AGENDA
GREEN BAY METROPOLITAN SEWERAGE DISTRICT
COMMISSION MEETING
August 27, 2025
Hybrid meeting held both via Zoom Videoconference and in the
Daniel J. Alesch Training Center, 2231 N. Quincy Street
(If a member of the public or a customer would like to participate in the meeting via Zoom, please contact NEW Water at 920-432-4893 for access to the videoconference)
8:30 a.m.

Vision: Protecting our most valuable resource, water

1) Safety moment. (N. Qualls)

2) Approval of minutes of the Commission meeting held July 30, 2025. (N. Qualls)

3) Introduce New Employees:
Gregg DeGrave (P. Smits)
Chris Wiese (P. Smits)

4) Nicolet Bank Investment Update. (B. Clausen)
Click Here: Memo
Click Here: Presentation
Click Here: Attachment
Click Here: Attachment
Click Here: Attachment

5) Brown County Household Hazardous Waste Update. (K. Verbeten)
Click Here: Memo
Click Here: Report
Click Here: Presentation

6) Request Commission approval for Jacobs Engineering LLC Adaptive Management consulting contract amendment. (E. Houghton)
Click Here: Memo
Click Here: Attachment

7) Request Commission approval to enter into an agreement with World Water Works, Inc. for Hydrocyclone Pilot Study equipment rental in the amount of $99,000. (T. Biese)
Click Here: Memo
Click Here: Attachment

8) Request Commission approval to enter into an agreement with Black & Veatch to provide applied research support services for the implementation of Hydrocyclone Pilot Study in the amount (T. Biese)

of $96,000.
Click Here: Memo
Click Here: Attachment
Click Here: Attachment

9) Request Commission approval of the restructured organizational chart for the Engineering Services Department and approval to hire an Engineering Services Manager. (L. Sarau)
Click Here: Memo
Click Here: Attachment
Click Here: Attachment
Click Here: Attachment

10) Sewer plan approvals: (L. Sarau)
Click Here: Memo
    a) Village of Suamico, Project #2222, GBMSD Request #2025-23.
    Click Here: Village of Suamico Map
    Click Here: NEW Water Map
    b) Village of Bellevue, Contract #4588-25-XX, GBMSD Request #2025-24
    Click Here: Village of Bellevue Map
    Click Here: NEW Water Map
    c) Village of Luxemburg, Contract #0253-25-01, GBMSD Request #2025-25
    Click Here: Village of Luxemburg Map
    Click Here: NEW Water Map
    d) Village of Hobart, Contract #2320-25-05, GBMSD Request #2025-26
    Click Here: Village of Hobart Map
    Click Here: NEW Water Map

11) Convene in closed session under State Statute 19.85 (1)(c) for the purpose of considering the employment of a public employee, under 19.85(1)(e) for the purpose of deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session and State Statute 19.85 (1) (g) for the purpose of conferring with legal counsel for the Commission who is rendering oral or written advice concerning strategy to be adopted by the Commission with respect to litigation in which it is or is likely to become involved:
    a) Potential litigation resulting from environmental testing by significant industrial user.
    b) Potential transfer of certain interceptor segments pursuant to Section 5.05 of the Sewer Use Ordinance to a municipality.
    c) Employment of a public employee.

12) Reconvene in open session.

13) Update of projects:
    a) East River Interceptor Renewal Project. (M. McGuire)
    Click Here: Report
    b) Downtown Interceptor Renewal Project (M. McGuire)
    Click Here: Report
    c) GBF North Plant Clarifier Rehabilitation Project. (R. Brown)
    Click Here: Report

14) 2026 Budget Workshop. (B. Clausen)
Click Here: Memo
Click Here: Presentation
Click Here: Attachment

15) Environmental, Health, and Safety Update. (Verbeten/Butry)
Click Here: Memo
Click Here: Presentation

16) July 2025 Financials. (C. Mueller)
Click Here: Memo
Click Here: Income Statement
Click Here: Income Statement Legends
Click Here: Statement of Net Position
Click Here: Statement of Net Position Legends

17) July 2025 Operations Report. (P. Wescott)
Click Here: Memo
Click Here: Effluent Report – Green Bay Facility
Click Here: Graph of Effluent Report – Green Bay Facility
Click Here: Effluent Report – De Pere Facility
Click Here: Graph of Effluent Report – De Pere Facility
Click Here: R2E2 Energy Report
Click Here: R2E2 Energy Graph

18) Executive Director's report: (N. Qualls)
Click Here: Memo
a) September Commission Meeting.
b) Agreements Signed by the Executive Director.
Click Here: Attachment
c) Executive Director Expense Summary.
Click Here: Attachment
d) STEAM Superheroes Camp.
e) Sunset on the Farm.
f) Downtown Interceptors Renewal Project & Outreach Continue.
g) NEW Water hosted Rep. David Steffen.
h) NACWA Utility Leadership Conference and Annual Meeting.

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Beth Clausen

DATE: August 11, 2025

SUBJECT: Nicolet Bank Semi-Annual Presentation

Background

Semi-annually, a presentation is given on NEW Water's Investment Portfolio and an Economic & Financial Market Update, completed and presented by Nicolet Bank.

Recommendation

This Commission item is informational only.

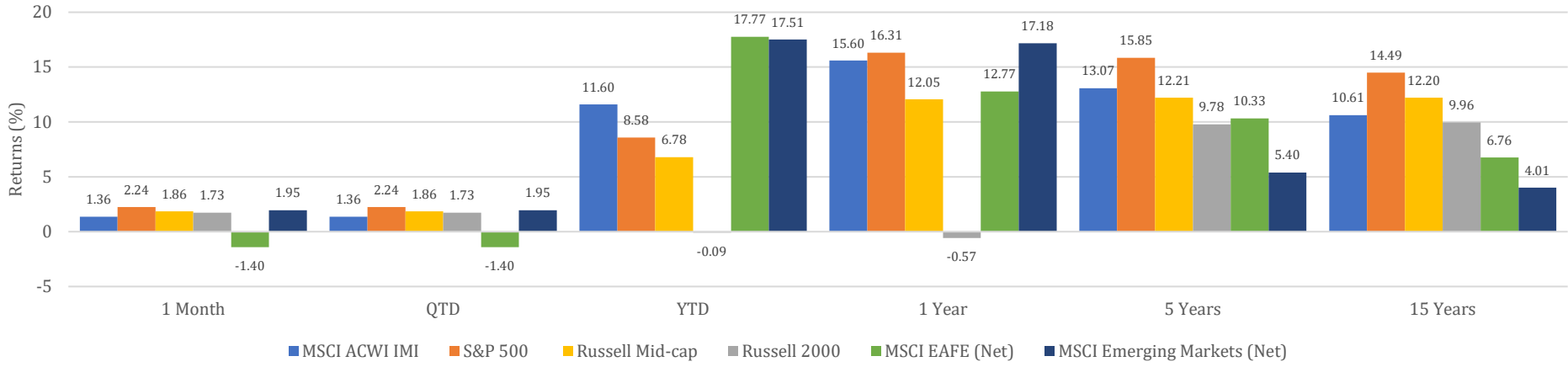
Commission Action

No Commission action is required.

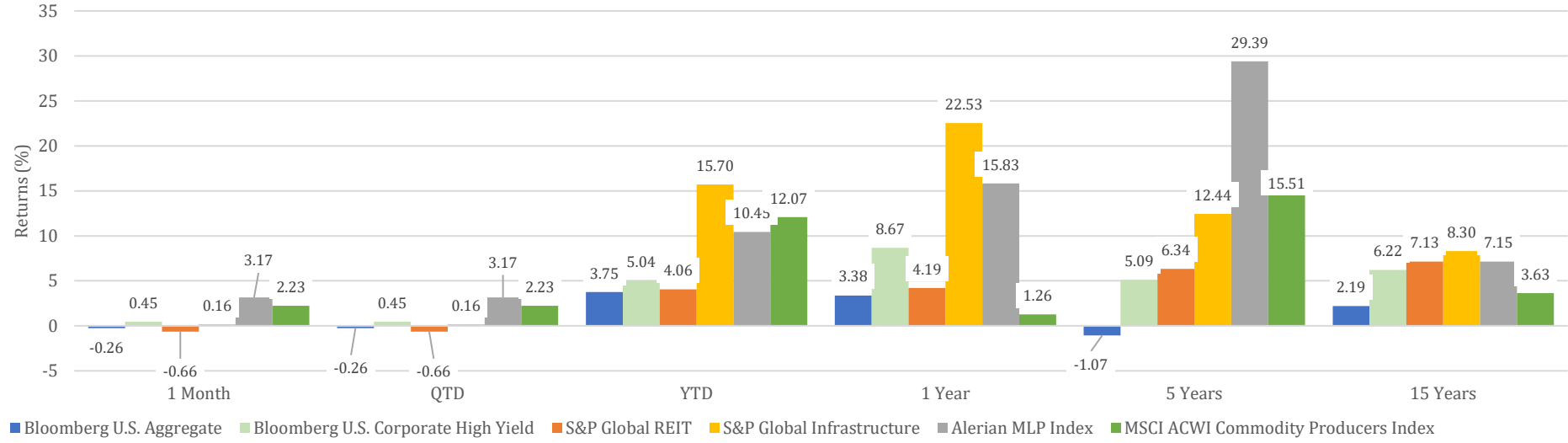
Attachments

CAPITAL MARKETS OVERVIEW

Equity Markets – Annualized Return



Fixed Income & Alternatives – Annualized Return



Source: Bloomberg, 07/31/2025

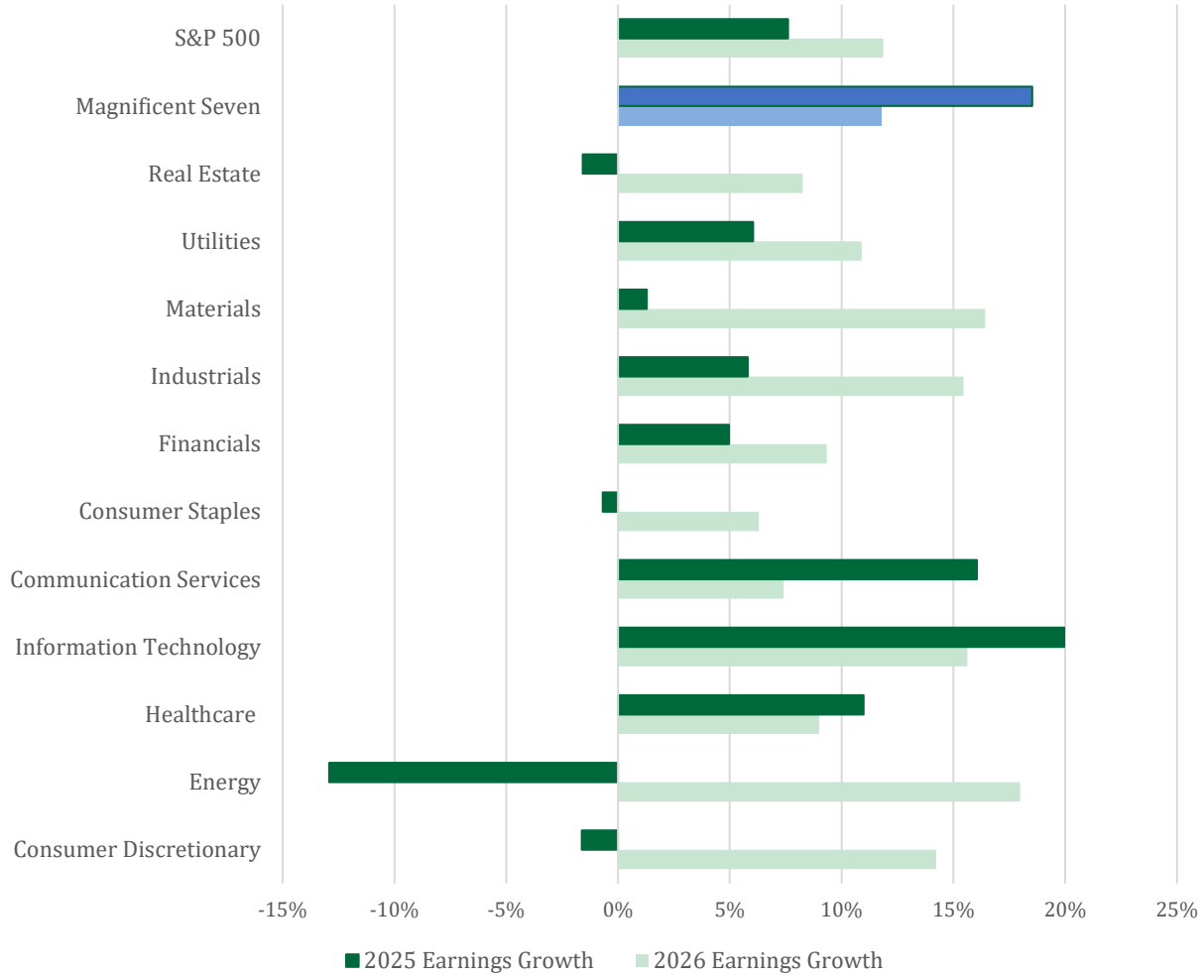
Nicolet WEALTH MANAGEMENT

Nicolet WEALTH MANAGEMENT

ECONOMIC OVERVIEW

2025 Earnings Growth Being Led by Magnificent 7

Growth expected to be driven by Mag. 7 sectors – Information Technology, but signs of broadening into other segments of the market



	Real GDP (YoY%)
3/31/2023	2.30
6/30/2023	2.80
9/30/2023	3.20
12/31/2023	3.20
3/31/2024	2.90
6/30/2024	3.00
9/30/2024	2.70
12/31/2024	2.50
3/31/2025	2.00
6/30/2024	2.00
2026 est.	1.70
2027 est.	2.00

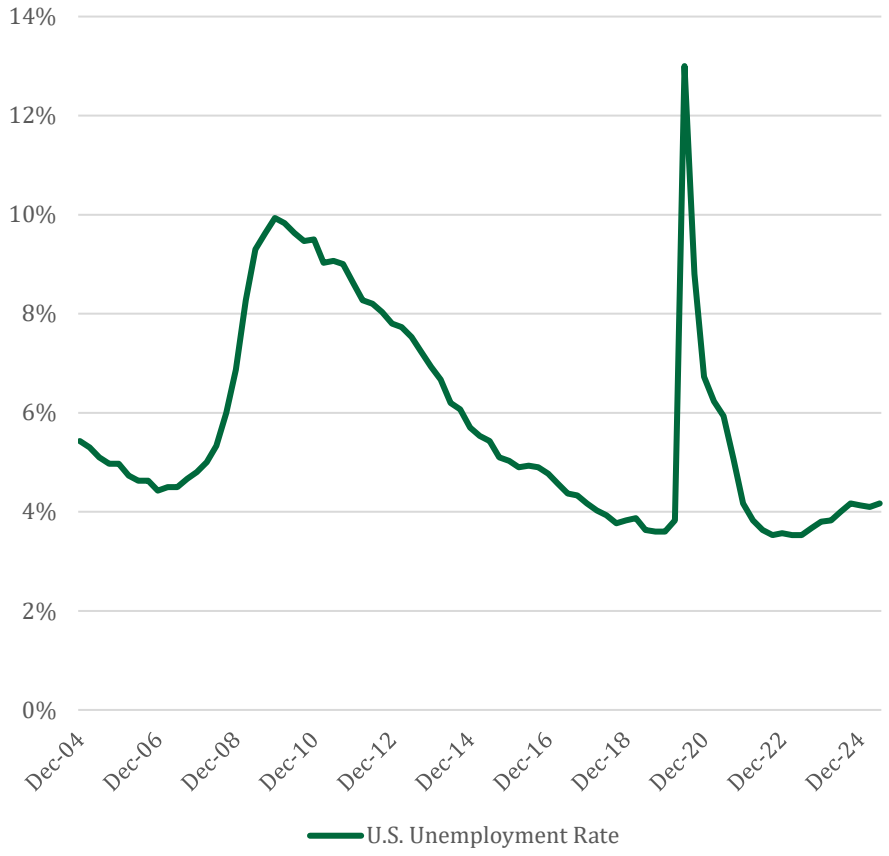
	Retail Sales (YoY%)
3/31/2023	2.20
6/30/2023	1.70
9/30/2023	4.20
12/31/2023	5.30
3/31/2024	3.40
6/30/2024	2.30
9/30/2024	2.00
12/31/2024	4.60
3/31/2025	5.10
6/30/2025	3.90

Source: Bloomberg, 07/31/2025

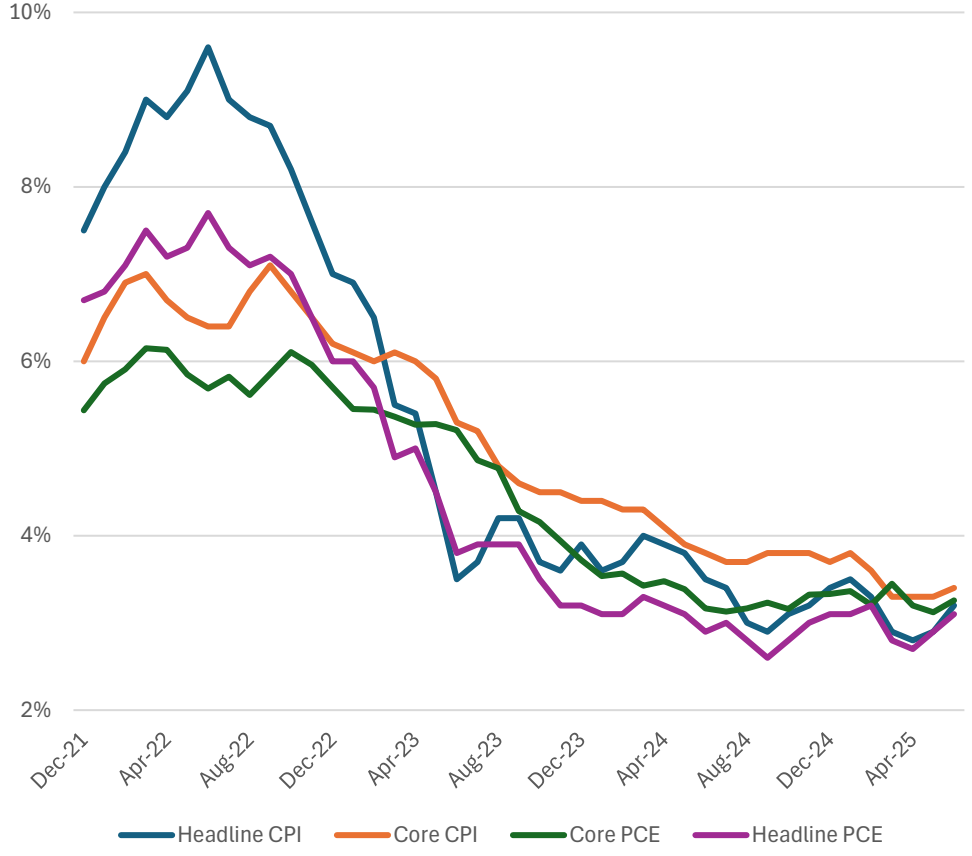
Nicolet WEALTH MANAGEMENT

FED'S DUAL MANDATE

Labor Market



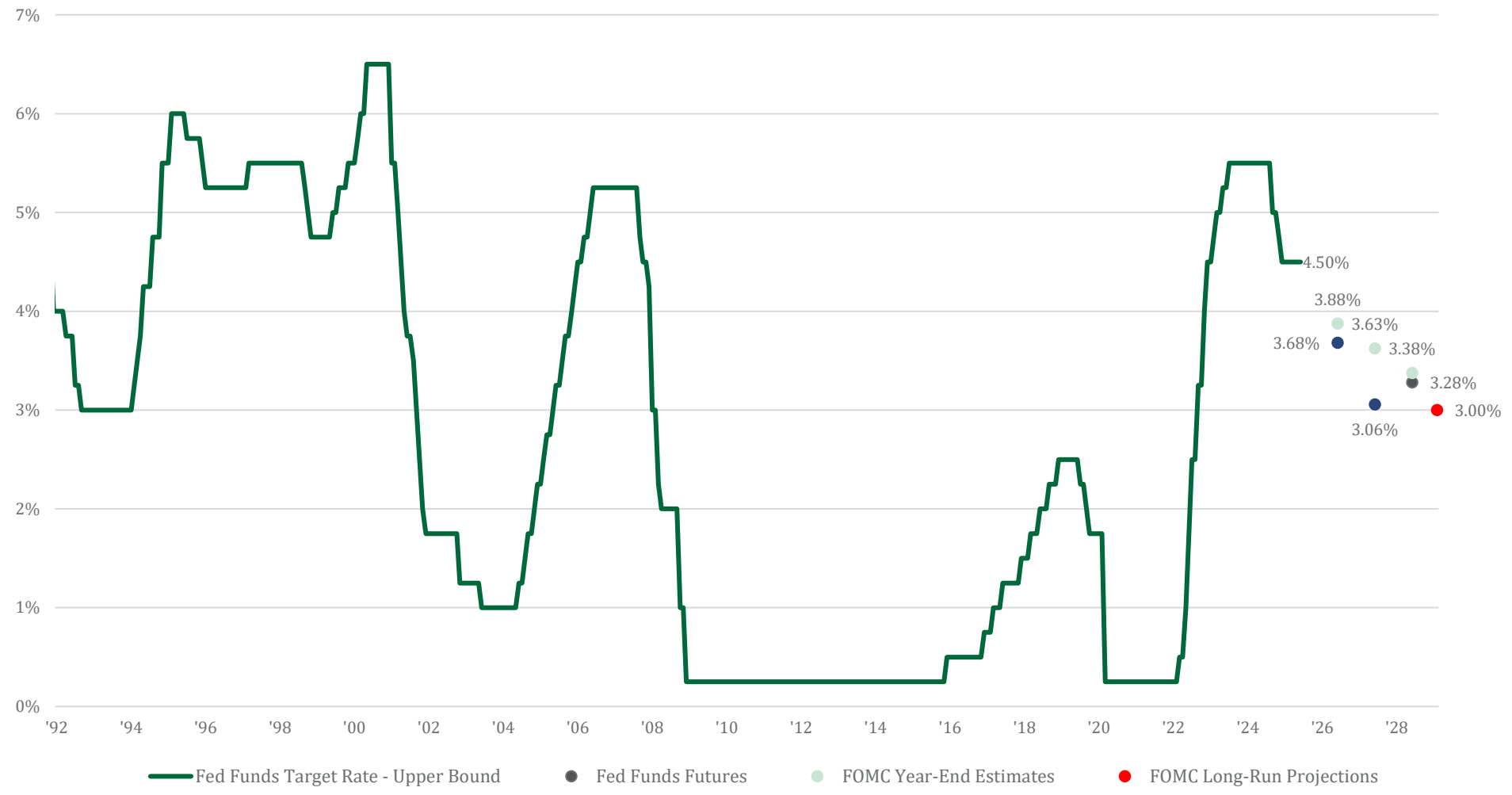
Price Stability



Source: Bloomberg, 07/31/2025

Nicolet WEALTH MANAGEMENT

FED FUNDS RATE | MEETING TIMES & IMPLIED RATE

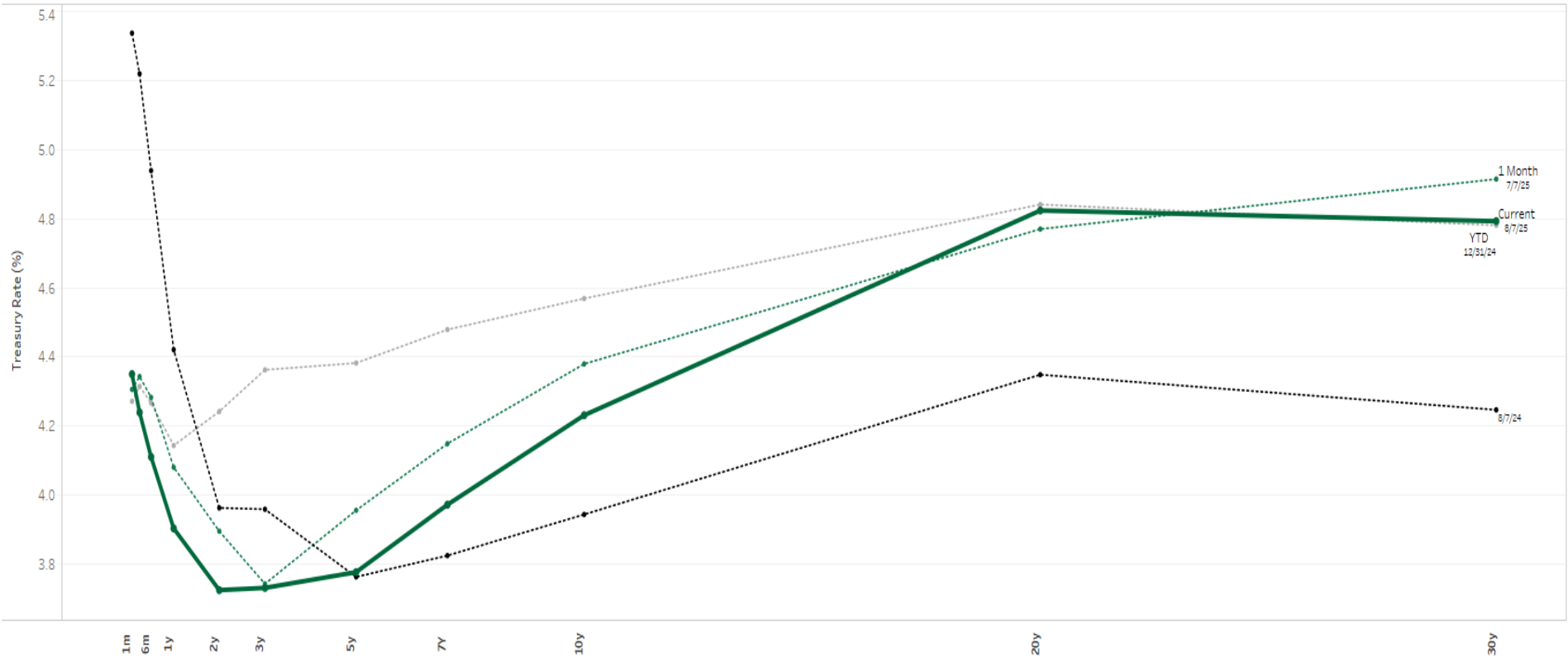


FOMC Meeting	09/17/2025	10/29/2025	12/10/2025	01/28/2026	03/18/2026	04/29/2026	06/17/2026	07/29/2026
Implied Rate	4.09	3.927	3.72	3.602	3.479	3.398	3.258	3.175

Source: Bloomberg, 07/31/2025

Nicolet WEALTH MANAGEMENT

TREASURY CURVES



	8/7/2025			
	Treasury (%)	1 Month Change (bps)	1 Yr Change (bps)	YTD Change (bps)
1m	4.35	4	(99)	8
3m	4.24	(10)	(98)	(8)
6m	4.11	(17)	(83)	(16)
1y	3.90	(18)	(52)	(24)
2y	3.72	(17)	(24)	(52)
3y	3.73	(1)	(23)	(63)
5y	3.78	(18)	1	(61)
7Y	3.97	(18)	15	(51)
10y	4.23	(15)	29	(34)
20y	4.82	5	48	(2)
30y	4.79	(12)	55	1

	8/7/2025	7/7/2025	8/7/2024	12/31/2024
1m	4.35	4.31	5.34	4.27
3m	4.24	4.34	5.22	4.31
6m	4.11	4.28	4.94	4.27
1y	3.90	4.08	4.42	4.14
2y	3.72	3.89	3.96	4.24
3y	3.73	3.74	3.96	4.36
5y	3.78	3.96	3.76	4.38
7Y	3.97	4.15	3.82	4.48
10y	4.23	4.38	3.94	4.57
20y	4.82	4.77	4.35	4.84
30y	4.79	4.92	4.25	4.78

As of: 08/07/2025 Source: Bloomberg

Investment Presentation for: GREEN BAY METRO ERF FUND

Investment activity through 07/31/2025

ACCOUNT SUMMARY

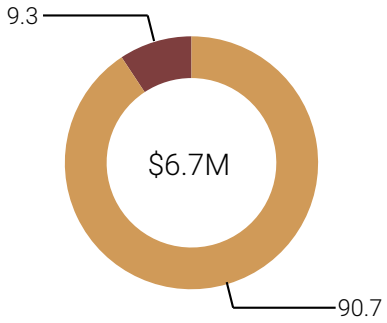
GREEN BAY METRO ERF FUND (10061G010800)

As of Date: July 31, 2025

Managed Since: September 01, 2021

Asset Allocation

	% of Mkt Val
Total Fixed Income	90.7
Cash Equivalents	9.3
Total	**100.0**



Summary Investment Performance

Beginning Market Value		**6,405,663.20**
Beginning Accrued Income		**60,568.42**
Beginning Portfolio Value	[07/31/2024]	**6,466,231.62**
Contributions		.00
Withdrawals		-4,306.90
Income Earned		246,464.04
Market Appreciation		26,510.30
Ending Market Value		**6,636,340.18**
Ending Accrued Income		**98,558.88**
Ending Portfolio Value	[07/31/2025]	**6,734,899.06**
Total Return		**4.22**

Portfolio Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Unrealized Gain/Loss	Yield to Maturity	% of Mkt Val
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.97	100.570	2,019,375.00	2,011,406.24	-7,968.76	4.131	30.3
UNITED STATES TREAS NTS 4.25%	US Treas & Agencies	100.71	100.363	2,014,197.50	2,007,265.62	-6,931.88	-.223	30.2
UNITED STATES TREAS NTS 4.00%	US Treas & Agencies	100.40	99.836	2,008,060.00	1,996,726.56	-11,333.44	4.306	30.1
NORTHERN INSTITUTIONAL GOV SEL	Money Market Fds	1.00	1.000	620,941.76	620,941.76	.00	.000	9.4
Total				*6,662,574.26*	*6,636,340.18*	*-26,234.08*		*100.0*

Return to Agenda

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Taxable Fixed Income									
US Treas & Agencies									
UNITED STATES TREAS NTS 4.00% 2/15/26		2,000,000.000	99.836	36,906.08	4.007	2,008,060.00	-11,333.44	1,996,726.56	30.1
UNITED STATES TREAS NTS 4.25% 3/15/2027		2,000,000.000	100.363	32,105.98	.000	2,014,197.50	-6,931.88	2,007,265.62	30.2
UNITED STATES TREAS NTS 4.625%10/15/26		2,000,000.000	100.570	27,295.08	4.599	2,019,375.00	-7,968.76	2,011,406.24	30.3
Total: US Treas & Agencies				*96,307.14*	*2.868*	*6,041,632.50*	*-26,234.08*	*6,015,398.42*	*90.6*
Total: Taxable Fixed Income				**96,307.14**	**2.868**	**6,041,632.50**	**-26,234.08**	**6,015,398.42**	**90.6**
Cash Equivalents									
Money Market Fds									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	620,941.760	1.000	2,251.74	4.270	620,941.76	.00	620,941.76	9.4
Total: Money Market Fds				*2,251.74*	*4.270*	*620,941.76*	*.00*	*620,941.76*	*9.4*
Total: Cash Equivalents				**2,251.74**	**4.270**	**620,941.76**	**.00**	**620,941.76**	**9.4**
Total				**98,558.88**	**2.999**	**6,662,574.26**	**-26,234.08**	**6,636,340.18**	**100.0**

Return to Agenda

	Market Value	Month to Date	Quarter to Date (1 Month)	Year to Date (7 Months)	1 Year	3 Years	Inception to Date 09/01/2021
Total Managed	6,734,899	.14	.14	2.41	4.22	4.17	2.92
Total Fixed Income	6,111,706	.11	.11	2.39	4.26	3.64	1.97
Domestic Fixed Income	6,111,706	.11	.11	2.39	4.26	3.64	1.97
Bloomberg U.S. Aggregate USD		*-.26*	*-.26*	*3.75*	*3.38*	*1.64*	*-1.14*
Bloomberg U.S. High Yield - 2% Issuer Cap US		*.45*	*.45*	*5.04*	*8.67*	*8.01*	*3.70*
Cash Equivalents	623,194	.36	.36	2.55	4.63	4.58	3.55
Bloomberg U.S. Treasury Bills: 1-3 Months U		*.37*	*.37*	*2.50*	*4.66*	*4.75*	*3.69*

Return to Agenda

Investment Presentation for: GREEN BAY METRO ICR FUND

Investment activity through 07/31/2025

ACCOUNT SUMMARY

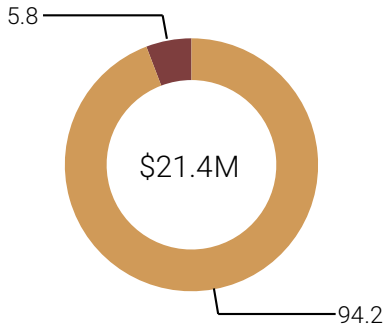
GREEN BAY METRO ICR FUND (10061G006700)

As of Date: July 31, 2025

Managed Since: October 01, 2015

Asset Allocation

	% of Mkt Val
Total Fixed Income	94.2
Cash Equivalents	5.8
Total	**100.0**



Summary Investment Performance

Beginning Market Value		**21,300,070.77**
Beginning Accrued Income		**123,912.10**
Beginning Portfolio Value	[07/31/2024]	**21,423,982.87**
Contributions		255,939.37
Withdrawals		-1,285,530.06
Income Earned		725,371.37
Market Appreciation		260,878.44
Ending Market Value		**21,202,131.15**
Ending Accrued Income		**178,510.84**
Ending Portfolio Value	[07/31/2025]	**21,380,641.99**
Total Return		**4.60**

Portfolio Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Unrealized Gain/Loss	Yield to Maturity	% of Mkt Val
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.74	102.129	2,014,830.84	2,042,578.12	27,747.28	-.664	9.6
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.97	100.570	2,019,375.00	2,011,406.24	-7,968.76	4.131	9.5
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	100.42	100.473	2,008,371.24	2,009,453.12	1,081.88	-.083	9.5
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	99.58	100.406	1,991,585.64	2,008,125.00	16,539.36	3.932	9.5
UNITED STATES TREAS NTS4% 02/2	US Treas & Agencies	99.14	100.230	1,982,790.72	2,004,609.38	21,818.66	3.904	9.5
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	101.38	100.121	2,027,500.00	2,002,421.88	-25,078.12	4.042	9.4
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.63	99.738	1,992,687.50	1,994,765.62	2,078.12	.059	9.4
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.49	99.617	1,989,813.94	1,992,343.76	2,529.82	.078	9.4
UNITED STATES TREAS NTS 0.25%	US Treas & Agencies	99.25	98.990	1,985,000.00	1,979,796.88	-5,203.12	.000	9.3
UNITED STATES TREAS NTS 0.75%	US Treas & Agencies	99.34	97.169	1,986,718.74	1,943,375.00	-43,343.74	.000	9.2
NORTHERN INSTITUTIONAL GOV SEL	Money Market Fds	1.00	1.000	1,213,256.15	1,213,256.15	.00	.000	5.7
Total				*21,211,929.77*	*21,202,131.15*	*-9,798.62*		*100.0*

Return to Agenda

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Taxable Fixed Income									
US Treas & Agencies									
UNITED STATES TREAS NTS 0.25% 10/31/2025		2,000,000.000	98.990	1,263.59	.000	1,985,000.00	-5,203.12	1,979,796.88	9.3
UNITED STATES TREAS NTS 0.75% 5/31/26		2,000,000.000	97.169	2,567.93	.000	1,986,718.74	-43,343.74	1,943,375.00	9.2
UNITED STATES TREAS NTS 3.875% 12/31/2029		2,000,000.000	99.738	6,739.13	.000	1,992,687.50	2,078.12	1,994,765.62	9.4
UNITED STATES TREAS NTS 3.875% 6/30/2030		2,000,000.000	99.617	.00	.000	1,989,813.94	2,529.82	1,992,343.76	9.4
UNITED STATES TREAS NTS 4.125% 10/31/2027		2,000,000.000	100.406	20,849.18	4.108	1,991,585.64	16,539.36	2,008,125.00	9.5
UNITED STATES TREAS NTS 4.125% 2/15/27		2,000,000.000	100.121	38,059.39	4.120	2,027,500.00	-25,078.12	2,002,421.88	9.4
UNITED STATES TREAS NTS 4.125% 3/31/2031		2,000,000.000	100.473	.00	.000	2,008,371.24	1,081.88	2,009,453.12	9.5
UNITED STATES TREAS NTS 4.625% 9/30/2028		2,000,000.000	102.129	31,168.48	.000	2,014,830.84	27,747.28	2,042,578.12	9.6
UNITED STATES TREAS NTS 4.625%10/15/26		2,000,000.000	100.570	27,295.08	4.599	2,019,375.00	-7,968.76	2,011,406.24	9.5
UNITED STATES TREAS NTS4% 02/29/28		2,000,000.000	100.230	33,478.26	3.991	1,982,790.72	21,818.66	2,004,609.38	9.5
Total: US Treas & Agencies				*161,421.04*	*1.688*	*19,998,673.62*	*-9,798.62*	*19,988,875.00*	*94.3*
Total: Taxable Fixed Income				**161,421.04**	**1.688**	**19,998,673.62**	**-9,798.62**	**19,988,875.00**	**94.3**
Cash Equivalents									
Money Market Fds									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	1,213,256.150	1.000	17,089.80	4.270	1,213,256.15	.00	1,213,256.15	5.7
Total: Money Market Fds				*17,089.80*	*4.270*	*1,213,256.15*	*.00*	*1,213,256.15*	*5.7*
Total: Cash Equivalents				**17,089.80**	**4.270**	**1,213,256.15**	**.00**	**1,213,256.15**	**5.7**
Total				**178,510.84**	**1.836**	**21,211,929.77**	**-9,798.62**	**21,202,131.15**	**100.0**

SELECTED PERIOD PERFORMANCE

GREEN BAY METRO ICR FUND (10061G006700)

Reporting Period End Date: July 31, 2025

Managed Since: October 01, 2015

	Market Value	Month to Date	Quarter to Date (1 Month)	Year to Date (7 Months)	1 Year	3 Years	5 Years	Inception to Date 10/01/2015
Total Managed	21,380,642	-.01	-.01	2.66	4.60	4.08	2.21	1.64
Total Fixed Income	20,150,296	-.12	-.12	2.84	4.68	3.16		
Domestic Fixed Income	20,150,296	-.12	-.12	2.84	4.68	3.16		
Bloomberg U.S. Aggregate USD		*-.26*	*-.26*	*3.75*	*3.38*	*1.64*	*-1.07*	*1.63*
Bloomberg U.S. High Yield - 2% Issuer Cap US		*.45*	*.45*	*5.04*	*8.67*	*8.01*	*5.09*	*6.05*
Cash Equivalents	1,230,346	.38	.38	2.50	4.56	4.56	2.77	1.90
Bloomberg U.S. Treasury Bills: 1-3 Months U		*.37*	*.37*	*2.50*	*4.66*	*4.75*	*2.89*	*2.04*

Investment Presentation for: GREEN BAY METRO PCRR FUND

Investment activity through 07/31/2025

ACCOUNT SUMMARY

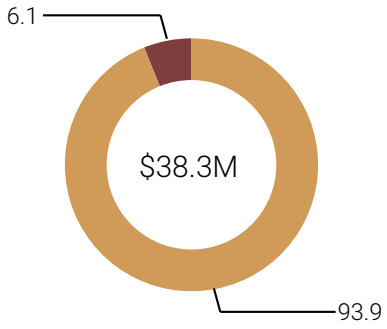
GREEN BAY METRO PCRR FUND (10061G010900)

As of Date: July 31, 2025

Managed Since: January 01, 2021

Asset Allocation

	% of Mkt Val
Total Fixed Income	93.9
Cash Equivalents	6.1
Total	**100.0**



Summary Investment Performance

Beginning Market Value	**34,395,937.79**
Beginning Accrued Income	**157,464.17**
Beginning Portfolio Value [07/31/2024]	**34,553,401.96**
Contributions	2,250,000.00
Withdrawals	-22,714.09
Income Earned	1,178,099.43
Market Appreciation	386,864.04
Ending Market Value	**38,105,820.17**
Ending Accrued Income	**239,831.17**
Ending Portfolio Value [07/31/2025]	**38,345,651.34**
Total Return	**4.50**

Portfolio Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Unrealized Gain/Loss	Yield to Maturity	% of Mkt Val
NORTHERN INSTITUTIONAL GOV SEL	Money Market Fds	1.00	1.000	2,297,937.35	2,297,937.35	.00	.000	6.0
UNITED STATES TREAS NTS 4.375%	US Treas & Agencies	100.28	101.438	2,005,613.14	2,028,750.00	23,136.86	-.428	5.3
UNITED STATES TREAS NTS 4.25%	US Treas & Agencies	100.90	101.004	2,018,055.30	2,020,078.12	2,022.82	-.169	5.3
UNITED STATES TREAS NTS 4.13%	US Treas & Agencies	98.85	100.699	1,976,955.32	2,013,984.38	37,029.06	3.917	5.3
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	100.42	100.473	2,008,371.24	2,009,453.12	1,081.88	-.083	5.3
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	99.96	100.406	1,999,218.75	2,008,125.00	8,906.25	3.932	5.3
UNITED STATES TREAS NTS4% 02/2	US Treas & Agencies	99.14	100.230	1,982,790.72	2,004,609.38	21,818.66	3.904	5.3
UNITED STATES TREAS NTS 4% 03/	US Treas & Agencies	100.25	100.203	2,005,089.42	2,004,062.50	-1,026.92	-.043	5.3
UNITED STATES TREAS NTS 4.00%	US Treas & Agencies	100.40	99.836	2,008,060.00	1,996,726.56	-11,333.44	4.306	5.2
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.55	99.738	1,990,999.22	1,994,765.62	3,766.40	.059	5.2
UNITED STATES TREAS NTS 3.75%	US Treas & Agencies	96.85	99.679	1,937,031.24	1,993,578.12	56,546.88	4.208	5.2
All Others				15,751,232.85	15,733,750.02	-17,482.83		41.3
Total				*37,981,354.55*	*38,105,820.17*	*124,465.62*		*100.0*

Nicolet WEALTH MANAGEMENT

Return to Agenda

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Taxable Fixed Income									
US Treas & Agencies									
UNITED STATES TREAS NTS 0.25% 9/30/25		2,000,000.000	99.328	1,684.78	.000	1,996,406.24	-9,843.74	1,986,562.50	5.2
UNITED STATES TREAS NTS 1.625% 10/31/2026		2,000,000.000	96.977	8,213.32	.000	2,065,781.25	-126,250.01	1,939,531.24	5.1
UNITED STATES TREAS NTS 2.625% 05/31/27		2,000,000.000	97.617	8,987.77	2.689	1,843,671.86	108,671.90	1,952,343.76	5.1
UNITED STATES TREAS NTS 3.25% 06/30/29		2,000,000.000	97.578	5,652.17	3.331	1,953,165.98	-1,603.48	1,951,562.50	5.1
UNITED STATES TREAS NTS 3.625% 9/30/2031		2,000,000.000	97.555	.00	.000	1,948,302.44	2,791.32	1,951,093.76	5.1
UNITED STATES TREAS NTS 3.75% 04/15/2026		2,000,000.000	99.679	22,131.15	3.762	1,937,031.24	56,546.88	1,993,578.12	5.2
UNITED STATES TREAS NTS 3.75% 12/31/2030		2,000,000.000	98.754	.00	.000	1,974,086.84	991.28	1,975,078.12	5.2
UNITED STATES TREAS NTS 3.875% 12/31/2029		2,000,000.000	99.738	6,739.13	.000	1,990,999.22	3,766.40	1,994,765.62	5.2
UNITED STATES TREAS NTS 3.875% 6/30/2030		2,000,000.000	99.617	.00	.000	1,989,813.94	2,529.82	1,992,343.76	5.2
UNITED STATES TREAS NTS 4% 03/31/30		2,000,000.000	100.203	.00	.000	2,005,089.42	-1,026.92	2,004,062.50	5.3
UNITED STATES TREAS NTS 4.00% 2/15/26		2,000,000.000	99.836	36,906.08	4.007	2,008,060.00	-11,333.44	1,996,726.56	5.2
UNITED STATES TREAS NTS 4.00% 4/30/2032		2,000,000.000	99.262	.00	.000	1,980,004.30	5,230.08	1,985,234.38	5.2
UNITED STATES TREAS NTS 4.125% 10/31/2027		2,000,000.000	100.406	20,849.18	4.108	1,999,218.75	8,906.25	2,008,125.00	5.3
UNITED STATES TREAS NTS 4.125% 3/31/2031		2,000,000.000	100.473	.00	.000	2,008,371.24	1,081.88	2,009,453.12	5.3
UNITED STATES TREAS NTS 4.13% 3/31/2029		2,000,000.000	100.699	27,798.91	4.096	1,976,955.32	37,029.06	2,013,984.38	5.3
UNITED STATES TREAS NTS 4.25% 06/30/31		2,000,000.000	101.004	7,391.30	.000	2,018,055.30	2,022.82	2,020,078.12	5.3
UNITED STATES TREAS NTS 4.375% 11/30/2028		2,000,000.000	101.438	14,979.62	.000	2,005,613.14	23,136.86	2,028,750.00	5.3
UNITED STATES TREAS NTS4% 02/29/28		2,000,000.000	100.230	33,478.26	3.991	1,982,790.72	21,818.66	2,004,609.38	5.3

Return to Agenda

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Total: US Treas & Agencies				*194,811.67*	*1.445*	*35,683,417.20*	*124,465.62*	*35,807,882.82*	*93.9*
Total: Taxable Fixed Income				194,811.67	1.445	35,683,417.20	124,465.62	35,807,882.82	93.9
Cash Equivalents									
Money Market Fds									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	2,297,937.350	1.000	45,019.50	4.270	2,297,937.35	.00	2,297,937.35	6.0
Total: Money Market Fds				*45,019.50*	*4.270*	*2,297,937.35*	*.00*	*2,297,937.35*	*6.0*
Total: Cash Equivalents				45,019.50	4.270	2,297,937.35	.00	2,297,937.35	6.0
Total				239,831.17	1.616	37,981,354.55	124,465.62	38,105,820.17	100.0

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	Market Value	Month to Date	Quarter to Date (1 Month)	Year to Date (7 Months)	1 Year	3 Years	Inception to Date 01/01/2021
Total Managed	38,345,651	-.12	-.12	2.53	4.50	3.93	1.89
Total Fixed Income	36,002,694	-.33	-.33	2.76	4.73	3.42	
Domestic Fixed Income	36,002,694	-.33	-.33	2.76	4.73	3.42	
Bloomberg U.S. Aggregate USD		*-.26*	*-.26*	*3.75*	*3.38*	*1.64*	*-1.13*
Bloomberg U.S. High Yield - 2% Issuer Cap US		*.45*	*.45*	*5.04*	*8.67*	*8.01*	*4.16*
Cash Equivalents	2,342,957	.40	.40	2.51	4.58	4.56	3.02
Bloomberg U.S. Treasury Bills: 1-3 Months U		*.37*	*.37*	*2.50*	*4.66*	*4.75*	*3.15*

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Kate Verbeten

DATE: August 11, 2025

SUBJECT: Brown County Hazardous Material Recovery Facility Update

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Background

Mark Walter, Business Development Manager for Brown County Port & Resource Recovery Department, will provide the annual update on the Hazardous Material Recovery Facility (HMRF).

The HMRF plays a key role in protecting NEW Water's treatment system by preventing hazardous contaminants from entering the wastewater stream. It accepts materials such as corrosives, flammables, poisons, toxics, and reactive chemicals from residents and "very small quantity generators" within our service area.

NEW Water makes an annual contribution to the Brown County Port & Resource Recovery Department to support the HMRF on behalf of its municipal customers. This contribution fulfills a permit compliance requirement to provide a disposal option for household mercury. As a result, residents of NEW Water's service area communities can properly dispose of mercury and other problematic household waste at the HMRF at reduced or no cost.

Recommendation

This Commission item is informational only.

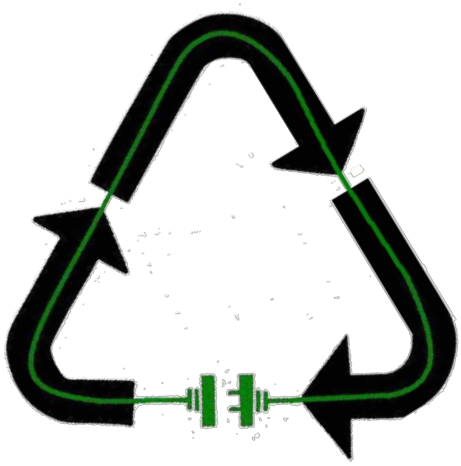
Commission Action

No Commission action required.

BROWN COUNTY RESOURCE RECOVERY

2024 Annual Report

Hazardous Material Recovery



Introduction

New Water and the Brown County Port & Resource Recovery Department have a common goal: to endorse proper disposal of hazardous materials to protect workers and to safeguard our facilities and infrastructure from the risks that improperly discarded hazardous materials pose.

A critical first step to encourage proper disposal of hazardous and environmentally damaging materials is to establish a central point where these wastes can be brought, consolidated for efficiencies and sent for disposal. Collecting a variety of hazardous materials in sufficient quantities leads to economical per unit disposal pricing. Important partnerships, especially this New Water partnership with Brown County, allows for such a central facility to exist – the Brown County Hazardous Material Recovery (HMR) facility. The Brown County HMR facility provides residents and small businesses a place to dispose of discarded hazardous materials – materials like mercury. New Water and Brown County Resource Recovery both benefit from proper disposal of mercury – mercury from multiple sources – consolidated elemental mercury, mercury containing devices, mercury in fluorescent lamps and mercury compounds from school science labs.

Proper mercury disposal was the original impetus for a mutually beneficial cooperative agreement. However, throughout the years, efforts of the Brown County HMR and those of New Water have encouraged proper disposal of other hazardous materials:

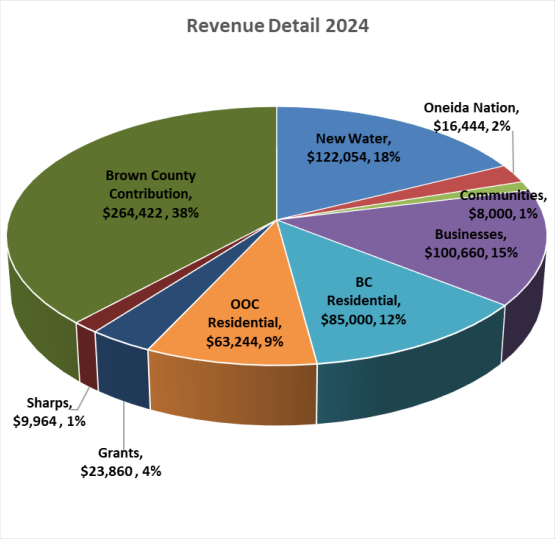
- **Prescription and Over the Counter Medications**
  - New Water: Encourages residents not to dispose of unwanted medications in the sewer
  - Brown County: Supported proper disposal of prescription and over the counter medications from establishing the second public collection ever in the state to supporting current local law enforcement efforts with the DEA
- **Cooking Oil & Grease**
  - New Water: Educating the public not to dispose of cooking oil and grease down the drain through the “Don’t Be a Turkey” campaign
  - Brown County: Provides the public with a cooking oil/grease disposal option
- **Sharps Disposal**
  - New Water: Educating the public not to throw sharps/needles in the sewer or portable restrooms
  - Brown County: Maintains a Residential Sharps Collection Program for the residential public as well as a recently established program for small businesses
- **Chemicals & Other Liquids**
  - New Water: Created the “Love Your Pipes” campaign to prevent chemicals and other hazardous waste being disposed of down the drain
  - Brown County: The primary purpose of the HMR is to properly dispose of these materials.

A partnership that began around mercury reduction and proper disposal has grown to include other issues affecting wastewater treatment plants and the waste industry - with the environment benefiting from the efforts. This report summarizes the efforts of the Brown County HMR program in 2024. Brown County HMR looks to take on future issues alongside New Water under this deeply rooted partnership.

Brown County Household Hazardous Waste Annual Report – 2024

The Brown County Port & Resource Recovery Department operates the Brown County Hazardous Material Recovery (HMR) Facility providing an environmentally responsible outlet for hazardous, universal and special wastes for Brown County and other northeast Wisconsin residents. The program provides those businesses that qualify as Very Small Quantity Generators (VSQGs) with economical disposal options for hazardous and special waste. In 2017, the program was rebranded as the Hazardous Material Recovery program to better align with the overall department mission of recovery of materials.

REVENUE DETAIL (2024)	
Source	Amount
Contributions	**$ 146,498**
New Water	$122,054
Oneida Nation	$16,444
Rural Communities	$8,000
Disposal Fees	**$ 248,904**
Businesses	$100,660
Brown County Residential	$85,000
Out of County Residential	$63,244
Grants	**$ 23,860**
Sharps	**$ 9,964**
Brown County Contribution	**$ 264,422**
Total Revenues	**$ 693,648**
Total Expenses	**$ 693,648**



Funding for the HMR Facility comes from a variety of sources including contributions from NEW Water, Brown County municipalities not served by NEW Water, and revenues generated from charges for disposal of material. Brown County contributes the remaining funds for the program.

Since its inception in 1996, the Brown County Hazardous Material Recovery Program has collected more than ***19.2 million pounds*** of hazardous material including ***17.3 million pounds*** from Brown County residents and businesses. Many of the disposal options offered by HMR are for non-hazardous though problematic materials including latex paint, batteries, and bulbs. These programs are offered as a service to residents who are looking for environmentally responsible disposal options. The program is continuously looking for materials that can be added to the program to ensure that they are not improperly disposed of and entering the environment.

Additional programs that Brown County is involved with include coordinating the Brown County Sharps Collection Program and assisting law enforcement in the proper disposal of unwanted pharmaceuticals. Since 2006, permanent year-round collection pharmaceutical collection points have been established by the Brown County Sheriff's Department, and the Allouez, Ashwaubenon, De Pere, Denmark, Green Bay, Hobart/Lawrence, Howard, Lawrence, Oneida Tribe, Pulaski, Suamico and Wrightstown Police Departments. The Brown County HMR provides law enforcement with regulatory and disposal guidance along with a low-cost disposal outlet for non-controlled pharmaceuticals. Since 1996, Brown County Resource Recovery and the County Health Department have collaborated in managing the Brown County Household Sharps Program to collect and safely dispose of needles, syringes and lancets. In 2024, approximately ***11,751 pounds*** of sharps were safely destroyed.

In 2024, the Hazardous Material Recovery program collected approximately ***571,000 pounds*** of hazardous materials from more than ***9,600*** residential and business sources. The number of people using the facility rose in 2024 with a corresponding increase in hazardous material collected. Brown County HMR was able to recycle or make available to the public just under 50% of the collected material while ***159,000 pounds*** of hazardous waste

was kept out of the environment and properly destroyed. In addition, the Brown County HMR served as a disposal outlet for material from 12 other northeast Wisconsin counties.

Brown County continues to develop marketing and advertising materials in an effort to maintain and increase participation rates and attract more small businesses to use the facility. The department uses a variety of media to outreach including e-newsletters, print and digital advertising, and social media.

