

VILLAGE BOARD MEETING AGENDA  
Tuesday, January 13, 2026 at 6:00 p.m.  
Caledonia Village Hall - 5043 Chester Lane  
Caledonia, WI 53402

1. **Meeting called to order**
2. **Pledge of Allegiance**
3. **Roll Call**
4. **Approval of Minutes:** Village Board – December 22, 2025
5. **Public Comment** – Provides a two-minute opportunity for citizens to voice opinions to the Village Board. The Village Board cannot respond as this may conflict with open meeting requirements.
6. **Closed Session**
  - A. **The Village Board may take up a motion to go into CLOSED SESSION**, pursuant to s. 19.85(1)(e), Wis. Stat., “Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session”, and s. 19.85(1)(g), Wis. Stat., “Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved”, **specifically:** CCM-Caledonia, LLC and Cardinal Capital Management, Inc. Development Agreement and CCM-Caledonia and Cardinal Capital Management, Inc. Loan Agreement.
  - B. **The Village Board reserves the right to go back into OPEN SESSION**, and possibly take action on the items discussed during the closed session and to move to the remaining items on the agenda.
7. **Proclamations**
  - A. Retirement of Deputy Chief of Police Shawn Engelman
8. **Ordinances and Resolutions**
  - A. **Charter Ordinance 2026-01** – A Charter Ordinance to Amend Sec. 2-5-8(a) of the Village’s Code of Ordinances Related to Caledonia Utility Districts Commission (*CoW 12/9/25, 6-0*)
  - B. **Resolution 2026-001** – Approving a Paid Parental Leave Policy (*CoW 12/22/25, 6-0*)
  - C. **Resolution 2026-002** – Approving a Use of Village Vehicles Policy
  - D. **Resolution 2026-003** – Approving an Alcohol and Drug Testing Policy
  - E. **Resolution 2026-004** – Approving and Authorizing the Village of Caledonia to Establish a Bank Depository Lock Box Account with Wintrust Bank for EMS/Ambulance Billing Services
  - F. **Resolution 2026-005** – Authorizing the Village of Caledonia to Enter Into a Contract with Tyler Technologies Inc., for Assessor Services
  - G. **Resolution 2026-006** – Authorizing the Village of Caledonia to Enter Into an Agreement with Caledonia Highway Department Local 704 for 2026
9. **New Business**
  - A. Approval of A/P Checks
  - B. Discussion and possible action on Village Board and Committee of the Whole meeting days

10. **Closed Session**

A. **The Village Board may take up a motion to go into CLOSED SESSION**, pursuant to s. 19.85(1)(c), Wis. Stat., “Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility” **specifically**: Administrator Review

B. **The Village Board reserves the right to go back into OPEN SESSION**, and possibly take action on the items discussed during the closed session and to move to the remaining items on the agenda.

11. **Adjournment**

**Village Board Meeting Minutes  
December 22, 2025**

**1 - Order**

Trustee Wishau called the Village Board meeting to order at 6:00 p.m. at the Caledonia Village Hall.

**2 - Pledge of Allegiance**

Trustee Wishau led the board in the Pledge of Allegiance to the Flag.

**3 - Roll Call**

**PRESENT:** 6 – Trustee Martin, Trustee Pierce, Trustee McManus, Trustee Stillman, Trustee Lambrecht, and Trustee Wishau

**EXCUSED:** 1 – President Weatherston

**STAFF:** Village Administrator Todd Willis, Finance Director Wayne Krueger, Development Director Peter Wagner, Human Resources manager Amanda Ardis, and Village Clerk Jennifer Bass

**4 – Approval of Minutes**

**Motion** by Trustee McManus to approve the minutes of the December 9, 2025 Village Board meeting as amended, seconded by Trustee Pierce. **Motion carried 6-0.**

**5 – Public Comment**

The following people appeared to speak before the Village Board:  
None

**6 – Ordinances and Resolutions**

A. **Resolution 2025-109** – Approving an Amended Relocation Order of the Village of Caledonia Affecting Property Along the Turtle Creek Between Middle Road and the Klema Ditch as Part of the Turtle Creek Restoration Project in Section 17, Range 23 in the Village of Caledonia, Racine County, Wisconsin

**Motion** by Trustee Lambrecht to approve the resolution, seconded by Trustee Pierce.  
**Motion carried 6-0.**

**7 – New Business**

A. **Approval of A/P Checks**

**Motion** by Trustee Wishau to approve the A/P checks in the amount of \$445,830.32, seconded by Trustee Lambrecht. **Motion carried 6-0.**

B. **Approval of US Bank Credit Card List**

**Motion** by Trustee Wishau to approve the US Bank Credit Card List in the amount of \$106,056.79, seconded by Trustee Martin. **Motion carried 6-0.**

## **8 – Closed Session**

- A. **The Village Board may take up a motion to go into CLOSED SESSION**, pursuant to s. 19.85(1)(e), Wis. Stat., “Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session”, and s. 19.85(1)(g), Wis. Stat., “Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved”, **specifically**: CCM-Caledonia, LLC and Cardinal Capital Management, Inc. Development Agreement and CCM-Caledonia and Cardinal Capital Management, Inc. Loan Agreement.

**Motion by Trustee Martin to go into closed session, seconded by Trustee McManus Motion carried by the following roll call vote:**

**Ayes: 6** – Martin, McManus, Stillman, Wishau, Lambrecht, and Pierce

**Nays: 0**

**Excused: 1** – Weatherston

- B. **The Village Board reserves the right to go back into OPEN SESSION**, and possibly take action on the items discussed during the closed session and to move to the remaining items on the agenda.

**Motion by Trustee Pierce to go back into open session, seconded by Trustee Martin.**

**Motion carried 6-0.**

## **9 – Adjournment**

**Motion by Trustee Pierce to adjourn the meeting at 6:30 p.m., seconded by Trustee Martin.**

**Motion carried 6-0.**

*Respectfully submitted:*

*Jennifer Bass*

*Village Clerk*



***OFFICIAL PROCLAMATION  
VILLAGE OF CALEDONIA  
RACINE COUNTY, WISCONSIN***

**WHEREAS**, Deputy Chief Shawn Engleman has served the Village of Caledonia as a dedicated member of the Village of Caledonia Police Department since August 3, 2020; and

**WHEREAS**, during his time with the Village of Caledonia Police Department, Deputy Chief Engleman used his knowledge and leadership skills to assist in planning and coordinating major projects and initiatives such as the construction of a new Public Safety Building, the passage of a public safety referendum to hire 8 additional police officers, and a significant increased emphasis on community policing;

**WHEREAS**, Deputy Chief Engleman has performed essential duties within the Caledonia Police Department such leading the efforts for recruitment and hiring, scheduling, overseeing community programs and initiatives to include our community surveys, annual reports, and various community engagement activities, providing ongoing leadership and guidance to subordinate personnel, helping to ensure adherence to policies, procedures and programs that maintain the integrity of the department and the safety of the Village's citizens, along with many other tasks, projects, and initiatives.

**WHEREAS**, Deputy Chief Engleman participated in various professional associations and served on many boards and committees in an effort to build and maintain professional connections beyond the geographic borders of Caledonia and to improve his ability to lead, including memberships in the Racine County Law Enforcement Executives Association, the Wisconsin Crime Prevention Practitioners Association, and many others.

**THEREFORE BE IT RESOLVED**, that the Caledonia Village Board by the Proclamation, acknowledges the tireless effort and outstanding work of Shawn Engleman as a member of the Caledonia Police Department for the past 5 years as a Deputy Chief of Police and with great admiration commends him for his dedication to the betterment of our community.

Given under our hand and official seal of the Village of Caledonia, this 13th day of January, 2026 at the Village Hall in the Village of Caledonia.

---

Tom Weatherston  
Village President

---

Jennifer Bass  
Village Clerk

**CHARTER ORDINANCE NO. 2026-01  
VILLAGE OF CALEDONIA**

**A CHARTER ORDINANCE TO AMEND SEC. 2-5-8(a) OF THE VILLAGE’S CODE OF  
ORDINANCES RELATED TO CALEDONIA UTILITY DISTRICTS COMMISSION**

**SECTION I**

Pursuant to Sections 61.34 and 66.0101 of the Wisconsin Statutes, the Village of Caledonia previously adopted Charter Ordinances electing not to be governed by any portion of Sec. 66.0805, Wis. Stat., relating to the management of municipal public utilities to the extent, if any, that said section was in conflict with the Charter Ordinance with respect to Sec. 2-5-8 relating to the composition of the Utility District Commission. The Village has determined that it is necessary to again address the composition of the Commission and hereby elects to amend Sec. 2-5-8 of the Village’s Code of Ordinances and elects not to be governed by those provisions of Section 66.0805 of the Wisconsin Statutes relating to management of municipal public utilities to the extent, if any, that said sections may be in conflict with this Charter Ordinance.

**SECTION II**

The Village Board of the Village of Caledonia, Racine County, do ordain as follows:

1. That Section 2-5-8(a) of the Code of Ordinances for the Village of Caledonia be, and hereby is, amended to read as follows:

“(a) **Commission.** The Caledonia Water Utility District, the Caledonia Sewer Utility District, and the Caledonia Storm Water Utility District (collectively referred to herein as “the Districts”) shall be governed by one Utility District Commission, comprised of one (1) Village Board Trustee and four (4) citizen commissioners who are residents of the Village. The one (1) appointed Village Board Trustee shall serve as a liaison to the Village Board. The Village President shall appoint the liaison member, and an alternate liaison member, subject to confirmation by the Village Board. The liaison member shall have the same rights as the other Commission members, and shall be counted in determining the number required for a quorum or whether a quorum is present. The liaison member, and his or her alternate, shall serve a one-year term commencing on May 1st. The four (4) citizen commissioners shall be appointed for staggered three (3) year terms by the Village Board, each term commencing May 1<sup>st</sup>. Initially, the terms of the various members shall be staggered so that two terms shall expire each year and initially after adoption of the Charter Ordinance that reduces the number of citizen commissioners to four (4), there may be a year that no appointments are made in order to appropriately stagger the terms. No compensation shall be paid to Commissioners for serving on the Commission.”

2. Should any section, clause or provision of this ordinance be declared by the Courts to be invalid, the same shall not affect the validity of the ordinance as a whole or any part thereof, other than the part so declared to be invalid.

3. All ordinance in conflict with any provision of this ordinance are hereby repealed.

4. This Charter Ordinance shall take effect sixty (60) days after its passage and publication, unless within such sixty (60) day period a referendum petition, as provided by Section 66.0101(5) of the Wisconsin Statutes, is filed, in which event this ordinance shall not take effect until it shall have been submitted to a referendum vote of the electors and approved by a majority of the electors voting thereon.

5. This Charter Ordinance was approved by at least a two-thirds (2/3) vote of the Village Board on this \_\_\_\_\_ day of January, 2026.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

**CHARTER ORDINANCE NO. 20265-XX**  
**VILLAGE OF CALEDONIA**

Formatted: Highlight

**A CHARTER ORDINANCE TO AMEND TITLE 2, CHAPTER 5, SECTION 8 SEC. 2-5-8  
OF THE VILLAGE'S CODE OF ORDINANCES RELATED TO CALEDONIA UTILITY  
DISTRICTS COMMISSION**

**SECTION I**

Pursuant to Sections 61.34 and 66.0101 of the Wisconsin Statutes, the Village of Caledonia previously adopted Charter Ordinances electing not to be governed by any portion of Sec. 66.0805, Wis. Stat., relating to the management of municipal public utilities to the extent, if any, that said section was in conflict with the Charter Ordinance with respect to Sec. 2-5-8 relating to the composition of the Utility District Commission. The Village has determined that it is necessary to again address the composition of the Commission and hereby elects to amend Sec. 2-5-8 of the Village's Code of Ordinances and elects not to be governed by those provisions of Section 66.0805 of the Wisconsin Statutes relating to management of municipal public utilities to the extent, if any, that said sections may be in conflict with this Charter Ordinance.

**SECTION II**

The Village Board of the Village of Caledonia, Racine County, do ordain as follows:

Formatted: Left

1. That Section 2-5-8(a) of the Code of Ordinances for the Village of Caledonia be, and hereby is, amended to read as follows:

~~“SEC. 2-5-8 CALEDONIA UTILITY DISTRICTS COMMISSION.~~

(a) **Commission.** The Caledonia Water Utility District, the Caledonia Sewer Utility District, and the Caledonia Storm Water Utility District (collectively referred to herein as “the Districts”) shall be governed by one Utility District Commission, comprised of one (1) Village Board Trustee and four (4) citizen commissioners who are residents of the Village. The one (1) appointed Village Board Trustee shall serve as a liaison to the Village Board. The Village President shall appoint the liaison member, and an alternate liaison member, subject to confirmation by the Village Board. The liaison member shall have the same rights as the other Commission members, and shall be counted in determining the number required for a quorum or whether a quorum is present. The liaison member, and his or her alternate, shall serve a one-year term commencing on May 1st. The four (4) citizen commissioners shall be appointed for staggered three (3) year terms by the Village Board, each term commencing May 1<sup>st</sup>. Initially, the terms of the various members shall be staggered so that two terms shall expire each year and initially after adoption of the Charter Ordinance that reduces the number of citizen commissioners to four (4), there may be a year that no appointments are made in order to appropriately stagger the terms. No compensation shall be paid to Commissioners for serving on the Commission.”

Formatted: Font: Bold

Formatted: Justified, Numbered + Level: 1 +  
Numbering Style: a, b, c, ... + Start at: 1 + Alignment:  
Left + Aligned at: 0.44" + Indent at: 0.94"

2. Should any section, clause or provision of this ordinance be declared by the Courts to be invalid, the same shall not affect the validity of the ordinance as a whole or any part thereof, other than the part so declared to be invalid.

3. All ordinance in conflict with any provision of this ordinance are hereby repealed.

4. This Charter Ordinance shall take effect sixty (60) days after its passage and publication, unless within such sixty (60) day period a referendum petition, as provided by Section 66.0101(5) of the Wisconsin Statutes, ~~shall is be~~ filed, in which event this ordinance shall not take effect until it shall have been submitted to a referendum vote of the electors and approved by a majority of the electors voting thereon.

~~3-5.~~ This ~~C~~harter ~~O~~rdinance was approved by at least a two-thirds (2/3) vote of the Village Board on this \_\_\_\_\_ day of ~~December~~January, 2026~~5~~.

**Formatted:** Indent: Left: 0.25", No bullets or numbering

**Formatted:** Indent: Left: 0.25"

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of ~~December~~January, 2026~~5~~.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

**Formatted:** Font: 10 pt

**RESOLUTION NO. 2026-001  
VILLAGE OF CALEDONIA**

**A RESOLUTION APPROVING A PAID PARENTAL LEAVE POLICY**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

**WHEREAS**, the Village of Caledonia is reviewing Personnel Manual policies to ensure consistency and legal compliance; and,

**WHEREAS**, there is not currently a Paid Parental Leave Policy;

**WHEREAS**, the Village is interested in offering such policy and has drafted a Paid Parental Leave Policy, which is attached in Exhibit A;

**WHEREAS**, the Committee of the Whole has reviewed the new Paid Parental Leave Policy, and recommended adopting the new Policy; and

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board of the Village of Caledonia that the Paid Parental Leave Policy is approved and will go into effect as of January 13, 2026.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

## Parental Leave Policy

### 1. Policy Statement

The Village of Caledonia believes that strong families benefit both the community and the workplace. For this reason, the Village is proud to offer its employees paid parental leave. This policy outlines the Paid Parental Leave Program, explains the application process, and provides guidance to Departments on handling those applications, so that every eligible employee may take full advantage of this important benefit.

### 2. Applicability

This policy applies to all benefits-eligible Village employees, including non-represented members of the Caledonia Fire and Police Departments. Represented members' applicability is based on language in the collective bargaining agreements.

