	**0**	**100**	**100**	**0**	**100**	**100**	**100**	**0.00%**
			TOTAL	**$ 100**	**$ 0**	**$ 100**	**$ 100**	**$ 0**	**$ 100**	**$ 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, Housing Development, 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 (i.e. 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 Incremental Finance (TIF) and Tax Incremental 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. Proforma Evaluation: Conducts thorough analysis of each development project presented to the City that request TIF assistance.
   f. 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 assists in agenda preparation and supporting material for all meetings.
   g. 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.
   h. Affordable Housing Programs Administration: Responsible for the management of the City of De Pere's affordable housing programs.

4) ***Redevelopment*** –
   a. Redevelopment Authority: Staff support for the Redevelopment Authority, which oversees redevelopment and management of RDA-owned property in De Pere and the Brownfield Fund. 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.).
   d. Home Improvement Loan: Responsible for the administration of the De Pere Home Improvement Loan Program.

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.

7) ***De Pere Area Chamber of Commerce*** – The City provides membership dues and technical support to the local chamber of commerce to support their mission is to connect citizens to local businesses while promoting policies which contribute to economic growth

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 other redevelopment plan
5) ***Main Street Program:*** Coordination and staff support for Definitely De Pere and the BID Board.

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.

2026 Performance Measures:

1) Planning/Zoning/Community
   a. Complete rewriting the Platting and Division of Land Ordinance by May 31, 2026
   b. Complete the Downtown Plan Update – October 2026
   c. Complete Public Facilities Needs Assessment and Impact Fee Study – August 2026
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 January 31, 2026.
   c. Complete RFP for 360 Main Ave and select developer by January 1, 2026
   d. Complete RFP for SW Annexation Area and select developer by January 1, 2026

2025 Performance Measurement Data:

1) Planning/Zoning/Community
   a. Complete rewriting the Platting and Division of Land Ordinance by May 31, 2025
      Result: Ongoing – Senior Planner continues to make strides on the inhouse rewrite.
   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
      Result: Project is ongoing but with GIS staff turn over the project was delayed until a new staff member is trained for the project.
   c. Initiate Downtown Strategic Vision/Plan – April 2025
      Result: Ongoing with the Downtown Master Plan Process
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
      Result: Complete.
   b. Complete the Golden Shovel Application to the NEW North by December 31, 2024. (Tabled due to GIS staffing)
      Result: Delayed due to staff workload and GIS staff turnover. Staff continues to respond directly to site selection requests.
   c. Complete redevelopment plan and acquisition for lands in the SW area of the community by November 2024 Result: Concept plan is complete. RFP to be released September 2025.

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, 1 plats, 5 extraterritorial plats/CSMs, 8 zoning map amendments, 5 design exceptions, and 14 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 28 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. Co-organized and participated in the 2024 and 2025 Business Walks (Pending)
   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 60+ Business Retention and Expansion (BRE) visits or phone calls.
   g. Communicated/recruited with over 40+ 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
   j. Brownfield remediation planning underway with Stantec for several strategic sites located throughout the City.
   k. Awarded 5 grants totaling $75,000 to five new businesses that opened in the Downtown, bringing our total to 10 businesses served by the Experience De Pere Business Recruitment Grant.
   l. The City approved 2 home improvement loans totaling $54,151 over the past year.
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, NAIOP, 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 proposed 2026 Economic Development and Planning portion of the Development Services Department cost is $315,710. 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 2026 budget represents a $32,834 or 11.64% increase over the 2025 budget.

2026 Budget Significant Expenditure Changes:

1) Retirement increased by $838 due to wage increases.
2) Health, Dental, DIB, Life & retirement, FICA, Wks Cmp Ins increased by $3,433 due to health and dental premium increases.
3) Training. Training decreased $400 to $2,480 and includes the following:
   IEDC Economic Development Training ($1,500), department training ($400), APA Passport Training ($180), Webinars and events to maintain AICP certification ($250). The decrease is due to the removal of ULI/CNU training.
4) Telephone decreased $892 due to a reallocation of these expenses to the City Hall budget.
5) Seminars and Conferences. Decreased by $2,050 to $5,600. The decrease 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 ($2,100), Wisconsin APA Conference – two attendees ($1,500), WEDA Governor's Conference and Best Practices Conference ($750), Brownfield conference ($1,200).
6) Consulting. Increased $25,000 from 2025 to 2026. Brown County Recording Fees - $100, Misc. Economic Development CSM's and Environmental Reviews, wetland delineations - $4,900, Public Facilities Needs Assessment and Impact Fee Study ($25,000)

7) Membership/Subscriptions decreased by $150 due to the removal of CNU membership. The detailed breakdown is as follows:
APA/AICP – three staff ($1,750), IEDC ($250), and WEDA ($400).

8) Contribution. Green Bay Chamber increased $664 due to the membership structure

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

DEVELOPMENT SERVICES

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	56700	110	Salaries	$ 125,045	$ 127,180	$ 132,230	$ 132,230	$ 62,502	$ 132,230	$ 137,981	$ 137,311	3.84%
100	56700	120	Hourly Wages	28,839	29,267	30,420	30,420	14,378	$ 30,420	31,491	31,335	3.01%
100	56700	125	Overtime Wages	300	9	0	0	5	5	0	0	0.00%
100	56700	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
100	56700	150	FICA	11,795	11,505	12,443	12,443	5,682	12,443	12,965	12,901	3.69%
100	56700	151	Retirement	10,639	10,858	11,304	11,304	4,471	11,305	12,202	12,143	7.42%
100	56700	152	Health, Dental, DIB, Life & Wks Cmp Ins	39,151	36,545	38,481	38,481	19,278	38,481	41,918	41,914	8.92%
100	56700	190	Training	2,700	2,474	2,730	2,730	180	2,180	2,330	2,330	-14.65%
			Subtotal	**218,469**	**217,838**	**227,608**	**227,608**	**106,496**	**227,064**	**238,887**	**237,934**	**4.54%**
			CONTRACTUAL SERVICES									
100	56700	210	Telephone	892	580	892	892	2	892	892	0	-100.00%
100	56700	212	Seminars and Conferences	4,768	4,164	7,600	7,600	75	2,375	5,550	5,550	-26.97%
100	56700	215	Consulting	40,000	116,824	5,000	38,835	26,826	36,500	30,000	30,000	500.00%
100	56700	218	Cell/Radio	0	2,360	576	576	240	576	576	576	0.00%
			Subtotal	**45,660**	**123,928**	**14,068**	**47,903**	**27,143**	**40,343**	**37,018**	**36,126**	**156.80%**
			SUPPLIES AND EXPENSE									
100	56700	310	Office Supplies	1,763	2,241	1,700	1,700	898	1,700	1,700	1,700	0.00%
100	56700	313	Promotions & Advertising	1,500	1,500	1,500	1,500	0	1,500	1,500	1,500	0.00%
100	56700	315	Publications	0	0	0	0	0	0	0	0	0.00%
100	56700	320	Memberships/Subscriptions	2,434	1,750	2,550	2,550	1,467	2,550	2,400	2,400	-5.88%
100	56700	330	Mileage Reimbursement	406	99	600	600	0	540	600	600	0.00%
			Subtotal	**6,103**	**5,590**	**6,350**	**6,350**	**2,365**	**6,290**	**6,200**	**6,200**	**-2.36%**
			GRANTS, CONTRIBUTIONS, INDEM									
100	56700	702	Contribution--BID/Definitely De Pere	30,000	30,000	30,000	30,000	0	30,000	30,000	30,000	0.00%
100	56700	703	Contribution--Green Bay Chamber	4,400	4,536	4,600	4,600	4,919	4,919	5,200	5,200	13.04%
100	56700	704	Contribution--De Pere Chamber	500	310	250	250	0	250	250	250	0.00%
			Subtotal	**34,900**	**34,846**	**34,850**	**34,850**	**4,919**	**35,169**	**35,450**	**35,450**	**1.72%**
			CAPITAL OUTLAY									
100	56700	811	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
100	56700	830	Furniture	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 305,132**	**$ 382,201**	**$ 282,876**	**$ 316,710**	**$ 140,923**	**$ 308,866**	**$ 317,555**	**$ 315,710**	**11.61%**

RETURN TO TABLE OF CONTENTS

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.

2026 Performance Measures (July 2025– August 2026):

1) Migrate DIME, the City's online, public-facing web map, to the new Experience Builder format by March 2026.
2) Transition utility data to the new ESRI standard (Utility Network) to phase out ArcMap (for ArcGIS Pro) by May 2026.
3) Expand drone team by approximately five Part 107 certified pilots (PD/FD) by September 2026.
4) Implement streamlined processes and workflows via Esri's Portal for ArcGIS by October 2026.

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

1) Transition utility data to the new ESRI standard (Utility Network) to phase out ArcMap (for ArcGIS Pro) by December 2025.
    a. Result: Underway. Project kicked off in July 2025 with anticipated completion in May 2026.
2) Expand drone team by approximately five Part 107 certified pilots (PD/FD) by September 2025.
    a. Result: Underway. One new Part 107 pilot has been added with multiple currently preparing for the exam.
3) Evaluate ERU (Equivalent Runoff Unit) square footage for stormwater billing by October 2025.
    a. Result: Underway. Initial calculations have been completed.

Significant Program Achievements:

1) Completed analysis and generated the City storm water utility billing database generating over $2,740,000 in revenue.
2) Completed updates to GIS utility data for storm sewer, sanitary sewer and water distribution systems. Data supports construction, maintenance, location, and planning processes in the City.
3) Successfully started an ArcGIS Enterprise Upgrade, Portal Installation, and Utility Network Data Migration project.
4) Launched a Damage Assessment Survey and Damage Hub for the City's Emergency Management Team/EOC.
5) Implemented a quarterly training program for the Drone Team to maintain flight proficiency, learn new skills, and collaborate across departments.

Existing Program Standards Including Importance to Community:

1) Maintain / Develop Citywide GIS Infrastructure.
    a. Allow citizens to access data for information related to their community.
    b. 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 trained, FAA licensed where required, and comply with all safety policy procedures.

Costs and Benefits of Program and Services:

The proposed 2026 GIS program costs $155,859 or an increase of 0.55%. 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.

2026 Program Objectives:

1) Explore data governance to improve workflows and efficiency.
2) Leverage ESRI ELA licensing to deploy GIS solutions more visible to the public, including new web mapping tools. 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased by $3,017 due to eligible step increases and cost of living adjustment (COLA).
2) Hourly wages decreased by $3,331 due to staffing changes.
3) Health, Dental, DIB, Life & Workers Comp Ins increased by $14,3337 due to health and dental premium increases and staffing changes.

4) Training program increased $800 and includes two employees attending the Esri User Conference in San Diego, CA for new system training, management training, general GIS learning, and networking ($6,000), Development Services Team Building ($300), and drone pilot training ($750).
5) Telephone decreased $400 due to a reallocation of these expenses to the City Hall budget.
6) Seminar and Conference funding increased $100 and includes Wisconsin Land Information Association (WLIA) conferences ($1,650), travel for WLIA Board Member meeting ($250), and GIS Pro Conference ($1,000).
7) Consulting decreased $15,000 due to no new contracted services planned in 2026.
8) Office Supplies decreased by $450 to meet recent spending trends.
9) Membership increased by $35 and includes $160 for WLIA (2) and $150 for Geospatial Professional Network (1).
10) Mileage Reimbursement increased by $1,500 due to increased conference attendance for WLIA Board Member responsibilities, conference training/learning opportunities, and to better align with current mileage rate.
11) Repair and Maintenance Supplies had no change from the 2025 adopted budget but had a $325 decrease from the 2025 current budget due to carryover funds.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

GIS

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	56900	110	Salaries	$ 57,172	$ 49,458	$ 51,494	$ 51,494	$ 24,337	$ 51,494	$ 54,782	$ 54,511	5.86%
100	56900	120	Hourly Wages	42,881	33,189	48,818	48,818	14,504	36,379	45,710	45,487	-6.82%
100	56900	125	Overtime Wages	0	0	0	0	8	8	0	0	0.00%
100	56900	150	FICA	7,654	6,247	7,674	7,674	2,931	6,723	7,688	7,650	-0.31%
100	56900	151	Retirement	6,904	5,709	6,972	6,972	2,167	6,108	7,235	7,200	3.27%
100	56900	152	Health, Dental, DIB, Life & Wks Cmp Ins	21,282	9,407	12,281	12,281	4,616	10,060	26,661	26,658	117.07%
100	56900	190	Training	5,100	4,561	6,250	6,250	321	6,250	7,050	7,050	12.80%
			Subtotal	**140,993**	**108,571**	**133,489**	**133,489**	**48,884**	**117,022**	**149,126**	**148,556**	**11.29%**
			CONTRACTUAL SERVICES									
100	56900	210	Telephone	400	260	400	400	0	400	400	0	-100.00%
100	56900	211	Postage	0	0	0	0	0	0	0	0	0.00%
100	56900	212	Seminars and Conferences	2,195	1,975	2,800	2,800	1,281	2,800	2,900	2,900	3.57%
100	56900	215	Consulting	0	0	15,000	15,000	0	15,000	0	0	-100.00%
100	56900	218	Cell/Radio	0	468	480	480	229	480	480	480	0.00%
100	56900	219	Data	180	167	288	288	277	288	288	288	0.00%
			Subtotal	**2,775**	**2,870**	**18,968**	**18,968**	**1,788**	**18,968**	**4,068**	**3,668**	**-80.66%**
			SUPPLIES AND EXPENSE									
100	56900	310	Office Supplies	2,200	2,106	1,200	1,200	(72)	500	750	750	-37.50%
100	56900	315	Publications	0	0	0	0	0	0	0	0	0.00%
100	56900	320	Memberships/Subscriptions	325	255	275	275	130	275	310	310	12.73%
100	56900	330	Mileage Reimbursement	700	158	700	700	685	700	2,200	2,200	214.29%
100	56900	350	Repair and Maintenance Supplies	0	0	375	700	437	700	375	375	0.00%
			Subtotal	**3,225**	**2,519**	**2,550**	**2,875**	**1,180**	**2,175**	**3,635**	**3,635**	**42.55%**
			CAPITAL OUTLAY									
100	56900	811	Capital Equipment	9,010	5,964	0	0	0	0	0	0	0.00%
100	56900	830	Furniture	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**9,010**	**5,964**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 156,003**	**$ 119,925**	**$ 155,007**	**$ 155,332**	**$ 51,852**	**$ 138,165**	**$ 156,829**	**$ 155,859**	**0.55%**

TOTAL GENERAL GOVERNMENT

City of De Pere
2026 General Fund
Adopted Budget

GENERAL GOVERNMENT
EXPENDITURES

Total General Government

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	PERSONAL SERVICES									
110	Salaries	$ 1,220,739	$ 1,246,513	$ 1,277,029	$ 1,277,029	$ 616,516	$ 1,300,464	$ 1,404,335	$ 1,393,336	9.11%
120	Hourly Wages	500,622	516,224	531,758	531,758	236,914	519,318	560,479	557,334	4.81%
122	Hourly Wages Part Time	103,908	105,983	102,647	102,647	46,878	92,533	93,134	93,134	-9.27%
124	Hourly Wages Board of Health	0	0	0	0	0	0	0	0	0.00%
125	Overtime Wages	4,600	1,165	4,300	4,300	579	1,113	4,300	4,300	0.00%
126	Seasonal Labor	65,400	11,775	18,260	18,260	6,588	18,260	18,620	18,620	1.97%
128	Hourly Wages--Poll Workers	45,000	40,806	23,000	23,000	17,195	17,195	62,250	62,250	170.65%
150	FICA	139,518	133,935	142,162	142,162	68,554	142,613	154,011	152,929	7.57%
151	Retirement	121,045	120,722	124,165	124,165	48,980	124,656	139,799	138,790	11.78%
152	Health, Dental, DIB, Life and Wks Comp Ins	424,960	416,433	397,985	397,985	197,077	375,788	484,732	484,561	21.75%
190	Training	15,900	12,219	17,580	17,580	1,015	17,530	18,780	18,780	6.83%
192	Tuition Assistance	7,000	0	7,000	7,000	3,285	5,000	7,000	7,000	0.00%
193	Organizational Training	2,900	3,444	3,000	3,000	0	2,000	3,145	3,145	4.83%
	Subtotal	**2,651,593**	**2,609,217**	**2,648,886**	**2,648,886**	**1,243,581**	**2,616,470**	**2,950,584**	**2,934,179**	**10.77%**
	CONTRACTUAL SERVICES									
210	Telephone	19,604	14,212	20,064	20,064	6,147	16,562	17,765	5,954	-70.33%
211	Postage	5,030	5,248	22,880	22,880	14,770	21,651	36,860	36,860	61.10%
212	Seminars and Conferences	34,163	19,720	38,520	38,520	6,974	32,569	40,460	40,460	5.04%
213	Inclusiveness Initiatives	0	0	0	0	0	0	0	0	0.00%
215	Consulting	355,953	363,010	340,289	459,878	199,761	401,572	351,171	336,071	-1.24%
216	Auditing	27,300	29,321	34,000	34,000	24,068	33,934	35,500	35,500	4.41%
217	Cleaning Service Contract	29,722	15,950	21,744	21,744	11,169	21,744	22,396	22,396	3.00%
218	Cell/Radio	5,135	8,336	7,425	7,425	3,713	7,420	7,345	7,345	-1.08%
219	Data	4,980	4,530	12,488	12,488	3,887	12,488	22,610	17,860	43.02%
220	Utilities	51,895	58,325	58,300	58,300	28,254	58,300	60,632	60,632	4.00%
224	Public Notices	6,000	5,006	6,000	6,000	1,820	5,500	5,500	6,000	0.00%
240	Equipment Maintenance	800	1,498	800	800	76	800	800	800	0.00%
290	Other Contractual Services	37,242	26,065	43,352	56,232	14,013	40,000	41,791	43,471	0.27%
	Subtotal	**577,824**	**551,220**	**605,862**	**738,331**	**314,651**	**652,540**	**642,830**	**613,349**	**1.24%**

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 General Fund
Adopted Budget

GENERAL GOVERNMENT
EXPENDITURES

Total General Government

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	SUPPLIES AND EXPENSE									
310	Office Supplies	34,763	31,135	30,990	32,990	12,956	29,024	38,075	38,075	22.86%
313	Promotions	1,500	1,500	1,500	1,500	0	1,500	1,500	1,500	0.00%
314	Cleaning and Maintenance	12,000	12,103	20,000	20,000	11,277	20,000	20,000	22,000	10.00%
315	Publications	2,420	323	2,415	2,415	371	2,215	2,410	2,410	-0.21%
320	Memberships/Subscriptions	23,264	20,631	26,455	26,455	18,040	26,230	32,250	28,942	9.40%
324	Medical Supplies	5,000	4,284	5,200	5,200	0	5,200	5,200	5,200	0.00%
330	Mileage Reimbursement	6,191	3,635	6,810	6,810	1,504	6,690	9,085	9,085	33.41%
331	Transportation	6,700	5,014	6,760	6,760	3,158	8,760	8,760	8,760	29.59%
340	Operating Suppllies	102,898	84,900	95,443	129,588	100,374	163,933	105,168	104,918	9.93%
350	Repair and Maintenance Supplies	0	0	375	700	437	700	100,375	200,375	53333.33%
351	MCH Grant	9,229	8,811	9,147	9,147	3,772	7,413	7,413	7,413	-18.96%
352	Radon Grant	0	1	0	0	0	0	0	0	0.00%
353	Weights and Measures	0	1,156	3,000	3,000	362	3,000	3,000	3,000	0.00%
354	Childhood Lead Grant	2,161	1,152	2,161	2,161	0	2,161	2,161	2,161	0.00%
355	Immunization Outreach Grant	7,799	6,634	9,239	9,239	910	8,639	8,639	8,310	-10.06%
356	Public Health Infrastructure	0	0	35,267	35,267	11,438	35,267	35,267	35,267	0.00%
357	COVID	0	4,440	0	0	0	0	0	0	0.00%
358	Preparedness Grant	34,417	7,911	35,106	35,106	8,557	35,106	25,276	25,276	-28.00%
359	Prevention Grant	4,300	28	4,300	4,300	(1,198)	3,749	4,372	4,374	1.72%
360	Communicable Disease Grant	3,600	763	3,570	3,570	1,492	3,570	3,570	3,570	0.00%
361	Agent Record Surplus	4,000	0	0	0	0	0	0	0	0.00%
362	Agent Record	0	2,182	3,300	3,300	1,208	3,300	3,300	3,300	0.00%
363	COVID Immunization/VFC	0	2,716	14,000	14,000	9,959	18,315	0	0	0.00%
364	COVID Public Health Workforce	0	3,660	0	0	0	0	0	0	0.00%
365	COVID ARPA	0	154,626	0	0	7,049	5,781	0	0	0.00%
370	Leaf Grant	0	0	0	0	0	0	0	0	0.00%
	Subtotal	**260,242**	**357,604**	**315,038**	**351,508**	**191,665**	**390,553**	**415,821**	**513,936**	**63.13%**
	FIXED CHARGES									
510	Property Insurance	106,000	118,360	641,000	641,000	286,382	567,500	641,000	302,500	-52.81%
524	Misc General Expense	49,000	44,645	25,000	25,000	8,141	25,000	25,000	25,000	0.00%
	Subtotal	**155,000**	**163,006**	**666,000**	**666,000**	**294,524**	**592,500**	**666,000**	**327,500**	**-50.83%**

City of De Pere
2026 General Fund
Adopted Budget

GENERAL GOVERNMENT
EXPENDITURES

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Total General Government										
	GRANTS, CONTRIBUTIONS, INDEM									
702	Contribution--Main Street Program	30,000	30,000	30,000	30,000	0	30,000	30,000	30,000	0.00%
703	Contribution--Advance	4,400	4,536	4,600	4,600	4,919	4,919	5,200	5,200	13.04%
704	Contribution--De Pere Chamber	500	310	250	250	0	250	250	250	0.00%
710	Illegal Taxes/Refunds	7,000	4,862	7,000	7,000	4,502	5,220	7,000	7,000	0.00%
720	Grants and Donations	19,000	18,415	18,000	18,000	13,063	18,000	21,000	21,000	16.67%
	Subtotal	**60,900**	**58,123**	**59,850**	**59,850**	**22,484**	**58,389**	**63,450**	**63,450**	**6.02%**
	CAPITAL OUTLAY									
810	Capital Equipment	124,200	81,738	90,000	160,000	60,000	150,000	763,000	165,000	83.33%
811	Office Equipment	9,010	5,964	6,700	6,700	6,582	0	0	0	0.00%
830	Furniture	0	0	500	500	0	200	0	0	0.00%
	Subtotal	**133,210**	**87,703**	**97,200**	**167,200**	**66,582**	**150,200**	**763,000**	**165,000**	**69.75%**
	COST REALLOCATIONS									
592	Transfer Out	0	0	36,745	36,745	0	35,088	40,725	4,448	-87.89%
900	Contingency	0	0	0	0	0	0	0	0	0.00%
901	Employee Merit Pay	36,322	(112)	37,412	37,412	(24)	37,412	38,721	38,721	3.50%
911	Reserved Wage and Benefit Funds	209,594	0	580,729	580,729	0	580,729	10,220	10,220	-98.24%
	Subtotal	**245,916**	**(112)**	**654,886**	**654,886**	**(24)**	**653,229**	**89,666**	**53,389**	**-91.85%**
	Total	**$ 4,084,685**	**$ 3,826,760**	**$ 5,047,722**	**$ 5,286,661**	**$ 2,133,464**	**$ 5,113,881**	**$ 5,591,351**	**$ 4,670,803**	**-7.47%**

RETURN TO TABLE OF CONTENTS

PUBLIC SAFETY

PUBLIC SAFETY EXPENDITURES

PROGRAM BUDGET	FULL TIME EQUIVALENTS
Police	43.00
Crossing Guards	2.84
Fire	30.90
Building Inspection	2.65
Jail	0.00
TOTAL	**79.39**

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 the 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) Increase Investigator training as we are down 2 senior Detectives, and incorporate more high tech crime training to increase our capacity for emerging crimes such as Cryptocurrency and High Tech Fraud Investigations.
3) Increased engagement with the community with community policing and other interactions while continuing to develop citizen relationships and increased department transparency to build and maintain trust
4) 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
5) 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
6) 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
7) Documenting, storing, and retrieving police incident data while increasing efficiency in handling the information
8) 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.
9) 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
10) Increase engagement with area school children and provide the visible deterrent and quick response to a problem through specialized school resource personnel

11) Increased quality of life through service referrals and welfare checks completed by the Police Social Worker

2026 Performance Measures (July 2025 – June 2026):

1) Increase formal personal interactions between the department and the community from 10 events per year to 15, particularly by hosting Coffee With a Cop, PACK, Neighborhood Watch, Citizens Academy and/or participating in more public-facing planned community events.

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

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.
    a. Result: Goal met. Personal interactions and participation in neighborhood events was increased by 5 events, in large part, to the 2 new Community Policing Officer positions.

Significant Program Achievements:

1) Significantly increased community engagement by implementing and expanding upon 2 Community Policing Officer positions and their roles
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 Officers' workspace and breakroom areas 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 proposed 2026 Police program cost is $6,974,761. 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.

2026 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 (CPs)
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

2026 Budget Significant Expenditure Changes:

1) Hourly Wages Increased by $220,805 due to contractual wage increases, eligible step increases and cost of living adjustment (COLA).
2) FICA Increased by $19,825 due to wage increases.
3) Retirement increased $31,784 due to wage increases and retirement contribution rate increase.
4) Training expenditures increased by $4,700 due in large part to the turnover from experienced Detectives to 2 new Detectives being appointed and requiring additional investigative training. It is unusual to have 2 Detective positions turn over in one year. Training expenditures include: mandatory state law enforcement certification, recertification, technology training, legal updates, Homicide Investigation Training, Cryptocurrency Investigations, 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.
5) Telephone costs decreased by $5,193 due to eliminating hardwired fax machines and addition of new phone system.
6) Postage decreased by $300 to reflect fewer items being mailed out and more electronic communications.
7) Seminars/Conferences increased by $1,200 to reflect the need to send two new Detectives to additional trainings and conferences. Seminars and Conferences in 2026 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, Wisconsin Association of Homicide Investigations $500, and other miscellaneous in-services and workshops. This account also includes meals and lodging expenses associated with such conferences.
8) Consulting increased by $13,806 due to adding an Officer Wellness Service Provider $7,000 and Flock Camera Renewal through the end of 2026 ($3,700) also includes the cost of the Body Worn Camera (BWC) payment $86,594, 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 Software (ESoph $3,000), background investigations costs, and associated travel for new officers $1,200, and for other related testing and services in this category $350.

9) Cell/Radio Increased by $2,300 due to the implementation of Verkada Security Cameras in various parts of the city that did not have internet connectivity and required cellular data modem service. All city security camera data plans are consolidated here in this item of the Police Department Budget.

10) Utilities increased by $2,200 to reflect an increase in costs for electricity and natural gas from utility companies.

11) 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, Net Motion $5,300 (secure network connections for mobile users) and Records Management Software $18,500.

12) Publications increased by $216 due to enrolling in additional training publications and subscriptions for the two new detectives who are going to advanced investigative training.

13) Memberships and Subscriptions increased by $1,600 due to enrolling in the Fraternal Order of Police Administrative, Civil, and Criminal Services for Chief and Captains ($1,600). Other items remaining are: 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) Transportation / Fuel decreased by $5,500 due to savings achieved by utilizing fleet purchasing power to get a discount off of regular fuel prices.

15) Capital Outlay includes the replacement of Mobile Field Force Personal Protective Gear ($9,700); replacement of ADF Mobile Device Forensics Hardware and Software ($5,131); year three lease payment for motorcycle ($7,330); purchase of ballistic protective vests for CSOs ($3,300); Purchase of a new Digital Fingerprinting Scanner and Workstation ($9,500) and CCTV camera and storage replacement at City Hall Complex and the Art Alley ($88,000).

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

POLICE

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	52100	110	Salaries	$ 635,658	$ 598,889	$ 590,144	$ 590,144	$ 278,946	$ 599,500	$ 617,746	$ 614,771	4.17%
100	52100	120	Hourly Wages	3,244,228	3,133,175	3,370,333	3,370,333	1,694,028	3,370,333	3,678,802	3,591,138	6.55%
100	52100	122	Hourly Wages Part Time	39,200	32,071	20,000	20,000	9,125	20,000	20,650	20,650	3.25%
100	52100	125	Overtime Wages	250,000	294,106	273,500	273,500	168,306	273,500	287,100	287,100	4.97%
100	52100	126	Seasonal Labor	0	5,382	0	0	0	0	0	0	0.00%
100	52100	150	FICA	316,505	299,035	324,189	324,189	159,661	324,905	350,948	344,015	6.12%
100	52100	151	Retirement	565,161	549,827	607,023	607,023	220,811	607,023	652,094	638,806	5.24%
100	52100	152	Health, Dental, DIB, Life & Wks Cmp Ins	849,216	913,526	833,111	833,111	388,667	833,111	886,522	848,727	1.87%
100	52100	190	Training	10,900	16,918	16,900	24,871	5,662	16,900	21,600	21,600	27.81%
			Subtotal	**5,910,867**	**5,842,929**	**6,035,200**	**6,043,171**	**2,925,206**	**6,045,272**	**6,515,463**	**6,366,807**	**5.49%**
			CONTRACTUAL SERVICES									
100	52100	210	Telephone	10,400	6,760	7,900	7,900	(87)	16	16	2,707	-65.73%
100	52100	211	Postage	2,600	1,821	2,200	2,200	195	1,900	1,900	1,900	-13.64%
100	52100	212	Seminars and Conferences	3,100	2,358	3,200	3,200	3,471	3,471	4,400	4,400	37.50%
100	52100	215	Consulting	72,300	72,158	105,394	105,394	93,551	105,394	119,200	119,200	13.10%
100	52100	217	Cleaning Service Contract	24,900	26,815	24,900	24,900	10,399	25,900	25,670	25,670	3.09%
100	52100	218	Cell/Radio	24,500	23,253	25,500	25,500	12,101	25,500	27,800	27,800	9.02%
100	52100	219	Data	6,000	3,300	6,200	6,200	1,701	6,200	6,200	6,200	0.00%
100	52100	220	Utilities	18,050	15,492	19,300	19,300	11,452	21,500	21,500	21,500	11.40%
100	52100	240	Equipment Maintenance	28,000	34,141	32,500	32,500	11,471	32,500	33,700	33,700	3.69%
100	52100	290	Other Contractual Services	41,100	38,440	42,500	42,500	26,746	42,500	43,500	43,500	2.35%
			Subtotal	**230,950**	**224,538**	**269,594**	**269,594**	**170,999**	**264,881**	**283,886**	**286,577**	**6.30%**

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

POLICE

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			SUPPLIES AND EXPENSE									
100	52100	310	Office Supplies	9,450	7,916	9,750	11,284	5,050	11,284	10,200	10,200	4.62%
100	52100	312	Crime Prevention Program	2,400	2,392	2,500	2,500	0	2,500	2,500	2,500	0.00%
100	52100	314	Cleaning and Maintenance	30,000	18,543	30,200	41,657	15,172	41,657	31,200	31,200	3.31%
100	52100	315	Publications	200	0	200	400	416	400	416	416	108.00%
100	52100	320	Memberships/Subscriptions	1,500	1,060	1,500	1,500	888	1,500	3,100	3,100	106.67%
100	52100	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
100	52100	331	Transportation/Fuel	73,650	63,660	75,500	75,500	29,293	70,000	70,000	70,000	-7.28%
100	52100	340	Operating Supplies	29,000	28,728	30,400	30,400	6,916	30,400	31,600	31,600	3.95%
100	52100	343	Guns and Ammo	12,950	12,950	13,500	13,500	(2,208)	13,500	13,900	13,900	2.96%
100	52100	349	Operating Supplies - Community Policing	2,000	(1,212)	2,050	2,050	3,963	3,963	2,100	2,100	2.44%
100	52100	360	Radar/Communications Equip	10,900	11,937	11,200	11,200	4,678	11,200	11,600	11,600	3.57%
100	52100	362	Emergency Voucher Program	0	162	0	5,287	0	0	0	0	0.00%
100	52100	363	Police K-9 Expenses	0	0	0	0	0	0	0	0	0.00%
100	52100	364	Misc Grant Expenses	0	38,190	0	0	0	0	0	0	0.00%
100	52100	390	MISC.	1,000	500	1,000	1,000	0	0	1,000	1,000	0.00%
100	52100	392	Uniform Allowances	20,050	16,942	20,800	23,908	10,074	23,908	20,800	20,800	0.00%
100	52100	393	Parking Tickets - State	0	(264)	0	0	(151)	0	0	0	0.00%
			Subtotal	**193,100**	**201,504**	**198,600**	**220,186**	**74,090**	**210,312**	**198,416**	**198,416**	**-0.09%**
			CAPITAL OUTLAY									
100	52100	810	Capital Equipment	42,500	48,742	61,383	79,535	58,670	79,535	943,677	122,961	100.32%
			Subtotal	**42,500**	**48,742**	**61,383**	**79,535**	**58,670**	**79,535**	**943,677**	**122,961**	**100.32%**
			TOTAL	**$ 6,377,417**	**$ 6,317,713**	**$ 6,564,777**	**$ 6,612,485**	**$ 3,228,966**	**$ 6,600,000**	**$ 7,941,442**	**$ 6,974,761**	**6.25%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Maintain job related injuries at 0% through June 2026 through use of training and specialized equipment.

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

1) Maintain job related injuries at 0% through June 2025 through use of training and specialized equipment.
   a. Result: We had one reported job-related injuries for 2024-2025 school year.

Significant Program Achievements:

1) No injuries or deaths to school children in 2024-2025 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 guard 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 proposed 2026 Crossing Guard program cost is $96,787. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $251 to reflect actual costs.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

CROSSING GUARDS

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	52110	121	Hourly Wages Crossing Guards	$ 89,764	$ 73,025	$ 89,764	$ 89,764	$ 42,020	$ 89,764	$ 89,764	$ 89,764	0.00%
100	52110	150	FICA	1,302	1,059	1,302	1,302	609	1,302	1,302	1,302	0.00%
100	52110	152	Health, Dental, DIB, Life & Wks Cmp Ins	2,397	2,064	2,172	2,172	1,017	2,172	2,083	1,921	-11.57%
100	52110	190	Training	600	56	600	600	355	600	600	600	0.00%
			Subtotal	**94,063**	**76,204**	**93,838**	**93,838**	**44,002**	**93,838**	**93,748**	**93,587**	**-0.27%**
			SUPPLIES AND EXPENSE									
100	52110	330	Mileage Reimbursement	1,200	680	1,200	1,200	400	1,200	1,200	1,200	0.00%
100	52110	340	Operating Supplies	2,750	1,541	2,000	2,000	115	2,000	2,000	2,000	0.00%
			Subtotal	**3,950**	**2,221**	**3,200**	**3,200**	**515**	**3,200**	**3,200**	**3,200**	**0.00%**
			TOTAL	**$ 98,013**	**$ 78,425**	**$ 97,038**	**$ 97,038**	**$ 44,517**	**$ 97,038**	**$ 96,948**	**$ 96,787**	**-0.26%**

Fire Rescue Department

Program Full Time Equivalents: 30.90

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.

2026 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.

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

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 8/1/24 through 7/31/25, The department met the above initial response criteria 97% 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) Advanced Life Support- From 8/1/24 through 7/31/25, The department met the above response criteria 98% of the time.

b) Full Fire Alarm- From 8/1/24 through 7/31/25, 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) Successfully completed the GEMT repayment program data for year 2023 and 2024.
6) The two 2025 fire prevention inspection cycles will be successfully completed. We conducted approximately 1,700 inspections.
7) Successfully hired 6 new Paid-on-Premise employees to support daytime operations.
8) Appointed new Fire Chief and three Battalion Chiefs.
9) Completed construction of detached 2-stall storage facility at Station #2.
10) Completed the restoration of a second boat and placed in service.
11) Purchased and received replacement Ambulance 121.

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 $1,073,000 for 2026, 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 proposed 2026 budget for De Pere Fire Rescue is $5,202,049. 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.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $268,396 due to contractual wage increases, eligible step increases, cost of living adjustment (COLA) and an additional Firefighter position to be added mid-year 2026.
2) Hourly Wages Part Time decreased $25,000 due to the elimination of the part time Administrative Assistant position approved in the 2025 budget.
3) FICA increased $3,077 due to wage increases and the additional Firefighter.
4) Retirement increased $42,112 due to wage increases, retirement contribution rate increases and the additional Firefighter.
5) Health, Dental, DIB, Life & Workers Comp Ins increased $118,741 due to increase in health and dental insurance premiums and the additional Firefighter.
6) Training is funding to provide for all department training. These include leadership, special operations, hazmat training, etc.
7) Telephone decreased $7,111 as a result of the new phone system and reallocation of the cellphone budget to the Cell/Radio line.
8) 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, mental health awareness conferences, etc.
9) Consulting is funding for outside services. This includes annual ambulance billing/administrative fees from LifeQuest Services (approximately $45,000), and recurring maintenance fees for numerous software programs, i.e. Image Trend (approximately $13,000), CrewSense/Vector Solutions ($4,600), Lexipol ($9,500), KNOX Box ($725), Fotokite ($3,250), PS Tracks ($4,650), Spectrum Enterprise ($1,500), Honeywell/US Digital Designs ($5,518) and potentially First Arriving ($2,500).
10) Cell/Radio increased $6,000 due to a reallocation of these expenses from Telephone.
11) Data increased $500 due to portable wi-fi capability for Medical Director response to emergency incidents.
12) Equipment Maintenance increased $5,000 due to increased costs of repairs and evaluation of previous year's expenditures.
13) Office Supplies decreased 1,000 due to excess supplies.
14) Memberships/Subscriptions are 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.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

FIRE RESCUE

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	52200	110	Salaries	$ 587,284	$ 607,070	$ 615,579	$ 615,579	$ 265,020	$ 615,579	$ 620,403	$ 623,240	1.24%
100	52200	120	Hourly Wages	2,125,477	2,107,311	2,163,453	2,163,453	1,315,184	2,163,453	2,477,574	2,431,849	12.41%
100	52200	122	Hourly Wages Part Time	0	0	25,000	25,000	0	0	0	0	-100.00%
100	52200	125	Overtime Wages	115,000	136,301	115,000	115,000	125,736	170,000	120,000	120,000	4.35%
100	52200	129	Hourly Wages -- POC/POP FF	135,000	109,315	135,000	135,000	93,213	135,000	135,000	135,000	0.00%
100	52200	150	FICA	47,415	46,307	49,272	49,272	27,670	49,272	52,990	52,349	6.24%
100	52200	151	Retirement	531,816	531,817	540,451	540,451	215,344	540,451	590,505	582,563	7.79%
100	52200	152	Health, Dental, DIB, Life & Wks Cmp Ins	684,554	784,934	659,950	659,950	305,045	659,950	790,646	778,691	17.99%
100	52200	155	Vaccinations/Physicals	30,000	755	30,000	30,000	150	150	30,000	30,000	0.00%
100	52200	190	Training	14,000	3,275	14,000	14,000	3,399	14,000	14,000	14,000	0.00%
100	52200	191	Training Act 102	0	10,864	0	0	47,254	0	0	0	0.00%
			Subtotal	**4,270,546**	**4,337,949**	**4,347,706**	**4,347,706**	**2,398,014**	**4,347,855**	**4,831,117**	**4,767,692**	**9.66%**
			CONTRACTUAL SERVICES									
100	52200	210	Telephone	9,000	6,800	9,000	9,000	2,983	9,000	9,000	1,889	-79.01%
100	52200	211	Postage	200	219	200	200	6	200	200	200	0.00%
100	52200	212	Seminars and Conferences	9,000	3,841	9,000	9,000	1	9,000	9,000	9,000	0.00%
100	52200	215	Consulting	115,000	117,298	135,000	135,000	59,863	135,000	140,000	145,518	7.79%
100	52200	218	Cell/Radio	0	0	0	0	0	0	0	6,000	100.00%
100	52200	219	Data	7,000	6,537	7,000	7,000	3,295	7,000	7,500	7,500	7.14%
100	52200	220	Utilities	27,000	17,372	27,000	27,000	12,524	27,000	27,000	27,000	0.00%
100	52200	240	Equipment Maintenance	55,000	70,451	55,000	55,000	43,014	70,000	60,000	60,000	9.09%
			Subtotal	**222,200**	**222,518**	**242,200**	**242,200**	**121,686**	**257,200**	**252,700**	**257,107**	**6.15%**

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

FIRE RESCUE

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			SUPPLIES AND EXPENSE									
100	52200	310	Office Supplies	4,000	1,364	4,000	4,000	1,148	3,000	3,000	3,000	-25.00%
100	52200	314	Cleaning and Maintenance	4,250	4,480	4,250	4,250	2,100	4,250	4,250	4,250	0.00%
100	52200	320	Memberships/Subscriptions	2,000	1,078	2,000	2,000	251	2,000	2,000	2,000	0.00%
100	52200	324	Medical Supplies	40,000	46,186	45,000	45,000	26,845	45,000	47,000	47,000	4.44%
100	52200	328	Fire Prevention/Education Supplies	8,000	7,979	8,000	8,000	169	8,000	8,000	8,000	0.00%
100	52200	330	Mileage Reimbursement	7,000	3,574	7,000	7,000	586	2,000	7,000	7,000	0.00%
100	52200	331	Transportation	32,000	34,797	32,000	32,000	13,648	32,000	32,000	32,000	0.00%
100	52200	340	Operating Supplies	20,000	18,312	20,000	20,000	8,177	20,000	20,000	20,000	0.00%
100	52200	341	Fire-Emer. Operations Ctr	0	0	0	0	0	0	0	0	0.00%
100	52200	350	Repair and Maintenance Supplies	35,924	34,399	35,924	58,924	30,092	35,924	37,500	37,500	4.39%
100	52200	360	Support Dog Expenses	0	4,198	0	0	462	750	0	0	0.00%
100	52200	392	Clothing Allowance	16,000	15,357	16,500	16,500	5,332	16,500	16,500	16,500	0.00%
			Subtotal	**169,174**	**171,723**	**174,674**	**197,674**	**88,809**	**169,424**	**177,250**	**177,250**	**1.47%**
			CAPITAL OUTLAY									
100	52200	810	Capital Equipment	11,000	7,993	13,500	13,500	5,026	13,500	141,000	0	-100.00%
100	52200	811	Office Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**11,000**	**7,993**	**13,500**	**13,500**	**5,026**	**13,500**	**141,000**	**0**	**-100.00%**
			TOTAL	**$ 4,672,920**	**$ 4,740,183**	**$ 4,778,080**	**$ 4,801,080**	**$ 2,613,535**	**$ 4,787,979**	**$ 5,402,067**	**$ 5,202,049**	**8.87%**

Building Inspection Division

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 2024 to July 2025)* – 2,303, total number of permits were issued through July 2025 (1.5% increase from 2023/2024). Cumulatively over the past 7-years the number of permits has increased 115%. The Building Inspection hired a Code Enforcement Specialist that began employment February 24, 2025 to manage the City-wide Municipal complaints and conduct small permit review, permitting and inspections. Permits issued benefit the city by assuring that construction projects meet code. Of that, in 2025, the City has completed 54 single-family home plan reviews/starts, this is a slight decrease from 59 new homes at this time in 2024.
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 2025, the City has completed 20 commercial plan reviews and 2 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 building and zoning code. From July 2024 to July 2025, the Building Inspection Division tracked 1,073 reported, 768 acknowledged and 1,031 closed municipal complaints, a 45% increase over the previous year and trending for an increase over 2025

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 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 encourage 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.

2026 Performance Measures (July 2025 – June 2026):

1) Conduct monthly code enforcement task force and nuisance property team meetings in order to provide an interdepartmental approach to challenged properties.
2) Continue to modify and work with other departments to utilize the adopted code enforcement policy.

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

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.
   Results: On-going and on schedule.
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.
   Results: On-going and will continue to cross train new staff.
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).
   Results: Completed.

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 10% percent over 2024 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) Continue to conduct meetings with local the Bay Area Municipal Code Inspectors Coalition.

Existing Program Standards, Including Importance to Community:

1) Review and issue permits 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 by the Code Enforcement Specialist. The position will gradually move to a building inspection position with in-house training and assimilation for state credential testing.

Costs and Benefits of Program and Services:

The proposed 2026 Building Inspection budget as part of the Development Services Department is $363,334. 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 2026 budget represents a $28,706 or 8.58% increase over the previous budget. The increase is primarily the result of an additional staff member who started in Q1 2025. The Inspection Division elected not to increase the 2025 budget with the new staff to quantify the necessary increase.

2026 Significant Budget Expenditure Changes:

1) Hourly wages increased $22,733 due to eligible step increases, cost of living adjustment (COLA) and addition of Permit Technician/Code Enforcement Specialist position in 2025.
2) FICA increased $1,829 to reflect wage increases and a new staff member.
3) Retirement increased $2,316 to reflect wages increases, retirement contribution increase and a new staff member.
4) Training decreased $395 to a total of $4,580. Includes the League of WI Municipalities Building Inspectors Institute ($1,380), BIANEW Winter Code Updates ($1,200), Commercial Code Training (UW Code Development - $1,500), Various Building Inspectors Association of Northeast Wisconsin (BIANEW) events ($500).
5) Telephone decreased $885 due to the reallocation of these expenses to the City Hall budget.
6) Consulting decreased $3,500 to a total of $4,000. Includes $1,000 to cover legal department costs for building-related items and $3,000 to fund INCODE software maintenance.
7) Cell/Radio increased by $1,450 due to reflect actual trends and COLA and a new staff member.
8) Equipment/Maintenance increased by $500 due to the addition of a new vehicle to the inspection fleet.
9) Office Supplies increased by $800 due to additional supplies for an additional staff member.
10) Memberships and Subscriptions decreased by $70 to a total of $340. Includes required credential subscriptions and BIANEW ($100), membership in the Building Inspector's Association of Northeast Wisconsin for 2 Inspectors ($10), International Code Council (ICC) membership ($180), Journal of Light Construction ($50).
11) Transportation decreased by $500 due to trends.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

BUILDING INSPECTION

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	52400	110	Salaries	$ 85,591	$ 90,772	$ 65,574	$ 65,574	$ 31,780	$ 63,560	$ 67,863	$ 67,540	3.00%
100	52400	120	Hourly Wages	109,335	110,411	140,053	140,053	66,797	133,593	162,786	161,989	15.66%
100	52400	125	Overtime Wages	0	29	0	0	386	772	0	0	0.00%
100	52400	127	Hourly Wages--Elec/Plmb Inspector	10,000	9,041	0	0	661	661	0	0	0.00%
100	52400	150	FICA	15,057	14,878	15,730	15,730	7,245	15,151	17,645	17,559	11.62%
100	52400	151	Retirement	13,450	13,896	14,291	14,291	5,626	13,756	16,607	16,526	15.64%
100	52400	152	Health, Dental, DIB, Life & Wks Cmp Ins	79,461	81,538	78,860	78,860	34,514	69,028	82,231	82,200	4.24%
100	52400	190	Training	3,000	185	4,975	4,975	2,028	4,000	4,580	4,580	-7.94%
			Subtotal	**315,894**	**320,750**	**319,484**	**319,484**	**149,037**	**300,521**	**351,711**	**350,394**	**9.68%**
			CONTRACTUAL SERVICES									
100	52400	210	Telephone	1,200	780	885	885	(117)	885	885	0	-100.00%
100	52400	212	Seminars and Conferences	1,500	1,392	0	0	0	0	0	0	0.00%
100	52400	215	Consulting	7,500	10,819	7,500	7,500	0	0	4,000	4,000	-46.67%
100	52400	218	Cell/Radio	1,075	1,437	850	850	1,249	2,498	2,300	2,300	170.59%
100	52400	240	Equipment Maintenance	1,000	3,802	1,500	1,500	3,956	3,956	2,000	2,000	33.33%
			Subtotal	**12,275**	**18,230**	**10,735**	**10,735**	**5,088**	**7,340**	**9,185**	**8,300**	**-22.68%**
			SUPPLIES AND EXPENSE									
100	52400	310	Office Supplies	1,500	1,909	1,200	1,200	1,154	1,300	2,000	2,000	66.67%
100	52400	320	Memberships/Subscriptions	890	442	410	410	236	300	340	340	-17.07%
100	52400	331	Transportation	3,000	4,110	2,800	2,800	970	1,941	2,300	2,300	-17.86%
			Subtotal	**5,390**	**6,461**	**4,410**	**4,410**	**2,360**	**3,541**	**4,640**	**4,640**	**5.22%**
			CAPITAL OUTLAY									
100	52400	810	Capital Equipment	0	0	0	0	0	0	45,000	0	0.00%
100	52400	830	Furniture	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**45,000**	**0**	**0.00%**
			TOTAL	**$ 333,559**	**$ 345,441**	**$ 334,629**	**$ 334,629**	**$ 156,485**	**$ 311,401**	**$ 410,536**	**$ 363,334**	**8.58%**

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 though 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.

2026 Performance Measures (July 2025 – June 2026):

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 2026.

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

1) Reduce jail costs by 10% by increasing the number of releases of low-level offenders from custody to responsible persons in 2025.
   a. Result: Goal met. The costs for the jail for 2025 are on pace for more than a 10% savings in 2025.

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 proposed 2026 Police Jail program cost is $5,550. 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.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Change:

1) Jail housing fees decreased by $1,200 due to increased discretion in jailing or not jailing low-level offenders.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

JAIL

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			CONTRACTUAL SERVICES									
100	52700	219	Data	$ 250	$ 163	$ 250	$ 250	$ 0	$ 250	$ 250	$ 250	0.00%
100	52700	222	Jail	7,500	4,960	6,500	6,500	765	5,300	5,300	5,300	-18.46%
100	52700	240	Equipment Maintenance	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**7,750**	**5,123**	**6,750**	**6,750**	**765**	**5,550**	**5,550**	**5,550**	**-17.78%**
			TOTAL	**$ 7,750**	**$ 5,123**	**$ 6,750**	**$ 6,750**	**$ 765**	**$ 5,550**	**$ 5,550**	**$ 5,550**	**-17.78%**

TOTAL PUBLIC SAFETY

City of De Pere
2026 General Fund
Adopted Budget

PUBLIC SAFETY
EXPENDITURES

TOTAL PUBLIC SAFETY

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	PERSONAL SERVICES									
110	Salaries	$ 1,308,533	$ 1,296,731	$ 1,271,297	$ 1,271,297	$ 575,746	$ 1,278,639	$ 1,306,012	$ 1,305,551	2.69%
120	Hourly Wages	5,479,040	5,350,898	5,673,839	5,673,839	3,076,008	5,667,379	6,319,162	6,184,976	9.01%
121	Hourly Wages Crossing Guards	89,764	73,025	89,764	89,764	42,020	89,764	89,764	89,764	0.00%
122	Hourly Wages Part Time	39,200	32,071	45,000	45,000	9,125	20,000	20,650	20,650	-54.11%
125	Overtime Wages	365,000	430,435	388,500	388,500	294,428	444,272	407,100	407,100	4.79%
126	Seasonal Labor	0	5,382	0	0	0	0	0	0	0.00%
127	Hourly Wages Plumbing Inspector	10,000	9,041	0	0	661	661	0	0	0.00%
129	Hourly Wages POC FF	135,000	109,315	135,000	135,000	93,213	135,000	135,000	135,000	0.00%
150	FICA	380,278	361,278	390,494	390,494	195,185	390,629	422,885	415,224	6.33%
151	Retirement	1,110,426	1,095,540	1,161,765	1,161,765	441,781	1,161,230	1,259,206	1,237,895	6.55%
152	Health, Dental, DIB, Life & Wks Cmp Ins	1,615,628	1,782,061	1,574,093	1,574,093	729,242	1,564,262	1,761,481	1,711,538	8.73%
155	Vaccinations	30,000	755	30,000	30,000	150	150	30,000	30,000	0.00%
190	Training	28,500	20,434	36,475	44,446	11,445	35,500	40,780	40,780	11.80%
191	Training Act 102	0	10,864	0	0	47,254	0	0	0	0.00%
	Subtotal	**10,591,369**	**10,577,832**	**10,796,227**	**10,804,198**	**5,516,259**	**10,787,486**	**11,792,040**	**11,578,479**	**7.25%**
	CONTRACTUAL SERVICES									
210	Telephone	20,600	14,340	17,785	17,785	2,779	9,901	9,901	4,596	-74.16%
211	Postage	2,800	2,040	2,400	2,400	201	2,100	2,100	2,100	-12.50%
212	Seminars and Conferences	13,600	7,591	12,200	12,200	3,472	12,471	13,400	13,400	9.84%
215	Consulting	194,800	200,275	247,894	247,894	153,414	240,394	263,200	268,718	8.40%
217	Cleaning Service Contract	24,900	26,815	24,900	24,900	10,399	25,900	25,670	25,670	3.09%
218	Cell/Radio	25,575	24,690	26,350	26,350	13,350	27,998	30,100	36,100	37.00%
219	Data	13,250	10,000	13,450	13,450	4,996	13,450	13,950	13,950	3.72%
220	Utilities	45,050	32,865	46,300	46,300	23,976	48,500	48,500	48,500	4.75%
222	Jail	7,500	4,960	6,500	6,500	765	5,300	5,300	5,300	-18.46%
240	Equipment Maintenance	84,000	108,394	89,000	89,000	58,441	106,456	95,700	95,700	7.53%
290	Other Contractual Services	41,100	38,440	42,500	42,500	26,746	42,500	43,500	43,500	2.35%
	Subtotal	**473,175**	**470,409**	**529,279**	**529,279**	**298,538**	**534,971**	**551,321**	**557,534**	**5.34%**

City of De Pere
2026 General Fund
Adopted Budget

PUBLIC SAFETY
EXPENDITURES

TOTAL PUBLIC SAFETY

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	SUPPLIES AND EXPENSE									
310	Office Supplies	14,950	11,189	14,950	16,484	7,351	15,584	15,200	15,200	1.67%
312	Crime Prevention Program	2,400	2,392	2,500	2,500	0	2,500	2,500	2,500	0.00%
314	Cleaning and Maintenance	34,250	23,023	34,450	45,907	17,271	45,907	35,450	35,450	2.90%
315	Publications	200	0	200	400	416	400	416	416	108.00%
320	Memberships/Subscriptions	4,390	2,580	3,910	3,910	1,375	3,800	5,440	5,440	39.13%
324	Medical Supplies	40,000	46,186	45,000	45,000	26,845	45,000	47,000	47,000	4.44%
328	Fire Prevention/Education Supplies	8,000	7,979	8,000	8,000	169	8,000	8,000	8,000	0.00%
330	Mileage Reimbursement	8,200	4,254	8,200	8,200	986	3,200	8,200	8,200	0.00%
331	Transportation	108,650	102,566	110,300	110,300	43,911	103,941	104,300	104,300	-5.44%
340	Operating Supplies	51,750	48,582	52,400	52,400	15,208	52,400	53,600	53,600	2.29%
343	Guns and Ammo	12,950	12,950	13,500	13,500	(2,208)	13,500	13,900	13,900	2.96%
349	Operating Supplies-Community Policing	2,000	(1,212)	2,050	2,050	3,963	3,963	2,100	2,100	2.44%
350	Repair and Maintenance Supplies	35,924	34,399	35,924	58,924	30,092	35,924	37,500	37,500	4.39%
360	Radar/Communications Equip	10,900	11,937	11,200	11,200	4,678	11,200	11,600	11,600	3.57%
360	Support Dog Expenses	0	4,198	0	0	462	750	0	0	0.00%
362	Emergency Voucher Program	0	162	0	5,287	0	0	0	0	0.00%
363	Police K-9 Expenses	0	0	0	0	0	0	0	0	0.00%
364	Misc Grant Expenses	0	38,190	0	0	0	0	0	0	0.00%
390	MISC.	1,000	500	1,000	1,000	-	-	1,000	1,000	0.00%
392	Clothing Allowance	36,050	32,299	37,300	40,408	15,406	40,408	37,300	37,300	0.00%
393	Parking Tickets--State	0	(264)	0	0	(151)	0	0	0	0.00%
	Subtotal	**371,614**	**381,908**	**380,884**	**425,470**	**165,774**	**386,477**	**383,506**	**383,506**	**0.69%**
	CAPITAL OUTLAY									
810	Capital Equipment	53,500	56,736	74,883	93,035	63,696	93,035	1,129,677	122,961	64.20%
811	Office Equipment	0	0	0	0	0	0	0	0	0.00%
830	Furniture	0	0	0	0	0	0	0	0	0.00%
	Subtotal	**53,500**	**56,736**	**74,883**	**93,035**	**63,696**	**93,035**	**1,129,677**	**122,961**	**64.20%**
	TOTAL	**$ 11,489,659**	**$ 11,486,885**	**$ 11,781,273**	**$ 11,851,981**	**$ 6,044,267**	**$ 11,801,968**	**$ 13,856,544**	**$ 12,642,481**	**7.31%**

RETURN TO TABLE OF CONTENTS

PUBLIC WORKS

PUBLIC WORKS EXPENDITURES

PROGRAM BUDGET	FULL TIME EQUIVALENTS
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
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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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 proposed 2026 Public Works Administration program cost is $130,817. 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.

