NEW Water
The brand of the Green Bay Metropolitan Sewerage District

AGENDA
GREEN BAY METROPOLITAN SEWERAGE DISTRICT
COMMISSION MEETING
October 28, 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 August 26, 2026. (N. Qualls)

3) Adopt Retirement Resolution of Duane Fish. (S. Thieszen)
Click Here: Resolution

4) Request Commission approval of the 2027 Dental Insurance (E. Tietyen)
Click Here: Memo

5) Request Commission approval of the 2027 Contracted Services with Outagamie County for Adaptive Management Implementation Support. (E. Houghton)
Click Here: Memo
Click Here: Attachment

6) Request Commission approval of the 2027 Contracted Services with Ducks Unlimited for Adaptive Management Implementation Support. (E. Houghton)
Click Here: Memo
Click Here: Attachment

7) Request Commission approval to enter into the East River Lift Station Agreement 2026 with the Town of Ledgeview and Ledgeview Sanitary District No. 2. (M. McGuire)
Click Here: Memo
Click Here: Attachment

8) Sewer Plan Approvals: (L. Sarau)
Click Here: Memo
a) Village of Pulaski, Project #0295-26-01, GBMSD Request #2026-29.
Click Here: Village of Pulaski
Click Here: NEW Water Map

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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) Capital Project Quarterly Update. (L. Sarau)
   Click Here: Report

12) Consideration of Commissioner Compensation. (N. Qualls)
   Click Here: Memo
   Click Here: Attachment

13) 2027 Budget Workshop. (B. Clausen)
   Click Here: Memo
   Click Here: Presentation
   Click Here: 2027 Budget

14) September 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) September 2026 Operations Report. (P. Wescott)
   Click Here: Memo
   Click Here: Effluent Report – Green Bay
   Click Here: Graph of Effluent Report
   Click Here: Effluent Report –De Pere
   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) December Commission Meeting.
   b) Draft 2027 Commission Schedule.
   Click Here: Attachment
   c) Promotion of Jamia Tancock from Operator II to Operator III.
   d) WWOA Newcomer of the Year Awards.
   e) WWOA Regional Operator of the Year Award.
   f) WWOA Albers-Templeton Service Award.
   g) WEFTEC Operations Challenge Recognition.
   h) Brown County Trail Groundbreaking.

i) NEW Water in the News.
j) Community Outreach: Fall Fest.
k) Collaboration for Water.
l) Mercury Outreach.
m) EPA Clean Water Fund Site Visit.
n) 2027-2029 Strategic Plan.
Click Here: Attachment
o) WPDES Permit Application Submitted.

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Retirement Resolution

WHEREAS, Duane Fish began his career with the De Pere Wastewater Treatment Plant in December 1995 before transitioning to NEW Water, the brand of the Green Bay Metropolitan Sewerage District, in June 2007, and;

WHEREAS, he has provided exemplary service throughout his tenure, contributing practical and valuable skills, most recently as a Field Services Technician within the Technical Services Division; and

WHEREAS, will retire from NEW Water on September 24, 2026 marking 30 years of steadfast and dedicated services to the communities of Northeast Wisconsin.

NOW, THEREFORE, BE IT RESOLVED that NEW Water recognizes Duane Fish's faithful service with a commendation and expression of gratitude, and hereby makes this commendation a part of its official record.

Resolution #2026-07
Dated: October 28, 2026

_____
Thomas P. Meinz, Commission President

_____
Philip J. Danen, Commission Secretary

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Emily Tietyen

DATE: October 28, 2026

SUBJECT: 2027 Dental Plan Recommendations

Background

NEW Water has offered a group dental insurance benefit to employees for several years. Employees are offered a dual-option program, providing the flexibility to select the plan that best suits their family's needs. Currently, 89 employees are enrolled in dental coverage, with approximately 70% enrolled in the Humana broad network provider option and the remaining 30% enrolled with CarePlus Dental Plans, Inc.

Market Review & Rate Lock Expiration

NEW Water's guaranteed 2-year rate lock with Humana expired this year. Humana presented an initial renewal rate increase of 27%, driven largely by an unusually high loss ratio percentage over the past plan year.

To mitigate this cost escalation, our benefits consultant, M3 Insurance, went to the open market to shop our secondary/broad-network dental plan. Market quotes ranged widely from a 30% increase down to a 16% increase presented by Ameritas.

Ameritas Dental Overview

- **History & Profile:** Founded in 1887, Ameritas has over a century of operating experience serving individuals and employer groups nationwide.
- **Network Strength:** The Ameritas Dental Network is one of the largest in the nation, providing over 425,000 access points across the country. This broad access ensures minimal disruption for employees transitioning from Humana.
- **Financial Stability:** Ameritas holds an **A (Excellent)** Financial Strength Rating from **AM Best**, a benchmark rating it has maintained for decades.

Budget Impact

Our CarePlus plan remains under a rate guarantee until 2028, while transitioning the broad-network plan from Humana to Ameritas limits our exposure to a 16% increase rather than the 27% proposed by Humana.

The net budget impact for 2027 is an increase of **$13,281** over the 2026 budgeted dental costs ($62,792), bringing the total projected 2027 dental budget to **$76,073**.

Budget Year	Amount Budgeted	% Budget Increase (Decrease) From Prior Year
2024	$66,733	(18.47%)
2025	$64,509	(3.33%)
2026	$62,792	(2.66%)
2027 (proposed)	$76,073	21.15%

Recommendation

Staff recommends approving a two-year agreement with Ameritas at a 16% rate increase with a 24-month rate lock, continuing to offer dual-choice dental coverage alongside CarePlus Dental Plans, Inc., and maintaining the existing 80/20 employer/employee premium cost share.

Commission Action

Request Commission approval to enter into a two-year agreement with Ameritas (featuring a 24-month rate lock), renew the dual-choice dental offering with CarePlus Dental Plans, Inc., and maintain the 80/20 premium cost share for dental coverage. Attachments

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Erin Houghton

DATE: October 16, 2026

SUBJECT: Outagamie County 2027 Adaptive Management Support Contract

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Background

NEW Water has held annual contracts, since 2016, with Outagamie County (OC) Land Conservation Department (LCD) for collaborative services supporting best management practice (BMP) implementation in the Silver Creek Pilot Project and the Ashwaubenon Creek and Dutchman Creek (ACDC) Adaptive Management Program areas. In 2025, NEW Water Commission approved consolidating previous individual contracts into one annual contract that would break down the main OC LCD supporting staff tasks and associated budget estimates.

It is efficient and cost-effective for NEW Water to leverage OC LCD staff knowledge and expertise, rather than staff these very specific roles internally, when executing and reporting to WDNR for the ACDC Adaptive Management Program.

- NEW Water has supported an Engineering Technician at OC to guarantee an individual focused on creating engineering designs, coordinating contractors, overseeing construction, managing project GIS data, and doing inspections for structural BMPs implemented in ACDC.
- To expedite payments to contractors and landowners, NEW Water has also held annual Memorandums of Understanding (MOUs) with OC to outline the approved reimbursement and invoicing process between NEW Water and OC related to BMP payments.
- NEW Water has also supported a watershed modeler at OC to ensure the BMPs implemented in ACDC are modeled appropriately and consistently to produce accurate total phosphorus and total suspended solids load reductions for annual adaptive management WPDES reporting requirements. Outagamie County manages nutrient and sediment reduction reporting to the Wisconsin Department of Natural Resources (WDNR) for numerous projects (examples: County reporting, Lower Fox

River and Green Bay TMDL Plan, Nine-Key Element Plan (for multiple subwatersheds including ACDC), etc.).

Expansion of Scope & Need

In 2026, as the ACDC Adaptive Management Program grows and the reduction requirements increase, NEW Water and OC LCD staff created a new Watershed Coordinator position housed at OC LCD. This individual oversees the Engineering Technician (OC LCD) and takes much of the programmatic and information-management workload away from the Engineering Technician, freeing this individual to focus on more efficient BMP implementation planning, execution, and oversight. This addition has been helpful, and NEW Water would like to continue with these two full-time staff positions dedicated to managing the implementation of structural practices in ACDC. NEW Water will continue to use the time of other OC LCD Engineering Technicians to assist with ACDC BMPs, as needed.

Exhibits 1-4 provide a list of key position-related tasks. NEW Water and OC LCD work collaboratively to make sure these positions are appropriate for the needs identified by the NEW Water ACDC Adaptive Management Program. In 2027, additional time was added for assistance by OC staff agronomists to assist farmers in the ACDC region with operational practices. More farmers are agreeing to operational practices each year, and this workload has grown beyond what full-time positions can handle, with their focus needed on expanding structural practice implementation.

By continuing this partnership with OC, NEW Water benefits from their resources and expertise. This greatly improves efficiency and the quality of work the team produces to meet joint conservation goals between the two organizations.

Recommendation

NEW Water staff recommends approval of the proposed Outagamie County 2027 Adaptive Management Support Contract to implement best management practices in the Ashwaubenon Creek and Dutchman Creek watersheds from January 1, 2027 – December 31, 2027, in the amount of $250,383 and a 5% contingency of $12,519 under the authority of the Executive Director for a total amount of $262,902.

Commission Action

Request Commission approval for the Outagamie County Land Conservation Department to provide watershed engineering, modeling, and payment services for execution of the Ashwaubenon Creek and Dutchman Creek Adaptive Management Program in the amount of $250,383 and a 5% contingency of $12,519under the authority of the Executive Director for a total amount of $262,902.
Attachment

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Agreement #: 27004001

Green Bay Metropolitan Sewerage District (GBMSD)

PROFESSIONAL SERVICES AGREEMENT

Outagamie County Land Conservation Department

Watershed Engineering and Modeling Coordination Support + BMPs Reimbursements 2027

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 Outagamie County Land Conservation Department, 3365 W. Brewster Street, Appleton Wisconsin, 54914-1602 engagement to render the Services (as defined below) as Outagamie County Land Conservation Department by and for the benefit of the Green Bay Metropolitan Sewerage District (GBMSD). The Professional Services Agreement is made and entered into this 7th day of October, 2026.

1. SCOPE OF ENGAGEMENT.

GBMSD engages Outagamie County Land Conservation Department (OC-LCD) to provide, and OC-LCD shall make available and deliver to GBMSD, services as described in and required by this Agreement. OC-LCD represents and warrants to GBMSD that it has reasonably sufficient training, experience, and qualifications to provide conservation services. OC-LCD will provide all Services as an independent contractor (and not an employee) to GBMSD.

OC-LCD shall generally provide watershed engineering coordination, modeling verification, and support services related to watershed coordination of engineering and modeling, and other such services including the issuance of payments to landowners for Best Management Practices (BMPs) in support of the GBMSD Adaptive Management Program (AM Program) in Ashwaubenon Creek and Dutchman Creek (ACDC) subwatersheds as set forth in the attached Scope of Engagement, Exhibits 1-4, including such related activities associated with this work.

Notwithstanding anything in this Agreement to the contrary, OC-LCD 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. OC-LCD shall report its watershed modeling verification and support services directly, and exclusively, to GBMSD's Watershed Programs Manager and/or other designated employees of GBMSD.

During the Term of this Agreement, OC-LCD shall perform work necessary to complete the duties specified in the Scope of Engagement, as defined above and in the Scope of Engagement, as requested by GBMSD. OC-LCD shall not unreasonably withhold consent to occasional requests by GBMSD to provide additional hours of service.

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Throughout the Term and any renewal or extension thereof, OC-LCD shall use its best efforts to serve GBMSD and shall provide professional standards when performing the Services. OC-LCD shall perform the Services in accordance with generally accepted industry standards applicable to the development and management of geospatial services and administrative services, including without limitation, strict compliance with all applicable federal, state, and local laws and regulations. During the performance of the Services, OC-LCD shall submit to GBMSD for final resolution any question, decision, or matter regarding which OC-LCD reasonably believes is subject to professional judgment and about which OC-LCD 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 for a period of 1 year (Term); provided, however, that GBMSD shall have the option, exercisable in its discretion, to renew and extend the Term thereafter on a yearly basis. GBMSD shall exercise its renewal and extension option by providing written notice to OC-LCD on or before the end of the Term, and GBMSD may terminate this Agreement and the Services at any time upon not less than thirty (30) days' advance written notice to OC-LCD. GBMSD shall pay OC-LCD all compensation due hereunder, and OC-LCD 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, if under any term or condition of the Agreement, the default remains uncured for a period of fifteen (15) days' following the defaulting party's receipt of written notice of such default.

3. COMPENSATION.

In consideration of the Services, GBMSD shall pay OC-LCD for its Services, not to exceed **$250,383** annually for one Watershed Coordinator, one Engineering Technician, one Watershed Modeling Verification position, (along with Administrative, Engineering, and Agronomy support); and issuance of payments to landowners for BMPs. Payment will be made within thirty (30) days upon receipt of invoices on a quarterly basis, due on or about April 15, July 15, October 15, and January 8. Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements. OC-LCD Services and expenses shall not exceed the amount shown in Exhibit 2 without prior written authorization from GBMSD.

