

**AGENDA
GREEN BAY METROPOLITAN SEWERAGE DISTRICT
COMMISSION MEETING**

August 26, 2026

**A hybrid meeting will be held both via Zoom Videoconference
and in the Solids Building 310 Conference Room
2231 N. Quincy Street
8:30 a.m.**

If a member of the public would like to participate in the meeting via Zoom,
please contact NEW Water at (920) 432-4893 for access to the videoconference.

Vision: Protecting our most valuable resource, water

- 1) Safety Moment. (N. Qualls)
- 2) Approval of minutes of the Commission meeting held July 29, 2026. (N. Qualls)
- 3) Nicolet Bank Investment Update. (C. Mueller)
[Click Here: Memo](#)
[Click Here: Attachment](#)
[Click Here: Presentation](#)
[Click Here: Presentation](#)
[Click Here: Presentation](#)
- 4) Employee Satisfaction Survey. (E. Tietzen)
[Click Here: Memo](#)
[Click Here: Presentation](#)
- 5) Request Commission approval for the FBI dome replacement, as an emergency maintenance repair, and approve the award of a purchase order to Industrial Furnace Company for the total amount of \$162,800. (P. Wescott)
[Click Here: Memo](#)
[Click Here: Attachment](#)
- 6) Request Commission approval to enter into the Agreement for Design and Bidding (S. Thiesen) Related Services for the Interplant Force Main Air Release Valve Vault Assessment and Rehabilitation with Strand Associates, Inc., not to exceed \$122,000.
[Click Here: Memo](#)
[Click Here: Attachment](#)
- 7) Request Commission approval to enter into an agreement with Donohue & Associates to provide facility planning services for the Southeast Service Area Project for a total amount of \$178,665. (M. McGuire)
[Click Here: Memo](#)
[Click Here: Attachment](#)

- 8) Sewer Plan Approvals: (L. Sarau)
[Click Here: Memo](#)
 a) Village of Pulaski, Project #32250020, GBMSD Request #2026-25.
[Click Here: Village of Pulaski Map](#)
[Click Here: NEW Water Map](#)
- 9) Convene in closed session, under 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 a significant industrial user.
 b) Potential litigation resulting from notice of claim for damages to residential property.
- 10) Reconvene in open session.
- 11) Update of projects:
 a) Downtown Interceptor Renewal Project (M. McGuire)
[Click Here: Report](#)
 b) Green Bay Facility North Plant Clarifier Rehabilitation Project (B. Brown)
[Click Here: Report](#)
 c) De Pere Facility Pumping and Headworks Project (B. Brown)
[Click Here: Report](#)
- 12) 2027 Budget Workshop. (N. Qualls)
[Click Here: Memo](#)
[Click Here: Presentation](#)
[Click Here: Draft Budget](#)
- 13) Environmental, Health, and Safety Update. (Verbeten/Butry)
[Click Here: Memo](#)
[Click Here: Presentation](#)
- 14) July 2026 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](#)
- 15) July 2026 Operations Report. (P. Wescott)
[Click Here: Memo](#)
[Click Here: Effluent Report – Green Bay Facility](#)
[Click Here: Graph of Effluent Report](#)
[Click Here: Effluent Report –De Pere Facility](#)
[Click Here: Graph of Effluent Report](#)
[Click Here: R2E2 Energy Report](#)
[Click Here: R2E2 Energy Graph](#)

16) 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) NACWA Utility Leadership Conference and Annual Meeting.
- e) Recognition for NEW Water's Commission President, Kathryn Hasselblad-Pascale.
- f) Water Infrastructure Roundtable.
- g) Harmful Algal Blooms Presentations.

Memorandum

TO: Commission
Nathan Qualls

FROM: Courtney Mueller

DATE: August 11, 2026

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

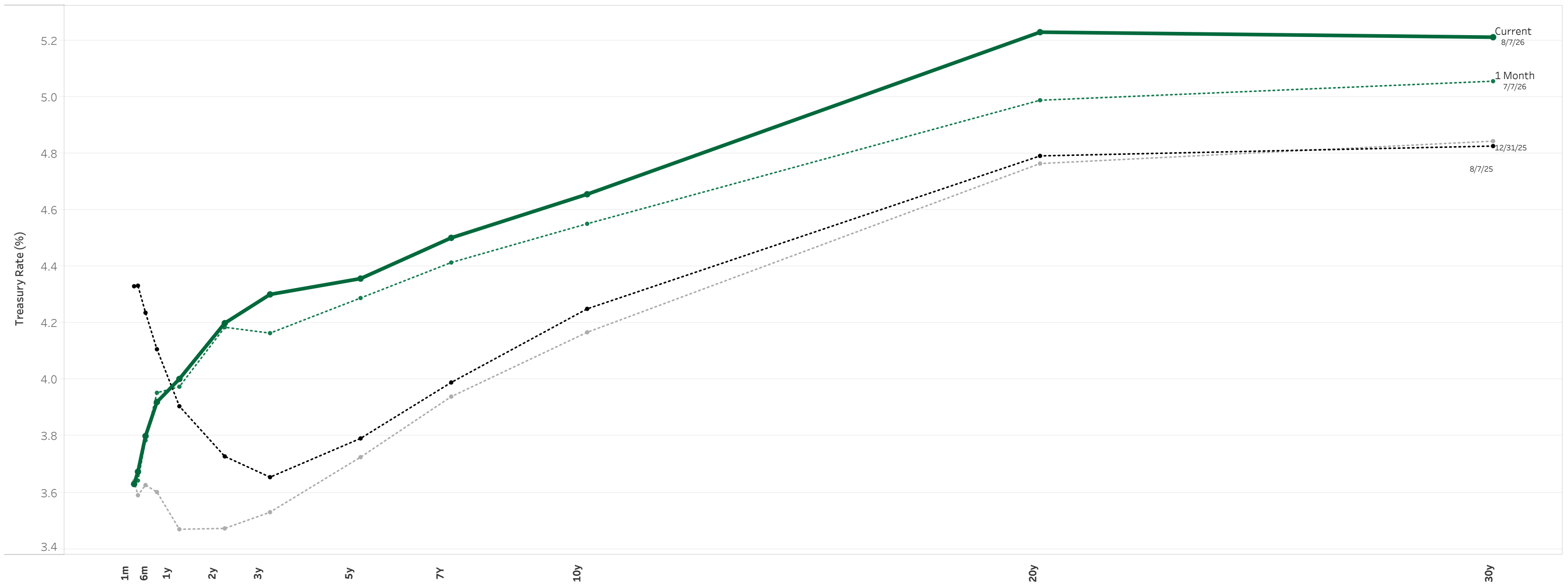
This Commission item is informational only.

Commission Action

No Commission action is required.

Attachments

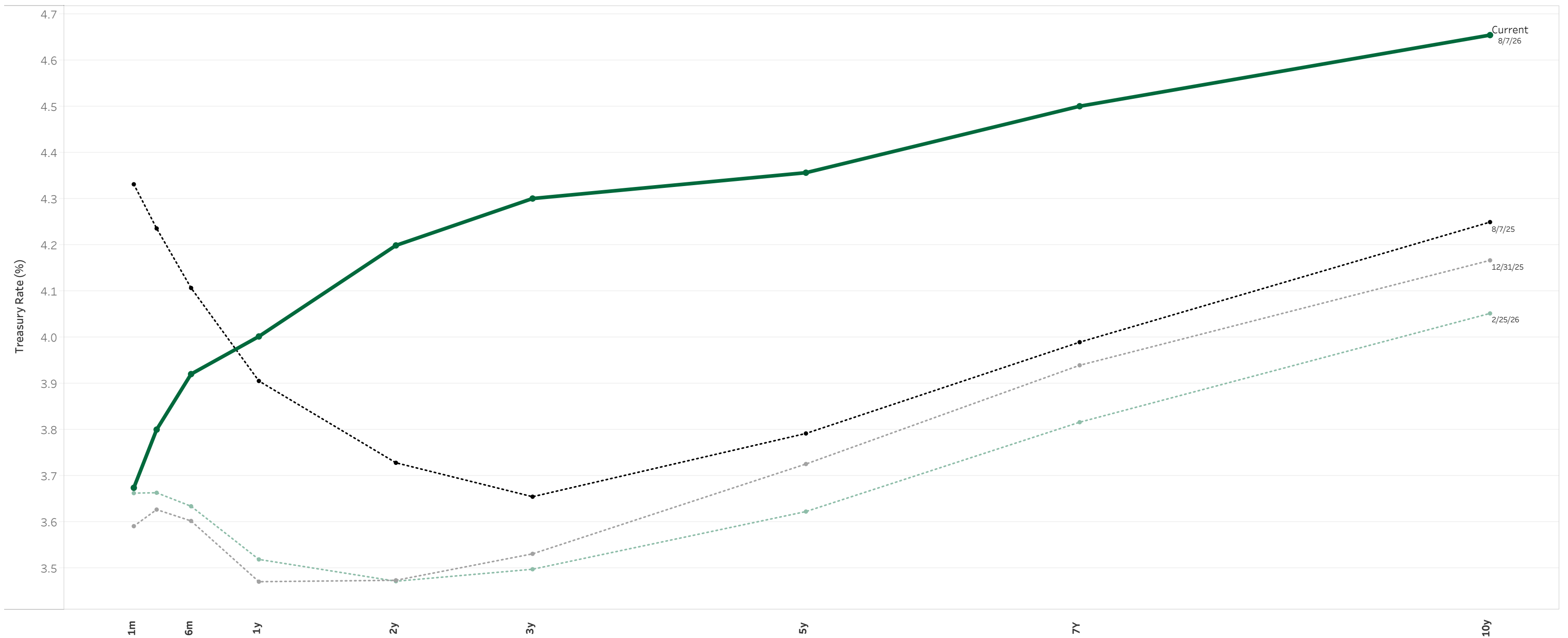
Treasury Curves



	8/7/2026			
	Treasury (%)	1 Month Change (bps)	YTD Change (bps)	1 Yr Change (bps)
FED	3.63	0	(1)	(70)
1m	3.67	3	8	(66)
3m	3.80	2	17	(44)
6m	3.92	(3)	32	(19)
1y	4.00	3	53	10
2y	4.20	1	73	47
3y	4.30	14	77	65
5y	4.36	7	63	57
7Y	4.50	9	56	51
10y	4.66	10	49	41
20y	5.23	24	47	44
30y	5.21	16	37	39

	8/7/2026	7/7/2026	12/31/2025	8/7/2025
FED	3.63	3.63	3.64	4.33
1m	3.67	3.64	3.59	4.33
3m	3.80	3.78	3.63	4.24
6m	3.92	3.95	3.60	4.11
1y	4.00	3.97	3.47	3.91
2y	4.20	4.18	3.47	3.73
3y	4.30	4.16	3.53	3.65
5y	4.36	4.29	3.73	3.79
7Y	4.50	4.41	3.94	3.99
10y	4.66	4.55	4.17	4.25
20y	5.23	4.99	4.76	4.79
30y	5.21	5.06	4.84	4.83

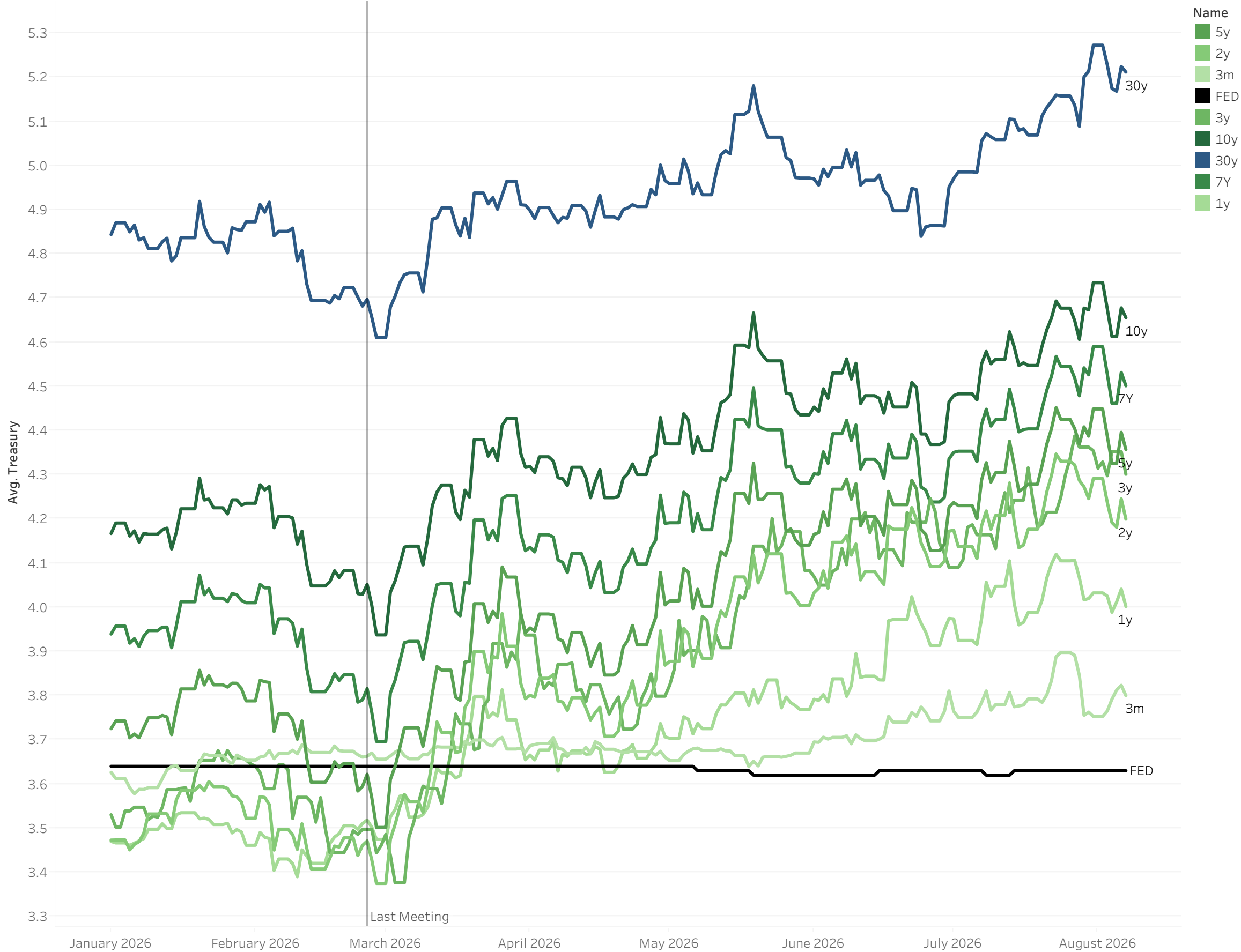
Focus Yield Curve



	8/7/2026			
	Treasury (%)	Change Since Last Meeting (bps)	YTD Change (bps)	1 Yr Change (bps)
1m	3.67	1	8	(66)
3m	3.80	14	17	(44)
6m	3.92	29	32	(19)
1y	4.00	48	53	10
2y	4.20	73	73	47
3y	4.30	80	77	65
5y	4.36	74	63	57
7Y	4.50	69	56	51
10y	4.66	60	49	41

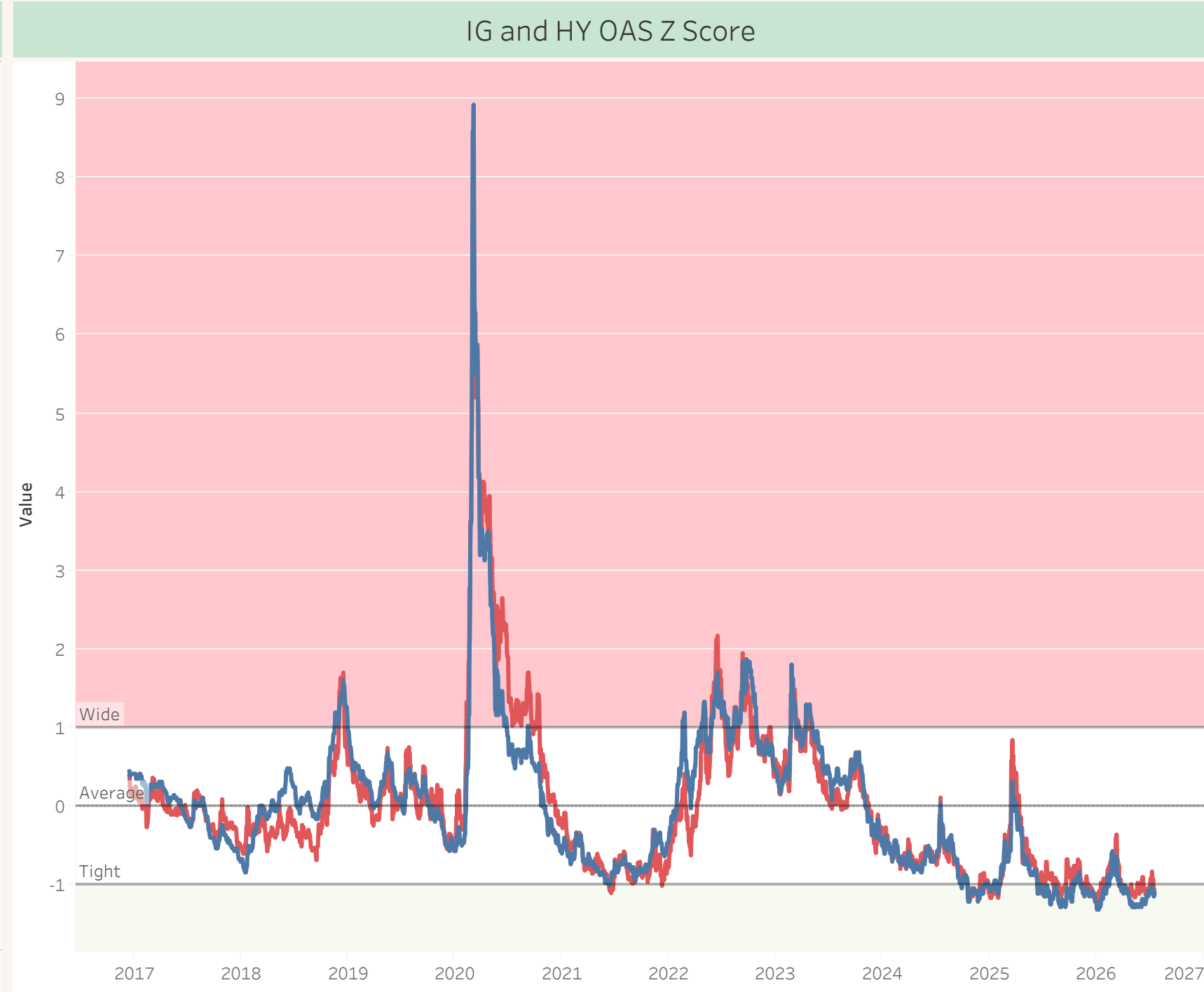
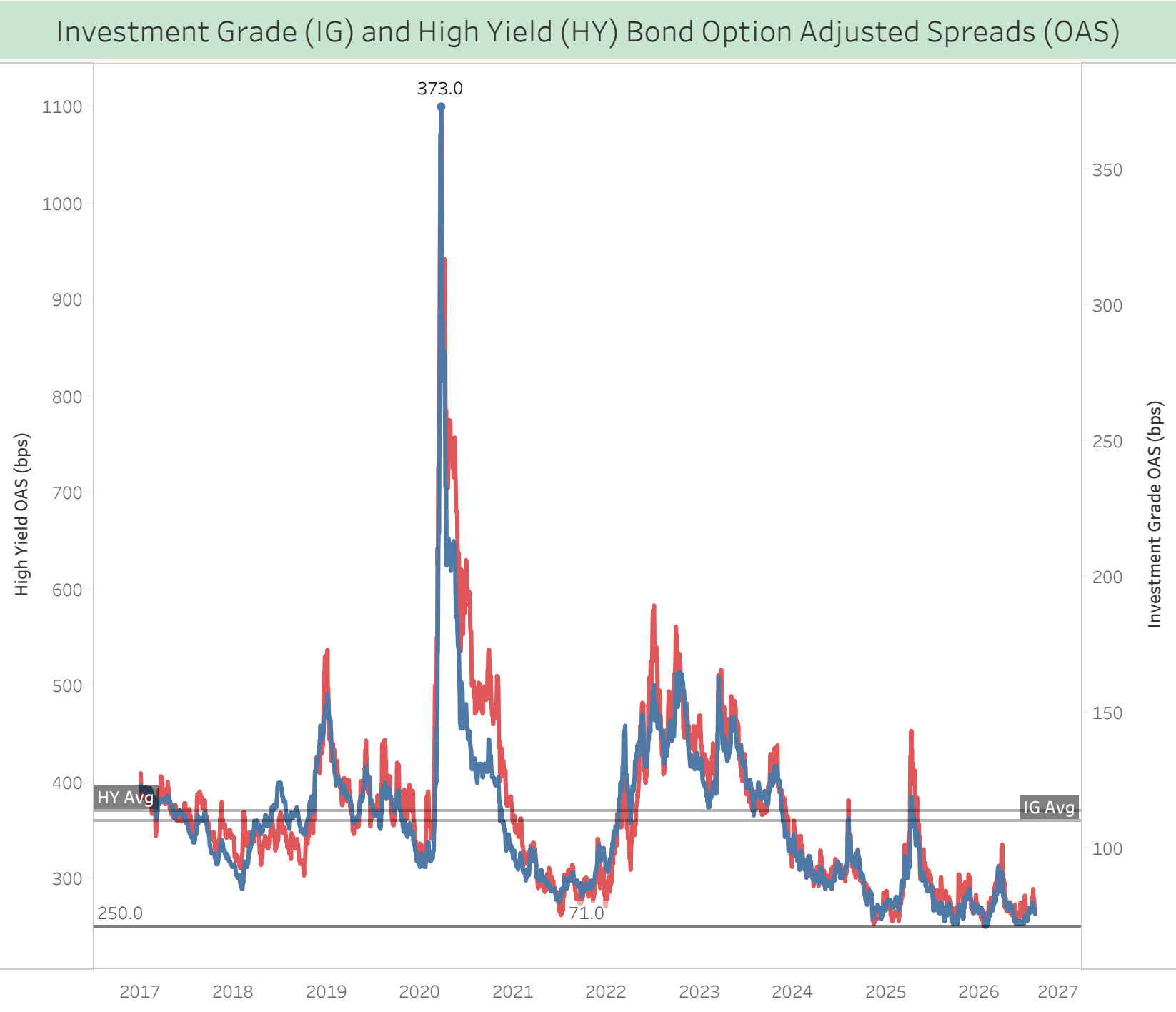
	8/7/2026	2/25/2026	12/31/2025	8/7/2025
1m	3.67	3.66	3.59	4.33
3m	3.80	3.66	3.63	4.24
6m	3.92	3.63	3.60	4.11
1y	4.00	3.52	3.47	3.91
2y	4.20	3.47	3.47	3.73
3y	4.30	3.50	3.53	3.65
5y	4.36	3.62	3.73	3.79
7Y	4.50	3.82	3.94	3.99
10y	4.66	4.05	4.17	4.25

Rates/Time



The trend of average of Treasury for Date Day. Color shows details about Name. The marks are labeled by Name. The data is filtered on Date, which includes this year. The filter associated with this field ranges from 1/1/2026 to 12/31/2026. The view is filtered on Name, which excludes 1m, 20y and 6m.

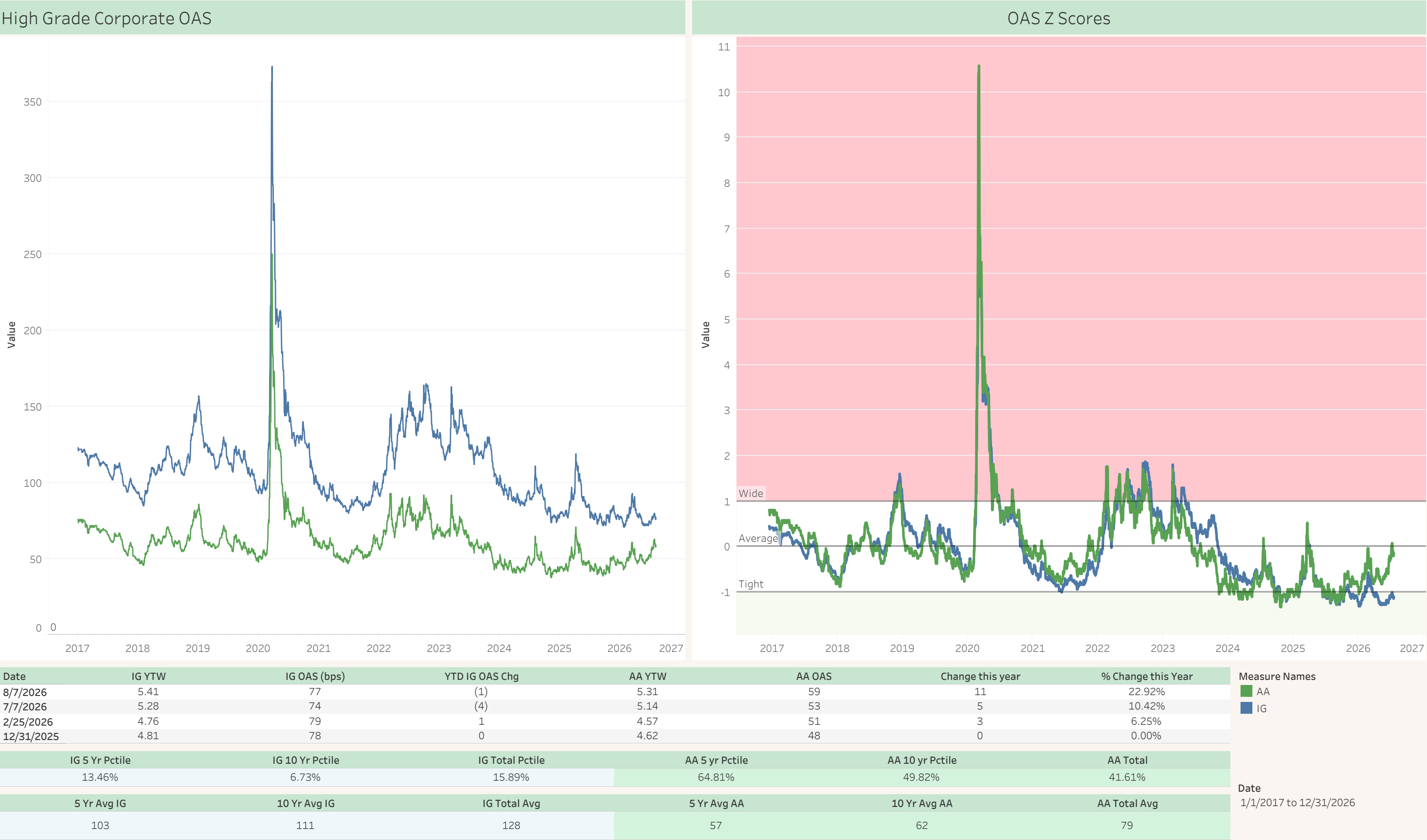
Legend ■ HY OAS (bps) ■ IG OAS (bps) Date 1/1/2017 to 12/31/2026



Date	IG OAS (bps)	Change in IG	HY OAS (bps)	Change in HY
8/7/2026	77	(1)	263	(16)
7/31/2026	78	2	279	16
7/10/2026	76	(2)	263	(3)
12/31/2025	78	0	266	(20)
8/7/2025	78		286	

5 Yr Avg IG	10 Yr Avg IG	IG Total Avg	5 Yr Avg HY	10 Yr Avg HY	HY Total Avg
103	111	128	344	374	476

IG 5 Yr Pctile	IG 10 Yr Pctile	IG Total Pctile	HY 5 Yr Pctile	HY 10 Yr Pctile	HY Total Pctile
13.46%	6.73%	15.89%	6.08%	3.09%	3.92%



Investment Presentation for: GREEN BAY METRO ICR FUND

Investment activity through 07/31/2026

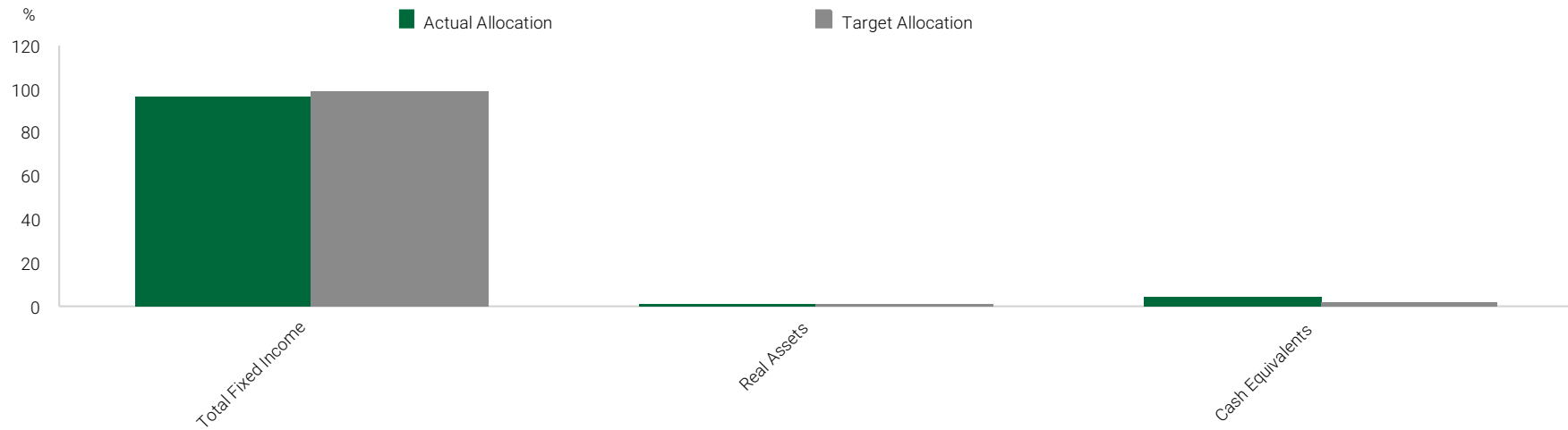
INVESTMENT POLICY REVIEW

GREEN BAY METRO ICR FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: October 01, 2015

Return to Agenda



	Market Value	Actual Allocation	Target Allocation	Variance
Total Fixed Income	20,047,736	96.3	99.0	-2.7
Real Assets	0	.0	.0	.0
Cash Equivalents	769,569	3.7	1.0	2.7
Total Managed	20,817,305	100.0	100.0	.0

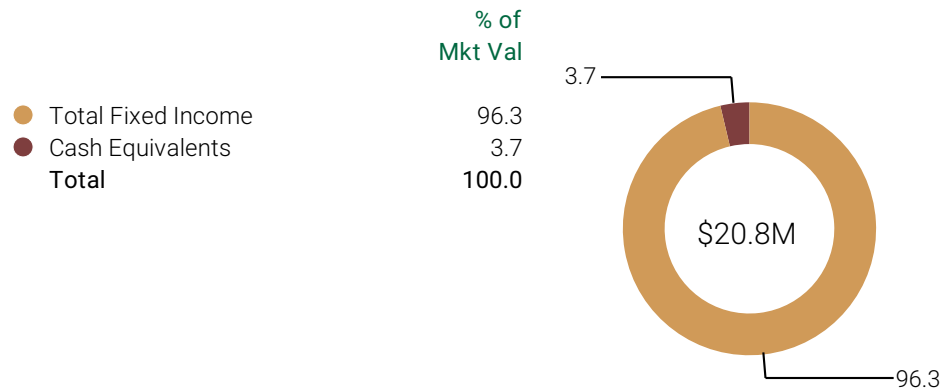
ACCOUNT SUMMARY

GREEN BAY METRO ICR FUND (*****)

As of Date: July 31, 2026

Managed Since: October 01, 2015

Asset Allocation



Account Summary Investment Performance

Beginning Market Value	21,202,131.15
Beginning Accrued Income	178,510.84
Beginning Portfolio Value [07/31/2025]	21,380,641.99
Contributions	255,939.37
Withdrawals	-1,496,364.60
Income Earned	845,741.05
Market Appreciation	-168,653.26
Ending Market Value	20,572,901.38
Ending Accrued Income	244,403.17
Ending Portfolio Value [07/31/2026]	20,817,304.55
Total Return	3.14

Top Holdings Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Accrual	Unrealized Gain/Loss	% of Mkt Val
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.74	100.621	2,014,830.84	2,012,421.88	31,168.48	-2,408.96	9.8
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.97	100.143	2,019,375.00	2,002,864.58	27,295.08	-16,510.42	9.7
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	101.38	100.049	2,027,500.00	2,000,973.96	38,059.39	-26,526.04	9.7
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	99.58	99.883	1,991,585.64	1,997,656.26	20,849.18	6,070.62	9.7
UNITED STATES TREAS NTS4% 02/2	US Treas & Agencies	99.14	99.582	1,982,790.72	1,991,640.62	33,478.26	8,849.90	9.7
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	100.42	98.617	2,008,371.24	1,972,343.76	27,798.91	-36,027.48	9.6
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.63	98.363	1,992,687.50	1,967,265.62	6,739.13	-25,421.88	9.6
UNITED STATES TREAS NTS 4.250%	US Treas & Agencies	99.48	98.109	1,989,592.06	1,962,187.50	31,182.07	-27,404.56	9.5
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.49	98.055	1,989,813.94	1,961,093.76	6,739.13	-28,720.18	9.5
UNITED STATES TREAS NTS 3.625%	US Treas & Agencies	99.81	96.883	1,996,290.40	1,937,656.26	18,322.01	-58,634.14	9.4
NORTHERN INSTITUTIONAL GOV SEL	Money Market Fds	1.00	1.000	766,797.18	766,797.18	2,771.53	.00	3.7
Total				20,779,634.52	20,572,901.38	244,403.17	-206,733.14	100.0

HOLDINGS DETAIL

GREEN BAY METRO ICR FUND (*****)

As of Date: July 31, 2026

Managed Since: October 01, 2015

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Taxable Fixed Income									
<i>US Treas & Agencies</i>									
UNITED STATES TREAS NTS 3.625% 10/31/2030		2,000,000.000	96.883	18,322.01	.000	1,996,290.40	-58,634.14	1,937,656.26	9.4
UNITED STATES TREAS NTS 3.875% 12/31/2029		2,000,000.000	98.363	6,739.13	.000	1,992,687.50	-25,421.88	1,967,265.62	9.6
UNITED STATES TREAS NTS 3.875% 6/30/2030		2,000,000.000	98.055	6,739.13	.000	1,989,813.94	-28,720.18	1,961,093.76	9.5
UNITED STATES TREAS NTS 4.125% 10/31/2027		2,000,000.000	99.883	20,849.18	4.130	1,991,585.64	6,070.62	1,997,656.26	9.7
UNITED STATES TREAS NTS 4.125% 2/15/27		2,000,000.000	100.049	38,059.39	4.123	2,027,500.00	-26,526.04	2,000,973.96	9.7
UNITED STATES TREAS NTS 4.125% 3/31/2031		2,000,000.000	98.617	27,798.91	.000	2,008,371.24	-36,027.48	1,972,343.76	9.6
UNITED STATES TREAS NTS 4.250% 3/31/2033		2,000,000.000	98.109	31,182.07	.000	1,989,592.06	-27,404.56	1,962,187.50	9.5
UNITED STATES TREAS NTS 4.625% 9/30/2028		2,000,000.000	100.621	31,168.48	.000	2,014,830.84	-2,408.96	2,012,421.88	9.8
UNITED STATES TREAS NTS 4.625% 10/15/26		2,000,000.000	100.143	27,295.08	4.618	2,019,375.00	-16,510.42	2,002,864.58	9.7
UNITED STATES TREAS NTS 4% 02/29/28		2,000,000.000	99.582	33,478.26	4.017	1,982,790.72	8,849.90	1,991,640.62	9.7
<i>Total: US Treas & Agencies</i>				241,631.64	1.704	20,012,837.34	-206,733.14	19,806,104.20	96.2
Total: Taxable Fixed Income				241,631.64	1.704	20,012,837.34	-206,733.14	19,806,104.20	96.2
Cash Equivalents									
<i>Money Market Fds</i>									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	766,797.180	1.000	2,771.53	3.530	766,797.18	.00	766,797.18	3.7
<i>Total: Money Market Fds</i>				2,771.53	3.530	766,797.18	.00	766,797.18	3.7
Total: Cash Equivalents				2,771.53	3.530	766,797.18	.00	766,797.18	3.7
Total				244,403.17	1.772	20,779,634.52	-206,733.14	20,572,901.38	100.0

SUMMARY INVESTMENT PERFORMANCE

GREEN BAY METRO ICR FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: October 01, 2015

Quarter-to-date Summary

Beginning Market Value	21,278,293.12
Beginning Accrued Income	175,863.32
Beginning Portfolio Value	21,454,156.44
Contributions	.00
Withdrawals	-589,731.92
Income Earned	72,432.11
Market Appreciation	-119,552.08
Ending Market Value	20,572,901.38
Ending Accrued Income	244,403.17
Ending Portfolio Value	20,817,304.55
Total Earnings	-47,119.97

Performance

<i>Total Managed</i>	-22
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Year-to-date Summary

Beginning Market Value	22,021,498.37
Beginning Accrued Income	145,022.52
Beginning Portfolio Value	22,166,520.89
Contributions	.00
Withdrawals	-1,490,725.23
Income Earned	496,774.11
Market Appreciation	-355,265.22
Ending Market Value	20,572,901.38
Ending Accrued Income	244,403.17
Ending Portfolio Value	20,817,304.55
Total Earnings	141,508.89

Performance

<i>Total Managed</i>	.64
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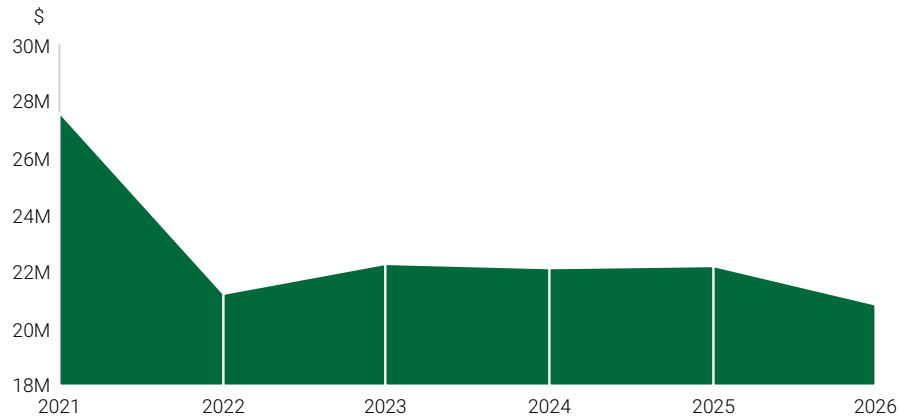
PORTFOLIO GROWTH ANALYSIS

GREEN BAY METRO ICR FUND (*****)

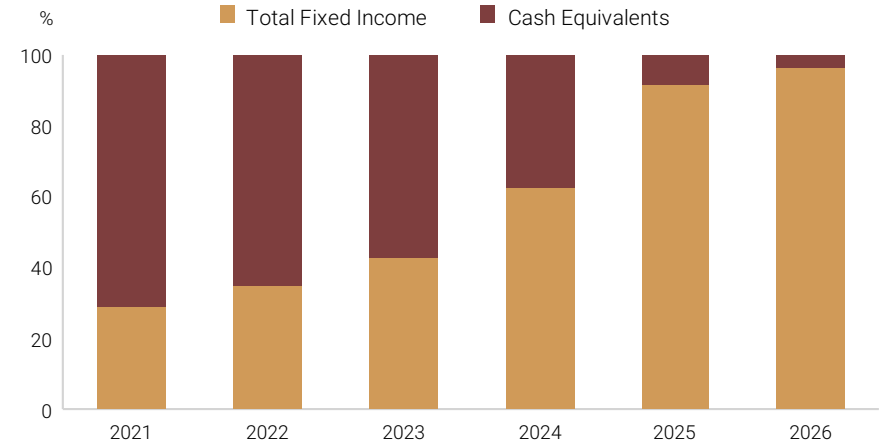
Reporting Period End Date: July 31, 2026

Managed Since: October 01, 2015

Annual Ending Market Values



Allocation Over Time



Annual Portfolio Values

	Consolidated	Jan 2021- Dec 2021	Jan 2022- Dec 2022	Jan 2023- Dec 2023	Jan 2024- Dec 2024	Jan 2025- Dec 2025	Jan 2026- Jul 2026
Beginning Portfolio Value	2,623,629.63	2,623,629.63	27,619,938.25	21,219,594.72	22,242,162.84	22,082,030.87	22,166,520.89
Net Contributions/Withdrawals	15,247,941.79	25,040,512.80	-6,127,432.87	18,552.93	-1,163,510.17	-1,029,455.67	-1,490,725.23
Income Earned	3,201,606.77	97,826.82	306,853.34	764,485.69	778,291.02	757,375.79	496,774.11
Market Appreciation	-255,873.64	-142,031.00	-579,764.00	239,529.50	225,087.18	356,569.90	-355,265.22
Ending Portfolio Value	20,817,304.55	27,619,938.25	21,219,594.72	22,242,162.84	22,082,030.87	22,166,520.89	20,817,304.55
Total Return	2.54	-.14	-.86	4.78	4.71	5.21	.64

SELECTED PERIOD PERFORMANCE

GREEN BAY METRO ICR FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: October 01, 2015

Return to Agenda

	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	20,817,305	-.22	-.22	.64	3.14	4.32	2.83	1.78
Total Fixed Income	20,047,736	-.25	-.25	.54	3.10	4.32	1.55	
Domestic Fixed Income	20,047,736	-.25	-.25	.54	3.10	4.32	1.55	
Bloomberg U.S. Aggregate USD		-1.30	-1.30	-.69	2.71	3.73	-.40	1.73
Bloomberg U.S. High Yield - 2% Issuer Cap US		-.25	-.25	1.71	5.17	8.27	4.04	5.97
Cash Equivalents	769,569	.30	.30	2.07	3.80	4.56	3.53	2.08
Bloomberg U.S. Treasury Bills: 1-3 Months U		.34	.34	2.15	3.93	4.70	3.68	2.21

Investment Presentation for: GREEN BAY METRO ERF FUND

Investment activity through 07/31/2026

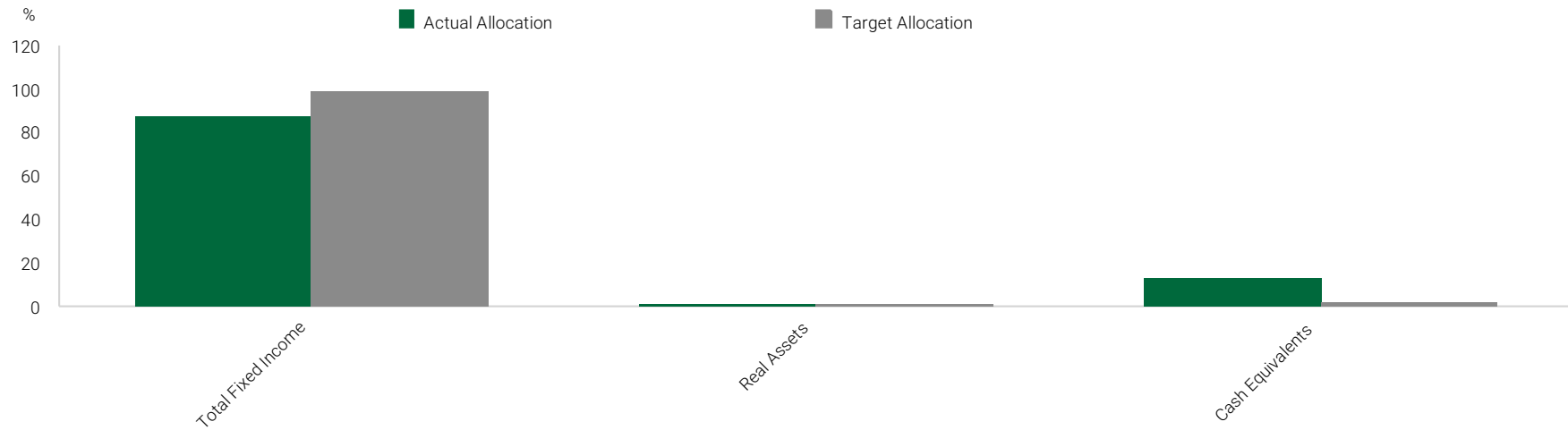
INVESTMENT POLICY REVIEW

GREEN BAY METRO ERF FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: September 01, 2021

Return to Agenda



	Market Value	Actual Allocation	Target Allocation	Variance
Total Fixed Income	6,072,738	86.9	99.0	-12.1
Real Assets	0	.0	.0	.0
Cash Equivalents	913,097	13.1	1.0	12.1
Total Managed	6,985,835	100.0	100.0	.0

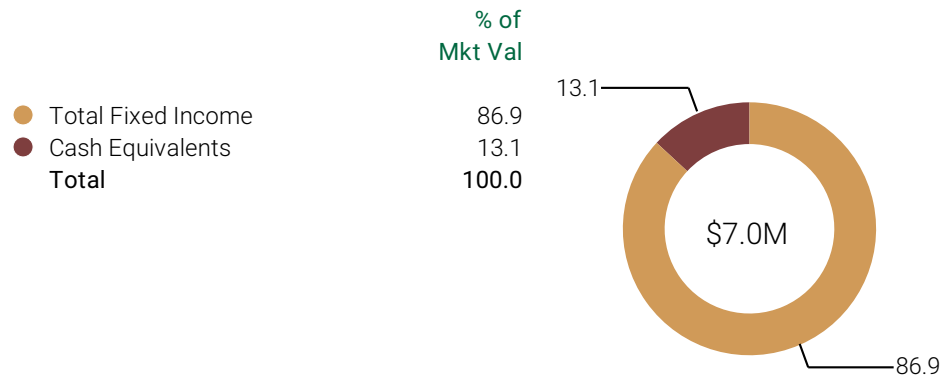
ACCOUNT SUMMARY

GREEN BAY METRO ERF FUND (*****)

As of Date: July 31, 2026

Managed Since: September 01, 2021

Asset Allocation



Account Summary Investment Performance

Beginning Market Value	6,636,340.18
Beginning Accrued Income	98,558.88
Beginning Portfolio Value [07/31/2025]	6,734,899.06
Contributions	.00
Withdrawals	-4,381.27
Income Earned	280,356.22
Market Appreciation	-25,038.86
Ending Market Value	6,898,192.74
Ending Accrued Income	87,642.41
Ending Portfolio Value [07/31/2026]	6,985,835.15
Total Return	3.79

Top Holdings Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Accrual	Unrealized Gain/Loss	% of Mkt Val
UNITED STATES TREAS NTS 4.25%	US Treas & Agencies	100.71	100.147	2,014,197.50	2,002,945.32	32,105.98	-11,252.18	29.0
UNITED STATES TREAS NTS 4.625%	US Treas & Agencies	100.97	100.143	2,019,375.00	2,002,864.58	27,295.08	-16,510.42	29.0
UNITED STATES TREAS NTS 3.3750	US Treas & Agencies	99.87	99.102	1,997,481.60	1,982,031.26	25,495.92	-15,450.34	28.7
NORTHERN INSTITUTIONAL GOV SEL	Money Market Fds	1.00	1.000	910,351.58	910,351.58	2,745.43	.00	13.2
Total				6,941,405.68	6,898,192.74	87,642.41	-43,212.94	100.0

HOLDINGS DETAIL

GREEN BAY METRO ERF FUND (*****)

As of Date: July 31, 2026

Managed Since: September 01, 2021

Return to Agenda

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Taxable Fixed Income									
<i>US Treas & Agencies</i>									
UNITED STATES TREAS NTS 3.37500 % 9/15/2027		2,000,000.000	99.102	25,495.92	.000	1,997,481.60	-15,450.34	1,982,031.26	28.7
UNITED STATES TREAS NTS 4.25% 3/15/2027		2,000,000.000	100.147	32,105.98	.000	2,014,197.50	-11,252.18	2,002,945.32	29.0
UNITED STATES TREAS NTS 4.625%10/15/26		2,000,000.000	100.143	27,295.08	4.618	2,019,375.00	-16,510.42	2,002,864.58	29.0
<i>Total: US Treas & Agencies</i>				84,896.98	1.545	6,031,054.10	-43,212.94	5,987,841.16	86.7
Total: Taxable Fixed Income				84,896.98	1.545	6,031,054.10	-43,212.94	5,987,841.16	86.7
Cash Equivalents									
<i>Money Market Fds</i>									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	910,351.580	1.000	2,745.43	3.530	910,351.58	.00	910,351.58	13.2
<i>Total: Money Market Fds</i>				2,745.43	3.530	910,351.58	.00	910,351.58	13.2
Total: Cash Equivalents				2,745.43	3.530	910,351.58	.00	910,351.58	13.2
Total				87,642.41	1.807	6,941,405.68	-43,212.94	6,898,192.74	100.0

SUMMARY INVESTMENT PERFORMANCE

GREEN BAY METRO ERF FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: September 01, 2021

Quarter-to-date Summary

Beginning Market Value	6,898,211.95
Beginning Accrued Income	66,838.99
Beginning Portfolio Value	6,965,050.94
Contributions	.00
Withdrawals	-370.06
Income Earned	23,432.27
Market Appreciation	-2,278.00
Ending Market Value	6,898,192.74
Ending Accrued Income	87,642.41
Ending Portfolio Value	6,985,835.15
Total Earnings	21,154.27

Performance

<i>Total Managed</i>	<i>.30</i>
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Year-to-date Summary

Beginning Market Value	6,793,356.36
Beginning Accrued Income	77,927.79
Beginning Portfolio Value	6,871,284.15
Contributions	.00
Withdrawals	-2,569.88
Income Earned	160,495.64
Market Appreciation	-43,374.76
Ending Market Value	6,898,192.74
Ending Accrued Income	87,642.41
Ending Portfolio Value	6,985,835.15
Total Earnings	117,120.88

Performance

<i>Total Managed</i>	<i>1.70</i>
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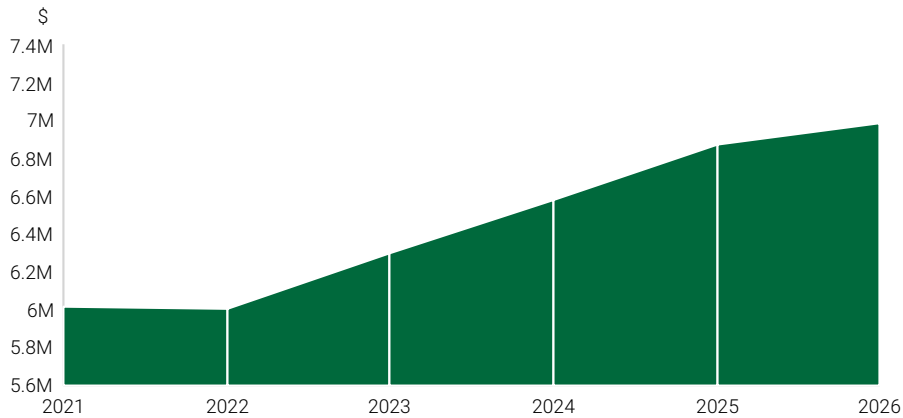
PORTFOLIO GROWTH ANALYSIS

GREEN BAY METRO ERF FUND (*****)

