



City of Neenah
Finance & Personnel Committee Agenda
Monday, May 11, 2026 at 5:00 PM
Neenah City Hall – 211 Walnut Street
Hauser Room

- I. Call to Order
- II. Public Appearances
- III. Approval of Minutes
 - A. Approval of Minutes from April 27, 2026 meeting.
- IV. Unfinished Business
- V. New Business
 - A. Recommend to Council to approve conducting a market review in the amount of \$22,950 with Cottingham & Butler (Attachment)
 - B. Recommend Council approve the First Amendment to the Edgewater Door Development Agreement (Attachment)
 - C. Recommend Council approve the proposed Capital Project Carry Forwards from 2025 to 2026 (Attachment)
- VI. City Attorney Report
 - A. No Report
- VII. Closed Session
 - A. The Committee will convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility regarding:
 - 1. Restructure of Information Systems Department
 - 2. Restructure of Public Works Garage Staff
 - 3. Internal Equity Review of long-term city employee wages
 - B. The Committee may reconvene into open session pursuant to Wis. Stat. 19.85(2) to consider or take action on items discussed in closed session.
- VIII. Adjournment

Notice: Pursuant to the requirements of Wis. Stats. Sec. 19.84 (Open Meeting Notice Law), a majority of the Neenah Common Council may be present at this meeting. Common Council members may be present to gather information about a subject on which they have decision-making responsibility. This may constitute a meeting of the Neenah Common Council and must be noticed as such. The Council will not take any formal action at this meeting.

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance, or reasonable accommodation in participating in this meeting or event due to a disability as defined under the ADA, please call the Clerk's Office (920) 886-6100 or [e-mail clerk@neenahwi.gov](mailto:clerk@neenahwi.gov) at least 48 hours prior to the scheduled meeting or event to request an accommodation.



Memorandum

Date: May 11, 2026

To: Chairperson Erickson and Members of the Finance and Personnel Committee

From: Heather Barber, Director of Human Resources & Safety

RE: Recommend to Council to approve conducting a market review in the amount of \$22,950 with Cottingham & Butler (Attachment)

During the City's workshops for the 2026 budget, staff requested \$26,000 for a market review of the City's current compensation structure. This expense was approved and is included in the Human Resources & Safety outside services budget.

Unlike a full salary plan review and creation, a market review is based on the existing structure, comparing benchmark positions to the market to evaluate whether we are competitive in terms of pay.

Our current salary plan consultant is Cottingham & Butler. Director Rasmussen confirmed that the previous director shared her intent to have them complete this work at the budget workshop.

While we typically would go out to bid for projects of this size, it makes the most sense to continue with the consultant that created the plan versus asking a new consultant to perform work on another consultant's work product. In addition, Cottingham & Butler assisted with an unplanned, department-specific market review for the utility earlier this year, resulting in them already having a portion of this project completed.

Staff requests a recommendation to Council to approve conducting a market review in the amount of \$22,950 with Cottingham & Butler.

Attachments:
None



Memorandum

Date: May 11, 2026
To: Mayor Borchardt and Members of the Finance and Personnel Committee
From: Brad Schmidt, Deputy Director of Community Development
RE: Recommend Council approve the First Amendment to the Edgewater Door Development Agreement (Attachment)

Staff is recommending amending the Edgewater Door (Edgewater) development agreement which was approved by Common Council in 2023. Edgewater had planned to construct a 45,000 square-foot manufacturing facility on land sold to them by the City in the Southpark Industrial Center.

The purpose of the amendment is to modify Section 3.1 of the development agreement which identifies the date at which construction of the manufacturing facility shall begin. The original

Development Agreement stated that Edgewater shall initiate construction no later than November 1, 2025. Should Edgewater Door not initiate construction by this date, “the Developer shall sell the property to the City of the original purchase price.” Following unforeseen economic and political changes since the original development agreement was signed, Edgewater Door postponed construction.

Following numerous conversations with the President of Edgewater and its parent company Oshkosh Door, the City and Edgewater have agreed to a modified timeline for which construction shall be initiated, including several benchmark dates to ensure progress towards completion of the project.

The amendment includes the following dates and requirements for which Edgewater shall meet otherwise the City has an option to repurchase the property back from Edgewater:

- May 29th, 2026 - Developer shall submit evidence to the City’s Community Development Director that commercial building plans for the development requiring State building plan approval have been submitted to the e-Plan Review or the State of Wisconsin Department of Professional Services (DPS).
- July 1, 2026 – Developer, or its designee, shall have applied and paid for City building permits for the construction of the Development Project.

- July 15, 2026 – Developer shall begin site preparation for the Development Project including but not limited to erosion control measures, site grading, utility work, DNR approved wetland filling, or other site preparation work approved by the Community Development Director.
- August 1, 2026 – Developer shall have commenced construction of the Development Project, and more specifically the construction of the main building as identified within the Agreement.

The remaining sections of the original development agreement are not changed. Should Edgewater fail to meet the required deadlines stated above, the City may proceed with repurchasing the property located at 2455 Schultz Drive.

An appropriate action at this time is to recommend Common Council approve the First Amendment to the Edgewater Door Development Agreement.

Attachments:

1. Amended Edgewater DA_F&P Memo_2026

DOCUMENT NUMBER

TAX INCREMENT DISTRICT NO. 9
FIRST AMENDMENT TO
DEVELOPMENT AGREEMENT

THIS SPACE RESERVED FOR RECORDING
DATA

THIS DEVELOPMENT AGREEMENT is dated the 20th date of May 2026 ("Effective Date"), by and between Neenah Door Properties, LLC, Wisconsin limited liability company (the "Developer") and the City of Neenah, a Wisconsin municipal corporation (the "City").

Legal Description: Lot 2 of Certified Survey Map Number 8274, Recorded as Document No. 1952377, being part of the NE 1/3 of the SE 1/4 and the SE 1/4 of the SE 1/4 of Section 5, Township 19 North, Range 17 East, City of Neenah, Winnebago County, Wisconsin.

Recording Area

Return to:
Kelly Nieforth, Director
City of Neenah, 211 Walnut Street
Neenah, WI 54956

Parcel No.:
802-1357-00-00

DRAFT

This instrument was drafted by:
Kelly Nieforth, Director of Community Development
211 Walnut Street
Neenah, WI 54956

**TAX INCREMENT DISTRICT NO. 9
FIRST AMENDMENT TO
DEVELOPMENT AGREEMENT**

THIS FIRST AMENDMENT TO DEVELOPMENT AGREEMENT is dated as of the __20th__ day of __May_____, 2026 ("First Amendment") by and between NEENAH DOOR PROPERTIES, LLC, a Wisconsin limited liability company (the "Developer") and the CITY OF NEENAH, a Wisconsin municipal corporation (the "City").

RECITALS

City and Developer acknowledge the following:

- A. The City and Developer entered into a development agreement dated September 20th, 2023 (the "Development Agreement" or "Agreement") under which the Developer agreed to construct the Development Project commonly known as a new manufacturing facility and ancillary improvements within the City's industrial district.
- B. Under the agreement, the Developer agreed to initiate construction of the development prior to November 1, 2025, and failing same to sell the property back to the City for the original purchase price, less noted commissions and other costs of sale (See Agreement, Section 3.1, page 5).
- C. In 2025 the Developer experienced market pressures due to circumstances related to the overall economy which delayed its reasonable ability to initiate construction as otherwise anticipated and agreed.
- D. The City desires to continue to promote the development as originally contemplated while at the same time create and secure from the Developer greater assurances that certain construction benchmarks are

pursued and achieved on a timetable mutually acceptable to the parties.

E. The City, pursuant to Common Council Action dated _____, 2026, and confirmed on _____, 2026, has approved this First Amendment to Development Agreement and authorized the execution of same by the proper City officers on the City's behalf.

F. The Developer has approved this Amendment to Agreement and authorized Chris Calawerts to execute this agreement on the Developer's behalf.

NOW THEREFORE, in consideration of the above recitals, which are contractual, and the mutual promises contained herein, the parties agree to the following terms and conditions.

1. Paragraph 3.1 of Article 3 of the Agreement, is hereby stricken in its entirety and replaced with the following three amended paragraphs, to read as follows:

3.1 Purchase 9.85 acres (approximately) of Lot 2 of Certified Survey Map number 6276 located in the Southpark Industrial Center from the City as depicted in Exhibit A, attached hereto. The purchase price will be \$195,000, and closing of the property transfer shall occur no later than January 15, 2023.