4. PAYMENTS.

At least quarterly, during the Term, OC-LCD shall submit to GBMSD records of its time spent providing technical services to GBMSD, together with detailed records of BMP expenses paid by OC-LCD to venders, landowners and growers. OC-LCD's records shall identify the dates and duration of Services provided and BMP payments made during the preceding determination period. Upon verification, GBMSD shall then reimburse OC-LCD for its technical services within 30 days of receipt of its quarterly invoices. OC-LCD shall retain, and make available to GBMSD upon written request, detailed records of its expenses incurred on behalf of GBMSD and submitted for reimbursement hereunder.

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OC-LCD 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 OC-LCD hereunder.

5. CONFIDENTIAL INFORMATION.

OC-LCD 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 OC-LCD through GBMSD; and the results of OC-LCD'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 OC-LCD 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 OC-LCD by a third party not subject to this Agreement. Confidential information obtained by OC-LCD 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, OC-LCD shall return to GBMSD all written or descriptive matter (whether in paper or electronic form) that contains confidential information. The obligations imposed on OC-LCD 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.

Each party 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 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 OC-LCD, and OC-LCD 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.

Throughout the Term, OC-LCD shall maintain the following insurance coverages: Commercial General Liability (Including Broad Liability Endorsement)

a) Bodily Injury and Property Damage Combined - $1,000,000, Each Occurrence
b) Personal Injury - $1,000,000
c) X,C,U - $1,000,000 Each Occurrence
d) Coverage for commercial general liability insurance shall be at least as broad as Insurance Services Office (ISO)
Commercial General Liability Coverage (Occurrence Form CG 0001)

Automobile Liability – Owned, Non-Owned, Hired

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a) Bodily Injury and Property Damage Combined - $1,000,000 for bodily injury and property damage per occurrence limit covering all vehicles to be used in connection with the performance of Contractor's/Vendor's obligations under this Agreement.
b) Coverage for commercial automobile liability insurance shall be at least as broad as Insurance Services Office (ISO) Business Auto Coverage (Form CA 0001), covering Symbol 1 (any vehicle).

Where OC-LCD requires the use of a vehicle(s) in the performance of work under this Agreement, OC-LCD will, at all times during the Term hereof and at its own expense, keep in full force and effect automobile insurance, in amounts acceptable to GBMSD and/or in accord with industry standards, for property damage, bodily injury or death.

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

OC-LCD shall provide GBMSD with a declaration showing insurance liability limits, those limits being in accordance with industry standards, prior to payment of the first invoice under Section 3 of this Agreement.

7. FREEDOM TO PROVIDE SERVICES.

OC-LCD 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 OC-LCD to perform any of the Services required by this Agreement.

8. 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.

9. ENTIRE UNDERSTANDING.

This Agreement expresses the entire understanding between OC-LCD and GBMSD with respect to the subject matter hereof, including without limitation, OC-LCD delivery of the Services to GBMSD.

10. INDEPENDENT MUNICIPAL AGENCIES.

Each party to this Agreement is, and shall at all times during the Term remain, an independent Municipal agency acting exclusively as an independent Municipal agency. Neither party shall be deemed or construed

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to be partners, joint ventures, principal and agent, employer/employee, or anything but independent Municipal Agencies. Neither party shall have the power or authority to bind the other, except as may be expressly set forth herein. OC-LCD shall not be entitled to participate in any employee benefit or welfare plan maintained from time to time by GBMSD for its employees

11. 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. OC-LCD shall comply with all federal, state, and local statutes, rules and ordinances related to OC-LCD's performance of the work.

12. 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 OC-LCD instead may from time to time designate in writing by notice to GBMSD in the same manner as herein set forth. Notice to OC-LCD shall be similarly delivered to address Outagamie County Land Conservation Department, 3365 W. Brewster Street, Appleton Wisconsin, 54914-1602, Attention: Greg Baneck. 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: Erin Houghton.

13. DISPUTE RESOLUTION; MEDIATION; and then LITIGATION.

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 (to be selected by mutual agreement of the parties, or in the absence of agreement, by the American Arbitration Association); provided, however, that the mediation shall be: (i) conducted on an expedited basis with a mediation within sixty (60) days following final identification of the mediator to which the matter is submitted; and (ii) the situs 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, each party may pursue other available legal remedies.

Any dispute, after such dispute is submitted to mediation, relating to this Agreement or arising from or out of the Services, may be brought forth in Brown County Court for the State of Wisconsin and/or if applicable, in Federal District Court in Brown County, Wisconsin.

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

Agreement #: 27004001

GREEN BAY METROPOLITAN SEWERAGE DISTRICT

By: Nathan R. Qualls, P.E.
Its: Executive Director

Date: _____

OUTAGAMIE COUNTY LAND CONSERVATION DEPARTMENT

By: Greg Baneck
Its: County Conservationist

Date: 10/7/2026

Attachments: Exhibit 1: Watershed Coordinator Scope of Engagement and Compensation; Exhibit 2: Engineering Technician Scope of Engagement and Compensation; Exhibit 3: Modeling Verification Scope of Engagement and Compensation; Exhibit 4: Issuance of Payments to Landowners for BMPs Workflow and Reimbursement

APPROVED AS TO FORM:

Jayne L. Lehman
Assistant Corporation Counsel
Outagamie County
Date Approved: 10/6/2026

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Exhibit 1

Watershed Coordinator Scope of Engagement and Compensation

The agreement covers the time period from January 1, 2027 to December 31, 2027 and may be extended and modified by mutual agreement by Green Bay Metropolitan Sewerage District (GBMSD) and OC-LCD. Pursuant to this Agreement, OC-LCD will provide assistance in several key areas to help implement applicable GBMSD Adaptive Management activities. This assistance includes, but is not limited to the following work:

a. Serves as the Outagamie County lead project coordinator in the planning and implementation of structural Best Management Practices (BMPs) designed to restore and protect surface and groundwater quality for NEW Water's NEW Watershed Program

b. Builds and maintains strong working relationships with program partners outside of the Outagamie County LCD and provides project coordination between program partners in the interest of NEW Water's NEW Watershed Program.

c. Engages with landowners and/or Oneida Nation to discuss resource concerns, provide education, and promote participation in conservation programs such as NEW Water's NEW Watershed Program, the Environmental Quality Incentives Program, Targeted Runoff Management Program, Great Lakes Restoration Initiative, Land and Water Resource Management Plan, or other locally available programs.

d. Use mobile devices and other techniques to capture field data for identification and prioritization of best management practices, practice documentation, tabular photographic collection to support verification, and other related workflow tasks using ESRI's mobile apps.

e. Conservation planning including the development and administration associated with cost share agreements with landowners and/or the Oneida Nation with GBMSD.

f. Leads the acquisition of permits needed for projects (local, state, tribal, and federal).

g. Conduct annual and event-based site inspections of installed BMPs, document results and recommend corrective actions when needed. Record on Program SharePoint and Program GIS.

h. Maintain copies of, and provide as needed to GBMSD, copies of all information related to cost share agreements, designs, bids, deed recording, bills, receipts, inspection reports and verification of conservation BMPs and Operation and Maintenance plans developed by OC-LCD for landowners and/or the Oneida Nation.

i. Act as primary reviewer for all modeled reductions of structural practices installed in the watersheds of Ashwaubenon and Dutchman creeks and/or Silver Creek, fill out Quality Review Forms to support modeled reductions, update GIS and SharePoint with associated information.

j. Engagement at state and region-wide conferences and other public speaking engagements that may require presenting projects or grants.

k. Assist in the planning of outreach events such as field tours, workshops, and field day events.

l. Assist with data collection, BMP modeling, and phosphorus and sediment reduction reporting for Total Maximum Daily Load (TMDL) implementation requirements.

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m. Acts as principal liaison representing NEW Water between landowners and state and local agencies, and watershed groups.

n. Determine cost share rates for landowners based upon USDA NRCS or Wisconsin Department of Agriculture or rates determined by GBMSD.

o. On behalf of GBMSD, enter into cost share agreements with participating landowners.

p. As applicable, work with NEW Water staff on behalf of participating landowners upon completion of practice implementation, record cost share agreement on landowner's deed.

q. Assist GBMSD in producing annual reports to WDNR based on conservation practice implementation and Cost Share Agreements managed.

r. Provide miscellaneous project support as requested by GBMSD.

Annual Key Project Deliverables:

a. Development and submittal to GBMSD quarterly invoices and supporting documentation for Outagamie County payments of BMP practices implemented in the watersheds of Ashwaubenon and Dutchman creeks and/or Silver Creek.

b. GIS program database updates to document conservation practice implementation.

c. GIS and SharePoint updates to document conservation practice modeled reductions.

d. Routine updates on progress related to meeting this Scope of Engagement.

Compensation

Total compensation not to exceed $110,000 annually over 1 year as shown below.

Watershed Coordinator Salary & Fringe	$110,000
Total	**$110,000**

Invoices must be submitted to GBMSD on a quarterly basis, due on or about April 15, July 15, October 15, and January 8. Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements.

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Exhibit 2

Engineering Technician Scope of Engagement and Compensation

The agreement covers the time period from January 1, 2027 to December 31, 2027 and may be extended and modified by mutual agreement by Green Bay Metropolitan Sewerage District (GBMSD) and OC-LCD. Pursuant to this Agreement, OC-LCD will aid in several key areas to help implement applicable GBMSD Adaptive Management activities. This assistance includes, but is not limited to the following work:

a. Engineering Technician works with Watershed Coordinator to assist landowners and/or the Oneida Nation in the identification, design, installation and verification of conservation best management practices (BMPs).

b. Assist Watershed Coordinator on maintenance of all records related to BMP practices installed and verification of maintenance of BMPs, on Program SharePoint and Program GIS.

c. Maintain copies of and provide as needed to GBMSD copies of all information related to cost share agreements, designs, bids, deed recording, bills, receipts, inspection reports and verification of conservation BMPs and Operation and Maintenance plans developed by OC-LCD for landowners and/or the Oneida Nation.

d. Act as back-up reviewer for all modeled reductions of structural practices installed in the watersheds of Ashwaubenon and Dutchman creeks and/or Silver Creek, fill out Quality Review Forms to support modeled reductions, update GIS and SharePoint with associated information.

e. Focus conservation BMP implementation on priority fields as assessed and identified by applicable Stakeholders.

f. On behalf of GBMSD, enter into cost share agreements with participating landowners.

g. As applicable, work with NEW Water staff on behalf of participating landowners upon completion of practice implementation, record cost share agreement on landowner's deed.

h. Assist GBMSD in producing annual reports to WDNR based on conservation practice implementation and Cost Share Agreements managed.

i. Provide miscellaneous project support as requested by GBMSD.

Annual Key Project Deliverables:

a. Assist Watershed Coordinator in compiling information for development and submittal to GBMSD of quarterly invoices and supporting documentation for Outagamie County payments of BMP practices implemented in the watersheds of Ashwaubenon and Dutchman creeks and/or Silver Creek.

b. Get project information to Watershed Coordinator for input into the GIS program database and SharePoint to document conservation practice implementation and modeled reductions.

c. Routine updates on progress related to meeting this Scope of Engagement.

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Compensation

Total compensation not to exceed $90,000 annually over 1 year as shown below.

Engineering Technician Salary & Fringe	$90,000
Total	**$90,000**

Invoices must be submitted to GBMSD on a quarterly basis, due on or about April 15, July 15, October 15, and January 8. Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements.

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Exhibit 3

Modeling Verification, Engineering Support, Agronomy Support, and Administration Scope of Engagement and Compensation

The agreement covers the time period from January 1, 2027 to December 31, 2027 and may be extended and modified by mutual agreement by Green Bay Metropolitan Sewerage District (GBMSD) and OC-LCD. Pursuant to this Agreement, OC-LCD will aid in several key areas to help implement applicable GBMSD Adaptive Management activities. This assistance includes, but is not limited to the following work:

a. Act as primary modeler for 100% complete conservation practices implemented through GBMSDs Adaptive Management Program.

b. Oversight, project design, and administration, associated with GBMSD's Adaptive Management Program, of installation and verification of conservation best management practices in Ashwaubenon Creek and Dutchman Creek.

c. Agronomic support for ACDC farmers implementing operational practices on behalf of GBMSD's Adaptive Management Program, practice verification, and annual inspection assistance.

d. GBMSD Adaptive Management Program GIS and SharePoint BMP modeled reductions support, verification, and quality review form summaries.

e. Collaborative reporting on GBMSD Adaptive Management Program BMP implementation tracking, administration, and reporting for Outagamie County as it relates to 9-Key Element Plan deliverables.

f. Assist GBMSD with conservation practice modeled reduction reporting as needed for WDNR on Adaptive Management and/or 9-Key Element Plan.

Annual Key Project Deliverables:

a. Development and submittal to GBMSD quarterly invoices and supporting documentation for Outagamie County payments related to GBMSD Adaptive Management Program tasks.

b. Routine updates on progress related to meeting this Scope of Engagement.

c. Support for practice implementation, verification, and inspections.

d. Support for GIS and BMP modeled reductions annual summaries.

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Compensation

Total compensation not to exceed $50,383.00 annually over 1 year as shown below.

