

CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, October 6, 2025– 5:30 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin

NOTICE IS HEREBY GIVEN, pursuant to the requirements of Wis. Stats. Sec. 19.84, that 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 over which they have decision-making responsibility. This constitutes a meeting of the Neenah Common Council and must be noticed as such. The Council will follow the same agenda as the committee but will not take any formal action at this meeting.

AGENDA

1. Public Appearances
2. Approval of Minutes from September 17, 2025 Special Meeting (minutes can be found on the City's website)
3. Make recommendation to approve the 2026 plan year designations for medical and dental coverage. (Attachment) (Fairchild)
4. Make recommendation to approve the restructuring of two casual positions into one permanent part-time Parks Technician position. (Attachment) (Fairchild)
5. Make recommendation to approve reclassification and title change from Human Resources Recruitment and Retention Coordinator to People Operations Manager (Attachment) (Fairchild)
6. American Rescue Plan Act (ARPA) Fund utilization and Interest Earnings Update (Attachment) (Rasmussen)
7. Make recommendation to approve Resolution 2025-11 to enter into an Institutional Investment Agency Agreement between City of Neenah Cemetery and Associated Trust Company (Attachment) (Rasmussen)
8. Make recommendation to approve Resolution 2025-12 to enter into an Institutional Investment Agency Agreement between City of Neenah Library and Associated Trust Company (Attachment) (Rasmussen)
9. Fiscal Matters: Aug 2025 Vouchers (Attachment) (Rasmussen)

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 the **City's ADA Coordinator at (920) 886-6110 or e-mail clerk@neenahwi.gov** at least 48 hours prior to the scheduled meeting or event to request an accommodation.

10. City Attorney Report (Rashid)

- 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:
 - i. City of Neenah v. Berendsen (412 Sherry Street drug house abatement)
 - ii. Walmart v. City (tax appeal cases)
 - iii. Katherine Valdez v. City (water utility dispute)
 - iv. Wisconsin Realtors Association v. City (Guest housing ordinance litigation/appeal)
- b. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation.

11. Adjournment

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**CITY OF NEENAH
MINUTES OF THE
SPECIAL FINANCE AND PERSONNEL COMMITTEE MEETING
Wednesday, September 17, 2025 at 5:30 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin**

1. Call to Order.

The meeting was called to order at 5:30 PM by Chairman Steiner.

Present: Chairman Steiner, Vice-Chair Erickson, Council President Borchardt, Aldermen Ellis and Bruno, Director of Finance Rasmussen, and City Clerk Nagel.

Also present: Mayor Lang, Director Kaiser, City Attorney Rashid, Police Chief Olson, Police Assistant Chief Bernice, Aldermen Lendrum and Pollnow, and Citizens Umer Sheikh, Patricia Sheikh, Neenah News Reporter Gengler, and Saucy Kitchen Business Owner Jennifer Kornowske.

Absent/Excused: None.

2. Public Appearances.

- a. Jennifer Kornowske, Business Owner of Saucy Kitchen at 105 W. Winneconne Avenue. Ms. Kornowske told the Committee that taking land for a turn lane from the parking lot would significantly impact her business. She has been at this location for less than a year and is not against the turn lane, but is against the plan. Her parking lot is narrow to begin with, and the turn lane would narrow it even more making it more difficult to maneuver vehicles on the property. With the sidewalk so close to the parking lot, it is not a safe pedestrian environment. Ms. Kornowske's proposal is to construct a new parking lot on the north side of property, move the front door to the back of the building to be assessable from the new parking lot, and build a wall inside the newly constructed front door so customers can't walk into her storage area. In Ms. Kornowske's opinion, the \$70,000 is not enough for the property owner to make the necessary improvements to allow her to continue to do business at this location safely.

The offer contains nothing for Ms. Kornowske, who feels she will lose sales during the construction of the turn lane. She stated that she needs city support to continue to do business as she is already suffering from the current Commercial Street construction. The construction of the turn lane may cause her to shut down for a period of time.

She requested that the above considerations to be included in an amended proposal. Ms. Kornowske also shared photos of her proposal to the committee.

3. [Approval of Minutes from September 8, 2025 Regular Meeting.](#) (minutes can be found on the City's website)
MSC Erickson/Ellis to approve as written, all voting aye.
4. Make recommendation on Authorization for Jurisdictional Offer for 105 W. Winneconne Avenue, for the Commercial Street Right Turn Lane at Winneconne Avenue. (Kaiser) (Attachments forthcoming)

Director Kaiser gave a PowerPoint presentation to the Committee. The PowerPoint presentation is attached to the minutes.

MSC Ellis/Borchardt to recommend Council authorize a Jurisdictional Offer for 105 W. Winneconne Avenue, for the Commercial Street Right Turn Lane at Winneconne Avenue. No vote was taken.

Discussion:

Aldermen Ellis and Pollnow met with Ms. Kornowske several months ago to tour the site and discuss potential impacts on the business. What is being requested by the tenant of the city should be redirected to the landlord. It is the landlord's responsibility to meet tenant needs for rental. The city can only go so far and can only deal with the property owner.

Director Kaiser told the committee that negotiations took place between the landlord's representative and the city. How the landlord decides to use the proceeds of the sale is up to the landlord. This ultimately becomes a landlord/tenant issue.

Alderman Erickson did not like the fact that this acquisition was on a Special Finance and Personnel Committee Meeting. She did not feel there was ample time to look into the issue.

Director Kaiser advised the decision to call a special meeting was timing: postponing the item would essentially remove the ability to construct the turn lane this year. The two-week time loss for a regular meeting along with the time it takes to close the transaction would shut the door on construction this year. If the right-turn lane is not constructed this year, striping needs to be changed, making it compatible with the new Commercial Street traffic flow. The new striping would take 95% of vehicle movement at this intersection and put it into one lane with a left turn only lane. Traffic flow prior to the Commercial Street reconstruction project was the inside left lane was a thru or left turn, and the outside right lane was a thru or right turn lane with a merge into one lane at the gas station. The merging into one lane had safety issues as well. The right turn only lane actually helps with capacity at the intersection. As discussed with committee several years ago, this is the first interim step to improve capacity at the intersection without a huge expense. Having the right turn only lane allows for further capacity analysis of this intersection to determine if there is adequate flow with this improvement or whether a different solution is necessary.

Director Kaiser advised there is verbal acceptance of the offer but nothing in writing. A written formal offer was mailed to the property owner for signature today. There was discussion on the difference between a voluntary vs. involuntary offer. Attorney Rashid advised that had the verbal acceptance been known at the time of the agenda, different language would have been used. If the offer is not signed, the offer could come back to committee as a jurisdictional offer, the only concern is construction timing. Director Kaiser advised he needs to check with the consultant as to what the acceptance deadline is for this transaction.

Motion to amend the original motion: Motion by Borchardt/Ellis to recommend Council authorize a voluntary offer to purchase land from 105 W. Winneconne Avenue for the Commercial Street Right Turn Lane at Winneconne Avenue not to exceed \$70,000. Motion carried in a voice vote, 5-0

5. Adjournment.

Motion to adjourn by Ellis, seconded by Borchardt to adjourn. Motion carried in a voice vote, 5-0. Meeting adjourned at 6:03 PM.

Respectfully submitted,



Charlotte Nagel
City Clerk



MEMORANDUM

Date: October 6, 2025

To: Chairperson Steiner and members of the Finance and Personnel Committee

From: Amy Fairchild, Director of Human Resources and Safety
Care of Parks Superintendent Trevor Fink

RE: 2026 Benefits Renewal Proposals and Projections

M3 Representative Bec Kurzynske will present the Committee with proposals which have been presented to date along with alternative options for consideration.

Items available at the time of the agenda with attachments include:

- Dental renewals and proposals – additional coverage options
- Family Savings Plan proposals – new benefit

Items still in underwriting due to only having 8 months of finalized data include:

- Final medical plan proposals
- Stop-loss proposals

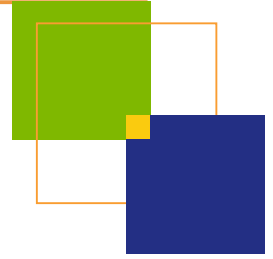
Staff continues to receive information relevant to final medical proposals and anticipates having this data by late Friday, October 3rd. Any new information will be forwarded to the Committee as it becomes available. If it is not received prior to the scheduled meeting, it will be presented during the meeting for review and consideration.

Recommendation:

Staff recommends that the Committee review all proposals presented by M3 and consider approving the 2026 plan year designs for medical and dental coverage. Final approval may be contingent upon receipt and review of complete medical plan and stop-loss information. This approach allows the Committee to make informed decisions while ensuring timely plan renewal and continuity of benefits for employees.