3.2 Developer, with respect to initiation and continuance of construction of the project, shall meet the following benchmarks hereinafter described:

3.2.1 By May 29th, 2026 - Developer shall submit evidence to the City's Community Development Director that commercial building

plans for the development requiring State building plan approval have been submitted to the e-Plan Review or the State of Wisconsin Department of Professional Services (DPS).

3.2.2 By July 1, 2026 – Developer, or its designee, shall have applied and paid for City building permits for the construction of the Development Project.

3.2.3 By July 15, 2026 – Developer shall begin site preparation for the Development Project including but not limited to erosion control measures, site grading, utility work, DNR approved wetland filling, or other site preparation work approved by the Community Development Director.

3.2.4 By August 1, 2026 – Developer shall have commenced construction of the Development Project, and more specifically the construction of the main building as identified within the Agreement.

3.3 Should the Developer fail to meet any of the above and forementioned benchmarks (enumerated in Paragraph 3.2, and all subparagraphs contained therein), the Developer agrees to sell the property to the City for the original purchase price together with any real estate sales commissions and other ancillary costs incurred by the City to facilitate the original sale to the Developer.

2. All other paragraphs of the Agreement not amended and otherwise affected by the terms contained in paragraph 1 hereinabove, remain as originally written and with the same force and effect thereunder.

IN WITNESS WHEREOF, the parties have executed this Amendment to Agreement on the day and year first above written.

CITY OF NEENAH:

By: _____

Brian Borchardt, Mayor

Attest:

By: _____

Charlotte K. Nagel, City Clerk

I hereby certify that the necessary funds have been provided to pay the liabilities incurred by the City of Neenah on the within Agreement.

Vicky Rasmussen, Director of Finance

Approved as to form:

David C. Rashid, City Attorney

DEVELOPER:

Neenah Door Properties, LLC

By: _____

Chris Calawerts, President

**Owner's Affidavit
Affidavit of Organization and Authority**

State of Wisconsin

ss.

City of _____)

_____ being first duly sworn on _____.

Oath deposes and says that the President on the attached Development Agreement is organized as indicated below and that all statements herein made on behalf of such President and that his deponent is authorized to make them.

1. Limited Liability Company

The Developer is a limited liability company organized and existing under the laws of the State of Wisconsin, its President is Chris Calawerts. The President is authorized to sign construction contracts on behalf of the Limited Liability Company.

2. ADDRESS

The business address of the Developer is as

Follows: _____

Its phone number is _____.

Name

Title

Subscribed and sworn to before me this

_____ day of _____

Notary Public _____ County _____

My Commission expires: _____



Memorandum

Date: May 11, 2026

To: Chairman Erickson and Members of the Finance and Personnel Committee

From: Vicky Rasmussen, Director of Finance

RE: Recommend Council approve the proposed Capital Project Carry Forwards from 2025 to 2026 (Attachment)

These projects are either currently in progress or anticipated to begin in the near future. Several of the carry forwards have already been incorporated through Council-authorized motions, while others are associated with existing contracts, purchase orders, or project commitments.

In addition, Information Systems maintains several ongoing projects with continuous funding needs that are carried forward annually due to the nature and timing of the work.

The total amount of proposed carry forwards for 2025 to 2026 is \$7,477,990, compared to \$4,140,723 in the prior year. The increase is primarily attributable to the following major projects:

- Fire Station #31 renovation project carry forward of \$2,374,200, reflecting the continuation of the project over a two-year period.
- Courtside Fields detention pond carry forward of \$689,290, which council approved the reallocation of these funds on 12/3/2025.

It is important to be aware of the arbitrage considerations associated with debt-funded capital projects and annual carry forwards. When bond proceeds remain unspent for extended periods of time, the City may be subject to additional federal arbitrage compliance requirements and potential rebate calculations. As carry forwards increase, particularly on large multi-year projects, it becomes increasingly important to closely monitor project timelines, borrowing schedules, and the use of bond proceeds to ensure continued compliance with federal tax regulations.

Approval of these carry forwards will ensure funding remains available to complete projects already underway or planned for implementation in 2026.

Motion:

Recommend Council approve the proposed Capital Project Carry Forwards from 2025 to 2026.

Attachments:

1. 2025 Q4 Capital Budget Tracking

City of Neenah
As of 12-31-25
2025 and Prior CIP Project Funds to be Carried Forward to 2026

PROJECT DESCRIPTION/ REASON FOR RECOMMENDATION	DEPARTMENT REQUEST	MAYOR RECOMMENDED	COUNCIL ADOPTED
Information Systems			
ERP Suite (Equipment) 2025	\$ 150,525	150,525	
Multi-Year Software/Maintenance Contracts (Equipment) 2025	76,575	76,575	
Cybersecurity Analysis (Equipment) 2024	38,360	38,360	
Redundant Data Storage (Equipment) 2023	71,555	71,555	
Fiber Builds (Equipment) 2023, 2025	89,435	89,435	
Technology Replacement Fund 2025	16,540	16,540	
Police			
UTV Windshield - Previously Ballistic Helmets (Equipment) 2025	2,500	2,500	
Fire			
Remodel Station 31 Construction (Facilities) 2025	2,374,200	2,374,200	
Training Grounds (Equipment) 2025 <i>This project is in process and will be invoiced for in 2026.</i>	305,600	305,600	
Parks/Cemetery			
Building ADA Upgrades (Facilities) 2025	12,470	12,470	
Kimberly Point Lighthouse - Final Design (Facilities) 2025	17,210	17,210	
Miscellaneous Asphalt Trails / Parking Lots Program (Facilities) 2025	28,780	28,780	
Carpenter Preserve (Facilities) 2025	14,880	14,880	
Arrowhead Park			
Arrowhead Park Design, Engineering and Construction 2021, 2022	463,910	463,910	
Non-TID Redevelopment			
Redevelopment Planning & Projects 2021 - 2024	204,370	204,370	
TID			
Land Assemblage (TID 10) 2019, 2021	405,690	405,690	
Parking Lot Construction - Previously Parking Ramp Design (TID 10) 2019 - 2022	682,500	682,500	
Utility, Pedestrian Trail & Street Improvements (TID 11) 2023	115,000	115,000	
North Pond Design (TID 12) 2023	50,000	50,000	
North Pond Modifications (TID 12) 2023	200,000	200,000	
Public Works - Public Infrastructure			
Commercial Street/Winneconne Avenue Improvement 2025	148,310	148,310	
Wisconsin Avenue (Oak - Lakeshore) 2025	25,000	25,000	
Undesignated Street Repair 2025 <i>\$17,665 of this is encumbered on purchase order</i>	39,510	39,510	
Annual pavement markings 2025	60,000	60,000	
Commercial Street, Fox River Bridge 2025	66,685	66,685	
Miscellaneous Sidewalk Repairs 2025 <i>\$125,000 of this is encumbered on purchase order</i>	125,000	125,000	
Public Works - Facilities			
Window and Entry Door Replacements in City Hall 2025 <i>\$184,630 of this is encumbered on purchase order</i>	198,530	198,530	
Tullar Garage: Overhead Door and Opener Repairs and Replacement 2025	6,030	6,030	
Cecil Garage: Replace Water Service and Roof 2025	40,000	40,000	
Church Street Ramp: Miscellaneous Structure Repairs 2025	15,000	15,000	
Public Works - Equipment			
Replace #8 - 2004 Single-Axle Patrol Truck with Wing 2025 <i>\$131,323 of this is encumbered on purchase order</i>	131,500	131,500	
Replace 2019 New Way Automated Solid Waste Truck 2025 <i>\$70,000 of this is encumbered on purchase order</i>	70,000	70,000	
Replace #20 - 2005 3/4 Ton Pick-Up with V-Plow 2025 <i>Delivered in 2026.</i>	71,500	71,500	
Replace #1B - 2013 Shop Supervisors Truck 2025 <i>Delivered in 2026.</i>	65,000	65,000	
Replace #18 - 2006 1-Ton Dump Truck 2025 <i>Delivered in 2026.</i>	80,000	80,000	
Replace #10A - 2009 14 yd. Tandem-Axle Patrol Truck with Wing and Salter 2025	188,460	188,460	
Public Works - Sanitary Sewer			
Pavement Repair 2025 <i>\$10,420 of this is encumbered on purchase order</i>	10,420	10,420	
Existing Sanitary Sewer System Repairs/Replacements 2025 <i>\$2,095 of this is encumbered on purchase order</i>	27,095	27,095	
Bell St. (Sanitary Sewer) 2019	75,000	75,000	
Public Works - Storm Water			
Courtside Fields Pond - Previously Miscellaneous Repairs/Various Streets. 2025 <i>Council approved reallocation of carry forward on 12/3/25</i>	78,620	78,620	
Detention Ponds - Courtside Fields Pond 2025	501,260	501,260	
Pavement Repair 2025 <i>\$16,560 of this is encumbered on purchase order</i>	25,560	25,560	
Courtside Fields Pond - Previously Harrison Street Pond. 2024 <i>Council approved reallocation of carry forward on 12/3/25</i>	87,400	87,400	
Courtside Fields Pond - Previously Miscellaneous Repairs/Various Streets. 2025 <i>Council approved reallocation of carry forward on 12/3/25</i>	22,010	22,010	
Total Prior Years Non-Lapsing Project Funds	7,477,990	7,477,990	-