Watershed Modeling Verification Salary & Fringe	$8,000
Engineering Technician Support Salary & Fringe	$6,000
Agronomy Support	$33,383
Administrative Support Salary & Fringe	$3,000
Total	**$50,383**

Invoices must be submitted to GBMSD on a quarterly basis, due on or about April 15, July 15, October 15, and January 8. Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements.

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Exhibit 4

Issuance of Payments to Landowners for BMPs Workflow and Reimbursement

OC-LCD shall generally provide administrative services related to the issuance of payments to landowners for the installation of Best Management Practices (BMPs) approved under GBMSD's ACDC Adaptive Management (AM) Program and following the invoicing workflow outlined below between OC-LCD and GBMSD.

Invoice Workflow between OC-LCD and GBMSD:

- Watershed Coordinator (OC-LCD) and Watershed Field Coordinator (Jacobs) acquire current year W-9 at time of CSA development and provides to Administrative Assistant (OC-LCD).
- Vendor invoices are received by Watershed Field Coordinator (Jacobs) and are entered into ACDC AM Program GIS.
- Watershed Programs Manager (GBMSD) approves BMPs for payment.
- Contract & Grant Specialist (GBMSD) completes a Ready for Payment Statement (with unique invoice number and documentation of each practice being funded) and submits to OC-LCD.
    - Contract & Grant Specialist (GBMSD) verifies that the payment recipient name and address on the RFPS matches that listed on the CSA and W-9.
    - Watershed Coordinator (OC-LCD) and Watershed Field Coordinator (Jacobs) are included as CCs on email.
- Administrative Assistant (OC-LCD) prepares Direct Payment Vouchers.
    - Administrative Assistant (OC-LCD) asks Watershed Coordinator (OC-LCD) if any checks should be hand-delivered.
    - For payments exceeding $10,000, Administrative Assistant (OC-LCD) gets bids/estimates from Watershed Coordinator (OC-LCD), searches SAM.gov database to verify that the payment recipient does not have any exclusions, and records search for audit purposes.
- Administrative Assistant (OC-LCD) submits payments to landowners.
- Administrative Assistant (OC-LCD) provides a copy of payments sent via email to Watershed Field Coordinator (Jacobs), and CCs Watershed Coordinator (OC-LCD) and Contract & Grant Specialist (GBMSD).
- Contract & Grant Specialist (GBMSD) verifies payments against each BMP and enters payment verification information in the ACDC AM Program CSA management system to update the status of each practice in GIS.
- Administrative Assistant (OC-LCD) invoices GBMSD quarterly using the OC-LCD invoice form and includes the Ready for Payment Statement(s), documentation, and copies of Direct Payment Vouchers and checks.
    - Quarterly invoices sent via email to Contract & Grant Specialist (GBMSD).
    - Note: Reimbursements for BMPs will have their own invoice separate from the OC-LCD/GBMSD contracts for Watershed Coordinator, Engineering Technician, GIS Modeling Support, etc.

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- Contract & Grant Specialist (GBMSD) again verifies payments against each BMP and ensure accurate payment verification information in the ACDC AM Program CSA management system.
- Contract & Grant Specialist (GBMSD) notifies Watershed Programs Manager (GBMSD) that OC-LCD invoice is ready to be paid.
- Watershed Programs Manager (GBMSD) requests GBMSD accounting to pay the OC-LCD invoice (and CCs Environmental Division Director).

Reimbursement

OC-LCD shall quarterly submit to GBMSD records of payments made to landowners for the installation of BMPs. Upon verification, GBMSD shall then reimburse OC-LCD for approved payments made to landowners within 30 days of receipt of its quarterly invoices, from NEW Water Environmental Programs implementation annual budget. Quarterly invoices are due April 15, July 15, October 15, and January 9. Include the agreement number referenced in the header of this MOA on all invoices. OC-LCD shall retain, and make available to GBMSD upon request, detailed records of payments made on behalf of GBMSD and submitted for reimbursement hereunder.

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Erin Houghton

DATE: October 16, 2026

SUBJECT: Ducks Unlimited 2027 Adaptive Management Support Contract

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Background

Since 2016, NEW Water has worked closely with Ducks Unlimited (DU) staff, coordinating best management practices (BMPs) in the Silver Creek Pilot Project and the Ashwaubenon Creek and Dutchman Creek (ACDC) Adaptive Management Program areas to help further NEW Water's progress towards its Wisconsin Pollutant Discharge Elimination System (WPDES) permit total phosphorus (TP) and total suspended solids (TSS) reduction goals. Through coordinated efforts executing a United States Fish and Wildlife Service (USFWS) Coastal Program wetland grant and additional engineering design support on BMPs in ACDC, NEW Water has held annual contracts with DU since 2023. These individual contracts have been partially reimbursed from the grant and under the approval authority of the Executive Director and reported to Commission through the Executive Director's signed contract lists provided twice a year.

Expansion of Scope & Need:

Ducks Unlimited staff have been extremely helpful coordinating wetland design and implementation as well as assisting on streambank stabilization and two-stage ditch practice design and construction oversight. Their ability to design and incorporate habitat work in these projects help NEW Water to make continued progress toward NEW Water's WPDES Adaptive Management TP and TSS reductions while also helping DU make progress on their organization's environmental goals in northeast Wisconsin.

As the USFWS Coastal Program wetland grant funding concludes at the end of 2026, NEW Water would like to continue work with known, trusted, and knowledgeable DU staff so they can continue to advise and implement BMPs in ACDC in coordination with NEW Water's Adaptive Management Program staff. In 2027, NEW Water has two large streambank stabilization projects and a wetland project proposed for DU staff to work on. One of the streambank stabilization projects has some construction financial assistance

from a second Natural Resource Damage Assessment (NRDA) grant that NEW Water was recently awarded. However, this will not cover the full construction costs or any of the technical time associated with the project.

By continuing this partnership, NEW Water benefits by having BMPs continue to get implemented by engineering technicians who have specific expertise in these practices, established working relationships, experience with local contractors and permitting, and knowledge of the area's specific resource concerns. This greatly improves efficiencies and quality of work produced by the team to meet joint conservation goals between the two organizations.

Recommendation

NEW Water Watershed Program staff recommend approval of the proposed Ducks Unlimited 2027 Adaptive Management Support Contract to provide BMP engineering design and construction oversight services to support execution of the Ashwaubenon Creek and Dutchman Creek watersheds from January 1, 2027 – December 31, 2027 in the amount of $150,000 and a 5% contingency of $7,500 under the authority of the Executive Director for a total amount of $157,500.

Commission Action

Request Commission approval for Ducks Unlimited to provide BMP engineering design and construction oversight services to support execution of the Ashwaubenon Creek and Dutchman Creek Adaptive Management Program in the amount of $150,000 and a 5% contingency of $7,500 under the authority of the Executive Director for a total amount of $157,500.

Attachment

Docusign Envelope ID: ABCD1985-D19C-8565-816B-34A15989F203

Agreement #: 27012001

AGREEMENT FOR SERVICES

BETWEEN GREEN BAY METROPOLITAN SEWERAGE DISTRICT

AND DUCKS UNLIMITED, INC.

FOR DESIGN, BIDDING, AND CONSTRUCTION RELATED SERVICES FOR AGRICULTURAL WETLAND AND STREAMBANK RESTORATIONS IN THE WATERSHEDS OF ASHWAUBENON CREEK AND DUTCHMAN CREEK

2027

THIS AGREEMENT is made and entered into on this _____ day of _____, 2026 by and between Green Bay Metropolitan Sewerage District, hereinafter referred to as "Client," and Ducks Unlimited, Inc. its affiliates and subsidiaries, hereinafter referred to as "Consultant."

RECITALS:

WHEREAS, Client is authorized to and desires to retain Consultant to provide design services for agricultural wetland and streambank restorations in the watersheds of Ashwaubenon Creek and Dutchman Creek (the “Project”); and

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

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

NOW, THEREFORE, Client and Consultant agree as follows:

I. DESCRIPTION OF PROJECT

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

II. SCOPE OF CONSULTANT SERVICES

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

A. Basic Services

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

B. Additional Services

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

C. Litigation Assistance

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

III. RESPONSIBILITIES OF CLIENT

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

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

IV. AMERICANS WITH DISABILITIES ACT

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

Docusign Envelope ID: ABCD1985-D19C-8565-816B-34A15989F203

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V. AUTHORIZATION AND COMPLETION

In signing this Agreement, Client grants Consultant specific authorization to proceed with work specified in Exhibit A. The Term of this Agreement and the Services to be provided hereunder shall commence as of the date first set forth above and continue for a period of 1 year (Term); provided, however, that Client shall have the option, exercisable in its discretion, to renew and extend the Term thereafter on a yearly basis. Client shall exercise its renewal and extension option by providing written notice to Consultant on or before the end of the Term. Consultant shall use its best efforts to perform the work specified in Exhibit A within the estimated time.

VI. COMPENSATION

A. Amount

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

B. Payment

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

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

VII. RESPONSIBILITY OF CONSULTANT

A. Standard of Care - Professional Services

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

B. Reliance upon Information Provided by Others

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

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

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

VIII. ASBESTOS/HAZARDOUS MATERIALS

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

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

IX. CONSULTANT'S WORK PRODUCT

A. Scope

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

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

expense, including attorneys' fees, arising out of or related to any such alteration or unauthorized use.

B. Electronic Copies

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

X. INDEMNIFICATION

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

XI. CONSULTANT'S INSURANCE

Consultant shall procure and maintain the following minimum insurance:

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

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

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

XII. CONFIDENTIALITY

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

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

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

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

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

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

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

XIII. SUBCONTRACTS

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

XIV. SUSPENSION OF WORK

Work under this Agreement may be suspended as follows:

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

XV. TERMINATION OF WORK

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

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

C. Payment upon Termination

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

XVI. ASSIGNMENT

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

XVII. NO BENEFIT FOR THIRD PARTIES

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

XVIII. FORCE MAJEURE

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

XIX. INTEGRATION

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

XX. SEVERABILITY

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

XXI. CHOICE OF LAW/JURISDICTION

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

XXII. ATTORNEYS' FEES

Not Used.

XXIII. NOTICES

All notices required under this Agreement shall be delivered by email or mail and shall be addressed to the following persons:

Tally Hamilton
Regional Biologist
Ducks Unlimited, Inc
thamilton@ducks.org
505 Science Drive, Ste. A
Madison, WI 53711

Erin Houghton
Watershed Programs Manager
Green Bay Metropolitan Sewerage District
ehoughton@newwater.us
2231 N. Quincy St.
Green Bay, WI 54302

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

XXIV. AUTHORIZATION

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

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

DUCKS UNLIMITED, INC.

Signed by:
James A Rader
8BFB01B68E6E474...

James A. Rader
Director of Operations
Great Lakes/Atlantic Region

Date Signed: 10/5/2026

GREEN BAY METROPOLITAN SEWERAGE DISTRICT

Nathan R. Qualls, P.E.
Executive Director

Date Signed: _____

Exhibit A: Scope of Services

The Scope of Services covers the time period from January 1, 2027 to December 31, 2027 and may be extended and modified by mutual agreement by Green Bay Metropolitan Sewerage District (GBMSD) and Ducks Unlimited, Inc. Pursuant to this Agreement, Ducks Unlimited, Inc. will provide assistance in several key areas to help implement applicable activities related to the design and installation of agricultural wetland and streambank restorations in the watersheds of Ashwaubenon Creek and Dutchman Creek. This assistance includes, but is not limited to the following work:

a. Engineering Technician assistance with landowners and/or the Oneida Nation in the identification, design, installation and final inspection of conservation best management practices (BMPs).

b. Maintenance and coordination of all records related to BMP practices installed, and verification of final BMPs, on Program SharePoint and Program GIS.

c. Maintain copies of and provide as needed to GBMSD copies of all information related to designs, bids, deed recording, bills, receipts, inspection reports and verification of conservation BMPs developed by Ducks Unlimited, Inc. for landowners and/or the Oneida Nation.

d. Focus conservation BMP implementation on priority fields as assessed and identified by applicable Stakeholders.

e. Assist GBMSD in producing required annual reports to WDNR based on conservation practice implementation.

f. Provide miscellaneous project support as requested by GBMSD.

Annual Key Project Deliverables:

a. Develop and submit to GBMSD **quarterly** invoices and supporting documentation for payments of BMP practices implemented in the watersheds of Ashwaubenon and Dutchman creeks.

b. Work with program staff to document and retain all essential documents relating to conservation practice implementation.

c. Routine updates on progress related to meeting this Scope of Services.

Exhibit B: Level of Effort

In consideration of the Services, GBMSD shall pay Ducks Unlimited, Inc. for its Services, not to exceed $150,000 for Engineering Technician design services for agricultural wetland and streambank restorations in the watersheds of Ashwaubenon Creek and Dutchman Creek with construction oversight. Payment will be made within thirty (30) days upon receipt of invoices on a quarterly basis, due on or about April 15, July 15, October 15, and January 8.

Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements. Services and expenses from Ducks Unlimited, Inc. shall not exceed the amount shown in this Exhibit B without prior written authorization from GBMSD.