### 3. Definitions

**Hours worked:** To be eligible for leave, an employee must have worked a minimum of 1,000 hours during the previous 12 months prior to the start date of their leave. Hours worked includes hours paid but not worked, such as vacation, sick or injury time. Hours worked does not include unpaid leave of absences.

**Parent:** Parent includes biological parent, foster parent, adoptive parent, stepparent, legal guardian, intended parents, or individuals *in loco parentis*, individual acting in place of a parent. Parent does not include individuals serving as surrogates.

**Intended Parent(s):** Person or persons who become(s) the legal parent of a child born through surrogacy.

**Surrogate:** An individual carrying a child for intended parent(s).

**Qualifying Event:** An employee shall be eligible for paid parental leave for any of the following events:

- a. Birth of a child.
- b. Stillbirth after 20 weeks of pregnancy for a birthing parent.
- c. Adoption, foster, guardian, or *in locos parentis* placement of a child under the age of five (5) years.
- d. Miscarriage prior to 20 weeks – the birthing parent shall be eligible for paid parental leave.

### 4. Eligibility

- a. Beginning January 13, 2026, eligible employees shall be entitled to paid parental leave for one qualifying event per calendar year, subject to the following, taking place: The employee shall have completed a minimum of 1,000 hours worked, excluding leaves of absence, in the twelve (12) months prior to the start date of their leave. If an employee becomes eligible within twelve (12) weeks of the qualifying event, the paid parental leave will be prorated to the eligibility date.
- b. A benefits eligible part-time employee with a qualifying event shall be eligible for paid parental leave and leave shall be prorated based on the employee's regular schedule.
- c. An eligible employee shall be any employee who is a parent.
- d. Employees will be compensated at the employee's regular rate of pay, not including overtime and compensatory pay.

**5. Use of Paid Parental Leave**

- a. Parental leave shall run concurrently with any state or federal family leave to which the employee may be eligible.
- b. Parental leave shall begin within sixteen (16) weeks of the qualifying event in one continuous block or intermittently for eligible qualifying events. Intermittent use of parental leave shall only be utilized in the case of birth or placement qualifying events. The last segment of intermittent use of parental leave must begin within the 16-week period. Employees are prohibited from deferring paid parental leave time. For miscarriage or stillbirth, leave must be taken immediately at the time of the qualifying event.
- c. Parents who both work for the Village are eligible to take their individual parental leave separately or concurrently but within 16 weeks of the qualifying event.
- d. For a qualifying event of adoption, foster, guardian, or in locos parentis placement paid parental leave cannot be taken prior to the physical placement of the child with the parent.
- e. For employees eligible due to the birth of a child or placement of a child, paid parental leave is available as long as the employee has a continuing parental role with the child whose birth or placement was the basis for the leave entitlement.
- f. Additional parental leave is not available if the employee has more than one qualifying event in a single calendar year.

**6. Relation to Other Leave Time**

- a. Employees will continue to accrue sick time while on paid parental leave.
- b. In the event an employee requires additional time at the end of the two (2) week period of paid parental leave, the employee may use other available paid or unpaid leave time to remain off work as permissible under any State and/or Federal leave laws or policies, including FMLA.
- c. Employees may use paid parental leave time before other accrued leave.

- d. If an employee is using paid parental leave for a full week in which a Village holiday falls, the employee will be paid holiday pay in lieu of paid parental leave for that holiday. This time will still count against the employee's two (2) weeks of paid parental leave.
- e. Birthing parents enrolled in the Village's short term disability program should consult with HR on the timing of short-term disability with paid parental leave.
- f. Birthing parents who experience incapacity related to pregnancy or serious health conditions following the birth of a child and require additional time off may be eligible for available state or federal family leave.
- g. Non-birthing parents are required to use the Village's Funeral Leave, in the event of a miscarriage or stillbirth regardless of when miscarriage or stillbirth occurs.
- h. Birthing parents utilizing paid parental leave will not be eligible for Village's Funeral Leave Policy, for the same qualifying event.

#### **7. Usage of Additional Leave Time**

Time off needed beyond the authorized parental leave time and FMLA time will require a request to Human Resources and Department Head to utilize available leave time or an application for a leave of absence. Approval of the leave of absence is at the discretion of the department head. Approval of the request to utilize available leave time is at the discretion of the supervisor.

#### **8. Requesting Paid Parental Leave**

- a. To request leave, an employee is required to provide the Human Resources Manager with the following information:
  - 1. Paid Parental Leave Request
  - 2. The qualifying event, and
  - 3. Anticipated dates of the leave, if foreseeable.
- b. An employee must request usage of parental leave at least thirty (30) calendar days prior to the foreseeable qualifying event.
- c. For an unforeseeable qualifying event, an employee must request usage of parental leave within fifteen (15) calendar days of the qualifying event. Employees may request reasonable extensions for providing documentation.
- d. Within five (5) business days of receipt of the request, the Human Resources Manager will provide the employee with a Paid Parental Leave Eligibility Form, which includes a request for supporting documentation of the qualifying event.
- e. The employee shall provide a timely response to the departmental FMLA leave administrator's request for documentation. The employee shall submit the documentation to the Human Resources Manager for review and approval. Supporting documentation shall be submitted within fifteen (15) calendar days of the request for leave or within fifteen (15) calendar days of the qualifying

event based on the circumstances. Employees may request reasonable extensions for providing documentation.

- f. The employee shall provide any new certifications requested by the Human Resources Manager and keep them informed of any major changes in your need for leave.
- g. The employee shall submit any fit for duty documentation to the Human Resources Manager that is requested for their own serious health condition within the timeframe required on the form. Required fit for duty release must be complete and sufficient. If the required fit for duty release is not complete or sufficient, employees will be notified in writing of the deficiencies and given seven (7) calendar days to provide the required information. If the employee fails to provide the required information, the Village may delay the employee's return to work or deny the leave.

#### **Required Documentation**

An employee must submit supporting documents that establish the qualifying event for eligibility. Supporting documents include the following:

- a. For birth of a child – a medical certificate, certificate of a live birth, or similar government (or legal) document listing the employee as a legal parent
- b. For legal placement of a child – a certified copy of a court order granting the employee legal custody of the child
- c. For the non-legal placement of a child:
  - 1. Two (2) official records establishing the employee as the named caregiver to the child (e.g., school enrollment, insurance records, or medical records); and
  - 2. Reliable documentation establishing the date when the placement occurred (e.g. insurance records and certificate of death).
- d. For miscarriage or still birth – medical certification form or death certificate
- e. For incapacity or serious health condition – medical certification form

#### **Proof of Relationship**

For purposes of confirming family relationships, the employer may require the employee provide reasonable documentation or statement of family relationship. This documentation may take the form of a marriage certificate, court documents, birth certificate, etc.

### **9. Protections**

- a. The employee will be restored to the same or an equivalent job upon return from leave. An equivalent position is one that is virtually identical to the

employee's former position in terms of pay, benefits and working conditions, including privileges, perquisites and status. It must involve the same or substantially similar duties and responsibilities, which must entail substantially equivalent skill, effort, responsibility, and authority.

- b. During leave, the Village will maintain the employee's benefit insurance coverage if the employee is enrolled in the Village's benefit plans. Employees will continue to pay their share of the premium contributions for benefit coverage during the time of their leave. Questions should be addressed to the Human Resources Department at 262-835-6412.
- c. Employees are not required to perform work while on leave.
- d. An employee with a qualifying event under this section who does not qualify for protection under the Family and Medical Leave Act of 1993 shall be provided with the same job protections enumerated by the act.

#### **10. Work Obligation**

- a. An employee is required to work for the Village for at least six (6) weeks after usage of the paid parental leave. The 6-week work obligation begins on the employee's scheduled workday after such leave or subsequent leave concludes. The Village of Caledonia will seek collection of the full amount of any paid parental leave for an employee who fails to return to work and fully complete the 6-week work obligation.
- b. The work obligation is fixed at 6 weeks, regardless of the amount of leave used by an employee.
- c. The work obligation may be waived based on the continuation, recurrence or onset of an employee's or child's serious health condition related to the pregnancy, birth or placement of a child. To waive the work obligation, the employee must provide supporting documentation from a healthcare provider if an employee claims that the serious health condition of the employee or child makes the employee unable to fulfill the necessary work obligation.

#### **11. Prohibition of Outside Employment During Paid Parental Leave**

Outside employment, including self-employment, during paid parental leave is prohibited, and may result in disciplinary action, up to and including termination of employment.

#### **12. Employee Disputes**

If an employee believes that they have been denied leave to which they were entitled, that any other employee interfered with their use of leave or that they were retaliated against for taking leave, they may file a complaint with the Human Resources Department. The Human Resources Manager will review pertinent facts and documentation to assess if any rights provided under this policy were violated. Retaliation for filing an internal complaint is prohibited.

#### **13. Confidentiality**

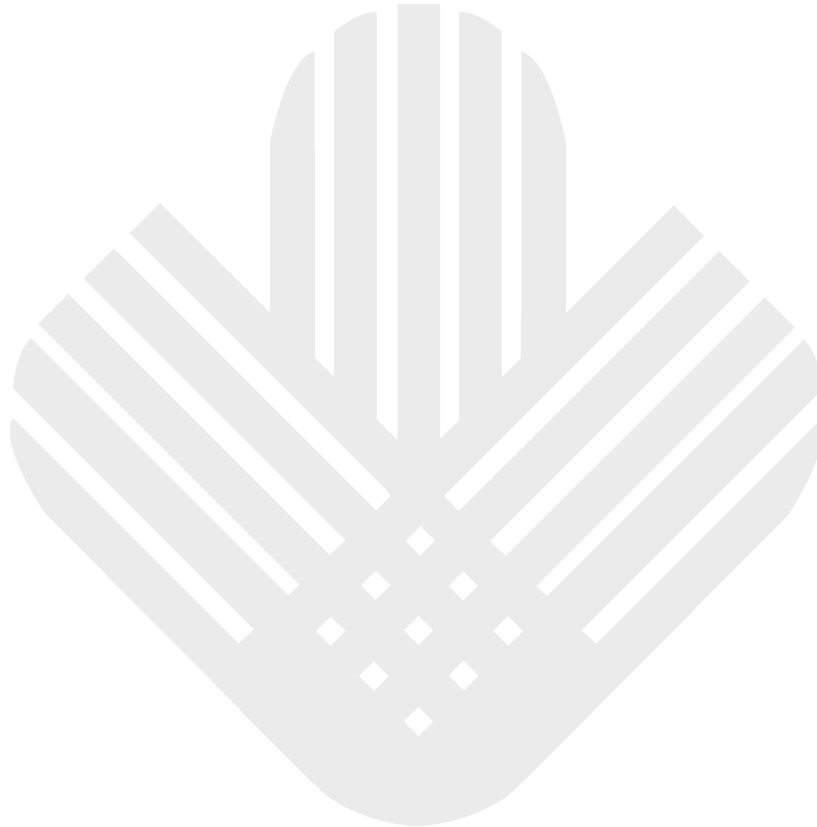
The circumstances involving the need for an employee to be granted paid parental leave will be kept confidential to the extent allowed by law. All documents provided to the city regarding leave will be maintained separately and treated as confidential medical records. The records may be disclosed to supervisors on a need-to-know basis.

**14. Violations**

Violations or misuse of the paid parental leave policy may result in disciplinary action, up to and including discharge from employment.

**15. Review**

This program will be reviewed on a regular basis by the Human Resources Department and Village Administration.



**RESOLUTION NO. 2026-002  
VILLAGE OF CALEDONIA**

**A RESOLUTION APPROVING A USE OF VILLAGE VEHICLES POLICY**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

**WHEREAS**, the Village of Caledonia is reviewing Personnel Manual policies to ensure consistency and legal compliance; and,

**WHEREAS**, there is not currently a Use of Village Vehicles Policy;

**WHEREAS**, the Village is interested in enforcing such policy and has drafted a Use of Village Vehicles Policy, which is attached as Exhibit A; and

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board of the Village of Caledonia that the Use of Village Vehicles Policy is approved and will go into effect as of January 13, 2026.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

---

## **Use of Village Vehicles Policy**

### **Purpose**

The purpose of this policy is to ensure the safety of employees who drive Village vehicles and the public, and to provide guidance on the proper use of Village vehicles. The Village of Caledonia expects employees to drive in a safe and courteous manner, and to drive defensively to prevent injuries and property damage, following all motor vehicle laws as well as the following safety rules.

This policy applies to all Village of Caledonia employees except for the Police Department and the Fire Departments who have policies separately that supersede the information listed below. If anything is not covered in their separate policies, it will default to the policy listed below for guidance.

The Human Resources Department is responsible for general administration of this policy. This policy will be reviewed as needed to ensure accuracy.

### **Policy**

Some employees will be provided with a Village vehicle as part of their job. Employees may not drive any Village vehicles without prior approval of their supervisor. Employees will not be allowed to operate personal vehicles on Village business without prior approval.

Prior to approving a driver and periodically thereafter, the Human Resources Department may check the employee's driving record. Use of Village vehicles is strictly limited to Village business purposes. Village vehicles may not be used for personal purposes. Non-employees and non-Village passengers (i.e. family members and friends) are prohibited from riding in or driving vehicles being operated for Village purposes without prior approval of your supervisor.

Employees approved to drive on Village business are required to inform their supervisor immediately of any changes that may affect either their legal or physical ability to drive or their continued insurability.

Employees holding jobs requiring regular driving for business as an essential job function must, as a condition of employment, be able to always meet the Driver Criteria of this policy.

### **Driver Criteria & Administration**

Motor vehicle records will be obtained on all drivers upon employment and as needed each year. A driving record that fails to meet the criteria stated in this policy or is in violation of this policy will result in a loss of the privilege of driving a Village vehicle.

Employees must have a valid and current driver's license to operate a Village vehicle or a personal vehicle while on Village business.

Personal vehicles used for Village business must have appropriate insurance coverage. Personal auto insurance is the sole responsibility of the employee. If a personal vehicle is used, the employee takes all responsibility for insurance.

Employees are expected to drive in a safe and responsible manner and to maintain a good driving record. The Human Resources Department is responsible for reviewing records, including accidents, moving violations, etc., to determine if an employee's driving record indicates a pattern of unsafe or irresponsible driving, and to make a recommendation to Administration for suspension or revocation of driving privileges.

Criteria that may indicate an unacceptable record includes, but is not limited to:

- Three or more moving violations\* in a year
- Three or more chargeable accidents within a year. Chargeable means that the driver is determined to be the primary cause of the accident through speeding, inattention, etc. Contributing factors, such as weather or mechanical problems, will be taken into consideration.
- Any combination of accidents and/or moving violations.

*\* Violations include any ticket, charge, or other law enforcement proceeding relating to these, as well as independent evidence of violations deemed relevant by the Public Works and Human Resources Departments.*

Any employee who has a driver's license revoked or suspended shall immediately notify the Human Resources Department and their immediate supervisor by 9 a.m. central time the next business day and **immediately discontinue operation of the Village vehicle**. Failure to do so may result in disciplinary action, including termination of employment.

Employees must report any theft or damage involving a vehicle being driven on Village business, regardless of the extent of the damage, to the Human Resources Department. Such reports must be made as soon as possible, but no later than twenty-four (24) hours after the incident or damage is discovered.

Drivers must report all ticket violations received during the operation of a Village vehicle, or while driving a personal vehicle on Village business\*, within 48 hours to the Human Resources department. Employees are responsible for and required to pay any citations or fines incurred while operating a vehicle on Village business. If an employee fails to do so, resulting in a charge to the Village related to the same, the employee will be subject to discipline up to and including discharge. The Village is not responsible for any traffic violations, parking tickets, or any other citations incurred by an employee while operating a Village vehicle or a vehicle on Village business.

### **Driver Safety Rules**

While operating a personal vehicle on Village business, or when operating a Village vehicle, employees must comply with the additional following requirements:

- 'Side trips' or personal use of Village vehicles is prohibited.
- Seat belts/shoulder harness must be worn by the driver and passenger(s) whenever the vehicle is in motion.