City of Neenah Self Funded Health Plan Update

September 30, 2025

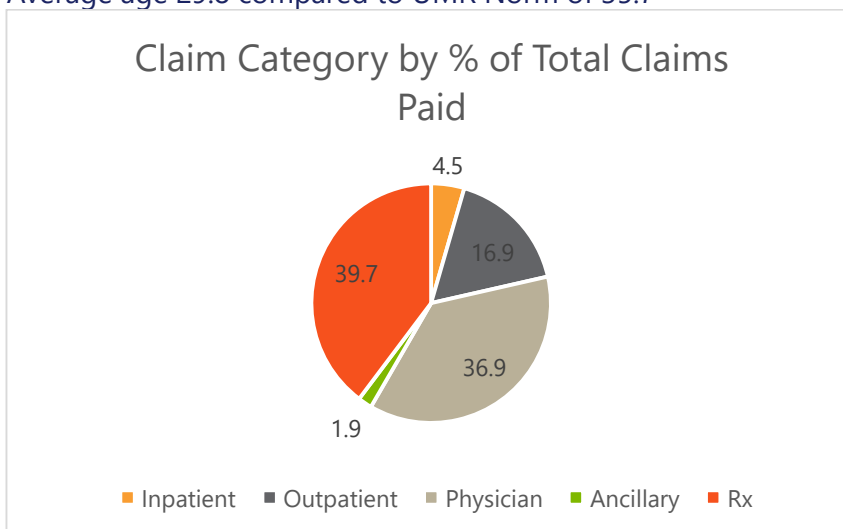


Health Plan Performance Monitor – January 1, 2025 through August 31, 2025 – M3 Insurance risk management team

- Robin by Health Partners (fully insured health insurance carrier) paid claims for all medical and pharmacy services incurred through December 31, 2025.
- Enrollment in the health plan has been consistent throughout the year with an average of 47 single plans and 120 family plans.
- The plan runs on a calendar year with members having accumulated 8 months of claims and plan expenses. Generally speaking, this is the time of the year that members typically begin to meet their deductible and more of the costs shift to the health plan.
- With 8 months of data, the plan has a cost to funding ratio of 56.4%, indicating favorable performance relative to funding.
- Year to date, distribution of plan costs are as follows:
 - 45% of plan costs come from medical claims
 - 30% of plan costs come from prescription drug claims
 - 25% of plan costs come from fixed costs (stop loss insurance, third party administrator and network fees, etc.)

Plan Utilization Data – January 1, 2025 through August 31, 2025 – various UMR reports summarized by M3 Insurance

- Benchmark Reference: UMR Norm is UMR Active Groups excluding retiree only health plans (includes 4,822 groups and 7.5 million members)
- City of Neenah Average family size 3.0 compared to UMR Norm of 1.9 | City of Neenah Average age 29.8 compared to UMR Norm of 35.7



- All claim categories are below UMR Norm on a Per Member Per Month cost as compared to UMR Norm

- Of the 501 members covered on the health plan, 20 have claims exceeding \$15,000. Of those 20, 11 have claims exceeding \$25,000. Of those 11, 4 have claims exceeding \$50,000.
- The discount through UnitedHealthcare's ChoicePlus Network is strong at 49.5% at the most recent reporting.

Stop Loss

- In the first year of self-funding a group's stop loss coverage protects from high cost claims that are incurred and paid during a 12 month period. The City's policy is from January 1, 2025 through December 31, 2025.
- Upon renewal, the City will have a contract change that will also protect from claims that are incurred prior to January 1, 2026 but are not paid until after January 1, 2026.
- This contract change will come at an increased premium as compared to the 2025 stop loss premium. This is a known increased cost in the second year of self-funding as compared to the first year.

Additional Insights

- Members who are insured on the City of Neenah's health plan continue to make use of efficiencies in the health plan to access high quality care. The City's onsite clinic utilization remains strong, Teladoc virtual care continues to increase as we encourage members to enroll in the platform so that they are ready for care when they need it, and the HR team continues to educate employees about the resources available to them, helping employees make informed decisions and maximize their benefits.
- The next few months of the plan are still quite uncertain as member's utilization patterns at the end of the plan year are still unknown. Additionally, it is important to remember that next year will include a full year of plan utilization including "run-in" claims – those that are incurred in the prior plan year but not paid until the next plan year. The funding forecast prepared by M3 will account for that but it is expected that the plan continues to very well this year, barring any catastrophic claims.
- We look forward to the City's upcoming benefits fair and meeting with employees at open enrollment education sessions.



FAMILY SAVINGS PLAN ANNOUNCEMENT

FSP and Health Plan 2026 Open Enrollment

Attention: This announcement applies to City of Neenah health plan enrollees, those who are eligible for the City of Neenah health plan and have previously waived coverage in favor of the opt out benefit, and those who have access to other coverage.

How to become eligible to enroll in Family Savings Plan or the City of Neenah's Health Plan:

Option 1:

Enroll in an alternate employer group health plan and receive the City of Neenah's opt-out benefit of \$1250 (employee only) / \$2500 (family). The benefit eligible employee and family members are not eligible for Family Savings Plan or the City of Neenah Health Plan in this option.

Option 2:

Benefit eligible employees may enroll in the City of Neenah's Health Plan. Benefit eligible spouses who have access to employer sponsored health insurance may also enroll in the City of Neenah's Health Plan if the eligible employee elects to pay a \$100 monthly surcharge.

Spouses and benefit eligible family members who join the City of Neenah Health Plan may be eligible for Family Savings Plan after being on the City of Neenah Health Plan for at least 12 consecutive months.

Option 3:

As a new hire, or after 12 consecutive months on the City of Neenah Health Plan, benefit eligible employees, spouses, and dependents may choose to enroll in an alternate employer sponsored health plan and enroll in Family Savings Plan. Family Savings Plan enrollees are reimbursed for covered medical and pharmacy expenses up to the ACA maximum amount of \$10,600 for an Individual and \$21,200 per family. The City of Neenah will also pay FSP enrollees a taxable premium incentive of \$50 per month when 1 benefit eligible member comes off the City of Neenah Health Plan and an additional \$50 for all enrolled participants associated with an employee's coverage coming off the plan for a maximum premium incentive of \$100 per month.

Estimated Family Savings Plan™ Impact to City of Neenah FSP

Row #	FSP Modeling Item	Coverage Tier Waived	Total - Voluntary Waiver	FSP Enrollees - Voluntary Waiver	Total - Mandatory Waiver	FSP Enrollees - Mandatory Waiver
(1)	Employer premium savings for single/spouse	Single/spouse	\$0	0	\$0	0
(2)	Employer premium savings for family	Family	\$238,328	8	\$744,774	25
(3)=(1)+(2)		Total	\$238,328	8	\$744,774	25
(4)	Employer self-insured admin costs avoided on FSP enrollees		\$0		\$0	
(5)	Employer HRA/HSA contributions avoided on FSP enrollees		\$0		\$0	
(6)=(3)+(4)+(5)	Total premium equivalent, HRA/HSA, and self-insured admin savings		\$238,328		\$744,774	
Less Family Savings Costs and Surcharge Dollars Foregone						
(7)	Surcharge fees that go away with FSP		\$0		\$0	
(8)	FSP cost share reimbursements		\$18,772		\$58,664	
(9)	FSP Administrative Fees		\$2,400		\$7,500	
(10)	Premium differentials		\$12,000		\$37,500	
(11)	Spousal surcharge reimbursed		\$2,880		\$9,000	
(12)	Additional employer incentives		\$0		\$0	
(13)	Shared savings fees (25%) if the group enrolls more the 15		\$50,569		\$158,028	
(14) = sum of (7) thru (13)	Total FSP costs		\$86,621		\$270,691	
				Per FSP Enrollee		Per FSP Enrollee
(15) = (6) - (14)	Net savings		\$151,707	\$18,963	\$474,083	\$18,963
(16)	Estimated employer pre-FSP program costs		\$4,074,481		\$4,074,481	
(15) / (16)	FSP Savings %		3.7%		11.6%	

Group FSP Estimate Comments

* Estimate is based on Network Health / Catilize Health experience. Actual results can differ materially from this estimate as the spousal coverage/plan and actual waivers post-FSP enrollment can differ from underlying assumptions

* Opportunity for additional savings from employees with single or employee/child(ren) coverage status waiving off.

Estimated Family Savings Plan™ Impact to City of Neenah FSP

Row #	FSP Modeling Item	Coverage Tier Waived	Total - Voluntary Waiver	FSP Enrollees - Voluntary Waiver	Total - Mandatory Waiver	FSP Enrollees - Mandatory Waiver
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(3)=(1)+(2)		Total	\$238,328	8	\$744,774	25
(4)	Employer self-insured admin costs avoided on FSP enrollees		\$0		\$0	
(5)	Employer HRA/HSA contributions avoided on FSP enrollees		\$0		\$0	
(6)=(3)+(4)+(5)	Total premium equivalent, HRA/HSA, and self-insured admin savings		\$238,328		\$744,774	
Less Family Savings Costs and Surcharge Dollars Foregone						
(7)	Surcharge fees that go away with FSP		\$0		\$0	
(8)	FSP cost share reimbursements		\$18,772		\$58,664	
(9)	FSP Administrative Fees		\$2,400		\$7,500	
(10)	Premium differentials		\$12,000		\$37,500	
(11)	Spousal surcharge reimbursed		\$2,880		\$9,000	
(12)	Additional employer incentives		\$0		\$0	
(13)	Shared savings fees (30%) if the group enrolls 15 or less.		\$60,683		\$189,633	
(14) = sum of (7) thru (13)	Total FSP costs		\$96,735		\$302,297	
				Per FSP Enrollee		Per FSP Enrollee
(15) = (6) - (14)	Net savings		\$141,593	\$17,699	\$442,477	\$17,699
(16)	Estimated employer pre-FSP program costs		\$4,074,481		\$4,074,481	
(15) / (16)	FSP Savings %		3.5%		10.9%	

Group FSP Estimate Comments
 * Estimate is based on Network Health / Catilize Health experience. Actual results can differ materially from this estimate as the spousal coverage/plan and actual waivers post-FSP enrollment can differ from underlying assumptions
 * Opportunity for additional savings from employees with single or employee/child(ren) coverage status waiving off.