Brown County Household Hazardous Waste Disposal Totals

	Pounds										
Material	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	10-Year Average
Acids/Bases (Bulk)	1,356	1,665	4,219	0	2,756	0	4,962	671	2,032	2,549	2,021
Acids/Bases (LP)	5,857	6,138	4,874	6,644	6,874	11,536	6,836	3,939	9,890	4,982	6,757
Aerosols	13,252	13,556	22,050	23,154	34,684	30,121	27,949	16,690	15,660	17,310	21,443
Asbestos	0	0	0	0	0	0	0	0	0	0	0
Flammable Liquids	39,856	93,453	88,219	83,885	74,149	76,034	71,063	34,216	41,896	30,005	63,278
Latex Paint*	0	2,368	0	0	0	8,948	0	0	2,220	0	1,354
Latex Wash Water	879	3,818	4,621	1,610	5,349	3,059	4,101	3,756	1,956	5,697	3,485
Oil Based Paint	55,072	45,043	49,592	23,319	47,685	67,117	69,992	31,891	31,410	29,222	45,034
Cylinders	247	89	80	0	231	0	0	1,456	1,295	0	340
Flammable Solids	17	9	39	8	7	33	0	0	0	0	11
Halogenated Solvents	0	0	0	0	0	1,077	14,363	877	0	0	1,632
Mercury (Bulk, etc.)	50	451	365	767	0	332	236	98	160	105	256
Misc. Hazardous Substances	491	1,465	5,017	869	42	1,069	5,757	7,237	2,901	17,314	4,216
Oxidizers	1,061	2,663	1,385	960	2,024	3,283	1,069	214	2,193	993	1,585
Paint Related Material	21,274	40,436	49,370	68,890	68,340	52,386	36,695	45,210	30,255	40,237	45,309
PCB Containing Waste	0	834	4,924	0	822	1,447	0	0	0	0	803
Peroxides	8	11	5	13	7	25	16	0	8	0	9
Pesticides	13,163	16,908	25,593	17,570	22,103	31,696	11,450	8,335	14,470	10,747	17,204
Pharmaceuticals	4,575	1,602	1,570	990	1,443	381	123	431	133	80	1,133
Pharmaceutical (Inhalers)	1,708	0	4,637	124	100	24	23	0	0	0	662
Poisons	188	1	26	6	0	24	25	0	0	0	27
Reactive	7	463	64	60	24	115	0	0	93	64	89
Spill Debris	419	5,744	1,767	761	1,209	1,818	1,886	858	226	0	1,469
Toxic (lab chemicals)	2,042	1,158	122	161	610	135	746	369	0	578	592
Water Reactive	2	24	9	1	0	11	10	0	0	0	6
Total Hazardous Waste	**161,524**	**237,899**	**268,548**	**229,792**	**268,459**	**290,671**	**257,302**	**156,248**	**156,798**	**159,883**	**218,712**
Electronics	**221,823**	**285,327**	**208,356**	**239,519**	**234,626**	**272,730**	**275,888**	**197,991**	**146,682**	**122,678**	**220,562**
Recycled	**133,257**	**156,807**	**193,594**	**194,522**	**232,258**	**245,612**	**262,521**	**208,529**	**174,381**	**288,852**	**209,033**
Product Exchange	**66,832**	**72,048**	**71,444**	**63,214**	**48,405**	**32,077**	**46,836**	**63,914**	**40,343**	**48,393**	**55,351**
Solid Waste	**106,180**	**89,880**	**92,340**	**72,065**	**74,220**	**47,000**	**42,940**	**53,360**	**48,580**	**62,900**	**68,947**
Disposal Total	**689,616**	**841,961**	**834,282**	**799,112**	**857,968**	**888,090**	**885,487**	**680,042**	**566,784**	**682,706**	**772,605**
Total Collected	**792,217**	**852,413**	**834,150**	**818,624**	**811,385**	**824,106**	**760,217**	**623,451**	**507,045**	**571,146**	**739,475**
Pharmaceuticals (lbs)	9,564	2,426	4,743	990	1,543	405	146	431	133	80	2,046
Sharps (lbs)	9,837	9,477	10,126	10,259	10,121	9,399	11,935	12,535	11,107	11,751	10,655

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Brown County Hazardous Material Recovery Program

Mark Walter

Brown County Port & Resource Recovery

www.BrownCountyRecycling.org

Hazardous Material Recovery (HMR)

- In 1996, Brown County and the Green Bay Metropolitan Sewerage District partnered to build and operate Wisconsin's 1st permanent HHW facility for residential use.
- One of only four public hazardous waste facilities in the state.

Open to the Public:

- Tuesdays: 9 am - 3 pm
- Thursdays 12 pm - 6 pm

BROWN COUNTY Resource Recovery

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Staffing

- 3 full-time
- 1-3 part-time

What We Do!

Hazardous Waste Collections: Provide disposal options primarily for Characteristic Hazardous Wastes from residents (free) and businesses (for a fee):

- Characteristic Hazardous Wastes included materials that are:
  - Flammable – Paint, Thinners, Gas
  - Corrosive – Acids, Bases
  - Toxic – Pesticides
  - Reactive – Bleach, Pool Chemicals

What We Do!

Meet Public Demand: Create disposal options for waste that meet the public demand for a landfill alternative. Fees often necessary to maintain these options.

What We Do!

Find Solutions to Problematic Waste: Find disposal solutions for waste streams best diverted from waste waster treatment plants and solid waste facilities. Also, products banned for public sale.

What We Do!

Most Current Problem!

- Batteries
- Battery Containing Devices

Unacceptable Materials

- PCB paints
- Marine Flares
- Ammunition
- Explosives
- Radioactive Material
- Gun Powder

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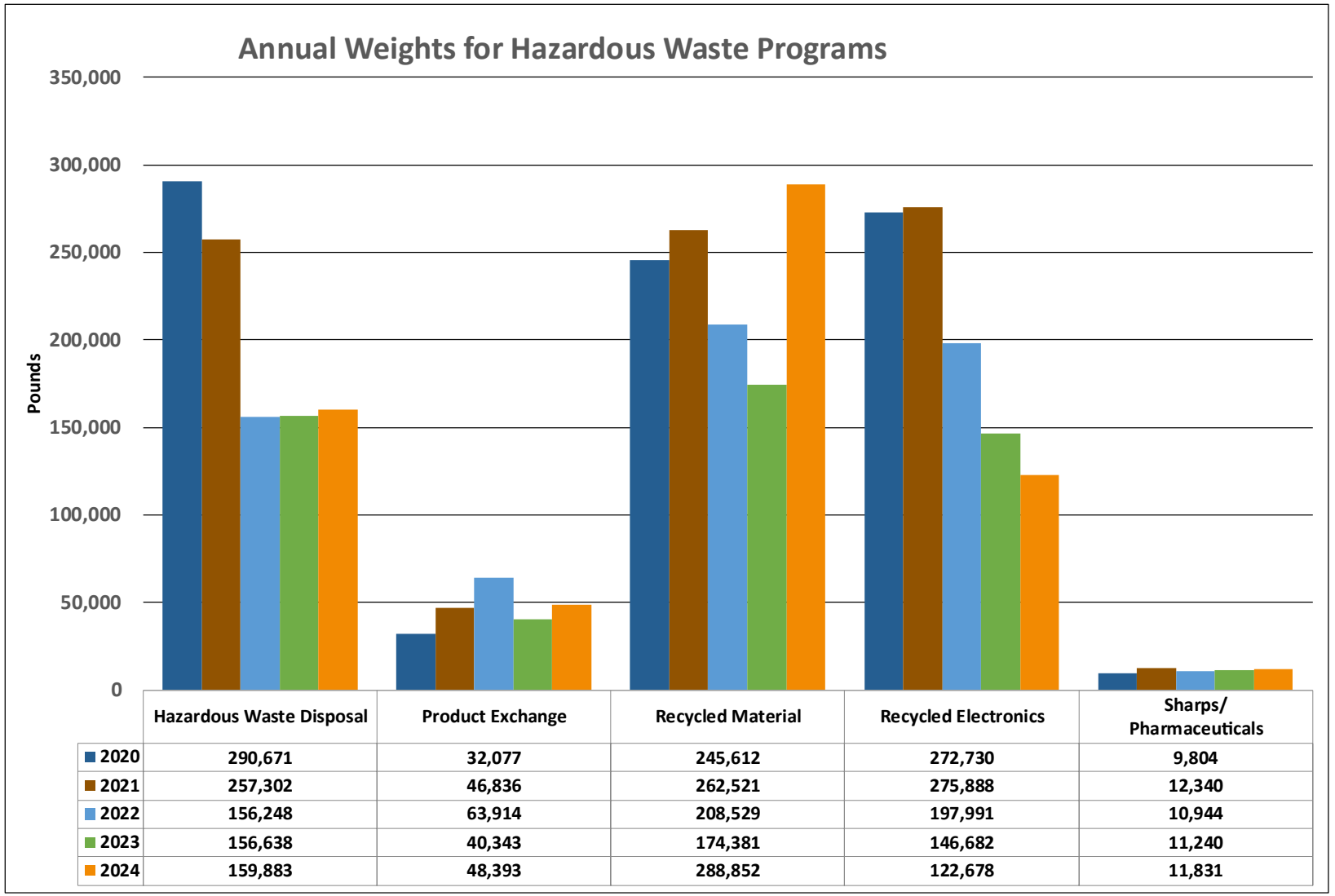
HMR Program Summary 2020-2024



	Hazardous Waste Disposal	Product Exchange	Recycled Material	Recycled Electronics	Sharps/ Pharmaceuticals
2020	290,671	32,077	245,612	272,730	9,804
2021	257,302	46,836	262,521	275,888	12,340
2022	156,248	63,914	208,529	197,991	10,944
2023	156,638	40,343	174,381	146,682	11,240
2024	159,883	48,393	288,852	122,678	11,831

2020-2024 HMR Operations & Maintenance Budget Summary

REVENUE

Item	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2024 Budgeted
State Grant and Aid revenue	$ 16,412	$ 29,032	$ 19,022	$ 19,701	$ 23,860	$ 48,200
Charges and fees HHW	$ 134,006	$ 134,661	$ 138,548	$ 142,464	$ 146,498	$ 142,464
Charges and fees Commercial	$ 374,518	$ 343,037	$ 273,237	$ 211,361	$ 248,904	$ 245,000
Charges and fees HH Sharps	$ 7,150	$ 9,316	$ 9,121	$ 9,395	$ 9,964	$ 7,679
Intra-county charge	$ 2,078	$ 1,121	$ 532	$ 1,053	$ 587	$ 1,000
Miscellaneous	$ 299	$ 285	$ 93	$ 170	$ -	$ 500
Transfer In	$ -	$ -	$ -	$ 6,725	$ -	$ -
Intrafund Transfer In	$ 61,313	$ 50,172	$ 147,289	$ 193,858	$ 263,835	$ 256,915
	$ 595,776.15	$ 567,623.20	$ 587,842.15	$ 584,726.64	$ 693,647.66	$ 701,758.00

EXPENSES

Item	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2024 Budgeted
Staff Salaries	$ 246,278	$ 198,583	$ 203,878	$ 226,094	$ 235,470	$ 245,519
Fringe Benefits		$ 62,565	$ 65,094	$ 70,935	$ 74,266	$ 88,230
Clothing Allowance	$ -	$ 52	$ 36	$ 150	$ 130	$ 500
Supplies	$ 48,179	$ 42,028	$ 41,075	$ 32,893	$ 40,097	$ 42,000
Printing	$ -	$ -	$ -	$ -	$ -	$ 500
Dues & memberships	$ 480	$ 330	$ 480	$ 170	$ 520	$ 500
Repairs and maintenance Equipment	$ 356	$ 2,710	$ 1,612	$ 1,430	$ 1,131	$ 1,950
Repairs and maintenance Building	$ 2,968	$ 5,843	$ 1,937	$ 4,259	$ 18,665	$ 1,725
Repairs and maintenance Building	$ -	$ -	$ -	$ -	$ -	$ -
Vehicle/equipment Gas, oil, etc.	$ 1,125	$ 1,318	$ 1,415	$ 2,126	$ 1,532	$ 1,300
Advertising & Public Notice	$ 4,766	$ -	$ 5,047	$ 6,029	$ 8,926	$ 5,000
Books, periodicals, subscription	$ 180	$ -	$ -	$ -	$ 20	$ -
Staff Training & Physicals	$ 1,829	$ 1,371	$ 3,888	$ 1,469	$ 1,945	$ 3,500
Staff Training Mileage	$ -	$ 122	$ -	$ 83	$ 46	$ -
Permits	$ -	$ 1,650	$ 3,439	$ -	$ 3,947	$ 3,500
Service Fees	$ 3,520	$ 7,595	$ -	$ 3,092	$ 1,823	$ -
Equipment - nonoutlay	$ -	$ -	$ -	$ -	$ 5,549	$ -
Electricity	$ 4,641	$ 5,383	$ 7,590	$ 7,024	$ 2,842	$ 6,000
Gas, Oil, Etc.	$ 3,173	$ 2,992	$ 6,396	$ 4,150	$ 654	$ 7,500
Water & Sewer	$ 498	$ 703	$ 914	$ 298		$ 1,000
Intracounty Copy Center	$ 617	$ 278	$ 612	$ 1,007	$ 473	$ 500
Contracted Services - HHW	$ 247,033	$ 198,883	$ 198,453	$ 163,077	$ 161,224	$ 206,370
Professional services	$ -	$ -	$ 10,000	$ 13,293	$ 10,000	$ 10,000
Household Sharps	$ 10,926	$ 14,075	$ 12,924	$ 14,366	$ 15,136	$ 11,000
Depreciation Buildings	$ 15,211	$ 15,211	$ 15,211	$ 15,211	$ 15,211	$ 15,211
Depreciation Equipment	$ 1,986	$ 1,216	$ 1,216	$ 11,234	$ 13,173	$ 101
Payment in Lieu of Taxes	$ 2,009	$ 2,099	$ 2,099	$ 2,099	$ 1,710	$ 2,099
Intrafund Transfer Out	$ -	$ -	$ -	$ -	$ 79,155	
Operations & Maintenance Cost	**$ 595,776.15**	**$ 565,008.39**	**$ 583,314.98**	**$ 580,488.16**	**$ 693,647.66**	**$ 654,005.00**

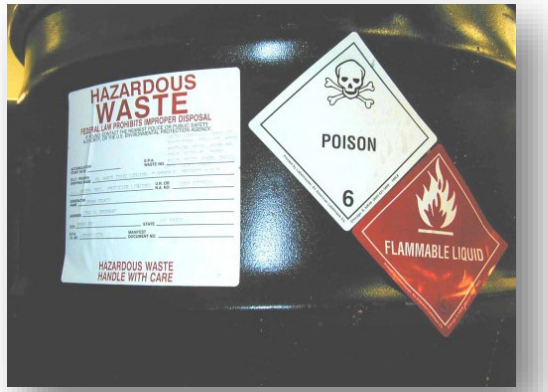
REVENUE DETAIL (2024)

Source	Amount
Contributions	**$ 146,498**
★ New Water	$122,054
Oneida Nation	$16,444
Rural Communities	$8,000
Disposal Fees	**$ 248,904**
Businesses	$100,660
Brown County Residential	$85,000
Out of County Residential	$63,244
Grants	**$ 23,860**
Sharps	**$ 9,964**
Brown County Contribution	**$ 264,422**
Total Revenues	**$ 693,648**
Total Expenses	**$ 693,648**

★ In 2024, New Water contributed $122,054 to support facility operations accounting for 18% of revenue. Remaining revenue is generated from other contributions, user fees, grants and Department contributions.

What Do We Do With It All?

- Hazardous Waste Disposal
  - 28% of material
- Product Exchange
  - 7% of material
- Recycle
  - 31% of material
- Electronics
  - 26% of material
- Garbage
  - 9% of material



Return to Agenda

HMR Program Summary

The establishment of the partnership between Brown County and the Green Bay Metropolitan Sewerage District in 1996 has successfully removed tons of hazardous waste from the environment.

- Averages (10-Year)
  - 738,000 Pounds of Hazardous Material
  - 8,140 Residential Drop-Offs
  - 240 Business Drop-Offs (VSQGs)
- Lifetime Totals (1996-2024)
  - 19,266,000 Pounds of Hazardous Waste
  - 205,200 Residential Drop-Offs
  - 8,900 Business Drop-Offs

Over the lifetime of the program, Brown County HMR has collected more than 3,500 pounds of mercury preventing it from entering the environment!

Questions?

MARK WALTER
Business Development Manager
Brown County Port & Resource Recovery Department
920-492-4950
Mark.Walter@BrownCountyWI.org
www.BrownCountyRecycling.org

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Erin Houghton

DATE: August 14, 2025

SUBJECT: 2025 Jacobs Contract Amendment: ACDC Adaptive Management Consulting Contract

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Background

On March 1, 2018, NEW Water issued a request for qualifications (RFQ) seeking professional services to assist with developing and implementing an Adaptive Management Program (Program) located within the Ashwaubenon Creek and Dutchman Creek (ACDC) watersheds of the Lower Fox River (LFR) Drainage Basin of the Lake Michigan Basin. The Jacobs Engineering Group (Jacobs) team, which includes subconsultant Tilth Agronomy, was selected by NEW Water to provide these Program services.

Previous Work & Successes

Since the start of this contract and the inception of the Program, the Jacobs team has supported NEW Water's leadership in developing tools, leveraging partnerships, and adaptively managing a watershed-based implementation framework that leverages experiences from the Silver Creek Pilot Project (Pilot Project) to improve water quality in the LFR basin, achieve the LFR TMDL goals, assist with permit compliance, and compliment NEW Water's vision of protecting water as our most valuable resource and mission of being a leader in pollution prevention, operational innovation, and community outreach. Over the past three years, the team has accomplished several significant tasks, such as:

- Finalized best management practice (BMP) nutrient and sediment reduction modeling strategies for both structural and operational practices and created new summary figures for these data
- Finalized BMP prioritization strategies for both structural and operational practices to help in BMP selection and future workload planning
- Creation and submission of annual reports to WDNR – included creation of a report template, working through responses from WDNR staff, and making the necessary adjustments to our reporting
- Held several collaborator and partner meetings to identify opportunities for collaboration
- Held two ACDC Farmer Luncheon Meetings to keep landowners and operators updated on the NEW Watershed Program
- Held and collaborated on several ACDC field days to highlight essential conservation practices for local landowners and operators
- Obtained grants to continue funding conservation practices and supplement NEW Water's cost sharing – included grant reporting and holding grant update meetings with contributing partners
- Further developed GIS-based tools and dashboards to summarize real-time Program data for reporting (PowerBI)

- Created new and updated existing workflows to capture changes made in some procedures to improve efficiency, more clearly capture specific tasks, and better capture changes in Program data long-term
- Implemented a new tracking tool to better manage Program tasks, questions, fixes, and improvements requested between the NEW Water Program team and the Jacobs Program team (DevOps)

These efforts have resulted in 134 structural practices implemented and 14,267 acres of operational practices implemented. These practices have resulted in total phosphorus (TP) load reduction of 3,874 lbs/yr (81.9% of 1st permit term goal) and total suspended solids (TSS) load reduction of 1,634,703 lbs/yr (165.8% of 1st permit term goal). The Program is focused and optimistic on being able to reach the first permit term goals of 4,727 lbs/yr of TP and 985,935 lbs/yr of TSS by the end of our first 5-year permit with adaptive management in March 2027.

Building on Past Successes

This amendment builds upon the work completed to date by the core Program team as directed by NEW Water. The core Program team consists of a small group of NEW Water, Outagamie County, and Jacob's team, who have supported NEW Water's adaptive management work since the start of the Pilot Project. This team's efficiency has allowed NEW Water to achieve significant success within the NEW Watershed Program in a short period of time because the team understands the unique watershed needs of the region and its partners, the specific Program operations, and how to integrate watershed implementation with digital tools to support multi-party collaboration. The specialized and diverse work required to execute the AM Plan also requires technical resources that NEW Water does not have internally, such as hosting server networks and gateways that support external team members (i.e., outside of NEW Water), and technicians to develop and maintain the GIS tools and visualization dashboards.

The current agreement scope is scheduled through the end of December 2025. The proposed amendment would cover work anticipated from September 2025 to May 2028 and extend the contract with Jacobs through December 2028 to allow work to continue without interruption.

Increasing TP & TSS Reductions Required & Associated Workload Increases

The proposed amendment is in alignment with the increase in workload anticipated by the NEW Water staff for upcoming tasks. Under the current agreement, the 2023 actual spend was $517,340, primarily due to the creation of Program set-up, tools, and field walks. In 2024, spending dipped to $391,392 as the team streamlined workload and onboarded a new Engineering Technician. In 2025, NEW Water is on track to spend close to $515,000 (budget line item for Jacobs in the NEW Water Budget). Years may vary depending on circumstances out of NEW Water's control, as well as planned increases in specific tasks.

The new Scope of Work (Exhibit A) includes top-tasks that are consistent with past work, and it provides example work items anticipated to be completed by the Jacobs team. Key task changes in this amendment include: additional effort on Field Walks to capture the remaining un-walked fields to identify remaining resource concerns, additional effort for BMP implementation as the implementation rate needs to accelerate to meet the steep increase in required TP and TSS reductions NEW Water is facing in permit term two, additional effort in WDNR reporting to capture the increase in reporting required for final permit term 1 reporting as well as permit renewal requirements, and additional effort for GIS and Database Management

to support the increased implementation and reporting needs previously mentioned. The Level of Effort and Fee is included in Exhibit B. The anticipated annual spend will be upwards of $550,000 - $600,000 as the Team works through the additional tasks listed above. There is some unknown level of effort regarding the permit renewal, as this will be the first time NEW Water is renewing a permit with Adaptive Management in it.

NEW Water staff have actively participated in developing the Scope of Work, reviewed the level of effort and proposed amendment amount, and found that it is appropriate. NEW Water faces a jump in workload during permit term two that increases the reduction goals from 25% to 70%. To best prepare for these implementation needs, NEW Water staff and Jacobs staff are actively planning on expediting field walks and implementation to stay ahead of reduction goals and decrease the steep jump in workload. The scope and budget presented here are consistent with the Adaptive Management program intent as the cost-effective permit compliance option.

Recommendation

NEW Water Watershed Program staff recommend approval of the proposed 2025 Jacobs Amendment for the "Adaptive Management Program Assistance" agreement. This would extend the agreement from September 1, 2025, to December 31, 2028, with a revised scope and budget consistent with the current WDNR-approved Adaptive Management Plan for $1,609,540.

Commission Action

Request Commission approval for Jacobs Engineering Group to provide consulting services for execution of the Ashwaubenon Creek and Dutchman Creek Adaptive Management Program in the amount of $1,609,540 and a 5% contingency of $80,477 under the authority of the Executive Director for a total amount of $1,690,017.

Attachment: proposed agreement

Adaptive Management Program Assistance 2025 Amendment

This amendment is to the Professional Services Agreement ("AGREEMENT") between Jacobs Engineering Group, Inc. ("Jacobs"), and Green Bay Metropolitan Sewerage District ("GBMSD"), for a PROJECT generally described as: Adaptive Management Program Assistance executed on the 8th day of July 2019.

This Amendment modifies the AGREEMENT by the following actions:

1. Adds to Section 1, Scope of Engagement, with the below Scope of Work.
2. Modifies Section 2, Terms of Services, to extend contract through December 31, 2028.
3. Adds to Section 3, Compensation, with the below Level of Effort.

Purpose and Background

On March 1, 2018, NEW Water, the brand of the Green Bay Metropolitan Sewerage District, issued a request for qualifications (RFQ) seeking professional services to assist with developing and implementing an Adaptive Management program (Program) located within the Ashwaubenon Creek and Dutchman Creek (ACDC) watersheds of the Lower Fox River (LFR) Drainage Basin of the Lake Michigan Basin. The Jacobs Engineering Group (Jacobs) team, that includes Tilth Agronomy and McMahon Associates subconsultants, was selected by NEW Water to provide these Program services. Beginning in 2024, NEW Water started contracting directly with McMahon Associates for Program assistance.

Since the start of this contract and the inception of the Program, the Jacobs team has supported NEW Water's leadership in developing tools, leveraging partnerships, and adaptively managing a watershed-based implementation framework that leverages experiences from the Silver Creek Pilot Project (Pilot Project) to improve water quality in the LFR basin, achieve the LFR TMDL goals, assist with permit compliance, and compliment NEW Water's vision of protecting water as our most valuable resource, and mission of being a leader in pollution prevent, operational innovation, and community outreach. Over the past three years, the team has accomplished several significant tasks such as: finalized best management practice (BMP) nutrient and sediment reduction modeling strategies for both structural and operational practices and created new summary figures for these data; finalized BMP prioritization strategies for both structural and operational practices to help in BMP selection and future work load planning; creation and submission of annual reports to WDNR, held several collaborator and partner meetings to identify opportunities for collaboration; held two ACDC Farmer Luncheon Meetings to keep landowners and operators updated on the NEW Watershed Program; Held and collaborated on several ACDC field days to highlight important conservation practices for local landowners and operators; obtained grants to continue funding conservation practices and supplement NEW Water's cost sharing; further developed GIS-based tools and dashboards to summarize real-time Program data for reporting (Power BI); created new and updated existing workflows to capture changes made in some procedures to improve efficiency, more clearly capture specific tasks, and better capture changes in Program data long-term; implemented new tracking tool to better manage Program tasks, questions, fixes, and improvement requested between the NEW Water Program team and the Jacobs Program team (DevOps). These efforts have resulted in 134 structural practices implemented and 14,267 acres of operational practices implemented. These practices have resulted in total phosphorus (TP) load reduction of 3,874 lbs/yr (81.9% of 1st permit term goal) and total suspended solids (TSS) load reduction of 1,634,703 lbs/yr (165.8% of 1st permit term goal). The Program is focused and optimistic on being

able to reach the first permit term goals of 4,727 lbs/yr of TP and 985,935 lbs/yr of TSS by the end of our first 5-year permit with adaptive management in March 2027.

This amendment builds upon the work completed to date, while maintaining a small core team that provides work efficiency and can adapt as the Program needs and as directed by NEW Water. The Scope of Work (Exhibit A) includes top-tasks that are consistent with past work and it provides example work items anticipated to be completed by the Jacobs team. The Level of Effort and Fee is included in Exhibit B.

Exhibit A – Scope of Work

The Program tasks will support NEW Water's leadership of the Program and leverage workflows, collaborator and partner relationships, implementation approaches, data management, and work initiated through Pilot Project and the development of the Adaptive Management Plan (AM Plan). NEW Water's discharge permit was renewed effective April 1, 2022 and includes formal approval of the AM Plan (October 2020).

The top tasks below (e.g. Task 1) have retained the name and numbering from the AGREEMENT, however some tasks do not have associated scope and budget in this amendment. Scope of Work text and budget (Exhibit B) are included here only if work is anticipated in the top task. The original numbering is retained because work is anticipated in the top tasks as the Program continues.

Task 1: Collaborator, Partner Coordination, and PA&E Meetings

This task will support NEW Water's leadership in continuing to engage and leverage partners impacting the ACDC watersheds. With the approved permit, coordination meetings are anticipated with the core Program team and Public Affairs and Education (PA&E), and the various partner and collaborator groups. This task is anticipated to include activities such as:

- Support 2 meetings with core Program team to refine the Programs' overall collaborator and partner strategy, roles and responsibilities, and information needed by the Program to support these communications. The first meeting will be in person, and the other will be virtual.
- Support 1 core Program team coordination meeting, in-person, with NEW Water, County, Jacobs, Tilth, and McMahon.
- Review up to 2 MS4-type partners (e.g. villages, City, Airport) stormwater plans for identification and prioritization of their projects that overlap with ACDC goals. (See Task 11 for developing a mass reduction calculation approach, similar to calculating operational BMPs.)
- Participate in up to 4 in-person meetings with MS4-type partners (villages, City, Airport, Oneida) to discuss partnership agreements, BMP opportunities that include 'projects' from the River Corridor Inventory (Task 5) and prepare for future BMP implementation discussions in Task 7.
- Support developing formal agreement between NEW Water and MS4-type partners to support implementation of conservation practices with mutual priority.
- Support 1 ACDC Farmer Luncheon update meeting with growers and agronomists and prepare support materials (meeting similar to 2020 Agricultural Stakeholder Kickoff Meeting).
- Support 2 committee meetings as determined by the core Program team. Meetings may include representatives for watershed or BMP modeling, water quality or biological monitoring, or flow/load calculations.

- Support 4 major collaborator (e.g. DOT, NRCS) coordination meetings.
- Develop strategy for integration and support 2 meetings with 3rd party agronomists/co-ops for integration into the Program.
- Support 3 overall collaborator communication (fall 2025, 2026 and 2027).

Deliverables:

- Meeting agendas, presentations, and other related materials. Meeting action item summaries as needed.
- Modeling approach for quantifying mass reductions obtained through municipal projects.

Assumptions:

- PA&E publications will be printed by NEW Water.
- Workshop and meeting meals, if needed, are provided by NEW Water.

Task 2: Soil Testing and Analysis

[There is no work included in this Amendment]

Task 3: Desktop Agricultural Field Evaluation

[There is no work included in this Amendment]

Task 4: Field Walks

Phase 1 field walks were largely completed in Fall 2020, however some are anticipated to require re-walking to inventory resource concerns that were not visible in fall due to weather, crop height, recent tillage, or other similar factors; to determine if a resource concern was in-fact present after the winter and spring runoff season; to complete inventory of significant collaborators such as the Airport property; or to address a concern identified by an agronomist during routine site visits. This task is anticipated to include:

- Re-walking fields, coordinating with the Oneida Nation (where needed), completing the field walk entries in the Field Walk App, providing office/GIS support, and integrating the entries into the database and prioritization BMPs.
- Prioritize remaining phases of fields to walk in 2026 for "one final push" concept. Merge structural and operational prioritization (see Task 7), priority growers and landowners, geographic priorities, and sub-basin priority areas for initial field walk priorities. Document decision criteria and gain group consensus. Extrapolate mass reductions to determine if fields would yield sufficient mass reduction to meet permit conditions. Summarize fields that are not anticipated to be walked.
- Prepare for all final field walks in 2026-2027, including alternative staffing concepts to maximize conservationist time.
- Execute field walks.

- Update dashboards to support re-evaluation of prioritization of structural and operational BMPs across the entire watershed.
- Miscellaneous support is needed for the field teams to complete their work and for integration into the Program database and workflow.

Deliverables:

- GIS entries in Field Walk App.
- Update the Field Walk App with new layers and provide access to additional staff.
- Provide training for utilizing the Field Walk App.

Task 5: River Corridor Inventory Support

The River Corridor Inventory was largely completed in 2020 for the major reaches of Ashwaubenon and Dutchman Creeks, however additional segments may be inventoried to support other project coordination such as Hemlock Creek monitoring by the school and Wisconsin DOT coordination for the I-41 interchange crossing. Other segments may also be inventoried such as the tributary to the Airport, or a tributary in mixed development to support coordination with a local MS4. This task will build upon support to-date and may include the following activities:

- Support the collection of soil phosphorus values for representative areas to estimate phosphorus mass loss from eroding streambanks.
- Participate in 2 internal workshops to review River Corridor Inventory results, develop criteria for determining 'projects', and review opportunities for including resource concerns in a list of 'projects' that could be considered in partner meetings (Task 1) or implemented through the Natural Resource Damage Assessment (NRDA) grant for stream restoration.
- Develop outward facing non-editable web map, database view, dashboard, or similar, that can be shared with partners to communicate river corridor inventory data and 'project' opportunities.

Deliverables:

- GIS entries in River Corridor Inventory App
- Outward facing un-editable web map or dashboard for sharing data with partners.

Assumptions:

- Laboratory costs for soil samples are not included.
- No update to the River Corridor Inventory App is needed.
- Review of BMP mass reductions and cost estimates entered into the GIS/database is not a QC review of the mass reduction or cost calculations.
- Mass reductions and cost estimates for resource concerns other than riverbank erosion will be completed once a partner is identified.

Task 6: Support Flow, Water Quality, and Biological Monitoring Plans

Flow, water quality, and biological monitoring is being collected by USGS, UW-Green Bay and Oneida Nation. This task will build upon support to-date and may include the following activities to support project documentation and regulatory reporting:

- Participate in partner meeting as needed.
- Review NEW Water's water quality data analysis and reporting and provide comments.
- Review 1 draft biological monitoring reports prepared as consolidated reports by UWGB and Oneida and provide written comments to NEW Water.
- Review 1 flow/loading reports prepared by USGS and provide written comments to NEW Water.
- Participate in 1 workshop that reviews water quality, biological monitoring and flow/loading data, and discuss potential modifications to these plans for future data collection efforts. Support development of action item summary.
- Review updates to water quality, biological, and flow monitoring plans.

Deliverables:

- Written review comments for water quality, biological monitoring draft memorandums, flow/loading documentation, and partner contracts.

Assumptions:

- Workshop and meeting meals, if needed, are provided by NEW Water.

Task 7: BMP Implementation Support

Conservation opportunities and BMP prioritizations have been identified for the majority of the planned agricultural acreage needed for NEW Water's first permit term. This task will continue supporting BMP implementation by refining the BMP/project prioritization schemes from field walks (Task 4) and the River Corridor Inventory (Task 5), supporting meetings with partners (Task 1), and developing dashboard interfaces to report and provide desktop analysis of BMP recommendations into Permit term two. This task will also include meetings with agricultural landowners and growers, and seeing through the planning, contracting, design, implementation, verification, and maintenance inspections of the conservation opportunities. This task will build upon support to-date and may include the following activities:

- Review and confirm structural BMP prioritization framework. Develop operational BMP framework. Develop Operational BMP implementation and mass reduction menu based on grower, fields and crop types.
- Review BMP unit costs and design level of effort from as-built BMPs. (Mass reductions are completed in Task 11 and database integration is included in Task 13.)
- Meeting with agricultural landowners and growers to identify partnership opportunities and BMP implementation.
- Coordination with agronomists
    - Updating database information such as field boundaries, grower information, and crop types.

    - BMP implementation such as structural BMP scheduling and planning, and operational BMP nutrient/herbicide/pesticide applications.
- Coordination with Outagamie County and NEW Water to complete, planning, contracting, executing Cost Share Agreements, design, implementation, verification, and maintenance inspections of conservation opportunities.
- Develop new dashboards, or update existing, to assist with BMP implementation, verification, and to assist NEW Water Program Manager with status reports.
- Develop new or update existing Power BI dashboards to allow for data analyses, prioritizing BMP implementation, tracking progress of BMP implementation, and estimating costs and mass reductions.
- Develop maps to support selecting prioritized BMPs for implementation, and viewing progress and trends of implementation as compared to prioritization scores.
- Integrate companion map(s) with non-CSA dashboards to allow users to see spatial data shown on dashboard.
- Review and Update BMP planning, design, and change order summary documentation requirements. Integrate into database and workflow (Task 13).
- Support NEW Water budgeting and grants for BMP implementation.
- Update and document new Program workflows for integrating into the Program documentation. (Modifying the GIS/database structure is included in Task 13.)
- Archive and manage data and BMP implementation workflow on Program SharePoint site.
- Support planning and executing 2 farm demonstrations.
- Coordination with other initiatives in the region such as Demo Farms field days.
- Attend up to 3 local one-day training events as directed by NEW Water.
- Develop external dashboards with companion maps for partners/collaborators as directed by NEW Water.
- Miscellaneous Program team coordination.

Deliverables:

- Materials needed to support meetings for BMP implementation.
- Updated workflow materials as needed.
- Cost share agreements, contracts, and other similar documentation needed by the Program for grant reporting, contracting, and for NEW Water financial accounting.

Assumptions:

- County will complete all structural BMP designs. There will be no design of structural BMPs by the Jacobs team.
- Structural updates to the GIS/database are included in Task 13.
- Workshop and meeting meals, if needed, are provided by NEW Water.
- Purchase necessary equipment for field work and BMP verification up to $1,200.

Task 8: Project Coordination and Management

To support the flexibility and adaptability of the Program tasks, coordination between the Program team members is essential for the efficient execution of the Program tasks, and to ensure NEW Water approves work by the Program team members prior to completing it. To support this, the Jacobs team will host monthly virtual meetings with NEW Water and core Program team members to review project status, action items, schedule and budget, and other Program coordination as needed. The Jacobs team will provide monthly invoices and status reports which will be organized to summarize work completed in all top tasks. The status reports will also include a budget summary of project expenditures to date. This task is anticipated to include the following activities:

- Host monthly program coordination virtual meetings with agenda and action item summary.
- Prepare monthly invoices, email status reports, and budget financial summary.
- Subconsultant contracting and management.
- Participate in monthly Program Management meetings (Jeff/Erin/Jacobs PM) to discuss high-level Program schedule, budget, tasks, workflow and Program documentation needs, and other general coordination and strategies.
- Engage a senior Program Manager to complete 1 review of the Program structure, documentation and workflow processes, and team organization to provide recommendations of how the Program Management could be improved.
- Host 2 strategy and schedule workshops (in-person) with core Program team to update near- and long-tasks, schedule, and overall Program strategy. Additional topics may include:
    - Development and utilization of the Agricultural Technical Advisory Committee (ATAC).
    - Incorporating a strategy for NRCS/EQIP/CRP/RCPP block funding.
    - Leveraging Oneida Nation CSP requirements.
    - Priority and timing of Airport, DOT, MS4 and/or farm partnerships.
    - Update internal team organization chart and roles/responsibilities for Nikki/Sam/Sara and other County or UW Extension support. Discuss if formal agreements are needed and if so, the key elements of those agreements.
- Replace aged field equipment.
- Prepare table to accompany the status report summarizing budget status for the one month when prior Amendment budget is fully utilized and the Program transitions to this new Amendment.

Deliverables:

- Workshop and monthly coordination call agenda and call notes.
- Monthly invoices, status reports and budget summaries.
- Program schedule.
- Presentation and/or meeting notes from Program Management and strategy review meetings.

Assumptions:

- Program coordination and strategy meetings include Jacobs staff (no Tilth or McMahon).
- $2,000 budgeted for replacing aged field equipment.

Task 9: Commission Updates and Budgeting Support

The Jacobs team has supported NEW Water with internal budgeting and in providing updates to the Commission. This task will continue this support and may include:

- Provide annual budget projections as requested with review in a virtual meeting.
- Develop an initial outline of work tasks for the next amendment.
- Re-baseline the Program budgeting and scope of work, if needed, with review in a virtual meeting.

Deliverables:

- Supporting slides or work summaries for Commission meetings.
- Annual budgeting spreadsheets that forecast monthly expenditures.
- Draft scope of work with budget estimates.

Assumptions:

- Developing scope of work and budget proposal is not included in this amendment budget. This will be completed on Jacobs' overhead budget and is not a billable task to NEW Water.

Task 10: WDNR and Grant Reporting

The permit and approved AM Plan were finalized effective April 1, 2022 (expiring March 31, 2027). This task includes supporting NEW Water in fulfilling ongoing permit requirements, such as annual reporting of the Program progress, and supporting the permit re-application process for an additional 5-year term of AM. NEW Water will also continue to apply for grants to finance the Program where Jacobs could provide support by summarizing data and progress of the Program for grant reporting. This task is expected to include the following activities:

- Review AM Plan commitments each year to align Program next steps. Integrate into schedule and strategy meetings (Task 8 and 12).
- Lead the development of 1 draft and final AM Annual Report as part of Permit Term 1 requirements (Report #4, due March 31, 2026 summarizing activities in 2025) with submission of an electronic version to the WDNR.
- Lead the revision of the AM Plan for permit reissuance, due October 1, 2026. This includes updating the table of goals and actions and overall AM schedule. Jacobs will submit the draft AM plan to WDNR electronically and incorporate one round of WDNR comments for the final AM plan submittal.
- Lead the development of the Final Adaptive Management Report for Permit Term 1, due November 30, 2026, with submission of an electronic version to the WDNR.

- Lead the development of 2 Annual Reports as part of permit Term 1 (#4 & #6) and 1 Annual Report as part of Permit Term 2, including a revised outline to align with modifications made to the approved revised AM Plan. Prepare draft and final Annual Reports #7 for activities in year 2027. Initiate planning for Annual Report #8 for activities in year 2028.
- Facilitate up to 2 workshops with WDNR and NEW Water to review Adaptive-Management-related submittals in preparation of the permit reissuance.
- Support grant applications and reporting as directed by NEW Water.
- Support calculation of progress towards 80th percentile for permit compliance demonstration.
- Support developing newsletters/fact sheets/reflection sheets or similar for lessons learned or Program summaries.

Deliverables:

- Draft and final versions of Annual Report #4.
- Draft and final versions of the revised Adaptive Management Plan for permit reissuance.
- Draft and final versions of the Final Adaptive Management Report for Permit Term 1.
- Draft outline of the AM Annual Report for Permit Term 2.
- Draft and final version of Annual Report #6.
- Draft and final version of Annual Report #7.
- Data tables and maps are needed for Grant applications and/or reporting.

Assumptions:

- Annual Report #4 will use the existing outline and content as previous years' annual reports. WDNR comments on Annual Report #4 are not anticipated to change the implementation of the AM Plan or require revisions to the annual report.
- The revised Adaptive Management Plan for permit reissuance will be based on the approved AM Plan (No. WQT-2020-0016). Sections 1, 2, and 4 and Appendices A-L will not require modification. Any new appendix material will be of existing reports (e.g. modeling strategy) that will not need modification for their inclusion in the revised AM Plan. One round of WDNR comments will be incorporated.
- The due dates of Annual Reports for Permit Term 2 (Reports #7 and #8) in the reissued permit will be the same as listed in the permit effective April 1, 2022. WDNR comments on Permit Term 2 annual progress reports (i.e. Annual Reports #5-8) are not anticipated to change the implementation of the revised AM Plan or require revisions to the annual report.
- Preparation of the WPDES permit application, review of the WQBEL memo, review of the preliminary or public draft WPDES permit or Fact Sheet, evaluation of potential revisions to the load reductions needed for permit compliance, and optimization of phosphorus removal at the GBF and DPF are not included in this scope.
- NEW Water will contribute text and data analyses to the deliverables listed above.
- All deliverables will be delivered in electronic format.

Task 11: Watershed Modeling

Watershed-wide and BMP specific modeling will be needed for the Program to support prioritizations, evaluating cost-effectiveness, and to demonstrate progress in AM. For this initial phase of the Program, modeling is anticipated to be completed by the County and limited staff within the Program team for specific BMPs using established models such as SnapPlus and STEPL. The County is anticipated to provide quality control review and approval of all modeled mass reductions, with NEW Water providing final approval for CSA payment and incorporation into the Program database. This modeling review will build upon the modeling workflow and framework documentation developed through 2023.

This task will support NEW Water's leadership in engaging local experts through a Modeling Committee to review and contribute to the BMP modeling approach. This task will build upon work completed to date, including draft modeling approach and operational BMP mass reduction metrics analysis, and may include the following activities:

- Support NEW Water in refining roles/responsibilities with the County related to watershed modeling. Support contracting as needed.
- Support NEW Water development and leadership of a Modeling Committee, including supporting development of agenda and participation in 1 workshops/meetings. Support documenting workshop with a summary of action items and major decisions made.
- Support NEW Water in a virtual meeting with DNR to review modeling approach as needed.
- Review and update as needed modeling quality control workflow documentation and Visio flowchart diagram on SharePoint. Integrate triggers within database to support notifying workflow next steps and status.
- Building upon MS4 meetings in Task 1, develop mass-reduction calculation approach for municipal stormwater projects for use with communities where mass reductions are not calculated. Estimate stormwater reduction goals as compared to the TMDL and stormwater plans.
- Complete spot-reviews of GIS/database and documentation on SharePoint that modeling quality control process is being followed. Inform NEW Water and Program team members of issues identified. Coordinate with NEW Water for correcting issues within the Program team and County.

Deliverables:

- Workshop/meeting agenda, presentation materials, and summary action items.
- Updated modeling quality control workflow documentation and Visio diagram.
- Structural and operation BMP modeling approach documentation updates.

Assumptions:

- BMP modeling will be primarily completed by the County. Jacobs may complete some modeling of individual BMPs with County quality control review and approval.
- Jacobs team will provide quality review by spot-checking modeling workflow is being followed. The quality control review is completed by the County and NEW Water, and quality review templates developed by the Program are used and stored on SharePoint. (Jacobs team is not providing quality control review of modeling or modeling results.)

- Watershed-wide modeling is not anticipated at this time.
- Workshop meals, if needed, are provided by NEW Water.

Task 12: Program Strategies

As the Program evolves, Jacobs will support NEW Water in evaluating additional permitting, PA&E, and Adaptive Management implementation strategies that will provide benefit to the Program. This task authorizes an allowance of XXX15,000for support to be utilized on activities as directed by NEW Water through the coordination calls (Task 8). Topics that NEW Water may consider include:

- Support developing market-based options.
- Develop a strategy, and support implementation, for integrating non-contracted agronomists, landowners and growers unfamiliar with the Program, and other agricultural collaborators such as equipment suppliers, into the Program's conservation planning process.
- Developing performance standards or cost share strategies.
- Identify opportunities to leverage other agricultural or watershed improvement initiatives.
- Support partner collaboration and communication with state or federal agencies or working groups on the successes, challenges and considerations for improving implementation of watershed solutions to improve NEW Water's adaptive management requirements for future permit renewals.
- Investigating new technologies to improve large scale watershed monitoring and BMP implementation and verification.
- Support tile and manure management strategies, including updating and/or expanding Program position statements to guide the Program in communications and implementation approaches.
- Identify the need, opportunities, and methodologies to manage additional nutrient management plan information within the Program. Support integrating this into the Program.
- Integrate crop-change documentation and modeling to estimate mass reductions into the GIS/database and planning workflow.
- Support PA&E in developing communication strategies, messaging, and requisite data collection needed by the Program, and Program mission/vision/goals, or other topics as directed by NEW Water.
- Host a webinar presentation with a natural resource economist to explore examples of how other utilities implementing watershed-based improvements are quantifying their benefits beyond water quality or environmental metrics.
- Other similar tasks as directed by NEW Water.

Deliverables:

- Reports, memorandums, or action item summaries as needed from meetings or studies of the strategies that are developed.

Assumptions:

- Charges to this task will be directed by NEW Water.

Task 13: GIS and Database Management

The Program will utilize GIS and a centralized database for collecting, storing, and analyzing Program data and for supporting development of dashboards interfaces (see also Task 7). This task is to support NEW Water's Program through continued development and management of the GIS and database, and to support efficient workflow and automated notifications to Program team members. This task may include the following activities as needed by the Program:

- Maintain existing Program apps such as the River Corridor Inventory, Agronomist, Field Walk, and Conservationist Apps. Update as needed to support planning, design, contracting, verification, and maintenance inspections and corrective actions.
- Maintain apps, dashboards or map views as directed to support the Program needs, such as the Completed BMPs map, BMP Approval dashboard, CSA App, and Power BI dashboards to support the Watershed Program Manager, grant and financial administration, or specific conservationist field support.
- Update database structure as needed to support the Program.
- Maintain database with BMP cost, mass reduction (from Task 11 work) and level of effort metrics.
- Develop user guides, instruction manuals, quick reference guides, or other documentation as needed for new or updated database or GIS tools.
- Provide virtual or on-site training as needed for new or updated apps.
- Update and maintain Jacobs' Program SharePoint for program documentation and to support workflow.
- Develop data queries, email reports, or other data and spatial analyses to support workflow, automated data reporting, or BMP implementation planning.
- Develop maps for Oneida Nation showing conservation opportunities and implementation progress on tribal lands. Provide GIS files as approved by NEW Water. Develop an Oneida Nation annual report.
- Develop 2 external public maps for partners/collaborators as directed by NEW Water.
- Support integration of 2 web maps, reports, or dashboards into NEW Water website.
- In early 2028, internal review of database hosting options, organizational structure, and digital tools with Program team to identify functional gaps and opportunities for refining or simplifying existing tools.
- Maintain database to allow for agronomist name, field boundary modifications, etc.
- Host annual workshop to review BMP selection for budgeting process, dashboard and workflow; update dashboard/process as needed to recognize adding new growers too.
- Review scenarios 1 and 2 for Jacobs data hosting options with NEW Water and Jacobs IT teams and plan next steps.
- Miscellaneous GIS and database support of the Program.

Deliverables:

- Maintained database.
- Manuals or documentation of GIS, Apps and/or workflows.
- Automated reports, database views, or dashboards generated to support workflows.

Assumptions:

- Program SharePoint site will be central location for all Program documentation and continue to reside at Jacobs.
- The database will reside on Jacobs' servers.
- No additional external users are created under Jacobs ESRI licensing.
- The BMP Needs Inspection app will not be used to support third-party BMP installation.
- All Jacobs fees for hosting digital tools and managing data are included in Jacob's overhead rates. Only labor hours will be charged for core Program team members to manage and host the data and tools.

Task 14: Conservation and Enhanced Nutrient Management Plans

Conservation and Enhanced Nutrient Management Plans have been used by the Program to summarize conservation opportunities and progress for grower and landowner communications. They have received periodic updates to adapt to Program and partner needs. To support this continued communication and coordination, the following tasks are anticipated:

- Update template to include visuals and contributions from overall grower/owner/operator to serve as a "Farmer Report Card".
- Develop conservation report for agronomists for upcoming structural and operational practices on their growers' fields.

Deliverables:

- Updated plan templates and plans on SharePoint.

Task 15: Cost Share Agreement Workflow and Database Structure

This task will support NEW Water's leadership of the Program by providing a workflow process and data storage structure for Cost Share Agreements (CSA) and their workflow. This task will build upon the CSA tool developed for structural BMPs within PowerApps. Support is anticipated to include:

- Maintain and update as directed the existing structural and operational BMP PowerApps CSA.
- Maintain diagrams for approval and payment workflows for structural and operational BMP CSAs.
- Implement required schema and database structure changes to the existing database for operational and structural BMP CSAs.
- Develop email reports and/or dashboard as requested by NEW Water.
- Monitor application performance, noting opportunities for improvement and potential future development.

Deliverables:

- Documentation in a flow chart diagram CSA workflow process and its connection within the GIS database structure.
- PowerApps dashboard for structural and operational CSAs.

Assumptions:

- NEW Water will provide cost share agreement templates as they are currently keeping them and provide review of the workflow diagram and preliminary structure to ensure process and structure are appropriate for their purpose.

Task 16: Silver Creek Maintenance

Conservation practices installed in the Silver Creek Pilot Project are being maintained and inspected to ensure they are providing the function that they were designed to perform. Operational conservation practices, such as cover crops, tillage, residue management, nutrient placement, continue to be implemented in the watershed by Program staff providing technical assistance to the growers. Modeling of the conservation practices was completed by Outagamie County during the Pilot Project and were used in the initial planning of the ACDC Program. Since that modeling was completed, different modeling techniques have been developed and updating the Pilot Project modeling for five conservation practices is desired by NEW Water to support final reporting of the Pilot Project. This task is anticipated to include:

- Complete maintenance inspections of structural conservation practices that were implemented during the Pilot Project to ensure they are performing and being maintained as designed.
- For structural conservation practices found to be deficient, notify landowner and provide technical assistance to correct the deficiency. Re-inspect the practice to provide a record of satisfactory maintenance inspection.
- Provide technical assistance to growers interested in implementing operational conservation practices.
- Provide technical assistance for growers whose fields straddle the ACDC and Pilot Project watershed to implement structural and operational conservation practices.
- Maintain Pilot Project database and GIS to support conservation practice inspections.
- Update phosphorus and sediment reduction modeling for critical area plantings, wetlands, grassed waterways, filter strips, and water and sediment control basins using techniques consistent with the Program. Update modeling documentation used in the Silver Creek final Report, and update analysis in the Silver Creek Final Report that are impacted by the updated modeling.

Deliverables:

- Inspection records maintained in Pilot Project GIS/database.
- Documentation of modeling update will be included in the Silver Creek Final Report.

Assumptions:

- Updated modeling will be completed for the five conservation practices identified above.

Schedule

The Program schedule will be updated with NEW Water during Task 8. This schedule and budgeting assistance (Task 9) will support NEW Water in updating monthly budget forecasts that Jacobs has supported NEW Water in previous efforts. Work will commence on September 1, 2025 and extend to the modified contract end date of December 31, 2028.

Exhibit B – Level of Effort and Fee

From the start of the Pilot Project, flexibility, nimbleness, adaptability, and open communication are traits that the Program team has successfully implemented, and it has allowed for significant progress towards the Adaptive Management Plan goals. Deviations from the Scope of Work (Exhibit A) are discussed with NEW Water program managers prior to work commencing through Program coordination meetings, monthly Program Management meetings, and task-specific meetings scheduled as needed to execute the Program. Work activities are documented in detailed monthly status reports, email communications, and meeting notes or action item summaries so that NEW Water can approve and direct the Program team's work. This amendment will continue this approach to allow for the adaptability needed to implement the Adaptive Management Plan.

The proposed fee for the Amendment is $1,609,540 which includes all labor and expenses per the terms of the AGREEMENT. The same as past work, labor rates will not exceed 2.85 times the employee's raw rate and expenses and subconsultant costs will be billed as straight costs (i.e. no markup by Jacobs). The labor rate for the Jacob's field coordinator shall not exceed 2.6 times their raw rate. The overall average multiplier for this Amendment is 2.75. A summary of the Amendment level of effort is provided below.

Task	Budget ($)	Hours
Task 1: Collaborator, Partner Coordination, and PA&E Meetings	92,858	534
Task 2: Soil Testing and Analysis	-	
Task 3: Desktop Agricultural Field Evaluation	-	-
Task 4: Field Walks	101,591	762
Task 5: River Corridor Inventory Support	33,388	236
Task 6: Support Flow, Water Quality, and Biological Monitoring Plans	16,267	80
Task 7: BMP Implementation Support	461,636	3,424
Task 8: Project Coordination and Management	123,251	768
Task 9: Commission Updates and Budgeting Support	12,674	56
Task 10: WDNR and Grant Reporting	196,234	1248
Task 11: Watershed Modeling	39,855	278
Task 12: Program Strategies	14,991	86
Task 13: GIS and Database Management	389,414	2676

Task		Budget ($)	Hours
Task 14: Conservation and Enhanced Nutrient Management Plans		29,303	192
Task 15: Cost Share Agreement Workflow and Database Structure		78,368	562
Task 16: Silver Creek Maintenance		19,710	142
	Total	1,609,540	11,044

IN WITNESS WHEREOF, the parties execute below:

For Green Bay Metropolitan Sewerage District,

Dated this _____ day of _____, 2025,

By:_____

Name Title

For Jacobs Engineering Group,

Dated this _____ day of _____, 2025,

By:_____

Name Title

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Tyler Biese

DATE: August 27, 2025

SUBJECT: Green Bay Facility Hydrocyclone Pilot Study Equipment Rental Agreement

Background

The 2022 Facility Plan for the Green Bay and De Pere Facilities evaluated several activated sludge operational modifications for the facilities. Based on that evaluation, NEW Water initiated the South Plant Mixing Enhancement Study that started in 2024. This project will be near its conclusion at the end of 2025. The current South Plant project has increased NEW Water's understanding of how low dissolved oxygen and mixed liquor recycle operational configurations can improve energy use and nutrient removal performance. Questions remain on the high variability of the sludge settling characteristics.

To address sludge settling concerns, staff are recommending the evaluation of selective wasting of activated sludge utilizing hydrocyclone technology consistent with recommendations from the 2022 Facility Plan. Hydrocylcones are relatively small conical shaped units that aid in keeping better settling sludge flocs in the system while wasting out the poor settling sludge flocs. This technology has been deployed at several utilities across the country.

