



City of Neenah
Finance & Personnel Committee Agenda
Monday, August 24, 2026 at 5:00 PM
Neenah City Hall – 211 Walnut Street
Hauser Room

- I. Call to Order
- II. Roll Call
- III. Public Appearances
- IV. Approval of Minutes
 - A. Approval of Minutes from [August 10, 2026 Regular Meeting](#).
- V. New Business
 - A. Recommend Council authorize the Mayor and appropriate City staff to negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to \$140,000, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies.
 - B. Recommend Council move the Parks Supervisor from Grade 11 step 9 to Grade 11 step 13, the market rate for the position.
 - C. Recommend Council approve the following change to the promotional rule: The City's promotional rule will follow the same rule as for new hires except to state that the negotiated rate shall be at least a 5% per grade increase.
 - D. Recommend Council ratify the two contracts, respectively, with LGS and Thompson Consultants. (Attachments)
- VI. Financial Report
 - A. July Vouchers (Attachments)
- VII. City Attorney Report
 - A. The Committee may convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(g) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City, specifically regarding: Walmart tax appeal suit; and Computer Corner (105 W. Winneconne Ave) litigation.
 - B. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation.
- 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 at least 48 hours prior to the scheduled meeting or event to request an accommodation.



Memorandum

Date: August 24, 2026

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

From: Brian Borchardt, Mayor

RE: Recommend Council authorize the Mayor and appropriate City staff to negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to \$140,000, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies.

The city is continuing its recruitment for a new Director of Public Works. After an initial recruitment process that did not result in an appointment, we must remain competitive in attracting an experienced, qualified candidate.

The Director of Public Works is responsible for overseeing critical City infrastructure, major capital projects, departmental operations, personnel, equipment, and a significant portion of the City's annual budget. The position requires technical knowledge, administrative leadership, financial management, and the ability to work effectively with employees, elected officials, contractors, and the public.

Under the City's current compensation policy, an offer exceeding \$128,000 requires approval from the Finance and Personnel Committee. To provide flexibility during recruitment and negotiation, I request authorization to negotiate and extend an offer within a salary range of **\$125,000 to \$140,000**, depending on the selected candidate's qualifications and experience.

This authorization would not establish the final salary or guarantee an offer at the top of the range. It would provide the flexibility necessary to respond to the competitive employment market without delaying negotiations while waiting for an additional committee meeting. Any final offer would remain subject to available budget authority and all other applicable City policies and requirements.

Providing this flexibility will strengthen the City's ability to recruit a capable leader for one of its most important operational departments while preserving appropriate financial oversight.

Requested Action: Recommends to council that the Mayor and appropriate City staff negotiate and extend an offer for the Director of Public Works position within a salary range of \$125,000 to \$140,000, subject to the qualifications of the selected candidate, available budget authority, and applicable City policies

Attachments:

None



Dept. of Human Resources and Safety
211 Walnut St. • P.O. Box 426 • Neenah WI 54957-0426
Phone 920-886-6102 • e-mail: hbarber@neenahwi.gov
HEATHER BARBER
DIRECTOR OF HUMAN RESOURCES AND SAFETY

MEMORANDUM

Date: August 20, 2026

To: Chairman Erickson and members of the Finance & Personnel Committee

From: Trevor Fink, Parks Superintendent and Heather Barber, Human Resources

Subject: Pay Inversion

As a result of issues with previous salary plan and promotional adjustments, the Parks Supervisor's current pay rate is 1.5% below the pay of his subordinates.

Although just one of several current compensation issues, this has been identified as high priority for correction and can be adjusted in 2026 using the current budget for wages due to staff vacancies.

Using an effective date of August 1st, the approximate cost for the remainder of 2026 will be \$2340.

Staff requests a recommendation to Council to move the Parks Supervisor from Grade 11 step 9 to Grade 11 step 13, the market rate for the position.



MEMORANDUM

Date: August 20, 2026

To: Chairman Erickson and members of the Finance & Personnel Committee

From: Heather Barber, Human Resources

Subject: Salary Plan Rules

The City handles promotions, reclassifications, and other pay-related matters following a set of Council-approved rules. While the full rules and suggested updates will be forthcoming, staff is requesting a change to the promotional rules effective immediately.

The current rule for new hires reads: New employees will generally start between grade minimum and grade midpoint.

Approval Requirements:

- Mayor Approval is needed for any offer above the grade midpoint.
- Finance Committee Approval is necessary if the following two conditions are true.
 - *The offer is above the grade midpoint, and
 - *The offer exceeds the supported budget amount.

The current rule for promotion of existing employees reads: It is the City's policy to offer a five percent (5%) increase per grade advancement. To ensure alignment with the pay structure, the five percent rule will be applied, and the employee will be placed in the adjusted grade at the range closest to the promotional rate without going under.

As a result of the above rules, candidates hired from the outside have the ability to be hired in at the market rate, while current employees are restricted to a step 5% above their current pay rate.

Staff requests a recommendation to Council to approve the following change to the promotional rule: The City's promotional rule will follow the same rule as for new hires except to state that the negotiated rate shall be at least a 5% per grade increase.



MEMORANDUM

DATE: August 24, 2026

TO: Finance & Personnel Committee Chair T. Erickson, Committee members, Mayor Borchardt

From: City Attorney David Rashid

CC: Dir. V. Rasmussen, Int. Dir. M. Rohloff

RE: Emergency response (tornado) contracts ~ A) Looks Great Services of MS, Inc. (LGS) and B) Thompson Consulting Services

All: In the wake of the tornado on July 27, 2026, city staff and other officials, including the Mayor, Dir. Rohloff, Dir. Rasmussen and I negotiated two separate contracts for debris removal and handling, and another for FEMA oversight services.

The contracts were both authorized by Resolution 2026-07 approved at the Common Council meeting last Wednesday evening (08/19/26).

- A) Looks Great Services of MS, Inc. (LGS) is included in the packet and outlines the services to be provided by the Mississippi based debris removal contractor, together with its local affiliate DTAK. The “not to exceed” figure of \$150,000 (Art. 3 – Compensation 3.1) was initially left blank until the LGS representatives arrived to assess things, then was preliminarily set at \$150,000 despite the provider’s originally seeking in excess of \$300,000. Once more accurate measurements and estimates were taken and made, the figure was anticipated to be as high as between \$1.5M and \$1.9M. If that amount changes through the end of Phase/Pass One or Phase/Pass Two (as described by LGS’ representative at Council on 8/19/26), the “not to exceed” figure therein will once again be revised through further negotiations (as contemplated by the plain language of para. 3.1).
- B) Thompson Consulting Services is also included for review. The oversight provided Thompson is necessary for very labor-intensive and technical submission of the overall costs for reimbursement to and through the federal

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government (FEMA). The rates for its consulting services are laid out in Exhibit C of the contract, and the “not-to-exceed” cost was \$320,250. Should additional services be anticipated and required, the City will negotiate further those billable costs with Thompson’s principals.

APPROPRIATE ACTION WOULD BE A RECOMMENDATION TO COUNCIL THAT IT RATIFY THE TWO CONTRACTS, RESPECTIVELY, WITH LGS AND THOMPSON CONSULTING, AS DETAILED ABOVE (AGGREGATE OR SEPARATE MOTIONS ARE ACCEPTABLE).

EMERGENCY DISASTER DEBRIS REMOVAL AND DISPOSAL SERVICES AGREEMENT

OWNER: CITY OF NEENAH, WISCONSIN

CONTRACTOR: LOOKS GREAT SERVICES OF MS, INC.

PROJECT NO: TBD

**EMERGENCY DISASTER DEBRIS REMOVAL AND DISPOSAL SERVICES AGREEMENT
BETWEEN THE CITY OF NEENAH, WI AND LOOKS GREAT SERVICES OF MS, INC.**

This **DISASTER DEBRIS REMOVAL AND DISPOSAL AGREEMENT** is made and entered into on this 3 the day of August, 2026, by and between the city of Neenah a governmental subdivision of the State of Wisconsin, by and through Neenah, Wisconsin (hereinafter referred to as "the Owner") and Looks Great Services of MS, Inc., a Mississippi corporation (hereinafter referred to as "LGS"), hereinafter the "Parties":

WHEREAS, the Owner formally awarded the Project to LGS on August 3, 2026:

NOW, THEREFORE, it is agreed by and between the Parties, that in consideration of the covenants contained herein, and as set forth in the Solicitation, the Parties agree as follows:

ARTICLE 1 - EFFECTIVE DATE/TERM

The Effective Date of this Agreement shall be the date of execution by the last Party to sign; however, the commencement of services and the start of the Term shall begin upon issuance of a Notice to Proceed ("NTP") by the Owner.

The term of this Agreement shall be for a ninety-day (90) period ("Term") commencing on the date set forth in the Notice to Proceed, unless earlier terminated as provided herein. This agreement will be terminated of a traditionally procurement RFP for similar services.

ARTICLE 2 - SERVICES TO BE PERFORMED BY LGS

21 Scope of Work. Attached hereto as **Exhibit "A"** and made a part hereof, the same as if copied in full herein, is pricing for the scope of work related to July 2026 Tornado in the city of Neenah Wisconsin. LGS agrees to extend the pricing attached hereto to future events. Exhibit A is incorporated by reference in this Agreement as fully and effectually as if copied in full herein. LGS specifically acknowledges that it is fully aware and shall comply with all obligations, responsibilities, and liabilities imposed upon it as the successful proposer. Services authorized by the Owner shall be referred to as "Task Orders." The performance requirements set forth in the Solicitation shall apply to the work ordered by the Owner.

22 Clarification of Roadway Repair Obligations. Owner understands and agrees that existing wear, cracks or other deficiencies in roadways used during the Project may worsen or increase as a result of heavy equipment used by LGS to perform the work contemplated in this Agreement. Notwithstanding any contrary provisions in this Agreement, including but not limited to those in the Scope of Work, the Parties agree that LGS shall have no obligation to repair, replace or otherwise remediate Owner's streets or roadways, including those to which the Owner has obtained access rights, as a result of such normal and expected wear and tear associated with debris removal

and disposal operations. Notwithstanding the language set forth in this Paragraph 2.2, LGS shall be responsible for all costs necessary to repair damage, but not to upgrade, City property, including Owner's streets, roadways, or other City owned property whether within its Rights of Way or not, that may be caused by the negligence, lack of due care or recklessness of LGS or any of its employees, agents, contractors, subcontractors. LGS agrees to use best practices and best efforts to void damages to owners streets and roadways.

2.3 DBE Firms. LGS and all subcontractors shall take all necessary and reasonable steps to ensure that disadvantaged business enterprise firms can compete for and participate in the performance of a portion of the work in this contract and shall not discriminate on the basis of race, color, national origin, religion, or sex.

ARTICLE 3 - COMPENSATION

3.1 Rates. Attached hereto as **Exhibit A** and made a part hereof, the same as if copied in full herein, is LGS's Fee Proposal Schedule. LGS shall receive for its services as may be specifically authorized by the Owner the fees set forth on Exhibit A. The payment obligation of the Owner under this Agreement shall not exceed \$ 150,000 unless mutually agreed to in writing by both parties.

3.2 Timing of Payment. Owner shall remit payment unto LGS in accordance with the Fee Schedule (Exhibit A). LGS may submit weekly or semi-monthly invoices for services rendered hereunder. Invoices must reference the Task Order Number. Invoices shall include a statement of progress and appropriate audit quality detail in order to fully comply with requirements of any Federal or state agency in order to ensure reimbursement to the Owner of the cost associated with this Agreement by Federal and state agencies. Federal and state agencies referred to herein include the Federal Emergency Management Agency (FEMA) and the Wisconsin Division of Emergency Management Agency. LGS shall be paid not later than 45 days after LGS's invoice for work performed is submitted to the Owner by the Monitor. Upon request from LGS, the Owner shall promptly address with the Monitor any delays or other issues associated with the Monitor's timely review, approval, and/ or submission to Owner of LGS's invoices.

3.3 No Reimbursement Contingency. **The Parties understand and agree that payment of LGS by the Owner shall not be contingent upon the Owner being reimbursed by any Federal or state agency.** Payment to LGS shall be made for any work directed by the Owner, even that which may be determined by Federal and State agencies to be ineligible for reimbursement.

3.4 Invoicing. Each individual invoice shall be due and payable not later than forty-five (45) days after receipt by the Owner of correct, fully documented invoices. All invoices shall be delivered to:

Attn: Mark Rohloff
Address: P.O. Box 426

Neenah, WI 54957

mrohloff@neenahwi.gov

In order for both Parties herein to close their books and records, LGS will clearly state "Final Invoice" on LGS's final/last billing to the Owner. This certifies that all services have been properly performed by LGS and all charges and costs have been invoiced to the Owner.

3.5 Interest. Any amount not paid when due shall accrue interest at a rate of 1% per month (12% annually), calculated on a daily basis and compounded monthly, from the due date until the date of actual payment.

ARTICLE 4 - THE OWNER'S RESPONSIBILITIES

4.1 Access and Information. The Owner shall be responsible for providing access to all Project sites, and timely providing information required or requested by LGS during the course of the Project.

4.2 Monitors. Owner shall retain a competent and experienced monitoring company ("Monitor") to perform all monitoring services. The Parties understand and agree that the Monitor shall have no authority to direct LGS's work on this Project and that LGS shall control its means and methods for the performance of such work.

4.3 Authority to Direct Work. The Owner understands and agrees it is important for LGS to receive any and all Project directives, changes, guidance and other scope-related correspondence (collectively "Directives") from authorized representatives of the Owner. As such, the Owner designates the below listed individuals as Owner representatives authorized to issue Directives to LGS on the Owner's behalf. In the event any additional Owner representatives are designated for this Project, the Owner shall promptly notify LGS of such designation(s) in writing.

Owner-designated primary representative: Mark Rohloff – Mrohloff@neenahwi.gov
Owner-designated secondary representative: Travis Beyer – Tbeyer@neenahwi.gov

ARTICLE 5 - TERMINATION OF AGREEMENT

This Agreement may be terminated by either party for cause in case of: (i) breach of a material term or condition of this Agreement, (ii) LGS's failure to correct any defect within a reasonable time after receiving written notice thereof; or (iii) upon the bankruptcy, liquidation, or dissolution of LGS. Any termination for cause must be preceded by a written notice detailing the basis for default and provide the defaulting party ten (10) days in which to cure the default.