2026 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 work on MSC expansion plans.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $1,335 to reflect eligible step increases and cost of living adjustment (COLA)
2) Retirement increased $468 to reflect wage increases and retirement contribution rate increases.
3) Training is funding to provide for all department trainings such as team building, safety training and necessary training to maintain certifications and licenses.
4) Telephone decreased $766 due to a reallocation of these expenses to the Municipal Service Center budget.
5) Seminars and Conferences provide funding for APWA conferences and other miscellaneous conferences.
6) Consulting is for copier lease.
7) 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.
8) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

PUBLIC WORKS ADMINISTRATION

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53000	110	Salaries	$ 51,199	$ 51,982	$ 53,787	$ 53,787	$ 25,423	$ 53,787	$ 56,504	$ 56,233	4.55%
100	53000	120	Hourly Wages	22,857	28,496	24,133	24,133	13,044	24,133	25,587	25,468	5.53%
100	53000	125	Overtime Wages	500	117	500	500	118	500	500	500	0.00%
100	53000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
100	53000	150	FICA	5,704	5,759	5,999	5,999	2,732	5,999	6,318	6,288	4.82%
100	53000	151	Retirement	5,144	5,577	5,450	5,450	2,272	5,450	5,947	5,918	8.59%
100	53000	152	Health, Dental, DIB, Life & Wks Cmp Ins	24,494	29,653	21,833	21,833	10,906	21,833	21,384	21,359	-2.17%
100	53000	190	Training	3,000	490	3,000	3,000	0	3,000	3,000	3,000	0.00%
			Subtotal	**112,898**	**122,073**	**114,702**	**114,702**	**54,495**	**114,702**	**119,240**	**118,767**	**3.54%**
			CONTRACTUAL SERVICES									
100	53000	210	Telephone	766	498	766	766	6	766	766	0	-100.00%
100	53000	211	Postage	2,154	3,057	3,000	3,000	1,500	3,000	3,000	3,000	0.00%
100	53000	212	Seminars and Conferences	2,500	1,335	2,500	2,500	778	2,500	2,500	2,500	0.00%
100	53000	215	Consulting	10,829	1,434	1,200	1,200	738	1,200	1,200	1,200	0.00%
100	53000	218	Cell/Radio	1,800	1,261	1,800	1,800	813	1,800	1,800	1,800	0.00%
			Subtotal	**18,049**	**7,585**	**9,266**	**9,266**	**3,835**	**9,266**	**9,266**	**8,500**	**-8.27%**
			SUPPLIES AND EXPENSE									
100	53000	310	Office Supplies	2,500	1,789	2,500	2,500	588	2,500	2,500	2,500	0.00%
100	53000	320	Memberships/Subscriptions	400	380	400	400	85	400	400	400	0.00%
100	53000	331	Transportation	650	1,704	650	650	133	650	650	650	0.00%
100	53000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
100	53000	350	Repair and Maintenance Supplies	0	2	0	0	0	0	0	0	0.00%
			Subtotal	**3,550**	**3,877**	**3,550**	**3,550**	**807**	**3,550**	**3,550**	**3,550**	**0.00%**
			CAPITAL OUTLAY									
100	53000	810	Capital Equipment	3,300	3,205	0	0	0	0	15,000	0	0.00%
			Subtotal	**3,300**	**3,205**	**0**	**0**	**0**	**0**	**15,000**	**0**	**0.00%**
			TOTAL	**$ 137,797**	**$ 136,739**	**$ 127,518**	**$ 127,518**	**$ 59,137**	**$ 127,518**	**$ 147,056**	**$ 130,817**	**2.59%**

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 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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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

Significant Program Achievements:

1) Completed 2025 public works improvements program which included:
    a. Relayed approximately 4,600 linear feet of water main in preparation for street resurfacing and reconstruction.
    b. Constructed/reconstructed/lined approximately 8,000 lineal feet of sanitary sewer.
    c. Removed and replaced sanitary laterals in conjunction with water main/service relays.
    d. Reconstructed over 3,000 linear feet of street on the northeast side.
    e. Completed the rehabilitation of concrete on Profit Place and Destiny Drive.
    f. Constructed or reconstructed over 4,400 linear feet of storm sewer
2) Completed pond trapping project to remove rodents that cause bank erosion from City ponds.
3) Completed chemical treatment of phragmites around City ponds.
4) Reviewed all public and private storm water management facilities.
5) Reviewed all traffic signals and hand rails for maintenance. Coordinated repairs.
6) Coordinated the CTH GV design and construction as part of the future southbridge corridor.
7) Designed City infrastructure for several redevelopments including the former Shopko and Humana sites.
8) Completed the design and construction of the Commerce Drive yard waste site.
9) Coordinated with WisDOT on the design of Main Avenue and Reid Street from Eighth Street to Third Street for construction in 2028.
10) Completed several complicated storm sewer replacements including the box culvert at the Community Center and a large diameter storm sewer across the Fox River Trail in an easement from Ridgeway Drive extended.

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 proposed 2026 Engineering Program cost is $309,497. 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.

2026 Program Objectives:

1) Complete the design and construction the next phase of the American Boulevard Expansion.
2) Complete the construction of the new segment of William and Wisconsin 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 coordinate the design of Main Avenue and Reid Street from Eighth Street to Third Street with WisDOT.
5) Continue to review, inspect and coordinate the TDS City-wide fiber installation project.
6) 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.
7) Complete the design and construction of the Phoenix Preserve, Phase 2.
8) Complete the design and construction of the Kingston Preserve, Phase 2.
9) Monitor public and private storm water management facilities.
10) Continue to implement the City's inflow and infiltration program sump pump installation and full-length lateral replacement policies.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $4,804 to reflect eligible step increases and cost of living adjustment (COLA).
2) Retirement increased $1,031 to reflect wage increases and retirement contribution rate increase.
3) Health, Dental, DIB, Life & Wks Cmp Ins increased $10,0274 to reflect health and dental insurance premium increase.
4) Training is funding to provide for all-department training such as software training, construction training, design training and miscellaneous engineering training.
5) Telephone decreased $970 due to a reallocation of these expenses to the Municipal Service Center budget.
6) Seminars and Conferences provide funding for APWA conferences 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) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

ENGINEERING

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	53110	110	Salaries	$ 71,840	$ 66,694	$ 75,188	$ 75,188	$ 35,540	$ 75,188	$ 78,752	$ 78,366	4.23%
100	53110	120	Hourly Wages	90,631	94,691	95,722	95,722	43,039	95,722	101,010	100,526	5.02%
100	53110	125	Overtime Wages	12,000	6,366	12,000	12,000	3,224	12,000	12,000	12,000	0.00%
100	53110	126	Seasonal Labor	15,000	8,420	13,200	13,200	3,426	13,200	13,200	13,200	0.00%
100	53110	150	FICA	13,565	12,770	14,184	14,184	6,164	14,184	14,861	14,795	4.31%
100	53110	151	Retirement	12,038	11,646	12,712	12,712	4,803	12,712	13,807	13,744	8.12%
100	53110	152	Health, Dental, DIB, Life & Wks Cmp Ins	52,066	48,109	40,139	40,139	19,121	40,139	50,248	50,166	24.98%
100	53110	190	Training	4,000	2,209	4,000	4,000	606	4,000	4,000	4,000	0.00%
			Subtotal	**271,140**	**250,906**	**267,146**	**267,146**	**115,923**	**267,145**	**287,878**	**286,797**	**7.36%**
			CONTRACTUAL SERVICES									
100	53110	210	Telephone	970	631	970	970	3	970	970	0	-100.00%
100	53110	212	Seminars and Conferences	1,200	27	1,200	1,200	175	1,200	1,200	1,200	0.00%
100	53110	215	Consulting	10,000	8,671	10,000	10,000	7,461	10,000	10,000	10,000	0.00%
100	53110	218	Cell/Radio	3,000	2,143	3,000	3,000	1,226	3,000	3,000	3,000	0.00%
			Subtotal	**15,170**	**11,471**	**15,170**	**15,170**	**8,866**	**15,170**	**15,170**	**14,200**	**-6.39%**
			SUPPLIES AND EXPENSE									
100	53110	310	Office Supplies	0	37	0	0	28	28	0	0	0.00%
100	53110	320	Memberships/Subscriptions	300	0	300	300	55	300	300	300	0.00%
100	53110	331	Transportation	3,500	1,460	3,500	3,500	531	3,500	3,500	3,500	0.00%
100	53110	340	Operating Supplies	3,500	3,308	4,100	4,100	1,651	4,100	4,100	4,100	0.00%
100	53110	350	Repair and Maintenance Supplies	600	178	600	600	67	600	600	600	0.00%
			Subtotal	**7,900**	**4,983**	**8,500**	**8,500**	**2,332**	**8,528**	**8,500**	**8,500**	**0.00%**
			CAPITAL OUTLAY									
100	53110	810	Capital Equipment	31,750	32,750	2,000	2,000	1,837	2,000	15,000	0	-100.00%
			Subtotal	**31,750**	**32,750**	**2,000**	**2,000**	**1,837**	**2,000**	**15,000**	**0**	**-100.00%**
			TOTAL	**$ 325,960**	**$ 300,110**	**$ 292,816**	**$ 292,816**	**$ 128,957**	**$ 292,843**	**$ 326,548**	**$ 309,497**	**5.70%**

Municipal Service Center

Program Full Time Equivalents: 0.30

Program Mission:

To maintain the interior and exterior of the Municipal Service Center (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.

2026 Performance Measures (July 2025 – June 2026):

1) Reduce the amount of consulting costs by 3% by reducing emergency repairs by performing timely preventative maintenance on the MSC.

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

1) Reduce electric cost by 1% through power management and LED lighting replacements.
    a. Result: Electricity used 2024 = 237,067 KW; 2025=249,241 KW. Increased 5.1%. Performance measure was not met.

Significant Program Achievements:

1) Maintain the building while working on the design for the MSC expansion.

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 proposed 2026 Municipal Service Center program cost is $135,439. 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.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages decreased $9,479 to reflect change in allocation for building maintenance wages and increase in employee wages as detailed in the building maintenance program.
2) FICA decreased $725 to reflect change in allocation for building maintenance wages and increase in employee wages.
3) Retirement decreased $591 to reflect change in allocation for building maintenance wages, increase in employee wages and retirement contribution rate.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $3,141 to reflect change in allocation for building maintenance wages and to reflect increase in health and dental insurance premiums.
5) Training includes various training for building maintenance staff for various certifications required for staff to maintain.
6) Telephone increased $1,381 due to a reallocation of these expenses from other divisions within the MSC.
7) 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) Capital Equipment includes the general fund share of $3,300 for replacing treadmill in MSC's workout area.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

MUNICIPAL SERVICE CENTER

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53230	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
100	53230	120	Hourly Wages	22,385	16,167	36,374	36,374	8,131	36,374	27,023	26,895	-26.06%
100	53230	125	Overtime Wages	100	399	400	400	270	400	400	400	0.00%
100	53230	126	Seasonal Labor	3,441	590	3,441	3,441	195	3,441	3,441	3,441	0.00%
100	53230	150	FICA	1,770	1,246	2,863	2,863	624	2,863	2,148	2,138	-25.33%
100	53230	151	Retirement	1,551	1,280	2,556	2,556	451	2,556	1,974	1,965	-23.11%
100	53230	152	Health, Dental, DIB, Life & Wks Cmp Ins	9,403	5,305	11,866	11,866	3,297	11,866	8,738	8,725	-26.47%
100	53230	190	Training	275	0	275	275	0	275	275	275	0.00%
			Subtotal	**38,925**	**24,986**	**57,775**	**57,775**	**12,967**	**57,775**	**43,999**	**43,839**	**-24.12%**
			CONTRACTUAL SERVICES									
100	53230	210	Telephone	130	85	130	130	0	130	130	1,511	1062.19%
100	53230	215	Consulting	18,500	6,649	21,250	21,250	6,164	21,250	21,250	21,250	0.00%
100	53230	217	Cleaning Service Contract	24,060	12,130	13,630	13,630	6,716	13,630	14,039	14,039	3.00%
100	53230	220	Utilities	30,000	27,687	33,000	33,000	17,793	33,000	33,000	33,000	0.00%
			Subtotal	**72,690**	**46,551**	**68,010**	**68,010**	**30,673**	**68,010**	**68,419**	**69,800**	**2.63%**
			SUPPLIES AND EXPENSE									
100	53230	314	Cleaning and Maintenance	9,000	23,254	12,000	12,000	5,149	12,000	12,000	12,000	0.00%
100	53230	340	Operating Supplies	6,500	4,597	6,500	6,500	1,772	6,500	6,500	6,500	0.00%
			Subtotal	**15,500**	**27,851**	**18,500**	**18,500**	**6,921**	**18,500**	**18,500**	**18,500**	**0.00%**
			CAPITAL OUTLAY									
100	53230	810	Capital Equipment	19,250	7,244	16,500	16,500	2,561	16,500	10,003,300	3,300	-80.00%
			Subtotal	**19,250**	**7,244**	**16,500**	**16,500**	**2,561**	**16,500**	**10,003,300**	**3,300**	**-80.00%**
			TOTAL	**$ 146,365**	**$ 106,632**	**$ 160,785**	**$ 160,785**	**$ 53,122**	**$ 160,785**	**$ 10,134,218**	**$ 135,439**	**-15.76%**

Building Maintenance

Program Full Time Equivalents: 1.25

Program Mission:

Reduce disruption and lower maintenance / repair costs through an organized maintenance program established by 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, Building Inspections, 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 2026 budget allocates the maintenance staff wages as follows: City Hall ($13,447); Police Department ($13,447); Fire Department ($13,447); Building Inspections ($13,447); Municipal Service Center ($26,895); Building Maintenance ($67,236); Street Lighting ($13,447), Community Center ($13,447); Parks & Public Land ($26,895); and Swimming Pools ($67,236).

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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 by completing an inspection once a week.
2) Upgrade HVAC components at the community center.
3) Building Maintenance staff are doing commercial building inspections for Electrical and Plumbing.
4) Help with design of city parking garage.
5) Help design and manage the First-floor remodel project.
6) Manage the installation of the new City of De Pere sign located by I-41

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 proposed 2026 Building Maintenance program cost is $191,745. The program benefits the community by maintaining City facilities that are essential in the operations to provide municipal services to the community.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Salaries increased $3,016 to reflect eligible step increases and cost of living adjustment (COLA).
2) Training includes staff training on building maintenance for various certifications staff is required to maintain.
3) Consulting includes general costs for outside services related to tasks internal staff is unable to address.
4) Cell/Radio increased $172 to reflect actual costs.
5) Transportation decreased $2,000 to reflect actual costs.
6) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

BUILDING MAINTENANCE

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53231	110	Salaries	$ 47,219	$ 47,953	$ 49,590	$ 49,590	$ 23,435	$ 49,590	$ 52,856	$ 52,606	6.08%
100	53231	120	Hourly Wages	55,963	61,854	69,092	69,092	18,705	69,092	67,558	67,236	-2.69%
100	53231	125	Overtime Wages	600	2,839	600	600	317	600	600	600	0.00%
100	53231	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
100	53231	150	FICA	7,939	8,230	9,125	9,125	3,104	9,125	9,258	9,214	0.97%
100	53231	151	Retirement	7,161	7,431	8,290	8,290	2,696	8,290	8,713	8,672	4.60%
100	53231	152	Health, Dental, DIB, Life & Wks Cmp Ins	37,791	36,470	29,793	29,793	12,346	29,793	28,864	28,813	-3.29%
100	53231	190	Training	6,500	5,078	6,500	6,500	600	6,500	6,500	6,500	0.00%
			Subtotal	**163,173**	**169,855**	**172,990**	**172,990**	**61,204**	**172,990**	**174,349**	**173,641**	**0.38%**
			CONTRACTUAL SERVICES									
100	53231	215	Consulting	500	0	500	500	0	500	500	500	0.00%
100	53231	218	Cell/Radio	2,432	2,667	2,432	2,432	1,302	2,604	2,604	2,604	7.07%
			Subtotal	**2,932**	**2,667**	**2,932**	**2,932**	**1,302**	**3,104**	**3,104**	**3,104**	**5.87%**
			SUPPLIES AND EXPENSE									
100	53231	310	Office Supplies	500	76	500	500	54	500	500	500	0.00%
100	53231	331	Transportation	7,000	3,246	7,000	7,000	1,241	5,000	5,000	5,000	-28.57%
100	53231	340	Operating Supplies	3,000	2,155	3,000	3,000	1,976	3,000	3,000	3,000	0.00%
100	53231	350	Repair and Maintenance Supplies	4,000	1,516	4,000	4,000	16	4,000	4,000	4,000	0.00%
100	53231	351	Safety Equipment and Uniforms	1,928	500	2,500	2,500	692	2,500	2,500	2,500	0.00%
			Subtotal	**16,428**	**7,494**	**17,000**	**17,000**	**3,979**	**15,000**	**15,000**	**15,000**	**-11.76%**
			CAPITAL OUTLAY									
100	53231	860	Capital Outlay	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 182,533**	**$ 180,016**	**$ 192,922**	**$ 192,922**	**$ 66,485**	**$ 191,094**	**$ 192,453**	**$ 191,745**	**-0.61%**

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.

2026 Performance Measures (July 2025 – June 2026):

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.

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

1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
    a. Result: 95% of vehicles and equipment with 4,000-mile maintenance requirements were completed. This performance measure was not met due to catching up to last year's workload being short staff.
2) Perform vehicle and equipment maintenance every 500 hours on 100% of the garbage and recycling trucks.
    a. Result: 100% of all garbage/recycling trucks were maintained every 500 hours. This performance measure was met.
3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
    a. Result: 100% of the front-end loaders and dump trucks were maintained every 300 hours. This performance measure was met.
4) Perform equipment maintenance on every police vehicle every 6,000 miles.
    a. Result: This was accomplished.

Significant Program Achievements:

1) Maintained 274 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 proposed 2026 Fleet Maintenance cost is $172,007. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $65 to reflect eligible step increases and cost of living adjustment (COLA).
2) Overtime Wages increased $600 to reflect actual costs.
3) FICA increased $314 to reflect increase in employee wages.
4) Retirement increased $469 to reflect increase in employee wages and retirement contribution rate.
5) Health, Dental, DIB, Life & Wks Cmp Ins decreased $1,296 to reflect actual costs.
6) Training is for staff on fleet maintenance equipment such as troubleshooting and diagnostic performance.
7) Telephone decreased $42 due to a reallocation of these expense to the Municipal Service Center budget.
8) Consulting increased $4,000 to reflect purchasing new tires for the loader. Consulting includes tasks unable to perform in our fleet maintenance shop and for GPS/AVL on equipment.
9) Tools increased $2,078 for replacement of miscellaneous tools for shop.
10) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

FLEET MAINTENANCE

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53240	110	Salaries	$ 9,444	$ 9,591	$ 9,918	$ 9,918	$ 4,687	$ 9,918	$ 10,571	$ 10,521	6.08%
100	53240	120	Hourly Wages	57,285	45,580	58,690	58,690	21,669	58,690	61,624	61,598	4.95%
100	53240	125	Overtime Wages	400	2,208	400	400	429	1,000	1,000	1,000	150.00%
100	53240	126	Seasonal Labor	0	15	0	0	65	65	0	0	0.00%
100	53240	150	FICA	5,135	5,162	5,279	5,279	1,993	5,326	5,599	5,594	5.96%
100	53240	151	Retirement	4,632	4,144	4,796	4,796	1,357	4,838	5,270	5,265	9.77%
100	53240	152	Health, Dental, DIB, Life & Wks Cmp Ins	18,589	12,494	18,589	18,589	6,086	18,591	20,448	17,293	-6.97%
100	53240	190	Training	200	0	200	200	237	237	200	200	0.00%
			Subtotal	**95,685**	**79,194**	**97,872**	**97,872**	**36,523**	**98,665**	**104,712**	**101,470**	**3.68%**
			CONTRACTUAL SERVICES									
100	53240	210	Telephone	42	27	42	42	0	42	42	0	-100.00%
100	53240	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
100	53240	215	Consulting	18,000	22,234	25,000	25,000	11,182	25,000	29,000	29,000	16.00%
100	53240	218	Cell/Radio	102	94	102	102	46	102	102	102	0.00%
			Subtotal	**18,144**	**22,355**	**25,144**	**25,144**	**11,228**	**25,144**	**29,144**	**29,102**	**15.74%**
			SUPPLIES AND EXPENSE									
100	53240	331	Transportation	658	580	658	658	229	658	658	658	0.00%
100	53240	340	Operating Supplies	7,974	5,823	7,974	7,974	3,086	7,974	8,213	8,213	3.00%
100	53240	350	Repair and Maintenance Supplies	26,200	26,030	26,200	26,200	8,471	26,200	26,986	26,986	3.00%
100	53240	351	Safety Equipment and Uniforms	2,400	2,146	3,500	3,500	908	3,500	3,500	3,500	0.00%
100	53240	360	Tools	0	0	0	0	0	0	0	2,078	100.00%
			Subtotal	**37,232**	**34,580**	**38,332**	**38,332**	**12,694**	**38,332**	**39,357**	**41,435**	**8.10%**
			CAPITAL OUTLAY									
100	53240	810	Capital Equipment	35,540	32,175	12,200	15,400	504	15,400	2,078	0	-100.00%
			Subtotal	**35,540**	**32,175**	**12,200**	**15,400**	**504**	**15,400**	**2,078**	**0**	**-100.00%**
			TOTAL	**$ 186,601**	**$ 168,304**	**$ 173,548**	**$ 176,748**	**$ 60,949**	**$ 177,541**	**$ 175,291**	**$ 172,007**	**-0.89%**

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 plow and salt the primaries. 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 plowing and salting for snow accumulations of less than 3" of snow on primaries. 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.

2026 Performance Measures (July 2025 – June 2026):

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

2025 Performance Measures (July 2024 – June 2025):

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) Plow and salt all primary 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 proposed 2026 Snow and Ice Control program cost is $350,955. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $4,260 to reflect actual allocation of employee insurance costs.
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) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

SNOW AND ICE CONTROL

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53310	120	Hourly Wages	$ 86,602	$ 42,112	$ 89,200	$ 89,200	$ 37,740	$ 89,200	$ 92,322	$ 90,587	1.55%
100	53310	125	Overtime Wages	40,000	10,435	40,000	40,000	11,577	40,000	40,000	40,000	0.00%
100	53310	150	FICA	9,685	3,938	9,884	9,884	3,664	9,884	10,123	9,990	1.07%
100	53310	151	Retirement	8,736	3,344	8,979	8,979	3,364	8,979	9,527	9,402	4.71%
100	53310	152	Health, Dental, DIB, Life & Wks Cmp Ins	31,758	18,671	34,736	34,736	13,469	34,736	38,210	30,476	-12.26%
100	53310	190	Training	500	305	500	500	0	500	500	500	0.00%
			Subtotal	**177,281**	**78,805**	**183,299**	**183,299**	**69,814**	**183,299**	**190,682**	**180,955**	**-1.28%**
			CONTRACTUAL SERVICES									
100	53310	212	Seminars and Conferences	1,000	0	1,000	1,000	0	1,000	1,000	1,000	0.00%
100	53310	215	Consulting	4,000	773	4,000	4,000	935	4,000	4,000	4,000	0.00%
			Subtotal	**5,000**	**773**	**5,000**	**5,000**	**935**	**5,000**	**5,000**	**5,000**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53310	331	Transportation	35,000	18,507	35,000	35,000	13,497	35,000	35,000	35,000	0.00%
100	53310	340	Operating Supplies	30,000	49,605	40,000	40,000	5,394	40,000	40,000	40,000	0.00%
100	53310	341	Salt, Sand, Chloride	90,000	31,575	90,000	90,000	66,678	90,000	90,000	90,000	0.00%
			Subtotal	**155,000**	**99,687**	**165,000**	**165,000**	**85,569**	**165,000**	**165,000**	**165,000**	**0.00%**
			CAPITAL OUTLAY									
100	53310	810	Capital Equipment	0	0	0	0	0	0	275,000	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**275,000**	**0**	**0.00%**
			TOTAL	**$ 337,281**	**$ 179,265**	**$ 353,299**	**$ 353,299**	**$ 156,319**	**$ 353,299**	**$ 635,682**	**$ 350,955**	**-0.66%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

1) Respond to road hazards within 24 hours of receiving them.
   a. Result: Review of See/Click/Fix reports and notes 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 proposed 2026 Street Maintenance program cost is $144,179. The program benefits the community by allowing the streets to be kept clear of road hazards.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $41,381 to reflect actual allocation of employee wages.
2) FICA decreased $3,166 to reflect actual allocation of employee wages.
3) Retirement decreased $2,758 to reflect actual allocation of employee wages.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $26,440 to reflect actual allocation of employee insurance costs.
5) Training includes funding for street employees to attend road maintenance seminar/workshops.
6) Seminars and Conferences include funding for staff participation to attend APWA training.
7) Consulting includes $10,000 for blacktop patching.
8) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

STREET MAINTENANCE

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53330	120	Hourly Wages	$ 84,140	$ 62,491	$ 86,675	$ 86,675	$ 26,342	$ 86,675	$ 89,709	$ 45,294	-47.74%
100	53330	125	Overtime Wages	2,000	561	2,000	2,000	42	2,000	2,000	2,000	0.00%
100	53330	126	Seasonal Labor	6,500	1,479	6,906	6,906	846	6,906	6,906	6,906	0.00%
100	53330	150	FICA	6,684	4,726	6,884	6,884	1,984	6,884	7,116	3,718	-45.99%
100	53330	151	Retirement	5,944	4,348	6,163	6,163	1,618	6,163	6,603	3,405	-44.75%
100	53330	152	Health, Dental, DIB, Life & Wks Cmp Ins	38,046	19,444	41,851	41,851	7,116	41,851	46,036	15,411	-63.18%
100	53330	190	Training	2,000	1,320	2,000	2,000	56	2,000	2,000	2,000	0.00%
			Subtotal	**145,314**	**94,369**	**152,479**	**152,479**	**38,004**	**152,479**	**160,370**	**78,734**	**-48.36%**
			CONTRACTUAL SERVICES									
100	53330	212	Seminars and Conferences	270	0	270	270	0	270	270	270	0.00%
100	53330	215	Consulting	10,000	0	10,000	10,000	987	10,000	10,000	10,000	0.00%
			Subtotal	**10,270**	**0**	**10,270**	**10,270**	**987**	**10,270**	**10,270**	**10,270**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53330	331	Transportation	10,000	6,861	10,000	10,000	2,518	10,000	10,000	10,000	0.00%
100	53330	340	Operating Supplies	3,000	1,568	4,000	4,000	296	4,000	4,000	4,000	0.00%
100	53330	350	Repair and Maintenance Supplies	31,000	30,501	31,000	31,000	31,021	31,021	32,000	32,000	3.23%
100	53330	351	Safety Equipment and Uniforms	7,500	7,380	9,175	9,175	3,672	9,175	9,175	9,175	0.00%
			Subtotal	**51,500**	**46,310**	**54,175**	**54,175**	**37,507**	**54,196**	**55,175**	**55,175**	**1.85%**
			CAPITAL OUTLAY									
100	53330	810	Capital Outlay	0	16,660	0	15,341	0	15,341	225,000	0	0.00%
			Subtotal	**0**	**16,660**	**0**	**15,341**	**0**	**15,341**	**225,000**	**0**	**0.00%**
			TOTAL	**$ 207,084**	**$ 157,340**	**$ 216,924**	**$ 232,265**	**$ 76,498**	**$ 232,286**	**$ 450,815**	**$ 144,179**	**-33.53%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Respond to and assess all calls pertaining to street signs being damaged within 2 business days of notification.

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

1) Respond to all calls pertaining to street signs being damaged within 24 hours of notification.
    a. Result: Review of See/Click/Fix and internal reports show response within 24 hours. Performance measure met.

Significant Program Achievements:

1) Fabricated 150 new De Pere Aware signage for De Pere Police Department
2) Sign Shop personnel and Street Superintendent attended various training sessions on traffic control
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 and started replacement/updating of other regulatory signs.

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 proposed 2026 Traffic Signs and Markings program cost is $147,255. The program benefits the community by allowing existing street signs and pavement markings to be maintained that provide information to vehicular and pedestrian traffic.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $25,094 to reflect actual allocation of employee wages.
2) FICA decreased $1,920 to reflect actual allocation of employee wages.
3) Retirement decreased $1,622 to reflect actual allocation of employee wages.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $10,843 to reflect actual allocation of employee insurance costs.
5) Training is for training staff on sign maintenance and traffic markings.
6) Seminars and Conferences include funding for staff person to attend workshop on line striping operations.
7) Consulting includes fees paid to City of Green Bay for street striping as well as for sign repairs the City cannot do.
8) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

TRAFFIC SIGNS AND MARKINGS

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53400	120	Hourly Wages	$ 68,338	$ 45,398	$ 70,388	$ 70,388	$ 28,203	$ 70,388	$ 72,852	$ 45,294	-35.65%
100	53400	125	Overtime Wages	2,000	3,577	3,500	3,500	1,278	3,500	3,500	3,500	0.00%
100	53400	126	Seasonal Labor	6,500	7,273	7,313	7,313	2,502	7,313	7,313	7,313	0.00%
100	53400	150	FICA	5,475	3,655	5,758	5,758	2,175	5,758	5,947	3,839	-33.34%
100	53400	151	Retirement	4,853	3,420	5,135	5,135	1,397	5,135	5,497	3,513	-31.59%
100	53400	152	Health, Dental, DIB, Life & Wks Cmp Ins	23,876	16,013	26,264	26,264	8,533	26,264	28,890	15,421	-41.29%
100	53400	190	Training	400	0	400	400	0	400	400	400	0.00%
			Subtotal	**111,442**	**79,337**	**118,759**	**118,759**	**44,088**	**118,759**	**124,399**	**79,280**	**-33.24%**
			CONTRACTUAL SERVICES									
100	53400	212	Seminars and Conferences	225	0	225	225	0	225	225	225	0.00%
100	53400	215	Consulting	10,000	9,546	10,000	10,000	0	10,000	10,000	10,000	0.00%
			Subtotal	**10,225**	**9,546**	**10,225**	**10,225**	**0**	**10,225**	**10,225**	**10,225**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53400	331	Transportation	3,750	3,646	3,750	3,750	1,051	3,750	3,750	3,750	0.00%
100	53400	340	Operating Supplies	38,000	33,603	40,000	40,000	9,749	40,000	43,000	40,000	0.00%
100	53400	342	Paint--Sign and Mark	14,000	12,826	14,000	14,000	0	14,000	14,000	14,000	0.00%
			Subtotal	**55,750**	**50,076**	**57,750**	**57,750**	**10,800**	**57,750**	**60,750**	**57,750**	**0.00%**
			CAPITAL OUTLAY									
100	53400	810	Capital Equipment	12,000	12,000	0	0	0	0	0	0	0.00%
			Subtotal	**12,000**	**12,000**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 189,417**	**$ 150,959**	**$ 186,734**	**$ 186,734**	**$ 54,888**	**$ 186,734**	**$ 195,374**	**$ 147,255**	**-21.14%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

1) Respond to 100% of burnt-out streetlights within 24 hours of being notified.
   a. Result: This was not met due to staff turnover and work priorities.

Significant Program Achievements:

1) Replaced the rest of the streetlights to LED heads and upgraded the bridge streetlight to new heads.
2) Once a month staff will travel through the complete city and log both city owned and WPS owned lights that have issues. Staff will then repair the city owned lights and report the list to WPS for repair.
3) Relocated two light poles that get hit from vehicle accidents to prevent them from repeating.

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 proposed 2026 Street Lighting program cost is $490,266. The program benefits the community by allowing existing streetlights to be maintained that provide lighting along public ways for vehicular and pedestrian traffic.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $1,242 to reflect change in allocation for building maintenance wages.
2) Consulting is for contracting outside services for locates and to repair street and decorative lighting.
3) Capital Equipment includes replacing electrical line locator ($12,000).

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

STREET LIGHTING

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53420	120	Hourly Wages	$ 11,193	$ 9,555	$ 13,818	$ 13,818	$ 3,070	$ 13,818	$ 13,512	$ 13,447	-2.68%
100	53420	125	Overtime Wages	300	92	300	300	114	300	300	300	0.00%
100	53420	126	Seasonal Labor	1,300	0	1,300	1,300	0	1,300	1,300	1,300	0.00%
100	53420	150	FICA	898	702	1,099	1,099	228	1,099	1,075	1,070	-2.58%
100	53420	151	Retirement	793	669	981	981	215	981	994	990	0.87%
100	53420	152	Health, Dental, DIB, Life & Wks Cmp Ins	5,086	4,695	5,595	5,595	1,399	5,595	4,358	4,353	-22.20%
100	53420	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**19,570**	**15,713**	**23,093**	**23,093**	**5,027**	**23,093**	**21,540**	**21,460**	**-7.07%**
			CONTRACTUAL SERVICES									
100	53420	215	Consulting	10,000	16,220	10,000	10,000	1,998	10,000	10,000	10,000	0.00%
100	53420	220	Utilities	383,400	406,046	414,072	414,072	194,533	414,072	426,494	426,494	3.00%
			Subtotal	**393,400**	**422,266**	**424,072**	**424,072**	**196,531**	**424,072**	**436,494**	**436,494**	**2.93%**
			SUPPLIES AND EXPENSE									
100	53420	331	Transportation	312	216	312	312	83	312	312	312	0.00%
100	53420	340	Operating Supplies	20,000	18,577	20,000	20,000	10,485	20,000	20,000	20,000	0.00%
100	53420	350	Repair and Maintenance Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**20,312**	**18,794**	**20,312**	**20,312**	**10,568**	**20,312**	**20,312**	**20,312**	**0.00%**
			CAPITAL OUTLAY									
100	53420	810	Capital Equipment	0	0	0	0	0	0	12,000	12,000	100.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**12,000**	**12,000**	**100.00%**
			TOTAL	**$ 433,282**	**$ 456,773**	**$ 467,477**	**$ 467,477**	**$ 212,126**	**$ 467,477**	**$ 490,346**	**$ 490,266**	**4.87%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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 proposed 2026 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.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Consulting fees include fees paid to City of Green Bay for maintenance of traffic signals and locates.
2) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

TRAFFIC LIGHTS

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53450	120	Hourly Wages	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
100	53450	122	Hourly Wages Part Time	0	0	0	0	0	0	0	0	0.00%
100	53450	125	Overtime Wages	0	53	0	0	0	0	0	0	0.00%
100	53450	150	FICA	0	4	0	0	0	0	0	0	0.00%
100	53450	151	Retirement	0	4	0	0	0	0	0	0	0.00%
100	53450	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	15	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**76**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
100	53450	215	Consulting	10,000	12,777	14,000	14,000	703	14,000	14,000	14,000	0.00%
100	53450	218	Cell/Radio	0	0	0	0	0	0	0	0	0.00%
100	53450	220	Utilities	29,820	29,198	32,206	32,206	14,641	32,206	32,206	32,206	0.00%
			Subtotal	**39,820**	**41,975**	**46,206**	**46,206**	**15,344**	**46,206**	**46,206**	**46,206**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53450	340	Operating Supplies	1,000	0	500	500	0	500	500	500	0.00%
			Subtotal	**1,000**	**0**	**500**	**500**	**0**	**500**	**500**	**500**	**0.00%**
			CAPITAL OUTLAY									
100	53450	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 40,820**	**$ 42,051**	**$ 46,706**	**$ 46,706**	**$ 15,344**	**$ 46,706**	**$ 46,706**	**$ 46,706**	**0.00%**

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) *Yard Waste 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) *Yard Waste Facility* – Activities and services by this program are supported by the property tax. Operations of the yard waste 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 yard waste facility is a value to the community because it provides mulch and 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.

2026 Performance Measures (July 2025 – June 2026):

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.

2025 Performance Measures (July 2024 – June 2025):

1) Decrease number of household brush violations by 1% by educating the community on City policy.
    a. Result: Household brush violations (449 from July 2023-June 2024, 391 from July 2024 to June 2025). Decreased 15%. Performance measure was 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 proposed 2026 Brush Collection program cost is $123,540. 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.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $8,653 to reflect actual allocation of employee wages.
2) FICA decreased $662 to reflect actual allocation of employee wages.
3) Retirement decreased $488 to reflect actual allocation of employee wages.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $3,955 to reflect actual allocation of employee insurance costs.
5) Consulting is for funding disposal of brush and compost as well as contracting for tub grinding brush.
6) Utilities increased $593 to reflect anticipated cost increases with the new yard waste site.
7) Operating Supplies increased $200 to reflect actual costs.
8) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

BRUSH COLLECTION

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53460	120	Hourly Wages	$ 52,376	$ 51,200	$ 53,947	$ 53,947	$ 23,215	$ 53,497	$ 55,835	$ 45,294	-16.04%
100	53460	125	Overtime Wages	100	0	100	100	192	200	100	100	0.00%
100	53460	126	Seasonal Labor	9,300	2,748	9,300	9,300	756	9,300	9,300	9,300	0.00%
100	53460	150	FICA	4,149	3,828	4,269	4,269	1,734	4,243	4,414	3,607	-15.50%
100	53460	151	Retirement	3,621	3,720	3,756	3,756	1,102	3,732	4,027	3,268	-12.99%
100	53460	152	Health, Dental, DIB, Life & Wks Cmp Ins	17,659	18,583	19,425	19,425	7,691	19,425	21,368	15,471	-20.36%
			Subtotal	**87,205**	**80,078**	**90,798**	**90,798**	**34,690**	**90,397**	**95,044**	**77,040**	**-15.15%**
			CONTRACTUAL SERVICES									
100	53460	215	Consulting	32,000	35,120	35,000	35,000	0	35,000	35,000	35,000	0.00%
100	53460	220	Utilities	377	306	407	407	0	407	1,000	1,000	145.70%
			Subtotal	**32,377**	**35,426**	**35,407**	**35,407**	**0**	**35,407**	**36,000**	**36,000**	**1.67%**
			SUPPLIES AND EXPENSE									
100	53460	331	Transportation	12,000	6,065	10,000	10,000	3,236	10,000	10,000	10,000	0.00%
100	53460	340	Operating Supplies	300	475	300	300	319	500	500	500	66.67%
100	53460	350	Repair and Maintenance Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**12,300**	**6,540**	**10,300**	**10,300**	**3,554**	**10,500**	**10,500**	**10,500**	**1.94%**
			CAPITAL OUTLAY									
100	53460	810	Capital Equipment	0	0	0	0	0	0	2,000,000	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**2,000,000**	**0**	**0.00%**
			TOTAL	**$ 131,882**	**$ 122,044**	**$ 136,505**	**$ 136,505**	**$ 38,244**	**$ 136,304**	**$ 2,141,544**	**$ 123,540**	**-9.50%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

1) Increase value of the service to the community and see a 1% increase in ridership.
   a. Green Bay Transit switched to the On Demand service therefore there was no ability to compare ridership from the previous year.

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 proposed 2026 Transit System program cost is $181,509. 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.

2026 Program Objectives:

1) Continue to maintain bus services for the community.

2026 Budget Significant Expenditure Changes:

1) None.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

TRANSIT SYSTEM

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			CONTRACTUAL SERVICES									
100	53520	213	Transit System	$ 147,973	$ 114,532	$ 182,087	$ 182,087	$ 108,208	$ 182,087	$ 182,087	$ 181,509	-0.32%
			Subtotal	**147,973**	**114,532**	**182,087**	**182,087**	**108,208**	**182,087**	**182,087**	**181,509**	**-0.32%**
			TOTAL	**$ 147,973**	**$ 114,532**	**$ 182,087**	**$ 182,087**	**$ 108,208**	**$ 182,087**	**$ 182,087**	**$ 181,509**	**-0.32%**

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) April-November.

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 and Fridays from 3:00 PM to 6:00 PM and Saturdays 8:00 AM to 2:00 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.

2026 Performance Measures (July 2025 – June 2026):

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.

2025 Performance Measures (July 2024 – June 2025):

1) Decrease the number of rubbish violation letters 1% by educating the community on City policy.
   a. Result: 309 violations in 2024 (July 2023-June 2024), 291 violations in 2025 (July 2024-June 2025). This is a decrease of 6%. 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 554 violation notices for curbside polycart collection violations July 2024-June 2025 down from 605 violation notices for curbside polycart collection violations in July 2023-June 2024 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 April-November 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 proposed 2026 Garbage/Refuse Collection program cost is $443,002. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $8,363 to reflect actual costs.
2) Training for staff development in garbage truck operations. In addition, staff trained on new garbage trucks and controls.
3) 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.
4) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

GARBAGE/REFUSE COLLECTION

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53620	120	Hourly Wages	$ 222,094	$ 242,772	$ 228,757	$ 228,757	$ 112,408	$ 228,757	$ 236,764	$ 226,468	-1.00%
100	53620	125	Overtime Wages	3,000	4,809	3,000	3,000	957	3,000	3,000	3,000	0.00%
100	53620	126	Seasonal Labor	18,200	18,943	19,338	19,338	8,209	19,338	19,338	19,338	0.00%
100	53620	150	FICA	17,484	18,701	18,010	18,010	8,600	18,010	18,622	17,835	-0.97%
100	53620	151	Retirement	15,531	16,781	16,107	16,107	6,580	16,107	17,263	16,522	2.57%
100	53620	152	Health, Dental, DIB, Life & Wks Cmp Ins	76,011	94,646	83,612	83,612	33,036	83,612	91,975	76,674	-8.30%
100	53620	190	Training	500	63	500	500	500	500	500	500	0.00%
			Subtotal	**352,820**	**396,716**	**369,324**	**369,324**	**170,289**	**369,324**	**387,462**	**360,336**	**-2.43%**
			CONTRACTUAL SERVICES									
100	53620	215	Consulting	10,000	9,817	15,000	15,000	7,144	15,000	15,000	15,000	0.00%
			Subtotal	**10,000**	**9,817**	**15,000**	**15,000**	**7,144**	**15,000**	**15,000**	**15,000**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53620	331	Transportation	50,000	52,240	56,666	56,666	22,229	56,666	56,666	56,666	0.00%
100	53620	340	Operating Supplies	1,000	1,005	1,000	1,000	128	1,000	1,000	1,000	0.00%
100	53620	344	Garbage and Poly Cart Supplies	20,000	19,783	10,000	10,000	0	10,000	10,000	10,000	0.00%
			Subtotal	**71,000**	**73,028**	**67,666**	**67,666**	**22,357**	**67,666**	**67,666**	**67,666**	**0.00%**
			CAPITAL OUTLAY									
100	53620	810	Capital Equipment	0	0	0	0	0	0	400,000	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**400,000**	**0**	**0.00%**
			TOTAL	**$ 433,820**	**$ 479,560**	**$ 451,990**	**$ 451,990**	**$ 199,790**	**$ 451,990**	**$ 870,128**	**$ 443,002**	**-1.99%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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.
   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 5,393.50 tons of garbage to the landfill from weekly household collection and 513.85 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 proposed 2026 Landfill program cost is $329,600. This program benefits the community by providing funding for disposal of solid waste.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) None.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

LANDFILL

Account Number CONTRACTUAL SERVICES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
100	53630	214	Landfill	$ 320,000	$ 315,684	$ 320,000	$ 320,000	$ 121,918	$ 320,000	$ 329,600	$ 329,600	3.00%
			Subtotal	**320,000**	**315,684**	**320,000**	**320,000**	**121,918**	**320,000**	**329,600**	**329,600**	**3.00%**
			TOTAL	**$ 320,000**	**$ 315,684**	**$ 320,000**	**$ 320,000**	**$ 121,918**	**$ 320,000**	**$ 329,600**	**$ 329,600**	**3.00%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

2025 Performance Measures (July 2024 – June 2025):

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 workload in order to respond to weed complaints in a timely manner.
    a. Result: In review of See/Click/Fix reports and internal documents, 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 proposed 2026 Weed Control program cost is $26,689. 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.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $4,886 to reflect eligible step increases and cost of living adjustment (COLA).
2) FICA increased $374 to reflect increase in wages.
3) Retirement increased $379 to reflect increase in wages and retirement contribution rate.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $2,882 to reflect actual costs.
5) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

WEED CONTROL

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	53640	120	Hourly Wages	$ 10,648	$ 12,121	$ 10,967	$ 10,967	$ 4,890	$ 10,967	$ 11,351	$ 15,853	44.55%
100	53640	125	Overtime Wages	0	120	0	0	9	9	0	0	0.00%
100	53640	126	Seasonal Labor	1,040	1,603	1,105	1,105	416	1,105	1,105	1,105	0.00%
100	53640	150	FICA	830	865	855	855	366	855	884	1,229	43.72%
100	53640	151	Retirement	735	668	762	762	282	763	817	1,141	49.75%
100	53640	152	Health, Dental, DIB, Life & Wks Cmp Ins	7,494	5,932	8,243	8,243	2,250	8,243	9,067	5,361	-34.97%
			Subtotal	**20,747**	**21,310**	**21,932**	**21,932**	**8,212**	**21,942**	**23,225**	**24,689**	**12.57%**
			SUPPLIES AND EXPENSE									
100	53640	340	Operating Supplies	0	0	4,500	4,500	648	4,500	4,500	4,500	0.00%
100	53640	361	Fuel - City Vehicles/EQ	500	3,288	500	500	161	500	500	500	0.00%
			Subtotal	**500**	**3,288**	**5,000**	**5,000**	**809**	**5,000**	**5,000**	**5,000**	**0.00%**
			CAPITAL OUTLAY									
100	53640	810	Capital Equipment	0	0	0	0	0	0	52,500	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**52,500**	**0**	**0.00%**
			TOTAL	**$ 21,247**	**$ 24,598**	**$ 26,932**	**$ 26,932**	**$ 9,021**	**$ 26,942**	**$ 80,725**	**$ 29,689**	**10.24%**

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 2025 the grant received was $97,723.89. 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.

2026 Performance Measures (July 2025 – June 2026):

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

2025 Performance Measures (July 2024 – June 2025):

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 1787 violation notices of non-compliance of recycling, an increase from 267 the year prior.
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 proposed 2026 Recycling program cost is 175,427. The program benefits the community by giving the residents a means to dispose of their household recycling on a biweekly basis.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $19,515 eligible step increases and cost of living adjustment (COLA).
2) FICA increased $1,493 to reflect increase in wages.
3) Retirement increased $1,621 to reflect increase in wages and retirement contribution rate.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $14,131 to reflect actual costs.
5) Training to fund staff attending recycling seminars.
6) Consulting for garbage dumpster services for Marquette Square, Nicolet Square, alley of 400 Block of Main Avenue, Mission Square and Community Center.
7) No Capital Equipment requested.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

RECYCLING

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	53650	120	Hourly Wages	$ 69,002	$ 76,338	$ 71,072	$ 71,072	$ 36,117	$ 71,072	$ 73,560	$ 90,587	27.46%
100	53650	125	Overtime Wages	200	869	800	800	369	800	800	800	0.00%
100	53650	126	Seasonal Labor	420	0	420	420	0	420	420	420	0.00%
100	53650	150	FICA	5,300	5,727	5,504	5,504	2,673	5,504	5,695	6,997	27.12%
100	53650	151	Retirement	4,775	5,384	4,959	4,959	2,154	4,995	5,354	6,580	32.68%
100	53650	152	Health, Dental, DIB, Life & Wks Cmp Ins	40,562	47,115	44,618	44,618	18,813	44,618	49,080	30,487	-31.67%
100	53650	190	Training	500	186	500	500	545	545	500	500	0.00%
			Subtotal	**120,759**	**135,620**	**127,873**	**127,873**	**60,672**	**127,954**	**135,409**	**136,372**	**6.65%**
			CONTRACTUAL SERVICES									
100	53650	215	Consulting	6,000	7,400	11,670	11,670	5,358	11,670	11,670	11,670	0.00%
			Subtotal	**6,000**	**7,400**	**11,670**	**11,670**	**5,358**	**11,670**	**11,670**	**11,670**	**0.00%**
			SUPPLIES AND EXPENSE									
100	53650	331	Transportation	16,885	15,284	16,885	16,885	7,836	16,885	16,885	16,885	0.00%
100	53650	340	Operating Supplies	500	240	500	500	0	500	500	500	0.00%
100	53650	344	Poly Cart Supplies	20,000	19,783	10,000	10,000	0	10,000	10,000	10,000	0.00%
			Subtotal	**37,385**	**35,307**	**27,385**	**27,385**	**7,836**	**27,385**	**27,385**	**27,385**	**0.00%**
			CAPITAL OUTLAY									
100	53650	810	Capital Equipment	0	0	0	0	0	0	75,000	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**75,000**	**0**	**0.00%**
			TOTAL	**$ 164,144**	**$ 178,327**	**$ 166,928**	**$ 166,928**	**$ 73,866**	**$ 167,009**	**$ 249,464**	**$ 175,427**	**5.09%**

TOTAL PUBLIC WORKS

City of De Pere
2026 General Fund
Adopted Budget

PUBLIC WORKS
EXPENDITURES

TOTAL PUBLIC WORKS

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	PERSONAL SERVICES									
110	Salaries	$ 179,702	$ 176,219	$ 188,483	$ 188,483	$ 89,086	$ 188,483	$ 198,683	$ 197,726	4.90%
120	Hourly Wages	853,514	788,776	908,835	908,835	376,573	908,385	928,707	854,547	-5.97%
125	Overtime Wages	61,200	32,445	63,600	63,600	18,895	64,309	64,200	64,200	0.94%
126	Seasonal Wages	61,701	41,070	62,323	62,323	16,414	62,388	62,323	62,323	0.00%
150	FICA	84,617	75,313	89,714	89,714	36,041	89,734	92,060	86,314	-3.79%
151	Retirement	75,515	68,416	80,648	80,648	28,290	80,702	85,794	80,386	-0.32%
152	Health, Denal, DIB, Life & Wks Comp Ins	382,835	357,147	386,563	386,563	144,064	386,566	418,666	320,008	-17.22%
190	Training	17,875	9,651	17,875	17,875	2,544	17,957	17,875	17,875	0.00%
	Subtotal	**1,716,960**	**1,549,038**	**1,798,041**	**1,798,041**	**711,906**	**1,798,524**	**1,868,309**	**1,683,379**	**-6.38%**
	CONTRACTUAL SERVICES									
210	Telephone	1,908	1,240	1,908	1,908	9	1,908	1,908	1,511	-20.81%
211	Postage	2,154	3,057	3,000	3,000	1,500	3,000	3,000	3,000	0.00%
212	Seminars and Conference	5,195	1,362	5,195	5,195	953	5,195	5,195	5,195	0.00%
213	Transit System	147,973	114,532	182,087	182,087	108,208	182,087	182,087	181,509	-0.32%
214	Landfill	320,000	315,684	320,000	320,000	121,918	320,000	329,600	329,600	3.00%
215	Consulting	149,829	130,641	167,620	167,620	42,672	167,620	171,620	171,620	2.39%
217	Cleaning Service Contract	24,060	12,130	13,630	13,630	6,716	13,630	14,039	14,039	3.00%
218	Cell/Radio	7,334	6,164	7,334	7,334	3,387	7,506	7,506	7,506	2.35%
219	Data	0	0	0	0	0	0	0	0	0.00%
220	Utilities	443,597	463,237	479,685	479,685	226,968	479,685	492,700	492,700	2.71%
	Subtotal	**1,102,050**	**1,048,048**	**1,180,459**	**1,180,459**	**512,331**	**1,180,631**	**1,207,655**	**1,206,680**	**2.22%**

City of De Pere
2026 General Fund
Adopted Budget

PUBLIC WORKS
EXPENDITURES

TOTAL PUBLIC WORKS

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
	SUPPLIES AND EXPENSE									
310	Office Supplies	3,000	1,902	3,000	3,000	671	3,028	3,000	3,000	0.00%
314	Cleaning & Maintenance Supplies	9,000	23,254	12,000	12,000	5,149	12,000	12,000	12,000	0.00%
320	Memberships/Subscriptions	700	380	700	700	140	700	700	700	0.00%
331	Transportation	139,755	109,811	144,421	144,421	52,583	142,421	142,421	142,421	-1.38%
340	Operating Supplies	114,774	120,956	127,874	127,874	34,855	128,074	131,313	128,313	0.34%
341	Salt, Sand and Chloride	90,000	31,575	94,500	94,500	67,327	94,500	94,500	94,500	0.00%
342	Paint--Sign and Mark	14,000	12,826	14,000	14,000	0	14,000	14,000	14,000	0.00%
344	Garbage Bags and Poly Cart Supplies	40,000	39,566	20,000	20,000	0	20,000	20,000	20,000	0.00%
350	Repair and Maintenance	61,800	58,228	61,800	61,800	39,574	61,821	63,586	63,586	2.89%
351	Safety Equipment and Uniforms	11,828	10,026	15,175	15,175	5,272	15,175	15,175	15,175	0.00%
360	Tools	0	0	0	0	0	0	0	2,078	100.00%
361	Fuel - Equipment	500	3,288	500	500	161	500	500	500	0.00%
	Subtotal	**485,357**	**411,813**	**493,970**	**493,970**	**205,732**	**492,219**	**497,195**	**496,273**	**0.47%**
	CAPITAL OUTLAY									
810	Captial Equipment	101,840	104,034	30,700	49,241	4,902	49,241	13,074,878	15,300	-50.16%
	Subtotal	**101,840**	**104,034**	**30,700**	**49,241**	**4,902**	**49,241**	**13,074,878**	**15,300**	**-50.16%**
	TOTAL	**$ 3,406,207**	**$ 3,112,932**	**$ 3,503,170**	**$ 3,521,711**	**$ 1,434,871**	**$ 3,520,615**	**$ 16,648,037**	**$ 3,401,633**	**-2.90%**

CULTURE, EDUCATION & RECREATION

CULTURE, EDUCATION AND RECREATION EXPENDITURES

PROGRAM BUDGET	FULL TIME EQUIVALENTS
Community Center	2.90
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	**17.00**

Community Center

Program Full Time Equivalents: 2.90

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.

2026 Performance Measure (July 2025 – June 2026):

1) Attain an average rating of good to excellent for all room reservations of the Community Center surveyed through CivicRec.

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

1) Increase the percentage of online rentals by 10% through enhanced marketing efforts measuring data from July 2024 – June 2025.
   a. Result: Percentage of online rentals decreased by 10%. 55% of rentals were booked online during July 2024 – June 2025 while 45% were booked in-person. Initial period was April 2024 – June 2024 where we had 65% online and 35% in office rental reservations completed. With the online rental process being so new, some still didn't realize it was an option while others wanted to avoid the processing fee and come in-person to pay using cash or check. Some renters also struggle with understanding the online process.

2025 Significant Program Achievements:

1) Expanded on enhancing the registration/reservation/POS software system, CivicRec to better meet our needs. Increased marketing efforts on the new online reservation process for room search availability and reservations.
2) Finalized branding project initiative for the Community Center with quality pictures for large canvas prints – connected with one of the photographers that submit a lot of photos for De Pere's photo contest.
3) Coordinated and completed the painting of all interior cream walls to the branding color, Agreeable Gray. Contracted with Certa Pro for high-reach areas and worked with Street Department and CC Part-time maintenance crew to paint the rest of the facility. Office areas and some storage rooms left – complete late Fall.
4) Replaced patio furniture on both levels of Community Center, which came in way under budget. Research to possibly replace concrete garbage cans with remaining funds.
5) Researched and acquired new lobby furniture which gives it a fresh new look to our entrance. Obtained funding for chair replacements in Oak & Hickory Rms. Soliciting 3 quotes and will place order in September.
6) Implemented digital timesheets and schedules for all part-time/seasonal staff (Sling).
7) Coordinated purchase and installation of technology related items funded by the ARPA grant from the Health Dept. – 4 large TV conference screens, LCD projector, and a portable sound system with cordless and lapel mics. This portable system has worked out well for events.
8) Maintained TV monitors on each level of the Community Center and enhanced digital announcements/signage through OptiSigns.
9) Renewed agreements with SESAC, BMI, ASCAP & MPLC licensing companies, entered into new 3-year agreement with MultiMedia Channels for our department brochures and performed many testing/inspections with numerous building maintenance agreements.
10) Replaced shrubs around Community Center, fixed retaining wall and completed the pruning/landscaping/mulching.

11) Collaborated with the Beautification Committee on the ordering and planting of our flowerpots, which was a savings in staff time and city funds.
12) Completed other major projects: New dumpster enclosure and new contract for garbage/recycling collection, replaced the water heater, started AC unit replacement project but contracted company discovered issues with federal regulations which has increased the project cost – additional funding request for 2026. Pursue replacing ledges, sills, counters 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 proposed 2026 Community Center Program cost is $456,842. 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 aide 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.