The Hydrocyclone Pilot Study is intended to focus primarily on process improvements associated with improving settleability. Improved settling characteristics are anticipated to provide several benefits:

- Increased wet weather final clarifier capacity
- Energy reduction of return activated sludge pumping rates
- Increased reliability of final clarifier performance
- Control of filamentous bulking and foaming

This Hydrocyclone Pilot Study builds on the South Plant Mixing Enhancement operational improvement efforts. Proving the effectiveness of this technology will provide critical data for guiding future capital design decisions at both the Green Bay and De Pere Facilities. NEW Water staff worked closely with Black & Veatch and the technology provider World Water Works to understand the installation and operational requirements of the inDENSE hydrocyclone equipment. It is anticipated that staff will be able to install the piping, valves, and electrical as required to operate the pilot equipment. NEW Water plans to operate the pilot equipment for 12 months to capture data across all seasons. A thorough evaluation, including seasonal variations, is essential to understand the long-term implications of adopting this technology. A table summarizing the total anticipated costs for the Hydrocyclone Pilot Study is included below.

Total Estimated Capital Cost for Hydrocyclone Pilot Study

Hydrocyclone Equipment Rental[1]	$ 99,000
Agreement for Consulting Services	$ 96,000
Electrical and Mechanical Installation[2]	$ 20,000
Total Estimated Project Cost	**$ 215,000**

1. Commission approval of the Hydrocyclone Rental Agreement currently being requested
2. Anticipated material cost for mechanical and electrical installation by NEW Water Staff

The purpose of this Commission action item is to request approval of the rental agreement with World Water Works, Inc., for the inDENSE hydrocyclone equipment skid. The rental agreement includes terms and conditions related to equipment to be supplied, costs and payments (including freight), lease term, and insurance requirements. The agreement has been reviewed by NEW Water staff and legal counsel.

This project is included in the 2026 budget, and most of the spending will occur in 2026. There will be some spending in 2025 that was not budgeted for. To maintain our current momentum, it would be ideal to initiate this projectwhile the team is actively engaged and aligned.

Contingent on Commission approval, staff estimates that the equipment will arrive on site near the end of November, resulting in rental and freight costs of around $11,500 in 2025. Combined with the expected expenses for the engineering support services and the materials required for setup, the total estimated expenses in 2025 are approximately $50,000.

Recommendation

Staff recommends Commission approval to authorize the Executive Director to enter into a contractual agreement with World Water Works, Inc. to rent an inDENSE hydrocyclone skid for a total of 12 months in the amount of $86,000, and a contingency of two extra months rental rate of $13,000 for a total amount of $99,000.

Commission Action

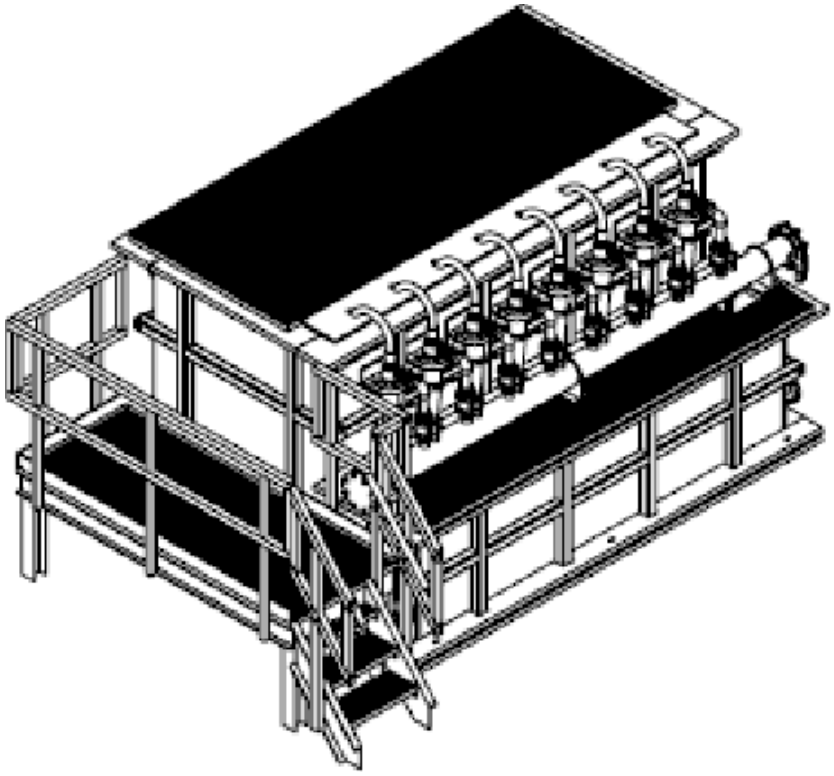
Request Commission approval to authorize the Executive Director to enter into a contractual agreement with World Water Works, Inc. to rent an inDENSE hydrocyclone skid for a total of 12 months in the amount of $86,000, and a contingency of two extra months rental rate of $13,000 for a total amount of $99,000.

Attachments: World Water Works, Inc inDENSE Rental Agreement

World water works

WWW inDENSE® RENTAL AGREEMENT

New Water – Green Bay, WI – inDENSE Pilot



RENTAL AGREEMENT

This RENTAL AGREEMENT (the "RENTAL" or "AGREEMENT") is made and entered into as 11/1/2025 by and between:

OWNER: World Water Works, Inc.
4000 SW 113th Street, Oklahoma City, OK 73173
Attention: John Mickler
Phone: 405-943-9000 Fax: 405-943-9006

AND

RENTER: Green Bay Metropolitan Sewage District
Attention: Nathan Qualls
Phone:

In consideration of the mutual covenants and AGREEMENTs contained in this RENTAL, OWNER rents to RENTER, and RENTER rents from OWNER, inDENSE® System (the "EQUIPMENT") on the TERMs and conditions set forth in this RENTAL.

Achieve a consistent SVI of 120mL/g +/- 10%
Achieve a consistent % reduction in SVI of 40% +/- 10%

Note: consistent performance is assumed under conditions without plant upsets.

1. Major plant upsets including but not limited to
    a. significant wet weather
    b. MLSS washout
    c. major dewatering upsets
    d. significant conditions of underloading or overloading.
    e. Industrial discharger(s) out of compliance or spills.

Note: Major plant upset are considered events that occur 1 or 2 times per year. It is understood that there is variability in wastewater influent and wastewater plant operations.

In addition, the following conditions need to be followed:

1. The facility should have all equipment operational and operating within the normal design ranges.
2. Solids Retention Time (SRT) should be maintained within normal design ranges.
3. The minimum opening for the headworks screening should be no larger than 6 mm or ¼".
4. Activated sludge system should be operated in the specified configuration (e.g. MLE, A/O, A2O).
5. All wasting shall be conducted through the hydrocyclone and the inDENSE system.
6. Wasting should be conducted consistently and/or continuously.
7. All components of the inDENSE system shall be operated per WWW operating guidelines.
8. All auxiliary systems (whether or not supplied by WWW) need to be operated and maintained per the manufacturer's recommendation.
9. All chemical dosing needs to remain consistent. There should be no major changes in the type of chemicals and/or dosage range being utilized.
10. The current aeration strategy should be noted and maintained. The system needs to be operated with the required design DO ranges.

Summary of RENTAL Charges

Monthly RENTAL Rate:	$6,500.00 per Month
Startup & Training:	$2,000 per week, 1 representative minimum 3 days on-site, 1 trip. Additional days are billed at $1,350 per day
Shipping & Handling Round-Trip:	TBD, Billed at Cost, FOB Origin, Prepay & Add.
RENTAL Credit towards Purchase:	25% of monthly RENTAL fees incurred (capped at three months) will be applied as a discount towards the purchase of a permanent system – this does not include shipping, startup, or cleaning fees incurred.

First invoice paid in advance to shipment of unit to site:
1st-month RENTAL, startup & training, shipping round trip, and cleaning fees are included in the first invoice.

1. **TERM**—The TERM of this RENTAL (the "TERM") shall be **12 months**, commencing on the date of this RENTAL; provided, that so long as RENTER is not in default under any provision of this AGREEMENT, the TERM will automatically extend 30 Days unless either OWNER or RENTER Terminates this AGREEMENT by written notice provided to the other at least 30 days prior to the end of the initial TERM. RENTER shall return the EQUIPMENT to OWNER at the end of the TERM in the same condition as when received by RENTER, excepting reasonable wear and tear resulting from normal use. RENTER may Terminate this RENTAL at any time that it is not in default under this AGEEMENT by giving OWNER at least 30 days prior written notice of its election to Terminate.

2. **RENTAL CHARGES—** RENTER shall pay RENT on the EQUIPMENT("RENT") at the rate of **$6,500 per month** plus all applicable sales, excise, or similar tax. RENT shall not be subject to any set-off or deduction for any reason whatsoever, nor shall RENTER be relieved from its responsibility to pay RENT for the entire TERM by reason of the fact that the EQUIPMENT is returned to OWNER prior to the end of the TERM. RENT shall be paid by RENTER to OWNER within 30 days after RENTER's receipt of OWNER's invoice. If repairs are found to be required by OWNER upon return of the EQUIPMENT, RENTER shall continue to pay RENT until the EQUIPMENT is returned to good operating condition as determined by OWNER. All overdue payments shall bear interest at the rate of 12% per annum without prejudice to any other rights of OWNER under this RENTAL.

EQUIPMENT supply includes:

Qty	Item	EQUIPMENT Description
1	inDENSE Support Structure	Polypropylene Construction, PVC and 304SS or 316SS Wetted Parts
4	inDENSE Hydrocyclone	Red polyurethane, 316 SS, and Black Thermoplastic
1	Pressure Transmitter w/ Isolator Ring	4" Isolation Ring w/ 1/2" Instrument Connection Endress+Hauser Cerabar M PMP51 or Equal
12	Hydrocyclone Spigots	Red polyurethane (QTY) 4 of each size: 15 mm, 18 mm, 20 mm
1	Overflow Tank	Overflow Tank for wasting
1	Underflow Tank	Underflow Tank for return
3	Pump Skid	Pumps for feed, underflow and overflow out of the tanks
3	Flow Meters	Feed Flow Meter, Underflow Flow Meter, Overflow Flow Meter
1	Control Panel	Control Panel with PLC and HMI with VFD for Pumps
0	***Items Excluded***	***EQUIPMENT Supply excludes shipping (billed at cost), installation, offloading at site, reloading at site, utilities,*** ***testing EQUIPMENT, or any EQUIPMENT outside of that listed here.***

3. DELIVERY AND INSTALLATION OF THE EQUIPMENT—RENTER shall inspect the EQUIPMENT upon taking delivery. RENTER's failure to notify OWNER in writing of any deficiencies in the EQUIPMENT within 72 hours after taking delivery shall be deemed an acknowledgment by RENTER that the EQUIPMENT was when delivered, in good, safe, and serviceable condition and fit for its intended use. Title to all parts, materials, and supplies furnished with respect to the EQUIPMENT shall remain the property of OWNER. Any replacement parts shall become the property of the OWNER. All accessories or attachments not listed herein or necessarily included as part of the EQUIPMENT shall be furnished by RENTER at its own expense. RENTER shall be responsible for properly installing the EQUIPMENT and when the TERM ends, de-installing the EQUIPMENT. RENTER acknowledges that it has the proper EQUIPMENT, tools, manpower, and expertise to install and de-install the EQUIPMENT; including, but not limited to, electrical installation, making connections to existing pipes, any necessary building or foundation modifications, and obtaining any necessary permits required by the state or jurisdiction where the EQUIPMENT is to be operated. RENTER acknowledges that it has reviewed the requirements for the EQUIPMENT and that it has sufficient space for the EQUIPMENT to meet the requirements of the EQUIPMENT.

4. FREIGHT—All costs of transporting the EQUIPMENT from OWNER's yard to RENTER's location and of transporting the EQUIPMENT from RENTER's location back to OWNER's yard shall be at the expense of RENTER. The OWNER will work with the RENTER in making appropriate transportation arrangements. As noted in the paragraph on Insurance, it will be the RENTER's responsibility to obtain freight insurance for moving the EQUIPMENT.

5. OPERATION AND MAINTENANCE OF EQUIPMENT—RENTER, at its own expense, shall operate the EQUIPMENT in compliance with OWNER's operating instructions, complying to all applicable federal, state or local statutes, laws, ordinances, rules, regulations, and orders. RENTER acknowledges that it is responsible for supplying the utilities to operate the EQUIPMENT, including but not limited to, electrical, fresh water, etc. RENTER is also responsible for providing adequate sewer/disposal system sufficient for the use in connection with the EQUIPMENT. RENTER, at its own expense, will maintain the EQUIPMENT in good working condition. RENTER will not modify the EQUIPMENT. RENTER agrees that it will not permit the EQUIPMENT to be removed from the delivery location without the express written consent of OWNER.

6. RETURN OF THE EQUIPMENT— RENTER will notify OWNER no later than 30 days before it intends to allow the RENTAL to Terminate, return the EQUIPMENT, and not seek an extension of the TERM. If the RENTER fails to give the information before the expiration of that notice, the RENTER agrees to pay an amount equal to 1 month of RENTAL charges. On the expiration of the TERM, the earlier termination of the RENTAL, or the OWNER is returning it for any reason, RENTER must, at its own expense, promptly return the EQUIPMENT in good condition, reasonable wear and tear accepted, to OWNER at an address in the United States as OWNER may designate. Prior to returning the EQUIPMENT, RENTER is to clean the EQUIPMENT, including flushing it with fresh water such that any process water and/or wastewater has been removed from the EQUIPMENT. If RENTER fails to return the EQUIPMENT or requests OWNER collect the EQUIPMENT, RENTER will be responsible for all collection costs, including but not limited to shipping costs. If the RENTER does not return any part of the EQUIPMENT "either in whole or in part", RENTER will remain responsible for the daily RENTAL charge until the EQUIPMENT is returned to OWNER's yard in Oklahoma City, Oklahoma or repossessed by the OWNER. **If RENTER fails to clean the EQUIPMENT prior to return, it agrees to pay a cleaning fee of $2,000 plus any waste disposal fees incurred.**

7. RIGHT TO CONTROL—RENTER acknowledges and agrees that during the TERM the EQUIPMENT and all personnel operating the EQUIPMENT are under RENTER's exclusive jurisdiction, supervision, and control. RENTER acknowledges that OWNER has absolutely no control over any person operating or assisting in operating the EQUIPMENT.

8. INDEMNIFICATION—RENTER shall indemnify, defend, and hold OWNER, its affiliates, and their respective directors, managers, officers, partners, members, shareholders, employees, representatives, and agents (collectively, the "OWNER INDEMNIFIED PARTIES") harmless from any and all causes of action, claims, demands, suits, judgments, losses, and liabilities, including any damage to the EQUIPMENT, arising in whole or in part out of (a) RENTER's use of the EQUIPMENT, (b) RENTER's actions or those of its employees, representatives, or agents, or (c) RENTER's breach of this RENTAL (collectively, "INDEMNIFICATION CLAIMS"). RENTER's duty to indemnify and hold the OWNER INDEMNIFIED PARTIES harmless hereunder shall include all costs or expenses arising out of any INDEMNIFICATION CLAIMS, including all court and/or arbitration costs, filing fees, attorneys' fees, and costs of settlement. The indemnification obligation of RENTER hereunder shall not be limited in any way by any limitation on the amount or type of damage, compensation, or benefits payable by or for RENTER under worker's compensation acts, disability benefit acts, or other employee benefit acts. RENTER's indemnification obligations hereunder shall not be limited by the amount of its liability insurance and the purchase of such insurance for OWNER shall not operate to waive any of the above obligations. This provision is separate and distinct from any other provision or paragraph in this RENTAL, including any provision or paragraph concerning the procurement of insurance.

9. INSURANCE—During the TERM, RENTER will maintain worker's compensation and employer's liability insurance with limits of at least the statutory minimum of the state where the EQUIPMENT will be operated; and include a waiver of subrogation in favor of World Water Works; commercial general liability insurance on an occurrence basis, including bodily injury and property damage coverage with minimum limits of $1,000,000 per occurrence and $2,000,000 in the aggregate, and all risk physical damage insurance to cover the REPLACEMENT VALUE of any EQUIPMENT in RENTER's possession or control for its loss or damage from any and all causes, including but not limited to, misuse, fire, theft, flood, explosion, accident, and acts of God occurring during the TERM and during Freight/Delivery and Freight/Return. The RENTER shall name World Water Works as an additional insured under the General Liability, including a Waiver of Subrogation in favor of World Water Works; and loss payee under the inland marine (equipment) policy. The "REPLACEMENT VALUE" of the Equipment is $450,000 and the parties agree that this is the actual value of the EQUIPMENT for the purposes of fixing the EQUIPMENT's insurable value. All such policies shall be written by insurance companies acceptable to OWNER. RENTER's obligation to indemnify and hold OWNER harmless from any INDEMNIFIED CLAIMS are in addition to, and not an alternative to, these insurance provisions, and the purchase of any of the above coverage shall not operate to waive any of the above indemnity provisions. Please see Appendix A for Sample

10. DAMAGE TO EQUIPMENT—All risks of loss or damage to the EQUIPMENT during the TERM and during Fright/Delivery and Freight/Return, accidental or otherwise, shall be borne by RENTER except to the extent any such loss or damage occurs while such EQUIPMENT is in OWNER's control for servicing or occurs as a result of any negligent or willful act of OWNER or its employees or agents. The appraisal of any such loss or damage shall be based upon the REPLACEMENT VALUE of the EQUIPMENT as set forth above. In making such appraisal it is understood that no RENT, paid or due, shall apply to the payment of such loss, the OWNER will use commercially reasonable efforts to repair the equipment as soon as possible. RENTER's obligations under this RENTAL (including the obligation to pay RENT) shall continue while all repairs to the EQUIPMENT are completed unless such repairs are necessary as a result of an event for which OWNER is responsible pursuant to the first sentence of this section. If the EQUIPMENT is damaged or made inoperable in any way other than as a result of normal operating wear, RENTER shall notify OWNER in writing within 48 hours of its occurrence, specifying the extent and nature of the damage.

11. RENTER DEFAULT—If (a) RENTER fails to comply with any TERM, provision, or covenant of this RENTAL; (b) any representation or warranty of RENTER in this RENTAL is or becomes incorrect, false, or misleading in any material respect; or (c) RENTER voluntarily files a petition for bankruptcy or reorganization, a petition in bankruptcy is filed against RENTER, a receiver or other representative is appointed for RENTER or its business or assets, or RENTER makes an assignment for the benefit of creditors, OWNER shall have the following remedies:

A. OWNER may, at its election, terminate this RENTAL and enter any premises where the EQUIPMENT is located without notice and may repossess the EQUIPMENT without being liable for any damages therefore, and without the need of a court order or other legal process.

B. OWNER shall be entitled to recover as damages all RENT due associated with the full TERM of this agreement and the cost of performing any other activities required to be performed by OWNER as a consequence of such default including but not limited to all shipping, repair, and cleaning costs necessary to return the EQUIPMENT to OWNER in the same condition as when it was delivered to RENTER ordinary wear and tear excepted.

Pursuit of any of the foregoing remedies shall not preclude pursuit of any of the other remedies herein provided or any other remedies available at law or in equity (all such remedies being cumulative), nor shall pursuit of any remedy herein provided constitute a forfeiture or waiver of any RENT due to OWNER hereunder or of any damages accruing to OWNER by reason of the violation of any of the terms, provisions, and covenants of this RENTAL. No act or thing done by OWNER or its agents during the TERM shall be deemed a Termination of this RENTAL and no AGREEMENT to Terminate this RENTAL shall be valid unless in writing signed by OWNER and RENTER.

12. TITLE—OWNER shall retain title to the EQUIPMENT during the TERM. RENTER shall keep the EQUIPMENT free from all liens or other encumbrances. RENTER agrees to notify OWNER immediately if any lien or any attachment or other claim is filed against the EQUIPMENT. RENTER acknowledges that this RENTAL is intended to be a true RENTAL, and RENTER authorizes the OWNER to file financing statements to give public notice of this RENTAL. If this RENTAL is deemed by a court of competent jurisdiction to be a RENTAL intended for security, RENTER grants OWNER a purchase money security interest in the EQUIPMENT, which security interest shall secure any and all obligations now or hereafter owed by RENTER to OWNER, including without limitation, RENTER's obligations to OWNER under this RENTAL with respect to the EQUIPMENT.

13. GOVERNING LAW; VENUE; JURISDICTION—This RENTAL shall be governed by and construed in accordance with Oklahoma law. The parties agree that any dispute arising out of this AGREEMENT shall be decided by either the state or federal court in Oklahoma County, Oklahoma. The parties shall each submit to the jurisdiction of those courts and agree that service of process by certified mail, return receipt requested, shall be sufficient to confer such courts within personal jurisdiction.

14. INTERPRETATION—In the construction and interpretation of this RENTAL, the rule of construction that documents be construed most strictly against the party who prepared it shall not be applied because both parties have participated in the preparation of this RENTAL. Should any provision of this RENTAL be invalidated in whole or in part by any competent authority, such provision shall continue in effect only to the extent permitted; however, the remaining provisions shall remain in full force and effect. Paragraph headings are not a part of this RENTAL and shall have no effect upon its construction or interpretation.

15. WAIVER OF DAMAGES—IN NO EVENT SHALL OWNER BE LIABLE FOR ANY LOST OR PROSPECTIVE PROFITS OR ANY OTHER SPECIAL, PUNITIVE, EXEMPLARY, CONSEQUENTIAL, INCIDENTAL, OR INDIRECT LOSSES OR DAMAGES (IN TORT, CONTRACT OR OTHERWISE) UNDER OR IN RESPECT TO THIS RENTAL OR FOR ANY FAILURE OR PERFORMANCE RELATED TO THIS RENTAL.

16. ASSIGNMENT/SUBRENTAL—Any attempt by RENTER to assign, sublet, or otherwise transfer this RENTAL or any interest herein, by operation of law or otherwise, without OWNER's written consent, shall be void. This RENTAL shall be binding upon and shall inure to the benefit of the parties and their respective heirs, successors, administrators, executors, trustees, and permitted assigns.

17. ATTORNEYS' FEES AND COSTS—If OWNER institutes any proceeding to enforce this RENTAL or any provision thereof, it shall be entitled to recover all court costs, including but not limited to, reasonable attorneys' fees regardless of whether or not such action is prosecuted to final judgment.

18. TIME OF ESSENCE/WAIVER—Time is of the essence of this RENTAL and all of its provisions. OWNER's failure to require strict performance by RENTER of any of the provisions of this RENTAL, or OWNER's acceptance of late or partial performance hereunder, shall not constitute a waiver of any prior defaults of RENTER, nor of OWNER's rights thereafter to demand strict compliance therewith, or with any other provision hereof.

19. NOTICES—All notices or other communications required or contemplated by this RENTAL shall be in writing and shall be (a) personally delivered in return for a receipt; (b) mailed by registered or certified mail, return receipt requested; (c) sent by a recognized overnight courier service; or (d) sent by facsimile transmission (with a copy or original to be promptly provided by one of the other means set forth herein for giving notice) addressed to the party for whom it is intended at its address set forth above or to such other person or address as either party shall hereafter designate from time to time by similar notice. Such notices or communications shall be deemed given on personal delivery in return for a receipt, on the third business day after depositing with the U.S. mail, on the next business day after being deposited with the recognized overnight courier service, or on the date sent by facsimile transmission during normal business hours (otherwise on the next business day). Failure of delivery due to a refusal to accept delivery or due to a change of address for which no notice was properly given shall be deemed to constitute delivery on the date on which delivery was attempted.

20. RELATIONSHIP OF PARTIES—This RENTAL does not create, nor shall it be construed as creating, a partnership, a joint venture, or the relationship of employer and employee between OWNER and RENTER. RENTER shall be a customer of OWNER and is in no way authorized to make any contract, agreement, warranty, or representation on behalf of OWNER or to create any obligation, express or implied, on behalf of OWNER.

21. EXECUTION—This RENTAL may be executed in multiple counterparts with the same effect as if both parties had signed the same document. All counterparts will be construed together and will constitute one AGREEMENT. The delivery of signed counterparts by facsimile or email transmission that includes a copy of the sending party's signature is as effective as signing and delivering the counterpart in person. This RENTAL will not be binding on or constitute evidence of an AGREEMENT until both parties affix their signature to a counterpart of this document.

22. AMENDMENTS—No modification or amendment hereof shall be binding on OWNER unless it is in writing and signed by OWNER.

23. ENTIRE AGREEMENT—This RENTAL, when duly executed by the parties, is the complete AGREEMENT of the parties with respect to the subject matter hereof. RENTER represents that it has not relied upon any previous representations by anyone as an inducement to enter into this RENTAL. OWNER may withhold delivery of the EQUIPMENT until this RENTAL has been properly executed by all parties; however, acceptance of delivery of the EQUIPMENT and its use by RENTER shall constitute its acceptance of the terms and conditions of this RENTAL.

Return to Agenda

OWNER: **World Water Works, Inc.**

By:_____
Name: John Mickler
Title: Vice President of Contracts and Risk

RENTER: **New Water – Green Bay**

By_____
Name: Nathan Qualls
Title: Executive Director

Appendix A:

Insurance Certificate Sample:

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME:
	PHONE (A/C, No, Ext): FAX (A/C, No):
	E-MAIL ADDRESS:
	INSURER(S) AFFORDING COVERAGE / NAIC #
	INSURER A :
INSURED XYZ Company 111 Any Street Any Town USA 11111	INSURER B :
	INSURER C :
	INSURER D :
	INSURER E :
	INSURER F :

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY						
	CLAIMS-MADE [X] OCCUR	Y	Y	TBD			EACH OCCURRENCE $ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence) $ 100,000
							MED EXP (Any one person) $ 5,000
							PERSONAL & ADV INJURY $ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE $ 2,000,000
	POLICY [X] PRO-JECT [ ] LOC						PRODUCTS - COMP/OP AGG $ 2,000,000
	OTHER:						$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident) $
	ANY AUTO						BODILY INJURY (Per person) $
	OWNED AUTOS ONLY / SCHEDULED AUTOS						BODILY INJURY (Per accident) $
	HIRED AUTOS ONLY / NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident) $
							$
	UMBRELLA LIAB [ ] OCCUR						EACH OCCURRENCE $
	EXCESS LIAB [ ] CLAIMS-MADE						AGGREGATE $
	DED [ ] RETENTION $						$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y / N						X PER STATUTE / OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? [ ] N/A	N/A	Y	TBD			E.L. EACH ACCIDENT $ 1,000,000
	(Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE $ 1,000,000
							E.L. DISEASE - POLICY LIMIT $ 1,000,000
	Inland Marine-Equipment			TBD			Per Item $400,000 Aggregate $400,000

Replacement Value per contract

SAMPLE CERTIFICATE OF INSURANCE

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Certificate holder is named as an additional insured on a primary and non-contributory basis under the general liability as required by a written and signed contract. A waiver of subrogation in favor of the certificate holder applies to the general liability and worker's compensation as required by a written and signed contract.

Certificate holder is named as a Loss Payee under the Inland Marine-Equipment policy as required by a written and signed contract.

CERTIFICATE HOLDER	CANCELLATION
World Water Works Inc P O Box 892050 Oklahoma City OK 73189	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE Signed by Agent

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Tyler Biese

DATE: August 27, 2025

SUBJECT: Green Bay Facility Hydrocyclone Pilot Study Agreement for Consulting Services

Background

Black & Veatch worked with NEW Water during facility planning to develop the recommended improvements required to implement the South Plant Mixing Enhancement Study and the proposed Hydrocyclone Pilot Study. The Black & Veatch team has stayed closely engaged during the operation and optimization of the South Plant Mixing Enhancement Study. The proposed Hydrocyclone Pilot Study builds on the operational improvements made during the South Plant Mixing Enhancement Study. At the request of staff, Black & Veatch has submitted an agreement to provide the following major services in support of the Hydrocyclone Pilot Study:

- Design support and research plan development
- Data analysis
- Operational troubleshooting and support
- Demonstration testing report

As the engineer supporting NEW Water during facility planning and the South Plant Mixing Enhancement Study, the Black & Veatch team is uniquely positioned to provide these services because of their detailed knowledge of the project. Staff have reviewed the attached agreement, scope, and related costs and found them appropriate for the work required. The full agreement, including the scope of work and cost breakdown, is attached for reference. A table summarizing the total anticipated costs for the Hydrocyclone Pilot Study is included below.

Total Estimated Capital Cost for Hydrocyclone Pilot Study

Hydrocyclone Equipment Rental	$ 99,000
Agreement for Consulting Services[1]	$ 96,000
Electrical and Mechanical Installation	$ 20,000
Total Estimated Project Cost	**$ 215,000**

1. Commission approval of the Black & Veatch Agreement for Consulting Services is currently being requested

This project is included in the 2026 budget, and most of the spending will occur in 2026. There will be some spending in 2025 that was not budgeted for, but there is capacity in the 2025 budget to address this. To maintain our current momentum, it would be ideal to initiate this project while the team is actively engaged and aligned.

Contingent on Commission approval, staff estimates that the Black & Veatch efforts in 2025 could result in a cost of approximately $15,000. Combined with the expected expenses for the equipment rental and the materials required for setup, the total estimated expenses in 2025 are approximately $50,000.

Recommendation

Staff recommends Commission approval to authorize the Executive Director to enter into a contractual agreement with Black & Veatch to provide consulting services for applied research support during the implementation of the Hydrocyclone Pilot Study in the amount of $87,030 and a contingency of $8,970 to be administered under the authority of the Executive Director for a total amount of $96,000.

Commission Action

Request Commission approval to authorize the Executive Director to enter into a contractual agreement with Black & Veatch to provide consulting services for applied research support during the implementation of the Hydrocyclone Pilot Study in the amount of $87,030 and a contingency of $8,970 to be administered under the authority of the Executive Director for a total amount of $96,000.

Attachments: Black & Veatch Corporation Agreement for Consulting Services

Attachment A
Scope of Services
Hydrocyclone Pilot Study

NEW Water engaged Black & Veatch (Engineer) to support the testing of an inDENSE system for sludge densification. The effort includes support for implementing inDENSE, reviewing performance criteria, and evaluating historic data for potential correlation between operational data and settleability performance.

Task A – inDENSE Design Support and Research Plan Development

Engineer will:

- Provide technical input to assist NEW Water with the inDENSE system design.
- Lead the development of a research plan to evaluate system performance, operational parameters, and optimization strategies. Research plan will consist of:
    - Virtual brainstorming workshop focused on testing and desired research outcomes.
    - Development of a draft research plan report that includes testing plan, research objectives, key performance indicators, and outlines the approach to extrapolating inDENSE results from South Plant to potential intensification impacts at North Plant and the De Pere Facility.
- Assist NEW Water with stakeholder coordination to align design objectives with research goals.

Task B – Data Analysis and Power BI Support

Engineer will:

- Review historical data related to loadings, metals, and other constituents related to historical settleability and SVI values.
- Compile, clean, and analyze operational and monitoring data from inDENSE testing.
- Develop and maintain interactive dashboards in Power BI for performance tracking, trend analysis, and reporting.

Task C – Process Modeling Support

Engineer will:

- Support process modeling activities using the existing Sumo process model to evaluation nutrient performance, settleability changes, and capacity impacts.
- Conduct scenario analysis to evaluate system performance under observed solids settling changes for both the De Pere Facility and Green Bay Facility. The scenario analysis will be based on SVI results, state point analysis, and available solids flux curve development.
- Assess mixing requirements for densified sludge based on field testing and benchmarking to equivalent facilities.

Task D – Foam Coverage Analysis

Engineer will:

- Quantify foam coverage on aeration basin surfaces using image analysis from trail camera imagery. The trail cameras will be purchased by the Engineer and installed with NEW Water support. Wi-Fi enabled image sharing will be utilized for image transfer to Engineer for analysis.
- Assess potential impacts of foam on process performance and aeration efficiency.

Task E – Bi-Weekly Meetings

Engineer will:

- Participate in bi-weekly coordination meetings with NEW Water and World Water Works
- Provide updates on progress, discuss findings, and identify next steps.
- Document key decisions and action items.

Task F – Operational Troubleshooting and Support

Engineer will:

- Troubleshoot issues related to process control, equipment performance, and nutrient removal.
- Offer recommendations for corrective actions and performance improvement.

Task G – Demonstration Testing Report

Engineer will:

- Prepare a comprehensive report summarizing the objectives, methods, results, and conclusions from demonstration testing.
- Include data analysis, interpretation of findings, and recommendations for full-scale implementation.
- Conduct a workshop to review the report prior to finalization.

Engineer In-Kind Support

- Engineer will provide research level support focused on image analyses tools and settleability predictions in the process model. The efforts associated with Task D will be fully covered by Black & Veatch research funding and inkind support, including engineering support and expenses.
- In addition to the foam coverage analysis, 100 hours of additional engineering support will be provided related to the project. These additional hours will be fully covered by Black & Veatch research funding and inkind support.

Project Management and Administration

Engineer will:

- Track progress against scope, schedule, and budget.
- Coordinate communications among project team members and stakeholders.
- Manage documentation, version control, and delivery of final work products.

Schedule and Level of Effort

The scope of services described herein shall be completed 18 months after receiving the Notice to Proceed. The fee and level of effort are presented in the attached.

Attachment B
NEW Water
Engineering and Consulting Services Fee
Hydrocyclone Pilot Study

Task	Process Lead	Senior Process Engineer	Process Engineer	PM	Admin	Total Hours	Labor Fee	Expenses	Total Fee
	Downing BV	Sadredini /Avila BV	Gutenberger BV	Diehl BV	BV				
Bill Rate	350	265	165	250	140				
Task									
Task A - inDENSE Design Support and Research Plan Development	16		24			40	$ 9,560	$ -	$ 9,560
Task B - Data Analysis and Power BI Support	12		80			92	$ 17,400	$ -	$ 17,400
Task C - Process Modeling Support	12	12	32			56	$ 12,660	$ -	$ 12,660
Task D - Foam Coverage Analysis	8	40	12			60	$ 15,380	$ 4,900	$ 20,280
Task E - Bi-Weekly Meetings	26		26			52	$ 13,390		$ 13,390
Task F - Operational Troubleshooting and Support	32		80			112	$ 24,400	$ -	$ 24,400
Task G - Demonstration Testing Report	16	16	40			72	$ 16,440	$ -	$ 16,440
BV In-Kind Support - Foam Fractionation	-8	-40	-16			-64	$ (16,040)	$ (4,900)	$ (20,940)
BV In-Kind Support - R&D	-20		-80			-100	$ (20,200)		$ (20,200)
Project Management and Administration				36	36	72	$ 14,040	$ -	$ 14,040
Total Hours	**94**	**28**	**198**	**36**	**36**	**392**			
Total Fee							**$ 87,030**	**$ -**	**$ 87,030**
Total Research In-Kind Support from Black & Veatch							**$ (36,240)**	**$ (4,900)**	**$ (41,140)**
Total Value (Fee + In-Kind Services)							**$ 123,270**	**$ 4,900**	**$128,170**

AGREEMENT FOR CONSULTING SERVICES BETWEEN GREEN BAY METROPOLITAN SEWERAGE DISTRICT AND BLACK & VEATCH CORPORATION FOR APPLIED RESEARCH SUPPORT SERVICES FOR HYDROCYCLONE PILOT STUDY

THIS AGREEMENT is made and entered into on this _____by and between Green Bay Metropolitan Sewerage District, hereinafter referred to as "Client," and BLACK & VEATCH CORPORATION, its affiliates and subsidiaries, hereinafter referred to as "Consultant."

RECITALS:

WHEREAS, Client is authorized to and desires to retain Consultant to provide design services for the HYDROCYCLONE PILOT STUDY (the "Project"); and

WHEREAS, Consultant has available and offers to provide personnel and facilities necessary to perform the desired services within the required time; and

WHEREAS, Client desires to retain Consultant to perform the services in the manner, at the time, and for the compensation set forth herein;

NOW, THEREFORE, Client and Consultant agree as follows:

I. DESCRIPTION OF PROJECT

Client and Consultant agree that the Project is as described in Attachment A, entitled "Scope of Services." If, during the course of the Project, Client and Consultant agree to changes in the Project, such changes shall be incorporated in this Agreement by written amendment.

II. SCOPE OF CONSULTANT SERVICES

Consultant agrees to perform those services described hereafter. Unless modified in writing by both parties, duties of Consultant shall not be construed to exceed those services specifically set forth herein.

A. Basic Services

Consultant agrees to perform those basic services described in Attachment A entitled "Scope of Services" (the "Services"). Any tasks not specifically described in Attachment A are Additional Services.

B. Additional Services

Client shall pay Consultant all fees and costs incurred in performing Additional Services provided the services were either (a) authorized by Client, or (b) required to be performed due to emergency conditions at the project site. Client will be deemed to have authorized the Additional Services if Consultant provides Client with notification that the Additional Services will be performed and Client does not object within five (5) working days after notification. Unless otherwise agreed in writing, Additional Services shall be performed in accordance with Consultant's standard billing rates at the time the Additional Services are performed.

C. Litigation Assistance

Unless specifically stated therein, the Scope of Services does not include assistance to support, prepare, document, bring, defend, or assist in litigation undertaken or defended by Client. All such services required or requested of the Consultant by Client or any third party (except claims between Client and Consultant) will be reimbursed at Consultant's applicable rates for such litigation services.

III. RESPONSIBILITIES OF CLIENT

In addition to payment for the Services performed under this Agreement, Client shall:

1. Assist and cooperate with Consultant in any manner necessary and within its ability to facilitate Consultant's performance under this Agreement. Notwithstanding Client's obligation to assist and cooperate with Consultant, the sole responsibility for any study, design or analysis for which Consultant was engaged in the Project lies with Consultant and not Client.
2. Designate in writing a person to act as Client's representative with respect to this Agreement. Such person shall have complete authority to transmit instructions, receive information, interpret and define Client's policies, make decisions and execute documents on Client's behalf.
3. Furnish Consultant with all technical data in Client's possession including, but not limited to, maps, surveys, drawings, soils or geotechnical reports, and any other information required by, or useful to, Consultant in performance of its Services under this Agreement. Consultant shall be entitled to rely upon the information supplied by Client.
4. Notify Consultant of any known or potential health or safety hazards existing at or near the project site.
5. Provide access to and/or obtain permission for Consultant to enter upon all property, whether or not owned by Client, as required to perform and complete the Services.

IV. AMERICANS WITH DISABILITIES ACT

Any other provision of this Agreement to the contrary notwithstanding, unless otherwise specified in the Scope of Services, Client shall have sole responsibility as between Client and Consultant for compliance with the Americans With Disabilities Act ("ADA") 42 U.S.C. § 12101 et. seq. and its related regulations.

V. AUTHORIZATION AND COMPLETION

In signing this Agreement, Client grants Consultant specific authorization to proceed with work specified in Attachment A. The estimated time for completion is within 18 months of the date Consultant receives authorization to proceed with the work from Client. Consultant shall use its best efforts to perform the work specified in Attachment A within the estimated time.

VI. COMPENSATION

A. Amount

For the Services described in Attachment A, Client agrees to pay, and Consultant agrees to accept compensation in accordance with Attachment B entitled "Engineering and Consulting Service Fee." Where Consultant has provided Client with a breakdown of the total compensation into subtasks, such breakdowns are estimates only. Consultant may reallocate compensation between tasks, provided total compensation is not exceeded without the approval of Client. Reimbursable expenses and subcontractor costs will be paid at cost.

B. Payment

As long as Consultant has not defaulted under this Agreement, Client shall pay Consultant within 30 days of the date of Consultant's invoices for services performed and reimbursable expenses incurred under this Agreement. If Client has reason to question or contest any portion of any such invoice, amounts questioned or contested shall be identified and notice given to Consultant, within 15 days of the date of the invoice. Any portion of any invoice not contested shall be deemed to be accepted and approved for payment and shall be paid to Consultant within 30 days of the date of the invoice. Client agrees to cooperate with Consultant in a mutual effort to resolve promptly any contested portions of Consultant's invoices.

In the event any uncontested portions of any invoice are not paid within 30 days of the date of Consultant's invoice, interest on the unpaid balance shall accrue beginning with the 31st day at the maximum interest rate permitted by law, and Consultant shall have the right to suspend work per Article XIV, Suspension of Work.

VII. RESPONSIBILITY OF CONSULTANT

A. Standard of Care - Professional Services

Subject to the provisions of the agreed scope of work as to the degree of care, amount of time and expenses to be incurred, and subject to any other limitations contained in this Agreement, Consultant shall perform its Services in accordance with accepted standards and practices customarily utilized by competent engineering firms in effect at the time Consultant's Services are rendered. Consultant does not expressly or impliedly warrant or guarantee its Services.

B. Reliance upon Information Provided by Others

If Consultant's performance of services hereunder requires Consultant to rely on information provided by other parties (excepting Consultant's subcontractors), Consultant shall not independently verify the validity, completeness, or accuracy of such information unless otherwise expressly engaged to do so in writing by Client.

C. Consultant's Opinion of Probable Costs (Cost Estimate)

Client acknowledges that construction cost estimates, financial analyses and feasibility projections are subject to many influences including, but not limited to, price of labor and materials, unknown or latent conditions of existing equipment or structures, and time or quality of performance by third parties. Client acknowledges that such influences may not be precisely forecasted and are beyond the control of Consultant and that actual costs incurred may vary substantially from the estimates prepared by Consultant. Consultant does not warrant or guarantee the accuracy of construction or development cost estimates.

D. Consultant's Code of Conduct

Consultant recognizes that Client is committed to providing a professional work environment in which all individuals are treated with respect and dignity. Consultant will refrain from engaging in harassment of Client's employees, whether sexual harassment or harassment based upon age, race, color, national origin, religion, sex, sexual orientation, marital status, disability, veteran status, or any other characteristic protected by state or federal law. Consultant acknowledges that Client, in its sole discretion, may bar from its facilities any of Consultant's employees that engage in such harassing conduct.

VIII. ASBESTOS/HAZARDOUS MATERIALS

Consultant and Consultant's subcontractors shall have no responsibility for the discovery, handling, removal, or disposal of or exposure of persons to asbestos or hazardous or toxic materials that are present in any form at the Project site. Professional services related to or in any way connected with the investigation, detection, abatement, replacement, use, specification, or removal of products, materials, or processes containing asbestos or hazardous or toxic materials are beyond the scope of this Agreement. Client shall be solely responsible for notifying all appropriate governmental agencies, including the potentially affected public, of the existence of any hazardous or toxic materials located on or in the project site at any time.

In the event Consultant encounters asbestos or hazardous materials at the jobsite, Consultant may, at its option and without liability for damages, suspend the performance of services on the Project until such time as Client and Consultant mutually agree on an amendment to this Agreement to address the issue, or Client retains another specialist consultant or contractor to identify, classify, abate and/or remove the asbestos and/or hazardous materials.

IX. CONSULTANT'S WORK PRODUCT

A. Scope

Consultant's work product which is prepared solely for the purposes of this Agreement, including, but not limited to, drawings, test results, recommendations and technical specifications, whether in hard copy or electronic form, shall become the property of Client when Consultant has been fully compensated as set forth herein. Consultant may keep copies of all work product for its records.

Consultant and Client recognize that Consultant's work product submitted in performance of this Agreement is intended only for the project described in this Agreement. Client's alteration of Consultant's work product or its use by Client for any other purpose shall be at Client's sole risk, and Client shall hold harmless and indemnify Consultant against all losses, damages, costs and expense, including attorneys' fees, arising out of or related to any such alteration or unauthorized use.

B. Electronic Copies

If requested, solely as an aid and accommodation to Client, Consultant may provide copies of its work product documents in computer-readable media ("electronic copies," "CADD"). These documents will duplicate the documents provided as work product, but will not bear the signature and professional seals of the registered professionals responsible for the work. Client is cautioned that the accuracy of electronic copies and CADD documents may be compromised by electronic media degradation, errors in format translation, file corruption, printing errors and incompatibilities, operator inexperience and file modification. Consultant will maintain the original copy, which shall serve as the official, archived record of the electronic and CADD documents. Client agrees to hold harmless, indemnify and defend Consultant from any claims arising out of or relating to any unauthorized change or alteration of electronic copies and CADD documents.

X. INDEMNIFICATION

A. Indemnification of Client

Consultant agrees to indemnify and hold Client harmless from and against any liability to the extent arising out of the negligent errors or negligent omissions of Consultant, its agents, employees, or representatives, in the performance of Consultant's duties under this Agreement.

XI. CONSULTANT'S INSURANCE

Consultant shall procure and maintain the following minimum insurance:

1. Commercial general liability insurance, including personal injury liability, blanket contractual liability and broad-form property damage liability coverage. The combined single limit for bodily injury and property damage shall be not less than $1,000,000 per claim and $2,000,000 in the aggregate.
2. Automobile bodily injury and property damage liability insurance covering owned, non-owned, rented, and hired cars. The combined single limit for bodily injury and property damage shall be not less than $1,000,000.
3. Statutory workers' compensation and employer's liability insurance as required by state law.
4. Professional liability insurance. The policy limit shall be not less than $5,000,000 per claim and $5,000,000 in the aggregate.

Client shall be named as additional insured on policies 1 and 2 above. Upon request, a certificate of insurance will be provided to Client with a 30-day written notice in the event the above policies are cancelled.

Any Subconsultants or subcontractors that the Consultant utilizes shall carry the same minimum insurance unless otherwise approved by the Consultant and the Client.

XII. CONFIDENTIALITY

Consultant agrees it will maintain the confidentiality of material it receives from Client.. For purposes of this Agreement, "Confidential Information" shall include all information or material that has or could have commercial value or other utility in the business in which the Client is engaged. If Confidential Information is in written form, the Client shall label or stamp the materials with the word "Confidential" or some similar warning. If Confidential Information is transmitted orally, the Client shall promptly provide writing indicating that such oral communication constituted Confidential Information. Consultant will not disclose, distribute, or publish to any third party Client’s Confidential Information without the prior written permission of Client. Notwithstanding the foregoing, Consultant shall have no confidentiality obligation with respect to information that:

1) becomes generally available to the public other than as a result of disclosure by Consultant or its agents or employees;

2) was available to Consultant on a non-confidential basis prior to its disclosure by Client;

3) becomes available to Consultant from a third party who is not, to the knowledge of Consultant, bound to retain such information in confidence.

Consultant shall hold and maintain the Confidential Information in strictest confidence for the sole and exclusive benefit of the Client. Consultant shall carefully restrict access to Confidential Information to employees, contractors and third parties as is reasonably required and shall require those persons to sign nondisclosure restrictions at least as protective as those in this Agreement. Consultant shall not, without the prior written approval of the Client, use for the Consultant's benefit, publish, copy, or otherwise disclose to others, or permit the use by others for their benefit or to the detriment of the Client, any Confidential Information. Consultant shall return to Client any and all records, notes, and other written, printed, or tangible materials in its possession pertaining to Confidential Information immediately if Client requests it in writing.

The Confidentiality provisions of this Agreement shall survive the termination of this Agreement and Consultant's duty to hold Confidential Information in confidence shall remain in effect until Client sends Consultant written notice releasing Consultant from this Agreement.

In the event Consultant is compelled by subpoena, court order, or administrative order to disclose any Confidential Information, Consultant shall promptly notify Client and shall cooperate with Client prior to disclosure so that Client may take necessary actions to protect such Confidential Information from disclosure.

XIII. SUBCONTRACTS

Consultant shall be entitled, to the extent determined appropriate by Consultant, to subcontract any portion of the services to be performed under this Agreement, with the consent of the Client. Client consent will not be unreasonably withheld.

XIV. SUSPENSION OF WORK

Work under this Agreement may be suspended as follows:

1. By Client. By written notice to Consultant, Client may suspend all or a portion of the Work under this Agreement if unforeseen circumstances beyond Client's control make normal progress of the Work impracticable. Consultant shall be compensated for its reasonable expenses resulting from such suspension including mobilization and demobilization. If suspension is greater than 30 days, then Consultant shall have the right to terminate this Agreement in accordance with Article XV, Termination of Work.
2. By Consultant. By written notice to Client, Consultant may suspend the Work if Consultant reasonably determines that working conditions at the Site (outside Consultant's control) are unsafe, or in violation of applicable laws, or in the event Client has not made timely payment in accordance with Article VI, Compensation, or for other circumstances not caused by Consultant that are interfering with the normal progress of the Work. Consultant's suspension of Work hereunder shall be without prejudice to any other remedy of Consultant at law or equity.

XV. TERMINATION OF WORK

A. This Agreement may be terminated by Client as follows: (1) for its convenience on 30 days' notice to Consultant, or (2) for cause, if Consultant materially breaches this Agreement through no fault of Client and Consultant neither cures such material breach nor makes reasonable progress toward cure within 15 days after Client has given written notice of the alleged breach to Consultant.

B. This Agreement may be terminated by Consultant as follows: (1) for cause, if Client materially breaches this Agreement through no fault of Consultant and Client neither cures such material breach nor makes reasonable progress toward cure within 15 days after Consultant has given written notice of the alleged breach to Client, or (2) upon five days' notice if work under this Agreement has been suspended by either Client or Consultant for more than 30 days in the aggregate.

C. Payment upon Termination

In the event of termination, Consultant shall perform such additional work as is reasonably necessary for the orderly closing of the Work. Consultant shall be compensated for all work performed prior to the effective date of termination, plus work required for the orderly closing of the Work, including: (1) authorized work performed up to the termination date plus termination expenses, including all labor and expenses, at Consultant's standard billing rates, directly attributable to termination; (2) all efforts necessary to document the work completed or in progress; and (3) any termination reports requested by Client.

XVI. ASSIGNMENT

This Agreement is binding on the heirs, successors, and assigns of the parties hereto. This Agreement may not be assigned by Client or Consultant without prior, written consent of the other.

XVII. NO BENEFIT FOR THIRD PARTIES

The services to be performed by Consultant are intended solely for the benefit of Client, and no benefit is conferred on, nor contractual relationship established with any person or entity not a party to this Agreement. No such person or entity shall be entitled to rely on Consultant's services, opinions, recommendations, plans, or specifications without the express written consent of Consultant. No right to assert a claim against the Consultant, its officers, employees, agents, or consultants shall accrue to the construction Contractor or to any subcontractor, supplier, manufacturer, lender, insurer, surety, or any other third party as a result of this Agreement or the performance or nonperformance of the Consultant's services hereunder.

XVIII. FORCE MAJEURE

Consultant shall not be responsible for delays caused by circumstances beyond its reasonable control, including, but not limited to (1) strikes, lockouts, work slowdowns or stoppages, or accidents, (2) acts of God, (3) failure of Client to furnish timely information or to approve or disapprove Consultant's instruments of service promptly, and (4) faulty performance or nonperformance by Client, Client's independent consultants or contractors, or governmental agencies. Consultant shall not be liable for damages arising out of any such delay, nor shall the Consultant be deemed to be in breach of this Agreement as a result thereof.

XIX. INTEGRATION

This Agreement represents the entire understanding of Client and Consultant as to those matters contained herein. No prior oral or written understanding shall be of any force or effect with respect to those matters covered herein. This Agreement may not be modified or altered except in writing signed by both parties. Any purchase order issued by Client, whether or not signed by Consultant, and any terms and conditions contained in such purchase order which are inconsistent with this Agreement shall be of no force and effect.

XX. SEVERABILITY

If any part of this Agreement is found unenforceable under applicable laws, such part shall be inoperative, null, and void insofar as it conflicts with said laws, but the remainder of this Agreement shall be in full force and effect.

XXI. CHOICE OF LAW/JURISDICTION

This Agreement shall be administered and interpreted under the laws of the state of Wisconsin. Any action arising from the Agreement shall be brought exclusively in a state or federal court located in Brown County, Wisconsin.

XXII. ATTORNEYS' FEES

In the event either party commences legal proceedings against the other, then the prevailing party shall, in addition to any other recovery, be entitled to recover its reasonable attorneys' fees and all other costs of such proceeding.

XXIII. NOTICES

All notices required under this Agreement shall be delivered by facsimile, personal delivery or mail and shall be addressed to the following persons:

NAME	Nathan R. Qualls
TITLE	Executive Director
CORPORATION	Green Bay Metropolitan Sewerage District
ADDRESS	2231 N. Quincy St. Green Bay, WI 54302

Notice shall be effective upon delivery to the above addresses. Either party may notify the other that a new person has been designated by it to receive notices, or that the address for the delivery of such notices has been changed, provided that, until such time as the other party receives such notice in the manner provided for herein, any notice addressed to the previously-designated person and/or delivered to the previously-designated address shall be effective.

XXIV. AUTHORIZATION

The persons executing this Agreement on behalf of the parties hereto represent and warrant that the parties have all legal authority and authorization necessary to enter into this Agreement, and that such persons have been duly authorized to execute this Agreement on their behalf

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

BLACK & VEATCH CORPORATION	GREEN BAY METROPOLITAN SEWERAGE DISTRICT
_____	_____
Paul Boersma	Nathan R. Qualls
Associate Vice President	Executive Director

Attachment A: Scope of Services

Attachment B: Engineering and Consultant Service Fees

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Lisa Sarau

DATE: August 15, 2025

SUBJECT: Engineering Services Department Organizational Chart Revisions

Background

NEW Water staff is requesting Commission approval to restructure the Engineering Services Department by replacing the current Project Manager position with an Engineering Services Manager position. This change will enhance departmental efficiency, improve project execution, and better align with NEW Water's long-term infrastructure needs.

The Engineering Department is essential to the ongoing operation, reliability, and growth of NEW Water's wastewater treatment and conveyance infrastructure. Its responsibilities include:

- Capital improvement planning and implementation
- Providing technical guidance to internal stakeholders
- Supporting asset management
- Managing the interceptor system and customer agreements

For the past 12 years, the Project Manager position was responsible for overseeing large capital projects and assisting with departmental management, but without direct supervisory responsibility. The department's structure worked well, and the position was able to manage project demands effectively. However, over the past year, department staffing capacity has been negatively impacted due to some organizational retirements and associated promotions, while also currently having this position vacant.

Meanwhile, project demand has grown significantly. The organization is implementing a substantial capital improvement program, valued between $310–$470 million over the next 20 years. Current progress is lagging behind the timelines established in the Interceptor Master Plan and Facility Plan for both the Green Bay and De Pere Facilities. These project delays have a direct impact on ongoing operations as continued investment and modifications to aging infrastructure are needed to keep facilities operating.

Through consultations with Engineering Services Department staff and key managers, several areas for improvement were identified:

- Better scheduling of projects and milestones
- Faster and more efficient execution of smaller projects
- Increased decision-making capacity below the Director level
- Efficient and effective collaboration with other department staff
- Enhanced training for current and new engineering staff

Proposed Restructuring

NEW Water staff are recommending converting the Project Manager position into an Engineering Services Manager position within the Engineering Department. The Engineering Services Manager would be similar to the Project Manager position, but with added supervisory responsibilities. The recommended restructuring does not add to the Engineering headcount.

This restructuring provides many advantages:

- More day-to-day engagement in departmental operations than the Director of Technical Services can support
- Increased availability of management support for technical staff
- Improved workload assessment and staff engagement
- Oversight and support for staff training and development
- Enhanced document control for both past and new projects
- Strengthened asset management and applied research support
- Close coordination between the Engineering Services Manager and Director on capital program planning, financing, and execution
- Allows for the Director of Technical Services to be utilized more efficiently for external customers, both municipal and industrial, and in the overall management of the division
- The Engineering Services Manager and Director of Technical Services would work closely to develop, schedule, explore financing options, and execute the capital improvement program
- It would be the intent to make this a working management position.