Notwithstanding the foregoing or any other provisions of the Agreement, this Agreement may be terminated by Owner at any time for the convenience of the Owner without cause. The Owner agrees to pay LGS for all work completed through the termination date, as well as reasonable demobilization costs.

ARTICLE 6 - UNCONTROLLABLE FORCES (FORCE MAJURE)

Neither the Owner nor LGS shall be considered to be in default of this Agreement if delays in or failure of performance shall be due to uncontrollable forces, the effect of which, by the exercise of reasonable diligence, the non-performing party could not avoid. The term "uncontrollable forces" shall mean any event which results in the prevention or delay of performance by a party of its obligations under this Agreement and which is beyond the reasonable control of the non-performing party. It includes, but is not limited to, fire, flood, earthquakes, storms, lightning, epidemic, war, riot, civil disturbance, sabotage, governmental actions, and acts of God.

Neither party shall, however, be excused from performance if nonperformance is due to forces which are preventable, removable, or remediable and which the non-performing party could have, with the exercise of reasonable diligence, prevented, removed or remedied with reasonable dispatch. The non-performing party shall, within a reasonable time of being prevented or delayed from performance by an uncontrollable force, give written notice to the other party describing the circumstances and uncontrollable forces preventing continued performance of the obligations of this Agreement.

ARTICLE 7 - DAMAGES

LGS shall indemnify and save harmless the City against any and all damages to property or injuries to or death of any person or persons, including property and employees or agents of the City and shall defend, indemnify and save harmless the City from any and all claims, demands, suits, actions or proceedings of any kind or nature, including workmen's compensation claims, of or by anyone whomsoever, if any resulting from or arising out of the operations in connection herewith, including operations of subcontractors and acts or omissions of employees or agents of LGS herein and constitutes the minimum requirements and said requirements shall in no way lessen or limit the liability of LGS under the terms of the Contract.

ARTICLE 8 - INSURANCE

The City of Neenah and its employees are additional insured under the Certificate of Liability Insurance provided by LGS.

ARTICLE 9 - GOVERNING LAW AND VENUE

The laws of the State of Wisconsin shall govern this Agreement. Any and all legal action necessary to enforce the Agreement will be held in Neenah, Wisconsin and the Agreement will be interpreted according to the laws of the State of Wisconsin

ARTICLE 10 - NOTICE

Any Notice, demand, communication, or request required or permitted hereunder shall be in writing and delivered in person or sent by certified mail, postage prepaid, or overnight delivery carrier as follows:

As to the City: **Neenah, Wisconsin**
 Attn: City Clerk
 Address: P.O. Box 426
 Neenah, WI 54597

As To LGS: **Looks Great Services of MS, Inc.**
 Attn: Kristian Agolia
 1501 Highway 13 North
 Columbia, MS 39429

Notices shall be effective when received at the addresses as specified above. Changes in the respective addresses to which such notice is to be directed may be made from time to time by either party by written notice to the other party. Facsimile transmission is acceptable notice effective when received; however, facsimile transmissions received (i.e.; printed) after 5:00 p.m. or on weekends or holidays, will be deemed received on the next business day. The original of the notice must additionally be mailed as required herein.

Nothing contained in this Article shall be construed to restrict the transmission of routine communications between representatives of LGS and the Owner.

ARTICLE 11 ENTIRE AGREEMENT

- 11.1 Documents Governing the Parties' Obligations. The Parties' Agreement shall consist of:
- i. This Emergency Disaster Debris Removal and Disposal Agreement;
 - ii. **Exhibit A – Fee Proposal Schedule**

The documents identified in Section 9.1(i) and (ii) collectively embody the entire Agreement of the Parties and supersede all prior and contemporaneous negotiations, quotations, correspondence, agreements and understandings relating to the subject matter hereof.

11.2 Conflicts. In the event of any conflicts or ambiguities between foregoing documents identified in Section 9.1(i) or (ii), the terms of this Disaster Debris Removal and Disposal Agreement shall control.

11.3 Amendments and Waiver. This Agreement may be amended only by a writing executed by each of the Parties. No action or failure to act by either party shall constitute a waiver of any right or duty afforded any of them under this Agreement, nor shall any such action or failure to act constitute an approval of or acquiescence in any breach thereunder, except as may be specifically agreed in writing by a duly authorized officer of the waiving party.

11.4 Assignment. This agreement shall not be assigned by either party, in whole or in part, without the express written consent of the other party.

ARTICLE 12 - EQUAL EMPLOYMENT OPPORTUNITY

12.1 Equal Employment Opportunity. During the performance of this contract, the contractor agrees as follows:

- i. The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following:

Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided setting forth the provisions of this nondiscrimination clause.

- ii. The contractor will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.
- iii. The contractor will not discharge or in any other manner discriminate against any employee or applicant for employment because such employee or applicant has inquired about, discussed, or disclosed the compensation of the employee or applicant or another employee or applicant. This provision shall not apply to instances in which an employee who has access to the compensation information of other employees or

applicants as a part of such employee's essential job functions discloses the compensation of such other employees or applicants to individuals who do not otherwise have access to such information, unless such disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or is consistent with the contractor's legal duty to furnish information.

- iv. The contractor will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided advising the said labor union or workers' representatives of the contractor's commitments under this section, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- v. The contractor will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.
- vi. The contractor will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the administering agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.
- vii. In the event of the contractor's noncompliance with the nondiscrimination clauses of this contract or with any of the said rules, regulations, or orders, this contract may be canceled, terminated, or suspended in whole or in part and the contractor may be declared ineligible for further Government contracts or federally assisted construction contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.
- viii. The contractor will include the portion of the sentence immediately preceding paragraph (1) and the provisions of paragraphs (1) through (8) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The contractor will take such action with respect to any subcontract or purchase order as the administering agency may direct as a means of enforcing such provisions, including sanctions for noncompliance:

Provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the

administering agency, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

The applicant further agrees that it will be bound by the above equal opportunity clause with respect to its own employment practices when it participates in federally assisted construction work: Provided, That if the applicant so participating is a State or local government, the above equal opportunity clause is not applicable to any agency, instrumentality or subdivision of such government which does not participate in work on or under the contract.

The applicant agrees that it will assist and cooperate actively with the administering agency and the Secretary of Labor in obtaining the compliance of contractors and subcontractors with the equal opportunity clause and the rules, regulations, and relevant orders of the Secretary of Labor, that it will furnish the administering agency and the Secretary of Labor such information as they may require for the supervision of such compliance, and that it will otherwise assist the administering agency in the discharge of the agency's primary responsibility for securing compliance.

The applicant further agrees that it will refrain from entering into any contract or contract modification subject to Executive Order 11246 of September 24, 1965, with a contractor debarred from, or who has not demonstrated eligibility for, Government contracts and federally assisted construction contracts pursuant to the Executive Order and will carry out such sanctions and penalties for violation of the equal opportunity clause as may be imposed upon contractors and subcontractors by the administering agency or the Secretary of Labor pursuant to Part II, Subpart D of the Executive Order. In addition, the applicant agrees that if it fails or refuses to comply with these undertakings, the administering agency may take any or all of the following actions: Cancel, terminate, or suspend in whole or in part this grant (contract, loan, insurance, guarantee); refrain from extending any further assistance to the applicant under the program with respect to which the failure or refund occurred until satisfactory assurance of future compliance has been received from such applicant; and refer the case to the Department of Justice for appropriate legal proceedings.

ARTICLE 13 - CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

13.1 Clean Air Act.

- i. The contractor agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act, as amended, 42 U.S.C. § 7401 et seq.
- ii. The contractor agrees to report each violation to the city of Neenah Wisconsin and understands and agrees that the city of Neenah Wisconsin will, in turn, report each

violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.

- iii. The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.

13.2 Federal Water Pollution Control Act.

- i. The contractor agrees to comply with all applicable standards, orders, or regulations issued pursuant to the Federal Water Pollution Control Act, as amended, 33 U.S.C. 1251 et seq.
- ii. The contractor agrees to report each violation to the city of Neenah Wisconsin and understands and agrees that the city of Neenah Wisconsin will, in turn, report each violation as required to assure notification to the Federal Emergency Management Agency, and the appropriate Environmental Protection Agency Regional Office.
- iii. The contractor agrees to include these requirements in each subcontract exceeding \$150,000 financed in whole or in part with Federal assistance provided by FEMA.

ARTICLE 14 - SUSPENSION AND DEBARMENT

14.1 Suspension and Debarment.

- i. This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such, the contractor is required to verify that none of the contractor's principals (defined at 2 C.F.R. § 180.995) or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).
- ii. The contractor must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.
- iii. This certification is a material representation of fact relied upon by (insert name of recipient/subrecipient/applicant). If it is later determined that the contractor did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to (insert name of recipient/subrecipient/applicant), the Federal Government may pursue available remedies, including but not limited to suspension and/or debarment.

The bidder or proposer agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the period of any contract that may arise from this offer. The bidder or proposer further agrees to include a provision requiring such compliance in its lower tier covered transactions.

ARTICLE 15 – SIMPLIFIED ACQUISITION THRESHOLD

15.1 Administrative, Contractual, or Legal Remedies.

- i. For all contracts greater or equal to \$250,000, which is the current Simplified Acquisition Threshold, Contractor agrees to be bound by the administrative, contractual, or legal remedies set forth in the State of Wisconsin, General Conditions, which govern contractors' violation or breach of contract terms and appropriate sanctions and penalties.

ARTICLE 16 – TERMINATION FOR CAUSE AND CONVENIENCE

16.1 Termination for Cause and Convenience.

- i. For all contracts in excess of \$10,000, Contractor agrees to be bound by the termination for cause and for convenience provisions set forth in the State of Wisconsin, General Conditions.

ARTICLE 17 – TELECOMMUNICATIONS EQUIPMENT OR SERVICES

17.1 Prohibition on Contracting for Covered Telecommunications Equipment or Services.

- i. Definitions. As used in this clause, the terms backhaul; covered foreign country; covered telecommunications equipment or services; interconnection arrangements; roaming; substantial or essential component; and telecommunications equipment or services have the meaning as defined in FEMA Policy, #405-143-1 Prohibitions on Expending FEMA Award Funds for Covered Telecommunications Equipment or Services As used in this clause---
- ii. Prohibitions.
 - a. Section 889(b) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019, Pub. L. No. 115-232, and 2 C.F.R. § 200.216 prohibit the head of an executive agency on or after Aug.13, 2020, from obligating or expending grant, cooperative agreement, loan, or loan guarantee funds on certain telecommunications products or from certain entities for national security reasons.
 - b. Unless an exception in paragraph (iii) of this clause applies, the contractor and its subcontractors may not use grant, cooperative agreement, loan, or loan guarantee funds from the Federal Emergency Management Agency to:
 - i. Procure or obtain any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology of any system;
 - ii. Enter into, extend, or renew a contract to procure or obtain any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology of any system;
 - iii. Enter into, extend, or renew contracts with entities that use covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system; or
 - iv. Provide, as part of its performance of this contract, subcontract, or other contractual instrument, any equipment, system, or service that uses covered

telecommunication equipment or services as a substantial or essential component of any system, or as critical technology as part of any system.

iii. Exceptions.

- a. This clause does not prohibit contractors from providing—
 - i. A service that connects to the facilities of a third-party, such as backhaul, roaming, or interconnection arrangements; or
 - ii. Telecommunications equipment that cannot route or redirect user data traffic or permit visibility into any user data or packets that such equipment transmits or otherwise handles.
- b. By necessary implication and regulation, the prohibitions also do not apply to:
 - i. Covered telecommunications equipment or services that:
 - 1. Are not used as a substantial or essential component of any system; and
 - 2. Are not used as critical technology of any system.
 - ii. Other telecommunications equipment or services that are not considered covered telecommunications equipment or services.

iv. Reporting requirement.

- a. In the event the contractor identifies covered telecommunications equipment or services used as a substantial or essential component of any system, or as critical technology as part of any system, during contract performance, or the contractor is notified of such by a subcontractor at any tier or by any other source, the contractor shall report the information in paragraph (iv)(b) of this clause to the recipient or subrecipient, unless elsewhere in this contract are established procedures for reporting the information.
- b. The Contractor shall report the following information pursuant to paragraph (iv)(a) of this clause:
 - i. Within one business day from the date of such identification or notification: The contract number; the order number(s), if applicable; supplier name; supplier unique entity identifier (if known); supplier Commercial and Government Entity (CAGE) code (if known); brand; model number (original equipment manufacturer number, manufacturer part number, or wholesaler number); item description; and any readily available information about mitigation actions undertaken or recommended.
 - ii. Within 10 business days of submitting the information in paragraph (iv)(b)(i) of this clause: Any further available information about mitigation actions undertaken or recommended. In addition, the contractor shall describe the efforts it undertook to prevent use or submission of covered telecommunications equipment or services, and any additional efforts that will be incorporated to prevent future use or submission of covered telecommunications equipment or services.

- v. Subcontracts. The Contractor shall insert the substance of this clause, including this paragraph (v), in all subcontracts and other contractual instruments.

ARTICLE 18 – PROCUREMENT OF RECOVERED MATERIALS

18.1 Procurement of Recovered Materials.

- i. In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot be acquired—
 - a. Competitively within a timeframe providing for compliance with the contract performance schedule;
 - b. Meeting contract performance requirements; or
 - c. At a reasonable price.
- ii. Contractor agrees to comply to the designated requirements within the EPA’s Comprehensive Procurement Guidelines.
- iii. The Contractor also agrees to comply with all other applicable requirements of Section 6002 of the Solid Waste Disposal Act.

ARTICLE 19 - BYRD ANTI-LOBBYING AMENDMENT

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended). Contractors who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, officer or employee of Congress, or an employee of a Member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient who in turn will forward the certification(s) to the awarding agency.

Contractor will complete the below CERTIFICATION REGARDING LOBBYING.

CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements The undersigned certifies, to the best of his or her knowledge and belief, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the

extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Contractor, certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. Chap. 38, Administrative Remedies for False Claims and Statements, apply to this certification and disclosure, if any.

IN WITNESS WHEREOF, the City of Neenah, Wisconsin and LGS have executed this AGREEMENT as of the day and year first above written.

OWNER:

The City of Neenah, Wisconsin

LOOKS GREAT SERVICES OF MS, INC.