2026 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) Maintain or increase online reservations for Community Center rentals.
4) Increase rental usage and attain average rating of good to excellent for all reservations surveyed through CivicRec.
5) Complete approved capital improvement projects to potentially include:
   a. Continuation of AC unit replacement
   b. Replacement of lower-level outdoor signage with digital sign
   c. Replacement of wet/dry valve sprinkler system
   d. VAV Replacement – Phase 1
   e. Window Treatments replacements
   f. Utilization of funds for repairs/updates throughout facility

2026 Budget Significant Expenditure Changes:

1) Salaries increased $5,284 to reflect eligible step increases and cost of living adjustment (COLA).
2) Hourly Wages increased $41,921 to reflect eligible step increases, COLA and the addition of a Recreation Generalist position.
3) Hourly Wages Part Time decreased $21,00 due to reallocation of wages to Hourly Wages for the Recreation Generalist position.
4) FICA increased $3,329 to reflect wages increases and the addition of a Recreation Generalist.
5) Retirement increased $3,831 to reflect wage increases, retirement contribution rate increase and the addition of a Recreation Generalist.
6) Health, Dental, DIB, Life & Wks Cmp Ins decreased $5,701 to reflect actual costs.
7) Training includes Management Training Seminars (1) $125, Support Staff Training (2) $150, First Aid/CPR Training (5) $75.
8) Telephone decreased $3,717 as a result of the new phone system.
9) Consulting increased $125 to include Security/Fire/Elevator Monitoring Service ($550).
10) Utilities decreased $3,400 to reflect projected utility costs.
11) Other contractual services include various agreements for building maintenance requirements. (Fire Alarm testing, Elevator Inspections, Access Control Monitoring, HVAC Preventative Maintenance, Annual Boiler permit).

12) Memberships/Subscriptions increased $203 to reflect projected dues. Includes the following music and movie licenses: MPLC ($950), ASCAP ($465), SESAC ($1,278), BMI ($472).
13) Capital Outlay includes $15,000 for Community Center general improvements.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
COMMUNITY CENTER												
Account Number			PERSONAL SERVICES									
100	55140	110	Salaries	$ 99,805	$ 101,562	$ 104,838	$ 104,838	$ 49,545	$ 104,838	$ 110,642	$ 110,122	5.04%
100	55140	120	Hourly Wages	89,671	88,226	67,420	67,420	30,898	67,420	70,504	109,341	62.18%
100	55140	122	Hourly Wages Part Time	0	0	20,000	20,000	9,193	20,000	21,000	0	-100.00%
100	55140	125	Overtime Wages	500	846	650	650	218	650	650	650	0.00%
100	55140	126	Seasonal Labor	15,280	14,335	16,300	16,300	7,272	16,000	16,843	16,843	3.33%
100	55140	150	FICA	14,755	14,316	13,754	13,754	6,774	14,989	15,758	17,083	24.20%
100	55140	151	Retirement	13,108	13,158	12,017	12,017	5,220	13,407	14,601	15,848	31.88%
100	55140	152	Health, Dental, DIB, Life & Wks Cmp Ins	63,431	63,599	61,095	61,095	25,879	61,095	55,277	55,394	-9.33%
100	55140	190	Training	350	127	350	350	107	300	350	350	0.00%
			Subtotal	**296,900**	**296,169**	**296,424**	**296,424**	**135,106**	**298,700**	**305,626**	**325,631**	**9.85%**
			CONTRACTUAL SERVICES									
100	55140	210	Telephone	4,000	2,600	4,000	4,000	5	4,000	4,000	283	-92.92%
100	55140	211	Postage	695	340	425	425	0	320	425	425	0.00%
100	55140	212	Seminars and Conferences	0	0	0	0	9	0	0	0	0.00%
100	55140	215	Consulting	4,100	421	425	425	41	421	550	550	29.41%
100	55140	217	Cleaning Service Contract	34,595	34,660	35,580	35,580	15,712	35,000	37,275	37,275	4.76%
100	55140	218	Cell/Radio	480	480	480	480	240	480	480	480	0.00%
100	55140	219	Data	1,116	1,086	1,320	1,320	601	1,207	1,320	1,320	0.00%
100	55140	220	Utilities	43,400	33,665	43,400	43,400	18,639	37,200	40,000	40,000	-7.83%
100	55140	240	Equipment Maintenance	8,000	9,142	11,200	19,872	12,496	16,000	11,750	11,750	4.91%
100	55140	290	Other Contractual Services	13,278	13,263	13,838	13,838	7,073	13,200	14,463	14,463	4.52%
			Subtotal	**109,664**	**95,658**	**110,668**	**119,340**	**54,816**	**107,828**	**110,263**	**106,546**	**-3.72%**
			SUPPLIES AND EXPENSE									
100	55140	310	Office Supplies	2,750	2,662	2,750	2,750	186	2,700	2,750	2,750	0.00%
100	55140	320	Memberships/Subscriptions	2,275	2,815	2,962	2,962	1,217	3,010	3,165	3,165	6.85%
100	55140	331	Transportation	0	0	0	0	0	0	0	0	0.00%
100	55140	340	Operating Supplies	3,750	3,772	3,750	4,102	2,225	3,500	3,750	3,750	0.00%
			Subtotal	**8,775**	**9,249**	**9,462**	**9,814**	**3,628**	**9,210**	**9,665**	**9,665**	**2.15%**
			CAPITAL OUTLAY									
100	55140	810	Capital Equipment	15,000	15,000	15,000	15,000	0	0	250,000	15,000	0.00%
			Subtotal	**15,000**	**15,000**	**15,000**	**15,000**	**0**	**0**	**250,000**	**15,000**	**0.00%**
			TOTAL	**$ 430,339**	**$ 416,076**	**$ 431,554**	**$ 440,578**	**$ 193,549**	**$ 415,738**	**$ 675,554**	**$ 456,842**	**5.86%**

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 though 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.

2026 Performance Measures:

1) Complete a 2026 Certified Local Government Sub-grant. A Evaluate if federal funding is available to apply for a grant for the potential Federal Register and State Register designation of a residential or commercial building. (January 2026 through September 2027).
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 in 2027 (July 2026).
3) Provide at least two education programs that continue the education on the historical heritage of the City. (May 2026 - Historic Preservation Month, and December 2026).

2025 Performance Measurement Data:

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).
   Result: The nomination paperwork was completed and approved ahead of schedule by HPC in June 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).
   Result: Due to an unstable federal budget that provides grants that cover the costs of state and federal designations, the HPC chair determined that it was in the best interest of the residents to place this performance measure on hold for one year. Local designations were also placed on hold for one year unless specifically requested by a resident.
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).
4) Result: The first educational program was not completed.
5) Result: The second educational progral occurs in December 2025.
6) Result: The previous year's educational program was about the history of street names.

Significant Program Achievements (August 2024 – July 2025):

1) October 2024 – HPC agreed to assist residents applying for WHS Preliminary Assessments.
2) December 2024 – Published street name history on the City website.
3) January 2025 – Submitted WHS annual report and updated HPC webpage to maintain CLG status.
4) January 2025 – Drafted 2025 project list for HPC initiatives.
5) March 2025 – Approved certificate of appropriateness for White Pillars (403 N Broadway) and changed the historic local site to a historic local structure status.
6) April 2025 – Submitted WAHPC Award nomination; 415 Main AV won for historic renovation.
7) June 2025 – Completed CLG-funded national district nomination for 127 N Broadway.
8) July 2025 – Installed four ARPA-funded residential historic district signs.

Existing Program Standards, Including Importance to Community:

1) Conduct a regular bi-monthly meeting of the Historic Preservation Commission on the third Monday of the month. 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. Establishes a routine schedule for community involvement.
   In 2025 the HPC continued to hold meetings every two months, which allowed additional time to complete tasks between meetings.

Costs and Benefits of Program and Services:

The proposed 2026 Historic Preservation program costs $15,860. 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 2026 budget represents a $5,000 or 23.97% decrease under the 2025 budget.

2026 Program Objectives:

1) Expand Historic District Signage. Extend signage into residential historic districts to enhance building identification and educate the public about the City's heritage.
2) Pursue CLG Sub-grant for Property Designation. Apply for a Certified Local Government sub-grant to formally designate residential, commercial, and institutional properties identified in the 2017 Historical & Architectural Resources Survey.
3) Advance Historic Designations. Use the 2001 and 2017 Surveys as guides to pursue local, state, and national historic designations for eligible buildings and districts.
4) Deliver Public Heritage Education. Offer at least two educational programs annually to inform property owners and residents about the City's history and available preservation resources.

2026 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 decreased $6,000 due to fewer abilities to obtain state and federal grants in 2026. Consulting includes 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).
4) Historical Society membership contribution increased from $10,000 to $11,000.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

HISTORIC PRESERVATION COMMISSION

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			CONTRACTUAL SERVICES									
100	55150	212	Seminars and Conferences	$ 750	$ 402	$ 750	$ 750	$ 0	$ 750	$ 750	$ 750	0.00%
100	55150	215	Consulting	3,200	(737)	9,200	9,200	60	60	3,200	3,200	-65.22%
			Subtotal	**3,950**	**(335)**	**9,950**	**9,950**	**60**	**810**	**3,950**	**3,950**	**-60.30%**
			SUPPLIES AND EXPENSE									
100	55150	310	Office Supplies	200	160	200	200	0	200	200	200	0.00%
100	55150	320	Memberships/Subscriptions	410	0	410	410	0	410	410	410	0.00%
100	55150	331	Mileage Reimbursement	300	272	300	300	0	300	300	300	0.00%
100	55150	391	Historic Preservation Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**910**	**432**	**910**	**910**	**0**	**910**	**910**	**910**	**0.00%**
			GRANTS, CONTRIBUTIONS, INDEM									
100	55150	701	Historical Society	10,000	3,000	10,000	10,000	10,000	10,000	10,000	11,000	10.00%
			Subtotal	**10,000**	**3,000**	**10,000**	**10,000**	**10,000**	**10,000**	**10,000**	**11,000**	**10.00%**
			TOTAL	**$ 14,860**	**$ 3,097**	**$ 20,860**	**$ 20,860**	**$ 10,060**	**$ 11,720**	**$ 14,860**	**$ 15,860**	**-23.97%**

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.

2026 Performance Measures (July 2025 – June 2026):

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

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

1) Receive all See Click Fix submittals within 48 hours.
   a. Result: Over the past 12 months (July 2024 – July 2025), we have received approximately 115 submittals on See Click Fix. Of those 115 submittals the average acknowledgement took 8 days. This does not include submittals that were "Anonymous" as they are categorized differently.

Significant Program Achievements:

1) On-line registration implemented for shelter rentals, including the Nelson Pavilion.
2) Extension for Ice Arena Lease.
3) Created Park Naming Policy.
4) Completed and implemented revision to ordinance related to allowing dogs in the parks.
5) Obtained tourism grant from Brown County with cooperation from Definitely De Pere.

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 proposed 2026 Park and Rec Administration program cost is $325,162. 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.

2026 Objectives:

1) Provide timely and accurate meeting Park Board meeting agendas.
2) Implement park renovation of Wilson Park.
3) Expand robotic mower in key areas to improve park maintenance efficiency.

2026 Budget Significant Expenditure Changes:

1) Retirement increased by $1,121 to reflect wages increases and retirement contribution rate increase.
2) Health, Dental, DIB, Life & Wks Cmp Insurance increased by $5,334 to reflect health and dental insurance premium increase.
3) Training includes all department training $1,025, customer service training for administrative assistant $250, and $625 for increased departmental wide safety training.
4) Telephone decreased $4,000 due to reallocation of these expenses to the Municipal Service Center budget.
5) Seminars and conferences includes WPRA State Conference $1,560, Office Support Workshop $250, NRPA National Conference $2,640.
6) Consulting includes $5,000 for general consulting needs.
7) Membership/Subscriptions increased by $30. Includes WPRA Membership $450 and NRPA Membership $180.
8) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
PARK AND REC ADMINISTRATION												
Account Number			PERSONAL SERVICES									
100	55200	110	Salaries	$ 135,024	$ 136,045	$ 143,219	$ 143,219	67,680	$ 143,219	$ 150,437	$ 149,709	4.53%
100	55200	120	Hourly Wages	57,678	78,042	63,045	63,045	34,851	63,045	65,250	64,938	3.00%
100	55200	125	Overtime Wages	700	26	700	700	0	100	700	700	0.00%
100	55200	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
100	55200	150	FICA	14,795	15,881	15,833	15,833	7,623	15,787	16,554	16,474	4.05%
100	55200	151	Retirement	13,345	14,637	14,384	14,384	6,043	14,342	15,580	15,505	7.79%
100	55200	152	Health, Dental, DIB, Life & Wks Cmp Ins	57,235	99,401	55,940	55,940	27,857	55,940	61,278	61,274	9.54%
100	55200	190	Training	1,750	1,486	1,825	1,825	29	1,825	1,900	1,900	4.11%
			Subtotal	**280,527**	**345,518**	**294,946**	**294,946**	**144,083**	**294,258**	**311,698**	**310,500**	**5.27%**
			CONTRACTUAL SERVICES									
100	55200	210	Telephone	4,000	2,600	4,000	4,000	5	4,000	4,000	0	-100.00%
100	55200	212	Seminars and Conferences	4,100	1,531	4,300	4,300	963	4,300	4,450	4,450	3.49%
100	55200	215	Consulting	28,000	22,560	30,000	30,000	538	6,000	30,000	5,000	-83.33%
100	55200	218	Cell/Radio	1,716	1,122	2,334	2,334	699	2,334	2,334	2,334	0.00%
100	55200	219	Data	215	261	648	648	915	915	648	648	0.00%
100	55200	240	Equipment Maintenance	200	0	200	200	190	200	200	200	0.00%
100	55200	290	Other Contractual Services	325	26	0	0	0	0	0	0	0.00%
			Subtotal	**38,556**	**28,101**	**41,482**	**41,482**	**3,309**	**17,749**	**41,632**	**12,632**	**-69.55%**
			SUPPLIES AND EXPENSE									
100	55200	310	Office Supplies	875	930	900	900	275	900	900	900	0.00%
100	55200	320	Memberships/Subscriptions	580	390	600	600	0	600	630	630	5.00%
100	55200	331	Transportation	500	420	500	500	121	500	500	500	0.00%
100	55200	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**1,955**	**1,741**	**2,000**	**2,000**	**396**	**2,000**	**2,030**	**2,030**	**1.50%**
			CAPITAL OUTLAY									
100	55200	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 321,038**	**$ 375,359**	**$ 338,428**	**$ 338,428**	**$ 147,787**	**$ 314,007**	**$ 355,360**	**$ 325,162**	**-3.92%**

Parks and Public Lands

Program Full Time Equivalents: 8.47

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 numerous shrub/flower beds located in City roundabouts.

2026 Performance Measures (July 2025 – June 2026):

1) Perform thorough playground inspections monthly during peak season between April-November and bimonthly between December-March to ensure safe playground equipment.

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

1) Reduce seasonal time watering hanging baskets by 20% by use of self-watering baskets.
   a. The 45 self-watering baskets that we currently have cut watering time by 50% as they are filled 3 times per week as opposed to the fiberglass liners which are filled 6 times per week.

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 at Fox Point Boat Launch, Bomier Boat Launch, Wells Park, Legion Playground, Lawton Park, and James Street Parkway.
4) Install City banners and hanging pots in early spring. Banners and pots were installed within 2 weeks of Memorial 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) Assist with the installation and completion of new playground equipment at Rainbow Park.
10) Worked with a contractor to assist in maintenance of three large round-a-bouts and three small islands to reduce weed growth and garbage buildup.
11) Aided in operations for the De Pere Beer Gardens.
12) Thorough maintence of the Nelson Family Pavilion.
13) Assist De Pere Beautification Committee throughout the summer growing season with planting, watering, weeding, mulching, and maintence of city round-a-bouts and planting beds.
14) Prepare and maintain recreation fields and courts for soccer, baseball, softball, basketball, tennis, and pickleball daily.
15) Volleyball court restoration on 4 sand courts located at VFW, Legion, and Jim Martin Parks.

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 proposed 2026 Parks and Public Land program budget is $902,641. The program benefits the community by providing residents and other patrons with clean, well maintained, and adequately equipped recreational and leisure facilities.

2026 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 completion of storm.
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 during peak season to ensure proper maintenance and safety.

2026 Budget Significant Expenditure Changes:

1) Salaries increased by $2,312 to include eligible step increases and cost of living adjustment (COLA).
2) Seasonal labor reduced by $8,480 to reflect redistribution of seasonal wages to Forestry Seasonal Labor.
3) Training: Playground Safety training (3 people) $1,500; Turf Equip/Main. (2 people) $200; Safety programs (4 people) $100; Turf training (2 people) $200.
4) Seminars and Conferences includes: Turf Management (1 person) $100; WPRA Summer Park tour (1 person) $300.
5) Consulting includes $9,100 - Roundabout Maintenance cost, Nelson Pavilion Internet - $600, Cross Connection maintenance $250, $400 – General services. Nelson Pavilion – Weekend cleaning - $3,300, GPS Vehicle Tracking - $3,120, Ashland and 8th Street maintenance - $2,700, and City Hall Bed maintenance - $3,500.
6) Operating supplies increased $18,000. Most of this increase is due to implementing a preventative maintenance program for the poured in place fall surfacing for our playgrounds which is $20,000.
7) Turf Chemical increased $1,800 for additional weed control and fertilization of City Hall and Voyageur Park/Nelson Pavilion.
8) Memorial Benches increased $7,650 to accommodate popularity in Memorial Bench program. Revenues counter the increase in expense.
9) Ice Arena Repair and Maintenance Supplies increased $100,000 for upgrades and repairs including dehumidification control replacement, sidewalk replacement and HVAC upgrades and repair.
10) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

PARKS AND PUBLIC LAND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	55210	110	Salaries	$ 0	$ 0	$ 39,451	$ 39,451	$ 16,691	$ 39,451	$ 41,970	$ 41,763	5.86%
100	55210	120	Hourly Wages	245,562	296,245	266,085	266,085	117,535	266,085	259,162	257,942	-3.06%
100	55210	125	Overtime Wages	4,000	2,032	4,000	4,000	1,336	2,500	4,000	4,000	0.00%
100	55210	126	Seasonal Labor	127,560	114,118	133,280	133,280	39,486	124,000	124,800	124,800	-6.36%
100	55210	150	FICA	20,941	23,661	25,612	25,612	10,456	25,363	25,152	25,043	-2.22%
100	55210	151	Retirement	17,220	20,513	21,513	21,513	7,730	21,409	21,970	21,867	1.65%
100	55210	152	Health, Dental, DIB, Life & Wks Cmp Ins	101,744	104,668	106,218	106,218	49,774	106,218	106,143	106,073	-0.14%
100	55210	190	Training	2,000	611	2,000	2,000	0	1,000	2,000	2,000	0.00%
			Subtotal	**519,027**	**561,849**	**598,159**	**598,159**	**243,008**	**586,025**	**585,197**	**583,488**	**-2.45%**
			CONTRACTUAL SERVICES									
100	55210	212	Seminars and Conferences	400	393	400	400	0	400	400	400	0.00%
100	55210	215	Consulting	15,400	7,355	23,504	23,504	2,624	23,000	22,970	22,970	-2.27%
100	55210	220	Utilities	45,060	43,611	56,500	56,500	19,430	46,500	56,500	56,500	0.00%
100	55210	240	Equipment Maintenance	15,000	10,250	17,500	17,500	4,584	17,500	17,500	17,500	0.00%
			Subtotal	**75,860**	**61,609**	**97,904**	**97,904**	**26,638**	**87,400**	**97,370**	**97,370**	**-0.55%**
			SUPPLIES AND EXPENSE									
100	55210	331	Transportation	23,000	21,351	22,522	22,522	9,529	22,500	23,573	23,573	4.67%
100	55210	340	Operating Supplies	38,200	38,341	47,864	47,864	22,005	47,864	65,864	65,864	37.61%
100	55210	345	Turf Chemicals	12,000	11,280	13,000	13,000	5,992	13,000	14,800	14,800	13.85%
100	55210	346	Memorial Benches	0	5,436	4,800	4,800	10,500	10,500	12,450	12,450	159.38%
100	55210	350	Ice Arena Repair and Maint. Supplies	0	0	0	0	0	0	100,000	100,000	100.00%
100	55210	351	Safety Equipment	3,900	3,889	4,900	4,900	3,277	4,900	5,096	5,096	4.00%
			Subtotal	**77,100**	**80,298**	**93,086**	**93,086**	**51,303**	**98,764**	**221,783**	**221,783**	**138.26%**
			CAPITAL OUTLAY									
100	55210	810	Capital Equipment	33,500	1,066,309	0	20,000	15,365	20,000	1,397,000	0	0.00%
			Subtotal	**33,500**	**1,066,309**	**0**	**20,000**	**15,365**	**20,000**	**1,397,000**	**0**	**0.00%**
			TOTAL	**$ 705,487**	**$ 1,770,066**	**$ 789,149**	**$ 809,149**	**$ 336,314**	**$ 792,189**	**$ 2,301,350**	**$ 902,641**	**14.38%**

Forestry

Program Full Time Equivalents: 2.25

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 and public areas to help maintain the City's canopy cover and to continue replacing losses that occurred 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.

2026 Performance Measures (July 2025 – June 2026):

1) Increase interest in city wide tree planting through our current grant and tree planting program to plant 150+ trees in 2026.

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

1) Prune 600+ terrace trees in 2025 to improve tree health, truck clearance, and aesthetics throughout the city.
   a. Result: Through July 31st the arborists have pruned 877 in 2025. We anticipate pruning 300+ more trees throughout the remainder of the year for a total of 1200+ trees pruned

Significant Program Achievements:

1) As part of our Arbor Day Program, forestry staff assisted West De Pere Intermediate Elementary School students in planting 2 trees with financial assistance from Wisconsin Public Service.
2) Partnered with New Leaf Foods to plant 12 donated fruit trees within our city owned urban orchards.
3) Partnered with West De Pere Intermediate Elementary School youth group to plant 4 trees at Southwest Park.
4) Increased tree pruning operations from 723 trees in 2024 to 877 trees through July 31st, 2025.

5) City staff ground/restored 98 stumps in 2024 and 55 thus far in 2025. We anticipate grinding an additional 60+ stumps before the end of 2025.
6) Received Tree City, USA award.
7) Partnered with the GB Packers, National Forest Service and WDNR to obtain and plant 26 donated trees in a program called 'First Downs for Trees'.
8) Worked with De Pere Beautification Committee to prep and plant various beds, pots and roundabouts in the City.
9) Assisted with installation of banners and hanging baskets in the downtown areas of the city.
10) 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. Help 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 pruning every tree approximately every 5 years. The department also has a goal of removing high risk trees within 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 homeowners 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 within one working day.
    a. Community Importance
        i. Provides quick response to potential threats of our urban forest and sets a high standard of customer service. This allows our department to diagnose threats and the urgency of the threat.

Costs and Benefits of Program and Services:

The proposed 2026 Forestry program budget is $382,901. The program benefits the community by providing an urban forest that is continuously maintained. By maintaining the urban forest, the City helps to eliminate risky trees in the terrace, in parks and other ROW areas. The program also helps to minimize damage 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.

2026 Objectives:

1) Address all tree complaint issues in a timely manner within the City.
2) Receive Tree City USA award.
3) Monitor Emerald Ash Borer population and continue to educate residents of options and consequences.
4) 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.
5) Continue to update and improve tree inventory records.
6) Remove all stumps within one year of tree removal.
7) Primary focus on street tree pruning for aesthetics, public safety, tree health and large vehicle clearance.

2026 Budget Significant Expenditure Changes:

1) Salaries increased by $2,312 to reflect eligible step increases and cost of living adjustment (COLA).
2) Seasonal labor increased by $9,900. Seasonal labor expenses were reallocated from the Parks and Public Lands Seasonal wage account.
3) Health, Dental, DIB, Life & Wks Cmp Ins increased by $3,610 to reflect health and dental insurance premium increase.

4) Training increased by $75, which includes Wisconsin Arborists Association Spring conferences $450, and Wisconsin Arborists Annual Conference $900.
5) Seminars and Conference includes Wisconsin Arborist Association conferences - Fall and Annual (1 person) $550; Management Educational programs (1 person) $300.
6) Consulting increased $4,500 and includes $3,600 for Invasive Species Control, $700 for General Consulting, and $4,500 for a contracted removal of a hazardous tree.
7) Equipment Maintenance decreased by $9,400 due to the elimination of start up supplies for new forestry truck.
8) Memberships/Subscriptions increased by $230. 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, and ISA recertification $230.
9) Operating Supplies decreased by $4,800 due to elimination of start up purchases for new arborist and one time purchase of IPad for City Forester.
10) Trees increased by $9,500 to plan for a Tree Incentive Program which would allow residents to acquire street trees for a flat fee of $100. Correlating revenues increased by $4,500 which makes the net change to the overall budget $5,000.
11) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

FORESTRY

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	55220	110	Salaries	$ 90,685	$ 90,092	$ 39,451	$ 39,451	$ 20,806	$ 39,451	$ 41,970	$ 41,763	5.86%
100	55220	120	Hourly Wages	83,202	107,265	173,595	173,595	87,114	173,595	174,988	174,154	0.32%
100	55220	125	Overtime Wages	583	2,071	583	583	0	300	583	583	0.00%
100	55220	126	Seasonal Labor	9,880	16,855	0	0	1,791	3,500	9,900	9,900	100.00%
100	55220	150	FICA	13,490	14,706	16,343	16,343	7,906	16,372	16,785	16,706	2.22%
100	55220	151	Retirement	12,038	13,520	14,847	14,847	6,153	14,828	15,663	15,588	4.99%
100	55220	152	Health, Dental, DIB, Life & Wks Cmp Ins	42,220	55,394	66,563	66,563	35,625	66,563	70,270	70,173	5.42%
100	55220	190	Training	850	833	1,275	1,275	900	1,275	1,350	1,350	5.88%
			Subtotal	**252,949**	**300,735**	**312,657**	**312,657**	**160,295**	**315,883**	**331,510**	**330,216**	**5.62%**
			CONTRACTUAL SERVICES									
100	55220	212	Seminars and Conferences	850	798	850	850	339	550	850	850	0.00%
100	55220	215	Consulting	3,020	262	4,300	4,300	271	4,150	8,800	8,800	104.65%
100	55220	240	Equipment Maintenance	400	0	10,400	10,400	6,760	10,400	1,000	1,000	-90.38%
			Subtotal	**4,270**	**1,059**	**15,550**	**15,550**	**7,370**	**15,100**	**10,650**	**10,650**	**-31.51%**
			SUPPLIES AND EXPENSE									
100	55220	320	Memberships/Subscriptions	365	365	590	590	90	450	820	820	38.98%
100	55220	331	Transportation	10,000	6,501	14,915	14,915	3,944	14,000	14,915	14,915	0.00%
100	55220	340	Operating Supplies	4,800	4,738	11,300	11,300	1,907	7,500	6,500	6,500	-42.48%
100	55220	346	Trees	10,000	18,351	10,000	10,000	5,706	10,000	19,500	19,500	95.00%
100	55220	347	Tree Chemicals	300	300	300	300	0	300	300	300	0.00%
			Subtotal	**25,465**	**30,256**	**37,105**	**37,105**	**11,647**	**32,250**	**42,035**	**42,035**	**13.29%**
			CAPITAL OUTLAY									
100	55220	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 282,684**	**$ 332,050**	**$ 365,312**	**$ 365,312**	**$ 179,312**	**$ 363,233**	**$ 384,195**	**$ 382,901**	**4.81%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Reduce the number of call ins related to the Ticket machine by 5%.

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

1) Respond to all ticket machine malfunctions within 24 hours.
    a. Result: All ticket machine malfunctions were responded to and acknowledged within 24 hours.

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.

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 proposed 2026 Boat Ramps program budget is $35,833. The program benefits the community by providing safe, clean facilities to launch watercraft and to provide the community with access to the Fox River.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Retirement increased $40 to reflect wage increases and retirement contribution rate increase.
2) Telephone decreased $600 as a result of the new phone system.
3) Consulting increased by $7,050 to include funding to have weekend cleaning of Fox Point and Bomier due to high traffic and reallocation of credit card transaction fees from Finance to Boat Ramps ($3,600).
4) Equipment Maintenance increased by $1,250 to reflect growing repair needs to aging docks and ticket machines.
5) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

BOAT RAMPS

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
100	55230	120	Hourly Wages	$ 9,212	$ 8,787	$ 9,907	$ 9,907	$ 3,524	$ 9,907	$ 10,150	$ 10,101	1.96%
100	55230	125	Overtime Wages	200	551	400	400	358	400	400	400	0.00%
100	55230	126	Seasonal Labor	0	181	0	0	325	325	0	0	0.00%
100	55230	150	FICA	720	695	788	788	292	793	807	803	1.88%
100	55230	151	Retirement	649	649	716	716	261	716	760	756	5.55%
100	55230	152	Health, Dental, DIB, Life & Wks Cmp Ins	3,851	4,271	2,646	2,646	1,056	2,646	2,777	2,773	4.80%
			Subtotal	**14,632**	**15,134**	**14,458**	**14,458**	**5,816**	**14,788**	**14,894**	**14,833**	**2.60%**
			CONTRACTUAL SERVICES									
100	55230	210	Telephone	1,800	1,066	1,800	1,800	600	1,800	1,800	1,200	-33.33%
100	55230	215	Consulting	0	0	0	0	0	0	3,450	7,050	100.00%
100	55230	220	Utilities	6,615	5,652	6,750	6,750	2,879	6,750	6,750	6,750	0.00%
100	55230	240	Equipment Maintenance	1,750	568	1,750	1,750	2,885	3,000	3,000	3,000	71.43%
			Subtotal	**10,165**	**7,287**	**10,300**	**10,300**	**6,364**	**11,550**	**15,000**	**18,000**	**74.76%**
			SUPPLIES AND EXPENSE									
100	55230	340	Operating Supplies	2,500	927	3,000	3,000	335	3,000	3,000	3,000	0.00%
			Subtotal	**2,500**	**927**	**3,000**	**3,000**	**335**	**3,000**	**3,000**	**3,000**	**0.00%**
			CAPITAL OUTLAY									
100	55230	810	Capital Equipment	0	0	0	0	0	0	220,000	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**220,000**	**0**	**0.00%**
			TOTAL	**$ 27,297**	**$ 23,348**	**$ 27,758**	**$ 27,758**	**$ 12,515**	**$ 29,338**	**$ 252,894**	**$ 35,833**	**29.09%**

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.

2026 Performance Measures (July 2025 – July 2026):

1) Reduce transportation cost by 5% through the use of electric vehicle implemented into the fleet.

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

1) Reduce maintenance expenses by 1% through annual inspections and pre-season tune ups.
    a. Result: An analysis if the maintenance budget revealed a reduction of 3% in expenses over the listed time frame.

Significant Program Achievements:

1) Conducted routine maintenance checks every 3,000 miles on all vehicles.
2) Approved replacement of wood chipper after months of repair work.
3) Replaced Car #11 with an all-electric vehicle.
4) Purchased hybrid truck for Park Superintendent and put in fleet.

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 proposed 2026 Park Equipment/Vehicle Maintenance budget is $117,724. The program benefits the community by maintaining equipment and vehicles used in performing necessary functions of the departments operation.

2026 Objectives:

1) Implement the use of additional robotic mower 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.

2026 Budget Significant Expenditure Changes:

1) Retirement increased $204 to reflect retirement contribution rate increase.
2) Health, Dental, DIB, Life & Wks Cmp Ins decreased $808 due to changes in inurance plan elections.
3) Consulting includes charges for when vehicles or equipment need to be sent out for service.
4) No Capital outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
PARKS EQUIPMENT/VEHICLE MAINTENANCE												
Account Number			PERSONAL SERVICES									
100	55240	120	Hourly Wages	$ 40,693	$ 34,903	$ 42,590	$ 42,590	$ 28,058	$ 42,590	$ 44,071	$ 43,911	3.10%
100	55240	125	Overtime Wages	788	272	788	788	49	250	788	788	0.00%
100	55240	126	Seasonal Labor	0	769	0	0	21	0	0	0	0.00%
100	55240	150	FICA	3,173	2,669	3,318	3,318	2,118	3,277	3,432	3,419	3.05%
100	55240	151	Retirement	2,862	2,526	3,015	3,015	1,726	2,977	3,230	3,218	6.75%
100	55240	152	Health, Dental, DIB, Life & Wks Cmp Ins	11,305	10,197	10,195	10,195	4,444	10,195	9,401	9,387	-7.93%
			Subtotal	**58,821**	**51,336**	**59,906**	**59,906**	**36,416**	**59,290**	**60,922**	**60,724**	**1.36%**
			CONTRACTUAL SERVICES									
100	55240	215	Consulting	11,000	18,149	14,000	14,000	1,459	14,000	14,500	14,500	3.57%
			Subtotal	**11,000**	**18,149**	**14,000**	**14,000**	**1,459**	**14,000**	**14,500**	**14,500**	**3.57%**
			SUPPLIES AND EXPENSE									
100	55240	340	Operating Supplies	38,000	30,281	41,000	41,000	15,033	41,000	42,500	42,500	3.66%
			Subtotal	**38,000**	**30,281**	**41,000**	**41,000**	**15,033**	**41,000**	**42,500**	**42,500**	**3.66%**
			CAPITAL OUTLAY									
100	55240	810	Capital Equipment	0	0	0	0	0	0	157,500	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**157,500**	**0**	**0.00%**
			TOTAL	**$ 107,821**	**$ 99,766**	**$ 114,906**	**$ 114,906**	**$ 52,909**	**$ 114,290**	**$ 275,422**	**$ 117,724**	**2.45%**

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, Kidz Zone & Playgrounds 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, Humana, 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
      b) Fall Softball
      c) Basketball
      d) Pickleball
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 and daycares
      d) Information updates on the City website
      e) Social media outlets
      f) City Newsletter
      g) Personal communications and email blasts through our recreation software

6) Recreation Scholarship Fund:
   A) Funded through support of local service organizations and community members.
   B) Established to provide residents 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.

2026 Performance Measure (July 2025 – June 2026):

1) Increase revenue for adult leagues by focusing on increasing teams/participants to offset the expenses of higher wages.

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

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

   Result: A brief 4-question survey was sent via CivicRec to pariticpants after the completion of every program. Ratings ranged from 5 (excellent) to 1 (poor). A total of 1,225 responses were collected. Average ratings are shown below.

   1. How would you rate the program? - 4.71
   2. How would you rate the instructor? - 4.81
   3. How would you rate the facility? - 4.75
   4. How would you rate our technology? - 4.68

   According to this, we have achieved the goal of very good (4) to excellent (5) in all 4 categories.

Significant Program Achievements:

1) Transitioned to digital timesheets and schedule processes for all recreation-based programs.
2) Updated digital onboarding process with HR support and continued to work on streamlining the process.
3) Continued to enhance marketing efforts which increased attendance at our recreation programs and events. Staff sent out timely email blasts nearly daily showcasing upcoming events/workshops/programs. Worked closely with the City's Communications team to build photo/video base to aid in promoting programs/events through various methods – authentic pictures in brochures, on website and social media posts. Utilized OptiSigns for digital display of activities and rentals at the Community Center along with publicity of upcoming programs/events.
4) Fully staffed all programs (high percentage of returning staff) and maintained a decent sub list for year-round programs along with summer camp, Kidz Zone and 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 surgeries or left position.
5) Successfully expanded recreation programming to Nelson Family Pavilion which included: Tai Chi and new Sunrise Serenity Yoga classes, Photography Workshops, Movie in the Park, multiple Therapy Dog & Goat Yoga events, Paintin' Pottery Workshop, and a Fall Floral Workshop.

6) Explored and enhanced the CivicRec software to optimize the program's capabilities. This included:
   a. Transitioned Summer Camp registration to an online format which previously was drop off registration.
   b. Streamlined online registration processes for adult leagues which addressed challenges with digital waivers.
   c. Utilized program rollover feature to input new the new brochure program information.
7) Continued collaboration with Community Police Officers for camp/park playground training. Worked with Fire personnel to facilitate a consistent training portion from them.
8) Youth Special Events: annual outdoor Easter Egg Hunt - volunteers filled over 6,500 eggs and over 400 children attended the event with their families. Summer Carnival - 3 businesses sponsored 6 games with volunteers. Due to high popularity of our Candy Bar Bingos, Park Playground Staff held one in the summer for the first time. Increased Kids Night to Rule the Pool from two to three events in the summer with great success.
9) Multi-Generational Special Events: Partnered with Allouez on two Movies in the Park with both hosting one at their respective park; both departments acquired a sponsor to cover movie rights costs. Held our third Puzzle Mania with a Green Bay Packers themed puzzle to celebrate the NFL Draft; event filled up with 15 teams plus a waitlist. The Packers donated all prizes with an estimated value of $615.
10) Continued implementation of weekly park hosted activities into our Park Playground Program. Each week two parks hosted water games on Wednesdays and one park hosted a special activity on Thursdays. The goal of this is to promote children attending different parks and to meet new staff and make new friends. With the installation of water at Kiwanis Park, they were able to include water games into their planned activities as those are a favorite amongst the kids.
11) Moving the Park Playground Program to Jim Martin Park was beneficial to our community as this park continues to be one the of the parks with the highest registration.
12) Based on the success of our Summer 2025 Olympics, we again collaborated with Allouez and Bellevue Summer Camps for a field day event.
13) Due to demand, added an additional mini camp (Ooey Gooey Science) which filled along with additional art workshops for preschoolers and school-agers.
14) Ran successful outdoor pickleball league and indoor program at Westwood Elemtary. Saw a 25% increase in registrations from 2024-2025.
15) Promoted adult league offerings to increase participation – 30+ Men's Softball League total teams registered increased this season while other softball and basketball leagues were at or under expected registration levels. Staffing levels for all adult leagues were successfully increased following the increase of pay rates in 2025.
16) 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 Mindful Body Movement and Sound Bowl Meditation classes.

17) Partnered with Humana and their local Field Agents on free monthly presentations with various topics involving senior needs. A few examples include Crock Pot Recipes on a Budget, Tech 101, Protect Yourself from Scams, and Five Steps to Advance Care Planning. These are attended by 3-15 seniors each month.
18) Senior Programming continues to have card groups utilizing the lower-level space every afternoon Monday – Thursday. This is a popular way the seniors of our area like to get out in the community and socialize. We are receiving a lot of interest from area senior care based businesses on donating to and partnering with us on events. These include Heartland Hospice, Moments Hospice, Rennes Group, Humana and Senior Life Care Advisors. They will be setting up resource tables at our popular Senior Picnic and donating raffle baskets. Other ways they have helped was by donating the bingo prize money for our luncheons and providing snacks and beverages for a music show. We look forward to continuing these partnerships and expanding on them for the future.
19) Held a Pet Halloween Costume Contest for both the community and city staff.
20) Revised the Recreation Scholarship Program to include any member of our community – not just youth as we have seen an increase in need from other members of our community. The fund continues to grow strong – we currently have a healthy balance of $50,119. In 2024, a total of 57 scholarships were awarded for Family Swim Pool Passes and other recreation programs/workshops. As of July 2025, 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 proposed 2026 Recreation and Recreation Programs cost is $784,358. 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.

2026 Objectives:

1) Maintain a variety of recreational programs that expand to all age groups.
2) Continue to explore and enhance the new CivicRec software to optimize the program's capabilities.
3) Pursue changes in job responsibilities and structure to the Recreation Division due to a retirement, expansion of Beer Gardens and demanding workloads.
4) Explore working with both school districts and the HR Department for a summer hiring job fair.
5) Employ every effort to accommodate the large waitlists for our programs; i.e. adding new classes, additional instructors, etc. to meet demand.
6) Expand programming at Nelson Pavilion including special events, multi-generational events/workshops, and programs.
7) Continue to work closely with Communications team to enhance our marketing efforts andbuild photo/video base for use in different publicity methods in an effort to increase program registrations and attendance at our events.
8) Grow the pickleball program by offering intro to pickleball clinics before summer leagues.
9) Restructure flag football staffing to better support staff and volunteer coaches in 2026 season and continue to solicit sponsorships for program.
10) Continue to attain sponsorships for the playground program, various special events and programs to offset costs.
11) Expand senior program offerings, building connections with senior care businesses and obtaining donations for events.
12) Enhance marketing efforts for Recreation Scholarship Program to increase scholarships awarded.

2026 Budget Significant Expenditure Changes:

1) Retirement increased $1,675 as a result of wage increases and retirement contribution rate increase.
2) Training includes: Management training seminars ($150), Recreational staff training ($100).
3) Seminars & Conferences includes: WPRA Conference (2 people - $1,200), Rec Workshop (1 - $450), Meal reimbursement ($250).
4) Other Contractual services includes Civic Rec service fees and misc hardware consulting expenses.
5) Memberships and Subscriptions includes: WPRA Professional Memberships (3 people - $390), Sam's Club Plus Membership ($120), Zoom Membership ($150), Canva Software ($300), Sling ($2,735).
6) Transportation decreased by $1,000 to reflect recent trends, which included full year use of Hybrid Vehicle.
7) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
RECREATION AND RECREATION PROGRAMS												
Account Number			PERSONAL SERVICES									
100	55300	110	Salaries	$ 132,186	$ 134,880	$ 138,802	$ 138,802	$ 65,603	$ 138,802	$ 145,750	$ 145,056	4.51%
100	55300	120	Hourly Wages	111,987	61,639	146,601	146,601	53,943	146,601	154,445	153,696	4.84%
100	55300	122	Hourly Wages Part Time	19,000	17,243	0	0	0	0	0	0	0.00%
100	55300	125	Overtime Wages	250	101	250	250	0	200	250	250	0.00%
100	55300	126	Seasonal Labor	232,143	208,238	258,980	258,980	81,664	241,545	260,984	260,984	0.77%
100	55300	150	FICA	22,340	17,845	25,608	25,608	10,166	25,351	26,768	26,658	4.10%
100	55300	151	Retirement	16,865	13,989	19,853	19,853	7,052	19,849	21,632	21,528	8.44%
100	55300	152	Health, Dental, DIB, Life & Wks Cmp Ins	64,646	45,934	71,060	71,060	32,454	71,060	73,804	73,594	3.57%
100	55300	190	Training	250	14	250	250	0	250	250	250	0.00%
			Subtotal	**599,668**	**499,883**	**661,403**	**661,403**	**250,881**	**643,658**	**683,883**	**682,016**	**3.12%**
			CONTRACTUAL SERVICES									
100	55300	212	Seminars and Conferences	1,800	97	1,900	1,900	697	1,000	1,900	1,900	0.00%
100	55300	213	Rentals	6,220	6,721	0	0	0	0	0	0	0.00%
100	55300	218	Cell/Radio	1,280	1,237	1,280	1,280	600	1,280	1,310	1,310	2.34%
100	55300	219	Data	300	291	300	300	145	300	300	300	0.00%
100	55300	220	Utilities	13,500	12,444	13,500	13,500	5,056	13,000	13,500	13,500	0.00%
100	55300	240	Equipment Maintenance	0	0	0	0	0	0	0	0	0.00%
100	55300	290	Other Contractual Services	32,000	26,983	12,000	12,000	10,249	10,249	12,000	12,000	0.00%
			Subtotal	**55,100**	**47,774**	**28,980**	**28,980**	**16,748**	**25,829**	**29,010**	**29,010**	**0.10%**
			SUPPLIES AND EXPENSE									
100	55300	320	Memberships/Subscriptions	1,640	651	3,560	3,560	1,172	3,555	3,695	3,695	3.79%
100	55300	331	Transportation	5,000	1,514	5,000	5,000	573	1,800	4,000	4,000	-20.00%
100	55300	340	Operating Supplies	44,640	35,234	45,980	45,980	12,718	45,980	47,490	47,490	3.28%
100	55300	348	Playground Supply and Expense	3,250	2,877	3,250	3,250	118	3,250	3,350	3,350	3.08%
100	55300	361	League Support	9,447	9,447	9,447	9,447	0	9,447	9,447	9,447	0.00%

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
RECREATION AND RECREATION PROGRAMS												
100	55300	362	Adult League Supplies	3,750	2,817	3,925	4,858	373	3,925	4,100	4,100	4.46%
100	55300	363	Youth Program Supplies	0	0	0	0	0	0	0	0	0.00%
100	55300	364	Adult Program Supplies	0	0	0	0	0	0	0	0	0.00%
100	55300	365	Family Program Supplies	0	0	0	0	0	0	0	0	0.00%
100	55300	373	Summer Band	1,250	985	1,250	1,250	0	1,250	1,250	1,250	0.00%
			Subtotal	**68,977**	**53,525**	**72,412**	**73,345**	**14,954**	**69,207**	**73,332**	**73,332**	**1.27%**
			CAPITAL OUTLAY									
100	55300	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 723,745**	**$ 601,182**	**$ 762,795**	**$ 763,728**	**$ 282,583**	**$ 738,694**	**$ 786,225**	**$ 784,358**	**2.83%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Obtain a summer total attendance of at least 8,500 people at the Beer Gardens.

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

1) Obtain at least 25 rentals of the Nelson Pavilion.
    a. Result: There were a total of 33 rentals of the Nelson Pavilion (23 were paid rentals and 10 were non-paid rentals).

Significant Program Achievements:

1) Set up holiday decorations and banners.
2) Started a walking only portion of the Holiday Light Show.
3) Implemented weekly Beer Gardens at the Nelson Pavilion.
4) Ran Holiday Light Show with a record attendance of 3,600 cars
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 proposed 2026 Special Events/Celebrations program budget is $60,895. The program/service benefits the community by creating more organized and positive participation in the activities.

2026 Objectives:

1) Research and expand Beer Garden concept to a traveling beer garden.
2) Consider adding an additional night of music to the Nelson Pavilion.
3) Cooperate with organizations to carry out successful Holiday Light Show.
4) Implement remote Point of Sale at events.

2026 Budget Significant Expenditure Changes:

1) Seasonal Labor increased by $315 to reflect increases in seasonal labor wages.
2) Retirement increased $39 to reflect wage increases and retirement contribution rate increase.
3) Operating Supplies increased $11,814 to purchase IPAD/Computer to implement remote Point of Sale and general growth of events.
4) No Capital Outlay.

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

SPECIAL EVENTS/CELEBRATIONS

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
			PERSONAL SERVICES									
100	55310	120	Hourly Wages	$ 9,211	$ 0	$ 9,907	$ 9,907	$ 0	$ 9,907	$ 10,149	$ 10,101	1.96%
100	55310	125	Overtime Wages	0	421	250	250	0	250	250	250	0.00%
100	55310	126	Seasonal Labor	1,608	1,516	2,349	2,349	487	2,349	3,112	2,664	13.41%
100	55310	150	FICA	728	28	811	811	7	811	841	830	2.39%
100	55310	151	Retirement	636	0	706	706	0	706	749	745	5.58%
100	55310	152	Health, Dental, DIB, Life & Wks Cmp Ins	2,887	0	2,716	2,716	1,415	2,716	2,856	2,840	4.55%
			Subtotal	**15,070**	**1,965**	**16,739**	**16,739**	**1,909**	**16,739**	**17,956**	**17,430**	**4.13%**
			SUPPLIES AND EXPENSE									
100	55310	340	Operating Supplies	19,702	32,440	31,651	31,651	15,501	31,651	48,465	43,465	37.33%
			Subtotal	**19,702**	**32,440**	**31,651**	**31,651**	**15,501**	**31,651**	**48,465**	**43,465**	**37.33%**
			TOTAL	**$ 34,772**	**$ 34,405**	**$ 48,390**	**$ 48,390**	**$ 17,409**	**$ 48,390**	**$ 66,421**	**$ 60,895**	**25.84%**

TOTAL CULTURE, EDUCATION AND RECREATION

City of De Pere
2026 General Fund
Adopted Budget

CULTURE, EDUCATION & RECREATION EXPENDITURES

Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Total Culture, Education & Recreation									
PERSONAL SERVICES									
110 Salaries	$ 457,700	$ 462,579	$ 465,761	$ 465,761	$ 220,324	$ 465,761	$ 490,769	$ 488,413	4.86%
120 Hourly Wages	647,216	675,108	779,150	779,150	355,923	779,150	788,719	824,184	5.78%
122 Hourly Wages PT	19,000	17,243	20,000	20,000	9,193	20,000	21,000	0	-100.00%
125 Overtime Wages	7,021	6,320	7,621	7,621	1,961	4,650	7,621	7,621	0.00%
126 Seasonal Wages	386,471	356,012	410,909	410,909	131,045	387,719	415,639	415,191	1.04%
150 FICA	90,943	89,801	102,067	102,067	45,341	102,743	106,097	107,017	4.85%
151 Retirement	76,724	78,994	87,051	87,051	34,186	88,234	94,184	95,056	9.20%
152 Health, Dental & Life Ins	347,319	383,464	376,432	376,432	178,506	376,433	381,807	381,507	1.35%
190 Training	5,200	3,071	5,700	5,700	1,036	4,650	5,850	5,850	2.63%
Subtotal	**2,037,594**	**2,072,590**	**2,254,691**	**2,254,691**	**977,514**	**2,229,341**	**2,311,686**	**2,324,838**	**3.11%**
CONTRACTUAL SERVICES									
210 Telephone	9,800	6,266	9,800	9,800	610	9,800	9,800	1,483	-84.86%
211 Postage	695	340	425	425	0	320	425	425	0.00%
212 Seminars and Conference	7,900	3,220	8,200	8,200	2,008	7,000	8,350	8,350	1.83%
213 Rentals	6,220	6,721	0	0	0	0	0	0	0.00%
215 Consulting	64,720	48,009	81,429	81,429	4,992	47,631	83,470	62,070	-23.77%
217 Cleaning Service Contract	34,595	34,660	35,580	35,580	15,712	35,000	37,275	37,275	4.76%
218 Cell/Radio	3,476	2,840	4,094	4,094	1,539	4,094	4,124	4,124	0.73%
219 Data	1,631	1,638	2,268	2,268	1,661	2,422	2,268	2,268	0.00%
220 Utilities	108,575	95,373	120,150	120,150	46,004	103,450	116,750	116,750	-2.83%
240 Equipment Maintenance	25,350	19,960	41,050	49,722	26,915	47,100	33,450	33,450	-18.51%
290 Other Contractual Services	45,603	40,273	25,838	25,838	17,322	23,449	26,463	26,463	2.42%
Subtotal	**308,565**	**259,302**	**328,834**	**337,506**	**116,764**	**280,266**	**322,375**	**292,658**	**-11.00%**
SUPPLIES AND EXPENSE									
310 Office Supplies	3,825	3,752	3,850	3,850	460	3,800	3,850	3,850	0.00%
320 Memberships/Subscriptions	5,270	4,221	8,122	8,122	2,479	8,025	8,720	8,720	7.36%
330 Mileage Reimbursement	300	272	300	300	0	300	300	300	0.00%
331 Transportation	38,500	29,787	42,937	42,937	14,167	38,800	42,988	42,988	0.12%
340 Operating Supplies	151,592	145,733	184,545	184,897	69,724	180,495	217,569	212,569	15.19%
345 Turf Chemicals	12,000	11,280	13,000	13,000	5,992	13,000	14,800	14,800	13.85%
346 Memorial Benches	0	5,436	4,800	4,800	10,500	10,500	12,450	12,450	159.38%
346 Trees	10,000	18,351	10,000	10,000	5,706	10,000	19,500	19,500	95.00%
347 Tree Chemicals	300	300	300	300	0	300	300	300	0.00%
348 Playground Supply and Expense	3,250	2,877	3,250	3,250	118	3,250	3,350	3,350	3.08%

City of De Pere
2026 General Fund
Adopted Budget

CULTURE, EDUCATION & RECREATION
EXPENDITURES

	Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Total Culture, Education & Recreation										
350	Ice Arena Repair and Maint. Supplies	0	0	0	0	0	0	100,000	100,000	100.00%
351	Safety Equipment	3,900	3,889	4,900	4,900	3,277	4,900	5,096	5,096	4.00%
361	League Support	9,447	9,447	9,447	9,447	0	9,447	9,447	9,447	0.00%
362	Adult League Supplies	3,750	2,817	3,925	4,858	373	3,925	4,100	4,100	4.46%
363	Youth Program Supplies	0	0	0	0	0	0	0	0	0.00%
364	Adult Program Supplies	0	0	0	0	0	0	0	0	0.00%
373	Summer Band	1,250	985	1,250	1,250	0	1,250	1,250	1,250	0.00%
385	Pool Chemicals	0	0	0	0	0	0	0	0	0.00%
386	Concessions Purchases	0	0	0	0	0	0	0	0	0.00%
391	Historic Preservation Supplies	0	0	0	0	0	0	0	0	0.00%
	Subtotal	**243,384**	**239,149**	**290,626**	**291,911**	**112,797**	**287,992**	**443,720**	**438,720**	**50.96%**
	CONTRIBUTIONS									
701	Historical Society	10,000	3,000	10,000	10,000	10,000	10,000	10,000	11,000	10.00%
	Subtotal	**10,000**	**3,000**	**10,000**	**10,000**	**10,000**	**10,000**	**10,000**	**11,000**	**10.00%**
	CAPITAL OUTLAY									
810	Capital Equipment	48,500	1,081,309	15,000	35,000	15,365	20,000	2,024,500	15,000	0.00%
	Subtotal	**48,500**	**1,081,309**	**15,000**	**35,000**	**15,365**	**20,000**	**2,024,500**	**15,000**	**0.00%**
	TOTAL	**$ 2,648,044**	**$ 3,655,349**	**$ 2,899,151**	**$ 2,929,108**	**$ 1,232,440**	**$ 2,827,599**	**$ 5,112,281**	**$ 3,082,216**	**6.31%**

TOTAL GENERAL FUND EXPENDITURES

City of De Pere
2026 General Fund
Adopted Budget

EXPENDITURES

Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
TOTAL GENERAL GOVERNMENT EXPENDITURES	$ 2,875,984	$ 2,483,476	$ 3,854,124	$ 4,058,904	$ 1,603,223	$ 3,903,929	$ 4,352,760	$ 3,439,688	-10.75%
TOTAL PUBLIC SAFETY EXPENDITURES	$ 11,489,659	$ 11,486,885	$ 11,781,273	$ 11,851,981	$ 6,044,267	$ 11,801,968	$ 13,856,544	$ 12,642,481	7.31%
TOTAL PUBLIC WORKS EXPENDITURES	$ 2,488,243	$ 2,139,361	$ 2,564,252	$ 2,582,793	$ 1,039,296	$ 2,581,616	$ 15,198,845	$ 2,453,604	-4.32%
TOTAL SANITATION	$ 917,964	$ 973,571	$ 938,918	$ 938,918	$ 395,574	$ 938,999	$ 1,449,192	$ 948,028	0.97%
TOTAL HEALTH AND HUMAN SERVICES	$ 747,566	$ 841,158	$ 755,715	$ 755,715	$ 337,415	$ 762,922	$ 764,208	$ 759,546	0.51%
TOTAL CULTURE, REC & ED EXPENDITURES	$ 3,287,595	$ 3,655,349	$ 2,899,151	$ 2,929,108	$ 1,232,440	$ 2,827,599	$ 5,112,281	$ 3,082,216	6.31%
TOTAL CONSERVATION AND DEVELOPMENT	$ 461,135	$ 502,126	$ 437,883	$ 472,042	$ 192,775	$ 447,030	$ 474,384	$ 471,569	7.69%
TOTAL GENERAL FUND EXPENDITURES	**$ 22,268,146**	**$ 22,081,926**	**$ 23,231,316**	**$ 23,589,461**	**$ 10,844,990**	**$ 23,264,063**	**$ 41,208,213**	**$ 23,797,133**	2.44%

CITY OF DE PERE

2026 ACTUAL SALARIES

Grade	Job Title	Salary	Grade	Job Title	Salary
N/A	City Manager	$ 198,000.00	J	Communications and Marketing Manager	$ 79,331.20
U	City Attorney	$ 152,443.20	I	Talent Acquisition Specialist	$ 76,190.40
T	Public Works Director	$ 159,099.20	I	Paralegal	$ 75,795.20
T	Development Services Director	$ 148,657.60	I	Arborist	$ 75,046.40
S	Human Resources Director/Assistant City Manager*	$ 169,236.80	I	Payroll/Accounting Specialist	$ 75,046.40
S	Parks, Recreation & Forestry Director	$ 149,468.80	I	Code Enforcement Specialist	$ 73,257.60
S	City Engineer	$ 147,284.80	I	Deputy Clerk/Treasurer	$ 71,468.80
S	Finance Director	$ 142,188.80	I	IT Support Specialist	$ 71,468.80
S	Police Chief	$ 142,188.80	I	Mechanic	$ 71,468.80
S	Information Technology Director	$ 140,108.80	I	Mechanic	$ 71,468.80
S	Health Officer/Director	$ 133,432.00	I	Police Business Coordinator	$ 71,468.80
S	Fire Chief	$ 130,104.00	I	Arborist	$ 67,891.20
Q	Police Captain	$ 130,457.60	I	GIS Analyst	$ 67,891.20
Q	Assistant Fire Chief	$ 127,899.20	I	IT Support Specialist	$ 66,102.40
Q	Police Captain	$ 126,484.80	H	DPW Leadperson/DPW Equipment Operator	$ 83,116.80
Q	Assistant City Engineer	$ 124,612.80	H	Water Utility Operator	$ 78,291.20
Q	Police Captain	$ 121,659.20	H	Water Utility Operator	$ 78,291.20
O	Battalion Chief	$ 112,237.22	H	DPW Equipment Operator	$ 74,505.60
O	Battalion Chief	$ 112,237.22	H	DPW Equipment Operator	$ 72,342.40
O	Battalion Chief	$ 112,237.22	H	DPW Equipment Operator	$ 71,635.20
O	Assistant Finance Director	$ 109,553.60	H	DPW Equipment Operator	$ 71,635.20
N	Street Superintendent	$ 121,825.60	H	DPW Equipment Operator	$ 71,635.20
N	Assistant City Attorney	$ 98,467.20	H	DPW Equipment Operator	$ 68,889.60
M	Recreation Superintendent	$ 109,761.60	H	Water Utility Operator	$ 68,889.60
M	Maintenance Supervisor	$ 104,852.80	H	DPW Equipment Operator	$ 67,246.40
M	Building Inspection Manager	$ 99,819.20	H	Executive Assistant	$ 67,246.40
M	City Clerk	$ 99,819.20	H	DPW Equipment Operator	$ 65,603.20
M	Water Department Supervisor	$ 99,819.20	H	DPW Equipment Operator	$ 65,603.20
M	Deputy Health Officer	$ 95,056.00	H	DPW Equipment Operator	$ 65,603.20
M	GIS Manager	$ 87,921.60	H	DPW Equipment Operator	$ 63,960.00
M	Park Superintendent	$ 87,921.60	H	DPW Equipment Operator	$ 62,316.80
L	Senior Planner	$ 93,620.80	H	Recreation Coordinator	$ 62,316.80
L	Social Worker	$ 93,620.80	G	Parks Maintenance Worker	$ 68,993.60
K	Maintenance Specialist	$ 94,889.60	G	Parks Maintenance Worker	$ 67,724.80
K	Maintenance Specialist	$ 94,889.60	G	Administrative Assistant	$ 64,937.60
K	Recreation Supervisor	$ 93,787.20	G	Park Leadperson/Parks Maintenance Worker	$ 64,771.20
K	Sanitarian	$ 88,774.40	G	Accounting Clerk	$ 64,001.60
K	Economic Development Planner	$ 88,358.40	G	Administrative Assistant	$ 62,691.20
K	Building Inspector	$ 87,484.80	G	Administrative Assistant	$ 62,691.20
K	Public Health Nurse	$ 87,484.80	G	Administrative Assistant	$ 62,691.20
K	Engineer Senior Technician	$ 85,404.80	G	Administrative Assistant	$ 62,691.20
K	Engineer Senior Technician	$ 85,404.80	G	Municipal Court Clerk	$ 62,691.20
K	Forestry Supervisor	$ 81,244.80	G	Parks Maintenance Worker	$ 62,691.20
K	Maintenance Specialist	$ 79,164.80	G	Administrative Assistant	$ 61,193.60
K	Recreation Supervisor	$ 79,164.80	G	Parks Maintenance Worker	$ 61,193.60
K	Engineer Senior Technician	$ 77,084.80	G	Administrative Assistant	$ 59,696.00
K	Engineer SeniorTechnician	$ 77,084.80	G	Video Production Specialist	$ 58,198.40
J	Senior Mechanic Leadperson	$ 83,345.60	G	Administrative Assistant	$ 56,721.60
J	Human Resources Generalist	$ 82,908.80	G	Administrative Assistant	$ 56,721.60
J	Senior Mechanic	$ 81,265.60	G	Police Records Specialist	$ 56,721.60
Vacant:	*Civil Engineer*		G	Administrative Assistant	$ 39,182.00
	Engineer Senior Technician		Elected	Alderpersons (effective 5/1/2026)	$ 8,186.00
			Elected	Mayor (effective 5/1/2026)	$ 28,558.00
			Elected	Municipal Judge	$ 27,334.54

* $5,000 yearly stipend to the position that assumes the role of Assistant City Manager

RETURN TO TABLE OF CONTENTS

2026 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.)