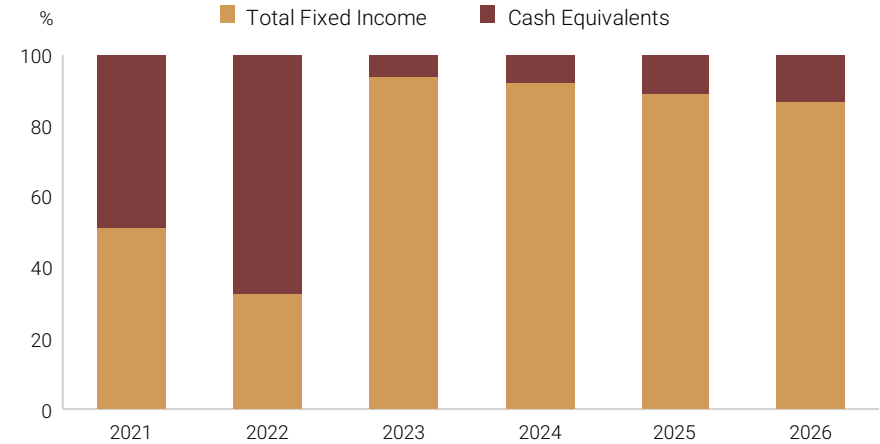
Reporting Period End Date: July 31, 2026

Managed Since: September 01, 2021

Annual Ending Market Values



Allocation Over Time



Annual Portfolio Values

	Consolidated	Sep 2021- Dec 2021	Jan 2022- Dec 2022	Jan 2023- Dec 2023	Jan 2024- Dec 2024	Jan 2025- Dec 2025	Jan 2026- Jul 2026
Beginning Portfolio Value	6,033,546.22	6,033,546.22	6,018,284.95	5,997,919.48	6,301,398.02	6,579,021.16	6,871,284.15
Net Contributions/Withdrawals	-20,485.87	-1,212.32	-4,222.56	-4,245.23	-3,902.42	-4,333.46	-2,569.88
Income Earned	971,237.20	25,190.11	93,412.03	217,097.14	201,357.65	273,684.63	160,495.64
Market Appreciation	1,537.60	-39,239.06	-109,554.94	90,626.63	80,167.91	22,911.82	-43,374.76
Ending Portfolio Value	6,985,835.15	6,018,284.95	5,997,919.48	6,301,398.02	6,579,021.16	6,871,284.15	6,985,835.15
Total Return	3.09	-.23	-.27	5.13	4.47	4.51	1.70

SELECTED PERIOD PERFORMANCE

GREEN BAY METRO ERF FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: September 01, 2021

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	6,985,835	.30	.30	1.70	3.79	4.51	3.09
Total Fixed Income	6,072,738	.30	.30	1.65	3.78	4.55	2.33
Domestic Fixed Income	6,072,738	.30	.30	1.65	3.78	4.55	2.33
Bloomberg U.S. Aggregate USD		-1.30	-1.30	-.69	2.71	3.73	-.37
Bloomberg U.S. High Yield - 2% Issuer Cap US		-.25	-.25	1.71	5.17	8.27	4.00
Cash Equivalents	913,097	.30	.30	2.11	3.83	4.59	3.61
Bloomberg U.S. Treasury Bills: 1-3 Months U		.34	.34	2.15	3.93	4.70	3.74

Investment Presentation for: GREEN BAY METRO PCRR FUND

Investment activity through 07/31/2026

INVESTMENT POLICY REVIEW

GREEN BAY METRO PCRR FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: January 01, 2021



	Market Value	Actual Allocation	Target Allocation	Variance
Total Fixed Income	39,715,056	98.1	99.0	-.9
Real Assets	0	.0	.0	.0
Cash Equivalents	754,405	1.9	1.0	.9
Total Managed	40,469,461	100.0	100.0	.0

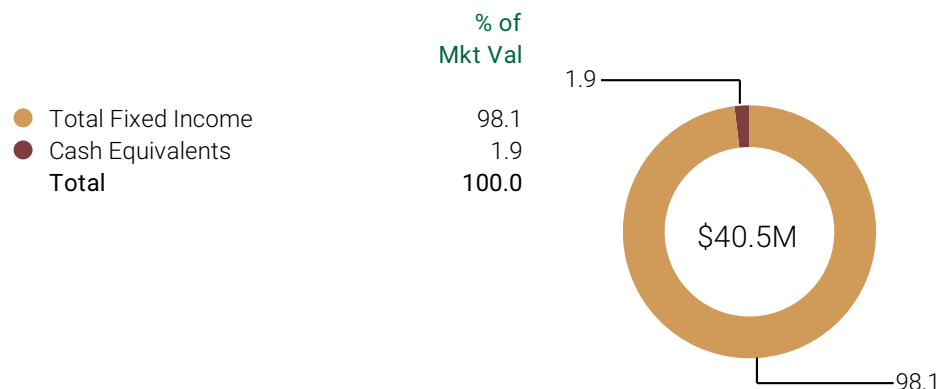
ACCOUNT SUMMARY

GREEN BAY METRO PCRR FUND (*****)

As of Date: July 31, 2026

Managed Since: January 01, 2021

Asset Allocation



Account Summary Investment Performance

Beginning Market Value	38,105,820.17
Beginning Accrued Income	239,831.17
Beginning Portfolio Value [07/31/2025]	38,345,651.34
Contributions	1,000,000.00
Withdrawals	-24,418.20
Income Earned	1,559,813.82
Market Appreciation	-411,586.36
Ending Market Value	40,106,027.65
Ending Accrued Income	363,432.95
Ending Portfolio Value [07/31/2026]	40,469,460.60
Total Return	3.00

Top Holdings Detail

	Classification	Unit Cost	Price	Total Cost	Market Value	Accrual	Unrealized Gain/Loss	% of Mkt Val
UNITED STATES TREAS NTS 4.375%	US Treas & Agencies	100.28	100.082	2,005,613.14	2,001,640.62	14,979.62	-3,972.52	5.0
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	99.96	99.883	1,999,218.75	1,997,656.26	20,849.18	-1,562.49	5.0
UNITED STATES TREAS NTS4% 02/2	US Treas & Agencies	99.14	99.582	1,982,790.72	1,991,640.62	33,478.26	8,849.90	5.0
UNITED STATES TREAS NTS 4.00%	US Treas & Agencies	99.64	99.453	1,992,879.46	1,989,062.50	6,956.52	-3,816.96	5.0
UNITED STATES TREAS NTS 1.625%	US Treas & Agencies	103.29	99.452	2,065,781.25	1,989,042.96	8,213.32	-76,738.29	5.0
UNITED STATES TREAS NTS 4.13%	US Treas & Agencies	98.85	99.430	1,976,955.32	1,988,593.76	27,798.91	11,638.44	5.0
UNITED STATES TREAS NTS 4.25%	US Treas & Agencies	100.90	99.051	2,018,055.30	1,981,015.62	7,391.30	-37,039.68	4.9
UNITED STATES TREAS NTS 2.625%	US Treas & Agencies	92.18	98.783	1,843,671.86	1,975,669.92	8,987.77	131,998.06	4.9
UNITED STATES TREAS NTS 4% 03/	US Treas & Agencies	100.25	98.625	2,005,089.42	1,972,500.00	26,956.52	-32,589.42	4.9
UNITED STATES TREAS NTS 4.125%	US Treas & Agencies	100.42	98.617	2,008,371.24	1,972,343.76	27,798.91	-36,027.48	4.9
UNITED STATES TREAS NTS 3.875%	US Treas & Agencies	99.55	98.363	1,990,999.22	1,967,265.62	6,739.13	-23,733.60	4.9
All Others				18,562,225.23	18,279,596.01	173,283.51	-282,629.22	45.6
Total				40,451,650.91	40,106,027.65	363,432.95	-345,623.26	100.0

HOLDINGS DETAIL

GREEN BAY METRO PCRR FUND (*****)

As of Date: July 31, 2026
Managed Since: January 01, 2021

Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
Total Fixed Income								
<i>U.S. Treasuries</i>								
UNITED STATES TREAS NTS4.25%06/30/33	2,000,000.000	97.969	10,163.04	.000	1,980,857.64	-21,482.64	1,959,375.00	4.9
<i>Total: U.S. Treasuries</i>			10,163.04	.000	1,980,857.64	-21,482.64	1,959,375.00	4.9
Total: Total Fixed Income			10,163.04	.000	1,980,857.64	-21,482.64	1,959,375.00	4.9
Taxable Fixed Income								
<i>US Treas & Agencies</i>								
UNITED STATES TREAS NTS 1.625% 10/31/2026	2,000,000.000	99.452	8,213.32	.000	2,065,781.25	-76,738.29	1,989,042.96	5.0
UNITED STATES TREAS NTS 2.625% 05/31/27	2,000,000.000	98.783	8,987.77	2.657	1,843,671.86	131,998.06	1,975,669.92	4.9
UNITED STATES TREAS NTS 3.25% 06/30/29	2,000,000.000	96.984	5,652.17	3.351	1,953,165.98	-13,478.48	1,939,687.50	4.8
UNITED STATES TREAS NTS 3.50000 % 9/30/2029	2,000,000.000	97.438	23,586.96	.000	1,998,735.32	-49,985.32	1,948,750.00	4.9
UNITED STATES TREAS NTS 3.625% 9/30/2031	2,000,000.000	96.102	24,429.35	.000	1,948,302.44	-26,271.18	1,922,031.26	4.8
UNITED STATES TREAS NTS 3.75% 12/31/2030	2,000,000.000	97.234	6,521.74	.000	1,974,086.84	-29,399.34	1,944,687.50	4.8
UNITED STATES TREAS NTS 3.875% 12/31/2029	2,000,000.000	98.363	6,739.13	.000	1,990,999.22	-23,733.60	1,967,265.62	4.9
UNITED STATES TREAS NTS 3.875% 6/30/2030	2,000,000.000	98.055	6,739.13	.000	1,989,813.94	-28,720.18	1,961,093.76	4.9
UNITED STATES TREAS NTS 4% 03/31/30	2,000,000.000	98.625	26,956.52	.000	2,005,089.42	-32,589.42	1,972,500.00	4.9
UNITED STATES TREAS NTS 4.00% 4/30/2032	2,000,000.000	97.402	20,217.39	.000	1,980,004.30	-31,957.42	1,948,046.88	4.9
UNITED STATES TREAS NTS 4.00% 6/30/2028	2,000,000.000	99.453	6,956.52	.000	1,992,879.46	-3,816.96	1,989,062.50	5.0
UNITED STATES TREAS NTS 4.000% 7/31/2032	2,000,000.000	97.195	40,217.39	.000	1,996,267.12	-52,360.86	1,943,906.26	4.8
UNITED STATES TREAS NTS 4.125% 10/31/2027	2,000,000.000	99.883	20,849.18	4.130	1,999,218.75	-1,562.49	1,997,656.26	5.0
UNITED STATES TREAS NTS 4.125% 3/31/2031	2,000,000.000	98.617	27,798.91	.000	2,008,371.24	-36,027.48	1,972,343.76	4.9

HOLDINGS DETAIL

GREEN BAY METRO PCRR FUND (*****)

As of Date: July 31, 2026
Managed Since: January 01, 2021

	Ticker	Units	Price	Accrual	Current Yield	Total Cost	Unrealized Gain/Loss	Market Value	% of Mkt Val
UNITED STATES TREAS NTS 4.13% 3/31/2029		2,000,000.000	99.430	27,798.91	4.149	1,976,955.32	11,638.44	1,988,593.76	5.0
UNITED STATES TREAS NTS 4.25% 06/30/31		2,000,000.000	99.051	7,391.30	.000	2,018,055.30	-37,039.68	1,981,015.62	4.9
UNITED STATES TREAS NTS 4.250% 3/31/2033		2,000,000.000	98.109	31,182.07	.000	1,991,161.30	-28,973.80	1,962,187.50	4.9
UNITED STATES TREAS NTS 4.375% 11/30/2028		2,000,000.000	100.082	14,979.62	.000	2,005,613.14	-3,972.52	2,001,640.62	5.0
UNITED STATES TREAS NTS4% 02/29/28		2,000,000.000	99.582	33,478.26	4.017	1,982,790.72	8,849.90	1,991,640.62	5.0
Total: US Treas & Agencies				348,695.64	.969	37,720,962.92	-324,140.62	37,396,822.30	93.3
Total: Taxable Fixed Income				348,695.64	.969	37,720,962.92	-324,140.62	37,396,822.30	93.3
Cash Equivalents									
Money Market Fds									
NORTHERN INSTITUTIONAL GOV SELECT	BGSXX	749,830.350	1.000	4,574.27	3.530	749,830.35	.00	749,830.35	1.9
Total: Money Market Fds				4,574.27	3.530	749,830.35	.00	749,830.35	1.9
Total: Cash Equivalents				4,574.27	3.530	749,830.35	.00	749,830.35	1.9
Total				363,432.95	.970	40,451,650.91	-345,623.26	40,106,027.65	100.0

SUMMARY INVESTMENT PERFORMANCE

GREEN BAY METRO PCRR FUND (*****)

Reporting Period End Date: July 31, 2026

Managed Since: January 01, 2021

Quarter-to-date Summary

Beginning Market Value	39,391,146.48
Beginning Accrued Income	240,853.79
Beginning Portfolio Value	39,632,000.27
Contributions	1,000,000.00
Withdrawals	-2,054.27
Income Earned	131,182.78
Market Appreciation	-291,668.18
Ending Market Value	40,106,027.65
Ending Accrued Income	363,432.95
Ending Portfolio Value	40,469,460.60
Total Earnings	-160,485.40

Performance

<i>Total Managed</i>	<i>- .40</i>
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Year-to-date Summary

Beginning Market Value	39,210,836.20
Beginning Accrued Income	217,779.98
Beginning Portfolio Value	39,428,616.18
Contributions	1,000,000.00
Withdrawals	-14,315.00
Income Earned	853,687.18
Market Appreciation	-798,527.76
Ending Market Value	40,106,027.65
Ending Accrued Income	363,432.95
Ending Portfolio Value	40,469,460.60
Total Earnings	55,159.42

Performance

<i>Total Managed</i>	<i>.15</i>
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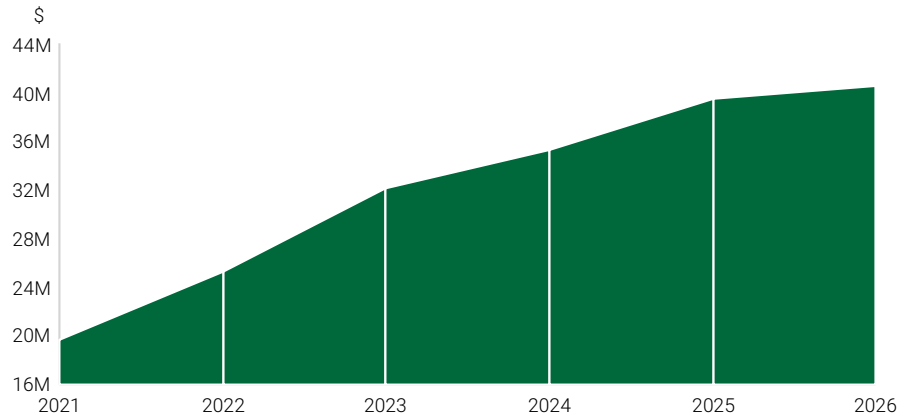
PORTFOLIO GROWTH ANALYSIS

GREEN BAY METRO PCRR FUND (*****)

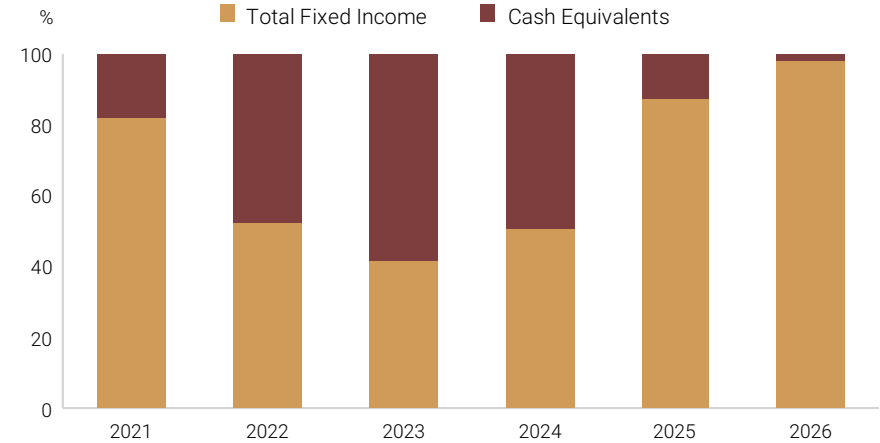
Reporting Period End Date: July 31, 2026

Managed Since: January 01, 2021

Annual Ending Market Values



Allocation Over Time



Annual Portfolio Values

	Consolidated	Jan 2021- Dec 2021	Jan 2022- Dec 2022	Jan 2023- Dec 2023	Jan 2024- Dec 2024	Jan 2025- Dec 2025	Jan 2026- Jul 2026
Beginning Portfolio Value	22,500,012.29	22,500,012.29	19,584,420.29	25,243,538.05	32,178,545.24	35,207,757.15	39,428,616.18
Net Contributions/Withdrawals	13,607,213.92	-2,850,777.35	6,234,709.50	5,531,103.84	1,480,015.97	2,226,476.96	985,685.00
Income Earned	4,731,020.11	77,682.71	275,974.26	907,261.81	1,272,996.68	1,343,417.47	853,687.18
Market Appreciation	-368,785.72	-142,497.36	-851,566.00	496,641.54	276,199.26	650,964.60	-798,527.76
Ending Portfolio Value	40,469,460.60	19,584,420.29	25,243,538.05	32,178,545.24	35,207,757.15	39,428,616.18	40,469,460.60
Total Return	2.09	-35	-2.93	4.96	4.66	5.46	.15

SELECTED PERIOD PERFORMANCE
GREEN BAY METRO PCRR FUND (***)**

Reporting Period End Date: July 31, 2026
 Managed Since: January 01, 2021

	Market Value	Month to Date	Quarter to Date (1 Month)	Year to Date (7 Months)	1 Year	3 Years	5 Years	Inception to Date 01/01/2021
Total Managed	40,469,461	-.40	-.40	.15	3.00	4.31	2.30	2.09
Total Fixed Income	39,715,056	-.42	-.42	-.07	2.88	4.39	1.75	
Domestic Fixed Income	39,715,056	-.42	-.42	-.07	2.88	4.39	1.75	
<i>Bloomberg U.S. Aggregate USD</i>		-1.30	-1.30	-.69	2.71	3.73	-.40	-.45
<i>Bloomberg U.S. High Yield - 2% Issuer Cap US</i>		-.25	-.25	1.71	5.17	8.27	4.04	4.34
Cash Equivalents	754,405	.27	.27	2.08	3.78	4.56	3.53	3.16
<i>Bloomberg U.S. Treasury Bills: 1-3 Months U</i>		.34	.34	2.15	3.93	4.70	3.68	3.29

Memorandum

TO: Commission
Nathan Qualls

FROM: Emily Tietzen

DATE: August 26, 2026

SUBJECT: 2026 Employee Satisfaction Survey

Background

Every two years NEW Water initiates an Employee Satisfaction Survey to monitor overall satisfaction and sentiment of our team. Our most recent survey was launched in April 2026 and yielded overall high remarks. Today we have Valarie Kretz from St. Norbert College's Strategic Research Institute here to review our results and comment on any significant findings.

Recommendation

This Commission item is informational only.

Commission Action

No Commission action is required.



NEW Water Employee Satisfaction Survey 2026 FINAL REPORT

NEW WATER EMPLOYEE ENGAGEMENT SURVEY 2026

Conducted by the St. Norbert College Strategic Research Institute

HOW TO READ THIS REPORT

1. This report provides a visualization or summary of every survey question and includes information on margin of error and survey methodology.
2. A summary of key findings is frequently included in the slides following a visualization or comparison.
3. In addition to the visualizations included in this report, the SRI produced a frequency questionnaire - a version of the final survey instrument with all responses reported in percentages for all scaled and categorical questions. The frequency questionnaire is available as a separate document.
4. Comparisons to 2024 are provided. Few changes were made in the survey instrument from 2024 to 2026.

PRIMARY RESEARCH OBJECTIVE

The Primary Research Objective was to develop and conduct a survey of employee engagement and workplace culture. The survey assessed engagement issues relating to:

- Employee Satisfaction
- Compensation and Benefits
- Leaders
- Safety
- Respect
- Team
- Environment
- Other objectives as identified by NEW Water

METHODOLOGY

ONLINE SURVEY

Survey dates: May 4, 2026 to May 13, 2026

All 104 NEW Water employees were sent surveys

71 completed (68% response rate)

(The response rate for the 2024 employee survey was 66%, 73% in 2022, 77% in 2020, 88% in 2018, 97% in 2016, and 76% response rate in 2011.)

A pre-notification letter was distributed by NEW Water to all employees before the online survey was launched.

After an initial email, three reminders were sent: two from SRI, one from NEW Water.

Percentages in some tables and graphs may not total 100% due to rounding.

INTERPRETING THE RESULTS

MARGIN OF ERROR

The Margin of Error for this survey is $\pm 7\%$ at the 95% Confidence level.

If the Margin of Error is $\pm 7\%$ and the percent in the sample saying they Strongly Agree they support the NEW Water vision is 93%, you would subtract 7% from 93% and add 7% to 93% to create the 95% Confidence Interval (CI). In this case, the 95% CI would be 86% to 100%.

This means that one would be 95% sure that if all employees completed the survey, the true population, between 86% to 100% would Strongly Agree they support the NEW Water vision.

This is a high level of precision given the size of the population.

SAMPLE CHARACTERISTICS

AGE (YEARS) %

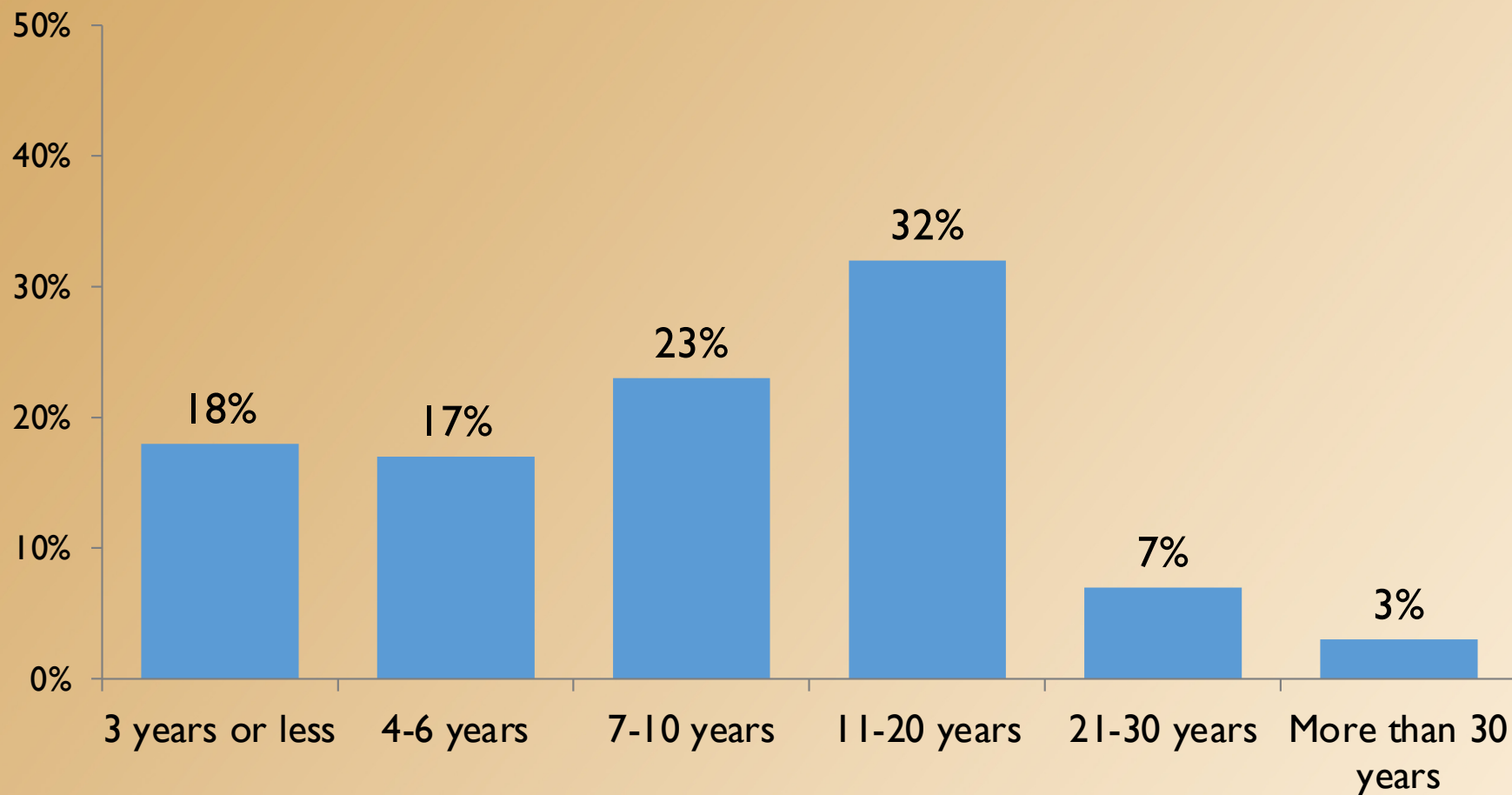
18 to 24	7
25 to 34	24
35 to 44	24
45 to 54	28
55 to 64	16
65 and over	1

CURRENT POSITION %

Operations	45
Business Services	18
Technical Services	18
Environmental Programs	16
Non-departmental	3

LENGTH OF TIME AT NEW WATER

Length of time at NEW Water



SAMPLE CHARACTERISTICS

Age 45 to 54 (28%) is the most common age, followed by those age 25 to 34 (24%) and 35 to 44 (24%).

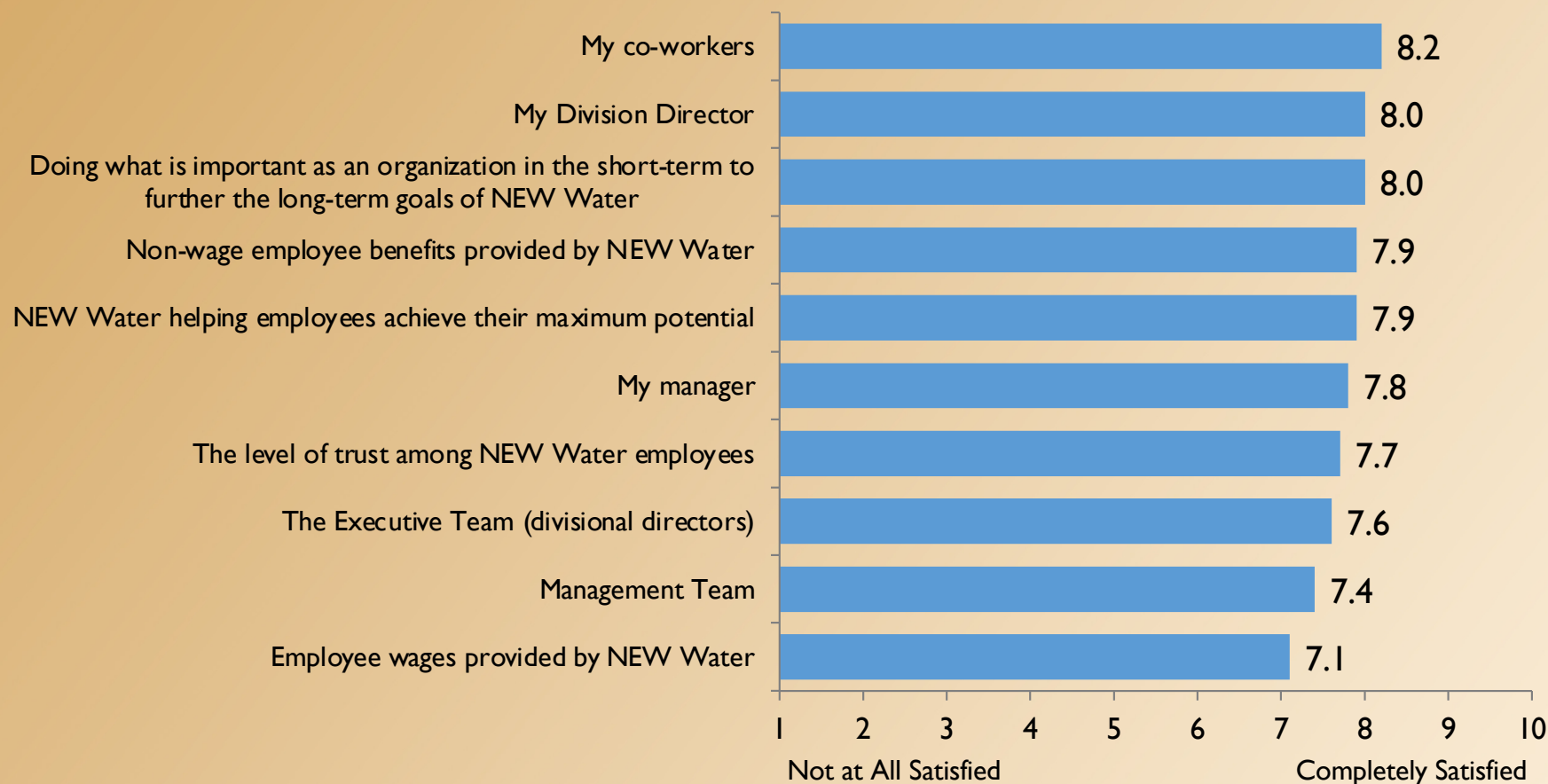
The largest division at NEW Water represented is Operations (45%), followed by Business Services (18%), Technical Services (18%), and Environmental Programs (16%).

Roughly 18% of respondents have worked at NEW Water for 3 years or less and 3% have worked at NEW Water for more than 30 years.

SATISFACTION

SATISFACTION MEANS

Overall, how would you rate your satisfaction with each of the following at NEW Water...



SATISFACTION

Employee satisfaction remains high with average scores ranging from 7.1 to 8.3 on the 10-point scale.

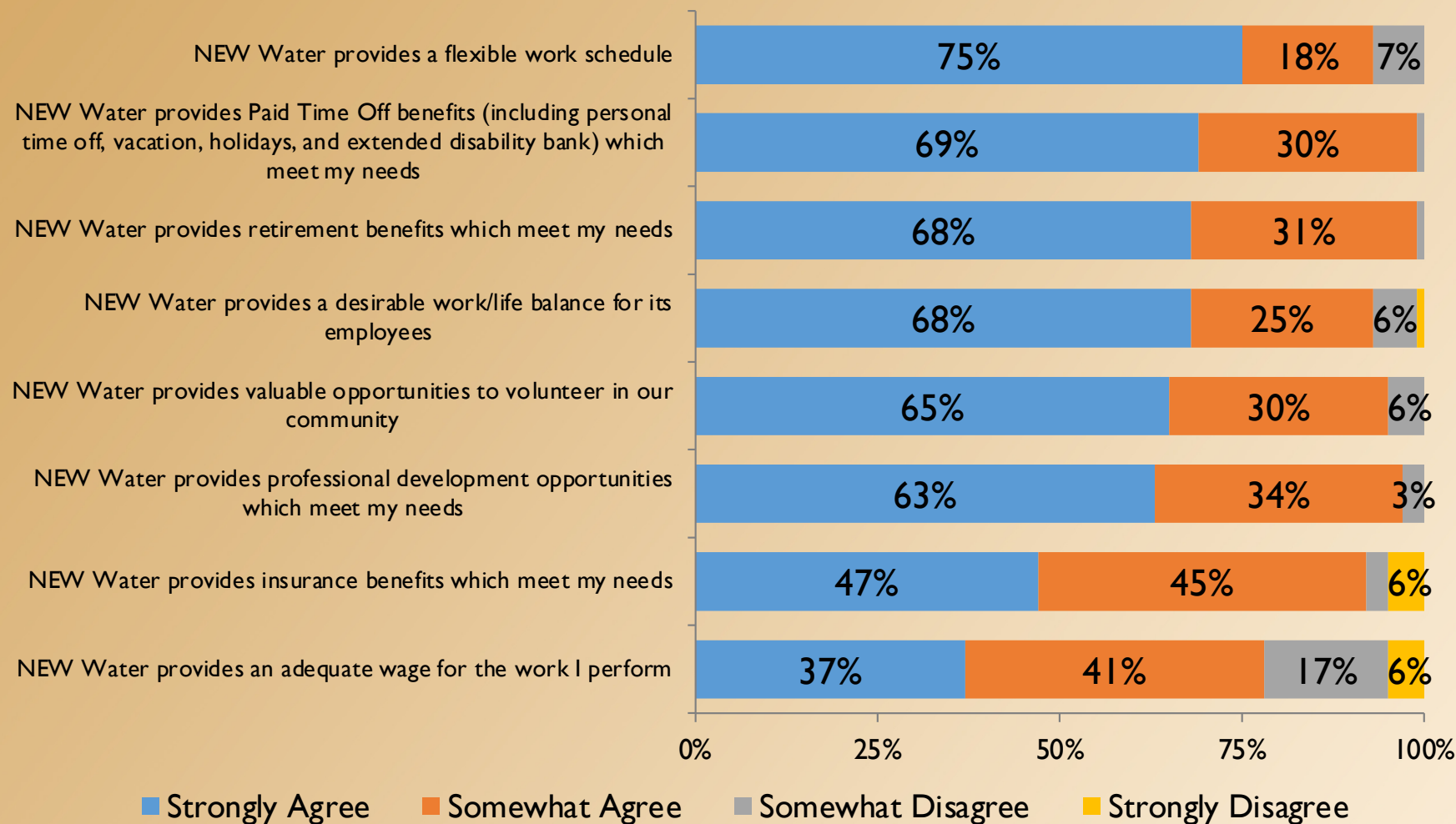
“My co-workers” has the highest level of satisfaction.

“Employee wages provided by NEW Water” has the lowest level of satisfaction.

These results parallel those of previous surveys.

COMPENSATION AND BENEFITS

COMPENSATION AND BENEFITS



COMPENSATION AND BENEFITS

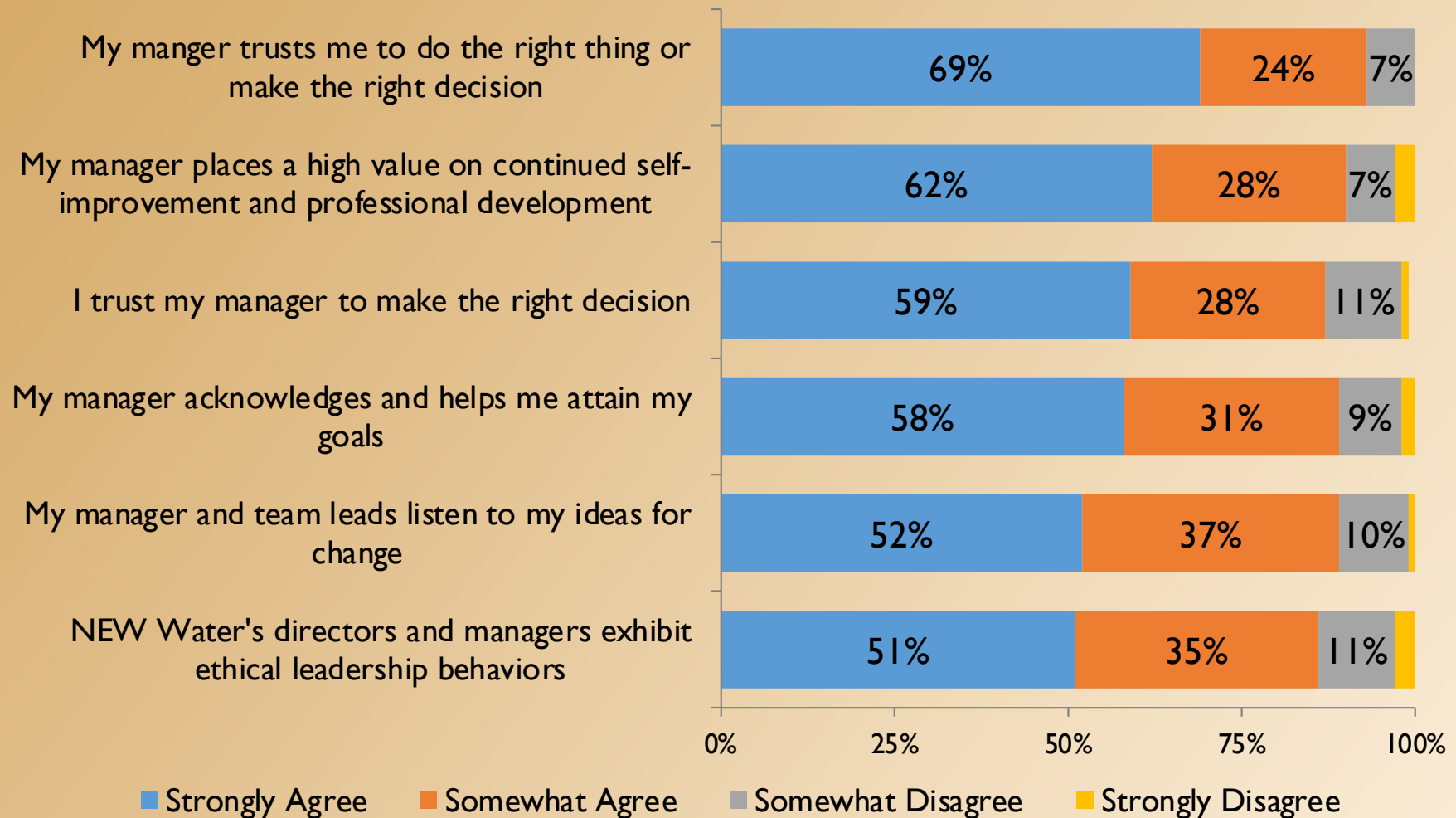
Nearly 90% or more of employees Agree NEW Water provides Paid Time Off benefits (99%), retirement benefits (99%), professional development opportunities (97%), valuable opportunities to volunteer in their community (95%), a desirable work/life balance (93%), a flexible work schedule (93%), and insurance benefits (92%) that meet their needs.

“NEW Water provides an adequate wage for the work I perform” had the lowest percentage of agreement, but most employees (78%) still agreed (17% Somewhat Disagree and 6% Strongly Disagree).

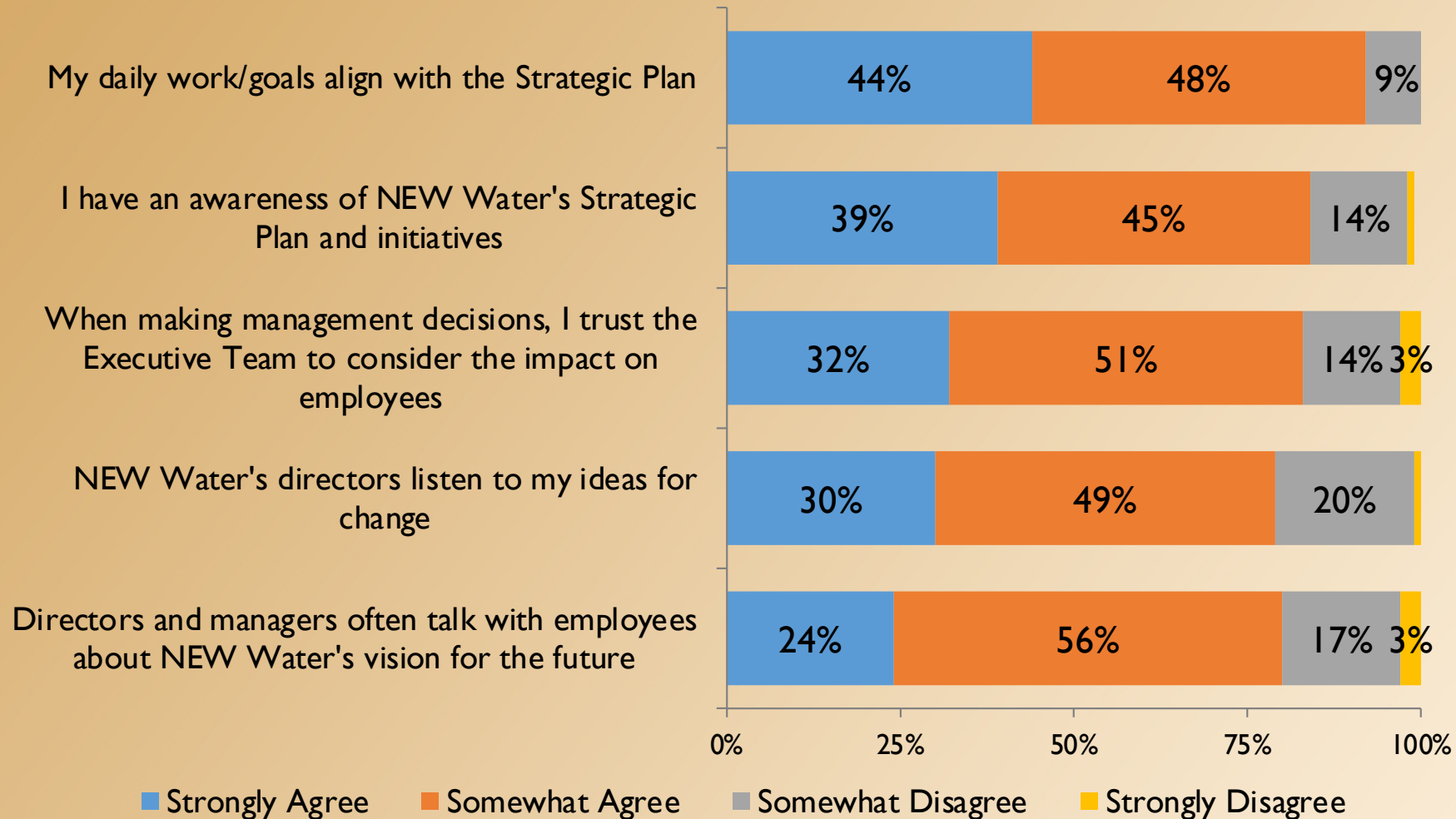
There is high overall positive endorsement of the compensation and benefit measures.

LEADERS

LEADERS



LEADERS (CONT.)



LEADERS

Nearly 80% or more of employees agree with all leader assessment measures.

69% Strongly Agree “My manager trusts me to do the right thing or make the right decision.”

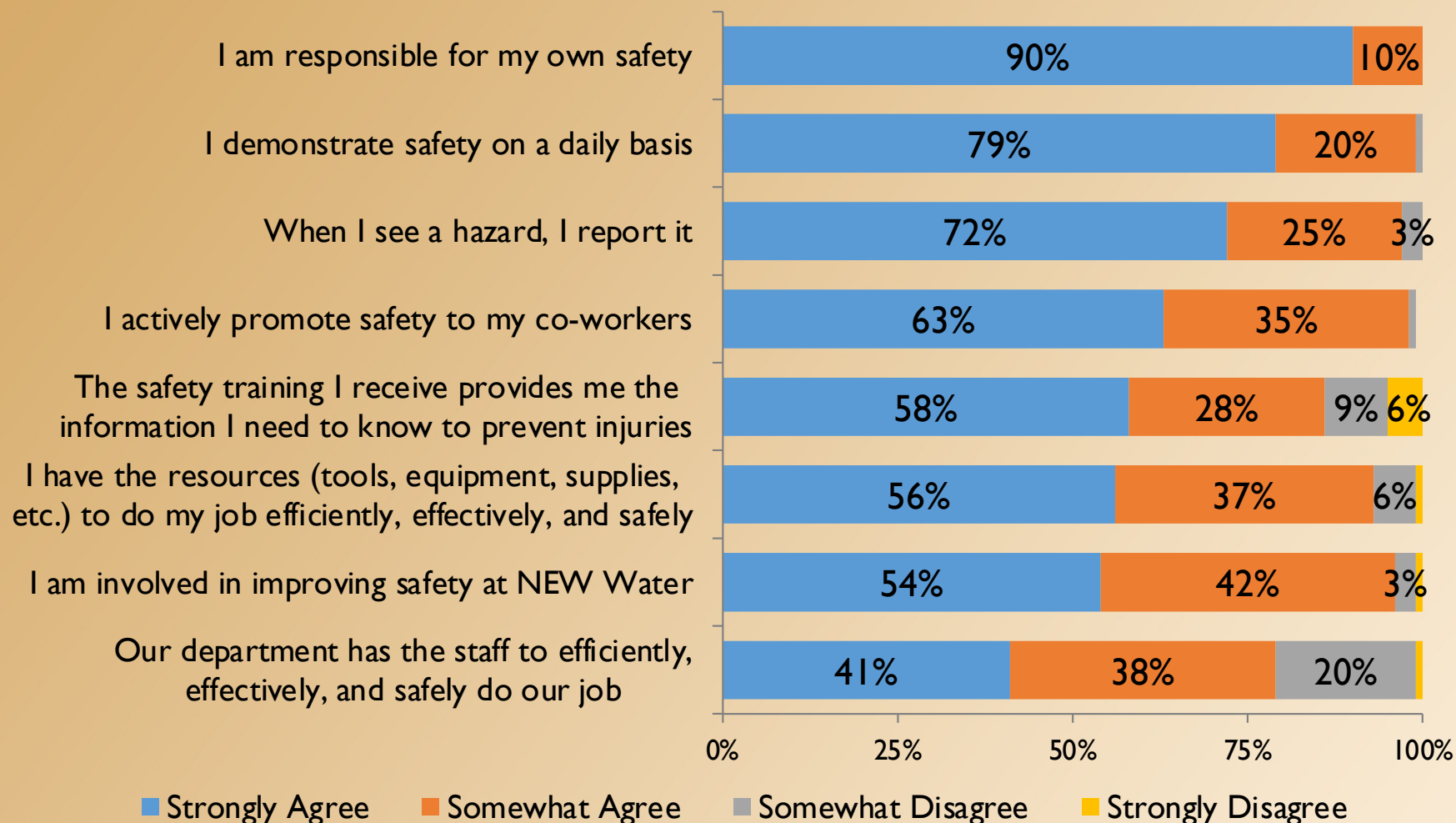
Additionally, 62% Strongly Agree “My manager places a high value on continued self-improvement and professional development” and 59% Strongly Agree “I trust my manager to make the right decision.”

“NEW Water’s directors listen to my ideas for change” and “Directors and managers often talk with employees about NEW Water’s vision for the future” had the least, but still high, level of agreement among employees (roughly 79% to 80% respectively).

SAFETY

Safety is our most important value

SAFETY



SAFETY

Most employees “Strongly Agree” for all safety questions and nearly 100% reported Agree for all safety assessment measures (except two)!

There is total agreement among NEW Water employees for the statement: “I am responsible for my own safety.”

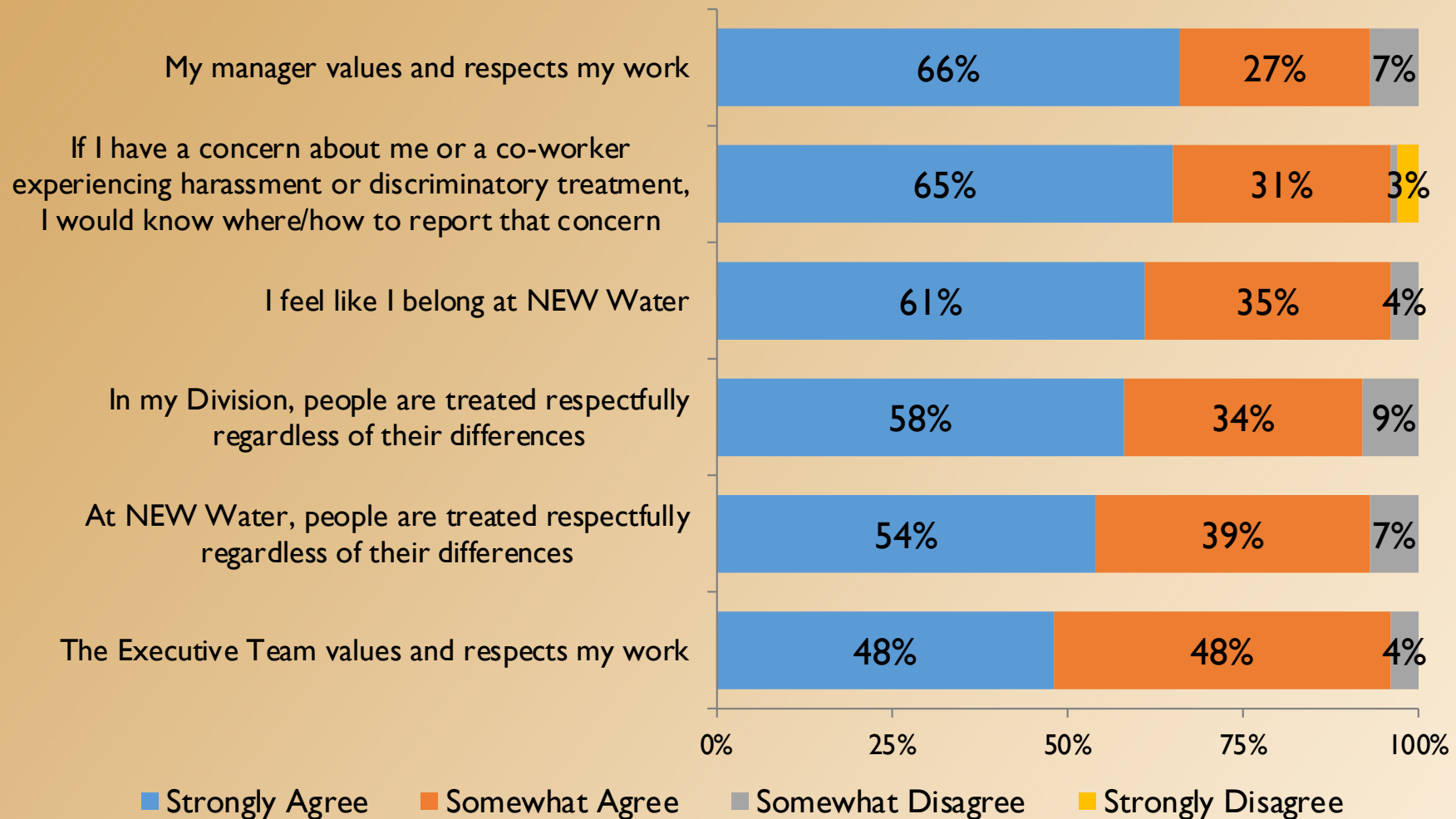
Over 90% Agree with all other safety assessment measures. Employees agree that “Safety is NEW Water’s most important value.”

“Our department has the staff to efficiently, effectively, and safely do our job” had the least, but still high, percentage of agreement at 79% (20% Somewhat Disagree and 1% Strongly Disagree. This is followed by 86% who agree “The safety training I receive provides me the information I need to know to prevent injuries” (9% Somewhat Disagree and 6% Strongly Disagree).