By: 

Print: Brian Borchart

By: 

Print: Jerry Day

ATTEST:

Effective Date: August 3, 2026

By: Charlotte K. Hazel

Print: City Clerk

STATE OF Wisconsin)
)
COUNTY OF Winnebago)

PERSONALLY APPEARED before me, the undersigned authority in and for the said county and state, on this 3 day of August, 2026, within my jurisdiction, the within named, Brian Bruchardt & Charlotte K. Rogers, who acknowledged to me that they are Mayor, Clerk respectively, of the city of Neenah, _____, a governmental subdivision of the State of Wisconsin, and that in said representative capacity, they executed the above and foregoing instrument, after first having been duly authorized so to do.

By: Rebecca DeWitt

Rebecca DeWitt

NOTARY PUBLIC

My commission expires:

08/26/29

(SEAL)



STATE OF Oklahoma)
)
COUNTY OF Oklahoma)

PERSONALLY APPEARED before me, the undersigned authority in and for the said county and state, on this 4 day of August, 2026, within my jurisdiction, the within named, Jerry Day, who acknowledged to me that he is Secretary of Looks Great Services of MS, Inc., a Mississippi corporation, and that for and on behalf of the said corporation, and as its act and deed he executed the above and foregoing instrument, after first having been duly authorized by said corporation so to do.

Randi Ownbey

NOTARY PUBLIC

My commission expires:

04/19/2028

(SEAL)



EXHIBIT A
FEE PROPOSAL SCHEDULE
EMERGENCY DEBRIS REMOVAL AND DISPOSAL SERVICES
PROJECT: NEENAH, WISCONSIN

ITEM NUMBER	DESCRIPTION	UNIT	UNIT PRICE
Debris Hauling and Management*			
1	Loading and Hauling of Eligible Vegetative Debris from ROW to Approved Temporary Debris Management Site (TDMS) or Disposal Site Per Cubic Yard		
1A	0.0-10.0 Miles One Way	CY	\$ 7.95
1B	10.01-20.0 Miles One Way	CY	\$ 8.95
1C	20.01+ Miles One Way	CY	\$ 10.50
2	Loading and Hauling of Eligible Construction and Demolition Debris from ROW to Approved Temporary Debris Management Site (TDMS) or Disposal Site Per Cubic Yard		
2A	0.0-10.0 Miles One Way	CY	\$ 8.85
2B	10.01-20.0 Miles One Way	CY	\$ 10.95
2C	20.01+ Miles One Way	CY	\$ 13.50
3	Land Based Loading and Hauling of Eligible Vegetative Debris from Creeks, Canals Streams or Utility ROW to TDMS or Disposal Site per Cubic Yard		
3A	0.0-10.0 Miles One Way	CY	\$ 16.00
3B	10.01-20.0 Miles One Way	CY	\$ 18.00
3C	20.01+ Miles One Way	CY	\$ 20.00
4	Land Based Loading and Hauling of Eligible Construction and Demolition Debris from Creeks, Canals Streams or Utility ROW to TDMS or Disposal Site per Cubic Yard		
4A	0.0-10.0 Miles One Way	CY	\$ 18.00
4B	10.01-20.0 Miles One Way	CY	\$ 20.00
4C	20.01+ Miles One Way	CY	\$ 24.00
5	Operate TDMS – Includes Clearing, Preparation of Site, Segregation of Debris, Restoration of Site and Closeout	CY	\$ 1.45
6	Reduction of Vegetative Debris at the TDMS by Grinding/Chipping	CY	\$ 4.00
7	Reduction of Vegetative Debris at the TDMS by Open-Air Burning	CY	\$ 2.35
8	Reduction of Vegetative Debris & C&D at the TDMS by Forced-Air Burning	CY	\$ 3.00
9	Reduction of C&D Debris at the TDMS by Compaction	CY	\$ 2.95
10	Loading, Haul and Final Disposal of Reduced Vegetative Debris (Wood Chips) from TDMS to Final Disposal Site (Tipping Fees Shall be a Pass-Through Cost to client)		
10A	0.0-10.0 Miles One Way	CY	\$ 5.50
10B	10.01-20.0 Miles One Way	CY	\$ 6.50
10C	20.01-30.0 Miles One Way	CY	\$ 8.00
10D	30.01-40.0 Miles One Way	CY	\$ 10.00
11	Loading, Haul and Final Disposal of Reduced Vegetative Debris (Ash) from TDMS to Final Disposal Site (Tipping Fees Shall be a Pass-Through Cost to the client)		
11A	0.0-10.0 Miles One Way	CY	\$ 13.00
11B	10.01-20.0 Miles One Way	CY	\$ 15.00
11C	20.01-30.0 Miles One Way	CY	\$ 17.00
11D	30.01-40.0 Miles One Way	CY	\$ 20.00
12	Loading, Haul and Final Disposal of Reduced Construction and Demolition Debris (C&D) from TDMS to Final Disposal Site (Tipping Fees Shall be a Pass-Through Cost to the Client)		
12A	0.0-10.0 Miles One Way	CY	\$ 6.00
12B	10.01-20.0 Miles One Way	CY	\$ 7.00
12C	20.01-30.0 Miles One Way	CY	\$ 8.50
12D	30.01-40.0 Miles One Way	CY	\$ 10.50
Trees, Stumps & Other Debris Items			
13	Leaning/Hazardous Tree Removal, 4" – 12" (Cut and Drop)	EACH	\$ 260.00
14	Leaning/Hazardous Tree Removal, 12.1" – 23" (Cut and Drop)	EACH	\$ 475.00
15	Leaning/Hazardous Tree Removal, 23.1" - 36" (Cut and Drop)	EACH	\$ 800.00
16	Leaning/Hazardous Tree Removal, greater than 36" (Cut and Drop)	EACH	\$ 1200.00
17	Removal of Hanging Limbs >1.5 inches in the ROW (Per Tree) (Cut and Drop)	EACH	\$ 85.00
18	Hazardous Stump Removal – 24" – 35"	EACH	\$ 500.00
19	Hazardous Stump Removal – 35.1" – 48"	EACH	\$ 700.00
20	Hazardous Stump Removal – Greater than 48"	EACH	\$ 800.00
21	Loading & Hauling of White Goods to Approved Site	EACH	\$ 80.00
22	Loading & Hauling of Electronic Waste to Approved Site	EACH	\$ 75.00
23	Collect & Dispose of HHW to Approved Site	EACH	\$ 40.00
24	Disposal Site Inspection Tower (Erection and Removal)	EACH	\$ 1500.00
25	Demolition Non-RACM City Owned Structures	SF	\$ 5.50
Debris Hauling and Management*			
26	Grapple Truck (45 CY+) w/Operator	Hour	\$ 250.00
27	Trailer (40 CY +)	Hour	\$ 100.00
28	Arial Bucket Truck (55'+) w/Operator	Hour	\$ 205.00
29	Skid Steer w/Operator	Hour	\$ 175.00
30	Front End Wheel Loader w/Operator	Hour	\$ 195.00
31	Laborer w/Chainsaw	Hour	\$ 85.00

32	Foreman w/ 1/2 Ton Pick Up Truck	Hour	\$ 100.00
33	Superintendent w/ 1/2 Ton Pick Up Truck	Hour	\$ 105.00
34	Equipment Transport	Hour	\$ 110.00

* The City and Prime Contractor will select which option, or combination of options, to utilize in this contract.

Looks Great Services of MS, Inc.

Signature: _____

Date: 8/4/2026

City of Neenah, WI Authorized Signature

Signature: _____

Date: 8-3-26



August 10, 2026

Mark Rohloff
City of Neenah, WI
211 Walnut St.
Neenah, WI 54956

RE: **City of Neenah, Wisconsin Debris Monitoring**

Dear Mr. Rohloff,

Thompson Consulting Services (Thompson) is pleased to submit the following budget estimate to provide debris monitoring services to the City of Neenah, Wisconsin (City) as a result of the recent tornadoes. The scope and budget have been prepared based on Thompson's current understanding of the scope of work and assumptions provided below. The following table provides an estimated budget total, the hours and labor to meet the anticipated debris monitoring requirements for the period indicated.

Cost Proposal and Schedule

The following table provides an estimated budget total as well as the hours and labor to meet the anticipated debris monitoring requirements for the tornadoes and the period indicated. The combined estimate will bring the total project to \$320,242.13.

Debris Monitoring Services

Positions	Hourly Rate (\$)	Est. Staff	Avg. Hours per Day	Est. Days	Est. Total
Project Manager	\$122.17	1	2	30	\$7,330.20
Field Operations Manager	\$96.45	1	12	30	\$34,722.00
Billing / Data Manager	\$90.02	1	8	30	\$21,604.80
Site Survey Technician	\$83.59	0	0	30	\$0.00
Field Supervisor	\$75.87	1	12	30	\$27,313.20
Billing Specialist	\$51.44	1	4	30	\$6,172.80
Debris Monitor	\$47.58	10	12	30	\$171,288.00
Clerical	\$36.01	1	2	30	\$2,160.60
Health and Safety Technician	\$109.31	0	0	30	\$0.00
GIS Analyst	\$102.88	1	4	30	\$12,345.60
Estimated Expenses					\$24,049.66
Estimated Total					\$306,986.86

2601 Maitland Center Parkway
Maitland, Florida 32751
O: (407) 792-0018 | F: (407) 878-7858
www.thompsoncs.net
A THOMPSON HOLDINGS, INC. COMPANY

Assumptions to the Estimate:

- Estimated **8** collection crews
- Estimated **30** days to complete
- Estimated **1** temporary debris management sites

Grant Management Services (Initial)

Positions	Hourly Rate (\$)	Est. Staff	Avg. Hours per Day	Est. Days	Est. Total
Grant Management Consultant I	\$109.31	1	8	10	\$8,744.80
Grant Management Consultant II	\$141.46	0	0	10	\$0.00
Grant Management Consultant III	\$173.61	1	2	10	\$3,472.20
Estimated Expenses					\$1,038.45
Estimated Total					\$13,255.45

It is Thompson's objective to deliver our services at or below the budget estimate for the period of performance. Staffing levels are projected based on estimated crew configurations and average monitor needs per crew. In the event that Thompson exceeds the hourly billings outlined above, Thompson will immediately notify the City in writing. Deviations from the budget may occur if the City requests changes to the level of assistance Thompson is to provide.

Thompson is looking forward to assisting the City with tornado disaster recovery. If you have any questions concerning this letter proposal, please contact Thompson.

Oliver Yao, Vice President 407.462.0628; oyao@thompsoncs.net

Nate Counsell, Executive Vice President 407.619.2781; ncounsell@thompsoncs.net

THOMPSON CONSULTING SERVICES, LLC



Jon Hoyle

President, Thompson Consulting Services



Exigent and Emergency Circumstances Limited Services Agreement General Terms and Conditions

This **Exigent and Emergency Circumstances Limited Services Agreement** ("Agreement") is by and between **Thompson Consulting Services, LLC** ("Consultant"), with offices at 2601 Maitland Center Parkway, Maitland, FL 32751 and the **undersigned client** ("Client");

Whereas, a Tornado impacted Client and immediate action is required to address the public exigency and emergency;

Now therefore, in consideration of the mutual covenants to be performed by the parties pursuant to this Agreement, each party hereby represents, warrants, and agrees as follows:

1. TERM & APPLICABILITY

To comply with **Exhibit A, FEMA Fact Sheet on Procurement Under Grants: Under Exigent or Emergency Circumstances**, the term of this Agreement shall commence upon issuance of Notice to Proceed from Client to Consultant and shall expire forty-five (45) days from the Notice to Proceed date. At the sole discretion of Client, this Agreement may be renewed for an additional forty-five (45) days. This Agreement shall apply to all work performed at the request of the Client or for the benefit of the Client during the term hereof (the "Work") unless both parties agree in writing that the terms and conditions hereof shall not apply.

2. SCOPE OF WORK

Consultant shall perform such Work following the issuance of a Notice to Proceed in accordance with **Exhibit B, Scope of Work**.

3. INDEPENDENT CONTRACTOR

Consultant is an independent contractor and is not an employee of Client. Services performed by Consultant under this Agreement are solely for the benefit of Client. Nothing contained in this Agreement creates any duties on the part of Consultant toward any person not a party to this Agreement.

4. STANDARD OF CARE

Consultant will perform services under this Agreement with the degree of skill and diligence normally practiced by professional consultants performing the same or similar services. No other warranty or guarantee, expressed or implied, is made with respect to the services furnished under this Agreement and all implied warranties are disclaimed.

5. CHANGES/AMENDMENTS

This Agreement and its exhibits constitute the entire agreement between the Parties and together with its exhibits supersede any prior written or oral agreements. This Agreement may not be changed except by written amendment signed by both Parties.

6. FEE FOR SERVICES

The fee for the Work under this Agreement will be based on the actual hours of services furnished, plus direct project and travel expenses, in accordance with **Exhibit C, Bill Rates**. Consultant shall, within ninety-six (96) hours of executing this Agreement, provide an initial not-to-exceed amount based on the current scope assumptions and acceptable to the Client. Any deviations from the initial understanding

or underlying assumptions will be discussed with the City and may result in an amended not-to-exceed amount.

7. PAYMENT

Client shall pay Consultant for services furnished under this Agreement upon submission of invoices. Client shall pay Consultant within thirty (30) days of receipt of invoices less any disputed amounts. If Client disputes any portion of the invoice, the undisputed portion will be paid and Consultant will be notified in writing, within ten (10) days of receipt of the invoice of the exceptions taken. Consultant and Client will attempt to resolve the payment dispute within sixty (60) days or the matter may be submitted to litigation as provided herein. Additional charges for interest shall become due and payable at a rate of one and one-half percent (1-1/2%) per month (or the maximum percentage allowed by law) on the unpaid, undisputed invoiced amounts. Any interest charges due from Client on past due invoices are outside any amounts otherwise due under this Agreement. If Client fails to pay undisputed invoiced amounts within sixty (60) days after delivery of invoice, Consultant, at its sole discretion, may suspend services hereunder or may initiate collections proceedings, without incurring any liability or waiving any right established hereunder or by law.