At least quarterly, during the Term, Ducks Unlimited, Inc. shall submit to GBMSD records of its time spent providing technical services to GBMSD, together with detailed records of BMP expenses paid by Ducks Unlimited to venders, landowners, and growers. Ducks Unlimited, Inc.'s records shall identify the particular dates and duration of Services provided and BMP payments made during the preceding determination period. Upon verification, GBMSD shall then reimburse Ducks Unlimited for its technical services within 30 days of receipt of its quarterly invoices. Ducks Unlimited, Inc. shall retain, and make available to GBMSD upon written request, detailed records of its expenses incurred on behalf of GBMSD and submitted for reimbursement hereunder.

Ducks Unlimited 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 Ducks Unlimited, Inc. hereunder.

Compensation

Total compensation not to exceed $150,000 during the agreement term as shown below. Invoice drawdowns may vary as this breakdown is approximate.

Engineering Technician Salary and Fringe	$55,000
BMP Construction	$80,000
Travel	$1,550
Direct Total	$136,550
Indirect Costs (9.85%)	$13,450
Total	**$150,000**

Invoices must be submitted to GBMSD on a quarterly basis, due on or about April 15, July 15, October 15, and January 8. Note: At times, GBMSD may request interim invoices to meet applicable grant reporting requirements.

NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Max McGuire

DATE: October 15, 2026

SUBJECT: East River Lift Station Upgrade Agreement 2026

Background

The East River Lift Station, originally constructed in 2000, is located within the Town of Ledgeview. The lift station is tributary to the De Pere Wastewater Treatment Facility, and it serves portions of the City of De Pere (De Pere) and the Town of Ledgeview (Ledgeview). These communities continue to grow, and capacity increases are needed to continue providing reliable service. These planned increases are a part of the recently approved East River Lift Station Improvements and Force Main projects.

The attached East River Lift Station Upgrade Agreement details the customer allocations and payment requirements for the additional capacity through the lift station and new force main for Ledgeview. Consistent with NEW Water's Sewer Use Ordinance, Ledgeview will not be charged for the existing capacity they have been allocated under previous agreements. The agreement was drafted by NEW Water legal counsel and has been reviewed and approved by the Town of Ledgeview and the Ledgeview Sanitary District No. 2.

Staff is working to finalize a similar agreement with De Pere.

Recommendation

Staff recommends Commission approval to authorize the Executive Director to enter into the East River Lift Station Upgrade Agreement 2026 with the Town of Ledgeview and Ledgeview Sanitary District No. 2.

Commission Action

Request Commission approval to enter into the East River Lift Station Upgrade Agreement 2026 with the Town of Ledgeview and Ledgeview Sanitary District No. 2, and to authorize the Executive Director to sign the agreement.

Attachment: East River Lift Station Upgrade Agreement 2026

Return to Agenda

EAST RIVER LIFT STATION UPGRADE AGREEMENT 2026

THIS EAST RIVER LIFT STATION UPGRADE AGREEMENT 2026 (the "Agreement"), is made and entered this ___ day of _____, 2026, by and among **THE GREEN BAY METROPOLITAN SEWERAGE DISTRICT** ("GBMSD") **THE TOWN OF LEDGEVIEW**, and **LEDGEVIEW SANITARY DISTRICT NO. 2** (collectively, "Ledgeview").

BACKGROUND OF THIS AGREEMENT

A. GBMSD is a metropolitan sewerage district organized under Chapter 200, Wisconsin Statutes. Ledgeview is a municipality within GBMSD's service area.

B. Ledgeview has allocated capacity in the GBMSD Interceptor System, which includes the East River Lift Station and associated force mains, the Swan Road Extension, the Charles Street Interceptor, and the Northeast Interceptor, which are owned and operated by GBMSD.

C. Existing and anticipated development within the City of De Pere, the Town of Ledgeview, and potentially other areas within GBMSD's service area requires upgrades to the East River Lift Station and associated force mains to provide additional conveyance and treatment capacity.

D. GBMSD has undertaken a project to upgrade the East River Lift Station and related infrastructure (the "Upgrade Project") to increase available capacity in the East River Lift Station and force mains.

E. The parties desire to confirm allocated capacities and establish cost recovery obligations associated with construction of the Upgrade Project.

NOW, THEREFORE, the parties agree as follows:

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1. Acknowledgment of Current Allocated Capacities. Based on previous agreements, including, but not limited to the Ledgeview/GBSMD Sewer Agreement 1994, Ledgeview/GBMSD East Side Sewer Improvement Agreement 1997 ("East Side Sewer Agreement"), the Swan Road Extension Agreement (2017), and Charles Street Interceptor Upgrade Agreement 2020,the parties acknowledge that the attached **Exhibit A** accurately summarizes the allocated capacities in the segments of the East River Lift Station and associated force mains, and downstream interceptor facilities as of the date of this Agreement.

2. Construction of Upgrade Project. GBMSD shall design and construct the Upgrade Project, consisting of improvements to the East River Lift Station and associated force mains and appurtenances, to increase system capacity for GBMSD customers.

3. Allocation of Capacity in the East River Lift Station and New Force Main. Upon completion of the Upgrade Project, GBMSD shall allocate capacity in the East River Lift Station and associated force mains to Ledgeview as shown on attached **Exhibit B**. The Upgrade Project is based on additional flow projections as stated in Donohue & Associates, Inc.'s De Pere East Side Basin Interceptor System Study Report dated September 2020 which in turn is based on information provided by Ledgeview for the area shown on attached **Exhibit C**. The mapped area in **Exhibit C** is strictly a projection of potential future development, which is subject to change based upon the actual future development needs in the area. Any changes to the projected development reflected in **Exhibit C** shall require GBMSD's approval.

4. Ledgeview Allocation in Downstream Interceptors. The parties further acknowledge that the Upgrade Project creates new system capacity in the East River Lift Station and forcemains beyond the allocated capacity in downstream interceptors addressed in the 1994 Agreement. To the extent Ledgeview is allocated New Capacity in the downstream interceptors,

as shown in Exhibit D, such allocation shall be subject to applicable interceptor cost recovery charges as provided in this Agreement and GBMSD's Sewer Use Ordinance.

5. Payment by Ledgeview for Interceptor Cost Recovery Charge. Pursuant to Sec. 5.20 of GBMSD's Sewer Use Ordinance, Ledgeview shall pay GBMSD an Interceptor Cost Recovery Charge for new capacity it is allocated as a result of the Upgrade Project. An estimate of this charge is included on **Exhibit B** and **Exhibit D**. The actual amount of the payments shall be calculated and paid according to the provisions of GBMSD's Sewer Use Ordinance.

6. Swan Road Extension and Upstream Facilities. Allocation of capacity and payment obligations for the Swan Road Extension and downstream interceptor segments shall continue to be governed by the Swan Road Extension Agreement (2017) and Section 5.20 of the Sewer Use Ordinance, except as expressly modified herein.

7. Notice. Any notice required under this Agreement shall be delivered personally or sent by certified mail, return receipt requested, to the parties at their addresses set forth below. Any party may by written notice at any time designate a different address to which notices shall be subsequently sent. Notices given by certified mail, return receipt requested, shall be deemed received when mailed:

To GBMSD:
Executive Director
Green Bay Metropolitan Sewerage District
2231 North Quincy Street
Green Bay, WI 54302

To Ledgeview:
Town Chairman
Town of Ledgeview
3700 Dickinson Road
De Pere, WI 54115

8. Other Agreements. Except as provided herein, the terms and conditions of all other agreements among the parties shall remain in full force and effect.

9. Governing Law. This Agreement shall be construed and interpreted according to the laws of the State of Wisconsin.

10. Amendment and Modification. This Agreement may only be amended or modified by written agreements executed by all parties to the Agreement.

11. Binding Effect. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns.

(Signatures Contained on Following Page)

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IN WITNESS WHEREOF, the parties have executed this Agreement as of the date set forth above.

THE GREEN BAY METROPOLITAN SEWERAGE DISTRICT

By: _____
Its: _____
Name: _____

THE TOWN OF LEDGEVIEW

By: _____
Its: _____
Name: _____

LEDGEVIEW SANITARY DISTRICT NO. 2

By: _____
Its: _____
Name: _____

Exhibit A - East River LS and Force Main Improvements

Existing Allocations - July 8, 2026

Interceptor Segment		City of De Pere Existing Allocation (cfs)	Town of Ledgeview Existing Allocation (cfs)
Upstream MH	Downstream MH		
ERLS	FM	2.55	4.82
FM	CSI-019	2.55	4.82
CSI-019	CSI-015	3.66	11.61
CSI-015	CSI-005	3.84	11.61
CSI-005	NEI-021	2.66	4.82
NEI-021	Siphon	12.00	4.82
Siphon	DPF	12.60	4.82

1. 2.55 cfs (2.47 cfs from Swan Road Extension Agreement 2017) + (0.08 cfs from 2018 Annexation)
2. 3.66 cfs from Charles Street Interceptor Upgrade Agreement 2020.
3. 3.84 cfs from Charles Street Interceptor Upgrade Agreement 2020.
4. The Charles Street Interceptor Upgrade Agreement 2020 did not address allocations downstream of CSI-005
5. 4.82 cfs from Ledgeview/GBMSD East Side Sewer Improvement Agreement dated April 29, 1997
6. 11.61 cfs from Charles Street Interceptor Upgrade Agreement 2020

Exhibit B - Interceptor Cost Recovery Charge - East River LS and Force Main Improvements

Estimated Allocations and Costs for Partial Allocation for the Lift Station and Full Allocation for the Force Main Based on Calibrated Model and Future Flows

Segment	ICR Capacity	Construction or Acquisition Cost	Percent of Total Cost	Interest Per Segment	Total Cost Per Segment	Cost Per CFS	Existing Capacity (cfs)	Proposed Capcity (cfs)	New Allocated Capacity (cfs)	Total Cost
ERLS	12.17	$ 10,972,868.95	79.29%	$ 2,982,063.06	$ 13,954,932.01	$ 1,146,666.56	4.82	8.99	4.17	$ 4,781,599.55
FM	14.79	$ 2,865,993.65	20.71%	$ 778,882.33	$ 3,644,875.98	$ 246,441.92	4.82	11.61	6.79	$ 1,673,340.63
		$ 13,838,862.60		$ 3,760,945.39						$ 6,454,940.18

1. Existing capacity information (4.82 cfs) from the following agreements:
   Ledgeview/GBMSD East Side Sewer Improvement Agreement dated April 29, 1997
   Swan Road Extension Agreement dated June 28, 2017
2. Proposed capacity information (11.61 cfs) from Donohue & Associates, Inc.'s De Pere East Side Basin Interceptor System Study Report dated September 2020, and the Charles Street Interceptor Upgrade Agreement 2020.
3. The force main is designed for the 50 year projection and has a higher ICR Capacity than the Lift Station that is designed for the 25 year projection.
4. Exhibit B provides an estimate of the interceptor cost recovery (ICR) charges. ICR charges will be calculated using actual costs after project completion.

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MS-13B
MS-13A
MS-13C
MS-01A
MS-02A
MS-03A
MS-03
MS-03B
SRI-LS-003

LEGEND

- Meter Station
- Lift Station
- Municipal Boundaries
- Brown County Parcels

DePereFlowBasin

Sewer Basins

- City of De Pere
- Town of Ledgview
- Reserve Capacity

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Date: November 2019 File: M:\Eng\2019\24x36 De Pere-Ledgview Basins Exhibit C.mxd

Exhibit D - Interceptor Cost Recovery Charge - CSI and NEI

Estimated Allocations and Costs for Full Allocation in Downstream Sewer Based on Calibrated Model and Future Flows

Upstream MH	Downstream MH	ICR Capacity	Construction or Acquisition Cost	Percent of Total Cost	Construction or Acquisition Year	ENR CCI - Construction or Acquisition Year	ENR CCI - Current	Current / Historical CCI	Present Cost Per Segment	Total Present Cost Per Segment	Cost Per CFS	Existing Allocated Capacity (cfs)	Proposed Allocated Capacity (cfs)	Additional Allocated Capacity (cfs)	Total Cost
CSI-019	CSI-015	15.29	-	-	-	-	-	-	-	-	-	11.61	11.61	0.00	-
CSI-0015	CSI-005	15.47	-	-	-	-	-	-	-	-	-	11.61	11.61	0.00	-
CSI-005	NEI-021	25.1	$ 191,566.67	14.67%	1977	2576	13556	526.24%	$ 1,008,104.71	$ 1,008,104.71	$ 40,163.53	4.82	11.61	6.79	$ 272,710.40
NEI-021	Siphon	28.0	$ 324,434.99	24.85%	1977	2576	13556	526.24%	$ 1,707,313.96	$ 1,707,313.96	$ 60,975.50	4.82	11.61	6.79	$ 414,023.63
Siphon	DPF	40.5	$ 789,405.00	60.47%	2001	6391	13556	212.11%	$ 1,674,413.11	$ 1,674,413.11	$ 41,343.53	4.82	11.61	6.79	$ 280,722.59
															$ 967,456.62

1. Existing capacity information (4.82 cfs) from the following agreements:
   Ledgeview/GBMSD Sewer Agreement dated September 16, 1994
   Ledgeview/GBMSD East Side Sewer Improvement Agreement dated April 29, 1997
   Swan Road Extension Agreement dated June 28, 2017
   Charles Street Interceptor Upgrade Agreement 2020 dated February 20, 2020
2. Proposed capacity information (11.61 cfs) from Donohue & Associates, Inc.'s De Pere East Side Basin Interceptor System Study Report dated September 2020, and the Charles Street Interceptor Upgrade Agreement 2020.

NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Lisa Sarau

DATE: October 15, 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 #0295-26-01 – 2027 Lincoln Street Utility and Street Reconstruction: GBMSD Request #2026-29. The Village of Pulaski project reconstructs an existing sanitary sewer. The immediate and ultimate service is unchanged from existing conditions. Flow from the sanitary sewer is 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 sewer reconstruction project 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

2027 LINCOLN STREET
UTILITY AND STREET RECONSTRUCTION
VILLAGE OF PULASKI, BROWN CO., WISCONSIN

G. B. M. S. D. PLAN APPROVAL
REQUEST NO. GBMSD 2026-29
PROJECT NO. 0295-26-01
EXAMINED BY J. Fischer DATE 9/23/26
APPROVED BY G.B.M.S.D. COMMISSION
MOTION NO. — DATE

CONTRACT NO. 0295-26-01

WISCONSIN
AARON J. BRETTENFELDT
E-43978
KRAKOW
WI
PROFESSIONAL ENGINEER

6/30/2026

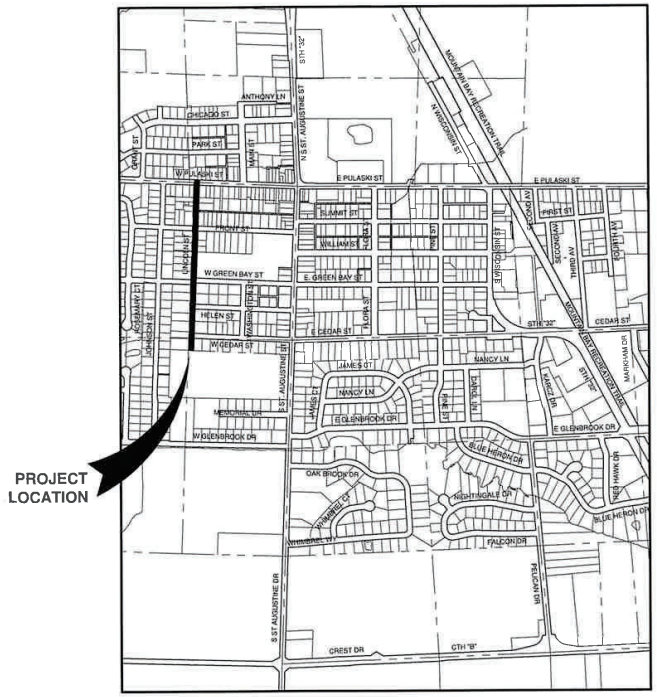
ATTENTION!
DOWNLOADED PLANS ARE NOT SCALEABLE, NEITHER THE OWNER OR THE ENGINEER SHALL BE HELD RESPONSIBLE FOR THE SCALE OR PRINT QUALITY OF DOWNLOADED PLANS. ONLY PRINTED PLANS FROM BLUE PRINT SERVICE CO., INC. SHALL BE CONSIDERED TO BE SCALEABLE PLANS.

NOTE:
EXISTING UTILITIES SHOWN ON PLANS ARE APPROXIMATE. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING EXACT LOCATIONS AND ELEVATIONS OF ALL UTILITIES, WHETHER SHOWN OR NOT, FROM THE OWNERS OF THE RESPECTIVE UTILITIES. ALL UTILITY OWNERS SHALL BE NOTIFIED FOR LOCATES BY THE CONTRACTOR 72 HOURS PRIOR TO EXCAVATION.

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



VICINITY MAP



LOCATION MAP

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

DRAWN ALG
CHECKED —
DESIGNED AJB

CONTRACT NO. 0295-26-01
2027 LINCOLN STREET
UTILITY AND STREET RECONSTRUCTION
VILLAGE OF PULASKI, BROWN CO., WISCONSIN

LOCATION MAPS

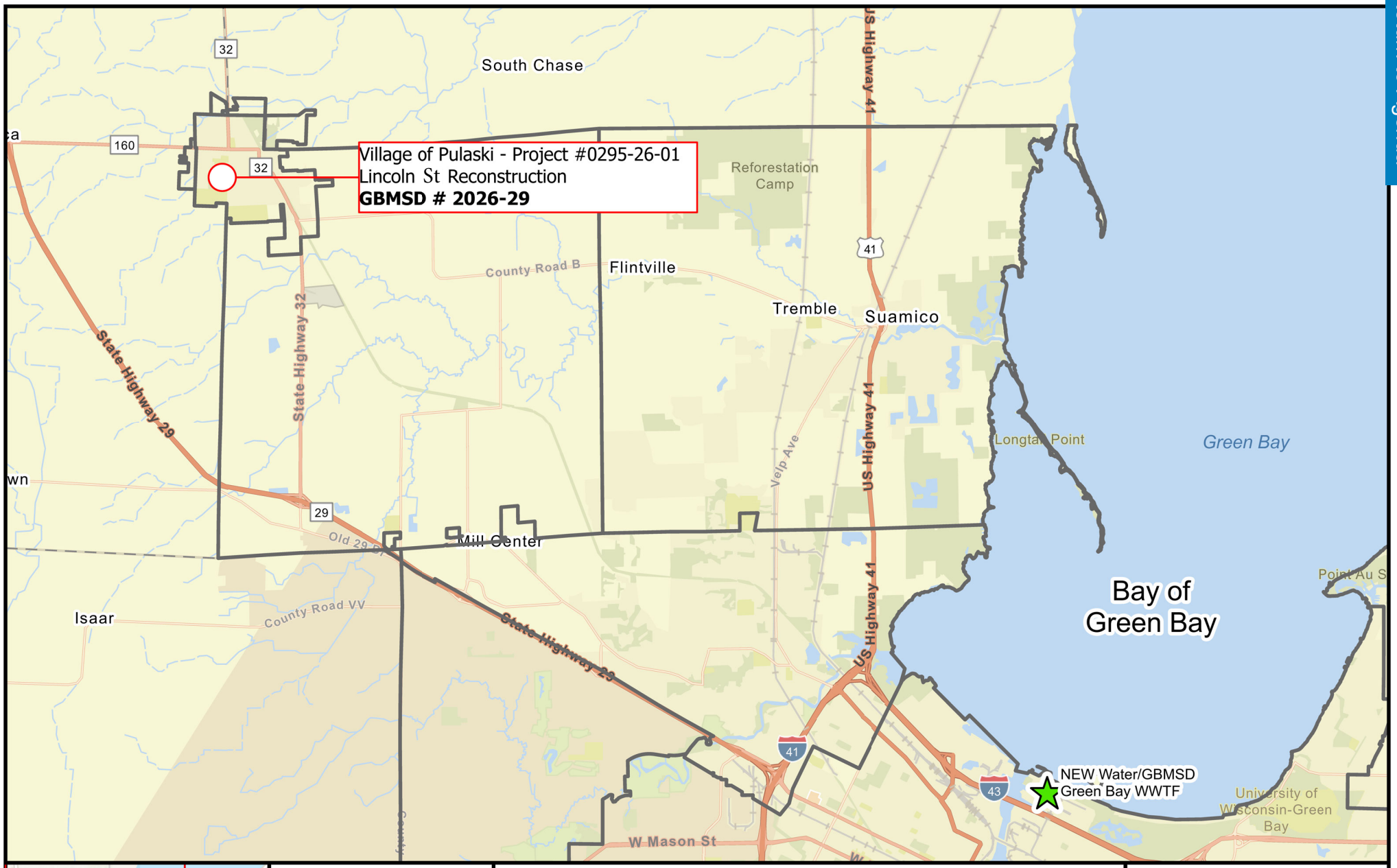
DATE 11/2025
FILE 0295310C
JOB NO. 0295310

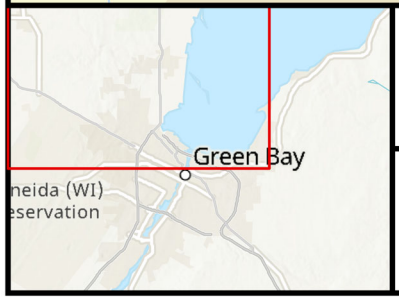
Robert E. Lee & Associates, Inc.
1250 Centennial Centre Blvd | Hobart, WI | 920-662-9641 | releeinc.com

SHEET NO. 1

Return to Agenda

Return to Agenda





LEGEND

Municipalities

NEW Water
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October 2026

GBMSD Sewer Plan Approval Request Location

N

0 1.25 2.5 Mi

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Project Updates Summary - October 2026

Ongoing Construction Projects

Schedule	Budget	Project Name	Project Driver	Status Update	Capital Costs to Date	Approved Costs Including Contingency
		GBF: North Plant Clarifier Rehabilitation	Reliability / Aging Infrastructure	New construction is nearing completion, with FC4 to return to service in late October and PC4 likely to follow in late November. Repair and replacement efforts on FC5, FC3 and PC3 will continue into December and possibly later. South Plant clarifier repairs added through Change Order #11 will begin in early November to coincide with other operational priorities, and overall project completion dates have been adjusted accordingly to the end of March 2027 On schedule, site restoration will extend into June of 2027.	$32,485,494	$40,958,731
		GBF: Thickening Improvements	Capacity Aging Infrastructure System Performance Optimization	The contractor continues to make progress towards installation of the first two gravity thickeners. The first gravity belt thickener is operational with ongoing efforts to correct deficiencies in the thickened sludge pumps. On schedule, anticipate completion in 2028.	$12,772,325	$27,519,011
		DPF: Influent Pumping & Headworks Project	Capacity Aging Infrastructure System Performance Optimization	Concrete work for the new grit structures and within the two grit buildings is complete and equipment installation is ongoing. Bypass efforts in the Pump Station were initiated to allow for manual bar screen installation, and associated building modifications are nearly complete. The Process Return Pump Station work is complete, while supporting electrical and mechanical work continues across all project areas. On schedule, anticipate completion in late 2027.	$11,846,336	$27,694,596
		East River Interceptor Renewal	Aging Infrastructure	Project is complete with the exception of minor punch list items. On schedule, anticipate completion in summer 2026.	$12,135,562	$14,208,944
		Downtown Interceptor Renewal (East Fox River and Fox River Crossing)	Aging Infrastructure	Contractor has sliplined the EFR. Waiting on pipe for FRC. Delayed, material supply chain issues.	$10,915,648	$19,594,276
		GBF: Misc. Pumping and High Strength Waste Improvements	Aging Infrastructure	Pipe penetration into one digester has been completed. Remainder of the work is expected to begin later this year. On schedule	$473,105	$7,231,189
		East River Lift Station & Force Main Improvements	Capacity Aging Infrastructure	Construction contracts have been sent to Contractors for execution On schedule	$498,798	$15,186,299
		GBF: Administration Building Elevator Modernization	Aging Infrastructure	Shop drawing review prior to ordering materials. On schedule, anticipate completion in May 2027	$119,608	$368,300

Future Construction Projects

Schedule	Budget	Project Name	Project Driver	Status Update	Capital Costs to Date	Estimated Cost
		GBF: Pump Station & Headworks Project	Capacity Aging Infrastructure System Performance Optimization	Design is underway. 60% design comments have been returned to the consultant. Delayed, anticipate design completion in mid-2027.	$1,664,499	$70,000,000 - $100,000,000
		GBF: Hot Oil Economizer Replacement	Aging Infrastructure	Design is underway. On schedule, anticipate design completion in late 2026.	$269,793	$3,500,000 - $5,000,000
		East Bayshore (EBS) and Old Plank Road Lift Station Rehabilitation	Aging Infrastructure	Design for the project has been awarded and started. On schedule	$0	$6,500,000 - $7,500,000
		GBF: Potable Water Loop Replacement	Aging Infrastructure	Anticipate requesting award for the design project in December 2026. On schedule	$0	$1,000,000 - $1,250,000

Planning Projects

Schedule	Budget	Project Name	Project Driver	Status Update	Costs to Date	Estimated Cost
		Southeast Service Area Facility Plan	Capacity	Project has been awarded, and is anticipated to start before the end of October 2026.	$0	$180,000

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Memorandum

TO: Commission

FROM: Nathan Qualls

DATE: October 15, 2026

SUBJECT: Consideration of Commission Compensation

Background

Chapter 200 of the Wisconsin Statutes governs the creation, powers, and duties of metropolitan sewerage districts, including Section 200.09 (7), which addresses the per diem compensation of Commissioners:

> *(7) A per diem compensation may be paid to commissioners in an amount the commission specifies by resolution. Any change in the per diem amount after its initial establishment applies only to subsequently appointed or reappointed commissioners. Commissioners shall be reimbursed for actual expenses incurred as commissioners in carrying out the work of the commission.*

NEW Water Commissioners are currently compensated at a rate of $50 per meeting, and this per diem rate has not been reconsidered for over 10 years.