During the position evaluation, the Engineering Services Manager job description was sent to Cottingham Butler for review. As part of their review, Cottingham Butler completed a market evaluation. The results of the market analysis is shown in the table below.

Engineering Services Manager Market Analysis: *The data below reflects an effective date of July 1, 2025.*

25th Percentile	***50th Percentile***	*75th Percentile*
$125,527	***$139,780***	*$158,030*

Sources: CompData, Economic Research Institute, Mercer, TRC Survey, Salary.com

The 50th percentile salary presented in the table most closely aligns with NEW Water's Pay Grade 15. Based on this evaluation, Cottingham Butler recommended revising the Pay Grade from Pay Grade 14 for the Project Manager to Pay Grade 15 for the Engineering Services Manager.

This change, if approved, has been accounted for in the 2025 budget and will not negatively impact the salaries and benefits portion of the budget.

Attached to this memo are two modified job descriptions, one for the new Engineering Services Manager position and one for the Director of Technical Services.

The existing and proposed organizational charts are also attached.

Recommendation

Recommendation to restructure the organizational chart and modify the Project Manager position to an Engineering Services Manager position.

Commission Action

Request Commission approval to update the organizational chart for the Engineering Services Department and authorize proceeding with the hiring process for an Engineering Services Manager.

NEW Water
Job Description

SECTION 1 ..... DEMOGRAPHIC INFORMATION

Job Title	Engineering Services Manager	**Division**	Technical Services
Department	Engineering	**Reports To (Job Title)**	Director of Technical Services
Full-Time / Part-Time	Full-Time	**Part-Time (Hrs per Wk)**	
Pay Grade	15	**Exempt/Non-exempt**	Exempt
Adoption Date (original job description date)	June 24, 2005	**Last Revision Date**	June 3, 2022
Approved By (generally same as "Reports To")	Director of Technical Services	**Human Resources Approval Date**	July 18, 2025
Director Approved By (Job Title)	Director of Technical Services		

SECTION 2 ..... JOB SUMMARY

In support of the NEW Water culture of Safety, Respect, Team, and Environment, the Engineering Services Manager is responsible for professional engineering work in planning, design, construction, and inspection of NEW Water wastewater treatment plants, interceptors, lift stations, metering station, and subsidiary facilities to help the GBMSD ensure that wastewater conveyance and treatment infrastructure is kept sound and functional and that processed wastewater and solids treatment continually meets State water, solids and air quality permits requirements.

The Engineering Services Manager assists with the management of a staff of technical employees with regard to managing capital projects for both treatment plant and interceptor systems, keeping current on the latest technological advances, and addressing a broad array of engineering and technical issues. This position provides input to the Director of Technical Services regarding budgeting, developing customer agreements, evaluating employee performance, and hiring new employees.

SECTION 3..... DESCRIPTION OF ESSENTIAL RESPONSIBILITIES & DUTIES

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Description of Duties	Frequency
Key Area: Department Management / Supervisory Responsibilities	**20% of job**
Plans, organizes, directs, and monitors the daily operations of the Engineering Department.	Daily
Performs human resources functions which include but are not limited to staffing, interviewing and selecting new employees, promotions, staff training and development, job description maintenance, coaching and performance management, compensation changes, employee recognition, resolution of employee concerns/conflicts, and disciplinary actions.	Daily
Maintains transparent communication through department meetings, one-on-one meetings, appropriate email, and regular interpersonal communication.	Daily
Promotes and supports a workplace culture of Safety, Respect, Team, and Environment that is consistent with NEW Water's mission, vision and strategic plan.	Daily
Ensures that personal actions, and the actions of employees supervised, comply with the policies, regulations and laws applicable to NEW Water's business.	Daily
Oversee the engineering services and capital project management activities for the organization.	Daily
Develop and recommend operating and capital budgets and controls expenditures within approved budget objectives.	Weekly
Collaborate with directors, management team, and staff in the development and implementation of divisional, departmental and individual employee goals, ensuring alignment with NEW Water's Strategic Plan.	Weekly
Develop and maintain relationships with consulting engineering firms to ensure high-quality technical support available for NEW Water needs.	Monthly
Supports NEW Water's water and air permit compliance, pollution prevention programs, operational improvements, and watershed management initiatives with engineering services resources.	As needed

NEW Water
Job Description

Key Area: Capital Project Management	50 % of job
Oversee the development and management of scope and objectives for Capital Improvement Program projects to ensure they support NEW Water's operational requirements, environmental compliance, asset management strategies, and long-term organizational goals.	Daily
Performs overall project management of all capital projects through all phases of project including funding, bidding, contracting, construction, and start-up for major capital projects.	Daily
Manages consulting engineers engaged in capital projects including contracting for services	Daily
Produces and reviews study, planning, design, and construction proposals	Monthly
Participates with construction field crews to develop alternatives to original plans	Weekly
Coordinates projects with maintenance and operations of existing facilities	Monthly
Responsible for project accounting and close-out activities	Monthly
Conduct quality assurance reviews of project documentation to ensure accuracy, consistency, compliance with standards, and alignment with organizational requirements throughout the project lifecycle.	Monthly
Works with WDNR and other agencies to obtain project funding, project approvals, and project closeout.	Quarterly
Assists with the development and updates of NEW Water's Capital Improvement Plan	Quarterly
Assists with capital project accounting and fixed asset valuations	Quarterly
Key Area: Planning and Coordination	**20% of job**
Organize and lead regular meetings with representatives' relevant departments to ensure good project execution, address project plan progress, and resolve operational conflicts.	Weekly
Updates and informs Commission, legal counsel, Executive Team, and Management Team on the status of programs and projects	Monthly
Coordinates with internal and external stakeholders regarding the NEW Water Capital Improvement Plan and other NEW Water initiatives.	Monthly
Serve as the lead technical contributor on the research and development opportunities.	As Needed
Collaborate with other clean water and regulatory agencies	As needed
Provides information to local officials about the various infrastructure needs	As needed
Assists to Develop, negotiate, and administer customer service agreements	As needed
Other:	
Perform other job-related duties as assigned.	
Promote and enhance environmental, health, and safety compliance within the work environment and actively engage in improvement efforts.	
Follow organizational policies and procedures.	
Participate in required training, personal and organizational development activities, and the performance evaluation process.	

SECTION 4 ..... EDUCATION REQUIRED

Minimum Level of Education	Field(s) of Study
Bachelor's Degree (or equivalent)	Civil Engineering, or equivalent engineering discipline
Additional Information Regarding the Required Education:	An equivalent combination of education, training, and relevant experience will also be considered.

SECTION 5 ..... EXPERIENCE REQUIRED

Years of Experience	8 years (2 years of supervisory experience)
Other Specific Experience Required or Preferred	Experience with progressive responsibility in project management, facilities planning, design, construction, and commissioning, including directing other professional engineers in managing projects.

NEW Water
Job Description

SECTION 6 ..... CERTIFICATION / LICENSURE / TRAINING TO PERFORM JOB

Required Certification/Licensure	Required Upon Hire?	If no, timeframe to obtain?
Current and valid motor vehicle operator's license	Yes	
Professional Engineer's License issued by the State of Wisconsin Board of Professional Licensure	Yes	
Certified in confined area entry procedures	No	1 year
Training in respiratory protection	No	1 year
Preferred Certification/Licensure		
Project management certification through formal training and completed wastewater treatment process courses is desired.		

SECTION 7 ..... ADDITIONAL KNOWLEDGE, SKILLS, AND ABILITIES

Wastewater Engineering & Public Works Expertise: Comprehensive knowledge of civil/environmental engineering principles for the full lifecycle (studies, design, construction, operations) of wastewater treatment plants and public works projects, including safety standards.

Regulatory & Funding Acumen: Thorough understanding of federal, state, and local regulations (e.g., WPDES, EPA, OSHA, Wisconsin Administrative Code) impacting wastewater and public works, along with project financing and funding sources.

Organizational & Professional Standards: Working knowledge of GBMSD-specific rules, regulations, practices, and a commitment to continuous professional development and staying current with industry best practices.

Effective Written & Oral Communication: Proven ability to communicate complex technical and project information clearly and effectively to diverse internal and external audiences.

Stakeholder Relationship Management: Demonstrated ability to build and maintain strong, collaborative relationships with customers, consultants, contractors, employees, and the public.

Analytical Problem Solving & Decision Making: Strong analytical skills for effective problem-solving, decision-making, and the ability to prioritize work effectively.

Leadership & Team Supervision: Ability to effectively organize, supervise, and evaluate the performance of engineering staff, consultants, and contractors.

SECTION 8 ..... SOFTWARE / TECHNOLOGY UTILIZED

Microsoft Office Suite, Accounting Software (Tyler Munis), Computerized Maintenance Management System (Maximo), HRIS Software (Paycor)

SECTION 9 ..... EQUIPMENT / MACHINERY UTILIZED

Standard office equipment and computer systems

SECTION 10 ..... JUDGMENTS / DECISION-MAKING: IMPACT

Description of Duties	Check One
Job Centered / Work Unit: Decisions are typically isolated to an individual's job or work unit.	☐
Team Lead/Work Unit Lead: Decisions made may impact work across a team or crew.	☐
Department-Wide: Decisions may impact across work units and involve a significant function of the department. Supervision or management is typically—but not always—a component of the job.	☒
Multiple Departments: Decisions are made on behalf of and impact across multiple departments; or across several sections of a significantly large department.	☐

Entire Organization: Decisions are made on behalf of and affect the entire organization including, but not limited to: employees, customers, vendors, governing body, etc.	☐

SECTION 11 ..... JUDGMENTS / DECISION-MAKING EXAMPLES

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Example of Decision / Judgment	Job Title of Who Reviews (If Anyone)	Frequency
Effective use of staff – balancing workload, leveraging strengths, and assisting with staff development	Director of Technical Services	Daily
Effective use of consultants and contract negotiations	Commission, Executive Director, Director of Technical Services	Weekly
Construction changes and conflict resolution	Commission, Executive Director, Director of Technical Services, Contractor, Consultant	Monthly
Facilitate progress of complex projects using multi-disciplined technical teams with internal and external expertise	Director of Technical Services	Weekly
Maintain schedules and budgets of multiple projects	Director of Technical Services	Daily
Interpretation of construction contract documents with respect to construction progress and enforcement of contract provisions related to work quality	Director of Technical Services	Weekly

SECTION 12..... PROBLEM SOLVING

Example of Problem	Resources Used
Resolve shifting priorities, demands, timelines and budget through analytical and problem solving capabilities	Director of Technical Services, Consultants, Contractors
Facilitation and problem solving for resolution on critical project related issues.	Treatment & Maintenance Staff, Director of Technical Services, Consultants,
Conflicts between contract documents and site conditions require creative ways to keep the project moving with minimum delay and cost.	Director of Technical Services, Consultants, Contractors, Contract Documents
Resolving conflicts with WDNR on project issues or permit concerns	Legal counsel, Director of Technical Services, Executive Director, Consultants, WDNR
Resolving issues with consultant contracts, contract documents and claims by contractors and others	Legal counsel, Director of Technical Services, Executive Director, Consultants, WDNR
Resolving project issues while keeping the plant operational. This includes resolving scheduling problems, contractor requirements and treatment/maintenance issues during construction.	Treatment & Maintenance Staff, Director of Technical Services, Consultants,

SECTION 13 .....WORKING RELATIONSHIPS / INTERACTIONS / CONTACTS

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Title/Description of Contact	Purpose of Contact	Frequency
Engineering Department Staff	Coordinate project needs, technical resources	Daily
Director of Technical Services	Direct report, project/technical issue coordination, input regarding engineering department and staff	Weekly
Consultants/Contractors	Resolving project issues, coordinating project activities, facilitating information transfer, inspecting work, expedite decision making, approving payments	Weekly
Treatment and Maintenance Personnel	Plant engineering, construction sequencing, planning and design review	Weekly
Commission	Regular project updates, recommending and securing approvals for project related funding and contracts	Monthly

Executive Director / Executive Team	Project updates, recommending and securing approvals for project related funding and contracts	Monthly
Field Services	Sewer service area issues, interceptor planning and design review	Monthly
Legal counsel	Obtaining legal opinions regarding construction law, regulations, contracts	Monthly
Municipal Customers & Public	Regarding project updates and sewer service needs, and easements, annexation requests	As needed
Wastewater and Regulator Agencies, County and State Partners.	Understand and comply with regulations governing projects, resolve agency review concerns, and foster positive relationships. Obtain necessary permits and funding for projects.	As needed

SECTION 14 ..... SUPERVISION / MANAGEMENT AUTHORITY

Action	Yes	No	Provides Input
Screen / Interview Applicants	☒	☐	☐
Hire / Promote Employees	☐	☐	☒
Provide Written / Verbal Warnings	☒	☐	☐
Suspend Employees	☐	☐	☒
Terminate Employees	☐	☐	☒
Prepare Work Schedules for Others	☒	☐	☐
Formal Project Management	☒	☐	☐
Provide Work Direction for Others	☒	☐	☐
Evaluate Performance of Others	☒	☐	☐
Coach/Mentor Employees	☒	☐	☐
Train Employees (as part of normal job description)	☒	☐	☐
Approve Overtime	☒	☐	☐
Approve Time Off	☒	☐	☐
Develop / Implement Policies	☒	☐	☐
Evaluate and Approve Exceptions to Policies	☐	☐	☒

Employees Directly Supervised	
# Employees	**Job Title**
3	Staff Engineer
2	Engineering Technician
1	Engineering Intern
Employees Indirectly Supervised	
# Employees	**Job Title**
N/A	

SECTION 15..... WORK ENVIRONMENT / WORKING CONDITIONS / PHYSICAL REQUIREMENTS

Refer to ErgoFactor Job Analysis for this position for details.S:\Safety\Blankenheim Project\Technical Services\Project Manager.pdf

SECTION 16 ..... ADDITIONAL COMMENTS

As this position is included in the Respiratory Protection Program and requires the use of respirators, any facial hair, beards, sideburns, etc., which interfere with the overall function and seal of the respirator are not permitted when making an entry into a confined space which may be scheduled from time to time.

NEW Water
Job Description

THIS JOB DESCRIPTION IS INTENDED TO IDENTIFY ESSENTIAL DUTIES AND ALSO ILLUSTRATES OTHER TYPES OF DUTIES THAT MAY BE ASSIGNED TO ITS INCUMBENTS. IT SHOULD NOT BE INTERPRETED AS DESCRIBING ALL OF THE DUTIES THAT WILL BE REQUIRED OF EMPLOYEES OR BE USED TO LIMIT THE NATURE AND EXTENT OF ASSIGNMENTS THAT AN INDIVIDUAL IS REQUIRED TO PERFORM.

JOB DESCRIPTIONS ARE SUBJECT TO REVISION AT ANY TIME AT THE DISCRETION OF MANAGEMENT.

NEW Water
Job Description

SECTION 1 ..... DEMOGRAPHIC INFORMATION

Job Title	Director of Technical Services	**Division**	Technical Services
Department	Engineering	**Reports To (Job Title)**	Executive Director
Full-Time / Part-Time	Full-Time	**Part-Time (Hrs per Wk)**	
Pay Grade	17	**Exempt/Non-exempt**	Exempt
Adoption Date (original job description date)	June 24, 2005	**Last Revision Date**	June 11, 2025
Approved By (generally same as "Reports To")	Executive Director	**Human Resources Approval Date**	July 18, 2025
Director Approved By (Job Title)	Executive Director		

SECTION 2 ..... JOB SUMMARY

In addition to developing and fostering a work culture that values Safety, Respect, Team, and the Environment, the Director of Technical Services performs highly responsible managerial work directing the overall operations and functions of NEW Water's Technical Services Division, which consists of the Engineering and Field Services Departments. This work involves management and supervision to ensure efficient functional operation of the Division for the purpose of supporting the treatment plant operations and maintenance and directing interceptor operations and maintenance. Performs all the Engineering Department managerial and supervisory responsibilities. Responsible for the development and implementation of NEW Water's capital improvement program. Primary responsibility for development and administration of service agreements with NEW Water customers.

Plays a key role in realizing NEW Water's strategic plan for collaborative leadership to achieve operational resiliency and optimization, regional water quality improvements, and resource recovery as a member of the Executive Team.

SECTION 3 ..... DESCRIPTION OF ESSENTIAL RESPONSIBILITIES & DUTIES

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Description of Duties	Frequency
Key Area: Division Management/Supervisory Responsibilities	**35% of job**
Plans, organizes, directs, and monitors the daily operations of the Technical Services Division.	Daily
Performs human resources functions which include but are not limited to staffing, interviewing and selecting new employees, promotions, staff training and development, job description maintenance, coaching and performance management, compensation changes, employee recognition, resolution of employee concerns/conflicts, and disciplinary actions.	Daily
Maintains transparent communication through department meetings, one-on-one meetings, appropriate email, and regular interpersonal communication.	Daily
Promotes and supports a workplace culture of Safety, Respect, Team, and Environment that is consistent with NEW Water's mission, vision and strategic plan.	Daily
Collaborate with directors, management team, and staff in the development and implementation of divisional, departmental and individual employee goals, ensuring alignment with NEW Water's Strategic Plan.	Daily
Ensures that personal actions, and the actions of employees supervised, comply with the policies, regulations and laws applicable to NEW Water's business.	Daily
Oversee the interceptor sewer system operations and maintenance activities.	Daily
Develops and recommends operating and capital budgets and controls expenditures within approved budget objectives.	Weekly
Participates in industry organizations to enhance NEW Water's presence in the community and broader network of clean water agencies.	Monthly
Develop and maintain relationships with consulting engineering firms to ensure high-quality technical support is available for NEW Water needs.	As Needed

Key Area: Capital Improvement Program	**25% of job**
Oversee and guides capital improvement program.	Daily
Oversees capital project execution.	Daily
Ensures that the capital improvement program supports NEW Water's operational, regulatory, and environmental goals.	Daily
Ensure that the execution of capital projects is performed in a legal and ethical manner that is in the best interest of the public and NEW Water.	Daily
Collaborates with directors, management team, and staff to develop and update NEW Water's annual, 5-year and 20-year Capital Improvement Plan.	Monthly
Communicate with internal and external stakeholders regarding the program.	Quarterly
Coordinates internal and external stakeholder input into short and long-term planning efforts to support the program.	As needed
Key Area: Customer Service Agreements	**20% of job**
Ensures an equitable approach to servicing community growth while maintaining adequate interceptor capacity.	Daily
Ensures environmentally sound approach to community-wide conveyance issues including inflow and infiltration programs.	Daily
Directs staff engaged in the management of interceptor capacity.	Daily
Manages interceptor system capacity through existing system monitoring, long-range planning, and customer service agreements.	Monthly
Participate as a member of the Billing Committee; directs approach to metering, sampling, and quantifying customer cost of service; responds to customer billing concerns.	Monthly
Acts as primary contact to all NEW Water municipal, industrial, and contract customers for service area planning and service agreement support.	As needed
Develops, negotiates, and administers customer service agreements.	As needed
Direct or conduct special studies in response to customer request or system monitoring.	As needed
Advises Commission with regards to customer service and annexations.	As needed
Key Area: Strategic Planning and Implementation	**20% of job**
Provides leadership at the strategic level as a member of NEW Water's Executive and Management Teams.	Daily
Monitor, evaluate, and comments on potential changes to state and federal regulations.	As needed
Participates in regulatory agencies, professional, and technical advisory boards and committees as beneficial.	As needed
Supports NEW Water's water and air permit issues, pollution prevention programs, operational improvements, and watershed management initiatives with engineering and field services resources.	As needed
Engage in the wastewater community to monitor and influence the advancements in wastewater treatment technology and utility management.	As needed
Other:	
Participate in required training, personal and organizational development activities, and the performance evaluation process.	Daily
Follow organizational policies and procedures.	Daily
Promote and enhance environmental, health, and safety compliance within the work environment and actively engage in improvement efforts.	Daily
Perform other job-related duties as assigned	As Needed

SECTION 4 ..... EDUCATION REQUIRED

Minimum Level of Education	Field(s) of Study
Bachelor's Degree	Civil, Chemical, Mechanical, or Environmental Engineering, or related
Additional Information Regarding the Required Education:	An equivalent combination of education, training, and relevant experience will also be considered.

NEW Water
Job Description

SECTION 5 ..... EXPERIENCE REQUIRED

Years of Experience	10 years of professional experience including a minimum of 5 years supervisory experience.
Other Specific Experience Required or Preferred	Experience in progressively responsible public or private sector wastewater treatment administration functions

SECTION 6 ..... CERTIFICATION / LICENSURE / TRAINING TO PERFORM JOB

Required Certification/Licensure	Required Upon Hire?	If no, timeframe to obtain?
Current and valid Wisconsin motor vehicle operator's license.	Y	
Professional Engineer License issued by or approve by the State of Wisconsin's Department of Safety and Professional Services	N	6 months
Preferred Certification/Licensure		

SECTION 7 ..... ADDITIONAL KNOWLEDGE, SKILLS, AND ABILITIES

Leadership & Organization: Extensive ability to organize and manage the work of subordinate managers and supervisors.

Communication Skills: Extensive ability to communicate effectively, both orally and in writing, including communicating management and process design concepts to non-technical audiences. Experience in presenting at public meetings and addressing questions in a public forum.

Civil Engineering Expertise: Comprehensive knowledge of principles and practices for preparing plans, designs, estimates, and specifications for wastewater treatment and conveyance engineering projects.

Project Management: Specific knowledge of capital project management, including budget and schedule controls, and general knowledge of accounting practices.

Regulatory Knowledge: Working knowledge of state and federal regulations related to the design, construction, funding, and operation of mid-sized wastewater treatment facilities.

Relationship Management: Extensive skill in maintaining effective working relationships with staff, consultants, contractors, customers, and the public.

Document Interpretation & Technical Communication: Extensive skill in reading, interpreting, and applying regulatory language and legal documents, including agreements and contracts. Extensive skill in preparing clear, concise, and thorough technical reports and evaluations of engineering problems.

NEW Water
Job Description

SECTION 8 ..... SOFTWARE / TECHNOLOGY UTILIZED

Microsoft Office Suite, Accounting Software (Tyler Munis), Computerized Maintenance Management System (Maximo), HRIS Software (Paycor)

SECTION 9 ..... EQUIPMENT / MACHINERY UTILIZED

Standard office equipment and computer systems

SECTION 10 ..... JUDGMENTS / DECISION-MAKING: IMPACT

Description of Duties	Check One
Job Centered / Work Unit: Decisions made are typically isolated to an individual's job or work unit.	☐
Team Lead/Work Unit Lead: Decisions made may impact work across a team or crew.	☐
Department-Wide: Decisions made may impact across work units, and involve a significant function of the department. Supervision or management is typically—but not always—a component of the job.	☐
Multiple Departments: Decisions are made on behalf of and impact across multiple departments; or across several sections of a significantly large department.	☒
Entire Organization: Decisions are made on behalf of and affect the entire organization including, but not limited to: employees, customers, vendors, governing body, etc.	☐

SECTION 11 ..... JUDGMENTS / DECISION-MAKING EXAMPLES

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Example of Decision / Judgment (3-5 examples)	Job Title of Who Reviews (If Anyone)	Frequency
Develop organization and division goals and objectives. Set priorities and assign responsibilities to achieve goals.	Executive Director	Monthly
Determine effective approach to planning, designing, implementing construction projects to support capital improvement plan.	Executive Director	Monthly
Evaluate construction project risk and mitigation through contract language.	Executive Director, Legal	Monthly
Evaluate district-wide policy and impact on staff and operations.	Executive Team	Quarterly
Determine effective yet equitable approach to providing customer service and interceptor capacity.	Executive Director, Director of Business Services, Commission, Legal	As needed.

NEW Water
Job Description

SECTION 12 ..... PROBLEM SOLVING

Example of Problem (3-5 examples)	Resources Used
Negotiating customer service agreements.	Executive Team, Engineering staff, legal, existing agreements, sewer use ordinance
Evaluating regulations.	Appropriate technical staff, consultants, legal, technical community, regulatory guidance, permits
Choosing construction financing strategies.	Project Manager, Accounting Manager, Director of Business Services, Executive Team
Construction project issue.	Project Manager, operations staff, consultants, legal, contracts

SECTION 13 ..... WORKING RELATIONSHIPS / INTERACTIONS / CONTACTS

Frequency: Daily, Weekly, Biweekly, Monthly, Quarterly, Annually, or As Needed

Title/Description of Contact	Purpose of Contact	Frequency
Executive Team	Seeking guidance from the Executive Director and Team, organizational oversight and governance, support other divisions.	Daily
Direct Reports	To seek input from staff on technical matters, to provide direction on staff duties, to provide necessary resources for staff, to support the desired organizational culture.	Daily
Staff	To seek input from staff on technical or cross functional matters, to provide direction on division/organization matters, to understand challenges of each role, to support the desired organizational culture.	Weekly
Commission	Advising Commission on construction projects that are pending or ongoing. Seeking needed approvals for consulting and construction contracts.	Monthly
Project Teams	To align team with project goals, to provide input on project direction, to foster relationships across to achieve desired technical results.	Monthly
Consultants/Contractors	Maintaining effective relationships, understanding technical capacity, resolving project or scope issues, collaborating on regulatory or project issues.	Monthly
Municipal Customers	Develop understanding of customer needs regarding wastewater conveyance and community growth, to communicate NEW Water opportunities and challenges, addressing engineering and political situations.	As needed
Wastewater and Regulatory Agencies	Understanding and addressing common issues and goals, technical resource to improve NEW Water practices. Maintaining compliance with regulations, project financing, updating on project status	As needed
Legal Counsel	Obtaining legal opinions on consulting and construction contracts, regulations, customer service agreements, and construction law.	As needed

NEW Water
Job Description

SECTION 14 ..... SUPERVISION / MANAGEMENT AUTHORITY

Action	Yes	No	Provides Input
Screen / Interview Applicants	☒	☐	☐
Hire / Promote Employees	☐	☐	☒
Provide Written / Verbal Warnings	☒	☐	☐
Suspend Employees	☐	☐	☒
Terminate Employees	☐	☐	☒
Prepare Work Schedules for Others	☒	☐	☐
Formal Project Management	☒	☐	☐
Provide Work Direction for Others	☒	☐	☐
Evaluate Performance of Others	☒	☐	☐
Coach/Mentor Employees	☒	☐	☐
Train Employees (as part of normal job duties)	☒	☐	☐
Approve/Assign Overtime	☒	☐	☐
Approve Time Off	☒	☐	☐
Develop / Implement Policies	☒	☐	☐
Evaluate and Approve Exceptions to Policies	☒	☐	☐
Classification / Compensation Changes	☐	☐	☒

Employees Directly Supervised	
# Employees	**Job Title**
1	Field Services Manager
1	Engineering Services Manager
Employees Indirectly Supervised	
# Employees	**Job Title**
1	Field Services Team Leader
6	Field Services Technician
1	Pretreatment Program Coordinator
1	Field Services Intern
3	Staff Engineer
2	Engineering Technician
1	Engineering Intern

SECTION 15 ..... WORK ENVIRONMENT / WORKING CONDITIONS / PHYSICAL REQUIREMENTS

Refer to ErgoFactor Job Analysis for this position for details. S:\Safety\Blankenheim Project\Technical Services\Director of Technical Services.pdf

SECTION 16..... ADDITIONAL COMMENTS

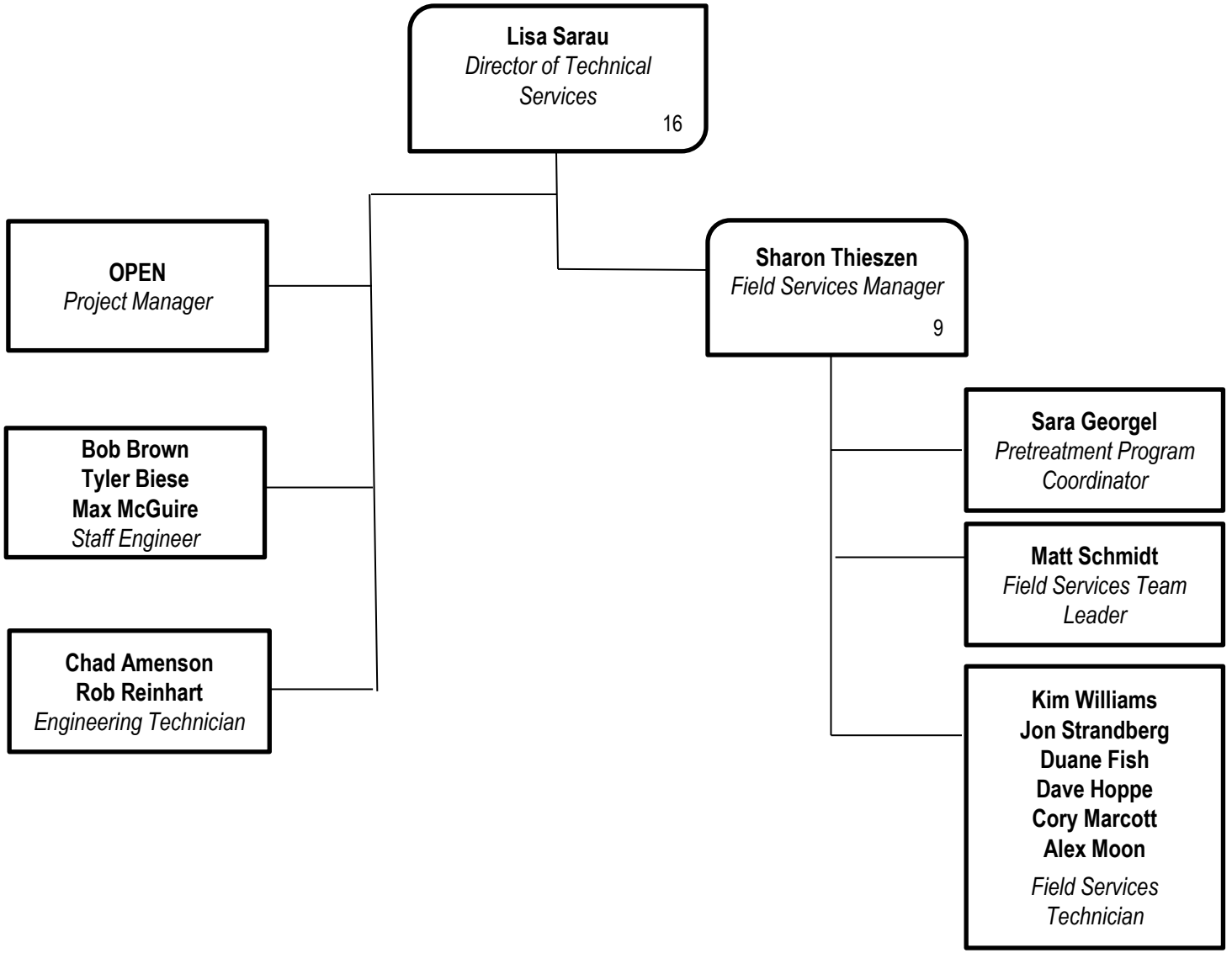
THIS JOB DESCRIPTION IS INTENDED TO IDENTIFY ESSENTIAL DUTIES AND ALSO ILLUSTRATES OTHER TYPES OF DUTIES THAT MAY BE ASSIGNED TO ITS INCUMBENTS. IT SHOULD NOT BE INTERPRETED AS DESCRIBING ALL OF THE DUTIES THAT WILL BE REQUIRED OF EMPLOYEES OR BE USED TO LIMIT THE NATURE AND EXTENT OF ASSIGNMENTS THAT AN INDIVIDUAL IS REQUIRED TO PERFORM.

JOB DESCRIPTIONS ARE SUBJECT TO REVISION AT ANY TIME AT THE DISCRETION OF MANAGEMENT.

Return to Agenda

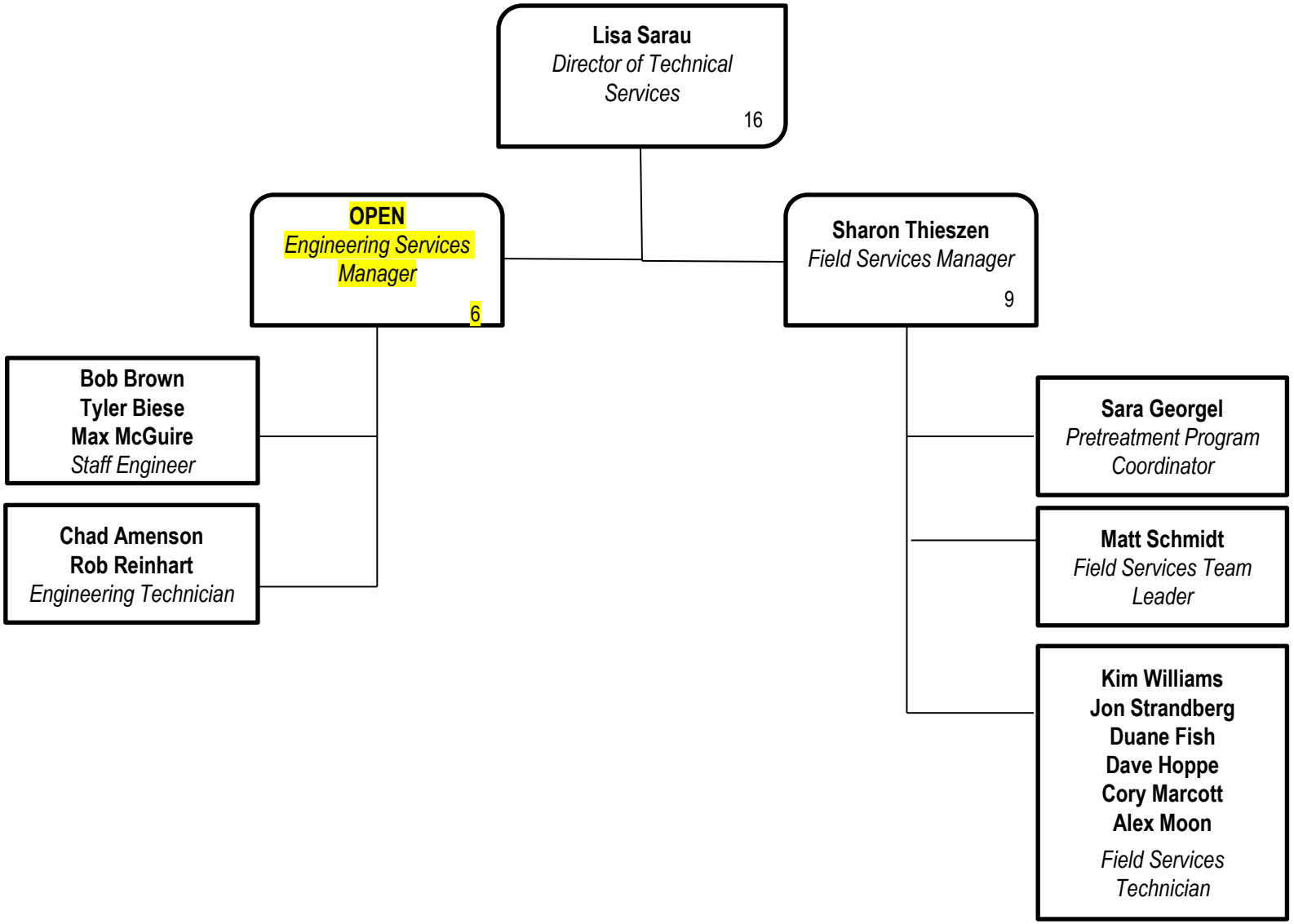
Technical Services – August 1, 2025

Existing



Technical Services – August 27, 2025

Proposed



NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Lisa Sarau

DATE: August 12, 2025

SUBJECT: Sewer Plan Approval

Background

The Village of Suamico, Village of Bellevue, Village of Luxemburg, and Village of Hobart have submitted requests for approval of sanitary sewer plans. Location maps are attached. The requests include the following:

Village of Suamico Sanitary Sewer Plan Project #2222 – Deerfield Court: GBMSD Request #2025-23. The Village of Suamico project is intended to serve 3.5 acres of commercial development. Ultimately, the proposed sewer is intended to serve 39.1 acres of commercial development. Flow from the development will be tributary to the Bayview Interceptor, which matches with NEW Water's planning documents.

Village of Bellevue Sanitary Sewer Plan Project # 4588-25-XX – McAuliffe Meadows: GBMSD Request #2025-24. The Village of Bellevue project is intended to serve 2.8 acres of residential development. The proposed sewer is not intended to serve anything besides this residential development in the future; therefore, the ultimate service area is also 2.8 acres. Flow from the development will be tributary to the East River Bellevue Interceptor, which matches with NEW Water's planning documents.

Village of Luxemburg Sanitary Sewer Plan Project #0253-25-01 – CTY AB Lift Station Upgrades; GBMSD Request #2025-25. The Village of Luxemburg project is intended to serve 80 acres of existing residential and 5 acres of commercial development. The proposed sewer is not intended to serve anything besides the existing development in the future; therefore, the ultimate service area is also 85 acres. Flow from the development will be tributary to the Wequiock Creek Interceptor, which matches with NEW Water's planning documents.

Village of Hobart Sanitary Sewer Plan Project #2320-25-05 – 2025 Founders Terrace; GBMSD Request #2025-26. The Village of Hobart project is intended to serve 15 acres of business development. The proposed sewer is not intended to serve anything besides this business development in the future; therefore, the ultimate service area is also 15 acres. Flow from the development will be tributary to the Duck Creek Interceptor, which matches with NEW Water's planning documents.

Recommendation

Staff recommends Commission approval of the Village of Suamico, Village of Bellevue, Village of Luxemburg, and Village of Hobart plans for the proposed sewers to serve land located within NEW Water. This approval

is subject to favorable approval recommendations from Brown County Planning and final approval by the WDNR.

Commission Action

Request Commission approval of the Village of Suamico, Village of Bellevue, Village of Luxemburg, and Village of Hobart sewer plans.

CONSTRUCTION DRAWINGS
FOR
DEERFIELD COURT
VILLAGE OF SUAMICO
BROWN COUNTY, WISCONSIN
JUNE, 2025
PREPARED BY
VILLAGE OF SUAMICO

COUNTY LOCATION MAP

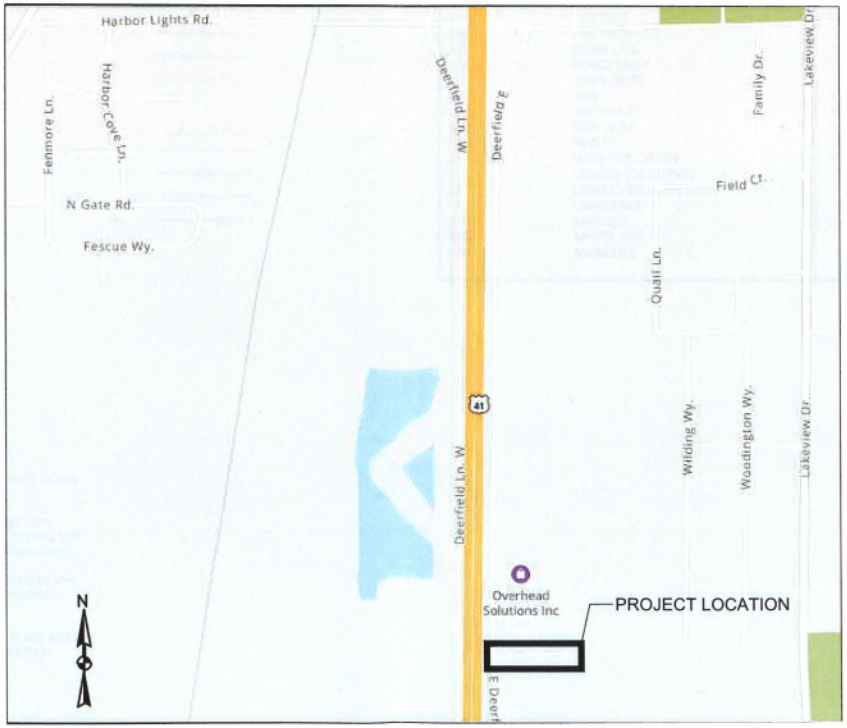
G. B. M. S. D. PLAN APPROVAL
REQUEST NO. GBMSD #2025-23
PROJECT NO. VILLAGE OF SUAMICO #2222
EXAMINED BY R. REINHART DATE 8/5/25
APPROVED BY G.B.M.S.D. COMMISSION
MOTION NO. ..... DATE .....

TO OBTAIN LOCATION OF PARTICIPANTS' UNDERGROUND FACILITIES BEFORE YOU DIG IN WISCONSIN

CALL DIGGERS HOTLINE
1-800-242-8511
TOLL FREE

WIS. STATUTE 182.0175 (1974) REQUIRES MIN. OF 3 WORK DAYS NOTICE BEFORE YOU EXCAVATE.

SITE LOCATION



NOT TO SCALE

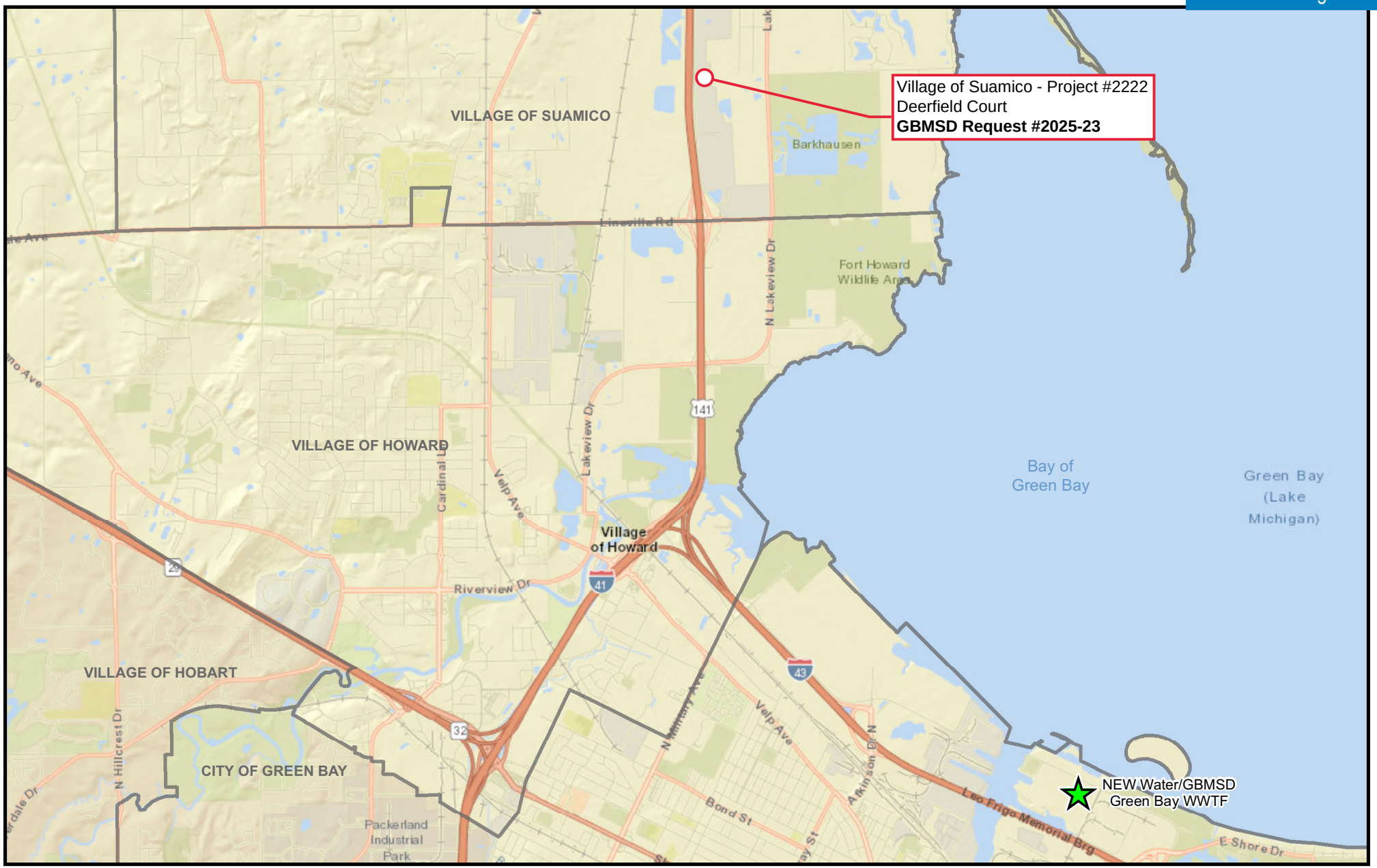
SHEET NO.	DESCRIPTION
1	TITLE SHEET
2	STANDARD SYMBOLS AND ABBREVIATIONS
3	EXISTING SITE PLAN
4	SITE PLAN & EROSION CONTROL PLAN
5	GRADING PLAN
6	UTILITY PLAN
7-11	STANDARD DETAILS
12-13	CROSS SECTIONS

WISCONSIN
ALISE M. STADLER
E-101382-6
LITTLE SUAMICO, WI
PROFESSIONAL ENGINEER

07/22/2025

STAMPS

TITLE SHEET	1



LEGEND

Municipal Boundaries

August 2025

GBMSD Sewer Plan Approval Request Location

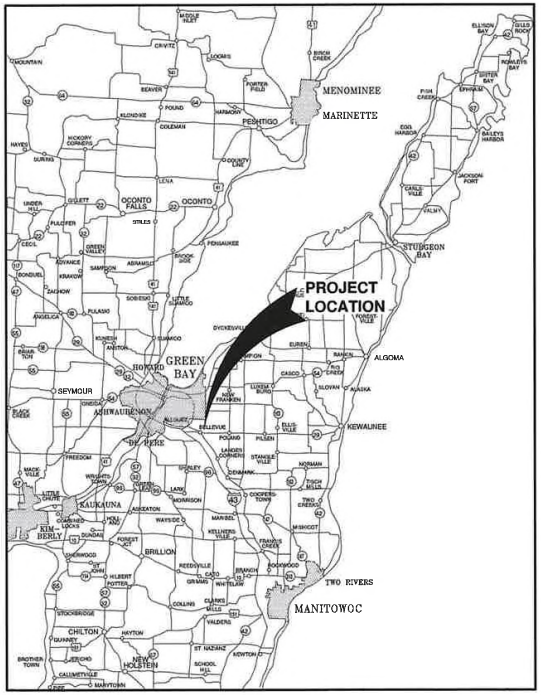
N
W E
S

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

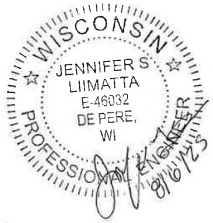
MCAULIFFE MEADOWS
2025 UTILITY AND STREET CONSTRUCTION
VILLAGE OF BELLEVUE, BROWN COUNTY, WI

CONTRACT NO. 4588-25-XX

ATTENTION!
DOWNLOADED PLANS ARE NOT SCALEABLE, NEITHER THE OWNER OR THE ENGINEER SHALL BE HELD RESPONSIBLE FOR THE SCALE OR PRINT QUALITY OF DOWNLOADED PLANS. ONLY PRINTED PLANS FROM BLUE PRINT SERVICE CO., INC. SHALL BE CONSIDERED TO BE SCALEABLE PLANS.



VICINITY MAP



NOTE:
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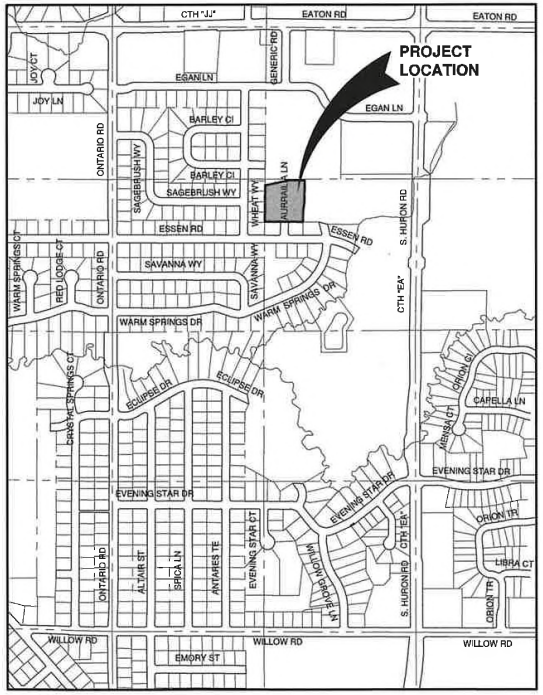
NOTE:
ALL EROSION CONTROL MEASURES SHALL BE IN PLACE PRIOR TO CONSTRUCTION AND SHALL CONFORM TO THE WISCONSIN DEPARTMENT OF NATURAL RESOURCES CONSTRUCTION SITE EROSION CONTROL AND TECHNICAL STANDARDS.

G. B. M. S. D. PLAN APPROVAL
REQUEST NO. GBMSD #2025-24
PROJECT NO. VILLAGE OF BELLEVUE #4588-25-XX
EXAMINED BY R.REINHART DATE 8/7/25
APPROVED BY G.B.M.S.D. COMMISSION
MOTION NO. ..... DATE .....