Summary

Function	Amount
Public Infrastructure	464,505
Facilities	2,707,100
Equipment	1,357,550
Arrowhead Park	463,910
Redevelopment	204,370
TIF #10	1,088,190
TIF #11	115,000
TIF #12	250,000
Sanitary Sewer	112,515
Storm Water	714,850
Total	7,477,990

City of Neenah
2025 Capital Improvements Budget - Streets, Pedestrian Routes and Traffic Control
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Major Streets												
STR01	S. Commercial Street (Stanley - Winneconne) / 8,135 ft. (4,5) Year three of funding for professional services for design of street construction, storm sewer construction and real estate management - All services to be performed in compliance with WisDOT requirements.	\$ -	\$ -	\$ -	\$ -	\$ 2,150	\$ (2,150)	\$ -	\$ (2,150)	\$ -	\$ -	This project is complete.
STR03	Commercial Street/Winneconne Avenue Intersection Improvement. Project to modify southbound approach lanes to better align with lane configuration to be used in the S. Commercial Street reconstruction and reduce vehicle merge conflicts. Request is for construction.	194,135	-	-	194,135	177,278	16,857	-	16,857	-	-	This project is complete.
STR13	S. Commercial Street (Stanley - Winneconne) / 8,135 ft. (4,5) Real estate acquisition. Costs for fee simple and easement purchases.	130,000	-	-	130,000	72,355	57,645	-	57,645	-	-	This project is complete
STR20	S. Commercial Street (Stanley - Winneconne) / 8,135 ft. (4,5) Reconstruct street: Construction to be funded in part through STP-Urban Program - Budget estimate reflects City's share of total project cost	-	2,400,000	-	2,400,000	2,208,767	191,233	2,400,000	191,233	148,310	-	WisDOT contract. This project is complete. Waiting on the State's final billing. Carry forward \$148,310 for 2026 invoice.

Street Upgrades - City Initiated												
STR14	River Street (Forest - Edna) / 475 ft. (4) and High Street (River - Center)/475 ft. (3) Resurface. Coordinate with utility construction.	61,532	-	-	61,532	26,045	35,487	-	35,487	-	-	Contract 7-23. Council approved final payment on 7/2/2026. This project is complete.
STR21	Forest Manor Court (Marathon - S terminus) 900 ft. (3) Resurface Coordinate with utility construction.	-	235,000	-	235,000	163,274	71,726	171,580	8,306	-	-	Contract 1-25. This project is complete.
STR22	Alexander Drive (Bruce - Commercial) 740 ft. (2) Resurface Coordinate with utility construction.	-	125,000	-	125,000	60,331	64,669	90,000	29,669	-	-	Contract 1-25. This project is complete.
STR23	Lexington Court (Bruce - E terminus) 580 ft. (2) Resurface Coordinate with utility construction.	-	150,000	-	150,000	58,043	91,957	90,000	31,957	-	-	Contract 1-25. This project is complete.
STR24	Bruce Street (Parkwood - Lexington) 475 ft. (3.3) Resurface Coordinate with utility construction.	-	80,000	-	80,000	49,216	30,784	80,000	30,784	-	-	Contract 1-25. This project is complete.
STR25	Hickory Lane (Cecil - Baldwin) 950 ft. (4) Resurface Coordinate with utility construction. Moved from fiscal year 2029	-	390,000	-	390,000	183,376	206,624	199,420	16,044	-	-	Contract 3-25. This project is complete.

City of Neenah
2025 Capital Improvements Budget - Streets, Pedestrian Routes and Traffic Control
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
STR26	Caroline Street (Lake - terminus) 475 ft. (2) Reconstruct Coordinate with utility construction. Severely degraded road	-	140,000	-	140,000	97,652	42,348	110,000	12,348	-	-	Contract 3-25. This project is complete.
STR27	Douglas Street (Henry - Commercial) 845 ft. (4) Resurface Coordinate with utility construction. Work associated with Douglas Pond utilities	-	140,000	-	140,000	202,495	(62,495)	140,000	(62,495)	-	-	Contract 2-25. This project is complete.
STR28	Elm Street (Division - Wisconsin) 2,000 ft. (3,4) Resurface Coordinate with utility construction. Moved from fiscal year 2028	-	350,000	-	350,000	266,704	83,296	350,000	83,296	-	-	Contract 2-25. This project is complete.
STR29	Wisconsin Avenue (Oak - Lakeshore) 3,410 ft. (3) Reconstruct Planning services to develop conceptual design in preparation for 2026 construction.	-	25,000	-	25,000	-	25,000	25,000	25,000	25,000	-	RFP being prepared. Carryforward the entire \$25k to 2026.
012-9910	Engineering / administrative costs related to CIP projects. Transfer to City's general fund.	-	162,500	-	162,500	162,500	-	162,500	-	-	-	Monthly Allocation

Subdivision Streets Under Improvement Contracts

NST01	Southfield Plat Existing 2" asphalt and gravel streets; Construct curb/gutter streets Bruce St / 830 ft. Southfield Ct / 390 ft.	-	290,000	-	290,000	206,703	83,297	200,000	(6,703)	-	-	Contract 1-25. This project is complete.
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General Street / Bridge Repair

SM01	Undesignated concrete and asphalt pavement repair	67,500	225,000	-	292,500	235,326	57,174	225,000	57,174	39,510	17,665	Carry forward \$21,845 to 2026 in addition to \$17,665 purchase order.
SM02	Annual pavement markings	-	60,000	-	60,000	-	60,000	60,000	60,000	60,000	-	Carryforward the entire \$60k to 2026.
SM04	Commercial Street, Fox River Bridge Repairs to deck at Neenah Paper abutting dock; Outside design services and construction	-	100,000	-	100,000	33,315	66,685	100,000	66,685	66,685	-	Carryforward the entire \$66,685 to 2026.
Total Streets		\$ 453,167	\$ 4,872,500	\$ -	\$ 5,325,667	\$ 4,205,530	\$ 1,120,137	\$ 4,403,500	\$ 651,137	\$ 339,505	\$ 17,665	

City of Neenah
2025 Capital Improvements Budget - Streets, Pedestrian Routes and Traffic Control
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
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PEDESTRIAN ROUTES

New Pedestrian Routes

SDW05	Bruce Street (Castle Oak - Alexander) 2,820 ft. of sidewalk. Sidewalk on both sides	\$ -	130,000	-	130,000	98,205	31,795	\$ 100,000	1,795	\$ -	-	Contract 1-25. This project is complete.
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Pedestrian Routes Replacement / Repair

SDW01	Undesignated	24,000	150,000	-	174,000	48,527	125,473	150,000	125,473	125,000	125,000	Carry forward \$125,000 purchase order.
Total Pedestrian Routes		\$ 24,000	\$ 280,000	\$ -	\$ 304,000	\$ 146,732	\$ 157,268	\$ 250,000	\$ 127,268	\$ 125,000	\$ 125,000	