2025 COVERAGE & RENEWAL SUMMARY

City of Neenah

Coverage Name	Carrier	Prior Renewal Recap	Renewal Date	2026 Renewal
Medical	UMR	Admin fee \$43.63 PEPM	1/1/2026	Review moving to 4 tier rate structure Admin fee \$44.87 PEPM (Year 2 of 3-year fee guarantee)
Stop Loss	TMHCC	Specific Ded: \$100,000 Lasers: \$200,000 & \$350,000	1/1/2026	Expected Late September
PBM	Optum Rx via UMR	Pharmacy Credit (\$27.00 PEPM)	1/1/2026	Pharmacy Credit (\$30.00 PEPM) Awaiting Premium Formulary Disruption and High WAC / Low WAC pricing differential
Health Plan Data Analytics	SpringBuk			Implementation 1/1/2026 \$1.25 PEPM
Family Savings Plan	Network Health			Proposal effective 1/1/2026
Onsite Clinic	ThedaCare	24 hours per week. Hours worked above contract billed in 15-minute increments at \$102.00 / hour	2/1/2026	Hours worked above contract billed in 15-minute increments at \$105.00 / hour
COBRA Administration	DBS	Monthly admin \$.75/eligible month \$60/month min	10/1/2025	Monthly Admin \$.75/eligible/month \$65/month min
FSA / HRA Administration	DBS	Health, Limited Health, Dependent Care	1/1/2029	
Dental	Delta Dental	Delta admin fee \$4.71 PEPM	1/1/2026	Recommendation to add CarePlus effective 1/1/2026 Delta admin fee \$4.91 PEPM (through 12/31/2028)
Vision	Delta Vision	EE \$6.56 ESP \$13.12 ECH \$11.80 FAM \$17.30	1/1/2029	Rates guaranteed through 12.31.2028
Hospital Indemnity/ Critical Illness / Accident	The Standard	Voluntary Benefit – See Benefit Guide	1/1/2027	
EAP	Ascension	8 session model	7/1/2026	
Pet Insurance	Spot Pet			Voluntary Benefit – Proposal effective 1/1/2026

Dental Insurance Benefit Comparison

City of Neenah

Effective Date: 01/01/2026



Dental Plans	Current Plan 90% ER paid			Alternate Delta 85% ER paid			Alternate #1			Alternate #2		
	Current Plan 90% ER paid			Delta 85% ER paid (assume 10% membership moved)			100% ER paid for EE, 85% other tiers (assume 10% membership moved)			90% ER Paid for EE, 85% other tiers (assume 10% membership moved)		
Carrier	Delta Dental			Delta Dental			CarePlus Dental			CarePlus Dental		
Deductible												
Single	\$25			\$25			\$0			\$0		
Family	\$75			\$75			\$0			\$0		
Annual Maximum	\$2,000			\$2,000			\$2,500			\$2,500		
Preventive Services												
Oral Exams	100%			100%			100%			100%		
X-Rays	100%			100%			100%			100%		
Cleanings	100%			100%			100%			100%		
Topical Fluoride	100%			100%			100%			100%		
Sealants	100%			100%			100%			100%		
Space Maintainers	100%			100%			100%			100%		
Basic/Major Services												
Amalgam Fillings	80%			80%			100%			100%		
Composite Fillings	80%			80%			100%			100%		
Simple Extractions	80%			80%			80%			80%		
Oral Surgery	80%			80%			80%			80%		
Crowns/Inlays/Onlays	80%			80%			80%			80%		
Prosthodontics (Implants/Dentures/Bridges)	50%			50%			80%			80%		
Orthodontics												
Adult ortho and dependents to Age 26	50% to \$1,500			50% to \$1,500			50% to \$2,500			50% to \$2,500		
Add Ons												
	EBICP, Implant, Reduced x-ray, Composite Fillings			EBICP, Implant, Reduced x-ray, Composite Fillings			Cleaning/Exam do not count toward Annual Maximum, Evidence based dentistry			Cleaning/Exam do not count toward Annual Maximum, Evidence based dentistry		
Rate Guarantee	admin fee guarantee 1/1/2023-1/1/2026			admin fee guarantee 1/1/2023-1/1/2026			2 year			2 year		
Monthly Rates	Current Plan 90% ER paid			Current Plan 85% ER paid + CarePlus			Alternate #1			Alternate #2		
		Total	Employer	Employee		Total	Employer	Employee		Total	Employer	Employee
Employee	44	\$52.68	\$47.42	\$5.26	40	\$52.68	\$44.78	\$7.90	4	\$44.78	\$44.78	\$0.00
Employee/Spouse	25	\$105.36	\$94.82	\$10.54	22	\$105.36	\$89.56	\$15.80	3	\$89.56	\$76.13	\$13.43
Employee/Child(ren)	17	\$116.56	\$104.90	\$11.66	15	\$116.56	\$99.08	\$17.48	2	\$99.08	\$84.22	\$14.86
Family	114	\$159.56	\$143.60	\$15.96	103	\$159.56	\$135.63	\$23.93	11	\$135.63	\$115.29	\$20.34
Monthly Totals:		\$25,123	\$22,611	\$2,513		\$22,608	\$19,217	\$3,391		\$2,138	\$1,844	\$294
Annual Totals:		\$301,479	\$271,328	\$30,151		\$271,298	\$230,604	\$40,695		\$25,655	\$22,129	\$3,526

	Current	Delta 85% ER + Alternate #1	Delta 85% ER + Alternate #2
Monthly Total:	\$22,610.68	\$21,061.04	\$21,043.13
Annual Total:	\$271,328.16	\$252,732.53	\$252,517.59
Annual Δ% from Current		-6.85%	-6.93%
Annual Δ\$ from Current		(\$18,595.63)	(\$18,810.57)
	Delta 90% ER + Alternate #1	Delta 90% ER + Alternate #2	
Monthly Total:	\$22,191.21	\$22,173.30	
Annual Total:	\$266,294.57	\$266,079.63	
Annual Δ% from Current	-1.86%	-1.93%	
Annual Δ\$ from Current	(\$5,033.59)	(\$5,248.53)	

While every effort is made to illustrate the carriers' various benefits, discrepancies or errors are possible. In the event of an error, the actual product brochure furnished by the insurance carrier and approved by the Commissioner of Insurance will prevail. The master contract and policyholder certificates are more detailed and should be used for the determination of benefits. All plans will comply with state and/or federal requirements with regard to nervous and mental benefits.



MEMORANDUM

Date: October 6, 2025

To: Chairperson Steiner and members of the Finance and Personnel Committee

From: Amy Fairchild, Director of Human Resources and Safety
Care of Superintendent of Parks/City Forestry Trevor Fink

RE: Parks Staff Reallocation Request

The current Parks staffing model includes four Long-Term Casual employees, each averaging 1,000 hours per year without benefits.

In recent years, it has become increasingly difficult to recruit and retain reliable, knowledgeable staff in casual roles. To address this challenge, the Superintendent recommends combining two of the casual positions into one permanent part-time role, aligned with the pay grade of existing Parks Technicians.

This adjustment would make the position eligible for WRS benefits. However, even with the benefit eligibility, the change would result in an overall cost reduction. Currently, two casual employees are paid \$21.50 per hour for 1,000 hours each, totaling approximately \$43,000 annually. A permanent part-time employee working 1,500 hours at \$23.77 per hour would cost approximately \$40,861 annually. After fringes, this results in an annual savings of about \$2,140.

Financial Impact

The projected savings of this request is \$2,140 annually.

Recommendation:

Approve the restructuring of two casual positions into one permanent part-time Parks Technician position. This change improves recruitment and retention potential, aligns the role with departmental standards, and generates modest cost savings for the City.



MEMORANDUM

Date: October 6, 2025

To: Chairperson Steiner and members of the Finance and Personnel Committee

From: Amy Fairchild, Director of Human Resources and Safety

RE: Position Reclassification Request - HR

During the May 12, 2025 Finance and Personnel Committee meeting, the position of HR Recruitment and Retention Coordinator was transitioned from part-time to full-time to address the organization's growing needs. At that time, it was noted that this represented phase one of a two-phase request, with the long-term objective of evolving the role into a more people-focused position that also serves as deputy to the Human Resources Director.