- All loads transported must be secured and fall within the weight limits posted in each vehicle.
- Smoking or vaping is not allowed in Village vehicles.
- No headphones or earbuds are allowed to be worn while operating a Village vehicle.
- All local and state traffic laws, regulations and signs must be followed.
- No unauthorized riders (hitchhikers, etc.) are allowed.
- No pets are allowed in vehicles.

Driving on Village business and/or driving a Village vehicle while under the influence of illegal drugs or alcohol is prohibited and will result in termination of employment.

No driver shall operate a Village vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury, or prescription medication.

Drivers are responsible for the security of assigned Village vehicles. Whenever the vehicle is left unattended, the vehicle engine must be shut off, ignition keys removed, and vehicle doors locked.

### **Cellular Devices While Driving**

Village employees are expected to adhere to all federal, state and local driving laws including those regarding the use of cell phones or other electronic devices while driving. If an employee needs to make or receive a phone call or if the employee needs to use another electronic device while driving on Village business, whether in a Village vehicle or the employee's personal vehicle, the employee must locate a lawfully designated area to park and make or receive the call, or use the hands-free option if it is available.

Employees may glance or listen to a cell phone as a navigational device as long as it is secured in a holder that is affixed to the vehicle, but the destination must be programmed into the device either before driving or while stopped in a location off the roadway where it is safe and legal to park. Employees may not drive while wearing headphones or earbuds of any type.

Employees who are charged with traffic violations resulting from the use of their cellular phone or other electronic devices while driving will be solely responsible for all liability that results from such actions.

The restrictions on the use of cell phones or similar device use while driving includes receiving or placing calls, text messaging, surfing the Internet, accessing any applications on the phone, receiving or responding to email, or checking for phone messages while driving on Village business whether in a personal vehicle or one owned by the Village.

Failure to adhere to these rules may result in disciplinary action up to and including termination.

### **Accident Procedures**

All accidents in Village vehicles, regardless of severity, must be reported to the Police and to the Human Resources Department. Accidents are to be reported immediately

(from the scene, during the same day, or as soon as practicable if immediate or same day reporting is not possible). In an attempt to minimize the results of an accident, the driver must prevent further damage or injuries and obtain all pertinent information and report it accurately.

- Call for medical aid if necessary.
- Call the Police. All accidents, regardless of severity, must be reported to the Police.
- Record the names and addresses, phone numbers and license numbers of the driver, witnesses and occupants of the other vehicles and any medical personnel who may arrive at the scene.
- Collect insurance company information from the other driver.
- Take photos of the incident and documents.
- Do not discuss the accident with anyone at the scene except the Police. Do not accept any responsibility for the accident. Don't argue with anyone.
- Provide the other party with your name, address, driver's license number and insurance information.
- Immediately report the accident to the Human Resources Department. Provide a copy of the accident report and/or your written description of the accident to the Human Resources Department and your immediate supervisor as soon as possible.

Individuals who are involved in an accident on Village business are required to submit for immediate drug/alcohol testing.

There will be a formal accident review conducted on each accident to determine the cause and how the accident could have been prevented.

Accidents in personal vehicles while on Village business must follow these same accident procedures.

Accidents resulting in an employee's personal injury must be reported to CVMIC for worker's compensation purposes. Failing to stop after an accident and/or failure to report an accident may result in disciplinary action, up to and including termination of employment.

**RESOLUTION NO. 2026-003  
VILLAGE OF CALEDONIA**

**A RESOLUTION APPROVING AN ALCOHOL AND DRUG TESTING POLICY**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

**WHEREAS**, the Village of Caledonia is reviewing Personnel Manual policies to ensure consistency and legal compliance; and,

**WHEREAS**, there is not currently an Alcohol and Drug Testing Policy;

**WHEREAS**, the Village is interested in reinstating the previous Alcohol and Drug Testing Policy, which is attached in Exhibit A;

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board of the Village of Caledonia that the Alcohol and Drug Testing Policy attached as Exhibit A is approved and will go into effect as of January 13, 2026.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

## **Alcohol and Drug Testing Policy**

### **Purpose**

It is the policy of the Village of Caledonia that employees must be free of the influence of alcohol and drugs to insure their own health and safety and that of their co-workers. Therefore, whenever there is reasonable cause to believe that an employee is under the influence of alcohol or drugs, the employee may be required to submit to a drug or alcohol screening test. Employees who have a drug or alcohol problem will be encouraged to voluntarily seek help. The Village of Caledonia is committed to preserving personal dignity and rights and affirms that this drug testing policy is designed to protect the rights of all employees and is part of a system to provide a safe and productive place to work.

### **Policy**

- A. Employees are expected and required to report to work on time and in appropriate mental and physical condition for work. It is the Village of Caledonia's intent and obligation to provide a drug free, helpful, safe and secure work environment.
- B. The Village of Caledonia recognizes drug and alcohol dependency as an illness and a major health problem. The Village of Caledonia also recognizes drug and alcohol abuse as potential health, safety and security problems. Employees needing help in dealing with such problems are encouraged to seek professional help. Conscientious efforts to seek such help will not jeopardize an employee's job and it will not be noted in any personnel record.
- C. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance on Village premises, or while conducting Village business off Village premises, is absolutely prohibited. Violations of this policy will result in disciplinary action up to and including termination and may have legal consequences.

### **Reasonable Cause Testing**

An employee is subject to testing when there is reasonable cause to believe the worker is under the influence of alcohol or a drug, or whose performance gives rise to a reasonable suspicion that alcohol or drugs are the cause of the poor performance. Some of the circumstances which may be considered in analyzing whether reasonable cause exists include, but are not limited to, the following:

- Observed use, possession or sale of illegal drugs and/or use, possession, sale or abuse of alcohol and/or the illegal use or sale of prescription drugs;
- Apparent physical state of impaired motor functions;

- Marked change in personality not attributable to any other factors;
- Employee involvement in, or contribution to, an accident where drug or alcohol use is reasonably suspected, or employee involvement in a pattern of repetitive accidents, whether or not involving injury; or,
- Violations of criminal drug law statutes involving the use of illegal drugs, alcohol, prescription drugs and/or violation of non-criminal drug statutes.

Employees will not be terminated for voluntarily seeking assistance for a substance abuse problem. However, continued performance, attendance or behavioral problems may result in termination of employment.

If a supervisor has reasonable suspicion to believe that an employee is under the influence of drugs or alcohol or that drug or alcohol use is responsible for performance problems, the supervisor, with the concurrence of the Village Administrator and the Human Resources Department, may order the employee to submit to a drug and/or alcohol screening test. The Village Administrator and all Village supervisors shall receive training in the observation of factors that may indicate an employee is under the influence of drugs or alcohol or that drugs or alcohol are responsible for poor performance.

Upon being informed that a drug or alcohol test is being ordered, the employee may admit to being under the influence, or to having a problem, and seek referral to appropriate professional help. In this circumstance, the drug or alcohol test will not be conducted. If the employee denies the allegation, the drug test will be ordered. If the employee refuses to accompany the supervisor, or other management person, to the testing site or if the employee refuses to sign the consent form, such refusal will be considered insubordination and will result in termination of employment. A supervisor or management person will transport the employee to the test site, will provide identification of the employee and will wait for the process to be completed. After the test is completed, the employee will be provided with transportation home and will be suspended without pay, pending the results of the test. If the order for a test occurs when the test site is not open, the employee will be provided with transportation to his/her home and will be required to report to the test site as soon as it is open. If it is suspected that the employee is under the influence of alcohol, the employee will be taken to the hospital emergency room for a Blood Alcohol Content test.

Where available evidence warrants, the Village of Caledonia will bring matters of illegal drug or alcohol use to the attention of the appropriate law enforcement authorities.

Employees on physician-prescribed medication must notify their supervisor if there is a possibility that such medication could affect job performance or safety.

### **Drug Testing Procedure**

The collection, transportation and testing of the specimen will be done in compliance

with the protocols established by the U.S. Department of Health and Human Services under the "Mandatory Guidelines for Federal Workplace Drug Testing Programs." These guidelines require the use of confirmatory tests, the establishment of strict chains of custody and specimen control, the utilization of testing procedures and testing laboratories that have clear records of reliability and validity, and provide the right to review all aspects of the drug testing procedures.

If the test result is negative, the employee will be immediately notified and returned to work on the next scheduled shift.

When a result is reported as positive, the employee may request a retest of the specimen at his/her expense. The testing laboratory selected by the employee must be federally certified and the specimen will be sent directly from the original testing lab using appropriate chain of custody protocol. If the retest produces a negative test result, the original test will be considered to have been negative, and no adverse action will be taken by the Village of Caledonia. In addition, the Village of Caledonia will reimburse the employee for the cost of the retest.

### **Disciplinary Actions**

#### **First Incident.**

1. The employee denies any problems, but the alcohol or drug screening is reported as positive.

Action: The employee will be discharged.

2. The employee admits to being under the influence of alcohol or drugs but does not seek referral to professional help.

Action: The employee will be discharged.

3. The employee admits to being under the influence of alcohol or drugs and seeks referral to professional help.

Action: The employee will be suspended for three (3) days with a disciplinary notice placed in the employee's personnel file.

#### **Second Incident.**

Action: Discharge.

All information related to the drug testing and results, whether positive or negative, will be kept in a file separate from the employee's personnel file so that any future personnel actions are not influenced by such information. Written disciplinary actions, however, will be part of the personnel file.

**RESOLUTION NO. 2026-004  
VILLAGE OF CALEDONIA**

**A RESOLUTION APPROVING AND AUTHORIZING THE VILLAGE OF CALEDONIA TO  
ESTABLISH A BANK DEPOSITORY LOCK BOX ACCOUNT WITH WINTRUST BANK  
FOR EMS/AMBULANCE BILLING SERVICES**

The Village Board for the Village of Caledonia, Racine County, WI does resolve as follows:

**WHEREAS**, on November 25, 2025, the Village Board previously approved the establishment of a lockbox arrangement between the Village of Caledonia and the First National Bank and Trust whereby Paramedic Billing Services, Inc. (PBS) would provide a depository account and lockbox service for EMS/Ambulance billing services on behalf of the Village of Caledonia, and

**WHEREAS**, while working to establish the lock box account arrangement with First National Bank and Trust PBS and the Village of Caledonia has decided that it would be in the Village’s best interest to switch to the Wintrust Bank, which is utilized by PBS as a bank depository and lock box service account for the majority of their billing services, thereby necessitating the establishment of a bank depository lock box account for the Village of Caledonia with WinTrust Bank; and

**NOW, THEREFORE, BE IT RESOLVED** by the Village Board to authorize the establishment of a bank depository lock box account with Wintrust Bank, and in addition, authorize the following staff with signatory authority for such account; Village Administrator, Village Clerk/Treasurer, and the Finance Director. Funds received into the lock box account will be automatically transferred to the local Village of Caledonia bank account.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of January 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

770272.001 (984)

**RESOLUTION NO. 2026-005  
VILLAGE OF CALEDONIA**

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO A  
CONTRACT WITH TYLER TECHNOLOGIES INC., FOR ASSESSOR SERVICES**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

**WHEREAS**, the Village of Caledonia is desirous of continuing to use the present assessor for another three-year period; and

**WHEREAS**, the Village of Caledonia believes that it would be in the best interests of the Village to contract with Tyler Technologies Inc. Appraisal and Tax Division for these assessor services for three years of assessment services as they are familiar with the Village based on previous contracts and provided a very competitive proposal.

**WHEREAS**, Tyler Technologies Inc. Appraisal and Tax Division for assessor services proposes the following cost:

The Village shall pay the Company a fee of **EIGHTY-NINE THOUSAND (\$89,000)** for these services for the period of February 1, 2026 through January 31, 2027.

The Village shall pay the Company a fee of **NINETY-ONE THOUSAND (\$91,000)** for these services for the period of February 1, 2027 through January 31, 2028.

The Village shall pay the Company a fee of **NINETY-THREE THOUSAND (\$93,000)** for these services for the period of February 1, 2028 through January 31, 2029.

**WHEREAS**, Tyler Technologies Inc. Appraisal and Tax Division for providing Market Update Revaluation services proposes the following cost::

The Village shall pay the Company a fee of **TWENTY-FOUR THOUSAND (\$24,000)** for these services for the period of January 1, 2026 through August 30, 2026.

The Village shall pay the Company a fee of **TWENTY-FIVE THOUSAND (\$25,000)** for these services for the period of January 1, 2027 through August 30, 2027.

The Village shall pay the Company a fee of **TWENTY-SIX THOUSAND (\$26,000)** for these services for the period of January 1, 2028 through August 30, 2028.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the contract set forth in Exhibit A, which is attached hereto and incorporated herein, is authorized and approved and the Village President and Village Clerk are authorized to execute said contract.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_

Thomas Weatherston  
Village President

Attest: \_\_\_\_\_

Jennifer Bass  
Village Clerk



## APPRAISAL SERVICES AGREEMENT

This Agreement is made between Tyler Technologies, Inc. and Client.

WHEREAS, Tyler is in the business of providing appraisal services; and

WHEREAS, Client has selected Tyler to provide the services set forth in this Agreement;

NOW THEREFORE, in consideration of the foregoing and of the mutual covenants and promises set forth in this Agreement, Tyler and Client agree as follows:

### SECTION A – DEFINITIONS

- **“Agreement”** means this Appraisal Services Agreement.
- **“Client”** means the Village of Caledonia, Wisconsin.
- **“Effective Date”** means the last date on which both parties have signed this Agreement.
- **“Force Majeure”** means an event beyond the reasonable control of you or us, including, without limitation, governmental action, war, riot or civil commotion, fire, natural disaster, severe or unusual weather or climatic conditions which exist for a substantial period of time, extreme inflation (defined as eight percent or greater per year) or any other cause that could not with reasonable diligence be foreseen or prevented by you or us.
- **“Investment Summary”** means the total fixed price and per diem rates to complete the services described in this Agreement, attached as Exhibit A.
- **“Invoicing and Payment Policy”** means the invoicing and payment policy. A copy of our current Invoicing and Payment Policy is attached as Exhibit B.
- **“Tyler”** means Tyler Technologies, Inc., a Delaware corporation.
- **“we”, “us”, “our”** and similar terms mean Tyler.
- **“you”** and similar terms mean Client.

### SECTION B – PROFESSIONAL SERVICES

1. Services. We will provide you the professional services, consistent with industry standards, as described in the Statement of Work attached hereto as Exhibit C.
2. Professional Services Fees. You agree to pay us the professional services fees in the amounts set forth in Exhibit A – Investment Summary. Those amounts are payable in accordance with our Invoicing and Payment Policy.
3. Services Warranty. We will perform the services in a professional, workmanlike manner, consistent with industry standards and the specifications described in the Statement of Work – Exhibit C.

4. Site Access and Requirements. You agree to provide us with access to your personnel as may be reasonably necessary for us to provide the professional services as described herein, subject to any reasonable security protocols or other written policies provided to us as of the Effective Date, and thereafter as mutually agreed to by you and us.
5. Client Assistance. You acknowledge that the services we provide under this Agreement are a cooperative process which may require the time and resources of your personnel. You agree to use all reasonable efforts to cooperate with and assist us as may be reasonably required to meet the agreed upon project deadlines and other milestones for the services. This cooperation includes at least working with us to schedule the services outlined in this Agreement and performing the Client responsibilities described in this Agreement. We will not be liable for failure to meet any deadlines and milestones when such failure is due to Force Majeure or to the failure by your personnel to provide such cooperation and assistance (either through action or omission).
6. Change in Legal Requirements. The parties acknowledge that the terms and conditions of this Agreement are based on the laws, rules and regulations as of the Effective Date. In the event any applicable laws, rules or regulations change so as to create additional work for us not provided for in this Agreement, Client shall allow us a reasonable extension of time to complete the services, and additional compensation as provided in Section C(3) below.
7. Background Checks. For at least the past twelve (12) years, all of our employees have undergone criminal background checks prior to hire. All employees sign our confidentiality agreement and security policies.