TRAFFIC CONTROL

TC03	Wisconsin/Church - reconstruct radius at northwest corner, modify radius, striping and traffic signals to accommodate a pedestrian crossing on the west leg of the intersection	90,000	-	-	90,000	83,265	6,735	\$ -	\$ 6,735	\$ -	-	Contract 11-25. This project is complete.
TC05	Traffic Signal Interconnect	3,508	-	-	3,508	-	3,508	-	3,508	-	-	This project is complete.
TC09	Commercial Street/Nicolet Blvd; Roundabout feasibility study Joint project with City of Menasha. Cost shown is total estimate for the study.	-	15,000	-	15,000	6,761	8,239	15,000	8,239	-	-	This project is complete.
TC10	Purchase traffic signal supplies	-	29,000	-	29,000	14,254	14,746	29,000	14,746	-	-	This project is complete.
TC11	Fixed equipment maintenance supplies	-	3,000	-	3,000	3,148	(148)	3,000	(148)	-	-	This project is complete.
Total Traffic Control		\$ 93,508	\$ 47,000	\$ -	\$ 140,508	\$ 107,428	\$ 33,080	\$ 47,000	\$ 33,080	\$ -	\$ -	

TOTAL STREETS, PEDESTIAN ROUTES & TRAFFIC CONTROL	\$ 570,675	\$ 5,199,500	\$ -	\$ 5,770,175	\$ 4,459,690	\$ 1,310,485	\$ 4,700,500	\$ 811,485	\$ 464,505	\$ 142,665	
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City of Neenah
2025 Capital Improvements Budget - Facilities
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Administration Building												
MBF02	HVAC System - Continue upgrades with variable air valve unit replacement on 2nd floor.	\$ -	\$ 60,000	\$ 30,000	\$ 90,000	\$ 76,914	\$ 13,086	\$ 90,000	\$ 13,086	\$ -	\$ -	2/19/25 Council approved amendment. Increase in cost for HVAC to \$76,914, moved window sill replacement budget to this project. This project is complete.
MBF05	Window and entry door replacement - Improve building energy efficiency (Evaluate grants for energy efficient building improvements)	-	475,000	-	475,000	276,469	198,531	475,000	198,531	198,531	184,630	Contract 10-25. Work was awarded to OMNI Glass & Paint. Currently be worked on. Carry forward \$13,900 to 2026 in addition to \$184,630 purchase order.
MBF06	Window sill replacement - Materials only, staff to install	-	30,000	(30,000)	-	-	-	-	-	-	-	2/19/25 Council approved postponing until 2026 and moving budget to HVAC System (MBF02).
Total Administration Building		\$ -	\$ 565,000	\$ -	\$ 565,000	\$ 353,383	\$ 211,617	\$ 565,000	\$ 211,617	\$ 198,531	\$ 184,630	

Police Department

PDF07	Administration Room Upgrades. Admin offices/rooms will be 31 years old, showing age, and are not set up to be the most efficient. We will upgrade 3 offices and the conference room to include repairing cracked walls around windows, door frames, and corners; changing out cabinets and file drawers to increase storage and usability; replacing desks/office tables as needed; adjusting/replacing lighting to improve employee health and well-being; purchasing a new table and 10 new chairs for the conference room, as well as upgrading the countertops, cabinets, and technology in that room.	\$ -	\$ 80,000	\$ (44,000)	\$ 36,000	\$ 32,790	\$ 3,210	\$ 36,000	\$ 3,210	\$ -	\$ -	4/15/25 Council approved amendment and purchase in the amount of \$36,000. This project is complete.
PDF08	Complete Carpet Replacement. Carpet is 14 years old and showing significant signs of wear. We intend to replace the carpet in hallways, common areas and office areas.	-	60,000	1,009	61,009	61,009	-	61,010	1	-	-	4/15/25 Council approved amendment and purchase in the amount of \$61,009.37. Overage to come from project PDF09. This project is complete.
PDF09	Records room remodel: Reorganize cubicles and professional staff space to increase efficiency within the records department.	-	50,000	(2,000)	48,000	48,000	-	48,000	-	-	-	4/15/25 Council approved amendment and purchase in the amount of \$48,000. This project is complete.
PDF10	Upgrade front desk area.	-	10,000	(3,500)	6,500	6,233	267	6,500	267	-	-	4/15/25 Council approved amendment and purchase in the amount of \$6,500. This project is complete.
PDF11	Replacement of 31 year old office furniture in ISU. 8 sets of furniture	-	10,000	(1,500)	8,500	8,212	288	8,500	288	-	-	4/15/25 Council approved amendment and purchase in the amount of \$8,500. This project is complete.
PDF12	Storage Building	214,162	-	154,603	368,765	378,640	(9,875)	-	(164,478)	-	-	3/19/25 Council approved contract with Bayland Buildings for \$331,365. This will be funded with savings from 2024 projects: \$154,120 from building addition + \$60,041.81 from Barriers projects and remainder of \$117,203 to come from fund balance. An additional; \$37,400 was approved by Council 9/3/26 to come from fund balance. This project is complete.
Total 2025 Police Department		\$ 214,162	\$ 210,000	\$ 104,612	\$ 528,774	\$ 534,884	\$ (6,110)	\$ 160,010	\$ (160,712)	\$ -	\$ -	

City of Neenah
2025 Capital Improvements Budget - Facilities
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
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Fire Department

FDF02	Remodel fire station #31 on Tullar Rd. in 2020 a facilities study concluded that Station #31 needed to be replaced or a complete renovation of the current facility should be planned; including a new roof, exterior walls, complete gut to framing and rebuild of the fire station quarters to better meet the current and future needs of the fire department. Council approved this project 9/18/24. In addition, to serving as a fire station, this location also houses the city's employee health clinic and IS server room, thus the cost of the remodel would be charged \$4,200,000 to NMFR and \$1,800,000 to Administration Facilities	\$ 301,990	\$ 3,000,000	\$ -	\$ 3,301,990	\$ 927,794	\$ 2,374,196	\$ 3,000,000	\$ 2,374,196	\$ 2,374,200	\$ 5,378,365	This is a 2-year project. The total cost of remodel design was \$432,570, \$301,990 of that was carried forward from 2024. Construction will be \$6,490,000 (including contingences). In 2025 \$3M was borrowed toward the over all construction cost. The remainder will be borrowed in 2026. Carry forward \$2,374,200 to 2026.
FDF10	Provide key FOB entrance for Neenah fire stations (controlled by Neenah IS)	-	36,210	-	36,210	2,411	33,799	36,210	33,799	-	-	Station 32 doors -this project is complete.
FDF11	Remodel of station #32 administration offices, conference room, approach and lobby (Moved from 2026)	-	195,000	-	195,000	191,265	3,735	195,000	3,735	-	-	This project is complete.
Total 2025 Fire Department		\$ 301,990	\$ 3,231,210	\$ -	\$ 3,533,200	\$ 1,121,470	\$ 2,411,730	\$ 3,231,210	\$ 2,411,730	\$ 2,374,200	\$ 5,378,365	

City Facilities

(828,472)

PWF01	Tullar Garage: Replace roof over Park's small equipment repair area and Mechanics area - phase 3 and 4 of 5 to replace the original roof on the 1990 building (Approximately 4,860 and 9,020 SF)	\$ -	\$ 120,000	\$ -	\$ 120,000	\$ 91,666	\$ 28,334	\$ 100,000	\$ 8,334	\$ -	\$ -	Contract 8-25. This project is complete.
PWF03	Tullar Garage: Overhead Door and Opener repairs and replacement: On-going project - 2 shop doors (3 and 4 of 9)	-	12,000	-	12,000	5,967	6,033	12,000	6,033	6,030	-	Ongoing work. Carryforward \$6,030 to 2026.
PWF05	Tullar Garage: Replace ceiling fans in Parks Shop	-	7,000	-	7,000	7,107	(107)	7,000	(107)	-	-	This project is complete.
PWF11	Tullar Garage: HVAC Upgrades Air handling units for Parks shop and mechanics area.	-	25,000	-	25,000	22,565	2,435	25,000	2,435	-	-	This project is complete.
PWF12	Tullar Garage: Vertical caulking, concentrating on West side of the building	-	30,000	-	30,000	30,000	-	30,000	-	-	-	This project is complete.
PWF13	Tullar Garage: Replace exterior door locks and install electric key fobs for Park's shop, Maintenance shop, front office, woodshop, traffic shop and front gate.	-	40,000	-	40,000	39,375	625	40,000	625	-	-	This project is complete.
PWF14	Tullar Garage: Replace wall-mounted pressure washer in wash bay	-	15,000	-	15,000	15,739	(739)	15,000	(739)	-	-	This project is complete.
PWF15	Cecil Garage: Replace water service and Roof/building maintenance	-	40,000	-	40,000	-	40,000	40,000	40,000	40,000	-	Carryforward the entire \$40k to 2026.
Total 2025 City Facilities		\$ -	\$ 289,000	\$ -	\$ 289,000	\$ 212,419	\$ 76,581	\$ 269,000	\$ 56,581	\$ 46,030	\$ -	