Attached are the original memo, the current job description, and the updated job description. The revisions are not the creation of a new position, but rather the amplification of responsibilities within the existing role. The updated description provides greater clarity around current duties, reflects the advancement of several responsibilities, and incorporates three additional responsibilities aligned with organizational needs.

To ensure the position was fairly classified, the job description was submitted to Cottingham and Butler who conducted a review using the organization's established evaluation tools. As a result, the role was reclassified to Grade 11 and re-designated from non-exempt to exempt. The change will move the person in the position from a Grade 9 step 15 at \$67,548/year to Grade 11 Step 12 at \$74,548.50/year effective January 1, 2026.

Financial Impact

The projected cost of this reclassification is an additional \$6,935 including fringes over the current projection for the 2026 budget.

Recommendation

Staff recommends approval of the reclassification and title change from Human Resources Recruitment and Retention Coordinator to People Operations Manager, effective January 1, 2026.

COTTINGHAM & BUTLER
Total Rewards
Consulting

September 30, 2025

MEMORANDUM

TO: Amy Fairchild, Director of Human Resources and Safety, City of Neenah

FR: Ashley McCluskey, Compensation Analyst

RE: Classification Review: HR People Operations Manager

The city has submitted updated job documentation and has requested a classification review for the HR People Operations Manager position, previously titled HR Recruiter/Coordinator, due to additional responsibilities being added to the role. Based on our evaluation, the following recommendation is provided:

HR People Operations Manager Classification Review: The HR People Operations Manager is responsible for recruitment, training, performance management, and employee relations within the city. This position also assists in HR strategy development to support organizational goals related to talent management, succession planning and workforce development. Minimum requirements of the position include a bachelor's degree and at least three years of relative experience. Following evaluation through our point-factor job classification system, we recommend placement in **Grade 11** of the current pay scale.

Please contact me with any questions on this review.



City of Neenah Position Description

Current
Job description

Position:	HR Recruitment and Retention Coordinator	Department:	Human Resources
FLSA Status/Annual Hrs:	Non-Exempt/ Full-Time 1950	Grade:	9
Reporting Supervisor:	Director of Human Resources and Safety	Date:	July 2023

The City of Neenah is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

JOB SUMMARY:

The purpose of this position is to assist the City in recruitment and retention of employees for the City as a whole by way of providing guidance to Department Heads, actively pursuing candidates through a variety of hiring platforms and career fairs, and assisting current employees in development and succession planning. This position also assists with departmental needs such as benefit administration, employee training, and safety compliance.

ESSENTIAL JOB DUTIES

- Performs general administrative duties to include written correspondence, filing, and operating office related equipment.
- Responsible for the recruitment of personnel for all City departments.
- Updates and creates job descriptions.
- Utilizes online application system to post jobs, track applicants, update requisition status, and correspond with candidates.
- Conducts phone screens and participates in employment interviews.
- Prepares interview packets to include candidate information and interview questions.
- Perform pre-employment background in accordance with departmental, local, state, and federal requirements.
- Researches and gathers data related to wages, job descriptions, contractual data, and other recruitment related information.
- Responds to open records requests such as wage and benefit surveys and employment verifications in accordance with WI Open Records Laws.
- Acts as a liaison for the City Culture Initiative.
- Assist with employee training and development, to include but not limited to scheduling CDL training, succession planning, performance improvement, policy reviews, and minor disciplinary infractions.
- Assists with employee onboarding process.
- Assist Human Resources and Safety Assistant with departmental tasks during periods of absence and during annual open enrollment period.
- Assist with data entry into payroll system for newly hired employees.
- Assist with annual employee recognition program.
- Assists Director with human resources related tasks as assigned.
- Adheres to policies and procedures as outlined in the employee handbook.
- Adheres to schedule in a timely and punctual manner.

EDUCATION AND EXPERIENCE:

The following is required for the position:

- Associate's Degree in a related field
- Two years' of recruitment or Human Resources experience
- Valid Driver's License

The following are preferred for the position:

- None applicable

SUCCESSION PLANNING:

The following positions are opportunities for growth within the City of Neenah. Candidates who meet the below educational/experience requirements may receive advancement within the pay grade upon hire/placement.

Human Resources Director:**Additional education/experience required:****KNOWLEDGE/SKILLS/ABILITIES:**

- Knowledge of modern office equipment, practices, and procedures
- Knowledge of City and Department policies and procedures
- Knowledge of basic accounting and mathematics
- Knowledge of local, state, and federal employment practices
- Skill in compiling data and preparing reports
- Skill in planning and organizing work independently
- Skill in establishing and maintaining files and records
- Skill in interpersonal relations
- Skill in public speaking
- Skill in oral and written communication
- Ability to work autonomously and as part of a team

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to alternate between sitting and standing as needed
- Ability to have close visual acuity to perform activity such as: preparing and analyzing data and figures; transcribing, viewing a computer terminal; extensive reading
- Ability to operate standard office equipment and keyboards
- Ability to lift and carry up to 15 pounds regularly and up to 30 pounds on occasion

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The work is typically performed in an office
- Up to 20% remote work available as office coverage allows
- Minimal exposure to loud noises or equipment
- Moderate travel between office locations exists

SUPERVISORY AND MANAGEMENT RESPONSIBILITY:

- none

To perform this job successfully, an individual must be able to perform each essential job function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions herein described. Since every duty connected with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in the job description sheet. AT ANY TIME, AN EMPLOYEE MAY BE ASKED TO ASSIST ANOTHER DEPARTMENT WHERE NEEDED AND IN PERIODS OF DOWN TIME.



City of Neenah
Position Description

Modified job description

Position:	HR People Operations Manager	Department:	Human Resources
FLSA Status/Annual Hrs:	Exempt – 1950 Hrs	Grade:	11
Reporting Supervisor:	Director of Human Resources and Safety	Date:	January 2026

The City of Neenah is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

JOB SUMMARY:

Responsible for recruitment, training, performance management and employee relations within the City of Neenah. Works closely with Director to develop HR strategies that support the organizations goals, focusing on talent management, succession planning, and workforce development.

ESSENTIAL JOB DUTIES

- Oversee recruitment of personnel for all departments within the City of Neenah - Same
- Manage internal recruitment and training portal - Same
- Facilitate interview processes to include necessary paperwork as it relates to recruitment - Same
- Ensure backgrounds are conducted in accordance with departments, local, state, and federal requirements. Same
- 2. • Ensure job descriptions are updated, and marketplace analysis of positions are conducted regularly advanced duty
- 1. • Ensure compliance with labor laws and regulations as it relates to onboarding and development of personnel defined
- Responds to open records requests such as wage and benefit surveys and employment verifications in accordance with WI Open Records Laws. Same
- 3. • Manage employee relations addressing any issues or grievances escalating high level issues to the director New
- 2. • Collaborate with managers and leaders to understand skills and roles needed within the organization advanced
- 3. • Provide guidance and training to managers and employees on HR policies and processes involving director for high level issues New
- 1. • Present information to Council and Committees as needed and in the absence of the Director defined
- 2. • Manage culture and recognition program within department - advanced
- 1. • Nurture a positive working environment defined
- 3. • Support senior leadership with succession planning, high-level people strategy, and communications New
- Provide departmental assistance with onboarding, benefits, payroll, and other general needs Same
- Performs general administrative duties to include written correspondence, filing, and operating office related equipment. Same
- 1. • Serves as backup to the Director defined
- Adheres to policies and procedures as outlined in the employee handbook.
- Adheres to schedule in a timely and punctual manner.

EDUCATION AND EXPERIENCE:

- Bachelor’s Degree in a related field
- Three years’ of leadership and recruitment or Human Resources experience
- In depth knowledge of labor law and HR best practices
- People-oriented and results driven
- Leadership training preferred
- Valid Driver’s License

KNOWLEDGE/SKILLS/ABILITIES:

- 1 - Duties currently doing, not defined in job description
2. Duties are advancing, currently does at 50% or more
3. New duty added to role

- Knowledge of modern office equipment, practices, and procedures
- Knowledge of City and Department policies and procedures
- Knowledge of basic accounting and mathematics
- Knowledge of local, state, and federal employment practices
- Skill in compiling data and preparing reports
- Skill in planning and organizing work independently
- Skill in establishing and maintaining files and records
- Skill in interpersonal relations
- Skill in public speaking
- Skill in oral and written communication
- Ability to work autonomously and as part of a team

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to alternate between sitting and standing as needed
- Ability to have close visual acuity to perform activity such as: preparing and analyzing data and figures; transcribing, viewing a computer terminal; extensive reading
- Ability to operate standard office equipment and keyboards
- Ability to lift and carry up to 15 pounds regularly and up to 30 pounds on occasion

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The work is typically performed in an office
- Up to 20% remote work available as office coverage allows
- Minimal exposure to loud noises or equipment
- Moderate travel between office locations exists

SUPERVISORY AND MANAGEMENT RESPONSIBILITY:

- No direct reports

To perform this job successfully, an individual must be able to perform each essential job function satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions herein described. Since every duty connected with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in the job description sheet. AT ANY TIME, AN EMPLOYEE MAY BE ASKED TO ASSIST ANOTHER DEPARTMENT WHERE NEEDED AND IN PERIODS OF DOWN TIME.