#### **SECTION C – INVOICING AND PAYMENT; INVOICE DISPUTES**

1. Invoicing and Payment. We will invoice you the fees for the services as per our Invoicing and Payment Policy, subject to Section C(2).
2. Invoice Disputes. If you believe any delivered service does not conform to the warranties in this Agreement, you will provide us with written notice within fifteen (15) days of your receipt of the applicable invoice. The written notice must contain reasonable detail of the issues you contend are in dispute so that we can confirm the issue and respond to your notice with either a justification of the invoice, an adjustment to the invoice, or a proposal addressing the issues presented in your notice. We will work with you as may be necessary to develop an action plan that outlines reasonable steps to be taken by each of us to resolve any issues presented in your notice. You may withhold payment of the amount(s) actually in dispute, and only those amounts, until we complete the action items outlined in the plan. If we are unable to complete the action items outlined in the action plan because of your failure to complete the items agreed to be done by you, then you will remit full payment of the invoice. We reserve the right to suspend delivery of all services if you fail to pay an invoice not disputed as described above within fifteen (15) days of notice of our intent to suspend services.
3. Additional Services. The Investment Summary contains the related costs required for the project based on our understanding of the specifications you supplied and of the laws, rules and regulations applicable to the project as of the Effective Date. If additional work is required, or if you use or request additional services, we will provide you with an addendum outlining the costs for the additional work. The price quotes in the addendum will be valid for thirty (30) days from date of issuance.

## SECTION D – TERM AND TERMINATION

1. Term. This Agreement shall commence on the Effective Date and shall continue through January 31, 2029, provided that in the event there are any appeals, Tyler shall provide litigation support, as set forth in Exhibit C, and the term shall continue through the expiration of all such appeals. This Agreement may be renewed upon written mutual agreement of the parties.
2. Termination. This Agreement may be terminated as set forth below. In the event of termination, you will pay us for all undisputed fees and expenses related to the services you have received, or we have incurred or delivered, prior to the effective date of termination. Disputed fees and expenses in all terminations other than your termination for cause must have been submitted as invoice disputes in accordance with Section C(2).
  - 2.1. For Cause. If you believe we have materially breached this Agreement, you will invoke the Dispute Resolution clause set forth in Section F(2). You may terminate this Agreement for cause in the event we do not cure, or create a mutually agreeable action plan to address, a material breach of this Agreement within the thirty (30) day window set forth in Section F(2).
  - 2.2. Force Majeure. Either party has the right to terminate this Agreement if a Force Majeure event suspends performance of this Agreement for a period of forty-five (45) days or more.
  - 2.3. Lack of Appropriations. If you should not appropriate or otherwise receive funds sufficient to purchase the services set forth in this Agreement, you may unilaterally terminate this Agreement upon thirty (30) days written notice to us. You agree not to use termination for lack of appropriations as a substitute for termination for convenience.

## SECTION E – INDEMNIFICATION, LIMITATION OF LIABILITY AND INSURANCE

1. Property Damage and Personal Injury Indemnification.
  - 1.1 We will indemnify and hold harmless you and your agents, officials, and employees from and against any and all third-party claims, losses, liabilities, damages, costs, and expenses (including reasonable attorney's fees and costs) for (a) personal injury or property damage to the extent caused by our negligence or willful misconduct; or (b) our violation of a law applicable to our performance under this Agreement. You must notify us promptly in writing of the claim and give us sole control over its defense or settlement. You agree to provide us with reasonable assistance, cooperation, and information in defending the claim at our expense.
  - 1.2 To the extent permitted by applicable law, you will indemnify and hold harmless us and our agents, officials, and employees from and against any and all third-party claims, losses, liabilities, damages, costs, and expenses (including reasonable attorney's fees and costs) for (a) personal injury or property damage to the extent caused by your negligence or willful misconduct; or (b) your violation of a law applicable to your performance under this Agreement. We will notify you promptly in writing of the claim and will give you sole control over its defense or settlement. We agree to provide you with reasonable assistance, cooperation, and information in defending the claim at your expense.

2. **DISCLAIMER.** EXCEPT FOR THE EXPRESS WARRANTIES PROVIDED IN THIS AGREEMENT AND TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, WE HEREBY DISCLAIM ALL OTHER WARRANTIES AND CONDITIONS, WHETHER EXPRESS, IMPLIED, OR STATUTORY, INCLUDING, BUT NOT LIMITED TO, ANY IMPLIED WARRANTIES, DUTIES, OR CONDITIONS OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.
3. **LIMITATION OF LIABILITY.** EXCEPT AS OTHERWISE EXPRESSLY SET FORTH IN THIS AGREEMENT, OUR LIABILITY FOR DAMAGES ARISING OUT OF THIS AGREEMENT, WHETHER BASED ON A THEORY OF CONTRACT OR TORT, INCLUDING NEGLIGENCE AND STRICT LIABILITY, SHALL BE LIMITED TO THE LESSER OF (A) YOUR ACTUAL DIRECT DAMAGES OR (B) THE AMOUNTS PAID BY YOU UNDER THIS AGREEMENT. THE PRICES SET FORTH IN THIS AGREEMENT ARE SET IN RELIANCE UPON THIS LIMITATION OF LIABILITY. THE FOREGOING LIMITATION OF LIABILITY SHALL NOT APPLY TO CLAIMS THAT ARE SUBJECT TO SECTION E(1.1) ABOVE.
4. **EXCLUSION OF CERTAIN DAMAGES.** TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT SHALL WE BE LIABLE FOR ANY SPECIAL, INCIDENTAL, PUNITIVE, INDIRECT, OR CONSEQUENTIAL DAMAGES WHATSOEVER, INCLUDING BUT NOT LIMITED TO LOSS OF TAX REVENUE OR CLAIMS RELATED TO VALUATION OF PROPERTY, EVEN IF WE HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.
5. **Insurance.** During the course of performing services under this Agreement, we agree to maintain the following levels of insurance: (a) Commercial General Liability of at least \$1,000,000; (b) Automobile Liability of at least \$1,000,000; (c) Professional Liability of at least \$1,000,000; (d) Workers Compensation complying with applicable statutory requirements; and (e) Excess/Umbrella Liability of at least \$5,000,000. We will add you as an additional insured to our Commercial General Liability and Automobile Liability policies, which will automatically add you as an additional insured to our Excess/Umbrella Liability policy as well. We will provide you with copies of certificates of insurance upon your written request.

## **SECTION F – GENERAL TERMS AND CONDITIONS**

1. **Additional Services.** You may purchase additional services at our then-current list price by executing a mutually agreed addendum. The terms of this Agreement will control any such additional purchase(s), unless otherwise specifically provided in the addendum.
2. **Dispute Resolution.** You agree to provide us with written notice within thirty (30) days of becoming aware of a dispute. You agree to cooperate with us in trying to reasonably resolve all disputes, including, if requested by either party, appointing a senior representative to meet and engage in good faith negotiations with our appointed senior representative. Senior representatives will convene within thirty (30) days of the written dispute notice, unless otherwise agreed. All meetings and discussions between senior representatives will be deemed confidential settlement discussions not subject to disclosure under Federal Rule of Evidence 408 or any similar applicable state rule. If we fail to resolve the dispute, then the parties shall participate in non-binding mediation in an effort to resolve the dispute. If the dispute remains unresolved after mediation, then either of us may assert our respective rights and remedies in a court of competent jurisdiction. Nothing in this section shall prevent you or us from seeking necessary injunctive relief during the dispute resolution.
3. **Taxes.** The fees in the Investment Summary do not include any taxes, including, without limitation,

sales, use, or excise tax. If you are a tax-exempt entity, you agree to provide us with a tax-exempt certificate. Otherwise, we will pay all applicable taxes to the proper authorities and you will reimburse us for such taxes. If you have a valid direct-pay permit, you agree to provide us with a copy. For clarity, we are responsible for paying our income taxes arising from our performance of this Agreement.

4. Nondiscrimination. We will not discriminate against any person employed or applying for employment concerning the performance of our responsibilities under this Agreement. This discrimination prohibition will apply to all matters of initial employment, tenure, and terms of employment, or otherwise with respect to any matter directly or indirectly relating to employment concerning race, color, religion, national origin, age, sex, sexual orientation, ancestry, disability that is unrelated to the individual's ability to perform the duties of a particular job or position, height, weight, marital status, or political affiliation. We will post, where appropriate, all notices related to nondiscrimination as may be required by applicable law.
5. E-Verify. We have complied, and will comply, with the E-Verify procedures administered by the U.S. Citizenship and Immigration Services Verification Division for all of our employees assigned to your project.
6. Subcontractors. We will not subcontract any services under this Agreement without your prior written consent, not to be unreasonably withheld.
7. Binding Effect; No Assignment. This Agreement shall be binding on, and shall be for the benefit of, either your or our successor(s) or permitted assign(s). Neither party may assign this Agreement without the prior written consent of the other party; provided, however, your consent is not required for an assignment by us as a result of a corporate reorganization, merger, acquisition, or purchase of substantially all of our assets.
8. Force Majeure. Except for your payment obligations, neither party will be liable for delays in performing its obligations under this Agreement to the extent that the delay is caused by Force Majeure; provided, however, that within ten (10) business days of the Force Majeure event, the party whose performance is delayed provides the other party with written notice explaining the cause and extent thereof, as well as a request for a reasonable time extension equal to the estimated duration of the Force Majeure event.
9. No Intended Third Party Beneficiaries. This Agreement is entered into solely for the benefit of you and us. No third party will be deemed a beneficiary of this Agreement, and no third party will have the right to make any claim or assert any right under this Agreement.
10. Purpose/Use of Appraisals. By virtue of this Agreement, we are contracted to provide certain services specified herein and recommendations of value to you which are intended for exclusive use by you for determinations of assessment for ad valorem tax purposes. Any use other than that stated above is not authorized nor intended, and most specifically excluded is an opinion of value used for federally related real estate transactions or other mortgage purposes.
11. Entire Agreement; Amendment. This Agreement represents the entire agreement between you and us with respect to the subject matter hereof, and supersedes any prior agreements, understandings, and representations, whether written, oral, expressed, implied, or statutory. Purchase orders

submitted by you, if any, are for your internal administrative purposes only, and the terms and conditions contained in those purchase orders will have no force or effect. This Agreement may only be modified by a written amendment signed by an authorized representative of each party.

12. Severability. If any term or provision of this Agreement is held invalid or unenforceable, the remainder of this Agreement will be considered valid and enforceable to the fullest extent permitted by law.
13. No Waiver. In the event that the terms and conditions of this Agreement are not strictly enforced by either party, such non-enforcement will not act as or be deemed to act as a waiver or modification of this Agreement, nor will such non-enforcement prevent such party from enforcing each and every term of this Agreement thereafter.
14. Independent Contractor. We are an independent contractor for all purposes under this Agreement.
15. Notices. All notices or communications required or permitted as a part of this Agreement, such as notice of an alleged material breach for a termination for cause or a dispute that must be submitted to dispute resolution, must be in writing and will be deemed delivered upon the earlier of the following: (a) actual receipt by the receiving party; (b) upon receipt by sender of a certified mail, return receipt signed by an employee or agent of the receiving party; (c) upon receipt by sender of proof of email delivery; or (d) if not actually received, five (5) days after deposit with the United States Postal Service authorized mail center with proper postage (certified mail, return receipt requested) affixed and addressed to the other party at the address set forth on the signature page hereto or such other address as the party may have designated by proper notice. The consequences for the failure to receive a notice due to improper notification by the intended receiving party of a change in address will be borne by the intended receiving party.
16. Client Lists. You agree that we may identify you by name in client lists, marketing presentations, and promotional materials.
17. Confidentiality. Both parties recognize that their respective employees and agents, in the course of performance of this Agreement, may be exposed to confidential information and that disclosure of such information could violate rights to private individuals and entities, including the parties. Confidential information is nonpublic information that a reasonable person would believe to be confidential and includes, without limitation, personal identifying information (*e.g.*, social security numbers) and trade secrets, each as defined by applicable state law. Each party agrees that it will not disclose any confidential information of the other party and further agrees to take all reasonable and appropriate action to prevent such disclosure by its employees or agents. The confidentiality covenants contained herein will survive the termination or cancellation of this Agreement. This obligation of confidentiality will not apply to information that:
  - (a) is in the public domain, either at the time of disclosure or afterwards, except by breach of this Agreement by a party or its employees or agents;
  - (b) a party can establish by reasonable proof was in that party's possession at the time of initial disclosure;
  - (c) a party receives from a third party who has a right to disclose it to the receiving party; or
  - (d) is the subject of a legitimate disclosure request under the open records laws or similar applicable public disclosure laws governing this Agreement; provided, however, that in the event you receive an open records or other similar applicable request, you will give us prompt

notice and otherwise perform the functions required by applicable law.

- 18. Business License. In the event a local business license is required for us to perform services hereunder, you will promptly notify us and provide us with the necessary paperwork and/or contact information so that we may timely obtain such license.
- 19. Governing Law. This Agreement will be governed by and construed in accordance with the laws of your state or commonwealth of domicile.
- 20. Multiple Originals and Authorized Signatures. This Agreement may be executed in multiple originals, any of which will be independently treated as an original document. Any electronic, faxed, scanned, photocopied, or similarly reproduced signature on this Agreement or any amendment hereto will be deemed an original signature and will be fully enforceable as if an original signature. Each party represents to the other that the signatory set forth below is duly authorized to bind that party to this Agreement.
- 21. Contract Documents. This Agreement includes the following exhibits:

- Exhibit A      Investment Summary
- Exhibit B      Invoicing and Payment Policy
- Exhibit C      Statement of Work

IN WITNESS WHEREOF, a duly authorized representative of each party has executed this Agreement as of the date(s) set forth below.

Tyler Technologies, Inc.

Village of Caledonia, Wisconsin

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Address for Notices:

Tyler Technologies, Inc.  
7701 College Boulevard  
Overland Park, KS 66210  
Attention: Chief Legal Officer

Address for Notices:

Village of Caledonia  
5043 Chester Lane  
Racine, WI 53402  
Attention: Todd Willis, Administrator



**Exhibit A**  
**Investment Summary**

The following Investment Summary details the services to be delivered by Tyler to Client under this Agreement. This Investment Summary is effective as of the Effective Date, despite any expiration date in the Investment Summary that may have lapsed as of the Effective Date.

REMAINDER OF PAGE INTENTIONALLY LEFT BLANK



Quoted By:  
Quote Expiration:  
Quote Name:

20

**Sales Quotation For:**

Village of Caledonia  
5043 Chester Lane

Racine WI 53402  
Phone: +1 (262) 835-2388

**Services**

Description

Property & Recording

General Appraisal Services

**TOTAL**

2025-568793-F2R8P2

<b>Summary</b>	<b>One Time Fees</b>	<b>Recurring Fees</b>
Total Tyler Services	\$ 358,500.00	\$ 0.00
<b>Summary Total (Entire Term)</b>	<b>\$ 358,500.00</b>	<b>\$ 0.00</b>
<b>Contract Total</b>	<b>\$ 358,500.00</b>	

### Comments

**The fixed fees for the Assessor services for the following periods:**

- \*February 1, 2026, through January 31st, 2027, is: EIGHTY-NINE THOUSAND DOLLARS (\$89,000).
- \*February 1, 2027, through January 31st, 2028, is: NINETY-ONE THOUSAND DOLLARS (\$91,000).
- \*February 1, 2028, through January 31st, 2029, is: NINETY-THREE THOUSAND DOLLARS (\$93,000).

**The fixed fee for the Market Updates:**

- \*January 1, 2026, through August 30th, 2026, is: TWENTY-FOUR THOUSAND DOLLARS (\$24,000).
- \*January 1, 2027, through August 30th, 2027, is: TWENTY-FIVE THOUSAND DOLLARS (\$25,000).
- \*January 1, 2028, through August 30th, 2028, is: TWENTY-SIX THOUSAND DOLLARS (\$26,000).