8. INSURANCE

Consultant shall maintain insurance with the following required coverage and minimum limits and upon request, will provide insurance certificates to Client:

Worker's Compensation:	Statutory
Employer's Liability:	\$1,000,000
Commercial General Liability:	\$1,000,000 per occurrence \$1,000,000 aggregate
Comprehensive General Automobile:	\$1,000,000 combined single limit
Professional Liability:	\$1,000,000 per claim and in the aggregate

9. WORK PRODUCT

Consultant shall retain ownership of its trade secrets, and other proprietary and confidential information, including the Thompson Data Management System "TDMS System" and all Work Products (hereinafter defined) Client agrees to preserve the confidentiality of any trade secrets, confidential or propriety information; however, Client shall have the unrestricted right to use the documents, analyses and other data prepared by Consultant under this Agreement ("Work Products"); provided, however Client shall not rely on or use the Work Products for any purpose other than the purposes under this Agreement and the Work Products shall not be changed without the prior written approval of Consultant. If Client releases the Work Products to a third party without Consultant's prior written consent, or changes or uses the Work Products other than as intended hereunder, (a) Client does so at its sole risk and discretion, (b) Consultant shall not be liable for any claims or damages resulting from the change or use or connected with the release or any third party's use of the Work Products and (c) Client

Exigent and Emergency Circumstances Limited Services Agreement General Terms and Conditions

shall indemnify, defend and hold Consultant harmless from any and all claims or damages related to the release, change or reuse of any of the Work Products.

10. LIMITATION OF LIABILITY

No employee of Consultant shall have individual liability to Client. To the extent permitted by law, the total liability of Consultant, its officers, directors, shareholders, employees and sub-consultants for any and all claims arising out of this Agreement, including attorneys' fees, and whether caused by negligence, errors, omissions, strict liability, breach of contract, contribution or indemnity claims based on third party claims or any other case, shall not exceed the amount of insurance coverage identified in paragraph 8.

11. NO CONSEQUENTIAL DAMAGES

In no event and under no circumstances shall Consultant be liable to Client for any principal, interest, loss of anticipated revenues, earnings, profits, increased expense of operation or construction, loss by reason of shutdown or non-operation due to late completion or otherwise or for any other economic, consequential, indirect or special damages.

12. INFORMATION PROVIDED BY OTHERS

Client shall provide to Consultant in a timely manner any information Consultant indicates is needed to perform the services hereunder. Consultant may rely on the accuracy of information provided by Client and its representatives.

13. SAFETY AND SECURITY

Consultant has established and maintains programs and procedures for the safety of its employees. Unless specifically included as a service to be provided under this Agreement, Consultant specifically disclaims any authority or responsibility for job site safety and safety of persons other than Consultant's employees. Consultant shall not provide any such services and disclaims any responsibility under this Agreement related to site security or the assessment, evaluation, review, testing, maintenance, operation or safety practices or procedures related to security.

14. TERMINATION

Either party may terminate this Agreement upon fifteen (15) days prior written notice to the other party. Client shall pay Consultant for all services rendered to the date of termination plus reasonable expenses for winding down the services. If either party defaults in its obligations hereunder, the non-defaulting party, after giving seven (7) days written notice of its intention to terminate or suspend performance under this Agreement, may, if cure of the default is not commenced and diligently continued, terminate this Agreement or suspend performance under this Agreement. Upon termination, the terms and conditions found in this Agreement shall survive its termination, including but not limited to the language in sections 4, 7, 9, 10, 11, 12, 15, 16

15. GOVERNING LAW AND CHOICE OF FORUM

This Agreement shall be governed by the laws of the State of Wisconsin and any suit brought by either party shall be brought in a court of competent jurisdiction in the county and State where the Work is performed.

16. DISPUTE RESOLUTION

Consultant and Client shall attempt to resolve conflicts or disputes under this Agreement in a fair and reasonable manner and agree that if resolution cannot be made to attempt to mediate the conflict by a professional mediator. If mediation does not settle any dispute or action which arises under this Agreement or which relates in any way to this Agreement or the subject matter of this Agreement within ninety (90) days after either requests mediation, the matter will be litigated as provided in the previous paragraph 15.

17. ASSIGNMENT

This Agreement is binding upon and will inure to the benefit of Client and Consultant and their respective successors and assigns. Neither party may assign its rights or obligations hereunder without the prior written consent of the other party.

18. NOTICES

Any notice required or permitted by this Agreement to be given shall be deemed to have been duly given if in writing and delivered personally or five (5) days after mailing by first-class, registered, or certified mail, return receipt requested, postage prepaid and addressed as provided by Consultant and Client.

19. MISCELLANEOUS

A. Client expressly agrees that all provisions of the Agreement, including the clause limiting the liability of Consultant, were mutually negotiated and that but for the inclusion of the limitation of liability clause in the Agreement, Consultant's compensation for services would otherwise be greater and/or Consultant would not have entered into the Agreement.

B. If any provision of this Agreement is invalid or unenforceable, the remainder of this Agreement shall continue in full force and effect and the provision declared invalid or unenforceable shall continue as to other circumstances.

C. Consultant shall maintain adequate records of all charges, expenses, and costs incurred in estimating and performing the work for at least three (3) years after completion of the contract. The Client shall have access to all records, documents and information collected and/or maintained by others in the course of the administration of the Agreement. This information shall be made accessible at the Client's place of business for purposes of inspection, reproduction and audit without restriction.

D. The Parties agree that any action to enforce or interpret this Agreement shall be initiated within the applicable period of limitations as provided by the governing law of the State of Wisconsin.

E. **Exhibit D, Federal Uniform Guidance Requirements** is incorporated into this Agreement.

F. This Agreement may be executed in multiple counterparts, each of which shall be deemed to be an original instrument, but all of which taken together shall constitute one instrument.

G. In the event of a conflict between the terms and conditions contained in this Agreement and the Attachments hereto, this Agreement shall control.



Exigent and Emergency Circumstances Limited Services Agreement General Terms and Conditions

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized officers or representatives.

Client Name: City of Neenah, Wisconsin

Consultant Name: Thompson Consulting Services, LLC


(Signature)

Name: Brian Boncharost

Title: Mayor

Date: 8-7-2026

Address for Giving Notices:

City Hall
211 Walnut
NEENAH WI 54956


Jon Hoyle (Aug 7, 2026 13:28:16 EDT)

(Signature)

Name: Jon Hoyle

Title: President

Date: Aug 7, 2026

Address for Giving Notices:

Thompson Consulting Services
Attention: Jon Hoyle, President
2601 Maitland Center Parkway
Maitland, FL 32751

Please return executed copy of these terms and conditions to the attention of:

Kyle Hoyle

khoyle@thompsoncs.net

(407) 792-0018 - Phone



Exhibit A

Procurement Under Grants: Under Exigent or Emergency Circumstances

The Federal Emergency Management Agency (FEMA) provides financial assistance to states, territories, tribes, local governments, nonprofits, institutions of higher education, and other non-Federal entities. All FEMA grant programs are subject to the Federal procurement standards found at 2 C.F.R. §§ 200.317 – 200.326. Recognizing that FEMA’s recipients and subrecipients may face exigencies or emergencies when carrying out a FEMA award, this Fact Sheet provides key information to consider when utilizing contracted resources under exigent or emergency circumstances.

What Rules Apply to State Entities?

States are required to follow their own procurement procedures as well as the Federal requirements for procurement of recovered materials and inclusion of required contract provisions per 2 C.F.R. §§ 200.317, 200.322, and 200.326.

For purposes of the Federal procurement requirements, states are defined as the 50 states, the District of Columbia, the Commonwealth of Puerto Rico, the U.S. Virgin Islands, Guam, American Samoa, the Commonwealth of Northern Mariana Islands, and any agency or instrumentality thereof except for local governments. Tribal governments are not considered to be states when applying Federal procurement standards required by 2 C.F.R. Part 200.

What Rules Apply to Non-State Entities?

For all other types of entities, referred to as “non-state entities” in this Fact Sheet, Federal regulations (2 C.F.R. Part 200 – Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) establish requirements for the exigency or emergency exception that permits the use of noncompetitive procurements, frequently referred to as “sole-source contracting.” This exception and associated procurement requirements are discussed further below. In general, it will be fact-specific and entity-specific as to when exigent or emergency circumstances necessitate the use of noncompetitive procurements. The answers to the frequently asked questions below provide additional guidance on the acceptable use of noncompetitive proposals under exigent or emergency circumstances, which is described in regulation at 2 C.F.R. § 200.320(f)(2).



FEMA

It is essential that all non-state entities understand that both FEMA and the U.S. Department of Homeland Security's Office of Inspector General (OIG) closely review procurement actions and contract selections, with a particular emphasis on noncompetitive procurement actions, to evaluate compliance with Federal requirements. ***Failure to follow Federal contracting and procurement requirements puts non-state entities at risk of not receiving reimbursement or not being able to use FEMA grant funds for otherwise eligible costs.***

What is the exigency or emergency exception?

Non-state entities must follow the procurement requirements found at 2 C.F.R. §§ 200.317 – 200.326. However, Federal regulations allow for noncompetitive procurements under certain circumstances, including when a non-state entity determines that immediate actions required to address the public exigency or emergency cannot be delayed by a competitive solicitation. This represents an exception to requirements for full and open competition. FEMA approval is not required for use of noncompetitive procurements under the emergency or exigency exception; however, the non-state entity must document its justification for using noncompetitive procurements and must still comply with other procurement requirements and ensure that costs are reasonable.

When referring to procurement activity, FEMA defines both exigency and emergency as situations that demand immediate aid or action. The difference between the two is that:

- In the case of an **exigency**, there is a need to avoid, prevent, or alleviate serious harm or injury, financial or otherwise, to the non-state entity, and use of competitive procurement proposals would prevent the urgent action required to address the situation. Thus, a noncompetitive procurement may be appropriate.
- In the case of an **emergency**, a threat to life, public health or safety, or improved property requires immediate action to alleviate the threat.

While emergency conditions generally are short-lived, exigent circumstances can exist for a period of weeks or months.

- **Exigency Example:** A tornado impacts a city in June and causes widespread and catastrophic damage, including damage to a city school. The city wants to repair the school and have it ready for use by the beginning of the school year in September. The city estimates, based on past experience, that awarding a contract using a sealed bidding process would require at least 90 days, and the city's engineer estimates that the repair work would last another 60 days. This would extend the project beyond the beginning of the school year. Rather than conducting a sealed bidding process, the city—in compliance with state and local law—wants to sole source with a contractor it has contracted with previously. The city can demonstrate that this constitutes an “exigent circumstance” because use of a sealed bidding process would cause an unacceptable delay and thus procurement by noncompetitive methods was necessary based on the particular situation.
- **Emergency Example #1 (Disaster Grants):** Severe weather impacts a city and causes widespread and catastrophic damage, including loss of life, widespread flooding, loss of power, damage to public and private structures, and millions of cubic yards of debris across the city, leaving almost the entire jurisdiction inaccessible. The city needs to begin debris removal activities immediately to restore access to the community, support search and rescue operations, power restoration, and address health and safety concerns. Under these circumstances, the city may find it necessary to award noncompetitive contracts to address threats to life, property, and public health.

- **Emergency Example #2 (Non-Disaster Grants):** The weather in a city has been below freezing for the past 2 weeks, causing a pipe in the city's emergency operations center to burst and flood the first floor. This flood destroyed half of the city's radios that its emergency workers use to communicate with police and fire personnel. The city documented and demonstrated that it needed to replace these radios right away to avert an immediate threat to life, safety, or property as the city needed a full supply of radios in order to respond to emergencies. Under these circumstances, the city may find it necessary to award noncompetitive contracts to address threats to life, property, and public health.

When does the exigency or emergency exception apply and for how long?

Use of the public exigency or emergency exception *is only permissible during the actual exigent or emergency circumstances*. Exigency or emergency circumstances will vary for each incident, making it difficult to determine in advance or assign a particular time frame when noncompetitive procurements may be warranted. Exigent or emergency circumstances may exist for two days, two weeks, two months, or even longer in some cases. Non-state entities must ensure that work performed under the noncompetitively procured contracts is specifically related to the exigent or emergency circumstance in effect at the time of procurement. Importantly, because the exception to competitive procurement is available only while the exigent or emergency circumstances exist, non-state entities should, upon awarding a noncompetitive contract, immediately begin the process of competitively procuring similar goods and services in order to transition to the competitively procured contracts as soon as the exigent or emergency circumstances cease to exist.

FEMA may review a non-state entity's justification that exigent or emergency circumstances warrant an exception to competitive procurement. If the agency determines that exigent or emergency circumstances did not exist or did not preclude a non-state entity from adhering to competitive procurement requirements, FEMA may disallow all or part of the non-state entity's cost related to the contract or take other actions permitted by statute and regulation. (See 2 C.F.R. § 200.338).

What documentation is required to support the use of the exigency or emergency exception?

While FEMA approval is not required for a non-state entity to use noncompetitive procurement proposals under the emergency or exigency exception, non-state entities must document and provide justification for the use of the exigent or emergency exception. A list of elements that non-state entities may wish to include as part of their written justifications can be found at the end of this Fact Sheet. The justification must be included in the non-state entity's records for each FEMA award, subaward, or project.

Do any Federal procurement requirements apply if a non-state entity is sole-sourcing a contract under exigent or emergency circumstances?

Yes, non-state entities must comply with the following requirements even when exigent or emergency circumstances exist:

- Contracts must include the required contract clauses (2 C.F.R. § 200.326 & Appendix II) (also applicable to states).
- Contracts exceeding the Federal simplified acquisition threshold must include the Federal bonding requirements if the contract is for construction or facility improvement (2 C.F.R. § 200.325).

- Contracts must be awarded to a responsible contractor (2 C.F.R. § 200.318(h)).
- The non-state entity must complete a cost or price analysis to determine that the cost or price of the contract is fair and reasonable if the contract exceeds or is expected to exceed the Federal simplified acquisition threshold (2 C.F.R. § 200.323(a) and (b)).
- The use of cost-plus-percentage-of-cost contracting is prohibited (2 C.F.R. § 200.323(c)).
- Use of time and materials contracts must comply with 2 C.F.R. § 200.318(j).
- The non-state entity must follow documentation, oversight, and conflict of interest requirements among other general procurement requirements in 2 C.F.R. § 200.318. If a conflict of interest is unavoidable due to the exigent/emergency circumstances, the non-state entity must explain that in the procurement documentation.

What if the non-state entity wants to use a pre-awarded or pre-existing contract in an exigency or emergency and that contract does not comply with the Federal procurement requirements?