MEMORANDUM

Date: May 12, 2025

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

From: Amy Fairchild, Director of Human Resources and Safety

RE: Position Status Change – HR Recruitment and Retention Coordinator

The Human Resources Department currently operates with one full-time Director and two part-time staff members. While recent technological upgrades have helped streamline certain processes, the department continues to experience a high volume of work as we support the City's evolving needs.

In addition to our core responsibilities—such as recruitment, retention, compliance, and benefits administration—HR plays a critical role in supporting departments with ongoing training, operational guidance, and initiatives related to organizational culture. These areas require sustained attention and are essential to maintaining a high-performing and people-focused workplace.

Given the increasing demands, the need to transition the part-time recruitment and retention coordinator into a full-time position is becoming more apparent to ensure workload balance, continuity of service, and expanded capacity. This shift will also allow the department to take a more proactive role in employee engagement, workforce planning, and cultural development.

Our goal is to evolve HR into a more strategic partner for the City—placing a stronger emphasis on people-oriented operations while continuing to meet compliance and operational needs. This transition represents phase-one of a two-phase vision for the position, as the ultimate goal is to develop the position into a People Operations Manager, adding additional responsibilities and setting the position up for future succession planning.

To help fund this change in status, cost savings have been identified through the removal of an underperforming add-on service tied to our job application platform. This service was originally intended to enhance candidate pools, but after a thorough review, it has been determined that it is not delivering the expected results.

The cost for this request is \$7,640.59 for the remainder of the year, which will be offset by the cost of the recruitment service, which is \$7,975.00 per year to renew.

Staff Recommendation: Transition of HR Recruitment and Retention Coordinator from part-time to full-time effective July 1, 2025.



M E M O R A N D U M

TO: Chairman Steiner and Members of the Finance and Personnel Committee
FROM: Vicky Rasmussen, Director of Finance
DATE: October 6, 2025
RE: American Rescue Plan Act (ARPA) Fund Utilization and Interest Earnings Update

In early 2021, the American Rescue Plan Act (ARPA) was signed into law. Among its various objectives, the legislation allocated funds to state and local governments to support COVID-19 response and recovery efforts.

As a Community Development Block Grant (CDBG) entitlement city, Neenah was allocated \$5,549,573. These funds could be used for:

- COVID-19 mitigation and response
- Addressing negative economic impacts of the pandemic
- Investments in water, sewer, and broadband infrastructure
- Replacing lost public sector revenue

The City of Neenah's full allocation qualified for use under the "*lost revenue*" allowance. The ARPA funds had to be obligated by December 31, 2024, and fully spent by December 31, 2026. We remain on track to meet the deadline. For your review, I have attached a summary of how ARPA funds have been spent since 2021.

Over the past four years, the City has also earned interest on these ARPA funds. According to federal guidance:

- Interest earned on ARPA is not subject to ARPA's eligible use restrictions.
- There is no requirement to remit interest earnings to the U.S. Treasury.
- Interest may be used for any lawful purpose, provided it complies with applicable state and local budget and investment laws.

This provides the City with flexibility in using interest earnings beyond the scope of the original ARPA funding guidelines.

On the next page is a summary of interest earned since 2021 and how it has been disbursed as of August 31, 2025. As of that date, the remaining balance is \$101,610.

ARPA INTEREST AS OF 8/31/2025

REVENUE

<u>Year</u>	<u>Interest Earned</u>	
2021	\$ 899	
2022	77,191	
2023	161,504	
2024	90,951	
<u>2025 YTD</u>	<u>20,410</u>	
Interest Income		\$ 350,954

EXPENSES

Payoff a Portion of Municipal Court Previous Year's Deficits	(239,594)	
Strategic Planning - Innovative Public Advisors	<u>(9,750)</u>	
		<u>\$ 101,610</u>

At this time, this update is for informational purposes only. With the upcoming fire study, these interest funds could represent a potential funding source, subject to future discussion and direction.

American Rescue Plan Act Funds

2025 Budget

Total Allocation **\$ 5,549,573**

2021 Budget

Baker Tilly-Lost Revenue Calculation (2,679)

(2,679)

Balance 12/31/21 **\$ 5,546,894**

2022 Budget

Public Safety Costs-Transfer to General Fund (1,300,000)
Kimberly Point Pedestrian Path/Parking Lot (175,000)
Shattuck Park (100,000)
N. Park Ave. Sidewalk (25,000)
Arrowhead Park Fiber (50,000)
Culture Study/Logo Work (17,400)

(1,667,400)

Balance 12/31/22 **\$ 3,879,494**

2023 Budget

Public Safety Costs-Transfer to General Fund (1,378,000)
One-Time Inflation Costs-Transfer to General Fund (225,000)
Behavioral Health Officer (97,570)
Accounting and Auditing (6,500)
Grant Writing Resource (25,000)

(1,732,070)

Balance 12/31/23 **\$ 2,147,424**

2024 Budget

Behavioral Health Officer (62,500)
2024 Public Safety Costs-Transfer to General Fund (1,300,000)
Arrowhead/Waterfront District Design/Construction (700,000)
Additional 1% Increase in Wages Effective July 1 (32,680)
Wage Scale Implementation Adjustment (840)
Accounting and Auditing (6,500)
NMFR Ballistic Gear (*Pending Approval*) (30,560)

(2,133,080)

Balance 12/31/24 (Est.) **\$ 14,344**

2025 and 2026 Budget

Accounting and Auditing (14,344)

Ending Balance **\$ -**

CITY OF NEENAH
RESOLUTION: 2025-11

BE IT RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is authorized to enter into an Institutional Investment Agency Agreement between City of Neenah Cemetery and Associated Trust Company, N.A., and is further authorized to identify, from time to time, those representatives of the above-named organization who are authorized to give directions and otherwise transact business with Associated Trust Company, N.A.

BE IT FURTHER RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is hereby authorized to sell, assign, and endorse for transfer certificates representing stocks, bonds, or other securities now or hereafter registered in the name of City of Neenah Cemetery, and is further authorized to give such directions as may be necessary for the transfer of assets from brokerage accounts or any other deposit accounts in the name of the above-named organization to Associated Trust Company, N.A.

I, Jane B Lang, an officer of City of Neenah, hereby certify that the foregoing is a true and correct copy of a resolution adopted by the City of Neenah Common Council of said organization at a meeting held on October 15, 2025, at which a quorum was present and voting, and that the same has not been repealed or amended and remains in full force and effect and does not conflict with the organization's articles, bylaws, or any other document under which the organization is operating.

Dated: October 15, 2025

(SEAL)

Jane B Lang, City of Neenah Mayor
(Signatory must be someone other than the officer authorized to enter into the agreement with Associated Trust Company, N.A.)

Subscribed and sworn to before me this
___ day of _____, 20__.

Notary Public
State of _____
My Commission: _____

CITY OF NEENAH
RESOLUTION: 2025-12

BE IT RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is authorized to enter into an Institutional Investment Agency Agreement between City of Neenah Library and Associated Trust Company, N.A., and is further authorized to identify, from time to time, those representatives of the above-named organization who are authorized to give directions and otherwise transact business with Associated Trust Company, N.A.

BE IT FURTHER RESOLVED THAT Vicky Rasmussen, a Director of Finance of City of Neenah, is hereby authorized to sell, assign, and endorse for transfer certificates representing stocks, bonds, or other securities now or hereafter registered in the name of City of Neenah Library, and is further authorized to give such directions as may be necessary for the transfer of assets from brokerage accounts or any other deposit accounts in the name of the above-named organization to Associated Trust Company, N.A.

I, Jane B Lang, an officer of City of Neenah, hereby certify that the foregoing is a true and correct copy of a resolution adopted by the City of Neenah Common Council of said organization at a meeting held on October 15, 2025, at which a quorum was present and voting, and that the same has not been repealed or amended and remains in full force and effect and does not conflict with the organization's articles, bylaws, or any other document under which the organization is operating.

Dated: October 15, 2025

(SEAL)

Jane B Lang, City of Neenah Mayor
(Signatory must be someone other than the officer authorized to enter into the agreement with Associated Trust Company, N.A.)

Subscribed and sworn to before me this
___ day of _____, 20__.

Notary Public
State of _____
My Commission: _____



MEMORANDUM

To: Members of the Finance and Personnel Committee
From: Chairman Steiner
Date: September 19, 2025
Re: August Voucher Review

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

1. August General Expenditure Voucher Nos. 3090 through 3199 (\$235,479.16) and 3055 through 3169 and 60642 through 60783 (\$2,339,743.24) and August payroll (\$0.00) for a combined total of \$2,575,222.40.
2. August Automated Transfers totaling \$10,002,232.13.

I recommend their approval.