Also included would be annual support for UNIVERS CAMA system at \$3,500 for each year 2026, 2027 and 2028.

2025-568793-F2R8P2



## **Exhibit B**

### **Invoicing and Payment Policy**

Tyler will provide you with the services set forth in the Investment Summary and Statement of Work. Capitalized terms not otherwise defined will have the meaning assigned to such terms in your Agreement.

**Invoicing**: We will invoice you for the applicable services and for the fees described in the Investment Summary as set forth below. Your rights to dispute any invoice are set forth in your Agreement.

1. **Professional Services**.
  - 1.1. Fixed Fee Assessor and Market Update services fees for each year, as indicated in the Comments section of the Investment Summary, are invoiced as provided.
  - 1.2. Annual support fees, as indicated in the Comments section of the Investment Summary, are invoiced annually commencing on January 1, 2026.
2. **Expenses**. The service fees in the Investment Summary include travel expenses.
3. **Payment**. Payment for undisputed invoices is due within forty-five (45) days of the invoice date. We prefer to receive payments electronically. Our electronic payment information is available by contacting [AR@tylertech.com](mailto:AR@tylertech.com).



## **Exhibit C Statement of Work**

The following Statement of Work details the services to be delivered by Tyler to the Client under your Agreement. This Statement of Work is effective as of the Effective Date. Capitalized terms not otherwise defined will have the meaning assigned to such terms in your Agreement.

REMAINDER OF PAGE INTENTIONALLY LEFT BLANK

# Statement of Work

## SCHEDULE A - ANNUAL MAINTENANCE SERVICES

### 1.0 WORK TO BE PERFORMED BY TYLER

#### SECTION I. General Provisions

- A. Tyler will perform the municipal assessment services as the statutory assessor of the Village of Caledonia, pursuant to Chapter 70 of the Wisconsin Statutes (as amended from time to time) as hereinafter set forth. Tyler shall report and be accountable to the Village Administrator or his/her designee.
- B. Meeting Hours - Tyler will be available to attend, upon the requests of the Administrator, department head meetings or other prescribed meetings not directly related to specific assessment issues, upon reasonable prior notice. Such meeting hours are expected to average two (2) hours per month.
- C. Client Staff Supervision - Tyler will provide supervisory guidance and training to current and future municipal staff, as directed by the Administrator in the use of assessment-related computer programs and in understanding the location and interpretation of assessment property tax information and other material generally utilized by Tyler. Such training shall be accomplished within a reasonable time of need and within Tyler's regular hours of availability hereunder, during the entire term of this Agreement.

#### SECTION II. Assessment Duties

The prescribed duties of Tyler shall include, but not necessarily be limited to, the following:

- A. Maintain the Municipality's assessment roll as required pursuant to Chapter 70 of the Wisconsin Statute, as amended from time to time.
- B. Perform field review as Tyler deems necessary on sale properties and properties for which no building permit has been issued.
- C. Change and keep updated property record data and review assessments in 2026, 2027, and 2028 for the following reasons:
  - 1. Annexation
  - 2. Measure, field review, and assess properties under partial construction as of January 1 of the previous year, including interior inspections as required
  - 3. Measure, field review, and assess new construction or remodeling (as provided for by permits) as of January 1 of the current year, with photos and including interior inspections
  - 4. Miscellaneous Permits such as decks, basement remodels, detached buildings, air conditioning, and any other type of permits that affect the assessed value of the property
  - 5. New (recorded) plats, certified surveys, and other land divisions
  - 6. Formerly exempt, now assessed parcels
  - 7. Formerly assessed, now requesting exemption parcels
  - 8. Buildings destroyed, significantly damaged or removed (as provided for by permits)
  - 9. Change to higher land use
  - 10. Change in class or legal description
  - 11. Agricultural use value assessments as prescribed by state statutes
  - 12. Parcels with information discovered by the Assessor's office that were not previously on

the assessment record

- D. Prepare and maintain the assessment roll and coordinate with the Racine County Tax Listing Office to facilitate the transfer of assessment data and values.
- E. Prepare all forms as may be required by Tyler's duties under this Agreement, and file same with the appropriate units of government.
- F. Prepare, attend, and serve as staff during the annual Open Book and Board of Review periods as required by the Wisconsin Statutes. Tyler shall be responsible for working with the Village Clerk to arrange for the Board of Review hearings. Tyler will also promptly and adequately follow up and respond to any appeals made at the Board of Review hearings, incorporating assessment modifications as approved.
- G. Provide a telephone number and email address for Village officials and residents to contact a responsible member of its staff during normal business hours Monday through Friday of each week. Responses shall be made within forty-eight (48) hours.
- H. Office Assistance - Tyler will perform all clerical duties relating to the Assessor's Office.

### **SECTION III. Computerization of Records**

- A. Tyler shall maintain all data characteristic changes and valuation changes in the Client's UNIVERS™ assessment software.
- B. Tyler will provide the Client with a public access site linked to the Client's website for taxpayers to review assessment data.

### **SCHEDULE B REVALUATION SERVICES**

- A. Assessment Manual - Tyler shall make all assessments in accordance with the Assessor's Manual as specified in Sections 70.32(1) Wisconsin Statutes, and Tyler shall be responsible for all final values arrived at in compliance with same. More specifically, Tyler will follow the Interim Market Update (IMU) process identified on page 4-3 of the WPAM Volume 1.
- B. Approaches to Value
  - 1. Type of Approach - Tyler shall consider the cost, market and income approaches in the valuation of all vacant and improved parcels of property.
    - a. Sales Analysis - Tyler shall analyze sales data provided in order to become familiar with prevailing market conditions, activity and specific transactions which may be utilized in determining the market value of competitive properties throughout the Village.
    - b. Income Analysis - In valuing income-producing properties, Tyler shall collect information from owners, tenants, realtors, financial institutions and any other necessary sources, for use in the valuation process. Data to be analyzed shall include actual and economic rents for each type of property, typical vacancy rates and typical operating expense ratios. All data shall be properly documented and adequate records shall be prepared for each parcel showing the determination of value by the income approach. For improved parcels, this shall include a reconstruction of income and expenses, an estimate of remaining economic life, and

the capitalization rate applied. Capitalization rates shall be accurately documented by information obtained from the market. Any documentation used in establishing any of the foregoing shall become property of the Client.

- C. Data for Evaluation - Tyler shall gather and analyze market value data including, but not limited to sales, lease data, rentals, rates of return, operating statements, vacancy factors and construction costs for use in determining property valuation standards pursuant to Section 70.32 of the Wisconsin Statutes. Data gathered will either be noted on the property record cards or contained within supplements to the record cards.
- D. Neighborhood Delineation - Tyler shall update existing neighborhood delineation for the entire Client and provide the Client with a color-coded map indicating the various Neighborhood designations. The neighborhood identification procedure shall conform to Tyler's Univers CAMA software product.
- E. Data Management - This section will outline Tyler's procedures for collecting and encoding the data collected into Tyler's Univers CAMA System.
  - 1. Tyler shall encode or perform data maintenance to all property records as needed into the Univers CAMA system.
  - 2. The Client and Tyler shall cooperate to avoid duplication and confusion to the property owner and to see that all permit alterations and additions are accounted for in the revaluation program.
- F. Improvement Valuation - Tyler proposes to follow the guidelines listed below in determining improvement revaluation:
  - 1. Valuation Approach - Tyler shall value improvements in accordance with the Wisconsin Property Assessment Manual and Tyler's Univers CAMA System. The three (3) industry-recognized approaches to value; i.e. market, cost and income, shall be considered by Tyler for all parcels. All accrued depreciation, including physical deterioration, functional obsolescence and economic obsolescence, must be accurately documented by the market and deducted from current replacement costs.
    - a. Residential Approach - In valuing residential improvements, prescribed forms, or their equivalent as approved by the Department of Revenue, shall be used in determining final values. The property record cards shall be completed as recommended for use with Tyler's Univers CAMA System with proper base costs selected as appropriate and adjusted to reflect differences from base building values.
    - b. Agricultural Approach - In valuing agricultural outbuildings, the current replacement costs should be determined for all sound buildings. Buildings in poor condition, having little or no value, shall be physically described and listed as having "no value" or given an appropriate sound physical value.
    - c. Commercial Approach - In valuing commercial improvements, proper base costs shall be selected as appropriate and adjusted to adequately reflect variations from base building costs. When many adjustments are necessary to base costs, the property is a special purpose building, or certain characteristics make it impossible to value via Tyler's Univers CAMA System, the unit-in-place method, as presented in the Marshall & Swift Valuation Service Manual, may be used.
- G. Land Valuation - Tyler shall provide the following approach to the revaluation of land

characteristics:

1. Classification - Land classified as Agricultural shall be valued according to use, per s. 70.32, of the Wisconsin Statutes. Agricultural buildings and the land necessary for the location and convenience (site) shall be assessed at fair market value in the Other classification. Values of Undeveloped, Agricultural Forest, Productive Forest, and Other shall be determined from an analysis of available market data. When available, market sales shall be used in the development of Other land units' values. In the analysis of sales, work forms shall be prepared for recording data on each sale analyzed and correlating price data from the sales. Such forms shall be left with the Client. Undeveloped and Agricultural Forest shall be valued at fifty percent (50%) of market value per s. 70.32.
  2. Basic Unit Values - Basic unit values shall be determined for residential and commercial lands from an analysis of sales, rents, leases and other available market data. In the analysis of market data, adequate records will be prepared showing data collected and unit value determinations. Such records shall be left with the Client. Having determined basic unit values, Tyler shall apply such to each parcel, making adjustments to account for particular characteristics of the site as required by Tyler's Unifers CAMA System. For residential and commercial lands, maps and schedules will be prepared indicating unit values used and locations thereof to be left with the Client.
  3. Land Tables - A copy of all charts, schedules and tables, not previously referred to, including depth factor tables, and used in the valuation of lands shall be left with the Client.
- H. Final Review - Prior to open book conference, Tyler shall perform a final analysis to compare the indicated value of the structure and the indicated value of the land as compared against sales information concerning the same parcel or comparable parcels. For commercial properties where a determination of value has been made via the income approach, this value shall also be reviewed at this time to make the proper correlation of values between the cost, market and income. The final analysis will account and adjust for factors that may have a direct bearing on the market value and/or equitable relationship to other properties. The Client may at any time during the final review accompany the appraiser to check his/her work.
- I. Notices of Assessment - Tyler will prepare and send a Notice of Assessment (Notice) by first class mail to each property owner at the last known mailing address. The Notice form used shall be that approved by the Department of Revenue as provided in Section 70.365 to be supplied by the Client. Tyler shall also indicate on the Notice, or attach to the Notice, the time and place the open book conference will be held. Mailing shall be five (5) days prior to the first day of conferences for the convenience of the property owners. Expenses related to the printing and mailing of the Notices shall be the responsibility of the Client.
- J. Open Book Conference - Upon completion of the Client's review of assessments and prior to the completion of the assessment rolls, Tyler shall hold open book conferences for the purpose of enabling property owners or their agents to review and compare the assessed values. A sufficient number of qualified Tyler personnel, approved by the Client, will be available to conduct open book conferences, Monday through Friday, at a place designated by the Client. The open book conferences will be held in an orderly manner with the least confusion to the property owner. Conferences on an appointment basis are the preferred method to attain this result. The Client and Tyler shall mutually agree upon the date and hours of conferences to ensure that all property owners have an equal opportunity to review their assessment. Hearing times shall include

evening hours.

- K. Completion of Assessment Roll - Tyler shall complete the 2026, 2027 and 2028 assessment rolls in accordance with the then current statutes. Final assessment figures for each property shall be totaled and balanced, and a reconciled roll shall be provided by Tyler to the Client. Tyler, acting through its representative serving in the capacity of Statutory Assessor in accordance with Schedule A, shall prepare and submit the "Municipal Assessor's Report (MAR) to the Supervisor of Assessments, with a copy to the Client.
- L. Board of Review - A certified member(s) of Tyler's field staff, typically the Statutory Assessor, will attend meetings of the Board of Review to explain and defend the assessed value and be prepared to testify under oath in regard to such values. In the event of appeal to the Department of Revenue or the courts, it is agreed that Tyler shall make available a qualified representative(s) upon request from the Client, at no additional cost, to furnish testimony in defense of the values established by the revaluation in all cases which might be filed within one (1) year of the completion date specified for the revaluation.

**RESOLUTION NO. 2026-006  
VILLAGE OF CALEDONIA**

**A RESOLUTION AUTHORIZING THE VILLAGE OF CALEDONIA TO ENTER INTO AN  
AGREEMENT WITH CALEDONIA HIGHWAY DEPARTMENT LOCAL 704 FOR 2026**

The Village Board for the Village of Caledonia, Racine County, WI do resolve as follows:

**WHEREAS**, the Village of Caledonia has reached a tentative agreement with Caledonia Highway Department Local 704; and

**WHEREAS**, local 704 has ratified this agreement and there is a need for the Village to ratify said agreement.

**NOW, THEREFORE, BE IT RESOLVED** by the Caledonia Village Board that the tentative agreement with Caledonia Highway Department Local 704 for 2026 as set forth in Exhibit A which is attached hereto and incorporated herein is authorized approved and ratified.

**NOW, THEREFORE, BE IT FURTHER RESOLVED** by the Caledonia Village Board that the Village President and Village Clerk are authorized to execute this contract to implement this resolution.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this \_\_\_\_\_ day of January, 2026.

**VILLAGE OF CALEDONIA**

By: \_\_\_\_\_  
Thomas Weatherston  
Village President

Attest: \_\_\_\_\_  
Jennifer Bass  
Village Clerk

***AGREEMENT***

**Between**

**THE VILLAGE OF CALEDONIA**

**-and the-**

**CALEDONIA HIGHWAY DEPARTMENT  
LOCAL 704**

**OF THE**

**LABOR ASSOCIATION OF WISCONSIN, INC.**

January 1, 2026- December 31, 2026

**ARTICLE I – RECOGNITION CLAUSE**

This Agreement is entered into by and between the Village of Caledonia, hereinafter referred to as the "Village", or "Employer", and the Village of Caledonia Highway Department Employees Association, hereinafter referred to as the "Association". The Village recognizes the Association as the sole and exclusive bargaining agent for all regular part-time and regular full-time employees of the Highway Department.

**ARTICLE II – WAGES**

Effective January 1, 2026, Full Time Caledonia Highway Employees Across the Board shall receive the following wages:

<i>Full-Time Employees</i>	<i>2026 Wages</i>
<i>Start (base rate)</i>	<i>27.16/hour</i>
<i>After 1 year</i>	<i>29.78/hour</i>
<i>After 2 years</i>	<i>32.46/hour</i>
<i>After 3 years</i>	<i>35.14/hour</i>

**ARTICLE III – DURATION**

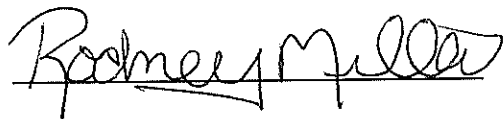
This agreement shall be effective when signed and shall remain in full force and effect through December 31, 2026.