If the Commission elects to modify the per diem rate, a resolution will need to be adopted at a future meeting. After that point, reappointed or newly appointed Commissioners would be compensated at the revised amount, while all other Commissioners would continue to be compensated at the $50 rate until their reappointment.

See attached survey results for other Wisconsin metropolitan sewerage districts.

Recommendation

This Commission item is informational only.

Commission Action

No Commission action is required.

Attachment

Commissioner per diem rates for other Wisconsin metropolitan sewerage districts.

Name of Entity	Current Per Diem	Additional Comments
Walworth County Metropolitan Sewerage District	$50	Estimated based on the "Commissioner Wages" line item in their budget.
Rib Mountain Metropolitan Sewerage District	$100	This was just raised from $25 per meeting. This is counted when the group meets for Commission/Budget meetings.
Heart of the Valley Metropolitan Sewerage District	Commissioners: $150 Secretary: $300 for first meeting, $150 per meeting after the first	As of 2028, per diem will be $300 per commissioner, $450 for the Secretary's first meeting, and $300 for each meeting after. The The Secretary was the only position-holding Commissioner paid more. This was due to handling meeting minutes and being heavily involved in budget meetings.
Western Racine County Metropolitan Sewerage District		Awaiting Feedback
Madison Metropolitan Sewerage District	Varies, see Additional Comments.	Year Non-Officer Officer 2025 $125 $140 2026 $129 $144 2027 $133 $149 2028 $137 $153 2029 $141 $158 2030 $145 $162 2031 $149 $167 2032 $154 $172 2033 $158 $177 2034 $163 $183 2035 $168 $188

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

Memorandum

TO: Commission
Nathan Qualls

FROM: Beth Clausen

DATE: October 15, 2026

SUBJECT: Draft 2027 NEW Water Budget

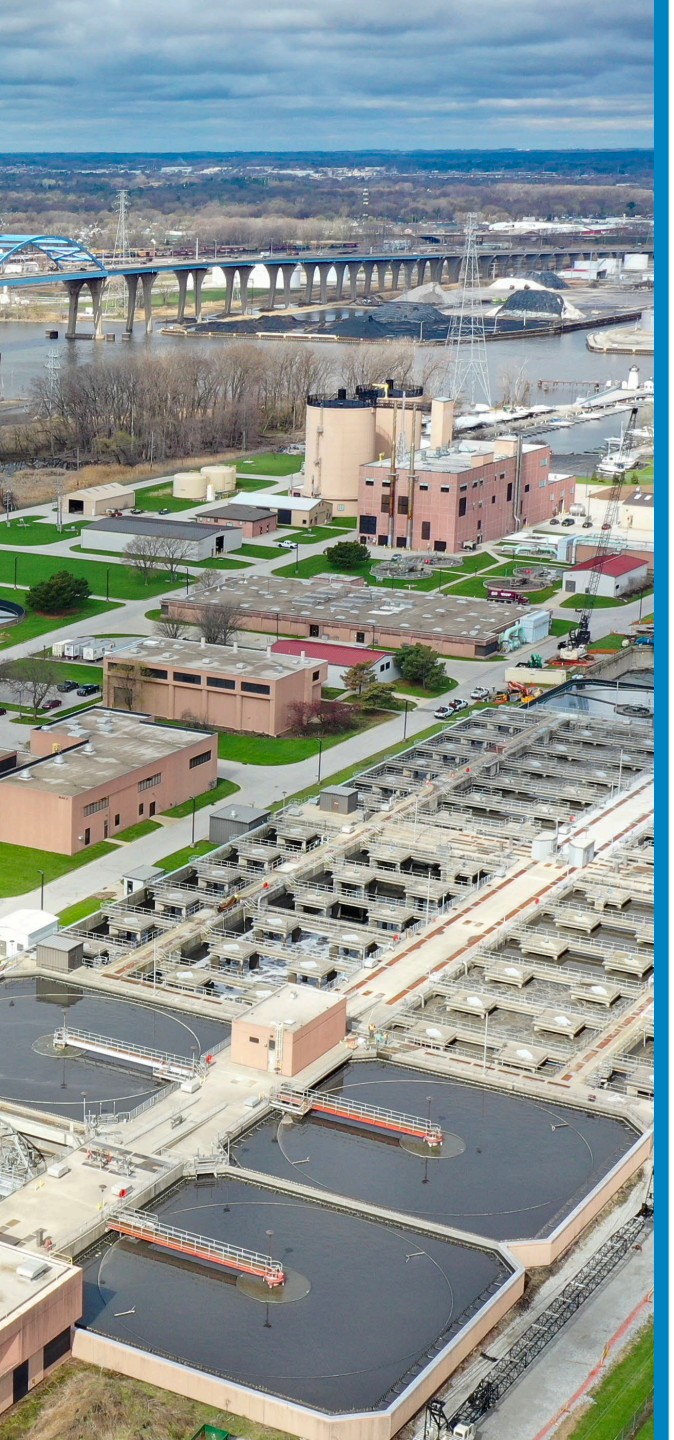
Attached is the draft 2027 NEW Water budget for your consideration. The budget will be discussed at the October 28, 2026 Commission meeting. Staff plan to present the attached PowerPoint presentation titled “2027 Budget Workshop October 2026” to guide the discussion. The detailed draft 2027 Budget is also attached.

An overall summary of this third round of the draft budget is an increase in budgeted expenses of 9.1 percent over the 2026 budget. Operations and Maintenance (O&M) expenses have increased by 4.5 percent, and capital expenditures have increased by 14.0 percent. It is proposed to utilize $2.2 million in Plant Capital Replacement Reserve to offset annual capital project costs and help manage the cost impact to our customers.

Any questions or comments you have on the proposed budget are welcome.

Attachment

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Commission

2027 DRAFT Budget Workshop

October 28, 2026

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Changes to 2027 Budget from September 23, 2026 Presentation

Total Net decrease ($668K)

- Net decreases in O&M expenses of ($97K)
- Net increase in Annual Capital of $30K
- Net decrease in Debt Service of ($611K)
  - Timing of loans moved to 2029
    - East River Lift Station – Upsizing & Force Main ($416k)
    - Ninth Street Interceptor Improvement ($113k)
- Decrease Use of Plant Capital Replacement Reserve ($600K)

Return to Agenda



Proposed 2027 Budget

Return to Agenda



2027 Revenue

Budget Categories	2026 Budget	2027 Budget	% Change
Municipal User Fees	$ 48,995,574	$ 52,176,053	6.5%
Mill User Fees and Direct Charges	$ 3,060,228	$ 3,162,432	3.3%
Mill Capital Charges	$ 2,417,903	$ 2,596,853	7.4%
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 Reserve	$ 600,000	$ 2,200,000	266.7%
Total Revenues	$ 57,581,792	$ 62,817,294	9.1%

Municipal User Fess are 83% of Total Revenues

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Municipal Rate Comparison

Capital Charge included in Parameter Rate (Fully loaded rates)			
Parameter	2026 Budget	2027 Budget	% Change
Volume (1,000 gals)	$ 1.44635	$ 1.54058	6.5%
Biochemical Oxygen Demand (lbs)	$ 0.61064	$ 0.62435	2.2%
Suspended Solids (lbs)	$ 0.61737	$ 0.64020	3.7%
Phosphorus (lbs)	$ 2.93279	$ 3.16467	7.9%
Total Kjeldahl Nitrogen (lbs)	$ 1.13171	$ 1.17499	3.8%

Capital Charge NOT included in Parameter Rate (Billed rates)			
Parameter	2026 Budget	2027 Budget	% Change
Volume (1,000 gals)	$ 0.79624	$ 0.83491	4.9%
Biochemical Oxygen Demand (lbs)	$ 0.30662	$ 0.30872	0.7%
Suspended Solids (lbs)	$ 0.32105	$ 0.32875	2.4%
Phosphorus (lbs)	$ 1.41383	$ 1.48778	5.2%
Total Kjeldahl Nitrogen (lbs)	$ 0.52316	$ 0.53241	1.8%

Capital Charge	$ 21,292,745	$ 25,515,277	19.83%

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2027 DRAFT Budget Summary

2027 DRAFT Budget Compared to 2026 Budget	Percentage
TOTAL Expenses Increased	9.1%*
Capital Expenses Increased	14.0%
O&M Expenses Increased	4.5%
Municipal User Fees Increased	6.5%
Note: A portion of the Interceptor Debt Service was offset through the use of ICR Reserves. *$2.2M use of Plant Capital Replacement Reserves to stabilize rates between 5.5%-7%	

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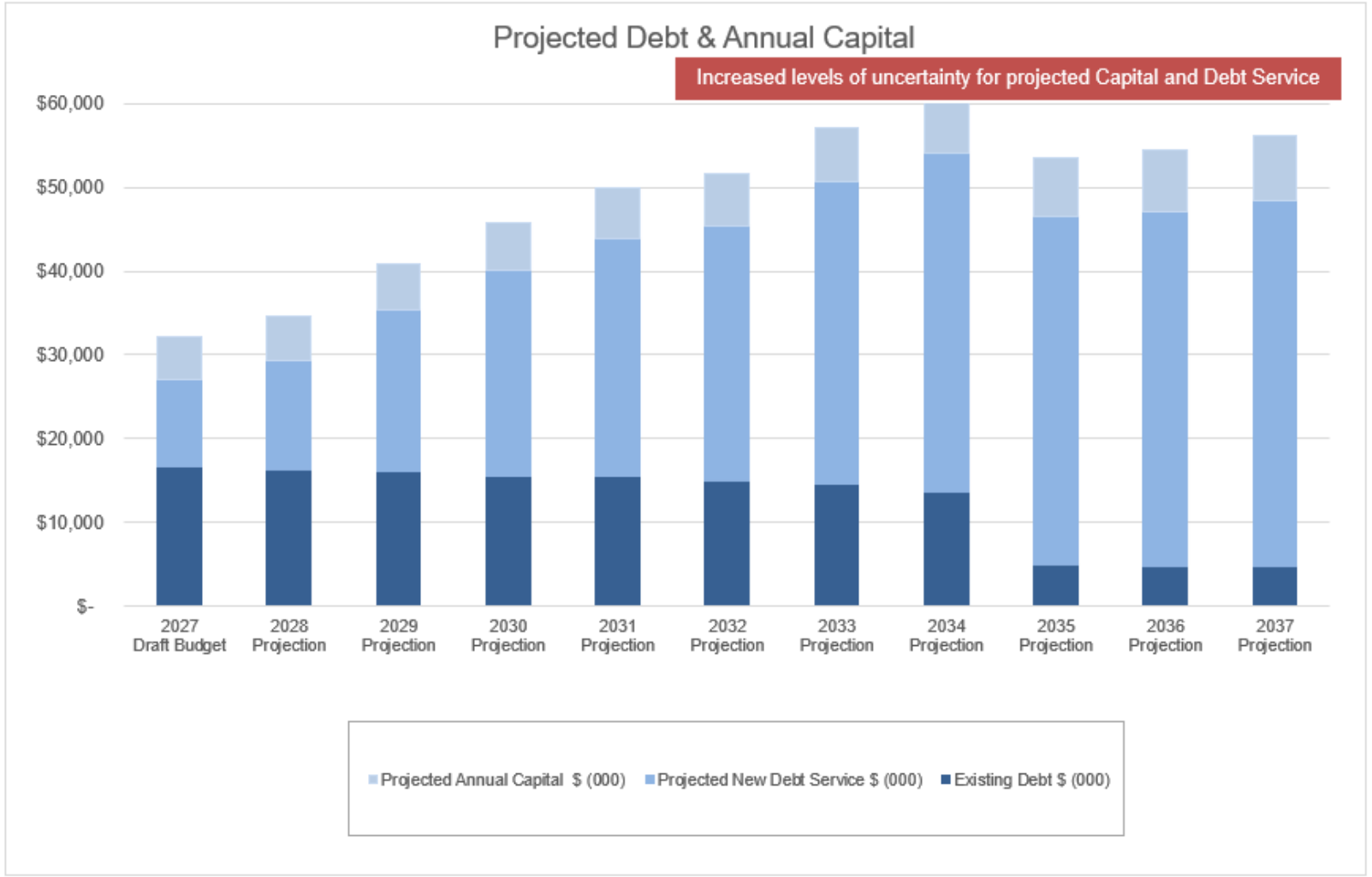


Strategic Financial Planning

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Strategic Financial Planning



Return to Agenda



Strategic Financial Planning



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Cost Effectiveness

NEW Water ensures operational efficiencies through continuous improvement, asset management, capital improvement planning, and risk management.

As we strive to be a utility of the future, we will incorporate principles of sustainability into our approach to financial and environmental stewardship, as we continue to provide an essential service to protect public health for the community we serve.