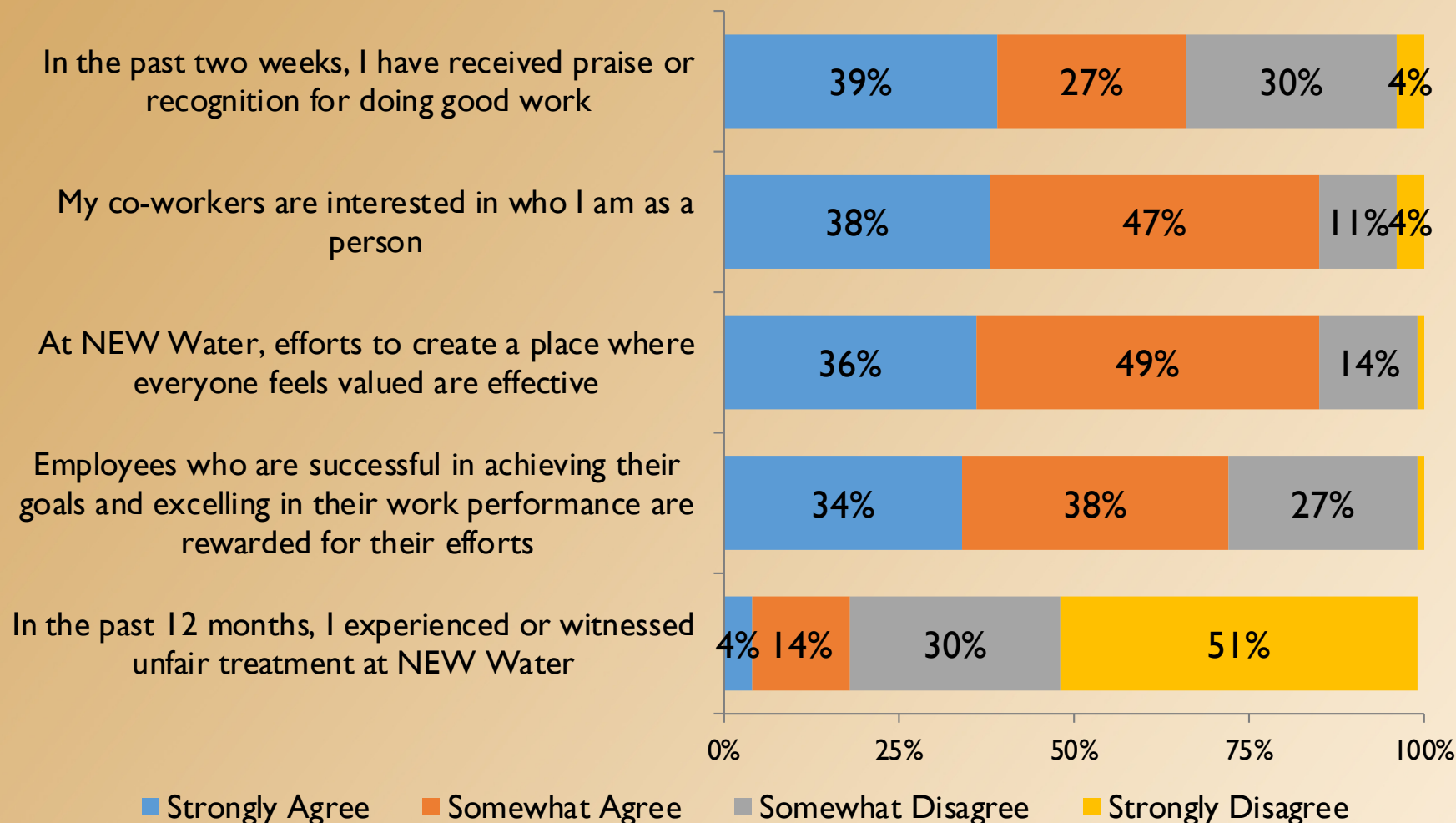
RESPECT

We respect and value diverse
individuals and perspectives

RESPECT



RESPECT (CONT.)



RESPECT

NEW Water is a respectful workplace. Nearly 70% or more of employees Agree with all respect measures assessed in the survey (except one).

90% or more of employees Agree with the statements:

- “My manager values and respects my work”
- “If I have a concern about me or a co-worker experiencing harassment or discriminatory treatment, I would know where/how to report that concern”
- “I feel like I belong at NEW Water”
- “In my Division, people are treated respectfully regardless of their differences”
- “At NEW Water, people are treated respectfully regardless of their differences”
- “The Executive Team values and respects my work”

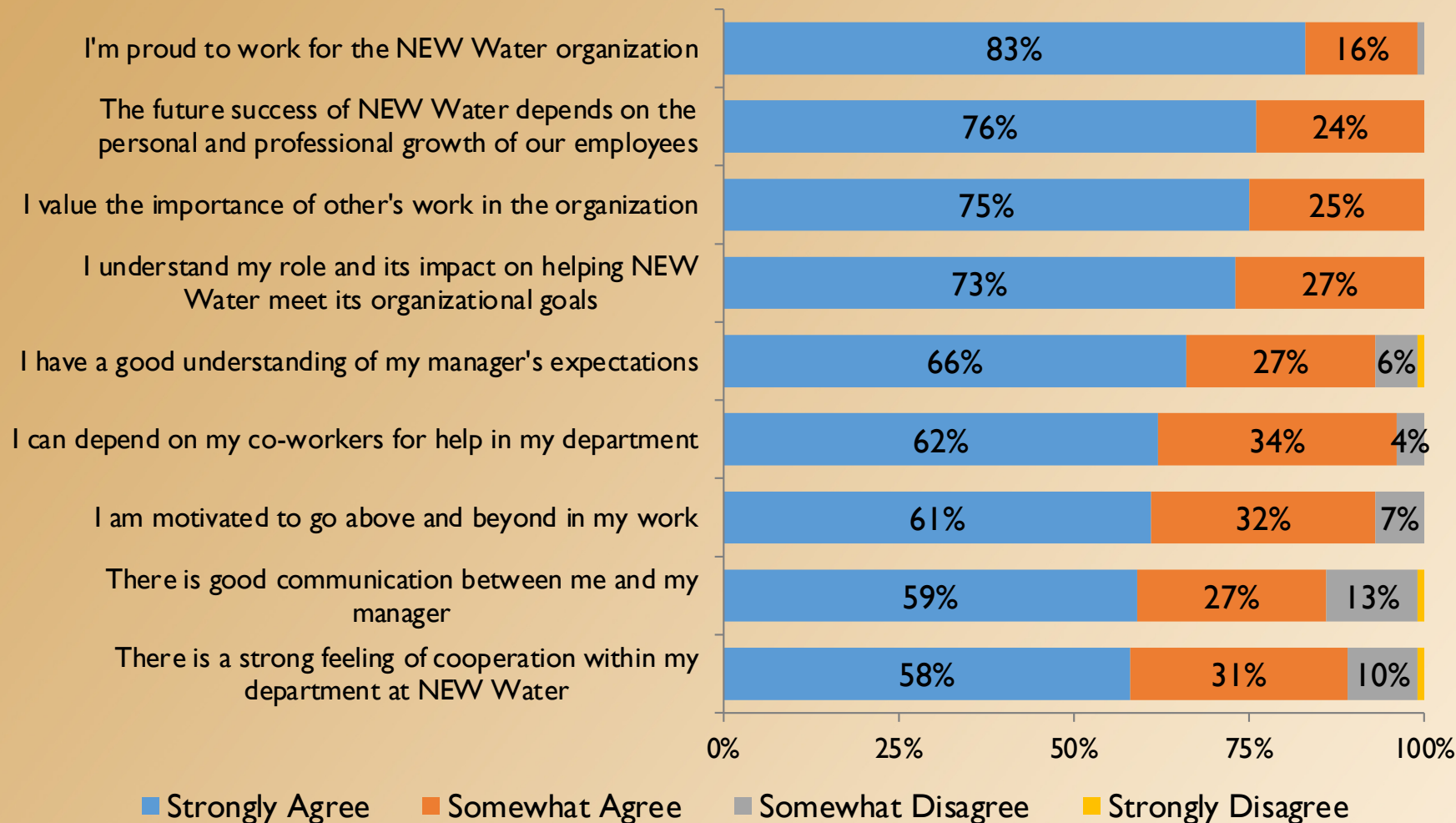
These findings clearly indicate that respect is commonplace at NEW Water.

66% Agree “In the past two weeks, I received praise or recognition for doing good work” (30% Somewhat Disagree and 4% Strongly Disagree).

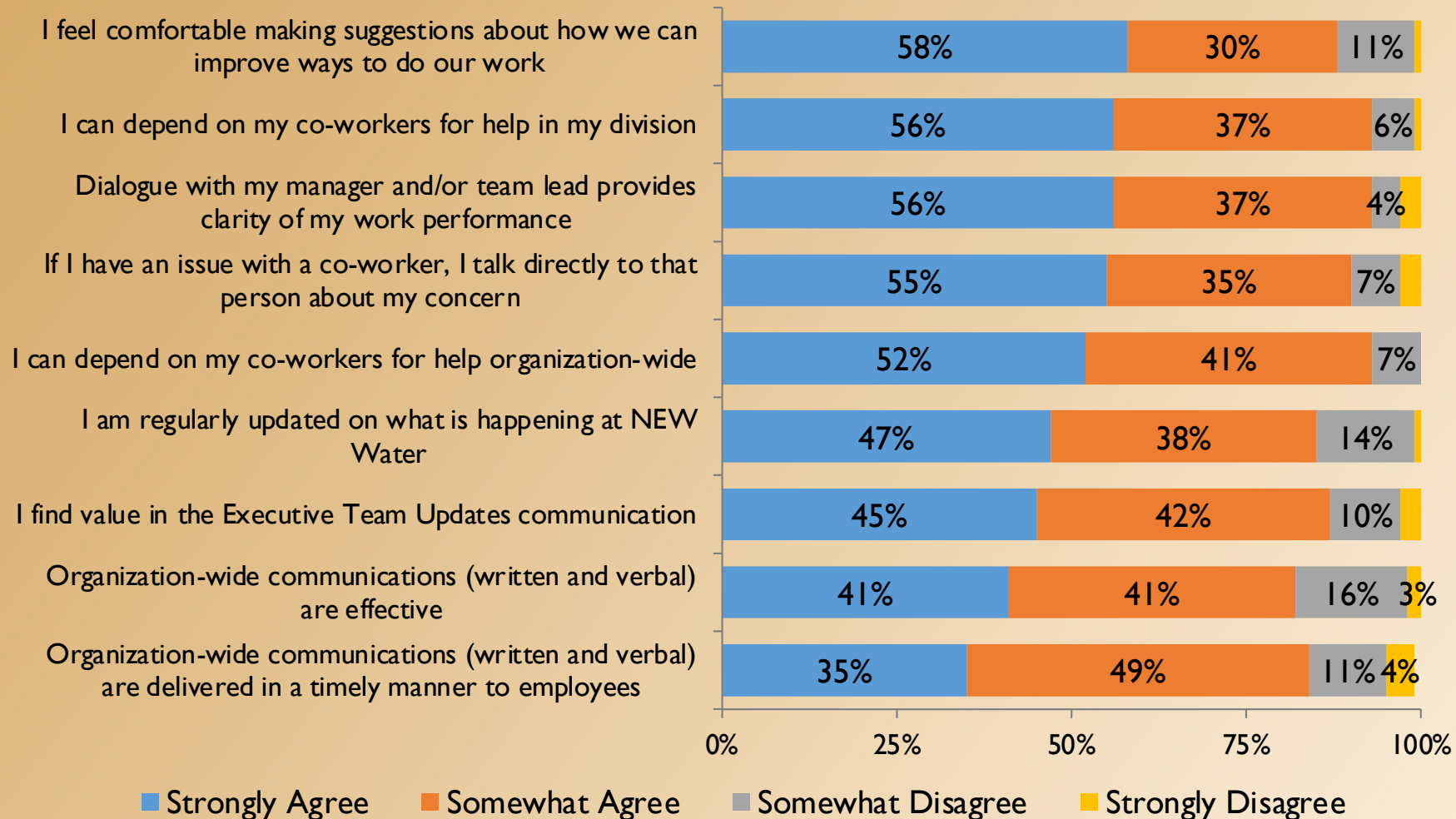
TEAM

One team that communicates openly and honestly while encouraging and supporting one another in achieving common goals

TEAM



TEAM (CONT.)



TEAM

All employees agree with the statements: “The future success of NEW Water depends on the personal and professional growth of our employees,” “I value the importance of other’s work in the organization,” and “I understand my role and its impact on helping NEW Water meet its organizational goals.”

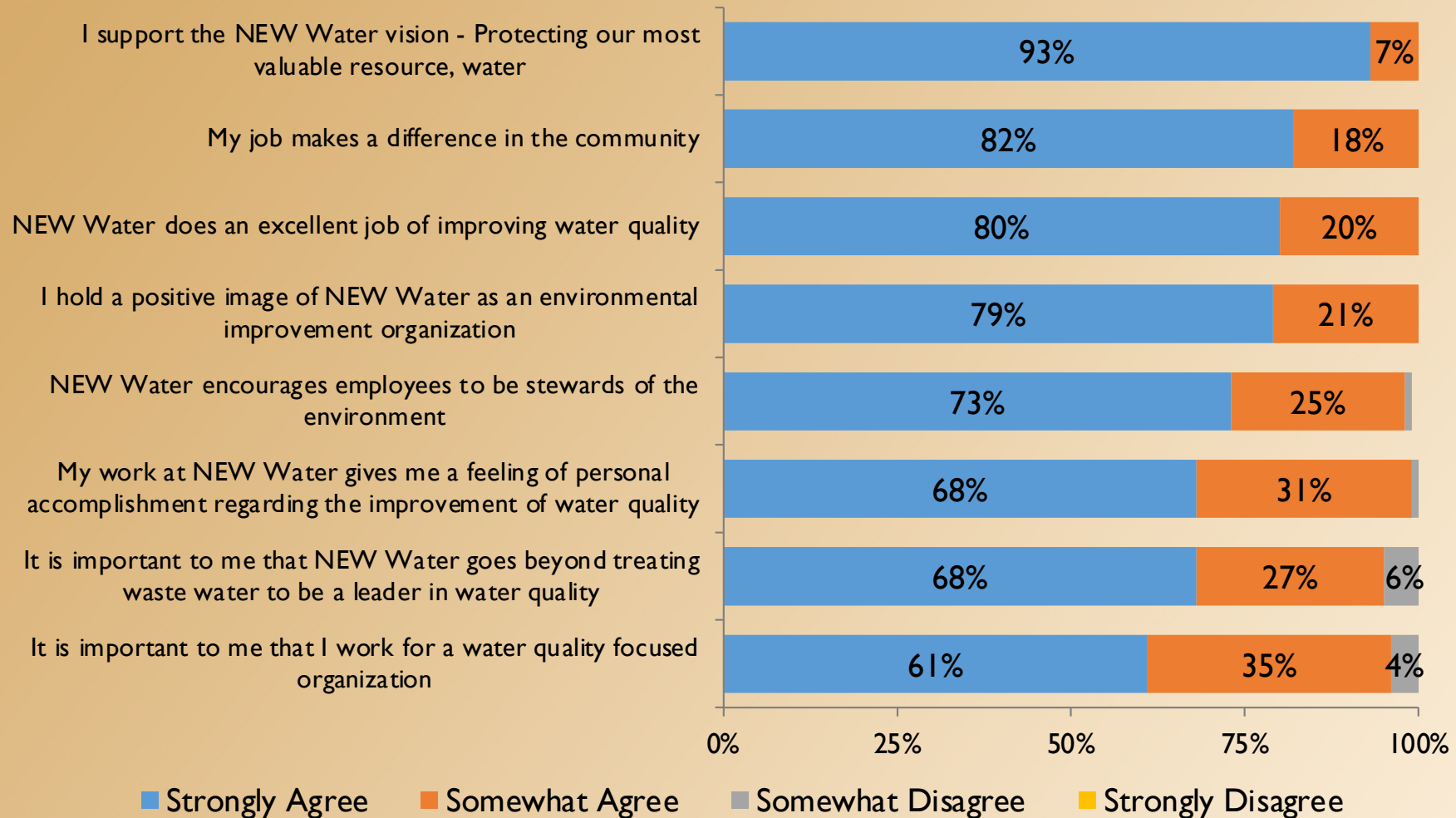
Nearly all employees agree they are proud to work for the NEW Water organization (99%), and they can depend on their co-workers for help in their department (96%).

The clear story of the team assessment is that NEW Water employees value their team. More than 80% of respondents agree with all team assessment measures and more than 90% agree with 11 of the 18 assessment measures.

ENVIRONMENT

Leaders in the environment always looking beyond compliance

ENVIRONMENT



ENVIRONMENT

Over 90% of employees reported agree for all environment measures assessed and 60% or more reported strongly agree.

100% of employees agree: “I support the NEW Water vision – Protecting our most valuable resource, water,” “My job makes a difference in the community,” “NEW Water does an excellent job of improving water quality,” and “I hold a positive image of NEW Water as an environmental improvement organization.”

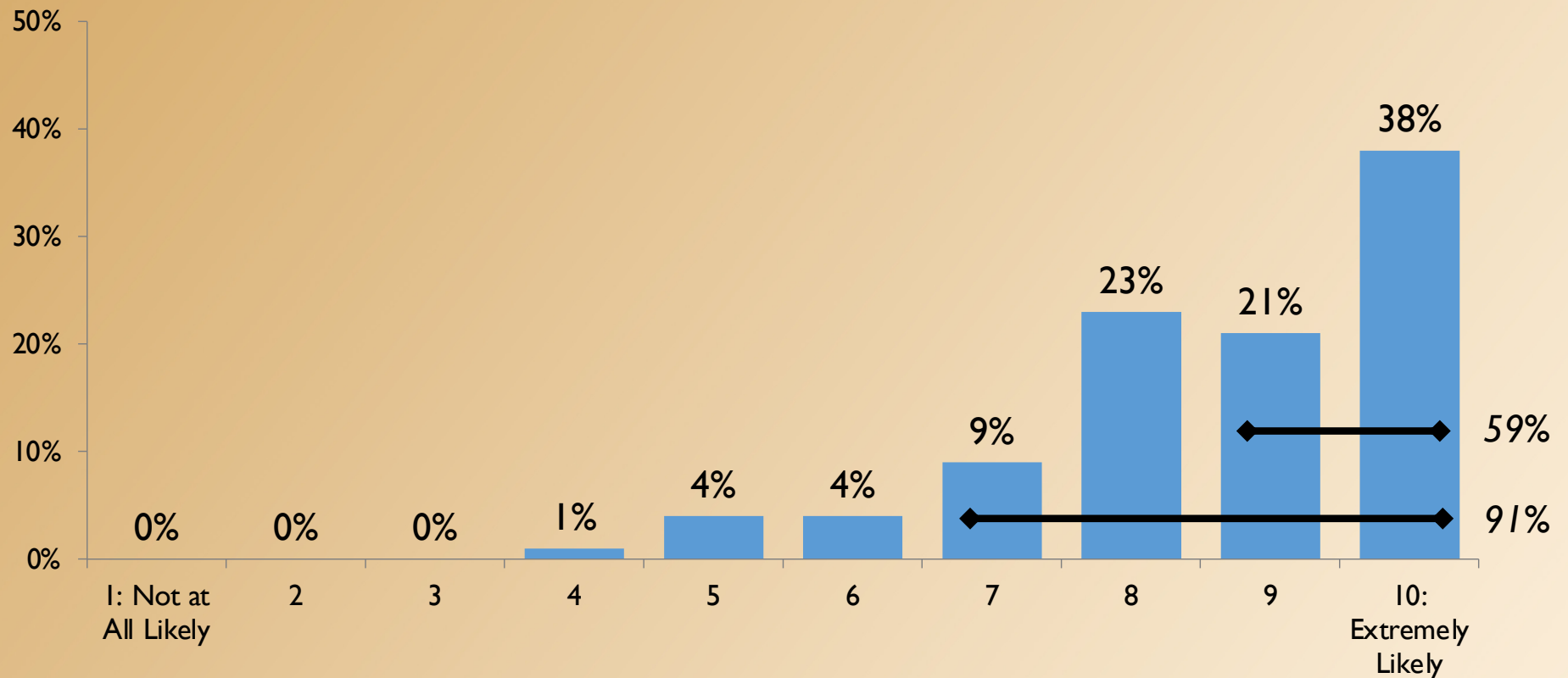
There is the very little variation in the environment measures. In general, there is agreement or strong agreement for most measures.

It is clear NEW Water employees believe their work supports and improves the local environment.

OVERVIEW MEASURES

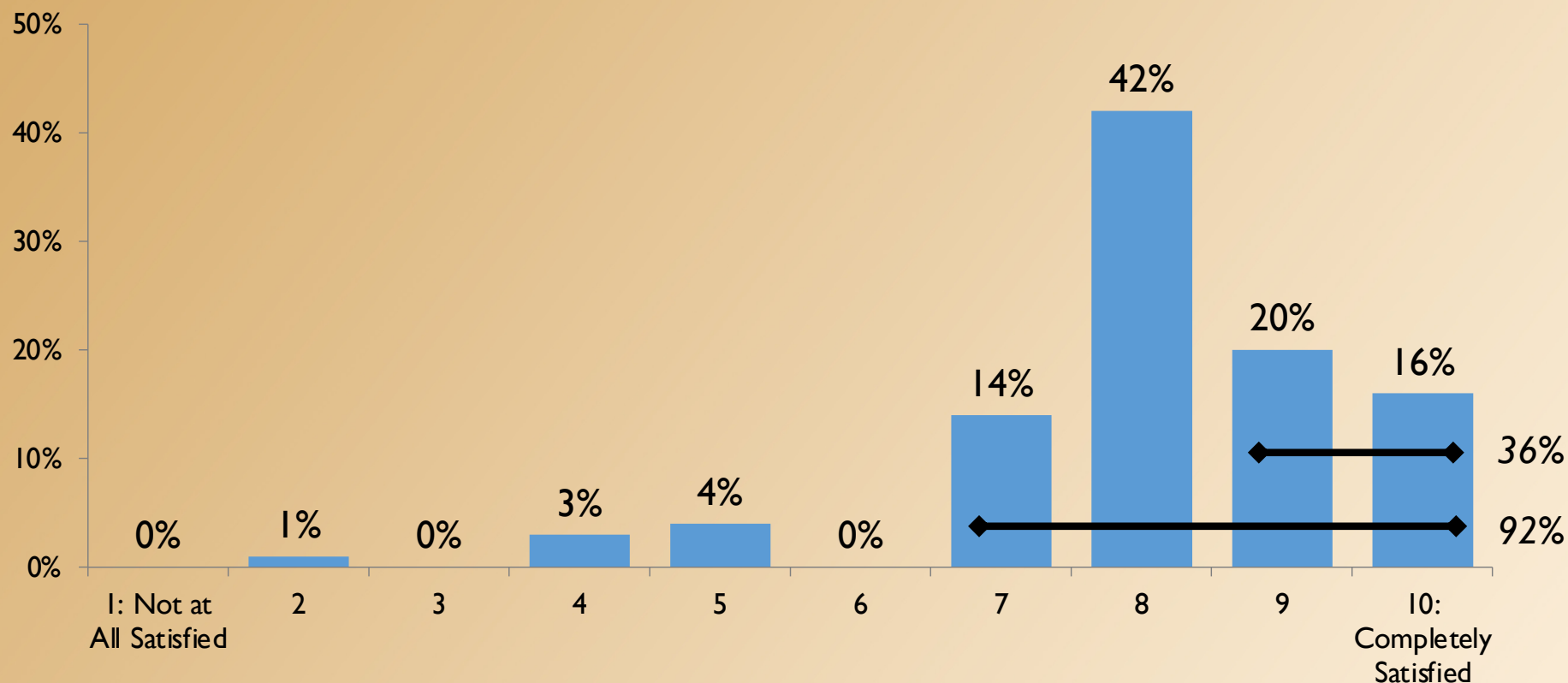
RECOMMEND NEW WATER

On a scale of 1 to 10, with 1 being “Not at All Likely” and 10 being “Extremely Likely,” how likely would you be to recommend NEW Water to friends or family as a place to work?



OVERALL EMPLOYEE EXPERIENCE

On a scale of 1 to 10, with 1 being “Not at All Satisfied” and 10 being “Completely Satisfied,” how would you rate your OVERALL EMPLOYEE EXPERIENCE in working at NEW Water?



OPEN-ENDED COMMENT THEMES

If you could make ONE practical improvement in the way **NEW Water** operates, what recommendation would you make?

Top Improvements (n=33)

- Eliminate or re-evaluate P4P/ revise the goal setting system/address compensation
- Increase in-person interactions/manage remote work more effectively
- Use technology better

What do you find most rewarding in your work at **NEW Water**?

Top Response Themes (n=46)

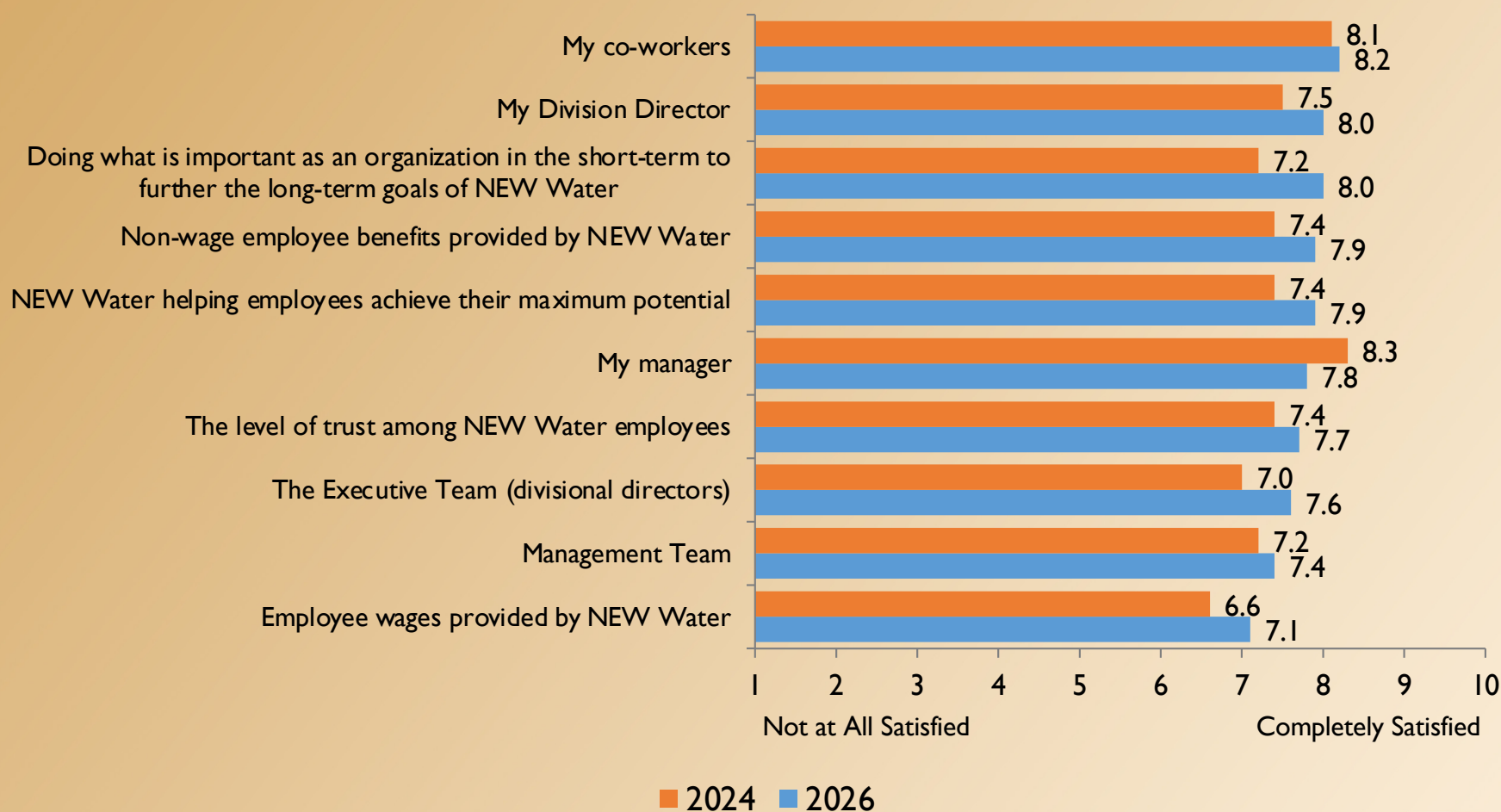
- Making a difference/ providing an important service to the community/protecting the environment
- Co-workers/team collaboration

NEW WATER EMPLOYEE ENGAGEMENT SURVEY 2024 & 2026 COMPARISONS

Conducted by the St. Norbert College Strategic Research Institute

SATISFACTION MEANS: 2024 & 2026

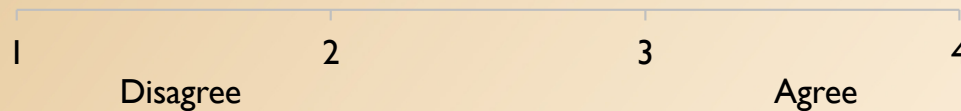
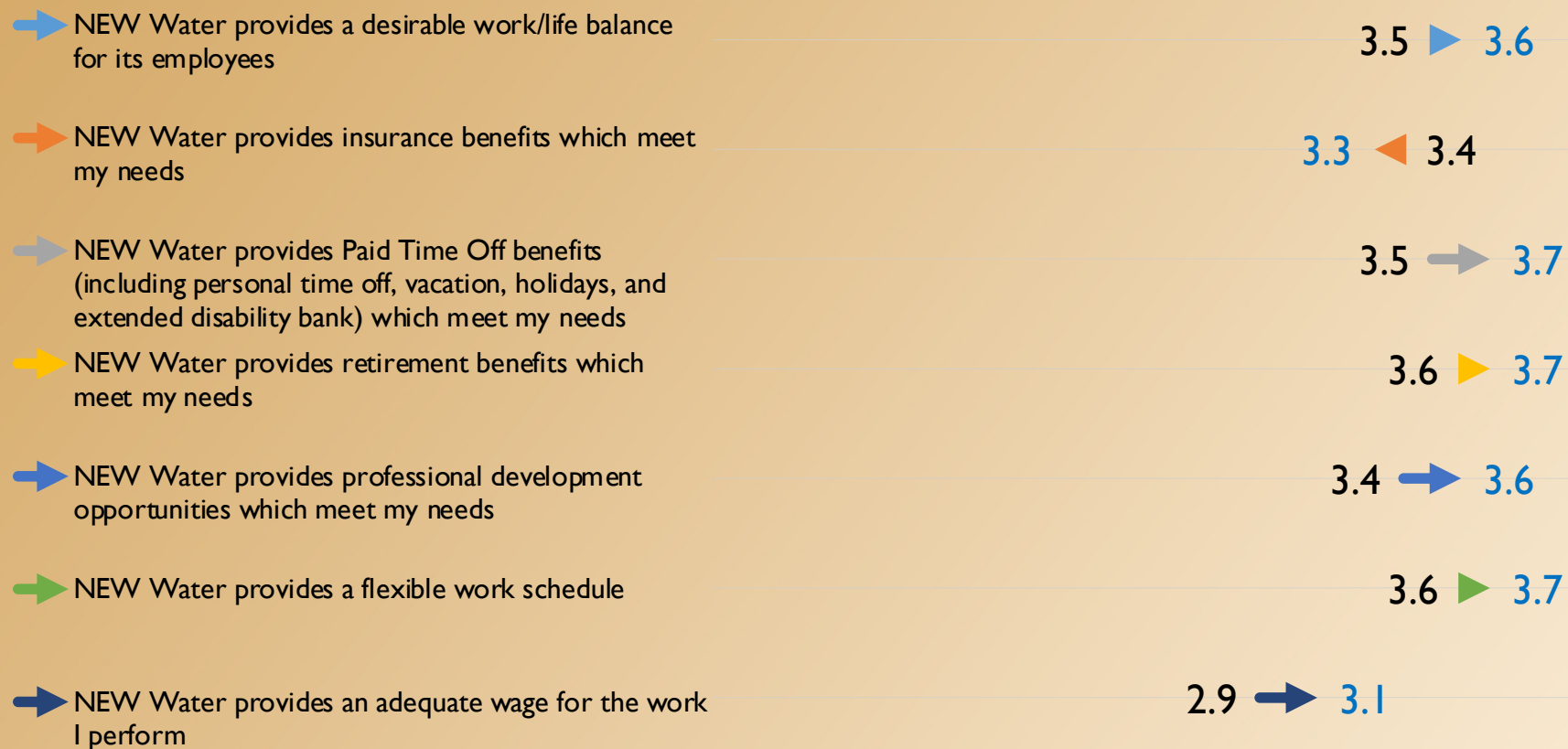
Overall, how would you rate your satisfaction with each of the following at NEW Water...



SATISFACTION: 2024 & 2026 MEANS

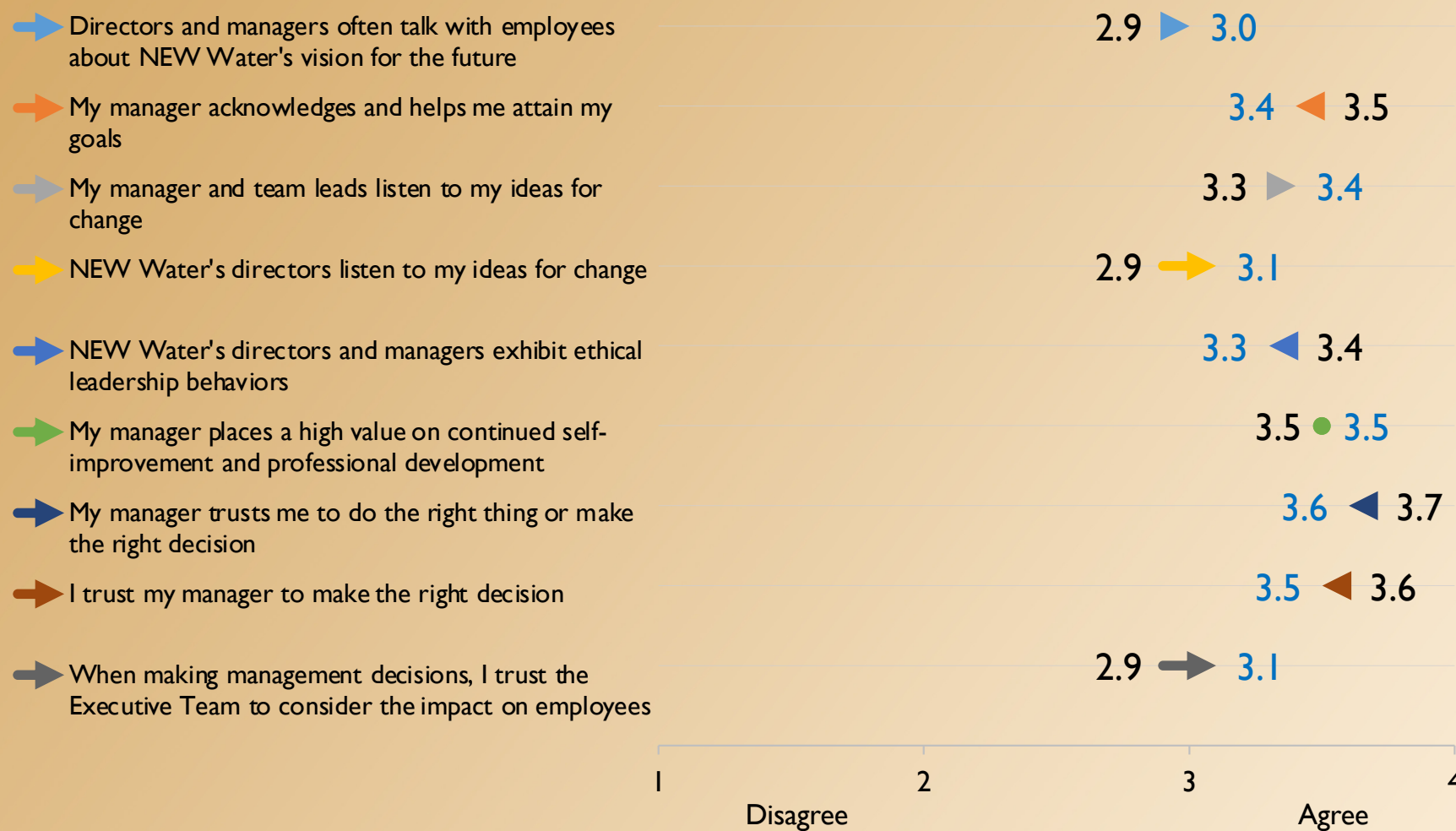


COMPENSATION AND BENEFITS: 2024 & 2026 MEANS



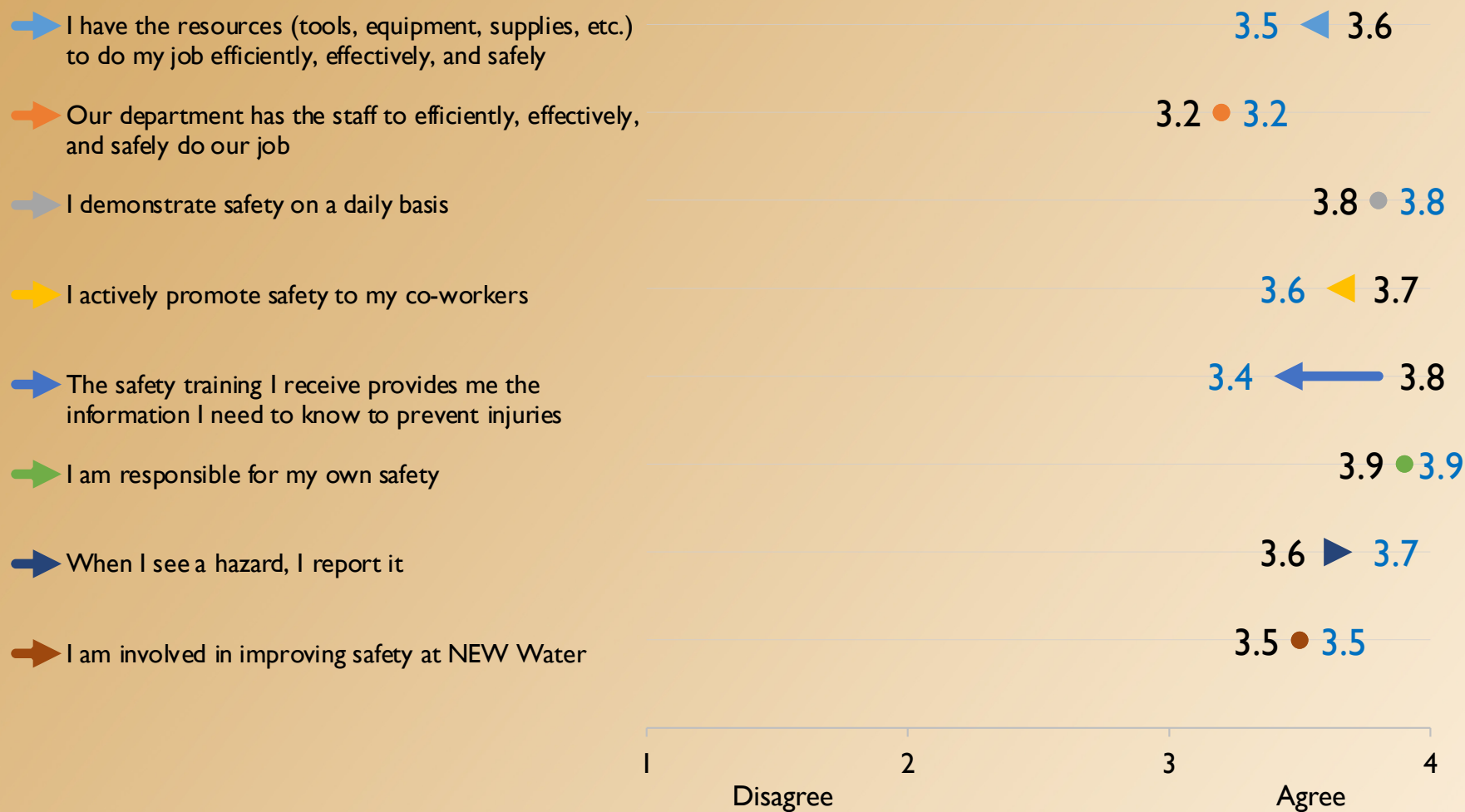
LEADERS:

2024 & 2026 MEANS



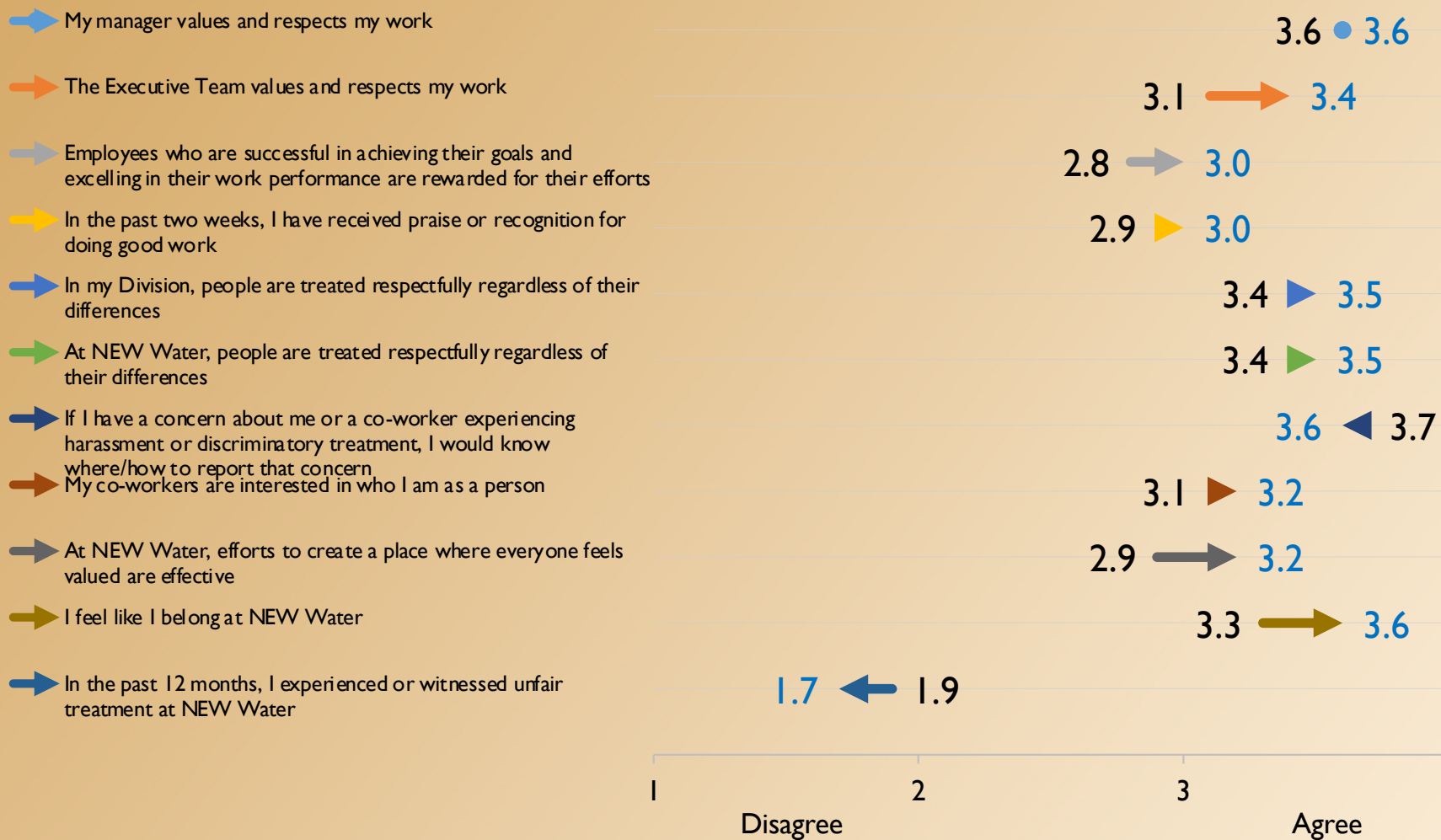
SAFETY:

2024 & 2026 MEANS



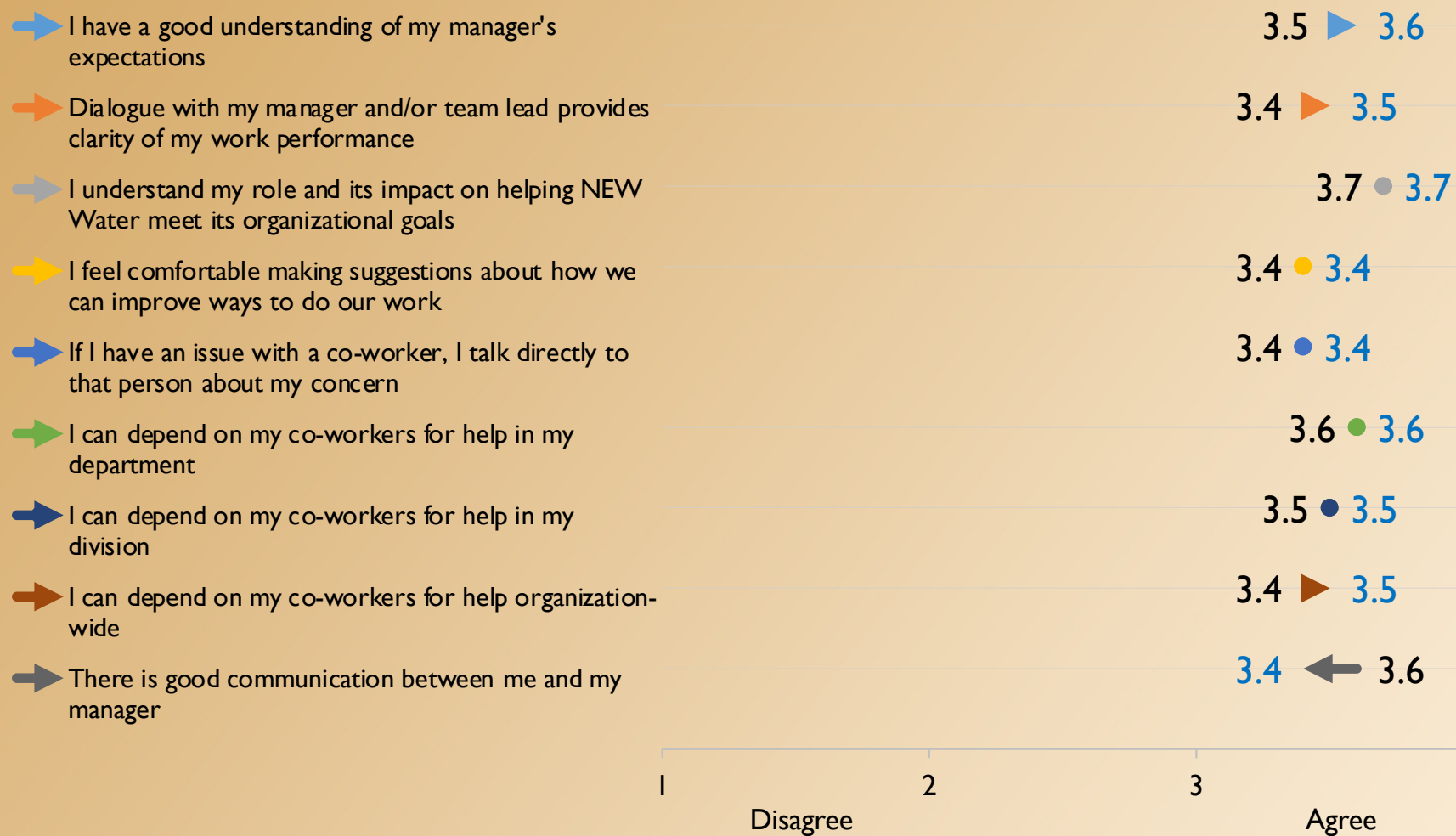
RESPECT:

2024 & 2026 MEANS

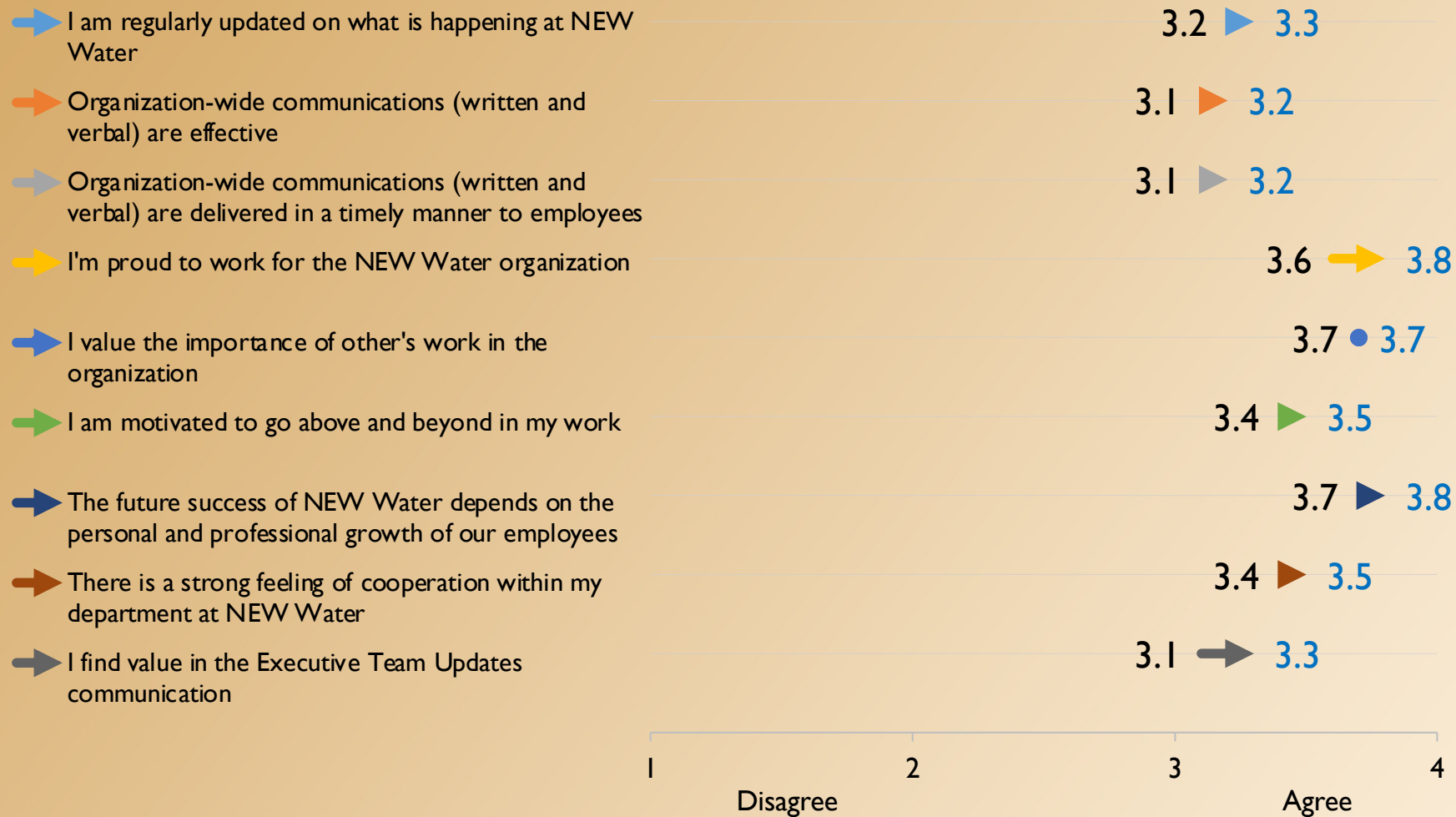


TEAM:

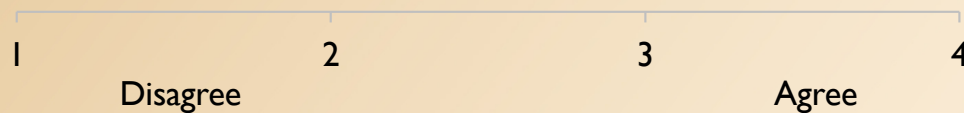
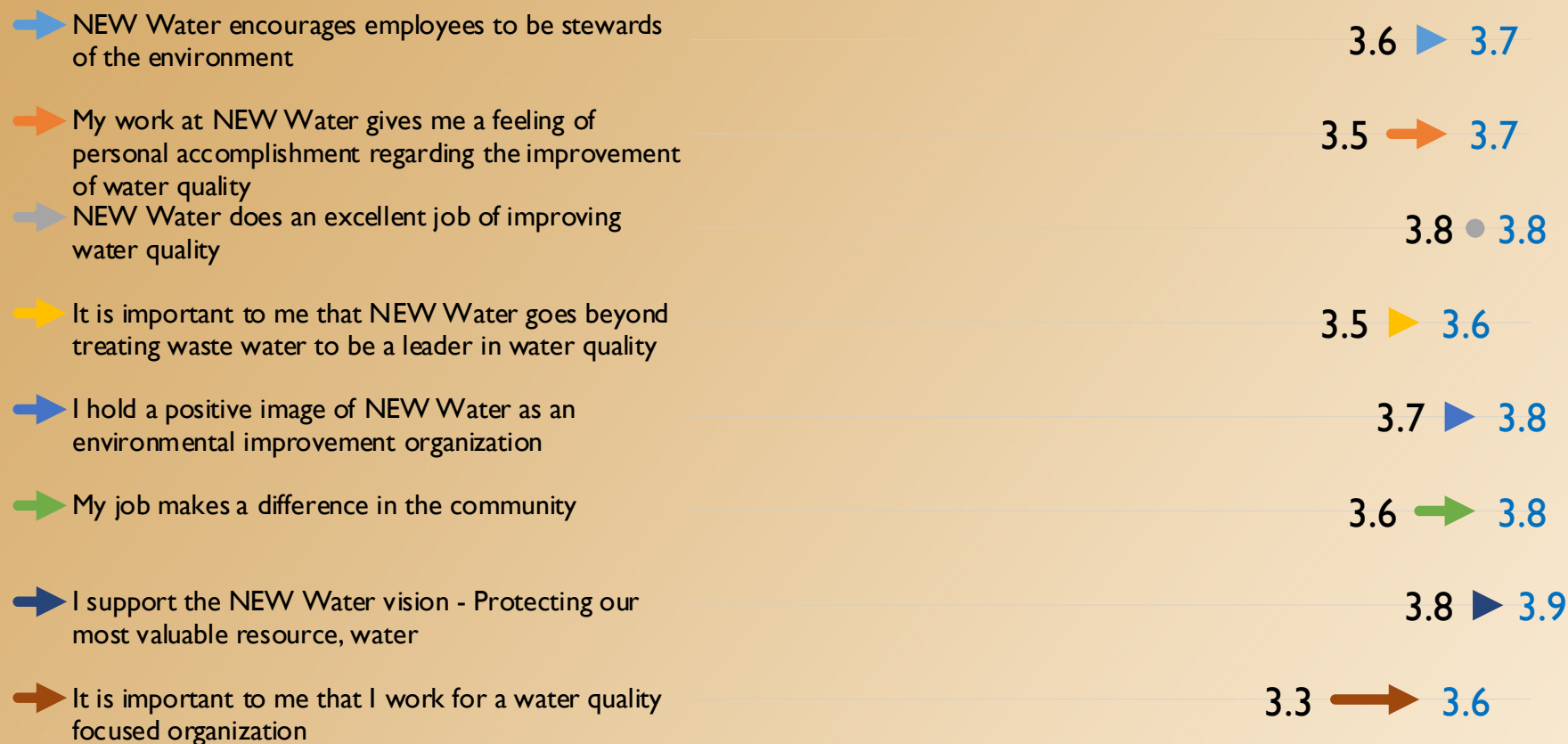
2024 & 2026 MEANS



TEAM (CONT.): 2024 & 2026 MEANS

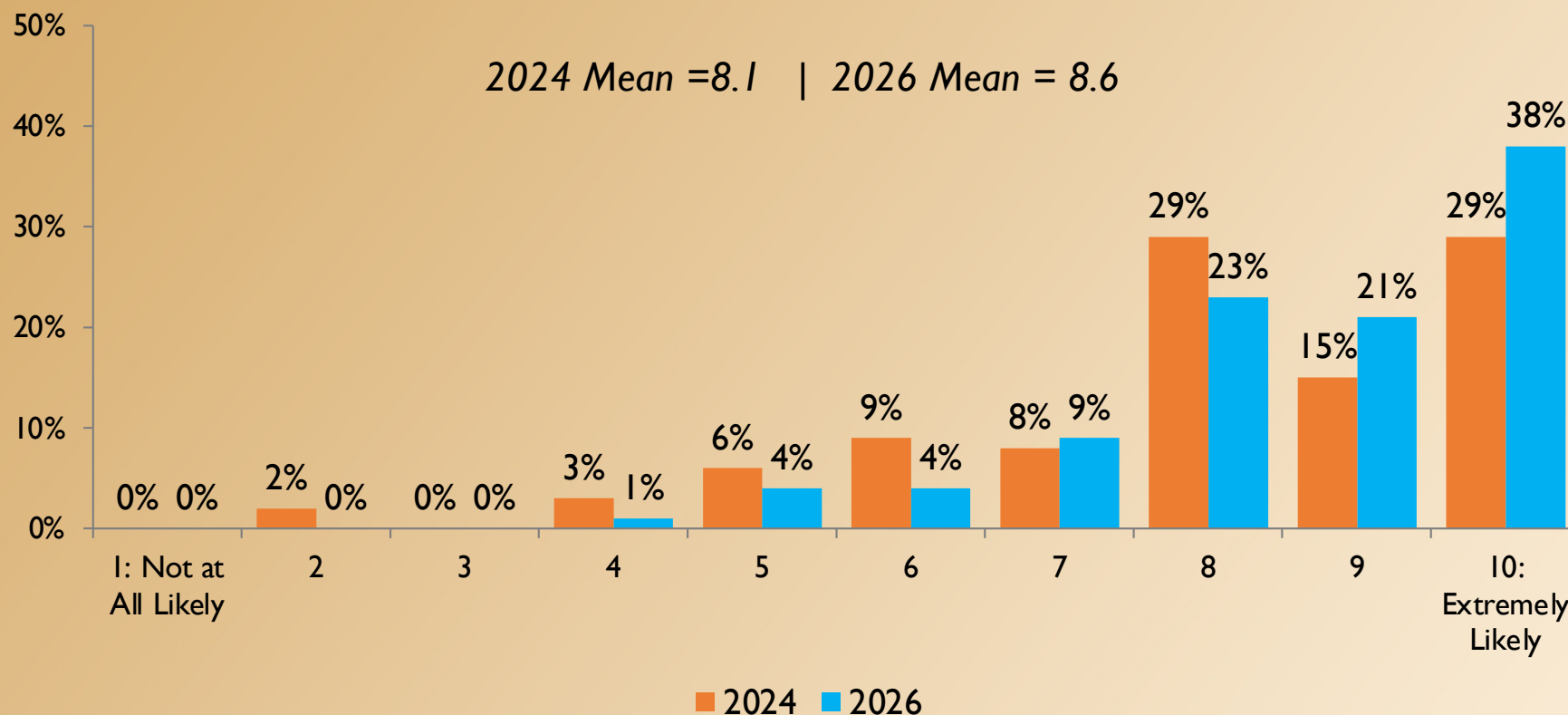


ENVIRONMENT: 2024 & 2026 MEANS



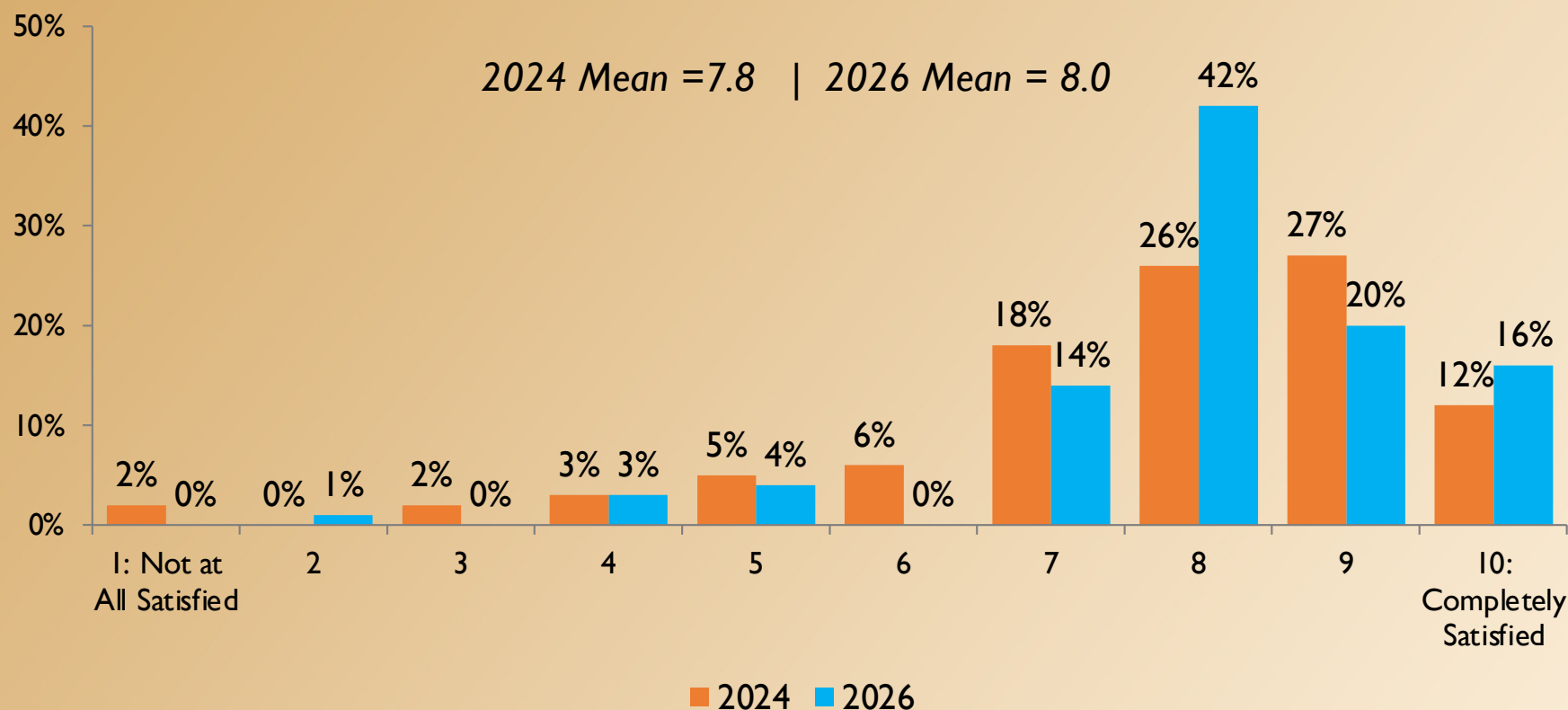
RECOMMEND NEW WATER: 2024 & 2026

On a scale of 1 to 10, with 1 being “Not at All Likely” and 10 being “Extremely Likely,” how likely would you be to recommend NEW Water to friends or family as a place to work?



OVERALL EMPLOYEE EXPERIENCE: 2024 & 2026

On a scale of 1 to 10, with 1 being “Not at All Satisfied” and 10 being “Completely Satisfied,” how would you rate your OVERALL EMPLOYEE EXPERIENCE in working at NEW Water?



2024 & 2026 COMPARISONS

When comparing the 2024 and 2026 results, there was no change or positive change in the vast majority of items. Regarding Compensation and Benefits, Leaders, and Team, where mean scores shifted in either direction, the magnitude of the change was between .1 and .2 on a 4-point scale. Thus, there were no substantive changes in employee's perceptions of these areas. They are also generally highly rated.

There was one substantive change related to Safety. The mean score for "The safety training I receive provides me the information I need to know to prevent injuries" decreased .4 on the 4-point scale. In the open-ended responses related to Safety, many employees mentioned a shift from in-person to online training in a negative light, which could underlie this result.

There were relatively greater changes related to Respect. The mean scores for "The Executive Team values and respects my work," "At NEW Water, efforts to create a place where everyone feels valued are effective," and "I feel like I belong at NEW Water" increased .3 on the 4-point scale. It appears there have been positive changes related to respect in the workplace.

There was a change of similar magnitude for one item within Environment. The mean score for, "It is important to me that I work for a water quality focused organization" increased by .3 on the 4-point scale. It appears that NEW Water employees are more mission focused than in the last survey.

2024 & 2026 COMPARISONS

Employee satisfaction increased in several areas with the largest gains in “Doing what is important as an organization in the short-term to further the long-term goals of NEW Water” and “The Executive Team (divisional directors).” Conversely, there was a decrease in satisfaction with “My manager.”

There was a substantive increase in likelihood to recommend NEW Water. The percentage increases in 9 and 10 out of 10 ratings were particularly noteworthy (44% in 2024 to 59% in 2026). It appears that employees are generally more likely to recommend NEW Water.

Additionally, there were some changes in overall employee experience scores, especially at the 8 out of 10 rating, which saw an increase. There were also fewer ratings of 6 or less on the 10-point scale. The vast majority of NEW Water employees rate their overall satisfaction at 7 or higher on the 10-point scale a).

2026 FOCUS: STRATEGIC PLAN

Most employees (84%) at least somewhat agree they have an awareness of NEW Water's strategic plan and initiatives, but only 39% strongly agree.

Even more employees (92%) at least somewhat agree that their daily work and goals align with the strategic plan with 44% strongly agreeing.

Together these results suggest that the strategic plan is something NEW Water employees have heard of, but many are not as informed or aligned with the plan as they could be.

SUMMARY OBSERVATIONS

Employees are satisfied with NEW Water.

Most employees report that they are satisfied across indicators and most would recommend NEW Water.

Employees are committed to mission of NEW Water.

The vast majority of employees support NEW Water's vision and at least somewhat agree that it is important to them to work for a water quality focused organization. The average score for the latter was substantially higher than in 2024.

NEW Water is making cultural improvements.

There were substantial increases in satisfaction with the executive team as well as agreement that the executive team values employees' work. Agreement that NEW Water does what's right in the short-term to further long-term goals was also higher than the average in 2024.

THANK YOU!

VALERIE KRETZ, EXECUTIVE DIRECTOR

KERI PIETSCH, RESEARCH COORDINATOR

CRAIG STENCEL, DIRECTOR OF OPERATIONS

100 GRANT STREET

DE PERE, WI 54115

920.403.2906

VALERIE.KRETZ@SNC.EDU



100 Grant St., De Pere, WI 54115
1.877.214.7183 (toll-free)

Memorandum

TO: Commission
Nathan Qualls

FROM: Patrick Wescott

DATE: August 17, 2026

SUBJECT: Fluid Bed Incinerator Dome Replacement

Background

NEW Water annually completes a solids handling outage to inspect and maintain the Fluid Bed Incinerator (FBI) and associated equipment. During the 2022 inspection, the refractory dome began showing wear, uneven brick alignment, and cracking. Because replacement dome shapes had a lead time of approximately 24 months, NEW Water purchased the needed refractory shapes, mortar, and forms in late 2023 and stored the materials for the eventual dome replacement.

NEW Water continued to monitor the dome during subsequent outages. A 2024 review by Veolia recommended continued monitoring of the cracking and movement. Industrial Furnace Company (IFCO) similarly reported in 2024 that the overall dome condition remained acceptable and that the observed movement was generally consistent with the prior year. In 2025, IFCO documented additional movement and indicated that replacement was approaching. NEW Water continued monitoring the condition while planning for future work.

Emergency Repair and Condition Assessment

In June 2026, partial failure of a dome refractory shape required an unplanned shutdown and emergency repair. IFCO replaced the damaged shape, reinstalled the associated tuyere, and completed pointing and patching of the inner two dome rings. The work allowed the FBI to return to service but addressed only the localized failure.

Staff coordinated this repair work during favorable weather and plant conditions and used an offline aeration basin for temporary sludge storage. The June repair exposed additional cracking within the dome, indicating more extensive deterioration.

IFCO's assessments completed during the annual outages document a progression in the dome's condition. Conditions were relatively stable in 2023 and 2024; additional movement was documented in 2025, and the damaged dome shape and further deterioration were identified in 2026.

Multiple tuyeres are also exhibiting significant cracking. Failure of either a dome shape or tuyere would require removing the FBI from service. A broader failure could increase the extent of damage and substantially extend the duration and cost of the repair. IFCO considers the June repair an interim measure and recommends proceeding with full dome replacement. The dome's remaining service life cannot be reliably predicted.

Operational Risk and Replacement Timing

The FBI is a critical component of NEW Water's biosolids processing system. An unplanned failure would significantly impair biosolids processing, increase operating costs, and could affect treatment reliability and regulatory compliance. If weather or plant conditions do not allow the offline aeration basins to be used for temporary storage, NEW Water will need to haul sludge to a landfill. Transportation and disposal costs would be in addition to the required repair costs.

Completing the replacement during the scheduled September 2026 outage provides the best opportunity to align the work with favorable plant operating conditions, manage temporary sludge storage, secure contractor resources, and limit the potential need for landfill disposal. Delaying the work would require continued operation of a deteriorating dome and could expose NEW Water to additional repair and sludge disposal costs.

Emergency Maintenance Repair Review

Following review and consultation with legal counsel, NEW Water determined that the dome replacement qualifies as an emergency maintenance repair based on the documented deterioration, June 2026 emergency repair, and potential impacts of an unplanned failure on biosolids processing, regulatory compliance, the potential for catastrophic failure of the incinerator, and the endangerment of public health or welfare.

Staff has received the attached quote from IFCO and recommends contracting with IFCO to complete the work based on its experience with the FBI, completion of the June repair, and familiarity with the dome's condition.

Recommendation

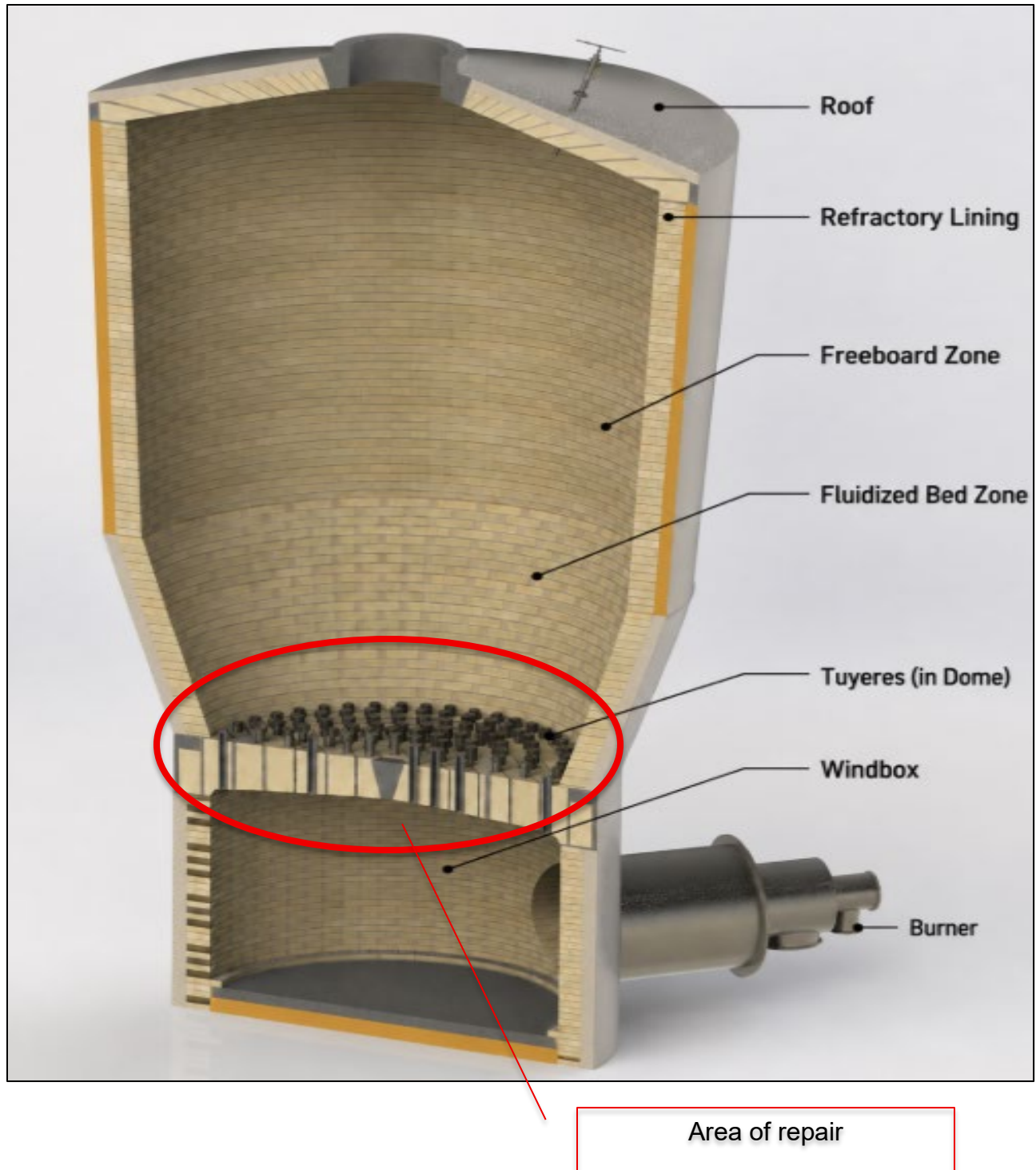
NEW Water staff recommend Commission approval for the FBI dome replacement, as an emergency maintenance repair, and approve the award of a purchase order to Industrial Furnace Company in the amount of \$148,000 and a 10% contingency of \$14,800 to be administered under the authority of the Executive Director.

Commission Action

Request Commission approval for the FBI dome replacement, as an emergency maintenance repair, and approve the award of a purchase order to Industrial Furnace Company in the amount of \$148,000 with a 10% contingency of \$14,800 under the authority of the Executive Director for a total amount of \$162,800.

Attachment

Fluid Bed Incinerator Components





Industrial Furnace Company
40 Humboldt Street
Rochester, NY 14609
Phone: (585) 288 – 2070

www.industrialfurnace.com

06/18/2026

Jeremy Klingbeil | Asset Reliability Coordinator



O: (920) 438-1102 | F: (920) 432-4302 | C: (920) 229-4111 | www.newwater.us

2231 North Quincy Street, Green Bay, WI 54302

Hello Jeremy,

Thank you for the opportunity to quote replacing the Refractory dome of the FBI.

- MSHA 46 / 48, confined space trained Incineration System Supplier (ISS) crew
- Demo old / current refractory dome into GB dumpsters **\$ Included.⁰⁰**
 - Installation of owner supplied forms **\$ Included.⁰⁰**
 - Installation of a new refractory dome supplied by owner **\$ Included.⁰⁰**
 - Installation of tuyeres into the new dome **\$ Included.⁰⁰**
-
- ✓ Total travel, crew labor, standard masonry tools **\$ 122,000.⁰⁰**
 - ✓ Overtime adder for working through the weekend **\$ 26,000.⁰⁰**

Notes:

Work projected to begin in August of 2026 or September of 2026

Project Exclusions:

1. Electric shapes hoist. We just became aware that sometimes the OEM requests installers use an electric hoist. We can get one, but we have not included one in this bid. They range between 1 and 3 thousand dollars. TBD.
2. Mortar for shapes and Mizzou refractory for the plug. We are pretty sure that GB has mortar and Mizzou in stock. IFCO has these in Rochester if needed.



Industrial Furnace Company
40 Humboldt Street
Rochester, NY 14609
Phone: (585) 288 – 2070

www.industrialfurnace.com

06/18/2026

Schedule: Above = most exciting plan is summer 2026 project. But IFCO can make anything work out.

Pricing Clarifications:

- IFCO's pricing is based on the pricing and availability of material, labor, and equipment as of the date of this proposal. If local, regional, national, or global market or supply-chain conditions cause IFCO to incur additional costs for the work, or if labor, material, or equipment is not timely available, then IFCO shall be entitled to an equitable adjustment to its pricing and the estimated time to complete the work to account for such changed conditions.
- All taxes, including state and local sales taxes if applicable, are excluded from this proposal. Any taxes will be paid by the Customer.

Exclusions:

- IFCO takes no responsibility for any utilities or plant process lines at the job site that may interfere with the work. The Customer shall be responsible for informing IFCO of any such lines or utilities, and the Customer shall be responsible for any required re-routing of such lines.
- IFCO is not certified to work with any materials containing asbestos or lead.
- Bonds and permits are specifically excluded from this pricing. Any bonds or permits required shall be provided by the Customer at the Customer's expense.
- **Forklift use** - unloading and loading tools / materials. Only 40 Humboldt Street location forklift is included.
- Waste and all rubble will be placed in Green Bay dumpsters



Industrial Furnace Company
40 Humboldt Street
Rochester, NY 14609
Phone: (585) 288 – 2070

www.industrialfurnace.com

06/18/2026

Policies and Service Charges:

- Cancellation charges: Once this proposal is accepted, it cannot be canceled except upon payment of the following cancellation charges: *payment required to meet cancelation policies of IFCO's suppliers and vendors used on this project.*
- Lead times: Due to the current volatile nature of the supply chain and disruptions to the supply chain beyond IFCO's control, lead times are not guaranteed, and inventories and raw materials are extremely limited. ***IFCO reserves the right, at its option, to revise lead times, adjust the pricing, or withdraw its pricing.***

This proposal constitutes an offer and is subject to the terms and conditions of sale attached hereto, which are incorporated herein by reference. This offer can be accepted by issuing a Purchase Order, by signing below and returning a signed copy, or by sending an email accepting the terms of this proposal.

Thank you for the opportunity to provide this proposal. If you have any questions, please call 585-288-2070. Direct is 585-654-3018.

Respectfully submitted,

Bill Lill, Jr.
Industrial Furnace Company, Inc.
585-654-3018 office
wlill@industrialfurnace.com

Industrial Furnace Company, Inc.

***Attachment: IFCO's Terms and Conditions**



Industrial Furnace Company
40 Humboldt Street
Rochester, NY 14609
Phone: (585) 288 – 2070

www.industrialfurnace.com

06/18/2026

TERMS AND CONDITIONS OF SALE

Payment Terms. Customer agrees to pay IFCO's invoices within thirty (30) days of receipt. IFCO reserves the right to charge interest at the rate of 2% monthly or twenty-four percent (24%) per year on overdue payments. *New accounts will require a 50% down payment - before MHF testing*

Warranty. IFCO warrants that its parts and equipment furnished by IFCO will be free from defects in material and workmanship for a period of one (1) year from the date of installation. Upon written notice from Customer within the warranty period, IFCO will, at its option, either repair or replace parts that do not conform to the foregoing warranty, at no cost to Customer. IFCO's warranty excludes defects arising from abuse, misuse, structural movement (dynamic loading), vandalism, acts of nature, Customer's failure to maintain and operate the equipment properly, or from alterations or repairs made by Customer or any third parties without the supervision and approval of IFCO. IFCO warrants that its services will be performed in a workmanlike manner. Upon written notice from the Customer, IFCO will re-perform any services that do not conform to the foregoing warranty. **THESE WARRANTIES ARE IN LIEU OF ALL OTHER WARRANTIES, EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE.**

Force Majeure. IFCO shall not be responsible for any delay or failure to perform work due to circumstances beyond its control, including, but not limited to, strikes or other labor disputes, pandemics or public health emergencies, governmental actions or orders, unavailability of parts, or labor shortages.

Intellectual Property. To the extent that any equipment or work furnished by IFCO encompasses, embodies, or reflects any proprietary or intellectual property owned by IFCO ("IFCO IP"), IFCO retains any and all rights in and to such IFCO IP. Nothing in the proposal or these terms and conditions shall operate to transfer or assign in whole or in part the ownership of IFCO IP to Customer, except that IFCO grants to Customer a limited license to use such IFCO IP solely for purposes of using, operating, and maintaining the equipment furnished by IFCO. Customer shall not copy, decompile, reverse engineer, modify, or create derivative works of IFCO IP or any part thereof. Except as specifically agreed to in writing by IFCO, Customer shall treat as confidential and not disclose any IFCO IP or any other information that has been developed or acquired as a result of IFCO's performance of work for Customer. Customer shall be liable to IFCO for all losses, costs, expenses, and damages of whatever nature (including consequential damages) incurred by IFCO as a result of Customer's breach of this provision.

Proposal; Entire Agreement. This proposal, together with these associated terms and conditions of sale, constitutes the entire agreement between the parties with respect to the subject matter hereof. IFCO's proposal constitutes an offer and is subject to these Terms and Conditions of Sale, which are incorporated into the proposal. By accepting this proposal, the Customer represents that it has reviewed and unconditionally accepts the proposal and these associated Terms and Conditions of Sale. No modifications or additions hereto shall be binding upon IFCO unless expressly consented to in writing. Any different or additional terms or conditions in the Customer's purchase order or any other document are hereby deemed to be material alterations and notice of objection to, and rejection of such terms is hereby given.

Memorandum

TO: Commission
Nathan Qualls

FROM: Sharon Thiesen

DATE: August 12, 2026

SUBJECT: Interplant Forcemain Air Release Valve Vault Assessment
and Rehabilitation – Design and Bidding Related Services

Background

Field Services and engineering staff are proposing a project to assess and address the condition of the air release valve (ARV) vaults on the Interplant Forcemains. The project will include design and bidding-related services for the recommended rehabilitation work. The interplant forcemains and ARV vaults were constructed in 2010 and are critical in the transfer of waste activated sludge, raw municipal and industrial wastewater from the De Pere Facility to the Green Bay Facility. The existing coatings on the piping, valves, and fittings have deteriorated due to environmental conditions in the vaults, allowing for corrosion of the system components.

Project Scope

NEW Water staff worked with Strand Associates, Inc. to develop a scope for evaluating the necessary work, design, and bidding-related services to rehabilitate the infrastructure in the vaults. There are 18 interplant ARV vaults. The proposed scope includes inspecting four vaults to visually assess the interior condition, including the concrete structure, coatings, piping, valves, hardware, and metal appurtenances within the ARVs. Based on these observations, Strand Associates, Inc. will develop a report documenting the condition of the ARVs and providing potential rehabilitation work options and opinions of probable construction cost for all 18 ARVs. Strand Associates, Inc. will also provide contract documents and bidding services for the rehabilitation work.

Recommendation

NEW Water staff recommends Commission approval to authorize the Executive Director to enter into a contractual agreement with Strand Associates, Inc. to provide design and bidding-related services for the Interplant Forcemain Air Release Valve Vault Assessment and Rehabilitation project in the amount of \$111,000, and a 10% contingency of \$11,000 for a total amount of \$122,000 to be administered under the authority of the Executive Director.

Commission Action

Request Commission approval to authorize the Executive Director to enter into a contractual agreement with Strand Associates, Inc. to provide design and bidding-related services for the Interplant Forcemain Air Release Valve Vault Assessment and Rehabilitation project in the amount of \$111,000, and a 10% contingency for a total amount of \$122,000 to be administered under the authority of the Executive Director.

Attachment: Agreement for Design and Bidding Related Services Crosstown Forcemain Air Release Valve (ARV) Vault Assessment and Rehabilitation



Strand Associates, Inc.[®]
 910 West Wingra Drive
 Madison, WI 53715
 (P) 608.251.4843
www.strand.com

August 18, 2026

NEW Water/Green Bay Metropolitan Sewerage District
 2231 North Quincy Street
 Green Bay, WI 54302

Attention: Ms. Lisa Sarau, P.E., Director of Technical Services

Re: Agreement for Design and Bidding-Related Services
 Crosstown Force Main Air Release Valve (ARV) Vault Assessment and Rehabilitation

This is an Agreement between the NEW Water/Green Bay Metropolitan Sewerage District, hereinafter referred to as OWNER, and Strand Associates, Inc.[®], hereinafter referred to as ENGINEER, to provide engineering services (Services) for the Crosstown Force Main ARV Vault Assessment and Rehabilitation project. This Agreement shall be in accordance with the following elements.

Scope of Services

ENGINEER will provide to OWNER the Services as described in Exhibit A, consisting of three pages.

Compensation

OWNER shall compensate ENGINEER for Services based on the actual number of hours incurred by ENGINEER in performance of the Services plus reimbursable expenses for an estimated fee of \$111,000 as described in Exhibit B, consisting of one page.

Expenses reimbursable by OWNER hereunder include those actually incurred by ENGINEER in performance of the Services for travel and postage. Reimbursable expenses will be billed at actual cost.

The estimated fee will not be exceeded without prior notice to and agreement by OWNER but may be adjusted for time delays, time extensions, amendments, or changes in the **Scope of Services** requested or caused by OWNER through no fault of ENGINEER. Any adjustments will be negotiated based on ENGINEER's increase in costs caused by delays, extensions, amendments, or changes.

Invoicing and Payment

Monthly, during the term of this Agreement, ENGINEER shall submit to OWNER an invoice relative to Services performed and reimbursable expenses incurred during the previous calendar month, together with detailed information and/or records of its time spent and expenses incurred in performing such Services, sufficient to allow OWNER to verify the compensation due to ENGINEER hereunder for such previous calendar month. OWNER shall pay undisputed amounts included in such invoices within thirty days after receipt of the invoice from ENGINEER. If OWNER disputes any amount included within a particular invoice, OWNER will promptly notify ENGINEER in writing of such dispute and the parties will follow the dispute resolution procedures set forth in the Agreement in order to resolve any such dispute.

ENGINEER shall be responsible for and pay all payrolls, employment and other taxes and governmental obligations arising from the compensation, fees and expenses paid by OWNER to ENGINEER hereunder. Moreover, ENGINEER shall pay any and all subconsultants no later than 30 days after receipt of payment from OWNER for Services that encompass those performed by any such subconsultants.

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OWNER shall make monthly payments to ENGINEER for Services performed in the preceding month based upon monthly invoices. Nonpayment 30 days after the date of receipt of invoice may, at ENGINEER's option, result in assessment of five percent per year carrying charge on the unpaid balance.

Nonpayment 45 days after the date of receipt of invoice may, at ENGINEER's option, result in suspension of Services upon five calendar days' notice to OWNER. ENGINEER will have no liability to OWNER, and OWNER agrees to make no claim for any delay or damage as a result of such suspension caused by any breach of this Agreement by OWNER. Upon receipt of payment in full of all outstanding sums due from OWNER, or curing of such other breach which caused ENGINEER to suspend Services, ENGINEER will resume Services and there will be an equitable adjustment to the remaining project schedule and compensation as a result of the suspension.

Schedule

Services will begin upon execution of this Agreement, which is anticipated on August 26, 2026. Design Services are scheduled for completion on December 31, 2026, and Bidding Services are scheduled for completion on March 31, 2027.

Standard of Care

The Standard of Care for all Services performed or furnished by ENGINEER under this Agreement will be the generally accepted standards, practices, care and skill ordinarily used by members of ENGINEER's profession practicing under similar circumstances at the same time and in the same locality. ENGINEER makes no warranties, express or implied, under this Agreement or otherwise, in connection with ENGINEER's Services. ENGINEER shall comply with all applicable federal, state, and local laws and regulations in the performance of Services hereunder. Moreover, all design documents prepared by or on behalf of ENGINEER as part of the Services shall be in compliance with all applicable laws, rules and regulations in effect on the date such design documents were created.

OWNER's Responsibilities

1. Assist ENGINEER by placing at ENGINEER's disposal all available information pertinent to this project including previous reports, previous drawings and specifications, and any other data relative to the scope of this project.
2. Furnish to ENGINEER, as required by ENGINEER for performance of Services as part of this Agreement, data prepared by or services of others obtained or prepared by OWNER relative to the scope of this project, such as soil borings, probings and subsurface explorations, and laboratory tests and inspections of samples, all of which ENGINEER may rely upon in performing Services under this Agreement.
3. Use reasonable efforts to provide access to and make provisions for ENGINEER to enter upon public and private lands as required for ENGINEER to perform Services under this Agreement.
4. Examine all reports, sketches, estimates, special provisions, drawings, and other documents presented by ENGINEER and render, in writing, decisions pertaining thereto within a reasonable time so as not to delay the performance of ENGINEER.
5. Provide all legal services as may be required for the development of this project.
6. Retain the services of a soils consultant to provide any necessary geotechnical evaluation and recommendations.

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7. Pay all permit and plan review fees payable to regulatory agencies.

Insurance

ENGINEER and ENGINEER's subconsultants shall acquire and maintain:

1. Statutory workers' compensation and employer's liability insurance coverage.
2. Commercial general liability insurance coverage with a limit of \$1,000,000 or more per occurrence and annual aggregate applicable to bodily injury and property damage claims.
3. Automobile bodily injury and property damage liability insurance covering owned, nonowned, rented, and hired cars. The combined single limit for bodily injury and property damage shall not be less than \$1,000,000.
4. Professional liability insurance coverage with a limit of \$2,000,000 per claim and in the aggregate.

OWNER shall be named as additional insured on policies No. 2 and No. 3 above. Upon request, a certificate of insurance will be provided to OWNER with a 30-day written notice in the event the above policies are cancelled.

Opinion of Probable Cost

Any opinions of probable cost prepared by ENGINEER are supplied for general guidance of OWNER only. ENGINEER has no control over competitive bidding or market conditions and cannot guarantee the accuracy of such opinions as compared to contract bids or actual costs to OWNER.

Changes

1. OWNER may make changes within the general scope of this Agreement in the Services to be performed. If such changes cause an increase or decrease in ENGINEER's cost or time required for performance of any Services under this Agreement, an equitable adjustment will be made and this Agreement will be modified in writing accordingly.
2. No services for which additional compensation will be charged by ENGINEER will be furnished without the written authorization of OWNER. The fee established herein will not be exceeded without agreement by OWNER but may be adjusted for time delays, time extensions, amendments, or changes in the **Scope of Services** (Exhibit A).
3. If there is a modification of Wisconsin Department of Transportation (WisDOT), Wisconsin Department of Natural Resources, or Canadian National (CN) Railway requirements relating to the Services to be performed under this Agreement subsequent to the date of execution of this Agreement, the increased or decreased cost of performance of the Services provided for in this Agreement will be reflected in an appropriate modification of this Agreement.

Extension of Services

This Agreement may be extended for additional Services upon OWNER's authorization. Extension of Services will be provided for a lump sum or an hourly rate plus expenses.

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Data Provided by Others

ENGINEER is not responsible for the quality or accuracy of data nor for the methods used in the acquisition or development of any such data where such data is provided by or through OWNER, contractor, or others to ENGINEER and where ENGINEER's Services are to be based upon such data. Such data includes, but is not limited to, soil borings, groundwater data, chemical analyses, geotechnical testing, reports, calculations, designs, drawings, specifications, record drawings, contractor's marked-up drawings, and topographical surveys.

Work Product

ENGINEER'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 OWNER when ENGINEER has been fully compensated as set forth herein. ENGINEER may keep copies of all work product for its records.

ENGINEER and OWNER recognize that ENGINEER's work product submitted in performance of this Agreement is intended only for the project described in the Agreement. OWNER's reuse of information not related to this project shall be at OWNER's sole risk and without liability to ENGINEER.

Independent Contractors

Each party to this Agreement is, and shall at all times during the Term remain, an independent business acting exclusively as an independent contractor. Neither party shall be deemed or construed to be partners, joint venturers, principal and agent, employer/employee or anything but independent contractors. Neither party shall have the power or authority to bind the other, except as may be expressly set forth herein. ENGINEER shall not be entitled to participate in any employee benefit or welfare plan maintained from time to time by OWNER for its employees. If ENGINEER is reclassified by a state or federal agency or court as an employee of OWNER, ENGINEER will become a "reclassified employee" and will receive no benefits except those mandated by state or federal law, even if by the terms of OWNER's benefit plan in effect at the time of such reclassification, ENGINEER would otherwise be eligible for such benefits.

Indemnification

ENGINEER agrees to indemnify and hold OWNER harmless from and against any and all claims, actions, damages, liability, loss and expense (including reasonable attorneys' fees) suffered in connection with any loss of life, personal injury and/or other damages to property to the proportionate extent arising from or out of: (i) breach of or nonperformance under this Agreement by ENGINEER; and (ii) negligent acts or omissions or intentional misconduct by ENGINEER, its agents, employees, representatives, or Subconsultants.

Confidential Information

ENGINEER agrees that it will maintain the confidentiality of material it receives from OWNER which OWNER has clearly identified as "Confidential" and will not disclose, distribute, or publish to any third party such confidential information without the prior permission of OWNER. Notwithstanding the foregoing, which ENGINEER 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 ENGINEER or its agents or employees.
2. Was available to ENGINEER on a non-confidential basis prior to its disclosure by OWNER.

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

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

Subcontracts

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

Assignment

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

Severability

If any part of the 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.

Notices

Notice to either party shall be deemed to have been given when delivered in person, by e-mail, or if mailed by registered or certified mail on the third day after deposited in the mail and if delivered by delivery service with proof of delivery, on the date received provided the notice is sent to the address shown below or at such other address as ENGINEER instead may from time to time designate in writing by notice to OWNER in the same manner as herein set forth. Notice to ENGINEER shall be similarly delivered to ENGINEER'S address at 910 West Wingra Drive, Madison, Wisconsin 53715. Notice to OWNER shall be similarly delivered to OWNER's address at 2231 North Quincy Street, Green Bay, Wisconsin 54302, Attention: Nathan R. Qualls, Executive Director.

Termination

This Agreement may be terminated by OWNER as follows: (1) for its convenience by providing written notice to ENGINEER at least thirty days prior to the effective date of termination; or (2) for cause, in the event that ENGINEER materially breaches this Agreement through no fault of OWNER, and ENGINEER neither cures such breach nor makes reasonable progress toward a cure within fifteen days after OWNER has given written notice of the alleged breach to ENGINEER.

This Agreement may be terminated by ENGINEER for cause, in the event that OWNER materially breaches this Agreement through no fault of ENGINEER, and OWNER neither cures such breach nor makes reasonable progress toward a cure within fifteen days after ENGINEER has given written notice of the alleged breach to OWNER.

In the event of termination of this Agreement, ENGINEER shall be compensated for all Services performed and reimbursable expenses incurred prior to the effective date of termination, subject to OWNER's right to offset against such amounts any and all amounts that OWNER is entitled to receive from ENGINEER pursuant to this Agreement.

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Third-Party Beneficiaries

Nothing contained in this Agreement creates a contractual relationship with or a cause of action in favor of a third party against either OWNER or ENGINEER. ENGINEER's Services under this Agreement are being performed solely for OWNER's benefit, and no other party or entity shall have any claim against ENGINEER because of this Agreement or the performance or nonperformance of Services hereunder. OWNER and ENGINEER agree to require a similar provision in all contracts with contractors, subcontractors, subconsultants, vendors, and other entities involved in this project to carry out the intent of this provision.

Interpretation; Governing Laws

This Agreement and any other documents made part of this Agreement shall be read together and harmonized to the greatest extent reasonably possible; provided, however, any direct conflict between the terms and conditions of this Agreement and the attached documents shall be resolved in favor of this Agreement. This Agreement shall be subject to such further written agreements, executed by the undersigned parties, as may be made during the Term of the Agreement. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.

Nothing in this Agreement shall be construed as a waiver of any governmental immunity, statutory limitation, notice requirement, defense, or limitation of liability available to OWNER under Wisconsin law.

Dispute Resolution

Except as may be otherwise provided in this Agreement, all claims, counterclaims, disputes, and other matters in question between OWNER and ENGINEER arising out of or relating to this Agreement or the breach thereof must be brought in a state or federal court located in Brown County, Wisconsin. The parties waive any right of a trial by jury in any legal proceeding arising out of or relating to this Agreement.

Each party shall bear its own costs and expenses incurred in any such proceeding.

Entire Understanding

This Agreement expresses the entire understanding between ENGINEER and OWNER with respect to the subject matter thereof, including without limitation, ENGINEER'S delivery of the Services to OWNER.

Terms and Conditions

The terms and conditions of this Agreement will apply to the Services defined in the **Scope of Services** (Exhibit A).

Authorization

The persons executing the 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.

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IN WITNESS WHEREOF the parties hereto have made and executed this Agreement.

ENGINEER:

OWNER:

STRAND ASSOCIATES, INC.®

NEW WATER/GREEN BAY METROPOLITAN
SEWERAGE DISTRICT



Joseph M. Bunker
Corporate Secretary

8/19/26
Date

Nathan R. Qualls, P.E.
Executive Director

Date

Exhibit A Scope of Services

Scope of Services

ENGINEER will provide the following Services to OWNER:

Project Management Services

1. Conduct a virtual project kickoff meeting to review the project scope, schedule, communication procedures, project budget, and gather information for design. Provide meeting agenda and prepare and distribute meeting minutes.
2. Prepare and submit invoices and progress reports monthly.

Design Services

1. Communicate with OWNER regarding ARV vault confined space entry requirements. OWNER will provide confined space rescue services for structure access (anticipated on one day).
2. Visually observe the interior condition of up to four ARVs including the concrete, coatings, piping, valves, hardware, and metal appurtenances within the ARVs. The ARVs will be accessed on one day. No traffic control is anticipated. No WisDOT or CN Railway access permits are anticipated.
3. Develop a brief written letter report to document the condition of the ARVs that were visually observed. The letter report will provide potential rehabilitation work and opinions of probable construction cost (OPCC) for all 18 ARVs based on the conditions in the four ARVs that were visually observed. The OPCC will be prepared in accordance with the Association for the Advancement of Cost Engineering Cost Estimate Classification System, Class 5 estimate. Submit the letter report to OWNER for review.
4. Assist OWNER with obtaining the following permits:
 - a. Up to three CN Railway encroachment permits for construction.
 - b. WisDOT work in right-of-way permit for construction.
5. Develop 90 percent Contract Documents to include the following:
 - a. Title sheet.
 - b. Project overview and general notes sheet.
 - c. Up to four standard ARV vault rehabilitation details.
 - d. Plan view drawings of 18 ARV vault locations.
 - e. Traffic control drawings and details, including WisDOT standard traffic control details for Ashland Avenue and two site-specific traffic control drawings for the two vault locations in Broadway Avenue.
 - f. Technical specifications.

- g. Bidding Documents using Engineers Joint Contract Documents Committee C-700 Standard General Conditions of the Construction Contract, 2018 edition. Specifications will not need to be prepared in accordance with Clean Water Fund loan; Build America, Buy America Act; or other special criteria.
 - h. OWNER's safety prequalification form.
6. Meet virtually with OWNER to review OWNER's comments on the 90 percent Contract Documents. OWNER will consolidate comments from OWNER's review staff. One round of comments is anticipated and will be addressed, as appropriate.
 7. Develop final Contract Documents based on OWNER's 90 percent comments. Provide final portable document format files of the final Contract Documents to OWNER.

Bidding-Related Services

1. Provide information and clarification to prospective contractors during the prequalification approval process and assist OWNER in the review of the prequalification submittals. Prepare a letter for rejected contractors citing OWNER's reasons for rejection. Include a listing of contractors prequalified by OWNER in an addendum. Provide a letter of recommendation to OWNER prior to sending letter to prequalified bidding contractors.
2. Prepare the Advertisement for Bids to be issued by OWNER.
3. Distribute Bidding Documents electronically through QuestCDN, available at www.strand.com and www.questcdn.com.
4. Conduct a virtual prebid conference. Prepare an agenda and brief Microsoft PowerPoint presentation, and issue minutes for the pre-bid conference.
5. Receive and respond to questions concerning the project from prospective bidders.
6. Prepare and issue up to three addenda, as needed, to interpret, clarify, or modify the Bidding Documents.
7. Attend the bid opening by virtual meeting, prepare bid tabulation sheets, review bids, consult with OWNER regarding previous performance of prime contractor, subcontractors, and suppliers. Submit a contract award recommendation letter.

Service Elements Not Included

The following services are not included in this Agreement. If such services are required, they will be provided through an amendment to this Agreement or through a separate agreement with OWNER.

1. Additional Site Visits and/or Meetings: Additional OWNER-required site visits or meetings.
2. Archaeological or Botanical Investigations: ENGINEER will assist OWNER in engaging the services of an archaeologist or botanist, if required, to perform the field investigations necessary for agency review.

3. Bidding Alternatives and Bid Phasing: Any services involved in providing bidding alternatives or bidding phases.
4. Construction-Related Services: Any services involved in performing construction-related services.
5. Flood Studies: Any services involved in performing flood and floodway studies.
6. Land and Easement Surveys/Procurement: Any services of this type including, but not limited to, a record search, field work, preparation of legal descriptions, or assistance to OWNER for securing land rights necessary for the project.
7. Preparation for and/or Appearance in Litigation on Behalf of OWNER: Any services related to litigation.
8. Revising Designs, Drawings, Specifications, and Documents: Any services required after these items have been previously approved by state or federal regulatory agencies, because of a change in project scope or where such revisions are necessary to comply with changed state and federal regulations that are put in force after Services have been partially completed.
9. Services Furnished During Readvertisement for Bids, if Ordered by OWNER: If a Contract is not awarded pursuant to the original bids.

Exhibit B

NEW Water - Crosstown Forcemain ARV Vault Assessment and Rehab	Joe Bunker Principal	Nick Sales RM	Tina S. Safety Mgr	Justin B. Spec Review	Eric V PM	Tyler Hassett Traffic Control	Pat Current Project Engineer	Scott Herkert Str./Corrosion	Kyle Beth Str. Field	Field Tech Field Tech	Ron Roeten Drafting	OP Office	Total Hrs	Labor	Travel Expense	Total Fee
Strand Associates, Inc.	2	2	4		20							4	32	\$ 8,896		\$ 8,992
Project Management					2		2		2				6	\$ 1,268		\$ 1,282
Kickoff Meeting					2				8	8			24	\$ 5,300		\$ 5,357
Coordinate ARV vault confined space entry			2		2			4	22	16			42	\$ 8,075	\$ 253	\$ 8,440
Visually Observe ARVs (4)								4	36	4			58	\$ 11,534		\$ 11,657
Condition Assessment and Brief Written Letter Report					2	4	4	8					32	\$ 6,441		\$ 6,510
CN Railway Permits (3)					8		24						6	\$ 1,279		\$ 1,293
WisDOT Work in ROW Permit (Construction)					2	4										
Develop 90% Contract Documents:																
a. Up to four typical details					4			4	16		30		54	\$ 10,296		\$ 10,406
b. Traffic control std details and plans (Broadway - 2)					4	20							24	\$ 4,700		\$ 4,751
c. Plan Views and Overview					4		8				4		16	\$ 3,205		\$ 3,240
c. Technical Specifications + CN Specs					6		4	2	12			20	44	\$ 8,066		\$ 8,152
d. Front-End contract documents					40							16	56	\$ 13,658		\$ 13,804
8. Meet virtually with NEW Water					2	2	2	2	2				10	\$ 2,234		\$ 2,258
9. Develop final contract documents			4	6	2			4	8		4	8	36	\$ 7,671		\$ 7,753
10. Bidding Services (Quest, Prequal, Addenda, Questions, Bid Eval)			2	2	18		22	4	6		4	27	85	\$ 16,924	\$ 253	\$ 17,106
Total	2	2	12	8	116	30	66	32	112	28	42	75	525	\$ 109,548	\$ 253	\$ 111,000
													525			\$ 111,000

Memorandum

TO: Commission
Nathan Qualls

FROM: Max McGuire

DATE: August 13, 2026

SUBJECT: Engineering Services for Southeast Service Area Facility Plan

Background

NEW Water currently provides service to the City of De Pere and the Town of Ledgeview in the southernmost portion of our service area east of the Fox River. In addition, unsewered areas south of De Pere and Ledgeview has been annexed into NEW Water (i.e. Town of Rockland). Other municipalities beyond our existing service area in the southern portion of Brown County include the Town of Rockland, Village of Greenleaf, Town of Wrightstown, and Village of Wrightstown.