City of Neenah
2025 Capital Improvements Budget - Facilities
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
<u>Parking Facilities</u>												
PWF16	Church Street Ramp: Replace 4 cast iron storm drain pipes at outside of ramp	\$ -	\$ 40,000	\$ -	\$ 40,000	\$ 40,310	\$ (310)	\$ 40,000	\$ (310)	\$ -	\$ -	This project is complete
PWF17	Church Street Ramp: Structure condition survey	-	15,000	-	15,000	11,829	3,171	15,000	3,171	-	-	This project is complete
PWF18	Church Street Ramp: Miscellaneous structure repairs	-	15,000	-	15,000	-	15,000	15,000	15,000	15,000	-	Ongoing work. Carryforward entire \$15k to 2026.
Total 2025 Parking Facilities		\$ -	\$ 70,000	\$ -	\$ 70,000	\$ 52,139	\$ 17,861	\$ 70,000	\$ 17,861	\$ 15,000	\$ -	
<u>Bergstrom-Mahler Museum</u>												
BMF01	Annual Subsidy. (Potential projects could include: HVAC repair/replace, Paint and repair exterior trim and repair stucco, Slate roof repair and inspection.)	\$ -	\$ 35,000	\$ -	\$ 35,000	\$ 35,000	\$ -	\$ 35,000	\$ -	\$ -	\$ -	This was paid in January 2025.
Total 2025 Bergstrom-Mahler Museum		\$ -	\$ 35,000	\$ -	\$ 35,000	\$ 35,000	\$ -	\$ 35,000	\$ -	\$ -	\$ -	
<u>Library</u>												
LBF09	Reupholster 7 library chairs (public seating) - The seating in the youth department sees significant usage and the fabric is wearing thin.	\$ -	\$ 7,000	\$ (7,000)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Approved by Library Board on 4/18/25 to reallocate the \$7k to repair of the seawall.
LBF10	Level concrete by the Library's front doors	-	4,000	-	4,000	500	3,500	4,000	3,500	-	-	Project is complete.
LBF11	Repair of Seawall	-	-	7,000	7,000	6,375	625	7,000	625	-	-	Approved by Library Board on 4/18/25 to reallocate the \$7k to repair of the seawall. Went before Finance Committee on 4/28/25 and Council on 5/7/25. Project is complete.
Total 2025 Library		\$ -	\$ 11,000	\$ -	\$ 11,000	\$ 6,875	\$ 4,125	\$ 11,000	\$ 4,125	\$ -	\$ -	

City of Neenah
2025 Capital Improvements Budget - Facilities
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Parks and Recreation												
PRF01	Doty Seawall replacement construction and stabilization - phase 1 (applying for grants to offset cost)	\$ -	\$ 3,055,000	\$ -	\$ 3,055,000	\$ 1,711,158	\$ 1,343,842	\$ 1,500,000	\$ (211,158)	\$ -	\$ -	This is 99% complete. Final payment should be in April of 2026. Will receive grant reimbursements.
PFR02	Little Lake Butte Des Morts (LBDM) aquatic plant management plan Phase 1A	-	-	-	-	11,650	(11,650)	-	(11,650)	-	-	All work is completed.
PRF02B	Little Lake Butte Des Morts (LBDM) aquatic plant management plan Phase 1B	-	-	-	-	11,650	(11,650)	-	(11,650)	-	-	All work is completed.
PRF06	Building ADA upgrades	-	20,000	-	20,000	7,526	12,474	20,000	12,474	12,470	-	Focus is on Doty Park. Ongoing. Carry forward \$12,470 to 2026.
PRF07	Kimberly Point lighthouse - ADA / historical preservation Final design / grant writing	-	20,000	-	20,000	2,789	17,211	20,000	17,211	17,210	-	In progress, grant has been written to help support reconstruction, fundraising kicked off August 7. Carry forward \$17,210 to 2026.
PRF08	Southview Courts (\$300,000 was adopted in 2024, project did not occur, so the amount was not borrowed for in 2024. An additional \$100,000 is needed to complete project, for a total of \$400,000)	-	400,000	-	400,000	408,813	(8,813)	400,000	(8,813)	-	-	This project is complete.
PRF12	Miscellaneous asphalt trails / parking lots program	-	35,000	-	35,000	6,217	28,783	35,000	28,783	28,780	-	This is ongoing. Carry forward \$28,780 to 2026.
PFR15	Cook Park	180,000	-	-	180,000	179,120	880	-	880	-	-	This project is complete.
PFR18	Carpenter Preserve phase 1	-	100,000	-	100,000	60,123	39,877	75,000	14,877	14,880	-	This is ongoing. Carry forward \$14,880 to 2026.
PRF19	Flag memorial Shattuck Park	-	100,000	-	100,000	63,440	36,560	50,000	(13,440)	-	-	This project is complete.
PRF20	Green Park	-	140,000	60,000	200,000	190,116	9,884	200,000	9,884	-	-	This project is complete.
PRF21	Doty Park	-	155,000	(60,000)	95,000	9,270	85,730	20,000	10,730	-	-	This project is complete.
Total 2025 Parks and Recreation		\$ 180,000	\$ 4,025,000	\$ -	\$ 4,205,000	\$ 2,661,872	\$ 1,543,128	\$ 2,320,000	\$ (161,872)	\$ 73,340	\$ -	
Arrowhead												
APF01	Arrowhead Park Design, Engineering and Construction	\$ 1,273,097	\$ -	\$ -	1,273,097	\$ 809,187	463,910	\$ -	\$ 463,910	\$ 463,910	\$ 326,622	In progress.
Total 2025 Arrowhead		\$ 1,273,097	\$ -	\$ -	\$ 1,273,097	\$ 809,187	\$ 463,910	\$ -	\$ 463,910	\$ 463,910	\$ 326,622	
TOTAL ALL 2025 FACILITIES		\$ 1,969,249	\$ 8,436,210	\$ 104,612	\$ 10,510,071	\$ 5,787,229	\$ 4,722,842	\$ 6,661,220	\$ 2,843,240	\$ 3,171,011	\$ 5,889,617	