LOCATION MAP

NO.	DATE	APPROV.	REVISION	NO.	DATE	APPROV.	REVISION

DRAWN LLP
CHECKED ---
DESIGNED JGS

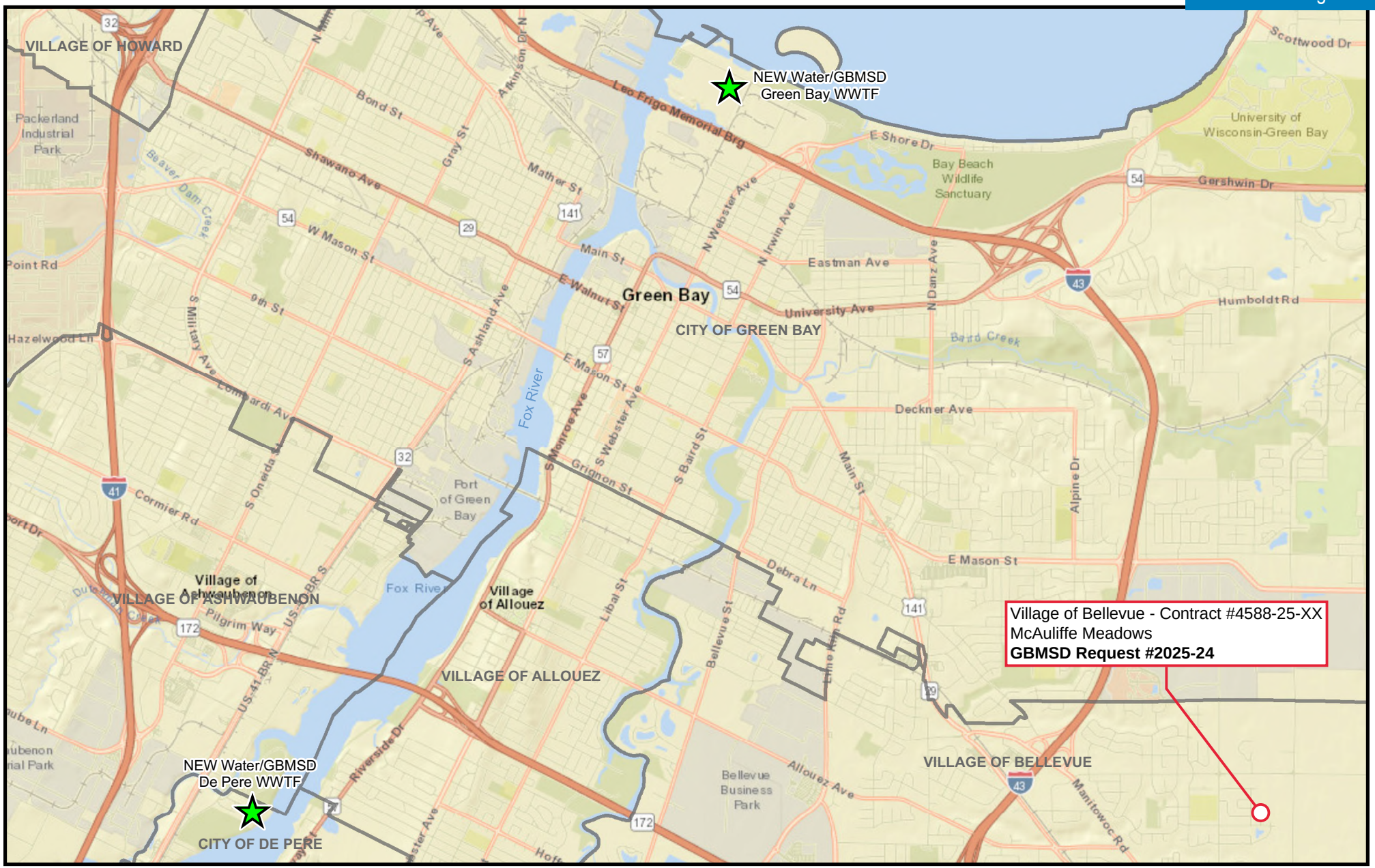
CONTRACT NO. 4588-25-XX
MCAULIFFE MEADOWS
2025 UTILITY AND STREET CONSTRUCTION
VILLAGE OF BELLEVUE, BROWN COUNTY, WI

LOCATION MAPS

DATE 08/2025
FILE 4588008C
JOB NO. 4588008

Robert E. Lee & Associates, Inc.
1250 Centennial Centre Blvd | Hobart, WI | 920-662-9641 | releeinc.com

SHEET NO. 1



LEGEND

Municipal Boundaries

August 2025

GBMSD Sewer Plan Approval Request Location

N
W E
S

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

CTY AB LIFT STATION UPGRADES
VILLAGE OF LUXEMBURG
KEWAUNEE COUNTY, WISCONSIN

CONTRACT NO. 0253-25-01

ATTENTION!
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G. B. M. S. D. PLAN APPROVAL
REQUEST NO. GBMSD #2025-25
PROJECT NO. VILLAGE OF LUXEMBURG #0253-25-01
EXAMINED BY R.REINHART DATE 8/7/25
APPROVED BY G.B.M.S.D. COMMISSION
MOTION NO. ____ DATE ____

NOTE:
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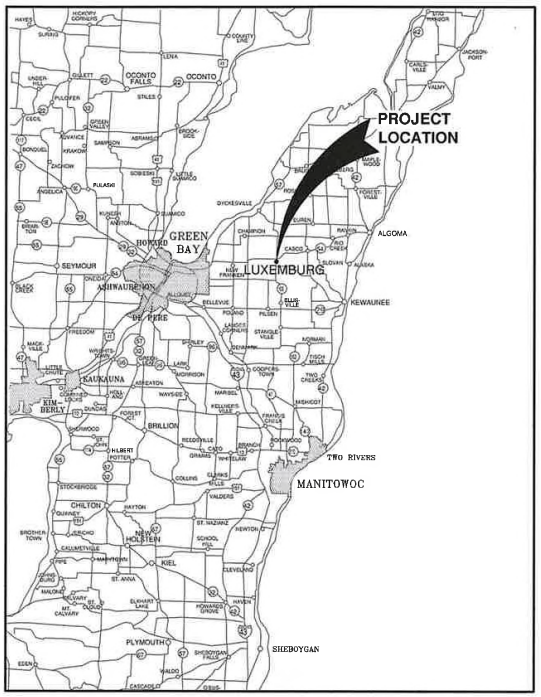
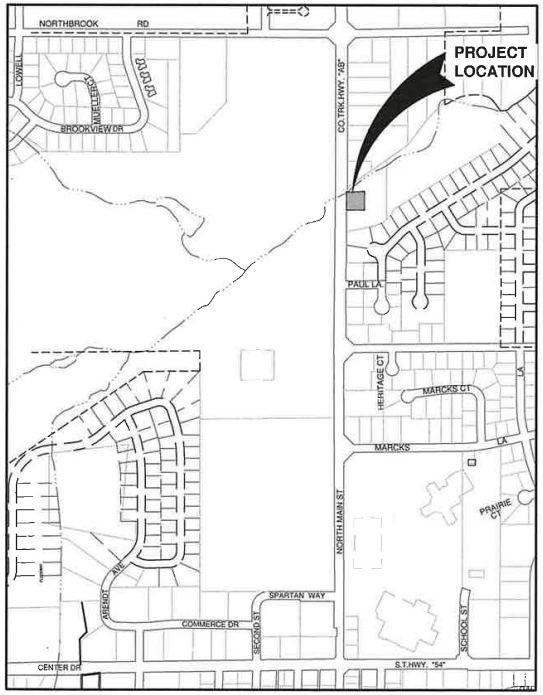


VICINITY MAP



LOCATION MAP

WISCONSIN
JOSHUA J STEFFECK
E-45896
PESHTIGO
WIS
PROFESSIONAL ENGINEER
8/6/25

NO.	DATE	APPROV.	REVISION	NO.	DATE	APPROV.	REVISION

DRAWN RLB
CHECKED JJS
DESIGNED CPD

CONTRACT NO. 0253-25-01
CTY AB LIFT STATION UPGRADES
VILLAGE OF LUXEMBURG
KEWAUNEE COUNTY, WISCONSIN

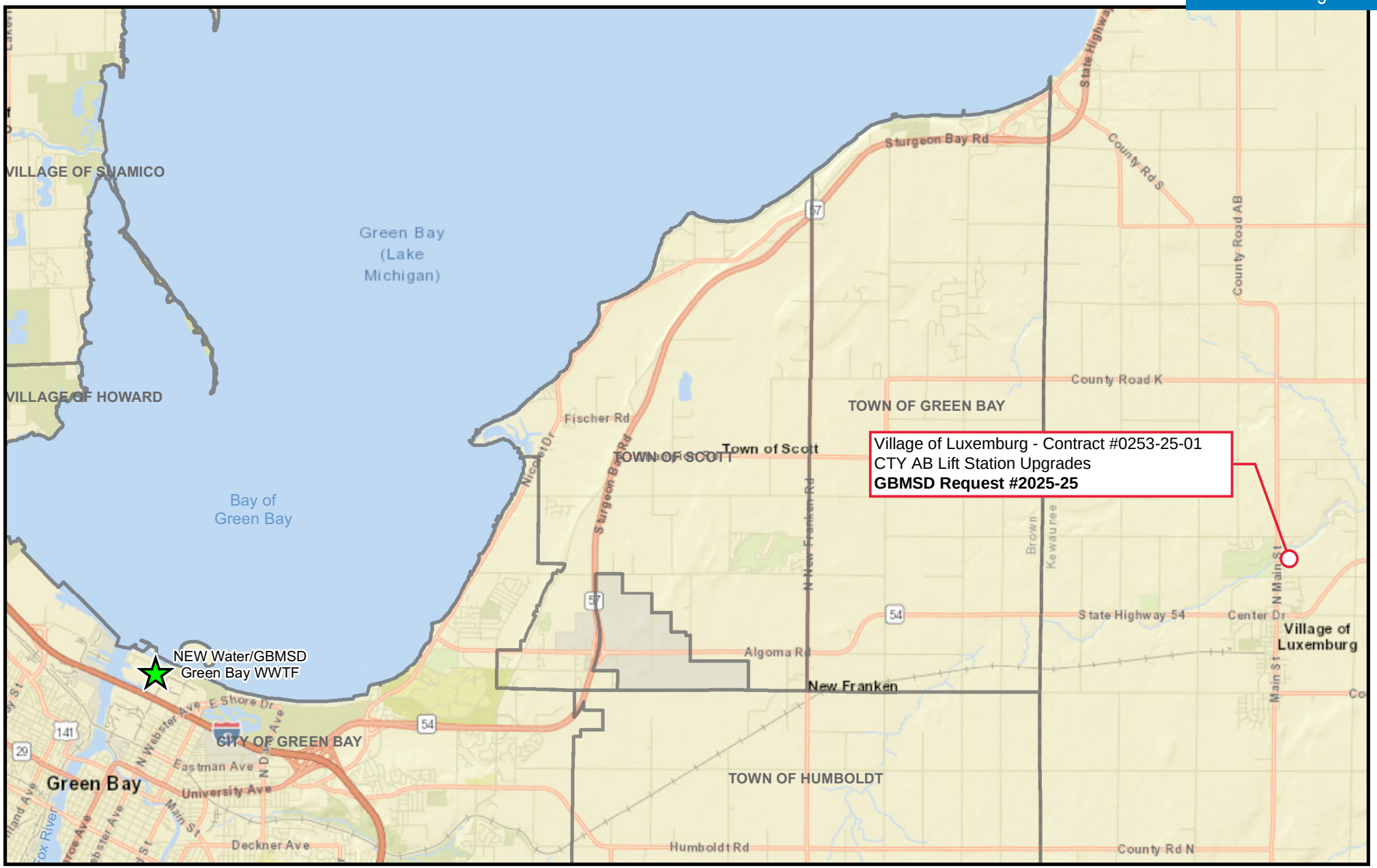
LOCATION MAPS

DATE 08/2025
FILE 0253226C
JOB NO. 0253226

REL Robert E. Lee & Associates, Inc.
1250 Centennial Centre Blvd | Hobart, WI | 920-662-9641 | releeinc.com

SHEET NO. 1
00-G-01

Return to Agenda



LEGEND

Municipal Boundaries

August 2025

GBMSD Sewer Plan Approval Request Location

N
W E
S

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

2025 FOUNDERS TERRACE UTILITY AND STREET EXTENSION VILLAGE OF HOBART, BROWN COUNTY, WI

CONTRACT NO. 2320-25-05

ATTENTION!
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WISCONSIN
AARON J. BREITENFELDT
E-43978
KRAKOW
WI
PROFESSIONAL ENGINEER
7/31/25

NOTE:
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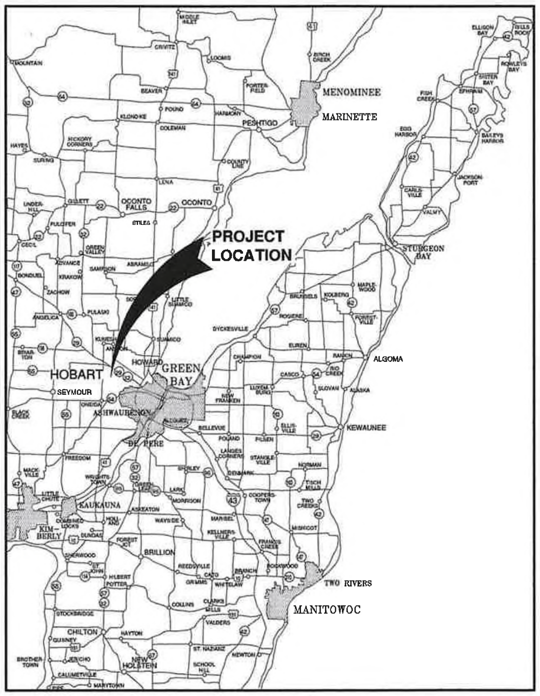
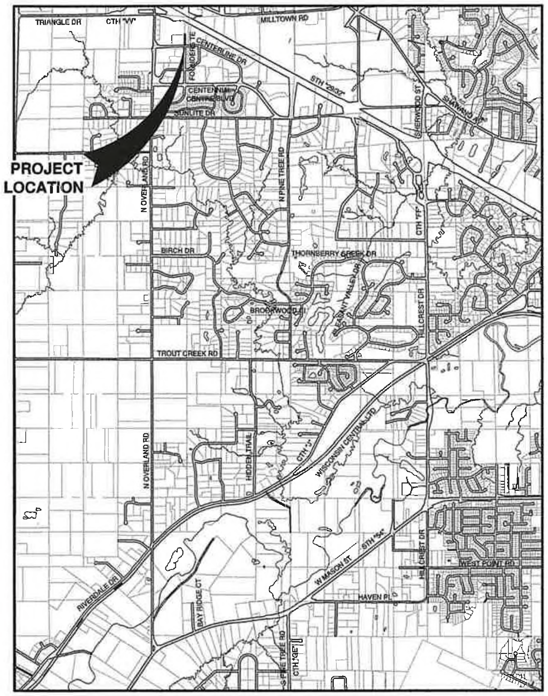


VICINITY MAP

G. B. M. S. D. PLAN APPROVAL
REQUEST NO. GBMSD #2025-26
PROJECT NO. VILLAGE of HOBART #2320-25-05
EXAMINED BY P. REINHART DATE 8/7/25
APPROVED BY G.B.M.S.D. COMMISSION
MOTION NO. ________ DATE ________



LOCATION MAP

BID SET

NO.	DATE	APPROV.	REVISION	NO.	DATE	APPROV.	REVISION

DRAWN KDC-LLP
CHECKED —
DESIGNED AJB

CONTRACT NO. 2320-25-05
2025 FOUNDERS TERRACE
UTILITY AND STREET CONSTRUCTION
VILLAGE OF HOBART, BROWN COUNTY, WI

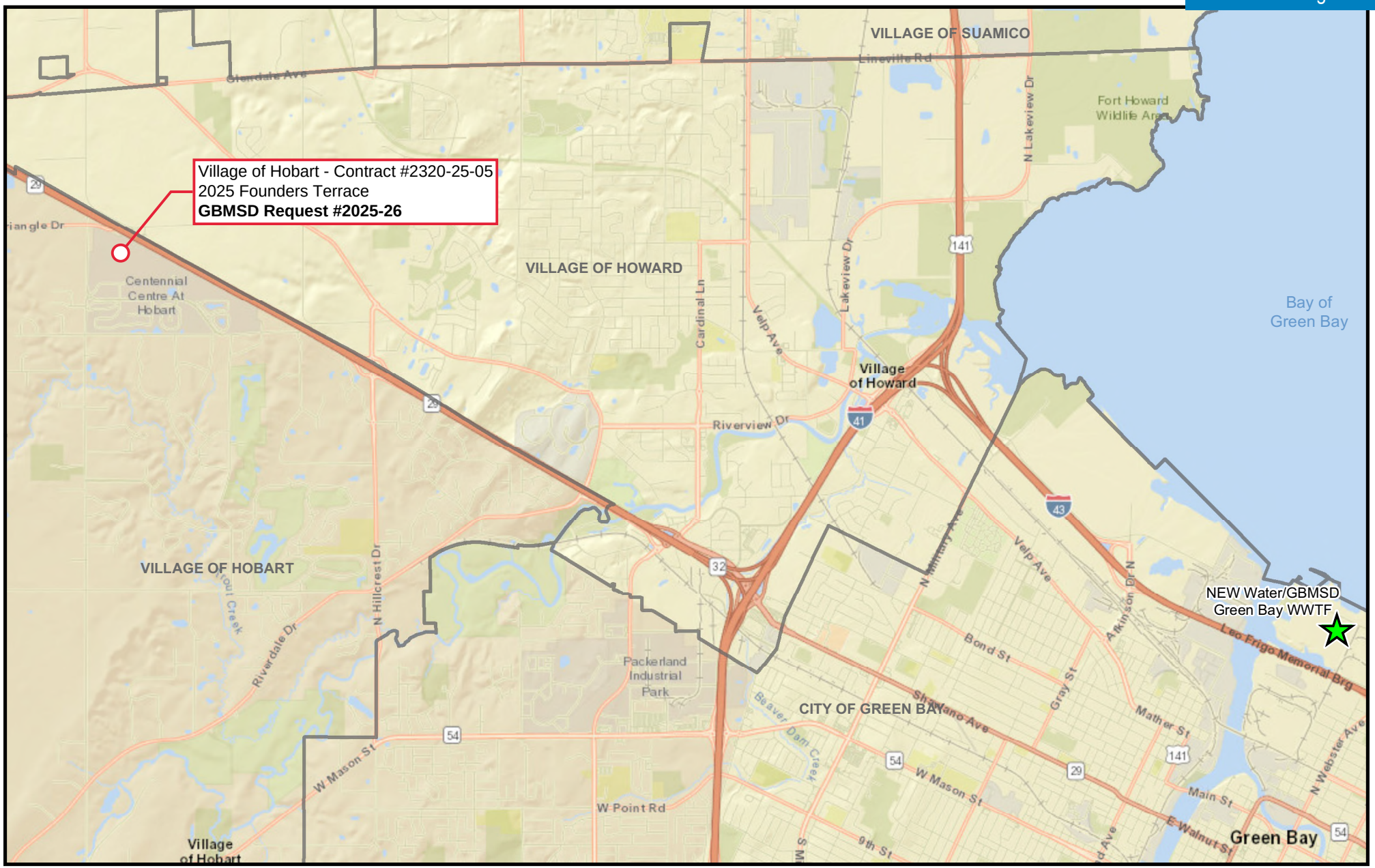
LOCATION MAPS

DATE 05/2025
FILE 2320300C
JOB NO. 2320300

REL Robert E. Lee & Associates, Inc.
1250 Centennial Centre Blvd | Hobart, WI | 920-662-9641 | releeinc.com

SHEET NO. 1

Return to Agenda



LEGEND

Municipal Boundaries

August 2025

GBMSD Sewer Plan Approval Request Location

N W E S

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Monthly Construction Progress Report

Project Name: East River Interceptor Renewal
Project Number: 230003CO1
Report Number: 2
Reporting Period: July 30 to August 27, 2025
Project Manager: Max McGuire

Contractor: Michels Trenchless

Contract Cost		**Contract Time**	
	Amount		Date
Original Contract Sum:	$11,851,948.00	Original Substantial Completion:	September 12, 2026
Net Change by Change Orders:	$0.00	Original Contract Completion:	October 12, 2026
Contract Sum to Date:	$11,851,948.00	Revised Substantial Completion:	
Total Complete and Stored to Date:	$0.00	Revised Final Completion:	
Retainage:	$0.00		
Total Earned Less Retainage:	$0.00	**Contract Milestones**	
Previous Payments:	$0.00	Do milestones apply?	No
Balance to Finish with Retainage:	$11,851,948.00		

Contract Contingency
Authorized Amount: $1,185,200 Amount Used: $0

Work Progress
Contract Budget Spent: 0% Contract Work Completed: 5%

Work Accomplished During Reporting Period
Contractor has continued working on submittals, shop drawings, and preparing and ordering materials for the project. The contractor continued delivering materials and fusing pipes for the temporary conveyance system (see photos). The temporary conveyance setup stretching from Baird Street to Quincy Street, just north of Main Street, is planned to be completed by the end of August 2025.

Work Scheduled for Next Reporting Period
During the month of September, the contractor plans to test, then begin using the temporary conveyance system. The contractor will then clean the interceptor and begin the CIPP lining process on the ERI stretching from Main Street to N Baird Street. This segment of CIPP lining is expected to continue into October 2025.

Outstanding Issues
None

Issues Resolved
None

Photo 1 – Contractor burying the temporary conveyance piping at the N Baird Street crossing.

Photo 2 – Contractor burying the temporary conveyance piping at the N Irwin Street crossing.

Monthly Construction Progress Report

Project Name: Downtown Interceptor Renewal Project
Project Number: 230003CO2
Report Number: 1
Reporting Period: July 30 to August 27, 2025
Project Manager: Max McGuire

Contractor: Engineering & Construction Innovations, Inc.

Contract Cost		**Contract Time**	
	Amount		Date
Original Contract Sum:	$16,392,987.00	Original Substantial Completion:	September 25, 2026
Net Change by Change Orders:	$0.00	Original Contract Completion:	October 25, 2026
Contract Sum to Date:	$16,392,987.00	Revised Substantial Completion:	
Total Complete and Stored to Date:	$0.00	Revised Final Completion:	
Retainage:	$0.00		
Total Earned Less Retainage:	$0.00	**Contract Milestones**	
Previous Payments:	$0.00	Do milestones apply?	No
Balance to Finish with Retainage:	$16,392,987.00		

Contract Contingency
Authorized Amount: $1,639,300 Amount Used: $0

Work Progress
Contract Budget Spent: 0% Contract Work Completed: 1%

Work Accomplished During Reporting Period
The contractor has been working on submittals, shop drawings, and preparing and ordering materials for the project. The contractor began cleaning the East Fox River Interceptor located below S Adams Street, stretching from E Mason Street to Main Street. The cleaning is expected to continue through the end of August 2025.

Work Scheduled for Next Reporting Period
After the sewer cleaning is completed, the contractor plans to inspect the sewers using LiDAR equipment. This work is expected to be completed during the early part of September 2025.

Outstanding Issues
None

Issues Resolved
None

Monthly Construction Progress Report

Project Name: GBF North Plant Clarifier Rehabilitation
Project Number: 18-020-CO
Report Number: 8
Reporting Period: 6/15/25 to 8/16/25
Project Manager: Robert Brown

Contractor: Lunda Construction

Contract Cost		**Contract Time**	
	Amount		Date
Original Contract Sum:	$ 34,314,529.00	Original Substantial Completion:	October 31, 2026
Net Change by Change Orders:	($ 1,563,053.08)	Original Contract Completion:	February 28, 2027
Contract Sum to Date:	$ 32,751,475.92	Revised Substantial Completion:	NA
Total Complete and Stored to Date:	$ 19,578,121.44	Revised Final Completion:	NA
Retainage:	$ 815,134.38		
Total Earned Less Retainage:	$ 18,762,987.06	**Contract Milestones**	
Previous Payments:	$ 17,940,347.49	Do milestones apply?	No
Balance to Finish with Retainage:	$ 13,988,488.86	If yes, list:	

Contract Contingency
Authorized Amount: $ 3,431,500.00 Amount Used: ($ 1,563,053.08)

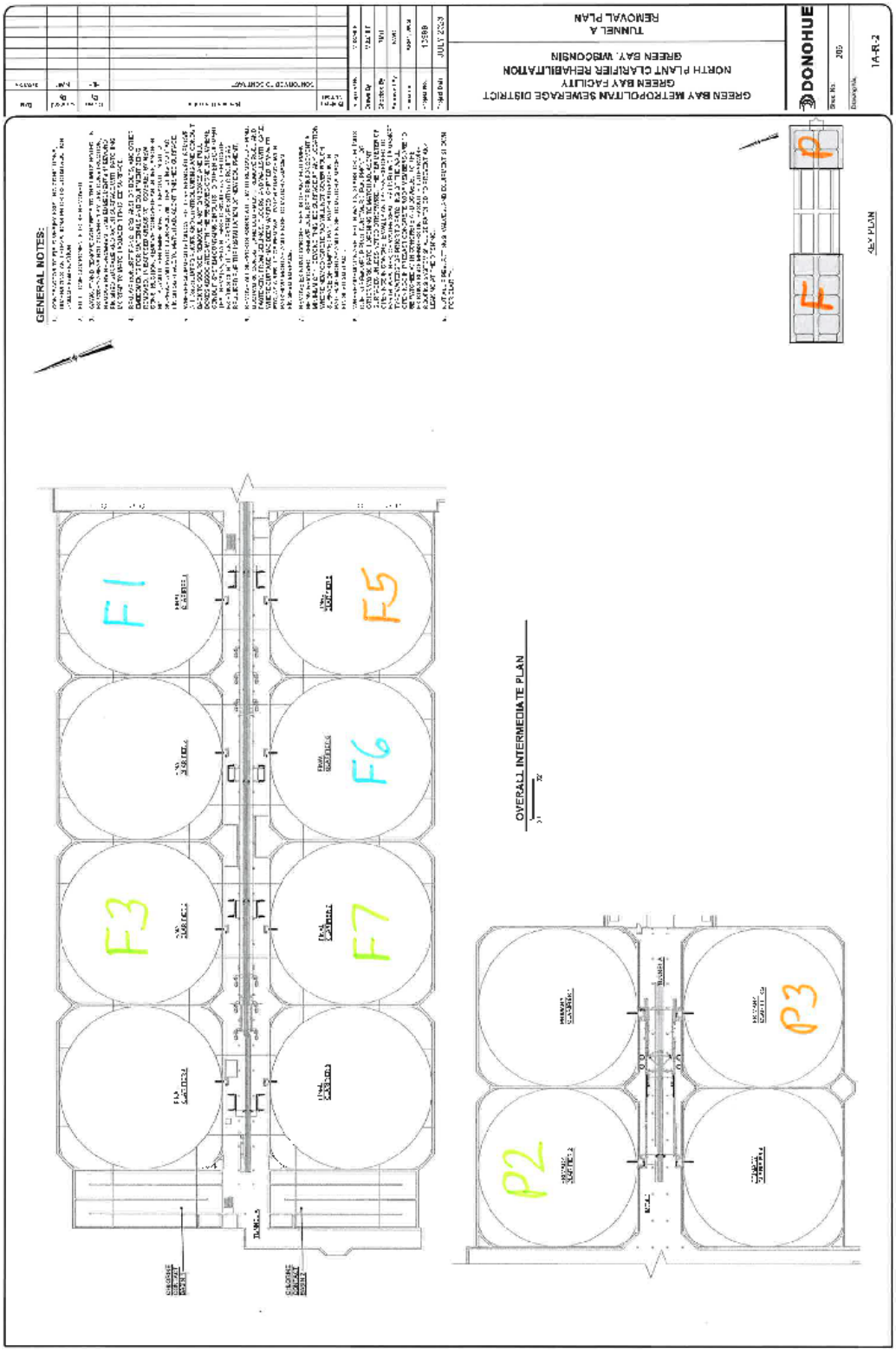
Work Progress
Contract Budget Spent: 55% Contract Work Completed: 57%

Work Accomplished During Reporting Period
PC #3 and FC #5 were modified to allow for operation on a temporary/emergency basis while the manufacturer completed an investigation into the structural failure of the corner sweep mechanisms. Other adjustments to clarifier design were implemented to improve performance based on initial operation of the new units. With FC #5 available, work on FC #1 and FC #6 was able to continue. Redesigned end trusses were received and installed for the final clarifiers, and then for PC #3. Substantial completion for FC #1 was achieved on 8/15, and FC #6 is expected to reach that benchmark on 8/25. PC #3 is expected to return to service around 8/20, and a successful 7-day trial would result in substantial completion before the end of August.

Work Scheduled for Next Reporting Period
Demolition work for FC #3 should be completed by the end of August. Assuming successful startups through the end of the month, demolition work will start on FC #7 and PC #2. Reconstruction of all three units will be the objective for the remainder of 2025, with an emphasis on completing sensitive concrete or coating work ahead of any significant cold weather impacts. Pumping systems in Tunnel A will be replaced in coordination with construction work in every tank to allow for each system startup/validation as a complete unit. Verification of all structural design elements will be received from the manufacturer and reviewed.

Outstanding Issues
NEW Water and Donohue are still waiting for full Professional Engineer's validation of structural integrity from the clarifier manufacturer. FC #5 will continue to operate until remaining repairs can be worked into the construction schedule.

Issues Resolved
All necessary repairs to PC #3 are complete, and modifications based on early observation of the new systems have been applied to FC #1 and FC #6. Substantial completion for all three units is expected in August.



CLARIFIER LAYOUT AND IDENTIFICATION

NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Beth Clausen

DATE: August 11, 2025

SUBJECT: Draft 2026 NEW Water Budget

Attached is the draft 2026 NEW Water budget for your consideration. The budget will be discussed at the August 27, 2025 Commission meeting. I plan to present the attached PowerPoint presentation titled “2026 Budget Workshop August Workshop” to guide the discussion. The detailed draft 2026 Budget is also attached.

A brief summary of the budget shows an increase in total budgeted expenses of 9.4 percent over the 2025 budget. Proposed Operations and Maintenance (O&M) expenses have increased by 3.4 percent, and capital expenditures have increased by 16.4 percent. It is proposed to utilize $1.8 million in Plant Capital Replacement Reserve to offset annual capital project costs and help manage the cost impact to our customers.

The main drivers of the O&M budget are: Increases in market-based and merit-based salary adjustments, interceptor system expenses, and contracted services. Decreases are seen in chemicals and power.

I welcome any questions or comments you have on the proposed budget. I believe it is a good representation of the needed expenditures for 2026.

Attachment

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Commission

2026 DRAFT Budget Workshop

August 27, 2025

NEW Water
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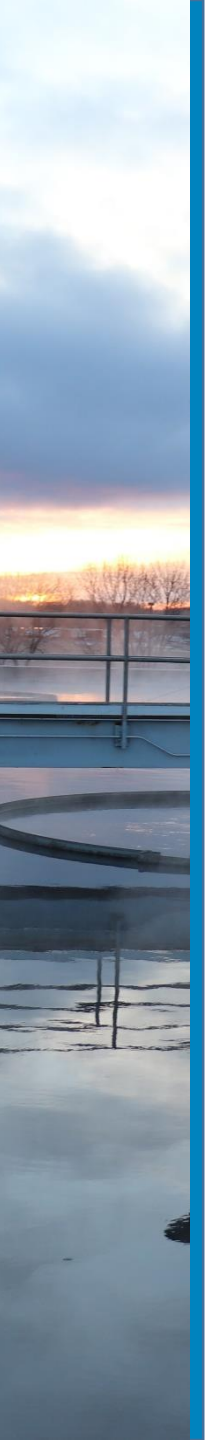

2025 Budget Update (through July)

- Overall operating revenue at 101% of budget
- Overall operating expense at 91% of budget
- Expect to finish 2025 slightly ahead of operating revenue and close to budget for operating expense
- Finished 2024 at 101% of operating revenue budget and 94% of operating expense budget

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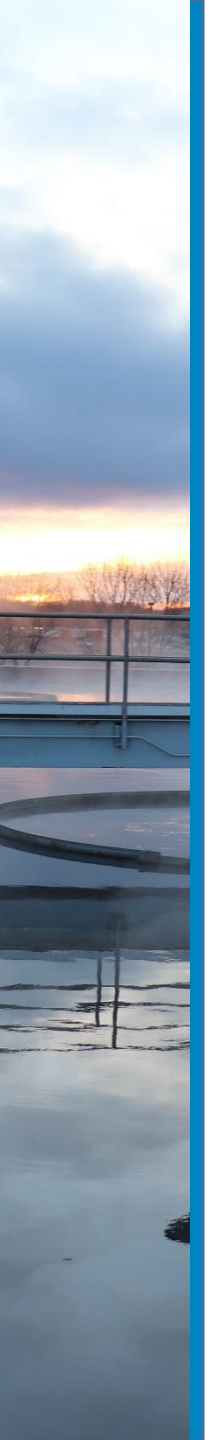

Proposed 2026 Budget

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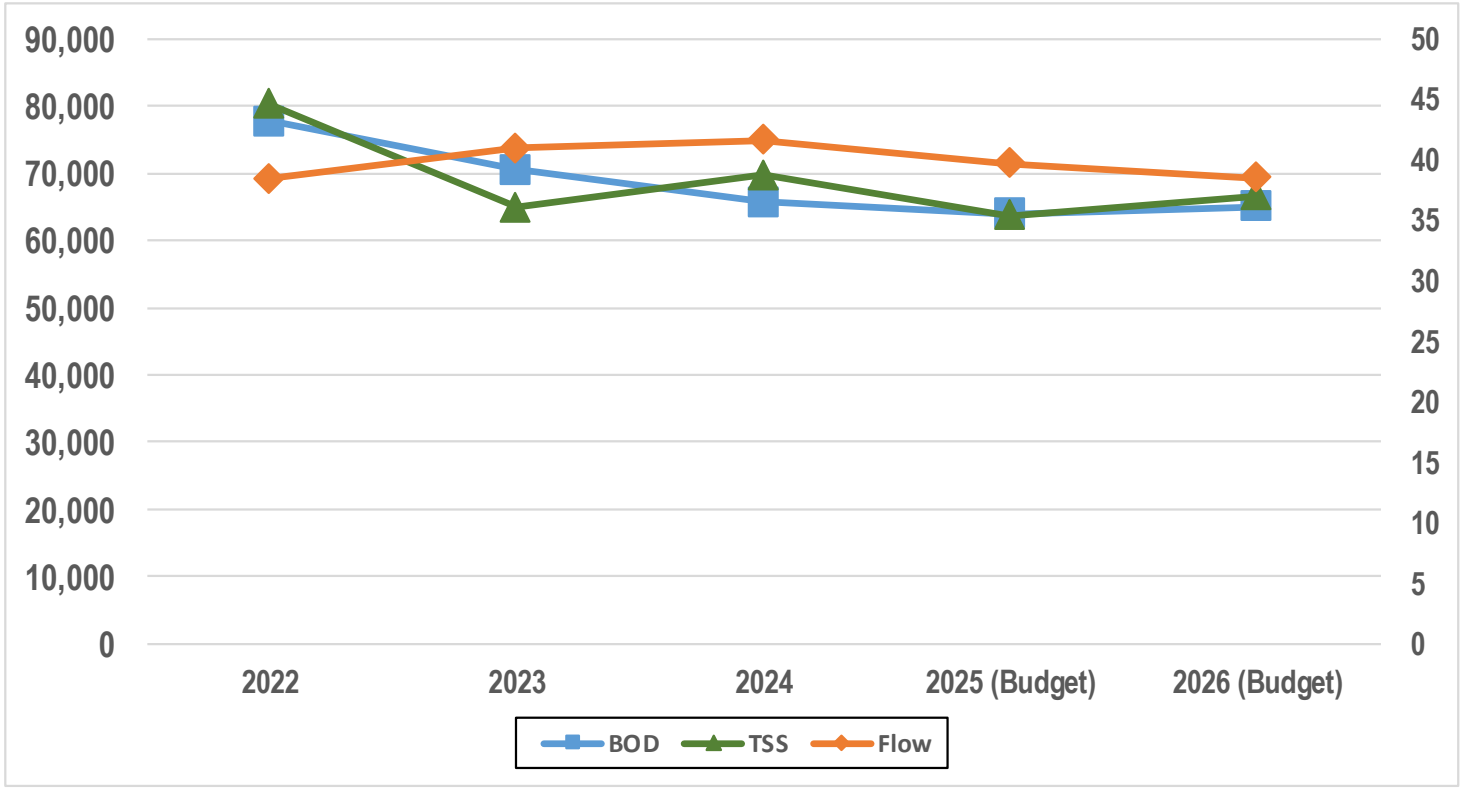
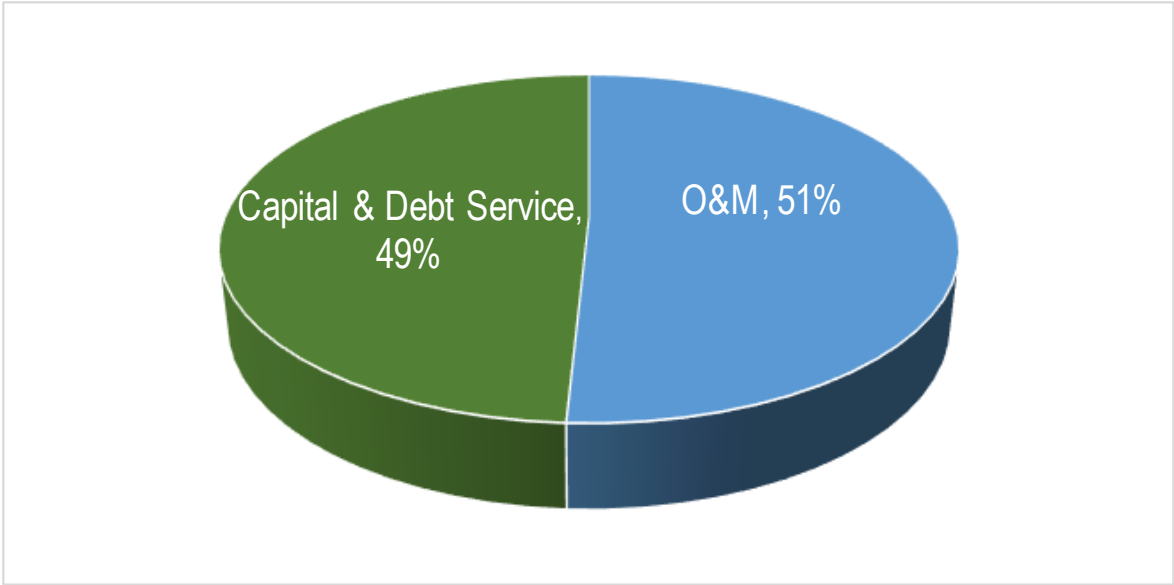
Flows and Loads



2026 Proposed Expenses

Budget Category	2025 Budget	2026 Budget	% Change
Operations & Maintenance (O&M)	$ 28,811,808	$ 29,797,490	3.4%
Debt Service and Annual Capital	$ 24,777,184	$ 28,843,084	16.4%
Total Expenses	$ 53,588,992	$ 58,640,574	9.4%



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2026 O&M Expenses

Broad Categories	2025 Budget	2026 Budget	% Change
Salaries & Benefits	$ 13,699,999	$ 14,296,985	4.4%
Power	$ 2,444,096	$ 2,359,388	-3.5%
Natural Gas & Fuel Oil	$ 719,442	$ 803,611	11.7%
Chemicals	$ 1,858,221	$ 1,700,201	-8.5%
Maintenance - Plant	$ 2,558,195	$ 2,522,874	-1.4%
Interceptors	$ 771,731	$ 1,016,194	31.7%
Contracted Services *	$ 4,225,239	$ 4,518,556	6.9%
Solid Waste Disposal	$ 384,893	$ 366,899	-4.7%
Insurance	$ 564,569	$ 594,800	5.4%
Information Technology & Admin	$ 1,585,424	$ 1,617,983	2.1%
Total O&M Expenses	$ 28,811,808	$ 29,797,490	3.4%
* Cost offset by Grants:	$ 229,007	$ 207,058	-9.6%

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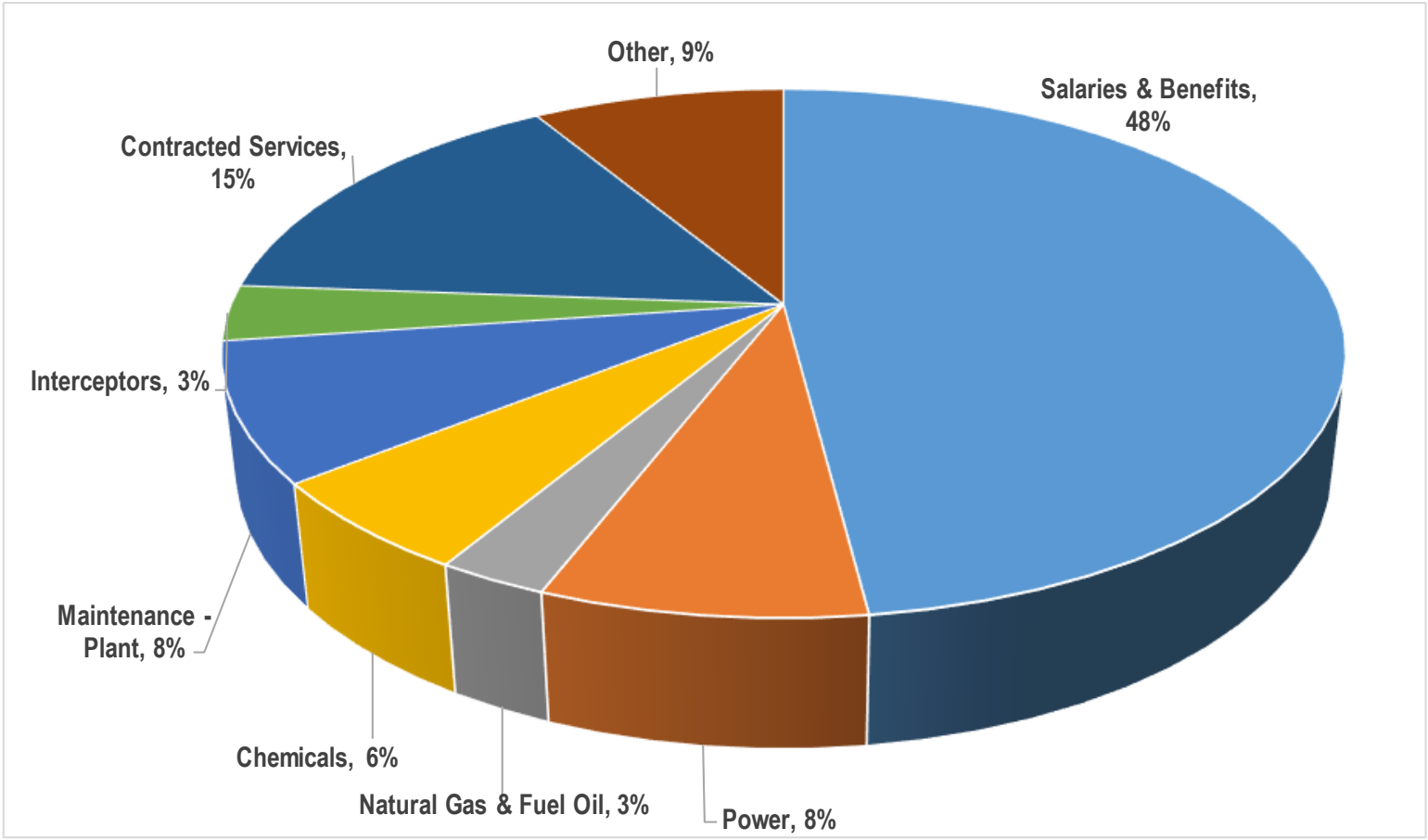
2026 O&M Expense Distribution



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2026 Salaries & Benefits

Salary or Benefit Assumption	Percentage	Note
Health Insurance Premium Increase	10.9%	
WRS Contribution Rate Increase	0.25%	from 6.95% to 7.2%
Market Adjustment to Base Wages	2.5%	Average
Merit Increase	1.8%	Average
Annual step increase for employees in Zone 1		
Considered for employees in Zones 2 & 3		

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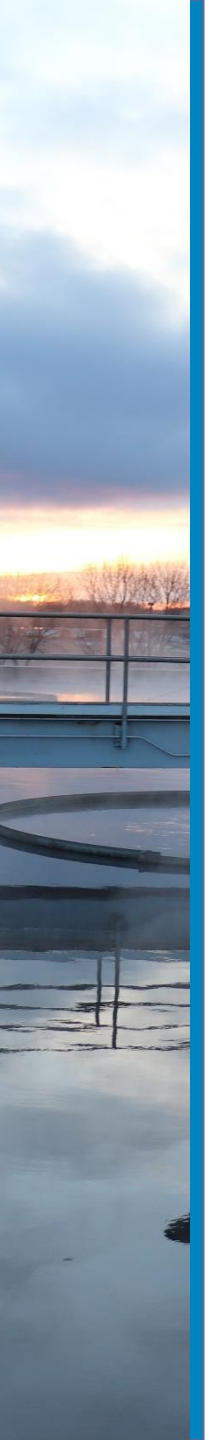

2026 Contracted Services

Contracted Services Item	2026 Budget	Grant offset
Watershed Management Implementation	$1,626K	$207K
Legal Services	$200K	
South Plant Hydrocyclone Pilot	$240K	
NR 101 Fees	$173K	
I/I Reduction Program Implementation	$120K	

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2026 Major Capital Projects

Major Capital Project Description	2026 CIP
GBF Thickening Improvements	$9.6M
DPF Metro Pumping & Headworks Improvements	$9.4M
GBF Metro Pumping & Headworks Improvements	$6.9M
GBF North Plant Clarifier Rehabilitation	$6.6M
East River Lift Station – Upsizing & Force Main	$5.6M

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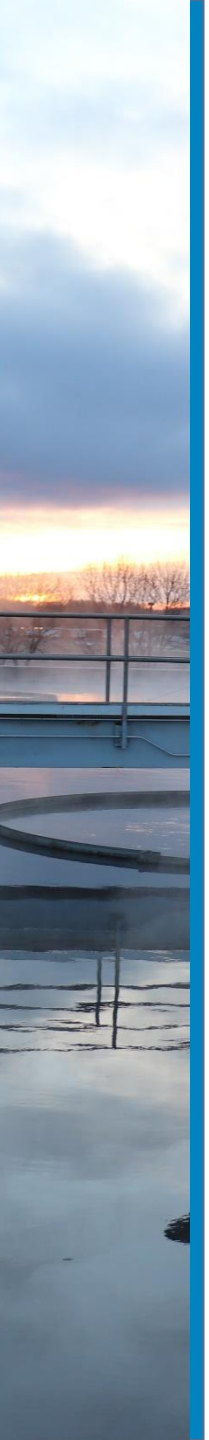

2026 Annual Capital

Annual Capital Project Description	2026 Budget
GBF: Hot Oil Economizer Replacement *	$2.3M
GBF: Administration Building North HVAC Improvements	$1.1M
Ash Slurry Pipe Replacement	$1.0M
Heating Loop Improvements	$0.4M

* $1.8M offset from Plant Capital Replacement Reserves (PCRR)

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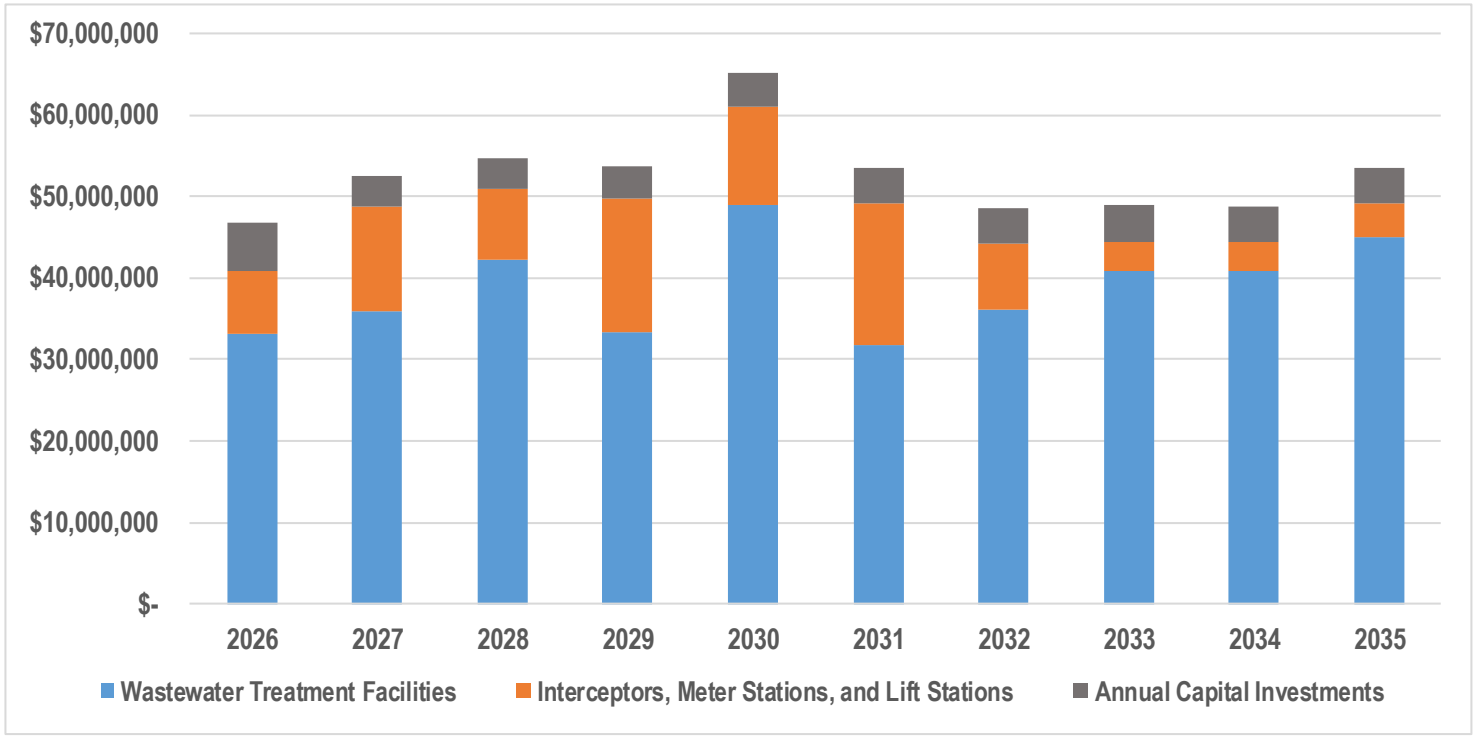
Proposed Long-Term Capital Projects



Capital Projects for 2027-2030

Major Capital Project Description	2027-2030 CIP
GBF Metro Pumping & Headworks Improvements Note: does not include $9M in the 2025-2026 CIP	$48M
GBF Thickening Improvements Note: does not include $14M in the 2025-2026 CIP	$12M
GBF Biosolids Handling & Storage Improvements	$17M

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2026 Revenue

Budget Categories	2025 Budget	2026 Budget	% Change
Municipal User Fees	$ 45,970,269	$ 48,845,341	6.3%
Mill User Fees and Direct Charges	$ 2,963,050	$ 3,045,886	2.8%
Mill Capital Charges	$ 2,112,463	$ 2,370,261	12.2%
Other Revenues	$ 1,324,346	$ 1,358,017	2.5%
ICR and Debt Reserve Transfers	$ 1,218,864	$ 1,221,069	0.2%
Contribution (TO)/FROM Capital Reserve	$ -	$ 1,800,000	0.0%
Total Revenues	$ 53,588,992	$ 58,640,574	9.4%

Municipal User Fees are 83% of Total Revenues

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Municipal Rate Comparison

Capital Charge included in Parameter Rate (Fully loaded rates)			
Parameter	2025 Budget	2026 Budget	% Change
Volume (1,000 gals)	$ 1.29313	$ 1.43441	10.9%
Biochemical Oxygen Demand (lbs)	$ 0.58524	$ 0.60781	3.9%
Suspended Solids (lbs)	$ 0.60936	$ 0.61431	0.8%
Phosphorus (lbs)	$ 2.69000	$ 2.91743	8.5%
Total Kjeldahl Nitrogen (lbs)	$ 1.07094	$ 1.12288	4.8%

Capital Charge NOT included in Parameter Rate (Billed rates)			
Parameter	2025 Budget	2026 Budget	% Change
Volume (1,000 gals)	$ 0.72877	$ 0.79888	9.6%
Biochemical Oxygen Demand (lbs)	$ 0.30578	$ 0.30679	0.3%
Suspended Solids (lbs)	$ 0.32944	$ 0.32120	-2.5%
Phosphorus (lbs)	$ 1.34133	$ 1.41356	5.4%
Total Kjeldahl Nitrogen (lbs)	$ 0.51682	$ 0.52175	1.0%

Capital Charge	$ 19,643,411	$ 23,298,643	18.61%

Parameter rates billed to customers do not include capital charge; that is billed separately

2026 DRAFT Budget Summary

2026 DRAFT Budget compared to 2025 Budget	Percentage
TOTAL Expenses increased	9.4% *
Capital Expenses increased	16.4%
O&M Expenses increased	3.4%
Municipal User Fees increased	6.3%

Note: A portion of the Interceptor Debt Service was offset through the use of ICR Reserves

*$1.8M use of Plant Capital Replacement Reserves to stabilize rates between 5.5%-7%

Next Steps

- Email to customers regarding draft budget
- All customer meeting on September 17
- One-on-one meetings for customers as requested
- Second budget workshop on *September 24*
- Customer meeting(s)
- Budget hearing and adoption on *December 3*
- Customer notification

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NEW Water
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2026 DRAFT Budget
August Workshop

Green Bay Metropolitan Sewerage District
2231 North Quincy Street | Green Bay, WI 54302 | Phone (920) 432-4893 | Fax (920) 432-4302 | www.newwater.us

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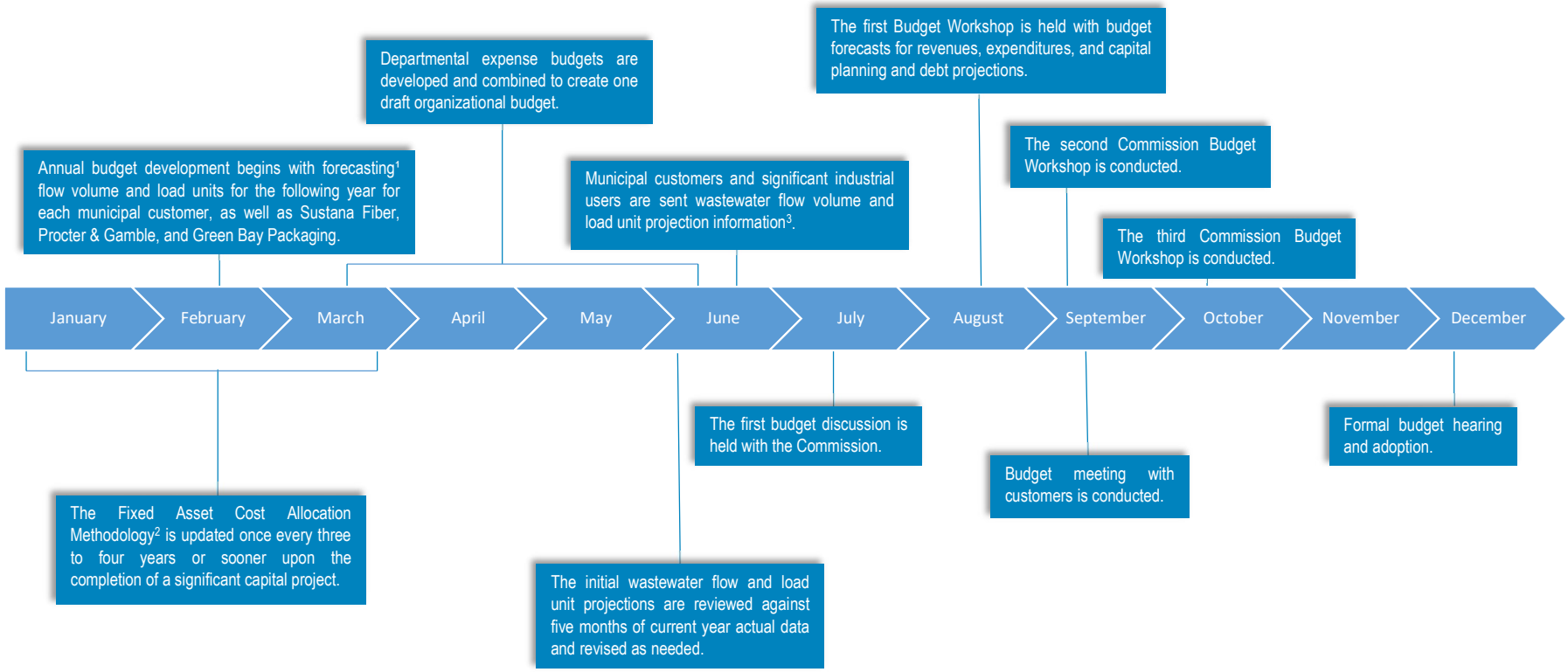
Message from the Executive Director

Under Development

Nathan Qualls, P.E.
Executive Director
NEW Water

Budget Calendar



[1] The forecasting process utilizes historical data along with additional adjustments for sewer service area growth.

[2] The Fixed Asset Cost Allocation Methodology is performed by an external rate consultant, who allocates new and existing capital investments to wastewater parameters (Flow, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, and Total Kjeldahl Nitrogen) based upon the intended treatment purpose.

[3] The information is comprised of the most recent two to three years of actual annual wastewater units, as well as current and upcoming budgeted wastewater units.

Summary of Revenue & Expenses

The following Summary of Revenues and Expenses table provides an overview of the previous two budgets, year-end actual, and proposed budget. The table is comprised of revenue sources, expenses, and capital and debt service categories. The specific budget items contained within each category are defined in the Summary of Revenues and Expenses Legend on the next page.

The right side of the summary table compares the proposed budget to current budget dollar and percent variances for each revenue and expense category. The notes at the bottom of the page provide additional clarity to categories within the table.

		2024 Budget	2024 Actual	2025 Budget	2026 Budget	% of Overall Expenses	2026 Budget Favorable/ (Unfavorable) Variance	% Variance
Revenues	Municipal User Fees [1]	$ 43,590,078	$ 44,182,080	$ 45,970,269	$ 48,845,341	83.3%	$ 2,875,072	6.3%
	P&G User Fees	1,686,011	1,835,953	1,735,887	1,737,417	3.0%	1,530	0.1%
	GBP User Fees	1,216,094	1,120,835	870,820	959,664	1.6%	88,844	10.2%
	Mill Direct Allocation Charges (Year-End)	302,693	329,870	356,343	348,805	0.6%	(7,538)	-2.1%
	P&G Capital Charges	1,410,763	1,410,763	1,191,157	1,336,522	2.3%	145,365	12.2%
	GBP Capital Charges	905,340	905,340	921,306	1,033,739	1.8%	112,433	12.2%
	General Reserve Interest	25,076	122,787	25,076	25,076	0.0%	-	0.0%
	Other Revenues	1,270,921	1,337,864	1,324,346	1,358,017	2.3%	33,671	2.5%
		50,406,977	**$ 51,245,492**	**52,395,203**	**$ 55,644,581**	**94.9%**	**$ 3,249,378**	**6.2%**
	DEBT and ICR Reserve Transfers	1,212,897	1,212,897	1,218,864	1,221,069	2.1%	2,205	0.2%
	Contribution (TO)/FROM Capital Reserve	-	(2,486,515)	-	1,800,000	3.1%	1,800,000	3.1%
	General Reserve Interest Offset	(25,076)	(122,787)	(25,076)	(25,076)	0.0%	(0)	0.0%
		$ 1,187,821	**$ (1,396,405)**	**$ 1,193,789**	**$ 2,995,993**	**5.1%**	**$ 1,802,205**	**151.0%**
	Total Revenues	**$ 51,594,798**	**$ 49,849,087**	**$ 53,588,992**	**$ 58,640,574**	**100.0%**	$ 5,051,583	9.4%
Expenses	Salaries & Benefits	13,364,548	13,024,315	13,699,999	14,296,985	24.4%	(596,986)	-4.4%
	Power	2,137,659	2,246,462	2,444,096	2,359,388	4.0%	84,708	3.5%
	Contracted Services	4,125,618	3,478,720	4,032,590	4,331,036	7.4%	(298,446)	-7.4%
	Maintenance & Repairs	2,990,765	2,402,904	2,558,195	2,522,874	4.3%	35,321	1.4%
	Chemicals	1,550,805	1,824,830	1,858,221	1,700,201	2.9%	158,020	8.5%
	Natural Gas & Fuel Oil	709,389	854,941	719,442	803,611	1.4%	(84,169)	-11.7%
	Solid Waste Disposal	460,750	244,483	384,893	366,899	0.6%	17,994	4.7%
	Interceptor System [2]	678,793	260,010	771,731	1,016,194	1.7%	(244,463)	-31.7%
	Information Technology & Administrative	1,024,608	998,026	1,010,086	1,036,810	1.8%	(26,725)	-2.6%
	Insurance	541,044	536,230	564,569	594,800	1.0%	(30,231)	-5.4%
	Supplies	260,297	264,229	269,103	279,503	0.5%	(10,400)	-3.9%
	Employee Training & Development	167,184	143,415	193,179	195,619	0.3%	(2,440)	-1.3%
	Travel and Meetings	104,111	80,512	113,056	106,051	0.2%	7,005	6.2%
	DNR Environmental Fees	166,706	177,488	192,649	187,520	0.3%	5,129	2.7%
	Total O & M Expenses	**$ 28,282,276**	**$ 26,536,565**	**$ 28,811,808**	**$ 29,797,490**	**50.8%**	**$ (985,682)**	**-3.4%**
	Debt Service [3]	18,065,522	18,065,522	20,947,184	22,820,584	38.9%	(1,873,400)	-8.9%
	Annual Capital	5,247,000	5,247,000	3,830,000	6,022,500	10.3%	(2,192,500)	-57.2%
	Total Debt Service, Annual Capital & Rate Stabilization	**$ 23,312,522**	**$ 23,312,522**	**$ 24,777,184**	**$ 28,843,084**	**49.2%**	**$ (4,065,900)**	**-16.4%**
	Total Expenses	**$ 51,594,798**	**$ 49,849,087**	**$ 53,588,992**	**$ 58,640,574**	**100.0%**	**$ (5,051,582)**	**-9.4%**

Notes:

[1] Municipal User Fees equal municipal customers plus Sustana Fiber.