				Minimum					Control Point					# of ees
				87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	102.5%	105.0%		125.0%	budgeted
GRADE	JOB TITLE	DEPARTMENT	FLSA	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8		Maximum	per position
U	CITY ATTORNEY	CITY ATTORNEY	E	$61.08	$62.82	$64.57	$66.31	$68.06	$69.80	$71.55	$73.29	➔	$87.25	1
				$127,046.40	$130,665.60	$134,305.60	$137,924.80	$141,564.80	$145,184.00	$148,824.00	$152,443.20		$181,480.00	
T	DEVELOPMENT SERVICES DIRECTOR	DEVELOPMENT SERVICES	E	$58.67	$60.35	$62.02	$63.70	$65.37	$67.05	$68.73	$70.40	➔	$83.81	1
	PUBLIC WORKS DIRECTOR	PUBLIC WORKS	E	$122,033.60	$125,528.00	$129,001.60	$132,496.00	$135,969.60	$139,464.00	$142,958.40	$146,432.00		$174,324.80	1
S	CITY ENGINEER	PUBLIC WORKS	E	$56.13	$57.74	$59.34	$60.94	$62.55	$64.15	$65.75	$67.36	➔	$80.19	1
	FINANCE DIRECTOR	FINANCE	E	$116,750.40	$120,099.20	$123,427.20	$126,755.20	$130,104.00	$133,432.00	$136,760.00	$140,108.80		$166,795.20	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			$52.40	$53.89	$55.39	$56.89	$58.38	$59.88	$61.38	$62.87	➔	$74.85	
				$108,992.00	$112,091.20	$115,211.20	$118,331.20	$121,430.40	$124,550.40	$127,670.40	$130,769.60		$155,688.00	
Q	ASSISTANT CITY ENGINEER	PUBLIC WORKS	E	$49.93	$51.35	$52.78	$54.21	$55.63	$57.06	$58.49	$59.91	➔	$71.33	1
	ASSISTANT FIRE CHIEF	FIRE	E	$103,854.40	$106,808.00	$109,782.40	$112,756.80	$115,710.40	$118,684.80	$121,659.20	$124,612.80		$148,366.40	1
	POLICE CAPTAIN	POLICE	E											3
P	vacant			$47.43	$48.79	$50.14	$51.50	$52.85	$54.21	$55.57	$56.92	➔	$67.76	
				$98,654.40	$101,483.20	$104,291.20	$107,120.00	$109,928.00	$112,756.80	$115,585.60	$118,393.60		$140,940.80	
O	ASSISTANT FINANCE DIRECTOR	FINANCE	E	$44.97	$46.25	$47.54	$48.82	$50.11	$51.39	$52.67	$53.96	➔	$64.24	1
	BATTALION CHIEF***	FIRE	E	$93,537.60	$96,200.00	$98,883.20	$101,545.60	$104,228.80	$106,891.20	$109,553.60	$112,236.80		$133,619.20	3
N	ASSISTANT CITY ATTORNEY	CITY ATTORNEY	E	$42.48	$43.70	$44.91	$46.12	$47.34	$48.55	$49.76	$50.98	➔	$60.69	1
	CIVIL ENGINEER	PUBLIC WORKS	E	$88,358.40	$90,896.00	$93,412.80	$95,929.60	$98,467.20	$100,984.00	$103,500.80	$106,038.40		$126,235.20	1
	STREET SUPERINTENDENT	PUBLIC WORKS	E											1
M	CITY CLERK	FINANCE	E	$39.99	$41.13	$42.27	$43.42	$44.56	$45.70	$46.84	$47.99	➔	$57.13	1
	DEPUTY HEALTH OFFICER	HEALTH	E	$83,179.20	$85,550.40	$87,921.60	$90,313.60	$92,684.80	$95,056.00	$97,427.20	$99,819.20		$118,830.40	1
	GIS MANAGER	DEVELOPMENT SERVICES	E											1
	BUILDING INSPECTION 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 PLANNER	DEVELOPMENT SERVICES	E	$37.51	$38.58	$39.65	$40.73	$41.80	$42.87	$43.94	$45.01	➔	$53.59	1
	SOCIAL WORKER (POLICE)	POLICE	E	$78,020.80	$80,246.40	$82,472.00	$84,718.40	$86,944.00	$89,169.60	$91,395.20	$93,620.80		$111,467.20	1
K	BUILDING INSPECTOR	DEVELOPMENT SERVICES	NE	$35.05	$36.05	$37.06	$38.06	$39.06	$40.06	$41.06	$42.06	➔	$50.08	1
	ECONOMIC DEVELOPMENT PLANNER	DEVELOPMENT SERVICES	E	$72,904.00	$74,984.00	$77,084.80	$79,164.80	$81,244.80	$83,324.80	$85,404.80	$87,484.80		$104,166.40	1
	ENGINEER SENIOR TECHNICIAN	PUBLIC WORKS	NE											4
	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
J	COMMUNICATIONS AND MARKETING MANAGER	ADMINISTRATION	E	$32.56	$33.49	$34.42	$35.35	$36.28	$37.21	$38.14	$39.07	➔	$46.51	1
	HUMAN RESOURCES GENERALIST	HUMAN RESOURCES	E	$67,724.80	$69,659.20	$71,593.60	$73,528.00	$75,462.40	$77,396.80	$79,331.20	$81,265.60		$96,740.80	1
	SENIOR MECHANIC**	PUBLIC WORKS	NE											2

RETURN TO TABLE OF CONTENTS

GRADE	JOB TITLE	DEPARTMENT	FLSA	Minimum 87.5% Step 1	90.0% Step 2	92.5% Step 3	95.0% Step 4	97.5% Step 5	Control Point 100.0% Step 6	102.5% Step 7	105.0% Step 8		125.0% Maximum	# of ees budgeted per position
I	ARBORIST	PARKS, REC & FORESTRY	NE	$30.07	$30.92	$31.78	$32.64	$33.50	$34.36	$35.22	$36.08	➔	$42.95	2
	CODE ENFORCEMENT SPECIALIST	DEVELOPMENT SERVICES	NE	$62,545.60	$64,313.60	$66,102.40	$67,891.20	$69,680.00	$71,468.80	$73,257.60	$75,046.40		$89,336.00	1
	DEPUTY CLERK/TREASURER	FINANCE	NE											1
	ENGINEER TECHNICIAN	PUBLIC WORKS	NE											1
	GIS ANALYST	DEVELOPMENT SERVICES	NE											1
	IT SUPPORT SPECIALIST	INFORMATION TECHNOLOGY	NE											2
	MECHANIC	PUBLIC WORKS	NE											2
	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	$27.60	$28.39	$29.17	$29.96	$30.75	$31.54	$32.33	$33.12	➔	$39.43	13
	EXECUTIVE ASSISTANT	FIRE	NE	$57,408.00	$59,051.20	$60,673.60	$62,316.80	$63,960.00	$65,603.20	$67,246.40	$68,889.60		$82,014.40	1
	RECREATION COORDINATOR	PARKS, REC & FORESTRY	NE											1
	WATER UTILITY OPERATOR	PUBLIC WORKS	NE											3
G	ACCOUNTING CLERK	FINANCE	NE	$25.11	$25.83	$26.55	$27.27	$27.98	$28.70	$29.42	$30.14	➔	$35.88	1
	ADMINISTRATIVE ASSISTANT	VARIOUS	NE	$52,228.80	$53,726.40	$55,224.00	$56,721.60	$58,198.40	$59,696.00	$61,193.60	$62,691.20		$74,630.40	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			$22.62	$23.27	$23.91	$24.56	$25.20	$25.85	$26.50	$27.14	➔	$32.31	
E	POLICE OFFICER RECRUIT			$20.79	$21.38	$21.98	$22.57	$23.17	$23.76	$24.35	$24.95	➔	$29.70	2
D	vacant			$19.23	$19.78	$20.33	$20.88	$21.43	$21.98	$22.53	$23.08	➔	$27.48	
C	vacant			$17.81	$18.32	$18.82	$19.33	$19.84	$20.35	$20.86	$21.37	➔	$25.44	
B	vacant			$16.50	$16.97	$17.45	$17.92	$18.39	$18.86	$19.33	$19.80	➔	$23.58	
Non-Graded Positions														
	CITY MANAGER	ADMINISTRATION	E	$ 198,000										
	MUNICIPAL COURT JUDGE	ELECTED	E	$ 27,335										
	MAYOR	ELECTED	E	$ 27,726	($28,558 eff 5/1/2026)									
	ALDERPERSONS	ELECTED	E	$ 7,948	($ 8,186 eff 5/1/2026)									

* $5,000 Yearly stipend to the position that assumes the role of Assistant City Manager
** 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
2026 Salaries - Split Distribution by Fund

	Annual Salaries	General 100	Health 702	Wastewater Treatment 201	Water 601	Stormwater 650	TID # 10 290	TID # 11 291	TID # 12 292	TID # 13 293	TID # 15 295	TID # 17 297	Economic Development 206	Cable Access 209	Aquatics Facilities 213	Affordable Housing 286
City Manager	$ 198,000	$ 89,100		$ 39,600	$ 39,600	$ 9,900		$ 990	$ 3,960		$ 4,950			$ 9,900		
Human Resources Director	$ 169,237	$ 101,542	$ 33,847	$ 16,924	$ 8,462			$ 846	$ 3,385		$ 4,231					
Public Works Director	$ 159,099	$ 31,820		$ 39,775	$ 39,775	$ 39,775		$ 795	$ 3,182		$ 3,977					
City Attorney	$ 152,443	$ 68,599		$ 38,111	$ 22,866	$ 7,622		$ 762	$ 3,049		$ 3,811			$ 7,622		
Development Services Director	$ 148,658	$ 66,896				$ 7,433		$ 16,352	$ 11,893	$ 19,325	$ 26,758					
City Engineer	$ 147,285	$ 29,457		$ 36,821	$ 36,821	$ 36,821		$ 736	$ 2,946		$ 3,682					
Finance Director	$ 142,189	$ 63,985		$ 56,876	$ 14,219			$ 711	$ 2,844		$ 3,555					
Information Technology Director	$ 140,109	$ 82,664		$ 11,209	$ 11,209	$ 14,011		$ 701	$ 2,802		$ 3,503			$ 14,011		
Health Officer/Director	$ 133,432	$ 133,432														
Fire Chief	$ 130,104	$ 123,599						$ 651	$ 2,602		$ 3,253					
Assistant Fire Chief	$ 127,899	$ 121,504						$ 639	$ 2,558		$ 3,197					
Assistant City Engineer	$ 124,613	$ 24,923		$ 31,153	$ 31,153	$ 31,153		$ 623	$ 2,492		$ 3,115					
Street Superintendent	$ 121,826	$ 24,365		$ 30,456	$ 30,456	$ 30,456		$ 609	$ 2,437		$ 3,046					
Assistant Finance Director	$ 109,554	$ 54,777		$ 27,388	$ 27,388											
Maintenance Supervisor	$ 104,853	$ 62,912		$ 7,864	$ 7,864	$ 26,213										
Building Inspector Manager	$ 99,819	$ 67,378					$ 6,488	$ 6,488	$ 6,488		$ 6,488	$ 6,488				
City Clerk	$ 99,819	$ 72,868		$ 6,987	$ 4,991	$ 4,991		$ 499	$ 1,996		$ 2,495			$ 4,991		
Civil Engineer	$ 95,930	$ 23,982		$ 23,982	$ 23,982	$ 23,982										
Recreation Supervisor	$ 93,787	$ 65,651													$ 28,136	
Senior Planner	$ 93,621	$ 58,045				$ 4,681		$ 5,617	$ 4,681	$ 8,426	$ 12,171					
Sanitarian	$ 88,774	$ 84,336						$ 444	$ 1,775		$ 2,219					
Economic Development Planner	$ 88,358	$ 12,370						$ 12,370	$ 12,370	$ 12,370	$ 12,370	$ 12,370	$ 7,069			$ 7,069
Park Superintendent	$ 87,922	$ 83,526						$ 440	$ 1,758		$ 2,198					
GIS Manager	$ 87,922	$ 54,511		$ 9,671	$ 9,671	$ 9,671		$ 440	$ 1,758		$ 2,198					
Building Inspector	$ 87,485	$ 58,615				$ 17,497			$ 5,687		$ 5,687					
Engineer Senior Technician (2)	$ 85,405	$ 21,351		$ 21,351	$ 21,351	$ 21,351										
Human Resources Generalist	$ 82,909	$ 53,891	$ 16,582	$ 8,291	$ 4,145											
Communications & Marketing Manager	$ 79,331	$ 27,766		$ 5,950	$ 5,950			$ 11,900	$ 7,933	$ 7,933	$ 11,900					
Engineer Senior Technician	$ 79,165	$ 19,791		$ 19,791	$ 19,791	$ 19,791										
Engineer Senior Technician (2)	$ 77,085	$ 19,271		$ 19,271	$ 19,271	$ 19,271										
Talent Acquisition Specialist	$ 76,190	$ 64,762		$ 7,619	$ 3,810											
Paralegal	$ 75,795	$ 53,057		$ 11,369	$ 11,369											
Payroll/Accounting Specialist	$ 75,046	$ 24,015		$ 32,270										$ 18,762		
Code Enforcement Specialist	$ 73,258	$ 58,606				$ 14,652										
IT Support Specialist	$ 71,469	$ 45,740		$ 5,718	$ 5,718	$ 7,147								$ 7,147		
GIS Analyst	$ 67,891	$ 45,487		$ 7,468	$ 7,468	$ 7,468										
IT Support Specialist	$ 66,102	$ 16,526		$ 16,526	$ 16,526	$ 16,526										
Accounting Clerk	$ 64,002	$ 54,401		$ 6,400										$ 3,200		
Administrative Assistant	$ 62,691	$ 15,673		$ 15,673	$ 15,673	$ 15,673										
Administrative Assistant	$ 62,691	$ 43,884	$ 9,404	$ 6,269	$ 3,135											
Administrative Assistant	$ 56,722	$ 34,033		$ 11,344		$ 11,344										
Administrative Assistant	$ 39,182	$ 9,796		$ 9,796	$ 9,796	$ 9,796										

GENERAL FUND REVENUES

General Fund Revenues

PROPERTY TAX LEVY:

General Property Tax Levy for General Fund purposes decreased $253,688. The total property tax levy for all funds increased $1,843,116.

	Actual 2025	Budgeted 2026	% of Change
General Fund Levy	$10,818,149	$10,564,461	-2.35%
Debt Fund Levy	$ 4,757,123	$ 6,410,162	34.75%
Special Revenue Fund Levy	$ 387,177	$ 370,849	-4.22%
Capital Projects Fund Levy	$ 1,454,099	$ 1,470,427	1.12%
Tax Increment District (TID) Levy	$ 1,854,945	$ 2,298,710	23.92%
TOTAL LEVY	$19,271,493	$21,114,609	9.56%

SIGNIFICANT REVENUE CHANGES:

TAXES:

1) Mobile Home Fees increased $900 to reflect 2025 actuals.
2) Payment in Lieu of Taxes decreased $90 to reflect 2025 actuals.
3) Retained Sales Tax increased $15 to reflect trends.
4) Housing Authority increased $3,000 to reflect trends.

INTERGOVERNMENTAL REVENUE:

1) State Shared Revenue-Expenditure Restraint decreased $8,699 due to the State's estimate.
2) State Fire Insurance increased $20,000 to reflect trends.
3) State Grants decreased $94,000 as we research grant opportunities to offset the ADA audit expenditures.
4) State Aid for Police Training increased $7,040 due to an increase by the State.
5) General Transportation Aids increased $283,142 due to the State's estimate.
6) Health Matching Grants decreased $12,419 to reflect decreases in grant awards and match grant expenditures.
7) COVID 19 Grants decreased $14,000 as grants have ended.

LICENSES AND PERMITS:

1) Operator's Licenses increased $9,200 to reflect the estimated license renewals.
2) Cigarette Licenses increased $200 to reflect the actual number of licenses issued in 2025.
3) Cable Television Franchise License decreased $90,000. These funds were reallocated to Fund 209 Cable.
4) Other Permits and Fees increased $1,500 to reflect prior year's actuals and increased fees.
5) Dog License increased $560 to reflect department estimates and increased fees.
6) Building Permits decreased $93,000 to reflect department estimates and increased fees.
7) Commercial Permit Review decreased $1,700 to reflect department estimates and increased fees.
8) Sanitary Sewer Excavation increased $1,673 to reflect department estimates and increased fees.
9) Electrical Permits increased $17,000 to reflect department estimates and increased fees.
10) Plumbing Permits increased $6,200 to reflect department estimates and increased fees.
11) Zoning Permits and Fees increased $11,600 to reflect department estimates and increased fees.
12) CSM/Plat Reviews decreased $1,700 to reflect department estimates and increased fees.
13) Excavation Permits increased $15,900 to reflect department estimates and increased fees.

FINES AND FORFEITURES:

1) Court Penalties and Costs decreased $64,000 to reflect prior year's actuals and trends.
2) Parking Violations decreased $10,400 to reflect trends.

PUBLIC CHARGES FOR SERVICE:

1) Clerk-Passports decreased $1,450 to reflect department estimates due to additional elections next year.
2) Clerk's Office Admin Fees increased $8.100 to reflect estimated increases to special event application fees.
3) License Publication Fees increased $300 to reflect department estimates.
4) Police Department Fees increased $950 to reflect trends.
5) Background Checks increased $220 to reflect trends and increased fees.
6) Garbage & Recycling Fees increased $12,400 due to additional dumpster enclosure.
7) Snow Removal Charges decreased $6,276 due to department estimates.
8) Recycling Containers increased $2,550 due to department estimates.
9) Forestry decreased $2,125 due to department estimates.
10) Memorial Benches increased $7,650 offsetting the budgeted expenses for this program.
11) Athletic Facility Fees increased $10,560 to reflect trends and increased fees.
12) Daily Boat Fees decreased $5,000 to reflect department estimates.
13) Beer Gardens increased $15,464, offsetting the budgeted expenses for this program.

14) Holiday Lights increased $9,500 to reflect department estimates.
15) Ambulance Fees from Townships increased $53,068 to reflect updated contract amounts.

INTERGOVERNMENTAL CHARGES FOR SERVICE:

1) Payment for School Resource Officer increased $22,345 to reflect department estimates based on new wage rates.

MISCELLANEOUS REVENUES:

1) Rents & Leases increased $1,012 to reflect trends.
2) Property Sales decreased $50,000 to reflect department estimates.

OTHER FINANCING SOURCES:

1) Fund Balances Applied increased $418,261 consisting of $318,261 to pay for one-time expenses and $100,000 from prior-year management fees for the ice arena.

City of De Pere
2026 General Fund
Adopted Budget

REVENUES

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			TAXES									
100	41110		General Property	$ 10,421,160	$ 10,421,158	$ 10,818,149	$ 10,818,149	$ 10,818,150	$ 10,818,150	$ 28,802,765	$ 10,564,461	-2.35%
100	41130		Mobile Home Fees	5,150	6,245	5,100	5,100	3,471	6,038	6,000	6,000	17.65%
100	41150		Payments in Lieu of Taxes	1,350	1,440	1,440	1,440	1,368	1,368	1,350	1,350	-6.25%
100	41200		Sales and Use	0	3,416	0	0	0	0	0	0	0.00%
100	41210		Public Accommodations	14,000	16,153	15,000	15,000	6,600	15,000	15,500	15,500	3.33%
100	41220		Retained Sales Tax	120	208	200	200	75	215	215	215	7.50%
100	41310		From Municipal Water Utility	450,000	482,574	430,000	430,000	0	450,000	450,000	450,000	4.65%
100	41320		Housing Authority	35,000	39,868	39,000	39,000	42,167	42,167	42,000	42,000	7.69%
100	41800		Interest Penalties & Taxes	500	746	0	0	509	555	0	0	0.00%
100	41810		Interest Penalties Specials & Deeds	10,000	8,550	7,500	7,500	3,761	7,500	7,500	7,500	0.00%
			Subtotal	**10,937,280**	**10,980,359**	**11,316,389**	**11,316,389**	**10,876,101**	**11,340,993**	**29,325,330**	**11,087,026**	**-2.03%**
			INTERGOVERNMENTAL REVENUE									
100	43410		State Shared Revenue	2,060,157	2,061,696	2,098,398	2,098,398	0	2,100,927	2,100,927	2,158,111	2.85%
100	43411		State Shared Revenue - Expenditure Restraint	126,375	126,375	126,375	126,375	0	126,375	126,375	117,676	-6.88%
100	43412		Personal Property Aid	0	0	314,733	314,733	314,733	314,733	314,733	314,733	0.00%
100	43420		State Fire Insurance	119,300	137,715	135,000	135,000	0	157,386	155,000	155,000	14.81%
100	43430		Other State Shared Taxes - Exempt Computer Aid	84,592	84,592	84,592	84,592	0	84,592	84,592	84,592	0.00%
100	43500		State Grants	101,949	104,525	6,000	6,000	0	0	0	100,000	-100.00%
100	43505		Law Enforcement	0	22,025	0	0	1,085	2,949	0	0	0.00%
100	43505	364	Police Misc Grants	0	34,524	0	0	8,248	12,009	0	0	0.00%
100	43510		Rescue EMS Act 102	15,000	8,860	15,000	15,000	136,549	136,549	15,000	15,000	0.00%
100	43520		State Aid for Police Training	5,120	8,843	12,160	12,160	721	12,160	12,160	12,160	0.00%
100	43530		State Aid for Connecting Highways	88,012	103,050	103,050	103,050	51,600	103,200	103,200	103,394	0.33%
100	43531		General Transportation Aids	1,394,256	1,394,462	1,394,462	1,394,462	801,816	1,603,631	1,650,000	1,677,604	20.30%
100	43540		State Recycling Grants	97,720	97,806	97,806	97,806	97,724	97,724	97,724	97,724	-0.08%
100	43551		Health Matching Grant	61,506	66,536	63,523	63,523	14,660	56,619	51,431	51,104	-19.55%
100	43552		COVID 19 Grants	209,085	214,326	14,000	14,000	15,678	21,885	0	0	-100.00%
100	43590		State Misc Grants	0	0	35,267	35,267	2,364	35,267	35,267	35,267	0.00%
100	43600		Other State Payments	0	541	0	0	0	0	0	0	0.00%
			Subtotal	**4,363,072**	**4,465,876**	**4,500,366**	**4,500,366**	**1,445,178**	**4,866,006**	**4,746,410**	**4,922,365**	**9.38%**
			LICENSES AND PERMITS									
100	44105		Liquor and Malt Beverage Licenses	33,000	32,248	33,650	33,650	32,080	32,080	33,000	34,000	1.04%
100	44110		Operator's Licenses	25,000	21,651	10,800	10,800	4,580	8,710	20,000	20,000	85.19%
100	44115		Cigarette Licenses	2,300	2,300	2,300	2,300	2,500	2,500	2,500	2,500	8.70%
100	44121		Food & Beverage Licenses	95,746	116,914	106,000	106,000	103,343	106,000	106,000	106,000	0.00%

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 General Fund
Adopted Budget

REVENUES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
100	44125		Cable Television Franchise License	104,000	88,870	90,000	90,000	20,037	80,000	80,000	0	-100.00%
100	44140		Other Permits and Fees	9,455	12,081	9,500	9,500	7,277	9,500	11,000	11,000	15.79%
100	44210		Dog License	4,500	4,312	5,200	5,200	4,715	5,200	5,500	5,760	10.77%
100	44300		Building Permits	309,000	375,096	450,000	450,000	90,013	200,000	350,000	357,000	-20.67%
100	44301		Commercial Permit Review	15,450	15,650	17,000	17,000	5,250	13,000	15,000	15,300	-10.00%
100	44303		Flood Plain/Zoning Letters	515	0	250	250	0	250	250	255	2.00%
100	44307		Sanitary Sewer Excavation	12,978	18,700	13,627	13,627	8,250	16,500	15,000	15,300	12.28%
100	44910		Electrical Permits	77,250	99,481	85,000	85,000	96,041	192,083	100,000	102,000	20.00%
100	44920		Plumbing Permits	51,500	61,268	55,000	55,000	30,911	61,822	60,000	61,200	11.27%
100	44925		HVAC Permits	103,000	111,527	115,000	115,000	35,478	70,955	115,000	117,300	2.00%
100	48902		Zoning Permits and Fees	3,150	5,975	3,700	3,700	5,275	10,550	15,000	15,300	313.51%
100	48903		CSM/Plat Reviews	15,450	15,705	17,000	17,000	7,405	14,810	15,000	15,300	-10.00%
100	48906		Excavation Permits	27,563	47,980	30,000	30,000	31,931	63,862	45,000	45,900	53.00%
			Subtotal	**889,857**	**1,029,756**	**1,044,027**	**1,044,027**	**485,085**	**887,822**	**988,250**	**924,115**	**-11.49%**
			FINES AND FORFEITURES									
100	45100		City Share of Fines and Forfeitures	0	(5,418)	0	0	0	0	0	0	0.00%
100	45110		Court Penalties and Costs	240,000	180,486	240,000	240,000	87,818	176,000	176,000	176,000	-26.67%
100	45130		Parking Violations	30,000	44,108	35,000	35,000	12,358	24,600	24,600	24,600	-29.71%
			Subtotal	**270,000**	**219,176**	**275,000**	**275,000**	**100,176**	**200,600**	**200,600**	**200,600**	**-27.05%**
			PUBLIC CHARGES FOR SERVICE									
100	46100		General Government	0	528	0	0	0	345	0	0	0.00%
100	46101		Clerk-Passports	6,000	3,850	4,600	4,600	2,827	4,000	3,150	3,150	-31.52%
100	46102		Clerk's Office Admin Fees	2,100	1,441	1,900	1,900	10,125	1,500	5,000	10,000	426.32%
100	46110		Letters of No Specials	24,000	24,925	26,125	26,125	11,790	23,850	25,000	25,000	-4.31%
100	46120		License Publication Fees	1,500	926	1,200	1,200	1,271	1,548	1,500	1,500	25.00%
100	46207		Police Alarm Monitoring	6,000	7,825	6,000	6,000	1,575	6,000	6,000	6,120	2.00%
100	46208		Police Department Fees	550	1,576	550	550	2,356	2,700	1,500	1,500	172.73%
100	46210		Background Checks	800	2,236	800	800	551	1,000	1,000	1,020	27.50%
100	46212		Police OT Reimbursements	0	14,516	0	0	14,134	14,900	0	0	0.00%
100	46220		Police Fingerprints	630	792	840	840	540	840	840	857	2.02%
100	46226		Fire OT Reimbursements	0	2,565	0	0	2,850	0	0	0	0.00%
100	46298		Ambulance Fees	1,025,000	1,154,995	1,200,000	1,200,000	554,681	1,200,000	1,072,687	1,250,000	4.17%
100	46340		Street Department Revenue	63,476	122,331	66,650	66,650	12,825	66,650	66,650	68,000	2.03%
100	46345		Garbage & Recycling Fees	12,600	19,150	12,600	12,600	22,403	22,403	25,000	25,000	98.41%
100	46350		Snow Removal Charges	7,276	775	7,276	7,276	547	1,000	1,000	1,000	-86.26%

City of De Pere
2026 General Fund
Adopted Budget

REVENUES			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
100	46360		Parking Permits	0	0	0	0	0	0	0	0	0.00%
100	46406		Weed & Nuisance Control	0	(255)	0	0	255	255	0	0	0.00%
100	46421		Recycling Containers	4,450	12,372	4,450	4,450	3,590	7,000	7,000	7,000	57.30%
100	46501		Public Health Revenue	1,400	525	420	420	380	420	420	420	0.00%
100	46510		Weights & Measures Fees	21,661	21,006	21,005	21,005	21,026	21,400	21,400	21,400	1.88%
100	46521		Animal Control	0	0	0	0	63	63	0	0	0.00%
100	46700		Recreation Programs	443,778	444,720	449,508	449,508	290,593	444,600	459,112	467,112	3.92%
100	46721		Recreation	16,686	17,820	17,425	17,425	0	17,560	17,600	17,600	1.00%
100	46722		Concessions	53,534	48,130	0	0	0	0	0	0	0.00%
100	46723		Swimming	254,410	19,423	0	0	0	0	0	0	0.00%
100	46723	010	Season Pass	0	92,104	0	0	0	0	0	0	0.00%
100	46723	020	General Admission	0	91,372	0	0	0	0	0	0	0.00%
100	46723	030	Swim Lessons	0	44,622	0	0	0	0	0	0	0.00%
100	46723	040	Syble Hopp Aquatics	0	36,109	0	0	0	0	0	0	0.00%
100	46724		Forestry	12,870	20,433	13,125	13,125	13,080	13,000	13,800	11,000	-16.19%
100	46724	346	Memorial Benches	0	16,910	4,800	4,800	4,040	13,000	12,450	12,450	159.38%
100	46725		Community Center	64,040	68,682	69,990	69,990	35,516	66,428	67,215	68,415	-2.25%
100	46727		Programs-Financial Assistance	6,180	(282)	6,500	6,500	18	6,500	6,500	6,500	0.00%
100	46747		Athletic Facility Fees	19,055	32,389	23,100	23,100	24,206	33,000	33,000	33,660	45.71%
100	46747	010	Daily Boat Fees	60,000	58,849	60,000	60,000	33,490	54,000	55,000	55,000	-8.33%
100	46747	020	Season Boat Fees	29,000	28,280	29,000	29,000	3,005	29,000	29,000	29,000	0.00%
100	46747	030	Beer Gardens	20,000	20,460	35,000	35,000	31,926	70,000	70,000	50,464	44.18%
100	46747	040	Holiday Lights	2,500	350	2,500	2,500	0	5,000	12,000	12,000	380.00%
100	47306		Ambulance Fees From Townships	260,000	270,853	279,000	279,000	292,215	300,450	207,068	332,068	19.02%
100	47401		Engineering Fees	700,000	700,000	700,000	700,000	0	700,000	700,000	700,000	0.00%
100	48901		Copies Maps Blueprints	500	1,804	600	600	269	600	600	600	0.00%
100	48909		Sundry	0	0	0	0	111	0	0	0	0.00%
100	48910		Retiree Insurance Admin Fee	450	483	450	450	227	450	450	450	0.00%
			Subtotal	**3,120,446**	**3,405,588**	**3,045,414**	**3,045,414**	**1,392,486**	**3,129,462**	**2,921,942**	**3,218,286**	**5.68%**
			INTERGOVERNMENTAL CHARGES FOR SERVICE									
100	47311		Crossing Guard Hours	18,939	7,079	18,939	18,939	9,288	18,939	18,939	18,939	0.00%
100	47320		Payment for School Resource Officer	295,390	341,849	304,390	304,390	168,736	304,930	326,735	326,735	7.34%
100	47321		Brown County DTF Officer	0	121,055	120,000	120,000	0	120,000	120,000	120,000	0.00%
100	47402		Data Processing Charges	17,076	17,076	17,588	17,588	0	17,588	18,116	18,116	3.00%
100	47406		TID Admin Allocation	121,074	121,074	123,500	123,500	0	123,500	123,500	123,500	0.00%
100	47415		Equipment Rental	33,442	33,442	34,445	34,445	0	34,445	35,478	35,478	3.00%
100	47432		Space Rentals	59,562	58,076	59,858	59,858	21,120	59,690	60,500	61,300	2.41%
100	47433		Ice Arena Rent	20,000	48,511	0	0	30,204	50,000	0	0	0.00%
			Subtotal	**565,483**	**748,162**	**678,720**	**678,720**	**229,349**	**729,092**	**703,268**	**704,068**	**3.73%**

City of De Pere
2026 General Fund
Adopted Budget

REVENUES			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			MISCELLANEOUS REVENUES									
100	48100		Interest On Investments	1,400,000	2,166,261	2,000,000	2,000,000	1,137,415	2,000,000	2,000,000	2,000,000	0.00%
100	48200		Rents & Leases	0	939	0	0	487	973	1,012	1,012	100.00%
100	48201		Farm Leases	3,000	0	0	0	0	1,815	0	0	0.00%
100	48203		Residental Lease	16,000	8,707	0	0	0	0	0	0	0.00%
100	48300		Property Sales	100,000	133,248	100,000	100,000	10,210	10,210	50,000	50,000	-50.00%
100	48301		Refuse Garbage Equipment & Property	10,000	13,477	10,000	10,000	5,394	10,000	10,000	10,000	0.00%
100	48309		Other	0	426,735	0	0	12,150	62,000	0	0	0.00%
100	48420		Insurance Recovery Police Equipment & Property	0	0	0	0	0	0	0	0	0.00%
100	48430		Insurance Recovery Street Equipment & Property	0	0	0	0	0	0	0	0	0.00%
100	48440		Insurance Recovery Other Equipment & Property	0	0	0	0	1,000	1,000	0	0	0.00%
100	48500		Donations	0	0	0	0	0	0	0	0	0.00%
100	48510		Police Programs	0	35,217	0	0	1,104	1,104	0	0	0.00%
100	48511		K-9 Expenses and Donations	0	2,707	0	0	(93)	-93	0	0	0.00%
100	48515		Park and Rec	0	0	0	0	0	0	0	0	0.00%
100	48515	340	Holiday Light Show Donations	0	11,481	0	0	6,000	6,000	0	0	0.00%
100	48520		Fire & Rescue	0	1,692	0	0	0	6,000	0	0	0.00%
100	48520	360	Support Dog Revenue	0	1,209	0	0	0	5,200	0	0	0.00%
100	48900		Other	0	4,289	0	0	4,550	0	0	0	0.00%
			Subtotal	**1,529,000**	**2,805,961**	**2,110,000**	**2,110,000**	**1,178,216**	**2,104,210**	**2,061,012**	**2,061,012**	**-2.32%**
			OTHER FINANCING SOURCES									
100	49100		Proceeds From Long Term Notes	0	0	0	0	0	0	0	0	0.00%
100	49130		Installment Contracts	0	0	0	0	0	0	0	0	0.00%
100	49140		State Trust Fund Loans	0	0	0	0	0	0	0	0	0.00%
100	49200		Transfer From Special Fund	250,000	250,000	250,000	250,000	0	250,000	250,000	250,000	0.00%
100	49222		Transfer From TID #9	11,400	11,400	11,400	11,400	0	11,400	11,400	11,400	0.00%
100	49223		Transfer From TID #6-#17	0	0	0	0	0	0	0	0	0.00%
100	49240		Transfer From Capital Projects Fund	331,607	233,280	0	0	0	0	0	0	0.00%
100	49260		Transfer From Enterprise Fund (Water Utility)	0	0	0	0	0	0	0	0	0.00%
100	49261		Transfer From Enterprise Fund (Wastewater)	0	0	0	0	0	0	0	0	0.00%
100	49271		Transfer From Parkland Dedication Fund	0	0	0	0	0	0	0	0	0.00%
100	49290		OT In	0	42,000	0	0	0	0	0	0	0.00%
			Subtotal	**593,007**	**536,680**	**261,400**	**261,400**	**0**	**261,400**	**261,400**	**261,400**	**0.00%**
			TOTAL GENERAL FUND REVENUES	**22,268,145**	**24,191,558**	**23,231,316**	**23,231,316**	**15,706,590**	**23,519,584**	**41,208,211**	**23,378,872**	**0.64%**
100	49300		Fund Balances Applied		**0**	**0**	**0**	**0**	**0**	**0**	**418,261**	**100.00%**
			TOTAL GENERAL FUND REVENUES	**$ 22,268,145**	**$ 24,191,558**	**$ 23,231,316**	**$ 23,231,316**	**$ 15,706,590**	**$ 23,519,584**	**$ 41,208,211**	**$ 23,797,133**	**2.44%**

RETURN TO TABLE OF CONTENTS

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.

2026 Performance Measures:

1) *Revolving Loan Fund* – Successfully grant two loans to two businesses either in the downtown or business park.
2) *Downtown Business Recruitment Grant* – Utilize any remaining funds to recruit new businesses to the downtown and commercial areas.

3) *Brownfield Property Acquisition and Remediation Program* – Continue the success of the program and utilize funds to prepare two remedial action plans.

2025 Performance Measurement Data:

1) *Revolving Loan Fund* – Establish new program rules and applications for a locally funded program.
   Results: Ongoing. Expected Fall 2025.
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.
   Results: Fully expended the program dollars and was awarded an additional $100,000 from the WEDC to expand the program.
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). Not all of the brownfield efforts will come from the Brownfield Fund. The City will attempt to use TIF funds in the respective districts prior to using the Brownfield Fund.
   Results: Ongoing.

Significant Program Achievements:

1) *Revolving Loan Fund* – Met with 5 existing local businesses looking for low-interest loans to assist with capital equipment growth. The program is being created this year and will be available in the late fall of 2025.
2) *Downtown Business Recruitment Grant* – In 2025, the City approved five additional small business recruitment grants
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 the administration of the program, direct grants to businesses, issuances of revolving loans, or expenditures in the brownfield program. By February 2025 all outstanding funds were paid back to the RLF account; however; by the end of 2025, the City will have expended funds through administration of the program, Downtown Business Recruitment Grant funds, consulting costs directly related to the Brownfield Program program. Therefore, the fund could have a balance of $860,000 by the end of 2026. This does not include any potential brownfield acquisitions/remediations that could

arise in 2026. 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.

2026 Budget Significant Expenditure Changes:

1) Retirement increased by $37 due to increase in retirement contribution rate.
2) Health, Dental, DIB, Life & Wks Comp Ins increased by $4 due to increase in health and dental insurance premiums.
3) Brownfield Program decreased by $17,500, but is a development driven and fund could be expended as development projects arise.
4) Downtown Business Recruitment Grant expenditures increased by $20,000 due to the new revenue from the WEDC.

City of De Pere
2026 Special Fund
Adopted Budget

ECONOMIC DEVELOPMENT FUND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Expenditures												
Account Number			PERSONAL SERVICES									
206	56700	110	Salaries	$ 6,283	$ 6,371	$ 6,794	$ 6,794	$ 3,213	$ 6,794	$ 7,102	$ 7,102	4.53%
206	56700	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
206	56700	125	Overtime Wages	0	487	0	0	0	0	0	0	0.00%
206	56700	150	FICA	481	427	520	520	246	520	543	543	4.53%
206	56700	151	Retirement	434	35	472	472	199	472	511	511	8.29%
206	56700	152	Health, Dental, DIB, Life & Wks Comp Ins	2,054	0	37	37	18	37	42	42	13.51%
			Subtotal	**9,252**	**7,320**	**7,823**	**7,823**	**3,676**	**7,823**	**8,199**	**8,199**	**4.80%**
			OTHER -Locally Funded Revolving Loan									
206	82030		Rehabilitation Principal Loan	0	0	0	0	0	0	0	0	0.00%
206	50000	592	Transfer to Other Funds	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			OTHER -Brownfield Program									
206	56703	215	Program Development Admin (Consulting)	0	5,653	0	0	13,336	11,445	1,000	1,000	100.00%
206	56703	215	Evaluation of (8) Catalyst Brownfield Sites (Consulting)	0	6,892	32,500	62,499	17,135	25,000	15,000	15,000	-53.85%
206	56703	215	Assessment, Remediation, Action (Capital Cost)	0	0	0	0	0	0	0	0	0.00%
206	56703	215	Future Grant Application Support (Consulting)	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**12,545**	**32,500**	**62,499**	**30,471**	**36,445**	**16,000**	**16,000**	**-50.77%**
			OTHER -Downtown Business Recruitment Grant									
206	56702	720	Business Recruitment Grant	0	105,000	30,000	30,000	30,000	30,000	50,000	50,000	66.67%
			Subtotal	**0**	**105,000**	**30,000**	**30,000**	**30,000**	**30,000**	**50,000**	**50,000**	**66.67%**
			TOTAL EXPENDITURES	**$ 9,252**	**$ 124,864**	**$ 70,323**	**$ 100,322**	**$ 64,147**	**$ 74,268**	**$ 74,199**	**$ 74,199**	**5.51%**
Revenues												
206	48101		Interest on Investment	$ 0	$ 0	$ 2,500	$ 2,500	$ 0	$ 0	$ 0	$ 0	-100.00%
206	48121		Interest on Loans	14	109	0	0	1	1	0	0	0.00%
206	48310		Repayment of Principal	4,056	24,252	0	0	678	678	0	0	0.00%
			TOTAL REVENUES	**$ 4,069**	**$ 24,360**	**$ 2,500**	**$ 2,500**	**$ 678**	**$ 678**	**$ 0**	**$ 0**	**0.00%**

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.

2026 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.

2025 Performance Measurement Data:

1) *Affordable Housing Stock Improvement Program*
   a. Establish new program rules and applications for the locally funded program.
      Result - Complete

b. Consider expanding the loan and removing matching requirements in exchange for a larger low-interest loan.
   Result - Complete
c. Rebrand the program
   Result - Complete

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.
      Result - Ongoing

3) *Affordable units in residential or mixed-use developments*
   a. Craft program rules for affordability targets within each development.
      Result - Ongoing
   b. Identify an agency or internal plan to monitor affordability compliance.
      Result – Complete with drafting of Development Agreement for Phoenix of De Pere

4) *Affordable Lot Purchase Program*
   a. Reserve lots within the SW area plan for partnership affordable housing opportunities.
      Result - Complete

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 $1,108,160 but is developer/development driven. The fund will grow in 2026 by $373,310 in revenue through the use of the affordable housing extension for TID 8 prior to closure. 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 2026 Budget represents a $50,337 increase over the 2025 budget because of the new programs.

2026 Budget Significant Expenditure Changes:

1) Retirement increased by $37 due to retirement contribution rate increase.
2) Health, Dental, DIB, Life & Wks Comp Ins increased by $4 due to increase in health and dental insurance premiums
3) All Other expenses are developer/property owner-driven and thus subject to expenditures similar to TIF Districts. 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.

City of De Pere
2026 Special Fund
Adopted Budget

AFFORDABLE HOUSING FUND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Expenditures												
Account Number			PERSONAL SERVICES									
286	56700	110	Salaries	$ 0	$ 6,371	$ 6,794	$ 6,794	$ 3,213	$ 6,794	$ 7,102	$ 7,069	4.05%
286	56700	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
286	56700	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
286	56700	150	FICA	0	487	520	520	246	520	543	541	4.05%
286	56700	151	Retirement	0	440	472	472	199	472	511	509	7.79%
286	56700	152	Health, Dental, DIB, Life & Wks Comp Ins	0	22	37	37	18	36	42	41	10.81%
			Subtotal	**0**	**7,320**	**7,823**	**7,823**	**3,676**	**7,822**	**8,199**	**8,160**	**4.31%**
			OTHER									
286	56700	590	Affordable Housing Stock Improvement (0 Interest)	0	0	50,000	50,000	0	54,151	100,000	100,000	100.00%
286	56700	591	Affordable Housing Stock Improvement (+ Interest)	0	0	200,000	200,000	0	0	0	0	-100.00%
286	56700	820	Affordable Units New Developments	0	0	800,000	800,000	0	0	600,000	600,000	-25.00%
286	56700	860	Affordable Lot Purchase Program	0	0	0	0	0		200,000	200,000	100.00%
286	56700	720	Rock the Block	0	23,742	0	0	0	0	200,000	200,000	100.00%
			Subtotal	**0**	**23,742**	**1,050,000**	**1,050,000**	**0**	**54,151**	**1,100,000**	**1,100,000**	**4.76%**
			TOTAL EXPENDITURES	**$ 0**	**$ 31,062**	**$ 1,057,823**	**$ 1,057,823**	**$ 3,676**	**$ 61,974**	**$ 1,108,199**	**$ 1,108,160**	**4.76%**
Revenues												
286	41120		Tax Increment	$ 0	$ 0	$ 319,150	$ 319,150	$ 0	$ 0	$ 373,310	$ 373,310	16.97%
			TOTAL REVENUES	**$ 0**	**$ 0**	**$ 319,150**	**$ 319,150**	**$ 0**	**$ 0**	**$ 373,310**	**$ 373,310**	**16.97%**

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 (GBMSD). 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, 2025 is $31,064,483.

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.

2026 Performance Measures (July 2025 – June 2026):

1) Respond to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage**.**

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

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

2026 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.

2026 Budget Significant Expenditure Changes:

1) Maintenance increased $247,828 to reflect actual capital project and equipment costs.
2) Billings & Collection increased $32,500 to reflect increased charges from Green Bay Water Utility for billing software upgrades.
3) Administration increased $376,820 to reflect increase in employee wages, retirement contribution rate, and health and dental insurance premiums.
4) Capital Outlays:
   a. Televising & Repairs $870,000.
   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. Sewer Utility Share for Engineering for Replacing Public Works Administration Public Works Director Vehicle $15,000.
   h. Sewer Utility Share for Engineering for Replacing Engineering Vehicle #39 $15,000.
   i. Sewer Utility Share for MSC for Replacing Treadmill $900.
   j. Debt Service Principal & Interest Payments $107,500.

2026 Budget Significant Revenue Changes:

1) Utility Billings – Paper Mills increased $470,510 to reflect 3% estimated increase in sewer charges from GBMSD.
2) Transfer From Other Fund increased $320,000 to reflect payment from water utility.

City of De Pere
2026 Special Fund
Adopted Budget

WASTEWATER TREATMENT SERVICES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number												
201	53610		Wastewater Treatment Charges	$ 6,050,000	$ 6,997,765	$ 6,818,022	$ 6,818,022	$ 2,412,781	$ 6,818,022	$ 7,022,563	$ 7,022,563	3.00%
201	53611		Maintenance	1,525,855	1,127,467	1,578,500	1,578,500	0	1,578,650	1,825,959	1,825,959	15.68%
201	53612		Billings & Collection	400,000	369,244	433,000	433,000	176,069	433,000	465,500	465,500	7.51%
201	53615		Administration	825,000	1,092,591	878,428	878,428	597,541	1,195,082	1,254,836	1,255,248	42.90%
201	59200		Transfer To General Fund	250,000	250,000	250,000	250,000	0	250,000	250,000	250,000	0.00%
			TOTAL EXPENDITURES	**$ 9,050,855**	**$ 9,837,067**	**$ 9,957,950**	**$ 9,957,950**	**$ 3,186,391**	**$ 10,274,754**	**$ 10,818,858**	**$ 10,819,270**	**8.65%**
Revenues												
201	43500		State Grants	$ 0	$ 3,871	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
201	46900		Utility Billings	5,478,535	5,612,930	5,731,258	5,731,258	2,759,819	5,731,258	5,845,883	5,845,883	2.00%
201	46900		Utility Billings-Paper Mills	4,135,073	5,035,729	4,301,710	4,301,710	2,316,612	4,633,224	4,772,220	4,772,220	10.94%
201	48300		Property Sales	0	500	0	0	0	0	0	0	0.00%
201	48911		Forfeited Discounts	22,123	40,722	22,123	22,123	7,196	22,123	22,123	22,123	0.00%
201	49100		Proceeds of Debt	0	0	0	0	0	0	0	0	0.00%
			Fund Balance Applied	0	0	0	0	0	0	0	0	0.00%
201	49200		Transfer From Other Fund	160,845	0	0	0	0	0	320,000	320,000	100.00%
			TOTAL REVENUES	**$ 9,796,577**	**$ 10,693,751**	**$ 10,055,091**	**$ 10,055,091**	**$ 5,083,627**	**$ 10,386,605**	**$ 10,960,227**	**$ 10,960,227**	**9.00%**

2026 Sanitary Sewer Capital Projects & Equipment	
Televise & Repair	$ 870,000
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
Sewer Utility Share for Public Works Admin Replacing Public Works Director Vehicle	15,000
Sewer Utility Share for Engineering Replacing Engineering Vehicle #39	15,000
Sewer Utility Share for MSC Replacing Treadmill	900
Debt Service Principal & Interest Payments	107,500
Total Capital	**$ 1,824,400**

2026 Cash Flow Analysis	
Estimated Cash Balance - 1/1/26	$ 1,695,153
Estimated Expenditures	(10,819,270)
Estimated Revenues	10,960,227
Estimated Cash Balance - 12/31/2026	**$ 1,836,110**

Source of Debt	Balance 12/31/2025	2026 Principal	Balance 12/31/2026
2016 Series A	$ 107,500	$ 107,500	$ -
Total	**$ 107,500**	**$ 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, 2025 is projected to be $150,000.

City of De Pere
2026 Special Fund
Adopted Budget

PUBLIC LAND ACQUISITION FUND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number												
210	50000	215	Appraisals	$ 0	$ 1,837	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
210	56720		Property Purchase	0	0	0	0	0	0	0	0	0.00%
210	56721		Operating Supplies	0	0	0	0	0	0	0	0	0.00%
210	56722		Consulting	0	0	0	0	0	0	0	0	0.00%
			TOTAL EXPENDITURES	**$ 0**	**$ 1,837**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**$ 0**	**0.00%**
Revenues												
210	46810		Park Dedication Fees	$ 15,000	$ 15,900	$ 15,000	$ 15,000	$ 10,800	$ 15,000	$ 15,000	$ 15,000	0.00%
210	48500		State Grants/Other	0	0	0	0	0	0	0	0	0.00%
210	49100		Debt Proceeds	0	0	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	**$ 15,000**	**$ 15,900**	**$ 15,000**	**$ 15,000**	**$ 10,800**	**$ 15,000**	**$ 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.

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.

2026 Performance Measures (July 2025 – July 2026):

1) Record 100% of scheduled televised public meetings through Dec. 31, 2026.
2) Obtain 500 YouTube subscribers by Dec. 31, 2026.
3) Create new primary City welcome video featuring Mayor by Nov. 1, 2025.

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

1) Record 100% of scheduled televised public meetings through Dec. 31, 2025.
    a. Result: Recorded 100% of meetings thus far.
2) Increase overall video views by 10% via YouTube by Dec. 31, 2025.
    a. Result: In our measurement cycle, we've raised viewership by roughly 110%, including an increase of over 60,000 more views on video content.
3) Create new primary City Recruitment/Hiring Video by Nov. 1, 2025.
    a. Result: This project has been pushed off until late 2026. Due to the upcoming development of a new internal mission and vision philosophy for our organization, as well as several core areas of City facilities being renovated (first floor City Hall, MSC, etc), it was determined it would be better to hold off and integrate these new visual and philosophical components into this project.

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 110 percent, 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) Created important traffic and Southern Bridge construction PSAs.
6) Created Fire Recruitment Video and additional 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 proposed 2026 Cable Access Fund program cost is $185,179 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, 2025 is $0.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $2,311 due to eligible step increases and cost of living adjustment (COLA).
2) Hourly Wages increased $3,521 due to eligible step increases and COLA.
3) FICA increased $448 due to wage increase.
4) Retirement increased $660 due to wage and retirement contribution rate increase.
5) Health, Dental, DIB, Life & Wks Cmp Ins increased $3,111 due to health and dental insurance premium increase.
6) Training includes $500 for professional development opportunities related to video editing and production.
7) Seminars and Conferences include Wisconsin Community Media (WCM) Annual Spring Conference for $525.
8) Other Contractual Services is seeing a $2,645 decrease due to second-year lower pricing of CivicClerk software, which we switched to in 2025 (first year) to distribute public meeting agendas and supporting materials online. Contractual Services also includes an annual Adobe Suite subscription for video editing and processing
9) Memberships & Subscriptions include WCM membership for $310.
10) Capital Outlay includes $25,000 for Wireless Mic Replacement and Audio Enhancements (5-year plan).

2026 Significant Revenue Changes:

1) Franchise Fees increased $42,880 to reflect reallocation of funds from 60% General Fund/40% Cable to 100% Cable.

City of De Pere
2026 Special Fund
Adopted Budget

CABLE ACCESS FUND

Expenditures

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			PERSONAL SERVICES									
209	50000	110	Salaries	$ 32,627	$ 34,498	$ 34,213	$ 34,213	$ 17,381	$ 34,213	$ 36,677	$ 36,524	6.75%
209	50000	120	Hourly Wages	58,442	59,702	61,824	61,824	29,220	61,824	65,672	65,345	5.70%
209	50000	125	Overtime Wages	0	12	0	0	0	0	0	0	0.00%
209	50000	126	Hourly Wages Part Time	3,500	3,205	3,600	3,600	1,580	3,600	3,700	3,700	2.78%
209	50000	150	FICA	7,018	7,008	7,399	7,399	3,497	7,399	7,883	7,847	6.05%
209	50000	151	Retirement	6,284	6,482	6,675	6,675	2,895	6,675	7,369	7,335	9.89%
209	50000	152	Health, Dental, DIB, Life & Wks Comp Ins	15,361	15,178	16,170	16,170	8,348	16,170	19,282	19,281	19.24%
209	50000	190	Training	500	104	500	500	(5)	250	500	500	0.00%
			Subtotal	**123,731**	**126,189**	**130,381**	**130,381**	**62,916**	**130,131**	**141,083**	**140,531**	**7.79%**
			CONTRACTUAL SERVICES									
209	50000	212	Seminars and Conferences	510	544	525	525	372	372	525	525	0.00%
209	50000	215	Consulting	0	0	0	0	0	0	0	0	0.00%
209	50000	218	Cell/Radio	0	314	480	480	229	480	480	480	0.00%
209	50000	240	Equipment Maintenance	625	82	625	625	0	250	625	625	0.00%
209	50000	290	Other Contractual Services	16,733	23,573	18,395	18,395	17,721	18,395	15,750	15,750	-14.38%
			Subtotal	**17,868**	**24,512**	**20,025**	**20,025**	**18,322**	**19,497**	**17,380**	**17,380**	**-13.21%**
			SUPPLIES AND EXPENSE									
209	50000	310	Office Supplies	100	90	100	100	0	100	100	100	0.00%
209	50000	320	Memberships/Subscriptions	310	310	310	310	310	310	310	310	0.00%
209	50000	330	Mileage Reimbursement	358	268	358	358	182	350	358	358	0.00%
209	50000	340	Operating Supplies	1,500	1,191	1,500	1,500	536	1,200	1,500	1,500	0.00%
			Subtotal	**2,268**	**1,859**	**2,268**	**2,268**	**1,028**	**1,960**	**2,268**	**2,268**	**0.00%**

City of De Pere
2026 Special Fund
Adopted Budget

CABLE ACCESS FUND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			OTHER									
209	50000	592	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CAPITAL OUTLAY									
209	50000	810	Capital Equipment	30,000	15,376	22,000	22,000	20,960	46,000	20,000	25,000	13.64%
			Subtotal	**30,000**	**15,376**	**22,000**	**22,000**	**20,960**	**46,000**	**20,000**	**25,000**	**13.64%**
			TOTAL EXPENDITURES	**$ 173,867**	**$ 167,937**	**$ 174,674**	**$ 174,674**	**$ 103,226**	**$ 197,588**	**$ 180,731**	**$ 185,179**	**6.01%**

Revenues

209	43430		State Shared Revenue	$ 47,500	$ 47,422	$ 47,500	$ 47,500	$ 0	$ 47,422	$ 47,422	$ 47,422	-0.16%
209	44125		Franchise Fees	90,429	59,246	90,429	90,429	13,358	65,000	92,000	133,309	47.42%
209	44126		Sponsorships	750	0	0	0	0	0	0	0	0.00%
209	49290		OT In	0	0	0	0	0	0	0	0	0.00%
			General Fund Balance Transfer	35,188	61,388	36,745	36,745	0	85,166	41,309	4,448	-87.89%
			TOTAL REVENUES	**$ 173,867**	**$ 168,056**	**$ 174,674**	**$ 174,674**	**$ 13,358**	**$ 197,588**	**$ 180,731**	**$ 185,179**	**6.01%**

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) 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.
4) Youth Nights – scheduled programs youth to use the pool outside of the scheduled Open Swim hours, special activities, games and events are planned for the events.
5) Adult Master Swim Program –a competitive masters swim program offered at VFW on Monday evenings.
6) Youth Competitive Swim Program – a competitive swimming program for Junior High through College students offered at VFW on Monday, Wednesday, Friday mornings.
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.
10) Pool Parties – limited guaranteed admission during evening open swim for pool party groups.