**VILLAGE OF CALEDONIA**

**LABOR ASSOCIATION OF  
WISCONSIN**

By: \_\_\_\_\_

By:



By: \_\_\_\_\_

By:

\_\_\_\_\_

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>ACH - DELTA DENTAL</b>							
General Fund	498	ACH - DELTA DENTAL	1009496	12/22/2025 DELTA DENTAL CLAI	12/22/2025	2,143.20	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	1010805	12/29/2025 DELTA DENTAL CLAI	12/29/2025	1,801.20	100-21534-000 Dental Deductions
General Fund	498	ACH - DELTA DENTAL	1012103	01/05/2026 DELTA DENTAL CLAI	01/05/2026	2,727.81	100-21534-000 Dental Deductions
Total ACH - DELTA DENTAL:						6,672.21	
<b>ACH - SIMPLIFILE, LC</b>							
Storm Water Utility Fund	768	ACH - SIMPLIFILE, LC	DECEMBER 2	DECEMBER 2025 STORM WATE	12/10/2025	35.25	502-00-61100 Legal Fees
General Fund	768	ACH - SIMPLIFILE, LC	NOVEMBER 2	ANNUAL LICENSE & SUPPORT	01/06/2026	99.00	100-11-64300 IT Maintenance & Subscriptions
Total ACH - SIMPLIFILE, LC:						134.25	
<b>ACH - SUPERFLEET</b>							
General Fund	1730	ACH - SUPERFLEET	EJ9941218202	NOV-DEC FUEL FOR CFD VEHI	01/05/2026	1,027.27	100-35-63200 Fuel, Oil, Fluids
Total ACH - SUPERFLEET:						1,027.27	
<b>ACH - US BANK EQUIPMENT FINANCE</b>							
General Fund	9252	ACH - US BANK EQUIPMENT FI	570617340	JAN-26; COPIER/PRINTER MON	01/01/2026	1,195.41	100-90-62300 Office Equipment Rental & Main
Total ACH - US BANK EQUIPMENT FINANCE:						1,195.41	
<b>ACH - WE ENERGIES</b>							
Water Utility Fund	380	ACH - WE ENERGIES	5727414826	GAS & ELECTRIC 10/28/2025-11/	12/03/2025	954.81	500-00-64140 Utilities
Sewer Utility Fund	380	ACH - WE ENERGIES	5727414826	GAS & ELECTRIC 10/28/2025-11/	12/03/2025	8,293.01	501-00-64140 Utilities
Storm Water Utility Fund	380	ACH - WE ENERGIES	5727414826	GAS & ELECTRIC 10/28/2025-11/	12/03/2025	197.15	502-00-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	2,923.86	100-30-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	4,378.11	100-35-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	821.25	100-41-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	5,087.31	100-43-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	694.77	100-70-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	1,387.51	100-90-64290 Street Lighting
Cemetery Fund	380	ACH - WE ENERGIES	5737132082	BILLING PERIOD 11/4/25-12/5/25	12/10/2025	19.87	220-00-64140 Utilities
General Fund	380	ACH - WE ENERGIES	5739369828	STREET LIGHTING 11/11/25-12/1	12/12/2025	11,677.61	100-90-64290 Street Lighting
Water Utility Fund	380	ACH - WE ENERGIES	5764916400	GAS & ELECTRIC 11/27/25-11/29	01/07/2026	1,813.14	500-00-64140 Utilities
Sewer Utility Fund	380	ACH - WE ENERGIES	5764916400	GAS & ELECTRIC 11/27/25-11/29	01/07/2026	13,149.62	501-00-64140 Utilities
Storm Water Utility Fund	380	ACH - WE ENERGIES	5764916400	GAS & ELECTRIC 11/27/25-11/29	01/07/2026	295.16	502-00-64140 Utilities
Total ACH - WE ENERGIES:						51,693.18	
<b>ACH - WEX BANK / MOBIL (FD)</b>							
General Fund	9366	ACH - WEX BANK / MOBIL (FD)	109203201	NOV-DEC '25 FEUL FOR CFD VE	12/09/2025	1,178.13	100-35-63200 Fuel, Oil, Fluids

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	9366	ACH - WEX BANK / MOBIL (FD)	109862918	JAN-26 FUEL FOR CFD VEHICL	01/07/2026	663.26	100-35-63200 Fuel, Oil, Fluids
Total ACH - WEX BANK / MOBIL (FD):						1,841.39	
<b>ADVOCATE AURORA HEALTH CARE, INC</b>							
General Fund	157	ADVOCATE AURORA HEALTH C	CINV029868	Q1 2026 EAP PARTICIPANT FEE	12/29/2025	1,050.00	100-90-61000 Professional Services
Total ADVOCATE AURORA HEALTH CARE, INC:						1,050.00	
<b>AERO COMPRESSED GASES</b>							
General Fund	29	AERO COMPRESSED GASES	508406	OXYGEN FOR MEDICAL USE	12/31/2025	66.50	100-35-64280 Medical Supplies
Total AERO COMPRESSED GASES:						66.50	
<b>ALEX AIR APPARATUS 2 LLC</b>							
General Fund	9412	ALEX AIR APPARATUS 2 LLC	INV-53601	4 SETS OF TURNOUT COATS A	12/31/2025	13,252.00	100-35-64070 Work Supplies
Total ALEX AIR APPARATUS 2 LLC:						13,252.00	
<b>AMBULANCE / EMS REFUND</b>							
General Fund	9000	AMBULANCE / EMS REFUND	25-000810	CALL # 25-000810 EMS REFUND	01/05/2026	942.00	100-00-46230 Ambulance/EMS Fees
Total AMBULANCE / EMS REFUND:						942.00	
<b>AMPLIFY GRAPHICS &amp; BRANDING</b>							
General Fund	2127	AMPLIFY GRAPHICS & BRANDI	194309	NOV-25; SERVICE CONTRACTS	12/10/2025	118.62	100-43-62100 Contracted Services
Total AMPLIFY GRAPHICS & BRANDING:						118.62	
<b>ANGELS YOUTH SOFTBALL ASSOC. INC.</b>							
General Fund	2746	ANGELS YOUTH SOFTBALL AS	7003267 & 100	DEPOSIT REFUND FOR USE OF	01/08/2026	500.00	100-00-46752 Parks Sport Revenue
Total ANGELS YOUTH SOFTBALL ASSOC. INC.:						500.00	
<b>AURORA HEALTH CARE</b>							
General Fund	155	AURORA HEALTH CARE	1256040	DEC-25; PRE-EMPLOYMENT TE	12/07/2025	419.00	100-35-51100 Testing/Physicals
Total AURORA HEALTH CARE:						419.00	
<b>BADGER METER INC.</b>							
Water Utility Fund	163	BADGER METER INC.	80223037	DEC-25; BEACON MBL HOSTIN	12/24/2025	391.10	500-00-64300 IT Maintenance & Subscriptions

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total BADGER METER INC.:						391.10	
<b>BATTERIES PLUS LLC</b>							
Water Utility Fund	3791	BATTERIES PLUS LLC	P88470939	8D CORE & 12V FLOODED	12/30/2025	244.95	500-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	3791	BATTERIES PLUS LLC	P88470939	8D CORE & 12V FLOODED	12/30/2025	244.95	501-00-64240 Building Repairs & Maintenance
Total BATTERIES PLUS LLC:						489.90	
<b>BAYCOM</b>							
Capital Projects Fund	183	BAYCOM	EQUIPINV_059	VEHICLE DOCKS, DISPLAYS, P	12/17/2025	12,177.00	400-30-65030 Equipment
Total BAYCOM:						12,177.00	
<b>BELLE CITY FIRE &amp; SAFETY</b>							
Water Utility Fund	196	BELLE CITY FIRE & SAFETY	90629	FIRE & SAFETY SERVICES	12/02/2025	1,212.23	500-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	196	BELLE CITY FIRE & SAFETY	90629	FIRE & SAFETY SERVICES	12/02/2025	1,212.22	501-00-64240 Building Repairs & Maintenance
Total BELLE CITY FIRE & SAFETY:						2,424.45	
<b>BUY RIGHT, INC.</b>							
Water Utility Fund	273	BUY RIGHT, INC.	14873-483234	MOTORCRAFT RF CALIPER ON	12/02/2025	107.30	500-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	273	BUY RIGHT, INC.	14873-483234	MOTORCRAFT RF CALIPER ON	12/02/2025	107.30	501-00-63300 Vehicle Repairs & Maintenance
Water Utility Fund	273	BUY RIGHT, INC.	14873-483239	FUSE	12/02/2025	3.99	500-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	273	BUY RIGHT, INC.	14873-483239	FUSE	12/02/2025	3.99	501-00-63300 Vehicle Repairs & Maintenance
Water Utility Fund	273	BUY RIGHT, INC.	14873-483273	SERP BELT-POLY RIB & 2015 C	12/02/2025	47.62	500-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	273	BUY RIGHT, INC.	14873-483273	SERP BELT-POLY RIB & 2015 C	12/02/2025	47.62	501-00-63300 Vehicle Repairs & Maintenance
Water Utility Fund	273	BUY RIGHT, INC.	14873-483291	BRAKE PAD - FRONTLINE SD	12/02/2025	-29.65	500-00-63300 Vehicle Repairs & Maintenance
Sewer Utility Fund	273	BUY RIGHT, INC.	14873-483291	BRAKE PAD - FRONTLINE SD	12/02/2025	-29.65	501-00-63300 Vehicle Repairs & Maintenance
Water Utility Fund	273	BUY RIGHT, INC.	14873-483396	DEER SPLIT PALM GLOVES	12/03/2025	64.14	500-00-64070 Work Supplies
Sewer Utility Fund	273	BUY RIGHT, INC.	14873-483396	DEER SPLIT PALM GLOVES	12/03/2025	64.14	501-00-64070 Work Supplies
General Fund	273	BUY RIGHT, INC.	484648	EXHAUST CLAMP FOR E-11	12/30/2025	7.56	100-35-63300 Vehicle Repairs & Maintenance
General Fund	273	BUY RIGHT, INC.	484930	6/12V MAINTAINER FOR T-11	12/30/2025	44.15	100-35-63300 Vehicle Repairs & Maintenance
General Fund	273	BUY RIGHT, INC.	485582	OIL FILTERS	01/07/2026	71.08	100-35-63300 Vehicle Repairs & Maintenance
Total BUY RIGHT, INC.:						509.59	
<b>CARGIL, INC</b>							
General Fund	2478	CARGIL, INC	2911805074	348.41 TNS ROAD SALT	12/11/2025	30,921.41	100-41-64080 Snow & Ice Materials
General Fund	2478	CARGIL, INC	2911810687	43.22 TNS ROAD SALT	12/12/2025	3,835.78	100-41-64080 Snow & Ice Materials
Total CARGIL, INC:						34,757.19	

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>CELLEBRITE INC</b>							
General Fund	9367	CELLEBRITE INC	Q-485148-1	ANNUAL SSERVICE SUPPORT	11/14/2025	11,140.00	100-30-62100 Contracted Services
Total CELLEBRITE INC:						11,140.00	
<b>CLL SERVICES INC</b>							
General Fund	9085	CLL SERVICES INC	1079	11/2025; ADMINISTRATIVE, MILE	11/15/2025	58.40	100-90-62900 Private Property Maintenance
General Fund	9085	CLL SERVICES INC	1085	11/17/2025 -- WEED REMOVAL -	12/08/2025	320.00	100-90-62900 Private Property Maintenance
General Fund	9085	CLL SERVICES INC	1085	11/24/2025 -- WEED REMOVAL -	12/08/2025	520.00	100-90-62900 Private Property Maintenance
Total CLL SERVICES INC:						898.40	
<b>COMPLETE OFFICE OF WISCONSIN</b>							
General Fund	392	COMPLETE OFFICE OF WISCO	42824	SCOTCH TAPE	12/19/2025	8.52	100-35-64030 Office Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	42824	MULTIFOLD TOWELS FOR BAT	12/19/2025	87.78	100-35-64100 Janitorial Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	49745	BINDERS AND COPY PAPER	01/06/2026	124.08	100-35-64030 Office Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	50461	PACKAGING TAPE	01/06/2026	29.92	100-35-64030 Office Supplies
General Fund	392	COMPLETE OFFICE OF WISCO	52312	HARDWOUND PAPER TOWEL,	01/08/2026	164.23	100-35-64100 Janitorial Supplies
Total COMPLETE OFFICE OF WISCONSIN:						414.53	
<b>CONVERGINT TECHNOLOGIES, LLC</b>							
General Fund	9347	CONVERGINT TECHNOLOGIES,	IN00424813	SERVER RELOCATION TO VMW	12/22/2025	1,906.00	100-30-64310 IT Contracted Services
Total CONVERGINT TECHNOLOGIES, LLC:						1,906.00	
<b>CORE &amp; MAIN LP</b>							
Water Utility Fund	405	CORE & MAIN LP	INV0023678	HACH DR300 CHLORINE POCK	11/19/2025	725.66	500-00-62560 Water Sampling and Testing
Water Utility Fund	405	CORE & MAIN LP	Y217908	REP CLPS, BALL CURB STOP, R	12/05/2025	4,268.99	500-00-64270 Infrastructure Maintenance
Sewer Utility Fund	405	CORE & MAIN LP	Y217908	REP CLPS, BALL CURB STOP, R	12/05/2025	50.60	501-00-64070 Work Supplies
Total CORE & MAIN LP:						5,045.25	
<b>CUMMINS SALES AND SERVICES</b>							
Sewer Utility Fund	429	CUMMINS SALES AND SERVICE	F6-251213331	SERVICE CALL FOR CADDY VIS	12/18/2025	653.76	501-00-64250 Equipment Repairs & Maintenan
Total CUMMINS SALES AND SERVICES:						653.76	
<b>D.W. DAVIES &amp; CO</b>							
Water Utility Fund	437	D.W. DAVIES & CO	4006684	CREDIT - DRUM DEPOSIT	12/16/2025	-6.00	500-00-64260 Grounds Repairs & Maintenance
Sewer Utility Fund	437	D.W. DAVIES & CO	4006684	CREDIT - DRUM DEPOSIT	12/16/2025	-6.00	501-00-64260 Grounds Repairs & Maintenance