[2] Interceptor System includes all expenses related to Interceptors, Meter and Lift Stations, including chemicals, power, phones, pretreatment program, and water.

[3] Debt Service for 2026 reflects collection and payments for 2027 Debt Payments.

Summary of Revenues & Expenses Legend

Revenues	Municipal User Fees	Municipal customer and Sustana Fiber Volume, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, and Kjeldahl Nitrogen parameter revenue.
	Procter & Gamble (P&G) User Fees	P & G Volume, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, and Kjeldahl Nitrogen parameter revenue.
	Green Bay Packaging (GBP) User Fees	GBP Volume, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, and Kjeldahl Nitrogen parameter revenue.
	Mill Direct Charges	P&G and GBP Daily Sample Pickup and Laboratory Testing, Inspection, Monitoring, Dewatering, Operation &Maintenance, and Diggers Hotline.
	P&G Capital Charges	P&G Capital and Debt Service Charges.
	GBP Capital Charges	GBP Capital and Debt Service Charges.
	General Reserve Interest	Interest Income from General Fund Accounts (unrestricted funds) other than Investment Accounts.
	Other Revenues	Pretreatment Permit Fee and Charges, Grants, Hauled Waste, High Strength Hauled Waste, Sampling, Laboratory Analysis, Property Leases, and Interceptor Cost Recovery Temporary Leases.
	Debt and ICR Reserve Transfers	Identified debt obligation payments from Debt and ICR Reserves. Debt Transfer is Georgia Pacific obligation payment. ICR Debt Transfer includes payments for identified interceptor projects and customer prepayments for interceptor capacity.
	Plant Capital Replacement Reserve	Collection to or designated expenses allocated for future capital projects.
	General Reserve Interest Offset	Offset of Interest Income from General Fund Accounts (unrestricted funds) other than Investment Accounts.
	General Fund Transfers	Designated expenses allocated to be paid by this fund.
Expenses	Salaries & Benefits	Salaries, PTO/Vacation Payout, Health Benefits Opt-Out, Health, Dental, & Life Insurances, Overtime, Other Premium (Stand-By, Double Time and Call-in), Wisconsin Retirement, Social Security, Workers Compensation, Uniforms, Employee Referral Services, Long Term Disability and Wellness Program.
	Power	All Power for the treatment facilities not including power for meter and lift stations.
	Contracted Services	Contractor and Consultant Contracted Services, Legal and Audit Services, Custodial and Lawn Services, Occupational Health, Fire Protection and Detection, Household Hazardous Waste Station, Environmental Programs, Hazardous Waste Disposal, GBP Phosphorus Credits (TMDL Transfer and Reclaimed Water), Receiving Waters Planning and Monitoring, Recruitment, Class and Compensation, and Rate Study.
	Maintenance & Repairs	Repair and Maintenance Buildings and Equipment, Small Tools, Fuel for Vehicles and Boats, Freight In and Out, Water, Biogas Generator Oil, Equipment Leases and Rentals.
	Chemicals	Sodium Hypochlorite and Bisulfite, Polymer, Ferric Chloride, Activated Carbon, Chemical Boiler Water, Odor Removal Material, Sodium Hydroxide. Thermal Oil Make-Up and Laboratory Chemicals for the facilities.
	Natural Gas & Fuel Oil	Diesel for Generators, Fuel Oil for Process, Natural Gas for Process, Incineration, and Heating of Facilities and Incinerator Bed Material.
	Solid Waste Disposal	Material (grit, screenings, ash, and dewatered sludge) hauled to landfills.
	Interceptor System	Repair and Maintenance of Interceptors, Lift Stations, and Meter Stations; Pretreatment Program; Power for Meter and Lift Stations; Chemicals for Odor Control; Water; Telemetry Services; and Telephones.
	Administrative and Information Technology	Publishing, Postage, Data Processing, Employee Recognition, Public Information, Telephones, Safety Shoes and Glasses, Memberships and Dues, Publications and Subscriptions, Software Licenses and Maintenace Agreements, Permits, Meeting Expenses, Bank Service Charges, Bond Issuance Cost, Records Management, Community Outreach Partnership, and Education & Public Outreach.
	Insurances	Automobile, Marine, Property, Boiler and Machinery, Liability, Umbrella, Commercial Crime, Public Officials, Cyber, and Pollution.
	Supplies	Employee Security Badges, Safety & First Aid Equipment and Supplies, Small Computer Hardware and Software, Small Office Supplies, Cleaning/Janitorial Supplies, Building/Grounds Supplies, Shipping Supplies, etc.
	Employee Training & Development	Employee Development (Registration), Training, and Tuition.
	Travel & Meetings	Travel & Meetings, Lodging, Transportation, Meals, and Mileage.
	DNR Environmental Fees	Annual Environmental Statement Fees from the DNR, which includes: charges from NR101 discharge (includes a charge for all parameter pounds that have permit limits), Hazardous Waste Disposal Fees, Air Emission Fees, and Laboratory Certification Fee. Other Fees such as Tier 2 report fees (related to hazardous material management on site) and other license or permit application fees which may arise.
Debt Service & Annual Capital	Debt Service	Principal and Interest obligation payments incurred for Long Term Capital projects from Clean Water Fund Loans, General Obligation Bonds, and Promissory Notes to financial institutions.
	Annual Capital	Capital Improvements (maintenance equipment and interceptor repairs or replacements) funded with cash and/or reserve funds.

Municipal, Total Mills, & Sustana Fiber Rate Comparison

The following table shows the Cost of Service (COS) parameter unit rates for Municipal Customers, Sustana Fiber (SF), Procter & Gamble (P&G) and Green Bay Packaging (GBP). All unit rates are based upon the most current Cost Allocation Methodology Report which distributes the fixed asset investments to unit parameters and the system users.

The Municipal Customer parameter unit rates are calculated to capture Municipal Only and Common to All operation and maintenance expenses. Total capital is collected through the Capital Charge from the Municipal Customers and SF.

The Total Mills wastewater parameter unit rates are calculated in accordance with the Tripartite Agreements with P&G and GBP, City of Green Bay, and NEW Water. The Total Mills wastewater parameter unit rates are comprised of Mill Only and Common to All operation and maintenance expenses. P&G and GBP share the Total Mills unit rates because they convey their wastewater through a dedicated mill interceptor pipe that discharges to the Green Bay Treatment Facility.

The SF wastewater parameter unit rates are calculated in accordance with an agreement executed with SF, City of De Pere, and NEW Water. The SF wastewater parameter unit rates are comprised of Municipal Only and Common to All operation and maintenance expenses. SF conveys its wastewater through a dedicated pressurized force main that discharges into the De Pere Treatment Facility.

Per agreements and the dedicated sewer pipes to the treatment facilities, GBP, P&G, and SF do not participate in identified O&M expenses related to the municipal interceptor system. This is the main reasons for the difference in parameter unit rates across the user groups.

Municipal Operation and Maintenance Rate Comparison

Parameter	COS Title	Units	2025 COS Rate (Sustana Adjusted)	2026 COS Rate (Sustana Adjusted)	2026 Budget Comparison with 2025 Adopted Budget	2026 Budget Comparison with 2025 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	$0.72877	$0.79888	$0.0701	9.62%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.30578	$0.30679	$0.0010	0.33%
Suspended Solids (LBS)	TSS	lbs	$0.32944	$0.32120	($0.0082)	-2.50%
Phosphorus (LBS)	PHOS	lbs	$1.34133	$1.41356	$0.0722	5.38%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.51682	$0.52175	$0.0049	0.95%

Total Mills (P&G and GBP) Operation and Maintenance Rate Comparison [1]

Parameter	COS Title	Units	2025 COS Rate (Sustana Adjusted)	2026 COS Rate (Sustana Adjusted)	2026 Budget Comparison with 2025 Adopted Budget	2026 Budget Comparison with 2025 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	$0.54062	$0.57675	$0.0361	6.68%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.30019	$0.30141	$0.0012	0.41%
Suspended Solids (LBS)	TSS	lbs	$0.32570	$0.31771	($0.0080)	-2.45%
Phosphorus (LBS)	PHOS	lbs	$1.32872	$1.40080	$0.0721	5.42%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.50565	$0.51085	$0.0052	1.03%

Sustana Fiber Operation and Maintenance Rate Comparison [2,3]

Parameter	COS Title	Units	2025 COS Rate (Sustana Adjusted)	2026 COS Rate (Sustana Adjusted)	2026 Budget Comparison with 2025 Adopted Budget	2026 Budget Comparison with 2025 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	$0.55205	$0.58136	$0.0293	5.31%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.29280	$0.29362	$0.0008	0.28%
Suspended Solids (LBS)	TSS	lbs	$0.31594	$0.30787	($0.0081)	-2.55%
Phosphorus (LBS)	PHOS	lbs	$1.28500	$1.35337	$0.0684	5.32%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.49543	$0.49979	$0.0044	0.88%

[1] Capital Charges for P&G and GBP are billed separately

[2] Capital Charges for Sustana Fiber to be billed separately by City of De Pere

[3] Sustana Adjusted removes identified interceptor system costs from Sustana Fiber and assigns to Municipal

Flow & Load Projections

The following table shows the budgeted wastewater parameter units and the associated forecasted revenues for Flow (Volume), Biochemical Oxygen Demand (BOD), Total Suspended Solids (TSS), Phosphorus (P), and Total Kjeldahl Nitrogen (TKN) for each customer. The budgeted wastewater parameter units are forecasted for each customer utilizing historical data, adjusted for sewer service area growth, and input received from customers. The wastewater parameter revenue amounts for each customer are derived by multiplying the budgeted wastewater parameter units by the appropriate parameter unit rates found on the previous page. The Capital Charge amount is distributed proportional to each customer based upon their budgeted use of the system.

* The Capital Charge for Procter & Gamble and Green Bay Packaging is calculated and collected differently. They are allocated an equitable portion of Mill Only and Common to All Capital and Debt Service Costs, which are based upon their allocated parameter capacities within their Tripartite Agreement. The total capital amount due from each mill is invoiced semi-annually/annually and shown on the Procter & Gamble Cost of Service and the Green Bay Packaging Cost of Service pages.

	VOLUME		BOD		TSS		PHOS		TKN		Capital Charge		TOTAL AMOUNT
	1,000 Gallons	Amount	Pounds	Amount	Pounds	Amount	Pounds	Amount	Pounds	Amount	Allocation	Amount	
City of Green Bay	4,773,878	$ 3,813,740	8,840,280	$ 2,712,152	8,560,308	$ 2,749,547	216,564	$ 306,125	1,457,640	$ 760,522	40.37%	$ 9,406,090	$ 19,748,176
City of De Pere	1,354,254	1,081,882	3,369,828	1,033,846	1,369,044	439,733	18,528	26,190	243,528	127,060	10.52%	2,450,589	5,159,301
Sustana Fiber	255,700	148,653	1,262,300	370,633	459,341	141,418	21,907	29,648	120,000	59,974	3.36%	782,201	1,532,527
Village of Allouez	705,000	563,208	870,696	267,125	1,067,844	342,988	21,816	30,838	168,684	88,011	4.97%	1,157,353	2,449,524
Village of Ashwaubenon	1,470,103	1,174,431	3,141,132	963,683	2,784,408	894,344	66,756	94,363	358,860	187,235	12.93%	3,012,095	6,326,151
Village of Bellevue	803,582	641,963	1,124,892	345,111	1,066,752	342,638	27,324	38,624	215,424	112,397	5.72%	1,332,583	2,813,316
Village of Hobart	259,170	207,045	468,312	143,676	470,593	151,153	10,796	15,261	92,031	48,017	2.21%	515,177	1,080,328
Village of Howard	918,822	734,025	1,800,000	552,231	4,400,000	1,413,268	34,044	48,123	374,544	195,418	11.55%	2,691,821	5,634,885
Village of Luxemburg	114,278	91,294	33,708	10,341	38,952	12,511	2,043	2,888	17,500	9,131	0.46%	107,783	233,949
Village of Pulaski	189,440	151,339	68,712	21,080	54,264	17,429	6,468	9,143	36,852	19,227	0.81%	188,864	407,083
Village of Suamico	215,419	172,093	683,148	209,586	477,420	153,346	13,800	19,507	76,944	40,145	2.36%	549,491	1,144,169
Town of Ledgeview Sanitary District #2	222,000	177,351	375,000	115,048	388,644	124,831	10,440	14,758	86,500	45,131	1.87%	435,585	912,704
Town of Lawrence - Utility District	145,000	115,837	317,784	97,494	404,000	129,764	7,620	10,771	62,844	32,789	1.53%	355,466	742,121
Pittsfield Sanitary District	13,861	11,073	20,645	6,334	26,030	8,361	544	769	4,335	2,262	0.11%	26,077	54,876
Scott Municipal Utility	132,066	105,504	172,212	52,834	207,672	66,704	4,236	5,988	32,784	17,105	0.96%	222,720	470,855
Dyckesville Sanitary District	28,415	22,700	55,819	17,125	70,378	22,605	1,472	2,081	11,721	6,115	0.28%	64,749	135,376
Total Municipal	**11,600,988**	**$ 9,212,139**	**22,604,468**	**$ 6,918,300**	**21,845,650**	**$ 7,010,640**	**464,358**	**$ 655,077**	**3,360,191**	**$ 1,750,541**	**100%**	**$ 23,298,643**	**$ 48,845,341**
Procter & Gamble	1,700,000	$ 980,469	534,650	$ 161,151	1,818,491	$ 577,752	1,000	$ 1,401	32,583	$ 16,645	*		$ 1,737,417
Green Bay Packaging	760,000	438,327	600,000	180,848	650,000	206,511	30,000	42,024	180,000	91,954	*		959,664
Total Mill	**2,460,000**	**$ 1,418,796**	**1,134,650**	**$ 341,998**	**2,468,491**	**$ 784,263**	**31,000**	**$ 43,425**	**212,583**	**$ 108,599**			**$ 2,697,081**
Grand Total													
Units	**14,060,988**		**23,739,118**		**24,314,141**		**495,358**		**3,572,774**				
Costs		**$ 10,630,936**		**$ 7,260,298**		**$ 7,794,903**		**$ 698,502**		**$ 1,859,140**		**$ 23,298,643**	**$ 51,542,422**

User Fees by Source

The following table shows the annual revenue comparison of the upcoming budget to previous year budget and previous year actuals for municipal customers, Sustana Fiber, Green Bay Packaging, and Procter & Gamble.

	2026 Budget	2025 Budget	2024 Actual	2023 Actual	2022 Actual
City of Green Bay	$19,748,176	$19,081,379	$18,251,480	$16,994,630	$16,439,651
City of De Pere	5,159,301	5,164,054	5,754,815	5,324,817	5,317,287
Sustana Fiber	1,532,527	1,449,712	727,408	814,066	1,125,290
Village of Allouez	2,449,524	2,337,713	2,158,686	2,044,511	1,978,998
Village of Ashwaubenon	6,326,151	5,805,755	5,623,415	5,096,243	4,911,391
Village of Bellevue	2,813,316	2,669,211	2,468,486	2,230,461	2,057,014
Village of Hobart	1,080,328	1,034,618	961,424	938,316	851,240
Village of Howard	5,634,885	4,536,986	4,503,573	3,700,297	4,038,865
Village of Luxemburg	233,949	209,193	195,490	396,297	240,290
Village of Pulaski	407,083	380,873	317,441	289,315	278,780
Village of Suamico	1,144,169	1,045,518	1,054,908	992,853	949,780
Town of Ledgeview Sanitary District #2	912,704	818,763	765,904	709,302	648,339
Town of Lawrence - Utility District	742,121	798,819	741,423	773,913	711,900
Pittsfield Sanitary District	54,876	52,778	51,195	49,029	42,627
Scott Municipal Utility	470,855	456,574	422,534	411,347	388,933
Dyckesville Sanitary District	135,376	128,323	126,364	120,441	111,549
Total Municipal	**$48,845,341**	**$45,970,269**	**$44,124,546**	**$40,885,838**	**$40,091,934**
Green Bay Packaging	$959,664	870,820	1,120,835	1,992,668	1,607,422
Procter & Gamble	1,737,417	1,735,887	1,835,953	1,635,254	1,898,398
Total Mill	**$2,697,081**	**$2,606,707**	**$2,956,788**	**$3,627,922**	**$3,505,820**
Total User Fees	**$51,542,422**	**$48,576,975**	**$47,081,334**	**$44,513,760**	**$43,597,754**

Municipal Cost of Service

The following table shows the Municipal Cost of Service (COS) values used to develop the municipal parameter unit rates. The total Operating Cost is comprised of O&M expenses related to Municipal Only and Common to All system users. These costs are distributed to each parameter based upon the Cost Allocation Methodology Report. The report allocates new and existing capital investments to one of the five wastewater parameters (Flow, BOD, TSS, P, and TKN) based upon the intended treatment purpose to generate a percentage of investment for each parameter.

The Unit Operating and Capital Costs are derived by dividing the parameter dollar amounts into the total budgeted parameter units. The Operating and Capital Unit Costs are added together to get a Unit Combined Cost.

The Sustana Fiber (SF) Adjustment assigns certain system costs from SF Cost of Service to Municipal Cost of Service. This adjustment is required per the SF Agreement and Cost Allocation Methodology Report because SF does not utilize the municipal interceptor system.

The Capital Charge column shows the charge amount to be collected from the municipal customers. The Capital Cost is distributed to each parameter based upon the same process described above for the Operating Costs.

The bottom of the page provides a brief historical overview of the Municipal Cost of Service unit rates.

	Total	VOLUME	BOD	TSS	PHOS	TKN	Capital Charge
Unit Value		1,000 gal	pounds	pounds	pounds	pounds	N/A
Units		11,600,988	22,604,468	21,845,650	464,358	3,360,191	N/A
Cost of Service - Municipal							
Operating Cost	$ 25,546,698	$ 9,212,139	$ 6,918,300	$ 7,010,640	$ 655,077	$ 1,750,541	$ -
Capital Cost	23,298,643	$ -	$ -	$ -	$ -	$ -	23,298,643
Total Cost	**$ 48,845,341**	**$ 9,212,139**	**$ 6,918,300**	**$ 7,010,640**	**$ 655,077**	**$ 1,750,541**	**$ 23,298,643**
Unit Operating Cost		$0.79408	$0.30606	$0.32092	$1.41072	$0.52096	
Unit Capital Cost		$0.00000	$0.00000	$0.00000	$0.00000	$0.00000	
Unit Combined Cost		$0.79408	$0.30606	$0.32092	$1.41072	$0.52096	
Sustana Adjustment		$0.00479	$0.00074	$0.00028	$0.00284	$0.00078	
Adjusted Unit Combined Cost		**$0.79888**	**$0.30679**	**$0.32120**	**$1.41356**	**$0.52175**	

Note (1): Assigns certain costs to Municipal Cost of Service from Sustana Fiber Cost of Service.

Municipal Budget Rate History					
Year	**VOLUME**	**BOD**	**TSS**	**PHOS**	**TKN**
2026	$0.79888	$0.30679	$0.32120	$1.41356	$0.52175
2025	$0.72877	$0.30578	$0.32944	$1.34133	$0.51682
2024	$0.72145	$0.30504	$0.31258	$1.25554	$0.53014
2023	$0.74231	$0.33401	$0.37324	$2.01844	$0.59012
2022	$0.70624	$0.31254	$0.33888	$1.91281	$0.54775

Total Mills Cost of Service

The following table shows the Total Mills Cost of Service (COS) used to develop the parmater unit rates for Procter & Gamble (P&G) and Green Bay Packaging (GBP). P&G and GBP are charged the same unit parameter rates.

The Operating Cost are comprised of O&M expenses related to Mill Only and Common to All system users. The wastewater discharged from P&G and GBP enter a dedicated mill interceptor pipe that is not part of NEW Water's municipal interceptor system. As such, P&G and GBP participate in operating and capital costs for the capital investments they utilize, which results in different unit parameter rates than the Municipal Customer unit parameter rates.

The Capital Charge collected from P&G and GBP is related to the allocated parameter capacity per their Tripartite Agreements. P&G and GBP pay for their allocated capacity whether they use it or not, and the amount is collected semi-annually/annually through lump sum invoices.

The Direct Charges are labor and O&M expenses related to the dedicated mill interceptor, as well as wastewater sample collection and analysis costs paid monthly by the mills. The Credits are issued to GBP are defined in GBP's Tripartite Agreement and associated with TMDL waste load allocation transfer and pollutants returned to GBP in the reclaimed water.

	Total	VOLUME	BOD	TSS	PHOS	TKN	Capital Charge	Direct Charges
Unit Value		1,000 gal	pounds	pounds	pounds	pounds	N/A	N/A
Units		2,460,000	1,134,650	2,468,491	31,000	212,583	N/A	N/A
Cost of Service - Total Mills								
Operating Cost	$2,697,081	$1,418,796	$341,998	$784,263	$43,425	$108,599	$0	0
Capital Cost	2,370,261	0	0	0	0	0	2,370,261	0
Direct Charges	292,719	0	0	0	0	0	0	292,719
Credits	(172,013)	0	0	0	0	0	0	(172,013)
Total Cost	**$5,188,049**	**$1,418,796**	**$341,998**	**$784,263**	**$43,425**	**$108,599**	**$2,370,261**	**$120,706**
Unit Cost		**$0.57675**	**$0.30141**	**$0.31771**	**$1.40080**	**$0.51085**		

Total Mill Budget Rate History

Year	VOLUME	BOD	TSS	PHOS	TKN
2026	$0.57675	$0.30141	$0.31771	$1.40080	$0.51085
2025	$0.54062	$0.30019	$0.32570	$1.32872	$0.50565
2024	$0.53741	$0.29792	$0.30786	$1.23997	$0.51622
2023	$0.51689	$0.26526	$0.27744	$1.67370	$0.53359
2022	$0.46443	$0.24250	$0.24807	$1.60909	$0.47977

Procter & Gamble Cost of Service

The following table shows Procter & Gamble's (P&G) Cost of Service, which is a portion of the Total Mill Cost of Service units and revenues from the previous page. The budgeted unit parameter revenue is derived by multiplying the budgeted parameter units by the Total Mill unit rates.
The Capital Charge allocated to P&G is based upon its allocated capacities identified in the recent version of the P&G Tripartite Agreement. The capacities are a key component of the Cost Allocation Methodology Report and are applied to NEW Water's capital investments identified for Common to All and Mill Only system users. The capital cost is collected from P&G through a semi-annual invoice.
The Direct Charges budgeted to P&G are related to O&M labor and expense costs associated with the mill interceptor, the meter/sample station, and laboratory costs for wastewater sample analysis.

	Total	VOLUME	BOD	TSS	PHOS	TKN	Capital Charge	Direct Charges
Unit Value		1,000 gal	pounds	pounds	pounds	pounds	N/A	N/A
Units		1,700,000	534,650	1,818,491	1,000	32,583	N/A	N/A
Cost of Service - P&G								
Operating Cost	$1,737,417	$980,469	$161,151	$577,752	$1,401	$16,645	$0	0
Capital Cost [1]	1,336,522	0	0	0	0	0	1,336,522	0
Direct Charges	58,738	0	0	0	0	0	0	58,738
Total Cost	**$3,132,678**	**$980,469**	**$161,151**	**$577,752**	**$1,401**	**$16,645**	**$1,336,522**	**$58,738**
Unit Cost		**$0.57675**	**$0.30141**	**$0.31771**	**$1.40080**	**$0.51085**		

[1] Capital Charges invoiced semi-annually

Procter & Gamble Budget Rate History

Year	VOLUME	BOD	TSS	PHOS	TKN
2026	$0.57675	$0.30141	$0.31771	$1.40080	$0.51085
2025	$0.54062	$0.30019	$0.32570	$1.32872	$0.50565
2024	$0.53741	$0.29792	$0.30786	$1.23997	$0.51622
2023	$0.51689	$0.26526	$0.27744	$1.67370	$0.53359
2022	$0.46443	$0.24250	$0.24807	$1.60909	$0.47977

Green Bay Packaging Cost of Service

The following table shows Green Bay Packaging's (GBP) Cost of Service, which is a portion of the Total Mill Cost of Service units and revenues from the previous page. The budgeted unit parameter revenue is derived by multiplying the budgeted parameter units by the Total Mill unit rates.

The Capital Charge allocated to GBP is based upon its allocated capacities identified in the GBP Tripartite Agreement. The capacities are a key component of the Cost Allocation Methodology Report and are applied to NEW Water's capital investments identified for Common to All and Mill Only users. The capital cost is collected from GBP through an annual lump sum invoice.

The Direct Charge budgeted to GBP are related to O&M labor and expense costs associated with the mill interceptor, the meter/sample station, laboratory costs for wastewater sample analysis and the reclaimed water system.

The Credits budgeted to GBP are defined in GBP's Tripartite Agreement and associated with TMDL waste load allocation transfer and pollutants returned to GBP in the reclaimed water.

	Total	VOLUME	BOD	TSS	PHOS	TKN	Capital Charge	Direct Charges
Unit Value		1,000 gal	pounds	pounds	pounds	pounds	N/A	N/A
Units		760,000	600,000	650,000	30,000	180,000	N/A	N/A
Cost of Service - GBP								
Operating Cost	$959,664	$438,327	$180,848	$206,511	$42,024	$91,954	$0	0
Capital Cost [1]	1,033,739	0	0	0	0	0	1,033,739	0
Direct Charges	233,981	0	0	0	0	0	0	233,981
Credits	(172,013)	0	0	0	0	0	0	(172,013)
Total Cost	**$2,055,371**	**$438,327**	**$180,848**	**$206,511**	**$42,024**	**$91,954**	**$1,033,739**	**$61,968**
Unit Cost		**$0.57675**	**$0.30141**	**$0.31771**	**$1.40080**	**$0.51085**		

[1] Capital Charges invoiced annually

Green Bay Packaging Budget Rate History

Year	VOLUME	BOD	TSS	PHOS	TKN
2026	$0.57675	$0.30141	$0.31771	$1.40080	$0.51085
2025	$0.54062	$0.30019	$0.32570	$1.32872	$0.50565
2024	$0.53741	$0.29792	$0.30786	$1.23997	$0.51622
2023	$0.51689	$0.26526	$0.27744	$1.67370	$0.53359
2022	$0.46443	$0.24250	$0.24807	$1.60909	$0.47977

Sustana Fiber Cost of Service

The following table shows Sustana Fiber's (SF) Cost of Service. The budgeted unit parameter revenue is derived by multiplying the budgeted parameter units by the SF unit rates.

The Capital Cost is collected through the Capital Charge, which is the same process used for the municipal customers. The Capital Charge amount collected from SF is based upon its budgeted use of the system.

The Direct Charges budgeted to SF are related to O&M labor and expenses associated with its dedicated force main from the SF facility to the De Pere Treatment Facility, as well as sample collection and laboratory analysis expenses.

The Less SF Adjustment removes identified interceptor system costs from SF and assigns them to Municipal Cost of Service.

The bottom of the page shows a historical overview of the SF Cost of Service unit rates.

	Total	VOLUME	BOD	TSS	PHOS	TKN	Capital Charge [1]	Direct Charges
Unit Value		1,000 gal	pounds	pounds	pounds	pounds	N/A	N/A
Units		255,700	1,262,300	459,341	21,907	120,000	N/A	N/A
Cost of Service - SF								
Operating Cost	$830,216	$203,047	$386,338	$147,410	$30,905	$62,516	$0	0
Capital Cost [1]	782,201	0	0	0	0	0	782,201	0
Subtotal Cost of Service	$1,612,417	$203,047	$386,338	$147,410	$30,905	$62,516	$782,201	0
Direct Charges	$56,085	$0	$0	$0	$0	$0	$0	56,085
Less SF Adjustment	(79,889)	(54,394)	(15,705)	(5,992)	(1,256)	(2,541)	0	0
Total Cost	**$1,588,613**	**$148,653**	**$370,633**	**$141,418**	**$29,648**	**$59,974**	**$782,201**	**$56,085**
Unit Cost		$0.79408	$0.30606	$0.32092	$1.41072	$0.52096		
SF Adjustment		($0.21272)	($0.01244)	($0.01305)	($0.05735)	($0.02118)		
Unit Cost (with SF Adjustment)		**$0.58136**	**$0.29362**	**$0.30787**	**$1.35337**	**$0.49979**		

[1] The Caital Charge for Sustana Fiber to be billed separately by the City of De Pere.

Sustana Fiber Budget Rate History					
Year	VOLUME	BOD	TSS	PHOS	TKN
2026	$0.58136	$0.29362	$0.30787	$1.35337	$0.49979
2025	$0.55205	$0.29280	$0.31594	$1.28500	$0.49543
2024	$0.53100	$0.29096	$0.29870	$1.19867	$0.50660
2023	$0.55810	$0.32032	$0.35947	$1.93358	$0.56360
2022	$0.48341	$0.30142	$0.32798	$1.84073	$0.52557

Allocation of Capital and Debt Service Costs

The following tables show the Allocation of Capital and Debt Service Costs for Municipal Only and Common to All users. The Common to All Debt Service costs are assigned to Municipal Customers, Sustana Fiber (SF), Green Bay Packaging (GBP), and Procter & Gamble (P&G). GBP and P&G are allocated capital and debt costs based upon their permanent capacity allocations per their Tripartite Agreements and the recent version of the Cost Allocation Methodology Report. Per the agreements and the report, GBP and P&G do not participate in capital and debt costs associated with the municipal interceptor system.

The Debt Service Offsets section shows customers that have prepaid their debt service obligations, along with other identified debt service obligation payments from NEW Water financial reserves. The prepayments and identified debt obligations are held within NEW Water's financial reserves and are applied annually to offset the amount NEW Water needs to collect for its required debt obligations payments.

The Annual Capital Outlays section is the sum of the annual capital projects. NEW Water collects these funds through the Cost of Service parameter unit rates for capital improvements funded with cash and not through debt.

The Revenues and Transfers section lists the interest revenue anticipated on NEW Water's General Reserve and miscellaneous revenues NEW Water collects for various professional services rendered and land leases. Contribution to Capital Reserves shows the budgeted amount to be collected and transferred to the Plant Capital Replacement Reserve for future capital projects that are Common to All system users.

The bottom of the page shows the total debt service required and the portions that are to be collected from the municipal customers and the two paper mills. The capital debt from both mills will match the debt service payment on P&G's and GBP's COS pages.

Allocation of Capital and Debt Service Costs

Debt Service	FY2026	Allocations [1] Municipal	Green Bay Packaging	P&G
Debt Service - Municipal Only				
4198-29 Phase 2 Interceptor Rehabilitation	215,847	215,847	0	0
4198-45 DPF East Service Area Interceptor Rehabilitation	186,473	186,473	0	0
East Bayshore Lift Stations - Rehabilitation (260)	52,108	52,108	0	0
East River Lift Station - Upsizing & Force Main (401)	299,829	299,829	0	0
ERI Interceptor Rehabilitation (313) CWFL	870,578	870,578	0	0
West Fox River Interceptor Relay and Rehabilitation (314)	0	0	0	0
Ninth Street Interceptor Improvements (371)	113,040	113,040	0	0
Other General Obligation Debt				
2008 General Obligation - Re-issued March 2018	491,907	491,907	0	0
FRC & EFR Interceptor Rehabilitation (313) - GO Bond	1,317,187	1,317,187	0	0
Total Debt Service - Municipal Only	**$3,546,969**	**$3,546,969**	**$0**	**$0**
Debt Service - Common to All				
4198-24 GBF Electrical Generation Facility Project	207,925	186,771	9,226	11,928
4198-25 GBF RAS/WAS Improvements	661,562	594,257	29,354	37,951
4198-32 GBF Administration & Maintenance Building HVAC Replacement	206,037	185,076	9,142	11,820
4198-35 Combined Treatment Facilities Projects (Solids, Ferric Chloride, Gate Replacement, Bar Screens, M&C WAS)	299,945	269,430	13,309	17,207
4198-37 Consolidation/Conveyance Project (Chemical Feed Building)	878,892	789,477	38,997	50,419
4198-44 GBF R2E2 Solids Management Plan Construction	979,524	879,871	43,462	56,192
4198-52 GBF Disinfection System Upgrade Project	112,857	101,375	5,007	6,474
4198-99 GBF Solids Management Plan/R2E2 - Construction	8,495,135	7,630,871	376,930	487,334
4198-48 DPF UV Disinfection System Equipment Upgrade	270,535	243,012	12,004	15,520
4198-53 DPF Substation & Emergency Generator (2019 Budget)	850,124	763,635	37,720	48,768
4198-63 DPF - Tertiary Filter Replacement	582,251	523,015	25,835	33,402
DPF: Metro Pumping & Headworks Improvements 4198-73 (355)	656,583	589,785	29,133	37,666
GBF: Metro Pumping & Headworks Improvements (357)	661,167	593,902	29,336	37,929
GBF: North Plant Clarifiers Rehabilitation 4198-57 (358)	2,625,446	2,358,342	116,491	150,612
GBF: Thickening Improvements 4198-61 (356)	615,800	553,151	27,323	35,326
Other General Obligation Debt				
2008 General Obligation - Re-issued March 2018	287,043	257,840	12,736	16,467
Dec. 2007 Promissory Note to City of De Pere	160,485	144,158	7,121	9,206
GBF Solids Management Plan - Design	722,304	648,819	32,049	41,436
Total Debt Service - Common to All	**$19,273,615**	**$17,312,788**	**$855,173**	**$1,105,654**

Debt Service	FY2026	Allocations [1] Municipal	Green Bay Packaging	P&G
Debt Service Offsets				
Mill Capital Charges (Georgia-Pacific)	(326,842)	(326,842)	0	0
4198-45 - De Pere Eastside Interceptor Rehabilitation	(120,071)	(120,071)	0	0
4198-29 - City of De Pere Rehabilitation Interceptor Ashwaubenon Creek Payment	(53,472)	(53,472)	0	0
Balance of Debt Payments Funded from ICR Reserve	(720,685)	(720,685)	0	0
Total Debt Service Offsets	**($1,221,069)**	**($1,221,069)**	**$0**	**$0**
TOTAL DEBT SERVICE	**$21,599,515**	**$19,638,688**	**$855,173**	**$1,105,654**
Annual Capital Outlay				
2026 Requests - Allocated to All	5,952,500	5,346,915	264,113	341,472
2026 Requests - Allocated to Municipal Only	70,000	70,000	0	0
TOTAL ANNUAL CAPITAL OUTLAY	**$6,022,500**	**$5,416,915**	**$264,113**	**$341,472**
TOTAL ANNUAL CAPITAL, DEBT SERVICE, AND CAPITAL RESERVES	**$27,622,015**	**$25,055,603**	**$1,119,286**	**$1,447,126**
Revenues & Transfers				
General Reserve Interest Offset	(25,076)	(25,076)	0	0
Miscellaneous Revenue Offset [2]	(128,035)	(115,009)	(5,681)	(7,345)
Total Non-Rate Revenues (Capital-Related)	**($153,111)**	**($140,085)**	**($5,681)**	**($7,345)**
Contribution TO/(FROM) Capital Reserve	**($1,800,000)**	**($1,616,875)**	**($79,866)**	**($103,259)**
Net Annual Capital, Debt Service, and Operating Fund Capital Reserve	**$25,668,904**	**$23,298,643**	**$1,033,739**	**$1,336,522**

[1] Based on Revised Cost of Service Allocations from Raftelis Financial Consultants dated Dec 13 2022 (Table 7 – Option 2).

[2] Miscellaneous Revenues are sampling & lab analysis from City of De Pere, Village of Ashwaubenon; and lease payments from Green Bay Yachting Club, US Venture, and temporary interceptor leases.

[3] Total Debt Collected in 2026 Budget is for 2027 debt obligation payments. Metropolitan Sewerage Districts are permitted to abate taxation by having sufficient funds available in designated debt service fund to pay their debt obligation payments for the following year. Metropolitan Sewerage Subchapter I 200.13(2).(5) permits Sewerage Districts to levy a tax upon property for its performance of duties.

Summary of Debt Service Schedule

The following table is a summary of existing and future capital projects that are or will be financed through the Wisconsin Clean Water Fund Program, General Obligation Sewerage Bonds or other loan instruments. The summary includes a brief description of Green Bay Facility (GBF), De Pere Facility (DPF) and Interceptor capital projects, the original loan amount, the required debt service payment to be collected for payment in the subsequent year, loan start date, and the last payment date.

The top of the table lists existing debt while the bottom of the table lists information for new debt.

The bottom of the page lists new plant and interceptor major capital projects, the estimated construction amount, and anticipated loan start date.

Issue	Description	Original Amount	2026 Budget for 2027 Debt Payments	Loan Date	Last Payment
Dec. 2007	Promissory Note to City of De Pere	2,000,000	160,485	12/28/2007	Dec 2027
Sep. 2008	2008 General Obligation - Re-issued March 2018	6,505,000	778,950	3/15/2028	May 2028
4198-25	GBF RAS/WAS Improvements	10,460,782	661,562	3/11/2009	May 2028
4198-35	Combined Treatment Facilities Projects (Solids, Ferric Chloride, Gate Replacement, Bar Screens, M&C WAS)	4,211,341	299,945	12/9/2009	May 2029
4198-37	Consolidation/Conveyance Project (Chemical Feed Building)	12,821,922	878,892	12/9/2009	May 2029
4198-29	Phase 2 Interceptor Rehabilitation	3,421,382	215,847	11/10/2010	May 2030
4198-24	GBF Electrical Generation Facility Project	3,246,148	207,925	12/22/2010	May 2030
4198-32	GBF Administration & Maintenance Building HVAC Replacement	3,133,312	206,037	4/10/2013	May 2032
Jul. 2013	GBF Solids Management Plan - Design	20,000,000	722,304	8/20/2013	May 2038
4198-45	DPF East Service Area Interceptor Rehabilitation	3,146,593	186,473	12/12/2012	May 2032
4198-48	DPF UV Disinfection System Equipment Upgrade	4,272,020	270,535	1/8/2014	May 2033
4198-44	GBF R2E2 Solids Management Plan Construction	15,209,242	979,524	8/13/2014	May 2034
4198-52	GBF Disinfection System Upgrade Project	1,850,000	112,857	12/23/2015	May 2035
4198-53	DPF Substation & Emergency Generator (2019 Budget)	14,630,180	850,124	6/30/2019	May 2039
4198-63	DPF - Tertiary Filter Replacement	9,487,118	582,251	11/10/2021	May 2041
4198-99	GBF Solids Management Plan/R2E2 - Construction	138,880,269	8,495,135	10/14/2015	May 2035
Total Existing Debt		**$253,275,309**	**$15,608,847**		
MAJOR CAPITAL: PLANT					
(New) [1]	DPF: Metro Pumping & Headworks Improvements 4198-73 (355)	24,300,000	656,583	6/1/2024	May 2047
(New) [1]	GBF: Metro Pumping & Headworks Improvements (357)	57,100,000	661,167	5/1/2026	May 2049
(New)	GBF: North Plant Clarifiers Rehabilitation 4198-57 (358)	39,060,000	2,625,446	3/1/2023	May 2046
(New) [1]	GBF: Thickening Improvements 4198-61 (356)	26,510,000	615,800	4/1/2024	May 2047
MAJOR CAPITAL: INTERCEPTORS					
(New) [1]	East Bayshore Lift Stations - Rehabilitation (260)	5,371,000	52,108	5/1/2027	May 2049
(New) [1]	East River Lift Station - Upsizing & Force Main (401)	11,710,000	299,829	2/1/2026	May 2047
(New) [1]	ERI Interceptor Rehabilitation (313) CWFL	12,952,000	870,578	2/1/2025	May 2046
(New)	FRC & EFR Interceptor Rehabilitation (313) - GO Bond	17,901,000	1,317,187	2/1/2025	May 2044
(New) [1]	Ninth Street Interceptor Improvements (371)	5,242,000	113,040	1/1/2027	May 2047
Total New Debt		**200,146,000**	**$7,211,737**		
Grand Total with New Debt		**$453,421,309**	**$22,820,584**		

[1] Interest Only

Allocation of Operation and Maintenance Costs

The following tables show the budgeted operation and maintenance expenses allocated to "Common to All", "Municipal Only" and "Mill Only" users. The assignment of these expenses is in conformance with the Tripartite Agreements with Procter & Gamble and Green bay Packaging, and the most recent Cost Allocation Methodology report.

ITEM	Total	Common to All [1]					Municipal Only [1]		Mill Only [1]	
		Flow	BOD	TSS	PHOS	TKN	Flow	Industry	Flow	Direct
Salaries & Benefits										
Laboratory & Research & Environmental Services										
Operational Testing	$ 857,121	$ 119,997	$ 102,855	$ 77,140	$ 51,427	$ 59,998	$ 179,995	$ 205,709	$ -	$ 59,998
Water Quality Testing	1,062,874	1,062,874	0	0	0	0	0	0	0	0
Total Laboratory Services	**$ 1,919,995**	**$ 1,182,871**	**$ 102,855**	**$ 77,140**	**$ 51,427**	**$ 59,998**	**$ 179,995**	**$ 205,709**	**$ -**	**$ 59,998**
Treatment										
Pump Station	$ 171,302	$ 171,302	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Primary Treatment	230,164	230,164	-	-	-	-	-	-	-	-
Grit Removal	29,975	-	-	29,975	-	-	-	-	-	-
Aeration	330,189	-	165,095	-	-	165,095	-	-	-	-
Final & Chlorine Contact Basins	294,311	294,311	-	-	-	-	-	-	-	-
Filtration	43,856	43,856	-	-	-	-	-	-	-	-
Primary Thickeners	114,339	686	10,291	102,677	686	-	-	-	-	-
Waste Activated Sludge Thickeners	245,013	-	147,008	93,105	-	4,900	-	-	-	-
Dewatering/Incineration	637,034	2,140	200,316	426,831	2,140	5,607	-	-	-	-
Primary Sludge	356,675	2,140	32,101	320,295	2,140	-	-	-	-	-
Secondary Sludge	280,359	-	168,215	106,536	-	5,607	-	-	-	-
Incineration	763,253	2,131	276,791	474,039	2,131	8,161	-	-	-	-
Primary Sludge	355,218	2,131	31,970	318,986	2,131	-	-	-	-	-
Secondary Sludge	408,035	-	244,821	155,053	-	8,161	-	-	-	-
Miscellaneous	353,413	987	128,164	219,497	987	3,779	-	-	-	-
Grit Removal	233,134	326	42,273	72,397	116,892	1,246	-	-	-	-
Filtration	296,986	829	107,701	184,451	829	3,175	-	-	-	-
Solids, General	334,644	1,021	114,020	215,292	1,021	3,290	-	-	-	-
Reclaimed Water	1,274	-	-	-	-	-	-	-	-	1,274
Total Treatment	**$ 4,078,887**	**$ 747,752**	**$ 1,191,657**	**$ 1,818,264**	**$ 124,687**	**$ 195,253**	**$ -**	**$ -**	**$ -**	**$ 1,274**
Maintenance/Engineering										0
Maintenance	$ 3,031,259	$ 719,378	$ 883,384	$ 857,002	$ 87,898	$ 252,499	$ 196,041	$ -	$ 35,057.33	$ -
Engineering	1,096,817	260,296	319,640	310,094	31,805	91,363	70,934	0	12,685	0
Total All Above	**$ 10,126,958**	**$ 2,910,298**	**$ 2,497,535**	**$ 3,062,500**	**$ 295,817**	**$ 599,114**	**$ 446,970**	**$ 205,709**	**$ 47,742**	**$ 61,273**
Business Services & Information Systems	$ 2,818,091	$ 826,658	$ 709,415	$ 869,891	$ 84,026	$ 170,176	$ 126,960	$ -	$ 12,204	$ 18,761
Total Salaries & Benefit Costs	**$ 12,945,049**	**$ 3,736,956**	**$ 3,206,950**	**$ 3,932,391**	**$ 379,843**	**$ 769,290**	**$ 573,931**	**$ 205,709**	**$ 59,946**	**$ 80,034**
Power										
Metro Pump	$ 276,162	$ -	$ -	$ -	$ -	$ -	$ 276,162	$ -	$ -	$ -
Mill Pump	20,674	-	-	-	-	-	-	-	20,674	-
Reclaimed Water	110,876	-	-	-	-	-	-	-	-	110,876
Secondary Effluent Pump	14,709	14,709	-	-	-	-	-	-	-	-
Process Air Compressors	716,405	-	465,664	-	-	250,742	-	-	-	-
Solids Building	452,577	1,264	164,125	281,085	1,264	4,839	-	-	-	-
Primary Sludge	210,629	1,264	18,957	189,145	1,264	-	-	-	-	-
Secondary Sludge	241,948	-	145,169	91,940	-	4,839	-	-	-	-
All Other Plant	767,985	182,258	223,810	217,126	22,269	63,972	49,668	-	8,882	-
Total Power	**$ 2,359,388**	**$ 198,231**	**$ 853,599**	**$ 498,211**	**$ 23,533**	**$ 319,553**	**$ 325,830**	**$ -**	**$ 29,556**	**$ 110,876**
Fuel										
Fuel - Diesel for Generators	$ 14,197	$ 14,197	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Building	372,530	88,409	108,565	105,322	10,802	31,031	24,093	-	4,308	-
Incineration & Process	416,883	1,164	151,181	258,917	1,164	4,457	-	-	-	-
Primary Sludge	194,017	1,164	17,462	174,228	1,164	-	-	-	-	-
Secondary Sludge	222,866	0	133,719	84,689	0	4,457	0	0	0	0
Total Fuel	**$ 803,611**	**$ 103,770**	**$ 259,746**	**$ 364,239**	**$ 11,966**	**$ 35,489**	**$ 24,093**	**$ -**	**$ 4,308**	**$ -**
Chemicals										
Sodium Hypochlorite	$ 454,692	$ 454,692	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Thickening Polymer	122,640	-	73,584	46,603	-	2,453	-	-	-	-
Gravity Thickener Polymer	-	-	-	-	-	-	-	-	-	-
Dewatering Polymer	490,560	1,370	177,900	304,676	1,370	5,245	-	-	-	-
Primary Sludge	228,307	1,370	20,548	205,019	1,370	-	-	-	-	-
Secondary Sludge	262,253	-	157,352	99,656	-	5,245	-	-	-	-
Sodium Bisulfite	165,622	165,622	-	-	-	-	-	-	-	-
Ferric Chloride	251,112	125,556	-	-	125,556	-	-	-	-	-

ITEM	Total	Common to All [1]					Municipal Only [1]		Mill Only [1]	
		Flow	BOD	TSS	PHOS	TKN	Flow	Industry	Flow	Direct
Odor Control	-	-	-	-	-	-	-	-	-	-
Magnesium Chloride	-	-	-	-	-	-	-	-	-	-
Sodium Hydroxide – Air Pollution	28,520	80	10,343	17,713	80	305	-	-	-	-
Sodium Hydroxide – Nutrient Removal	-	-	-	-	-	-	-	-	-	-
Activated Carbon	-	-	-	-	-	-	-	-	-	-
Aqua Ammonia	-	-	-	-	-	-	-	-	-	-
Reclaimed Water	62,755	-	-	-	-	-	-	-	-	62,755
Other Chemicals	176,300	176,300	-	-	-	-	-	-	-	-
Total Chemicals	**$ 1,752,201**	**$ 923,620**	**$ 261,826**	**$ 368,992**	**$ 127,005**	**$ 8,003**	**$ -**	**$ -**	**$ -**	**$ 62,755**
Maintenance & Repairs										
Maintenance & Repairs	**$ 2,470,874**	**$ 585,316**	**$ 718,758**	**$ 697,293**	**$ 71,518**	**$ 205,444**	**$ 159,507**	**$ -**	**$ 28,524**	**$ 4,514**
All Other Expenses										
Solid Waste	$ 366,899	$ 1,025	$ 133,054	$ 227,872	$ 1,025	$ 3,923	$ -	$ -	$ -	$ -
Primary Sludge	170,755	1,025	15,368	153,338	1,025	-	-	-	-	-
Secondary Sludge	196,144	-	117,686	74,535	-	3,923	-	-	-	-
DNR Enviromental Fees	187,520	1,369	63,129	66,602	42,343	14,077	-	-	-	-
Other Miscellaneous	6,543,819	1,552,978	1,907,031	1,850,078	189,753	545,090	423,208	-	75,681	-
Biogas Treatment	-	-	-	-	-	-	-	-	-	-
Total All Other	**$ 7,098,238**	**$ 1,555,371**	**$ 2,103,214**	**$ 2,144,553**	**$ 233,120**	**$ 563,090**	**$ 423,208**	**$ -**	**$ 75,681**	**$ -**
Total Treatment Plant O & M	**$ 27,429,360**	**$ 7,103,264**	**$ 7,404,092**	**$ 8,005,679**	**$ 846,985**	**$ 1,900,868**	**$ 1,506,569**	**$ 205,709**	**$ 198,016**	**$ 258,178**
Field Services O & M										
Pretreatment	$ 173,025	$ -	$ -	$ -	$ -	$ -	$ -	$ 173,025	$ -	$ -
Municipal Interceptors	1,033,190	-	-	-	-	-	1,033,190	-	-	-
Mill Interceptors	1,112	-	-	-	-	-	-	-	212	900
Sustana Fiber Force Main	26,157	-	-	-	-	-	-	-	-	26,157
Municipal Metering Stations	172,123	-	-	-	-	-	172,123	-	-	-
Mill Metering Stations	35,052	-	-	-	-	-	-	-	-	35,052
Municipal Lift Stations	**$ 173,712**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 173,712**	**$ -**	**$ -**	**$ -**
Subtotal	**$ 1,614,371**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,379,025**	**$ 173,025**	**$ 212**	**$ 62,109**
All Other (Field Services Salaries after distribution)	**$ 753,759**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 644,302**	**$ 80,840**	**$ 99**	**$ 28,518**
Total Interceptor System O & M	**$ 2,368,130**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 2,023,327**	**$ 253,865**	**$ 311**	**$ 90,627**
Total O & M Costs	**$ 29,797,490**	**$ 7,103,264**	**$ 7,404,092**	**$ 8,005,679**	**$ 846,985**	**$ 1,900,868**	**$ 3,529,895**	**$ 459,574**	**$ 198,327**	**$ 348,805**
Distribution to Participants										
Municipal	$ 26,674,852	$ 5,860,533	$ 7,050,202	$ 7,192,903	$ 793,980	$ 1,787,765	$ 3,529,895	$ 459,574	$ -	$ -
Sustana Fiber	56,085	-	-	-	-	-	-	-	-	56,085
Green Bay Packaging	1,207,971	383,933	187,136	214,019	51,295	95,768	-	-	61,226	214,594
Procter & Gamble	1,858,582	858,798	166,754	598,757	1,710	17,336	-	-	137,102	78,126
Total	**$ 29,797,490**	**$ 7,103,264**	**$ 7,404,092**	**$ 8,005,679**	**$ 846,985**	**$ 1,900,868**	**$ 3,529,895**	**$ 459,574**	**$ 198,327**	**$ 348,805**

[1] Expenses are first allocated to cost components (Flow, BOD, TSS, PHOS, TKN) and then allocated to Municipal and Mill customers based on projected annual wastewater flows and loadings.

Interceptor System O&M

The following table is the interceptor system operation and maintenance (O&M) expenses that are budgeted from NEW Water's Field Services and Maintenance Departments. The tables shows the distribution of the O&M expenses to the three paper mills (Procter & Gambe, Green Bay Packaging and Sustana Fiber) as well as GBMSD meter stations, interceptors, lift stations and Pretreatment Program. The process to separate O&M expenses is done in conformance of the most recent Cost Allocation Methodology report and Tripartite Agreements with Procter & Gamble and Green Bay Packaging and an service agreement with Sustana Fiber. The separation of O&M costs is required to develop the Municipal, Total Mills and Sustana Fiber cost of service unit rates.

Mills

Account Name	P&G Meter Station	P&G Interceptor	GBP Meter Station	GBP Interceptor	Sustana Fiber Force Main	Total
Salaries - P&G Interceptor		80				$ 80
Benefits - P&G Interceptor		26				26
Salaries - P&G Meter Station	14,331					14,331
Benefits - P&G Meter Station	4,674					4,674
Salaries - GBP Interceptor				80		80
Benefits - GBP Interceptor				26		26
Salaries - GBP Meter Station			9,162			9,162
Benefits - GBP Meter Station			2,988			2,988
Salaries - Sustana Fiber - Force Main					80	80
Benefits - Sustana Fiber - Force Main					26	26
Salaries - Sustana Fiber - Meter Station					18,324	18,324
Benefits - Sustana Fiber - Meter Station					5,976	5,976
Repair & Maintenance (R & M) - P&G Interceptor	-	450				450
R & M - P&G Meter Station	1,080					1,080
Phones - P&G	675					675
Power - P&G	-					-
Repair & Maintenance (R & M) - GBP Interceptor			-	450		450
R & M - GBP Meter Station			1,071			1,071
Phones - GBP			1,071			1,071
Power - GBP			-			-
R & M - Force Main					1,500	1,500
R & M - Meter Station					250	250
Chemicals					-	-
Total	$ 20,760	$ 556	$ 14,292	$ 556	$ 26,157	$ 62,321

GBMSD Interceptors, Meter and Lift Stations, Pretreatment

Account Name	Interceptor, Meter and Lift Stations	Pretreatment
Salaries – Pretreatment		$ 123,044
Salaries – GBMSD Interceptors, Meter and Lift Stations	285,961	
Benefits – Pretreatment		40,131
Benefits – GBMSD Interceptors, Meter and Lift Stations	93,267	
Pretreatment Program		9,850
R & M – East Bayshore System Lift Stations	57,134	
R & M – East Bayshore Force Main	1,500	
R & M – East River Lift Station	30,672	
R & M – GBMSD Interceptors – Field Services	118,415	
R & M – GBMSD Interceptors – Engineering	231,000	
R & M – Old Plank Lift Station	2,836	
R & M – Interplant Force Main	203,675	
R & M – GBMSD Meter Stations	63,978	
R & M – Chemical Feed Building	1,520	
Phones – Meter/Lift Stations	80,910	
Phones – Chemical Feed Building	-	
Power – Meter Stations	23,300	
Power – Chemical Feed Building	2,415	
Power – Old Plank Lift Station	2,000	
Power – East Bayshore Lift Stations	35,000	
Power – East River Lift Station	44,900	
Water – East River Lift Station	1,170	
Chemicals – Old Plank Lift Station	-	
Chemicals – De Pere Conveyance	56,784	
Chemicals – Chemical Feed Building	-	
Chemicals – Bayshore Interceptor	42,588	
Total	**$ 1,379,025**	**$ 173,025**

Salaries and Benefits Distribution

The upper table shows NEW Water's total salary and benefit distribution by departments and the number of full time employees (FTEs) per department. The bottom table is slightly different than the upper table because it removes some Maintenance and Field Services Department salaries and benefits assigned to NEW Water interceptors and meter stations that are considered Municipal Only expenses. The remaining salary and benefit expenses in the lower table are considered Common to All user expenses. The salary and benefits expenses are separated in conformance with the most recent Cost Allocation Methodology report, Tripartite Agreements with Procter & Gamble and Green Bay Packaging, and a service agreement with Sustana Fiber to develop Municipal, Total Mills and Sustana Fiber cost of service unit rates.