Our existing customers and potential future customers have expressed interest in NEW Water extending the existing interceptor system and providing service to more areas in that direction. Additionally, Brown County is working on a multiphase project aimed at creating a connection between CTH EB and CTH GV that currently does not exist. Once this project is complete, it is anticipated to promote significant growth and development in the surrounding areas. Considering both factors, NEW Water aims to initiate facility planning in areas of anticipated growth to better understand future needs.

Staff prepared and distributed a request for proposals for this facility planning effort with the following criteria and scoring guidelines for reviewing and ranking received proposals:

- Firm Qualifications, 15%
- Project Approach, 30%
- Schedule, 15%
- Project Team/Personnel, 15%
- Level of Effort/Cost, 25%

In response to staff's request, proposals were received from Donohue & Associates and Mead & Hunt. A summary of staff's scoring and ranking results is included below.

Consultant	Total Score	Consultant's Fee
Donohue & Associates	8.68	\$162,365
Mead & Hunt	7.12	\$167,400



Donohue & Associates has expansive knowledge and familiarity with our interceptor system from involvement in recent engineering service efforts for projects like the Interceptor Master Plan, East River Lift Station Renewal, and Collection Systems Engineering. Their familiarity, project team, and level of effort resulted in a higher overall score from staff.

Staff have reviewed Donohue & Associates’ agreement, scope, and fees and found them appropriate for the work required. The agreement includes the following major services related to the Southeast Service Area Facility Plan:

- Review of existing records, agreements, flow data, and televising
- Communicate and coordinate with existing and potential customers
- Project future flows using a sewer model
- Determine options for size and alignment of future interceptor sewers

The agreement, including a detailed description of the scope of work and associated fees, is attached for reference. A table summarizing the estimated project costs is provided below.

Total Estimated Capital Cost for Southeast Service Area Facility Plan:

Base Engineering Services	\$ 127,365
Allowance for Model Calibration	\$ 35,000
Total Estimated Project Cost	\$ 162,365

Recommendation

Staff recommends Commission approval to enter into an agreement with Donohue & Associates to provide engineering services for the Southeast Service Area Facility Plan in the amount of \$162,365 and a contingency of \$16,300 to be administered under the authority of the Executive Director for a total amount of \$178,665.

Commission Action

Request Commission approval to enter into an agreement with Donohue & Associates to provide engineering services for the Southeast Service Area Facility Plan in the amount of \$162,365 and a contingency of \$16,300 to be administered under the authority of the Executive Director for a total amount of \$178,665.

Attachment: Donohue & Associates Engineering Services Agreement

PROFESSIONAL SERVICES AGREEMENT

This Professional Services Agreement (and all exhibits or other documents attached to or referenced herein, each of which is incorporated in its entirety by this reference) (the "Agreement") sets forth the terms and conditions of Donohue & Associates, Inc. ("Consultant") engagement to render the Services (as defined below) as consultant by and for the benefit of the Green Bay Metropolitan Sewerage District ("GBMSD") effective as of August 31, 2026.

1. SCOPE OF ENGAGEMENT.

GBMSD engages Consultant to provide, and Consultant shall make available and deliver to GBMSD, Consultant's services as described in and required by this Agreement. Consultant represents and warrants to GBMSD that it is a Consulting Engineering firm with reasonably sufficient training, experience, and qualifications to serve as a consultant to GBMSD.

Consultant shall provide Professional Engineering services related to collection system engineering services as set forth in the attached Exhibits A1 and A2 including such related activities associated with this work, to GBMSD.

Notwithstanding anything in this Agreement to the contrary, Consultant shall not be authorized or required to execute or deliver certifications, representations and warranties, or other instruments and documents to, or for the benefit of, GBMSD or third parties. Consultant shall report directly, and exclusively, to GBMSD's Director of Technical Services and/or other designated employees of GBMSD. Consultant shall provide copies of its entire work product developed under this agreement to GBMSD except for proprietary products.

During the Term of this Agreement, Consultant shall perform work necessary to complete the duties specified in the Scope of Services, as defined above and in Exhibits A1 and A2, as requested by GBMSD (the "Services"). Consultant shall not unreasonably withhold consent to occasional requests by GBMSD to provide additional hours of service. Consultant may employ subconsultants and subcontractors to assist in performance of the Services, subject to written approval by GBMSD.

Throughout the Term and any renewal or extension thereof, Consultant shall perform the Services with the degree of skill, care, and diligence exercised by members of Consultant's profession performing the same or similar Services at the time said services are performed. Consultant will re-perform any services not meeting this standard without additional compensation and will comply with all applicable federal, state, and local laws and regulations. During the performance of the Services, Consultant shall submit to GBMSD for final resolution any question, decision, or matter regarding which Consultant reasonably believes is subject to professional judgment and about which Consultant is not certain.

2. TERM OF SERVICES.

The Term of this Agreement and the Services to be provided hereunder shall commence as of the date first set forth above and continue through December 31, 2027 ("Term"); provided, however, that GBMSD shall have the option, exercisable in its discretion, to renew and extend the Term thereafter on a month-to-month basis. GBMSD shall exercise its renewal and extension option by providing written notice to Consultant on or before the end of the Term. GBMSD may terminate this Agreement and the Services at any time upon not less than thirty (30) days' advance written notice to Consultant. GBMSD shall pay Consultant all compensation due hereunder, and Consultant shall provide the Services through the effective date of any termination.

This Agreement and the Services to be provided hereunder may be terminated by either party if the other party materially defaults under any term or condition of this Agreement and the default remains uncured for a period of fifteen (15) days' following the defaulting party's receipt of written notice of such default.

GBMSD may terminate this Agreement and the Services to be provided hereunder immediately in the event of the death or total disability of Consultant.

3. COMPENSATION.

In consideration of the Services, GBMSD shall pay Consultant for time and materials as shown in Exhibits B1 and B2 within thirty (30) days upon receipt of monthly invoices. The total amount of Consultant's Services and reasonable expenses shall not exceed a total of \$162,365 without prior written authorization from GBMSD. Reimbursable expenses shall be paid at cost.

4. PAYMENTS.

Monthly, during the Term, Consultant shall submit to GBMSD detailed records of its time spent providing the Services to GBMSD, together with detailed records of reimbursable out-of-pocket expenses such that GBMSD can calculate and pay the Hourly Fee and the Reimbursable Expenses. Consultant's records shall identify the particular dates and duration of Services performed during the preceding determination period. Consultant shall retain, and make available to GBMSD upon written request, detailed records of its out-of-pocket expenses incurred on behalf of GBMSD and submitted for reimbursement hereunder. GBMSD shall make payment to Consultant for the Hourly Fee and Reimbursable Expenses within thirty (30) days of receipt of an acceptable invoice from Consultant, for the Term of this Agreement.

Consultant shall be responsible for and pay all payrolls, employment, and other taxes and governmental obligations arising from the compensation and fees paid by GBMSD to Consultant hereunder.

5. CONFIDENTIAL INFORMATION.

Consultant agrees that any and all information relating to GBMSD's business operations including, without limitation: (a) know-how, inventions, ideas, product information, and trade secrets; (b) financial and pricing information; (c) customer and supplier identities and information; and (d) information relating to GBMSD's past, present, and future sales; marketing and research and development activities that may be imparted to, or in any way obtained directly or indirectly by Consultant through GBMSD; and the results of Consultant's performance of the Services pursuant to this Agreement, shall be maintained confidential information and secret. Confidential information as used herein shall not include, and Consultant may disclose in its discretion, information that is generally known to the public, information legally required to be disclosed pursuant to judicial order or other legal proceedings, information required by applicable law or regulations to be disclosed to governmental authorities, or information that is lawfully disclosed to Consultant by a third party not subject to this Agreement. Confidential information obtained by Consultant shall not be used for the benefit of or disclosed to others, except to duly authorized persons employed or retained by GBMSD, without prior written consent and approval of GBMSD. Upon termination or expiration of this Agreement, Consultant shall return to GBMSD all written or descriptive matter (whether in paper or electronic form) that contains confidential information. The obligations imposed on Consultant by this Section 5 shall survive the termination or expiration of this Agreement and its Services for a period of two (2) years thereafter.

6. INDEMNIFICATION; INSURANCE.

Consultant, for itself and on behalf of its subconsultants and subcontractors, and GBMSD hereby indemnifies and holds the other harmless from and against any and all claims, actions, damages, liability, loss and expense (including reasonable attorneys' fees) suffered in connection with any loss of life, personal injury and/or other damages to property to the proportionate extent arising from or out of: (i) breach of or

nonperformance under this Agreement by the party; and (ii) negligent acts or omissions or intentional misconduct by the party. Any indemnified amount payable hereunder by either party to the other shall be net of insurance proceeds, if any, actually received by the indemnified party and pertaining to the indemnified claim. Except for the foregoing indemnification, GBMSD shall not be liable to Consultant, and Consultant shall not be liable to GBMSD for any incidental, consequential, special, exemplary, and punitive or other loss, cost, expense or damages in excess of actual damages.

The provisions of this Paragraph shall not waive or create estoppel of the right of GBMSD or its insurers to rely upon the limitations, defenses, and immunities provided by Wisconsin law to municipalities, including those contained in Wis. Stat. sections 893.80, 893.93, and 345.05. To the extent that indemnification may be required under this Agreement, GBMSD and its insurers shall not be liable in indemnity or contribution for an amount greater than the limits of liability allowed for municipal claims provided by Wisconsin law.

Throughout the term and any renewal or extension thereof, Consultant shall maintain the following insurance coverages: commercial general liability insurance, with a single limit of \$1 million for each occurrence and \$2 million in the aggregate; automobile liability insurance with a combined single limit of \$1 million; and professional liability insurance, with a limit of \$5 million per claim and in the aggregate.

Consultant shall provide GBMSD with a declaration showing insurance liability limits, those limits being in accordance with industry standards, prior to commencement of Consultant's work. Green Bay Metropolitan Sewerage District shall be listed as additional insured.

Consultant has the responsibility and obligation to provide workers' compensation insurance for Consultant, Consultant's employees, agents and/or sub-consultants, except for "casual employees". Consultant is responsible for health, accident, catastrophic, and other insurance, none of which is the obligation of GBMSD.

Any subconsultants or subcontractors that the Consultant utilizes shall carry the same minimum insurance unless otherwise approved by the Consultant and GBMSD. Upon request, a certificate of insurance will be provided to GBMSD.

7. PROPRIETARY RIGHTS, ASSIGNMENT.

The term "Business Ideas" means all ideas, designs, modifications, formulations, specifications, concepts, know-how, trade secrets, discoveries, inventions, data, software, developments and copyrightable works, whether or not patentable or registrable, which Consultant originates or develops, either alone or jointly with others while Consultant is engaged by GBMSD, and which are: (i) related to any business known to Consultant to be engaged in or contemplated by GBMSD; (ii) originated or developed during Consultant's performance of the Services; or (iii) originated or developed in whole or in part using materials, labor, facilities, or equipment furnished by GBMSD in connection with the Services. GBMSD will own, and Consultant hereby assigns to GBMSD and agrees to assign to GBMSD in the future, all rights in all Business Ideas that Consultant originates or develops either alone or working with others while Consultant is engaged with GBMSD. All Business Ideas that are or form the basis for copyrightable works are hereby assigned to GBMSD and/or shall be assigned to GBMSD or shall be considered "works for hire" as that term is defined by U.S. Copyright Law. Notwithstanding anything in this Agreement to the contrary, GBMSD shall not acquire any right, title, license, or interest in or to any intellectual property or proprietary or confidential information of Consultant that: (i) existed prior to the effective date of this Agreement, or (ii) is not directly created as a Business Idea hereunder as a result of GBMSD's engagement of Consultant hereunder.

GBMSD agrees to indemnify Consultant and Consultant's officers, employees, subcontractors, and affiliated corporations from all claims, damages, losses, and costs, including, but not limited to, litigation expenses and attorney's fees arising out of or related to the unauthorized reuse, change or alteration of these PROJECT documents.

8. FREEDOM TO PROVIDE SERVICES.

Consultant represents and warrants that it is under no present obligations or restrictions, nor will it assume any obligation or restrictions, that will conflict with or prevent GBMSD from engaging Consultant to perform any of the Services required by this Agreement.

9. ASSIGNMENTS, AMENDMENTS, SUCCESSION AND WAIVERS.

Neither party may assign this Agreement or any interest herein (except that either party may assign this Agreement to any of its parent, subsidiary (ies) or affiliated entities or to a purchaser of substantially all of the assets or voting stock (or other securities)) without first obtaining the express written consent of the other party. This Agreement may not be amended or supplemented except by written agreement signed by each of the parties. This Agreement shall be binding upon, and shall inure to the benefit of, the parties and their successors and permitted assigns. No express or implied waiver, or any prior breach of or default under this Agreement, shall constitute a waiver of any subsequent breach or default hereof, and no waiver shall be implied thereby.

10. ENTIRE UNDERSTANDING.

This Agreement expresses the entire understanding between Consultant and GBMSD with respect to the subject matter hereof, including without limitation, Consultant's delivery of the Services to GBMSD.

11. INDEPENDENT CONTRACTORS.

Each party to this Agreement is, and shall at all times during the Term remain, an independent business acting exclusively as an independent contractor. Neither party shall be deemed or construed to be partners, joint venturers, principal and agent, employer/employee or anything but independent contractors. Neither party shall have the power or authority to bind the other, except as may be expressly set forth herein. Consultant shall not be entitled to participate in any employee benefit or welfare plan maintained from time to time by GBMSD for its employees. If Consultant is reclassified by a state or federal agency or court as an employee of GBMSD, Consultant will become a "reclassified employee" and will receive no benefits except those mandated by state or federal law, even if by the terms of GBMSD's benefit plans in effect at the time of such reclassification, Consultant would otherwise be eligible for such benefits.

12. INTERPRETATION; GOVERNING LAWS.

This Agreement and any other documents made part of this Agreement shall be read together and harmonized to the greatest extent reasonably possible; provided, however, any direct conflict between the terms and conditions of this Agreement and the attached documents shall be resolved in favor of this Agreement. This Agreement shall be subject to such further written agreements, executed by the undersigned parties, as may be made during the Term of this Agreement. This Agreement shall be governed by and construed in accordance with the laws of the State of Wisconsin.

13. NOTICES.

Notice to either party shall be deemed to have been given when delivered to it in person, by fax, by e-mail, or if mailed by registered or certified mail on the third day after deposited in the mail and if delivered by delivery service with proof of delivery, on the date received provided the notice is sent to the address or fax number shown above, or at such other address or fax number as Consultant instead may from time to time designate in writing by notice to GBMSD in the same manner as herein set forth. Notice to Consultant shall be similarly delivered to Consultant's address at 3311 Weeden Creek Road, Sheboygan, WI 53081 Attention: Michael W.

Gerbitz. Notice to GBMSD shall be similarly delivered to GBMSD, at GBMSD’s principal place of business at 2231 North Quincy Street, Green Bay, Wisconsin 54302, Attention: Executive Director.

14. DISPUTE RESOLUTION; MEDIATION.

Any dispute relating to this Agreement or arising from or out of the Services shall be submitted by the parties to mediation conducted before a single mediator; provided, however, that the mediation shall be: (i) conducted on an expedited basis with a mediation within sixty (60) days following final selection of the mediator to which the matter is submitted; and (ii) the location of the mediation shall be Green Bay, Wisconsin. Each party shall bear its own costs and expenses incurred in any mediation held hereunder. If the parties remain unsuccessful in resolving the dispute, the parties may pursue any other legal remedies available to them. Any litigation arising out of any dispute relating to this Agreement shall only be filed state or federal courts located exclusively in Brown County, Wisconsin.

IN WITNESS HEREOF, the parties hereto have duly executed this Agreement effective as of the date first set forth above.

**GREEN BAY METROPOLITAN
SEWERAGE DISTRICT**

By: _____

Nathan Qualls, P.E.

Its: Executive Director

CONSULTANT

By: _____
(Signature)

By: Michael W. Gerbitz
Donohue & Associates, Inc.

Its:

Attachments: Exhibit A1: Summary of Services
Exhibit A2: Scope of Services
Exhibit B1: Compensation Summary
Exhibit B2: Compensation Details

Exhibit A1

Summary of Services

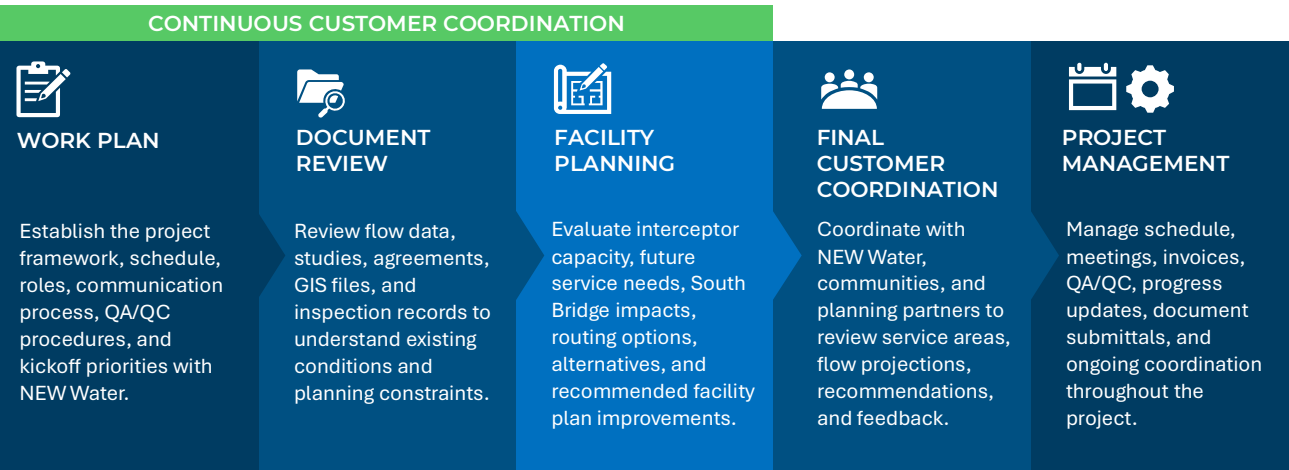
Consultant will provide collection system engineering services. The collection system engineering services will include reviewing and interpreting historical flow and precipitation data; evaluating inflow/infiltration (I/I); performing capacity assessments and flow estimates/projections (potentially using the Client's MIKE URBAN model); developing and evaluating alternatives to address collection system issues; developing cost opinions; participating in meetings and conference calls with the Client and/or its customers; documenting discussions with the Client and/or its customers; and producing documentation of these services, associated findings, and/or recommendations.

Exhibit A2 – Scope of Services

Donohue will provide planning and engineering services to support development of the Southeast Service Area Facility Plan for future wastewater service east of the Fox River. The plan will evaluate service needs, interceptor capacity, future routing and sizing, and the potential effects of the Brown County South Bridge Connector Project on NEW Water interceptor infrastructure.

The study area generally includes the Southeast Service Area shown in the RFP attachment and is bounded by the Fox River, the southerly limits of the Town of Wrightstown, and the easterly limits of the Town of Rockland. Donohue will use available information from NEW Water, Brown County, customer communities, and previous planning documents to prepare recommendations consistent with Wisconsin Administrative Code NR 110 requirements.

Work is anticipated to occur from August 30, 2026, through August 30, 2027. The following discussion and graphics outline the tasks and deliverables Donohue will provide to complete the Facility Plan.



Donohue has structured the proposed approach to efficiently deliver a facility plan that WDNR will approve and provide NEW Water with the stepwise capital plan it needs to wisely and cost-effectively accommodate growth in the Southeast Service Area.

1. Project Work Plan and Kickoff Meeting

- ✓ Prepare a work plan for the Southeast Service Area Facility Plan that summarizes the project, defines the schedule, identifies team roles, and describes communication between NEW Water and Donohue.
- ✓ Use a QA/QC form to document reviews before submittal and track how NEW Water comments are addressed.
- ✓ Conduct a kickoff meeting with NEW Water’s project team to review personnel, schedule, goals, known challenges, the work plan, and initial information needs.

Deliverables

- Project Work Plan
- Kickoff Meeting Agenda and Notes
- QA/QC Forms

2. Review of Existing Documents

REVIEW CATEGORY	WHAT IT INFORMS
Condition Assessment Information	Record drawings, GIS files, CCTV/inspection records, and condition history
Historical Flow Data	Existing flow development, wet-weather response, and model review
Historical Collection System Studies	Existing capacity, service areas, prior recommendations, and planning assumptions
Capacity Agreements	Allocations, ownership considerations, service rights, and long-term planning constraints

Condition Assessment

- ✓ Review existing plans, CCTV records, pipe and manhole inspection forms, GIS files, and other available documentation to understand the Southeast Service Area and the existing interceptor system.

Historical Flow Data

- ✓ Review permanent meter data and 2023 temporary flow monitoring data to support existing flow development and model review. 2017 temporary flow monitoring data was reviewed during the 2020 De Pere Southeast Study and will be carried forward into this project. Permanent meters include NEI-002A, MS-3, MS-3A, and MS-3B; temporary monitors include CSI-003, LNI-001, NEI-022, SEI-026, SEI-030, and SRI-004.

Historical Collection System Studies

- ✓ Review existing studies, interceptor planning documents, and prior service area reports prepared between 1994 and 2020 to understand system capacity, service areas, planning assumptions, and prior recommendations. Key references include De Pere, Ledgeview, Rockland, Wrightstown, Southern Service Area, and NEW Water interceptor planning documents.

Review additional Fox River and Ledgeview sanitary sewer planning reports to capture Swan Road Interceptor information, including design capacity and service area context.

Capacity Agreements

- ✓ Review available capacity, sewer, intergovernmental, annexation, consolidation, capacity sale, extension, and interceptor upgrade agreements to summarize allocations, ownership considerations, and long-term service obligations. Key agreements range from 1986 through 2020 and include Bellevue, De Pere, Ledgeview, Fox River Crossing, Bower Creek, SRI, Swan Road, and Charles Street references.

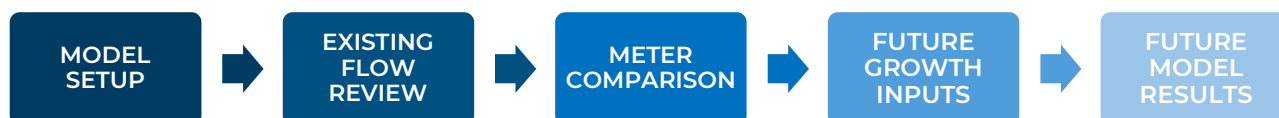
Deliverables

- Request for Information

3. Facility Planning

- ✓ Prepare the facility plan to address the South Bridge Connector Project, its potential impact on NEW Water's interceptor system, and the development expected after the project.

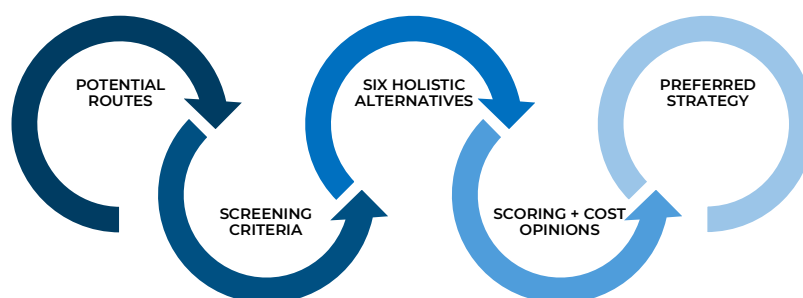
Method to Evaluate the Existing Model and Develop Future Flows



1. Use MIKE+ as the basis for hydraulic modeling unless NEW Water directs use of another platform.
 2. Isolate the Southeast Study Area from the larger MIKE+ collection system model and review whether current sewers, lift stations, and key facilities are represented.
 3. Review land use and subcatchment delineations, using customer input to verify or refine existing development conditions and update model inputs.
 4. Analyze available flow meter data, including 2023 level/velocity scattergraphs and larger rainfall events classified by estimated recurrence interval.
 5. Run the existing conditions model to establish baseline peak flows for the selected level of service and compare results with available metered flow data.
 6. Compare measured system response to model results for similar events and use conventional performance metrics to determine whether recalibration is recommended.
 7. If recalibration is not performed, NEW Water may elect to use measured flow data from a large wet-weather event in the model.
 8. Review projected future populations, land uses, and associated flows with customer communities and revise assumptions based on input received.
 9. Develop future growth inputs using DOA population values, customer community information, land use estimates, and projected future flows.
 10. Add projected future flows to the model, run future conditions scenarios, and document results.
- ✓ Recommend future interceptor routing and sizing, including a preliminary review of how customer municipalities may connect to and use the NEW Water interceptor system.
 - ✓ Review potential municipal interceptor acquisitions and recommend where acquisitions could support long-term service.
 - ✓ Evaluate downstream interceptor condition and capacity and recommend needed improvements.

Method to Develop Alternatives, Evaluate Alternatives, and Select a Strategy

1. Document existing interceptor capacities and current flow allocations.
2. Identify interceptors with available capacity and those needing improvements to serve future flows. Present findings like this in Figure 1 and the service area collection system map.
3. Summarize capacity limitations, including constraints through the SRI and the likely need for future service through the SEI and NEI systems. Potential improvements may include lining, sewer upsizing, relief sewers, pump stations, or force mains.



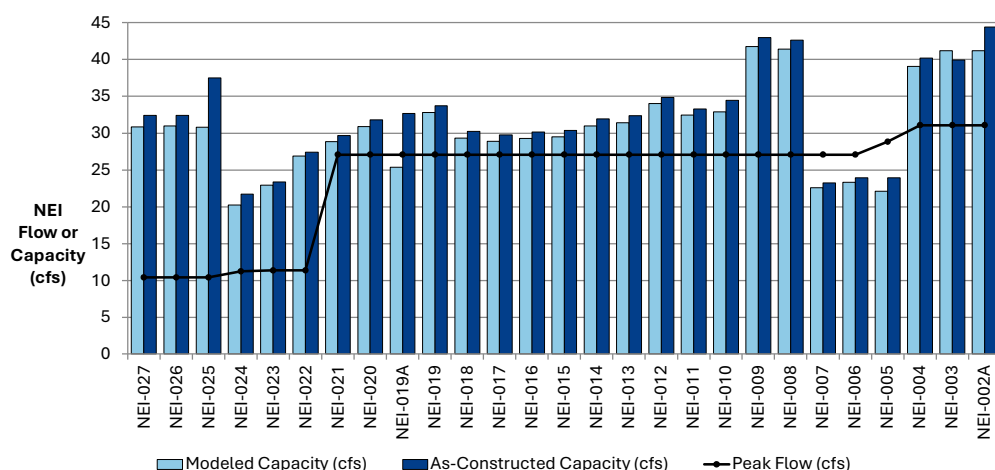


Figure 1:
Example Comparison of
Existing Capacity and
Peak or Design Flow. Data
from De Pere East Side
Basin Interceptor System
Study Report
(Donohue 2020).

4. Develop potential sewer service routes based on practical engineering constraints and cost-effective service considerations.
 - a. Consider existing interceptor elevations, ground topography, environmentally sensitive areas such as wetlands and streams, and higher-density growth areas.
 - b. Consider using existing or modified interceptors currently owned by municipal customers, such as the CODP Heritage Road interceptor.
 5. Work with NEW Water to identify alternatives projected to meet anticipated conveyance capacity needs throughout the planning horizon.
 6. Develop non-economic evaluation criteria and a scoring or rating system to compare competing alternatives.
 7. Select six holistic collection system alternatives and present them on a service area collection system map.
 8. Develop phasing strategies for each alternative using flow forecasts and collection system capacities, including recommended timing for capacity improvements.
 9. Score each alternative and develop itemized construction cost opinions to support phased capital improvement planning.
 10. Review the scoring results and phased capital plans with NEW Water to select a preferred strategy for anticipated Southeast Service Area capacity needs.
- ✓ Review the Brown County South Bridge Connector Project for potential impacts to the Southeast Service Area and NEW Water interceptors, including whether relocations may be needed before construction.
 - ✓ Prepare a facility plan consistent with Wisconsin Administrative Code NR 110 requirements that presents assessment findings, future project recommendations, and implementation triggers. Donohue will submit draft, revised draft, and final versions for review.
 - ✓ Support the WDNR facility plan submittal and review process, including responses to WDNR questions.

Deliverables

- Draft Facility Plan (NEW Water Review)
- Revised Draft Facility Plan (Customer Review)
- Final Facility Plan (WDNR Review)
- Responses to WDNR Comments
- Updated or New Files

4. Customer Coordination

- ✓ Coordinate with NEW Water customers, municipalities, and the Brown County Regional Planning Commission to support service area planning, flow projections, facility plan recommendations, and public involvement. Communities include the [1] City of De Pere, [2] Town of Ledgeview, [3] Town of Rockland, [4] Town of Wrightstown, [5] Village of Greenleaf, and [6] Village of Wrightstown.
- ✓ Use customer coordination to share project information, review and refine service areas and anticipated flows, support customer review, and incorporate appropriate feedback into the final report.
- ✓ Donohue anticipates one initial coordination meeting with each customer community to confirm service area assumptions, growth expectations, flow projections, and known infrastructure constraints. A second meeting may be held with selected communities where additional review is needed to confirm future connection points, capacity assumptions, or comments on the revised draft facility plan.
- ✓ Coordinate, attend, and present at a public hearing consistent with NR 110.09(4).

Deliverables

- Customer Meeting Plan and Log: This log will document when meetings occur and the purpose of these meetings.
- Meeting Notes: These notes will document discussions with each municipal customer.

5. Project Management

- ✓ Manage the project, monitor progress, administer the work, prepare for and attend progress meetings with NEW Water, and complete QA/QC activities. Prepare meeting agendas at least 48 hours before each meeting and meeting minutes within one week after each meeting.
- ✓ Conduct monthly virtual progress meetings to review project status.
- ✓ Submit monthly invoices with status by task, percent complete, personnel hours and rates, review needs, scope or budget changes, and updated schedule.
- ✓ Submit draft reports in Word format with supporting documentation, QA/QC forms, and electronic copies of draft and final documents for NEW Water use.
- ✓ Identify the types of meetings, field inspections, and other coordination activities needed to complete the work.

Joe Holzwart and Sandy Kimmler have a lot of familiarity with and experience inside the study area. See Figure 2. This background will enhance our efficiency.

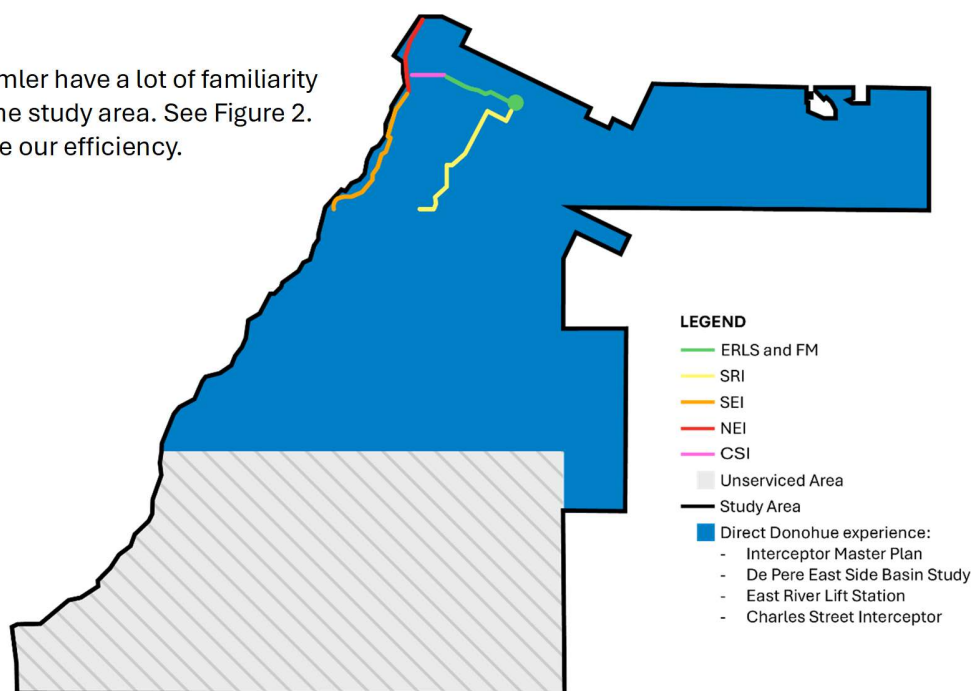


Figure 2: Donohue experience inside the Southeast Service Area.

Exhibit B1 - Compensation Summary

Southeast Service Area Facility Planning NEW Water (Green Bay Metropolitan Sewerage District)

Base Services (See Exhibit B2)	\$127,365
Allowances ¹	
Recalibrate the MIKE+ model (Study Area Only)	\$35,000
Total Compensation	\$162,365

- 1 Consultant shall [1] provide a proposed Scope of Services and fee to GBMSD and [2] receive written GBMSD approval. Consultant will only be paid for GBMSD-approved amounts.

Exhibit B2: Compensation Details**Project Name: Southeast Service Area Facility Planning****Client Name: NEW Water****Date: July 29, 2026****Levels of Effort (Hours) by Task**

	Project Roles	Client Team	Technical	QA/QC	Project	Community &	Interceptor	Interceptor
		Lead	Advisor		Manager	Stakeholder	Flows &	Flows &
						Engagement	Routing	Routing
	Team Members	Gerbitz	Safford	Kimmier	Holzward	Buckingham	Bgrunwald	Winter
100 Project Work Plan & Kickoff Meeting								
105	Project Work Plan				8			
110	Kickoff Meeting ¹	2			8	2	2	
Totals		2	0	0	16	2	2	0
200 Review of Existing Documents								
205	Record Drawing & Condition Review						16	16
210	Historical Flow Data		8				72	
215	Historical Collection System Studies						32	
220	Capacity Agreements						30	
Totals		0	8	0	0	0	150	16
300 Facility Planning								
305	Model Refinement		8				16	
310	Compare Modeled Flows to Metered Flows						36	
315	Develop Future Flows		8				40	
320	Alternatives & Rounting Analysis			20			40	40
325	Review Southbridge Connector Impacts to Existing System							16
330	Draft Facility Plan (NEW Water Review)			20			20	20
335	Revised Draft Facility Plan (Customer Review)			8			8	
340	Final Facility Plan (WDNR Review)			8			8	
345	Respond to WDNR Comments			8			8	
350	Final Facility Plan			8			8	
Totals		0	16	0	72	0	184	76
400 Customer Coordination								
405	Customer Coordination - Initial ²				12	48		
410	Customer Coordination - Email & Phone Correspondence as needed ³					20		
415	Customer Coordination - Review Facility Plan ⁴				10	25		
420	Public Hearing				6	22		
Totals		0	0	0	28	115	0	0
500 Project Management								
505	Project Monitoring & Administration				6			
510	Monthly Progress Meetings				24			
515	QA/QC			16				
Totals		0	0	16	30	0	0	0
Total Hours All Phases		2	24	16	146	117	336	92

Labor Fee Summary by Phase

	Project Roles	Client Team Lead	Technical Advisor	QA/QC	Project Manager	Community & Stakeholder Engagement	Interceptor Flows & Routing	Interceptor Flows & Routing
	Team Members	Gerbitz	Safford	Kimmier	Holzward	Buckingham	Bgrunwald	Winter
	Hourly Labor Charge-Out Rates	\$295	\$220	\$205	\$205	\$165	\$165	\$145
Project Work Plan & Kickoff Meeting		\$590	\$0	\$0	\$3,280	\$330	\$330	\$0
Review of Existing Documents		\$0	\$1,760	\$0	\$0	\$0	\$24,750	\$2,320
Facility Planning		\$0	\$3,520	\$0	\$14,760	\$0	\$30,360	\$11,020
Customer Coordination		\$0	\$0	\$0	\$5,740	\$18,975	\$0	\$0
Project Management		\$0	\$0	\$3,280	\$6,150	\$0	\$0	\$0
Totals		\$590	\$5,280	\$3,280	\$29,930	\$19,305	\$55,440	\$13,340

Labor Fees and Expenses by Task

Total Hours	Labor Fee	Travel Expenses	Totals
8	\$1,640		\$1,640
14	\$2,890		\$2,890
22	\$4,530	\$0	\$4,530

Total Hours	Labor Fee	Travel Expenses	Totals
32	\$4,960		\$4,960
80	\$13,640		\$13,640
32	\$5,280		\$5,280
30	\$4,950		\$4,950
174	\$28,830	\$0	\$28,830

Total Hours	Labor Fee	Travel Expenses	Totals
24	\$4,400		\$4,400
36	\$5,940		\$5,940
48	\$8,360		\$8,360
100	\$16,500		\$16,500
16	\$2,320		\$2,320
60	\$10,300		\$10,300
16	\$2,960		\$2,960
16	\$2,960		\$2,960
16	\$2,960		\$2,960
16	\$2,960		\$2,960
348	\$59,660	\$0	\$59,660

Total Hours	Labor Fee	Travel Expenses	Totals
60	\$10,380		\$10,380
20	\$3,300		\$3,300
35	\$6,175		\$6,175
28	\$4,860	\$200	\$5,060
143	\$24,715	\$200	\$24,915

Total Hours	Labor Fee	Travel Expenses	Totals
6	\$1,230		\$1,230
24	\$4,920		\$4,920
16	\$3,280		\$3,280
46	\$9,430	\$0	\$9,430

Total Labor Hours and Fee Summary

Labor Hours	Labor Fee	Total Fee
22	\$4,530	\$4,530
174	\$28,830	\$28,830
348	\$59,660	\$59,660
143	\$24,715	\$24,915
46	\$9,430	\$9,430
733	\$127,165	\$127,365

Footnotes

- 1 Virtual meeting
- 2 Six virtual meetings planned. One meeting held per customer.
- 3 Assume five customers require coordination at four hours per customer. Meetings will be virtual.
- 4 Assume five virtual customer meetings. One meeting held per customer.

Memorandum

TO: Commission
Nathan Qualls

FROM: Lisa Sarau

DATE: August 13, 2026

SUBJECT: Sewer Plan Approval

Background

The Village of Pulaski has submitted a request for approval of a sanitary sewer plan. A location map is attached. The request includes the following:

Village of Pulaski Sanitary Sewer Plan Project #3225-00-20 – Crest Estates First Addition: GBMSD Request #2026-25. The Village of Pulaski project is intended to serve 8 acres of residential development. The ultimate service area for the proposed sewer is 39 acres of residential development. Flow from the development will be tributary to the Bayview Interceptor, which is consistent with NEW Water's planning documents.

Recommendation

Staff recommends Commission approval of the Village of Pulaski plan for the proposed sewers to serve land located within the NEW Water service area. This approval is subject to favorable recommendations from Brown County Planning and final approval by the WDNR.

Commission Action

Request Commission approval of the Village of Pulaski sewer plan.

Attachments

1. THE CONTRACTOR SHALL NOTIFY THE ARCHITECT/ENGINEER IMMEDIATELY OF ANY DISCREPANCIES BETWEEN CONSTRUCTION DOCUMENTS AND ACTUAL FIELD CONDITIONS.
2. THE CONTRACTOR SHALL NOTIFY THE ARCHITECT/ENGINEER IMMEDIATELY OF ANY CERTAIN UTILITY COMPANIES FIELD LOCATIONS. THE INSTALLATIONS A MINIMUM OF TWO (2) FULL WORKING DAYS NOTICE ARE REQUIRED FOR A FIELD LOCATION.
3. THE CONTRACTOR SHALL EXAMINE THE PLANS AND SPECIFICATIONS, VISIT THE SITE OF THE WORK AND INFORM HIMSELF OF ALL APPLICABLE ORDINANCES, RULES AND REGULATIONS, AND ALL OTHER PERTINENT ITEMS WHICH MAY AFFECT THE COST AND TIME OF COMPLETION OF THIS PROJECT BEFORE SUBMITTING A PROPOSAL.
4. THE CONTRACTOR SHALL BE RESPONSIBLE TO OBTAIN ALL NECESSARY PERMITS FOR THE PROPER BRACING, SHORINGS AND OTHER REQUIRED PROTECTION OF ALL ROADWAYS, STRUCTURES, POLES, CABLES AND PIPE LINES. BEFORE CONSTRUCTION BEGINS, HE SHALL BE RESPONSIBLE FOR ANY DAMAGE TO THE STREETS OR ROADWAYS AND ASSOCIATED STRUCTURES. THE CONTRACTOR SHALL BE RESPONSIBLE FOR ANY DAMAGE TO THE STREETS OR ROADWAYS AND ASSOCIATED STRUCTURES. NO HOLES ARE TO BE LEFT OPEN IN THE PAVEMENT OR PARKWAY OVER A HOLIDAY, WEEKEND, OR AFTER 3 P.M. ON THE DAY PRECEDING A HOLIDAY OR WEEKEND, OR ANY TIME THE EXCAVATION CANNOT BE SUPERVISED, SCHEDULED WITH SNO W REMOVAL.
5. THE CONTRACTOR SHALL RESTORE ANY AREA DISTURBED TO A CONDITION EQUAL TO OR BETTER THAN ITS ORIGINAL USE. THIS SHALL INCLUDE FINISH GRADING, ESTABLISHMENT OF A VEGETATIVE COVER (SEEDING OR SOO) AND GENERAL MAINTENANCE. CONTRACTOR SHALL NOT REMOVE OR DESTROY ANY EXISTING PROPERTY LINE BOUNDARIES, UNLESS OTHERWISE NOTED.
6. IF THE CONTRACTOR IS DAMAGED OR INJURED DURING CONSTRUCTION OF THIS PROJECT, THE PROJECT SHALL BE REPLACED BY THE CONTRACTOR.
7. ALL WORK PERFORMED SHALL BE DONE BY QUALIFIED CONTRACTORS AND SUBCONTRACTORS FAMILIAR WITH THE TYPE OF WORK TO BE DONE.
8. PERMITS AND LICENSES OF A TEMPORARY NATURE NECESSARY FOR THE PROSECUTION OF THE WORK SHALL BE SECURED AND PAID FOR BY THE CONTRACTOR. PRIOR TO SUBMITTING HIS BID, THE CONTRACTOR SHALL CALL THE ARCHITECT/ENGINEER TO DETERMINE IF ANY MATERIAL OR EQUIPMENT HE DEEMS INADEQUATE AND TO ANY ITEM OF WORK OBTAINED.
9. THE CONTRACTOR WILL HAVE IN HIS POSSESSION, ON THE JOB SITE, A COPY OF THE PLANS AND SPECIFICATIONS PRIOR TO THE START OF THE WORK.
10. BUILDING ELEVATIONS SHOWN ARE GARAGE POLE FOR ELEVATION (SEPI) AND LOWEST OCCUPIED FLOOR ELEVATION (LOE).



TYCORE BUILT

445 CARDINAL LANE, SUITE 102
GREEN BAY, WISCONSIN 54313

VICINITY MAP



ABBREVIATIONS

ADS	ADVANCED DRAINAGE SYSTEMS, INC.
B/W	BOTTOM OF WALL
CB	TOP OF CONCRETE
CB	PRECAST CONCRETE CATCH BASIN
CCP	CORRUGATED STEEL PIPE
DX	DUSTED IRON PIPE
EP	EXISTING
FF	FRESH FLOOR
FG	FRESH GRADE
PH	PIPE HORIZONTAL
PL	FLOW LINE
HOPE	HIGH DENSITY POLYETHYLENE
INL	PRECAST CONCRETE INLET
INVERT	INVERT
MH	PRECAST CONCRETE MANHOLE
PC	TOP OF PAVEMENT
P	PORTLAND CEMENT
PR	PROPOSED
PRC	POLYVINYL CHLORIDE
REP	REINFORCED CONCRETE PIPE
R	ROOF DRAIN
SAN	SANITARY
STM	STORM DRAIN
TC	TOP OF CURB
T	TOP OF SIDEWALK
T/W	TOP OF WALL
T/WH	TOP OF WATER MAIN
U/C	UTILITY CROSSING
V	VALVE
WM	WATER MAIN
WS	WATER SERVICE

G. B. M. S. D. PLAN APPROVAL

REQUEST NO. G.B.M.S.D. 2026-25
PROJECT NO. 32250020
EXAMINED BY J. Fischer DATE 8/4/26
APPROVED BY G.B.M.S.D. COMMISSION
ACTION NO. _____ DATE _____

INDEX OF DRAWINGS

T	Title Sheet
C1.0	Existing Site Conditions
C1.1	SWPPP
C2.0	Site Layout Plan
C3.0	Overall Grading Plan
C3.1	Grading Plan-West
C3.2	Grading Plan-East & Intersection Details
C4.0	Overall Utility Plan
C4.1	Plan & Profile-Pulman Drive
C4.2	Plan & Profile-Henry Knox Way
C4.3	Plan & Profile-S.G. Storm Bypass (Sta 600 thru 604)
C4.4	Plan & Profile-S.G. Storm Bypass (Sta 604-75 thru 605)
C5.0	Erosion Control Plan
C6.0-C6.2	Details
C7.0	Cross Sections-Pulman Drive
C7.1	Cross Sections-Pulman Drive & Henry Knox Way
NA	Post

PROJECT CONTACTS

Civil Engineer

Larson Engineering, Inc.
2801 E. Enterprise Ave. Suite 200
Appleton, WI 54913-7889
Contact: Sandra L. McClaine, P.E.
Tel: 920-734-9867 Ext. 3115

Surveyor:

TNT Professional Land Surveyors
2165 S. Broadway Street
Green Bay, WI 54304
Contact: James R. Seihoff, PLS
Tel: 920-406-1477 Ext. 1

Owner/Developer

Tycore Buil
445 Cardinal Lane, Suite 102
Green Bay, WI 54313
Contact: Alex Ryczek
Tel: 920-617-8155

Surveyor

TNT Professional Land Surveyors
2165 S. Broadway Street
Green Bay, WI 54304
Contact: James R. Sehioloff, PLS
Tel: 920-406-1477 Ext. 1

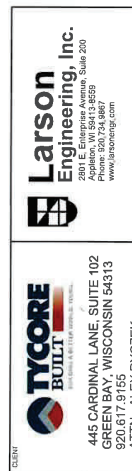
UTILITY CONTACTS

WE Energies (Gas/Elec)
800 S Lyndale Ave
Appleton, WI 54913
Contact: Chris Anderson
Tel: 920-380-3802

NSIGHT
450 Security Boulevard
Green Bay, WI 54313
Tel: 920-370-5971

Wisconsin Public Service (Elec/Gas)
P.O. Box 18001
Green Bay, WI 54307-9001

Village of Pulaski
585 E. Glenbrook Drive
Pulaski, WI 54162
Contact: Joel Van Lannen
Tel: 920-822-8618



**ACCREST ESTATES
FIRST ADDITION**
UTILITY AND ROADWAY
CONSTRUCTION
PULASKI, WISCONSIN



Revision Schedule		
No.	Date	Description
1	07/14/2026	IFC

Project#: 32250020

Drawn by: SLM

Checked by: SEIK

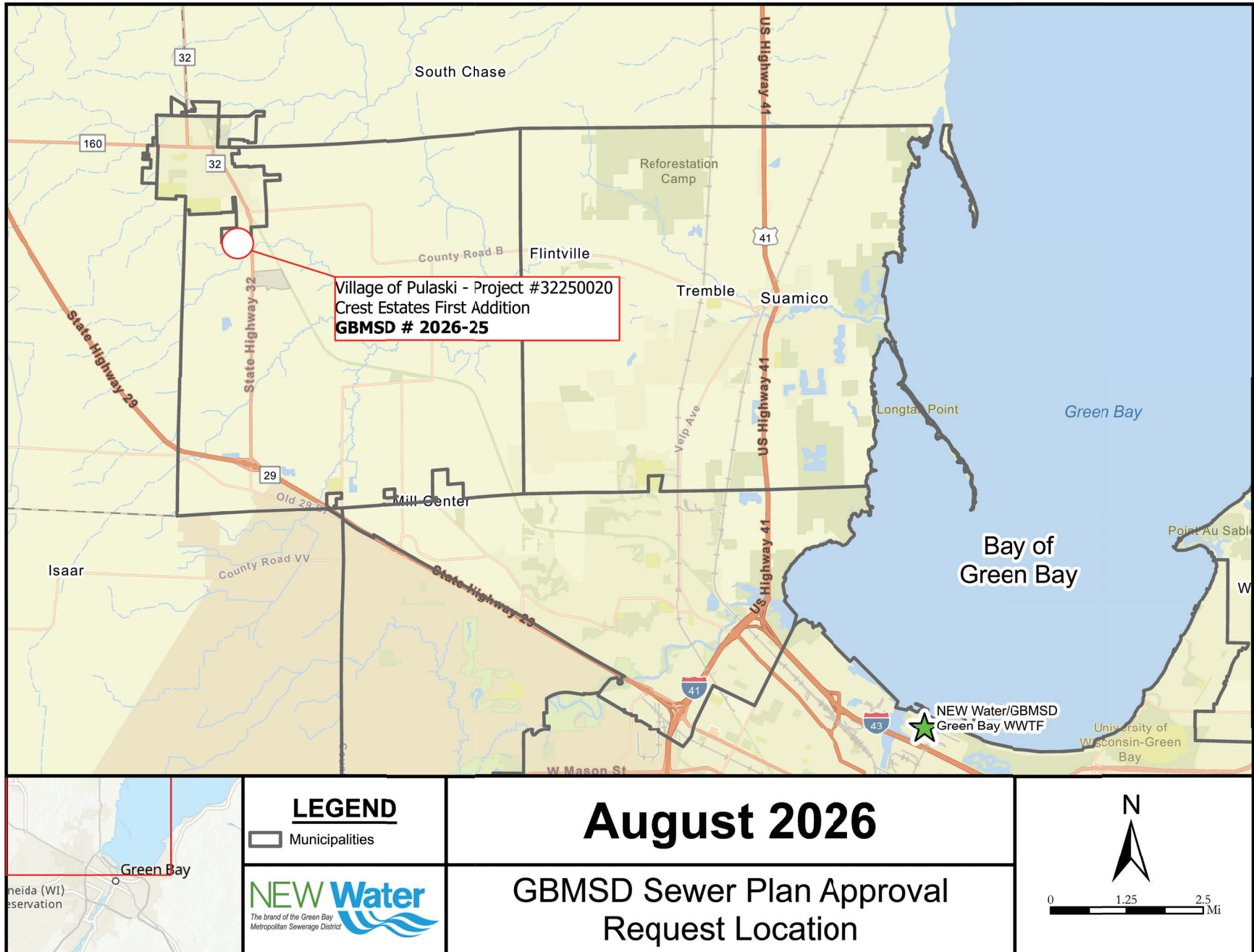
Sheet Title:

TITLE SHEET

T



Know what's below.
Call before you dig.



Monthly Construction Progress Report

Project Name: Downtown Interceptor Renewal Project
 Project Number: 230003CO2
 Report Number: 7
 Reporting Period: May 14, 2026 to August 13, 2026
 Project Manager: Max McGuire

Contractor: Engineering & Construction Innovations (ECI)			
Contract Cost		Contract Time	
	<u>Amount</u>		<u>Date</u>
Original Contract Sum:	<u>\$16,392,987.00</u>	Original Substantial Completion:	<u>Sept 25, 2026</u>
Net Change by Change Orders:	<u>\$(447,055.00)</u>	Original Contract Completion:	<u>Oct 25, 2026</u>
Contract Sum to Date:	<u>\$15,945,932.00</u>	Revised Substantial Completion:	
Total Complete and Stored to Date:	<u>\$7,963,761.21</u>	Revised Final Completion:	
Retainage:	<u>\$796,376.12</u>	Actual Substantial Completion:	
Total Earned Less Retainage:	<u>\$7,167,385.09</u>	Contract Milestones	
Previous Payments:	<u>\$5,818,763.89</u>	Do milestones apply?	No
Balance to Finish with Retainage:	<u>\$7,982,170.79</u>	If yes, list:	

Contract Contingency

Authorized Amount: \$1,639,300

Amount Used: \$0

Work Progress

Contract Budget Spent: 36%

Contract Work Completed: 45%

Work Accomplished During Reporting Period

The contractor completed the installation of the 48-inch pipe segment. The contractor began reconnecting intermediate connections within the 48-inch segment. The contractor also began constructing forms to encase the exposed pipe segment within the S Adams Street access pit before backfilling. Significant progress was also made at the Main Street Access Pit in preparation for installation of the 60" slipline pipe.