If a pre-awarded or pre-existing contract is not in compliance with the Federal procurement requirements (e.g., the contract was not fully and openly competed (see 2 C.F.R. §§ 200.319, 200.320), the six affirmative socioeconomic contracting steps were not completed (2 C.F.R. § 200.321), there is a conflict of interest involved (2 C.F.R. § 200.318)), it may still be possible to use the contract for the duration of the exigency or emergency. FEMA recommends that non-state entities review the list of procurement requirements above and take actions to modify pre-awarded or pre-existing contracts where applicable. In addition, non-state entities must prepare the appropriate documentation to justify the use of a noncompetitively procured contract.

Can non-state entities use time and materials (T&M) contracts in an exigency or emergency?

Yes, but only under certain circumstances. FEMA advises against the use of T&M contracts and generally limits the use of these contracts to a short time period where the scope or duration of the work is unclear. T&M contracts do not incentivize contractors to control costs or maximize labor efficiency. FEMA may reimburse costs incurred under a T&M contract only if all of the following apply:

- No other contract was suitable;
- The contract has a ceiling price that the contractor exceeds at its own risk; and
- The non-state entity can demonstrate it provided a high degree of oversight to obtain reasonable assurance that the contractor used efficient methods and effective cost controls.

Can a non-state entity award cost-plus-a-percentage-of-cost contracts or contracts with a percentage-of construction-cost method in an exigency or emergency?

No. This prohibition applies to all work, regardless of the circumstances (2 C.F.R. § 200.323(d)).

Can non-state entities use *piggyback* contracts in an exigency or emergency?

Piggyback contracting occurs when one entity with an existing contract assigns some or all of its contractual rights to another entity that was not previously party to the contract. Generally, FEMA discourages piggyback contracts because the original contract pertains to the needs of the original entity with a specific scope of work for that entity. While there may be circumstances when piggybacking is permissible, in almost all instances, the scope of work would need to be changed to include the needs of a non-state entity, and changes to the scope of work are generally not permitted as there is not likely to be full and open competition for the expanded scope of work. However, during emergency and exigency circumstances, non-state entities may be able to piggyback another entity's contract and expand the scope of a contract for the period of the emergency or exigency circumstance.

Note that a non-state entity may choose to enter into a separate contract with the same contractor as another entity, using the same terms and conditions as in that other entity's contract, with only a change in the scope of work and the associated costs. However, this is sole-source contracting rather than piggyback contracting, and it must meet the requirements for noncompetitive procurement under exigency or emergency circumstances as described elsewhere in this Fact Sheet.

If a non-state entity is contemplating the use of piggyback contracting, it should contact its state or territory liaison, or the applicable FEMA Program Office to request FEMA assistance with contract review. For assistance with FEMA contact information, the entity should contact the Centralized Scheduling and Information Desk (CSID) help line at (800) 368-6498 or askcsid@fema.dhs.gov. CSID hours of operation are from 9 a.m. to 5 p.m. ET, Monday through Friday.

Can states use time and materials (T&M) or cost-plus-percentage-of-cost (CPPC) contracts in an exigency or emergency?

While the Federal procurement rules do not prohibit the use of T&M contracts and CPPC contracts by states, FEMA discourages states from using these contracts because they generally lack provisions that control costs and maximize efficiency in performing work. FEMA and the OIG closely scrutinize these types of contracts for cost reasonableness.

Although T&M contracts are discouraged, there may be instances where T&M contracts are appropriate in the short term for activities such as debris removal, emergency power restoration, or other immediate actions required to address emergency health and safety threats under a Public Assistance award. States entering into T&M contracts are encouraged to include language in the contract that specifies a ceiling price and limits the duration of the contract to a short time period, thus providing the state time to develop a scope of work and transition to the more competitive procurement procedures.

As a reminder, 2 C.F.R. § 200.317 requires states to follow: (1) the same policies and procedures they use for procurements using non-Federal funds; (2) 2 C.F.R. § 200.322 (procurement of recovered materials); and (3) 2 C.F.R. § 200.326 (required contract provisions). These requirements apply regardless of whether exigency or emergency circumstances exist. States must ensure that they are also in compliance with the cost principles in 2 C.F.R. §§ 200.400 – 200.474, including ensuring that costs are reasonable, as defined in 2 C.F.R. § 200.404.

Additional Information and Resources

Non-state entities should consult as soon as possible with all appropriate parties, including their own legal counsel, to review their procurement policies, actions, and contracts and compare them to the Federal procurement requirements. Non-state entities also should contact their state or territory liaisons, or applicable FEMA Program Office to request assistance with any procurement activity concerns. For assistance with FEMA contact information, the entity should contact the Centralized Scheduling and Information Desk (CSID) help line at (800) 368-6498 or askcsid@fema.dhs.gov. CSID hours of operation are from 9 a.m. to 5 p.m. ET, Monday through Friday.

Detailed procurement and contracting information is available on the FEMA website at www.fema.gov/procurement-disaster-assistance-team. While the guidance available at that website is specifically applicable to FEMA's Public Assistance Program, it is a useful resource for FEMA's other grant programs as the procurement requirements in 2 C.F.R. Part 200 apply to all of FEMA's grant programs. The current Code of Federal Regulations referenced in this guidance can be accessed at www.eCFR.gov. The annual Code of Federal Regulations is available at <https://www.govinfo.gov/app/collection/cfr>, and the applicable regulations will be the ones in place at the time FEMA issued the declaration or made the award.

Suggested Elements for Noncompetitive Procurement Justification

1. Identify which of the four circumstances listed in 2 C.F.R. § 200.320(f) justify a noncompetitive procurement:
 - The item is available only from a single source;
 - The public exigency or emergency for the requirement will not permit a delay resulting from competitive solicitation;
 - The Federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the non-Federal entity; or
 - After solicitation of a number of sources, competition is determined inadequate.
2. Provide a brief description of the product or service being procured, including the expected amount of the procurement.
3. Explain why a noncompetitive procurement is necessary. If utilizing the exigency/emergency exception, the justification should explain the nature of the public exigency or emergency, including specific conditions and circumstances that clearly illustrate why procurement other than through noncompetitive proposals would cause unacceptable delay in addressing the public exigency or emergency. (Failure to plan for transition to competitive procurement cannot be the basis for continued use of noncompetitive procurement based on public exigency or emergency).
4. State how long the noncompetitively procured contract will be used for the defined scope of work and the impact on that scope of work should the noncompetitively procured contract not be available for that amount of time (e.g., how long do you anticipate the exigency or emergency circumstances will continue; how long will it take to identify your requirements and award a contract that complies with all procurement requirements; or how long would it take another contractor to reach the same level of competence).

5. Describe the specific steps taken to determine that full and open competition could not have been used, or was not used, for the scope of work (e.g., research conducted to determine that there were limited qualified resources available that could meet the contract provisions).
6. Describe any known conflicts of interest and any efforts that were made to identify possible conflicts of interest before the noncompetitive procurement occurred. If no efforts were made, explain why. If a conflict of interest is unavoidable, such as due to exigent/emergency circumstances, explain how it was unavoidable and any steps taken to address the impact of that conflict of interest.
7. Include any other information justifying the use of noncompetitive procurement in the specific instance.

NOTE: A separate justification is required for each instance of noncompetitive procurement.



Exhibit B

EXHIBIT B

SCOPE OF WORK

Thompson's approach to providing disaster response and recovery services to the Client maintains a primary focus on the efficient and effective utilization of available resources while assisting the Client in navigating the funding and compliance channels. Thompson will closely adhere to the project execution strategy and task response times outlined below to meet or exceed the Client's expectations.

Project Execution Utilizing Automated Debris Management System

Thompson will execute the proposed tasks described below with our best-in-class Automated Debris Management System (ADMS) hardware and software system, Thompson Data Management Suite (TDMS). Thompson's ADMS was developed in-house and is proprietary. We do not rely on licensing for the use of an ADMS. The TDMS collection of hardware, software and communications infrastructure is detailed in the table below.

Table 1: Thompson Data Management Suite (TDMS)

TDMS Component	Description
TDMSmobile	ADMS hardware solution that provides clients the option to manage and monitor debris recovery missions electronically. TDMSmobile can be utilized for a variety of programs and operations including truck certification, right-of-way (ROW) collection, tree work (leaners/hangers/stumps), private property debris removal (PPDR), demolitions, haul out/disposal, and monitor management. TDMSmobile has a disconnected architecture and is fully operational in a post storm environment where cellular networks are destroyed or compromised.
TDMSweb	TDMSweb is a web based application that serves as the backbone of the TDMS for storage and data management. TDMSweb provides access to viewing, querying, sorting, reporting, mapping and managing project related data and documents including electronic tickets, contractor invoices, text message updates, reports, and FEMA data and image exports.
TDMSmaps	TDMSmaps is a web based GIS application that integrates geospatial and relational data to enhance management and public information capabilities. The Client will have full access to live maps, progress maps and query maps which will allow the Client and project managers to evaluate progress, assign or re-assign crews, and make general debris management decisions.
TDMSclient	TDMSclient is a web based portal that serves as the client and contractor information center for project costs, electronic tickets, accounting transactions and invoices. TDMSclient provides access to viewing, querying, sorting, reporting, mapping and managing project related data and documents

Technical Approach by Task

Thompson's project understanding and approach to assisting the Client in disaster debris monitoring operations and the associated management and accounting requirements is detailed in the table below:

Table 2: Project Approach and Deliverables

Task / Mobilization Time	Description
1. Debris Program Implementation	
12-24 hours following notice to proceed (NTP)	Thompson will implement a program based on the specific needs of the Client, feedback from debris removal contractors, and debris estimates developed through the preliminary damage assessment.

2. Onboarding and Training of Employees	
12-24 hours following NTP	Thompson will identify local residents to onboard and train to be debris monitors. This effort will help skilled residents participate in the recovery efforts with a meaningful impact and earn a competitive hourly wage. Thompson performs Motor Vehicle Reports (MVR's) and drug testing on all field staff.
3. Health and Safety Plan Implementation	
12-24 hours following NTP	Health and Safety Plan will be periodically reviewed and updated to address any disaster specific hazards including working near traffic. Thompson's safety program is focused on the safety of Thompson monitors and field personnel. Thompson will deploy a quality assurance team to each of its projects to ensure that certain quality standards are being upheld, regardless of the operating conditions and climate.
4. Measure and Certify Trucks by FEMA PAPPG Standards	
12-24 hours following NTP	Peak truck certification occurs during the first week of debris removal operations. Thompson will perform "spot field audits" and recertify trucks throughout the debris removal operation. Thompson will assign a unique identification number to each truck and a placard with the truck number will be affixed to the side of each debris removal truck.
5. Deploy Loading Site Collection Monitors	
24-48 hours following NTP	Thompson will deploy collection monitors based on the debris removal contractor's mobilization and certification of trucks. The Collection Monitor's primary responsibility is to observe, document, and substantiate the removal of eligible storm debris from Client ROW and other collection zones identified and approved by the Client. The collection monitor will perform all duties outlined in the SOW and directed by Client debris management personnel.
6. Deploy Debris Management Site Monitors	
24-48 hours following NTP	Thompson will ensure that the Client Debris Management Sites (DMS) meet all MDEQ requirements. DMS Monitors are responsible for completing the load transactions and recording debris volumes for loads that have been transported to the DMS for processing and storage or final disposal. Thompson will work with Debris Removal Contractor(s) to obtain copies of all DMS permits.
7. Deploy Field Supervisors / Field Supervisors	
24-48 hours following NTP	Thompson will deploy one (1) Field Supervisor for every ten (10) collection monitors to appropriately supervise collection operations. The 1:10 supervisor to monitor ratio is encouraged by FEMA.
8. FEMA Consultation	
Scheduled after applicant kickoff	Thompson has recent experience with FEMA's new delivery model using Grants Portal and, at the direction of the Client, is prepared to participate in project scoping meetings with FEMA.
9. Monitor the Removal of Leaning Trees, Hanging Limbs, and Hazardous Stumps	
24-48 hours following NTP	Thompson is prepared to expedite the program based on availability of specialized tree equipment. GPS coordinates, measurements, and photos will be taken for tree work. All hazardous stumps must be approved by FEMA prior to removal.
10. Ordinance Review to Determine Best Method to Perform Private Property Debris Removal (PPDR)	
Once debris operations begin (subject to need)	Thompson management staff has experience analyzing and designing PPDR programs based on Voluntary/Right-of Entry, Imminent Danger of Collapse, and Public Nuisance Programs. Thompson will work with the Client to identify an ordinance that clearly grants the Client with the authority to enter private property to remove and dispose of debris, establish a multi-step process to ensure all proper notifications are made to property owners and develop a public outreach plan to ensure that Client residents in need are able to participate in the program
11. Private Property Debris Removal Monitoring	
TBD, based on input from State and FEMA	PPDR programs may include vegetative and C&D debris, as well as leaners, hangers, stumps, and structural demolitions. Each property will have a "PPDR" packet with all documentation necessary for regulatory requirements and FEMA reimbursement including Client ordinance, notifications, executed ROE, FEMA/State approval, FEMA HP review and approval, asbestos abatement approval, utility disconnect documentations, site survey, photographs, and close-out documentation.

12. Specialized Debris Removal Monitoring	
TBD, based on input from State and FEMA	Thompson management staff has experience with the operational methods to properly document special debris removal programs such as removal of debris from waterways and lakes, debris removal from parks and trails, beach debris removal and the removal of vehicles and vessels.
13. Accumulate Daily Field Data	
48 hours following NTP	Thompson will maintain field data for all debris recovery programs monitored. Debris removal data will be organized by debris type, road type, and program. Thompson's reporting tool is flexible and can be tailored to report debris removal by any number of parameters.
14. Timekeeping QA/QC	
1 week after removal operations begin	Every night, Thompson will perform QA/QC on all clock in/clock out times to ensure that electronic time stamps are captured in TDMS. Time entries will be finalized on a nightly basis. Following each work week, individual monitor time logs are distributed in the field for employee review and approval. Any discrepancies in time are reviewed and reconciled by management.
15. Reconcile Contractor Invoices	
1 week after removal operations begin	Thompson will perform a thorough review and reconciliation of contractor invoices submitted to the Client and comply with the invoicing and payment term in the debris removal contract. All approved invoices will be "audit ready" packages that are organized and formatted to upload into FEMA's Grants Portal.
16. Long-Term Recovery and Grant Management Consulting	
On-going throughout recovery operation	Thompson shall provide comprehensive grant management support including but not limited to: 1) Reimbursement and grant management support for FEMA, FHWA, NRCS, HUD and other federal and/or state programs. 2) Identification of eligible emergency and permanent work projects (i.e. FEMA Public Assistance, Category A-G). 3) Coordination with State, FEMA, FHWA, NRCS, HUD and other agencies as necessary. 4) Assistance in attaining Immediate Needs Funding. 5) Provide guidance on prioritization of recovery projects. 6) Collection, review, and dissemination of supporting documentation. 7) Site inspections to identify and document eligible damages. 8) Prepare cost estimates for development of project worksheets. 9) Hazard mitigation, improved project and alternate project identification administration and advisory. 10) Project Worksheet generation and review. 11) Engineering, procurement, environmental compliance, and other support necessary to monitor and manage the implementation of awarded projects. 12) Staff augmentation with experienced grant management, project accounting, site inspection and cost estimating, and other personnel as requested. 13) Interim inspections, final inspections, supplemental Project Worksheet generation, and final review. 14) Project cost reconciliation, reporting, and assistance with requests for reimbursement of funds. 15) Appeal services and negotiations. 16) Final review and closeout of all emergency and permanent work projects. 17) Other services as requested.