Important Outputs:

1) Progressive Swim Lesson Program: 109 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) 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.
3) 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.
4) 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.
5) 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.
6) 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.

7) 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.

2026 Performance Measure (August 2025 – July 2026):

1) Increase participation in pool special events by 3%.

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

1) Increase season pass sales by 3%.
   a. Result: Season pass sales decreased in 2025 by 8.8%. Fees were increased for passes, possibly impacting the total number of pass sales.

Significant Program Achievements:

1) Collaborated with the Fire Department and Police Department for pool staff in-service.
2) Streamlined onboarding process for new hires in collaboration with HR.
3) Hired 78+ qualified staff to fully staff aquatics programs and facilities. Interviewed 46 candidates for summer seasonal positions and hired 39 new applicants.
4) Certified 25 staff in CPR for the Professional Rescuer and 20 staff as Lifeguards internally.

5) Received CPR variance from the State of Wisconsin for annual CPR certification requirements of Lifeguards saving over $600 in anticipated certification expenses.
6) Ensured Facility Attendants certified in Safe Food Handling practices.
7) Senior Pool Manager obtained Certified Pool Operator license.
8) Updated certificate reimbursement process for Pool Facility Attendants.
9) Expanded private swim lessons during the school year at Syble Hopp. Serving a total of 200-250 participants.
10) Added a competitive youth swim program with 23 participants in collaboration with local High School Swim Coaches.
11) 547 participants were served in the summer group swim lesson programs over 8 sessions at two locations.
12) Standardized our swim lesson program with universal daily lesson plans to address consistency issues.
13) Collaborated with Green Bay and Ashwaubenon to hold the NEWPRO Lifeguard Competition. Two teams of lifeguards from De Pere competed in the competition demonstrating their lifeguarding skills and physical fitness.
14) Increased pool rental and pool party revenue by 37% amounting to an additional $6,386 in revenue.
15) Replaced the holds on the VFW rock wall to fix an ongoing issue with the holds loosening and spinning.
16) Replaced VFW concessions freezers and reduced product waste.
17) Expanded concession products to include popcorn (241 sold to-date) and pulled pork nachos (86 sold to-date).
18) Transitioned to digital timekeeping year-round.
19) Collaborated with maintenance to reduce pool chemical overuse at VFW and Legion.

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 – 1-4:30 pm and 6-8:30 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) 6:00 am – 8:00 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) Pool Facility Attendants 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 proposed 2026 Aquatics Facilities cost is $699,604. 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.

2026 Objectives:

1) Continue interdepartmental collaboration with the Health Department, Police Department, and Fire Department when planning seasonal training.
2) Hire and maintain adequate staffing at Legion Pool, VFW Aquatic Facility and at Syble Hopp.
3) Schedule Lifeguard Certification and CPR certification courses in spring to make use of our facilities & reduce class costs.
4) Certify managers and concessions staff in Food Handling and Safe Food practices.
5) Update certification reimbursement processes for staff to remain competitive with other local municipalities.
6) Expand and reimagine pool special events to make best use of existing equipment, facilities, and staff skills.
7) Continue Pool Manager training for succession purposes.
8) Research and prepare budget suggestions regarding Legion Pool temporary closure during future remodel.

2026 Budget Significant Expenditure Changes:

1) Overtime wages increased by $4,540 to reflect trends of after-hour calls and needed overtime by staff.
2) Retirement increased by $503 due retirement contribution rate increase.
3) Health, Dental, DIB, Life & Wks Comp Insurance decreased by $2,202 to reflect current trends in insurance coverage.
4) Training increased by $250. Includes LGI Certification/Senior Pool Manager - $350, LG Management Certification/Pool Managers - $500, LG recertifications - $1,150, LG CPR recertifications - $700, Food Handler Certifications - $120, CPO Training - $900, Work Permits - $110, Misc - $420.
5) Seminars and Conferences include attendance for Recreation Supervisor at Association of Professional Aquatic Conference - $2,200.
6) Rentals decreased by $6,650 to reflect a reduction in price from St. Norberts.
7) Utilities decreased by $11,500 to reflect trending costs of water, gas and electric.
8) Equipment Maintenance increased by $21,250 to include Slide Engineering Inspection (due 2026) - $6,950, and Gel coating for runout slides - $10,000 and an increase of $1,000 in Annual Slide conditioning.
9) Membership and Subscriptions include $75 for Association of Professional Aquatics.
10) Operating supplies increased by $2,450 to purchase replacement computers for pools.
11) Pool Chemicals decreased by $7,600 to reflect current trends of chemical use. Includes replacement Palin Test kits for pools.
12) Capital outlay includes $5,500 – Repair and updates to Tot Playscape at VFW.

City of De Pere
2026 Special Fund
Adopted Budget

AQUATICS FACILITIES

Expenditures

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
Account Number			PERSONAL SERVICES									
213	55420	110	Salaries	$ 26,258	$ 26,756	$ 27,319	$ 27,319	$ 12,915	$ 27,915	$ 28,273	$ 28,136	2.99%
213	55420	120	Hourly Wages	55,963	38,702	69,092	69,092	17,474	69,092	67,558	67,236	-2.69%
213	55420	125	Overtime Wages	1,700	4,996	4,000	4,000	4,859	6,000	8,540	8,540	113.50%
213	55420	126	Seasonal Labor	257,461	266,153	280,285	280,285	84,431	285,000	287,100	287,100	2.43%
213	55420	150	FICA	10,153	9,126	11,746	11,746	3,816	12,013	12,147	12,112	3.12%
213	55420	151	Retirement	5,791	4,859	6,979	6,979	1,666	7,159	7,515	7,482	7.21%
213	55420	152	Health, Dental, DIB, Life & Wks Cmp Ins	50,369	31,899	37,675	37,675	10,827	23,000	35,601	35,474	-5.84%
213	55420	190	Training	4,000	2,765	4,000	4,000	3,594	4,000	4,250	4,250	6.25%
			Subtotal	**411,695**	**385,259**	**441,096**	**441,096**	**139,582**	**434,179**	**450,984**	**450,329**	**2.09%**
			CONTRACTUAL SERVICES									
213	55420	210	Telephone	2,050	2,014	2,050	2,050	645	2,050	2,050	2,050	0.00%
213	55420	212	Seminars and Conferences	2,166	929	2,200	2,200	855	1,500	2,200	2,200	0.00%
213	55420	213	Rentals	0	0	14,000	14,000	0	7,000	7,350	7,350	-47.50%
213	55420	219	Data	750	0	750	750	0	750	750	750	0.00%
213	55420	220	Utilities	79,500	55,890	79,500	79,500	27,371	65,000	65,000	65,000	-18.24%
213	55420	240	Equipment Maintenance	44,000	31,113	44,000	44,000	11,236	44,000	65,250	65,250	48.30%
			Subtotal	**128,466**	**89,946**	**142,500**	**142,500**	**40,106**	**120,300**	**142,600**	**142,600**	**0.07%**
			SUPPLIES AND EXPENSE									
213	55420	320	Memberships/Subscriptions	45	56	55	55	0	55	75	75	36.36%
213	55420	340	Operating Supplies	17,745	15,189	14,250	14,250	11,995	15,500	16,700	16,700	17.19%
213	55420	385	Pool Chemicals	40,000	38,883	64,000	64,000	11,919	64,000	56,400	56,400	-11.88%
213	55420	386	Concession Purchases	28,000	25,038	28,000	28,000	15,597	27,500	28,000	28,000	0.00%
			Subtotal	**85,790**	**79,166**	**106,305**	**106,305**	**39,511**	**107,055**	**101,175**	**101,175**	**-4.83%**
			CAPITAL OUTLAY									
213	55420	810	Capital Equipment	13,600	10,719	28,000	28,000	7,625	7,625	5,500	5,500	-80.36%
			Subtotal	**13,600**	**10,719**	**28,000**	**28,000**	**7,625**	**7,625**	**5,500**	**5,500**	**-80.36%**
			TOTAL	**$ 639,551**	**$ 565,090**	**$ 717,901**	**$ 717,901**	**$ 226,824**	**$ 669,159**	**$ 700,259**	**$ 699,604**	**-2.55%**

City of De Pere
2026 Special Fund
Adopted Budget

AQUATICS FACILITIES

Revenues*

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
213	41110		General Property	$ 0	$ 0	$ 387,177	$ 387,177	$ 387,177	$ 344,159	$ 370,849	$ 370,194	-4.39%
213	46722		Concessions	0	0	54,574	54,574	15,375	55,000	54,810	54,810	0.43%
213	46723		Swimming	0	0	276,150	276,150	19,237	270,000	26,500	26,500	-90.40%
213	46723	010	Season Pass	0	0	0	0	84,808	0	95,000	95,000	100.00%
213	46723	020	General Admission	0	0	0	0	22,398	0	92,000	92,000	100.00%
213	46723	030	Swim Lessons	0	0	0	0	49,248	0	43,100	43,100	100.00%
213	46723	040	Syble Hopp Aquatics	0	0	0	0	14,526	0	18,000	18,000	100.00%
			TOTAL REVENUES	**$ 0**	**$ 0**	**$ 717,901**	**$ 717,901**	**$ 592,769**	**$ 669,159**	**$ 700,259**	**$ 699,604**	**-2.55%**

*See General Fund (100) for 2024 Adopted Budget and Year End Actual Revenues

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 $160,000. Interest is $19,719. Principal balance after the 2026 payments are made is $395,000. Interest balance after the 2026 payments are made is $22,838. Bonds are scheduled to mature in 2028.

2) 2014 Bond Issue for $1,075,000. Principal is $75,000. Interest is $9,600. Principal balance after the 2026 payments are made is $245,000. Interest balance after the 2026 payments are made is $14,850. Bonds are scheduled to mature in 2029.

3) 2017 Bond Issue for $1,700,000. Principal is $225,000. Interest is $12,788. Principal balance after the 2026 payments are made is $240,000. Interest balance after the 2026 payments are made is $6,600. Bonds are scheduled to mature in 2027.

4) 2018 Bond Issue for $5,545,000. Principal is $385,000. Interest is $27,013. Principal balance after the 2026 payments are made is $3,460,000. Interest balance after the 2026 payments are made is $451,338. Bonds are scheduled to mature in 2033.

Notes:

1) 2016 Note issue for $5,900,000. Principal is $370,000. Interest is $7,400. Note is scheduled to mature in 2026.

2) 2016 Taxable Note issue for $890,000. Principal is $90,000. Interest is $2,025. Note is scheduled to mature in 2026.

3) 2017 Note issue for $2,015,000. Principal is $275,000. Interest is $10,338. Principal balance after the 2026 payments are made is $215,000. Interest balance after 2026 payments are made is $4,838. Note is scheduled to mature in 2027.

4) 2018 Note issue for $2,600,000. Principal is $280,000. Interest is $26,100. Principal balance after the 2026 payments are made is $590,000. Interest balance after 2026 payments are made is $26,700. Note is schedule to mature in 2028.

5) 2019 Note Issue for $8,715,000. Principal is $940,000. Interest is $105,550. Principal balance after the 2026 payments are made is $2,265,000. Interest balance after the 2026 payments are made is $131,250. Note is scheduled to mature in 2029.

6) 2019 Taxable Note Issue for $880,000. Principal is $70,000. Interest is $16,155. Principal balance after the 2026 payments are made is $555,000. Interest balance after the 2026 payments are made is $29,510. Note is scheduled to mature in 2029.

7) 2020 Note Issue for $8,340,000. Principal is $820,000. Interest is $59,250. Principal balance after the 2026 payments are made is $3,445,000. Interest balance after the 2026 payments are made is $95,150. Note is scheduled to mature in 2030.

8) 2020 Taxable Note Issue for $2,670,000. Principal is $305,000. Interest is $16,605. Principal balance after the 2026 payments are made is $1,100,000. Interest balance after the 2026 payments are made is $33,478. Note is scheduled to mature in 2030.

9) 2021 Note Issue for $6,375,000. Principal is $620,000. Interest is $73,700. Principal balance after the 2026 payments are made is $3,065,000. Interest balance after the 2026 payments are made is $188,100. Note is scheduled to mature in 2031.

10) 2021 Taxable Note Issue for $3,895,000. Principal is $295,000. Interest is $51,050. Principal balance after the 2026 payments are made is $2,975,000. Interest balance after the 2026 payments are made is $174,498. Note is scheduled to mature in 2031.

11) 2022 Note Issue for $10,100,000. Principal is $795,000. Interest is $311,800. Principal balance after the 2026 payments are made is $7,000,000. Interest balance after the 2026 payments are made in $1,105,800. Note is scheduled to mature in 2032.

12) 2022 Taxable Note Issue for $885,000. Principal is $100,000. Interest is $29,100. Principal balance after the 2026 payments are made is $685,000. Interest balance after the 2026 payments are made is $92,945. Note is scheduled to mature in 2032.

13) 2023 Note Issue for $8,350,000. Principal is $600,000. Interest is $326,650. Principal balance after the 2026 payments are made is $6,540,000. Interest balance after the 2026 payments are made is $1,334,150. Note is scheduled to mature in 2033.

14) 2023 Taxable Note Issue for $6,670,000. Principal is $595,000. Interest is $320,598. Principal balance after the 2026 payments are made is $5,930,000. Interest balance after the 2026 payments are made is $1,317,500. Note is scheduled to mature in 2033.

15) 2024 Note Issue for $7,725,000. Principal is $625,000. Interest is $345,250. Principal balance after the 2026 payments are made is $6,460,000. Interest balance after the 2026 payments are made is $1,719,000. Note is scheduled to mature in 2039.

16) 2025 Note Issue for $31,135,000. Principal is $2,815,000. Interest is $1,543,777. Principal balance after the 2026 payments are made is $28,320,000. Interest balance after the 2026 payments are made is $12,745,250. Note is scheduled to mature in 2045.

17) 2025 Taxable Note Issue for $5,790,000. Principal is $200,000. Interest is $264,257. Principal balance after the 2026 payments are made is $5,590,000. Interest balance after the 2026 payments are made is $1,980,473. Note is scheduled to mature in 2040.

18) 2025 Note Anticipation Note Issue for $6,980,000. No principal payments scheduled until 2030. Interest is $276,873. Interest balance after the 2026 payments are made is $1,116,800. Note is scheduled to mature in 2030.

Revenues:

1) Property tax levy is $6,410,162.
2) Transfer from Capital Projects Fund (TID #7) is $424,667.
3) Transfer from Capital Projects Fund (TID #8) is $328,761.
4) Transfer from Capital Projects Fund (TID #9) is $458,353.
5) Transfer from Capital Projects Fund (TID #10) is $527,425.
6) Transfer from Capital Projects Fund (TID #11) is $429,976.
7) Transfer from Capital Projects Fund (TID #12) is $1,485,570.
8) Transfer from Capital Projects Fund (TID #13) is $303,325.
9) Transfer from Capital Projects Fund (TID #14) is $155,258.
10) Transfer from Capital Projects Fund (TID #15) is $1,535,133.
11) Transfer from Capital Projects Fund (TID #17) is $355,283.
12) Transfer from Capital Projects Fund (TID #18) is $379,976.
13) Transfer from Pool Capital Projects Fund is $379,976.
14) Unappropriated Surplus Funds of $1,376,837 represents the TID 6 debt payment and prior year bid premiums used to pay future debt payments.

City of De Pere
2026 Debt Service Fund
Adopted Budget

Debt Service

Expenditures

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			PRINCIPAL (G.O.)									
301	58100	610	Bonds	$ 725,000	$ 725,000	$ 775,000	$ 775,000	$ 0	$ 775,000	$ 845,000	$ 845,000	9.03%
301	58100	611	Notes	6,000,000	6,000,000	6,445,000	6,445,000	0	6,445,000	9,795,000	9,795,000	51.98%
			Subtotal	**6,725,000**	**6,725,000**	**7,220,000**	**7,220,000**	**0**	**7,220,000**	**10,640,000**	**10,640,000**	**47.37%**
			INTEREST (G.O.) AND DEBT SERVICE FEES									
301	58200	620	Bonds	227,020	227,019	199,206	199,206	933,934	199,206	169,119	169,119	-15.10%
301	58200	623	Notes	1,687,573	1,687,574	1,885,683	1,885,683	99,603	1,885,683	3,786,477	3,786,477	100.80%
301	58200	630	Debt Service Fees	9,975	101,125	9,500	9,500	0	179,911	9,975	9,975	5.00%
			Subtotal	**1,924,568**	**2,015,718**	**2,094,389**	**2,094,389**	**1,033,537**	**2,264,800**	**3,965,571**	**3,965,571**	**89.34%**
			TOTAL EXPENDITURES	**$ 8,649,568**	**$ 8,740,718**	**$ 9,314,389**	**$ 9,314,389**	**$ 1,033,537**	**$ 9,484,800**	**$ 14,605,571**	**$ 14,605,571**	**56.81%**

Revenues

301	41110		Property Tax Levy	$ 4,239,594	$ 4,239,593	$ 4,757,123	$ 4,757,123	$ 4,757,123	$ 4,757,123	$ 6,410,162	$ 6,410,162	34.75%
301	48110		Interest On Investments	0	0	0	0	0	0	0	0	0.00%
301	49110		Special Assessments	0	0	0	0	0	0	0	0	0.00%
301	49120		Proceeds From Long Term Notes	0	0	0	0	0	0	0	0	0.00%
301	49150		Debt Premium	0	554,723	0	0	0	1,615,532	0	0	0.00%
301	49210		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
301	49220		Transfer From Special Fund	0	0	0	0	0	0	0	0	0.00%
301	49223		Transfer From TID #5	0	0	0	0	0	0	0	0	0.00%
301	49224		Transfer From TID #6	0	0	0	0	0	0	0	0	0.00%
301	49225		Transfer From TID #7	197,708	197,708	193,560	193,560	0	193,560	424,667	424,667	119.40%
301	49226		Transfer From TID #8	309,906	359,906	314,549	314,549	0	314,549	328,761	328,761	4.52%
301	49227		Transfer From TID #9	278,680	278,680	464,728	464,728	0	464,728	458,353	458,353	-1.37%
301	49228		Transfer From TID #10	523,383	523,383	528,420	528,420	0	528,420	527,425	527,425	-0.19%
301	49229		Transfer From TID #11	374,371	374,371	364,513	364,513	0	364,513	429,976	429,976	17.96%
301	49230		Transfer From TID #12	605,173	605,173	552,485	552,485	0	552,485	1,485,570	1,485,570	168.89%
301	49231		Transfer From TID #13	255,325	255,325	277,575	277,575	0	277,575	303,325	303,325	9.28%
301	49232		Transfer From TID #14	154,255	154,255	152,305	152,305	0	152,305	155,258	155,258	1.94%
301	49233		Transfer From TID #15	613,649	613,649	608,320	608,320	0	608,320	1,535,133	1,535,133	152.36%
301	49235		Transfer From TID #17	66,600	66,600	155,892	155,892	0	155,892	355,283	355,283	127.90%
301	49237		Transfer From TID #18	0	0	71,458	71,458	0	71,458	434,846	434,846	508.53%
301	49236		Pool Referendum Fund	381,047	381,047	381,863	381,863	0	381,863	379,976	379,976	-0.49%
301	49240		Transfer From Capital Projects Fund	0	0	0	0	0	0	0	0	0.00%
301	49260		Transfer From Water Fund	0	0	0	0	0	0	0	0	0.00%
301	49261		Transfer From Wastewater Fund	0	0	0	0	0	0	0	0	0.00%
301	49300		Unappropriated Surplus Funds	649,878	0	491,600	491,600	0	0	1,376,837	1,376,837	180.07%
			Subtotal	**8,649,568**	**8,604,412**	**9,314,389**	**9,314,389**	**4,757,123**	**10,438,322**	**14,605,571**	**14,605,571**	**56.81%**
			TOTAL REVENUES	**$ 8,649,568**	**$ 8,604,412**	**$ 9,314,389**	**$ 9,314,389**	**$ 4,757,123**	**$ 10,438,322**	**$ 14,605,571**	**$ 14,605,571**	**56.81%**

CAPITAL PROJECTS

City of De Pere, Wisconsin														
Projects	**Cost**	**Street Property Tax**	**GO Notes-General Fund**	**GO Notes-Other Funding**	**Special Assessments**	**Donations and Grants**	**Special Rev Fund**	**Storm Water Fund**	**Waste Water Fund**	**Water Utility Fund**	**General Fund**	**Other**	**Capital Proj. Fund Balance**	**Deleted**
General Government														
Cable - Council Chamber Wireless Microphone Replacement & Audio/Sound Upg	25,000						25,000							
IT - Replace Server and Storage Infrastructure	165,000										165,000			
Finance - Replace ERP Software System	500,000		500,000											
City Hall - Replace Rooftop HVAC Unit	200,000		200,000											
Total General Government	**890,000**	**0**	**700,000**	**0**	**0**	**0**	**25,000**	**0**	**0**	**0**	**165,000**	**0**	**0**	**0**
Public Safety														
Police - Replace Mobile Field Force Personal Protective Gear	9,700										9,700			
Police - Replace ADF Mobiel Device Forensics Hardware and Software	5,131										5,131			
Police - Year 3 Lease Payment for Motorcycle	7,330										7,330			
Police - Purchase Ballistic Vests for CSOs	3,300										3,300			
Police - Purchase Digital Fingerprinting Scanner and Workstation	9,500										9,500			
Police - Replace Patrol Squad Vehicles (4)	234,000		234,000											
Police - Replace SRO (2) and CPO Squads (1)	217,259		217,259											
Police - Replace Portable (6) and Patrol Squad (6) Radios	60,108		60,108											
Police - Garage Repair and Enhancement	127,000		7,741											119,259
Police - Purchase K9 Squad Vehicle	83,420													83,420
Police - Replace Interior Lighting with LEDs	20,590													20,590
Police - Remodel In-Custody Secure Bathroom Facility	21,500													21,500
Police - Replace CCTV Camera and Storage for City Hall and Art Alley	88,000										88,000			
Police - New Cameras	30,000													30,000
Fire - Boat Emergency Fire Pump	16,000		16,000											
Fire - Forcible Entry Door Training Prop	10,000													10,000
Fire - Replace PPE	50,000		50,000											
Fire - Replace Station #1 Roof	65,000												65,000	
Building Inspection - Replace Compliance Inspector Vehicle	45,000												45,000	
Total Public Safety	**1,102,838**	**0**	**585,108**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**122,961**	**0**	**110,000**	**284,769**
Public Works														
Public Works Administration - Replace Public Works Director Car #55	60,000		15,000					15,000	15,000	15,000				
Engineering - Replace Assistant City Engineer Car #39	60,000		15,000					15,000	15,000	15,000				
MSC - Replace Treadmill in Workout Area	6,000							900	900	900	3,300			
MSC - MSC Expansion	10,000,000		10,000,000											
Snow & Ice - Replace Tailgate Spreader on Truck #69	25,000		25,000											
Snow & Ice - Replace SnoGo Snow Blower	250,000		250,000											
Street Maintenance - Replace Skidsteer #100	100,000		100,000											
Street Maintenance - Replace Truck #59	125,000		125,000											
Street Lighting - Replace Electrical Locator	12,000										12,000			
Street Lighting - Replace Light Poles	50,000		50,000											
Brush Collection - Construct West Side Yard Waste Site	2,000,000													2,000,000
Garbage/Refuse Collection - Purchase Garbage Truck	400,000													400,000
Weed Control - Replace Backhoe #105 with Mini Excavator	150,000													150,000
Recycling - Mill Alley Dumpster Enclosure	75,000		75,000											
Water - Merrill Well Inspection and Repairs	150,000									150,000				
Water - Merrill Reservoir Repairs	25,000									25,000				
Water - Hydrant Painting	50,000									50,000				
Water - Replace CBCWA Connection Station Butterfly Valve	15,000									15,000				

City of De Pere, Wisconsin														
Projects	**Cost**	**Street Property Tax**	**GO Notes-General Fund**	**GO Notes-Other Funding**	**Special Assessments**	**Donations and Grants**	**Special Rev Fund**	**Storm Water Fund**	**Waste Water Fund**	**Water Utility Fund**	**General Fund**	**Other**	**Capital Proj. Fund Balance**	**Deleted**
Water - Replace CBCWA Connection Station Rain Gutters	15,000									15,000				
Water - Replace Cla-Val for all Buildings	35,000									35,000				
Water - Replace Trailer	5,000									5,000				
Water - Purchase Golf Cart and Trailer	10,000									10,000				
Planning - Southbridge Interchange Segment 5	993,300		993,300											
Planning - TID 7 Development Rebate	30,000			30,000										
Planning - TID 9 Development Rebate	810,000			810,000										
Planning - TID 10 Development Rebate	200,000			200,000										
Planning - TID 11 Development Rebate	300,000			300,000										
Planning - TID 11 West Industrial Park Railroad Spur Inspection & Maintenance	22,500			22,500										
Planning - TID 11 Southbridge Interchange Segment 2	400,000			400,000										
Planning - TID 11 Southbridge Interchange Segment 3	485,000			485,000										
Planning - TID 12 Development Rebate	300,000			300,000										
Planning - TID 12 SW Neighborhood Phase 1	1,500,000			1,500,000										
Planning - TID 12 Southbridge Interchange Segment 2	1,200,000			1,200,000										
Planning - TID 12 West Industrial Park Railroad Spur Inspection & Maintenance	22,500			22,500										
Planning - TID 13 Development Rebate	350,000			350,000										
Planning - TID 14 Development Rebate	215,000			215,000										
Planning - TID 15 Southbridge Interchange Segment 1	2,009,075			2,009,075										
Planning - TID 15 Employers Blvd Residential Infrastructure	1,200,000			1,200,000										
Planning - TID 15 Development Rebate	1,525,000			1,525,000										
Planning - TID 17 Development Rebate	3,000,000			3,000,000										
Planning - TID 17 Southbridge Interchange Segment 3	515,000			515,000										
Planning - TID 18 Development Rebate	3,850,000			3,850,000										
Planning - TID 18 Parking Ramp Phase 2	3,500,000			3,500,000										
Planning - TID 18 Wisconsin and William Street Reconstruction	700,000			500,000		200,000								
Total Public Works	**36,745,375**	**0**	**11,648,300**	**21,934,075**	**0**	**200,000**	**0**	**30,900**	**30,900**	**335,900**	**15,300**	**0**	**0**	**2,550,000**
Parks & Recreation														
Community Center - Facility Improvements/Upgrades & Repairs	15,000										15,000			
Community Center - Additional Funding to Replace AC Unit	125,000												125,000	
Community Center - Replace Sprinkler System Wet/Dry Valves	30,000		30,000											
Community Center - Replace VAV Boxes Phase I	10,000		10,000											
Community Center -Replace Lower Level Outdoor Sign	50,000												15,000	35,000
Community Center - Replace Window Treatments	20,000												20,000	
Parks & Public Lands - ADA Sidewalk and Hard Surface Replacement	30,000		30,000											
Parks & Public Lands - Crackfilling and Sealcoating	25,000		25,000											
Parks & Public Lands - Voyageur Park Poured in Place & Merry Go Round Repair	25,000		25,000											
Parks & Public Lands - Dog Park Culvert Replacement	20,000		20,000											
Parks & Public Lands - Kelly Danen Sewer Line Slip Lining	15,000		15,000											
Parks & Public Lands - Wilson Park Renovation	200,000		100,000			100,000								
Parks & Public Lands - Kelly Danen Bleacher Replacement	20,000		20,000											
Parks & Public Lands - Carney Park Playground Replacement	125,000		125,000											
Parks & Public Lands - Upgrades to Ice Arena	100,000										100,000			
Parks & Public Lands - Legion Open Shelter Roof Replacement	12,000		12,000											
Parks & Public Lands - VFW Octagon Building Door Replacement	12,000		12,000											
Parks & Public Lands - Rotary Park Gazebo and Access Path Repair/Update	30,000													30,000
Parks & Public Lands - Optimist Park Open Shelter Roof Replacement	12,000													12,000

City of De Pere, Wisconsin														
Projects	**Cost**	**Street Property Tax**	**GO Notes-General Fund**	**GO Notes-Other Funding**	**Special Assessments**	**Donations and Grants**	**Special Rev Fund**	**Storm Water Fund**	**Waste Water Fund**	**Water Utility Fund**	**General Fund**	**Other**	**Capital Proj. Fund Balance**	**Deleted**
Parks & Public Lands - Preserve Trail Improvements	50,000		50,000											
Parks & Public Lands - Waterview Heights Neighborhood Park Development	200,000		200,000											
Parks & Public Lands - Self Watering Basket Purchase	10,000												10,000	
Parks & Public Lands - Nelson Pavillion ADA Ramp and Lower Patio Connection	50,000		50,000											
Parks & Public Lands - Nelson Pavilion Bike Rack and Pad	5,000													5,000
Parks & Public Lands - Voyageur Park Electric Extension	15,000													15,000
Parks & Public Lands - Optimist Park Storm Drain Installation	35,000													35,000
Parks & Public Lands - Voyageur Park Portable Ice Rink Installation	120,000													120,000
Parks & Public Lands - Nelson Pavilion Octagon Pinic Tables	6,000		6,000											
Parks & Public Lands - Toilet Tissue Dispenser Replacement	6,000												6,000	
Parks & Public Lands - Voyageur Park Permanent Trash Receptacles	5,000													5,000
Parks & Public Lands - Pickle Ball Facility Installation	250,000													250,000
Parks & Public Lands - LED Light Replacement Program	15,000													15,000
Boat Ramps - Voyageur Park Dock Replacement	185,000		185,000											
Boat Ramps - Fox Point Restroom Floor Repair	5,000												5,000	
Parks Equip/Veh Maintenance - Truck #308 Replacement	60,000		60,000											
Parks Equip/Veh Maintenance - Diamond Groomer Replacement	40,000		40,000											
Parks Equip/Veh Maintenance - Salter for 1 Ton Truck	12,000		12,000											
Parks Equip/Veh Maintenance - Grapple Bucket for Tool Cat	5,500												5,500	
Parks Equip/Veh Maintenance - Robotic Mower Purchase	10,000		10,000											
Aquatics Facilities - VFW Tot Playscape Repair	5,500						5,500							
Total Parks & Recreation	**1,966,000**	**0**	**1,037,000**	**0**	**0**	**100,000**	**5,500**	**0**	**0**	**0**	**115,000**	**0**	**186,500**	**522,000**
Street Management														
Crackfilling/Patching - Various	270,000		270,000											
Resurfacing-Various	941,276	941,276												
Sidewalks	237,400		115,000		122,400									
Concrete Street Rehabilitation	400,000		400,000											
Asphalt Street Reconstruction	1,203,000		1,203,000											
Sixth Street Reconstruction	275,000		275,000											
Main Avenue and Reid Street Pavement Replacement	630,000		50,000			430,000						150,000		
Broadway Pavement Resurface	36,600		9,150									27,450		
I41 Southbridge Road-GV Interchange	5,000		5,000											
Alley Reconstruction	160,000		160,000											
Mill Alley Reconstruction	200,000		200,000											
Total Street Management	**4,358,276**	**941,276**	**2,687,150**	**0**	**122,400**	**430,000**	**0**	**0**	**0**	**0**	**0**	**177,450**	**0**	**0**
Sanitary Sewer														
Televising/ Repair	870,000								870,000					
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					
Total Sanitary Sewer	**1,686,000**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1,686,000**	**0**	**0**	**0**	**0**	**0**

City of De Pere, Wisconsin														
Projects	**Cost**	**Street Property Tax**	**GO Notes-General Fund**	**GO Notes-Other Funding**	**Special Assessments**	**Donations and Grants**	**Special Rev Fund**	**Storm Water Fund**	**Waste Water Fund**	**Water Utility Fund**	**General Fund**	**Other**	**Capital Proj. Fund Balance**	**Deleted**
Utility and Street Extensions														
Phoenix Preserve	1,212,000				1,212,000									
Kingston Preserve Phase II	2,036,400				2,036,400									
Total Utility and Street Extensions	**3,248,400**	**0**	**0**	**0**	**3,248,400**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Water Utility														
Water Main Relay - Misc	1,500,000			1,500,000										
Total Water Utility	**1,500,000**	**0**	**0**	**1,500,000**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Storm Water Utility														
Storm Sewer Maintenance - Televising	60,000							60,000						
Storm Sewer Maintenance - Repair/Replacement/Installation	1,114,000							1,114,000						
Storm Sewer Maintenance - Wet Pond	145,940					72,970		72,970						
Total Storm Water Utility	**1,319,940**	**0**	**0**	**0**	**0**	**72,970**	**0**	**1,246,970**	**0**	**0**	**0**	**0**	**0**	**0**
TOTALS - CAPITAL PROJECTS	**$ 52,816,829**	**$ 941,276**	**$ 16,657,558**	**$ 23,434,075**	**$ 3,370,800**	**$ 802,970**	**$ 30,500**	**$ 1,277,870**	**$ 1,716,900**	**$ 335,900**	**$ 418,261**	**$ 177,450**	**$ 296,500**	**$ 3,356,769**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2031

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Andrew Pantzlaff

DATE PREPARED: 8/01/2025

DESCRIPTION OF PROJECT:

Council Chambers wireless microphones replacement & audio/sound upgrades

NEW: or REPLACEMENT: X

PROJECTED COST: $

PROPOSED METHOD OF FINANCING:	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$25,000	
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

No new annual operating or maintenance costs.

PROJECT JUSTIFICATION

This proposed project is primarily to replace wireless gooseneck microphones that have become damaged and unreliable from regular use during public meetings. These microphones are critical for ensuring clear, consistent audio for both in-person attendees and recorded broadcasts. Replacing them will improve overall meeting sound quality and reduce the need for audio fixes after the fact. While the main focus is on restoring dependable wireless audio, this update may also help facilitate minor enhancements and repair to the broader council chambers audio system.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Steve Massey, IT Director

DATE PREPARED: 8-14-2025

DESCRIPTION OF PROJECT

IT Server and Storage Infrastructure Replacement

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 165,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	165,000	100
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The server and storage infrastructure is the backbone of the City's IT environment. All on-premise servers and data are hosted on this infrastructure. It will be five years old in January 2026, which aligns with the industry standard replacement cycle of every five years.

To ensure reliable server and storage operations, the infrastructure should be replaced before a system failure occurs. If the current infrastructure fails, it is expected that the majority of City operations would be severely impacted, resulting in significant disruption to services.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Finance

DATE PREPARED: 08/15/2025

DESCRIPTION OF PROJECT

Purchase Replacement ERP Software

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 500,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$500,000	100%
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

Annual maintenance costs would be required based on the modules included in the ERP.

PROJECT JUSTIFICATION

The current software (Incode) is outdated and not meeting department's needs. A new software could include financial management, procurement, human capital management, licensing and permitting, etc.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: September 3, 2025

DESCRIPTION OF PROJECT

Replacing existing roof top HVAC unit for City Hall

NEW: or REPLACEMENT: X

PROJECTED COST: $ 200,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$200,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

The existing roof top HVAC unit has been locking out for high freon pressure in the condenser. Staff has inspected the unit, and we also brought in Tweet Garot to troubleshoot the issue. There is a circuit board for the cooling fans that does not send power to run the second stage fans. When the fans do not run the air conditioning will turn off. The circuit board is not made anymore. We found a used board hoping to fix the issue. This did not work. This unit is 25 years old and needs to be replaced especially since parts are not available for this unit anymore. The typical life span for a HVAC unit is 20-25 years.

PROJECT JUSTIFICATION

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Nathan Mrstik, Captain, De Pere Police Department

DATE PREPARED: August 8, 2025

DESCRIPTION OF PROJECT:

This request is for the replacement of four current patrol squad vehicles, which operate 24/7/365. These vehicles have reached high mileage and are incurring increasing maintenance costs to keep them at operational standards. They are essential for daily patrol operations, and the proposed replacements will ensure continued reliability and efficiency. Major equipment is being rolled over from the current four patrol squad vehicles directly reflecting a decrease in cost for replacement. Squad 140 141 142 144. All have condition scores of 23 or 24, qualifying for replacement.

NEW: or REPLACEMENT: X

PROJECTED COST: $ 234,000

PROPOSED METHOD OF FINANCING:	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	234,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

Ongoing costs of operation include fuel, preventative maintenance, and repairs. These new vehicles would be under warranty for any major repairs.

PROJECT JUSTIFICATION

The Police Department is requesting the replacement of four current patrol squad vehicles, each of which operates around the clock, 365 days a year. These vehicles have accumulated high mileage and are experiencing increased maintenance needs, resulting in higher costs and more frequent downtime. Extended downtime directly impacts patrol coverage, response times, and overall operational readiness.

Patrol squads are the backbone of our public safety operations. Reliable vehicles are essential not only for maintaining consistent patrol presence but also for ensuring officer safety and the ability to respond quickly to emergencies. The proposed replacements will guarantee dependable service and maintain the high standards expected of our department.

Once removed from frontline service, the four outgoing vehicles will be sent to auction, and the proceeds will be deposited into the general fund. The new vehicles will be covered under Ford's warranty, significantly reducing repair expenses and minimizing downtime. Over the life of the vehicles, this warranty coverage will help control operational costs while providing modern, dependable equipment for our officers.

Investing in these replacements now will ensure that our patrol fleet remains efficient, cost-effective, and capable of meeting the community's public safety needs for years to come.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 1**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Nathan Mrstik, Captain, De Pere Police Department

DATE PREPARED: August 8, 2025

DESCRIPTION OF PROJECT:

This request is for the replacement of two School Resource Officer (SRO) patrol squads and one Community Policing squad car. The current vehicles assigned to these units have significant mileage and are experiencing increasing maintenance demands, which result in higher operating costs and reduced reliability.
Squad 131 139 25, they have replacement scores of 24,25, and 28 meaning all qualify for replacement.

NEW: or REPLACEMENT: X

PROJECTED COST: $ 217,259

PROPOSED METHOD OF FINANCING:	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$217,259	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)
Ongoing costs of operation include fuel, preventative maintenance, and repairs. These new vehicles would be under warranty for any major repairs.

PROJECT JUSTIFICATION

This request is for the replacement of two School Resource Officer (SRO) patrol squads and one Community Policing squad car. The current vehicles assigned to these units have significant mileage and are experiencing increasing maintenance demands, which result in higher operating costs and reduced reliability.

Both SRO and Community Policing units are highly visible components of our department's public safety mission. They provide daily engagement with students, staff, and community members, and their effectiveness relies on dependable transportation. Unreliable vehicles risk service interruptions, limit the officers' ability to respond to needs quickly, and increase repair-related downtime.

The proposed replacement vehicles will ensure that these specialized units continue to operate effectively, maintain strong community presence, and uphold the department's service standards. New vehicles will also reduce maintenance costs, improve safety and reliability, and provide a professional image consistent with our commitment to public trust and engagement.

Once removed from frontline service, the three outgoing vehicles will be sent to auction, and the proceeds will be deposited into the general fund. The new vehicles will be covered under Ford's warranty, significantly reducing repair expenses and minimizing downtime. Over the life of the vehicles, this warranty coverage will help control operational costs while providing modern, dependable equipment for our officers.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 2**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Nathan Mrstik, Captain, De Pere Police Department

DATE PREPARED: August 8, 2025

DESCRIPTION OF PROJECT:

This request is for the replacement of six portable patrol officer radios and six patrol squad radios.

NEW: or REPLACEMENT: X

PROJECTED COST: $ 60,108

PROPOSED METHOD OF FINANCING:	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	60,108	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

There would be no additional annual operating and maintenance costs.

PROJECT JUSTIFICATION

This request is for the replacement of six portable patrol officer radios and six patrol squad radios. The current units are approaching ten years of service and are showing reduced dependability due to age, wear, and outdated technology. Reliable communication is critical to officer safety, coordination, and effective response in the field.

This replacement is part of the department's long-term, phased approach to upgrading our entire communications equipment fleet. By replacing components incrementally over several years, we ensure consistent dependability while avoiding the large, one-time cost of replacing the entire system at once.

The proposed replacements will provide our officers with updated, reliable radio equipment, ensuring uninterrupted communication during critical incidents, emergency responses, and day-to-day patrol operations. This investment directly supports officer safety, operational efficiency, and the department's ability to provide timely, coordinated public safety services.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 3**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Jeremy A. Muraski, Chief of Police

DATE PREPARED: 8/12/2025

DESCRIPTION OF PROJECT Police Garage Repair and Enhancement Project

This project would replace, repair, or enhance many garage functions for very old equipment. The project would include new garage doors and garage door hardware, durable, high traction easy to clean floor coating, painting the interior walls and ceilings, storage shelving replacement, tool replacement, and smoke mitigation. It would also incorporate air quality sensors to detect future fires, smoke, or other air quality issues, smoke stain and odor mitigation, lighting upgrade to high efficiency lighting, and implementation of a fireproof cabinet for rechargeable battery safety.

NEW: **or** **REPLACEMENT:** X

PROJECTED COST: $ $127,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$127,000	
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

None. The project would result in a savings on the electrical bills due to the implementation of high efficiency LED lighting.

PROJECT JUSTIFICATION

The garage floors, floor drains, walls, ceilings, and other interior spaces have not been painted, refreshed, or otherwise worked on in over a decade. A recent electrical fire that went undetected for over 2 hours saturated the police garages with dense smoke and chemical residue and odor. Mitigation of the chemical residue and odor is being handled via an insurance claim in 2025, but the remaining paint, floor coatings, and other improvements mentioned would not be covered by the insurance claim. In addition, implementing air quality sensors, that interface with the city's Verkada camera system would result in fast, real-time alerting of any future fire or air quality issues, including carbon monoxide. There are no such sensors in any of the police garages at this time. A fireproof cabinet manufactured for lithium and other hazardous rechargeable batteries would prevent future fire hazards. The police department employes rechargeable batteries in a wide variety of applications. One of the cast iron floor grates is broken, has a large gap, and was identified as a hazard in our facility ADA audit. Last, but not least, the garage doors have not been replaced in a long time, and have a terrible appearance and are mechanically worn out, resulting in major maintenance issues several times in the past 2 years.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.** 4

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Nathan Mrstik, Captain, De Pere Police Department

DATE PREPARED: August 8, 2025

DESCRIPTION OF PROJECT:

This request is to add an additional K9 squad vehicle to the department's fleet, with the goal of expanding our K9 program by adding another dual-purpose K9 to the team.

NEW: X or REPLACEMENT:

PROJECTED COST: $ 83,420

PROPOSED METHOD OF FINANCING:	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	83,420	100
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		

OTHER

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

Ongoing costs of vehicle operation include fuel, preventative maintenance, and repairs. This new vehicle would be under warranty for any major repairs.

PROJECT JUSTIFICATION

The De Pere Police Department's K9 Unit is funded primarily through donations and community fundraising, with the exception of the squad vehicle expense, which has historically been covered by the City.

This project represents an additional step toward adding a second K9 unit to join our existing team. Expanding to a two-dog cadre will enhance safety, increase police presence, and improve operational capabilities within the City. The additional K9 and all associated training costs will be funded through the dedicated K9 Fund, supported by community donations.

A second K9 unit will provide significant benefits, including increased coverage for narcotics detection, suspect apprehension, search and rescue, and community engagement events. This investment will not only enhance public safety and officer protection but also strengthen public education and outreach efforts.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 5**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Jeremy A. Muraski, Chief of Police

DATE PREPARED: 08/14/2025

DESCRIPTION OF PROJECT Replacement of Police Department Interior Lighting with Efficient LEDs

Replacing all existing fluorescent lighting units in the interior of the police department building.

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $ $20,590

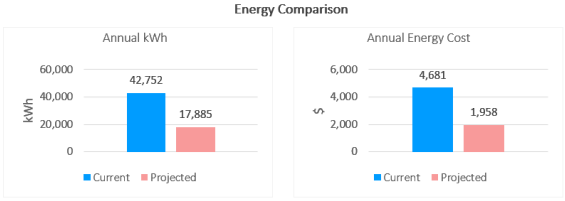
PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$20,590	
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

10 Year Cash Flow Analysis

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Total
Project Cost	$(25,458)	-	-	-	-	-	-	-	-	-	$(25,458)
Rebates	$4,326	-	-	-	-	-	-	-	-	-	$4,326
Other Incentives	$1,081	-	-	-	-	-	-	-	-	-	$1,081
Energy Savings	$2,487	$2,536	$2,587	$2,639	$2,692	$2,745	$2,800	$2,856	$2,914	$2,972	$27,228
Maintenance Savings	$782	$633	$134	$338	$3,034	$782	$130	$132	$0	$1,322	$7,288
Net Cash Flow	$(16,782)	$3,169	$2,721	$2,977	$5,726	$3,527	$2,930	$2,988	$2,914	$4,294	$14,464
Cum Cash Flow	$(16,782)	$(13,613)	$(10,892)	$(7,915)	$(2,189)	$1,338	$4,268	$7,256	$10,170	$14,464	$14,464

PROJECT JUSTIFICATION



1. *Energy Cost = $0.1000/kWh; Annual energy cost escalation = 2.00%*
2. *Energy costs are averaged over 10 year analysis period*

This would result in a significant savings of electrical usage resulting in the project breaking even due to energy savings in approximately 6 years. After that time it would result in a positive cash savings. Additionally, the LED lighting is much more stable, less harsh, and provides a much more pleasant working environment for staff.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Jeremy A. Muraski, Chief of Police

DATE PREPARED: 8/13/2025

DESCRIPTION OF PROJECT In-Custody Secure Bathroom Facility Remodel

Replace the bathroom floor, fixtures, and pluming to comply with ADA Audit requirements, and allow for regular use of the bathroom facility near the police department interview area.

NEW: or REPLACEMENT: X

PROJECTED COST: $21,500

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$21,500	
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

None.

PROJECT JUSTIFICATION

There is a bathroom that was constructed many years ago when the police department first built holding cells near the suspect interview rooms in the police department. The bathroom was originally intended to be part of the holding cells, thus was built with a "prison style" all metal toilet/sink combination unit. This was intended to be part of a secure holding facility. The facilities were never certified to be a secure holding facility by the State of Wisconsin, and have been non-conforming for over a decade. Since we cannot use them in this manner, and because the prison style unit has had many issues with leaks or being non-functional, we would like to replace the unit with a standard, ADA accessible toilet and a standard ADA accessible sink. These items would be installed by professional plumbers, hopefully mitigating any future plumbing issues or leaks. Because of the unusual nature, shape, and size of the prison style toilet unit that would be removed, this would also necessitate replacement of the floor tile.

This was one of the faults identified in the recent ADA facilities audit. Some of the project costs could possibly be recouped by auctioning the prison style sink/toilet combo as there is a secondhand market for those items.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.** 7

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Steve Massey, IT Director

DATE PREPARED: 8-14-2025

DESCRIPTION OF PROJECT

CCTV Camera and Storage Replacement - City Hall Complex and Art Alley

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 88,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	88,000	100
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The security cameras at the City Hall Complex and Art Alley were installed in 2021. The CCTV infrastructure will be five years old in 2026, which aligns with the industry-standard replacement cycle of every five years.

To ensure reliable operation of the security cameras, the CCTV infrastructure should be replaced before a system failure occurs. If the current infrastructure fails, it is likely that video footage from the City Hall Complex and Art Alley would be unavailable. The remainder of the CCTV cameras at the Community Center, Fire Station 2, Main Ave and MSC will continue to function on the old storage server until they are replaced in the 2027 budget. The old storage server will be placed on an extended warranty to ensure reliability.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET Deleted

PROPOSED BY:	Staff
DATE PREPARED:	August 1, 2025

DESCRIPTION OF PROJECT

Installation of a surveillance system at one of City's Boat Launches

NEW: X or REPLACEMENT:

PROJECTED COST: $15,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	**15,000**	**100**
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Due to the increase use and attention our boat launches get, we are recommending the installation of a surveillance system at one of our three boat launches (site TBD). The reason for the request is to provide a level of safety and security for our launch users. Just in the last year, the boat launches have seen a variety of vandalism along with a couple of events involving our Police Department. Ideally, we would like to have Surveillance at all our launches, but we would be proposing to install one system a year over the next three years.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 2 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: De Pere Fire Rescue

DATE PREPARED: July 31, 2025

DESCRIPTION OF PROJECT

De Pere Fire Rescue is looking to purchase and install an emergency fire pump to support operations on the water during a fire incident.

NEW: X or REPLACEMENT:

PROJECTED COST: $ 16,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$16,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The inclusion of a fire pump onto our new fire/rescue boat is a critical operational necessity that will significantly enhance our department's emergency response capabilities on waterways.

As more development and recreational activity continues along our shoreline and inland waterways, the risk of marine-related fire and rescue incidents increases accordingly. A fire/rescue boat without a dedicated fire pump limits our ability to effectively respond to vessel fires, dock fires, and waterfront property emergencies. By adding a fire pump to our current Marine 111 will allow us the capabilities to respond to these events and be better prepared for events link celebrate De Pere Fireworks, Knights on the Fox, and Brown County Fair incidents.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 3**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

Deleted

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: De Pere Fire Rescue

DATE PREPARED: July 29, 2025

DESCRIPTION OF PROJECT

Purchase Forcible Entry Door - De Pere Fire Rescue is requesting to purchase of a forcible entry training door prop, which is a critical piece of equipment for the development and ongoing proficiency of our firefighting personnel.

NEW: X or REPLACEMENT:

PROJECTED COST: $ 10,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	**$10,000**	
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

N/A

PROJECT JUSTIFICATION

Operational Need: Forcible entry is one of the most essential and frequently used skills in the fire service. Whether gaining access to a burning structure, responding to a medical emergency behind a locked door, or conducting a rescue, firefighters must be proficient in multiple entry techniques under high-stress conditions. Currently, our ability to train in these skills is limited due to a lack of realistic, repeatable, and safe training equipment.

Training Benefits: The forcible entry prop will provide firefighters with a hands-on and a realistic simulation environment to practice various techniques and tools to make forcible entry through doors. The prop can be reset quickly and reused, allowing multiple personnel to train in succession and practice multiple scenarios. This ensures all members, regardless of shift, have consistent access to critical training.

Cost-Effectiveness: Compared to constructing or damaging actual doors and structures during training, this reusable prop is a cost-effective solution. It will reduce the need for consumable materials and makeshift training environments, offering long-term savings and sustainability. These doors have shown 20 plus years of use before needed replacement. Having a forcible entry door available will provide more efficiency and time allocation to our day since we would not have to drive to another jurisdiction to complete this training.

For these reasons, I respectfully request approval of the budget allocation for the purchase of a forcible entry door training prop. This investment directly contributes to the safety, skill development, and operational effectiveness of our department and helps us carry out our department's mission and values.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 4**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: De Pere Fire Rescue

DATE PREPARED: July 22, 2025

DESCRIPTION OF PROJECT: Replace personal protective equipment (reoccurring line item). Structural firefighting gear should be replaced every 10 years. Our department monitors the condition of all structural firefighting gear and has set up a replacement cycle. Personal protective equipment also includes items to protect our personnel during an incident response, including technical rescue, body armor, hearing and eye protection.

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $50,000

PROPOSED METHOD OF FINANCING:	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$50,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

None identified.

PROJECT JUSTIFICATION

This is an amount set aside for annual replacement of personal protective equipment (PPE). The NFPA standard replacement every 10 years.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 1**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: De Pere Fire Rescue

DATE PREPARED: July 22, 2025

DESCRIPTION OF PROJECT

De Pere Fire Station #1 roof has been evaluated by the city's contractor Security Luebke Roofing.

NEW: or REPLACEMENT: X

PROJECTED COST: $65,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	**$65,000**	**100**
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Per the City's contractor, Security Luebke Roofing is recommending the replacement of roof section 1. The evaluation of the roof determined the status condition of the roof was at a grade level of "F". The grade F priority means that the room has less than one (1) year of service remaining. Roof section 1 was given this grade priority in 2024, and it was the only section recommended for replacement. It is upon the recommendation of Thomas Blohowiak's maintenance program that the roof be replaced in 2026. We have had multiple leaks patched and fixed since 2024, which confirms the need for replacement in 2026. See diagram.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No. 2**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Development Services Director

DATE PREPARED: 8/19/2025

DESCRIPTION OF PROJECT

Vehicle replacement for Building Inspection 2007 Impala continues to deteriorate over time and has reach the point in the vehicle replacement formula where it needs to be replaced. Vehicle is currently used by new Compliance Inspector.

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 45,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$45,000	100%
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points – Excellent condition
18 to 22 points - Good condition
23 to 27 points - Qualifies for replacement
28 points and above - Needs immediate consideration for replacement

The existing vehicle will be rated at 24 in 2025 and qualifies for consideration for replacement. The vehicle is used by the Inspection Division on a daily basis year round and continues to require repairs.

The MSC fleet team recommends replacing the existing vehicle in 2024 and the City did purchase a new inspection vehicle, but the City retaining the vehicle for the new position in 2025 that would allow the City to spread out the department vehicle purchase an additional year.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Replace Public Works Director Vehicle #55

NEW: or REPLACEMENT: X

PROJECTED COST: $ 60,000

PROPOSED METHOD OF FINANCING		**$**	**%**
GENERAL FUND			
CAPITAL IMPROVEMENTS FUND			
GENERAL OBLIGATION DEBT		**$15,000**	
SPECIAL ASSESSMENT			
GRANTS			
OTHER	**Water Utility**	**$15,000**	
	Sewer Utility	**$15,000**	
	Storm Water Utility	**$15,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points –	Excellent condition
18 to 22 points -	Good condition
23 to 27 points -	Qualifies for replacement
28 points and above -	Needs immediate consideration for replacement

The existing 2009 vehicle is rated at 28 in 2025 and qualifies for consideration for replacement. The vehicle is used by the Public Works Director on a daily basis year-round.

The vehicle has extreme rust and deterioration going on and needs $10,774.99 in repairs to the body and tailgate.

The MSC fleet team recommends replacing the existing vehicle.

PROJECT RANKINGS: 1

CITY COUNCIL
STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Replace Assistant City Engineer Vehicle #39

NEW: or REPLACEMENT: X

PROJECTED COST: $ 60,000

PROPOSED METHOD OF FINANCING		**$**	**%**
GENERAL FUND			
CAPITAL IMPROVEMENTS FUND			
GENERAL OBLIGATION DEBT		**$15,000**	
SPECIAL ASSESSMENT			
GRANTS			
OTHER	**Water Utility**	**$15,000**	
	Sewer Utility	**$15,000**	
	Storm Water Utility	**$15,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points –	Excellent condition
18 to 22 points -	Good condition
23 to 27 points -	Qualifies for replacement
28 points and above -	Needs immediate consideration for replacement

The existing 2008 vehicle is rated at 28 in 2025 and qualifies for consideration for replacement. The vehicle is used by the Assistant City Engineer on a daily basis year-round.

The vehicle has rusting going on and we have coolant in the engine oil from a head gasket leak. The cost to repair the engine is $8,000 and the value of the car is only $2,000.

The MSC fleet team recommends replacing the existing vehicle.

PROJECT RANKINGS: 1

CITY COUNCIL
STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 23, 2025

DESCRIPTION OF PROJECT

MSC Expansion

NEW: X or REPLACEMENT:

PROJECTED COST: $ 10,000,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$10,000,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The 2025 approved budget included financing $25,000,000 for the MSC expansion. Since this project will be a multi-year project, it was determine to bond for $15,000,000 in 2025 and to bond the remaining $10,000,000 in 2026.