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

Attachments

EXPENDITURE ABSTRACT FOR PERIOD AUGUST 1 THROUGH AUGUST 31, 2025
EXPLANATION OF AUTOMATED TRANSFERS

Transfer Date	Amount	Vendor	Purpose	Budget/Cost Center
8/1/25	\$68,404.03	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Withholding	FRINGE BENEFIT DIST.
8/1/25	\$26,959.15	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding	FRINGE BENEFIT DIST.
8/1/25	\$77,611.23	DEPARTMENT OF THE TREASURY	Employee Federal Withholding	FRINGE BENEFIT DIST.
8/1/25	\$239.11	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/1/25	\$185.00	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/1/25	\$1,477.18	DELTA DENTAL	Vision Premiums	FRINGE BENEFIT DIST.
8/5/25	\$2,070.99	BANCORP	FSA/HRA Debit Card Prefund	N/A
8/6/25	\$6,525.03	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST.
8/6/25	\$1,318.82	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/7/25	\$50,258.04	UMR	7/30 - 8/5 Health Insurance Disbursements	FRINGE BENEFIT DIST.
8/8/25	\$720.99	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/8/25	\$1,615.04	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/11/25	\$180.00	PELION/PRECISION PRIME	RHS Employee Benefit	N/A
8/12/25	\$4,384.83	BANCORP	FSA/HRA Debit Card Prefund	N/A
8/12/25	\$2,067.91	QUADIENT	Postage	N/A
8/13/25	\$5,236.60	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST.
8/13/25	\$351.27	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/13/25	\$2,135.97	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/14/25	\$53,417.32	UMR	Admin Fee and Stop Loss	FRINGE BENEFIT DIST.
8/14/25	\$50,085.71	UMR	8/6 - 8/12 Health Insurance Disbursements	FRINGE BENEFIT DIST.
8/14/25	\$18,839.37	MISSIONSQUARE	457 Deferred Comp. Contributions	N/A
8/14/25	\$3,246.25	MISSIONSQUARE	Employee IRA Contributions	N/A
8/14/25	\$8,377.43	MIDAMERICA	FICA Alternative Plan #3121	N/A
8/14/25	\$47.00	COMMUNITY FIRST CU	FD Local 275 Conduit	N/A
8/14/25	\$6,485.84	COMMUNITY FIRST CU	FD Union Dues	N/A
8/14/25	\$1,976.02	ASSOCIATED BANK	Child Support	N/A
8/14/25	\$605,607.50	EMPLOYEE PAYROLL	ACH Direct Deposit	N/A
8/14/25	\$1,320.00	NATIONWIDE	457 Deferred Comp. Contributions	N/A
8/14/25	\$1,200.00	NATIONWIDE	Employee IRA Contributions	N/A
8/14/25	\$3,226.33	ASSOCIATED BANK	August Bank Service Fee	N/A
8/15/25	\$63,293.21	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Withholding	FRINGE BENEFIT DIST.
8/15/25	\$24,509.85	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding	FRINGE BENEFIT DIST.
8/15/25	\$67,995.97	DEPARTMENT OF THE TREASURY	Employee Federal Withholding	FRINGE BENEFIT DIST.
8/15/25	\$3,213.14	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/15/25	\$2,788.32	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/15/25	\$72,711.82	WI DEPT OF REVENUE	Employee Withholding	N/A
8/15/25	\$4,334,006.06	NJSD	Final 2024 Tax Settlement	N/A
8/15/25	\$2,043,589.75	WINNEBAGO COUNTY TREASURER	Final 2024 Tax Settlement	N/A
8/15/25	\$537,216.40	FOX VALLEY TECHNICAL COLLEGE	Final 2024 Tax Settlement	N/A
8/19/25	\$4,797.46	BANCORP	FSA/HRA Debit Card Prefund	N/A
8/20/25	\$4,332.26	WISCONSIN DEPT OF REVENUE	July Sales Tax	N/A
8/20/25	\$3,325.60	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST.
8/20/25	\$401.79	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/20/25	\$646.10	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/21/25	\$3,034.15	USPS	Park and Rec Fall Guide	N/A
8/21/25	\$11,761.56	UMR	8/13 - 8/19 Health Insurance Disbursements	FRINGE BENEFIT DIST.
8/22/25	\$146.60	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/22/25	\$95.00	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/26/25	\$5,197.67	BANCORP	FSA/HRA Debit Card Prefund	N/A
8/27/25	\$6,581.15	DELTA DENTAL	Dental Claims	FRINGE BENEFIT DIST.
8/27/25	\$863.82	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/27/25	\$3,334.01	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/28/25	\$47,102.19	UMR	8/20 - 8/26 Health Insurance Disbursements	FRINGE BENEFIT DIST.
8/28/25	\$235,479.16	US BANK	7/26-8/26 P-Card Statement	N/A
8/28/25	\$19,689.37	MISSIONSQUARE RETIREMENT	457 Deferred Comp. Contributions	N/A
8/28/25	\$3,271.25	MISSIONSQUARE RETIREMENT	Employee IRA Contributions	N/A
8/28/25	\$56,793.60	PELION/PRECISION PRIME	RHS Employee Benefit	N/A
8/28/25	\$6,457.43	MIDAMERICA	FICA Alternative Plan #3121	N/A
8/28/25	\$47.00	COMMUNITY FIRST CU	FD Local 275 Conduit	N/A
8/28/25	\$1,976.02	ASSOCIATED BANK	Child Support	N/A
8/28/25	\$574,172.45	EMPLOYEE PAYROLL	ACH Direct Deposit	N/A
8/28/25	\$1,320.00	NATIONWIDE	Employee IRA Contributions	N/A
8/28/25	\$1,200.00	NATIONWIDE	457 Deferred Comp. Contributions	N/A
8/28/25	\$194,216.50	ASSOCIATED BANK	Interest & Principal Payment	N/A
8/29/25	\$1,670.08	DIVERSIFIED BENEFIT SERVICES	2025 Employee HRA Plan	N/A
8/29/25	\$1,050.00	DIVERSIFIED BENEFIT SERVICES	2025 Employee FSA Plan	N/A
8/29/25	\$3,034.15	USPS	City Newsletter	N/A
8/29/25	\$62,893.65	DEPARTMENT OF THE TREASURY	Employer/Employee Social Security Withholding	FRINGE BENEFIT DIST.
8/29/25	\$23,276.20	DEPARTMENT OF THE TREASURY	Employer/Employee Medicare Withholding	FRINGE BENEFIT DIST.
8/29/25	\$64,652.82	DEPARTMENT OF THE TREASURY	Employee Federal Withholding	FRINGE BENEFIT DIST.
8/29/25	\$217,277.22	WI EMPLOYEE TRUST FUNDS	Retirement Contribution	FRINGE BENEFIT DIST.
8/29/25	\$159,383.32	WI EMPLOYEE TRUST FUNDS	Retirement Contribution	FRINGE BENEFIT DIST.
8/31/25	\$9,957.19	MERCHANT SERVICES	Debit Card/Credit Card Service Fee	N/A
8/31/25	\$117,900.88	WE Energies	Invoices	N/A
AUGUST TOTAL	\$10,002,232.13			