Exhibit C

EXHIBIT C

BILL RATES

The hourly labor rates shall include all applicable overhead and profit. All non-labor related project costs, including but not limited to, lodging, per diem, supplies, rental equipment, and other direct project expenses, will be billed to the client at cost without markup.

Table 1: Debris Monitoring Hourly Rates

Position	Rate
Billing / Data Manager	90.02
Billing Specialist	51.44
Clerical	36.01
Debris Monitor	47.58
Field Operations Manager	96.45
Field Supervisor	75.87
GIS Analyst	102.88
Health and Safety Technician	109.31
Project Manager	122.17
Site Survey Technician	83.59

Table 2: Damage Assessment, Engineering, Environmental, and Grant Administration Hourly Rates

Position	Rate
Grant Management Consultant I	109.31
Engineer I	115.74
Grant Management Consultant II	141.46
Engineer II	154.32
Grant Management Consultant III	173.61
Engineer III	192.90



Exhibit D

EXHIBIT D

Federal Uniform Guidance Requirements

This is an acknowledgement that FEMA financial assistance will be used to fund the contract. The Consultant will comply with all applicable federal law, regulations, executive orders, FEMA policies, procedures, and directives. The Federal Government is not a party to the awarded contract and is not subject to any obligations or liabilities to the Client, Consultant, or any other party pertaining to any matter resulting from the contract. The Consultant acknowledges that 31 U.S.C. Chap. 38 (Administrative Remedies for False Claims and Statements) applies to the Consultant's actions pertaining to this contract.

PROCUREMENT OF RECOVERED MATERIALS

(1) In the performance of this contract, the Consultant shall make maximum use of products containing recovered materials that are EPA designated items unless the product cannot be acquired:

- (i) Competitively within a timeframe providing for compliance with the contract performance schedule;
- (ii) Meeting contract performance requirements; or
- (iii) At a reasonable price.

(2) Information about this requirement is available at EPA's Comprehensive Procurement Guidelines web site, <http://www.epa.gov/cpg/>. The list of EPA-designate items is available at <http://www.epa.gov/cpg/products.htm>.

CONTRACTING WITH SMALL AND MINORITY BUSINESSES, WOMEN'S BUSINESS ENTERPRISES, AND LABOR SURPLUS AREA FIRMS

(a) The Client must take all necessary affirmative steps to assure that minority businesses, women's business enterprises, and labor surplus area firms are used when possible.

(b) Affirmative steps must include:

- (1) Placing qualified small and minority businesses and women's business enterprises on solicitation lists;
- (2) Assuring that small and minority businesses, and women's business enterprises are solicited whenever they are potential sources;
- (3) Dividing total requirements, when economically feasible, into smaller tasks or quantities to permit maximum participation by small and minority businesses, and women's business enterprises;
- (4) Establishing delivery schedules, where the requirement permits, which encourage participation by small and minority businesses, and women's business enterprises;
- (5) Using the services and assistance, as appropriate, of such organizations as the Small Business Administration and the Minority Business Development Agency of the Department of Commerce; and
- (6) Requiring the prime Consultant, if subcontracts are to be let, to take the affirmative steps listed in paragraphs (1) through (5) of this section.

EQUAL OPPORTUNITY CLAUSES

EXHIBIT D

Compliance with Regulations: The Consultant shall comply with the Acts and the Regulations relative to Nondiscrimination in federally-assisted programs, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

During the performance of any awarded "federally assisted contracts" the Consultant agrees as follows:

(1) The Consultant will not discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, or national origin. The Consultant will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin. Such action shall include, but not be limited to the following: Employment, upgrading, demotion, or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Consultant agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

(2) The Consultant will, in all solicitations or advertisements for employees placed by or on behalf of the Consultant, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin.

(3) The Consultant will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice to be provided by the agency contracting officer, advising the labor union or workers' representative of the Consultant's commitments under section 202 of Executive Order 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

(4) The Consultant will comply with all provisions of Executive Order 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

(5) The Consultant will furnish all information and reports required by Executive Order 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the contracting agency and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

(6) In the event of the Consultant's noncompliance with the nondiscrimination clauses of this contract or with any of such rules, regulations, or orders, this contract may be canceled, terminated or suspended in whole or in part and the Consultant may be declared ineligible for further Government contracts in accordance with procedures authorized in Executive Order 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

(7) The Consultant will include the provisions of paragraphs (1) through (7) in every subcontract or purchase order unless exempted by rules, regulations, or orders of the

EXHIBIT D

Secretary of Labor issued pursuant to section 204 of Executive Order 11246 of September 24, 1965, so that such provisions will be binding upon each sub Consultant or vendor. The Consultant will take such action with respect to any subcontract or purchase order as may be directed by the Secretary of Labor as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that in the event the Consultant becomes involved in, or is threatened with, litigation with a sub Consultant or vendor as a result of such direction, the Consultant may request the United States to enter into such litigation to protect the interests of the United States.

COMPLIANCE WITH DAVIS-BACON ACT

(1) Consultant. When the construction, alteration, or repair of public buildings or public works is applicable to Consultant's Work, the Consultant shall comply with 40 U.S.C. § 3141 – 3144 and 3146 - 3148, as supplemented by Department of Labor regulations 29 C.F.R. pt. 5 as may be applicable, which are incorporated by reference into this contract.

(2) Subcontracts. The Consultant or sub Consultant shall insert in any subcontracts the clause above and such other clauses as the FEMA may by appropriate instructions require, and also a clause requiring the sub Consultants to include these clauses in any lower tier subcontracts. The prime Consultant shall be responsible for the compliance by any sub Consultant or lower tier sub Consultant with all of these contract clauses.

(3) Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a Consultant and sub Consultant as provided in 29 C.F.R. § 5.12.

COMPLIANCE WITH COPELAND "ANTI-KICKBACK" ACT

(1) Consultant. The Consultant shall comply with 18 U.S.C. § 874, 40 U.S.C. § 3145, and the requirements of 29 C.F.R. pt. 3 as may be applicable, which are incorporated by reference into this contract.

(2) Subcontracts. The Consultant or sub Consultant shall insert in any subcontracts the clause above and such other clauses as the FEMA may by appropriate instructions require, and also a clause requiring the sub Consultants to include these clauses in any lower tier subcontracts. The prime Consultant shall be responsible for the compliance by any sub Consultant or lower tier sub Consultant with all of these contract clauses.

(3) Breach. A breach of the contract clauses above may be grounds for termination of the contract, and for debarment as a Consultant and sub Consultant as provided in 29 C.F.R. § 5.12.

CONTRACT WORK HOURS AND SAFETY STANDARDS ACT 40 U.S.C. 3702 AND 3704. AS SUPPLEMENTED BY DEPARTMENT OF LABOR REGULATIONS (29 CFR PART 5)

Compliance with the Contract Work Hours and Safety Standards Act.

(1) Overtime requirements. No Consultant or sub Consultant contracting for any part of the contract work which may require or involve the employment of laborers or

EXHIBIT D

mechanics shall require or permit any such laborer or mechanic in any workweek in which he or she is employed on such work to work in excess of forty hours in such workweek unless such laborer or mechanic receives compensation at a rate not less than one and one-half times the basic rate of pay for all hours worked in excess of forty hours in such workweek.

(2) Violation; liability for unpaid wages; liquidated damages. In the event of any violation of the clause set forth in paragraph (1) of this section the Consultant and any sub Consultant responsible therefor shall be liable for the unpaid wages. In addition, such Consultant and sub Consultant shall be liable to the United States (in the case of work done under contract for the District of Columbia or a territory, to such District or to such territory), for liquidated damages. Such liquidated damages shall be computed with respect to each individual laborer or mechanic, including watchmen and guards, employed in violation of the clause set forth in paragraph (1) of this section, in the sum of \$10 for each calendar day on which such individual was required or permitted to work in excess of the standard workweek of forty hours without payment of the overtime wages required by the clause set forth in paragraph (1) of this section.

(3) Withholding for unpaid wages and liquidated damages. The Client shall upon its own action or upon written request of an authorized representative of the Department of Labor withhold or cause to be withheld, from any moneys payable on account of work performed by the Consultant or sub Consultant under any such contract or any Disaster Debris Disposal and Removal Services 53 Federal contract with the same prime Consultant, or any other federally-assisted contract subject to the Contract Work Hours and Safety Standards Act, which is held by the same prime Consultant, such sums as may be determined to be necessary to satisfy any liabilities of such Consultant or sub Consultant for unpaid wages and liquidated damages as provided in the clause set forth in paragraph of this section.

RIGHTS TO INVENTIONS MADE UNDER A CONTRACT OR AGREEMENT

If the Federal award meets the definition of "funding agreement" under 37 CFR § 401.2 (a) and the recipient or subrecipient wishes to enter into a contract with a small business firm or nonprofit organization regarding the substitution of parties, assignment or performance of experimental, developmental, or research work under that "funding agreement," the recipient or subrecipient must comply with the requirements of 37 CFR Part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.

CLEAN AIR ACT AND THE FEDERAL WATER POLLUTION CONTROL ACT

Consultant agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387), and will report violations to FEMA and the Regional Office of the Environmental Protection Agency (EPA).

ENERGY EFFICIENCY AND CONSERVATION ACT

Consultant agrees to comply with all applicable standards, orders or regulations

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issued pursuant to the Energy Policy and Conservation Act (42 U.S.C. 6201) and the provisions of the state Energy Conservation Plan adopted pursuant thereto.

SUSPENSION AND DEBARMENT

(1) This contract is a covered transaction for purposes of 2 C.F.R. pt. 180 and 2 C.F.R. pt. 3000. As such the Consultant is required to verify that none of the Consultant, its principals (defined at 2 C.F.R. § 180.995), or its affiliates (defined at 2 C.F.R. § 180.905) are excluded (defined at 2 C.F.R. § 180.940) or disqualified (defined at 2 C.F.R. § 180.935).

(2) The Consultant must comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C and must include a requirement to comply with these regulations in any lower tier covered transaction it enters into.

(3) This certification is a material representation of fact relied upon by the Client. If it is later determined that the Consultant did not comply with 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C, in addition to remedies available to the State and the Client, the Federal Government may pursue available remedies, including but not limited to suspension and/ or debarment.

(4) The Consultant agrees to comply with the requirements of 2 C.F.R. pt. 180, subpart C and 2 C.F.R. pt. 3000, subpart C while this offer is valid and throughout the Disaster Debris Disposal and Removal Services period of any contract that may arise from this contract. The Consultant further agrees to include a provision requiring such compliance in its lower tier covered transactions.

BYRD ANTI-LOBBYING AMENDMENT 31 U.S.C. § 1352 (AS AMENDED)

Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended). Consultants who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of any agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient.

PROHIBITION ON CONTRACTING FOR COVERED TELECOMMUNICATIONS EQUIPMENT OR SERVICES

Section 889(b)(1) of the John S. McCain National Defense Authorization Act for Fiscal Year 2019 (FY2019 NDAA) and 2 C.F.R. § 200.216, as implemented by FEMA Policy 405-143-1, Prohibitions on Expending FEMA Award Funds for Covered Telecommunications Equipment or Services (Interim), prohibit the obligation or expending of federal award funds on certain telecommunication products or from certain entities for national security reasons. Effective August 13, 2020, FEMA recipients and subrecipients, as well as their contractors and subcontractors, may not obligate or expend any FEMA award funds to:

- a. Procure or obtain any equipment, system, or service that uses covered

EXHIBIT D

- telecommunications equipment or services as a substantial or essential component of any system, or as critical technology of any system;
- b. Enter into, extend, or renew a contract to procure or obtain any equipment, system, or service that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology of any system; or
 - c. Enter into, extend, or renew contracts with entities that use covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system.

DOMESTIC PREFERENCE FOR PROCUREMENTS

As appropriate, and to the extent consistent with law, the contractor should, to the greatest extent practicable, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States. This includes, but is not limited to iron, aluminum, steel, cement, and other manufactured products.

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Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion

Consultant Covered Transactions

- (3) The prospective Consultant of the Recipient, Thompson Consulting Services, LLC, certifies, by submission of this document, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any federal department or agency.
- (4) Where the Recipient's Consultant is unable to certify to the above statement, the prospective Consultant shall attach an explanation to this form.

CONSULTANT:

Thompson Consulting Services, LLC

By 
Signature

Jon Hoyle, President

Name and Title

2601 Maitland Center Parkway

Street Address

Maitland, FL 32751

City, State, Zip

October 1, 2024

Date

Recipient's Name

Division Contract Number

FEMA Project Number

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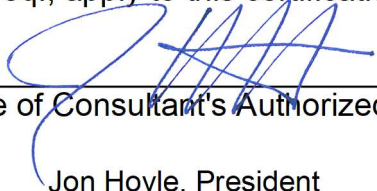
Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, U.S.C. § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The Consultant, Thompson Consulting Services, LLC, certifies or affirms the truthfulness and accuracy of each statement of its certification and disclosure, if any. In addition, the Consultant understands and agrees that the provisions of 31 U.S.C. § 3801 et seq., apply to this certification and disclosure, if any.