Work Scheduled for Next Reporting Period

The contractor expects to complete final adjustments, including reconnecting existing laterals in the 48-inch segment. The installation will then be finalized by pumping grout into the annular space between the new and existing pipes. Additionally, once concrete is poured and cured around the exposed pipe, the contractor plans to begin backfilling the access pit on S Adams Street.

Outstanding Issues

The slip-line pipe for this project is being manufactured in Dubai, then shipped to the jobsite. The manufacturer has informed the contractor that shipping delays are possible due to active conflicts in that region.

Issues Resolved

None



Photo 1 – Inside the 48-inch FRP pipe installed in the East Fox River Interceptor.



Photo 2 – Main Street Access Pit after excavation and concrete removal.

Monthly Construction Progress Report

Project Name: GBF North Plant Clarifier Rehabilitation

Project Number: 18-020-CO

Report Number: 12

Reporting Period: 6/14/26 to 8/15/26

Project Manager: Robert Brown

Contractor: Lunda Construction			
Contract Cost		Contract Time	
	<u>Amount</u>		<u>Date</u>
Original Contract Sum:	\$ 34,314,529.00	Original Substantial Completion:	10/31/26
Net Change by Change Orders:	(\$ 1,297,459.65)	Original Contract Completion:	2/28/27
Contract Sum to Date:	\$ 33,017,069.35	Revised Substantial Completion:	1/24/27
Total Complete and Stored to Date:	\$ 27,801,133.67	Revised Final Completion:	NA
Retainage:	\$ 825,426.73	Contract Milestones	
Total Earned Less Retainage:	\$ 26,975,706.93	Do milestones apply?	
Previous Payments:	\$ 25,853,331.73	No	
Balance to Finish with Retainage:	\$ 7,163,737.62	If yes, list:	

Contract Contingency

Authorized Amount: \$ 3,431,500.00

Amount Used: (\$ 1,297,459.65)

Work Progress

Contract Budget Spent: 78%

Contract Work Completed: 84%

Work Accomplished During Reporting Period

Work on Final Clarifier 2 (FC #2) and Primary Clarifier 1 (PC #1) is done, and both units were returned to service upon successful completion of 7-day compliance testing. As the most recently completed systems, both are considered finished and shown as green on the attached clarifier diagram. Other recently completed systems (FC #1, FC #7, PC #2) are shown as light brown on the diagram and will require minimal corrections, while darker shaded units (FC #3, FC #5, FC #6, PC #3) will require more substantial corrective efforts before being returned to permanent service. Clarifiers shown as red on the diagram (FC #4, FC #8, PC #4) are currently out of service and under construction.

Work Scheduled for Next Reporting Period

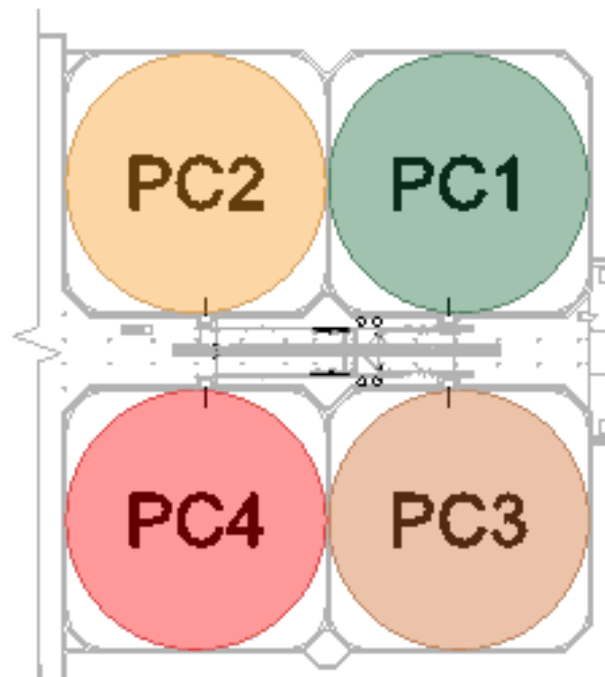
Work on FC #8 will be finished, and compliance testing is expected to start in early September. FC #4 and PC #4 are both projected for completion near the end of November. Corrective efforts on other clarifiers resulting from design revisions over the course of the project will be incorporated into the work schedule as resources permit, with the expectation that most work will be done by the end of the year. Critical repairs to the two South Plant clarifiers will be evaluated for possible inclusion as a change order to the contract.

Outstanding Issues

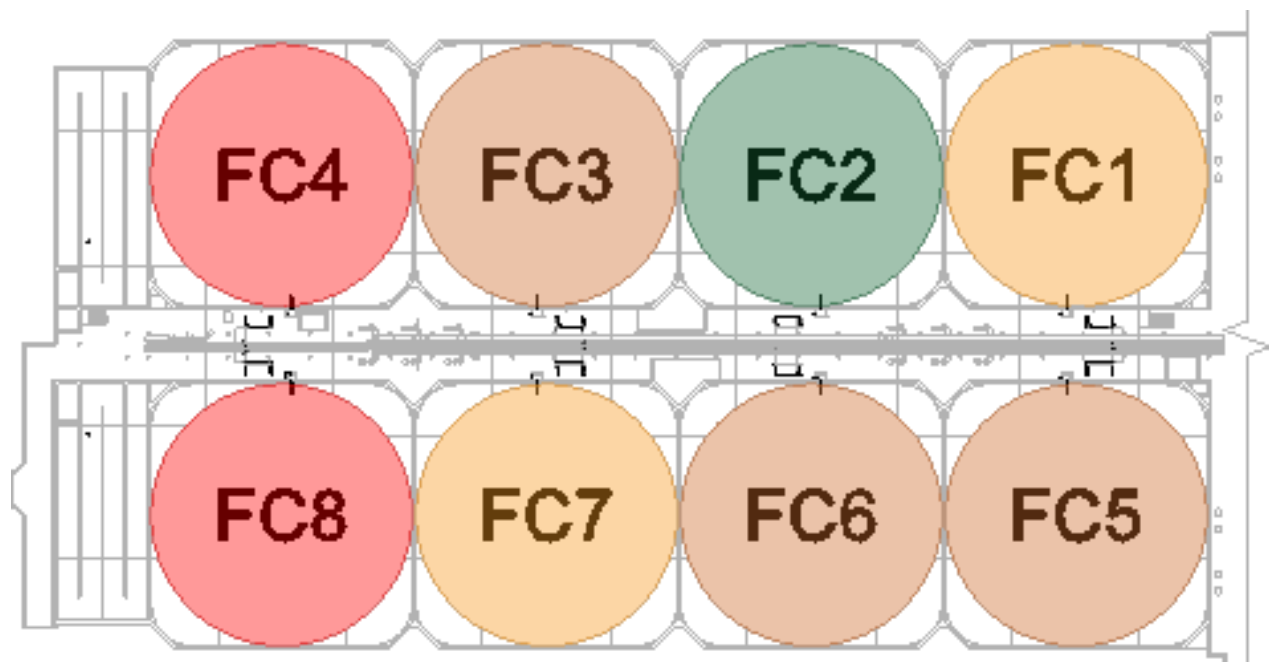
None

Issues Resolved

None



PRIMARY CLARIFIERS



FINAL CLARIFIERS



CONCRETE FLOOR REPAIR IN PC #1



NORTH BANK OF NEW PRIMARY SLUDGE/GRIT PUMPS



DEMOLITION AND WALL PREP IN FC #4



LAST CLARIFIER (PC #4) DRAINED AND PREPPED FOR DEMO

Monthly Construction Progress Report

Project Name: DPF Pumping & Headworks Project
 Project Number: 220013-CO
 Report Number: 4
 Reporting Period: 5/28/26 to 8/15/26
 Project Manager: Robert Brown

Contractor: Miron Construction			
Contract Cost		Contract Time	
	<u>Amount</u>		<u>Date</u>
Original Contract Sum:	\$ 20,135,586.00	Original Substantial Completion:	<u>9/30/2027</u>
Net Change by Change Orders:	\$ 2,841.46	Original Contract Completion:	<u>12/10/2027</u>
Contract Sum to Date:	\$ 20,138,427.46	Revised Substantial Completion:	<u>n/a</u>
Total Complete and Stored to Date:	\$ 5,242,054.23	Revised Final Completion:	<u>n/a</u>
Retainage:	\$ 262,102.71		
Total Earned Less Retainage:	\$ 4,979,951.52	Contract Milestones	
Previous Payments:	\$ 4,578,821.46	Do milestones apply?	No
Balance to Finish with Retainage:	\$ 15,559,606.00	If yes, list:	

Contract Contingency

Authorized Amount: \$ 2,014,000.00

Amount Used: \$ 2,841.46

Work Progress

Contract Budget Spent: 23%

Contract Work Completed: 26%

Work Accomplished During Reporting Period

Concrete work on the complex grit tank and channel structure continued, with the southern portion (tank and channel #2) nearing completion. Both grit buildings have been prepared for equipment installation, including electrical, structural, and fixture work. The Process Return Pump Station structure was installed and backfilled. Painting, electrical, and structural efforts in Headworks and the Pump Station advanced. MCC planning and preparation, as well as development of the controls architecture, are ongoing to address critical-path concerns. Submittal review and the execution of project documents continue.

Work Scheduled for Next Reporting Period

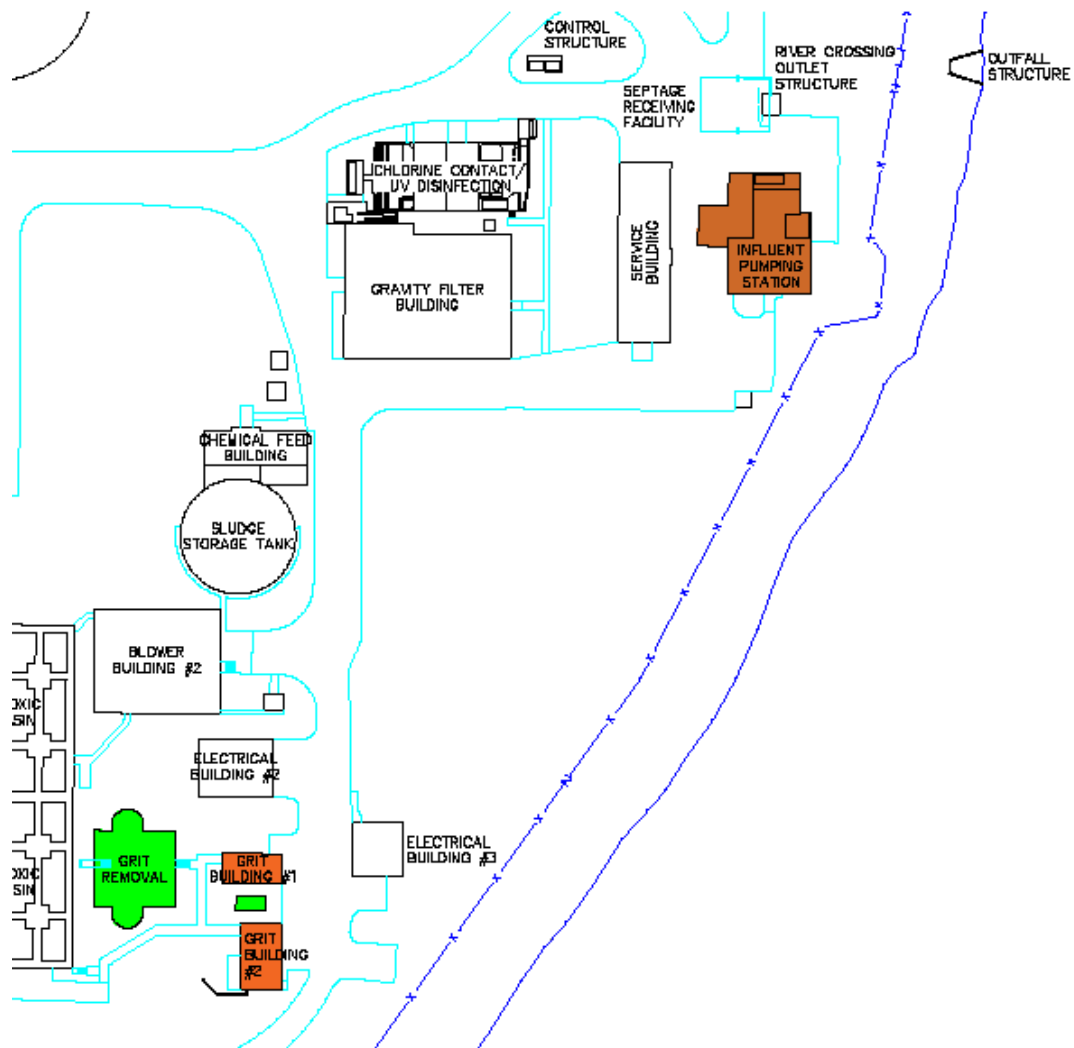
Structural work will be finished in the grit removal tanks and buildings, with subsequent installation of piping, equipment, and platforms progressing. Most work in the grit buildings should be finished in October, and electrical work will continue in all buildings. Pump Station roofing and structural work will progress, including preparation for bar screen installation. Preparation will begin for replacing pump LP-P5.

Outstanding Issues

None.

Issues Resolved

None.



PROJECT SITE MAP



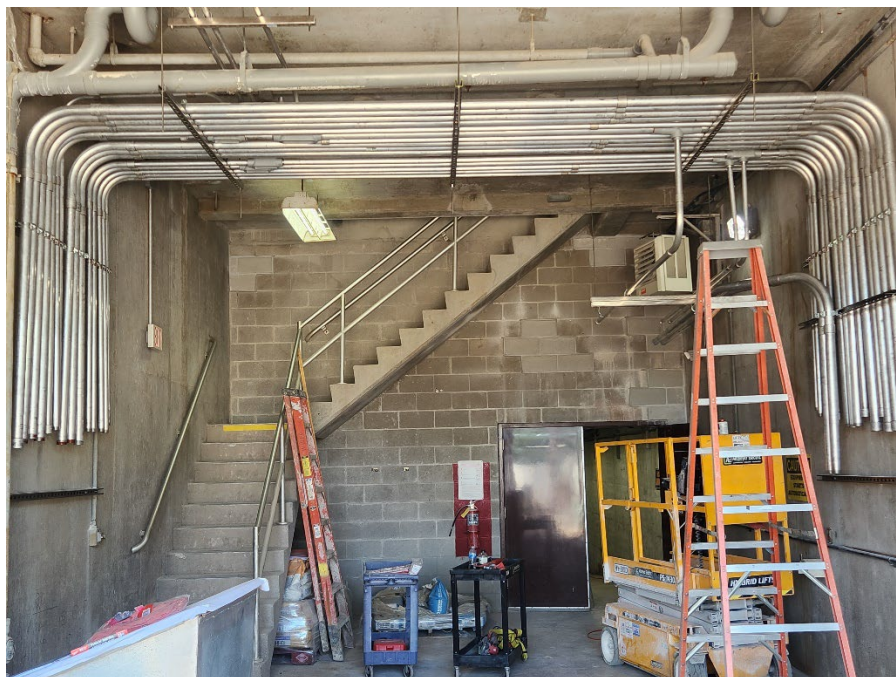
CONCRETE CONSTRUCTION OF GRIT TANKS AND CHANNELS



GRIT TANK #2 NEARING COMPLETION



PROCESS RETURN PUMPING STATION



ELECTRICAL WORK IN GRIT BUILDING #1

Memorandum

TO: Commission
Nathan Qualls

FROM: Beth Clausen

DATE: August 11, 2026

SUBJECT: Draft 2027 NEW Water Budget

Attached is the draft 2027 NEW Water budget for your consideration. The budget will be discussed at the August 26, 2026 Commission meeting. Staff will present the attached PowerPoint presentation titled “2027 Budget Workshop August 2026” to guide the discussion. The detailed draft 2027 Budget is also attached.

A brief summary of the budget shows an increase in total budgeted expenses of 10.0 percent over the 2026 budget. Proposed Operations and Maintenance (O&M) expenses have increased by 4.8 percent, and capital expenditures have increased by 15.6 percent. It is proposed to utilize \$2.7 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: increased interceptor system expenses, chemicals, and information technology and admin.

I welcome any questions or comments you have on the proposed budget. I believe it is a good representation of needed expenditures for 2027.

Attachment

Commission 2027 Draft Budget Workshop

August 26, 2026

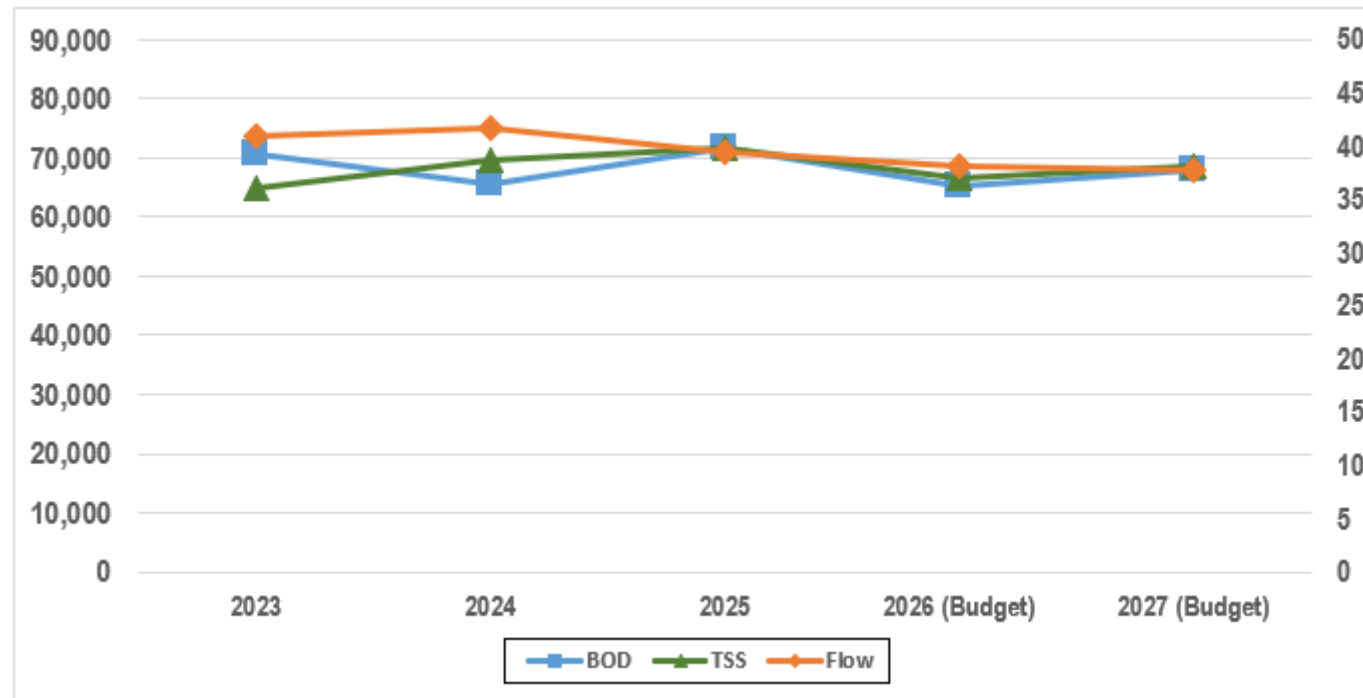
2026 Budget Update (through July)

- Overall operating revenue at 105% of budget
- Overall operating expense at 94% of budget
- Expect to finish 2026 slightly ahead of operating revenue and close to budget for operating expense
- Finished 2025 at 102% of operating revenue budget and 97% of operating expense budget

Proposed 2027 Budget

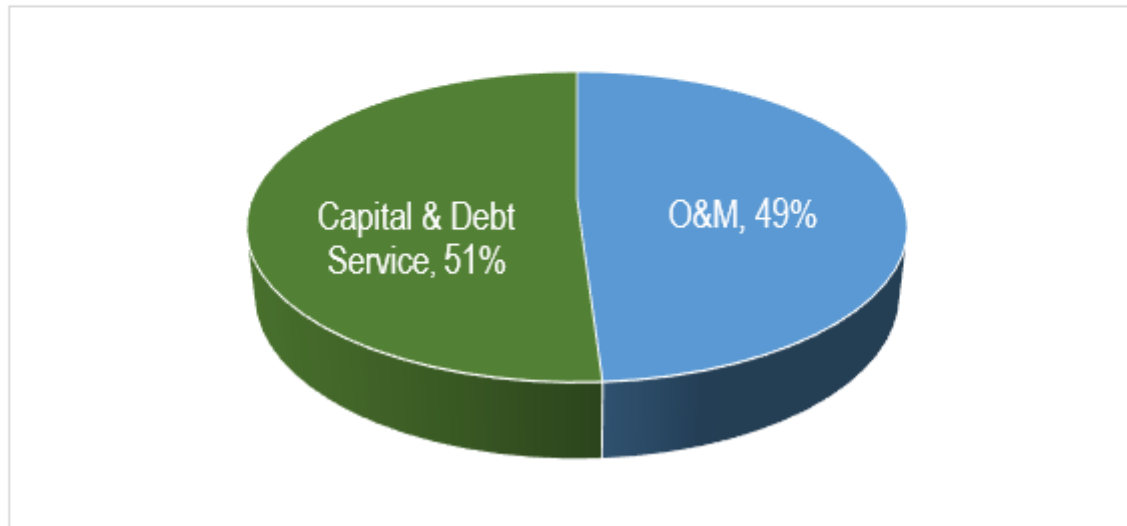


Flows and Loads



2027 Proposed Expenses

Budget Category	2026 Budget	2027 Budget	% Change
Operations & Maintenance (O&M)	\$29,622,802	\$31,033,996	4.8%
Debt Service and Annual Capital	\$27,958,990	\$32,329,536	15.6%
Total Expenses	\$57,581,792	\$63,363,532	10.0%

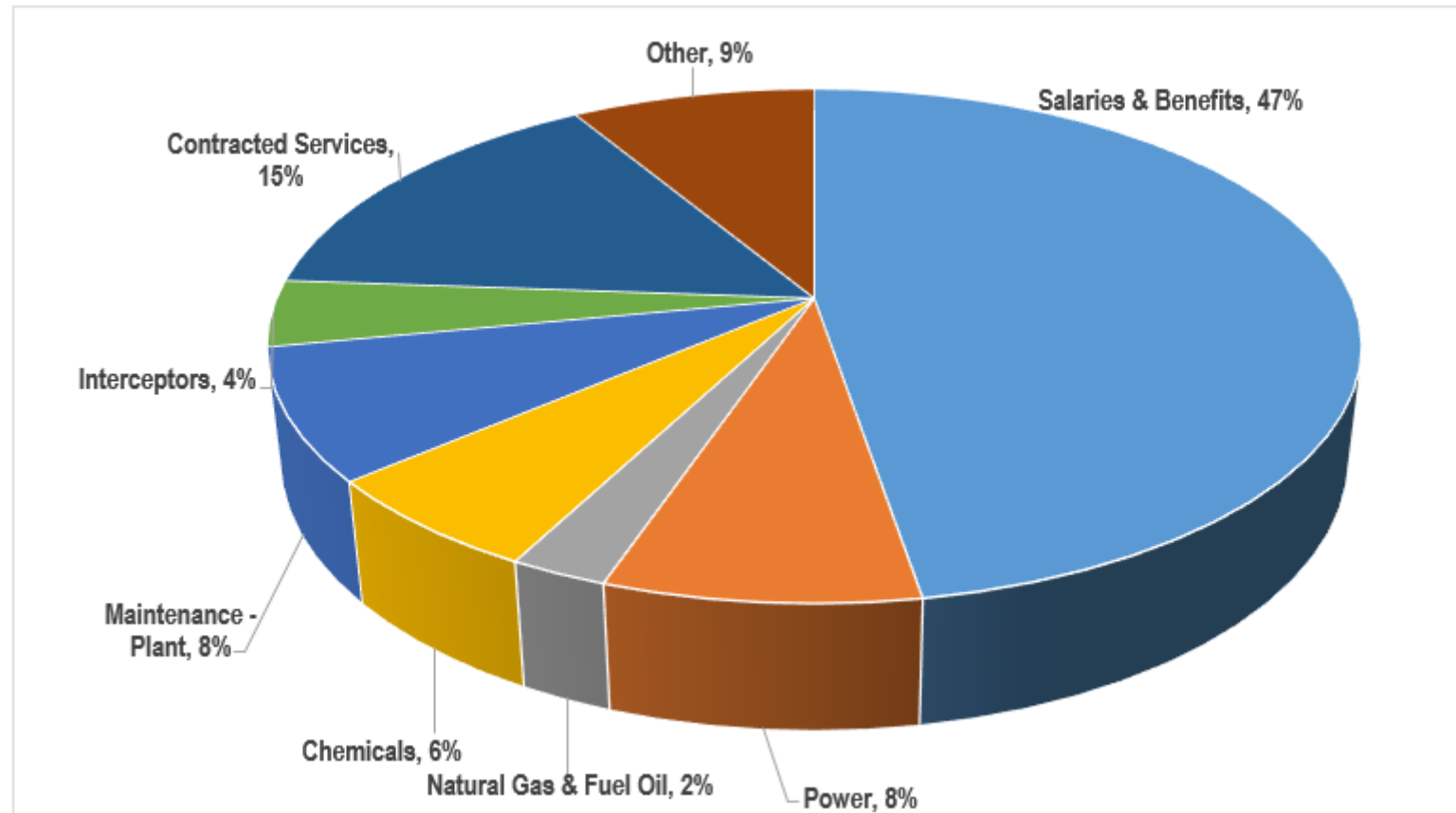


2027 O&M Expenses

Broad Categories	2026 Budget	2027 Budget	% Change
Salaries & Benefits	\$14,203,390	\$14,699,763	3.5%
Power	\$ 2,365,261	\$ 2,442,655	3.3%
Natural Gas & Fuel Oil	\$ 760,035	\$ 761,188	0.2%
Chemicals	\$ 1,712,953	\$ 1,876,831	9.6%
Maintenance - Plant	\$ 2,517,274	\$ 2,553,870	1.5%
Interceptors	\$ 893,044	\$ 1,299,275	45.5%
Contracted Services *	\$ 4,624,996	\$ 4,728,073	2.2%
Solid Waste Disposal	\$ 366,899	\$ 372,012	1.4%
Insurance	\$ 585,800	\$ 614,700	4.9%
Information Technology & Admin	\$ 1,593,151	\$ 1,685,628	5.8%
Total O&M Expenses	\$29,622,802	\$31,033,996	4.8%

* Cost offset by Grants:	\$ 136,058	\$ 126,732	-6.9%
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2027 O&M Expense Distribution



2027 Salaries & Benefits

Salary Assumption	Percentage	Note
Health Insurance Premium Increase	14.9%	
WRS Contribution Rate Increase	0.05%	From 7.2% to 7.25%
Market Adjustment to Base Wages	2.5%	Average
Merit	1.8%	Average
Annual step increase for employees in Zone 1		
Considered for employees in Zones 2 & 3		

2027 Contracted Services

Contracted Service Item*	2027 Budget	Grant Offset
Watershed Management Implementation	\$1,664K	\$127K
Legal Services	\$200K	
NR101 Fees	\$171K	
Generator Service Contact – Overhaul	\$530K	
PFAS/PFOA Testing	\$148K	

*Not a comprehensive listing.

2027 Major Capital Projects

Major Capital Project Description*	2027 CIP
DPF: Metro Pumping & Headworks Improvements	\$7.9M
GBF: Thickening Improvements	\$7.8M
GBF: Metro Pumping & Headworks Improvements	\$6.7M
East River Lift Station – Upsizing & Force Main	\$5.6M

*Not a comprehensive listing.

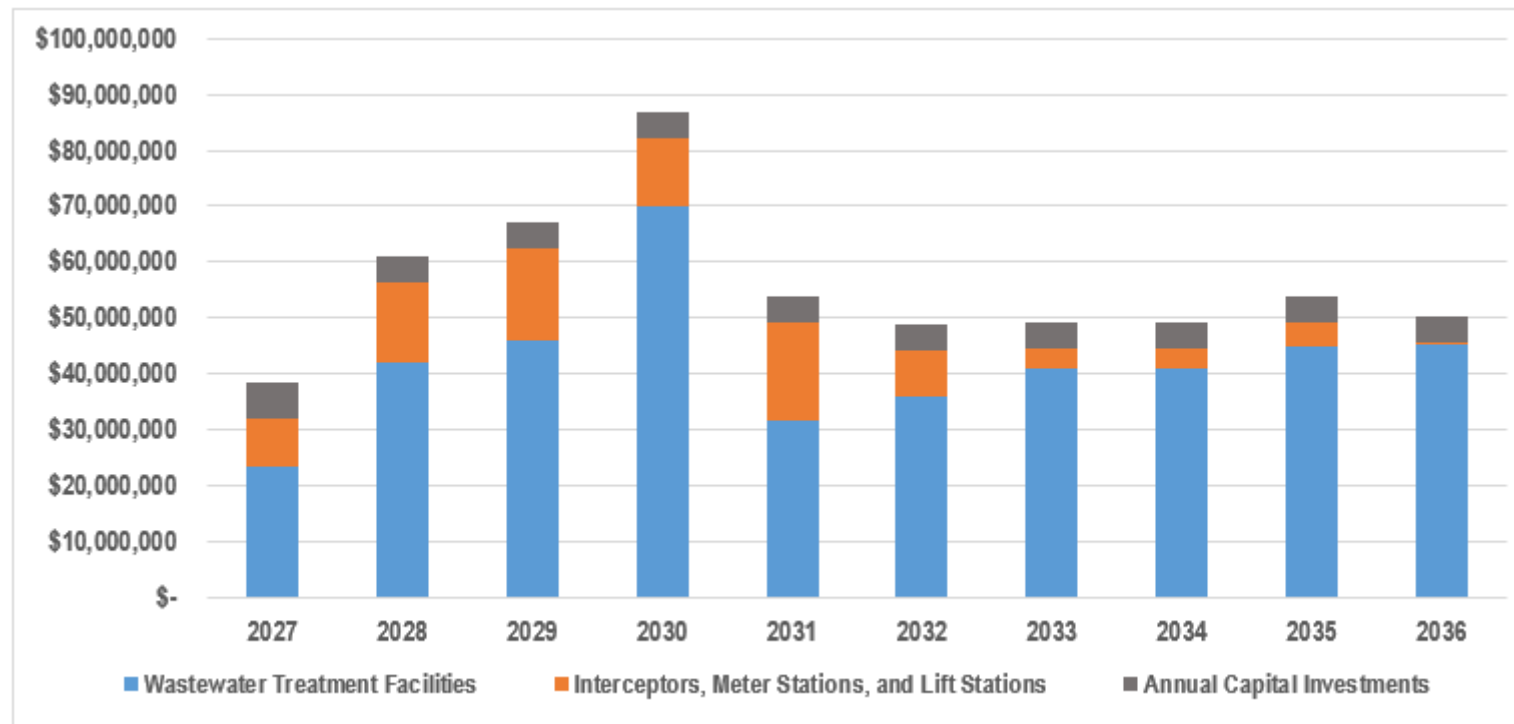
2027 Annual Capital

Annual Capital Project Description*	2027 Budget
GBF: Misc. Pumping and HSW Improvements**	\$2.0M
GBF: Hot Oil Economizer Replacement*	\$1.8M
GBF: Potable & Heating Water Loop Improvements	\$1.0M

*Not a comprehensive listing.

**\$2.7M Offset from Plant Capital Replacement Reserves (PCRR)

Proposed Long-Term Capital Projects



Capital Projects for 2028-2031

Major Capital Project Description*	2028-2031 CIP
GBF: Pumping & Headworks Improvements	\$69.2M
GBF: Disinfection	\$51.7M
Quincy Street Interceptor Improvements	\$12.0M
West Fox River Interceptor Relay and Rehabilitation	\$11.4M
GBF: Biosolids Handling and Storage Improvements	\$11.1M
DPF: Final Clarifiers & RAS Improvements	\$10.5M

*Not a comprehensive listing.

2027 Revenue

Budget Categories	2026 Budget	2027 Budget	% Change
Municipal User Fees	\$48,995,574	\$52,351,405	6.8%
Mill User Fees and Direct Charges	\$ 3,060,228	\$ 3,111,246	1.7%
Mill Capital Charges	\$ 2,417,903	\$ 2,518,926	4.2%
Other Revenues	\$ 1,287,017	\$ 1,480,130	15.0%
ICR and Debt Reserve Transfers	\$ 1,221,069	\$ 1,201,825	-1.6%
Contribution (TO)/FROM Capital Res	\$ 600,000	\$ 2,700,000	350.0%
Total Revenues	\$57,581,792	\$63,363,532	10.0%

Municipal User Fees are 83% of Total Revenues

Municipal Rate Comparison

Capital Charge included in Parameter Rate (Fully loaded rates)			
Parameter	2026 Budget	2027 Budget	% Change
Volume (1,000 gals)	\$ 1.44635	\$ 1.57979	9.2%
Biochemical Oxygen Demand (lbs)	\$ 0.61064	\$ 0.61991	1.5%
Suspended Solids (lbs)	\$ 0.61737	\$ 0.63482	2.8%
Phosphorus (lbs)	\$ 2.93279	\$ 3.15053	7.4%
Total Kjeldahl Nitrogen (lbs)	\$ 1.13171	\$ 1.16919	3.3%

Capital Charge NOT included in Parameter Rate (Billed rates)			
Parameter	2026 Budget	2027 Budget	% Change
Volume (1,000 gals)	\$ 0.79624	\$ 0.87112	9.4%
Biochemical Oxygen Demand (lbs)	\$ 0.30662	\$ 0.30293	-1.2%
Suspended Solids (lbs)	\$ 0.32105	\$ 0.32204	0.3%
Phosphorus (lbs)	\$ 1.41383	\$ 1.46650	3.7%
Total Kjeldahl Nitrogen (lbs)	\$ 0.52316	\$ 0.52388	0.1%

Capital Charge	\$ 21,292,745	\$ 25,623,949	20.34%
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Parameter rates billed to customers do not include capital charge; that is billed separately

2027 DRAFT Budget Summary

2027 DRAFT Budget Compared to 2026 Budget	Percentage
TOTAL Expenses Increased	10.0%*
Capital Expenses Increased	15.6%
O&M Expenses Increased	4.8%
Municipal User Fees Increased	6.8%
Note: A portion of the Interceptor Debt Service was offset through the use of ICR Reserves.	
*\$2.7M use of Plant Capital Replacement Reserves to stabilize rates between 5.5%-7%	

Next Steps

- Email to customers explaining rates
- All customer meeting on September 17
- One-on-One meetings for customers not able to attend the all customer meeting
- Second budget workshop on September 23
- Customer meeting(s)
- Budget hearing and adoption on December 2
- Customer notification



2027 Budget

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2027 Budget

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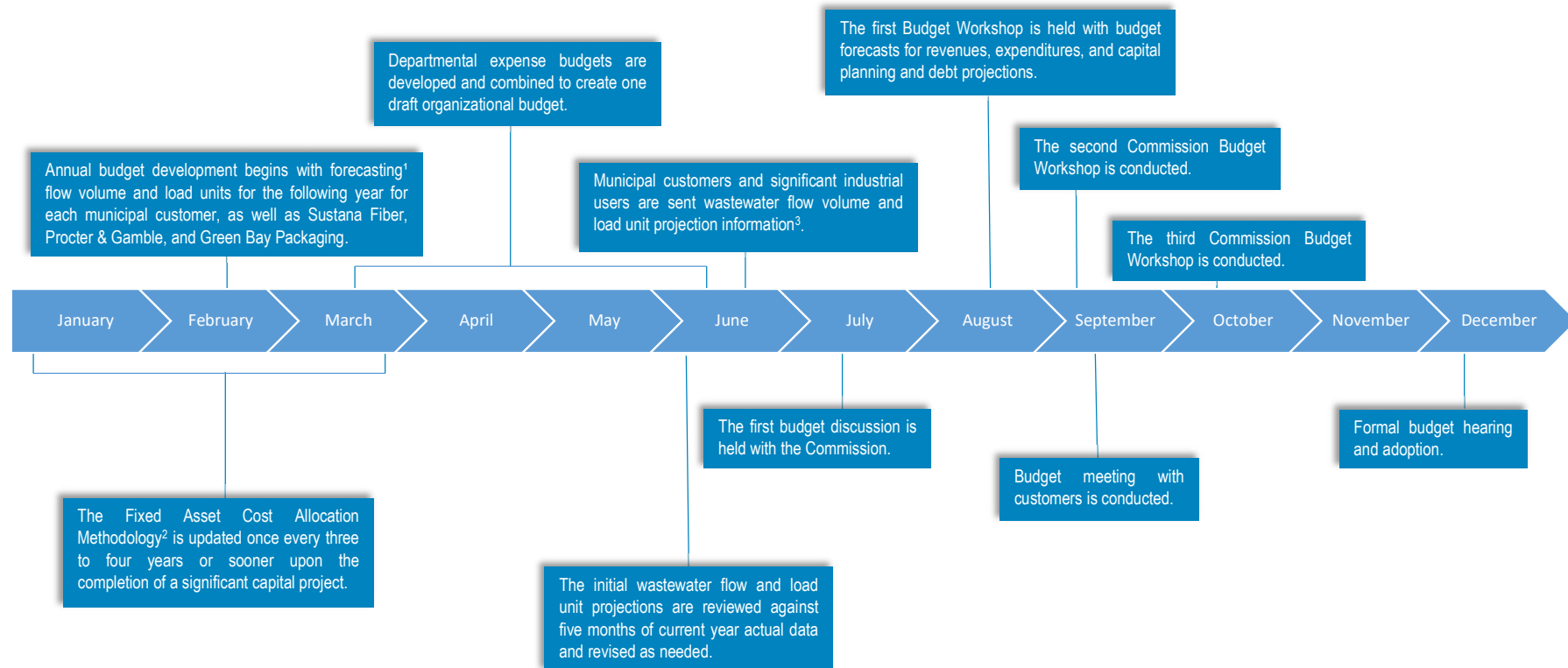
Message from the Executive Director

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.

		2025 Budget	2025 Actual	2026 Budget	2027 Budget	% of Overall Expenses	2027 Budget Favorable/ (Unfavorable) Variance	% Variance
Revenues	Municipal User Fees ¹	\$ 45,970,269	\$ 46,727,666	\$ 48,995,574	\$ 52,351,405	82.6%	\$ 3,355,830	6.8%
	P&G User Fees	1,735,887	1,524,082	1,745,631	1,680,364	2.7%	(65,267)	-3.7%
	GBP User Fees	870,820	1,195,809	963,446	1,066,401	1.7%	102,955	10.7%
	Mill Direct Allocation Charges (Year-End)	356,343	135,031	351,151	364,481	0.6%	13,330	3.8%
	P&G Capital Charges	1,191,157	1,191,157	1,363,386	1,420,350	2.2%	56,964	4.2%
	GBP Capital Charges	921,306	921,306	1,054,517	1,098,576	1.7%	44,059	4.2%
	General Reserve Interest	25,076	119,967	25,076	25,076	0.0%	-	0.0%
	Other Revenues	1,324,346	1,755,115	1,287,017	1,480,130	2.3%	193,113	15.0%
		52,395,203	\$ 53,570,133	55,785,799	\$ 59,486,783	93.9%	\$ 3,700,984	6.6%
	DEBT and ICR Reserve Transfers	1,218,864	1,218,864	1,221,069	1,201,825	1.9%	(19,244)	-1.6%
	Contribution (TO)/FROM Capital Reserve	-	(2,606,986)	600,000	2,700,000	4.3%	2,100,000	4.3%
	General Reserve Interest Offset	(25,076)	(119,967)	(25,076)	(25,076)	0.0%	0	0.0%
	Total Revenues	\$ 1,193,789	\$ (1,508,089)	\$ 1,795,993	\$ 3,876,749	6.1%	\$ 2,080,756	115.9%
Expenses		\$ 53,588,992	\$ 52,062,044	\$ 57,581,792	\$ 63,363,532	100.0%	\$ 5,781,741	10.0%
	Salaries & Benefits	13,699,999	13,177,017	14,203,390	14,699,763	23.2%	(496,373)	-3.5%
	Power	2,444,096	2,232,780	2,365,261	2,442,655	3.9%	(77,394)	-3.3%
	Contracted Services	4,032,590	3,560,098	4,437,476	4,541,714	7.2%	(104,239)	-2.3%
	Maintenance & Repairs	2,558,195	2,355,577	2,517,274	2,553,870	4.0%	(36,597)	-1.5%
	Chemicals	1,858,221	1,977,320	1,712,953	1,876,831	3.0%	(163,878)	-9.6%
	Natural Gas & Fuel Oil	719,442	826,729	760,035	761,188	1.2%	(1,154)	-0.2%
	Solid Waste Disposal	384,893	275,177	366,899	372,012	0.6%	(5,113)	-1.4%
	Interceptor System ²	771,731	370,866	893,044	1,299,275	2.1%	(406,231)	-45.5%
	Information Technology & Administrative	1,010,086	1,279,151	1,017,768	1,096,845	1.7%	(79,076)	-7.8%
	Insurance	564,569	560,615	585,800	614,700	1.0%	(28,900)	-4.9%
	Supplies	269,103	245,195	278,683	290,430	0.5%	(11,747)	-4.2%
	Employee Training & Development	193,179	161,243	190,469	191,326	0.3%	(857)	-0.4%
	Travel and Meetings	113,056	89,470	106,231	107,028	0.2%	(797)	-0.7%
	DNR Environmental Fees	192,649	173,622	187,520	186,359	0.3%	1,161	0.6%
	Total O & M Expenses	\$ 28,811,808	\$ 27,284,860	\$ 29,622,802	\$ 31,033,996	49.0%	\$ (1,411,194)	-4.8%
	Debt Service ³	20,947,184	20,947,184	22,481,490	25,569,536	40.4%	(3,088,046)	-13.7%
	Annual Capital	3,830,000	3,830,000	5,477,500	6,760,000	10.7%	(1,282,500)	-23.4%
	Total Debt Service, Annual Capital & Rate Stabilization	\$ 24,777,184	\$ 24,777,184	\$ 27,958,990	\$ 32,329,536	51.0%	\$ (4,370,546)	-15.6%
	Total Expenses	\$ 53,588,992	\$ 52,062,044	\$ 57,581,792	\$ 63,363,532	100.0%	\$ (5,781,740)	-10.0%

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 2027 reflects collection and payments for 2028 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 and Capital Fixed Charge.
	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.
	Contribution (TO)/From Capital Reserve	Collection to or designated expenses allocated for future capital projects.
Expenses	General Reserve Interest Offset	Offset of Interest Income from General Fund Accounts (unrestricted funds) other than Investment Accounts.
	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.
	Information Technology & Administrative	Publishing, Postage, Data Processing, Employee Recognition, Public Information, Telephones, Safety Shoes and Glasses, Memberships and Dues, Publications and Subscriptions, Software Licenses and Maintenance 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	2026 COS Rate (Sustana Adjusted)	2027 COS Rate (Sustana Adjusted)	2027 Budget Comparison with 2026 Adopted Budget	2027 Budget Comparison with 2026 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	\$0.79624	\$0.87112	\$0.0749	9.40%
Biochemical Oxygen Demand (LBS)	BOD	lbs	\$0.30662	\$0.30293	(\$0.0037)	-1.20%
Suspended Solids (LBS)	TSS	lbs	\$0.32105	\$0.32204	\$0.0010	0.31%
Phosphorus (LBS)	PHOS	lbs	\$1.41383	\$1.46650	\$0.0527	3.73%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	\$0.52316	\$0.52388	\$0.0007	0.14%
Total Mills (P&G and GBP) Operation and Maintenance Rate Comparison ¹						
Parameter	COS Title	Units	2026 COS Rate (Sustana Adjusted)	2027 COS Rate (Sustana Adjusted)	2027 Budget Comparison with 2026 Adopted Budget	2027 Budget Comparison with 2026 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	\$0.58192	\$0.60729	\$0.0254	4.36%
Biochemical Oxygen Demand (LBS)	BOD	lbs	\$0.30111	\$0.29749	(\$0.0036)	-1.20%
Suspended Solids (LBS)	TSS	lbs	\$0.31746	\$0.31844	\$0.0010	0.31%
Phosphorus (LBS)	PHOS	lbs	\$1.40079	\$1.45320	\$0.0524	3.74%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	\$0.51195	\$0.51268	\$0.0007	0.14%
Sustana Fiber Operation and Maintenance Rate Comparison ^{2,3}						
Parameter	COS Title	Units	2026 COS Rate (Sustana Adjusted)	2027 COS Rate (Sustana Adjusted)	2027 Budget Comparison with 2026 Adopted Budget	2027 Budget Comparison with 2026 Adopted Budget % Change
Volume (1,000 GALS)	Flow	kgals	\$0.59490	\$0.56871	(\$0.0262)	-4.40%
Biochemical Oxygen Demand (LBS)	BOD	lbs	\$0.29341	\$0.28866	(\$0.0048)	-1.62%
Suspended Solids (LBS)	TSS	lbs	\$0.30768	\$0.30735	(\$0.0003)	-0.11%
Phosphorus (LBS)	PHOS	lbs	\$1.35342	\$1.39847	\$0.0451	3.33%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	\$0.50106	\$0.49964	(\$0.0014)	-0.28%

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	4,685,624	\$ 4,081,742	9,441,600	\$ 2,860,181	9,211,704	\$ 2,966,537	218,928	\$ 321,057	1,505,052	\$ 788,471	41.11%	\$ 10,534,477	\$ 21,552,465
City of De Pere	1,367,797	1,191,516	3,464,844	1,049,619	1,405,764	452,712	19,272	28,262	247,032	129,416	10.53%	2,699,151	5,550,676
Sustana Fiber	275,000	156,395	1,345,416	388,363	549,552	168,903	18,756	26,230	133,092	66,498	3.55%	910,708	1,717,097
Village of Allouez	690,000	601,073	871,416	263,981	999,528	321,888	21,240	31,148	168,288	88,163	4.77%	1,222,202	2,528,456
Village of Ashwaubenon	1,411,863	1,229,902	3,347,136	1,013,961	2,753,220	886,647	59,040	86,582	359,760	188,472	12.70%	3,254,243	6,659,808
Village of Bellevue	763,051	664,709	1,135,056	343,847	1,016,868	327,472	25,596	37,536	210,948	110,512	5.46%	1,397,826	2,881,903
Village of Hobart	267,753	233,245	477,191	144,557	446,910	143,923	10,706	15,700	94,192	49,346	2.18%	559,604	1,146,375
Village of Howard	925,000	805,786	1,733,976	525,280	4,405,092	1,418,616	35,400	51,914	396,936	207,948	11.31%	2,898,740	5,908,284
Village of Luxemburg	112,000	97,565	20,568	6,231	26,352	8,486	2,712	3,977	10,764	5,639	0.41%	105,647	227,545
Village of Pulaski	185,665	161,737	75,468	22,862	59,436	19,141	6,408	9,397	38,652	20,249	0.82%	209,822	443,207
Village of Suamico	215,714	187,913	774,876	234,736	490,464	157,949	14,292	20,959	78,252	40,995	2.44%	626,459	1,269,012
Town of Ledgeview Sanitary District #2	222,000	193,389	361,368	109,471	391,812	126,179	10,428	15,293	90,132	47,219	1.83%	470,146	961,695
Town of Lawrence - Utility District	150,000	130,668	312,564	94,686	457,572	147,356	7,236	10,612	61,248	32,087	1.56%	400,205	815,614
Pittsfield Sanitary District	12,693	11,057	20,267	6,140	24,498	7,889	502	736	4,115	2,156	0.10%	26,583	54,561
Scott Municipal Utility	128,785	112,187	171,804	52,045	209,352	67,420	4,176	6,124	32,832	17,200	0.93%	239,425	494,401
Dyckesville Sanitary District	28,978	25,243	55,513	16,817	67,103	21,610	1,376	2,018	11,272	5,905	0.27%	68,712	140,305
Total Municipal	11,441,923	\$ 9,884,128	23,609,063	\$ 7,132,777	22,515,227	\$ 7,242,728	456,068	\$ 667,547	3,442,567	\$ 1,800,276	100%	\$ 25,623,949	\$ 52,351,405
Procter & Gamble	1,543,000	\$ 937,056	569,436	\$ 169,403	1,745,688	\$ 555,903	996	\$ 1,447	32,292	\$ 16,555	*		\$ 1,680,364
Green Bay Packaging	800,000	485,836	629,136	187,163	772,788	246,089	32,988	47,938	193,836	99,375	*		1,066,401
Total Mill	2,343,000	\$ 1,422,892	1,198,572	\$ 356,566	2,518,476	\$ 801,992	33,984	\$ 49,385	226,128	\$ 115,931			\$ 2,746,765
Grand Total													
Units	13,784,923		24,807,635		25,033,703		490,052		3,668,695				
Costs		\$ 11,307,019		\$ 7,489,343		\$ 8,044,720		\$ 716,932		\$ 1,916,207		\$ 25,623,949	\$ 55,098,170

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.