Salaries and Benefits BEFORE Distribution to Interceptor & Meter Stations

Description	Commission	Business Services [1]	Laboratory Services	Treatment & EHS	Maintenance	Engineering	Information Technology	Field Services	Watershed Management	Total
Gross Salaries	$4,200	$1,330,981	$818,251	$3,068,905	$2,251,333	$826,183	$801,294	$984,006	$659,502	$10,744,653
Long Term Disability	-	6,596	4,225	14,261	11,639	4,481	4,344	4,781	3,451	53,779
Dental Insurance	-	9,341	5,893	17,201	11,875	5,722	6,540	4,776	2,110	63,457
Health Insurance	-	226,089	149,823	438,473	426,694	122,672	106,172	132,413	37,152	1,639,489
Life Insurance	-	3,324	2,649	6,125	7,258	2,053	3,080	1,986	912	27,387
Wisconsin Retirement	-	90,331	57,392	216,188	158,117	59,543	57,405	68,977	45,361	753,312
FICA & Medicare	321	98,044	60,928	204,080	166,660	64,205	61,253	68,684	50,005	774,181
Worker's Compensation	7	3,582	13,921	52,211	38,302	11,959	1,372	16,741	6,911	145,005
Uniforms	-	-	1,510	14,892	21,552	-	-	7,400	-	45,354
Employee Assistance	-	3,816	-	-	-	-	-	-	-	3,816
Wellness Program	-	-	-	45,278	-	-	-	-	-	45,278
Totals	**$4,528**	**$1,772,104**	**$1,114,592**	**$4,077,613**	**$3,093,431**	**$1,096,817**	**$1,041,459**	**$1,289,763**	**$805,403**	**$14,295,711**
Number of FTEs:	**5**	**13**	**9**	**29**	**24**	**7**	**7**	**10**	**5**	**104**

Salaries and Benefits AFTER Distribution to Interceptor & Meter Stations

Description	Commission	Business Services [1]	Laboratory Services	Treatment & EHS	Maintenance	Engineering	Information Technology	Field Services	Watershed Management	Total
Gross Salaries	$4,200	$1,330,981	$818,251	$3,068,905	$2,204,451	$826,183	$801,294	$579,826	$659,502	$10,293,591
Long Term Disability	0	6,596	4,225	14,261	$11,405	4,481	4,344	$2,758	3,451	51,520
Dental Insurance	0	9,341	5,893	17,201	$11,598	5,722	6,540	$2,389	2,110	60,793
Health Insurance	0	226,089	149,823	438,473	$419,541	122,672	106,172	$70,741	37,152	1,570,663
Life Insurance	0	3,324	2,649	6,125	$7,139	2,053	3,080	$956	912	26,237
Wisconsin Retirement	0	90,331	57,392	216,188	$154,830	59,543	57,405	$39,389	45,361	720,438
FICA & Medicare	321	98,044	60,928	204,080	$163,074	64,205	61,253	$47,183	50,005	749,094
Worker's Compensation	7	3,582	13,921	52,211	$37,669	11,959	1,372	$3,118	6,911	130,750
Uniforms	0	0	1,510	14,892	$21,552	0	0	$7,400	0	45,354
Employee Assistance	0	3,816	0	0	$0	0	0	$0	0	3,816
Wellness Program	0	0	0	45,278	$0	0	0	$0	0	45,278
Totals	**$4,528**	**$1,772,104**	**$1,114,592**	**$4,077,613**	**$3,031,259**	**$1,096,817**	**$1,041,459**	**$753,759**	**$805,403**	**$13,697,534**
Difference:	$0	$0	$0	$0	($62,173)	$0	$0	($536,004)	$0	($598,177)
Number of FTEs:	5	13	9	29	24	7	7	10	5	104

[1] Business Services includes Executive Director and Human Resources

Employee Headcount Report

The following table shows NEW Water's employee headcount by divisions and departments as well as the number of appointed Commissioners. The middle "Position Changes" table indicates the headcount/position changes by division and department that occurred with the past budget and that will occur with this budget. The bottom table shows the organizational structure of the departments contained within each division.

DIVISIONS AND DEPARTMENTS	2025 BUDGET HEADCOUNT	2026 BUDGET HEADCOUNT
Business Services including Non-Departmental [1]	13	13
Laboratory & Research	9	9
Treatment including Health and Safety	29	29
Maintenance	24	24
Engineering	7	7
Information Technology	7	7
Field Services	10	10
Watershed Management	5	5
Total Headcount without Commissioners [2]	104	104
Commissioners	5	5

Position Changes			
Divisions	**Department**	**Changes for 2025**	**Changes for 2026**
Operations	Treatment	Add (2) Operator I	

Divisions & Departments classification for referencing				
BUSINESS SERVICES	**TECHNICAL SERVICES**	**OPERATIONS**	**ENVIRONMENTAL PROGRAMS**	**NON-DEPARTMENTAL**
Accounting Public Affairs and Education Information Technology Administrative Services	Engineering Field Services	Maintenance Treatment Environmental, Health and Safety	Watershed Management Laboratory & Research	Commission District Wide Executive Director and HR Mills (P&G/GBP) Sustana Fiber

[1] Non-Departmental Division includes Executive Director & Human Resources

[2] Total Full-Time and Part-Time positions

5-Year Capital Improvement Plan

The following tables identify NEW Water's 5-Year Capital Improvement Plan. The table is broken into three major sections: Major Capital – Wastewater Treatment Facilities, Major Capital – Interceptors, and Departmental Annual Capital Investments. The two major capital sections list significant capital projects that could be cash funded through NEW Water financial reserves or through a Clean Water Fund Loan that will require annual debt service payments. These projects will eventually be completed and then listed on the "Allocation of Capital and Debt Service Costs" tables for future annul debt collection. The Departmental Annual Capital Investments section is comprised of smaller capital projects that are financed through funds collected through the annual budget and expenses within the same budget years.

Notes at the bottom of the tables indicates funding and collection conditions related to some major capital projects.

2025 Budget	2026	2027	2028	2029	2030
(1) Major Capital					
DPF: Aeration Basin Improvements		$ 286,000	$ 571,000	$ 6,171,000	$ 18,727,000
DPF: Compressor Upgrades			$ 230,000	$ 4,763,000	$ 775,000
DPF: Final Clarifiers & RAS Improvements		$ 340,000	$ 2,499,000	$ 7,599,000	
DPF: Metro Pumping & Headworks Improvements	$ 9,400,000	$ 7,900,000			
DPF: Tertiary Enhancement - Chemical Coagulation and Sedimentation					$ 2,315,000
DPF: UV Disinfection Expansion				$ 340,000	$ 455,000
GBF: Aeration Basin Improvements				$ 235,000	$ 4,049,000
GBF: Aeration Blower Improvements			$ 286,000	$ 571,000	$ 18,931,000
GBF: Biosolids Handling and Storage Improvements	$ 740,000	$ 1,376,000	$ 12,240,000	$ 2,703,000	
GBF: Maintenance Building Addition			$ 400,000	$ 2,200,000	$ 3,300,000
GBF: Metro Pumping & Headworks Improvements	$ 6,900,000	$ 18,200,000	$ 21,200,000	$ 8,300,000	
GBF: North Plant Clarifiers Rehabilitation	$ 6,600,000				
GBF: Sludge Screening Improvements					$ 286,000
GBF: South Complex Final Clarifiers Rehabilitation				$ 398,000	$ 61,000
GBF: Thickening Improvements	$ 9,600,000	$ 7,800,000	$ 3,600,000		
Interplant Wastewater Force Main - Phase 2		$ 56,228	$ 1,197,756		
(2) Interceptor Major Capital					
East Bayshore Lift Stations - Rehabilitation	$ 230,000	$ 1,846,000	$ 1,244,000	$ 1,826,000	
East River Lift Station - Upsizing & Force Main	$ 5,615,000	$ 5,615,000			
East Tower Drive Interceptor Rehabilitation - Phase 1		$ 60,000	$ 1,510,000		
East Tower Drive Interceptor Rehabilitation - Phase 2			$ 360,000	$ 8,630,000	
ERI Interceptor Rehabilitation	$ 677,000				
FRC & EFR Interceptor Rehabilitation	$ 300,000				
Lawrence Sewers Upsizing					$ 2,713,000
NEI & SEI Rehabilitation				$ 112,000	$ 1,163,000
Ninth Street Interceptor Improvements	$ 418,000	$ 4,824,000			
Quincy Street Interceptor Improvements				$ 653,000	$ 6,487,000
West Fox River Interceptor Relay and Rehabilitation	$ 384,000	$ 384,000	$ 5,635,000	$ 5,117,000	
West Tower Drive Interceptor Rehabilitation				$ 71,000	$ 1,785,000
(3) Maintenance Annual Capital					
DPF Fence Replacement Project			$ 120,000		
DPF: Replace roof - Administration Building		$ 53,000			
DPF: Replace roof - Sludge Control Tank Building		$ 80,000			
Fire Alarm Control Panel Replacements		$ 300,000			
GBF: Biogas Membrane Storage Replacement			$ 415,000		
GBF: Sludge Blanket Level Detectors	$ 150,000				
Vehicle ID# 101 Replacement (Utilities)		$ 45,000			
Vehicle ID# 109 Replacement (E&I)		$ 45,000			
Vehicle ID# 110 Replacement (Watershed)			$ 30,000		
Vehicle ID# 112 Replacement (Mechanics)		$ 45,000			
Vehicle ID# 113 Replacement (Utilities)			$ 45,000		
Vehicle ID# 114 Replacement (Utilities)					$ 40,000
Vehicle ID# 115 Replacement (Field Services)	$ 80,000				
Vehicle ID# 118 Replacement (Admin)				$ 30,000	

2025 Budget	2026	2027	2028	2029	2030
Vehicle ID# 156 Replacement (Admin)				$ 30,000	
Vehicle ID# 158 Replacement (Admin)				$ 30,000	
(4) Information Technology Annual Capital					
Data Center Servers		$ 75,000	$ 75,000		
DPF: Fiber Optic Network Enhancement/Upgrade	$ 60,000				
GBF & DPF WatchGuard Firewall Upgrade					$ 50,000
GBF & DPF: Rockwell Asset Manager			$ 100,000		
GBF: Audio/Visual Rm Equipment Replacement		$ 40,000			
GBF: Continuous Emissions Monitoring (CEM)		$ 60,000			
GBF: County Wide Radio Communications Phase II	$ 60,000				
GBF: Financial Software Replacement/Upgrade					$ 250,000
Maximo Upgrades	$ 150,000				
(5) Engineering Annual Capital					
AHU Replacment North Plant Mechanical Buildings		$ 2,000,000			
Ash Slurry Pipe Replacement	$ 1,000,000				
GBF: Administration Building North HVAC Improvements	$ 1,050,000				
GBF: Dryer Condenser Improvements	$ 500,000				
GBF: Hot Oil Economizer Replacement	$ 2,300,000				
GBF: Potable & Heating Water Loop Improvements		$ 1,000,000			
Green Infrastructure - East River Lift Station	$ 70,000				
Heating Loop Improvements	$ 400,000				
(6) Field Services Annual Capital					
Billing Program Design & Implementation	$ 165,000				
(7) Laboratory Annual Capital					
Ion Chromatography System		$ 60,000			
Lab Refrigerator	$ 37,500				
Metals Lab: PE ICP		$ 108,000			
(8) Watershed Annual Capital					
None					
(9) Annual Capital Renewal & Replacement					
Interceptor Renewal & Replacement			$ 126,000	$ 130,000	$ 134,000
Wastewater Treatment Facility Renewal & Replacement			$ 2,905,000	$ 3,907,000	$ 3,694,000
Grand Total	**$ 46,886,500**	**$ 52,598,228**	**$ 54,788,756**	**$ 53,816,000**	**$ 65,215,000**

Summary					
(1) Major Capital	$ 33,240,000	$ 35,958,228	$ 42,223,756	$ 33,280,000	$ 48,899,000
(2) Interceptor Major Capital	$ 7,624,000	$ 12,729,000	$ 8,749,000	$ 16,409,000	$ 12,148,000
(3) Maintenance Annual Capital [A]	$ 230,000	$ 568,000	$ 610,000	$ 90,000	$ 40,000
(4) Information Technology Annual Capital [A]	$ 270,000	$ 175,000	$ 175,000		$ 300,000
(5) Engineering Annual Capital [A]	$ 5,320,000	$ 3,000,000			
(6) Field Services Annual Capital [A]	$ 165,000				
(7) Laboratory Annual Capital [A]	$ 37,500	$ 168,000			
(8) Watershed Annual Capital [A]					
(9) Annual Capital Renewal & Replacement [A]			$ 3,031,000	$ 4,037,000	$ 3,828,000
Grand Total	**$ 46,886,500**	**$ 52,598,228**	**$ 54,788,756**	**$ 53,816,000**	**$ 65,215,000**

[A] Total Annual Capital	$ 6,022,500	$ 3,911,000	$ 3,816,000	$ 4,127,000	$ 4,168,000

Annual Capital

The following table is a summary of Annual Capital from the Departmental Annual Capital Investments section of the 5-Year Capital Improvement Plan.

Item Description	Common to All or Municipal Only	Amount
BUSINESS SERVICES		
Information Technology		
DPF: Fiber Optic Network Enhancement/Upgrade	Common to All	60,000
GBF: County Wide Radio Communications Phase II	Common to All	60,000
Maximo Upgrades	Common to All	150,000
Total Information Technology		**270,000**
Total Business Services		**270,000**
Operations		
Maintenance		
GBF: Sludge Blanket Level Detectors	Common to All	150,000
Vehicle ID# 115 Replacement (Field Services)	Common to All	80,000
Total Maintenance		**230,000**
Total Operations		**230,000**
Technical Services		
Engineering		
Ash Slurry Pipe Replacement	Common to All	1,000,000
GBF: Administration Building North HVAC Improvements	Common to All	1,050,000
GBF: Dryer Condenser Improvements	Common to All	500,000
GBF: Hot Oil Economizer Replacement *	Common to All	2,300,000
Green Infrastructure - East River Lift Station	Municipal Only	70,000
Heating Loop Improvements	Common to All	400,000
Total Engineering		**5,320,000**
Field Services		
Billing Program Design & Implementation	Common to All	165,000
Total Field Services		**165,000**
Total Technical Services		**5,485,000**
Environmental Programs		
Laboratory		
Lab Refrigerator	Common to All	37,500
Total Laboratory		**37,500**
Total Environmental Programs		**37,500**
Total Annual Capital Items		**$ 6,022,500**

* Project will be partically funded ($1.8M) from Plant Capital Replacement Reserves (PCRR)

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Protecting our most valuable resource, water

www.newwater.us

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Green Bay, WI 54302

(920)432-4893

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NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Adam Butry and Kate Verbeten

DATE: August 14, 2025

SUBJECT: Environmental, Health, and Safety Update for 2024

Background

A brief presentation will be given highlighting the accomplishments of the Safety Program and Environmental Compliance Program for 2024.

Recommendation

This Commission item is informational only.

Commission Action

No Commission action is required.

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NEW Water – 2024 Environmental, Health & Safety Updates

Adam Butry
Health Safety and Security Coordinator
abutry@newwater.us

Kate Verbeten
Environmental Compliance Specialist
kverbeten@newwater.us

Safety · Respect · Team · Environment
NEW Water

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2024 Safety Statistics

	2023	2024
Recordable Injuries	3	1
Total Injuries	6	0
Experience Modification Rate	0.67	0.80

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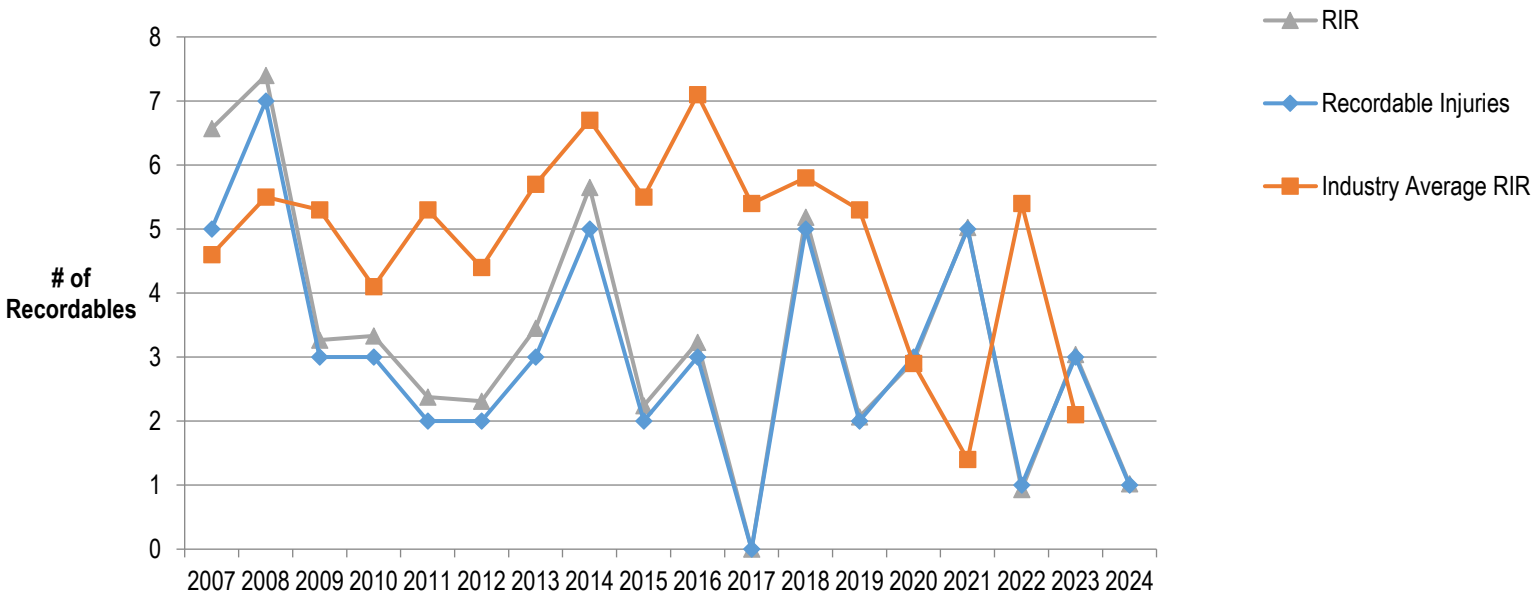
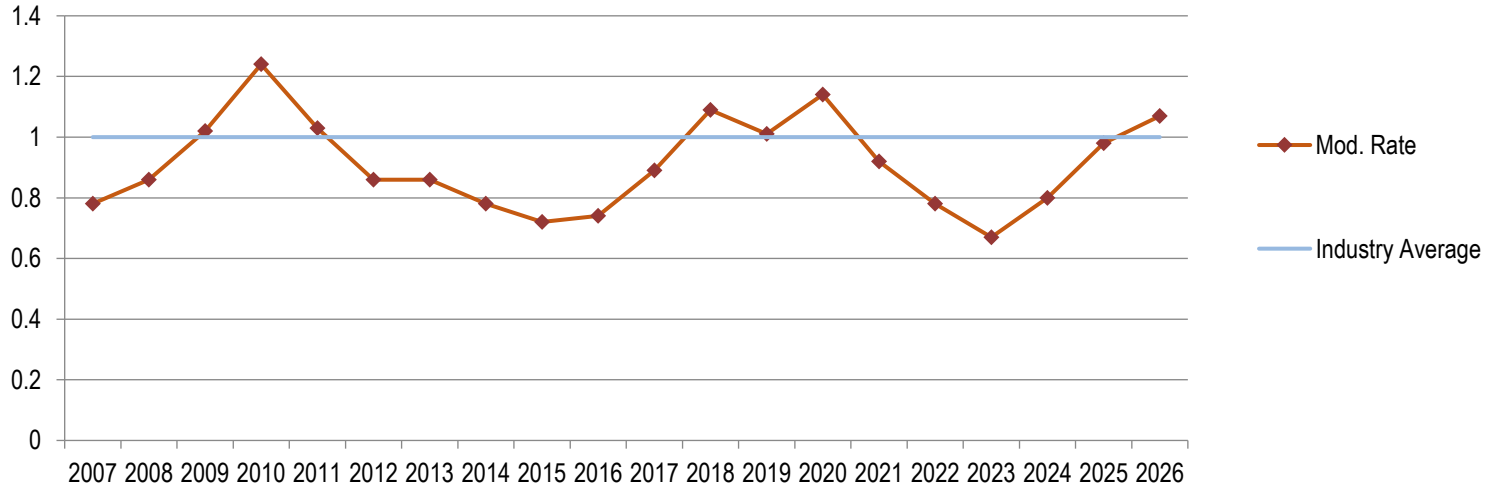
NEW Water Safety Statistics 2007-2024

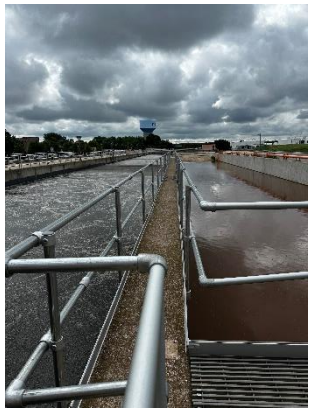


EMR



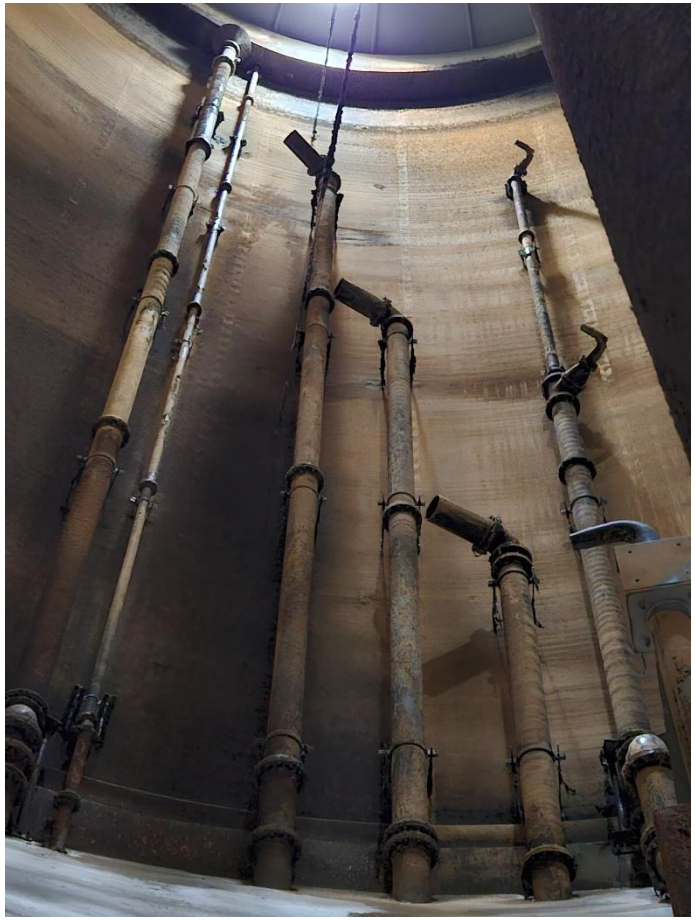
Safety Improvement Projects

- Work platforms to access difficult to reach areas that would typically require working from ladders or require fall protection
  - Dryer Condenser Tank
  - Incinerator Louver Actuators
  - South Plant Ash Cell Dewatering
  - Polymer Tanks
  - Biogas Engine Room HVAC



Digester #1 Shutdown and Inspection

- Conducted Job Safety Analysis to evaluate hazards for step-by-step process for shutdown and entry for inspection
- Developed Lock Out/Tag Out Procedures for safe isolation
- No operational or safety issues encountered

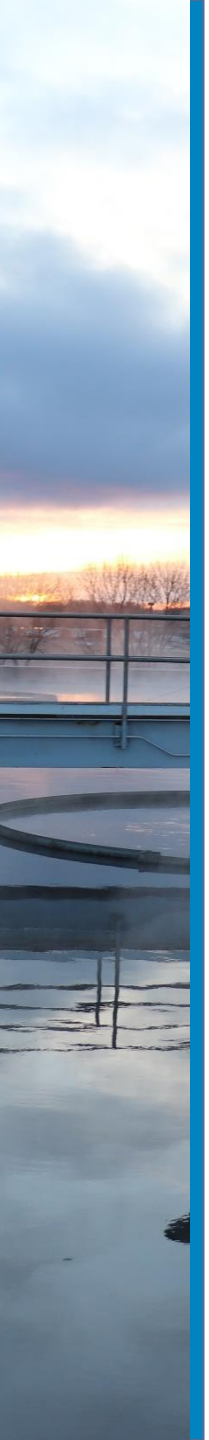


Electrical Safety Program Development

Networked with Milwaukee, Madison, and Chicago wastewater safety personnel

Developed written Electrical Safety Program to meet requirements set forth by OSHA and NFPA

Purchased new arc flash suits for E&I Technicians



HAZWOPER Training Development

- Determined a need for HAZWOPER training for Operations and Field Services staff
- Determined level of training needed based on expectations of staff in an emergency response
- 8hr training required for Treatment, Maintenance, and Field Services
- 24hr training required for Treatment and Field Services Team Leads, and Environmental Compliance
- 40hr required for Director of Operations and Health, Safety, Security Coordinator

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Hosted Summer 2024 Multi-Agency Training

- De Pere Facility Multi-Agency Emergency Response training
- Included participants from:
  - De Pere Fire and Rescue
  - Ashwaubenon Public Safety
  - Howard Fire
  - Brown County Sherrif's Office
  - De Pere Police Department
- Partnering with the same agencies to coordinate and host a county-wide training event in the fall of 2025

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Environmental Compliance Update

- Environmental Compliance Specialist
  - Kate Verbeten

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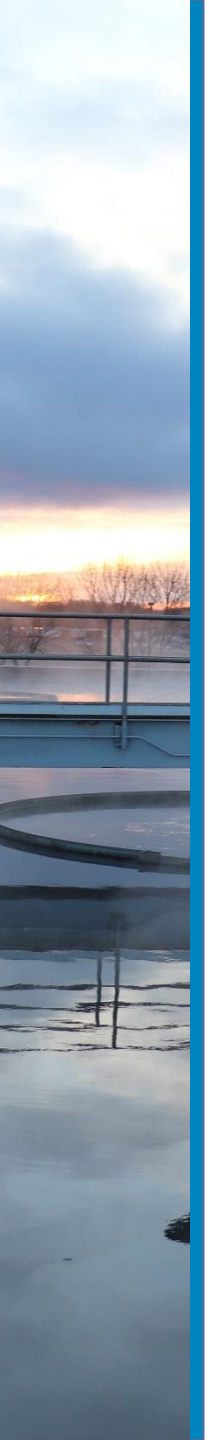
2024 NEW Water Current Permits



Title V Air Pollution Permit

Regulates air emissions from the incineration process of the Green Bay Facility. This permit expires October 30, 2025.

Type A Registration Operation Permit

Regulates air emissions from the generators of the De Pere Facility. This permit does not have an expiration date.

Wisconsin Pollutant Discharge Elimination System (WPDES) Permit

A combined permit for the De Pere and Green Bay Facility. This permit expires March 2027.

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2024 Environmental Reporting

NEW Water is required to file reports regarding the quality of:

Influent and effluent	Air emissions	Sludge generation and management	Hazardous materials	Hazardous waste generation and management

All reports were compiled and submitted by their respective deadlines for both facilities.

Data for reports are collected throughout the year by personnel from Treatment, Maintenance, Field Services and the Laboratory sections.

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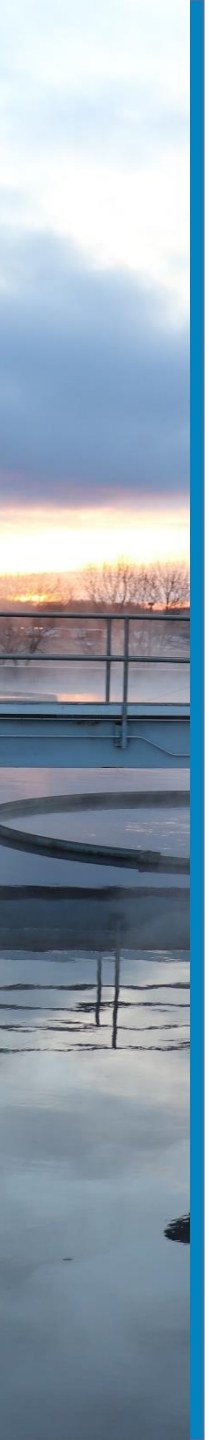


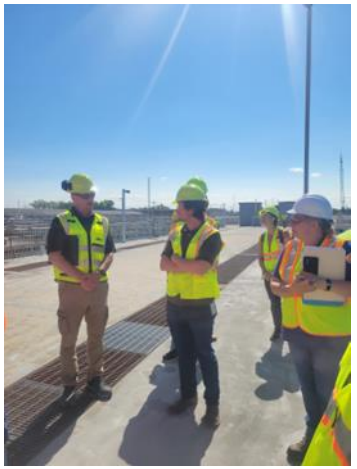
2024 Stack Testing Summary

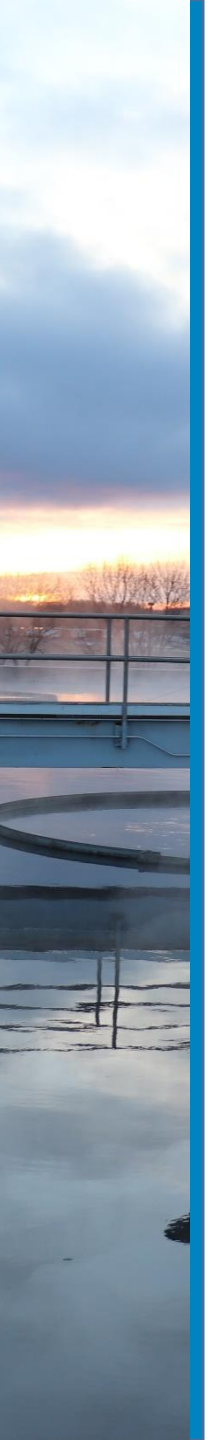
Performed in compliance with Title V Air Permit requirements

Emission testing of one Spark Ignition Engine Generator Sets (P22)	• The results of the test efforts indicated the various air emissions were within WDNR permit limitations.
Fugitive Emissions of the Ash Handling System	• The results of visible emissions of the ash system were in compliance with the permit limit.
Fluidized Bed Incinerator (FBI) **Stack Test**	• Stack Testing was conducted in March 11-14, 2024. The test efforts demonstrated the FBI is operating within compliance requirements.
Relative Accuracy Correlation Testing (RATA) on the incinerator continuous emissions monitoring (CEM) system	• The results of the test efforts indicated the CEMs system were within WDNR permit limitations.

Additional Focus Areas in 2024

- Hazardous materials management and safe handling oversight
- Spill prevention, employee training, and regulatory reporting
- Environmental monitoring, inspections, and corrective action coordination
- Remediation projects and special initiatives supporting environmental stewardship
- Regulatory strategy, compliance reporting, and operational/project integration across departments





Major Regulatory Inspections

Air Permit Compliance

An Air Compliance Inspection was conducted on March 3, 2025. The treatment plant was found to be in full compliance with all terms and conditions of the air permit.

WPDES Permit Compliance

An inspection under the Wisconsin Pollutant Discharge Elimination System (WPDES) is anticipated to occur in Summer 2026.

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New for 2025 – EHS Scorecard

What is the EHS Scorecard?

A new tool to track and improve **safety** and **environmental compliance** across departments.

- ✅ **Quarterly Monitoring**
- 📊 **Department grades based on completion of action items**
- 🔍 **Helps identify improvement areas**

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Task Tracking

NEW Water — The brand of the Green Bay Metropolitan Sewerage District	Document Name:	Document Revised:
	EHS Scorecard	02/27/25
	Document No.:	Author:
2231 N Quincy St, Green Bay, WI 54302	EHS-FRM-GEN-0005-Rev.00	Environmental Compliance Specialist

EHS Scorecard

Reporting Year: 2025

Q1

Safety			Environmental Compliance		
HSSC Task	**Date Completed**	**Notes**	**ECS Task**	**Date Completed**	**Notes**
OSHA 300A Forms-Posted on Safety Board	2/1/2025		January-Discharge Monitoring Report	2/19/2025	Report due February 21, 2025.
Fume Hood Monitoring	3/5/2025		February-Discharge Monitoring Report	3/12/2025	Report due March 21, 2025.
Fume Hood Inventory Form	3/5/2025		March-Discharge Monitoring Report	4/16/2025	Report due April 21, 2025.
January- Safety Committee Meeting	1/14/2025		Sludge/Biosolids Characteristics Reports (3400-49 / 3400-52)	1/23/2025	Report due January 31, 2025
February- Safety Committee Meeting	2/11/2025		EPA 503 Report (Biosolids Annual Report)	2/6/2025	Report due February 19, 2025
March- Safety Committee Meeting	3/11/2025		Tier II Report	2/27/2025	Report due March 1, 2025
January-Monthly Safety Audits	N/A	New audit process began February 2025	EPA Annual Compliance Report	2/27/2025	Report due March 1, 2025
February-Monthly Safety Audits	2/20/2025		Title V Semi-Annual Report	2/27/2025	Report due March 1, 2025
March-Monthly Safety Audit	3/11/2025		40CFR 60 Part LLLL NSPS Semi-Annual Deviation Report	2/27/2025	Report due March 1, 2025
January- Eye Wash/Shower Flow Inspection			NR438 Air Emission Inventory_GBF	2/27/2025	Report due March 15, 2025
February- Eye Wash/Shower Flow Inspection			NR438 Air Emission Inventory_DPF	2/27/2025	Report due March 15, 2025
March- Eye Wash/Shower Flow Inspection	3/14/2025		Mercury PMP Report	3/31/2025	Report due March 31, 2025
Quarterly Review - Incident Reports Review	5/7/2025	Reviewed, nothing outstanding	Quarterly Review - Weekly Waste Room Inspection	3/31/2025	In compliance.
Fall Protection Inspection_GBF	3/4/2025		DOT Training Compliance Review (Every 3 years)	3/31/2025	KEV_10/29/2024 Complete
Fall Protection Inspection_DPF	3/21/2025				
SCBA Flow Testing	1/30/2025				

Q2

HSSC Task	Date Completed	Notes	ECS Task	Date Completed	Notes
Fume Hood Monitoring	5/22/2025		April-Discharge Monitoring Report	5/12/2025	Report due May 21, 2025.
Emergency Action Plan Updated	2/4/2025		May-Discharge Monitoring Report	6/20/2025	Report due June 21, 2025.
April-Safety Committee Meeting	4/8/2025		June-Discharge Monitoring Report	7/21/2025	Report due July 21, 2025.
May-Safety Committee Meeting	5/13/2025		CMAR Report Filed	5/29/2025	Report due June 30, 2025.

Grading System

NEW Water — The brand of the Green Bay Metropolitan Sewerage District	Document Name:	Document Revised:
	EHS Scorecard	02/27/25
	Document No.:	Author:
2231 N Quincy St, Green Bay, WI 54302	EHS-FRM-GEN-0005-Rev.00	Environmental Compliance Specialist

EHS Scorecard

Quarter	Score
Q1	91.80
Q2	95.45
Q3	21.05
Q4	0.00

Key	
A	>93%
B	86%-93%
C	79%-85%
D	73%-78%
F	45%-72%
Incomplete	0%-44%

Quarter	Tasks	Date Completed	Notes	Score	Due Date	Score Scale	Total Possible	Earned	Total Earned
	Safety Tasks						33	28	
1	OSHA 300A Forms-Posted on Safety Board	2/1/2025		2	2/1/2025	Complete/NA (2) Incomplete (0)	2		
1	Fume Hood Monitoring	3/5/2025		2	3/31/2025	Complete/NA (2) Incomplete (0)	2		
1	Fume Hood Inventory Form	3/5/2025		2	3/31/2025	Complete/NA (3) Incomplete (0)	3		
1	January- Safety Committee Meeting	1/14/2025		2	1/31/2025	Complete/NA (2) Incomplete (0)	2		
1	February- Safety Committee Meeting	2/11/2025		2	2/28/2025	Complete/NA (2) Incomplete (0)	2		
1	March- Safety Committee Meeting	3/11/2025		2	3/31/2025	Complete/NA (2) Incomplete (0)	2		
1	January-Monthly Safety Audits	N/A	New audit process began February 202	2	1/31/2025	Complete/NA (2) Incomplete (0)	2		
1	February-Monthly Safety Audits	2/20/2025		2	2/28/2025	Complete/NA (2) Incomplete (0)	2		
1	March-Monthly Safety Audit	3/11/2025		2	3/31/2025	Complete/NA (2) Incomplete (0)	2		
1	January- Eye Wash/Shower Flow Inspection			0	1/31/2025	Complete/NA (2) Incomplete (0)	2		
1	February- Eye Wash/Shower Flow Inspection			0	2/28/2025	Complete/NA (2) Incomplete (0)	2		
1	March- Eye Wash/Shower Flow Inspection	3/14/2025		2	3/31/2025	Complete/NA (2) Incomplete (0)	2		
1	Quarterly Review - Incident Reports Review	5/7/2025	Reviewed, nothing outstanding	2	3/31/2025	Complete/NA (2) Incomplete (0)	2		
1	Fall Protection Inspection_GBF	3/4/2025		2	3/31/2025	Complete/NA (2) Incomplete (0)	2		

Return to Agenda

Questions / Comments?

Thank you!

Thank you, ALL NEW Water staff, with a special shout out to Treatment, Maintenance, Field Services, and Laboratory & Research Department for ongoing support and participation in these programs.

Safety · Respect · Team · Environment

NEW Water

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Courtney Mueller

DATE: August 19, 2025

SUBJECT: 2025 July Financial Statements

Please find attached the Financial Statements for your review.

Operating Revenues

- July's operating revenues were favorable to budget by $187K or 4.0%
  - Additional Biochemical Oxygen Demand (BOD) Loadings, Total Suspended Solids (TSS) Loadings and Total Kjeldahl Nitrogen (TKN) Loadings

- Year to date, total operating revenues were favorable to budget by $435K or 1.0%

Operating Expenses

- July's operating expenses were favorable to budget by $46K or 2% from less expenditures than budgeted in contracted services, and administrative and information technology.

- Year to date, total operating expenses were favorable to budget by $1.6M or 9% from less expenditures than budgeted in contracted services, salaries & benefits, and plant maintenance.

Net Income (Loss) (Operating Income adjusted by Non-Operating Revenue and Expenses)

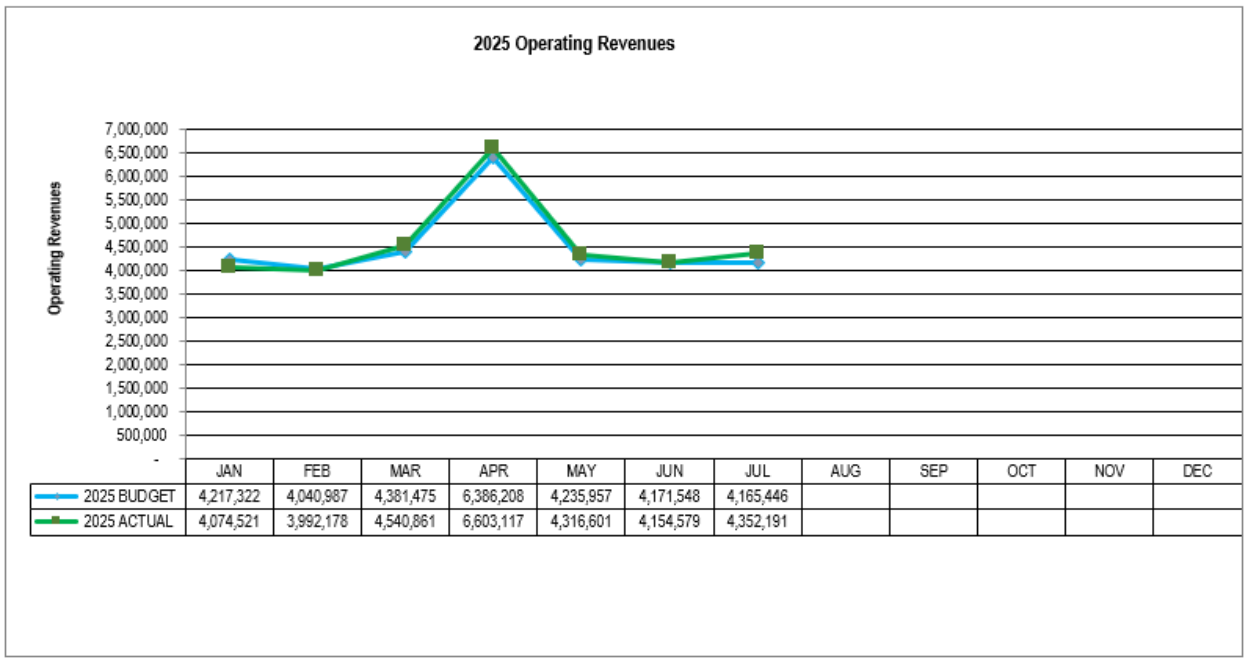
- Net Income for the month of July was $656K.
- Net Income year to date was $8.4M

Reporting and Information

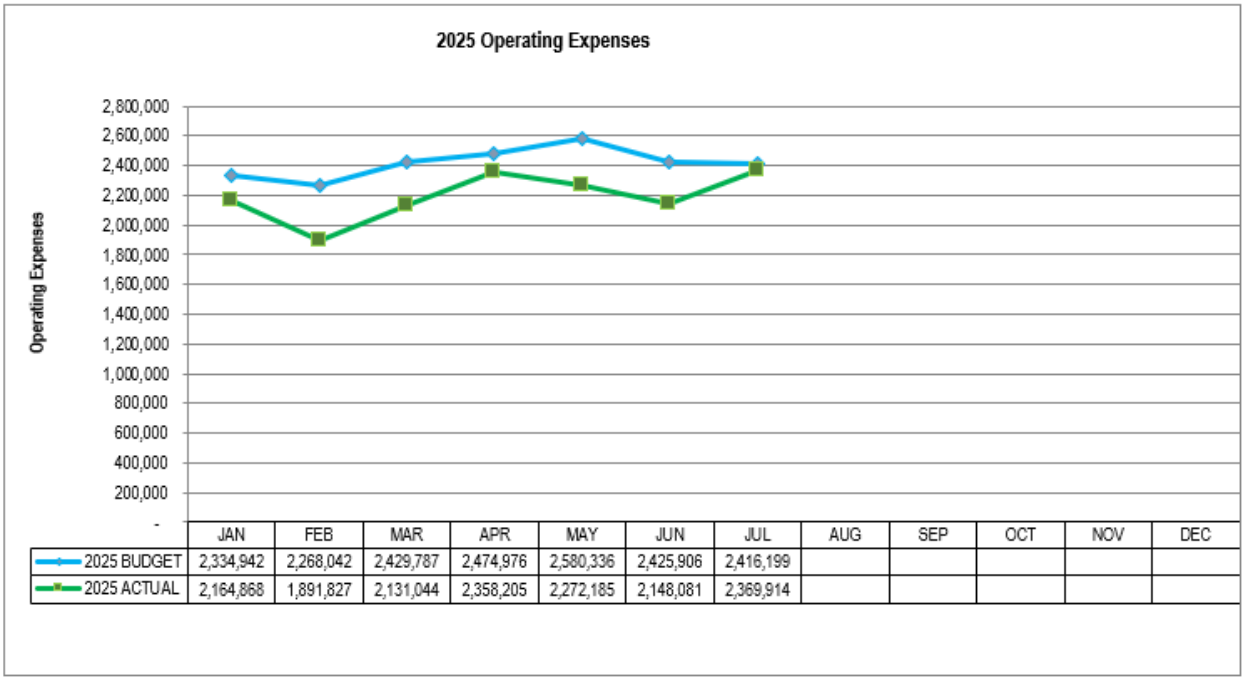
Following are the Operating Revenues and Expenses graphs; Income Statement, Statements of Net Position, and Legends are attached.

No Commission action is required.

NEW Water



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2025 BUDGET	4,217,322	4,040,987	4,381,475	6,386,208	4,235,957	4,171,548	4,165,446					
2025 ACTUAL	4,074,521	3,992,178	4,540,861	6,603,117	4,316,601	4,154,579	4,352,191					



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2025 BUDGET	2,334,942	2,268,042	2,429,787	2,474,976	2,580,336	2,425,906	2,416,199					
2025 ACTUAL	2,164,868	1,891,827	2,131,044	2,358,205	2,272,185	2,148,081	2,369,914					

Return to Agenda

NEW Water

Green Bay Metropolitan Sewerage District
INCOME STATEMENT

	Jul-25			Year to Date			
	Budget 2025	Actual 2025	Budget vs. Actual Favorable/ (Unfavorable)	Budget 2025	Actual 2025	Budget vs. Actual Favorable/ (Unfavorable)	Actual 2024
Operating Revenues							
User Fees - Municipal Waste	$ 3,821,645	$ 3,966,763	$ 145,118	$ 27,051,206	27,365,693	$ 314,487	$26,041,512
User Fees - Mill Waste	246,921	254,631	7,710	$ 3,721,791	$ 3,466,186	(255,605)	3,876,143
Other Revenues	96,880	130,797	33,917	$ 825,946	$ 1,202,167	376,221	$1,098,406
Total Operating Revenues	**$ 4,165,446**	**$ 4,352,191**	**$ 186,745**	**$ 31,598,943**	**$ 32,034,047**	**$ 435,104**	**$ 31,016,062**
			4%			1%	
Operating Expenses							
Salaries	$ 856,969	$ 841,000	$ 15,969	$ 5,888,717	$ 5,642,518	$ 246,200	$ 5,535,884
Benefits	276,321	254,854	21,467	$ 1,944,902	$ 1,773,839	171,062	1,801,159
Employee Development	14,565	21,052	(6,487)	$ 128,660	$ 84,085	44,574	82,716
Travel and Meetings	8,265	2,509	5,756	$ 84,901	$ 48,406	36,495	56,177
Power	243,781	230,295	13,486	$ 1,486,910	$ 1,379,174	107,736	1,371,092
Natural Gas & Fuel Oil	51,958	25,340	26,618	$ 451,761	$ 423,280	28,481	462,022
Chemicals	153,567	282,041	(128,474)	$ 1,120,129	$ 1,109,942	10,187	1,027,105
Maintenance - Plant	144,738	291,818	(147,080)	$ 1,513,983	$ 1,377,173	136,810	1,254,967
Maintenance - Interceptors	23,968	3,914	20,055	$ 164,862	$ 141,735	23,127	96,336
Contracted Services	356,575	220,691	135,884	$ 2,527,476	$ 1,946,996	580,480	1,778,123
Insurance	47,047	46,272	776	$ 329,332	$ 324,257	5,075	312,801
Solid Waste Disposal	5,709	24,632	(18,923)	$ 185,293	$ 152,131	33,163	114,118
Administrative and Information Technology	133,070	70,470	62,600	$ 677,882	$ 549,417	128,465	555,278
Supplementary Expenses (See Legend)	99,666	55,027	44,639	$ 425,380	$ 383,172	42,209	333,650
Total Operating Expenses	$ 2,416,199	$ 2,369,914	$ 46,286	$ 16,930,188	$ 15,336,125	$ 1,594,064	$ 14,781,428
			2%			9%	
Operating Income	$ 1,749,246	$ 1,982,277	$ 233,030	$ 14,668,755	$ 16,697,922	$ 2,029,167	$ 16,234,633
			13%			14%	
Non-Operating Revenues and Expenses							
Investment Income	$ 149,592	$ 91,052	$ (58,539)	$ 1,051,397	$ 1,653,099	$ 601,701	$ 1,635,840
Unrealized Gain/Loss on Investment	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Amortization of Premium	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Depreciation	$ (1,131,831)	$ (1,131,831)	$ -	$ (7,922,817)	$ (7,922,817)	$ -	(8,122,058)
Gain (Loss) on Disposal of Fixed Assets	$ -	$ -		$ -	$ -	$ -	15,000
Interest Expense	$ (291,694)	$ (285,993)	$ 5,701	$ (2,041,861)	$ (2,018,888)	$ 22,974	(2,023,865)
Misc Non-Operating Expenses	$ -	$ -	$ -	$ -	$ -	$ -	-
Total Non-Operating Revenues and Expenses	$ (1,273,934)	$ (1,326,772)	$ (52,838)	$ (8,913,281)	$ (8,288,606)	$ 624,675	$ (8,495,082)
Net Income (Loss)	$ 475,313	$ 655,505	$ 180,192	$ 5,755,474	$ 8,409,316	$ 2,653,842	$ 7,739,551

Note: Please reference attached legends by categories.

NEW Water

Green Bay Metropolitan Sewerage District

Income Statement Legends per Categories

Operating Revenues:

User Fees - Municipal Waste:	Volume, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, Kjeldahl Nitrogen, Direct Charges
User Fees – Mill Waste:	Volume, Biochemical Oxygen Demand, Suspended Solids, Phosphorus, Kjeldahl Nitrogen Direct Charges from Procter & Gamble, and Fox River Fiber
Capital and Direct Revenue Mills:	Capital and Debt Service Charges.
Other Revenues:	Excess Capacity Rental and Exceedance Surcharges, Discounts Permit Fees, Leases and miscellaneous revenues.

Operating Expenses:

Salaries:	Departmental, Pretreatment, Interceptor, Meter and Lift Stations (East River Lift Stations and Old Plank Lift Stations).
Benefits:	Health, Dental, & Life Insurances, Retirement, Social Security, Fringe and Compensated Benefits, Workers and Unemployment Compensations, Uniforms, Employee Referral Services, Long Term Disability, and Wellness.
Employee Development:	Registration, Conference, Seminar, Tuition Fees and Training.
Travel and Meetings:	Lodging, Transportation, Meals, Mileage, and Meetings (prior were included in Employee Development and Supplementary Expenses).
Power:	All Power related.
Natural Gas & Fuel Oil:	Generators, Incineration and Heating.
Chemicals:	Sodium, Polymer, Ferric Chloride, Muriatic Acid, Lime, etc., Interceptor Odor Control and Lab Chemicals.
Maintenance Plant:	Repair and Maintenance Building and Equipments, Inventories (Obsolescence, Variances), Telephones for Lift and Meter Stations, Pretreatment Programs, Inventory Obsolescence, Leases and Rental.

NEW Water

Green Bay Metropolitan Sewerage District

Income Statement Legends per Categories

Operating Expenses (Continued):

Maintenance Interceptors:	Repair and Maintenance of Interceptors, Lift Stations, and Meter Stations.
Contracted Services:	Contractors, Legal, Audit, Studies, Occupational Health, Custodial Services, Environmental Programs, Sponsorship, Hazardous Waste Disposal, Class and Compensation, Household Hazardous Waste Disposal, DNR Environmental Fees, In District Sustainability, Risk Based Asset Management, Watershed Based Planning, Reg/Muni Environment Service and Contingency.
Insurances:	Automobile, Property, Boiler and Machinery, Liability, Umbrella, Commercial Crime, and Public Officials.
Solid Waste Disposal:	Hickory Meadows Landfill and Veolia Environmental Services.
Administrative & Information Technology:	Supplies, Postage, Data Processing (computer software, main application, support, etc.), Publishing, Sales and Use Tax, Bank Service Charges and Employee Recognition.
Supplementary Expenses:	Telephones (main lines, cells), Fuel Vehicles, (New) Fuel Equipment, Small Tools, Public Information, Memberships and Dues, Publications and Subscriptions, Licenses & Permits, Freight In, Freight Out, Safety Shoes and Glasses, and Water (including Fire Protection supplemental fee).

Non-Operating Revenues and Expenses:

Investment Income:	Interest on Investments and Interceptor Cost Recovery Interest.
Depreciation Expense:	Monthly Depreciation on all Fixed Assets such as Land, Land Improvements, Buildings, Vehicle, Boats & Trailers, Machinery Equipment, Furniture and Fixtures, Interceptors, Meters & Lift Stations.
Gain (Loss) on Disposal of Fixed Assets:	Sale, Disposal, and Transfer of Fixed Asset. Interest
Expense:	Debt Service and Bond Anticipation Note Interest.

NEW Water
GREEN BAY METROPOLITAN SEWERAGE DISTRICT
STATEMENTS OF NET POSITION
For the Twelve Months Ending:

		31-Jul-25
Assets		
Current Assets		
Cash and Investments	$	33,362,396.91
Receivables		
Sewage Treatment Service		8,024,563.75
Accrued Interest		516,900.89
Other		334,330.85
Inventories		3,017,521.43
Prepaid Expenses		342,937.49
Total Current Assets	$	45,598,651.32
Restricted Assets		
Cash and Investments	$	74,602,666.77
Accrued Interest Receivables		-
Interceptor Cost Recovery Receivable		882,665.80
Total Restricted Assets	$	75,485,332.57
Deferred Outflows of Resources		
Deferred Pension Resources	$	6,322,301.00
Deferred Life Insurance Resources	$	812,023.00
Deferred Loss on Bond Advance Refunding	$	1,867,189.57
Total Deferred outflows of Resources	$	9,001,513.57
Capital Assets		
Wastewater Treatment Facilities	$	374,715,792.59
Interceptor Sewers		112,133,541.36
Construction in Progress		35,468,151.71
Total Capital Assets	$	522,317,485.66
Less: Accum Depreciation and Amortization		(198,898,658.54)
Net Capital Assets	$	323,418,827.12
Other Assets		
Bond Issuance Costs	$	-
Net Pension Asset	$	-
Total Other Assets	$	-
Total Assets	$	453,504,324.58
Liabilities and Equity		
Current Liabilities		
Accounts Payable	$	3,029,554.14
Salaries Payable		325,607.67
Other Accrued Liabilities		138,084.18
Total Current Liabilities	$	3,493,245.99
Liabilities Payable from Restricted Assets		
Accounts Payable	$	949,178.20
Current Maturities of General Long-Term Debt		12,643,907.00
Interest Accrued		782,392.84
Total Liabilities Payable from Restricted Assets	$	14,375,478.04
Long-Term Liabilities		
General Long-Term Debt, Less Current Maturities	$	149,445,235.88
Debt Premium	$	244,581.03
Bond Premium	$	-
Pension Liability		711,010.00
Compensated Absences		2,536,160.34
Other post employment benefits (life insurance)		1,949,040.00
Deferred Revenue		-
Total Long-Term Liabilities	$	154,886,027.25
Total Liabilities	$	172,754,751.28
Deferred Inflows of Resources		
Deferred Pension Obligations	$	3,808,343.00
Deferred Life Insurance Obligations	$	956,936.00
	$	4,765,279.00
Net Position		
Net Position		
Invested in Capital Assets, net of Related Debt	$	162,952,292.78
Restricted for Equipment & Interceptor Replacement		29,263,894.91
Restricted for Plant Capital Replacement		37,875,937.61
Restricted for Debt Retirement		7,658,008.36
Restricted for Capital Projects		-
Restricted for Pension		-
Unrestricted		38,234,160.64
Total Net Position	$	275,984,294.30

Note: Please reference attached legends by categories.