Signature of Consultant's Authorized Official

Jon Hoyle, President

Name and Title of Consultant's Authorized Official

October 1, 2024

Date



Memorandum

Date: August 24, 2026
To: Members of the Finance and Personnel Committee
From: Chairperson Erickson
RE: July Vouchers (Attachments)

On behalf of the Committee and Common Council, I have reviewed expenditure abstracts and other Finance Department records supporting:

1. July General Expenditure Voucher Nos. 4450 through 4564 (\$226,326.78) and 4380 through 4523 and 61800 through 61908 (\$4,683,755.43) and July payroll (\$0.00) for a combined total of \$4,375,095.02.

2. July Automated Transfers totaling \$3,750,852.43.

I recommend their approval.

Attached are schedules of July Automated Fund Transfers and Non-Payroll Expenditure Vouchers over \$2,000.

Attachments:

1. Automated Fund Transfers
2. Non-Payroll Expenditure Vouchers Over \$2,000

EXPENDITURE ABSTRACT FOR PERIOD JULY 1 THROUGH JULY 31, 2026
EXPLANATION OF AUTOMATED TRANSFERS

Transfer Date	Amount	Vendor	Description
7/1/26	\$1,443.28	CAREPLUS DENTAL PLANS	Dental Premiums
7/1/26	\$1,505.48	DELTA DENTAL	Vision Premium
7/1/26	\$751.46	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/1/26	\$2,119.32	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/1/26	\$4,033.75	DELTA DENTAL	Dental Claims
7/1/26	\$3,667.82	CATILIZE HEALTH	FSP Service Claims 6/24/26
7/2/26	\$36,297.57	UMR	6/25 - 6/30 Health Insurance Disbursements
7/2/26	\$23,041.30	MISSIONSQUARE	457 Deferred Comp. Contributions
7/2/26	\$3,167.25	MISSIONSQUARE	Employee IRA Contributions
7/2/26	\$77,159.90	PELION/PRECISION PRIME	RHS Employee Benefit
7/2/26	\$8,860.29	MIDAMERICA	FICA Alternative Plan #3121
7/2/26	\$38.00	COMMUNITY FIRST CU	FD Local 275 Conduit
7/2/26	\$6,383.16	COMMUNITY FIRST CU	FD Union Dues
7/2/26	\$322.00	SIMPLICITY CREDIT UNION	Police Benevolent
7/2/26	\$775.50	SIMPLICITY CREDIT UNION	Police Officers
7/2/26	\$117.50	SIMPLICITY CREDIT UNION	Police Supervisors
7/2/26	\$1,212.42	ASSOCIATED BANK	Child Support
7/2/26	\$626,881.67	EMPLOYEE PAYROLL	ACH Direct Deposit
7/2/26	\$1,395.00	NATIONWIDE	457 Deferred Comp. Contributions
7/2/26	\$850.00	NATIONWIDE	Employee IRA Contributions
7/3/26	\$63,308.98	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Federal Withholding
7/3/26	\$25,448.10	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding
7/3/26	\$68,110.27	DEPARTMENT OF THE TREASURY	Employee Federal Withholding
7/3/26	\$1,099.40	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/7/26	\$3,378.21	BANCORP	FSA/HRA Debit Card Prefund
7/8/26	\$6,592.33	DELTA DENTAL	Dental Claims
7/9/26	\$144,327.67	UMR	7/1 - 7/7 Health Insurance Disbursements
7/9/26	\$975.36	DEPARTMENT OF THE TREASURY	2026 PCOR Fees
7/10/26	\$688.60	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/10/26	\$292.00	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/10/26	\$24.78	QUADIENT	Postage
7/10/26	(\$2,150.00)	CATILIZE HEALTH	FSP Service Claims 6/24/26
7/13/26	\$946.62	CATILIZE HEALTH	FSP Service Claims 7/6/26
7/14/26	\$2,246.34	BANCORP	FSA/HRA Debit Card Prefund
7/14/26	\$2,970.64	ASSOCIATED BANK	June Bank Service Fee
7/15/26	\$33,881.13	WI DEPT OF REVENUE	EE State Withholding
7/15/26	\$4,334.22	DELTA DENTAL	Dental Claims
7/15/26	\$59,137.00	UMR	Admin Fee and Stop Loss
7/15/26	\$2,437.28	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/15/26	\$3,939.61	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/16/26	\$35,382.29	UMR	7/8 - 7/14 Health Insurance Disbursement
7/16/26	\$23,526.30	MISSIONSQUARE	457 Deferred Comp. Contributions
7/16/26	\$3,167.25	MISSIONSQUARE	Employee IRA Contributions
7/16/26	\$9,444.76	MIDAMERICA	FICA Alternative Plan #3121
7/16/26	\$38.00	COMMUNITY FIRST CU	FD Local 275 Conduit
7/16/26	\$322.00	SIMPLICITY CREDIT UNION	Police Benevolent
7/16/26	\$775.50	SIMPLICITY CREDIT UNION	Police Officers
7/16/26	\$117.50	SIMPLICITY CREDIT UNION	Police Supervisors
7/16/26	\$1,212.42	ASSOCIATED BANK	Child Support
7/16/26	\$655,998.85	EMPLOYEE PAYROLL	ACH Direct Deposit
7/16/26	\$1,395.00	NATIONWIDE	457 Deferred Comp. Contributions
7/16/26	\$850.00	NATIONWIDE	Employee IRA Contributions
7/17/26	\$66,621.21	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Federal Withholding
7/17/26	\$26,264.92	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding
7/17/26	\$71,317.44	DEPARTMENT OF THE TREASURY	Employee Federal Withholding
7/17/26	\$1,418.89	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/17/26	\$1,885.05	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/20/26	\$5,652.76	WI DEPT OF REVENUE	June Sales Tax
7/21/26	\$677.00	STIFEL	Quarterly Fee
7/21/26	\$1,695.39	BANCORP	FSA/HRA Debit Card Prefund
7/22/26	\$4,372.57	DELTA DENTAL	Dental Claims

EXPENDITURE ABSTRACT FOR PERIOD JULY 1 THROUGH JULY 31, 2026
EXPLANATION OF AUTOMATED TRANSFERS

Transfer Date	Amount	Vendor	Description
7/22/26	\$839.41	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/22/26	\$370.70	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/23/26	\$56,157.07	UMR	7/15 - 7/21 Health Insurance Disbursement
7/24/26	\$1,661.48	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/24/26	\$1,059.57	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/28/26	\$4,311.97	BANCORP	FSA/HRA Debit Card Prefund
7/28/26	\$776.79	CATILIZE HEALTH	FSP Service Claims 7/21/26
7/29/26	\$1,920.29	DIVERSIFIED BENEFIT SERVICES	2026 Employee FSA Plan
7/29/26	\$1,884.32	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/29/26	\$4,786.75	DELTA DENTAL	Dental Claims
7/30/26	\$20,098.30	UMR	7/22 - 7/28 Health Insurance Disbursement
7/30/26	\$226,326.78	US BANK	6/26-7/25 P-Card Statement
7/30/26	\$23,526.30	MISSIONSQUARE	457 Deferred Comp. Contributions
7/30/26	\$3,436.25	MISSIONSQUARE	Employee IRA Contributions
7/30/26	\$8,582.57	MIDAMERICA	FICA Alternative Plan #3121
7/30/26	\$38.00	COMMUNITY FIRST CU	FD Local 275 Conduit
7/30/26	\$1,212.42	ASSOCIATED BANK	Child Support
7/30/26	\$645,496.77	EMPLOYEE PAYROLL	ACH Direct Deposit
7/30/26	\$1,395.00	NATIONWIDE	457 Deferred Comp. Contributions
7/30/26	\$850.00	NATIONWIDE	Employee IRA Contributions
7/31/26	\$30,038.30	NETWORK HEALTH	FSP Shared Savings Fee
7/31/26	\$122.73	DIVERSIFIED BENEFIT SERVICES	2026 Employee HRA Plan
7/31/26	\$162,494.50	WI EMPLOYEE TRUST FUNDS	Retirement Contribution - ER Contribution
7/31/26	\$122,379.75	WI EMPLOYEE TRUST FUNDS	Retirement Contribution - EE Contribution
7/31/26	\$35,621.13	WI DEPT OF REVENUE	EE State Withholding
7/31/26	\$65,446.68	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Federal Withholding
7/31/26	\$25,970.21	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding
7/31/26	\$70,515.78	DEPARTMENT OF THE TREASURY	Employee Federal Withholding
7/31/26	\$22,607.40	MERCHANT SERVICES	Debit Card/Credit Card Service Fee
7/31/26	\$76,778.90	WE Energies & WPS	Invoices
JULY TOTAL	\$3,750,852.43		

Jul 2026 Check Register-Over \$2,000

Pymt Date	Pymt #	Vendor	Invoice #	Trans. Amount	AP Description 01	AP Description 02	Fund Description	Department Description
07/02/2026	4380	BENITEK LLC	PSINV103915	2,500.00	JUL BENITEK		Capital Equipment Fund	Information Systems
07/02/2026	4382	BOYS' & GIRLS' BRIGADE	422	3,400.00	OP REC JUN BRIGADE RENTAL		General Fund	Youth Programs
07/02/2026	4383	DAVEL ENGINEERING &	3185100	3,950.00	TOPOGRAPHIC SURVEY		Facility Improvement Fund	Parks
07/02/2026	4384	ENERGY CONTROL & DESIGN INC	107595IN	2,871.25	PREVENTATIVE MAINTENANCE	- MECHANICAL & TEMP CTRLS	General Fund	Municipal Facilities
07/02/2026	4387	GRAPHIC COMPOSITION LLC	261413	6,445.00	SUMMER 2026 NEENAH NEWS		General Fund	Mayors
07/02/2026	4388	GROOME INDUSTRIAL SERVICE GROUP	700840C01	4,820.32	HYDRO-BLASTING - CLARIFIE	RS	Water	Other
		GROOME INDUSTRIAL SERVICE GROUP	700840C02	3,415.24	HYDRO-BLASTING - CLARIFIE	RS	Water	Other
07/02/2026	4394	MISSISSIPPI LIME COMPANY LLC	CD208959	5,742.36	HYDRATED LIME		Water	Other
07/02/2026	4397	PRIMADATA LLC	75608	2,129.29	JUN UTILITY BILL POSTAGE		Water	Other
07/02/2026	4399	SEH INC	509626	9,038.01	MAY SERVICES CITY MASTER	PLAN STUDY	ARPA Funds	Finance
		SEH INC	510058	19,088.78	ST 31 REMODEL ARCHITECT F	EES THRU 5/30	Facility Improvement Fund	Fire Department
07/02/2026	4401	VANDEWALLE & ASSOCIATES INC	202606056	14,452.70	ZONING CODE REWRITE		General Fund	Community Development
07/09/2026	4405	AIRGAS USA LLC	9172771184	3,631.20	CARBON DIOXIDE		Water	Other
07/09/2026	4411	CHEMTRADE CHEMICALS US LLC	90410302	8,617.50	FERRIC SULFATE		Water	Other
07/09/2026	4414	ELEVATED SAFETY LLC	INV00011147	14,422.81	SPECIAL OPS EQUIPMENT		Neenah Menasha Fire	Other
07/09/2026	4415	ENERGY CONTROL & DESIGN INC	107610IN	6,951.50	ST 32 BOILER REPLACEMENT		Facility Improvement Fund	Fire Department
		ENERGY CONTROL & DESIGN INC	107627IN	17,366.00	HVAC UPGRADE CITY HALL		Facility Improvement Fund	Municipal Building
07/09/2026	4418	HEARTLAND BUSINESS SYSTEMS LLC	889888H	26,670.00	NUTANIX SERVER HW		Capital Equipment Fund	Information Systems
07/09/2026	4419	HYDRITE CHEMICAL COMPANY	2026000042390	7,201.90	SODIUM HYPOCHLORITE		Water	Other
07/09/2026	4426	MENASHA, CITY OF	JUN 2026 COURT	6,367.00	JUN COURT FINES		Joint Municipal Court Fd	Administration Exp.
07/09/2026	4428	MILBACH CONSTRUCTION SERVICES CO	25-1028 PAY #6	765,850.84	ST 31 REMODEL 3/26-4/27		Facility Improvement Fund	Fire Department
		MILBACH CONSTRUCTION SERVICES CO	25-1028 PAY #7	480,752.00	TRAINING TOWER REMODEL 4/	28-5/26	Neenah Menasha Fire	Other
		MILBACH CONSTRUCTION SERVICES CO	25-1028 PAY #7	536,706.68	ST 31 REMODEL 4/28-5/26		Facility Improvement Fund	Fire Department
07/09/2026	4429	MISSISSIPPI LIME COMPANY LLC	CD211030	5,782.14	HYDRATED LIME		Water	Other
07/09/2026	4431	NEENAH MENASHA SEWERAGE COMMISSION	2026097	42,590.00	JUL PRINCIPAL PYMT-CW LOA	N	Sewer Capital Fund	Sewer Capital Costs
		NEENAH MENASHA SEWERAGE COMMISSION	2026091	173,278.82	JUL PLANT EXPENSE		Sewer Operating Utility	Sewer Operations
		NEENAH MENASHA SEWERAGE COMMISSION	2026097	8,681.00	JUL INTEREST PYMT-CW LOAN		Sewer Capital Fund	Sewer Capital Costs
		NEENAH MENASHA SEWERAGE COMMISSION	2026097	7,918.00	JUL PRINCIPAL PYMT-RE LOA	N	Sewer Operating Utility	Sewer Operations
		NEENAH MENASHA SEWERAGE COMMISSION	2026097	2,903.00	JUL INTEREST PYMT-RE LOAN		Sewer Operating Utility	Sewer Operations
07/09/2026	4447	WINNEBAGO COUNTY TREASURER	JUN 2026 COURT	3,464.20	JUN COURT FINES		Joint Municipal Court Fd	Administration Exp.
07/09/2026	4448	WONDERLAND TIRE COMPANY INC	200010091	2,026.57	TIRES - TRUCK #53		Recycling Fund	Recycling Program
07/31/2026	4450	U S BANK	07-13-26	2,045.00	MAVERICK PUMPING SERVICE	PORTABLES 7/3-7/6 /115107	General Fund	Celebration/Commemoration
		U S BANK	07-13-26	14,560.00	TCAW OCC HEALTH	JUN PRACTITIONER SERVICES	Benefit Accrual Fund	Insurance
		U S BANK	07-13-26	3,000.00	JONES LAKE MANAGEMENT	POND MAINT. @ NATURE TRAI	Storm Water Management	Storm Sewer Management
		U S BANK	07-13-26	6,300.00	STREICHER'S MO	PRACTICE AMMO	General Fund	Police
		U S BANK	07-13-26	2,546.62	GFL - ENV	JUN RECYCLING/U4000014205	Recycling Fund	Recycling Program
		U S BANK	07-13-26	6,240.00	GFL - ENV	MAY-JUN DUMPSTER PICKUP/U	General Fund	Sanitation
		U S BANK	07-13-26	3,181.19	SPEEDY CLEAN INC	TELEVISION COMMERCIAL ST	Sewer Operating Utility	Sanitation
		U S BANK	07-13-26	5,403.09	GFL - ENV	JUN COMM COLLECTIONS/U400	General Fund	Sanitation
		U S BANK	07-13-26	3,505.00	TCAW OCC HEALTH	JUN LABS	Benefit Accrual Fund	Insurance
		U S BANK	07-13-26	4,241.05	JC LIGHT 1212-APPLETON	FIELD PAINT/12000269	General Fund	Parks
07/16/2026	4452	ECS MIDWEST LLC	2174957	17,216.00	SUBSURFACE EXPLORATION		Facility Improvement Fund	Other
07/16/2026	4454	GARRETT'S MAINTENANCE SERVICE INC	17139	2,047.00	JUN CLEANING		General Fund	Parks
07/16/2026	4459	MENASHA, CITY OF	JUN 2026 WRS	58,702.03	JUN RETIREMENT-MENASHA		Benefit Accrual Fund	Retirement & Taxes
07/16/2026	4462	MISSISSIPPI LIME COMPANY LLC	CD213101	5,761.08	HYDRATED LIME		Water	Other
07/16/2026	4466	ROCKET INDUSTRIAL INC	IN00586435	2,022.00	JANITORIAL SUPPLIES		General Fund	Parks
07/16/2026	4468	STANTEC CONSULTING SERVICES INC	2579295	34,191.49	HAZARD DRUM REMOVAL		Facility Improvement Fund	Other
07/16/2026	4469	SUPERION LLC	403744	5,000.00	NAVILINE CLOUD STARTUP FE	E	Capital Equipment Fund	Information Systems
07/16/2026	4470	TANYA R CPR LLC	735	2,160.00	BABYSITTING CLASS		General Fund	Contracted Programs
07/16/2026	4472	WHIRLWIND POST HOLES & FENCING LLC	9378	4,637.50	GATE ENTRANCE - LAGOON FE	NCE	Water	Other
07/23/2026	4476	BASSETT MECHANICAL	329762	4,444.00	BOILER PM		General Fund	Aquatics
07/23/2026	4480	DAVEL ENGINEERING &	3185236	2,200.00	DNR PERMITTING		Facility Improvement Fund	Parks
07/23/2026	4481	E H WOLF & SONS INC	498615	11,638.63	UNLEADED GAS - 3999 GALLO	NS	Fleet Management	
		E H WOLF & SONS INC	497557	3,602.01	15W40 OIL - 184 8 GALLONS		Fleet Management	
		E H WOLF & SONS INC	498615	13,672.56	DIESEL GAS - 4001 GALLONS		Fleet Management	
07/23/2026	4484	GRAEF	145579	4,515.00	SERVICES THROUGH 5/30/26		Facility Improvement Fund	Parks
07/23/2026	4492	MICHEL'S	8553	2,057.50	COLD PATCH		Water	Other
07/23/2026	4493	MISSISSIPPI LIME COMPANY LLC	CD216055	5,868.72	HYDRATED LIME		Water	Other
07/23/2026	4502	WINNEBAGO COUNTY TREASURER	136005	43,175.46	JUN LANDFILL CHARGES		General Fund	Sanitation
		WINNEBAGO COUNTY TREASURER	136005	2,095.52	JUN LANDFILL CHARGES		Storm Water Management	Storm Sewer Management
07/23/2026	4503	AL DIX CONCRETE INC	CN4-25 FINAL	124,388.63	PAY REQUEST NO.3_FINAL_CO	NTRACT 4-25	Streets,Utility,Sidewalks	Sidewalks / Trials
		AL DIX CONCRETE INC	CN4-25 FINAL	76,277.82	PAY REQUEST NO.3_FINAL_CO	NTRACT 4-25	Streets,Utility,Sidewalks	Street Maintenance
		AL DIX CONCRETE INC	CN4-25 FINAL	12,985.18	PAY REQUEST NO.3_FINAL_CO	NTRACT 4-25	Water	Other