Aug 2025 Check Register-Over \$2,000

Pymt Date	Pymt #	AP Vendor	AP Invoice #	AP Trans Amount	AP Description 01	AP Description 02	Fund Description	Department Description
08/07/2025	3056	BAKER TILLY US LLP	BT3262889	5,000.00	SINGLE AUDIT SVCS THRU 7/	31	ARPA Funds	Finance
08/07/2025	3057	BENTEK LLC	PSINV103391	2,500.00	AUG BENTEK		Capital Equipment Fund	Information Systems
08/07/2025	3059	CARRICO AQUATIC RESOURCES INC	20255210	3,336.63	POOL VAC REPAIR		General Fund	Independent Programs
08/07/2025	3060	CHEMTRADE CHEMICALS US LLC	90270487	7,774.92	FERRIC SULFATE		Water	Other
08/07/2025	3066	GRAYMONT WESTERN LIME INC	35243663RI	4,970.38	HYDRATED LIME		Water	Other
08/07/2025	3068	HORST DISTRIBUTING INC	114628000	3,096.00	HERBICIDE		General Fund	City Wide Forestry Progm
08/07/2025	3069	J F AHERN CO	746693	2,690.00	ST 32 SPRINKLER INSP/5-YE	AR CONNECT INSP	General Fund	Fire Department
08/07/2025	3074	MENASHA, CITY OF	JUL 2025 WRS	72,112.76	JUL RETIREMENT-MENASHA		Benefit Accrual Fund	Retirement & Taxes
08/07/2025	3077	MULTIMEDIA COMMUNICATIONS &	4790	5,716.11	PM ENG FOR FIBER CEMETERY	WASH PARK	Capital Equipment Fund	Information Systems
08/07/2025	3079	NEENAH ANIMAL SHELTER INC	AUG 2025	2,083.33	MONTHLY AGREEMENT FEE: AU	G 2025	General Fund	Police
08/07/2025	3080	NEENAH MENASHA SEWERAGE COMMISSION	2025138	4,207.00	AUG INTEREST PYMT-RE LOAN		Sewer Operating Utility	Sewer Operations
		NEENAH MENASHA SEWERAGE COMMISSION	2025138	10,098.00	AUG PRINCIPAL PYMT-RE LOA	N	Sewer Operating Utility	Sewer Operations
		NEENAH MENASHA SEWERAGE COMMISSION	2025138	48,634.00	AUG PRINCIPAL PYMT-CW LOA	N	Sewer Capital Fund	Sewer Capital Costs
		NEENAH MENASHA SEWERAGE COMMISSION	2025132	201,375.27	AUG PLANT EXPENSE		Sewer Operating Utility	Sewer Operations
		NEENAH MENASHA SEWERAGE COMMISSION	2025138	10,262.00	AUG INTEREST PYMT-CW LOAN		Sewer Capital Fund	Sewer Capital Costs
08/07/2025	3081	NEENAH, TOWN OF	UTIL AID 2025	37,090.00	ALLIANT ENERGY PILOT-JUL	PMT	Alliant Energy PILOT	Finance
08/07/2025	3082	PACKER CITY INTERNATIONAL TRUCKS	X10315530801	2,662.73	FUEL TANK, STRAPS		Fleet Management	Municipal Facilities
08/07/2025	3083	PRIMADATA LLC	71377	2,526.98	JUL UTILITY BILLS-POSTAGE		General Fund	Finance
08/07/2025	3087	WISCNET	23612	9,920.00	2025 WISCNET		Information Systems	Information Systems
08/29/2025	3090	U S BANK	08-12-25	5,980.00	GFL - ENV	JUN-JUL DUMPSTER PICKUP/U	General Fund	Sanitation
		U S BANK	08-12-25	3,000.00	JONES LAKE MANAGEMENT	POND MANAGEMENT-NATURE TR	Storm Water Management	Storm Sewer Management
		U S BANK	08-12-25	6,396.78	GFL - ENV	JUL COMMERCIAL DUMPSTER C	General Fund	Sanitation
		U S BANK	08-12-25	2,400.00	JONES LAKE MANAGEMENT	POND MANGEMENT-LIBERTY HE	Storm Water Management	Storm Sewer Management
		U S BANK	08-12-25	4,710.00	SPEEDY CLEAN INC	INSTALL CIPP LINER	General Fund	Municipal Building
		U S BANK	08-12-25	9,440.20	LEVENHAGEN OIL CORPORATI	FLEET OILS/81473AIN	Fleet Management	Municipal Facilities
		U S BANK	08-12-25	14,144.00	TCAW OCC HEALTH	JUL PRACTITIONER SERVICES	Benefit Accrual Fund	Insurance
		U S BANK	08-12-25	14,790.12	LEVENHAGEN OIL CORPORATI	DIESEL/5008 GALLONS/81517	Fleet Management	
		U S BANK	08-12-25	9,473.65	LEVENHAGEN OIL CORPORATI	LEAD FREE/3526 GALLONS/81	Fleet Management	
		U S BANK	08-12-25	7,963.08	KUNDINGER SERVICE REPAIR	HYDROSTATIC MOTOR REPAIR	Fleet Management	Municipal Facilities
		U S BANK	08-12-25	2,294.25	GFL - ENV	JUL RECYCLING/U4000011973	Recycling Fund	Recycling Program
		U S BANK	08-12-25	2,470.00	TCAW OCC HEALTH	JUL LABS	Benefit Accrual Fund	Insurance
		U S BANK	08-12-25	7,164.00	WEYERS EQUIPMENT	PENN MULCH	Facility Improvement Fund	Parks
08/14/2025	3091	BOYS' & GIRLS' BRIGADE	396	4,800.00	BRIGADE RENTAL		General Fund	Youth Programs
08/14/2025	3094	ENERGY CONTROL & DESIGN INC	104639IN	3,171.80	HVAC REPAIRS CITY HALL		General Fund	Municipal Building
		ENERGY CONTROL & DESIGN INC	104640IN	2,148.66	HVAC PM WORK CITY HALL		General Fund	Municipal Building
08/14/2025	3096	GERBER LEISURE PRODUCTS INC	12157	3,218.00	MEMORIAL BENCHES		Park & Rec Trust Funds	Park & Rec Trust Exps
08/14/2025	3098	GRAYMONT WESTERN LIME INC	35244342RI	4,883.00	HYDRATED LIME		Water	Other
		GRAYMONT WESTERN LIME INC	35243963RI	5,278.78	HYDRATED LIME		Water	Other
08/14/2025	3102	MENASHA CITY OF	JUL 2025 COURT	3,900.00	JUL COURT FINES		Joint Municipal Court Fd	Administration Exp
08/14/2025	3105	NEENAH FOUNDRY COMPANY	190994	6,270.00	GRATES-FRAMES-LIDS		Storm Water Management	Sewer Repair/Replacement
08/14/2025	3109	SECURIAN FINANCIAL GROUP INC	SEP 2025 2832L	5,487.28	SEP INSURANCE		Benefit Accrual Fund	Insurance
08/14/2025	3111	TRANSCENDENT TECHNOLOGIES LLC	M7705	4,681.25	ASCENT IMPLEMENTATION SEP	24	Capital Equipment Fund	Information Systems
		TRANSCENDENT TECHNOLOGIES LLC	M7987	2,250.00	ASCENT HOSTING 24		Capital Equipment Fund	Information Systems
		TRANSCENDENT TECHNOLOGIES LLC	M8056	4,550.00	ASCENT IMPLEMENTATION HRS	2025	Capital Equipment Fund	Information Systems
		TRANSCENDENT TECHNOLOGIES LLC	M7987	8,531.25	ASCENT IMPLEMENTATION OCT	-DEC 24	Capital Equipment Fund	Information Systems
08/14/2025	3112	WESTWOOD PROFESSIONAL SERVICES INC	1250701788	2,988.00	JUN PROFESSIONAL SERVICES		Streets,Utility,Sidewalks	Upgrades-City Initiated
08/14/2025	3115	WINNEBAGO COUNTY TREASURER	JUL 2025 COURT	2,521.45	JUL COURT FINES		Joint Municipal Court Fd	Administration Exp.
		WINNEBAGO COUNTY TREASURER	2025 UNCLAIMED	15,237.46	UNCLAIMED FUNDS-UNCASHED	A/P CHECKS TO 12/31/23	General Fund	
08/21/2025	3122	FERGUSON WATERWORKS	453183	5,875.00	HYD PAINTING		Water	Other
08/21/2025	3126	GRAEF	139831	4,440.00	DISTRIBUTION MODEL SERVIC	E THRU 7/5	Water	Other
		GRAEF	139929	3,437.50	CHURCH ST LOT SURVEY - TO	7/5	Facility Improvement Fund	Public Works
08/21/2025	3127	GRAYMONT WESTERN LIME INC	35244573RI	5,157.99	HYDRATED LIME		Water	Other
08/29/2025	3149	U S BANK	08-12-25	2,027.80	EAGLE ENGRAVING INC	PINS/ COMM. BARS/ MEDALS,	General Fund	Police
		U S BANK	08-12-25	2,400.56	BAKER & TAYLOR LLC	BOOKS	General Fund	Public Library
		U S BANK	08-12-25	2,992.29	INNOVATIVE CONTROLS INC	E36 TOOL BOARD	Neenah Menasha Fire	Fire Department
		U S BANK	08-12-25	4,067.58	NELSON TACTICAL	NEW HIRE UNIFORMS	General Fund	Police
		U S BANK	08-12-25	5,010.03	HAWKINS INC	SODIUM PERMANGANATE	Water	Other
		U S BANK	08-12-25	3,677.95	USABLUEBOOK	MTOL TURBIDIMETER	Water	Other
		U S BANK	08-12-25	2,878.74	BADGER MATS LLC	MATS FOR STATION	Facility Improvement Fund	Fire Department
		U S BANK	08-12-25	3,058.90	NELSON TACTICAL	10 RED DOT OPTICS	General Fund	Police
08/28/2025	3150	ASSOCIATED APPRAISAL CONSULTANTS	182135	3,041.67	SEP ASSOCIATED APPRAISAL		General Fund	Community Development
08/29/2025		U S BANK	08-25-25	5,343.68	DLT SOLUTIONS- LLC	CIVIL 3D SUBSCRIPTION	Capital Equipment Fund	Information Systems
		U S BANK	08-25-25	2,637.42	LEVENHAGEN OIL CORPORATI	BULK OIL/109215	Neenah Menasha Fire	Fire Department
		U S BANK	08-25-25	2,238.99	MACQUEEN EMERG/EQUIP	CLUTCH PARTS, BEARINGS	Fleet Management	Municipal Facilities
		U S BANK	08-25-25	2,660.00	PAYPAL *YEL	YEL SUMMER PROGRAMS	General Fund	Contracted Programs