The following was the project justification in the 2025 budget:

The MSC is in need of expansion for storage of the City's equipment and vehicles. The City had an evaluation of the MSC facility done in 2010. The evaluation of the MSC operations showed the City's operations have outgrown equipment & vehicle storage capacity at the MSC. Equipment and vehicles are tightly parked end to end, creating inefficiencies for equipment and vehicle movements as well as increased safety risks. The evaluation looked at different equipment and vehicle layouts utilizing the existing storage, but it was obvious that there is not enough space for all the equipment and vehicles. This has resulted in increased storage of equipment and vehicles outside exposed to all the weather elements. In addition, this project will include expansion of the office area to provide adequate office space for employees that have been added to the operations as well as future employees to accommodate future growth of the City. The expansion will also include necessary updates to the facilities to meet ADA requirements and the addition of parking to accommodate the operations for customers and employees.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 22, 2025

DESCRIPTION OF PROJECT

Replace Truck #69 Tailgate Spreader

NEW: or REPLACEMENT: X

PROJECTED COST: $ 25,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$25,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The existing tailgate spreader for salting on truck #69 needs to be replaced due to the deterioration from corrosive salt environment.

PROJECT RANKINGS: 2

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 22, 2025

DESCRIPTION OF PROJECT

Replace SnoGo Snow Blower

NEW: or REPLACEMENT: X

PROJECTED COST: $ 250,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$250,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The existing 2009 snow blower attachment for the front-end loader needs to be replaced due to recent major equipment failures this past winter. The estimated costs for repairs needed is $62,654.93. The snow blower is used in the winter months to remove the snow from the downtown areas.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 23, 2025

DESCRIPTION OF PROJECT

Replace Skidsteer #100

NEW: or REPLACEMENT: X

PROJECTED COST: $ 100,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$100,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points –	Excellent condition
18 to 22 points -	Good condition
23 to 27 points -	Qualifies for replacement
28 points and above -	Needs immediate consideration for replacement

The existing 2004 Skidsteer will be rated at 25 in 2025 qualifies for replacement. The Skidsteer is used all year round by various departments at the MSC.

The MSC fleet team reviewed the required repairs that are currently needed for this Skidsteer which are:

1) Oil/Hydraulic leaks.	= $3,000
2) New tires	= $2,000
3) Steering components	= $2000
4) Rims	= $840
5) Axle hub assembly	= $ 9,400 ea. need 2 total $18,800

Total repairs needed = $25,800.00

The MSC fleet team recommends replacing the existing Skidsteer.

PROJECT RANKINGS: 1

CITY COUNCIL
STAFF RECOMMENDATION **Goal No.** 330

RETURN TO TABLE OF CONTENTS

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 23, 2025

DESCRIPTION OF PROJECT

Replace Truck #59

NEW: or REPLACEMENT: X

PROJECTED COST: $ 125,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$125,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points –	Excellent condition
18 to 22 points -	Good condition
23 to 27 points -	Qualifies for replacement
28 points and above -	Needs immediate consideration for replacement

The existing 2009 vehicle is rated at 24 in 2025 and qualifies for consideration for replacement. The vehicle is used by the street team primarily for rubbish and metal collections.

The vehicle has extreme rust and deterioration going on and needs $18,898 in repairs to the body and tailgate.
The Diesel engine in this truck need EGR Maintenance every 2-3 years at a cost of $3,000.
Total maintenance cost $22,000

The MSC fleet team recommends replacing the existing vehicle.

PROJECT RANKINGS: 2

CITY COUNCIL
STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 22, 2025

DESCRIPTION OF PROJECT

Replace Electrical Locator

NEW: or REPLACEMENT: X

PROJECTED COST: $ 12,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	**$12,000**	
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The existing locator to locate underground wiring is over 20 years old and no longer functions and needs to be replaced. The typical life expectancy for a locator is at least 10 years.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: August 27, 2025

DESCRIPTION OF PROJECT

Replacing existing both decorative and regular streetlight poles and fixtures.

NEW: or REPLACEMENT: X

PROJECTED COST: $ 50,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$50,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

The project is an annual program for replacing City owned streetlights and fixtures. This program has been ongoing since 2019.

PROJECT JUSTIFICATION

PROJECT RANKINGS: 2

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Public Works

DATE PREPARED: 8-12-2025

DESCRIPTION OF PROJECT

New west side yard waste site

NEW: X or REPLACEMENT:

PROJECTED COST: $ 2,000,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**2,000,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The City needs to relocate the existing compost site to a new location in order to accommodate the future YMCA. The intent is to build two (2) smaller yard waste sites which will be located on Commerce Drive and off of American Boulevard. The east side yard waste site was funded and constructed in 2025.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Public Works Department

DATE PREPARED: August 6, 2025

DESCRIPTION OF PROJECT

New Garbage Truck

NEW: X or REPLACEMENT:

PROJECTED COST: $ 400,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$400,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The City of De Pere is continually growing. With several new subdivisions developed in the past 2 years, the number of residential stops has increased. In 2024 this was recognized and DPW Street Dept increased staffing from 12 to 13 to assist with core services including garbage and recycling within the city. The Street Dept currently has 5 garbage trucks and collects garbage and recycling 4 days a week (Monday-Thursday). The collection has been with 3 trucks on 3 days and 4 trucks on 1 day (Tuesdays). With the recent subdivision developments, we had to create an additional route on Mondays requiring an extra truck, increasing the need for 4 trucks daily 2 days a week and projected to increase to 4 trucks daily in the near future. The average garbage truck collects 865 carts per day and typically is unable to collect an entire route without having to dump at the landfill or transfer station. The recycling truck dumps twice per day taking away from collection times. With the growth of the city, the number of residential/commercial stops, volume of garbage and recycling collected daily, we will be increasing the number of trucks needed per day to complete the collection routes. In addition to the number of daily stops, these trucks collect on average 175,000 carts a year, causing a lot of wear on the trucks collection parts. These trucks need maintenance attention regularly to keep them operating efficiently. At times, the trucks can be down extended periods of time while waiting on parts. In 2025 one truck has been down 5+ weeks awaiting parts and repair. With 4 trucks on route and one down for repairs, we aren't prepared if another truck has an issue like: fire, crash, mechanical malfunction etc. As the city continues to grow with the proposed subdivision developments and the south bridge expansion, the need for an additional truck is necessary to provide this core service.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

RETURN TO TABLE OF CONTENTS

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET Deleted

PROPOSED BY: Public Works Department

DATE PREPARED: July 23, 2025

DESCRIPTION OF PROJECT

Replace 2002 backhoe #105 with a mini excavator.

NEW: or REPLACEMENT: X

PROJECTED COST: $ 150,000

PROPOSED METHOD OF FINANCING		**$**	**%**
GENERAL FUND			
CAPITAL IMPROVEMENTS FUND			
GENERAL OBLIGATION DEBT		**$52,500**	
SPECIAL ASSESSMENT			
GRANTS			
OTHER	**Storm Water Utility =**	**$97,500**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The MSC fleet team reviewed the vehicle and equipment replacement ratings for all City vehicles and equipment. The replacement ratings are based on the American Public Works Association's guidelines for vehicle and equipment replacement. These guidelines rate vehicles and equipment based on condition, maintenance & repair costs, reliability, type of service, miles / hours, and age. Points are given for each criteria. Total point ranges rate the equipment as:

Under 18 points –	Excellent condition
18 to 22 points -	Good condition
23 to 27 points -	Qualifies for replacement
28 points and above -	Needs immediate consideration for replacement

The existing 2002 backhoe will be rated at 24 in 2025 qualifies for replacement.

The backhoe is not used very often since the City now contracts water main repairs. Staff is proposing the purchase of mini excavator. This equipment would be set up if water main repairs are needed. However, the primary use for this equipment is to be used to mow swales, ditches, and around storm water ponds. In the past, the City has borrowed similar equipment from neighboring communities. However, the equipment is not always readily available for the City to use. Therefore, purchasing this equipment will allow the versatility to perform more operations especially when it comes to maintaining ditches and swales.

The MSC fleet team recommends replacing the existing backhoe.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.** 336

RETURN TO TABLE OF CONTENTS

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Public Works Department

DATE PREPARED: July 24, 2025

DESCRIPTION OF PROJECT

Construct new dumpster enclosures in Mill Alley

NEW: X or REPLACEMENT:

PROJECTED COST: $ 75,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$75,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

As part of the downtown area garbage and recycling collection, the City is providing dumpster collection services for garbage and recycling to eliminate the use of carts which results in improving the overall appearance in the downtown.

PROJECT RANKINGS: 1

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

Segment 5 (GV-18)- The City's anticipated costs the proposed revision to the infrastructure agreements with brown county. See the attached memo.

General Fund - Segment 5 (GV-18) 405-50000-857 Acquisition

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 993,300 (segment 5)

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	405-50000-857	
OTHER	$993,300	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The STH 32 bridge (Claude Allouez Bridge) in the City of De Pere is the only bridge over the Fox River between the STH 172 bridge and the STH 96 bridge, and experiences congestion and backups at the roundabout on the east side of the bridge. A second, "southern bridge" (south of the Claude Allouez Bridge) in the City of De Pere has been discussed and planned for many years to alleviate the congestion of traffic in De Pere. The proposed South Bridge Connector will connect CTH EB at CTH F to CTH GV at CTH X, connecting to I-41 and constructing a new bridge across the Fox River. The first phase of the "southern bridge project" will connect CTH GV from the northbound ramps of the new I-41 interchange to Lawrence Drive. While not all the design details have been determined at the time, in general both the City and County anticipate CTH GV from I-41 to Lawrence Drive will be designed and built as a four-lane urban arterial per WisDOT FDM design standards and the Brown County standard urban CTH section. This includes 30-inch curb and gutter, 14' wide outside lanes, 12' wide inside lanes, a raised boulevard median (width to be determined during design), 10' wide sign and snow storage zone, and a 10' wide asphalt sidewalk on the north side of the roadway. French Road and Innovative Court will be connected to CTH GV at the proper distance from the new I-41 interchange that WisDOT plans to build. Roundabouts are proposed at the intersection of French Road/Innovation Court and the intersection of Lawrence Drive. It is the intent the County and City will share the design, right of way acquisition, and construction costs from French Road/Innovation Court to Lawrence Drive. The City's anticipated costs per the Brown County Municipal

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive - TID 7

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 30,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	30,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 7 (Downtown East). This is for the facade rehabilitation agreements with guaranteed revenue.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive - TID 9

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 810,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	810,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 9 (Downtown West). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment. This includes facade rehabilitation agreements with guaranteed revenue. ($750,000 for $360,000 Main Ave and $60,000 facade grant program

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 10

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 200,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$200,000	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 10 (East Industrial Park). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 11

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 300,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$300,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 11 (West Business Park). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Department of Public Work and Development Services Department

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

TID 11 and TID 12 – West Business Park Railroad Maintenance – Annual maintenance on City-owned railroad lines, which includes repairs ordered by Canadian National Railroad and snow removal. This is the first year of a two-year program.

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ $45,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID No. 11 $22,50(	50%
OTHER	TID No. 12 $22,50(	50%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

This will be a City cost after 2035.

PROJECT JUSTIFICATION

Work includes inspection and repairs as ordered by Canadian National Railroad and snow and ice removal in the winter on the City owned railroad spurs in the West Industrial Park. This is a two year cycle ($22,500/year/TID)

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

Segment 2 (GV-15) - The City's anticipated costs the proposed revision to the infrastructure agreements with brown county.

South Bridge Segment 2 (GV-15) Design and Acquisition
- 1,200,000 (TID 12)
- 400,0000 (TID 11)

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 1,600,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 11: $400,000	25%
OTHER	TID 12: $1,200,000	75%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The STH 32 bridge (Claude Allouez Bridge) in the City of De Pere is the only bridge over the Fox River between the STH 172 bridge and the STH 96 bridge, and experiences congestion and backups at the roundabout on the east side of the bridge. A second, "southern bridge" (south of the Claude Allouez Bridge) in the City of De Pere has been discussed and planned for many years to alleviate the congestion of traffic in De Pere. The proposed South Bridge Connector will connect CTH EB at CTH F to CTH GV at CTH X, connecting to I-41 and constructing a new bridge across the Fox River. The first phase of the "southern bridge project" will connect CTH GV from the northbound ramps of the new I-41 interchange to Lawrence Drive. While not all the design details have been determined at the time, in general both the City and County anticipate CTH GV from I-41 to Lawrence Drive will be designed and built as a four-lane urban arterial per WisDOT FDM design standards and the Brown County standard urban CTH section. This includes 30-inch curb and gutter, 14' wide outside lanes, 12' wide inside lanes, a raised boulevard median (width to be determined during design), 10' wide sign and snow storage zone, and a 10' wide asphalt sidewalk on the north side of the roadway. French Road and Innovative Court will be connected to CTH GV at the proper distance from the new I-41 interchange that WisDOT plans to build. Roundabouts are proposed at the intersection of French Road/Innovation Court and the intersection of Lawrence Drive. It is the intent the County and City will share the design, right of way acquisition, and construction costs from French Road/Innovation Court to Lawrence Drive. The City's anticipated costs per the Brown County Municipal

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

Segment 3 (GV-16) - The City's anticipated costs the proposed revision to the infrastructure agreements with brown county.

TID 11 - $485,000
TID 17 - $515,000

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 1,000,000 (segment 3)

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 17 $515,000	51.5%
OTHER	TID 11 $485,000	48.5%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The STH 32 bridge (Claude Allouez Bridge) in the City of De Pere is the only bridge over the Fox River between the STH 172 bridge and the STH 96 bridge, and experiences congestion and backups at the roundabout on the east side of the bridge. A second, "southern bridge" (south of the Claude Allouez Bridge) in the City of De Pere has been discussed and planned for many years to alleviate the congestion of traffic in De Pere. The proposed South Bridge Connector will connect CTH EB at CTH F to CTH GV at CTH X, connecting to I-41 and constructing a new bridge across the Fox River. The first phase of the "southern bridge project" will connect CTH GV from the northbound ramps of the new I-41 interchange to Lawrence Drive. While not all the design details have been determined at the time, in general both the City and County anticipate CTH GV from I-41 to Lawrence Drive will be designed and built as a four-lane urban arterial per WisDOT FDM design standards and the Brown County standard urban CTH section. This includes 30-inch curb and gutter, 14' wide outside lanes, 12' wide inside lanes, a raised boulevard median (width to be determined during design), 10' wide sign and snow storage zone, and a 10' wide asphalt sidewalk on the north side of the roadway. French Road and Innovative Court will be connected to CTH GV at the proper distance from the new I-41 interchange that WisDOT plans to build. Roundabouts are proposed at the intersection of French Road/Innovation Court and the intersection of Lawrence Drive. It is the intent the County and City will share the design, right of way acquisition, and construction costs from French Road/Innovation Court to Lawrence Drive. The City's anticipated costs per the Brown County Municipal

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 12

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 300,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$300,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 12 (West Business Park). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Department of Public Work and Development Services Department

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Future Infrastructure – SW Neighborhood Phase 1. This could be developer driven based on RFP reponses.

NEW: or REPLACEMENT:

PROJECTED COST: $ 1,500,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 12	
OTHER	$1,500,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This is planned for the first Phase of the SW neighborhood Plan (former Turriff Property). Target for design approval in 2025 and construction between 2025 and 2027.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 13

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 350,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$350,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 13 (Main Ave Corridor). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 14

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 215,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$215,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 14 (Irwin School Redevelopment). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

Segment 1 (GV-14) - The City's anticipated costs the proposed revision to the infrastructure agreements with brown county. Balance of GV-14 Borrowing

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 2,009,075

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 15:	
OTHER	2,009,075	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The STH 32 bridge (Claude Allouez Bridge) in the City of De Pere is the only bridge over the Fox River between the STH 172 bridge and the STH 96 bridge, and experiences congestion and backups at the roundabout on the east side of the bridge. A second, "southern bridge" (south of the Claude Allouez Bridge) in the City of De Pere has been discussed and planned for many years to alleviate the congestion of traffic in De Pere. The proposed South Bridge Connector will connect CTH EB at CTH F to CTH GV at CTH X, connecting to I-41 and constructing a new bridge across the Fox River. The first phase of the "southern bridge project" will connect CTH GV from the northbound ramps of the new I-41 interchange to Lawrence Drive. While not all the design details have been determined at the time, in general both the City and County anticipate CTH GV from I-41 to Lawrence Drive will be designed and built as a four-lane urban arterial per WisDOT FDM design standards and the Brown County standard urban CTH section. This includes 30-inch curb and gutter, 14' wide outside lanes, 12' wide inside lanes, a raised boulevard median (width to be determined during design), 10' wide sign and snow storage zone, and a 10' wide asphalt sidewalk on the north side of the roadway. French Road and Innovative Court will be connected to CTH GV at the proper distance from the new I-41 interchange that WisDOT plans to build. Roundabouts are proposed at the intersection of French Road/Innovation Court and the intersection of Lawrence Drive. It is the intent the County and City will share the design, right of way acquisition, and construction costs from French Road/Innovation Court to Lawrence Drive. The City's anticipated costs per the Brown County Municipal

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Department of Public Work and Development Services Department

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Future Infrastructure – Residential Infrastructure in TID No. 15 north of Employers Blvd.

NEW: ✗ or REPLACEMENT:

PROJECTED COST: $ 1,200,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 15:	
OTHER	$1,200,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This is the future infrastructure necessary for the construction of a mixed-density and mixed-income residential neighborhood north of Employers recommended for approval by the Finance and Personnel Committee. The cost may increase or decreased based on the design aesthetic and stormwater needs for the area; however, it is a TID cost.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 15

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: $ 1,525,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$1,525,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 15 (Humana/UHG West Business Park). Actual amount to be determined and reviewed by Council based on proposed project value and generated increment. First phase of Bungalows ($925,000) and Upfront Cash Grant for Phoenix of De Pere Multi-Family Affordable Housing. Affordable Housing Project could come from the Housing Affordability fund should the council elect to fund from that source without borrowing.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 17

NEW: **or** **REPLACEMENT:** ✘

PROJECTED COST: **$** 3,000,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$3,000,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 17 Actual amount to be determined and reviewed by Council based on proposed project value and generated increment.
- Amerilux Grant Phase 2 - $3,000,000

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
Development Incentive – TID 18

550 William Street Upfront Cash Grant $2,050,000
Townehome Suites Upfront Cash Grant $1,800,000

NEW: ✗ or REPLACEMENT:

PROJECTED COST: $ 3,850,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$3,850,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Development Incentive to support development of TID 18

550 William Street Upfront Cash Grant $2,050,000
Townehome Suites Upfront Cash Grant $1,800,000

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Daniel Lindstrom, Development Services Director

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

Planning, Feasibility, Design, and Construction of a municipal parking structure in the area plan for the redevelopment of the former Shopko - Phase 2 of borrowing for the parking ramp

NEW: ✗ or REPLACEMENT:

PROJECTED COST: $ 3,500,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	TID 18	
OTHER	3,500,000	100%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Upon City's purchase of lands for said parking structure, the City shall design and construct, at City's sole cost and expense, a public parking structure based upon City's parking consultant's recommendations. The parking structure design shall be substantially similar to the concept plans set forth in the approved development agreement. The parking structure shall include an at grade pedestrian entrance on the north side. The City shall use best efforts to locate said entrance near a corresponding pedestrian entrance on the south side of the Project.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Department of Public Work and Development Services Department

DATE PREPARED: 8/15/2025

DESCRIPTION OF PROJECT

DEVELOPMENT DRIVEN
With the potential acquisition of the ROWs necessary for the redevelopment of the Shopko Site William and Wisconsin Steet is to be reconstructed.

NEW: or REPLACEMENT:

PROJECTED COST: $ 700,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS	WEDC $200,000	29%
OTHER	TID 18: 500,000	71%

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This is the reconstruction of William and Wisconsin Street in coordination with the redevelopment of the Shopko Site.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Paula Rahn

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Community Center Improvements/Upgrades & Repairs Fund

NEW: or REPLACEMENT: X

PROJECTED COST: $15,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	**$15,000**	**100%**
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The Community Center will be entering it's 26th year of operation and we continue to experience unexpected repairs and updates to our facility and equipment. This yearly fund helps cover those unexpected mechanical repairs as well as miscellaneous upgrades to the facility.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 2 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Paula Rahn

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Additional funding to replace AC Unit at Community Center

NEW: or REPLACEMENT: X

PROJECTED COST: $125,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	**$125,000**	**100**
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Council approved to allocate $140,000 to upgrade our HVAC system by replacing our air conditioning system in the 2025 budget. During project investigation, our contractor, Tweet Garot, discovered that current federal regulations prohibit installing a direct replacement with a refrigerant based cooling coil and condensing unit that utilizes the newer R-454B refrigerant equipment. Tweet Garot provided 2 options as solutions. After discussion, staff recommended going with the less-expensive chiller design option and thus request an additional $125k to complete this project in spring of 2026.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 1 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Paula Rahn

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Replacement of Sprinkler System Wet/Dry Valves at Community Center

NEW: or REPLACEMENT: X

PROJECTED COST: $30,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$30,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

Annual inspections identified in Buildings and Grounds Maintenance budget.

PROJECT JUSTIFICATION

Many of the parts for the wet & dry valves on our sprinkler system are obsolete. Over the past few years, we have seen a rise in service calls on this system. Some companies no longer service this equipment and luckily the responding company has been able to limp it by however, they stated this needs to be replaced with new equipment. There are many leaks on the system and numerous times fire alarms were set off signaling the Fire Dept. to respond.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 3 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Paula Rahn

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

VAV Replacement – Phase 1 at Community Center

NEW: or REPLACEMENT: X

PROJECTED COST: $10,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$10,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The Community Center has a total of 13 VAV boxes in our facility. These VAV boxes have electric fan boosters for heating our rooms. During routine maintenance and inspections, it was identified that we will need to start replacing our VAV's as we have had 3 fan motors fail and needed to be replaced. We would like to take a proactive approach and start updating the VAV's on a phase in project over the course of 3 years. The $10,000 allocation addresses Phase 1 of this project.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 4 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Replace Lower-Level Outdoor Sign at Community Center

NEW: or REPLACEMENT: X

PROJECTED COST: $50,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$50,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

None

PROJECT JUSTIFICATION

Our current Community Center sign on the lower level is over 25 years old and was identified to be replaced with a new updated park design sign. This sign was removed during an engineering utilities construction project in spring and may be replaced in Fall. Staff have been investigating a digital signboard as a replacement for the existing wooden sign that would highlight events, programs and rental opportunities for our community. The alternative replacement of the wooden sign would cost approximately $13-$15k.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 5 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Paula Rahn

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Replace window treatments at Community Center

NEW: or REPLACEMENT: X

PROJECTED COST: $20,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	**$20,000**	**100**
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

None

PROJECT JUSTIFICATION

Throughout the 25+ years the Community Center has been in existence, the blinds have shown a lot of wear and tear. We recently repaired ones that were broken, replaced missing parts and cleaned most of the blinds. While that has improved the functionality and look of the blinds, these blinds will eventually need to be replaced. The blinds collect a fair amount of dust as well as sustain damage by renters and program participants. Staff would like to pursue replacing the window treatments with ones that are better suited for an active, multi-purpose facility.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 6 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

ADA Sidewalk and Hard Surface Program

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $ 30,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$30,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

As part of the City's Accessibility Audit conducted and completed in 2012, the City has identified the need to replace sidewalks throughout the park system in an effort to come into compliance with the American with Disabilities Act requirements. Funding will incrementally replace current sections of sidewalk (in our park system) that do not have an appropriate cross or running slope.

In addition, we will also use this program to replace sidewalk or hard surface areas identified by our Engineering Department for repair/replacement.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **1** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Park Dept Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

Crackfilling and Sealcoating program

NEW: or **REPLACEMENT: X**

PROJECTED COST: $25,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$25,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

In an effort to extend the life of our parking lots and blacktopped surfaces, we would like to begin a yearly program that works with our Engineering Division to crackfill and/or sealcoat a portion of our surfaces on a regular basis. The project would be integrated into the Engineering Divisions City yearly wide crackfill and sealcoat project.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 2 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

Repair of Poured in Place and merry go round at Voyageur Park Playground

NEW: or **REPLACEMENT: X**

PROJECTED COST: $25,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$25,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The Merry Go Round at Voyageur Park Playground has several problems. First, the mechanism which allows the apparatus to spin is not working appropriately. Unfortunately, it is not able to be repaired and will need to be replaced. The second issue we have with the playground is the area around the merry go round is having the fall surface begin to fail due to the high traffic. It is recommended to replace the Merry Go Round and replace the poured in place with a high traffic poured in place material.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 3 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Culvert replacement at De Per Dog Park

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $ 20,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$20,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

There are two culverts at our Dog Park that provide for storm water drainage in the property, while allowing pedestrian traffic around the park. Both culverts have been identified to be deteriorating and in jeopardy of collapsing. Our Engineering Department has recommended replacing both culverts as they are were installed at the same time back when the Dog Park was created.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 4 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

Slip lining of sewer line at Kelly Danen Park

NEW: or REPLACEMENT: X

PROJECTED COST: $15,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$15,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

In 2025 we had an issue with sewage backing up in to the concession building at Kelly Danen Park. After investigation, the sewer line is deteriorating and needs to be lined before it will collapse and cause a larger issue.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 5 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2026

DESCRIPTION OF PROJECT

Renovation of Wilson Park

NEW: or REPLACEMENT: X

PROJECTED COST: $200,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$100,000	50
SPECIAL ASSESSMENT		
GRANTS	$100,000	50
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The Board of Park Commissioners went through a lengthy process to develop a master plan for Wilson Park. Total improvements to the park is estimated to be $200,000, which include a walking path, lighting, landscaping and features to emphasize the park as a passive recreation park.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 6 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

Replacement of Kelly Danen Bleachers

NEW: or REPLACEMENT: X

PROJECTED COST: $20,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$20,000	100%
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Kelly Danen Park has two ball diamonds. The upper diamond has one set of large wooden bleachers we are recommending replacing with aluminum bleachers that are ADA compliant. These wooden bleachers have caused a fair amount of complaints and maintenance over the years. The wood splinters and breaks causing safety issues with users. We continue to replace boards, but unfortunately the boards just continue to break and cause problems. Age of the bleachers is not known, but its safe to say they are over 25 years old. In addition, we are recommending the bleachers to come with a transportation kit which allows for ease of moving to other parks for special events.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 7 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: September 1, 2025

DESCRIPTION OF PROJECT

Replacement of Carney Park Playground

NEW: or REPLACEMENT: X

PROJECTED COST: $125,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$125,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Carney Playground is currently 31 years old and is the oldest playground in the City. Staff have indicated that the condition of the playground is quickly becoming a concern. The playground is a small playground and does not have swings. We would recommend replacing with a similar structure but using Poured in Place fall surfacing instead of wood chips.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 8 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Upgrades to Ice Arena

NEW: or REPLACEMENT: X

PROJECTED COST: $ 100,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND	100,000	100
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is proposing incremental improvements to the Ice Arena based on comments and direction from the condition analysis. We are recommending addressing some of the highest need items which include:

Dehumidification Control replacement
Sidewalk repair
HVAC upgrades and repair

We are optimistic the user groups will participate in some level of financially supporting the repairs and replacements as they have asked for permission to fundraise for rink updates. Additional financial support would be recommended to address further issues at the rink such as the rubber flooring, electric panels and ceiling insulation.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 9 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Replacement of Legion open shelter roof

NEW: or **REPLACEMENT: X**

PROJECTED COST: $12,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$12,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The roof at Legion Open Shelter is in need of updating. We have been moving in the direction to replace the roofs with a metal roof versus a shingle roof. The metal roofs are projected to last much longer than a shingle roof.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 10 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Door replacement at VFW Octagon Building

NEW: or **REPLACEMENT: X**

PROJECTED COST: $12,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$12,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Several of the doors at the VFW Octagon building are rusting through and are in need of replacement.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 11 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Repairs/updates to Rotary Park gazebo and access path.

NEW: or **REPLACEMENT: X**

PROJECTED COST: $30,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$30,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The gazebo at Rotary Park is in need of repairs and attention before it becomes something that is too costly to fix. In addition to repairs to the gazebo, we need to construct an ADA compliant path to the gazebo.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 12 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Optimist Park Open Shelter roof replacement

NEW: or **REPLACEMENT: X**

PROJECTED COST: $ 12,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$12,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The roof on the Open Shelter at Optimist Park is recommended for replacement. We have been moving in the direction of replacing all roofs with metal roofs due to their longevity.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 13 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Preserve Trail improvements

NEW: or REPLACEMENT: X

PROJECTED COST: $50,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$50,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Most of the Preserve Trail is crushed limestone, and many sections of the trail have not been improved for over 20 years. Sections of trail have become overgrown with grass and weeds as the stone has slowly eroded and washed away. We would like to incrementally updates sections of the trail over the next few years to provide the trail with some needed upgrades. Phase I would be to work on the section between the large culvert and the bridge behind the old Humana building. This area is difficult to get to because of the inability for large equipment to get there.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 14 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

New park development in Waterview Heights subdivision

NEW: X or REPLACEMENT:

PROJECTED COST: $ 200,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$200,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The newly development in Waterview Height subdivision is rapidly filling up. The last street is expected to begin construction in 2026. Phase I of developing the park is to install a playground, accessible route to playground, and Park Sign(s).

Playground - $160,000
Signs - $25,000
Accessible route - $15,000

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 15 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Purchase of self-watering baskets

NEW: or REPLACEMENT: X

PROJECTED COST: $10,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	10,000	100
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

We started to experiment with a self-watering basket for our hanging pots throughout the downtown area. The hanging pots have become an integral part of our downtown beautification. In order to keep the pots thriving they must be watered 6-7 days a week, which ends up putting a strain on staffing levels. We purchased several self-watering pots as a trial to see how they work. We believe they have performed very well. They allow us to water every 2-3 days and has been a cost savings to us with reduced staffing time. Another benefit we have found is that we reduce the exposure of our staff in areas with higher traffic. An additional $10,000 toward hanging baskets will provide for almost all of our pots to be hanging baskets and would end up having a large impact on staffing because we would not require many watering days on weekends.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 16 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Nelson Pavilion Updates

NEW: X or REPLACEMENT:

PROJECTED COST: $50,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$50,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

As part of an ongoing effort to improve the Nelson Pavilion, the experience and the usability of the facility, we are proposing several improvements.
1- ($50,000) ADA ramp from the north side of the patio to the bowl, and then also a concrete connection from the ramp to the
steps on the south side of the patio. We feel this will do several things.

- **It provides an ADA compliant route to the lower bowl area.**
- **Provides a connection from the steps to the ADA ramp along the lower level.**
- **Provides additional sitting area just below the patio. We have found many people congregate to this area because the patio is full and the area along the retaining wall provides shade.**

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 17 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Bike Rack and pad

NEW: X or REPLACEMENT:

PROJECTED COST: $ 5,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	5,000	100
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

In an effort to continue and improve the experience a the Nelson Pavilion, staff is recommending the purchase and installation of bike racks. We have received several requests from renters for such an amenity, and have also noticed a large amount of bikes being used in attending our weekly beer gardens in the summer. The bike racks would be located just off the driveway/entrance to the Nelson Pavilion.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 18 Goal No.

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Electric Extension at Voyageur Park

NEW: X or REPLACEMENT:

PROJECTED COST: $15,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$15,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

In an effort to expand the experience of the Holiday Light show, staff is proposing boring electric to the location located just west of the main parking lot. The Holiday Light Show has grown since its inception, not only in the amount of lights offered but in attendance. In 2024, the event saw a record number of 3,600 vehicles attend the show. We have grown to the point we really don't have many locations to expand the event with lights.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 19 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Installation of storm drain at Optimist Park

NEW: X or REPLACEMENT:

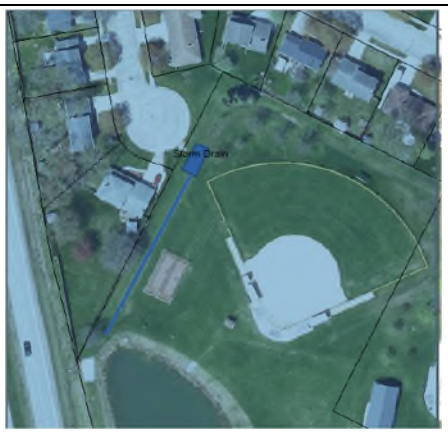
PROJECTED COST: $ 35,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$35,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

We are proposing a storm drain extension on the Northwest side of Optimist Park. There is a drainage ditch that runs along the north side of property and then eventually south to the retention pond. At the northeast corner of the park there is access to the park off of S. Superior Street, however at the crossing it is often wet from standing water making access to the park difficult. Park users have built make shift bridges to cross the area, of which are often times not safe or compliant with building codes/ADA/etc… We are proposing storm drain to alleviate the standing water in this area and also create an easier access/passage into the park.



PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **20** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Installation of portable ice rink

NEW: X or REPLACEMENT:

PROJECTED COST: $ 120,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	$60,000	50
SPECIAL ASSESSMENT		
GRANTS		
OTHER	$60,000	

50

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Our department has struggled with getting our winter ice rinks up and running. This has been a very common problem throughout the State of Wisconsin and can be attributed to the weather not being conducive for flooding rinks. New technology has been developed that creates a portable chiller system, which allows you to make a portable ice rink. This new technology allows for freezing conditions even when the weather is less than cooperative. It has been reported that these systems have been able to be in use for 3-4 months. We would propose installing a pilot program/rink at one of our parks.

Budgetary impact. The cost of the project is anticipated to be around $120,000 ($20,000 – Lights, $100,000 portable rink). Of the $120,000 we are proposing the City funds half of it and gets the other half through sponsorships and/or the allocation of Beer Garden revenue.

Location of this facility will likely be dependent on the supporting funding. Donors/sponsors will likely impact the location of the facility to some degree.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 21 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Additional octagon picnic tables for Nelson Pavilion

NEW: X or REPLACEMENT:

PROJECTED COST: $6,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	6,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

With the high popularity of the Nelson Pavilion, we have found that we do not have enough seating on the patio. Additional tables will aid in providing enough seating on a regular basis for events, programming and general use. Picnic tables will be made of recycled material.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 22 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: **Staff**

DATE PREPARED: **August 1, 2025**

DESCRIPTION OF PROJECT

Replacement of toilet tissue dispensers in parks

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: **$** $6,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	$6,000	100
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is requesting funding to replace all of the toilet tissue dispensers in the parks. Currently we actually do not have many dispensers, but have a bar that attaches to the wall. This device has proven to attract vandalism and is not efficient in the use of toilet tissue. New dispensers are enclosed.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **23** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Installation of permanent trash receptables at Voyageur Park.

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $5,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND	**$5,000**	**100**
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

We have received numerous comments about having enclosed/permanent trash receptacles at Voyageur Park around the playground and Nelson Pavilion. Permanent receptacles provide for better aesthetics and withstand the wind/weather elements better.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **24** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Pickle Ball Facility

NEW: **or** **REPLACEMENT:**

PROJECTED COST: $250,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$250,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

We continue to get community feedback that additional Pickle Ball courts are wanted. The proposed funding would allow for a pickle ball court with 4-6 courts. A site has not been determined, however Southwest Park does have a Pickle Ball facility in its master plan. If funding was approved, we would initiate research to determine the best possible location.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **25** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET Deleted

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

LED Light replacement program

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $15,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$15,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff recommends a continued effort to replace old incandescent and/or halogen lights in the park with LED lights which leads to less maintenance and energy savings.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **26** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Replacement of Voyageur Park dock system

NEW: or **REPLACEMENT: X**

PROJECTED COST: $185,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	185,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is requesting funding to replace the dock system at Voyageur Park. Voyageur Park has gone through several updates including the Playground, Nelson Pavilion and most recently creating an ADA compliant access to the docks at Voyageur. In 2025 we requested funding to begin refurbishing the docks at Voyageur however several factors have changed the position on this. First, the docks were refurbished about 10 years ago and at some point you can't really refurbish the dock anymore without starting over. Many docks have multiple holes drilled in the frame making it tough to replace boards and have them secured tightly. In addition, with the development of ADA compliant access to the docks, we have a new gangway which is not ideal for connecting with the current docks as there is limited space for the ramp and transition.

Our plan would be to apply for grant funding from the WDNR, however knowing if we get a grant will take into August. Regardless of grant funding we feel the project should proceed forward. If we get grant funding then our cost would be significantly less. We would also propose rolling the 2024 funding for the docks to this project.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 1 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Replacement/repair of floor in Fox Point restroom facility.

NEW: or REPLACEMENT: X

PROJECTED COST: $5,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	**5,000**	**100**
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The floor in the Fox Point Restroom is over 15 years old and is in need of repair. The floor is starting to flake and deteriorate causing several concerns ranging from efficient cleaning, floor protection, safety concerns from people walking on a wet floor, etc…

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 3 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Replacement of #308

NEW: or REPLACEMENT: X

PROJECTED COST: $60,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	60,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is recommending the replacement of #308 which is a dually 1 ton vehicle. It is currently used as a water vehicle during the summer months. The vehicle is scored as a 23 which is nearing the area of being highly recommended for replacement. However after determining the box is quickly rusting out, our mechanics staff and fleet team have recommended the replacement of 308.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 1 Goal No.

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Diamond Groomer replacement

NEW: or **REPLACEMENT: X**

PROJECTED COST: $ 40,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	40,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Our mechanics staff, park staff and fleet team have all reviewed and are recommending the replacement of the diamond groomer. The diamond groomer was purchased in 2008 and is rapidly showing signs of deterioration. Our recommendation is to replace it with a similar unit. The unit is responsible for daily grooming of our ball diamonds throughout the City and allows us to efficiently do so.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 2 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Salter for 1 Ton Truck

NEW: X or REPLACEMENT:

PROJECTED COST: $12,000

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	12,000	100
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Currently the Parks Department is the only one that has a salter for a 1 Ton vehicle. This has caused some inefficiencies during snow plow removal. First, as Park Staff are dispersed to clear parking lots, we send one truck to the west side and one to east side. With only one salter, fully addressing the parking lots that are being cleared takes additional time. Adding a salter would allow for staff to fully address a parking lot before vehicles start to enter. In addition, our street department often uses the 1 Ton salter truck on alley ways. When this occurs we don't have any method of salting our parking lots as we are clearing them.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 3 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Staff

DATE PREPARED: August 1, 2025

DESCRIPTION OF PROJECT

Grapple Bucket for Tool Cat

NEW: X or REPLACEMENT:

PROJECTED COST: $

PROPOSED METHOD OF FINANCING	$	%
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND	5,500	100
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is requesting the purchase of a grapple bucket for use on the Tool Cat utility vehicle. Both Parks and Street Departments have run into situations where they have been clearing/cleaning brush and or trees in tight or confined areas. These tight or confined areas do not allow for staff to use a loader or our log loader truck. The grapple bucket allows for grabbing large logs and/or brush without the use of large equipment and extensive manual labor.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 4 **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: **Staff**

DATE PREPARED: **August 1, 2025**

DESCRIPTION OF PROJECT

Purchase of additional Robotic Mower

NEW: X or REPLACEMENT:

PROJECTED COST: $10,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**10,000**	**100**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Staff is requesting the purchase of an additional Robotic Mower to put into operation. In 2025 we purchased a robotic mower and implemented the unit at the MSC. We were very pleased with its outcome and can see additional benefits in utilizing this type of machine at some of our ball fields. We would like to continue our pilot programming by having an additional mower and begin mowing enclosed ball fields such as Kelly Danen Park.

The mower is self operated and can operate an any hour of the day. We would anticipate having the mower run from 10:00 pm to roughly 8 am in the morning from Monday to Friday. By doing this the fields would be cut up to 3 times a week during a period of time that people are not or likely not at the park.

Benefits of this include a very consistent playing field because of the frequency of mowing. One of the issues we have encountered is that at times we do not have the ability to mow Kelly Danen 2-3 times a week which is needed to provide a consistent play surface in the infield (the infield is a grass infield). Additional benefit is that we are not required to have someone make a separate trip to the park to cut the ball fields.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **5** **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: Chelsea Moberg

DATE PREPARED: August 12, 2025

DESCRIPTION OF PROJECT

VFW Tot Pool Play Feature Replacement Parts

NEW: or REPLACEMENT: X

PROJECTED COST: $5,500

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$5,500**	**100%**
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The protective netting under the play feature has a large tear in it and needs to be replaced. The slide pad is worn down from regular use and needs to be replaced. VFW Aquatic Facility Tot Pool uses a higher level of chlorine to disinfect the pool which accelerates wear on equipment.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION 1 Goal No.

2026 STREET MANAGEMENT

IMPROVEMENT	ASSESSABLE	NON-ASSESSABLE	OUTSIDE FUNDING	TOTAL COST
Crackfill/Patch/Repair	$0	$270,000	$0	$270,000
Resurfacing	$0	$941,276	$0	$941,276
Sidewalk	$122,400	$115,000	$0	$237,400
Concrete Street Rehabilitation	$0	$400,000	$0	$400,000
Asphalt Street Reconstruction	$0	$1,203,000	$0	$1,203,000
Sixth Street Reconstruction	$0	$275,000	$0	$275,000
Main Avenue and Reid Street Pavement Replacement Design (WisDOT Project)	$0	$50,000	$580,000	$630,000
Broadway Pavement Resurface (WisDOT Project)	$0	$9,150	$27,450	$36,600
I41-GV Interchange (WisDOT Project)	$0	$5,000	$0	$5,000
Alley Reconstruction	$0	$160,000	$0	$160,000

Mill Alley Reconstruction	$0	$200,000	$0	$200,000
Total	$122,400	$3,628,426	$607,450	$4,358,276

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Street Management – Street Maintenance and Repair – Crackfilling/Concrete Patching/Asphalt Patching/Curb Repair at various locations. Work anticipated includes the following types of work, approximate quantities, and costs:

Crackfilling	80,000 LF	$120,000
Concrete Patching	1,200 SY	$40,000
Asphalt Patching	1,500 SY	$30,000
Curb Repair	6,000 LF	$30,000
Colored Concrete Sealing	50,000 SF	$50,000

NEW: or REPLACEMENT: X

PROJECTED COST: $270,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$270,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The purpose of this project is to maintain the existing street system, thereby extending its maximum useful life. The amount of the proposed maintenance work and corresponding dollar amount conforms to the recommendations of the City of De Pere Pavement Management Plan. Crackfilling is intended to be done at the 3rd and 9th year on streets that have been resurfaced and the 6th and 12th year on streets that have been reconstructed. Additional crackfilling is done on streets that are in the six year rotation and rated 7 above. Colored concrete sealing is completed around 5 years after the previous sealing.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Street Management – Resurfacing – Various locations. Work anticipated includes overlay of the following streets, the length, and year of last overlay:

Street	From	To	Length	Last Overlay	Rating
Franklin Street	Erie Street	Ontario Street	328	1999	5, 6
Georgia Drive	Cook Street	Cul de Sac	582	2006	5
Lee Avenue	Amhart Drive	Helena Street	986	2011	5
Marsh Street	Fourth Street	Third Street	657	2006	6
Old Plank Road*	Rockland Road	STH 32/57	3167	2005	3, 4
Cornelius Martin Court	Old Plank Road	Cul de Sac	700	2007	5
Nick Lane	Lemon Lane	Cul de Sac	779	2003, 2006	5, 7
Samantha Street	Stock Lane	Meneau Drive	1294	2006	5
Total			8,493		

NEW: or REPLACEMENT: X

PROJECTED COST: $941,276

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS - LRIP		
OTHER **Property Tax**	**$941,276**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The purpose of this project is to maintain the existing street system, thereby extending the maximum useful life. The amount of the proposed resurfacing corresponds to funding available.

The cul de sac on Nick Lane is rated a 7. This is added in with the block of Nick Lane from Meneau Drive to Lemon Lane because trucks will need to access the cul de sac over the resurfaced section in the future.

*Old Plank Road is half City and half Town of Ledgeview. This will be split approximately 50/50. Due to the deteriorated condition, the road will be pulverized and paved with 4" of asphaltic concrete pavement.

PROJECT RANKINGS

CITY COUNCIL
STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Street Management – Sidewalks – Various locations. Work anticipated includes the following types of work and costs:

Item	Cost	Engineering & Admin
New Sidewalk Orders-special charge	$12,000	$2,400
Sidewalk Repairs-special charge	$90,000	$18,000
City Repairs – Ramps, Tree impacts (Includes Mudjacking and Grinding)	$115,000	

NEW: or REPLACEMENT: X

PROJECTED COST: $237,400

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$115,000**	
SPECIAL ASSESSMENT	**$122,400**	
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The proposed construction includes the construction of new sidewalks and ramps at various locations, plus the replacement of defective walks and ramps in the repair area. The new construction is to complete construction of sidewalks in areas that the Common Council has ordered new installation. The ramps will be installed at various intersections where adjacent development has occurred. The replacement of defective sidewalks is part of an ongoing 8-year program cycle for the entire City. The 2026 repair area is on the west side and bounded by the west municipal limits, Grant Street on the north, Scheuring Road on the south, the railroad tracks on the east.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 – 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Street Management – 2026 Concrete Street Rehabilitation – Concrete pavement repairs including full panel patches, partial depth patching, and cross-stitching cracks.

Street	From	To	Age
Grant Street	Fifth Street	Fourth Street	2001
Lande Street	Fourth Street	Third Street	1995
Ridgeway Boulevard	Broadway Street	Webster Avenue	1990
Venture Avenue	RR Tracks	Matthew Drive	1998

NEW: or REPLACEMENT: X

PROJECTED COST: $400,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$400,000.**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The purpose of this project is to maintain the concrete pavement on streets in the City, thereby extending its maximum useful life. A major rehabilitation of concrete streets is completed approximately 25 years after construction. The goal is to extend the overall pavement life to 40 years or greater.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Street Management – Asphalt Street Reconstruction – This work involves reconstruction on several streets as listed below.

Location	From	To	Length	Last Overlay	Rating
Merrill Street	Broadway Street	Erie Street	1770	2005	3, 4, 5
Ontario Street	George Street	Ridgeway Boulevard	1935	1996, 2000	3, 4
Pennings Avenue	Amhart Drive	Helena Street	986	1993	4

NEW: or REPLACEMENT: X

PROJECTED COST: $1,203,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$1,203,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Ontario and Merrill Street are being reconstructed due to several segments deteriorating to a 3 rating. Pennings Street is rated 4 but has been placed on the reconstruction list due water main breaks and deteriorated curb and gutter.

Merrill Street has been planned for reconstruction due to the large cross slopes, deteriorated curb and asphaltic concrete pavement. Additionally, the amount of annual patching due to potholes continues to increase. Water services and sanitary laterals will be replaced as part of the project. Storm sewer and/or laterals will be constructed as part of the project to collect sump pump and storm water runoff.

Ontario Street involves several sections of sanitary sewer relay, water main relay, and new storm sewer construction.

Pennings Street includes sanitary sewer relay, water main relay, and new storm sewer construction.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Street Management – Sixth Street Reconstruction – This work involves reconstruction on several streets on the northeast side of De Pere as listed below.

Location	From	To	Length	Last Overlay	Rating
Sixth Street	Lande Street	Helena Street	660	1983	3,4

NEW: or REPLACEMENT: X

PROJECTED COST: $275,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$275,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Sixth Street from Lande Street has deteriorated to a rating of 3 and 4. Additionally, storm sewer needs to be relocated for the MSC expansion which will be relocated to the street.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 3, 2025

DESCRIPTION OF PROJECT

Street Management – Main Avenue and Reid Street Pavement Replacement -WisDOT Project 4190-17-00/71/72 – Partial Engineering for the pavement replacement project on Main Avenue and Reid Street being led by WisDOT.

NEW: or REPLACEMENT: X

PROJECTED COST: $630,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$50,000**	
SPECIAL ASSESSMENT		
GRANTS (Reimbursement for Real Estate Services)	**$430,000**	
OTHER	**$150,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

WisDOT and the City have entered into a State/Municipal Financial Agreement (SMFA) for the pavement replacement of Main Avenue and Reid Street. As part of the agreement, there is a 75-25 match for Preliminary Engineering. The lead design time on WisDOT projects is several years. The project is scheduled for 2028 construction. The overall preliminary design engineering is estimated to be $1,508,080 with a $1,131,080 in State funding and $377,020 in City funding. The City has bonded $350,000 since 2022 for partial design. The amount included in the worksheet is estimate for the City's 2026 fiscal year. With the additional amount being bonded in 2026, the City's allocation will be above the last SMFA. A revised SMFA will be brought to the Board of Public Works and Council later this year. It is anticipated that overall project costs will increase.

The City of De Pere is responsible for acquiring right of way/easements for the WisDOT project. The acquisition will occur in 2026. In 2025, the City will hire a consultant to acquire parcels. This cost is reimbursed by WisDOT. This has been listed above as a "Grant" because the City will bond for it and then submit for reimbursement.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 3, 2025

DESCRIPTION OF PROJECT

Street Management – Broadway Street Pavement Resurfacing from Cook Street to Merrill Street -WisDOT Project 4085-65-07/72 – Partial Engineering for the pavement resurfacing project on Broadway Street being led by WisDOT. This project is scheduled for 2027 construction.

NEW: or REPLACEMENT: X

PROJECTED COST: $36,600

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$9,150**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**$27,450**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

WisDOT and the City have entered into a State/Municipal Financial Agreement (SMFA) for the pavement resurfacing of Broadway Street from Cook Street to Merrill Street. The construction work is scheduled for 2027. As part of the agreement, there is a 75-25 match for Preliminary Engineering. The overall preliminary design engineering is estimated to be $170,000 with a $127,500 in State funding and $42,500 in City funding. The lead design time on WisDOT projects is several years. The City has bonded $33,350 since 2024 for the partial design. Unless there is an amended SMFA, the City's portion of preliminary design will be bonded.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 3, 2025

DESCRIPTION OF PROJECT

Street Management – I41 Southbridge Road – GV Interchange - City costs associated with the I41-Southbridge Road (CTH GV) interchange (WisDOT Project 1130-68-77/1130-63-01).

NEW: or REPLACEMENT: X

PROJECTED COST: $5,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$5,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

WisDOT and the City have entered into a State/Municipal Financial Agreement (SMFA) for architectural surfaces and staining on the I41-Southbridge (GV) interchange referred to as Community Sensitive Design (CSD) amenities. These CSD's include staining on the overpass and stamped colored concrete. WisDOT is funding 80% of the CSD's and the City and Lawrence funding 10% each. There are also some minor manhole adjustments on City sewers.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 2, 2025

DESCRIPTION OF PROJECT

Street Management – Alley Reconstruction – Various locations. Work anticipated involves reconstructing alleys to improve drainage and pavement structure.

Alley (Between)	From	To	Length	Rating
Superior and Huron Street	Bolles Street	Merrill Street	480	3
Huron and Erie Street	Merrill Street	Chicago Street	583	3

NEW: or REPLACEMENT: X

PROJECTED COST: $160,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$160,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The purpose of this project is to maintain the existing alley system. The alleys are used for access to residents and businesses. Alleys have been included because they have deteriorated to a rating of 3.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 2, 2025

DESCRIPTION OF PROJECT

Street Management – Mill Alley Reconstruction – Project involves reconstruction of the alley between Main Avenue and the mill, between Fourth and Third Street. It also includes Fourth and Third Street north of Main Avenue

Alley (Between)	From	To	Length	Rating
Main and mill	Fourth Street	Third Street	528	2
Fourth Street	Main Avenue	Alley	152	5
Third Street	Main Avenue	Alley	110	4

NEW: or REPLACEMENT: X

PROJECTED COST: $200,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT	**$200,000**	
SPECIAL ASSESSMENT		
GRANTS		
OTHER		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Mill alley is deteriorated and requires reconstruction. The alley and a section of Third and Fourth Street are being reconstructed to improve the pavement, add curb and gutter, and improve parking configurations. This work is being done in preparation for the Main Avenue utility relay in 2027 and the WisDOT reconstruction of Main Avenue in 2028.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

2026 SEWER MANAGEMENT

IMPROVEMENT	ASSESSABLE	NON-ASSESSABLE	OUTSIDE FUNDING	TOTAL COST
Televise/Repair	$0	$870,000	$0	$870,000
Sewer Lining and Repair	$0	$266,000	$0	$266,000
Sewer Lining Easements and Alleys	$0	$160,000	$0	$160,000
Manhole Rehabilitation and Pipe Joint Repair	$0	$90,000	$0	$90,000
Foundation Drain Discussion Program	$0	$200,000	$0	$200,000
Full Lateral Relay Program	$0	$100,000	$0	$100,000
TOTAL	$0	$1,686,000	$0	$1,686,000

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Sewer Management – Televising/Repair – Repair is completed at various locations, most of which will correlate to the current and future street maintenance program. This work will include televising, and after review, performing necessary repairs to the sewers and structures that are located on streets scheduled for overlay and/or reconstruction. This work includes rehabilitation on sewers and structures that are identified during daily operation of the sewer systems and may be outside of the future street maintenance program. Televising is completed on streets that are in the 5-year capital improvement program and other sanitary sewers in the City. Construction activities anticipated includes the following types of work, approximate quantities, and costs:

Televising and Cleaning	10,000 LF	$20,000
Sewer and Manhole Repair	Resurfacing and Reconstruction	$810,000
Sewer and Manhole Repair	Resurfacing Only	$20,000
Sewer and Manhole Repair	Alley Reconstruction	$20,000

NEW: or REPLACEMENT: X

PROJECTED COST: $870,000

PROPOSED METHOD OF FINANCING **$** **%**

GENERAL FUND
CAPITAL IMPROVEMENTS FUND
GENERAL OBLIGATION DEBT
SPECIAL ASSESSMENT
GRANTS –
OTHER **Sewage Revenue Fund $870,000**

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Sewer repair is an integral part of street maintenance. By performing repairs of deteriorated pipes and structures prior to the resurfacing, or structure failure, emergency repair excavations into new street surfaces should be minimized. Additionally, repairs may be made to sewers outside of the street maintenance program. Repairing deteriorated pipes and structures is important to prevent sewer system failure. The sanitary sewer televising program will identify maintenance issues in the sanitary sewer to better allocate construction dollars and minimize sanitary sewer blockages and backups. A big component of this worksheet is repairing sanitary laterals in conjunction with the water main/service relay.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Sewer Management – Sewer Lining and Repair – Sanitary sewer lining or relay as determined by televising program and street resurfacing program. Emphasis is placed on lining sewers that are in the proposed street resurfacing program for the next two years.

NEW: or REPLACEMENT: X

PROJECTED COST: $266,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**Sewage Revenue Fund $266,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Sanitary sewers are televised prior to street resurfacing. Sewer sections determined to be in poor quality are to be lined/replaced prior to resurfacing the street. Additionally, sewers that are found to be deteriorated in areas where pavement is not being replaced or access is difficult are lined. The cost of sewer lining is significantly less than replacing the sewer when restoration costs are included.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Sewer Management – Sewer Lining of Easements and Alleys – Line sanitary sewers in easements and alleys

NEW: or REPLACEMENT: X

PROJECTED COST: $160,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**Sewage Revenue Fund $160,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The City has many feet of clay and concrete pipe located in alleys and easements. Over the last several years, we have allocated additional funds to line some of these areas. Because many of these sewers are located outside of the street resurfacing program, they have not been lined. The goal of this project is to allocate additional sewer funds over the next ten years to line these sewers. Many of these sewers are in areas that are extremely difficult to relay through traditional techniques such as open cut construction.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Sewer Management – Manhole Rehabilitation and Pipe Joint Repair – Work anticipated includes Manhole Rehabilitation and Pipe Joint Repair of the following types:

Manhole Rehab (spray on liner, grout, replace rings and castings) - $50,000
Pipe Joint Repair - $40,000

NEW: or REPLACEMENT: X

PROJECTED COST: $90,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**Sewage Revenue Fund**	**$90,000**

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Deteriorated and leaking manholes are identified during sewer system review each year that require repair. Deteriorated manholes can lead to street failures, while deteriorated and leaking manholes and pipes contribute to clear water infiltration in the sanitary sewer system. There is a significant amount of inflow and infiltration into the City's sanitary sewer which increases the City's wastewater treatment costs.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Sewer Management – Foundation Drain Disconnection Program (FFDP) – In 2024, the City updated the ordinance to require disconnection of foundation drains and require sump pumps for applicable properties through the City. The City implemented the Foundation Drain Disconnection Program in preparation for this ordinance change. This program reimburses property owners for disconnecting the foundation drain from the sanitary sewer and installing a sump pit and pump and discharging to grade. The proposed reimbursement rate is 50% of eligible costs. The allocation included is for the City's match.

FDDP Funding $200,000

NEW: X or REPLACEMENT:

PROJECTED COST: $200,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**Sewage Revenue Fund $200,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The City of De Pere has significant clear water flows into the sanitary sewer system. Houses constructed prior to 1973 were not required to install sump pumps. Many of those properties have foundation drains for ground water that discharge to the sanitary sewer. The wastewater from the City's collection system discharges into the Green Bay Metropolitan Sewerage District (GBMSD) wastewater treatment facility located in West De Pere. The City of De Pere pays GBMSD for wastewater treatment based on five different parameters, one of which is the volume of flow. The City pays GBMSD to treat inflow and infiltration (I&I) from clear water into the sanitary sewer system. In addition to this charge, GBMSD has experienced high flows during wet weather events. The treatment plant is not designed for such high flows. If clear water is not reduced by municipalities, significant treatment plant upgrades will be required which will increase wastewater treatment rates.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Sewer Management – Full Lateral Replacement Program – This program provides a 50% reimbursement match for property owners who complete full lateral replacement with plastic pipe through pipe bursting or lining. The allocation included is for the City's match. This is a voluntary program. The goal of the match is to encourage property owners to replace an entire deteriorated sanitary lateral rather than a spot repair that will still leak.