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Customer Meetings (Budget Focus)

- All customer meeting – September 17, 2026
- Village of Allouez – October 6, 2026
- Village of Ashwaubenon – October 27, 2026

Return to Agenda



Next Steps

- Customer meeting(s)
- Budget hearing and adoption on December 2, 2026
- Customer notification

Return to Agenda

NEW Water
The brand of the Green Bay Metropolitan Sewerage District



2027 Budget

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

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2027 Budget

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Message from the Executive Director



Nathan Qualls, P.E.
Executive Director
NEW Water

The 2027 budget reflects our team's commitment to ensuring regulatory compliance, system reliability, and protection of our most valuable resource, water.

In 2027, a typical household will pay about $30 for NEW Water services each month*. This is an increase of $1.31 per month, over last year.

Drivers for this year's budget include continued critical upgrades and improvements to our wastewater treatment facilities and conveyance system, as well as increased costs for chemicals.

Aging infrastructure remains a challenge for the wastewater industry, and NEW Water is no exception. Significant portions of our infrastructure were built in the 1970s and have now met or exceeded their useful life. Through long-term planning with our Liquids Facility Plan, we are meeting this challenge to ensure reliable service for the residents, businesses, industries, and visitors who rely on our service in Northeast Wisconsin.

NEW Water is committed to finding cost-effective solutions to the vexing challenges we face "at the end of the pipe." One highlight is watershed work, a more cost-effective compliance option to meet regulations for total suspended solids and phosphorus, an approach which also improves water quality.

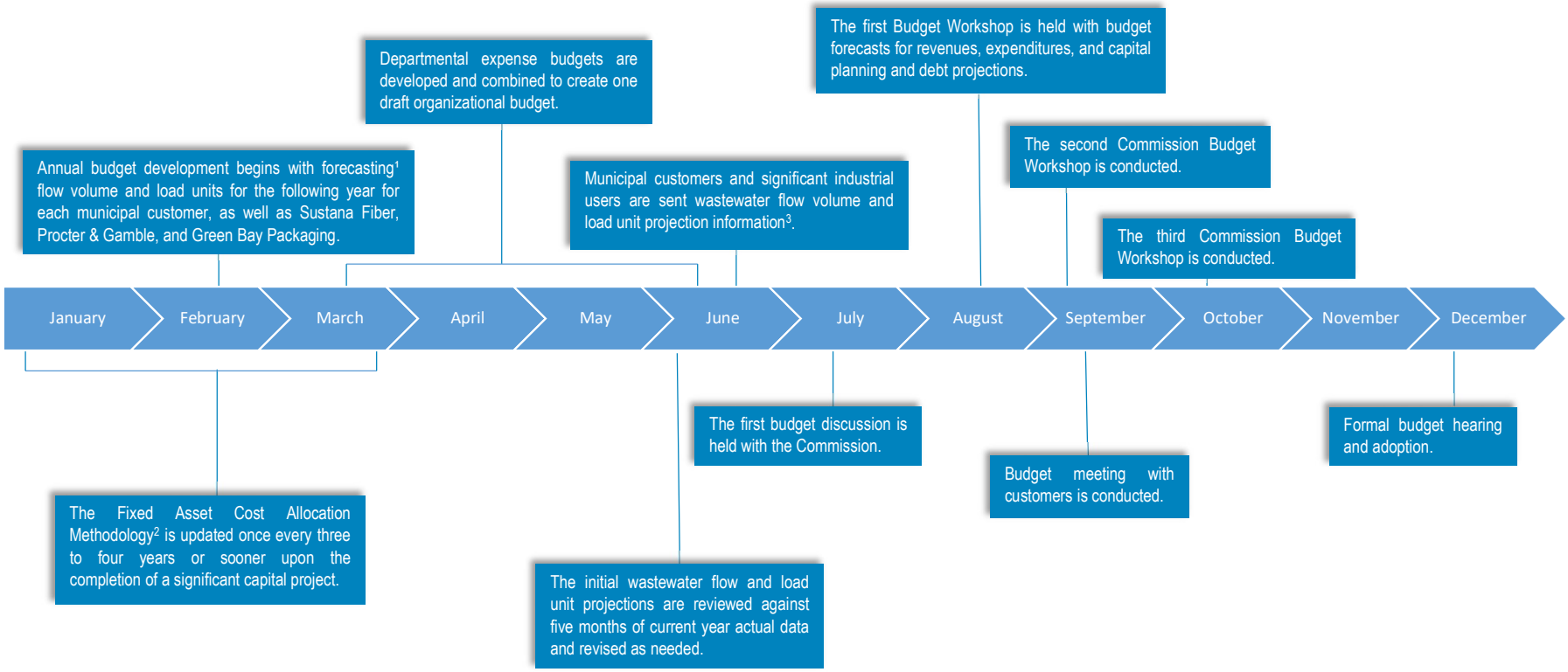
Other cost savings efforts include our Resource Recovery and Electrical Energy, or R2E2 facility, which produces about 40% of the electrical needs for our Green Bay Facility – a cost savings of about $1.27 million last year.

On the horizon, we continue to plan and forecast for increasing regulatory requirements. Emerging contaminants including PFAS, the so-called "forever chemical," are among them. Recognizing that preventing pollution from entering our wastewater system is far cheaper than building costly upgrades to remove them, we are actively partnering and pursuing PFAS source reduction, and pollution prevention initiatives.

As our team works through challenges on a daily basis, I am proud of their dedication to serve through it all and remain grateful for the leadership of our Commission.

**This does not include additional costs a municipality may need to charge their residents for their sewer operations.*

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	$ 52,176,053	83.1%	$ 3,180,479	6.5%
	P&G User Fees	1,735,887	1,524,082	1,745,631	1,712,053	2.7%	(33,579)	-1.9%
	GBP User Fees	870,820	1,195,809	963,446	1,086,089	1.7%	122,642	12.7%
	Mill Direct Allocation Charges (Year-End)	356,343	135,031	351,151	364,291	0.6%	13,140	3.7%
	P&G Capital Charges	1,191,157	1,191,157	1,363,386	1,464,291	2.3%	100,905	7.4%
	GBP Capital Charges	921,306	921,306	1,054,517	1,132,562	1.8%	78,045	7.4%
	General Reserve Interest	25,076	119,967	25,076	92,937	0.1%	67,861	270.6%
	Other Revenues	1,324,346	1,755,115	1,287,017	1,480,130	2.4%	193,113	15.0%
		52,395,203	**$ 53,570,133**	**55,785,799**	**$ 59,508,406**	**94.7%**	**$ 3,722,607**	**6.7%**
	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	2,200,000	3.5%	1,600,000	3.5%
	General Reserve Interest Offset	(25,076)	(119,967)	(25,076)	(92,937)	-0.1%	(67,861)	-0.1%
		$ 1,193,789	**$ (1,508,089)**	**$ 1,795,993**	**$ 3,308,888**	**5.3%**	**$ 1,512,895**	**84.2%**
	Total Revenues	**$ 53,588,992**	**$ 52,062,044**	**$ 57,581,792**	**$ 62,817,294**	**100.0%**	$ 5,235,503	9.1%
Expenses	Salaries & Benefits	13,699,999	13,177,017	14,203,390	14,535,295	23.1%	(331,905)	-2.3%
	Power	2,444,096	2,232,780	2,365,261	2,444,139	3.9%	(78,878)	-3.3%
	Contracted Services	4,032,590	3,560,098	4,437,476	4,551,714	7.2%	(114,239)	-2.6%
	Maintenance & Repairs	2,558,195	2,355,577	2,517,274	2,951,370	4.7%	(434,097)	-17.2%
	Chemicals	1,858,221	1,977,320	1,712,953	1,951,993	3.1%	(239,040)	-14.0%
	Natural Gas & Fuel Oil	719,442	826,729	760,035	788,834	1.3%	(28,799)	-3.8%
	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	894,875	1.4%	(1,831)	-0.2%
	Information Technology & Administrative	1,010,086	1,279,151	1,017,768	1,113,405	1.8%	(95,636)	-9.4%
	Insurance	564,569	560,615	585,800	597,400	1.0%	(11,600)	-2.0%
	Supplies	269,103	245,195	278,683	290,430	0.5%	(11,747)	-4.2%
	Employee Training & Development	193,179	161,243	190,469	168,156	0.3%	22,313	11.7%
	Travel and Meetings	113,056	89,470	106,231	104,660	0.2%	1,571	1.5%
	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**	**$ 30,950,642**	**49.3%**	**$ (1,327,840)**	**-4.5%**
	Debt Service [3]	20,947,184	20,947,184	22,481,490	24,936,652	39.7%	(2,455,162)	-10.9%
	Annual Capital	3,830,000	3,830,000	5,477,500	6,930,000	11.0%	(1,452,500)	-26.5%
	Total Debt Service, Annual Capital & Rate Stabilization	**$ 24,777,184**	**$ 24,777,184**	**$ 27,958,990**	**$ 31,866,652**	**50.7%**	**$ (3,907,662)**	**-14.0%**
	Total Expenses	**$ 53,588,992**	**$ 52,062,044**	**$ 57,581,792**	**$ 62,817,294**	**100.0%**	**$ (5,235,502)**	**-9.1%**

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.
	General Reserve Interest Offset	Offset of Interest Income from General Fund Accounts (unrestricted funds) other than Investment Accounts.
Expenses	Salaries & Benefits	Salaries, PTO/Vacation Payout, Health Benefits Opt-Out, Health, Dental, & Life Insurances, Overtime, Other Premium (Stand-By, Double Time and Call-in), Wisconsin Retirement, Social Security, Workers Compensation, Uniforms, Employee Referral Services, Long Term Disability and Wellness Program.
	Power	All Power for the treatment facilities not including power for meter and lift stations.
	Contracted Services	Contractor and Consultant Contracted Services, Legal and Audit Services, Custodial and Lawn Services, Occupational Health, Fire Protection and Detection, Household Hazardous Waste Station, Environmental Programs, Hazardous Waste Disposal, GBP Phosphorus Credits (TMDL Transfer and Reclaimed Water), Receiving Waters Planning and Monitoring, Recruitment, Class and Compensation, and Rate Study.
	Maintenance & Repairs	Repair and Maintenance Buildings and Equipment, Small Tools, Fuel for Vehicles and Boats, Freight In and Out, Water, Biogas Generator Oil, Equipment Leases and Rentals.
	Chemicals	Sodium Hypochlorite and Bisulfite, Polymer, Ferric Chloride, Activated Carbon, Chemical Boiler Water, Odor Removal Material, Sodium Hydroxide. Thermal Oil Make-Up and Laboratory Chemicals for the facilities.
	Natural Gas & Fuel Oil	Diesel for Generators, Fuel Oil for Process, Natural Gas for Process, Incineration, and Heating of Facilities and Incinerator Bed Material.
	Solid Waste Disposal	Material (grit, screenings, ash, and dewatered sludge) hauled to landfills.
	Interceptor System	Repair and Maintenance of Interceptors, Lift Stations, and Meter Stations; Pretreatment Program; Power for Meter and Lift Stations; Chemicals for Odor Control; Water; Telemetry Services; and Telephones.
	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 Maintenace Agreements, Permits, Meeting Expenses, Bank Service Charges, Bond Issuance Cost, Records Management, Community Outreach Partnership, and Education & Public Outreach.
	Insurances	Automobile, Marine, Property, Boiler and Machinery, Liability, Umbrella, Commercial Crime, Public Officials, Cyber, and Pollution.
	Supplies	Employee Security Badges, Safety & First Aid Equipment and Supplies, Small Computer Hardware and Software, Small Office Supplies, Cleaning/Janitorial Supplies, Building/Grounds Supplies, Shipping Supplies, etc.
	Employee Training & Development	Employee Development (Registration), Training, and Tuition.
	Travel & Meetings	Travel & Meetings, Lodging, Transportation, Meals, and Mileage.
	DNR Environmental Fees	Annual Environmental Statement Fees from the DNR, which includes: charges from NR101 discharge (includes a charge for all parameter pounds that have permit limits), Hazardous Waste Disposal Fees, Air Emission Fees, and Laboratory Certification Fee. Other Fees such as Tier 2 report fees (related to hazardous material management on site) and other license or permit application fees which may arise.
Debt Service & Annual Capital	Debt Service	Principal and Interest obligation payments incurred for Long Term Capital projects from Clean Water Fund Loans, General Obligation Bonds, and Promissory Notes to financial institutions.
	Annual Capital	Capital Improvements (maintenance equipment and interceptor repairs or replacements) funded with cash and/or reserve funds.