City of Neenah
2025 Capital Improvements Budget - Equipment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
<u>DOLAS / City Clerk</u>												
CCE01	Badger Books - one (1) server and six (6) clients	\$ -	\$ 8,100	\$ -	\$ 8,100	\$ -	\$ 8,100	\$ -	\$ -	\$ -	\$ -	- These are no longer needed. Will not borrow for.
CCE02	Folding Machine	-	-	10,923	10,923	10,923	-	-	(10,923)	-	-	- 2/5/25 Council approved purchase in amount of \$10,932.50 to be funded from fund balance.
Total 2025 DOLAS / City Clerk		\$ -	\$ 8,100	\$ 10,923	\$ 19,023	\$ 10,923	\$ 8,100	\$ -	\$ (10,923)	\$ -	\$ -	
<u>Information Systems</u>												
ISE01	Enterprise Resource Planning Suite (ERP). As the City's ERP implementation continues this funding will be utilized for application implementations and modifications, training and SaaS Cloud access fees. When this project was initiated in 2019 it was anticipated to be a 3 - 4 year project. Benefits will include seamless integration for data sharing between nearly all City applications, ability to more easily introduce dashboards and analytics for decision making and extending services to the public more efficiently through web portals.	55,324	240,000	-	295,324	144,796	\$ 150,528	240,000	\$ 150,528	\$ 150,525	-	- Central Square renewal processed. Central Square Navaline cloud migration has started, approximately 25% completed, targeting implementation by 6/1/26. Carry forward \$150,525 to 2026.
ISE02	Multi-Year Hardware/Software Maintenance Agreements. Carrying on the effort to budget expenditures and tax levy dollars most efficiently, these additional funds will provide the necessary funding to implement 5 year agreements for hardware/software solutions purchased.	96,013	410,000	-	506,013	429,438	76,575	410,000	76,575	76,575	-	- Approximately 11 of 43 license renewals processed, and 3 of 8 new systems in process of implementing. Currently estimating completing all renewals and purchases 4% under budget. Carry forward \$76,575 to 2026.
ISE03	Cybersecurity Initiative - Continue to address security deficiencies identified in the 2022 security analysis, including SaaS/License fees for solutions.	84,208	-	-	84,208	45,850	38,358	-	38,358	38,360	-	- 4 of 5 license renewals processed. 1 of 9 new systems in process of implementing. Carry forward \$38,360 to 2026.
ISE04	Smart Cities Initiatives	104,179	-	-	104,179	100,106	4,073	-	4,073	-	-	- Cemetery and Washington Park fiber projects completed.
ISE07	Wireless Network Upgrade	12,691	-	-	12,691	12,673	18	-	18	-	-	- All planned upgrades completed.
ISE09	Redundant Data Storage	71,958	-	-	71,958	400	71,558	-	71,558	71,555	-	- Project was approved 12/3/25. Waiting on equipment to arrive. Planned completion by 6/1/26. Carry forward \$71,555 to 2026.
ISE10	Fiber Builds/Acquisitions - Expansion of the City's Fiber Infrastructure to meet the City's technology initiatives, including Smart Cities.	35,540	60,000	-	95,540	6,105	89,435	60,000	89,435	89,435	-	- Additional fiber projects identified. Priorities for 2026 include bringing fiber to Arrowhead, Lighthouse, Cecil St Garage, Southview, and various lift stations and traffic cabinets. Carry forward \$89,435 to 2026.
ISE11	Computer Replacement Fund. Ongoing fund to replace aging and low-performance endpoints such as desktops, laptops and thin clients.	-	40,000	-	40,000	39,838	162	40,000	162	-	-	- All planned upgrades completed.
ISE14	Technology Replacement Fund. This funding will provide us the ability to upgrade aging hardware, and replace equipment when it is at end of life or experiences hardware failure. Currently planning 2025 funds for replacement of end of life access control hardware, security cameras, and phone system equipment.	-	65,000	-	65,000	48,456	16,544	65,000	16,544	16,540	-	- Currently assessing existing technology and prioritizing replacements. Priorities for 2026 include upgrades for door access hardware, security cameras, power systems, a few network switches, and two management servers. Carry forward \$16,540 to 2026.
ISE15	Data Center Air Conditioning. Replace current AC unit in Production Data Center. This unit was purchased in 2011 and struggles to maintain acceptable temperatures during stretches of hot weather because of the increase of devices added to the room. <i>Deferred from 2024 budget.</i>	-	40,000	-	40,000	39,267	733	40,000	733	-	-	- Air Conditioner upgrade completed.
Total 2025 Information Systems		\$ 459,913	\$ 855,000	\$ -	\$ 1,314,913	\$ 866,929	\$ 447,984	\$ 855,000	\$ 447,984	\$ 442,990	\$ -	

City of Neenah
2025 Capital Improvements Budget - Equipment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Police Department												
PDE01	Vehicle purchases: Squads 1, 5, 28, 29 and 34	\$ -	\$ 282,500	\$ -	\$ 282,500	\$ 278,409	\$ 4,091	\$ 282,000	\$ 3,591	\$ -	\$ -	This project is complete.
PDE03	Axon body cam equipment contract (3rd year out of 5-year contract with body cam provider). The contract is a service agreement, as well as equipment replacement. This includes new cameras and equipment upon signing, halfway (2.5 years), and at the end of the contract (5 years), replacing equipment 3 times in 5 years.	-	40,550	-	40,550	40,550	-	40,550	-	-	-	This project is complete.
PDE04	Axon Taser 7. Payment 5 of 5. Continued payment on purchase of 20 Taser 7s. Cost includes all training cartridges and accessories per year.	-	18,840	-	18,840	18,840	-	18,840	-	-	-	This project is complete.
PDE09	ISU Crime Scene evidence documentation cameras, lens and equipment to replace the current equipment from 2005/2006	-	20,000	-	20,000	14,671	5,329	15,000	329	-	-	This project is complete.
PDE11	Ballistic helmets (14) - To be reallocated to UTV windshield	-	15,000	-	15,000	-	15,000	15,000	15,000	2,500	-	Carry forward of \$15k will be used to purchase windshield for the new UTV that was donated.
PDE12	In-car video recording system replacement for 10 squads. Includes removal of old camera system and install of new Axon cameras, as well as yearly maintenance fees. Payment 1 of 5.	-	30,000	-	30,000	26,228	3,772	26,230	2	-	-	This project is complete.
Total 2025 Police Department		\$ -	\$ 406,890	\$ -	\$ 406,890	\$ 378,698	\$ 28,192	\$ 397,620	\$ 18,922	\$ 2,500	\$ -	

City of Neenah
2025 Capital Improvements Budget - Equipment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Fire Department (Neenah Share Only)												
FDE01	Major equipment relating to firefighting, EMS, hazmat meters, communication equipment, large appliances and station maintenance equipment such as snowblowers, lawnmowers, etc. Total projected cost \$50,000. City of Neenah responsible for fixed percentage as agreed to in the Consolidation Agreement. 2025 cost distribution formula 61.12% is used for budgeting purposes	\$ -	\$ 30,560	\$ -	\$ 30,560	\$ 31,978	\$ (1,418)	\$ 30,560	\$ (1,418)	\$ -	\$ -	Ongoing throughout the year
FDE04	Purchase of Heavy Duty Rescue for multiple special operations response. Total project cost is \$800,000 for vehicle and associated equipment. City of Neenah is responsible for fixed percentage as agreed to in the Consolidation Agreement. 2025 cost distribution formula 61.12% is used for budgeting purposes - Contractually obligated	-	488,960	-	488,960	451,353	37,607	451,360	7	-	-	Paid for the vehicle, the equipment and other items are not paid for yet. Receive truck in 2027. \$39,533 (Total cost of \$65,000) will be borrowed in 2027 which is equipment for the truck.
FDE05	Purchase of a one-ton pick up truck for towing small equipment (boat, trailer etc.) Total project cost is \$75,000 for vehicle and associated equipment. City of Neenah is responsible for fixed percentage as agreed to in the Consolidation Agreement. 2025 cost distribution formula 61.12% is used for budgeting purposes	-	45,840	-	45,840	45,744	96	42,800	(2,944)	-	-	The truck is received - waiting on equipment.
FDE06	Purchase of a light duty truck Total project cost is \$62,500. City of Neenah is responsible for fixed percentage as agreed to in the Consolidation Agreement. 2025 cost distribution formula 61.12% is used for budgeting purposes - Move one light duty vehicle to fiscal year 2026	-	38,200	-	38,200	37,992	208	38,200	208	-	-	This was purchased 4/14/25. The vehicle is being outfitted with radios, lights, sirens, etc. 3/5/25 Council approved purchase in total amount not to exceed \$62,500 (Neenah's portion \$38,200). This has been purchased and is in-service.
FDE07	Purchase turnout gear. According to the National Fire Protection Association (NFPA) 1851 standard, turnout gear has a maximum service life of 10 years, regardless of its condition. NMFR follows these guidelines to protect our firefighters from risks posed by aging gear, which can include compromised protection against fire and exposure to hazardous substances. This Capital Improvement Program (CIP) budget will fund the replacement of older gear with new, NFPA-compliant equipment, ensuring continuous safety and protection for our personnel. Ensuring that all firefighters have up-to-date, properly maintained PPE is not only a best practice but a legal and ethical obligation to safeguard their health and well-being. Worn or outdated gear increases the risk of injury and exposure to harmful substances, including carcinogens. Replacing PPE at appropriate intervals is vital in reducing these risks and in complying with NFPA safety standards. Total project cost is \$65,000.	-	39,730	-	39,730	40,431	(701)	39,730	(701)	-	-	Project is complete.
FDE08	Replace and upgrade of Training Tower, along with related buildings and props. In August of 2023 a windstorm damaged buildings and props on our training grounds. This event has created an unexpected opportunity to revamp our grounds and the types of training we are able to offer.	-	611,200	(305,600)	305,600	-	305,600	305,600	305,600	305,600	-	Rceived \$305,600 (\$500k total) grant from Winnebago County Spirit Fund. Total cost before grant is \$611,200. This project is ongoing. Neenah borrowed \$305,600 in 2025 - carry forward to 2026.
FE09	Ballistic Gear	-	-	-	-	30,525	(30,525)	-	(30,525)	-	-	Paid with ARPA dollars. Project is complete
Total Fire Department (Neenah Share Only)		\$ -	\$ 1,254,490	\$ (305,600)	\$ 948,890	\$ 638,023	\$ 310,867	\$ 908,250	\$ 270,227	\$ 305,600	\$ -	