	2027 Budget	2026 Budget	2025 Actual	2024 Actual	2023 Actual
City of Green Bay	\$21,552,465	\$19,872,622	\$19,501,435	\$18,251,480	\$16,994,630
City of De Pere	5,550,676	5,191,645	5,071,922	5,754,815	5,324,817
Sustana Fiber	1,717,097	1,546,003	874,938	727,408	814,066
Village of Allouez	2,528,456	2,492,924	2,164,624	2,158,686	2,044,511
Village of Ashwaubenon	6,659,808	6,230,660	6,052,134	5,623,415	5,096,243
Village of Bellevue	2,881,903	2,765,868	2,495,795	2,468,486	2,230,461
Village of Hobart	1,146,375	1,100,185	1,011,269	961,424	938,316
Village of Howard	5,908,284	5,668,250	5,779,788	4,503,573	3,700,297
Village of Luxemburg	227,545	235,714	181,234	195,490	396,297
Village of Pulaski	443,207	410,132	375,831	317,441	289,315
Village of Suamico	1,269,012	1,151,028	1,128,536	1,054,908	992,853
Town of Ledgeview Sanitary District #2	961,695	918,530	870,933	765,904	709,302
Town of Lawrence - Utility District	815,614	746,661	714,094	741,423	773,913
Pittsfield Sanitary District	54,561	55,226	50,788	51,195	49,029
Scott Municipal Utility	494,401	473,910	420,682	422,534	411,347
Dyckesville Sanitary District	140,305	136,215	125,786	126,364	120,441
Total Municipal	\$52,351,405	\$48,995,574	\$46,819,787	\$44,124,546	\$40,885,838
Green Bay Packaging	\$1,066,401	963,446	1,195,809	1,120,835	1,992,668
Procter & Gamble	1,680,364	1,745,631	1,524,081	1,835,953	1,635,254
Total Mill	\$2,746,765	\$2,709,077	\$2,719,890	\$2,956,788	\$3,627,922
Total User Fees	\$55,098,170	\$51,704,652	\$49,539,677	\$47,081,334	\$44,513,760

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		11,441,923	23,609,063	22,515,227	456,068	3,442,567	N/A
<u>Cost of Service - Municipal</u>							
Operating Cost	\$ 26,727,456	\$ 9,884,128	\$ 7,132,777	\$ 7,242,728	\$ 667,547	\$ 1,800,276	\$ -
Capital Cost	25,623,949	\$ -	\$ -	\$ -	\$ -	\$ -	25,623,949
Total Cost	\$ 52,351,405	\$ 9,884,128	\$ 7,132,777	\$ 7,242,728	\$ 667,547	\$ 1,800,276	\$ 25,623,949
Unit Operating Cost		\$0.86385	\$0.30212	\$0.32168	\$1.46370	\$0.52295	
Unit Capital Cost		\$0.00000	\$0.00000	\$0.00000	\$0.00000	\$0.00000	
Unit Combined Cost		\$0.86385	\$0.30212	\$0.32168	\$1.46370	\$0.52295	
Sustana Adjustment		\$0.00727	\$0.00081	\$0.00036	\$0.00280	\$0.00094	
Adjusted Unit Combined Cost		\$0.87112	\$0.30293	\$0.32204	\$1.46650	\$0.52388	

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
2027	\$0.87112	\$0.30293	\$0.32204	\$1.46650	\$0.52388
2026	\$0.79608	\$0.30654	\$0.32097	\$1.41342	\$0.52300
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

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		2,343,000	1,198,572	2,518,476	33,984	226,128	N/A	N/A
Cost of Service - Total Mills								
Operating Cost	\$2,746,765	\$1,422,892	\$356,566	\$801,992	\$49,385	\$115,931	\$0	0
Capital Cost	2,518,926	0	0	0	0	0	2,518,926	0
Direct Charges	305,677	0	0	0	0	0	0	305,677
Credits	(221,981)	0	0	0	0	0	0	(221,981)
Total Cost	\$5,349,388	\$1,422,892	\$356,566	\$801,992	\$49,385	\$115,931	\$2,518,926	\$83,697
Unit Cost		\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268		
Unit Capital Cost		\$0.00000	\$0.00000	\$0.00000	\$0.00000	\$0.00000		
Unit Cost		\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268		

Total Mill Budget Rate History					
Year	VOLUME	BOD	TSS	PHOS	TKN
2027	\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268
2026	\$0.58177	\$0.30102	\$0.31738	\$1.40038	\$0.51179
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

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		1,543,000	569,436	1,745,688	996	32,292	N/A	N/A
Cost of Service - P&G								
Operating Cost	\$1,680,364	\$937,056	\$169,403	\$555,903	\$1,447	\$16,555	\$0	0
Capital Cost ¹	1,420,350	0	0	0	0	0	1,420,350	0
Direct Charges	51,962	0	0	0	0	0	0	51,962
Total Cost	\$3,152,676	\$937,056	\$169,403	\$555,903	\$1,447	\$16,555	\$1,420,350	\$51,962
Unit Cost		\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268		
Unit Capital Cost (1)		\$0.00000	\$0.00000	\$0.00000	\$0.00000	\$0.00000		
Unit Cost		\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268		

¹ Capital Charges invoiced semi-annually

Procter & Gamble Budget Rate History					
Year	VOLUME	BOD	TSS	PHOS	TKN
2027	\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268
2026	\$0.58177	\$0.30102	\$0.31738	\$1.40038	\$0.51179
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

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		800,000	629,136	772,788	32,988	193,836	N/A	N/A
Cost of Service - GBP								
Operating Cost	\$1,066,401	\$485,836	\$187,163	\$246,089	\$47,938	\$99,375	\$0	0
Capital Cost ¹	1,098,576	0	0	0	0	0	1,098,576	0
Direct Charges	253,715	0	0	0	0	0	0	253,715
Credits	(221,981)	0	0	0	0	0	0	(221,981)
Total Cost	\$2,196,712	\$485,836	\$187,163	\$246,089	\$47,938	\$99,375	\$1,098,576	\$31,734

Note (1): Capital Charges invoiced annually

Unit Cost	\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268
Unit Capital Cost	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000
Unit Cost	\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268

¹ Capital Charges invoiced annually

Green Bay Packaging Budget Rate History					
Year	VOLUME	BOD	TSS	PHOS	TKN
2027	\$0.60729	\$0.29749	\$0.31844	\$1.45320	\$0.51268
2026	\$0.58177	\$0.30102	\$0.31738	\$1.40038	\$0.51179
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

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		275,000	1,345,416	549,552	18,756	133,092	N/A	N/A
Cost of Service - SF								
Operating Cost	\$917,870	\$237,559	\$406,477	\$176,781	\$27,453	\$69,600	\$0	0
Capital Cost ¹	910,708	0	0	0	0	0	910,708	0
Subtotal Cost of Service	\$1,828,579	\$237,559	\$406,477	\$176,781	\$27,453	\$69,600	\$910,708	0
Direct Charges	\$58,804	\$0	\$0	\$0	\$0	\$0	\$0	58,804
Less SF Adjustment	(111,481)	(81,164)	(18,114)	(7,878)	(1,223)	(3,102)	0	0
Total Cost	\$1,775,902	\$156,395	\$388,363	\$168,903	\$26,230	\$66,498	\$910,708	\$58,804
Unit Cost		\$0.86385	\$0.30212	\$0.32168	\$1.46370	\$0.52295		
SF Adjustment		(\$0.29514)	(\$0.01346)	(\$0.01434)	(\$0.06523)	(\$0.02330)		
Unit Cost (with SF Adjustment)		\$0.56871	\$0.28866	\$0.30735	\$1.39847	\$0.49964		

¹ The Capital 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
2027	\$0.56871	\$0.28866	\$0.30735	\$1.39847	\$0.49964
2026	\$0.59475	\$0.29333	\$0.30761	\$1.35305	\$0.50091
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

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

		Allocations ¹		
Debt Service	FY2027	Municipal	Green Bay Packaging	P&G
Debt Service - Municipal Only				
4198-29 Phase 2 Interceptor Rehabilitation	215,790	215,790	0	0
4198-45 DPF East Service Area Interceptor Rehabilitation	186,418	186,418	0	0
East Bayshore Lift Stations - Rehabilitation (260)	83,225	83,225	0	0
East River Lift Station - Upsizing & Force Main (401)	787,096	787,096	0	0
ERI Interceptor Rehabilitation (313) CWFL	908,782	908,782	0	0
Ninth Street Interceptor Improvements (371)	113,040	113,040	0	0
West Fox River Interceptor Relay and Rehabilitation (314)	21,228	21,228	0	0
Other General Obligation Debt				
2008 General Obligation - Re-issued March 2018	491,939	491,939	0	0
FRC & EFR Interceptor Rehabilitation (313) GO Note	1,302,900	1,302,900	0	0
Total Debt Service - Municipal Only	\$4,110,417	\$4,110,417	\$0	\$0
Debt Service - Common to All				
4198-24 GBF Electrical Generation Facility Project	207,870	186,722	9,223	11,925
4198-25 GBF RAS/WAS Improvements	661,336	594,054	29,344	37,938
4198-32 GBF Administration & Maintenance Building HVAC Replacement	205,975	185,020	9,139	11,816
4198-35 Combined Treatment Facilities Projects (Solids, Ferric Chloride, Gate Replacement, Bar Screens, M&C WAS)	299,827	269,324	13,303	17,200
4198-37 Consolidation/Conveyance Project (Chemical Feed Building)	878,546	789,166	38,981	50,399
4198-44 GBF R2E2 Solids Management Plan Construction	979,247	879,622	43,449	56,176
4198-52 GBF Disinfection System Upgrade Project	112,833	101,354	5,006	6,473
4198-99 GBF Solids Management Plan/R2E2 - Construction	8,493,621	7,629,511	376,863	487,247
4198-48 DPF UV Disinfection System Equipment Upgrade	270,457	242,941	12,000	15,515
4198-53 DPF Substation & Emergency Generator (2019 Budget)	850,018	763,541	37,715	48,762
4198-63 DPF - Tertiary Filter Replacement	582,195	522,965	25,832	33,398
DPF: Metro Pumping & Headworks Improvements 4198-73 (355)	1,633,342	1,467,172	72,472	93,699
GBF: Metro Pumping & Headworks Improvements (357)	778,375	699,186	34,537	44,652
GBF: North Plant Clarifiers Rehabilitation 4198-57 (358)	2,625,446	2,358,342	116,491	150,612
GBF: Thickening Improvements 4198-61 (356)	1,781,888	1,600,605	79,063	102,220
GBF Disinfection (392)	21,875	19,650	971	1,255
DPF: Final Clarifiers & RAS Improvements (362)	67,154	60,322	2,980	3,852
Other General Obligation Debt				
2008 General Obligation - Re-issued March 2018	287,062	257,857	12,737	16,468
GBF Solids Management Plan - Design	722,054	648,595	32,038	41,421
Total Debt Service - Common to All	\$21,459,119	\$19,275,947	\$952,144	\$1,231,028

		Allocations ¹		
Debt Service	FY2027	Municipal	Green Bay Packaging	P&G
Debt Service Offsets				
Mill Capital Charges (Georgia-Pacific)	(307,679)	(307,679)	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	(26,409)	(26,409)	0	0
Balance of Debt Payments Funded from ICR Reserve	(747,666)	(747,666)	0	0
Total Debt Service Offsets	(\$1,201,825)	(\$1,201,825)	\$0	\$0
TOTAL DEBT SERVICE	\$24,367,711	\$22,184,539	\$952,144	\$1,231,028
Annual Capital Outlay				
2027 Requests - Allocated to All	6,260,000	5,623,131	277,757	359,112
2027 Requests - Allocated to Municipal Only	500,000	500,000	0	0
TOTAL ANNUAL CAPITAL OUTLAY	\$6,760,000	\$6,123,131	\$277,757	\$359,112
TOTAL ANNUAL CAPITAL, DEBT SERVICE, AND CAPITAL RESERVES	\$31,127,711	\$28,307,670	\$1,229,901	\$1,590,141
Revenues & Transfers				
General Reserve Interest Offset	(25,076)	(25,076)	0	0
Miscellaneous Revenue Offset ²	(259,760)	(233,333)	(11,526)	(14,901)
Total Non-Rate Revenues (Capital-Related)	(\$284,836)	(\$258,409)	(\$11,526)	(\$14,901)
Contribution TO/(FROM) Capital Reserve	(\$2,700,000)	(\$2,425,312)	(\$119,799)	(\$154,889)
Net Annual Capital, Debt Service, and Operating Fund Capital Reserve	\$28,142,875	\$25,623,949	\$1,098,576	\$1,420,350

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 2027 Budget is for 2028 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	2027 Budget for 2028 Debt Payments	Loan Date	Last Payment
Sep. 2008	2008 General Obligation - Re-issued March 2018	6,505,000	779,000	3/15/2018	May 2028
4198-25	GBF RAS/WAS Improvements	10,460,782	661,336	3/11/2009	May 2028
4198-35	Combined Treatment Facilities Projects (Solids, Ferric Chloride, Gate Replacement, Bar Screens, M&C WAS)	4,211,341	299,827	12/9/2009	May 2029
4198-37	Consolidation/Conveyance Project (Chemical Feed Building)	12,821,922	878,546	12/9/2009	May 2029
4198-29	Phase 2 Interceptor Rehabilitation	3,421,382	215,790	11/10/2010	May 2030
4198-24	GBF Electrical Generation Facility Project	3,246,148	207,870	12/22/2010	May 2030
4198-32	GBF Administration & Maintenance Building HVAC Replacement	3,133,312	205,975	4/10/2013	May 2032
Jul. 2013	GBF Solids Management Plan - Design	20,000,000	722,054	8/20/2013	May 2038
4198-45	DPF East Service Area Interceptor Rehabilitation	3,146,593	186,418	12/12/2012	May 2032
4198-48	DPF UV Disinfection System Equipment Upgrade	4,272,020	270,457	1/8/2014	May 2033
4198-44	GBF R2E2 Solids Management Plan Construction	15,209,242	979,247	8/13/2014	May 2034
4198-52	GBF Disinfection System Upgrade Project	1,850,000	112,833	12/23/2015	May 2035
4198-53	DPF Substation & Emergency Generator (2019 Budget)	14,630,180	850,018	6/30/2019	May 2039
4198-63	DPF - Tertiary Filter Replacement	9,487,118	582,195	11/10/2021	May 2041
4198-99	GBF Solids Management Plan/R2E2 - Construction	138,880,269	8,493,621	10/14/2015	May 2035
Oct.2025	FRC & EFR Interceptor Rehabilitation (313) GO Note	17,915,000	1,302,900	10/14/2025	May 2045
Total Existing Debt		\$271,190,309	\$16,748,086		
MAJOR CAPITAL: PLANT					
(New)	DPF: Metro Pumping & Headworks Improvements 4198-73 (355)	23,491,266	1,633,342	12/10/2025	May 2045
(New) ¹	GBF: Metro Pumping & Headworks Improvements (357)	79,000,000	778,375	10/1/2027	May 2047
(New)	GBF: North Plant Clarifiers Rehabilitation 4198-57 (358)	38,982,413	2,625,446	12/13/2023	May 2043
(New)	GBF: Thickening Improvements 4198-61 (356)	26,980,051	1,781,888	11/13/2024	May 2044
(New) 1	GBF Disinfection (392)	51,700,000	21,875	9/30/2029	May 2049
(New) 1	DPF: Final Clarifiers & RAS Improvements (362)	10,760,000	67,154	5/1/2028	May 2048
MAJOR CAPITAL: INTERCEPTORS					
(New) ¹	East Bayshore Lift Stations - Rehabilitation (260)	6,495,000	83,225	2/1/2027	May 2047
(New)	East River Lift Station - Upsizing & Force Main (401)	11,710,000	787,096	2/1/2026	May 2046
(New)	ERI Interceptor Rehabilitation (313) CWFL	13,520,378	908,782	10/8/2025	May 2045
(New)1	West Fox River Interceptor Relay and Rehabilitation (314)	11,984,000	21,228	12/31/2028	May 2048
(New) ¹	Ninth Street Interceptor Improvements (371)	5,242,000	113,040	1/1/2028	May 2048
Total New Debt		279,865,108	\$8,821,451		
Grand Total with New Debt		\$551,055,417	\$25,569,536		

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	\$ 897,695	\$ 125,677	\$ 107,724	\$ 80,792	\$ 53,862	\$ 62,839	\$ 188,516	\$ 215,447	\$ -	\$ 62,839	
Water Quality Testing	1,130,413	1,130,413	0	0	0	0	0	0	0	0	
Total Laboratory Services	\$ 2,028,108	\$ 1,256,090	\$ 107,724	\$ 80,792	\$ 53,862	\$ 62,839	\$ 188,516	\$ 215,447	\$ -	\$ 62,839	
Treatment											
Pump Station	\$ 172,094	\$ 172,094	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Primary Treatment	231,229	231,229	-	-	-	-	-	-	-	-	
Grit Removal	30,114	-	-	30,114	-	-	-	-	-	-	
Aeration	331,717	-	165,858	-	-	165,858	-	-	-	-	
Final & Chlorine Contact Basins	295,673	295,673	-	-	-	-	-	-	-	-	
Filtration	44,059	44,059	-	-	-	-	-	-	-	-	
Primary Thickeners	114,868	689	10,338	103,152	689	-	-	-	-	-	
Waste Activated Sludge Thickeners	246,147	-	147,688	93,536	-	4,923	-	-	-	-	
Dewatering/Incineration	639,982	2,150	201,243	428,806	2,150	5,633	-	-	-	-	
Primary Sludge	358,326	2,150	32,249	321,776	2,150	-	-	-	-	-	
Secondary Sludge	281,656	-	168,994	107,029	-	5,633	-	-	-	-	
Incineration	766,785	2,141	278,071	476,232	2,141	8,198	-	-	-	-	
Primary Sludge	356,862	2,141	32,118	320,462	2,141	-	-	-	-	-	
Secondary Sludge	409,923	-	245,954	155,771	-	8,198	-	-	-	-	
Miscellaneous	355,048	991	128,757	220,512	991	3,796	-	-	-	-	
Grit Removal	234,212	327	42,468	72,732	117,433	1,252	-	-	-	-	
Filtration	298,360	833	108,199	185,304	833	3,190	-	-	-	-	
Solids, General	336,192	1,026	114,548	216,288	1,026	3,306	-	-	-	-	
Reclaimed Water	1,285	-	-	-	-	-	-	-	-	1,285	
Total Treatment	\$ 4,097,764	\$ 751,212	\$ 1,197,170	\$ 1,826,676	\$ 125,264	\$ 196,157	\$ -	\$ -	\$ -	\$ 1,285	
Maintenance/Engineering											
Maintenance	\$ 3,091,671	\$ 733,715	\$ 900,989	\$ 874,082	\$ 89,650	\$ 257,531	\$ 199,948	\$ -	\$ 35,756.01	\$ -	
Engineering	998,829	237,042	291,083	282,390	28,963	83,201	64,597	0	11,552	0	
Total All Above	\$ 10,216,371	\$ 2,978,059	\$ 2,496,967	\$ 3,063,941	\$ 297,739	\$ 599,728	\$ 453,061	\$ 215,447	\$ 47,308	\$ 64,123	
Business Services & Information Systems	\$ 2,992,384	\$ 891,067	\$ 747,119	\$ 916,764	\$ 89,087	\$ 179,445	\$ 135,561	\$ -	\$ 13,055	\$ 20,286	
Total Salaries & Benefit Costs	\$ 13,208,755	\$ 3,869,126	\$ 3,244,086	\$ 3,980,704	\$ 386,825	\$ 779,173	\$ 588,621	\$ 215,447	\$ 60,363	\$ 84,409	
Power											
Metro Pump	\$ 301,405	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 301,405	\$ -	\$ -	\$ -	
Mill Pump	20,817	-	-	-	-	-	-	-	20,817	-	
Reclaimed Water	107,582	-	-	-	-	-	-	-	-	107,582	
Secondary Effluent Pump	15,725	15,725	-	-	-	-	-	-	-	-	
Process Air Compressors	752,909	-	489,391	-	-	263,518	-	-	-	-	
Solids Building	447,461	1,249	162,270	277,908	1,249	4,784	-	-	-	-	
Primary Sludge	208,248	1,249	18,742	187,007	1,249	-	-	-	-	-	
Secondary Sludge	239,213	-	143,528	90,901	-	4,784	-	-	-	-	
All Other Plant	796,757	189,086	232,195	225,260	23,104	66,369	51,529	-	9,215	-	
Total Power	\$ 2,442,655	\$ 206,061	\$ 883,855	\$ 503,168	\$ 24,353	\$ 334,671	\$ 352,934	\$ -	\$ 30,031	\$ 107,582	
Fuel											
Fuel - Diesel for Generators	\$ 16,227	\$ 16,227	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Building	346,476	82,226	100,972	97,956	10,047	28,861	22,408	-	4,007	-	
Incineration & Process	398,485	1,113	144,509	247,490	1,113	4,261	-	-	-	-	
Primary Sludge	185,455	1,113	16,691	166,539	1,113	-	-	-	-	-	
Secondary Sludge	213,030	0	127,818	80,951	0	4,261	0	0	0	0	
Total Fuel	\$ 761,188	\$ 99,565	\$ 245,481	\$ 345,446	\$ 11,160	\$ 33,122	\$ 22,408	\$ -	\$ 4,007	\$ -	
Chemicals											
Sodium Hypochlorite	\$ 476,225	\$ 476,225	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Thickening Polymer	125,706	-	75,424	47,768	-	2,514	-	-	-	-	
Gravity Thickener Polymer	-	-	-	-	-	-	-	-	-	-	
Dewatering Polymer	502,824	1,404	182,347	312,293	1,404	5,376	-	-	-	-	
Primary Sludge	234,014	1,404	21,061	210,145	1,404	-	-	-	-	-	
Secondary Sludge	268,810	-	161,286	102,148	-	5,376	-	-	-	-	
Sodium Bisulfite	160,829	160,829	-	-	-	-	-	-	-	-	

ITEM	Total	Common to All ¹					Municipal Only ¹		Mill Only ¹	
		Flow	BOD	TSS	PHOS	TKN	Flow	Industry	Flow	Direct
Ferric Chloride	278,334	139,167	-	-	139,167	-	-	-	-	-
Odor Control	-	-	-	-	-	-	-	-	-	-
Magnesium Chloride	-	-	-	-	-	-	-	-	-	-
Sodium Hydroxide – Air Pollution	42,780	119	15,514	26,570	119	457	-	-	-	-
Sodium Hydroxide – Nutrient Removal	-	-	-	-	-	-	-	-	-	-
Activated Carbon	108,000	302	39,166	67,076	302	1,155	-	-	-	-
Aqua Ammonia	-	-	-	-	-	-	-	-	-	-
Reclaimed Water	74,534	-	-	-	-	-	-	-	-	74,534
Other Chemicals	159,600	159,600	-	-	-	-	-	-	-	-
Total Chemicals	\$ 1,928,831	\$ 937,646	\$ 312,450	\$ 453,707	\$ 140,992	\$ 9,502	\$ -	\$ -	\$ -	\$ 74,534
Maintenance & Repairs										
Maintenance & Repairs	\$ 2,501,870	\$ 592,672	\$ 727,791	\$ 706,056	\$ 72,416	\$ 208,026	\$ 161,511	\$ -	\$ 28,883	\$ 4,514
All Other Expenses										
Solid Waste	\$ 372,012	\$ 1,039	\$ 134,909	\$ 231,048	\$ 1,039	\$ 3,978	\$ -	\$ -	\$ -	\$ -
Primary Sludge	173,134	1,039	15,582	155,475	1,039	-	-	-	-	-
Secondary Sludge	198,877	-	119,326	75,573	-	3,978	-	-	-	-
DNR Environmental Fees	186,359	1,360	62,738	66,190	42,081	13,990	-	-	-	-
Other Miscellaneous	6,842,043	1,623,753	1,993,940	1,934,392	198,400	569,932	442,495	-	79,130	-
Biogas Treatment	-	-	-	-	-	-	-	-	-	-
Total All Other	\$ 7,400,413	\$ 1,626,152	\$ 2,191,587	\$ 2,231,630	\$ 241,520	\$ 587,899	\$ 442,495	\$ -	\$ 79,130	\$ -
Total Treatment Plant O & M	\$ 28,243,713	\$ 7,331,222	\$ 7,605,251	\$ 8,220,712	\$ 877,266	\$ 1,952,392	\$ 1,567,970	\$ 215,447	\$ 202,414	\$ 271,038
Field Services O & M										
Pretreatment	\$ 178,545	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 178,545	\$ -	\$ -
Municipal Interceptors	1,307,444	-	-	-	-	-	1,307,444	-	-	-
Mill Interceptors	1,125	-	-	-	-	-	-	-	225	900
Sustana Fiber Force Main	27,217	-	-	-	-	-	-	-	-	27,217
Municipal Metering Stations	217,283	-	-	-	-	-	217,283	-	-	-
Mill Metering Stations	36,391	-	-	-	-	-	-	-	-	36,391
Municipal Lift Stations	\$ 148,562	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 148,562	\$ -	\$ -	\$ -
Subtotal	\$ 1,916,566	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,673,289	\$ 178,545	\$ 225	\$ 64,508
All Other (Field Services Salaries after distribution)	\$ 873,717	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 763,239	\$ 81,440	\$ 102	\$ 28,935
Total Interceptor System O & M	\$ 2,790,283	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,436,528	\$ 259,985	\$ 327	\$ 93,443
Total O & M Costs	\$ 31,033,996	\$ 7,331,222	\$ 7,605,251	\$ 8,220,712	\$ 877,266	\$ 1,952,392	\$ 4,004,498	\$ 475,432	\$ 202,741	\$ 364,481
Distribution to Participants										
Municipal	\$ 27,845,045	\$ 6,085,146	\$ 7,237,806	\$ 7,393,681	\$ 816,430	\$ 1,832,052	\$ 4,004,498	\$ 475,432	\$ -	\$ -
Sustana Fiber	58,804	-	-	-	-	-	-	-	-	58,804
Green Bay Packaging	1,331,754	425,463	192,874	253,773	59,053	103,155	-	-	69,171	228,266
Procter & Gamble	1,798,392	820,612	174,571	573,259	1,783	17,185	-	-	133,570	77,411
Total	\$ 31,033,996	\$ 7,331,222	\$ 7,605,251	\$ 8,220,712	\$ 877,266	\$ 1,952,392	\$ 4,004,498	\$ 475,432	\$ 202,741	\$ 364,481

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 & Gambe 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		84				\$ 84
Benefits - P&G Interceptor		28				28
Salaries - P&G Meter Station	14,756					14,756
Benefits - P&G Meter Station	4,981					4,981
Salaries - GBP Interceptor				84		84
Benefits - GBP Interceptor				28		28
Salaries - GBP Meter Station			9,478			9,478
Benefits - GBP Meter Station			3,200			3,200
Salaries - Sustana Fiber - Force Main					84	84
Benefits - Sustana Fiber - Force Main					28	28
Salaries - Sustana Fiber - Meter Station					18,956	18,956
Benefits - Sustana Fiber - Meter Station					6,399	6,399
Repair & Maintenance (R & M) - P&G Interceptor	-	450				450
R & M - P&G Meter Station	1,125					1,125
Phones - P&G	710					710
Power - P&G	-					-
Repair & Maintenance (R & M) - GBP Interceptor			-	450		450
R & M - GBP Meter Station			1,070			1,070
Phones - GBP			1,071			1,071
Power - GBP			-			-
R & M - Force Main					1,500	1,500
R & M - Meter Station					250	250
Chemicals					-	-
Total	\$ 21,572	\$ 562	\$ 14,818	\$ 562	\$ 27,217	\$ 64,732

GBMSD Interceptors, Meter and Lift Stations, Pretreatment		
Account Name	Interceptor, Meter and Lift Stations	Pretreatment
Salaries - Pretreatment		\$ 126,120
Salaries - GBMSD Interceptors, Meter and Lift Stations	291,938	
Benefits - Pretreatment		42,575
Benefits - GBMSD Interceptors, Meter and Lift Stations	98,552	
Pretreatment Program		9,850
R & M - East Bayshore System Lift Stations	40,134	
R & M - East Bayshore Force Main	1,800	
R & M - East River Lift Station	22,972	
R & M - GBMSD Interceptors - Field Services	177,715	
R & M - GBMSD Interceptors - Engineering	271,000	
R & M - Old Plank Lift Station	2,836	
R & M - Interplant Force Main	338,675	
R & M - GBMSD Meter Stations	111,028	
R & M - Chemical Feed Building	1,320	
Phones - Meter/Lift Stations	79,160	
Phones - Chemical Feed Building	-	
Power - Meter Stations	23,300	
Power - Chemical Feed Building	2,475	
Power - Old Plank Lift Station	1,550	
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	85,176	
Chemicals - Chemical Feed Building	-	
Chemicals - Bayshore Interceptor	42,588	

Total	\$ 1,673,289	\$ 178,545
--------------	---------------------	-------------------

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	\$1,370,481	\$827,835	\$3,111,023	\$2,258,021	\$806,393	\$795,450	\$1,096,962	\$686,560	\$10,956,925
Long Term Disability	-	6,872	4,231	14,415	11,660	4,403	4,353	5,377	3,575	54,888
Dental Insurance	-	10,352	6,932	19,099	17,602	3,148	6,067	4,189	2,247	69,636
Health Insurance	-	245,415	190,497	448,569	478,993	45,871	142,175	132,499	59,646	1,743,664
Life Insurance	-	3,281	3,491	5,277	8,064	1,927	2,360	2,061	912	27,374
Wisconsin Retirement	-	95,199	58,430	220,957	159,877	58,505	57,670	77,585	47,708	775,930
FICA & Medicare	321	101,111	60,992	206,698	166,791	62,246	60,806	77,098	52,014	788,077
Worker's Compensation	49	16,003	8,585	36,950	26,819	10,336	9,277	13,029	8,092	129,138
Uniforms	-	-	1,360	15,492	21,552	-	-	8,500	-	46,904
Employee Assistance	-	3,816	-	-	-	-	-	-	-	3,816
Wellness Program	-	42,126	-	-	-	-	-	-	-	42,126
Health Savings Account	-	5,000	5,000	18,000	5,000	6,000	10,000	11,000	-	60,000
Totals	\$4,570	\$1,899,654	\$1,167,354	\$4,096,479	\$3,154,379	\$998,829	\$1,088,159	\$1,428,300	\$860,754	\$14,698,479
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	\$1,370,481	\$827,835	\$3,111,023	\$2,211,139	\$806,393	\$795,450	\$682,345	\$686,560	\$10,495,426
Long Term Disability	0	6,872	4,231	14,415	\$11,425	4,403	4,353	\$3,300	3,575	52,575
Dental Insurance	0	10,352	6,932	19,099	\$17,305	3,148	6,067	\$1,554	2,247	66,703
Health Insurance	0	245,415	190,497	448,569	\$471,532	45,871	142,175	\$66,518	59,646	1,670,222
Life Insurance	0	3,281	3,491	5,277	\$7,947	1,927	2,360	\$1,025	912	26,221
Wisconsin Retirement	0	95,199	58,430	220,957	\$156,557	58,505	57,670	\$36,390	47,708	731,416
FICA & Medicare	321	101,111	60,992	206,698	\$163,205	62,246	60,806	\$55,034	52,014	762,427
Worker's Compensation	49	16,003	8,585	36,950	\$26,266	10,336	9,277	\$9,629	8,092	125,187
Uniforms	0	0	1,360	15,492	\$21,552	0	0	\$8,500	0	46,904
Employee Assistance	0	3,816	0	0	\$0	0	0	\$0	0	3,816
Wellness Program	0	42,126	0	0	\$0	0	0	\$0	0	42,126
Health Savings Account	0	5,000	5,000	18,000	4,743	6,000	10,000	9,421	0	58,164
Totals	\$4,570	\$1,899,655	\$1,167,354	\$4,096,479	\$3,091,671	\$998,829	\$1,088,159	\$873,717	\$860,754	\$14,081,187
Difference:	\$0	\$0	\$0	\$0	(\$62,708)	\$0	\$0	(\$554,583)	\$0	(\$617,292)
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	2026 BUDGET HEADCOUNT	2027 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 2026	Changes for 2027

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 annual 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.

2027 Budget	2027	2028	2029	2030	2031
(1) Major Capital					
DPF: Aeration Basin Improvements			\$ 580,000	\$ 300,000	
DPF: Compressor Upgrades			\$ 120,000	\$ 2,220,000	\$ 3,640,000
DPF: Final Clarifiers & RAS Improvements	\$ 235,000	\$ 2,885,000	\$ 7,640,000		
DPF: Metro Pumping & Headworks Improvements	\$ 7,900,000				
GBF: Aeration Basin Improvements					\$ 240,000
GBF: Aeration Blower Improvements				\$ 590,000	\$ 5,445,000
GBF: Biosolids Handling and Storage Improvements				\$ 180,000	\$ 10,900,000
GBF: Disinfection		\$ 1,050,000	\$ 11,700,000	\$ 26,200,000	\$ 12,750,000
GBF: Maintenance Building Addition		\$ 400,000	\$ 2,200,000	\$ 3,300,000	
GBF: Metro Pumping & Headworks Improvements	\$ 6,700,000	\$ 23,250,000	\$ 23,250,000	\$ 22,700,000	
GBF: South Complex Final Clarifiers Rehabilitation			\$ 398,000	\$ 61,000	\$ 8,364,000
GBF: Thickening Improvements	\$ 7,800,000	\$ 3,600,000			
Interplant Wastewater Force Main - Phase 2	\$ 15,000	\$ 45,000	\$ 1,220,000		
(2) Interceptor Major Capital					
East Bayshore Lift Stations - Rehabilitation	\$ 340,000	\$ 2,850,000	\$ 2,850,000		
East River Lift Station - Upsizing & Force Main	\$ 5,615,000				
East Tower Drive Interceptor Rehabilitation - Phase 1			\$ 62,000	\$ 1,555,000	
Lawrence Sewers Upsizing					\$ 170,000
NEI & SEI Rehabilitation			\$ 115,000	\$ 1,185,000	
Ninth Street Interceptor Improvements	\$ 418,000	\$ 4,824,000			
Quincy Street Interceptor Improvements			\$ 500,000	\$ 675,000	\$ 10,825,000
West Fox River Interceptor Relay and Rehabilitation	\$ 150,000	\$ 250,000	\$ 7,850,000	\$ 3,350,000	
West Tower Drive Interceptor Rehabilitation			\$ 75,000	\$ 1,840,000	
(3) Maintenance Annual Capital					
DPF: Fence Replacement Project		\$ 120,000			
DPF: Replace diffuser socks in aeration system (10-year rotation)					\$ 57,000
DPF: Replace roof - Administration Building		\$ 53,000			
DPF: Replace roof - Blower Building No. 1					\$ 55,000
DPF: Replace roof - Sludge Control Tank Building	\$ 80,000				
GBF and DPF: Fire Alarm Control Panel Upgrades	\$ 400,000	\$ 200,000			
GBF: Biogas Membrane Storage Replacement		\$ 415,000			
Vehicle ID# 101 Replacement (Utilities)	\$ 60,000				
Vehicle ID# 109 Replacement (E&I)	\$ 60,000				
Vehicle ID# 110 Replacement (Watershed)		\$ 30,000			
Vehicle ID# 112 Replacement (Mechanics)	\$ 50,000				
Vehicle ID# 113 Replacement (Utilities)		\$ 45,000			
Vehicle ID# 114 Replacement (Utilities)				\$ 40,000	
Vehicle ID# 118 Replacement (Admin)			\$ 30,000		
Vehicle ID# 120 Replacement (E&I)					\$ 30,000
Vehicle ID# 156 Replacement (Admin)			\$ 30,000		

2027 Budget	2027	2028	2029	2030	2031
Vehicle ID# 158 Replacement (Admin)			\$ 30,000		
(4) Information Technology Annual Capital					
Data Center Servers	\$ 200,000	\$ 75,000			
DPF: Fiber Optic Network Enhancement/Upgrade	\$ 60,000				
GBF: Audio/Visual Rm Equipment Replacement	\$ 40,000				
GBF: Financial Software Replacement/Upgrade				\$ 250,000	
GBF: HR/Payroll Software System					\$ 75,000
GBF: & DPF: Rockwell Asset Manager		\$ 100,000			
GBF: & DPF: WatchGuard Firewall Upgrade				\$ 50,000	
(5) Engineering Annual Capital					
AHU Replacement North Plant Mechanical Buildings	\$ 500,000	\$ 2,000,000			
GBF: Dryer Condenser Improvements		\$ 500,000			
GBF: Hot Oil Economizer Replacement	\$ 1,810,000				
GBF: Misc. Pumping and HSW Improvements	\$ 2,000,000				
GBF: Potable & Heating Water Loop Improvements	\$ 1,000,000				
Green Infrastructure - East River Lift Station		\$ 70,000			
Lawrence Sewers - Ashwaubenon Creek and Schuering Road	\$ 500,000				
(6) Field Services Annual Capital					
Billing Program Design & Implementation		\$ 165,000			
MS-14 Flow Tube Replacement					\$ 100,000
(7) Laboratory Annual Capital					
Ion Chromatography System		\$ 66,000			
Metals Lab: PE ICP		\$ 127,000			
(8) Watershed Annual Capital					
None					
(9) Annual Capital Renewal & Replacement					
Interceptor Renewal & Replacement		\$ 126,000	\$ 130,000	\$ 134,000	\$ 138,000
Wastewater Treatment Facility Renewal & Replacement		\$ 461,000	\$ 4,379,000	\$ 4,171,000	\$ 4,236,000
Grand Total	\$ 35,933,000	\$ 43,707,000	\$ 63,159,000	\$ 68,801,000	\$ 57,025,000

Summary					
(1) Major Capital	\$ 22,650,000	\$ 31,230,000	\$ 47,108,000	\$ 55,551,000	\$ 41,339,000
(2) Interceptor Major Capital	\$ 6,523,000	\$ 7,924,000	\$ 11,452,000	\$ 8,605,000	\$ 10,995,000
(3) Maintenance Annual Capital ^A	\$ 650,000	\$ 863,000	\$ 90,000	\$ 40,000	\$ 142,000
(4) Information Technology Annual Capital ^A	\$ 300,000	\$ 175,000		\$ 300,000	\$ 75,000
(5) Engineering Annual Capital ^A	\$ 5,810,000	\$ 2,570,000			
(6) Field Services Annual Capital ^A		\$ 165,000			\$ 100,000
(7) Laboratory Annual Capital ^A		\$ 193,000			
(8) Watershed Annual Capital ^A					
(9) Annual Capital Renewal & Replacement ^A		\$ 587,000	\$ 4,509,000	\$ 4,305,000	\$ 4,374,000
Grand Total	\$ 35,933,000	\$ 43,707,000	\$ 63,159,000	\$ 68,801,000	\$ 57,025,000
^A Total Annual Capital	\$ 6,760,000	\$ 4,553,000	\$ 4,599,000	\$ 4,645,000	\$ 4,691,000

NEW Water
Green Bay Metropolitan Sewerage District
2027 Preliminary Budget - August 2026
Annual Capital

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		
Data Center Servers	Common to All	200,000
DPF: Fiber Optic Network Enhancement/Upgrade	Common to All	60,000
GBF: Audio/Visual Rm Equipment Replacement	Common to All	40,000
Total Information Technology		300,000
Total Business Services		300,000
Operations		
Maintenance		
DPF: Replace roof - Sludge Control Tank Building	Common to All	80,000
GBF and DPF Fire Alarm Control Panel Replacements	Common to All	400,000
Vehicle ID# 101 Replacement (Utilities)	Common to All	60,000
Vehicle ID# 109 Replacement (E&I)	Common to All	60,000
Vehicle ID# 112 Replacement (Mechanics)	Common to All	50,000
Total Maintenance		650,000
Total Operations		650,000
Technical Services		
Engineering		
AHU Replacement North Plant Mechanical Buildings	Common to All	500,000
GBF: Misc. Pumping and HSW Improvements *	Common to All	2,000,000
GBF: Hot Oil Economizer Replacement **	Common to All	1,810,000
GBF: Potable & Heating Water Loop Improvements	Common to All	1,000,000
Lawrence Sewers - Ashwaubenon Creek and Schuering Road	Municipal Only	500,000
Total Engineering		5,810,000
Field Services		
Total Field Services		-
Total Technical Services		5,810,000
Environmental Programs		
Laboratory		
Total Laboratory		-
Total Environmental Programs		-
Total Annual Capital Items		\$ 6,760,000

* GBF: Misc. Pumping and High Strength Waste (HSW) Improvements

2026 Budget project expenses were partially funded from Plant Capital Replacement Reserve (PCRR) (\$600k)

2027 Budget project expenses will be funded from PCRR (\$2M)

** GBF Hot Oil Economizer Replacement

2027 Budget project expenses will be partially funded from PCRR (\$700k)



Protecting our most valuable resource, water



www.newwater.us

2231 North Quincy Street
Green Bay, WI 54302

(920)432-4893

Memorandum

TO: Commission
Nathan Qualls

FROM: Adam Butry and Kate Verbeten

DATE: July 17, 2026

SUBJECT: Environmental, Health, and Safety Update for 2025

Background

A brief presentation will be given highlighting the accomplishments of the Safety Program and Environmental Compliance Program for 2025.

Recommendation

This Commission item is informational only.

Commission Action

No Commission action is required.

Attachment

NEW Water – 2025 Environmental, Health & Safety Updates

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

Kate Verbeten
Environmental Compliance
Specialist
kverbeten@newwater.us



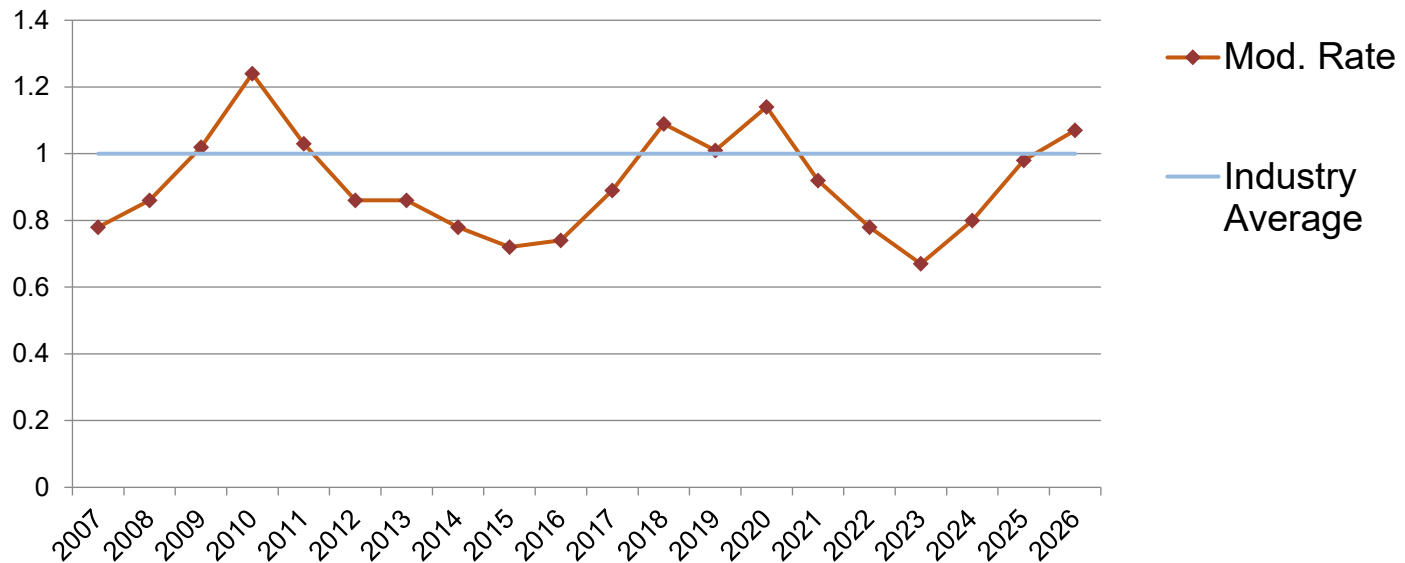
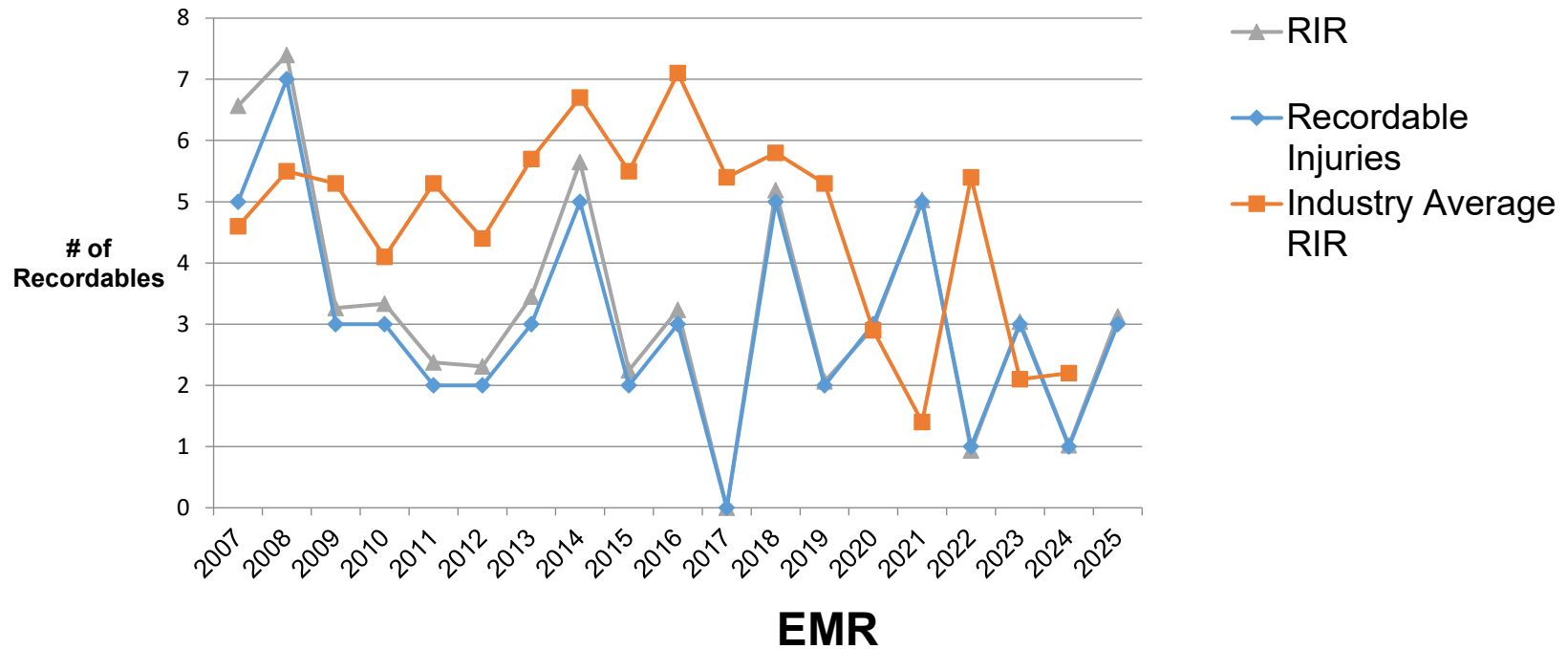
Health, Safety and Security Coordinator



2025 Safety Statistics

	2024	2025
Recordable Injuries	1	3
Total Injuries	0	13
Experience Modification Rate	0.80	0.98 (2026: 1.07)
Total Hours Worked	195,957	192,036

NEW Water Safety Statistics 2007-2025



2025 Safety Initiatives

Approval process for the purchase of new chemicals

Approval and tracking process safety system overrides

Access platform installation for Biogas Engines, Polymer Valves, DPF PIG Launch point (scaffold removal)

Rotating HVAC shaft guarding

Staff Safety Improvement Projects

Wire recycling auto dump dumpsters

- ✓ Eliminate manual unloading



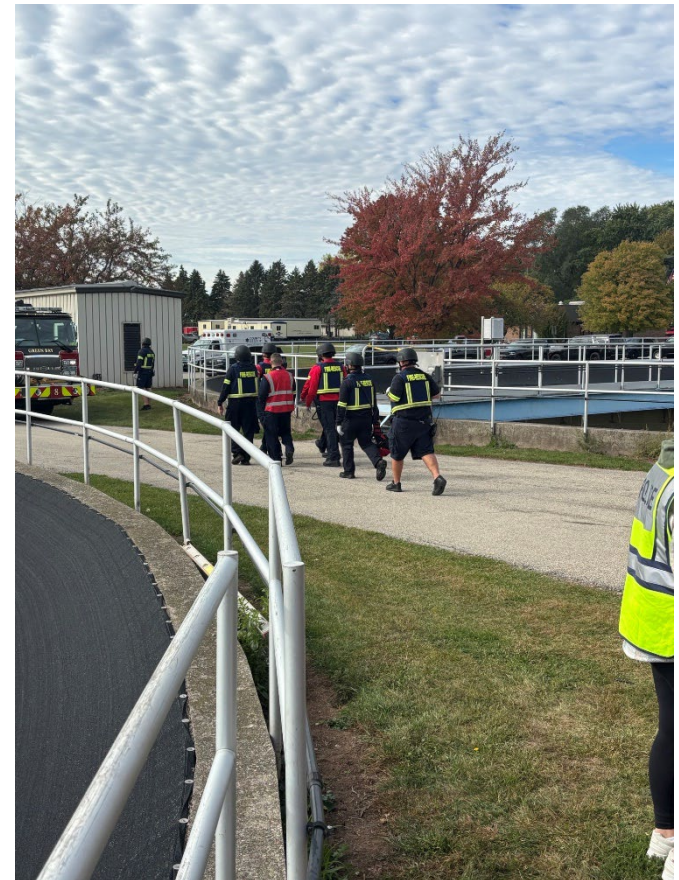
Staff Safety Improvement Projects

- Hearing Protection with Built in Communications
 - Provides needed hearing protection in areas it is required
 - Allows for communication between employees for training

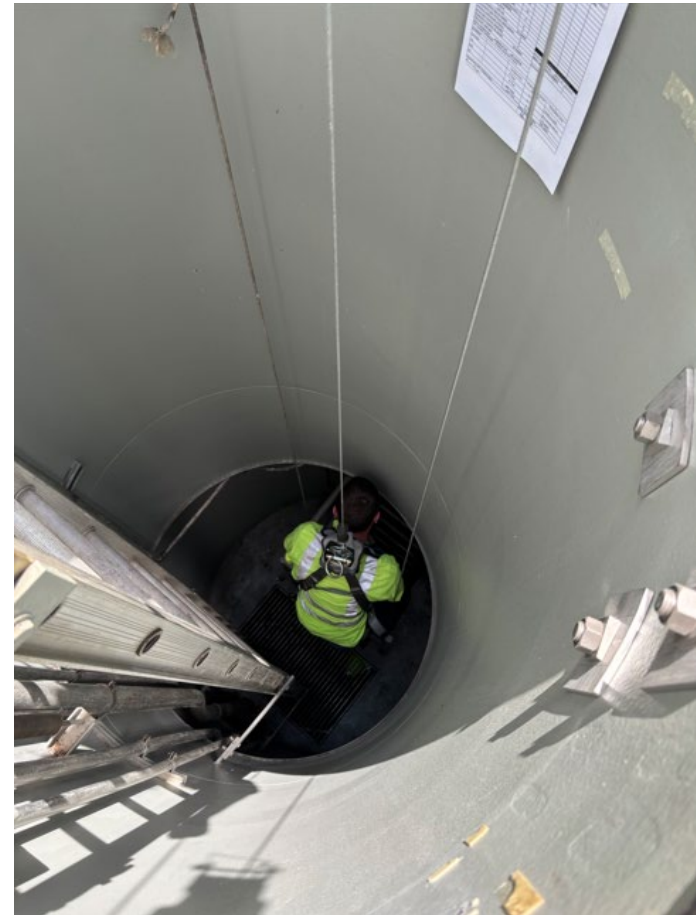


De Pere Facility Community Exercise

Hosted 15 exercise dates @ DPF training hundreds of Brown County First Responders



Confined Space Entry/Rescue Training – Field Services



Safety Celebration

Celebrating our Team's commitment to safety!



Environmental Performance Report

Kate Verbeten

Environmental Compliance Specialist



Environmental Performance Dashboard - 2025



Air
Compliant



Water
Compliant



Hazardous
Waste
Compliant



Stormwater
On Track



Inspections
No Findings

100%

Reports
Submitted
On Time

0

Notices of
Violation

0

Enforcement
Actions

Collaborative

WDNR
Partnership

2025 Environmental Performance — Year in Review

A high-level snapshot of environmental compliance work completed during 2025

CMAR

Annual Report
Completed

AIR

FBI Stack Testing
Compliant

INSPECTION

DATCP Tier II /
SPCC
Compliant

WASTE

Hazardous +
Universal
Waste Managed

SITE

Sludge Lagoon
Inspection
Complete

REPORTING

Required
Environmental
Reports On Time

Selected highlights — the following slides show several of these program areas in more detail.

Water Quality & Pollutant Management

Ongoing reporting, pollutant minimization and emerging-contaminant monitoring



DMR Reporting

Monthly Reporting

Biosolids / Sludge

Annual Reporting

Mercury PMP

Completed March 31.

PFAS Monitoring

2025 monitoring activities.

Sludge Management Plan

Updated March 3

Waste Load Allocation

May – October 2025

Air Quality & Title V Compliance

Reporting, testing and permit strategy

REPORTING

- ✓ EPA 503 Report
- ✓ Title V Report(s)
- ✓ EPA Annual Compliance
- ✓ Subpart LLLL Report
- ✓ NR 438 Emissions Inventory

All completed by required due dates.