Full Lateral Replacement $100,000

NEW: X or REPLACEMENT:

PROJECTED COST: $100,000

PROPOSED METHOD OF FINANCING	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
GRANTS		
OTHER	**Sewage Revenue Fund**	**$100,000**

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The City of De Pere has significant clear water flows into the sanitary sewer system. The City of De Pere operates and maintains a sanitary sewer system which includes over 100 miles of gravity sewers and two lift stations. Studies estimate that there are approximately the same number of miles of private sewer and laterals. The City maintains the public sewer through cleaning, televising, reconstructing, lining, and sealing leaks. Private laterals are the responsibility of the private property owners and many times not maintained. A significant amount of clear water is estimated to come from private laterals. For instance, as the City seals leaks around the main, the water table will increase until a point where a leak occurs on the private laterals. The goal of the program is to provide an incentive for property owners to repair their entire lateral with pipe bursting or lining.

The wastewater from the City's collection system discharges into the Green Bay Metropolitan Sewerage District (GBMSD) wastewater treatment facility located in West De Pere. The City of De Pere pays GBMSD for wastewater treatment based on five different parameters, one of which is the volume of flow. The City pays GBMSD to treat inflow and infiltration (I&I) from clear water into the sanitary sewer system. In addition to this charge, GBMSD has experienced high flows during wet weather events. The treatment plant is not designed for such high flows. If clear water is not reduced by municipalities, significant treatment plant upgrades will be required which will increase wastewater treatment rates.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

2026 UTILITY AND STREET EXTENSIONS

IMPROVEMENT	ASSESSABLE	NON-ASSESSABLE	OUTSIDE FUNDING	TOTAL COST
Phoenix Preserve	$1,212,000	$0	$0	$1,212,000
Kingston Preserve Phase II	$2,036,400	$0	$0	$2,036,400
TOTAL	$3,248,400	$0	$0	$3,248,400

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 5, 2025

DESCRIPTION OF PROJECT:

Street Extensions – Phoenix Preserve – Construct utilities and a new cul-de-sac north of Employers Boulevard to service proposed multi-family development.

ITEM	COST	ENG & ADMIN
Sanitary Sewer	$139,000	$27,800
Storm Sewer	$139,000	$27,800
Watermain	$172,000	$34,400
Storm Water Management Pond	$120,000	$24,000
Roadway Construction	$440,000	$88,000

NEW: _____ or REPLACEMENT:_____

PROJECTED COST: $1,212,000

	PROPOSED METHOD OF FINANCING:	**$**	**%**
	GENERAL FUND		
	CAPITAL IMPROVEMENTS FUND		
	GENERAL OBLIGATION DEBT		
X	**SPECIAL ASSESSMENT**	**$1,212,000**	
	GRANTS		
	OTHER - Storm Water Utility		
	OTHER – Sewage Revenue Fund		
	OTHER – Water Utility		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This project will complete the utility and street construction of a new cul-de-sac north of Employers Boulevard to service the proposed multi-family development at 1100 Employers Boulevard (Parcel #: WD-D0031).

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT:

Street Extensions – Kingston Preserve Phase II – Construct new roads and utilities for the second phase of the Kingston Preserve Subdivision off Lawrence Drive.

ITEM	COST	ENG & ADMIN
Sanitary Sewer	$240,000	$48,000
Storm Sewer	$355,000	$71,000
Watermain	$250,000	$50,000
Storm Water Management Pond	$190,000	$38,000
Roadway Construction	$395,000	$79,000
Employers Boulevard Resurfacing	$267,000	$53,400

NEW: _____ or REPLACEMENT:_____

PROJECTED COST: $2,036,400

	PROPOSED METHOD OF FINANCING:	**$**	**%**
	GENERAL FUND		
	CAPITAL IMPROVEMENTS FUND		
	GENERAL OBLIGATION DEBT		
X	**SPECIAL ASSESSMENT**	**$2,036,400**	
	GRANTS		
	OTHER - Storm Water Utility		
	OTHER – Sewage Revenue Fund		
	OTHER – Water Utility		

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This project will complete the utility and street construction for Everett Drive and Preserve Court within the Kingston Preserve subdivision. The entirety of this subdivision is to be developer funded.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

2026 WATER SYSTEM MANAGEMENT

IMPROVEMENT	ASSESSABLE	NON-ASSESSABLE	OUTSIDE FUNDING	TOTAL COST
Water Main Relay	$0	$1,500,000	$0	$1,500,000
TOTAL	$0	$1,500,000	$0	$1,500,000

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Water Distribution Management – Water Main System Relay – Water main relay is completed at various locations in the City based on age of pipe, materials, poor performance (breaks, poor flow characteristics) and street resurfacing and reconstruction.

Anticipated work for 2026 is as follows:

Street	From	To	Size	Material
Easement at MSC	Sixth Street	Lande Street	8”	DI
Franklin Street	Erie Street	Ontario Street	12”	PVC*
Georgia Drive	Cook Street	Cul de Sac	6”	CI
Lee Avenue	Amhart Drive	Helena Street	6”	CI
Marsh Street	Fourth Street	Third Street	6”	CI
Merrill Street	Broadway Street	Erie Street	10”, 12”	PVC*
Ontario Street	George Street	Ridgeway Boulevard	6”, 8”	CI, PVC*
Pennings Avenue	Amhart Drive	Helena Street	6”	CI
Sixth Street	Lande Street	Helena Street	8”	DI

Additional comments on water main work includes:
*Only the water services are being replaced at locations with PVC water main.

NEW: or REPLACEMENT: X

PROJECTED COST: $1,500,000

PROPOSED METHOD OF FINANCING **$** **%**

GENERAL FUND
CAPITAL IMPROVEMENTS FUND
GENERAL OBLIGATION DEBT
SPECIAL ASSESSMENT
GRANTS –
OTHER **Water Utility** **$1,500,000**

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Project involves water main relay at various locations throughout the City which are determined by number of breaks reported by the Water Department and street reconstruction and resurfacing projects. Water main replacement is emphasized in areas where street reconstruction/resurfacing are proposed.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

2026 STORM WATER MANAGEMENT

IMPROVEMENT	ASSESSABLE	NON-ASSESSABLE	OUTSIDE FUNDING	TOTAL COST
Storm Sewer Televising	$0	$60,000	$0	$60,000
Storm Sewer Repair/Replacement/Installation	$0	$1,114,000	$0	$1,114,000
Wet Pond	$0	$72,970	$72,970	$145,940
TOTAL	$0	$1,246,970	$72,970	$1,319,940

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: July 21, 2025

DESCRIPTION OF PROJECT

Storm Water Management – Televising – Televising is completed on streets that are in the 5-year capital improvement program and storm sewers. There are also storm sewer segments that have not been televised for many years. A storm sewer televising program has been created to televise the storm sewer on a 10-year rotational basis. Construction activities anticipated include the following types of work, approximate quantities, and costs:

Televising and Cleaning	40,000 LF	$60,000

NEW: **or** **REPLACEMENT: X**

PROJECTED COST: $60,000

PROPOSED METHOD OF FINANCING		**$**	**%**
GENERAL FUND			
CAPITAL IMPROVEMENTS FUND			
GENERAL OBLIGATION DEBT			
SPECIAL ASSESSMENT			
GRANTS			
OTHER	**Storm Water Utility**	**$60,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

The storm sewer televising program will identify maintenance issues in the storm sewer to better allocate construction dollars and minimize storm sewer blockages and backups.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: August 4, 2025

DESCRIPTION OF PROJECT

Storm Water Management – Storm Sewer Repair/Replacement/Installation – Work includes:
1) Repair and replace storm sewer at various locations around the City with emphasis on the street resurfacing program area ($40,000).
2) Replace/repair storm sewer and install new storm sewer and storm laterals at various locations to eliminate private property drainage problems for existing development ($919,000).
3) Install storm sewer for alley reconstruction to improve drainage ($155,000).

NEW: X or REPLACEMENT: X

PROJECTED COST: $1,114,000

PROPOSED METHOD OF FINANCING		**$**	**%**
GENERAL FUND			
CAPITAL IMPROVEMENTS FUND			
GENERAL OBLIGATION DEBT			
SPECIAL ASSESSMENT			
GRANTS			
OTHER	**Storm Water Utility**	**$1,114,000**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

Storm sewer work is completed on street projects in preparation for paving. Sewer repair is an integral part of street maintenance and drainage around the City. By performing replacement/repairs to deteriorated pipes and structures prior to street reconstruction/resurfacing or structure failure, emergency repair excavations into new street surfaces should be minimized. Additionally, new storm sewer and/or storm laterals are installed on resurfacing streets when requested by property owners or in areas of known private property drainage issues. Over the last several years storm laterals have been installed on several streets being resurfaced due to private property drainage issues. The locations are determined based on past drainage issues known to City staff or when requested by property owners. This program has been expanded to include streets with significant water and/or sanitary sewer construction.

This program has helped to alleviate significant private property drainage issues over the last few years.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

CITY OF DE PERE SEVEN YEAR CAPITAL IMPROVEMENTS PLAN
2026 - 2032

CAPITAL PROJECTS WORKSHEET

PROPOSED BY: DEPARTMENT OF PUBLIC WORKS

DATE PREPARED: 7/21/2025

DESCRIPTION OF PROJECT:

Storm Water Management – Wet Pond Construction – *Partial funding through DNR Grant ($72,970)*
Construct a new wet pond off Honey Court, S. Broadway Street/STH 32 and Cook Street.

ITEM	COST	ENGINEERING
Wet Pond Construction	$121,640	$24,300

NEW: X or REPLACEMENT:

PROJECTED COST: $145,940

PROPOSED METHOD OF FINANCING:	**$**	**%**
GENERAL FUND		
CAPITAL IMPROVEMENTS FUND		
GENERAL OBLIGATION DEBT		
SPECIAL ASSESSMENT		
X GRANTS	**$72,970**	
X OTHER – Storm Water Utility	**$72,970**	

ADDITIONAL ANNUAL OPERATING AND MAINTENANCE COSTS (Identify)

PROJECT JUSTIFICATION

This project is included in the City's TMDL Long Term Plan from 2023 for meeting the Wisconsin Department of Natural Resources' requirements for the City's MS4 permit. This project consists of constructing a new wet pond for storm water management treatment at the southeast corner of Honey Court and Cook Street. The City was awarded a WDNR grant for the project in 2020 to construct the pond in 2024. This pond will treat storm water from existing developed areas.

PROJECT RANKINGS

CITY COUNCIL

STAFF RECOMMENDATION **Goal No.**

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 redevelopment 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 redevelopment 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.

2026 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.

2025 Performance Measurement Data:

1) New development /redevelopment should have a projected return of 4/1 or better.
   Result – Ongoing.
2) Marketing of the program to develop at least four projects per year.
   Result – Development Agreements:
   TID No. 15 – Phoenix of De Pere Multi-Family
   TID No. 17 - Amerilux
   TID No. 18 – 550 William St Mixed Use
   TID No. 18 – Marriott Towneplace Suites
   Business Park development projects have stalled or slowed due to the current market economy/tariffs.

   Result - Completed Projects:
   TID No. 7 – De Pere Tile and Stone/Salt Box Lighting relocation to 310 N Wisconsin ST.
   TID No. 9 – Gavic Properties redevelopment of 417 Main AV
   TID No. 10 – Belmark Plant 1 expansion at 600 Heritage RD and Plant 8 redevelopment at 1862 Commerce DR.
   TID No. 10 – Valley Cabinet new manufacturing facility
   TID No. 11 – Washworld expansion at 2222 American BLVD
   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
   TID No. 12 – Badgerland Supply expansion 1414 Builder CT
   TID No. 12 – Revised agreement for Bayside Machine at 2257 American BLVD
   TID No. 15 – Preserve Development multi-family, condominium and townhome growth on the former human campus
3) Creation of a new Ashland Ave TID and SE Area TID
   Result: Ongoing, developer-driven

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: Complete.

Significant Program Achievements:

1) Increment growth over the previous year: $47,683,700 represents 53% increase over the 2023 increment growth 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 $15,060,200 in new property acquisition, 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, and a design for several of the South Bridge Connector segments. $3,500,000 additional for parking ramp construction. An additional $212,500 in possible consulting for CSMs, studies, and other necessary development-related expenses, and planned for up to $5,715,000 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.

2025 TID Value: $24,643,700
Base Value: $11,409,500
Current Increment Value: $13,234,200
Value Change Over Previous Year: $1,415,100

Anticipated Total Future Costs: $4,792,461
Anticipated Total Future Revenue (absent extension): $4,404,563
Annual Increment Revenue (2026): $188,382
Projected Final Surplus/Deficit (absent extension): ($5,872,698)

2026 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	$	20,000
		-
TOTAL	$	20,000

Development Driven Projects:
(may occur if new projects proposed in district):

TID 7 Developer Rebate, including Façade Renovation Agreements (guarantee minimum payments)	$	30,000
TOTAL	$	30,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #7

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number			PERSONAL SERVICES									
260	50000	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
260	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
260	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
260	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
260	50000	150	FICA	0	0	0	0	0	0	0	0	0.00%
260	50000	151	Retirement	0	0	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	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
260	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
260	50000	215	Consulting	65,000	7,587	45,000	45,000	2,630	35,000	20,000	20,000	-55.56%
260	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
260	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**65,000**	**7,587**	**45,000**	**45,000**	**2,630**	**35,000**	**20,000**	**20,000**	**-55.56%**
			SUPPLIES AND EXPENSE									
260	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
260	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
260	50000	592	Transfer to Debt Service	197,708	197,708	193,560	193,560	0	193,560	424,667	424,667	119.40%
260	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #7

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
260	50000	583	General Administration	3,000	6,204	150	150	150	6,000	6,175	6,175	4016.67%
260	50000	810	Site Development	0	0	0	0	0	0	0	0	0.00%
260	50000	810	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
260	50000	560	Development Rebate	360,000	1,008,385	260,000	260,000	719,274	1,780,000	30,000	30,000	-88.46%
260	50000	810	Street Construction	0	0	0	0	0	0	0	0	0.00%
260	50000	810	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
260	50000	810	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
260	50000	810	Water Mains	0	0	0	0	0	0	0	0	0.00%
260	57700	860	Industrial Land Purchase	0	600,435	0	0	0	0	0	0	0.00%
260	57700	861	Property Taxes		5,935	0	0	2,384	2,384	0		0.00%
260	50000	810	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**363,000**	**1,620,959**	**260,150**	**260,150**	**721,808**	**1,788,384**	**36,175**	**36,175**	**-86.09%**
			TOTAL EXPENDITURES	**$ 625,708**	**$ 1,826,254**	**$ 498,710**	**$ 498,710**	**$ 724,438**	**$ 2,016,944**	**$ 480,842**	**$ 480,842**	**-3.58%**
Revenues												
260	41120		Tax Increments	$ 112,429	$ 115,821	$ 162,315	$ 162,315	$ 184,590	$ 184,590	$ 188,382	$ 188,382	16.06%
260	41121		Payment in Lieu of Taxes	0	6,972	4,271	4,271	0	2,476	2,500	2,500	-41.46%
260	43412		Personal Property Aid	0	0	5,116	5,116	9,528	9,528	5,000	5,000	-2.26%
260	43430		Tax Exempt Computer Aid	4,500	2,586	2,700	2,700	0	0	0		-100.00%
260	43500		State Grants	0	4,412	0	0	0	0	0	0	0.00%
260	48100		Interest on Investment	0	0	0	0	0	0	0	0	0.00%
260	48210		Rent City Land	0	0	0	0	3,104	0	0	0	0.00%
260	48305		Property Sales	0	0	0	0	0	0	0	0	0.00%
260	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
260	49100		Debt Proceeds/Premium	360,000	0	260,000	260,000	0	0	30,000	30,000	-88.46%
260	49290		OT In	0	0	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	**$ 476,929**	**$ 129,791**	**$ 434,402**	**$ 434,402**	**$ 197,222**	**$ 196,594**	**$ 225,882**	**$ 225,882**	**-48.00%**

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.
2025 TID Value:	$58,539,200
Base Value:	$32,201,300
Current Increment Value:	$26,337,900
Value Change Over Previous Year:	$5,227,500
Anticipated Total Future Costs:	$680,351
Anticipated Total Future Revenue (absent extension):	$1,086,681
Annual Increment Revenue (2026):	None - Transfer to Affordability Fund (Estimated at $373,309)
Projected Final Surplus/Deficit (absent extension):	$1,506,807

2026 Proposed Projects:	N/A	$	-
	TOTAL	$	-

Development Driven Projects: None
(may occur if new projects proposed in district):

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #8

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number			PERSONAL SERVICES									
280	50000	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
280	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
280	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
280	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
280	50000	150	FICA	0	0	0	0	0	0	0	0	0.00%
280	50000	151	Retirement	0	0	0	0	0	0	0	0	0.00%
280	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
280	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
280	50000	215	Consulting	0	600	0	0	6,720	0	0	0	0.00%
280	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
280	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**600**	**0**	**0**	**6,720**	**0**	**0**	**0**	**0.00%**
			SUPPLIES AND EXPENSE									
280	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
280	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
280	50000	592	Transfer to Debt Service	309,906	359,906	314,549	314,549	0	314,549	328,761	328,761	4.52%
280	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #8			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
280	50000	583	General Administration	0	44,312	0	0	16,736	16,736	5,000	5,000	100.00%
280	50000	583	Street Administration (Engineering)	0	7,486	100,000	100,000	0	0	0	0	-100.00%
280	50000	810	Development Rebate	0	0	0	0	0	0	0	0	0.00%
280	50000	810	Street Construction	0	19,137	0	0	0	0	0	0	0.00%
280	50000	810	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
280	50000	810	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
280	50000	810	Water Mains	0	0	0	0	0	0	0	0	0.00%
280	50000	810	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
280	50000	810	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**70,934**	**100,000**	**100,000**	**16,736**	**16,736**	**5,000**	**5,000**	**-95.00%**
			TOTAL EXPENDITURES	**$ 309,906**	**$ 431,440**	**$ 414,549**	**$ 414,549**	**$ 23,456**	**$ 331,285**	**$ 333,761**	**$ 333,761**	**-19.49%**
Revenues												
280	41120		Tax Increments	$ 418,241	$ 400,007	$ 319,150	$ 319,150	$ 333,752	$ 333,752	$ 0	$ 0	-100.00%
280	41121		Payment in Lieu of Taxes	0	988	0	0	0	0	0	0	0.00%
280	43412		Personal Property Aid	0	0	182,239	182,239	182239	182,239	182,239	182,239	0.00%
280	43430		Tax Exempt Computer Aid	115,000	229,321	229,321	229,321	0	0	0	0	-100.00%
280	43500		State Grants	0	851	0	0	0	0	0	0	0.00%
280	48100		Interest on Investment	0	0	11,000	11,000	0	20,000	20,000	20,000	81.82%
280	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
280	48305		Property Sales	0	0	0	0	0	0	0	0	0.00%
280	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
280	49100		Debt Proceeds/Premium	0	0	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	**$ 533,241**	**$ 631,168**	**$ 741,710**	**$ 741,710**	**$ 515,991**	**$ 535,991**	**$ 202,239**	**$ 202,239**	**-72.73%**

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

2025 TID Value: $28,104,300
Base Value: $14,157,100
Current Increment Value: $13,947,200
Value Change Over Previous Year: $3,571,600

Anticipated Total Future Costs: $9,630,065
Anticipated Total Future Revenue (absent extension): $11,451,051
Annual Increment Revenue (2026): $223,009
Projected Final Surplus/Deficit (absent extension): $892,958

2026 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	$	20,000
			-
	TOTAL	$	20,000
Development Driven Projects:	Façade Renovation Grant		60,000
	TID 9 Developer Rebate (360 Main Ave)	$	750,000
(may occur if new projects proposed in district):	TOTAL	$	810,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #9

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number			PERSONAL SERVICES									
285	50000	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
285	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
285	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
285	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
285	50000	150	FICA	0	0	0	0	0	0	0	0	0.00%
285	50000	151	Retirement	0	0	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	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
285	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
285	50000	215	Consulting	65,000	6,718	45,000	45,000	8,715	18,000	20,000	20,000	-55.56%
285	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
285	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**65,000**	**6,718**	**45,000**	**45,000**	**8,715**	**18,000**	**20,000**	**20,000**	**-55.56%**
			SUPPLIES AND EXPENSE									
285	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
285	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
285	59230	930	Transfer to Debt Service	278,680	278,680	464,728	464,728	0	464,728	458,353	458,353	-1.37%
285	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #9			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
285	57120	820	General Administration	3,000	6,204	150	150	150	150	6,175	6,175	4016.67%
285	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
285	57315	820	Development Rebate	360,000	70,000	260,000	260,000	0	40,000	810,000	810,000	211.54%
285	57330	820	Street Construction	0	0	0	0	0	0	0	0	0.00%
285	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
285	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
285	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
285	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
285	59210	820	Transfer to General Fund	0	11,400	0	0	0	0	0	0	0.00%
			Subtotal	**363,000**	**87,604**	**260,150**	**260,150**	**150**	**40,150**	**816,175**	**816,175**	**213.73%**
			TOTAL EXPENDITURES	**$ 706,680**	**$ 373,001**	**$ 769,878**	**$ 769,878**	**$ 8,865**	**$ 522,878**	**$ 1,294,528**	**$ 1,294,528**	**68.15%**
Revenues												
285	41120		Tax Increments	$ 161,854	$ 154,798	$ 156,860	$ 156,860	$ 164,036	$ 164,036	$ 223,009	$ 223,009	42.17%
285	41121		Payment in Lieu of Taxes	0	28,871	25,000	25,000	2,028	20,901	18,000	18,000	-28.00%
285	43412		Personal Property Aid	0	0	52,005	52,005	52,352	52,352	52,000	52,000	-0.01%
285	43430		Tax Exempt Computer Aid	5,000	3,246	3,246	3,246	0	3,246	3,246	3,246	0.00%
285	43500		State Grants	0	4,759	0	0	0	0	0	0	0.00%
285	48110		Interest on Investment	0	0	0	0	0	0	0	0	0.00%
285	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
285	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
285	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
285	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
285	49300		Debt Proceeds/Premium	360,000	0	260,000	260,000	0	40,000	810,000	810,000	211.54%
			TOTAL REVENUES	**$ 526,854**	**$ 191,674**	**$ 497,111**	**$ 497,111**	**$ 218,416**	**$ 280,536**	**$ 1,106,255**	**$ 1,106,255**	**122.54%**

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

2025 TID Value: $66,405,300
Base Value: $37,688,600
Current Increment Value: $28,716,700
Value Change Over Previous Year: $10,843,900

Anticipated Total Future Costs: $4,621,697
Anticipated Total Future Revenue (absent extension): $6,977,559
Annual Increment Revenue (2026): $408,768
Projected Final Surplus/Deficit (absent extension): ($128,371)

2026 Proposed Projects:	Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)		$ 20,000
	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	$ 20,000
Development Driven Projects: (may occur if new projects proposed in district):	TID 10 Developer Rebates		$ 200,000
		TOTAL	$ 200,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #10

Expenditures

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			PERSONAL SERVICES									
290	50000	110	Salaries	$ 0	$ 0	$ 6,315	$ 6,315	$ 2,608	$ 5,216	$ 6,535	$ 6,504	2.99%
290	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
290	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
290	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
290	50000	150	FICA	0	0	483	483	195	399	500	498	2.99%
290	50000	151	Retirement	0	0	439	439	148	363	471	468	6.70%
290	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	0	0	2,007	2,007	527	1,053	1,495	1,494	-25.56%
			Subtotal	**0**	**0**	**9,244**	**9,244**	**3,478**	**7,031**	**9,000**	**8,964**	**-3.03%**
			CONTRACTUAL SERVICES									
290	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
290	50000	215	Consulting	70,000	2,445	20,000	20,000	5,583	10,000	20,000	20,000	0.00%
290	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
290	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**70,000**	**2,445**	**20,000**	**20,000**	**5,583**	**10,000**	**20,000**	**20,000**	**0.00%**
			SUPPLIES AND EXPENSE									
290	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
290	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
290	59230	930	Transfer to Debt Service	523,383	523,383	528,420	528,420	0	528,420	527,425	527,425	-0.19%
290	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #10

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
290	57120	820	General Administration	0	13,257	150	150	150	12,000	12,350	12,350	8133.33%
290	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
290	57315	820	Development Rebate	200,000	169,345	200,000	200,000	1,422	1,422	200,000	200,000	0.00%
290	57330	820	Street Construction	0	0	0	0	0	0	0	0	0.00%
290	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
290	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
290	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
290	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
290	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**200,000**	**182,602**	**200,150**	**200,150**	**1,572**	**13,422**	**212,350**	**212,350**	**6.10%**
			TOTAL EXPENDITURES	**$ 793,383**	**$ 708,430**	**$ 757,814**	**$ 757,814**	**$ 10,634**	**$ 558,873**	**$ 768,775**	**$ 768,739**	**1.44%**
Revenues												
290	41120		Tax Increments	$ 220,841	$ 227,502	$ 245,298	$ 245,298	$ 279,137	$ 279,137	$ 279,137	$ 279,137	13.79%
290	41121		Payment in Lieu of Taxes	0	7,962	7,605	7,605	5,115	5,115	5,329	5,329	-29.92%
290	43412		Personal Property Aid	18,000	0	64,083	64,083	64,083	64,083	64,083	64,083	0.00%
290	43430		Tax Exempt Computer Aid	0	2,486	2,486	2,486	0	2,486	2,486	2,486	0.00%
290	43500		State Grants	0	17,623	0	0	0	0	0	0	0.00%
290	48110		Interest on Investment	0	0	0	0	0	0	0	0	0.00%
290	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
290	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
290	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
290	49100		Bonds/Notes	0		0	0	0	0	0	0	0.00%
290	49300		Debt Proceeds/Premium	200,000	0	200,000	200,000	0	0	200,000	200,000	0.00%
			TOTAL REVENUES	**$ 438,841**	**$ 255,574**	**$ 519,472**	**$ 519,472**	**$ 348,335**	**$ 350,821**	**$ 551,035**	**$ 551,035**	**6.08%**

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.

2025 TID Value: $98,953,000
Base Value: $29,592,300
Current Increment Value: $69,360,700
Value Change Over Previous Year: $17,615,100

Anticipated Total Future Costs: $13,056,152
Anticipated Total Future Revenue (absent extension): $18,171,699
Annual Increment Revenue (2026): $1,003,172
Projected Final Surplus/Deficit (absent extension): $6,428,137

2026 Proposed Projects:	South Bridge Segment 2 (GV-15) Design	$	-
	South Bridge Segment 2 (GV-15) Acquisition		400,000
	South Bridge Segment 2 (GV-15) Construction		-
	South Bridge Segment 3 (GV-16) Design		485,000
	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	$	927,500
Development Driven Projects: (may occur if new projects proposed in district):	TID 11 Developer Rebates	$	300,000
	TOTAL	$	300,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #11

Expenditures

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Account Number			PERSONAL SERVICES									
291	50000	110	Salaries	$ 51,319	$ 49,730	$ 58,733	$ 58,733	$ 27,285	$ 58,733	$ 62,903	$ 62,610	6.60%
291	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
291	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
291	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
291	50000	150	FICA	3,926	3,692	4,493	4,493	2,041	4,493	4,812	4,790	6.60%
291	50000	151	Retirement	3,541	3,421	4,082	4,082	1,677	4,082	4,529	4,508	10.44%
291	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	12,955	9,200	12,163	12,163	5,434	12,163	12,833	12,742	4.76%
			Subtotal	**71,741**	**66,042**	**79,471**	**79,471**	**36,437**	**79,471**	**85,077**	**84,650**	**6.52%**
			CONTRACTUAL SERVICES									
291	50000	212	Seminars and Conferences	168	0	0	0	0	0	0	0	0.00%
291	50000	215	Consulting	20,000	23,336	20,000	20,000	10,705	15,000	20,000	20,000	0.00%
291	50000	290	Other Contractual Services	0	0	22,500	22,500	0	22,500	22,500	22,500	0.00%
291	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**20,168**	**23,336**	**42,500**	**42,500**	**10,705**	**37,500**	**42,500**	**42,500**	**0.00%**
			SUPPLIES AND EXPENSE									
291	50000	330	Mileage Reimbursement	56	0	0	0	0	0	0	0	0.00%
291	50000	340	Operating Supplies	336	0	0	0	0	0	0	0	0.00%
			Subtotal	**392**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
291	59230	930	Transfer to Debt Service	374,371	374,371	364,513	364,513	0	364,513	429,976	429,976	17.96%
291	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #11

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
291	57120	820	General Administration	150	24,365	150	150	150	18,000	18,525	18,525	12250.00%
291	57311	820	Street Administration (Engineering)	259,000	126,265	578,375	578,375	19,295	35,000	400,000	400,000	-30.84%
291	57315	820	Development Rebate	350,000	31,347	300,000	300,000	41,721	81,721	300,000	300,000	0.00%
291	57330	820	Street Construction	0	0	0	0	0	0	485,000	485,000	100.00%
291	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
291	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
291	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
291	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
291	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**609,150**	**181,977**	**878,525**	**878,525**	**61,166**	**134,721**	**1,203,525**	**1,203,525**	**36.99%**
			TOTAL EXPENDITURES	**$ 1,075,822**	**$ 645,726**	**$ 1,365,009**	**$ 1,365,009**	**$ 108,308**	**$ 616,205**	**$ 1,761,078**	**$ 1,760,651**	**28.98%**
Revenues												
291	41120		Tax Increments	$ 728,624	$ 696,859	$ 782,298	$ 782,298	$ 818,088	$ 818,088	$ 1,003,172	$ 1,003,172	28.23%
291	41121		Payment in Lieu of Taxes	0	3,134	0	0	0	0	0	0	0.00%
291	43412		Personal Property Aid	0	0	11,803	11,803	11,803	11,803	11,803	11,803	0.00%
291	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
291	43500		State Grants	0	60	0	0	0	0	0	0	0.00%
291	48110		Interest on Investment	0	0	11,037	11,037	0	0	0	0	-100.00%
291	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
291	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
291	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
291	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
291	49300		Debt Proceeds/Premium	609,000	0	878,375	878,375	0	0	1,185,000	1,185,000	34.91%
			TOTAL REVENUES	**$ 1,337,624**	**$ 700,053**	**$ 1,683,514**	**$ 1,683,514**	**$ 829,892**	**$ 829,892**	**$ 2,199,976**	**$ 2,199,976**	**30.68%**

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.

2025 TID Value: $191,932,200
Base Value: $22,246,700
Current Increment Value: $169,685,500
Value Change Over Previous Year: $28,127,800

Anticipated Total Future Costs: $27,123,281
Anticipated Total Future Revenue (absent extension): $37,872,871
Annual Increment Revenue (2026): $2,454,182

2026 Proposed Projects:

SW Neighborhood Plan Improvements Phase 1		1,500,000
South Bridge Segment 2 (GV-15) Design		-
South Bridge Segment 2 (GV-15) Acquisition		1,200,000
South Bridge Segment 2 (GV-15) 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	$ 2,742,500

Development Driven Projects:
(may occur if new projects proposed in district):

TID 12 Developer Rebates		$ 300,000
	TOTAL	$ 300,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #12

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number			PERSONAL SERVICES									
292	50000	110	Salaries	$ 71,943	$ 62,749	$ 74,282	$ 74,282	$ 34,335	$ 74,282	$ 83,215	$ 82,830	11.51%
292	50000	120	Hourly Wages	0	0	5,520	5,520	2,335	0	5,714	5,685	2.99%
292	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
292	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
292	50000	150	FICA	5,504	4,657	6,105	6,105	2,736	5,683	6,803	6,771	10.92%
292	50000	151	Retirement	4,964	4,325	5,546	5,546	2,247	5,163	6,403	6,373	14.91%
292	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	15,626	11,036	16,600	16,600	7,093	16,600	18,067	18,064	8.82%
			Subtotal	**98,037**	**82,766**	**108,053**	**108,053**	**48,746**	**101,727**	**120,202**	**119,723**	**10.80%**
			CONTRACTUAL SERVICES									
292	50000	212	Seminars and Conferences	168	0	0	0	0	0	0	0	0.00%
292	50000	215	Consulting	20,000	31,992	20,000	20,000	16,783	20,000	20,000	20,000	0.00%
292	50000	290	Other Contractual Services	0	0	22,500	22,500	0	22,500	22,500	22,500	0.00%
292	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**20,168**	**31,992**	**42,500**	**42,500**	**16,783**	**42,500**	**42,500**	**42,500**	**0.00%**
			SUPPLIES AND EXPENSE									
292	50000	330	Mileage Reimbursement	56	0	0	0	0	0	0	0	0.00%
292	50000	340	Operating Supplies	336	0	0	0	0	0	0	0	0.00%
			Subtotal	**392**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
292	59230	930	Transfer to Debt Service	605,173	605,173	552,485	552,485	0	552,485	1,485,570	1,485,570	168.89%
292	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%
292	59220	820	Transfer to Capital Projects	0	0	0	0	0	0	0	0	0.00%

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #12

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
292	57120	820	General Administration	150	24,365	150	150	150	18,000	18,525	18,525	12250.00%
292	57311	820	Street Administration (Engineering)	497,200	93,777	535,125	535,125	13,176	45,000	50,000	50,000	-90.66%
292	57315	820	Development Rebate	300,000	35,140	300,000	300,000	0	40,000	300,000	300,000	0.00%
292	57330	820	Street Construction	1,760,500	0	3,700,000	3,700,000	0	0	2,700,000	2,700,000	-27.03%
292	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
292	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
292	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
292	57700	860	Industrial Land Purchase	0	0	300,000	300,000	0	200,000	0		-100.00%
292	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**2,557,850**	**153,282**	**4,835,275**	**4,835,275**	**13,326**	**303,000**	**3,068,525**	**3,068,525**	**-36.54%**
			TOTAL EXPENDITURES	**$ 3,281,620**	**$ 873,213**	**$ 5,538,313**	**$ 5,538,313**	**$ 78,855**	**$ 999,712**	**$ 4,716,797**	**$ 4,716,318**	**-14.84%**
Revenues												
292	41120		Tax Increments	$ 2,064,076	$ 1,974,090	$ 2,140,092	$ 2,140,092	$ 2,238,001	$ 2,238,001	$ 2,454,182	$ 2,454,182	14.68%
292	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0	0	0.00%
292	43412		Personal Property Aid	0	0	0	0	110,012	0	0	0	0.00%
292	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
292	43500		State Grants	0	0	0	0	0	0	0	0	0.00%
292	48110		Interest on Investment	0	0	26,045	26,045	0	0	0	0	-100.00%
292	48210		Rent City Land	0	0	11,250	11,250	0	0	0	0	-100.00%
292	48300		Property Sales	234,000	0	0	0	138,425	0	0	0	0.00%
292	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
292	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
292	49300		Debt Proceeds/Premium	2,557,700	0	4,835,125	4,835,125	0	0	3,050,000	3,050,000	-36.92%
			TOTAL REVENUES	**$ 4,855,776**	**$ 1,974,090**	**$ 7,012,512**	**$ 7,012,512**	**$ 2,486,438**	**$ 2,238,001**	**$ 5,504,182**	**$ 5,504,182**	**-21.51%**

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.

2025 TID Value: $80,686,700
Base Value: $49,749,600
Current Increment Value: $30,937,100
Value Change Over Previous Year: $4,393,500

Anticipated Total Future Costs: $5,335,875
Anticipated Total Future Revenue (absent extension): $12,878,669
Annual Increment Revenue (2026): $447,447
Projected Final Surplus/Deficit (absent extension): $7,822,627

2026 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	$	20,000
TOTAL	$	20,000

Development Driven Projects:
(may occur if new projects proposed in district):

TID 13 Developer Grants or Future Infrastructure	$	350,000
TOTAL	$	350,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #13

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			PERSONAL SERVICES									
293	50000	110	Salaries	$ 43,380	$ 44,226	$ 46,070	$ 46,070	$ 21,777	$ 46,070	$ 48,287	$ 48,055	4.31%
293	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
293	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
293	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
293	50000	150	FICA	3,319	3,283	3,524	3,524	1,633	3,524	3,694	3,676	4.31%
293	50000	151	Retirement	2,993	3,037	3,202	3,202	1,349	3,202	3,477	3,460	8.06%
293	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	11,072	8,069	8,261	8,261	4,311	8,261	9,006	9,005	9.01%
			Subtotal	**60,764**	**58,615**	**61,057**	**61,057**	**29,071**	**61,057**	**64,464**	**64,196**	**5.14%**
			CONTRACTUAL SERVICES									
293	50000	212	Seminars and Conferences	168	0	0	0	0	0	0	0	0.00%
293	50000	215	Consulting	20,000	5,850	20,000	20,000	2,630	2,630	20,000	20,000	0.00%
293	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
293	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**20,168**	**5,850**	**20,000**	**20,000**	**2,630**	**2,630**	**20,000**	**20,000**	**0.00%**
			SUPPLIES AND EXPENSE									
293	50000	330	Mileage Reimbursement	56	0	0	0	0	0	0	0	0.00%
293	50000	340	Operating Supplies	336	0	0	0	0	0	0	0	0.00%
			Subtotal	**392**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
293	59230	930	Transfer to Debt Service	255,325	255,325	277,575	277,575	0	277,575	303,325	303,325	9.28%
293	50000	810	Transfer for Admin	0	0	0	0	0	0	0	0	0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #13

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
293	57120	820	General Administration	0	6,204	150	150	150	12,000	18,525	18,525	12250.00%
293	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
293	57315	820	Development Rebate	300,000	0	300,000	300,000	0	0	350,000	350,000	16.67%
293	57330	820	Street Construction	0	0	0	0	0	0	0	0	0.00%
293	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
293	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
293	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
293	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
293	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**300,000**	**6,204**	**300,150**	**300,150**	**150**	**12,000**	**368,525**	**368,525**	**22.78%**
			TOTAL EXPENDITURES	**$ 636,649**	**$ 325,994**	**$ 658,782**	**$ 658,782**	**$ 31,851**	**$ 353,262**	**$ 756,314**	**$ 756,046**	**14.76%**
Revenues												
293	41120		Tax Increments	$ 287,658	$ 275,117	$ 401,290	$ 401,290	$ 419,649	$ 419,649	$ 447,447	$ 447,447	11.50%
293	41121		Payment in Lieu of Taxes	0		0	0	0	0	0	0	0.00%
292	43412		Personal Property Aid	0	0	34,962	34,962	34,962	34,962	34,962	34,962	0.00%
293	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
293	43580		State Grants	0	0	0	0	0	0	0	0	0.00%
293	48110		Interest on Investment	0	0	5,654	5,654	0	0	0	0	-100.00%
293	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
293	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
293	48309		Miscellaneous	0	0			0	0	0	0	0.00%
293	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
293	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
293	49300		Debt Proceeds/Premium	300,000	0	300,000	300,000	0	0	350,000	350,000	16.67%
			TOTAL REVENUES	**$ 587,658**	**$ 275,117**	**$ 741,906**	**$ 741,906**	**$ 454,611**	**$ 454,611**	**$ 832,409**	**$ 832,409**	**12.20%**

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.

2025 TID Value: $3,006,000
Base Value: $579,600
Current Increment Value: $2,426,400
Value Change Over Previous Year: $182,300

Anticipated Total Future Costs: $2,443,160
Anticipated Total Future Revenue (absent extension): $3,310,705
Annual Increment Revenue (2026): $28,738
Projected Final Surplus/Deficit (absent extension): $1,023,223

2026 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	$	2,500
TOTAL	$	2,500

Development Driven Projects:
(may occur if new projects proposed in district):

TID 14 Developer Rebates & Site Assembly ($1,090,000 original rebate)	$	215,000
TOTAL	$	215,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #14

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			PERSONAL SERVICES									
294	50000	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
294	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
294	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
294	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
294	50000	150	FICA	0	0	0	0	0	0	0	0	0.00%
294	50000	151	Retirement	0	0	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	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
294	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
294	50000	215	Consulting	2,500	600	2,500	2,500	630	630	2,500	2,500	0.00%
294	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
294	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**2,500**	**600**	**2,500**	**2,500**	**630**	**630**	**2,500**	**2,500**	**0.00%**
			SUPPLIES AND EXPENSE									
294	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
294	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
294	59230	930	Transfer to Debt Service	154,255	154,255	152,305	152,305	0	152,305	155,258	155,258	1.94%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #14

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
294	57120	820	General Administration	150	1,361	150	150	150	150	150	150	0.00%
294	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
294	57315	820	Development Rebate	300,000	0	215,000	215,000	0	0	215,000	215,000	0.00%
294	57330	820	Street Construction	0	0	0	0	0	0	0	0	0.00%
294	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
294	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
294	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
294	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
294	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**300,150**	**1,361**	**215,150**	**215,150**	**150**	**150**	**215,150**	**215,150**	**0.00%**
			TOTAL EXPENDITURES	**$ 456,905**	**$ 156,216**	**$ 369,955**	**$ 369,955**	**$ 780**	**$ 153,085**	**$ 372,908**	**$ 372,908**	**0.80%**
Revenues												
294	41120		Tax Increments	$ 27,711	$ 28,547	$ 30,819	$ 30,819	$ 35,048	$ 35,048	$ 28,000	$ 28,000	-9.15%
294	41121		Payment in Lieu of Taxes	0	10,992	0	0	4,894	68,814	68,814	68,814	100.00%
294	43412		Personal Property Aid	0	0	0	0	0	0	0	0	0.00%
294	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
294	43580		State Grants	0	0	0	0	0	0	0	0	0.00%
294	48110		Interest on Investment	0	0	1,808	1,808	0	0	0	0	-100.00%
294	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
294	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
294	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
294	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
294	49300		Debt Proceeds/Premium	300,000	0	215,000	215,000	0	0	215,000	215,000	0.00%
			TOTAL REVENUES	**$ 327,711**	**$ 39,539**	**$ 247,627**	**$ 247,627**	**$ 39,943**	**$ 103,862**	**$ 311,814**	**$ 311,814**	**25.92%**

RETURN TO TABLE OF CONTENTS

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.

2025 TID Value: $47,701,300
Base Value: $2,616,000
Current Increment Value: $45,085,300
Value Change Over Previous Year: $663,500

Anticipated Total Future Costs: $38,284,859
Anticipated Total Future Revenue (absent extension): $41,229,854
Annual Increment Revenue (2026): $679,287
Projected Final Surplus/Deficit (absent extension): $6,671,119

2026 Proposed Projects:	South Bridge Segment 1 (GV-14) Design	$	-
	South Bridge Segment 1 (GV-14) Acquisition		-
	South Bridge Segment 1 (GV-14) Construction		2,009,075
	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	$	3,229,075
Development Driven Projects:	TID 15 Developer Grant	$	1,525,000
(may occur if new projects proposed in district):	TOTAL	$	1,525,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #15

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			PERSONAL SERVICES									
295	50000	110	Salaries	$ 105,416	$ 94,391	$ 107,691	$ 107,691	$ 50,025	$ 107,691	$ 119,573	$ 119,015	10.52%
295	50000	120	Hourly Wages	0	0	5,520	5,520	2,335	5,520	5,714	5,685	2.99%
295	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
295	50000	126	Seasonal Labor	0	0	0	0	0	0	0	0	0.00%
295	50000	150	FICA	8,064	6,983	8,661	8,661	3,904	8,661	9,584	9,540	10.15%
295	50000	151	Retirement	7,274	6,496	7,868	7,868	3,218	7,868	9,021	8,978	14.11%
295	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	22,508	17,310	95,035	95,035	10,437	95,035	26,294	26,291	-72.34%
			Subtotal	**143,262**	**125,181**	**224,775**	**224,775**	**69,920**	**224,775**	**170,186**	**169,509**	**-24.59%**
			CONTRACTUAL SERVICES									
295	50000	212	Seminars and Conferences	168	0	0	0	0	0	0	0	0.00%
295	50000	215	Consulting	20,000	9,490	20,000	20,000	2,630	5,000	20,000	20,000	0.00%
295	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
295	50000	582	Debt Issuance Costs	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**20,168**	**9,490**	**20,000**	**20,000**	**2,630**	**5,000**	**20,000**	**20,000**	**0.00%**
			SUPPLIES AND EXPENSE									
295	50000	330	Mileage Reimbursement	56	0	0	0	0	0	0	0	0.00%
295	50000	340	Operating Supplies	336	0	0	0	0	0	0	0	0.00%
			Subtotal	**392**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
295	59230	930	Transfer to Debt Service	613,649	613,649	608,320	608,320	0	608,320	1,535,133	1,535,133	152.36%
												0.00%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #15

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									0.00%
295	57120	820	General Administration	150	18,311	150	150	150	18,000	18,525	18,525	12250.00%
295	57311	820	Street Administration (Engineering)	0	23,856	0	0	0	0	0	0	0.00%
295	57315	820	Development Rebate	500,000	0	300,000	300,000	0	0	1,525,000	1,525,000	408.33%
295	57330	820	Street Construction	0	0	4,769,075	4,769,075	0	3,569,075	3,209,075	3,209,075	-32.71%
295	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
295	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
295	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
295	57700	860	Industrial Land Purchase	0	18,300	0	0		0	0	0	0.00%
295	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**500,150**	**60,467**	**5,069,225**	**5,069,225**	**150**	**3,587,075**	**4,752,600**	**4,752,600**	**-6.25%**
			TOTAL EXPENDITURES	**$ 1,277,621**	**$ 808,787**	**$ 5,922,320**	**$ 5,922,320**	**$ 72,700**	**$ 4,425,170**	**$ 6,477,919**	**$ 6,477,241**	**9.37%**
Revenues												
295	41120		Tax Increments	$ 649,008	$ 620,714	$ 671,576	$ 671,576	$ 702,301	$ 702,301	$ 679,287	$ 679,287	1.15%
295	41121		Payment in Lieu of Taxes	0	63,655	0	0	0	0	0	0	0.00%
295	42000		Special Assessments		0	0	0	129,866	175,000	150,000	150,000	100.00%
295	42031		Street Extensions		86,577	0	0	7,398	0	0	0	0.00%
295	43412		Personal Property Aid	0	0	0	0	0	0	0	0	0.00%
295	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
295	43580		State Grants	0	0	0	0	0	0	0	0	0.00%
295	48110		Interest on Investment	0	1,713	33,970	33,970	0	0	0	0	-100.00%
295	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
295	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
295	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
295	49100		Bonds/Notes	0	0	0	0	0	0	0	0	0.00%
295	49300		Debt Proceeds/Premium	500,000	0	5,069,075	5,069,075	0	0	4,734,075	4,734,075	-6.61%
			TOTAL REVENUES	**$ 1,149,008**	**$ 772,659**	**$ 5,774,621**	**$ 5,774,621**	**$ 839,564**	**$ 877,301**	**$ 5,563,362**	**$ 5,563,362**	**-3.66%**

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

2025 TID Value: $16,631,200
Base Value: $0
Current Increment Value: $16,631,200
Value Change Over Previous Year: -$668,600

Anticipated Total Future Costs: $41,009,238
Anticipated Total Future Revenue (absent extension): $33,042,053
Annual Increment Revenue (2026): $232,095
Projected Final Surplus/Deficit (absent extension): ($3,094,000)

2026 Proposed Projects:

South Bridge Segment 3 (GV-16) Design	$	-
South Bridge Segment 3 (GV-16) Acquisition		515,000
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	$	535,000

Development Driven Projects:
(may occur if new projects proposed in district):

Development Incentive	$	3,000,000
TOTAL	$	3,000,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #17

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number			PERSONAL SERVICES									
297	50000	110	Salaries	$ 10,996	$ 11,149	$ 18,205	$ 18,205	$ 8,230	$ 18,205	$ 18,963	$ 18,874	3.67%
297	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
297	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
297	50000	150	FICA	841	852	1,393	1,393	625	1,393	1,451	1,444	3.67%
297	50000	151	Retirement	759	770	1,265	1,265	497	1,265	1,365	1,359	7.40%
297	50000	152	Health, Dental, DIB, Life & Wks Cmp Ins	3,595	38	2,072	2,072	558	2,072	1,568	1,566	-24.42%
			Subtotal	**16,191**	**12,810**	**22,935**	**22,935**	**9,910**	**22,935**	**23,347**	**23,243**	**1.34%**
			CONTRACTUAL SERVICES									
297	50000	212	Seminars and Conferences	168	0	0	0	0	0	0	0	0.00%
297	50000	215	Consulting	20,000	7,560	20,000	20,000	5,877	10,000	20,000	20,000	0.00%
297	50000	290	Other Contractual Services	0	0	0	0	0	0	0	0	0.00%
297	50000	582	Debt Issuance Costs	0	3,300	0	0	0	0	0	0	0.00%
			Subtotal	**20,168**	**10,860**	**20,000**	**20,000**	**5,877**	**10,000**	**20,000**	**20,000**	**0.00%**
			SUPPLIES AND EXPENSE									
297	50000	330	Mileage Reimbursement	56	0	0	0	0	0	0	0	0.00%
297	50000	340	Operating Supplies	336	0	0	0	0	0	0	0	0.00%
			Subtotal	**392**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
297	59230	930	Transfer to Debt Service	66,600	66,600	155,892	155,892	0	155,892	355,283	355,283	127.90%

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #17

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
297	57120	820	General Administration	0	18,311	150	150	150	12,000	12,350	12,350	8133.33%
297	57311	820	Street Administration (Engineering)	0	133,430	0	0	30,908	50,000	120,000	120,000	100.00%
297	57315	820	Development Rebate	500,000	175,000	3,500,000	3,500,000	0	3,500,000	3,000,000	3,000,000	-14.29%
297	57330	820	Street Construction	327,440	0	0	0	0	0	515,000	515,000	100.00%
297	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
297	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
297	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
297	57700	860	Industrial Land Purchase	0	0	0	0	0	0	0	0	0.00%
297	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**827,440**	**326,741**	**3,500,150**	**3,500,150**	**31,058**	**3,562,000**	**3,647,350**	**3,647,350**	**4.21%**
			TOTAL EXPENDITURES	**$ 930,791**	**$ 417,010**	**$ 3,698,977**	**$ 3,698,977**	**$ 46,846**	**$ 3,750,827**	**$ 4,045,980**	**$ 4,045,875**	**9.38%**
Revenues												
297	41120		Tax Increments	$ 349,197	$ 305,692	$ 237,583	$ 237,583	$ 270,188	$ 270,188	$ 232,095	$ 232,095	-2.31%
297	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0	0	0.00%
297	43412		Personal Property Aid	0	0	0	0	0	0	0	0	0.00%
297	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
297	43580		State Grants	0	0	0	0	0	0	0	0	0.00%
297	48110		Interest on Investment	0	0	0	0	0	0	0	0	0.00%
297	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
297	48300		Property Sales	0	675,000	50,000	50,000	0	0	0	0	-100.00%
297	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
297	49100		Bonds/Notes	0	330,000	0	0	0	0	0	0	0.00%
297	49300		Debt Proceeds/Premium	827,440	25,089	3,500,000	3,500,000	0	3,500,000	3,635,000	3,635,000	3.86%
			TOTAL REVENUES	**$ 1,176,637**	**$ 1,335,781**	**$ 3,787,583**	**$ 3,787,583**	**$ 270,188**	**$ 3,770,188**	**$ 3,867,095**	**$ 3,867,095**	**2.10%**

RETURN TO TABLE OF CONTENTS

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

2025 TID Value: $25,928,900
Base Value: $24,316,400
Current Increment Value: $1,612,500
Value Change Over Previous Year: $1,612,500

Anticipated Total Future Costs: $57,337,160
Anticipated Total Future Revenue (absent extension): $58,207,929
Annual Increment Revenue (2026): $25,400
Projected Final Surplus/Deficit (absent extension): $910,979

2026 Proposed Projects:

Consulting costs related to potential development projects (CSM/Plat, Environ Studies, Soil Testing, etc.)	$ 30,000
Grant Applications	20,000
Parking Ramp (Phase 2)	3,500,000
Reconstruction of William and Wisconsin Street	500,000
TOTAL	$ 4,050,000

Development Driven Projects:
(may occur if new projects proposed in district):

550 William Street Upfront Cash Grant	$ 2,050,000
Townehome Suites Upfront Cash Grant	$ 1,800,000

Source: Wisconsin DOR Statement of Changes Preliminary Report 2025

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #18

Expenditures

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			PERSONAL SERVICES									
298	50000	110	Salaries	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	0.00%
298	50000	120	Hourly Wages	0	0	0	0	0	0	0	0	0.00%
298	50000	125	Overtime Wages	0	0	0	0	0	0	0	0	0.00%
298	50000	150	FICA	0	0	0	0	0	0	0	0	0.00%
298	50000	151	Retirement	0	0	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	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			CONTRACTUAL SERVICES									
298	50000	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
298	50000	215	Consulting	0	0	45,000	45,000	2,694	5,000	30,000	30,000	-33.33%
298	50000	290	Other Contractual Services	0	0	0	0	43,552	0	20,000	20,000	100.00%
298	50000	582	Debt Issuance Costs	0	16,500	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**16,500**	**45,000**	**45,000**	**46,246**	**5,000**	**50,000**	**50,000**	**11.11%**
			SUPPLIES AND EXPENSE									
298	50000	330	Mileage Reimbursement	0	0	0	0	0	0	0	0	0.00%
298	50000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
298	59230	930	Transfer to Debt Service	0	0	71,458	71,458	0	71,458	434,846	434,846	508.53%

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 Capital Projects Fund
Adopted Budget

TID DISTRICT #18

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
			CAPITAL OUTLAY									
298	57120	820	General Administration	0	5,843	150	150	150	12,000	12,350	12,350	8133.33%
298	57311	820	Street Administration (Engineering)	0	0	0	0	0	0	0	0	0.00%
298	57315	820	Development Rebate	0	0	0	0	0	0	3,850,000	3,850,000	100.00%
298	57330	820	Street Construction	0	0	7,087,500	7,087,500	0	3,500,000	4,000,000	4,000,000	-43.56%
298	57340	820	Storm Sewers	0	0	0	0	0	0	0	0	0.00%
298	57341	820	Sanitary Sewers	0	0	0	0	0	0	0	0	0.00%
298	57342	820	Water Mains	0	0	0	0	0	0	0	0	0.00%
298	57700	860	Industrial Land Purchase	0	1,616,030	0	0	0	0	0	0	0.00%
298	57700	861	Property Taxes		2,666	0	0	0	0	0		0.00%
298	59210	820	Transfer to General Fund	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**1,624,539**	**7,087,650**	**7,087,650**	**150**	**3,512,000**	**7,862,350**	**7,862,350**	**10.93%**
			TOTAL EXPENDITURES	**$ 0**	**$ 1,641,039**	**$ 7,204,108**	**$ 7,204,108**	**$ 46,396**	**$ 3,588,458**	**$ 8,347,196**	**$ 8,347,196**	**15.87%**
Revenues												
298	41120		Tax Increments	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 25,400	$ 25,400	100.00%
298	41121		Payment in Lieu of Taxes	0	0	0	0	0	0	0	0	0.00%
298	43412		Personal Property Aid	0	0	0	0	0	0	0	0	0.00%
298	43430		Tax Exempt Computer Aid	0	0	0	0	0	0	0	0	0.00%
298	43580		State Grants	0	0	0	0	0	0	0	0	0.00%
298	48110		Interest on Investment	0	0	0	0	0	0	0	0	0.00%
298	48210		Rent City Land	0	0	0	0	0	0	0	0	0.00%
298	48300		Property Sales	0	0	0	0	0	0	0	0	0.00%
298	49000		Transfer From General Fund	0	0	0	0	0	0	0	0	0.00%
298	49100		Bonds/Notes	0	1,650,000	0	0	0	0	0	0	0.00%
298	49300		Debt Proceeds/Premium	0	125,302	7,087,500	7,087,500	0	6,500,000	7,850,000	7,850,000	10.76%
			TOTAL REVENUES	**$ 0**	**$ 1,775,302**	**$ 7,087,500**	**$ 7,087,500**	**$ 0**	**$ 6,500,000**	**$ 7,875,400**	**$ 7,875,400**	**11.12%**

RETURN TO TABLE OF CONTENTS

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, 2025, is projected to be -$931,256. The current debt for the VFW Aquatic Facility will be paid off in 2030.