NEW Water

Green Bay Metropolitan Sewerage District

Statements of Net Position (previously Balance Sheet) Legends per Categories

Assets

Current Assets:	Are cash and other assets that will be converted to cash or used by GBMSD in a relative short period of time, usually a year or less.
Cash and Investments:	Petty cash, cash in checking, general savings and investment accounts, discounts/premiums for unrestricted and restricted.
Accounts Receivables:	All amounts owed to GBMSD by customers.
Sewage Treatment Service:	Accounts receivable for sewage treatment services.
Accrued Interest:	Accrued interest and interest received on investments.
	Other: Accounts receivable from septage, pretreatment, and other customers such as Procter and Gamble Paper Products, West Shore Pipeline Co, etc.
Inventories:	Are goods and materials held available in stock by GBMSD such as electrical, instrumentation, mechanical, hardware, janitorial, lubes & oils, fuel oils, polymer, and all other miscellaneous related products such as copy paper, gloves, respirator or filter head piece, cartridge, cleaners, towels, etc.
Prepaid Expenses:	Insurances that have been paid for and not yet used such as worker compensation, liability base, automotive, umbrella base, property base, boiler & machinery, commercial crime, public officials, health, dental, and fringe benefits.
Restricted Assets	
Cash and Investments:	Savings, investment and money market accounts for debt, plant and equipment replacement fund (PERF), interceptor cost recovery (ICR), bond proceeds, and unrealized gain/loss.
Accrued Interest Receivable:	Accrued interest and interest received periodically on restricted investments.

NEW Water

Green Bay Metropolitan Sewerage District

Statements of Net Position (previously Balance Sheet) Legends per Categories

Interceptor Cost Recovery Receivable:	Deferred receivable from municipal customers in which the municipalities have agreed to reimburse GBMSD for the cost of interceptors owned by GBMSD whose capacity has been allocated.
<u>Capital/Fixed Assets:</u>	
Capital:	Are all items of property other than inventories, receivables, copy rights, certain governmental obligations, and real and depreciable property used by GBMSD (Ex: capital stocks and bonds).
Fixed Assets:	Are long term assets acquired by GBMSD rather than for resale.
Wastewater Treatment Facilities:	Land & land improvements, structures, machinery & equipment, furniture & fixtures, vehicle, boats & trailers, and amortize assets.
Interceptor Sewers:	Meter & lift stations and interceptors.
Construction in Progress (CIP):	Asset entry records the cost of construction work, which is not yet completed. A CIP item is not depreciated until the asset is placed in service.
Accumulated Depreciation & Amortization:	Shows the total of all depreciation and amortization recorded on the asset up through the balance sheet date (land & land improvements, structures, machinery & equipment, furniture & fixtures, vehicle, boats & trailers, and accumulated amortization).
Depreciation:	Is the amount of plant asset cost allocated to each accounting period benefiting from the asset's use; it is a process of allocation, not valuation.
Amortization:	Is the systematic write–off of the cost of an intangible asset to expense. A portion of intangible asset cost is allocated to each accounting period in the economic (useful) life of the asset.

NEW Water

Green Bay Metropolitan Sewerage District

Statements of Net Position (previously Balance Sheet) Legends per Categories

Other Assets:

Other Receivable:	Miscellaneous receivable such as credits and adjustments received.
Bond Issuance Cost:	Expenditures incurred in preparing and selling a bond issue such as legal, underwriting, registration fees, etc. These deferred charges are amortized over the period the bonds are outstanding (date of issue to the maturity date).

Liabilities and Equity

Current Liabilities:	Are debts, usually due within one year, and the payment of which normally will require the use of current assets.
Accounts Payable:	Are amounts owed by GBMSD to creditors for items or services purchased from them. Contains all vouchers that have been prepared and approved as proper liabilities such as accounts payable, retainage payable for projects and accounts payable accruals.
Salaries Payable:	Accrued salaries incurred and not yet paid.
Other Accrued Liabilities:	Amounts owed to employees for services rendered and for which payment has not been made at the balance sheet date such as fringe benefits payable, federal income tax payable, FICA payable, Medicare payable, life insurance, dependent care withholding, child support payment, United Way payable, and Wisconsin income tax payable.

Liabilities Payable for Restrictive Assets:

Accounts Payable:	Contains all vouchers that have been prepared and approved as proper liabilities for restrictive assets.

Current Maturity of Long Term Debt:

Interest Accrued:	Accrual and interest payment on debt services, Clean Water Fund loan, bond anticipation note, and Wisconsin environmental improvements.

NEW Water

Green Bay Metropolitan Sewerage District

Statements of Net Position (previously Balance Sheet) Legends per Categories

Long-Term Liabilities:	Are those debts not due for a relatively long period of time, usually more than one year.
General Long-Term Debt, Less Current Maturities:	Clean Water Fund loans, general obligation notes, bond issuance, bond anticipation notes, and promissory notes.
Compensated Absences:	Are compensation received by employees such as accrued vacation & sick pay, severance, and paid leave conversion. Accumulated unpaid vacation and sick paid amounts are accrued when benefits vested to employees.
Deferred Revenues:	Involves transfer of data already recorded in asset and liability accounts to expense and revenue accounts (Ex: De Pere consolidation).

Net Assets

Invested in Capital Assets, Net of Related Debt:	Capital Assets net of debt such as Clean Water Fund loans, general obligation note, bond issue, bond anticipation loan, promissory note, bond issuance costs, and discount on bond issue.
Restrictive for Equipment and Interceptor Replacement:	Plant and equipment replacement fund (PERF), interceptor cost recovery (ICR) investments, Rate Stabilization Fund and accrued interest received.
Restricted for Debt Retirement:	Restrictive debt investment, accrued interest received debt, and interest payable.
Restricted for Capital Projects:	Restrictive for capital project expenditures for the R2E2 Solids Project.
Unrestricted:	All other net assets that do not meet the definition of "restricted" or "invested in capital assets, net of related debt."

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nate Qualls

FROM: Patrick Wescott

DATE: August 12, 2025

SUBJECT: July 2025 Operations Report

CC: Jake Becken – Treatment
Pat Smits – Maintenance
Kate Verbeten – Environmental Compliance

Effluent Quality

Both facilities were in full compliance with all effluent limits for the month of July. The Green Bay Facility tied performance records for Ammonia for average daily concentration, average pounds discharged per day, and for total pounds discharged per month.

Attached are graphs showing a rolling 12-month average for effluent quality and permit limits for both facilities.

Air Quality

The Green Bay Facility was in compliance with air quality limits for the month of July.

Resource Recovery

For the month, the solids processing facility generated 1,469 MWH of electricity. Total bio-gas volume recovered was 171,329 CCF. This was 97% of the total volume produced. The remaining volume was sent through the waste gas flare. NEW Water received 637,354 gallons of high-strength waste.

Attached is a graph showing a rolling 12-month average for energy utilization at the Green Bay Facility.

Attachments

EFFLUENT QUALITY - CURRENT YEAR 2025

NEW Water (GBMSD) - GREEN BAY FACILITY

May - October Avg = 0.6 mg/L
November - April Avg = 0.6 mg/L

Ammonia Limits
Jan-Apr. Monthly Avg = 15 mg/L Weekly Avg = 59 mg/L
May-Sept Monthly Avg = 4.7 mg/L Weekly Avg =13 mg/L
October Monthly Avg =14 mg/L Weekly Avg = 38 mg/L
Nov-Dec Monthly Avg. = 26 mg/L Weekly Avg =104 mg/L

Permit Limits:			18 mg/L			N/A			25 mg/L			126#/ 100 ml	> 410#/100 ml 10%	1.0 mg/L 0.6 mg/L per Six Months									
	FLOW		**TSS**			**T-BOD**			**C-BOD**			**E. Coli**		**T. PHOSPHORUS (LL)**				**AMMONIA**			**TKN**		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	852.856	27.51	7.0	1,615	50,058	8.8	2,016	62,491	3.6	828	25,655			0.40	93		2,886	0.13	31	946	2.24	512	15,865
FEB	762.613	27.24	7.0	1,587	44,433	9.1	2,089	58,479	4.1	920	25,757			0.39	87		2,449	0.12	35	987	2.41	549	15,384
MAR	1,248.694	40.28	7.1	2,443	75,734	14.7	5,140	159,353	4.6	1,561	48,384			0.27	89		2,756	5.28	1,913	59,313	7.20	2,541	78,770
APR	1,317.017	43.90	5.0	1,877	56,319	8.7	3,344	100,329	3.1	1,151	34,526			0.26	95	0.33	2,857	1.33	574	17,229	3.26	1,305	39,145
MAY	1,267.107	40.87	4.6	1,600	49,588	5.6	1,945	60,288	2.8	992	29,765	12.82	0.00	0.24	82		2,533	0.04	16	452	1.56	531	16,448
JUN	1,128.833	37.63	5.7	1,786	53,579	6.0	1,907	57,209	3.2	1,004	30,132	15.05	0.00	0.28	88		2,627	0.01	3	79	1.61	506	15,188
JUL	1,080.737	34.86	8.5	2,489	77,149	7.2	2,113	65,493	3.9	1,207	35,015	42.79	0.00	0.43	128		3,956	0.00	0	0	2.10	608	18,853
AUG																							
SEP																							
OCT																0.32							
NOV																							
DEC																							
Average	1,093.980	36.04	6.4	1,914	58,123	8.6	2,651	80,520	3.6	1,095	32,748			0.33	95		2,866	0.99	367	11,287	2.91	936	28,522
Total	7,657.859				406,860			563,643			229,234						20,064			79,007			199,653
All time record best(s) ->			**2.0**	**425**	**13,187**	**2.0**	**336**	**10,267**	**0.2**	**52**	**1,556**			**0.11**	**27**		**803**	**0.00**	**0**	**0**	**0.67**	**170**	**5,125**

The effluent quality was in compliance with all of the above permit parameters for July 2025

EFFLUENT QUALITY - CURRENT YEAR 2024

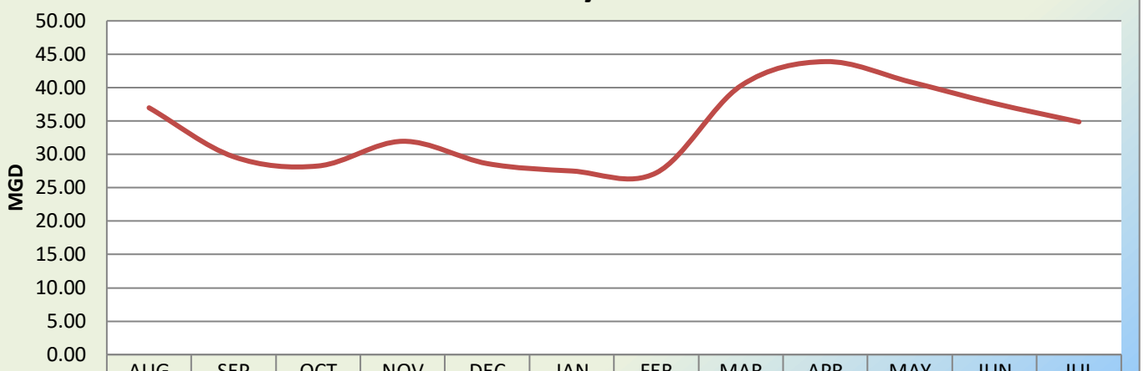
NEW Water (GBMSD) - GREEN BAY FACILITY

May - October Avg = 0.6 mg/L
November - April Avg = 0.6 mg/L

Ammonia Limits
Jan-Apr. Monthly Avg = 15 mg/L Weekly Avg = 59 mg/L
May-Sept Monthly Avg = 4.7 mg/L Weekly Avg =13 mg/L
October Monthly Avg =14 mg/L Weekly Avg = 38 mg/L
Nov-Dec Monthly Avg. = 26 mg/L Weekly Avg =104 mg/L

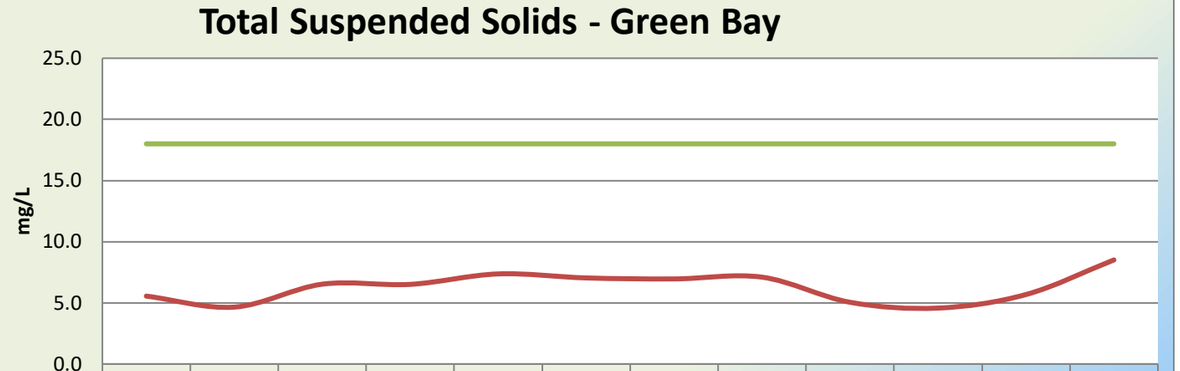
Permit Limits:			18 mg/L			N/A			25 mg/L			126#/ 100 ml	> 410#/100 ml 10%	1.0 mg/L 0.6 mg/L per Six Months									
	FLOW		**TSS**			**T-BOD**			**C-BOD**			**E. Coli**		**T. PHOSPHORUS**				**AMMONIA**			**TKN**		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	1,006.230	32.46	5.8	1,569	48,645	12.3	3,349	103,832	2.7	766	23,761			0.30	81		2,509	3.59	1,000	30,992	5.09	1,403	43,482
FEB	995.762	34.34	4.9	1,402	40,666	13.6	3,923	113,772	2.8	806	23,376			0.19	52		1,519	4.90	1,453	42,148	6.26	1,842	53,431
MAR	1,056.543	34.08	5.1	1,451	44,994	9.2	2,632	81,581	2.7	760	23,546			0.25	74		2,283	0.05	16	509	1.71	485	15,050
APR	1,275.398	42.51	4.8	1,765	52,942	8.9	3,230	96,913	1.7	738	22,140			0.32	112	0.35	3,362	0.06	37	1,124	1.39	506	15,180
MAY	1,227.360	39.59	4.1	1,369	42,440	7.6	2,492	77,264	2.6	862	26,720	17.92	0.00	0.29	101		3,124	0.00	1	39	1.33	438	13,571
JUN	1,230.162	41.01	4.3	1,463	43,884	6.0	2,066	61,983	2.1	792	23,761	17.88	0.00	0.28	93		2,795	0.00	0	0	1.26	433	12,980
JUL	1,144.852	36.93	4.6	1,443	44,742	5.1	1,607	49,829	2.1	714	22,123	24.49	0.00	0.26	78		2,417	0.02	9	264	1.41	433	13,418
AUG	1,146.522	36.98	5.6	1,700	52,692	5.5	1,698	52,623	3.3	1,012	31,380	54.17	0.00	0.30	93		2,871	0.09	33	1,023	1.57	486	15,052
SEP	889.436	29.65	4.7	1,151	34,525	4.9	1,231	36,933	2.6	663	19,883	53.65	0.00	0.23	57		1,714	0.02	8	241	1.48	367	11,011
OCT	875.978	28.26	6.5	1,547	47,972	6.6	1,549	48,032	1.2	414	12,828			0.33	78	0.28	2,422	0.04	11	350	1.71	401	12,443
NOV	958.854	31.96	6.5	1,742	52,248	6.9	1,856	55,684	2.7	723	21,694			0.27	72		2,150	0.03	9	260	1.61	427	12,820
DEC	887.145	28.62	7.4	1,766	54,760	8.0	1,915	59,379	3.4	817	25,340			0.40	99		3,064	0.00	0	0	1.90	451	13,984
Average	1,057.854	34.70	5.4	1,531	46,709	7.9	2,296	69,819	2.5	756	23,046			0.29	83		2,519	0.74	215	6,412	2.23	639	19,368
Total	12,694.243				560,510			837,823			276,550						30,231			76,950			232,421
All time record best(s) ->			**2.0**	**425**	**13,187**	**2.0**	**336**	**10,267**	**0.2**	**52**	**1,556**			**0.11**	**27**		**803**	**0.00**	**0**	**0**	**0.67**	**170**	**5,125**

Flow - Green Bay



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Daily Flow	36.98	29.65	28.26	31.96	28.62	27.51	27.24	40.28	43.90	40.87	37.63	34.86

Total Suspended Solids - Green Bay

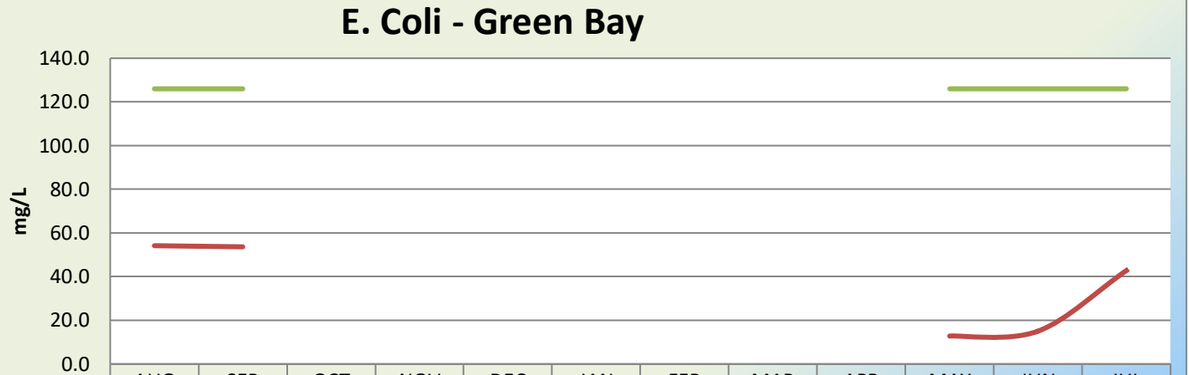


	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	5.6	4.7	6.5	6.5	7.4	7.0	7.0	7.1	5.0	4.6	5.7	8.5
Permit Limit	18	18	18	18	18	18	18	18	18	18	18	18

Carbonaceous Biochemical Oxygen Demand - Green Bay

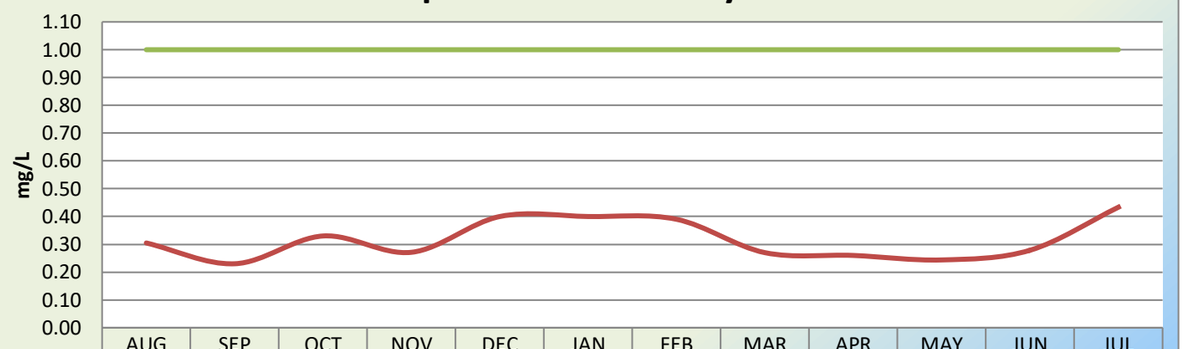
	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave Conc.	3.3	2.6	1.2	2.7	3.4	3.6	4.1	4.6	3.1	2.8	3.2	3.9
Permit Limit	25	25	25	25	25	25	25	25	25	25	25	25

E. Coli - Green Bay



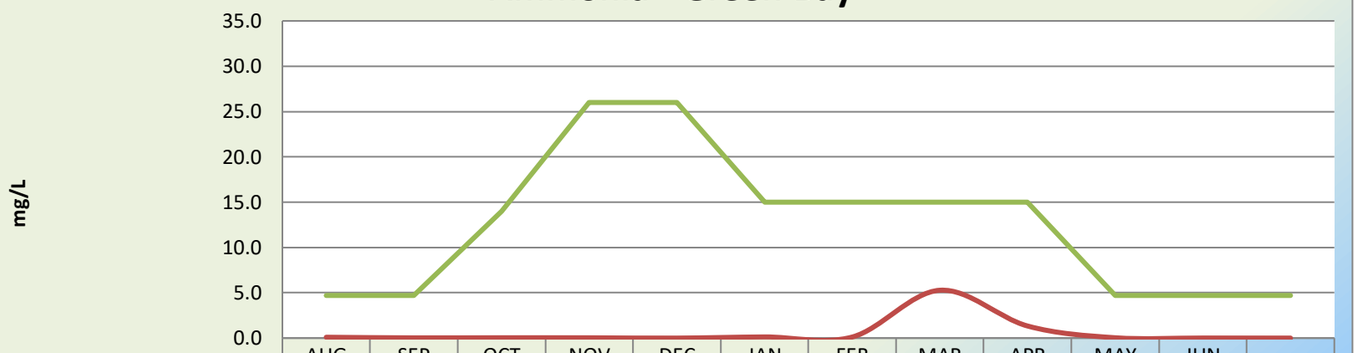
	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	54.17	53.65								12.82	15.05	42.79
Permit Limit	126	126								126	126	126

Total Phosphorus - Green Bay



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	0.30	0.23	0.33	0.27	0.40	0.40	0.39	0.27	0.26	0.24	0.28	0.43
Permit Limit	1	1	1	1	1	1	1	1	1	1	1	1

Ammonia - Green Bay



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	0.09	0.02	0.04	0.03	0.00	0.13	0.12	5.28	1.33	0.04	0.01	0.00
Permit Limit	4.7	4.7	14	26	26	15	15	15	15	4.7	4.7	4.7

EFFLUENT QUALITY - CURRENT YEAR 2025

NEW WATER (GBMSD) - DE PERE FACILITY

May - October Avg. = 0.6 mg/L
November - April Avg. = 0.6 mg/L

Ammonia Limits
Jan-Mar. Monthly Avg = 26 mg/L Daily Max = 26 mg/L
April Monthly Avg = 24 mg/L Daily Max = 26 mg/L
May-Oct Monitor only
Nov-Dec. Monthly Avg. = 26 mg/L Daily Max = 26 mg/L

Permit Limits: 8.0 mg/L | N/A | 9.0 mg/L | 126#/100 ml | > 410#/100 ml 10% | 1.0 mg/L 0.6 mg/L per Six Months

	FLOW		TSS			T-BOD			C-BOD			E. Coli		T. PHOSPHORUS (LL)				AMMONIA			TKN		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	140.008	4.52	0.9	37	1,116	2.8	106	3,285	2.4	90	2,797			0.14	5		162	0.23	8	251	1.88	70	2,173
FEB	127.960	4.57	0.2	6	164	3.4	131	3,669	2.4	91	2,556			0.08	3		87	1.26	53	1,480	3.01	119	3,334
MAR	209.073	6.74	0.6	40	1,248	5.2	303	9,390	2.9	168	5,196			0.07	4		119	3.52	219	6,781	5.02	301	9,322
APR	200.464	6.68	0.0	0	0	5.0	276	8,275	1.8	103	3,090			0.07	4	0.11	111	4.24	237	7,123	5.44	304	9,105
MAY	187.535	6.05	0.1	6	193	2.3	119	3,698	0.9	47	1,469	1.00	0.00	0.09	5		143	0.32	18	568	1.80	92	2,845
JUN	164.744	5.49	0.6	25	745	2.6	119	3,573	0.7	30	908	3.50	0.00	0.14	6		190	0.22	10	297	1.73	79	2,360
JUL	171.948	5.55	0.2	9	277	0.9	44	1,312	0.1	7	221	2.07	0.00	0.16	7		226	0.02	1	26	1.56	72	2,230
AUG																							
SEP																							
OCT																0.13							
NOV																							
DEC																							
Average	171.676	5.66	0.4	18	535	3.2	157	4,743	1.6	77	2,320			0.11	5		148	1.40	78	2,361	2.92	148	4,481
Total	1,201.731				3,743			33,202			16,237						1,038			16,526			31,369
All time record best(s) ->			**0.0**	**0**	**0**	**0.0**	**0**	**0**	**0.0**	**0**	**0**			**0.05**	**2**		**75**	**0.00**	**0**	**0**	**0.85**	**50**	**1,495**

The effluent quality was in compliance with all of the above permit parameters for July 2025

EFFLUENT QUALITY - CURRENT YEAR 2024

NEW WATER (GBMSD) - DE PERE FACILITY

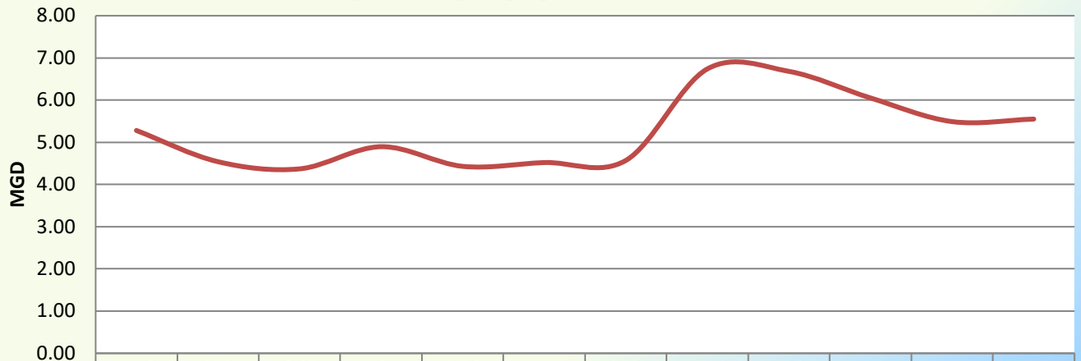
May - October Avg. = 0.6 mg/L
November - April Avg. = 0.6 mg/L

Ammonia Limits
Jan-Mar. Monthly Avg = 26 mg/L Daily Max = 26 mg/L
April Monthly Avg = 24 mg/L Daily Max = 26 mg/L
May-Oct Monitor only
Nov-Dec. Monthly Avg. = 26 mg/L Daily Max = 26 mg/L

Permit Limits: 8.0 mg/L | N/A | 9.0 mg/L | 126#/100 ml | > 410#/100 ml 10% | 1.0 mg/L 0.6 mg/L per Six Months

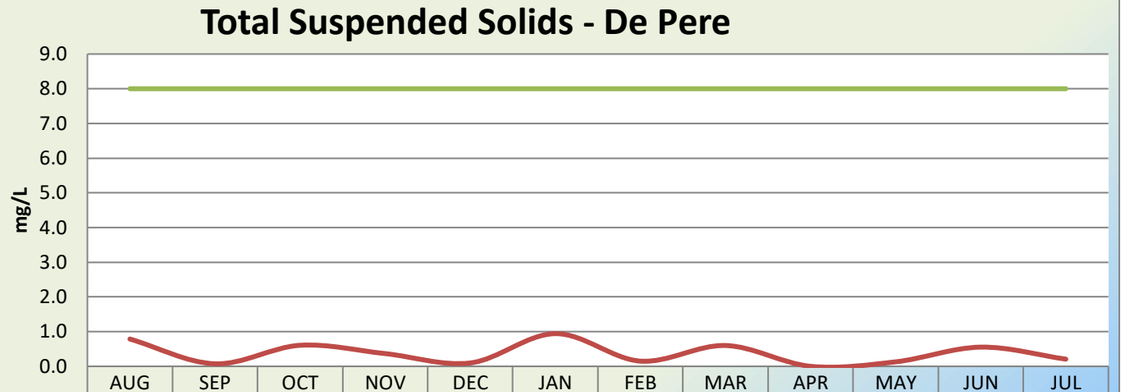
	FLOW		TSS			T-BOD			C-BOD			E. Coli		T. PHOSPHORUS (LL)				AMMONIA			TKN		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	147.036	4.74	0.0	0	0	0.9	36	1,110	0.3	11	347			0.11	4		132	0.16	6	200	1.50	59	1,844
FEB	142.159	4.90	0.1	7	194	1.6	66	1,924	0.3	14	396			0.11	4		126	0.20	8	243	1.56	64	1,845
MAR	138.148	4.46	0.1	5	152	1.4	54	1,675	0.1	2	67			0.14	5		158	0.07	2	77	1.44	53	1,642
APR	181.146	6.04	0.1	12	366	1.3	78	2,334	0.6	48	1,434			0.13	7	0.12	205	0.10	5	149	1.30	65	1,937
MAY	187.282	6.04	4.3	409	12,677	0.5	41	1,268	0.5	40	1,232	1.18	0.00	0.11	6		196	0.03	1	43	1.41	83	2,572
JUN	156.862	5.23	0.5	22	654	0.5	27	821	0.4	23	689	3.07	0.00	0.08	4		108	0.02	1	25	1.21	52	1,563
JUL	165.395	5.34	0.1	3	84	0.5	24	751	0.4	16	503	1.50	0.00	0.12	5		167	0.06	3	87	1.51	67	2,081
AUG	163.713	5.28	0.8	34	1,054	2.2	99	3,060	0.7	29	893	12.59	0.00	0.20	9		270	0.17	7	230	1.61	72	2,217
SEP	136.211	4.54	0.1	3	83	0.6	21	644	0.1	6	167	14.63	0.00	0.15	6		173	0.06	2	63	1.32	50	1,495
OCT	135.589	4.37	0.6	23	713	1.4	52	1,602	0.2	7	232			0.14	5	0.13	159	0.06	2	66	1.45	53	1,645
NOV	146.871	4.90	0.4	17	499	1.6	67	2,023	0.7	31	938			0.15	6		186	0.06	3	83	1.39	56	1,693
DEC	137.353	4.43	0.1	4.0	112	1.4	53	1,637	0.1	5	152			0.13	5		145	0.01	0	13	1.45	53	1,657
Average	153.147	5.02	0.6	45	1,382	1.2	52	1,571	0.4	19	588			0.13	6		169	0.08	3	107	1.43	61	1,849
Total	1,837.763				16,587			18,849			7,051						2,025			1,279			22,190
All time record best(s) ->			**0.0**	**0**	**0**	**0.0**	**0**	**0**	**0.0**	**0**	**0**			**0.05**	**2**		**75**	**0.00**	**0**	**0**	**0.85**	**50**	**1,495**

Flow - De Pere



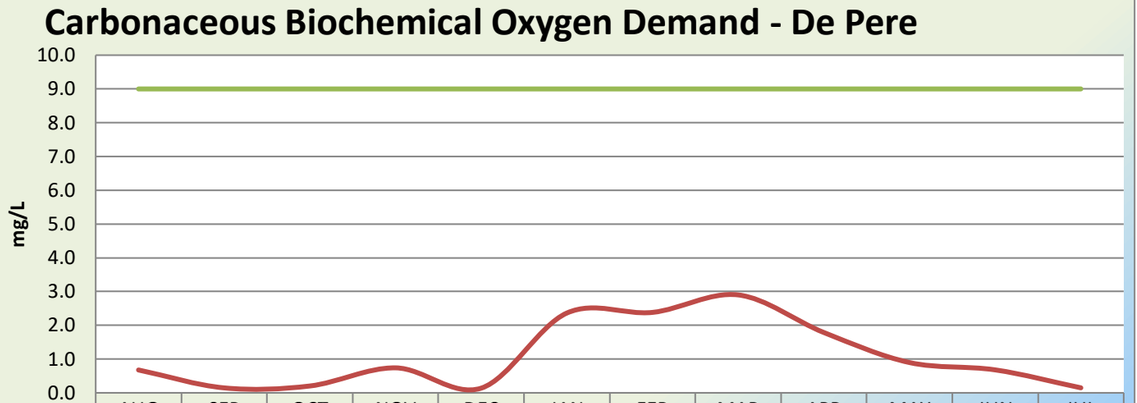
	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Daily Flow	5.28	4.54	4.37	4.90	4.43	4.52	4.57	6.74	6.68	6.05	5.49	5.55

Total Suspended Solids - De Pere



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	0.8	0.1	0.6	0.4	0.1	0.9	0.2	0.6	0.0	0.1	0.6	0.2
Permit Limit	8	8	8	8	8	8	8	8	8	8	8	8

Carbonaceous Biochemical Oxygen Demand - De Pere

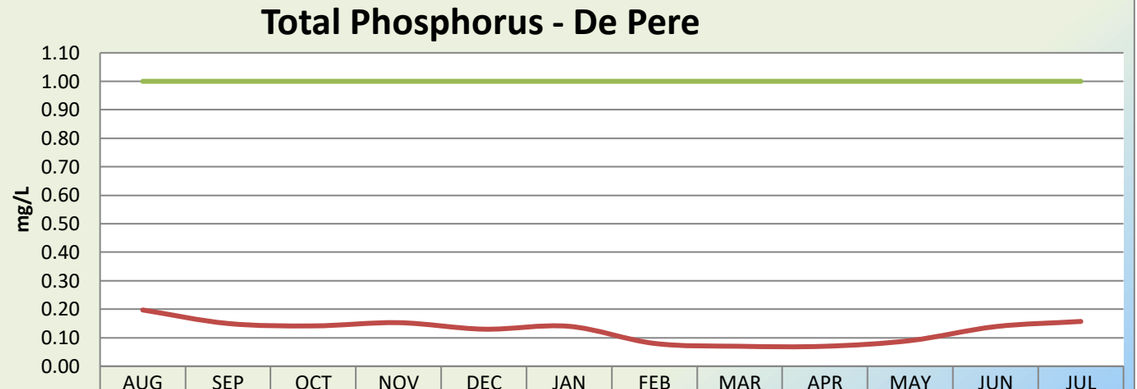


	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave Conc.	0.7	0.1	0.2	0.7	0.1	2.4	2.4	2.9	1.8	0.9	0.7	0.1
Permit Limit	9	9	9	9	9	9	9	9	9	9	9	9

E. Coli - De Pere

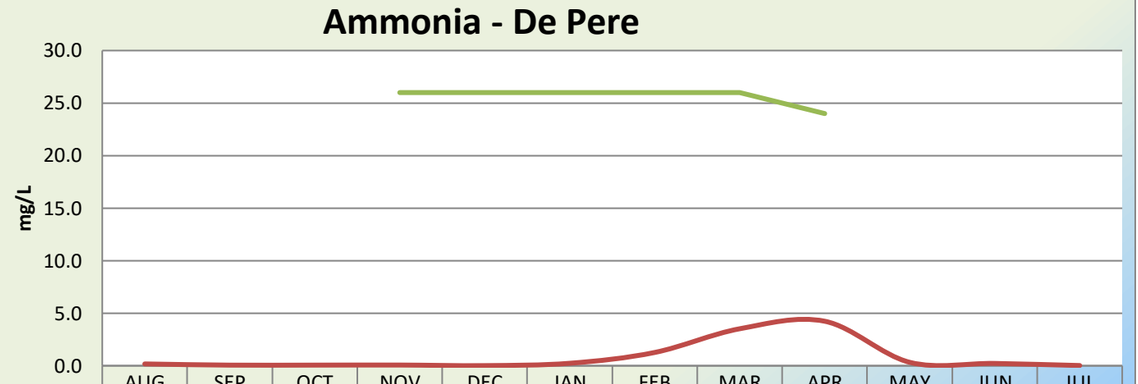
	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	12.59	14.63								1.00	3.50	2.07
Permit Limit	126	126								126	126	126

Total Phosphorus - De Pere



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	0.20	0.15	0.14	0.15	0.13	0.14	0.08	0.07	0.07	0.09	0.14	0.16
Permit Limit	1	1	1	1	1	1	1	1	1	1	1	1

Ammonia - De Pere



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
12 Month Ave. Conc.	0.17	0.06	0.06	0.06	0.01	0.23	1.26	3.52	4.24	0.32	0.22	0.02
Permit Limits:				26	26	26	26	26	24			

R2E2 ENERGY REPORT GREEN BAY 2025

NEW Water (GBMSD) - GREEN BAY FACILITY

	Bio-gas Generated					Electricity Used					Natural Gas Used								
		Generators		Flare			Purchased		Generated			Incineration		Heating Boiler		Thermal Oil Boiler		Co-Generation Units	
	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (MWH)	Total (MWH)	% of Total	Total (MWH)	% of Total	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (CCF)	% of Total
January	205,576	189,076	92.0	16,500	8.0	3,296	1,930	58.6	1,366	41.4	147,129	21,310	14.5	121,109	82.3	5	0.0	4,706	3.2
February	182,942	167,591	91.6	15,351	8.4	2,995	1,722	57.5	1,273	42.5	145,404	21,040	14.5	116,252	80.0	1,437	1.0	6,675	4.6
March	231,411	200,729	86.7	30,682	13.3	3,347	1,899	56.7	1,448	43.3	118,456	19,640	16.6	90,924	76.8	0	0.0	7,892	6.7
April	226,189	186,757	82.6	39,432	17.4	3,384	1,990	58.8	1,395	41.2	89,731	22,540	25.1	60,801	67.8	0	0.0	6,391	7.1
May	243,120	204,657	84.2	38,463	15.8	3,413	1,955	57.3	1,459	42.7	60,535	25,162	41.6	31,748	52.4	0	0.0	3,625	6.0
June	217,297	186,674	85.9	30,623	14.1	3,245	1,864	57.4	1,381	42.6	33,680	23,608	70.1	977	2.9	246	0.7	8,849	26.3
July	176,545	171,329	97.0	5,216	3.0	3,532	2,063	58.4	1,469	41.6	48,730	23,425	48.1	0	0.0	0	0.0	25,305	51.9
August																			
September																			
October																			
November																			
December																			

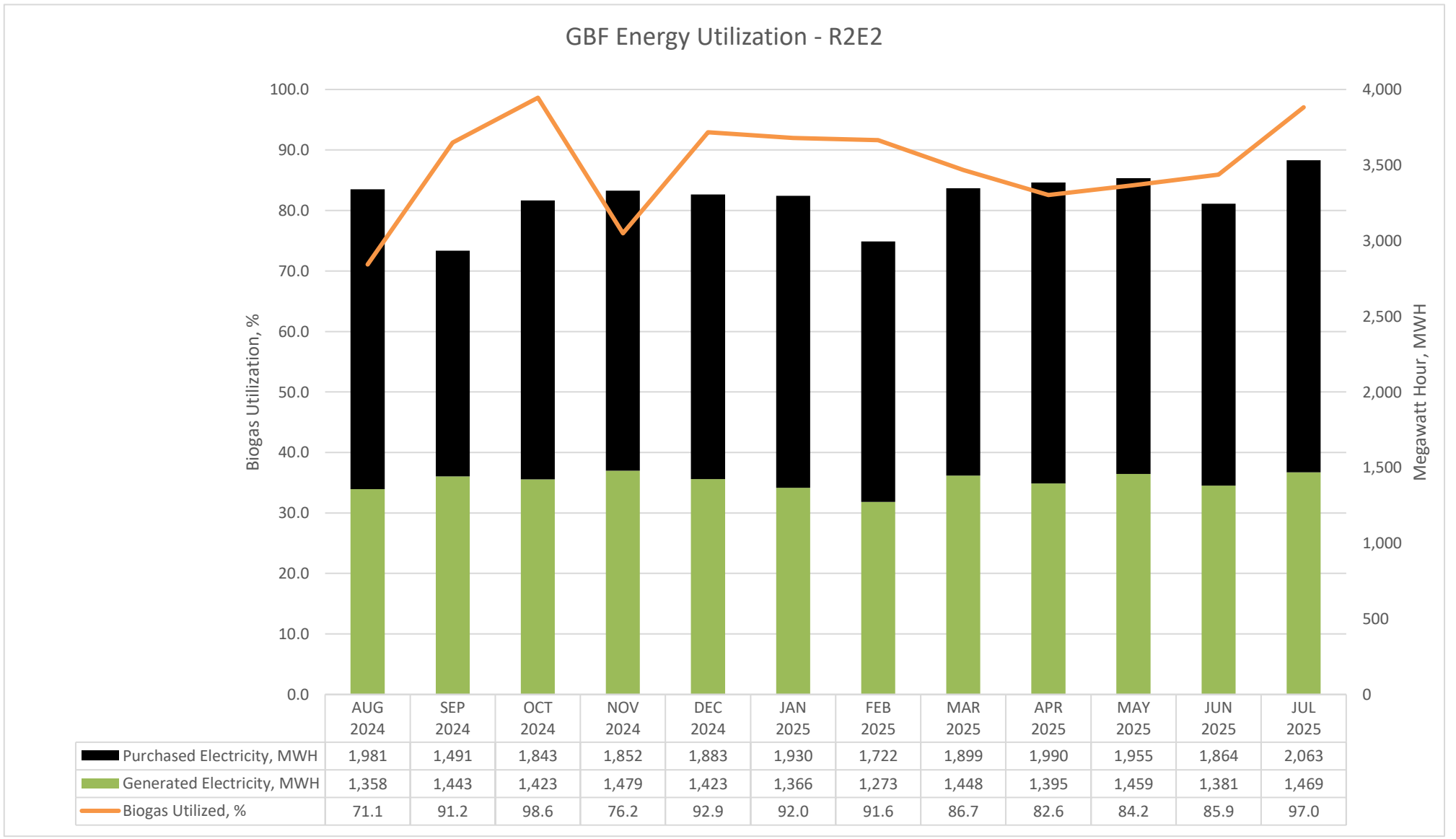
	Co-Generation Unit #3 (P-21)							Co-Generation Unit #4 (P-22)							High Strength Waste Received	Struvite Harvested
			Gas Consumption							Gas Consumption						
	Monthly Run Time (hours)	Total Energy Generated (MWH)		Bio-gas		Natural Gas		Monthly Run Time (hours)	Total Energy Generated (MWH)		Bio-gas		Natural Gas			
			Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total			Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (gals)	Total (lbs.)
January	582	1,107	159,319	155,523	97.6	3,796	2.4	136	259	34,462	33,553	97.4	909	2.6	811,838	0
February	324	630	87,848	82,369	93.8	5,479	6.2	340	644	86,419	85,222	98.6	1,197	1.4	731,616	0
March	734	1,429	206,127	198,499	96.3	7,629	3.7	10	19	2,493	2,230	89.5	263	10.5	976,123	0
April	284	551	76,035	71,913	94.6	4,122	5.4	433	843	117,113	114,844	98.1	2,269	1.9	1,143,339	0
May	178	345	47,998	46,742	97.4	1,256	2.6	571	1,113	160,284	157,915	98.5	2,369	1.5	1,111,240	0
June	292	573	77,317	73,007	94.4	4,310	5.6	416	808	118,206	113,667	96.2	4,539	3.8	689,151	0
July	246	476	63,215	53,637	84.8	9,578	15.2	510	993	133,419	117,692	88.2	15,727	11.8	637,354	0
August																0
September																0
October																0
November																0
December																0

R2E2 ENERGY REPORT GREEN BAY 2024

NEW Water (GBMSD) - GREEN BAY FACILITY

	Bio-gas Generated					Electricity Used					Natural Gas Used								
		Generators		Flare			Purchased		Generated			Incineration		Heating Boiler		Thermal Oil Boiler		Co-Generation Units	
	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (MWH)	Total (MWH)	% of Total	Total (MWH)	% of Total	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (CCF)	% of Total
January	160,402	159,579	99.5	823	0.5	3,248	1,882	57.9	1,366	42.1	149,709	19,681	13.1	105,256	70.3	0	0.0	24,772	16.5
February	179,377	161,946	90.3	17,431	9.7	3,117	1,758	56.4	1,359	43.6	122,088	22,363	18.3	81,328	66.6	2	0.0	18,395	15.1
March	179,769	143,903	80.0	35,866	20.0	3,295	1,847	56.0	1,448	44.0	136,800	19,226	14.1	75,151	54.9	0	0.0	42,423	31.0
April	182,602	172,632	94.5	9,970	5.5	3,312	1,916	57.9	1,395	42.1	86,018	22,283	25.9	51,018	59.3	0	0.0	12,717	14.8
May	176,702	175,401	99.3	1,301	0.7	3,322	1,909	57.5	1,413	42.5	59,632	19,891	33.4	19,403	32.5	0	0.0	20,338	34.1
June	139,866	139,866	100.0	0	0.0	3,448	1,996	57.9	1,452	42.1	69,944	18,355	26.2	797	1.1	0	0.0	50,792	72.6
July	143,516	143,516	100.0	0	0.0	3,375	1,916	56.8	1,459	43.2	57,942	16,234	28.0	85	0.1	0	0.0	41,622	71.8
August	174,735	124,199	71.1	50,536	28.9	3,339	1,981	59.3	1,358	40.7	71,915	20,003	27.8	0	0.0	0	0.0	51,912	72.2
September	185,208	168,933	91.2	16,275	8.8	2,934	1,491	50.8	1,443	49.2	53,855	11,330	21.0	136	0.3	10	0.0	42,379	78.7
October	182,672	180,186	98.6	2,487	1.4	3,266	1,843	56.4	1,423	43.6	61,599	30,290	49.2	15,075	24.5	0	0.0	16,234	26.4
November	210,105	160,194	76.2	49,911	23.8	3,331	1,852	55.6	1,479	44.4	119,249	23,280	19.5	66,326	55.6	3	0.0	29,641	24.9
December	215,982	200,699	92.9	15,283	7.1	3,306	1,883	56.9	1,423	43.1	138,839	24,910	17.9	108,364	78.0	0	0.0	5,565	4.0

	Co-Generation Unit #3 (P-21)							Co-Generation Unit #4 (P-22)							High Strength Waste Received	Struvite Harvested
			Gas Consumption							Gas Consumption						
	Monthly Run Time (hours)	Total Energy Generated (MWH)		Bio-gas		Natural Gas		Monthly Run Time (hours)	Total Energy Generated (MWH)		Bio-gas		Natural Gas			
			Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total			Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	Total (gals)	Total (lbs.)
January	326	635	82,089	74,517	90.8	7,572	9.2	374	731	102,262	85,062	83.2	17,201	16.8	448,135	0
February	607	1,181	156,011	145,012	92.9	10,999	7.1	91	178	24,330	16,934	69.6	7,396	30.4	486,344	0
March	3	5	647	342	52.9	305	47.1	745	1,443	185,679	143,562	77.3	42,118	22.7	351,903	0
April	0	0	0	0	0	0	0	716	1,395	185,349	172,632	93.1	12,717	6.9	465,010	0
May	337	653	96,561	86,596	89.7	9,965	10.3	411	760	99,178	88,804	89.5	10,373	10.5	395,120	0
June	307	598	83,340	57,615	69.1	25,724	30.9	426	854	107,319	82,251	76.6	25,068	23.4	333,651	0
July	0	0	0	0	0.0	0	0.0	749	1,459	185,138	143,516	77.5	41,622	22.5	384,958	0
August	413	797	116,579	97,541	83.7	19,038	16.3	288	561	59,532	26,658	44.8	32,874	55.2	335,016	0
September	748	1,443	211,312	168,933	79.9	42,379	20.1	0	0	0	0	0.0	0	0.0	408,193	0
October	313	469	72,438	64,897	89.6	7,541	10.4	496	954	123,981	115,289	93.0	8,692	7.0	764,874	0
November	78	131	20,509	19,709	96.1	800	3.9	693	1,349	169,326	140,485	83.0	28,841	17.0	851,923	0
December	334	650	100,412	95,901	95.5	4,511	4.5	397	773	105,852	104,797	99.0	1,055	1.0	728,985	0



	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	JAN 2025	FEB 2025	MAR 2025	APR 2025	MAY 2025	JUN 2025	JUL 2025
Purchased Electricity, MWH	1,981	1,491	1,843	1,852	1,883	1,930	1,722	1,899	1,990	1,955	1,864	2,063
Generated Electricity, MWH	1,358	1,443	1,423	1,479	1,423	1,366	1,273	1,448	1,395	1,459	1,381	1,469
Biogas Utilized, %	71.1	91.2	98.6	76.2	92.9	92.0	91.6	86.7	82.6	84.2	85.9	97.0

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commissioners

FROM: Nate Qualls

DATE: August 27, 2025

SUBJECT: August Commission Meeting – Executive Director's Report

a) The September Commission meeting will be held on Wednesday, September 24, 2025, beginning at 8:30 a.m. This meeting will be a hybrid, held in person and via Zoom videoconference.

b) **Executive Director Approved Agreements.** A document summarizing the agreements that have been approved since the last period is attached for Commission review.

c) **Executive Director Expense Summary**. A document summarizing the Executive Director's expenses from January 2025 through July 2025 is attached for Commission Review.

d) **STEAM Superheroes Camp.** NEW Water hosted our 10th annual camp with the Boys & Girls Club of Greater Green Bay (see enclosed image), to educate area youth on science, technology, engineering, arts, and mathematics – important skills for future careers in water. This year, we welcomed 14 new "Defenders of the Bay," with staff engaging them on important skillsets to defeat the evil villains ("Phosphorus Phury" and "The Unflushables"), led by our clean water Superheroes (including "Commander CleanWater"). Learn more about the camp here: https://www.newwater.us/newsroom/2025-steam-superheroes-camp.

e) **Sunset on the Farm.** NEW Water once again participated in Sunset on the Farm hosted by the Fox Demonstration Farms Network. Ben Young and Erin Houghton had a table in the Conservation Tent with an interactive EnvrioScape as well as handouts on the NEW Watershed Program and NEW Water educational materials. This year, there were more conservation organizations present than ever before, and, despite the intermittent showers, 240 participants came through to learn about conservation and agriculture.

f) **Downtown Interceptors Renewal Project & Outreach Continue.** With many outdoor events and activities happening right now, large black pipes for our downtown project may be particularly visible. Our project is renewing critical infrastructure that has been in the ground since the 1930s and is needed to ensure continuous service. Outreach continues with partners and community, including media coverage. By visiting the following link, you can learn more about the project, and also sign up to receive project updates: www.newwater.us/downtown.

g) **NEW Water hosted Rep. David Steffen.** NEW Water hosted Wisconsin Rep. David Steffen (R-Howard) on Aug. 4th for an overview and tour. See the enclosed image.

h) I attended the NACWA 2025 Summer Leadership Conference and Annual Meeting held from July 22 through 25 in Colorado Springs, Colorado. The theme of the conference was “Making the Business Case for Clean Water: Solutions for Uncertain Times”. In addition to highly informative Committee meetings, the main topics of the meeting included adoption of a systems thinking approach, updates from the EPA regarding federal funding and Office of Water priorities, governance best practices, navigating construction project uncertainty, as well as investing in utility staff.

Return to Agenda

Date of Agreement	Contractor	Topic	Amount
Adaptive Management Cost Share Agreements - Initial Project Estimates			
6/24/2025	Kurt Jordan	ACDCS6061 Rent Offset	$ 1,885.43
6/24/2025	Van Wychen Farms	ACDCS6061 Rent Offset	$ 819.72
8/8/2025	Dave Bougie	Loss of Crop/Rent Offset Agreement CSA ACDCS6061	$ 1,229.62
Adaptive Management Partnerships - Initial Project Estimates			
4/29/2025	Wisconsin Department of Natural Resources	Funds to Conduct Monitoring in Apple Creek.	$ (16,670.00)
6/13/2025	US Fish and Wildlife Service	Agreement to provide a grant for seed for the NEW Water prairie restoration project	$ (1,000.00)
Easements			
4/3/2025	GLCC, Inc.	Access Easement Agreement to provide access to the WTD siphon on the west side of the Fox River.	$ 1,500.00
Maintenance Services			
5/28/2025	Seal Analytical	Service Contract to perform one annual maintenance review of our BOD robot AQ400 and AA500.	$ 10,170.00
6/17/2025	Kim Construction Company, Inc.	Contract for 2025 Interceptor Manhole Rehabilitation	$ 51,228.45
4/17/2025	Aqualis	Annual Sewer Cleaning and Televising	$ 89,422.19
Miscellaneous			
4/21/2025	UW- Green Bay Student Monitoring Program	Support of Lower Fox River Watershed Monitoring Program	$ 10,000.00
5/1/2025	BP Energy Services, LLC	January 2026 - October 2026 Natural Gas Basis Price Lock	Volume Dependent
6/18/2025	BP Energy Services, LLC	January 2026 - October 2026 Natural Gas Commodity Price Lock (50%)	Volume Dependent
7/7/2025	On Broadway	Fall Fest on Broadway Sponsor	$ 1,000.00
7/21/2025	BP Energy Services, LLC	Physical Gas Transactions November 2026 - October 2027	Volume Dependent
7/28/2025	BP Energy Services, LLC	January 2026 - October 2026 Natural Gas 50% Volume Lock	Volume Dependent
Professional Services			
3/20/2025	Donohue & Associates	On-Demand Collection System Engineering Services	$ 30,000.00
3/20/2025	Donohue & Associates	On-Demand Electrical Engineering Services	$ 30,000.00
3/25/2025	Per Mar Security & Research	DPF Site Security - NFL Draft	$ 5,400.00
4/17/2025	Griggs Law Office	Bond Counsel for General Obligation Bonds	$ 26,500.00
4/25/2025	M3	Business Associate Agreement with Insurance Broker	$ -
5/22/2025	Robert E. Lee & Associates, Inc.	Amendment No. 1 to GBMSD Annexed Lands Boundary Amendment	$ 8,550.00
5/23/2025	Strand Associates	Amendment No. 4 to the October 7, 2022, Agreement for Design and Bidding-Related Services for the De Pere Facility Pumping and Headworks Project	$ 1,406.00
5/29/2025	Strand Associates	Agreement for Heating Loop Glycol Assessment	$ 15,000.00
5/29/2025	Strand Associates	Agreement for Preliminary Design - Mechanical Building AHUs	$ 30,000.00

Date of Agreement	Contractor	Topic	Amount
Professional Services			
6/6/2025	Short Elliott Hendrickson, Inc.	Amendment No. 4 to the January 25, 2025 agreement for Thickening Project	$ 10,000.00
7/21/2025	Corrpro	Cathodic Protection At the Bayview Interceptor	$ 5,500.00
8/7/2025	Donohue & Associates	Amendment #3 for the ERLS and FM Improvements Project.	$ 31,515.00

Executive Director Actuals January - July 2025	
5020 - EE Development/Registration	**Actual Spend**
Exec Director	$ 2,090.00

5400 - Lodging	**Actual Spend**
Exec Director	$ 1,291.51

5401 - Transportation	**Actual Spend**
Exec Director	$ 869.88

5402 - Business Meals	**Actual Spend**
Exec Director	$ 259.89

Overall Total	**$**	**4,511.28**