STACK TESTING

Fluidized Bed Incinerator

February 2025 testing was compliant with all parameters.

Report submitted

Final stack-test report submitted to WDNR March 19.

Permit strategy

Testing requirements were reviewed to support an efficient future schedule while remaining consistent with the permit.

Regulatory Inspections & Site Stewardship

Successful outcomes reflect year-round readiness



DATCP Tier II / SPCC

April 23, 2025

Facility was in compliance
with all regulations.



Former Sludge Lagoon BRRTS

May 6, 2025

Inspection completed and
report filed.

Readiness is built before the inspector arrives

Routine inspections, records, reporting and follow-up
support successful outcomes.



Waste Management & Resource Stewardship

Routine compliance paired with responsible material management

329

Fluorescent
lamps removed
from DPF and
GBF

3589

Pounds of
electronics
recycled at
GBF

6

Mercury
devices
properly
disposed

9

Small
refrigerators
collected at
GBF

Ongoing program controls

- Required waste-room inspections
- Universal waste stored and managed in designated areas
- Hazardous waste managed in the Administration Building drive-through area

2025 EHS Scorecard

What the Metrics Tell Us

The scorecard identifies both strong performance and opportunities for improvement.

OVERALL EHS SCORE

Q1
91.8%

Q2
95.5%

Q3
89.5%

Q4
73.9%

100%

Environmental scorecard tasks completed in Q1, Q2, Q3 and Q4

What worked

Environmental reporting, waste inspections and recurring environmental tasks remained complete.

What the scorecard exposed

Lower overall EHS scores reflected gaps in several safety checklist items — giving the organization clear improvement targets.

Environmental Stewardship in Action

Protecting Public Health

Meeting environmental requirements that protect the communities we serve.

Protecting the Environment

Responsible management of water, air emissions, solids and waste.

Supporting Operational Excellence

Integrating compliance into daily operations and planning.

Environmental compliance is a team effort.

Thank you to Treatment, Maintenance, Field Services and Laboratory staff for their continued support.

Memorandum

TO: Commission
Nathan Qualls

FROM: Courtney Mueller

DATE: August 17, 2026

SUBJECT: 2026 July Financial Statements

Please find attached the Financial Statements for your review.

Operating Revenues

- July's operating revenues were favorable to budget by \$413K or 9%
-Additional flow and additional Biochemical Oxygen Demand (BOD) loadings and Total Suspended Solids (TSS) loadings.
- Year to date, total operating revenues were favorable to budget by \$1.8M or 5%
- Additional Biochemical Oxygen Demand (BOD)

Operating Expenses

- July's operating expenses were favorable to budget by \$192K or 7% from less expenditures than budgeted in contracted services, administrative and information technology, and plant maintenance.
- Year to date, total operating expenses were favorable to budget by \$1.1M or 6% from less expenditures than budgeted in plant maintenance, contracted services, and salaries and benefits.

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

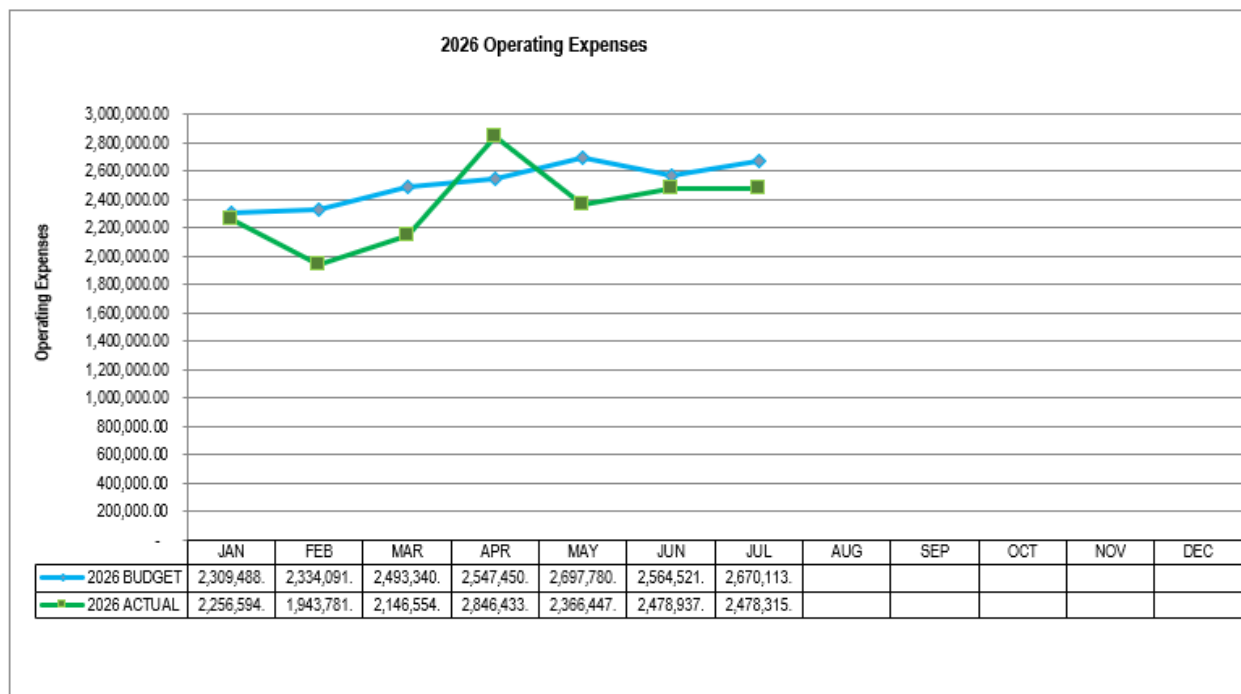
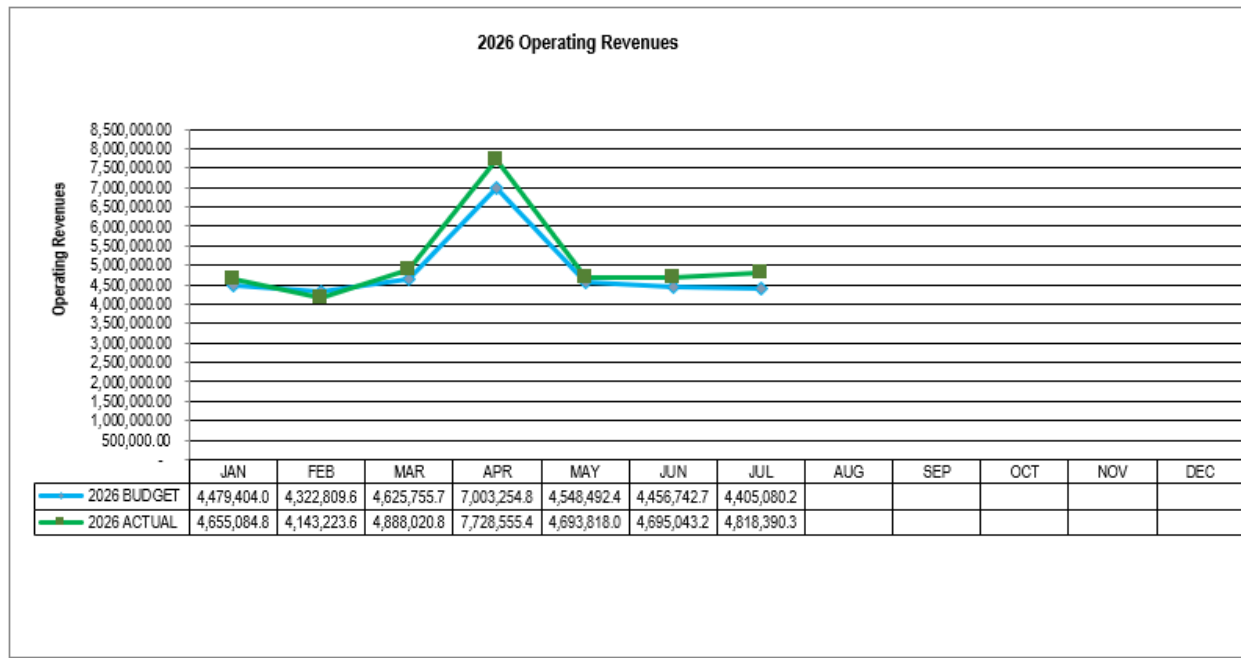
- Net Income for the month of July was \$1.0M.
- Net Income year to date was \$9.9M.

Reporting and Information

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

No Commission action is required.

NEW Water



NEW Water
Green Bay Metropolitan Sewerage District
INCOME STATEMENT

	Jul-26			Year to Date			
	Budget 2026	Actual 2026	Budget vs. Actual Favorable/ (Unfavorable)	Budget 2026	Actual 2026	Budget vs. Actual Favorable/ (Unfavorable)	Actual 2025
Operating Revenues							
User Fees - Municipal Waste	\$ 4,057,026	\$ 4,392,522	\$ 335,496	\$ 28,966,994	30,486,068	\$ 1,519,075	\$27,365,693
User Fees - Mill Waste	255,020	314,770	59,750	\$ 4,066,701	\$ 4,051,240	(15,461)	3,466,186
Other Revenues	93,035	111,098	18,064	\$ 807,845	\$ 1,084,828	276,983	\$1,202,167
Total Operating Revenues	\$ 4,405,080	\$ 4,818,390	\$ 413,310 9%	\$ 33,841,540	\$ 35,622,136	\$ 1,780,597 5%	\$ 32,034,047
Operating Expenses							
Salaries	\$ 880,380	861,565	\$ 18,816	\$ 6,060,971	\$ 5,969,935	\$ 91,037	\$ 5,642,518
Benefits	288,067	276,124	11,943	\$ 2,028,378	\$ 1,933,016	95,361	1,773,839
Employee Development	6,255	7,678	(1,423)	\$ 125,420	\$ 73,106	52,313	84,085
Travel and Meetings	7,490	9,846	(2,356)	\$ 83,436	\$ 58,069	25,367	48,406
Power	250,880	279,537	(28,657)	\$ 1,499,460	\$ 1,546,549	(47,089)	1,379,174
Natural Gas & Fuel Oil	42,731	44,004	(1,273)	\$ 482,900	\$ 532,203	(49,304)	423,280
Chemicals	263,563	309,959	(46,396)	\$ 1,040,809	\$ 1,063,234	(22,425)	1,109,942
Maintenance - Plant	166,661	134,447	32,214	\$ 1,649,072	\$ 1,303,087	345,985	1,377,173
Maintenance - Interceptors	57,976	71,038	(13,063)	\$ 215,972	\$ 164,420	51,551	141,735
Contracted Services	436,606	231,238	205,369	\$ 2,823,376	\$ 2,477,772	345,604	1,946,996
Insurance	48,817	47,807	1,010	\$ 341,717	\$ 335,432	6,285	324,257
Solid Waste Disposal	4,978	32,151	(27,173)	\$ 173,399	\$ 62,629	110,770	152,131
Administrative and Information Technology	167,285	99,022	68,263	\$ 695,747	\$ 624,083	71,664	549,417
Supplementary Expenses (See Legend)	48,424	73,901	(25,476)	\$ 396,131	\$ 373,529	22,601	383,172
Total Operating Expenses	\$ 2,670,114	\$ 2,478,315	\$ 191,799 7%	\$ 17,616,787	\$ 16,517,064	\$ 1,099,723 6%	\$ 15,336,125
Operating Income	\$ 1,734,966	\$ 2,340,075	\$ 605,109 35%	\$ 16,224,753	\$ 19,105,072	\$ 2,880,319 18%	\$ 16,697,922
Non-Operating Revenues and Expenses							
Investment Income	\$ 190,000	278,194	\$ 88,194	\$ 1,330,000	\$ 1,951,256	\$ 621,256	\$ 1,653,099
Unrealized Gain/Loss on Investment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Amortization of Premium	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Depreciation	\$ (1,195,675)	(1,195,675)	\$ -	\$ (8,369,725)	(8,369,725)	\$ -	(7,922,817)
Gain (Loss) on Disposal of Fixed Assets	\$ -	\$ -		\$ -	\$ -	\$ -	-
Interest Expense	\$ (385,500)	(379,726)	\$ 5,774	\$ (2,698,500)	(2,739,409)	(40,909)	(2,018,888)
Misc Non-Operating Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Non-Operating Revenues and Expenses	\$ (1,391,175)	\$ (1,297,207)	\$ 93,968	\$ (9,738,225)	(9,157,878)	580,347	\$ (8,288,606)
Net Income (Loss)	\$ 343,791	\$ 1,042,868	\$ 699,077	\$ 6,486,528	9,947,195	\$ 3,460,667	\$ 8,409,316

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-26
Assets		
Current Assets		
Cash and Investments	\$	40,903,514.22
Receivables		
Sewage Treatment Service		7,511,141.42
Accrued Interest		695,478.53
Other		224,447.27
Inventories		3,615,526.72
Prepaid Expenses		324,490.88
Total Current Assets	\$	53,274,599.04
Restricted Assets		
Cash and Investments	\$	90,578,931.24
Accrued Interest Receivables		
Interceptor Cost Recovery Receivable		836,081.43
Total Restricted Assets	\$	91,415,012.67
Deferred Outflows of Resources		
Deferred Pension Resources	\$	4,419,568.00
Deferred Life Insurance Resources	\$	524,334.00
Deferred Loss on Bond Advance Refunding	\$	1,659,675.80
Total Deferred outflows of Resources	\$	6,603,577.80
Capital Assets		
Wastewater Treatment Facilities	\$	378,857,254.25
Interceptor Sewers		112,200,966.16
Construction in Progress		74,486,511.53
Total Capital Assets	\$	565,544,731.94
Less: Accum Depreciation and Amortization		(210,451,048.32)
Net Capital Assets	\$	355,093,683.62
Other Assets		
Bond Issuance Costs	\$	-
Net Pension Asset	\$	-
Total Other Assets	\$	-
Total Assets	\$	506,386,873.13
Liabilities and Equity		
Current Liabilities		
Accounts Payable	\$	3,815,420.72
Salaries Payable		360,560.30
Other Accrued Liabilities		149,796.91
Total Current Liabilities	\$	4,325,777.93
Liabilities Payable from Restricted Assets		
Accounts Payable	\$	3,179,469.53
Current Maturities of General Long-Term Debt		13,274,722.00
Interest Accrued		1,131,385.60
Total Liabilities Payable from Restricted Assets	\$	17,585,577.13
Long-Term Liabilities		
General Long-Term Debt, Less Current Maturities	\$	185,979,564.00
Debt Premium	\$	658,809.84
Bond Premium	\$	-
Pension Liability		754,006.00
Compensated Absences		2,686,597.45
Other post employment benefits (life insurance)		1,538,143.00
Deferred Revenue		-
Total Long-Term Liabilities	\$	191,617,120.29
Total Liabilities	\$	213,528,475.35
Deferred Inflows of Resources		
Deferred Pension Obligations	\$	2,206,243.00
Deferred Life Insurance Obligations	\$	1,171,053.00
Total Deferred Inflows of Resources	\$	3,377,296.00
Net Position		
Net Position		
Invested in Capital Assets, net of Related Debt	\$	156,840,263.58
Restricted for Equipment & Interceptor Replacement		29,406,515.32
Restricted for Plant Capital Replacement		40,959,464.17
Restricted for Debt Retirement		20,822,759.93
Restricted for Capital Projects		-
Restricted for Pension		-
Unrestricted		41,452,098.78
Total Net Position	\$	289,481,101.78

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.

Capital/Fixed Assets:

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 CategoriesOther 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 EquityCurrent 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 CategoriesLong-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."

Memorandum

TO: Commission
Nathan Qualls

FROM: Patrick Wescott

DATE: August 14, 2026

SUBJECT: July 2026 Operations Report

Effluent Quality

Both facilities were in full compliance with all effluent limits for the month of July.

On July 8, 2026, intense rainfall caused influent flow at the De Pere Facility to increase from approximately 9 MGD to nearly 30 MGD within one hour. After using all available storage capacity, operators initiated a controlled partial bypass of the UV disinfection system. Treatment operations were maintained, effluent quality remained within permit limits, and no process upsets or overflows occurred. Staff promptly notified the Wisconsin Department of Natural Resources (WDNR) and provided the required documentation regarding the partial bypass of the UV disinfection system. WDNR confirmed that the event reporting was adequate and indicated it will issue a letter approving the unscheduled bypass under the conditions of the Wisconsin Pollutant Discharge Elimination System (WPDES) permit. The rainfall did not substantially impact operations at the Green Bay Facility.

Compliance Inspections

On July 14, 2026, WDNR completed No Exposure Certification inspections at the De Pere and Green Bay facilities. No compliance issues were identified at De Pere. Two housekeeping items were identified at Green Bay, and staff promptly corrected both. On July 22, 2026, WDNR confirmed that the items were addressed and closed the inspection.

WDNR completed a WPDES inspection of NEW Water's operations through a virtual review on July 8, 2026, followed by an onsite inspection on July 28, 2026. The review covered treatment processes, operating records, sampling and monitoring practices, and facility operations. Staff provided the requested documentation, answered questions, and guided the WDNR Wastewater Engineer through both facilities and the Old Plank Lift

Station. WDNR reported no findings and expects to issue a final inspection report within three months.

Attached are graphs showing the rolling 12-month average 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 1,466 MWH of electricity. A total of 140,347 CCF of biogas was recovered, representing just over 99% of the total volume produced. The remaining volume was sent through the waste gas flare. NEW Water received 646,171 gallons of high-strength waste.

On June 1, 2026, NEW Water began participating in the Midcontinent Independent System Operator's (MISO) capacity and energy markets through dual registration as a Load Modifying Resource and a Demand Response Resource. Through this participation, NEW Water receives monthly capacity payments for making its onsite generation available to reduce demand on the regional electric grid during high-demand or emergency conditions. The first payment, covering June participation, is expected to be around \$35,000.

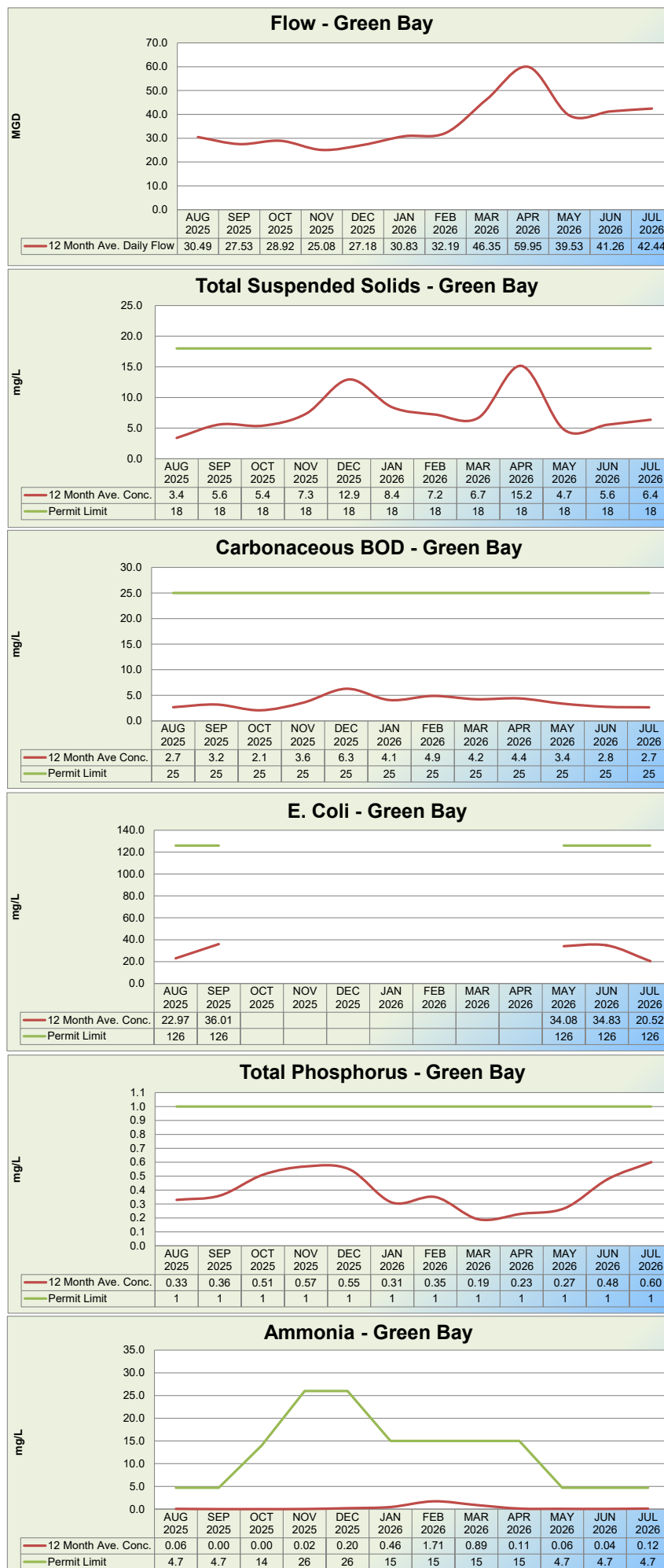
On July 15, 2026, MISO dispatched NEW Water's generating units in response to regional grid conditions. As a result, generators at both the Green Bay and De Pere facilities operated for approximately 90 minutes. NEW Water expects to receive approximately \$4,000 in additional compensation associated with the dispatch event, subject to final settlement.

Attachments

EFFLUENT QUALITY - CURRENT YEAR 2026													May - October Avg = 0.6 mg/L				Ammonia Limits						
NEW Water (GBMSD) - GREEN BAY FACILITY													November - April Avg = 0.6 mg/L				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		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	955.695	30.83	8.4	2,161	66,996	11.3	2,924	90,642	4.1	1,050	32,541			0.31	79		2,434	0.46	140	4,340	2.35	619	19,198
FEB	901.221	32.19	7.2	1,956	54,770	13.3	3,686	103,195	4.9	1,329	37,221			0.35	91		2,541	1.71	537	15,044	3.83	1,097	30,706
MAR	1,436.822	46.35	6.7	2,605	80,764	10.7	4,232	131,193	4.2	1,664	51,573			0.19	70		2,176	0.89	378	11,733	2.72	1,079	33,452
APR	1,798.513	59.95	15.2	11,918	357,553	11.3	7,417	222,510	4.4	4,106	94,439			0.23	154	0.37	4,631	0.11	56	1,693	2.34	1,489	44,671
MAY	1,225.429	39.53	4.7	1,554	48,167	7.2	2,385	73,943	3.4	1,117	34,637	34.08	0.00	0.27	88		2,718	0.06	23	683	1.87	616	19,098
JUN	1,237.943	41.26	5.6	1,948	58,455	5.7	1,996	59,883	2.8	958	28,742	34.83	5.88	0.48	164		4,910	0.04	18	522	1.91	647	19,409
JUL	1,315.595	42.44	6.4	2,315	71,770	4.7	1,696	52,580	2.7	988	30,620	20.52	0.00	0.60	219		6,775	0.12	38	1,152	1.91	660	20,447
AUG																							
SEP																							
OCT																							
NOV																							
DEC																							
Average	1,267.317	41.79	7.7	3,494	105,496	9.2	3,477	104,849	3.8	1,602	44,253			0.35	124		3,741	0.49	170	5,024	2.42	887	26,712
Total	8,871.217				738,475			733,946			309,774						26,185			35,167			186,981
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 2026

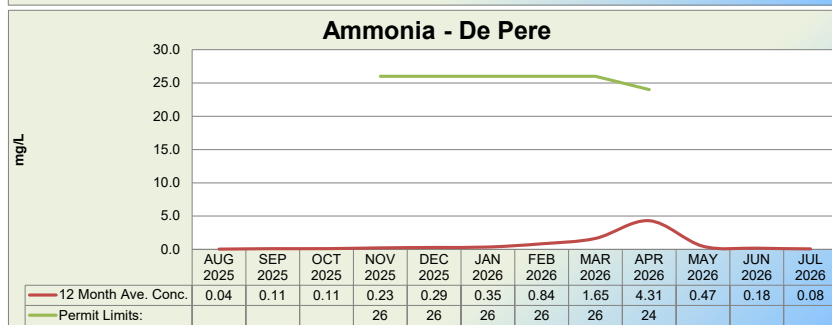
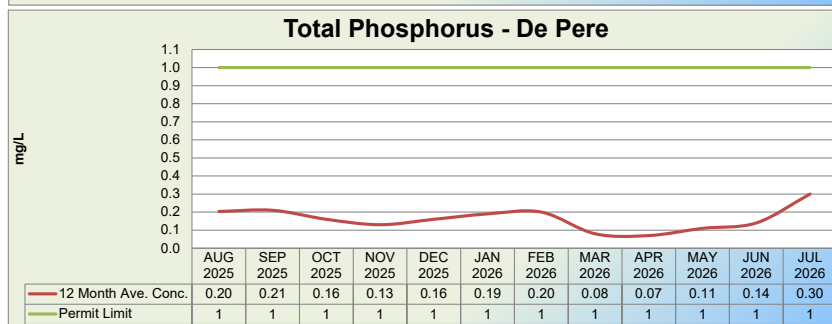
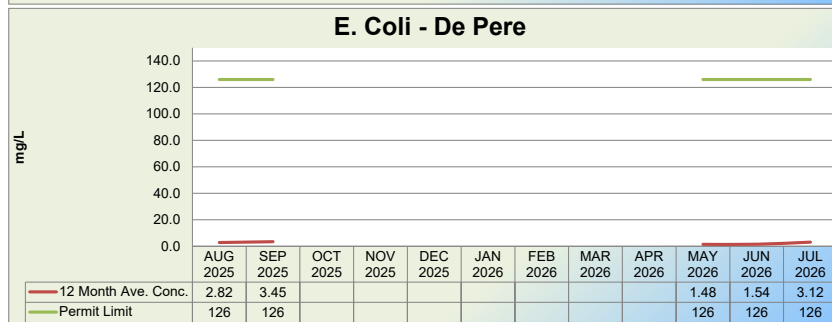
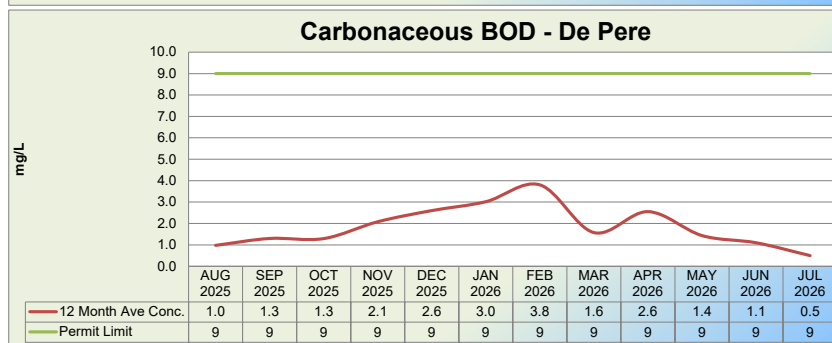
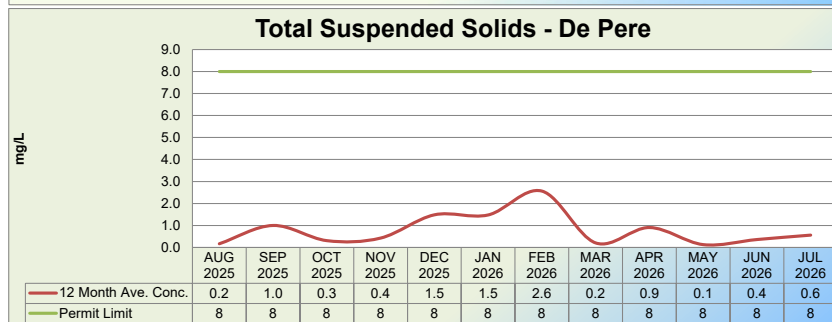
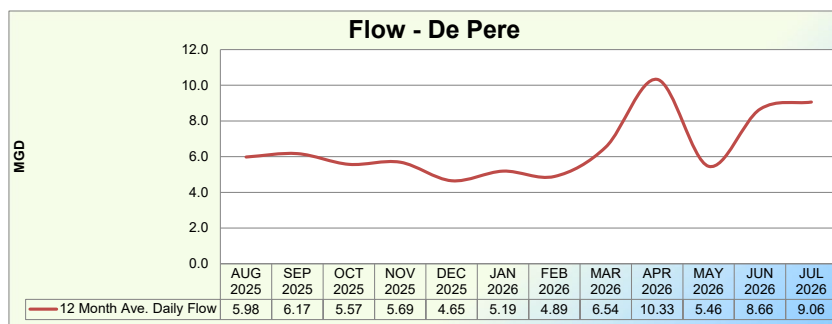
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														0.6 mg/L per Six Months												
			FLOW			TSS			T-BOD			C-BOD			E. Coli		T. PHOSPHORUS (LL)				AMMONIA			TKN		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	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	945.130	30.49	3.4	887	27,500	4.6	1,188	36,823	2.7	742	21,530	22.97	0.00	0.33	84		2,602	0.06	15	446	1.93	489	15,170			
SEP	825.967	27.53	5.6	1,282	38,467	5.5	1,274	38,207	3.2	734	22,032	36.01	0.00	0.36	82		2,460	0.00	0	0	2.09	479	14,375			
OCT	896.531	28.92	5.4	1,298	40,237	6.6	1,601	49,641	2.1	500	15,496			0.51	120	0.36	3,707	0.00	0	0	2.10	505	15,655			
NOV	752.402	25.08	7.3	1,536	46,072	8.6	1,803	54,087	3.6	742	22,247			0.57	119		3,575	0.02	4	134	2.28	476	14,289			
DEC	842.682	27.18	12.9	2,946	91,323	13.3	3,023	93,719	6.3	1,429	44,288			0.55	125		3,875	0.20	47	1,466	3.08	700	21,692			
Average	993.381	32.62	6.6	1,779	54,205	8.2	2,287	69,677	3.6	984	29,569			0.38	99		3,024	0.60	220	6,754	2.65	767	23,403			
Total	11,920.570				650,460			836,120			354,828						36,284			81,053			280,834			
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			



EFFLUENT QUALITY - CURRENT YEAR 2026 NEW WATER (GBMSD) - DE PERE FACILITY														May - October Avg. = 0.6 mg/L November - April Avg. = 0.6 mg/L				Ammonia Limits					
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		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						
	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	160.943	5.19	1.5	66	2,053	3.9	172	5,322	3.0	132	4,079			0.19	8		258	0.35	15	466	2.61	113	3,492
FEB	137.030	4.89	2.6	105	2,945	6.1	246	6,883	3.8	153	4,291			0.20	8		230	0.84	35	972	3.12	127	3,550
MAR	202.629	6.54	0.2	11	355	4.8	264	8,194	1.6	95	2,950			0.08	4		137	1.65	90	2,799	3.15	171	5,311
APR	309.887	10.33	0.9	114	3,433	5.8	477	14,306	2.6	234	7,024			0.07	6	0.14	184	4.31	312	9,369	5.42	401	12,021
MAY	169.360	5.46	0.1	6	186	3.7	170	5,285	1.4	66	2,059	1.48	0.00	0.11	5		150	0.47	21	654	2.02	92	2,855
JUN	259.751	8.66	0.4	27	821	2.7	191	5,715	1.1	77	2,394	1.54	0.00	0.14	10		294	0.18	13	388	1.68	120	3,586
JUL	281.005	9.06	0.6	50	1,560	1.2	102	3,167	0.5	46	1,423	3.12	0.00	0.30	23		713	0.08	5	152	1.48	105	3,261
AUG																							
SEP																							
OCT																	0.18						
NOV																							
DEC																							
Average	217.229	7.16	0.9	54	1,622	4.0	232	6,982	2.0	115	3,460			0.16	9		281	1.13	70	2,114	2.78	161	4,868
Total	1,520.604				11,352			48,873			24,219						1,966			14,800			34,077
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 2026

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	185.432	5.98	0.2	8	246	1.9	99	3,068	1.0	53	1,642	2.82	0.00	0.20	10		311	0.04	2	61	1.99	101	3,117
SEP	185.139	6.17	1.0	46	1,388	2.4	124	3,732	1.3	65	1,948	3.45	3.33	0.21	11		323	0.11	5	157	1.79	90	2,708
OCT	172.702	5.57	0.3	11	330	2.8	127	3,941	1.3	59	1,817			0.16	7	0.16	226	0.11	5	165	1.72	80	2,471
NOV	170.840	5.69	0.4	21	642	3.5	164	4,917	2.1	98	2,940			0.13	6		185	0.23	11	325	1.84	86	2,593
DEC	144.287	4.65	1.5	60	1,807	3.9	154	4,762	2.6	102	3,164			0.16	6		189	0.29	11	353	2.31	90	2,796
Average	171.678	5.64	0.5	22	680	3.1	147	4,468	1.6	76	2,312			0.13	6		189	0.88	48	1,466	2.51	124	3,755
Total	2,060.132				8,156			53,622			27,749						2,273			17,587			45,055
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



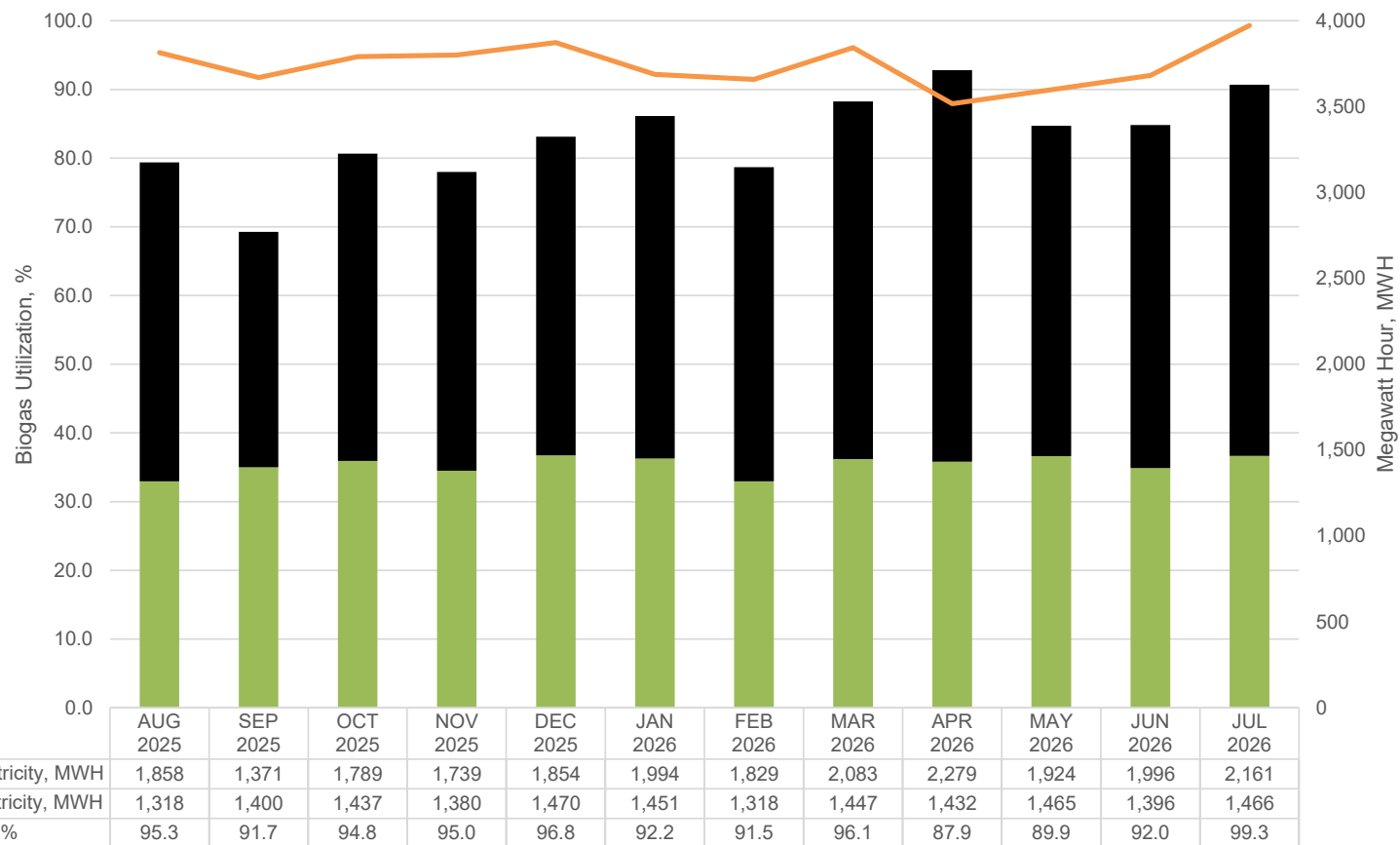
R2E2 ENERGY REPORT GREEN BAY 2026																			
NEW Water (GBMSD) - GREEN BAY FACILITY																			
	Bio-gas Generated					Electricity Used					Natural Gas Used								
	Generators			Flare		Purchased			Generated		Incineration			Heating Boiler		Thermal Oil Boiler		Co-Generation Units	
	Total (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	229,734	211,750	92.2	17,984	7.8	3,445	1,994	57.9	1,451	42.1	179,163	22,800	12.7	150,232	83.9	0	0.0	6,131	3.4
February	217,630	199,058	91.5	18,572	8.5	3,147	1,829	58.1	1,318	41.9	135,915	21,090	15.5	110,033	81.0	2,431	1.8	2,361	1.7
March	201,887	194,010	96.1	7,877	3.9	3,530	2,083	59.0	1,447	41.0	128,283	24,440	19.1	100,981	78.7	2	0.0	2,860	2.2
April	251,634	221,232	87.9	30,402	12.1	3,712	2,279	61.4	1,432	38.6	119,044	29,800	25.0	84,746	71.2	3	0.0	4,495	3.8
May	207,763	186,837	89.9	20,926	10.1	3,388	1,924	56.8	1,465	43.2	61,645	18,030	29.2	35,030	56.8	2,607	4.2	5,978	9.7
June	194,893	179,395	92.0	15,499	8.0	3,392	1,996	58.8	1,396	41.2	43,543	25,500	58.6	1,235	2.8	136	0.3	16,672	38.3
July	141,334	140,347	99.3	987	0.7	3,627	2,161	59.6	1,466	40.4	81,312	22,840	28.1	2,363	2.9	0	0.0	56,109	69.0
August																			
September																			
October																			
November																			
December																			

	Co-Generation Unit #3 (P-21)							Co-Generation Unit #4 (P-22)							High Strength Waste Received
	Monthly Run Time (hours)	Total Energy Generated (MWH)	Gas Consumption				Monthly Run Time (hours)	Total Energy Generated (MWH)	Gas Consumption						
			Bio-gas		Natural Gas				Bio-gas		Natural Gas				
			Total (CCF)	Total (CCF)	% of Total	Total (CCF)			% of Total	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total	
January	250	483	68,343	67,761	99.1	582	0.9	501	968	149,537	143,988	96.3	5,549	3.7	1,023,802
February	136	264	46,168	45,583	98.7	585	1.3	541	1,054	155,251	153,475	98.9	1,776	1.1	907,767
March	743	1,447	196,870	194,010	98.5	2,860	1.5	0	0	0	0.0	0	0	0.0	1,048,267
April	704	1,371	218,511	216,716	99.2	1,794	0.8	32	61	7,217	4,516	62.6	2,701	37.4	991,939
May	446	861	99,800	96,419	96.6	3,381	3.4	310	604	93,015	90,419	97.2	2,597	2.8	919,055
June	302	587	76,993	73,536	95.5	3,457	4.5	424	809	119,073	105,859	88.9	13,215	11.1	693,628
July	157	345	43,336	36,630	84.5	6,705	15.5	576	1,121	153,120	103,716	67.7	49,404	32.3	646,171
August															
September															
October															
November															
December															

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	177,498	169,239	95.3	8,259	4.7	3,176	1,858	58.5	1,318	41.5	47,792	17,782	37.2	0	0.0	180	0.4	29,830	62.4
September	192,466	176,511	91.7	15,955	8.3	2,771	1,371	49.5	1,400	50.5	27,922	8,485	30.4	0	0.0	76	0.3	19,361	69.3
October	219,393	207,934	94.8	11,459	5.2	3,226	1,789	55.4	1,437	44.6	73,287	27,798	37.9	35,571	48.5	0	0.0	9,918	13.5
November	223,302	212,132	95.0	11,170	5.0	3,119	1,739	55.8	1,380	44.2	110,350	25,090	22.7	78,561	71.2	0	0.0	6,699	6.1
December	214,701	207,889	96.8	6,813	3.2	3,324	1,854	55.8	1,470	44.2	173,574	27,590	15.9	131,518	75.8	50	0.0	14,416	8.3

	Co-Generation Unit #3 (P-21)							Co-Generation Unit #4 (P-22)							High Strength Waste Received	Struvite Harvested
	Monthly Run Time (hours)	Total Energy Generated (MWH)	Gas Consumption				Monthly Run Time (hours)	Total Energy Generated (MWH)	Gas Consumption							
			Bio-gas		Natural Gas				Bio-gas		Natural Gas					
			Total (CCF)	Total (CCF)	% of Total	Total (CCF)			% of Total	Total (CCF)	Total (CCF)	% of Total	Total (CCF)	% of Total		
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	688	134	182,121	153,642	84.4	28,479	15.6	61	1,184	16,948	15,597	92.0	1,351	8.0	629,323	0
September	717	1,396	195,287	176,068	90.2	19,218	9.8	2	4	586	443	75.6	143	24.4	656,955	0
October	8	2	2,282	1,842	80.7	440	19.3	737	1,436	215,570	206,092	95.6	9,478	4.4	800,211	0
November	0	0	0	0	0	0	0	712	1,380	218,831	212,132	96.9	6,699	3.1	684,813	0
December	37	66	9,101	7,333	80.6	1,768	19.4	721	1,404	213,203	200,556	94.1	12,647	5.9	860,715	0

GBF Energy Utilization - R2E2



Memorandum

TO: Commissioners

FROM: Nathan Qualls

DATE: August 17, 2026

SUBJECT: Executive Director's Report

- a) **September Commission Meeting.** The September Commission meeting will be held on September 23, 2026, beginning at 8:30 a.m. This meeting will be hybrid, held in person in the Solids Building 310 Conference room and via Zoom videoconference.
- b) **Agreements signed by the Executive Director.** A document summarizing the agreements that have been approved by the Executive Director since the last reporting period is attached for Commission review.
- c) **Executive Director Expense Summary.** A document summarizing the Executive Director's expenses from January 2026 through July 2026 is attached for Commission review.
- d) **NACWA Utility Leadership Conference and Annual Meeting.**

I attended the NACWA 2026 Utility Leadership Conference and Annual meeting held from July 14 through 17 in Cleveland, Ohio. The theme of the conference was "Purpose-Driven Utilities: Leading with Intention, Delivering for Communities". The meeting included many important topics including funding a utility's priorities, building organizational culture, stakeholder engagement, and community trust. In addition, there were important updates shared by NACWA's committees and member utilities.
- e) **Recognition for NEW Water's Commission President Emeritus, Kathryn Hasselblad-Pascale.** In July, President Emeritus Hasselblad-Pascale was honored at the 2026 Woman of Influence event with a "Trailblazer Award," by Insight Publications. Insight Magazine published a story about her, highlighting her role with NEW Water. [Read about the recognition here.](#)

- f) **Water Infrastructure Roundtable.** NEW Water joined a Water Roundtable discussion with elected officials, water partners, and area leaders on July 27 at the Green Bay Water Utility. Organized by the Wisconsin Conservation Voters, the event included NEW Water's Nathan Qualls, Green Bay Water Utility's General Manager Brian Powell, U.S. Rep. Tony Wied, Brown County Executive Troy Streckenbach, Green Bay Mayor Eric Genrich, Appleton Mayor Jake Woodford, Green Bay Resiliency Coordinator Melissa Schmitz, and others. This was a great opportunity to share challenges, concerns, and emphasize the importance of partnerships to protect area waterways. See enclosed photo.



- g) **Harmful Algal Blooms Presentations:** Sarah Bartlett gave two presentations in August on NEW Water's history of harmful algal bloom (HAB) projects in the Lower Fox River and Green Bay, as well as the new HAB education and outreach campaign. On August 4, she presented at the Great Lakes Commission's Great Lakes Sediment and Nutrient Reduction Program biannual meeting in Green Bay, attended by approximately 100 conservation professionals from across the Great Lakes states. On August 14, she presented at the Lake Michigan Day annual meeting in Manitowoc, attended by approximately 40 participants representing Lake Michigan coastal communities.

Date of Agreement	Contractor	Topic	Amount
Adaptive Management Cost Share Agreements - Initial Project Estimates			
5/11/2026	Paul Van Gheem	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1067 2026 - 2028	\$10,788.05/yr (\$32,364.15 total)
5/11/2026	Diederich Farm LLC	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1068 2026 - 2028	\$7,477.56/yr (\$22,432.67 total)
5/11/2026	Spranger Family Dairy	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1069 2026 - 2028	\$12,812.03/yr (\$38,436.10 total)
5/11/2026	Neighborhood Dairy, LLC	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1071 2026 - 2028	\$27,902.45/yr (\$83,707.35 total)
5/11/2026	Van Wychen Farms	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1075 2026 - 2028	\$27,530.59/yr (\$82,591.78 total)
5/11/2026	Carl Jordan	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1076 2026 - 2028	\$6,586.22/yr (19,758.67 total)
5/11/2026	R&E Farms	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1078 2026 - 2028	\$1,095.88/yr (\$3,287.64 total)
5/28/2026	Don Micke	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1070 2026 - 2028	\$4,361.56/yr (13,084.67 total)
5/28/2026	Nick Van Gheem Farm LLC	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1072 2026 - 2028	\$10,445.73/yr (31,337.20 total)
5/28/2026	John Van Deurzen	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1074 2026 - 2028	\$4,760.85/yr (14,282.55 total)
5/28/2026	Greg Verhasselt	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1080 2026 - 2028	\$12,572.13/yr (37,716.39 total)
5/28/2026	Kurt Jordan	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1081 2026 - 2028	\$6,137.39/yr (18,412.17 total)
7/23/2026	Oneida Nations Farm	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCS6061	\$1,841.85
8/4/2026	Tinedale Cropping	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCS6040	\$4,829.74
8/4/2026	Rolf Calaway	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCS6059	\$3,970.21
8/18/2026	Van Asten Dairy	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1073 2026 - 2028	\$7,899.50/yr (23,698.51 total)
8/18/2026	Oneida Nations Farm	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1079 2026 - 2028	\$28,089.23/yr (84,267.68 total)
8/18/2026	Erdmann Farms	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1082 2026 - 2028	\$10,151.12/yr (30,453.36 total)
8/18/2026	Tinedale Cropping	Cost Share Agreement for Ashwaubenon and Dutchman Creeks ACDCO1083 2026 - 2028	\$10,701.29/yr (32,103.87 total)
8/18/2026	Oneida Nation	Agricultural BMPs Related Services Agreement	\$0
Adaptive Management Partnerships - Initial Project Estimates			
2/24/2026	GLOS	Grant for Wave Monitoring	(\$174,430)
2/24/2026	USDA APHIS	Wildlife Hazard Mitigation	\$14,275
4/24/2026	U.W. - Green Bay	Amendment #1 to complete the final biological monitoring report for GBMSD's first five-year permit term to maintain continued monitoring activities.	\$10,315
Easements			
2/25/2026	Brown County	Access Easement for WTD Siphon	\$0
5/21/2026	The Edgewater Shoreline LLC	Easement Side Agreement - 5369 Edgewater Beach	\$0
Maintenance Services			
2/18/2026	Schneider Electric and ACCESS Inc.	De Pere UPS Battery Replacement	\$32,133
Miscellaneous			
4/15/2026	U.W. - Green Bay	NEW Water Support for UWGB Student Monitoring Program	\$10,000
6/10/2026	BP Energy Retail Company	Nov 2026 - Oct 2027 natural gas commodity price lock (50%)	Volume Dependent

6/29/2026	BP Energy Retail Company	Nov 2026 - Oct 2027 natural gas commodity price lock (50%) remaining	Volume Dependent
Professional Services			
2/16/2026	CliftonLarsonAllen, LLP	2025 Audit Services	\$33,500
2/26/2026	Strategic Research Institute	Employee Survey	\$8,000
3/2/2026	Isle Inc.	TAG+ Membership	\$26,620
3/3/2026	Kane Communication	Contracted Communication Services	\$62,000
3/3/2026	Insight Creative	Visual and Digital Services	\$24,500
3/3/2026	Shift Visuals	Visual and Digital Services	\$26,000
3/3/2026	Elevate97	Graphic Design and Installation Services	\$14,500
3/17/2026	I&S Group	Elevator Replacement Agreement	\$25,550
3/17/2026	Black & Veatch	Agreement for Treatment Plant Process Support	\$30,000
3/19/2026	Brown & Caldwell	Amendment #1 for the Downtown Interceptor Renewal Project #230003CS2	\$36,000
4/9/2026	Seal Analytical	Annual Maintenance Review of BOD robot, AQ400, and AA500.	\$10,680
4/23/2026	I&S Group	Amendment #1 to the Admin Building Elevator Replacement Project for Engineering Services	\$10,000
4/30/2026	Short Elliott Henderickson	Agreement for Influent Pump Upgrade - Air Construction Permit	\$34,950
6/1/2026	Wisconsin Public Service Corporation	GBF Parallel Generation Agreement tariff change from PG-2B to PG-1	\$0
6/3/2026	Johnson Controls	Planned Service Agreement Renewal	\$10,698
6/4/2026	Strand Associates	Amendment #1 to the Admin Ahu Replacement Project	\$10,900
6/12/2026	TeamDynamix	Agreement for Ticketing System	\$7,500
6/17/2026	Donohue & Associates	Amendment #1 for the On-Demand Electrical Engineering Services	\$33,000
6/23/2026	Short Elliott Henderickson	On-Call Environmental Services - Change Order	\$15,000
6/30/2026	Jacobs Engineering	Amendment #2 for the Green Bay Facility Pump Station and Headworks Rehabilitation Project #240011DS	\$40,220
6/30/2026	KIM Construction Company, Inc.	2026 Interceptor Manhole Rehabilitation	\$49,128
7/8/2026	All Access with Andy Garcia	Studio Production Authorization. Cost covered by NACWA.	\$0
7/20/2026	Brown & Caldwell	Amendment #1 for I&I Reduction Program Implementation Professional Services. This is for a time extension and does not add any additional cost.	N/A
7/21/2026	Short Elliott Henderickson (SHE)	Stormwater Discharge Permitting and Compliance	\$5,970
7/30/2026	AVEVA Software, LLC	Agreement for proof of concept for PI- Connect trial	\$39,441.36
7/31/2026	Foster & Foster	Agreement for Proposal for Valuation of Liabilities for Other Post-Employment Benefits	\$5,200

Summary**January - July 2026**

<u>5020 - EE Development/Registration</u>	<u>Actual Spend</u>
Exec Director	\$ 1,825.00

<u>5400 - Lodging</u>	<u>Actual Spend</u>
Exec Director	\$ 842.49

<u>5401 - Transportation</u>	<u>Actual Spend</u>
Exec Director	\$ 1,284.12

<u>5402 - Business Meals</u>	<u>Actual Spend</u>
Exec Director	\$ 327.64

Total \$ 4,279.25

Summary**August - December 2026**

<u>5020 - EE Development/Registration</u>	<u>Actual Spend</u>
Exec Director	

<u>5400 - Lodging</u>	<u>Actual Spend</u>
Exec Director	

<u>5401 - Transportation</u>	<u>Actual Spend</u>
Exec Director	

<u>5402 - Business Meals</u>	<u>Actual Spend</u>
Exec Director	

Total \$ -

2026 Total \$ 4,279.25