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total D.W. DAVIES & CO:						-12.00	
<b>DIGI KEY CORP</b>							
Sewer Utility Fund	3862	DIGI KEY CORP	114876712-1	CREDIT MEMO 2108-FGR3-IO-I	08/15/2025	-1,364.51	501-00-64250 Equipment Repairs & Maintenanc
Total DIGI KEY CORP:						1,364.51-	
<b>DORE &amp; ASSOCIATES INC</b>							
Capital Projects Fund	9414	DORE & ASSOCIATES INC	1098-01	OLD PD DEMO; 6900 NICHOLS	12/30/2026	84,100.00	400-35-65020 Building Improvements
Total DORE & ASSOCIATES INC:						84,100.00	
<b>DYKSTRA BROS EXCAVATING, INC</b>							
Water Utility Fund	2530	DYKSTRA BROS EXCAVATING, I	7094	WATER LINE REPLACEMENT	12/23/2025	9,627.50	500-00-64270 Infrastructure Maintenance
Total DYKSTRA BROS EXCAVATING, INC:						9,627.50	
<b>ECONOPRINT</b>							
General Fund	9413	ECONOPRINT	01139631	BALLOT ENVELOPES - OUTER	01/06/2026	2,616.93	100-12-64060 Copying & Printing
General Fund	9413	ECONOPRINT	01139631	BALLOT ENVELOPES - INNER	01/06/2026	2,398.67	100-12-64060 Copying & Printing
Total ECONOPRINT:						5,015.60	
<b>EHLERS INVESTMENT PARTNERS</b>							
General Fund	584	EHLERS INVESTMENT PARTNE	100893	MAR-25; BEAR DEVELOPEMNT	04/07/2025	1,868.75	100-23163-121 Thomas Tree Plantation - Bear
Total EHLERS INVESTMENT PARTNERS:						1,868.75	
<b>FIRST SUPPLY LLC - OAK CREEK</b>							
Water Utility Fund	2429	FIRST SUPPLY LLC - OAK CREE	14941797-00	3X2 BLK THD BUSHING	12/03/2025	30.54	500-00-64070 Work Supplies
Total FIRST SUPPLY LLC - OAK CREEK:						30.54	
<b>FOTH INFRASTRUCTURE &amp; ENVIRO, LLC</b>							
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	101218	NOV-25; TID 5 CENTRAL LIFT ST	12/16/2025	24,426.00	501-18737-000 CIP-Central Attenuation Basin
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	101219	NOV-25; TID 4 PHASE 4 - HINTZ	12/16/2025	849.00	414-00-61000 Professional Services
Storm Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	101226	NOV-25; TURTLE CREEK REST	12/16/2025	380.00	502-00-65155 Turtle Creek Restoration
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	101230	NOV-25; ADAMS RD ELEVATED	12/18/2025	3,596.90	414-00-61000 Professional Services
Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	101231	NOV-25; SUNDANCE HEIGHTS	12/16/2025	798.00	500-00-64270 Infrastructure Maintenance
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	101233	NOV-25; 3241 STH 31 SEWER &	12/16/2025	113.52	501-00-61340 Engineering Design Charges
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	101234	NOV-25; STH 31 SANITARY LAT	12/16/2025	219.12	501-00-61000 Professional Services
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	101235	NOV-25; TID 4 CTH V BOOSTER	12/16/2025	643.50	414-00-61000 Professional Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
TID #4 Fund	666	FOTH INFRASTRUCTURE & EN	101236	CALEDONIA GENERAL ENGINE	12/16/2025	1,935.00	414-23163-002 Caledonia Corp P-Intersections
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	101236	CALEDONIA GENERAL ENGINE	12/16/2025	1,085.00	501-00-61000 Professional Services
Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	101236	CALEDONIA GENERAL ENGINE	12/16/2025	3,646.50	500-00-61340 Engineering Design Charges
Water Utility Fund	666	FOTH INFRASTRUCTURE & EN	101236	CALEDONIA GENERAL ENGINE	12/16/2025	5,662.38	500-00-64270 Infrastructure Maintenance
General Fund	666	FOTH INFRASTRUCTURE & EN	101237	GIFFORD SCHOOL SANITARY L	12/16/2025	165.44	100-23163-021 Gifford - Racine Unified
Sewer Utility Fund	666	FOTH INFRASTRUCTURE & EN	101239	NOV-25; 5620 3 MILE ROAD SE	12/16/2025	1,296.00	501-00-61000 Professional Services
Total FOTH INFRASTRUCTURE & ENVIRO, LLC:						44,816.36	
<b>FRANKSVILLE AUTOMOTIVE LLC</b>							
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	18469	#209 OIL CHANGE	12/18/2025	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	18500	#215 OIL CHANGE	12/29/2025	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	18503	#214 OIL CHANGE	12/29/2025	59.74	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	18513	#212 OIL CHANGE	12/31/2025	64.89	100-30-63300 Vehicle Repairs & Maintenance
General Fund	679	FRANKSVILLE AUTOMOTIVE LL	18514	#218 OIL CHANGE	12/31/2025	59.74	100-30-63300 Vehicle Repairs & Maintenance
Total FRANKSVILLE AUTOMOTIVE LLC:						303.85	
<b>G &amp; F EXCAVATING</b>							
Water Utility Fund	687	G & F EXCAVATING	36566	REPLACE CURB STOP @ 5225	11/18/2025	1,374.75	500-00-64270 Infrastructure Maintenance
Sewer Utility Fund	687	G & F EXCAVATING	36567	REPAIR SEWER LATERAL @ 42	11/18/2025	5,367.00	501-00-64270 Infrastructure Maintenance
Water Utility Fund	687	G & F EXCAVATING	36591	REPAIR WATER MAIN BREAK @	12/19/2025	4,877.00	500-00-64270 Infrastructure Maintenance
Water Utility Fund	687	G & F EXCAVATING	36593	REPLACE WATER MAIN VALVE	12/23/2025	13,483.00	500-00-64270 Infrastructure Maintenance
Water Utility Fund	687	G & F EXCAVATING	36594	REPAIR WATER SERVICE @ DU	12/29/2025	3,227.00	500-00-64270 Infrastructure Maintenance
Water Utility Fund	687	G & F EXCAVATING	36595	REPAIR WATER MAIN BREAK @	12/30/2025	6,112.00	500-00-64270 Infrastructure Maintenance
Total G & F EXCAVATING:						34,440.75	
<b>GALLS LLC</b>							
General Fund	693	GALLS LLC	033342787	TACTICAL TEAM ARMOR	12/02/2025	1,177.99	100-30-50290 Other Personnel Benefits
General Fund	693	GALLS LLC	033353424	WEST JACKET AND SHIRT	12/03/2025	39.87	100-30-50290 Other Personnel Benefits
General Fund	693	GALLS LLC	033516337	UNIFORM BOOTS, JOB SHIRT, L	12/18/2025	178.29	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033521734	WEST HONOR GUARD UNIFOR	12/18/2025	71.95	100-30-50290 Other Personnel Benefits
General Fund	693	GALLS LLC	033539615	UNIFORM PATCHES	12/19/2025	431.48	100-30-50290 Other Personnel Benefits
General Fund	693	GALLS LLC	033554987	UNIFORM HOODED SWEATSHI	12/22/2025	40.57	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033555100	UNIFORM SPORT SHIRT, LOGO	12/22/2025	36.30	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033575050	UNIFORM LONG SLEEVE T-SHI	12/23/2025	25.00	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033584160	UNIFORM SHIRT, LOGO AND E	12/22/2025	36.30	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033592736	UNIFROM HOODED SWEATSHI	12/27/2025	85.30	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033610015	WORK FLASHLIGHT FOR ROY	12/29/2025	29.00	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033633621	UNIFORM JOB SHIRT, LOGO AN	12/31/2025	96.15	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033663464	UNIFORM POLO SHIRT, LOGO A	01/08/2026	22.76	100-35-50280 Clothing Allowance
General Fund	693	GALLS LLC	033663533	UNIFORM HOODED SWEATSHI	01/06/2026	85.30	100-35-50280 Clothing Allowance

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
General Fund	693	GALLS LLC	033664298	UNIFORM PANTS FOR FAULKN	01/06/2026	73.31	100-35-50280 Clothing Allowance
Total GALLS LLC:						2,429.57	
<b>GRAINGER</b>							
Sewer Utility Fund	3290	GRAINGER	9729645441	MULTI-GAS DETECTOR	12/03/2025	4,225.66	501-00-64070 Work Supplies
Water Utility Fund	3290	GRAINGER	9739517788	FILTER	12/11/2025	221.61	500-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	3290	GRAINGER	9739517788	FILTER	12/11/2025	221.61	501-00-64240 Building Repairs & Maintenance
Sewer Utility Fund	3290	GRAINGER	9746120634	CALIBRATION GAS	12/17/2025	543.91	501-00-64070 Work Supplies
Total GRAINGER:						5,212.79	
<b>GRAY'S INC</b>							
General Fund	902	GRAY'S INC	39367	CURB GUARDS	12/30/2025	3,504.00	100-41-64080 Snow & Ice Materials
Total GRAY'S INC:						3,504.00	
<b>GROVE FARMS</b>							
Water Utility Fund	762	GROVE FARMS	2795	BALES STRAW 4-30-2025 & 9-2	12/01/2025	100.00	500-00-64270 Infrastructure Maintenance
Sewer Utility Fund	762	GROVE FARMS	2795	BALES STRAW 4-30-2025 & 9-2	12/01/2025	100.00	501-00-64270 Infrastructure Maintenance
Total GROVE FARMS:						200.00	
<b>HILLER FORD</b>							
General Fund	9211	HILLER FORD	551693	#209 SPARK PLUGS	12/15/2025	970.17	100-30-63300 Vehicle Repairs & Maintenance
Total HILLER FORD:						970.17	
<b>ICMA MEMBERSHIP RENEWALS</b>							
General Fund	876	ICMA MEMBERSHIP RENEWAL	892510 2026	ICMA MEMBERSHIP RENEWAL	01/05/2026	960.90	100-13-51320 Memberships/Dues
Total ICMA MEMBERSHIP RENEWALS:						960.90	
<b>JEFFERSON FIRE &amp; SAFETY, INC.</b>							
General Fund	909	JEFFERSON FIRE & SAFETY, IN	IN334942	LABOR FOR SCBA REPAIR	12/30/2025	13.00	100-35-64250 Equipment Repairs & Maintenan
Total JEFFERSON FIRE & SAFETY, INC.:						13.00	
<b>JOHNS DISPOSAL SERVICE, INC.</b>							
Refuse Fund	967	JOHNS DISPOSAL SERVICE, IN	1961031	12/23/2025; CONTRACTED BILL	12/23/2025	104,276.85	240-00-62100 Contracted Services
Recycling Fund	967	JOHNS DISPOSAL SERVICE, IN	1961031	12/23/2025; CONTRACTED BILL	12/23/2025	51,382.87	241-00-62100 Contracted Services

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total JOHNS DISPOSAL SERVICE, INC.:						155,659.72	
<b>KORTENDICK HARDWARE</b>							
General Fund	1096	KORTENDICK HARDWARE	176214	COMPRESSION SLEEVE FOR Q	12/30/2025	2.69	100-35-63300 Vehicle Repairs & Maintenance
General Fund	1096	KORTENDICK HARDWARE	176288	3-WIRE PLUG 15A, BALL VALVE	12/30/2025	10.42	100-35-63300 Vehicle Repairs & Maintenance
Water Utility Fund	1096	KORTENDICK HARDWARE	176290	PIPE CUTTER, COUPL, ADAPTE	12/29/2025	95.60	500-00-64070 Work Supplies
Water Utility Fund	1096	KORTENDICK HARDWARE	176292	COUPL W/O STOP	12/29/2025	3.22	500-00-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	176298	MULTI SURFACE CLEANER; LY	12/29/2025	84.85	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	176298	POCKET SCREWDRIVER	12/29/2025	9.56	100-43-64070 Work Supplies
General Fund	1096	KORTENDICK HARDWARE	176298	INSTANT SAVINGS - LYSOL ADV	12/29/2025	-5.00	100-43-64100 Janitorial Supplies
General Fund	1096	KORTENDICK HARDWARE	176375	ALUMINUM STEP LADDER FOR	01/05/2026	71.99	100-35-64110 Small Equipment
Total KORTENDICK HARDWARE:						273.33	
<b>LIBERTY MUTUAL</b>							
General Fund	9265	LIBERTY MUTUAL	052137629-01	1/3/2023 CLAIM #052137629-01	12/23/2025	1,000.00	100-90-60000 Insurance Deductible/Stop Loss
Total LIBERTY MUTUAL:						1,000.00	
<b>LIBERTY VOTE USA INC</b>							
General Fund	9410	LIBERTY VOTE USA INC	LV161887	ICE ANNUAL FIRMWARE LICEN	12/05/2025	228.00	100-12-62300 Equipment Rental & Maintenance
Total LIBERTY VOTE USA INC:						228.00	
<b>LIGHTHOUSE COMMUNICATIONS</b>							
Water Utility Fund	1170	LIGHTHOUSE COMMUNICATIO	1261225	4TH QUARTER SEWER DISTRIC	12/26/2025	1,604.65	500-00-64030 Office Supplies
Sewer Utility Fund	1170	LIGHTHOUSE COMMUNICATIO	1261225	4TH QUARTER SEWER DISTRIC	12/26/2025	1,604.64	501-00-64030 Office Supplies
Water Utility Fund	1170	LIGHTHOUSE COMMUNICATIO	1261225	4TH QUARTER SEWER DISTRIC	12/26/2025	4,278.90	500-00-64040 Postage & Shipping
Sewer Utility Fund	1170	LIGHTHOUSE COMMUNICATIO	1261225	4TH QUARTER SEWER DISTRIC	12/26/2025	4,278.91	501-00-64040 Postage & Shipping
Total LIGHTHOUSE COMMUNICATIONS:						11,767.10	
<b>MAV HYDRAULICS</b>							
General Fund	9278	MAV HYDRAULICS	250451	REMAN HYD RAM	12/15/2025	1,129.37	100-41-63300 Vehicle Repairs & Maintenance
Total MAV HYDRAULICS:						1,129.37	
<b>MEDPRO MIDWEST GROUP</b>							
General Fund	1268	MEDPRO MIDWEST GROUP	00022260	Q1-2026; QUARTERLY BILLING	01/01/2026	546.25	100-35-62100 Contracted Services
Total MEDPRO MIDWEST GROUP:						546.25	

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>MEMBERSHIPWARE, LLC</b>							
General Fund	2529	MEMBERSHIPWARE, LLC	MGFCNTM0-0	2026 VILLAGE WEBSITE PROJE	01/05/2026	4,041.00	100-90-64300 IT Maintenance & Subscriptions
Total MEMBERSHIPWARE, LLC:						4,041.00	
<b>MENARDS RACINE</b>							
General Fund	1281	MENARDS RACINE	18644	BUNGEE CORDS, STEP DRILLS	12/15/2025	136.75	100-41-64070 Work Supplies
Total MENARDS RACINE:						136.75	
<b>METRO SALES, INC.</b>							
General Fund	9249	METRO SALES, INC.	INV2974907	DEC-25; MONTHLY PRINTER/C	12/30/2025	508.21	100-90-62300 Office Equipment Rental & Main
Water Utility Fund	9249	METRO SALES, INC.	INV2974907	DEC-25; MONTHLY PRINTER/C	12/30/2025	38.14	500-00-64060 Copying & Printing
Sewer Utility Fund	9249	METRO SALES, INC.	INV2974907	DEC-25; MONTHLY PRINTER/C	12/30/2025	38.14	501-00-64060 Copying & Printing
Total METRO SALES, INC.:						584.49	
<b>MID AMERICA</b>							
General Fund	9304	MID AMERICA	0331547	Q3-25; ADMIN/PLATFORM FEE	12/22/2025	2,013.00	100-90-62100 Contracted Services
Total MID AMERICA:						2,013.00	
<b>MILWAUKEE METROPOLITAN SEWAGE DISTRICT</b>							
Sewer Utility Fund	1338	MILWAUKEE METROPOLITAN S	1001746	Q4-2025; USAGE CHARGE	01/07/2026	11,508.91	501-00-62550 Sewer Treatment Charges
Total MILWAUKEE METROPOLITAN SEWAGE DISTRICT:						11,508.91	
<b>MUNICIPAL PROPERTY INSURANCE COMPANY</b>							
General Fund	1362	MUNICIPAL PROPERTY INSURA	48-10495 2026	2026 GENERAL LIBILITY, PROP	01/06/2026	92,519.00	100-90-60100 General Liability Insurance
Total MUNICIPAL PROPERTY INSURANCE COMPANY:						92,519.00	
<b>NETWORK SPECIALIST OF RACINE, INC.</b>							
Water Utility Fund	1390	NETWORK SPECIALIST OF RAC	49133	JAN 2026 - OFFICE ANYWHERE	12/11/2025	300.00	500-00-64300 IT Maintenance & Subscriptions
Sewer Utility Fund	1390	NETWORK SPECIALIST OF RAC	49133	JAN 2026 - OFFICE ANYWHERE	12/11/2025	300.00	501-00-64300 IT Maintenance & Subscriptions
Total NETWORK SPECIALIST OF RACINE, INC.:						600.00	
<b>OAK CREEK WATER &amp; SEWER UTILITY</b>							
Water Utility Fund	1423	OAK CREEK WATER & SEWER	5511	NOV-25; WATER TESTS	11/21/2025	365.00	500-00-62560 Water Sampling and Testing
Water Utility Fund	1423	OAK CREEK WATER & SEWER	5527	DEC-25; WATER TESTS	12/09/2025	365.00	500-00-62560 Water Sampling and Testing
Water Utility Fund	1423	OAK CREEK WATER & SEWER	5541	DEC-25; WATER TESTS	12/18/2025	365.00	500-00-62560 Water Sampling and Testing
Water Utility Fund	1423	OAK CREEK WATER & SEWER	Q4 2025 WATE	WATER & PUB. FIRE PROCT. 9-	01/06/2026	82,146.76	500-00-62550 Purchased Water