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Pymt Date	Pymt #	Vendor	Invoice #	Trans. Amount	AP Description 01	AP Description 02	Fund Description	Department Description
07/31/2026	4505	AL DIX CONCRETE INC	CN4-25 FINAL	6,650.53	PAY REQUEST NO 3_FINAL_CO	NTRACT 4-25	Storm Water Management	Sewer Repair/Replacement
		AL DIX CONCRETE INC	CN4-25 FINAL	14,346.49	PAY REQUEST NO.3_FINAL_CO	NTRACT 4-25	Sewer Capital Fund	Sewer Repair/Replacement
		U S BANK	07-13-26	5,399.97	AMAZON MKTPL*GS4U662B3	3 SCADA COMPUTERS	Water	Other
		U S BANK	07-13-26	2,759.19	4IMPRINT, INC	LOG YOUR LOOPS SHIRTS	Park & Rec Trust Funds	Park & Rec Trust Exps
		U S BANK	07-13-26	2,143.68	HAWKINS INC	HYDROFULOSILICIC ACID	Water	Other
		U S BANK	07-13-26	2,865.50	UNITED RENTALS 3304	COMMUNITYFEST TRAILER	General Fund	Celebration/Commemoration
		U S BANK	07-13-26	4,424.03	HAWKINS INC	SODIUM PERMANGANATE	Water	Other
		U S BANK	07-13-26	2,889.37	METAL SUPERMARKETS-APPLET	METAL FOR LEAF PICKER	Storm Water Management	Storm Sewer Management
07/30/2026	4506	ASSOCIATED APPRAISAL CONSULTANTS	187639	3,333.33	AUG ASSOCIATED APPRAISAL		General Fund	Community Development
07/31/2026		U S BANK	07-27-26	3,566.18	KUEHL ELECTRIC INC	MAYORS OFFICE NEW LIGHTIN	General Fund	Municipal Building
		U S BANK	07-27-26	8,450.49	TAPCO	TULLAR/GAY BEACON EQUIP	Streets,Utility,Sidewalks	Traffic Control
		U S BANK	07-27-26	2,835.00	SPEEDY CLEAN INC	TELEWISE CURTIS AVE/91706	Sewer Operating Utility	Sanitation
07/30/2026	4508	BENTEK LLC	PSINV103965	2,500.00	AUG BENTEK		Capital Equipment Fund	Information Systems
07/30/2026	4511	DAVID TENOR CORPORATION	CN2-26 PAY #3	235,751.12	PAY REQUEST NO 3_CONTRACT	2-26	Water	Other
07/30/2026	4512	DE GROOT INC	CN1-26 PAY #3	344,645.86	PAY REQUEST NO.3_CONTRACT	1-26	Water	Other
		DE GROOT INC	CN1-26 PAY #3	33,594.12	PAY REQUEST NO 3_CONTRACT	1-26	Sewer Capital Fund	Sewer Repair/Replacement
		DE GROOT INC	CN1-26 PAY #3	20,999.36	PAY REQUEST NO 3_CONTRACT	1-26_CO#3_XSTONE	Storm Water Management	Sewer Repair/Replacement
		DE GROOT INC	CN1-26 PAY #3	10,499.68	EXTRA STONE REED ST WMR		Water	Other
		DE GROOT INC	CN1-26 PAY #3	4,940.00	PAY REQUEST NO.3_CONTRACT	1-26_CO#3_TELEWISE	Sewer Capital Fund	Sewer Repair/Replacement
		DE GROOT INC	CN1-26 PAY #3	27,999.16	PAY REQUEST NO.3_CONTRACT	1-26_CO#3_XSTONE	Sewer Capital Fund	Sewer Repair/Replacement
		DE GROOT INC	CN1-26 PAY #3	10,499.68	EXTRA STONE ELM ST WMR		Water	Other
		DE GROOT INC	CN1-26 PAY #3	293,345.98	PAY REQUEST NO.3_CONTRACT	1-26	Storm Water Management	Sewer Repair/Replacement
07/30/2026	4514	HEARTLAND BUSINESS SYSTEMS LLC	893950H	24,325.70	2030 NUTANIX NCI PRO (PAR	TIAL)	Capital Equipment Fund	
07/30/2026	4518	MISSISSIPPI LIME COMPANY LLC	CD218622	5,789.16	HYDRATED LIME		Water	Other
07/30/2026	4519	NEENAH ANIMAL SHELTER INC	AUG 2026	2,333.33	MONTHLY AGREEMENT FEE AUG	26	General Fund	Police
07/30/2026	4520	PRIMADATA LLC	76009	2,691.95	JUL UTILITY BILL POSTAGE		Water	Other
07/30/2026	4521	SEH INC	511238	7,934.39	CITY HALL MASTER PLAN_JUN	2026	ARPA Funds	Finance
		SEH INC	511548	11,639.50	ST 31 REMODEL THRU 6/27		Facility Improvement Fund	Fire Department
07/30/2026	4522	VANDEWALLE & ASSOCIATES INC	202607018	6,750.22	ZONING CODE REWRITE		General Fund	Community Development
07/31/2026	4563	U S BANK	07-27-26	6,433.02	HAWKINS INC	LPC-31	Water	Other
		U S BANK	07-27-26	4,029.06	LANDIS+GYR TECHNOLOGY,	METER READS JUN 2026	Water	Other
		U S BANK	07-27-26	2,143.68	HAWKINS INC	HYDROFULOSILICIC ACID	Water	Other
		U S BANK	07-27-26	4,866.43	HAWKINS INC	SODIUM PERMANGANATE	Water	Other
		U S BANK	07-27-26	3,880.24	LANDIS+GYR TECHNOLOGY,	METER READS MAY 2026	Water	Other
		U S BANK	07-27-26	2,599.57	CDW GOVT #AK2WQ2N	REPLACEMENT UPSSES	Capital Equipment Fund	Information Systems
07/02/2026	61804	CALGON CARBON CORPORATION	90226345	41,076.00	POWDERED ACTIVATED CARBON		Water	Other
07/02/2026	61808	FREIER'S TRUCK CAP	2916	4,075.00	TRUCK CAP		Capital Equipment Fund	Public Works
07/02/2026	61821	WOLFF CONCRETE LLC	06-05-26	71,172.75	CONCRETE PARKING LOT, CUR	B REPLACEMENT, WEST SIDE	Facility Improvement Fund	Police
07/09/2026	61825	BAY VERTE MACHINERY INC	59563200	8,699.36	SPECIAL OPS EQUIPMENT		Neenah Menasha Fire	Other
07/09/2026	61835	STATE OF WISCONSIN	JUN 2026 COURT	9,076.15	JUN COURT FINES		Joint Municipal Court Fd	Administration Exp
07/09/2026	61838	VAN SISTINE HOMES LLC	1ST ADD/FA 7-7-	53,988.19	SIDEWALK ESCROW-1ST ADDN	FREEDOM ACRES	Streets,Utility,Sidewalks	
		VAN SISTINE HOMES LLC	4TH ADD/FM 7-7-	104,289.68	SIDEWALK ESCROW-4TH ADDN	HOMES FM THROUGH 7/7/26	Streets,Utility,Sidewalks	
07/09/2026	61841	WISCONSIN DEPT OF NATURAL RESOURCES	26ESR07440	4,000.00	STORMWATER PERMIT FEES		Storm Water Management	Storm Sewer Management
07/16/2026	61843	BERGSTROM CHEVROLET BUICK	160384	44,303.81	TRUCK #1JJ - SURVEY TRUCK		Capital Equipment Fund	Public Works
07/16/2026	61849	KURZ INDUSTRIAL SOLUTIONS INC	INV88895	35,500.00	VFD REPLACEMENTS - FINISH	ED WATER PUMPS (2)	Water	Other
		KURZ INDUSTRIAL SOLUTIONS INC	INV88895	45,000.00	VFD REPLACEMENTS - BACKWA	SH PUMPS (2)	Water	Other
07/16/2026	61852	M & E CONSTRUCTION LLC	202511	2,500.00	SEWER LATERAL REIMBURSEME	NT_144 GRUENWALD AVE	Sewer Capital Fund	Sewer Repair/Replacement
07/16/2026	61853	SCOTT LAMERS CONSTRUCTION LLC	6310	2,500.00	SEWER LATERAL REIMBURSEME	NT_1091 CONGRESS ST	Sewer Capital Fund	Sewer Repair/Replacement
07/16/2026	61854	T2 SYSTEMS INC	1007682	21,378.50	2026 T2		Capital Equipment Fund	Information Systems
07/23/2026	61858	CONGER INDUSTRIES INC	SIE1228	30,816.00	FLOOR SCRUBBER		Capital Equipment Fund	Public Works
07/23/2026	61863	H J MARTIN AND SON INC	241688	2,250.00	DRYWALL AND WALL PROTECTI	ON	General Fund	Public Library
07/23/2026	61869	OUTDOOR INDEPENDENCE LLC	INV703	2,712.43	LANDSCAPING HARRISON POND		Storm Water Management	Storm Sewer Management
07/23/2026	61872	SOLARIS ON MAIN LLC	2025 PMT	201,624.01	TIF 8 INCENTIVE - SOLARIS		TIF #8	TIF Expenditures
07/23/2026	61875	VANCIL, VALERIE	808 E. CECIL	2,500.00	808 E. CECIL ST. SEWER	LATERAL REIMB	Sewer Capital Fund	Sewer Repair/Replacement
07/23/2026	61879	WOLFF CONCRETE LLC	06-27-26	5,350.00	BUS SHELTER CONCRETE PAD		Streets,Utility,Sidewalks	Sidewalks / Trials
07/30/2026	61880	APPLETON. CITY OF	20655	43,374.00	JUL TRANSIT SERVICES		General Fund	Community Development
07/30/2026	61890	JEFFERSON FIRE & SAFETY INC	IN342192	91,163.80	PPE		Neenah Menasha Fire	Other
07/30/2026	61899	MOUNTAIN BAY SCUBA	247	3,295.00	DIVE SUIT		Neenah Menasha Fire	Fire Department
				4,649,213.84				