Aug 2025 Check Register-Over \$2,000

Pymt Date	Pymt #	AP Vendor	AP Invoice #	AP Trans Amount	AP Description 01	AP Description 02	Fund Description	Department Description
08/28/2025	3152	ENERGY CONTROL & DESIGN INC	104814IN	11,034.73	AIR HANDLER DRIVE		General Fund	Public Library
08/28/2025	3155	GRAYMONT WESTERN LIME INC	35244905R1	5,494.66	HYDRATED LIME		Water	Other
08/28/2025	3159	HYDRITE CHEMICAL COMPANY	2025000054691	8,076.88	SODIUM HYPOCHLORITE		Water	Other
08/28/2025	3162	M3 INSURANCE	119452	2,839.00	SEP CONSULTING FEES		Benefit Accrual Fund	Insurance
08/28/2025	3164	PRIMADATA LLC	71728	2,464.07	AUG UTILITY BILLS-POSTAGE		General Fund	Finance
08/28/2025	3167	TRANSCENDENT TECHNOLOGIES LLC	M8112	3,062.50	ASCENT IMPLEMENTATION JUL	25	Capital Equipment Fund	Information Systems
08/28/2025	3169	WINNEBAGO COUNTY TREASURER	134903	43,711.49	JUL LANDFILL CHARGES		General Fund	Sanitation
		WINNEBAGO COUNTY TREASURER	134903	5,667.30	JUL LANDFILL CHARGES		Storm Water Management	Storm Sewer Management
08/29/2025	3198	U S BANK	08-25-25	2,099.23	CONTREX FR	PAC SYSTEM DRIVES	Water	Other
		U S BANK	08-25-25	3,438.43	AIRGAS - NORTH	CARBON DIOXIDE	Water	Other
		U S BANK	08-25-25	2,101.93	BAKER & TAYLOR LLC	BOOKS	General Fund	Public Library
		U S BANK	08-25-25	4,148.94	LEVENHAGEN OIL CORPORATI	DIESEL- GENERATOR FUEL	Water	Other
08/29/2025	3199	U S BANK	08-25-25	3,824.00	CONCORD THEATRICALS CORP.	SPONGEBOB MUSICAL - 2026/	Park & Rec Trust Funds	
08/07/2025	60643	B & B BASEMENT REPAIRS LLC	5913	2,666.25	HIH 209 SPRUCE ST		TIF Affordable Housing	
08/07/2025	60647	FOX CITIES CHAMBER	12129	2,500.00	FV LEADERSHIP TRAINING/HA	RDINA-WILHELM	General Fund	Human Resources & Safety
08/07/2025	60652	K & E LIMITED PARTNERSHIP	1126 COMMERCIAL	9,407.89	REIMB 1/2 OF FACADE COSTS	-1126 S COMM ST	2019 CDBG	Block Grant
08/07/2025	60653	LEAVEN INC	2024 CDBG/	4,000.00	2024 CDBG HOUSING ASSISTA	NCE- LEAVEN	2024 CDBG	Block Grant
08/07/2025	60656	ONE SOURCE TECHNOLOGIES INC	16481	3,449.00	REC PARK STREAMING CAM		Capital Equipment Fund	Information Systems
		ONE SOURCE TECHNOLOGIES INC	16481	2,929.70	WIFI UPGRADES FINAL BILLI	NG	Capital Equipment Fund	Information Systems
08/07/2025	60667	WISCONSIN SINGERS	WU45007	5,301.86	STAGE SHOW - JUL 4 RIVERS	IDE	Sundry Civic Trusts	Civic
08/14/2025	60669	APPLE VALLEY & ROCK SOLID	11472	6,342.00	HIH 137 DENHARDT		TIF Affordable Housing	
08/14/2025	60675	CORELOGIC, INC	TAXES/REFUND	4,429.51	REFUND TAXES OVERPAYMENT	01-1721-00-00	Real Estate Tax Agency Fd	
08/14/2025	60676	DAIRY QUEEN/A & J TREATS INC	2025 FUN RUN	2,445.71	ICE CREAM		Park & Rec Trust Funds	Park & Rec Trust Exps
08/14/2025	60677	EDGEWATER RESOURCES LLC	5893	9,503.42	JUL SHORELINE IMPROVEMENT	S	Facility Improvement Fund	Parks
08/14/2025	60695	ONE SOURCE TECHNOLOGIES INC	16522	2,796.00	LIBRARY CAM REPLACEMENT P	ARTIAL BILLING	Capital Equipment Fund	Information Systems
		ONE SOURCE TECHNOLOGIES INC	16521	31,603.00	ACCESS CONTROL INSTALLATI	ON	Facility Improvement Fund	Public Works
08/14/2025	60700	STANTEC CONSULTING SERVICES INC	2427238	18,000.00	ARRWHD PRK LNDFILL- METHA	NE/GEOTECH BORING TO 7/21	Facility Improvement Fund	Other
08/14/2025	60701	STATE FARM MUTUAL AUTOMOBILE	CLAIM 25-01	2,303.70	CLAIM 25-01 PAYOUT		Liability Insurance	Liability Insurance
08/14/2025	60702	STATE OF WISCONSIN	JUL 2025 COURT	6,734.14	JUL COURT FINES		Joint Municipal Court Fd	Administration Exp.
08/14/2025	60706	VINTON CONSTRUCTION COMPANY	PR24-012 PAY #1	270,632.77	SOUTHVIEW TENNIS COURTS S	ERVICE THRU 6/20	Facility Improvement Fund	Parks
08/21/2025	60716	AGRECOL LLC	72349	7,755.00	PRAIRIE VEGETATIVE MAT		Facility Improvement Fund	Parks
08/21/2025	60723	DIRECTIONAL DRILLING SERVICES INC	2227	80,351.30	FIBER CONSTRUCTION CEMETE	RY/WASH PARK	Capital Equipment Fund	Information Systems
08/21/2025	60726	FOX CITIES CHAMBER	12200	2,500.00	LEADERSHIP FOX CITIES TUI	TION-BENOIT	General Fund	Human Resources & Safety
08/21/2025	60737	R J MARX INC	2510801	4,618.20	E36 PAINT REPAIR		Neenah Menasha Fire	Fire Department
08/21/2025	60741	VINTON CONSTRUCTION COMPANY	25003X27	3,609.91	SANITARY LATERAL RAISING	- S COMMERCIAL & ORANGE	Sewer Capital Fund	Sewer Repair/Replacement
08/21/2025	60742	WISCONSIN DEPT OF NATURAL RESOURCES	WU112709	6,554.00	DNR LAKE WITHDRAWAL FEE		Water	
08/21/2025	60743	WISCONSIN DEPT OF TRANSPORTATION	3950000406667	169,356.62	COMMERCIAL ST 6/30 TO 7/3	1/25	Streets,Utility,Sidewalks	Upgrades-City Initiated
08/28/2025	60747	APPLETON, CITY OF	18016	41,896.00	AUG TRANSIT SERVICES		General Fund	Community Development
08/28/2025	60748	BAIN'S HOUSEMOVING	1750	3,000.00	HIH 137 DENHARDT		TIF Affordable Housing	
08/28/2025	60755	DJW INVESTMENTS	CWG ESCROW/REIM	13,176.76	SIDEWALK ESCROW_COTTAGES	AT WOODSIDE GREEN	Streets,Utility,Sidewalks	
08/28/2025	60756	FIRST PRESBYTERIAN CHURCH	2025 PARKING	8,000.00	ANNUAL PARKING LEASE PAYM	ENT	General Fund	Parking Services
08/28/2025	60757	FRATER, TIM	1730 DIXIE RD	10,000.00	MOVING ALLOWANCE 1730 DIX	IE RD	TIF 13	Other
08/28/2025	60758	GILBERT CONSTRUCTION LLC	2301112	15,000.00	HIH LOAN 425 5TH STREET		TIF Affordable Housing	
08/28/2025	60763	MOUNTAIN BAY SCUBA INC	198	9,585.00	DIVE SUITS		Neenah Menasha Fire	Other
08/28/2025	60770	PENDLETON PARK LLC	2024 PMT	272,706.43	TIF INCENTIVE PYMT 2024		TIF #11-Special Revenue	TIF Expenditures
08/28/2025	60772	PRO ONE JANITORIAL INC	225892	3,597.40	SEP CLEANING		General Fund	Parks
08/28/2025	60774	REI RENOVATIONS	3813	11,000.50	HIH 929 ZEMLOCK		TIF Affordable Housing	
08/28/2025	60777	SOLARIS ON MAIN LLC	2024 PMT	194,655.17	SOLARIS TIF INCENTIVE PAY	MENTS	TIF #8	TIF Expenditures
08/28/2025	60778	SPRING CREEK CENTER II LLC	2024 PMT	77,851.52	SPRING CREEK CENTER TIF I	NCV PAY	TID #7/ Special REV Fund	TIF Expenditures
08/28/2025	60781	VAN SISTINE HOMES LLC	1+ FA & 3+ FM/P	52,291.09	SIDEWALK ESCROW_1ST ADDN	FREEDOM ACRES	Streets,Utility,Sidewalks	
		VAN SISTINE HOMES LLC	1+ FA & 3+ FM/P	108,990.00	SIDEWALK ESCROW_3RD ADDN	HOMES AT FREEDOM MEADOWS	Streets,Utility,Sidewalks	
08/28/2025	60783	201 WEST WISCONSIN LLC	2024 PMT	168,758.50	201 W WI TIF INCV PAY		TIF #8	TIF Expenditures
				2,415,406.73				