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Water Utility Fund	1423	OAK CREEK WATER & SEWER	Q4 2025 WATE	WATER & PUB. FIRE PROCT. 9-	01/06/2026	19,239.37	500-00-64180 Public Fire Protection
Water Utility Fund	1423	OAK CREEK WATER & SEWER	Q4 2025 WATE	WATER CHARGES 9-15 TO 12-1	01/06/2026	10,249.48	500-00-62550 Purchased Water
Water Utility Fund	1423	OAK CREEK WATER & SEWER	Q4 2025 WATE	WATER CHARGES 9-15 TO 12-1	01/06/2026	7,063.95	500-00-62550 Purchased Water
Total OAK CREEK WATER & SEWER UTILITY:						119,794.56	
<b>ONTECH SYSTEMS, INC</b>							
Water Utility Fund	1071	ONTECH SYSTEMS, INC	109594	REPLACE IT INFRASTRUCTURE	11/30/2025	1,966.00	500-00-64320 IT Infrastructure
Sewer Utility Fund	1071	ONTECH SYSTEMS, INC	109594	REPLACE IT INFRASTRUCTURE	11/30/2025	1,966.00	501-00-64320 IT Infrastructure
General Fund	1071	ONTECH SYSTEMS, INC	110884	DEC-25; IT DIRECT TICKET SUP	12/31/2025	4,838.23	100-30-64310 IT Contracted Services
General Fund	1071	ONTECH SYSTEMS, INC	110884	DEC-25; IT DIRECT TICKET SUP	12/31/2025	195.09	100-35-64310 IT Contracted Services
General Fund	1071	ONTECH SYSTEMS, INC	110884	DEC-25; IT DIRECT TICKET SUP	12/31/2025	5,618.58	100-90-64310 IT Contracted Services
Capital Projects Fund	1071	ONTECH SYSTEMS, INC	111066	2025 SERVER PROJECT; PHAS	12/31/2025	6,412.50	400-90-65060 IT Infrastructure
General Fund	1071	ONTECH SYSTEMS, INC	111328	DEC-25; MONTHLY IT MANAGE	12/31/2025	3,976.00	100-90-64300 IT Maintenance & Subscriptions
Total ONTECH SYSTEMS, INC:						24,972.40	
<b>PAYNE &amp; DOLAN, INC.</b>							
Water Utility Fund	1474	PAYNE & DOLAN, INC.	10-00052523	3/4" TB & #1 STONE	11/26/2025	34.33	500-00-64270 Infrastructure Maintenance
Sewer Utility Fund	1474	PAYNE & DOLAN, INC.	10-00052523	3/4" TB & #1 STONE	11/26/2025	34.33	501-00-64270 Infrastructure Maintenance
Total PAYNE & DOLAN, INC.:						68.66	
<b>PLACER LABS INC.</b>							
General Fund	2531	PLACER LABS INC.	INUS07461	ECONOMIC DEVELOPMENT SO	01/05/2026	12,600.00	100-60-64300 IT Maintenance & Subscriptions
Total PLACER LABS INC.:						12,600.00	
<b>PRUITT, EKES &amp; GEARY, SC</b>							
TID #4 Fund	1534	PRUITT, EKES & GEARY, SC	3659	BADGERLAND ZILBER	01/05/2026	407.00	414-23163-001 Caledonia Corp Park / Zilber
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	THOMAS TREE FARM SUBDIVIS	01/05/2026	166.50	100-23163-115 Thomas Farms Sub - 5 Mile
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	MUNICIPAL PROSCEUTIONS	01/05/2026	4,071.50	100-32-61110 Attorney - Municipal Court
TID #4 Fund	1534	PRUITT, EKES & GEARY, SC	3659	CSM OR OTHER REIMBURSABL	01/05/2026	18.50	414-23163-003 Hintz Biosolids Building
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	HOMESTEAD ACRES	01/05/2026	203.50	100-23163-008 Homestead Acres Deposit
Sewer Utility Fund	1534	PRUITT, EKES & GEARY, SC	3659	SEWER & WATER AGREEMENT	01/05/2026	1,808.50	501-00-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	CCM/CARDINAL WATER'S EDG	01/05/2026	950.50	100-23163-033 Cardinal Capital- CCM/D. Lyon
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	F STREET	01/05/2026	259.00	100-23163-127 F Street - 4 Mile Green Bay Rd
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	ORDINANCES, RESOLUTIONS	01/05/2026	2,891.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	CONTRACT REVIEW & NEGOTI	01/05/2026	962.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	DEMAND LETTERS & ORDINAN	01/05/2026	444.00	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	OPINIONS/LEGAL INTERPRETA	01/05/2026	4,690.50	100-90-61100 Legal Fees
General Fund	1534	PRUITT, EKES & GEARY, SC	3659	GENERAL LITIGATION AND HEA	01/05/2026	1,783.00	100-90-61100 Legal Fees

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total PRUITT, EKES & GEARY, SC:						18,655.50	
<b>R. A. SMITH NATIONAL</b>							
Sewer Utility Fund	1544	R. A. SMITH NATIONAL	192383	NOV-25; PROFESSIONAL SERVI	12/05/2025	13,725.00	501-18742-000 CIP-4 Mile Road Wind Point
Total R. A. SMITH NATIONAL:						13,725.00	
<b>RACINE COUNTY PUBLIC WORKS</b>							
General Fund	1558	RACINE COUNTY PUBLIC WOR	25279873082	PROGRESSIVE INSURANCE RE	12/22/2025	6,918.01	100-90-60000 Insurance Deductible/Stop Loss
Total RACINE COUNTY PUBLIC WORKS:						6,918.01	
<b>RACINE TIRE &amp; AUTO LLC</b>							
General Fund	1571	RACINE TIRE & AUTO LLC	INV-004785	2 FIRESTONE DESTINATION TI	01/07/2026	490.00	100-41-63300 Vehicle Repairs & Maintenance
Total RACINE TIRE & AUTO LLC:						490.00	
<b>RACINE WATER &amp; WASTEWATER UTILITIES</b>							
Water Utility Fund	1574	RACINE WATER & WASTEWATE	3043115	4TH QUARTER WATER PURCH	01/01/2026	432,751.68	500-00-62550 Purchased Water
Water Utility Fund	1574	RACINE WATER & WASTEWATE	3043115	4TH QUARTER WATER PURCH	01/01/2026	49,250.00	500-00-64180 Public Fire Protection
Total RACINE WATER & WASTEWATER UTILITIES:						482,001.68	
<b>RDS TRUCK SERVICE INC.</b>							
General Fund	1603	RDS TRUCK SERVICE INC.	00058617	AIR FILTER, ARCTIC POWER, DI	01/05/2026	148.10	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00058627	FUEL FILTER, FF/WS SPIN, OIL	01/06/2026	187.68	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00058632	BRAKE CHAMBER	01/07/2026	75.96	100-41-63300 Vehicle Repairs & Maintenance
General Fund	1603	RDS TRUCK SERVICE INC.	00058638	20" HOSE	01/07/2026	16.87	100-41-63300 Vehicle Repairs & Maintenance
Total RDS TRUCK SERVICE INC.:						428.61	
<b>REVERE ELECTRIC</b>							
Sewer Utility Fund	1629	REVERE ELECTRIC	S5329265.001	CH EGH 15A BKR W/COLLAR &	12/22/2025	1,376.56	501-00-64270 Infrastructure Maintenance
Total REVERE ELECTRIC:						1,376.56	
<b>RICHETTA,R, GOLLER,M &amp; RICHETTA,M.</b>							
Storm Water Utility Fund	2744	RICHETTA,R, GOLLER,M & RIC	104-04-23-17-6	PARCEL 15 TURTLE CREEK DR	01/06/2026	5,400.00	502-00-65155 Turtle Creek Restoration
Total RICHETTA,R, GOLLER,M & RICHETTA,M.:						5,400.00	

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>ROOT PIKE WIN</b>							
Storm Water Utility Fund	1697	ROOT PIKE WIN	111-436	2026 RESPECT OUR WATERS C	12/04/2025	4,544.00	502-00-62102 MS4 - PUBLIC EDUCATION
Total ROOT PIKE WIN:						4,544.00	
<b>SHEINFELD, THOMAS</b>							
Storm Water Utility Fund	2745	SHEINFELD, THOMAS	104-04-23-17-6	PARCEL 8 TURTLE CREEK DRAI	01/07/2026	15,400.00	502-00-65155 Turtle Creek Restoration
Total SHEINFELD, THOMAS:						15,400.00	
<b>SHERWIN INDUSTRIES</b>							
Water Utility Fund	1795	SHERWIN INDUSTRIES	SC054940	FIBER MIX BULK	12/31/2025	276.66	500-00-64270 Infrastructure Maintenance
Total SHERWIN INDUSTRIES:						276.66	
<b>SHRED-IT USA</b>							
General Fund	1800	SHRED-IT USA	8012972739	DEC. 2025 -- ON-SITE LARGE T	12/25/2025	74.34	100-43-62100 Contracted Services
Total SHRED-IT USA:						74.34	
<b>SIRCHIE FINGER PRINT LABS</b>							
General Fund	1808	SIRCHIE FINGER PRINT LABS	0724911-IN	THC TEST KITS	12/23/2025	355.00	100-30-64070 Work Supplies
Total SIRCHIE FINGER PRINT LABS:						355.00	
<b>SOUTHERN WISCONSIN APPRAISAL</b>							
Storm Water Utility Fund	1824	SOUTHERN WISCONSIN APPR	TURTCRK-251	REAL ESTATE APPRAISAL REP	12/16/2025	41,805.00	502-00-65155 Turtle Creek Restoration
Total SOUTHERN WISCONSIN APPRAISAL:						41,805.00	
<b>ST. CATHERINE'S HIGH SCHOOL</b>							
General Fund	9340	ST. CATHERINE'S HIGH SCHOO	5006446	DEPOSIT REFUND FOR USE OF	01/08/2026	856.00	100-00-46752 Parks Sport Revenue
Total ST. CATHERINE'S HIGH SCHOOL:						856.00	
<b>STRAND ASSOCIATES INC.</b>							
Storm Water Utility Fund	1893	STRAND ASSOCIATES INC.	0233156	PROFESSIONAL SERVICES TH	12/11/2025	1,152.42	502-00-62101 MS4 - ILLICIT DISCHARGE
Total STRAND ASSOCIATES INC.:						1,152.42	
<b>STRUCKN DESIGN</b>							
General Fund	9199	STRUCKN DESIGN	2358	SCHOOL MAGNETS FOR PUB E	12/30/2025	200.00	100-35-51300 Education/Training/Conferences

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
Total STRUCKN DESIGN:						200.00	
<b>SUPPLY HOUSE</b>							
Water Utility Fund	1910	SUPPLY HOUSE	25262295	12/09/2025 HVAC REPAIR PART	12/09/2025	139.67	500-00-64270 Infrastructure Maintenance
Total SUPPLY HOUSE:						139.67	
<b>TAX REFUND VENDOR</b>							
Tax Collection	8997	TAX REFUND VENDOR	151 032307284	PROPERTY TAX PAYMENT 2025	12/29/2025	3,454.95	290-26630-000 Advanced Tax Collections
Total TAX REFUND VENDOR:						3,454.95	
<b>TEAM INDUSTRIAL SERVICES, INC</b>							
General Fund	9404	TEAM INDUSTRIAL SERVICES, I	1106IN020490	20 YEAR TANK INSPECTION - F	11/30/2025	880.00	100-41-64240 Building Repairs & Maintenance
Total TEAM INDUSTRIAL SERVICES, INC:						880.00	
<b>TELEFLEX</b>							
General Fund	9037	TELEFLEX	9510994655	EZ-IO NEEDLES	12/30/2025	550.00	100-35-64280 Medical Supplies
Total TELEFLEX:						550.00	
<b>TOMMERUP, THOMAS &amp; BARBARA</b>							
Storm Water Utility Fund	2740	TOMMERUP, THOMAS & BARBA	104-04-23-17-6	PARCEL 11 DRAINAGE EASEME	12/04/2025	16,000.00	502-00-65155 Turtle Creek Restoration
Total TOMMERUP, THOMAS & BARBARA:						16,000.00	
<b>TYLER TECHNOLOGIES, INC.</b>							
General Fund	2024	TYLER TECHNOLOGIES, INC.	060-117157	DECEMBER 2025 PROJECT #1	12/08/2025	7,275.00	100-90-62150 Assessment Services
Total TYLER TECHNOLOGIES, INC.:						7,275.00	
<b>UNIFIRST CORPORATION</b>							
General Fund	2035	UNIFIRST CORPORATION	1470118322	DEC-25; COVERALLS RAGS	12/23/2025	160.22	100-41-62100 Contracted Services
Total UNIFIRST CORPORATION:						160.22	
<b>UNIVERSAL TRUCK EQ</b>							
General Fund	9408	UNIVERSAL TRUCK EQ	66807	PLOW SPRINGS	12/19/2025	842.00	100-41-64080 Snow & Ice Materials
Total UNIVERSAL TRUCK EQ:						842.00	

Fund	Vendor	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount	GL Account and Title
<b>USI INSURANCE SERVICES, LLC</b>							
General Fund	9396	USI INSURANCE SERVICES, LL	5769689	2ND QUARTERLY INSURANCE	12/22/2025	9,883.75	100-90-62100 Contracted Services
Total USI INSURANCE SERVICES, LLC:						9,883.75	
<b>VON BRIESEN &amp; ROPER SC</b>							
General Fund	2091	VON BRIESEN & ROPER SC	513669	NOV. 25; PROFESSIONAL SERV	12/15/2025	2,465.00	100-23163-033 Cardinal Capital- CCM/D. Lyon
General Fund	2091	VON BRIESEN & ROPER SC	514526	PROFESSIONAL SERVICES TH	12/22/2025	2,080.50	100-90-61100 Legal Fees
Total VON BRIESEN & ROPER SC:						4,545.50	
<b>WAUKESHA COUNTY TECHNICAL COLLEGE</b>							
General Fund	2106	WAUKESHA COUNTY TECHNIC	S0883152	OFC WELLS INST DEVELOP CO	12/22/2025	210.00	100-30-51300 Education/Training/Conferences
Total WAUKESHA COUNTY TECHNICAL COLLEGE:						210.00	
<b>WI LAW ENFORCEMENT ACCREDITATION GROUP</b>							
General Fund	9143	WI LAW ENFORCEMENT ACCR	558	ACCREDITATION VISIT; ON SITE	12/16/2025	150.00	100-30-62100 Contracted Services
Total WI LAW ENFORCEMENT ACCREDITATION GROUP:						150.00	
<b>WISCONSIN RURAL WATER ASSOC</b>							
Water Utility Fund	2185	WISCONSIN RURAL WATER AS	S7420	SYSTEM MEMBERSHIP RENEW	01/01/2026	650.00	500-00-51320 Memberships/Dues
Total WISCONSIN RURAL WATER ASSOC:						650.00	
<b>WORKHORSE SOFTWARE</b>							
Water Utility Fund	2201	WORKHORSE SOFTWARE	6325	SUPPORT FOR UTILITY BILLIN	12/01/2025	725.00	500-00-64300 IT Maintenance & Subscriptions
Sewer Utility Fund	2201	WORKHORSE SOFTWARE	6325	SUPPORT FOR UTILITY BILLIN	12/01/2025	725.00	501-00-64300 IT Maintenance & Subscriptions
Total WORKHORSE SOFTWARE:						1,450.00	

Grand Totals:

PAYMENT TOTALS BY FUND	
Fund	Total
Capital Projects Fund	\$ 102,689.50
Cemetery Fund	\$ 19.87
General Fund	\$ 298,387.93
Recycling Fund	\$ 51,382.87
Refuse Fund	\$ 104,276.85
Sewer Utility Fund	\$ 97,390.86
Storm Water Utility Fund	\$ 85,208.98
Tax Collection	\$ 3,454.95
TID #4 Fund	\$ 7,449.90
Water Utility Fund	\$ 670,866.97
<b>Grand Total</b>	<b>\$ 1,421,128.68</b>

1,421,128.68