City of De Pere
2026 Capital Projects Fund
Adopted Budget

AQUATICS FACILITIES CAPITAL PROJECTS FUND

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Expenditures												
Account Number												
450	50000	592	Transfer to Debt Service	$ 381,047	$ 381,047	$ 381,863	$ 381,863	$ 0	$ 381,863	$ 379,976	$ 379,976	-0.49%
450	50000	592	Transfer to General Fund	331,607	233,280	0	0	0	0	0	0	0.00%
450	50000	802	Pools Equipment	0	5,406	0	0	0	0	0	0	0.00%
			TOTAL EXPENDITURES	**$ 712,654**	**$ 619,732**	**$ 381,863**	**$ 381,863**	**$ 0**	**$ 381,863**	**$ 379,976**	**$ 379,976**	**-0.49%**
Revenues												
450	41110		General Property	$ 0	$ 900,000	$ 512,823	$ 512,823	$ 512,823	$ 512,823	$ 529,151	$ 529,806	3.31%
450	49290		Transfer In	0	0	0	0	0	0	0	0	0.00%
			TOTAL REVENUES	**$ 0**	**$ 900,000**	**$ 512,823**	**$ 512,823**	**$ 512,823**	**$ 512,823**	**$ 529,151**	**$ 529,806**	**3.31%**

Source of Debt	Balance 12/31/2025	2026 Principal	Balance 12/31/2026
2020A GO Promissory Notes-$3.6M	$ 1,836,000	$ 354,450	$ 1,481,550
Total	**$ 1,836,000**	**$ 354,450**	**$ 1,481,550**

2024 Fund Balance **$ (1,062,216)**

2026 Cash Flow Analysis	
Estimated Fund Balance - 1/1/26	$ (931,256)
Estimated Expenditures	379,976
Estimated Revenues	529,806
Estimated Cash Balance/(Deficit) - 12/31/26	**$ (781,426)**

	Principal	Interest	Total
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
2031			0

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, 2025 is $29,077,928.

2026 Performance Measures (July 2025 – June 2026):

1) Respond to 100% of emergency calls within 45 minutes of receiving them in order to prevent potential property damage.

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

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 2024 CCR as required.
7) Installed 89 new water meters for new developments and replaced 87 large meters as their end of life-cycle required.

8) Replaced old and undersized water mains were needed.
9) Certified and submitted the customer notification verification list to the DNR for the Lead Service Line (LSL) program 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 the maintenance with 40 of our Private Water Systems partners to comply with the 2024 ordinance.
12) Completed all annual tank inspections as required.
13) Completed DNR 5-Year Inspections at Merrill reservoir, and Scheuring reservoir.
14) Completed the Scheuring reservoir cleaning and painting project.
15) Completed east-side leak detection on water distribution system with Sewerin equipment.
16) Completed the Ninth Street reservoir overflow pipe re-construction for compliance with DNR regulations.
17) Completed the Ninth Street tower cleaning and overcoat repairs project.
18) Completed the SCADA Win911 license installation upgrade.
19) Completed the Hydrant painting project, year 1 of 4, east-side of the City.
20) Installed the Utility crane for truck 29.
21) Performed the necessary inspections and maintenance for private water systems.

2026 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 2025 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 West-side leak detection on water distribution system with Sewerin equipment.
13) DNR 15-Year Inspection of Merrill Street Well

14) Hydrant painting project, year 2 of 4.
15) Repair of the exterior pump house bricks at Merrill Street station.
16) Upgrade the SCADA Panel-views at the three CBCWA DP sites.
17) Perform Cla-Val repairs and maintenance at all water facilities.
18) Purchase New Trailer for equipment.
19) Perform necessary inspections and maintenance for private water systems.

2026 Budget Significant Expenditure Changes:

1) Source of Supply – Maintenance of Wells increased $150,000 to reflect actual costs of 2025 capital projects for Merrill well inspection and repairs.
2) Pumping – Pumping – Maint. Structures & Imp increased $25,000 to reflect actual cost of 2025 capital projects for Merrill reservoir-tower building repairs.
3) Pumping – Pumping – Maintenance of Equipment increased $65,000 to reflect actual cost of 2025 capital projects for CBCWA connection station butterfly valve replacements, CBCWA connection station rain gutter replacements and Cla-Val repairs for all buildings.
4) Transmission & Distribution Operations – T&D Ops Supervision/Engineer increased $10,517 to reflect actual costs due to wage increases.
5) Transmission & Distribution Maintenance – Reservoirs/Stand Pipes decreased $180,000 to reflect actual costs.
6) Transmission & Distribution Maintenance – T & D Maintenance Misc Plant decreased $15,000 to reflect actual costs.
7) Customer Accounts – Meter Reading – Shared 50% increased $39,500 to reflect increased charges from Green Bay Water Utility for billing software upgrades.
8) Customer Accounts – Records – Collections - Shared 50% increased $32,411 to reflect employee wage increases and allocation of new IT Support Specialist and Assistant Finance Director wages.
9) Administrative & General Operations – Employee Pension & Benefits increased $24,659 to reflect an increase in health insurance and allocation of new IT Support Specialist and Assistant Finance Director wages.
10) Utility Operating Income – Taxes increased $50,000 to reflect actual costs for property taxes.
11) Utility Operating Income – FICA increased $5,000 to reflect actual costs due to increase in wages.
12) Interest Charges – Interest on Long Term Debt increased $35,383 to reflect interest for long-term advance from the General Fund.

13) Capital Outlays:
   a. Miscellaneous Relays $1,500,000.
   b. Merrill Well Inspection & Repairs $150,000.
   c. Merrill Reservoir-Tower Building Repairs $25,000.
   d. Hydrant Painting $50,000.
   e. CBCWA Connection Station Butterfly Valve Replacements $15,000.
   f. CBCWA Connection Station Rain Gutter Replacements $15,000
   g. Cla-Val Replacements for all Buildings $35,000.
   h. Replace Existing Trailer $5,000.
   i. Golf Cart & Trailer $10,000
   j. Water Utility Share for Public Works Administration for Replacing Public Works Director Vehicle $15,000.
   k. Water Utility Share for Engineering for Replacing Engineering Vehicle #39 $15,000.
   l. Water Utility Share for MSC for Replacing Treadmill $900

City of De Pere
2026 Water Fund Budget
Adopted Budget

Expenditures

Account Number			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
			SOURCE OF SUPPLY									
601	66020	290	Purchased Water	$ 0	$ 3,627,411	$ 3,500,000	$ 3,500,000	$ 1,425,468	$ 3,500,000	$ 3,500,000	$ 3,500,000	0.00%
601	66140	340	Maintenance of Wells	2,000	0	2,000	2,000	0	2,000	152,000	152,000	7500.00%
			Subtotal	**2,000**	**3,627,411**	**3,502,000**	**3,502,000**	**1,425,468**	**3,502,000**	**3,652,000**	**3,652,000**	**4.28%**
			PUMPING									
601	66230	220	Pumping--Fuel or Power Purchased	25,000	35,543	36,000	36,000	20,758	36,000	37,500	37,500	4.17%
601	66240	120	Pumping--Labor and Expenses	27,000	31,790	30,000	30,000	15,056	30,112	30,000	30,000	0.00%
601	66260	220	Pumping--Miscellaneous	8,000	1,880	2,000	2,000	936	1,873	2,000	2,000	0.00%
601	66310	340	Pumping--Maint. Structures & Imp	40,000	9,787	40,000	40,000	2,759	40,000	65,000	65,000	62.50%
601	66330	340	Pumping--Maintenance of Equipment	30,000	29,879	38,000	38,000	15,660	38,000	103,000	103,000	171.05%
			Subtotal	**130,000**	**108,879**	**146,000**	**146,000**	**55,170**	**145,985**	**237,500**	**237,500**	**62.67%**
			WATER TREATMENT									
601	66410	000	Treatment--Chemicals	25,000	34,049	30,000	30,000	13,875	30,000	31,000	31,000	3.33%
601	66520	340	Treatment--Maintain Equipment	8,000	138,560	10,000	10,000	31,862	63,724	10,000	10,000	0.00%
			Subtotal	**33,000**	**172,609**	**40,000**	**40,000**	**45,737**	**93,724**	**41,000**	**41,000**	**2.50%**
			TRANSMISSION & DISTRIBUTION OPERATIONS									
601	66600	340	T& D Ops Supervision/Engineer	57,750	215	59,483	59,483	311	1,000	70,000	70,000	17.68%
601	66620	340	T & D --Line Expense	68,000	67,352	70,040	70,040	29,190	58,380	72,491	72,491	3.50%
601	66630	340	T & D -- Meters Shared 50%	30,000	38,174	30,900	30,900	21,280	42,560	31,982	31,982	3.50%
			Subtotal	**155,750**	**105,741**	**160,423**	**160,423**	**50,781**	**101,940**	**174,473**	**174,473**	**8.76%**
			TRANSMISSION & DISTRIBUTION MAINTENANCE									
601	66720	340	T & D Maintenance --Reservoirs/Stand Pipes	180,000	63,320	280,000	280,000	13,630	280,000	100,000	100,000	-64.29%
601	66730	340	T & D Maintenance of Mains	275,000	300,641	325,000	325,000	190,247	340,000	340,000	340,000	4.62%
601	66750	340	T & D Maintenace of Services	70,000	47,162	70,000	70,000	15,504	70,000	70,000	70,000	0.00%
601	66760	340	T & D Meter Maintenance--Shared 50%	50,000	39,704	60,000	60,000	13,680	60,000	60,000	60,000	0.00%
601	66770	340	T & D Maintenance of Hydrants	50,000	34,474	100,000	100,000	23,089	100,000	100,000	100,000	0.00%
601	66780	340	T & D Maintenance Misc Plant	80,000	18,988	80,000	80,000	1,513	80,000	65,000	65,000	-18.75%
			Subtotal	**705,000**	**504,289**	**915,000**	**915,000**	**257,663**	**930,000**	**735,000**	**735,000**	**-19.67%**

City of De Pere
2026 Water Fund Budget
Adopted Budget

Expenditures				2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Account Number			CUSTOMER ACCOUNTS									
601	69020	120	Meter Reading-Shared 50%	160,000	121,852	193,000	193,000	98,892	197,784	232,500	232,500	20.47%
601	69030	340	Records- Collections--Shared 50%	270,000	314,899	312,589	312,589	170,991	341,982	345,000	345,000	10.37%
			Subtotal	**430,000**	**436,751**	**505,589**	**505,589**	**269,883**	**539,766**	**577,500**	**577,500**	**14.22%**
			ADMINISTRATIVE & GENERAL OPERATIONS									
601	69200	120	Admin and General Salaries	250,000	191,300	250,000	250,000	89,262	178,524	250,000	250,000	0.00%
601	69210	340	Office Supplies and Expense	50,000	48,936	50,000	50,000	22,590	45,180	50,000	50,412	0.82%
601	69230	290	Outside Services	3,729,029	79,857	150,000	150,000	30,130	150,000	150,000	150,000	0.00%
601	69240	000	Property Insurance	15,108	15,108	15,108	15,108	0	15,108	15,108	15,108	0.00%
601	69250	000	Injuries and Damages--WC and Liability Insurance	25,000	24,189	25,000	25,000	4,511	25,000	25,000	25,000	0.00%
601	69260	151	Employee Pension & Benefits	220,000	319,914	246,589	246,589	120,139	246,589	271,248	271,248	10.00%
601	69280	000	Regulatory Commission Expense	6,200	7,543	7,200	7,200	0	7,500	7,500	7,500	4.17%
			Subtotal	**4,295,337**	**686,847**	**743,897**	**743,897**	**266,632**	**667,901**	**768,856**	**769,268**	**3.41%**
			ADMINISTRATIVE & GENERAL MAINTENANCE									
601	69270	000	Admin. & General Rents	16,000	16,941	16,941	16,941	0	16,941	16,941	16,941	0.00%
			Subtotal	**16,000**	**16,941**	**16,941**	**16,941**	**0**	**16,941**	**16,941**	**16,941**	**0.00%**
			UTILITY OPERATING INCOME									
601	66030	320	Depreciation Expense	775,000	786,968	775,000	775,000	0	775,000	775,000	775,000	0.00%
601	66080	250	Taxes	425,000	476,623	425,000	425,000	0	425,000	475,000	475,000	11.76%
601	66240	150	FICA	0	59,897	55,000	55,000	29,101	58,202	60,000	60,000	9.09%
			Subtotal	**1,200,000**	**1,323,488**	**1,255,000**	**1,255,000**	**29,101**	**1,258,202**	**1,310,000**	**1,310,000**	**4.38%**
			Total Operating Expenditures	**6,967,087**	**6,982,955.63**	**7,284,850**	**7,284,850**	**2,400,434**	**7,256,459**	**7,513,270**	**7,513,682**	**3.14%**
			INTEREST CHARGES									
601	66040	427	Interest on Long Term Debt	6,350	8,123	106,350	106,350	2,125	106,350	141,733	141,733	33.27%
			Subtotal	**6,350**	**8,123**	**106,350**	**106,350**	**2,125**	**106,350**	**141,733**	**141,733**	**33.27%**
			TOTAL EXPENDITURES	**$ 6,973,437**	**$ 6,991,078**	**$ 7,391,200**	**$ 7,391,200**	**$ 2,402,559**	**$ 7,362,809**	**$ 7,655,003**	**$ 7,655,415**	**3.57%**

City of De Pere
2026 Water Fund Budget
Adopted Budget

Water Revenues			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Account Number			SALES OF WATER									
601	46410		Metered Sales Residential	$ 3,296,324	$ 3,550,785	3,737,093	3,737,093	$ 1,792,708	3,585,416	4,302,500	3,624,980	-3.00%
601	46420		Metered Sales Commercial	1,161,455	1,014,072	1,307,325	1,307,325	478,862	957,724	1,149,269	1,268,105	-3.00%
601	46425		Metered Multi-Family	0	385,761	414,992	414,992	203,567	407,134	488,561	402,542	-3.00%
601	46430		Metered Sales Industrial	652,590	703,043	736,276	736,276	361,570	723,139	867,767	714,187	-3.00%
601	46445		Private Fire Protection	134,284	138,754	147,287	147,287	68,968	137,936	165,523	142,868	-3.00%
601	46470		Public Fire Protection	1,315,525	1,316,586	1,620,899	1,620,899	639,875	1,279,751	1,535,701	1,572,272	-3.00%
601	46480		Other Sales to Public Authorities	125,162	172,520	192,769	192,769	93,419	186,838	224,206	186,986	-3.00%
601	46500		Bulk Water Sales	0	40,684	0	0	5,712	11,423	0	0	0.00%
601	48100		Interest Income	972	-	0	0	33	33	0	0	0.00%
601	48914		Misc Non Operating Revenue	250,000	206,827	200,000	200,000	68,386	200,000	200,000	200,000	0.00%
			Subtotal	**6,936,312**	**7,529,031**	**8,356,640**	**8,356,640**	**3,713,100**	**7,489,395**	**8,933,527**	**8,111,942**	**-2.93%**
			OTHER OPERATING REVENUES									
601	48911		Forfeited Discounts	36,000	43,363	36,000	36,000	8,920	36,000	36,000	36,000	0.00%
601	48912		Miscellaneous Service Revenue	7,000	4,946	7,000	7,000	6,788	7,000	7,000	7,000	0.00%
601	48913		Other Water Revenue	32,000	100,526	32,000	32,000	48,025	96,051	32,000	32,000	0.00%
601	49200		Transfer from Other Fund	316,000		0	0	0	0	0	0	0.00%
			Subtotal	**391,000**	**148,835**	**75,000**	**75,000**	**63,734**	**139,051**	**75,000**	**75,000**	**0.00%**
			TOTAL REVENUES	**$ 7,327,312**	**$ 7,677,865**	**$ 8,431,640**	**$ 8,431,640**	**$ 3,776,834**	**$ 7,628,446**	**$ 9,008,527**	**$ 8,186,942**	**-2.90%**

City of De Pere
2026 Water Fund Budget
Adopted Budget

Water Utility 2026 Capital Projects & Equipment		Account
Miscellaneous Relays	$ 1,500,000	601-19060
Merrill Well Inspection & Repairs	150,000	601-66140-215
Merrill Reservoir-Tower Building Repairs	25,000	601-66310-215
Hydrant Painting	50,000	601-66770-215
CBCWA Connection Station Butterfly Valve Replacements	15,000	601-66330-215
CBCWA Connection Station Rain Gutter Replacements	15,000	601-66330-215
Cla-Val Repairs for all Buildings	35,000	601-66330-215
Replace Existing Trailer	5,000	601-19500
Golf Cart & Trailer	10,000	601-19500
Water Utility Share for Public Works Administration for Replacing Public Works Direct	15,000	601-19500
Water Utility Share for Engineering for Replacing Engineering Vehicle #39	15,000	601-19500
Water Utility Share for MSC for Replacing Treadmill	900	601-19500
Total Capital	**$ 1,835,900**	

Source of Debt	Balance 12/31/2025	2026 Principal	Balance 12/31/2026
2016 Series A	$ 107,500	$ 107,500	$ -
2025A	$ 1,000,000	$ -	$ 1,000,000
Long-Term Advance Payment to Gen Fund & Wastewater	$ 4,680,000	$ 520,000	$ 4,160,000
Total	**$ 5,787,500**	**$ 627,500**	**$ 5,160,000**

2026 Cash Flow Analysis	
Estimated Cash Balance - 1/1/26	$ (696,380)
Estimated Expenditures	(6,880,003)
Capital Outlays - Miscellaneous Water Main Relays	(1,500,000)
Estimated Borrowing	1,000,000
Estimated Revenues	8,186,942
Debt Principal Repayments	(627,500)
Estimated Cash Balance/(Deficit) - 12/31/26	**$ (516,941)**

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 as of December 31, 2025 is $20,461,452. The 2024 audit showed the fund balance is $1,523,428 as of December 31, 2024.

2026 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 2027 budget.

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $33,042 to reflect actual allocation of employee wages.
2) Overtime Wages increased $1,500 to reflect actual costs.
3) Health, Dental, DIB, Life & Wks Cmp Ins decreased $12,516 to reflect actual allocation of employee insurance costs.
4) Consulting increased $75,000 to reflect for hiring a consultant for updating storm sewer system model

2026 Budget Significant Revenue Changes:

1) Total revenues will increase by $166,783 due to an increase of storm water utility fee from $132 to $142 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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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 proposed 2026 Storm Water Utility - Public Works Administration program cost is $396,116. 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.

2026 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 work on MSC expansion plans.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $6,548 due to any eligible step increases and cost of living adjustment (COLA).
2) Hourly Wages increased $7,391 due to any eligible step increases and COLA.
3) FICA increased $1,136 due to increase in employee wages.
4) Retirement increased $1,608 due to increase in employee wages and retirement contribution rate.
5) Health, Dental, DIB, Life & Wks Cmp Ins increased $7,034 due to increase in health and dental insurance premiums.
6) Telephone decreased $808 due to a reallocation of these expenses to the Municipal Service Center budget.
7) Training is funding to provide for all department trainings such as team building, safety training and necessary training to maintain certifications and licenses.
8) Seminars and Conferences provide funding for APWA conferences and other miscellaneous conferences.
9) Consulting is for copier lease, remote video streaming for drone, and software maintenance for GIS. 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 $ $15,000 for replacing the Public Works Director’s vehicle.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
PUBLIC WORKS ADMINISTRATION												
Account Number			PERSONAL SERVICES									
650	53000	110	Salaries	$ 117,814	$ 61,016	$ 122,236	$ 122,236	$ 58,986	$ 122,236	$ 129,199	$ 128,784	5.36%
650	53000	120	Hourly Wages	53,000	45,647	92,707	92,707	33,818	92,707	100,598	100,098	7.97%
650	53000	125	Overtime Wages	500	130	500	500	119	500	500	500	0.00%
650	53000	126	Seasonal Labor	4,250	0	4,250	4,250	0	4,250	4,250	4,250	0.00%
650	53000	150	FICA	13,167	11,905	16,543	16,543	6,718	16,543	17,679	17,609	6.45%
650	53000	151	Retirement	11,821	11,392	14,973	14,973	5,353	14,973	16,581	16,516	10.30%
650	53000	152	Health, Dental, DIB, Life & Wks Cmp Ins	38,356	37,469	56,620	56,620	24,000	56,620	63,678	63,654	12.42%
650	53000	190	Training	7,124	490	7,124	7,124	0	7,124	7,124	7,124	0.00%
			Subtotal	**246,032**	**168,050**	**314,954**	**314,954**	**128,995**	**314,953**	**339,610**	**338,535**	**7.49%**
			CONTRACTUAL SERVICES									
650	53000	210	Telephone	808	525	808	808	0	808	808	0	-100.00%
650	53000	211	Postage	2,154	3,066	3,000	3,000	1,500	3,000	3,000	3,000	0.00%
650	53000	212	Seminars and Conferences	2,500	1,335	2,500	2,500	778	2,500	2,500	2,500	0.00%
650	53000	215	Consulting	38,336	16,501	28,707	28,707	16,400	28,707	28,707	28,707	0.00%
650	53000	218	Cell/Radio	1,800	390	1,800	1,800	287	1,800	1,800	1,800	0.00%
			Subtotal	**45,598**	**21,819**	**36,815**	**36,815**	**18,965**	**36,815**	**36,815**	**36,007**	**-2.19%**
			SUPPLIES AND EXPENSE									
650	53000	310	Office Supplies	2,500	1,633	2,500	2,500	617	2,500	2,500	2,500	0.00%
650	53000	320	Memberships/Subscriptions	400	380	400	400	85	400	400	400	0.00%
650	53000	331	Transportation	2,486	1,754	2,486	2,486	367	2,486	2,486	2,486	0.00%
650	53000	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
650	53000	350	Repair and Maintenance Supplies	1,188	211	1,188	1,188	437	1,188	1,188	1,188	0.00%
			Subtotal	**6,574**	**3,978**	**6,574**	**6,574**	**1,506**	**6,574**	**6,574**	**6,574**	**0.00%**
			CAPITAL OUTLAY									
650	53000	810	Capital Equipment	16,785	3,205	50,000	50,000	0	50,000	15,000	15,000	-70.00%
			Subtotal	**16,785**	**3,205**	**50,000**	**50,000**	**0**	**50,000**	**15,000**	**15,000**	**-70.00%**
			TOTAL	**$ 314,989**	**$ 197,052**	**$ 408,343**	**$ 408,343**	**$ 149,465**	**$ 408,342**	**$ 397,999**	**$ 396,116**	**-2.99%**

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 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.

2026 Performance Measures (July 2025 – June 2026):

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

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

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

Significant Program Achievements:

1) Completed 2025 public works improvements program which included:
    a. Relayed approximately 4,600 linear feet of water main in preparation for street resurfacing and reconstruction.
    b. Constructed/reconstructed/lined approximately 8,000 lineal feet of sanitary sewer.
    c. Removed and replaced sanitary laterals in conjunction with water main/service relays.
    d. Reconstructed over 3,000 linear feet of street on the northeast side.
    e. Completed the rehabilitation of concrete on Profit Place and Destiny Drive.
    f. Constructed or reconstructed over 4,400 linear feet of storm sewer
2) Completed pond trapping project to remove rodents that cause bank erosion from City ponds.
3) Completed chemical treatment of phragmites around City ponds.
4) Reviewed all public and private storm water management facilities.
5) Reviewed all traffic signals and hand rails for maintenance. Coordinated repairs.
6) Coordinated the CTH GV design and construction as part of the future southbridge corridor.
7) Designed City infrastructure for several redevelopments including the former Shopko and Humana sites.
8) Completed the design and construction of the Commerce Drive yard waste site.
9) Coordinated with WisDOT on the design of Main Avenue and Reid Street from Eighth Street to Third Street for construction in 2028.
10) Completed several complicated storm sewer replacements including the box culvert at the Community Center and a large diameter storm sewer across the Fox River Trail in an easement from Ridgeway Drive extended.

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 streetlights. 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 proposed 2026 Storm Water Utility - Engineering Program cost is $343,548. 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.

2026 Program Objectives:

1) Complete the design and construction the next phase of the American Boulevard Expansion.
2) Complete the construction of the new segment of William and Wisconsin 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 coordinate the design of Main Avenue and Reid Street from Eighth Street to Third Street with WisDOT.
5) Continue to review, inspect and coordinate the TDS City-wide fiber installation project.
6) 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.
7) Complete the design and construction of the Phoenix Preserve, Phase 2.
8) Complete the design and construction of the Kingston Preserve, Phase 2.
9) Monitor public and private storm water management facilities.
10) Continue to implement the City's inflow and infiltration program sump pump installation and full-length lateral replacement policies.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages increased $4,804 to reflect eligible step increases and cost of living adjustment (COLA).
2) Retirement increased $1,098 to reflect increase in wages and retirement contribution rate.
3) Health, Dental, DIB, Life & Wks Cmp Ins increased $10,235 to reflect increase in health and dental insurance premiums.
4) Training is funding to provide for all-department training such as software training, construction training, design training and miscellaneous engineering training.
5) Telephone decreased $970 due to a reallocation of these expenses to the Municipal Service Center budget.
6) Seminars and Conferences provide funding for APWA conferences 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) Capital Equipment includes the storm water utility share of $15,000 for replacing vehicle #39.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
ENGINEERING STORMWATER UTILITY												
Account Number			PERSONAL SERVICES									
650	53110	110	Salaries	$ 90,113	$ 79,514	$ 88,317	$ 88,317	$ 41,747	$ 88,317	$ 92,414	$ 91,962	4.13%
650	53110	120	Hourly Wages	90,631	92,067	95,722	95,722	41,998	95,722	101,010	100,526	5.02%
650	53110	125	Overtime Wages	12,000	6,257	12,000	12,000	3,224	12,000	12,000	12,000	0.00%
650	53110	126	Seasonal Labor	15,000	8,420	13,200	13,200	3,426	13,200	13,200	13,200	0.00%
650	53110	150	FICA	14,962	13,543	15,188	15,188	6,547	15,188	15,906	15,835	4.26%
650	53110	151	Retirement	13,299	12,363	13,625	13,625	5,090	13,625	14,791	14,723	8.06%
650	53110	152	Health, Dental, DIB, Life & Wks Cmp Ins	50,242	35,379	43,365	43,365	20,494	43,365	53,690	53,602	23.61%
650	53110	190	Training	4,000	2,189	4,000	4,000	606	4,000	4,000	4,000	0.00%
			Subtotal	**290,248**	**249,732**	**285,417**	**285,417**	**123,131**	**285,417**	**307,011**	**305,848**	**7.16%**
			CONTRACTUAL SERVICES									
650	53110	210	Telephone	970	631	970	970	0	970	970	0	-100.00%
650	53110	212	Seminars and Conferences	1,200	27	1,200	1,200	175	1,200	1,200	1,200	0.00%
650	53110	215	Consulting	10,000	7,921	10,000	10,000	7,461	10,000	10,000	10,000	0.00%
650	53110	218	Cell/Radio	3,000	820	3,000	3,000	446	3,000	3,000	3,000	0.00%
			Subtotal	**15,170**	**9,399**	**15,170**	**15,170**	**8,082**	**15,170**	**15,170**	**14,200**	**-6.39%**
			SUPPLIES AND EXPENSE									
650	53110	310	Office Supplies	0	0	0	0	0	0	0	0	0.00%
650	53110	320	Memberships/Subscriptions	300	57	300	300	55	300	300	300	0.00%
650	53110	331	Transportation	3,500	1,460	3,500	3,500	531	3,500	3,500	3,500	0.00%
650	53110	340	Operating Supplies	3,500	3,449	4,100	4,100	1,801	4,100	4,100	4,100	0.00%
650	53110	350	Repair and Maintenance Supplies	600	65	600	600	24	600	600	600	0.00%
			Subtotal	**7,900**	**5,031**	**8,500**	**8,500**	**2,411**	**8,500**	**8,500**	**8,500**	**0.00%**
			CAPITAL OUTLAY									
650	53110	810	Capital Equipment	41,750	42,062	2,000	2,000	1,837	2,000	15,000	15,000	650.00%
			Subtotal	**41,750**	**42,062**	**2,000**	**2,000**	**1,837**	**2,000**	**15,000**	**15,000**	**650.00%**
			TOTAL	**$ 355,068**	**$ 306,223**	**$ 311,087**	**$ 311,087**	**$ 135,461**	**$ 311,087**	**$ 345,681**	**$ 343,548**	**10.43%**

Storm Water Utility
Municipal Service Center

Program Full Time Equivalents: 0.32

Program Mission:

To maintain the interior and exterior of the Municipal Service Center (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.

2026 Performance Measures (July 2025 – June 2026):

1) Reduce the amount of consulting costs by 3% by reducing emergency repairs by performing timely preventative maintenance on the MSC.

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

1) Reduce electric cost by 1% through power management and LED lighting replacements.
    a. Result: Electricity used 2024 = 237,067 KW; 2025=249,241 KW. Increased 5.1%. Performance measure was not met.

Significant Program Achievements:

1) Maintain the building while working on the design for the MSC expansion.

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 proposed 2026 Storm Water Utility - Municipal Service Center program cost is $39,608. 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.

2026 Budget Significant Expenditure Changes:

1) Hourly Wages decreased $861 to reflect change in allocation for building maintenance wages and increase in employee wages as detailed in the building maintenance program.
2) FICA decreased $66 to reflect change in allocation for building maintenance wages and increase in employee wages.
3) Retirement decreased $37 to reflect change in allocation for building maintenance wages, increase in employee wages and retirement contribution rate.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $165 to reflect change in allocation for building maintenance wages and to reflect increase in health and dental insurance premiums.
5) Training includes various training for building maintenance staff for various certifications required for staff to maintain.
6) Telephone increased $377 due to a reallocation of these expenses from other divisions within the MSC.
7) 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) Capital Equipment includes the storm water utility share of $900 for replacing treadmill in MSC’s workout area.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures / Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
MUNICIPAL SERVICE CENTER												
Account Number			PERSONAL SERVICES									
650	53230	120	Hourly Wages	$ 6,105	$ 4,409	$ 9,920	$ 9,920	$ 2,217	$ 9,920	$ 7,370	$ 9,059	-8.68%
650	53230	125	Overtime Wages	27	109	109	109	74	109	109	109	0.00%
650	53230	126	Seasonal Labor	938	164	938	938	53	938	938	938	0.00%
650	53230	150	FICA	483	336	781	781	170	781	586	715	-8.44%
650	53230	151	Retirement	423	295	697	697	177	697	538	660	-5.30%
650	53230	152	Health, Dental, DIB, Life & Wks Cmp Ins	2,286	1,396	3,236	3,236	802	3,236	2,359	3,071	-5.08%
650	53230	190	Training	75	0	75	75	0	75	75	75	0.00%
			Subtotal	**10,337**	**6,709**	**15,756**	**15,756**	**3,493**	**15,756**	**11,975**	**14,627**	**-7.16%**
			CONTRACTUAL SERVICES									
650	53230	210	Telephone	35	23	35	35	0	35	35	412	1077.29%
650	53230	211	Postage	0	0	0	0	0	0	0	0	0.00%
650	53230	215	Consulting	5,045	1,786	5,795	5,795	2,029	5,795	5,795	5,795	0.00%
650	53230	217	Cleaning Service Contract	3,055	3,308	3,717	3,717	1,832	3,717	3,829	3,829	3.01%
650	53230	220	Utilities	8,182	7,551	9,000	9,000	4,853	9,000	9,000	9,000	0.00%
			Subtotal	**16,317**	**12,668**	**18,547**	**18,547**	**8,713**	**18,547**	**18,659**	**19,036**	**2.64%**
			SUPPLIES AND EXPENSE									
650	53230	314	Cleaning and Maintenance	2,455	6,342	3,273	3,273	1,404	3,273	3,273	3,273	0.00%
650	53230	340	Operating Supplies	1,773	912	1,773	1,773	483	1,773	1,771	1,771	-0.11%
			Subtotal	**4,228**	**7,254**	**5,046**	**5,046**	**1,888**	**5,046**	**5,044**	**5,044**	**-0.04%**
			CAPITAL OUTLAY									
650	53230	810	Capital Equipment	15,750	16,629	4,500	4,500	698	4,500	900	900	-80.00%
			Subtotal	**15,750**	**16,629**	**4,500**	**4,500**	**698**	**4,500**	**900**	**900**	**-80.00%**
			TOTAL	**$ 46,632**	**$ 43,260**	**$ 43,849**	**$ 43,849**	**$ 14,792**	**$ 43,849**	**$ 36,578**	**$ 39,608**	**-9.67%**

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.

2026 Performance Measures (July 2025 – June 2026):

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.

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

1) Perform vehicle and equipment maintenance every 4,000 miles on 100% of fleet vehicles.
    a. Result: 95% of vehicles and equipment with 4,000-mile maintenance requirements were completed. This performance measure was not met due to catching up to last year's workload being short staff.
2) Perform vehicle and equipment maintenance every 500 hours on 100% of the garbage and recycling trucks.
    a. Result: 100% of all garbage/recycling trucks were maintained every 500 hours. This performance measure was met.
3) Perform equipment maintenance every 300 hours on 100% of the front-end loaders and dump trucks.
    a. Result: 100% of the front-end loaders and dump trucks were maintained every 300 hours. This performance measure was met.
4) Perform equipment maintenance on every police vehicle every 6,000 miles.
    a. Result: This was accomplished

Significant Program Achievements:

1) Maintained 274 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 proposed 2026 Storm Water Utility - Fleet Maintenance cost is $430,020. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Salaries increased $1,508 to reflect eligible step increases and cost of living adjustment (COLA).
2) Overtime Wages increased $1,500 to reflect actual costs.
3) FICA increased $786 to reflect increase in employee wages.
4) Retirement increased $1,171 to reflect increase in employee wages and retirement contribution rate.
5) Health, Dental, DIB, Life & Wks Cmp Ins decreased $3,240 to reflect actual costs.
6) Training is for staff on fleet maintenance equipment such as troubleshooting and diagnostic performance.
7) Telephone decreased $105 due to reallocation of these expenses to the Municipal Service Center budget.
8) Consulting increased $10,000 to reflect purchasing new tires for the loader. Consulting includes tasks unable to perform in our fleet maintenance shop and for GPS/AVL on equipment.
9) Tools increased $5,195 and is for the storm water utility share of miscellaneous shop tool replacement.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures	**2024 Adopted Budget**	**2024 Year End Actual**	**2025 Adopted Budget**	**2025 Current Budget**	**2025 6 mos Actual**	**2025 Year End Estimate**	**2026 Dept Head Proposed**	**2026 Executive Proposed**	**2026 / 2025 Budget % of Change**
			Account Title									
FLEET MAINTENANCE												
Account Number			PERSONAL SERVICES									
650	53240	110	Salaries	$ 23,610	$ 23,976	$ 24,795	$ 24,795	$ 11,718	$ 24,795	$ 26,428	$ 26,303	6.08%
650	53240	120	Hourly Wages	143,210	113,951	146,725	146,725	54,173	146,725	154,060	153,995	4.95%
650	53240	125	Overtime Wages	1,000	3,021	1,000	1,000	1,073	1,000	2,500	2,500	150.00%
650	53240	126	Seasonal Labor	0	38	0	0	162	162	0	0	0.00%
650	53240	150	FICA	12,838	9,904	13,198	13,198	4,936	13,200	13,999	13,984	5.96%
650	53240	151	Retirement	11,580	9,597	11,990	11,990	3,990	11,990	13,175	13,161	9.77%
650	53240	152	Health, Dental, DIB, Life & Wks Cmp Ins	45,375	21,093	46,473	46,473	17,731	46,473	51,120	43,233	-6.97%
650	53240	190	Training	500	0	500	500	591	591	500	500	0.00%
			Subtotal	**238,113**	**181,579**	**244,681**	**244,681**	**94,374**	**244,936**	**261,782**	**253,677**	**3.68%**
			CONTRACTUAL SERVICES									
650	53240	210	Telephone	105	68	105	105	0	105	105	0	-100.00%
650	53240	212	Seminars and Conferences	0	0	0	0	0	0	0	0	0.00%
650	53240	215	Consulting	45,000	55,157	62,500	62,500	27,736	62,500	72,500	72,500	16.00%
650	53240	218	Cell/Radio	255	234	255	255	115	255	255	255	0.00%
			Subtotal	**45,360**	**55,460**	**62,860**	**62,860**	**27,851**	**62,860**	**72,860**	**72,755**	**15.74%**
			SUPPLIES AND EXPENSE									
650	53240	331	Transportation	1,645	1,449	1,645	1,645	572	1,645	1,645	1,645	0.00%
650	53240	340	Operating Supplies	19,935	14,561	19,935	19,935	7,716	19,935	20,533	20,533	3.00%
650	53240	350	Repair and Maintenance Supplies	65,500	84,172	65,500	65,500	28,376	65,500	67,465	67,465	3.00%
650	53240	351	Safety Equipment and Uniforms	6,000	5,366	8,750	8,750	2,270	8,750	8,750	8,750	0.00%
650	53240	360	Tools	0	0	0	0	0	0	0	5,195	100.00%
			Subtotal	**93,080**	**105,548**	**95,830**	**95,830**	**38,934**	**95,830**	**98,393**	**103,588**	**8.10%**
			CAPITAL OUTLAY									
650	53240	810	Capital Equipment	113,850	105,671	30,500	30,500	1,261	30,500	5,195	0	-82.97%
			Subtotal	**113,850**	**105,671**	**30,500**	**30,500**	**1,261**	**30,500**	**5,195**	**0**	**0.00%**
			TOTAL	**$ 490,403**	**$ 448,258**	**$ 433,871**	**$ 433,871**	**$ 162,420**	**$ 434,126**	**$ 438,230**	**$ 430,020**	**-0.89%**

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, weather pending.
2) *Parking Lot Sweeping* – Sweep City owned parking lots using street sweepers from April through November, weather pending.

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.

2026 Performance Measures (July 2025 – June 2026):

1) Complete a minimum of 10 sweeping rotations of the city annually.

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

1) Complete a minimum of 10 sweeping rotations of the city annually.
    a. Result: Performance measure met. Swept 10 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 proposed 2026 Storm Water Utility - Street Cleaning program cost is $165,754. 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.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Health, Dental, DIB, Life & Wks Cmp Ins decreased $6,650 to reflect actual allocation of employee insurance costs.
2) No Capital Equipment requested.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures	**2024 Adopted Budget**	**2024 Year End Actual**	**2025 Adopted Budget**	**2025 Current Budget**	**2025 6 mos Actual**	**2025 Year End Estimate**	**2026 Dept Head Proposed**	**2026 Executive Proposed**	**2026 / 2025 Budget % of Change**
			Account Title									
STREET CLEANING												
Account Number			GENERAL ADMINISTRATION									
650	53300	120	Hourly Wages	$ 91,755	$ 84,552	$ 94,508	$ 94,508	$ 39,631	$ 94,508	$ 97,815	$ 90,587	-4.15%
650	53300	125	Overtime Wages	400	170	400	400	24	400	400	400	0.00%
650	53300	126	Seasonal Labor	2,000	0	2,000	2,000	0	2,000	2,000	2,000	0.00%
650	53300	150	FICA	7,079	6,245	7,289	7,289	2,918	7,289	7,542	6,990	-4.11%
650	53300	151	Retirement	6,359	5,879	6,596	6,596	2,322	6,596	7,071	6,551	-0.68%
650	53300	152	Health, Dental, DIB, Life & Wks Cmp Ins	37,176	28,611	37,176	37,176	12,053	37,176	40,894	30,526	-17.89%
650	53300	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**144,769**	**125,457**	**147,969**	**147,969**	**56,948**	**147,970**	**155,723**	**137,054**	**-7.38%**
			CONTRACTUAL SERVICES									
650	53300	215	Consulting	0	0	0	0	0	0	0	0	0.00%
650	53300	220	Utilities	400	120	400	400	477	477	400	400	0.00%
			Subtotal	**400**	**120**	**400**	**400**	**477**	**477**	**400**	**400**	**0.00%**
			SUPPLIES AND EXPENSE									
650	53300	331	Transportation	10,000	14,583	13,000	13,000	4,925	13,000	13,000	13,000	0.00%
650	53300	340	Operating Supplies	300	0	300	300	0	300	300	300	0.00%
650	53300	350	Repair and Maintenance Supplies	15,000	6,025	15,000	15,000	8,866	15,000	15,000	15,000	0.00%
			Subtotal	**25,300**	**20,607**	**28,300**	**28,300**	**13,791**	**28,300**	**28,300**	**28,300**	**0.00%**
			CAPITAL OUTLAY									
650	53300	810	Capital Equipment	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			TOTAL	**$ 170,469**	**$ 146,184**	**$ 176,669**	**$ 176,669**	**$ 71,215**	**$ 176,747**	**$ 184,423**	**$ 165,754**	**-6.18%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Increase the volume of leaves direct hauled to farmers or landowners.

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

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 efficiency 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 proposed 2026 Storm Water Utility - Leaf Collection program cost is $59,595. The program benefits the community by allowing curbside collection of leaves and yard waste in the early spring and late fall.

2026 Program Objectives:

1) Continue to improve efficiencies with leaf collection operations.

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $41,505 to reflect actual allocation of employee wages.
2) FICA decreased $3,175 to reflect actual allocation of employee wages.
3) Retirement decreased $2,859 to reflect actual allocation of employee wages.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $7,883 to reflect actual allocation of employee insurance costs.

5) Consulting used to fund disposal of leaves.
6) Repairs and Maintenance increased $2,000 to reflect actual costs due to repairs of equipment.
7) No Capital Equipment requested.

City of De Pere
2026 Stormwater Utility
Adopted Budget

			Expenditures	**2024 Adopted Budget**	**2024 Year End Actual**	**2025 Adopted Budget**	**2025 Current Budget**	**2025 6 mos Actual**	**2025 Year End Estimate**	**2026 Dept Head Proposed**	**2026 Executive Proposed**	**2026 / 2025 Budget % of Change**
			Account Title									
LEAF COLLECTION												
Account Number			PERSONAL SERVICES									
650	53320	120	Hourly Wages	$ 49,091	$ 32,920	$ 50,564	$ 50,564	$ 4,191	$ 50,564	$ 52,334	$ 9,059	-82.08%
650	53320	125	Overtime Wages	1,000	2,309	1,000	1,000	0	1,000	1,000	1,000	0.00%
650	53320	126	Seasonal Labor	12,500	0	12,500	12,500	0	12,500	12,500	12,500	0.00%
650	53320	150	FICA	4,013	2,600	4,126	4,126	311	4,126	4,261	951	-76.96%
650	53320	151	Retirement	3,456	2,435	3,584	3,584	292	3,584	3,840	724	-79.79%
650	53320	152	Health, Dental, DIB, Life & Wks Cmp Ins	11,244	10,458	11,244	11,244	2,603	11,244	12,368	3,361	-70.11%
650	53320	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**81,304**	**50,721**	**83,018**	**83,018**	**7,397**	**83,018**	**86,303**	**27,595**	**-66.76%**
			CONTRACTUAL SERVICES									
650	53320	215	Consulting	10,000	0	10,000	10,000	0	10,000	10,000	10,000	0.00%
650	53320	218	Cell/Radio	0	0	0	0	0	0	0	0	0.00%
650	53320	219	Data	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**10,000**	**0**	**10,000**	**10,000**	**0**	**10,000**	**10,000**	**10,000**	**0.00%**
			SUPPLIES AND EXPENSE									
650	53320	331	Transportation	10,000	9,205	10,000	10,000	2,166	10,000	10,000	10,000	0.00%
650	53320	340	Operating Supplies	0	0	0	0	0	0	0	0	0.00%
650	53320	350	Repair and Maintenance Supplies	10,000	5,659	10,000	10,000	11,249	12,000	12,000	12,000	20.00%
			Subtotal	**20,000**	**14,865**	**20,000**	**20,000**	**13,415**	**22,000**	**22,000**	**22,000**	**10.00%**
			CAPITAL OUTLAY									
650	53320	810	Capital Equipment	0	14,545	12,000	12,000	55,831	55,831	0	0	0.00%
			Subtotal	**0**	**14,545**	**12,000**	**12,000**	**55,831**	**55,831**	**0**	**0**	**0.00%**
			TOTAL	**$ 111,304**	**$ 80,130**	**$ 125,018**	**$ 125,018**	**$ 76,643**	**$ 170,849**	**$ 118,303**	**$ 59,595**	**-52.33%**

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.

2026 Performance Measures (July 2025 – June 2026):

1) Vacuum clean at least 150 storm inlets.

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

1) Increase the number of inlets cleaned per year by 5%.
   a. Result: This was not met. 2024 = cleaned 348 inlets, 2025=cleaned 52 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 Phragmities 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 proposed 2026 Storm Water Utility – Storm Sewer Maintenance program cost is $1,537,067. The program benefits the community by allowing the existing storm sewers to be maintained to reduce and prevent flooding.

2026 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.

2026 Budget Significant Expenditure Changes:

1) Hourly wages decreased $42,440 to reflect actual allocation of employee wages.
2) FICA decreased $3,380 to reflect actual allocation of employee wages.
3) Retirement decreased $3,054 to reflect actual allocation of employee wages.
4) Health, Dental, DIB, Life & Wks Cmp Ins decreased $15,672 to reflect actual allocation of employee insurance costs.
5) Consulting increased $65,000 for hiring a consultant for updating storm sewer system model. Consulting 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.
6) Capital outlay requested includes storm sewer televising $60,000, storm sewer repair/replacement/installation $1,114,000, and storm water pond $145,940.

City of De Pere
2026 Stormwater Utility
Adopted Budget

STORM SEWER MAINTENANCE

Expenditures				2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Account Number			Account Title									
			PERSONAL SERVICES									
650	53440	120	Hourly Wages	$ 42,440	$ 31,276	$ 42,440	$ 42,440	$ 15,275	$ 42,440	$ 43,925	$ 27,176	-35.97%
650	53440	125	Overtime Wages	1,500	166	1,500	1,500	0	1,500	1,500	1,500	0.00%
650	53440	126	Seasonal Labor	1,250	34	1,250	1,250	54	1,250	1,250	1,250	0.00%
650	53440	150	FICA	3,380	2,344	3,380	3,380	1,132	3,380	3,493	2,212	-34.55%
650	53440	151	Retirement	3,032	2,343	3,054	3,054	851	3,054	3,271	2,065	-32.39%
650	53440	152	Health, Dental, DIB, Life & Wks Cmp Ins	15,671	6,493	15,671	15,671	6,651	15,671	17,238	9,174	-41.46%
650	53440	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**67,272**	**42,655**	**67,295**	**67,295**	**23,963**	**67,294**	**70,677**	**43,377**	**-35.54%**
			CONTRACTUAL SERVICES									
650	53440	215	Consulting	105,000	54,834	105,000	105,000	15,198	105,000	170,000	170,000	61.90%
650	53440	218	Cell/Radio	0	0	0	0	0	0	0	0	0.00%
650	53440	219	Data	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**105,000**	**54,834**	**105,000**	**105,000**	**15,198**	**105,000**	**170,000**	**170,000**	**61.90%**
			SUPPLIES AND EXPENSE									
650	53440	340	Operating Supplies	3,750	0	3,750	3,750	47	3,750	3,750	3,750	0.00%
			Subtotal	**3,750**	**0**	**3,750**	**3,750**	**47**	**3,750**	**3,750**	**3,750**	**0.00%**
			CAPITAL OUTLAY									
650	53440	810	Capital Equipment	1,285,600	19,206	1,372,000	1,372,000	0	1,372,000	1,319,940	1,319,940	-3.79%
			Subtotal	**1,285,600**	**19,206**	**1,372,000**	**1,372,000**	**0**	**1,372,000**	**1,319,940**	**1,319,940**	**-3.79%**
			TOTAL	**$ 1,461,622**	**$ 116,695**	**$ 1,548,045**	**$ 1,548,045**	**$ 39,208**	**$ 1,548,044**	**$ 1,564,367**	**$ 1,537,067**	**-0.71%**

RETURN TO TABLE OF CONTENTS

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 Brown County South Landfill in Greenleaf. 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.

2026 Performance Measures (July 2025 – June 2026):

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

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. Performance measure met-audited all weight slips and ensured proper invoicing and accounting.

Significant Program Achievements:

1) The City delivered 271.93 tons of sweepings to the landfill between July 2024-June 2025.

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 proposed 2026 Landfill program cost is $16,000. This program benefits the community by providing funding for disposal of street sweepings.

2026 Program Objectives:

1) Continue to monitor volume of material going to landfill.

2026 Budget Significant Expenditure Changes:

1) None.

City of De Pere
2026 Stormwater Utility
Adopted Budget

EXPENDITURES

LANDFILL

Account Number CONTRACTUAL SERVICES

			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % Of Change
650	53630	214	Landfill	$ 16,000	$ 13,495	$ 16,000	$ 16,000	$ 6,776	$ 16,000	$ 16,000	$ 16,000	0.00%
			Subtotal	**16,000**	**13,495**	**16,000**	**16,000**	**6,776**	**16,000**	**16,000**	**16,000**	**0.00%**
			TOTAL	**$ 16,000**	**$ 13,495**	**$ 16,000**	**$ 16,000**	**$ 6,776**	**$ 16,000**	**$ 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.

2026 Performance Measures (July 2025 – June 2026):

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

2025 Performance Measures (July 2024 – June 2025):

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 workload in order to respond to weed complaints in a timely manner.
    a. Result: In reviewing See/Click/Fix, 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 proposed 2026 Storm Water Utility - Weed Control program cost is $55,174. 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.

2026 Program Objectives:

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

2026 Budget Significant Expenditure Changes:

1) Hourly wages increased $9,044 to reflect eligible step increases and cost of living adjustment (COLA).
2) FICA increased $692 to reflect increase in wages.
3) Retirement increased $702 to reflect increase in wages and retirement contribution rate.
4) Health, Dental, DIB, Life & Wks Cmp Ins dcreased $5,532 to reflect actual costs.
5) Transportation increased $1,000 to reflect actual costs.
6) No Capital Equipment requested.

City of De Pere
2026 Stormwater Utility
Adopted Budget

WEED CONTROL

Expenditures			Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
Account Number			PERSONAL SERVICES									
650	53640	120	Hourly Wages	$ 16,595	$ 22,541	$ 20,367	$ 20,367	$ 9,081	$ 20,367	$ 21,080	$ 29,411	44.41%
650	53640	125	Overtime Wages	0	223	0	0	16	16	0	0	0.00%
650	53640	126	Seasonal Labor	1,931	2,977	2,052	2,052	772	2,052	2,052	2,052	0.00%
650	53640	150	FICA	1,298	1,771	1,588	1,588	680	1,589	1,642	2,280	43.57%
650	53640	151	Retirement	1,145	1,616	1,416	1,416	543	1,417	1,518	2,118	49.60%
650	53640	152	Health, Dental, DIB, Life & Wks Cmp Ins	12,267	7,610	15,308	15,308	4,178	15,308	16,839	9,956	-34.96%
650	53640	190	Training	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**33,236**	**36,737**	**40,730**	**40,730**	**15,270**	**40,749**	**43,131**	**45,817**	**12.49%**
			CONTRACTUAL SERVICES									
650	53640	210	Telephone	0	0	0	0	0	0	0	0	0.00%
650	53640	215	Consulting	0	0	0	0	0	0	0	0	0.00%
650	53640	218	Cell/Radio	0	0	0	0	0	0	0	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0.00%**
			SUPPLIES AND EXPENSE									
650	53640	331	Transportation	0	6,106	0	0	299	299	1,000	1,000	100.00%
650	53640	340	Operating Supplies	0	0	8,357	8,357	159	8357	8,357	8,357	0.00%
650	53640	361	Fuel	929	0	929	929	0	0	0	0	0.00%
			Subtotal	**929**	**6,106**	**9,286**	**9,286**	**458**	**8,656**	**9,357**	**9,357**	**0.76%**
			CAPITAL OUTLAY									
650	53640	810	Capital Equipment	0	0	0	0	0	0	97,500	0	0.00%
			Subtotal	**0**	**0**	**0**	**0**	**0**	**0**	**97,500**	**0**	**0.00%**
			TOTAL	**$ 34,165**	**$ 42,843**	**$ 50,016**	**$ 50,016**	**$ 15,728**	**$ 49,405**	**$ 149,988**	**$ 55,174**	**10.31%**

TOTAL STORM WATER UTILITY

City of De Pere
2026 Stormwater Utility
Adopted Budget

TOTAL STORMWATER UTILITY

Expenditures Account Title	2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
110 Salaries	$ 231,537	$ 164,506	$ 235,348	$ 235,348	$ 112,450	$ 235,348	$ 248,041	$ 247,049	4.97%
120 Hourly Wages	492,827	427,362	552,953	552,953	200,384	552,953	578,192	519,911	-5.98%
125 Overtime Wages	16,427	12,384	16,509	16,509	4,529	16,525	18,009	18,009	9.09%
126 Seasonal Labor	37,869	11,632	36,190	36,190	4,467	36,352	36,190	36,190	0.00%
150 FICA	57,220	48,648	62,093	62,093	23,413	62,096	65,109	60,575	-2.44%
151 Retirement	51,115	45,920	55,934	55,934	18,618	55,935	60,785	56,518	1.04%
152 Health, Dental, DIB, Life & Wks Cmp Ins	212,617	148,507	229,093	229,093	88,512	229,093	258,185	216,577	-5.46%
190 Training	11,699	2,679	11,699	11,699	1,197	11,790	11,699	11,699	0.00%
Subtotal	**1,111,310**	**861,639**	**1,199,819**	**1,199,819**	**453,570**	**1,200,093**	**1,276,211**	**1,166,528**	**-2.77%**
CONTRACTUAL SERVICES									
210 Telephone	1,918	1,247	1,918	1,918	0	1,918	1,918	412	-78.52%
211 Postage	2,154	3,066	3,000	3,000	1,500	3,000	3,000	3,000	0.00%
212 Seminars and Conferences	3,700	1,362	3,700	3,700	953	3,700	3,700	3,700	0.00%
214 Landfill	16,000	13,495	16,000	16,000	6,776	16,000	16,000	16,000	0.00%
215 Consulting	213,381	136,200	222,002	222,002	68,824	222,002	297,002	297,002	33.78%
217 Cleaning Service Contract	3,055	3,308	3,717	3,717	1,832	3,717	3,829	3,829	3.01%
218 Cell/Radio	5,055	1,445	5,055	5,055	847	5,055	5,055	5,055	0.00%
219 Data	0	0	0	0	0	0	0	0	0.00%
220 Utilities	8,582	7,671	9,400	9,400	5,329	9,477	9,400	9,400	0.00%
Subtotal	**253,845**	**167,794**	**264,792**	**264,792**	**86,061**	**264,869**	**339,904**	**338,398**	**27.80%**
SUPPLIES AND EXPENSE									
310 Office Supplies	2,500	1,633	2,500	2,500	617	2,500	2,500	2,500	0.00%
314 Cleaning and Maintenance	2,455	6,342	3,273	3,273	1,404	3,273	3,273	3,273	0.00%
320 Memberships/Subscriptions	700	437	700	700	140	700	700	700	0.00%
331 Transportation	27,631	34,558	30,631	30,631	8,860	30,930	31,631	31,631	3.26%
340 Operating Supplies	29,258	18,922	38,215	38,215	10,207	38,215	38,811	38,811	1.56%
350 Repair and Maintenance Supplies	92,288	96,131	92,288	92,288	48,952	94,288	96,253	96,253	4.30%
351 Safety Equipment and Uniforms	6,000	5,366	8,750	8,750	2,270	8,750	8,750	8,750	0.00%
360 Tools	0	0	0	0	0	0	0	5,195	100.00%
361 Fuel	929	0	929	929	0	0	0	0	0.00%
Subtotal	**161,761**	**163,389**	**177,286**	**177,286**	**72,450**	**178,656**	**181,918**	**187,113**	**5.54%**
CAPITAL OUTLAY									
810 Capital Equipment	1,473,735	201,318	1,471,000	1,471,000	59,627	1,514,831	1,453,535	1,350,840	-8.17%
Subtotal	**1,473,735**	**201,318**	**1,471,000**	**1,471,000**	**59,627**	**1,514,831**	**1,453,535**	**1,350,840**	**-8.17%**
TOTAL	**$ 3,000,651**	**$ 1,394,140**	**$ 3,112,897**	**$ 3,112,897**	**$ 671,709**	**$ 3,158,449**	**$ 3,251,568**	**$ 3,042,879**	**-2.25%**

RETURN TO TABLE OF CONTENTS

City of De Pere
2026 Stormwater Utility
Adopted Budget

Expenditures Account Title				2024 Adopted Budget	2024 Year End Actual	2025 Adopted Budget	2025 Current Budget	2025 6 mos Actual	2025 Year End Estimate	2026 Dept Head Proposed	2026 Executive Proposed	2026 / 2025 Budget % of Change
REVENUES												
650	41000	000	Residential	$ 1,056,541	$ 1,044,154	$ 1,148,585	$ 1,148,585	$ 1,132,666	$ 1,132,666	$ 1,232,666	$ 1,232,666	7.32%
650	42000	000	Non-Residential-NR	1,119,080	1,126,394	1,224,577	1,224,577	1,233,112	1,233,112	1,333,112	1,333,112	8.86%
650	42021	000	Street Management	0	235,415	0	0	2,595	2,595	0	0	0.00%
650	43000	000	Agricultural	0	0	0	0	0	0	0	0	0.00%
650	43500	000	State Grants	0	4,127	0	0	0	0	0	0	0.00%
650	44000	000	Tax Exempt	320,949	289,308	318,239	318,239	341,909	341,909	341,909	341,909	7.44%
650	45000	000	Underdeveloped & Other	21,676	27,237	21,676	21,676	28,776	28,776	28,776	28,776	32.76%
650	48300	000	Property Sales	0	21,220	0	0	8,850	8,850	0	0	0.00%
			Fund Balance	482,405		399,820	399,820	0	399,820	315,105	106,416	-73.38%
TOTAL REVENUES				**$ 3,000,651**	**$ 2,747,853**	**$ 3,112,897**	**$ 3,112,897**	**$ 2,747,907**	**$ 3,147,728**	**$ 3,251,568**	**$ 3,042,879**	**-2.25%**

RETURN TO TABLE OF CONTENTS