City of Neenah
2025 Capital Improvements Budget - Equipment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Public Works												
PWE10	Replace #9A - 2001 14-yd. Plow truck - no salter (Stainless Steel Box)	\$ 111,117	\$ -	\$ -	\$ 111,117	\$ 135,046	\$ (23,929)	\$ -	\$ (23,929)	\$ -	\$ -	Approved by Council 4/18/23 for \$251,302, budget was \$230,000, remainder to be funded by fund balance. Delivered 5/6/25. This is complete.
PWE13	Replace #8 - 2004 Single-axle patrol truck with wing. (Stainless steel box, no salter)	-	250,000	-	250,000	115,999	134,001	247,500	131,501	131,500	131,323	The chasis is here, waiting for the up fit. Carry forward \$180 in addition to the \$131,320 purchase order.
PWE14	Replace 25yd rear load garbage truck - number to be determined	-	275,000	-	275,000	247,997	27,003	248,000	3	-	-	12/18/24 Council approved purchase in amount of \$246,692. This project is complete.
PWE15	Replace 2019 New Way automated solid waste truck. Truck number to be determined.	-	375,000	-	375,000	310,994	64,006	375,000	64,006	70,000	70,000	Carry forward \$70k purchase order.
PWE16	Replace #20 - 2005 3/4 ton pick-up with V-plow.	-	75,000	-	75,000	-	75,000	75,000	75,000	71,500	-	Received in February 2026 - total price is \$71,500 which will be carried forward to 2026.
PWE17	Replace #1B - 2013 shop supervisors truck	-	65,000	-	65,000	-	65,000	65,000	65,000	65,000	-	Ordered but still waiting on delivery. Carry forwad \$65k to 2026.
PWE18	Replace #18 - 2006 1-ton dump truck (no plow)	-	80,000	-	80,000	-	80,000	80,000	80,000	80,000	-	Ordered but still waiting on delivery. Carry forwad \$80k to 2026.
PWE19	Replace #10A - 2009 14 yd. Tandem-axle patrol truck with wing and salter (stainless steel box, scraper blade)	-	315,000	-	315,000	126,539	188,461	315,000	188,461	188,460	-	The chasis is here, waiting for the up fit. Carry forward \$188,460 to 2026.
PWE20	Replace administration building tractor (include snowblower, mower deck and salter)	-	50,000	-	50,000	40,358	9,642	42,360	2,002	-	-	2/5/25 Council approved purchase in amount of \$42,357.88. Delivered.
PWE21	Purchase refuse and recycling carts - minimum order of 702	-	42,000	-	42,000	39,786	2,214	39,800	14	-	-	2/5/25 Council approved purchase in amount of \$39,786. Delivered.
Total 2025 Public Works		\$ 111,117	\$ 1,527,000	\$ -	\$ 1,638,117	\$ 1,016,719	\$ 621,398	\$ 1,487,660	\$ 582,058	\$ 606,460	\$ 201,323	

City of Neenah
 2025 Capital Improvements Budget - Equipment
 Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
Community Development												
CDE01	Replace Inspection/Assessor vehicle. Low mileage used vehicles and lease options will be explored.	\$ -	\$ 25,000	\$ -	\$ 25,000	\$ 21,290	\$ 3,710	\$ 20,700	\$ (590)	\$ -	\$ -	12/10/24 Council approved the purchase in amount of \$20,698. This project is complete. Trade-in offset cost.
Total 2025 Community Development		\$ -	\$ 25,000	\$ -	\$ 25,000	\$ 21,290	\$ 3,710	\$ 20,700	\$ (590)	\$ -	\$ -	
Parks and Recreation												
PRE04	Lawn Mower 4 - Moved up from fiscal year 2028		\$ 155,000	\$ -	\$ 155,000	\$ 154,060	\$ 940	\$ 154,060	\$ -	\$ -	\$ -	3/5/25 Council approved purchase for \$154,060.14. This project is complete.
Total 2025 Parks and Recreation		\$ -	\$ 155,000	\$ -	\$ 155,000	\$ 154,060	\$ 940	\$ 154,060	\$ -	\$ -	\$ -	
Cemetery												
CME01	Replace 2004 TR1 Case hoe	\$ -	\$ 150,000	\$ -	\$ 150,000	\$ 138,975	\$ 11,025	\$ 106,280	\$ (32,695)	\$ -	\$ -	4/15/25 Council approved the purchase in the amount of \$106,275.66. This project is complete.
Total 2025 Cemetery		\$ -	\$ 150,000	\$ -	\$ 150,000	\$ 138,975	\$ 11,025	\$ 106,280	\$ (32,695)	\$ -	\$ -	
TOTAL ALL 2025 EQUIPMENT		\$ 571,030	\$ 4,381,480	\$ (294,677)	\$ 4,657,833	\$ 3,225,617	\$ 1,432,216	\$ 3,929,570	\$ 1,274,983	\$ 1,357,550	\$ 201,323	

City of Neenah
2025 Capital Improvements Budget - TID and Redevelopment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
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TID #9 - US Highway 41 Industrial Corridor District

TF901	Planning / marketing / project support	\$ -	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	These funds are used for misc. studies, plans, site marketing, etc.
TF902	Fox Cities Regional Partnership	-	4,200	-	4,200	-	4,200	-	-	-	-	Funding for Fox Cities Regional Partnership
TF903	Site Prep Work	-	-	-	-	9,800	(9,800)	-	(9,800)	-	-	This project is complete.
Total 2025 TID #9		\$ -	\$ 19,200	\$ -	\$ 19,200	\$ 9,800	\$ 9,400	\$ -	\$ (9,800)	\$ -	\$ -	

TID #10 - Near Downtown District

TF1001	Planning / marketing / project support	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ 810	\$ 9,190	\$ -	\$ (810)	\$ -	\$ -	These funds are used for misc. studies, plans, site marketing, etc.
TF10	Land Assemblage	405,692	-	-	405,692	-	405,692	-	405,692	405,690	-	Carry forward \$405,692 to 2026..
TF10	Parking Ramp Design - To be reallocated to parking lot construction	682,500	-	-	682,500	-	682,500	-	682,500	682,500	-	These funds will be reallocated for construction of a parking lot. Carryforward \$682,500 to 2026.
Total 2025 TID #10		\$ 1,088,192	\$ 10,000	\$ -	\$ 1,098,192	\$ 810	\$ 1,097,382	\$ -	\$ 1,087,382	\$ 1,088,190	\$ -	

TID #11 - Pendleton Development Area

TF1101	Planning / marketing / project support	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	These funds are used for misc. studies, plans, site marketing, etc.
TF1102	Fox Cities Regional Partnership	-	4,200	-	4,200	-	4,200	-	-	-	-	Funding for Fox Cities Regional Partnership
TF1103	Utility, Pedestrian Trail & Street Improvements	115,000	-	-	115,000	-	115,000	-	115,000	115,000	-	These funds are intended to install a trail, curb/gutter along the south side of CTH JJ adjacent to the Pendleton Park Apartments. This was required as part of the development agreement. Carry forward \$115k to 2026.
Total 2025 TID #11		\$ 115,000	\$ 14,200	\$ -	\$ 129,200	\$ -	\$ 129,200	\$ -	\$ 115,000	\$ 115,000	\$ -	

City of Neenah
2025 Capital Improvements Budget - TID and Redevelopment
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
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TID #12 - Bridgewood Development Area

TF1201	Planning / marketing / project support	\$ -	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	These funds are used for misc. studies, plans, site marketing, etc.
TF1202	Fox Cities Economic Development Partnership	-	4,200	-	4,200	-	4,200	-	-	-	-	Funding for Fox Cities Regional Partnership
TF1208	Neenah Creek Bridge	-	-	-	-	1,680	(1,680)	-	(1,680)	-	-	This project is complete.
TF1209	North Pond Design	50,000	-	-	50,000	-	50,000	-	50,000	50,000	-	City acquired the pond north of Bridgewood Hotel. The funds are to design the pond to function as a city storm water pond. Carry forward \$50k to 2026.
TF1210	North Pond Modifications	200,000	-	-	200,000	-	200,000	-	200,000	200,000	-	Once designed, these funds will pay for the construction of the north pond. Carry forward \$200k to 2026.
TF1211	Jewelers Bridge Repair	-	-	-	-	69,485	(69,485)	-	(69,485)	-	-	This project is complete.
Total 2025 TID #12		\$ 250,000	\$ 19,200	\$ -	\$ 269,200	\$ 71,165	\$ 198,035	\$ -	\$ 178,835	\$ 250,000	\$ -	

TID #13 - Industrial Park Expansion Area

TF1301	Planning / marketing / project support	\$ -	\$ 15,000	\$ -	\$ 15,000	\$ 14,612	\$ 388	\$ -	\$ (14,612)	\$ -	\$ -	These funds are used for misc. studies, plans, site marketing, etc.
TF1302	Land Acquisition	-	-	-	-	17,193	(17,193)	-	(17,193)	-	-	This project is complete.
Total 2025 TID #13		\$ -	\$ 15,000	\$ -	\$ 15,000	\$ 31,805	\$ (16,805)	\$ -	\$ (31,805)	\$ -	\$ -	

Redevelopment Fund

RD01	Funds will assist with financing and construction of redevelopment planning and projects in non-TIF areas of the City.	\$ 210,717	\$ 50,000	\$ -	\$ 260,717	\$ 6,350	\$ 254,367	\$ -	\$ 204,367	\$ 204,370	\$ -	The purpose of the fund was to create a revenue source to assist with redevelopment projects outside of a TIF district. At this point, the funds will be used on an as-needed basis.
Total 2025 Redevelopment Fund		\$ 210,717	\$ 50,000	\$ -	\$ 260,717	\$ 6,350	\$ 254,367	\$ -	\$ 204,367	\$ 204,370	\$ -	

City of Neenah
2025 Capital Improvements Budget - Sanitary Sewer
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
SEW08	South Park Ave Easement	\$ 146,490	\$ -	\$ -	\$ 146,490	\$ 117,640	\$ 28,850	\$ -	\$ 28,850	\$ -	\$ -	Contract 4-24. This project is complete.
SEW10	Pavement repair: Concrete and asphalt patches.	-	20,000	-	20,000	19,581	419	20,000	419	10,420	10,420	Contracts 4-25 and 5-25. This project is complete. Carry forward \$10,420 purchase order.
SEW13	River St / High St	9,070	-	-	9,070	-	9,070	-	9,070	-	-	This project is complete.
SEW16	Existing sanitary sewer system repairs/replacement. Various locations. Grouting, pipe joint sealing, sealing and repairing manholes, slip lining pipe, relaying mains, spot rehabilitation.	-	180,000	-	180,000	130,239	49,761	180,000	49,761	27,095	2,093	Carry forward \$25k to 2026, in addition to \$2,095 purchase order.
SEW17	Lift station upgrades. Various locations. Continuation of City-wide program begun in 1997.	-	40,000	-	40,000	40,694	(694)	40,000	(694)	-	-	This project is complete.
SEW19	Bell St	75,000	-	-	75,000	-	75,000	-	75,000	75,000	-	Carry forward \$75,000 to 2026.
SEW22	Hickory Lane (Cecil - Baldwin) 950 ft. Install new main and laterals. Coordinate with street construction. Moved forward from fiscal year 2029	-	200,000	-	200,000	159,581	40,419	167,610	8,029	-	-	Contract 3-25. This project is complete.
SEW23	Caroline Street (Lake - terminus) 430 ft. Install new main and laterals. Coordinate with street construction.	-	90,000	-	90,000	81,362	8,638	85,000	3,638	-	-	Contract 3-25. This project is complete.
SEW24	Douglas Street (Henry - Commercial) 845 ft. Install new main and laterals (22). Coordinate with street construction.	-	180,000	-	180,000	194,853	(14,853)	215,000	20,147	-	-	Contract 2-25. This project is complete.
SEW25	Elm Street (Division - Wisconsin) 870 ft. Install new main and laterals Coordinate with street construction. Moved forward from fiscal year 2028	-	240,000	-	240,000	179,446	60,554	160,370	(19,076)	-	-	Contract 2-25. This project is complete.
046-9910	Engineering/Administrative costs related to CIP projects. Transfer to City's General Fund.	-	62,500	-	62,500	62,500	-	62,500	-	-	-	Monthly Allocation
TOTAL 2025 SANITARY SEWER		\$ 230,560	\$ 1,012,500	\$ -	\$ 1,243,060	\$ 985,896	\$ 257,164	\$ 930,480	\$ 175,144	\$ 112,515	\$ 12,513	

City of Neenah
2025 Capital Improvements Budget - Storm Water
Status Updates 4th Quarter 2025

Project Number	Project Description and Plan Comments	2024 Carry Forwards	2025 Adopted Budget	2025 Budget Amendments	2025 Revised Budget	Expenditures Date	Remaining Balance	2025 Borrowing	Difference of Borrowing plus C/F Less Expenditures	2025 to 2026 Carryforward requested	Encumbrances Included in Carry Forward	Status Comments
STW05	Miscellaneous repairs/Various streets. Storm sewer mains, catch basins and leads. Includes work on street paving projects that aren't listed above. Annual appropriation to continue this program.	\$ -	\$ 200,000	\$ -	\$ 200,000	\$ 41,377	\$ 158,623	\$ 120,000	\$ 78,623	\$ 78,620	\$ -	Contracts 1-25 and 3-25. This project is complete. Carry forward in the amount of \$78,520 will be reallocated to Courtside Fields Pond - Contract 12-25 was approved by Council on 12/3/25 - with the funding outlined in Director Kaiser's memo.
STW06	Detention Ponds - Storm water management device development. \$150,000. Leading sites are Bridgewood Pond, Peckham Pond, Douglas Park Pond, Rec Park site.	248,292	500,000	-	748,292	247,032	501,260	500,000	501,260	501,260	-	Carry forward in the amount of \$501,260 is for the Courtside Fields Pond. - Contract 12-25 was approved by Council on 12/3/25 - with the funding outlined in Director Kaiser's memo.
STW07	Leaf Picker	-	-	-	-	98,575	(98,575)	-	(98,575)	-	-	This project is complete
STW08	Developer reimbursement. Oversize storm pipes and ponds	-	50,000	-	50,000	227,922	(177,922)	50,000	(177,922)	-	-	4th Add to Freedom Meadows and 2nd Add to Freedom Acres developer reimbursement. This project is complete.
STW09	Mini storm sewer. Various locations. Limited funds are recommended to continue elimination of backyard drainage problems.	-	5,000	-	5,000	-	5,000	5,000	5,000	-	-	This project is complete
STW10	Pavement repair: Concrete and asphalt patches.	-	60,000	-	60,000	6,781	53,219	60,000	53,219	25,560	15,560	Included in contracts 4-25 and 5-25. Carry forward \$10k to 2026 in addition to \$15,560 purchase order.
STW11	Harrison St Pond	275,552	-	-	275,552	57,767	217,785	-	217,785	87,400	-	Contract 7-21 - This project is complete. Carry forward will be reallocated to Courtside Fields Pond. - Contract 12-25 was approved by Council on 12/3/25 - with the funding outlined in Director Kaiser's memo. Carry forward \$87,400 to 2026.
STW13	Caroline Street (Lake - terminus) 510 ft. Replace main, install laterals and catch basins. Coordinate with street construction.	-	10,000	-	10,000	31,744	(21,744)	28,690	(3,054)	-	-	Awarded in Contract 3-25. this project is complete.
STW14	Douglas Street (Henry - Commercial) 8290 ft. Replace main, install laterals and catch basins. Coordinate with street construction.	-	210,000	-	210,000	180,709	29,291	170,000	(10,709)	-	-	Awarded in Contract 2-25. This project is complete.
STW15	Elm Street (Division - Wisconsin) 1720 ft. Replace main, install laterals and catch basins. Coordinate with street construction. Moved from fiscal year 2028	-	260,000	-	260,000	72,459	187,541	94,470	22,011	22,010	-	Awarded in Contract 2-25. This project is complete. Carry Forward to be used for Courtside Fields Pond. - Contract 12-25 was approved by Council on 12/3/25 - with the funding outlined in Director Kaiser's memo.
STW20	S Commercial Street	-	-	-	-	546,729	(546,729)	-	(546,729)	-	-	The entire S Commercial St project was budgeted for under "Streets", the storm water has been adjusted to go into the correct fund. - We will need to borrow for this in 2026.
049-9910	Engineering/Administrative costs related to CIP projects. Transfer to City's General Fund.	-	25,000	-	25,000	25,000	-	25,000	-	-	-	Monthly Allocation
TOTAL 2025 STORM WATER		\$523,844	\$1,320,000	\$ -	\$ 1,843,844	\$ 1,536,095	\$307,749	\$ 1,053,160	\$ 40,909	\$ 714,850	\$ 15,560	