Municipal, Total Mills, & Sustana Fiber Rate Comparison

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

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

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

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

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

Municipal Operation and Maintenance Rate Comparison

Parameter	COS Title	Units	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	$0.83491	$0.0387	4.86%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.30662	$0.30872	$0.0021	0.68%
Suspended Solids (LBS)	TSS	lbs	$0.32105	$0.32875	$0.0077	2.40%
Phosphorus (LBS)	PHOS	lbs	$1.41383	$1.48778	$0.0739	5.23%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.52316	$0.53241	$0.0093	1.77%

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	$0.61791	$0.0360	6.18%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.30111	$0.30330	$0.0022	0.73%
Suspended Solids (LBS)	TSS	lbs	$0.31746	$0.32515	$0.0077	2.42%
Phosphorus (LBS)	PHOS	lbs	$1.40079	$1.47461	$0.0738	5.27%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.51195	$0.52121	$0.0093	1.81%

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	$0.60133	$0.0064	1.08%
Biochemical Oxygen Demand (LBS)	BOD	lbs	$0.29341	$0.29540	$0.0020	0.68%
Suspended Solids (LBS)	TSS	lbs	$0.30768	$0.31502	$0.0073	2.39%
Phosphorus (LBS)	PHOS	lbs	$1.35342	$1.42463	$0.0712	5.26%
Total Kjeldahl Nitrogen (LBS)	TKN	lbs	$0.50106	$0.50987	$0.0088	1.76%

[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	$ 3,912,068	9,441,600	$ 2,914,784	9,211,704	$ 3,028,306	218,928	$ 325,717	1,505,052	$ 801,306	41.11%	$ 10,489,800	$ 21,471,981
City of De Pere	1,367,797	1,141,986	3,464,844	1,069,657	1,405,764	462,139	19,272	28,672	247,032	131,522	10.53%	2,687,704	5,521,680
Sustana Fiber	275,000	165,366	1,345,416	397,439	549,552	173,120	18,756	26,720	133,092	67,859	3.55%	906,846	1,737,350
Village of Allouez	690,000	576,087	871,416	269,021	999,528	328,590	21,240	31,600	168,288	89,598	4.77%	1,217,018	2,511,915
Village of Ashwaubenon	1,411,863	1,178,777	3,347,136	1,033,318	2,753,220	905,109	59,040	87,839	359,760	191,540	12.70%	3,240,442	6,637,024
Village of Bellevue	763,051	637,078	1,135,056	350,411	1,016,868	334,291	25,596	38,081	210,948	112,311	5.46%	1,391,898	2,864,070
Village of Hobart	267,753	223,549	477,191	147,317	446,910	146,920	10,706	15,928	94,192	50,149	2.18%	557,231	1,141,094
Village of Howard	925,000	772,291	1,733,976	535,308	4,405,092	1,448,154	35,400	52,667	396,936	211,333	11.31%	2,886,446	5,906,199
Village of Luxemburg	112,000	93,510	20,568	6,350	26,352	8,663	2,712	4,035	10,764	5,731	0.41%	105,199	223,487
Village of Pulaski	185,665	155,013	75,468	23,298	59,436	19,539	6,408	9,534	38,652	20,579	0.82%	208,932	436,895
Village of Suamico	215,714	180,101	774,876	239,218	490,464	161,238	14,292	21,263	78,252	41,662	2.44%	623,803	1,267,285
Town of Ledgeview Sanitary District #2	222,000	185,350	361,368	111,561	391,812	128,806	10,428	15,515	90,132	47,987	1.83%	468,152	957,370
Town of Lawrence - Utility District	150,000	125,236	312,564	96,494	457,572	150,425	7,236	10,766	61,248	32,609	1.56%	398,508	814,038
Pittsfield Sanitary District	12,693	10,597	20,267	6,257	24,498	8,054	502	747	4,115	2,191	0.10%	26,470	54,316
Scott Municipal Utility	128,785	107,524	171,804	53,039	209,352	68,824	4,176	6,213	32,832	17,480	0.93%	238,409	491,488
Dyckesville Sanitary District	28,978	24,194	55,513	17,138	67,103	22,060	1,376	2,047	11,272	6,001	0.27%	68,420	139,861
Total Municipal	**11,441,923**	**$ 9,488,727**	**23,609,063**	**$ 7,270,609**	**22,515,227**	**$ 7,394,237**	**456,068**	**$ 677,344**	**3,442,567**	**$ 1,829,859**	**100%**	**$ 25,515,277**	**$ 52,176,053**
Procter & Gamble	1,543,000	$ 953,429	569,436	$ 172,710	1,745,688	$ 567,614	996	$ 1,469	32,292	$ 16,831	*		$ 1,712,053
Green Bay Packaging	800,000	494,325	629,136	190,817	772,788	251,273	32,988	48,645	193,836	101,028	*		1,086,089
Total Mill	**2,343,000**	**$ 1,447,754**	**1,198,572**	**$ 363,528**	**2,518,476**	**$ 818,887**	**33,984**	**$ 50,113**	**226,128**	**$ 117,859**			**$ 2,798,141**
Grand Total													
Units	**13,784,923**		**24,807,635**		**25,033,703**		**490,052**		**3,668,695**				
Costs		**$ 10,936,481**		**$ 7,634,137**		**$ 8,213,124**		**$ 727,458**		**$ 1,947,718**		**$ 25,515,277**	**$ 54,974,195**

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	$21,471,981	$19,872,622	$19,501,435	$18,251,480	$16,994,630
City of De Pere	5,521,680	5,191,645	5,071,922	5,754,815	5,324,817
Sustana Fiber	1,737,350	1,546,003	874,938	727,408	814,066
Village of Allouez	2,511,915	2,492,924	2,164,624	2,158,686	2,044,511
Village of Ashwaubenon	6,637,024	6,230,660	6,052,134	5,623,415	5,096,243
Village of Bellevue	2,864,070	2,765,868	2,495,795	2,468,486	2,230,461
Village of Hobart	1,141,094	1,100,185	1,011,269	961,424	938,316
Village of Howard	5,906,199	5,668,250	5,779,788	4,503,573	3,700,297
Village of Luxemburg	223,487	235,714	181,234	195,490	396,297
Village of Pulaski	436,895	410,132	375,831	317,441	289,315
Village of Suamico	1,267,285	1,151,028	1,128,536	1,054,908	992,853
Town of Ledgeview Sanitary District #2	957,370	918,530	870,933	765,904	709,302
Town of Lawrence - Utility District	814,038	746,661	714,094	741,423	773,913
Pittsfield Sanitary District	54,316	55,226	50,788	51,195	49,029
Scott Municipal Utility	491,488	473,910	420,682	422,534	411,347
Dyckesville Sanitary District	139,861	136,215	125,786	126,364	120,441
Total Municipal	**$52,176,053**	**$48,995,574**	**$46,819,787**	**$44,124,546**	**$40,885,838**
Green Bay Packaging	$1,086,089	963,446	1,195,809	1,120,835	1,992,668
Procter & Gamble	1,712,053	1,745,631	1,524,081	1,835,953	1,635,254
Total Mill	**$2,798,141**	**$2,709,077**	**$2,719,890**	**$2,956,788**	**$3,627,922**
Total User Fees	**$54,974,195**	**$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
Cost of Service - Municipal							
Operating Cost	$ 26,660,777	$ 9,488,727	$ 7,270,609	$ 7,394,237	$ 677,344	$ 1,829,859	$ -
Capital Cost	25,515,277	$ -	$ -	$ -	$ -	$ -	25,515,277
Total Cost	**$ 52,176,053**	**$ 9,488,727**	**$ 7,270,609**	**$ 7,394,237**	**$ 677,344**	**$ 1,829,859**	**$ 25,515,277**
Unit Operating Cost		$0.82929	$0.30796	$0.32841	$1.48518	$0.53154	
Unit Capital Cost		$0.00000	$0.00000	$0.00000	$0.00000	$0.00000	
Unit Combined Cost		$0.82929	$0.30796	$0.32841	$1.48518	$0.53154	
Sustana Adjustment		$0.00561	$0.00076	$0.00034	$0.00260	$0.00087	
Adjusted Unit Combined Cost		**$0.83491**	**$0.30872**	**$0.32875**	**$1.48778**	**$0.53241**	

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	$0.83491	$0.30872	$0.32875	$1.48778	$0.53241
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	$2,798,141	$1,447,754	$363,528	$818,887	$50,113	$117,859	$0	0
Capital Cost	2,596,853	0	0	0	0	0	2,596,853	0
Direct Charges	306,745	0	0	0	0	0	0	306,745
Credits	(221,981)	0	0	0	0	0	0	(221,981)
Total Cost	**$5,479,759**	**$1,447,754**	**$363,528**	**$818,887**	**$50,113**	**$117,859**	**$2,596,853**	**$84,764**
Unit Cost		$0.61791	$0.30330	$0.32515	$1.47461	$0.52121		
Unit Capital Cost		$0.00000	$0.00000	$0.00000	$0.00000	$0.00000		
Unit Cost		**$0.61791**	**$0.30330**	**$0.32515**	**$1.47461**	**$0.52121**		

Total Mill Budget Rate History

Year	VOLUME	BOD	TSS	PHOS	TKN
2027	$0.61791	$0.30330	$0.32515	$1.47461	$0.52121
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	$1,712,053	$953,429	$172,710	$567,614	$1,469	$16,831	$0	0
Capital Cost [1]	1,464,291	0	0	0	0	0	1,464,291	0
Direct Charges	53,060	0	0	0	0	0	0	53,060
Total Cost	**$3,229,403**	**$953,429**	**$172,710**	**$567,614**	**$1,469**	**$16,831**	**$1,464,291**	**$53,060**
Unit Cost		$0.61791	$0.30330	$0.32515	$1.47461	$0.52121		
Unit Capital Cost (1)		$0.00000	$0.00000	$0.00000	$0.00000	$0.00000		
Unit Cost		**$0.61791**	**$0.30330**	**$0.32515**	**$1.47461**	**$0.52121**		

[1] Capital Charges invoiced semi-annually

Procter & Gamble Budget Rate History

Year	VOLUME	BOD	TSS	PHOS	TKN
2027	$0.61791	$0.30330	$0.32515	$1.47461	$0.52121
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	$1,086,089	$494,325	$190,817	$251,273	$48,645	$101,028	$0	0
Capital Cost [1]	1,132,562	0	0	0	0	0	1,132,562	0
Direct Charges	253,685	0	0	0	0	0	0	253,685
Credits	(221,981)	0	0	0	0	0	0	(221,981)
Total Cost	**$2,250,355**	**$494,325**	**$190,817**	**$251,273**	**$48,645**	**$101,028**	**$1,132,562**	**$31,705**
Note (1): Capital Charges invoiced annually								
Unit Cost		$0.61791	$0.30330	$0.32515	$1.47461	$0.52121		
Unit Capital Cost		$0.000	$0.000	$0.000	$0.000	$0.000		
Unit Cost		**$0.61791**	**$0.30330**	**$0.32515**	**$1.47461**	**$0.52121**		

[1] Capital Charges invoiced annually

Green Bay Packaging Budget Rate History					
Year	VOLUME	BOD	TSS	PHOS	TKN
2027	$0.61791	$0.30330	$0.32515	$1.47461	$0.52121
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	$921,467	$228,056	$414,332	$180,479	$27,856	$70,744	$0	0
Capital Cost [1]	906,846	0	0	0	0	0	906,846	0
Subtotal Cost of Service	$1,828,312	$228,056	$414,332	$180,479	$27,856	$70,744	$906,846	0
Direct Charges	$57,546	$0	$0	$0	$0	$0	$0	57,546
Less SF Adjustment	(90,962)	(62,690)	(16,893)	(7,359)	(1,136)	(2,884)	0	0
Total Cost	**$1,794,896**	**$165,366**	**$397,439**	**$173,120**	**$26,720**	**$67,859**	**$906,846**	**$57,546**
Unit Cost		$0.82929	$0.30796	$0.32841	$1.48518	$0.53154		
SF Adjustment		($0.22796)	($0.01256)	($0.01339)	($0.06055)	($0.02167)		
Unit Cost (with SF Adjustment)		**$0.60133**	**$0.29540**	**$0.31502**	**$1.42463**	**$0.50987**		

[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	$0.60133	$0.29540	$0.31502	$1.42463	$0.50987
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

Debt Service	FY2027	Allocations [1] 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)	89,709	89,709	0	0
East River Lift Station - Upsizing & Force Main (401)	371,025	371,025	0	0
ERI Interceptor Rehabilitation (313) CWFL	908,782	908,782	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	**$3,566,562**	**$3,566,562**	**$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
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	**$21,370,090**	**$19,195,976**	**$948,194**	**$1,225,921**

Debt Service	FY2027	Allocations [1] 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	**$23,734,827**	**$21,560,713**	**$948,194**	**$1,225,921**
Annual Capital Outlay				
2027 Requests - Allocated to All	6,615,000	5,942,014	293,508	379,477
2027 Requests - Allocated to Municipal Only	315,000	315,000	0	0
TOTAL ANNUAL CAPITAL OUTLAY	**$6,930,000**	**$6,257,014**	**$293,508**	**$379,477**
TOTAL ANNUAL CAPITAL, DEBT SERVICE, AND CAPITAL RESERVES	**$30,664,827**	**$27,817,727**	**$1,241,702**	**$1,605,398**
Revenues & Transfers				
General Reserve Interest Offset	(92,937)	(92,937)	0	0
Miscellaneous Revenue Offset [2]	(259,760)	(233,333)	(11,526)	(14,901)
Total Non-Rate Revenues (Capital-Related)	**($352,697)**	**($326,270)**	**($11,526)**	**($14,901)**
Contribution TO/(FROM) Capital Reserve	**($2,200,000)**	**($1,976,180)**	**($97,614)**	**($126,206)**
Net Annual Capital, Debt Service, and Operating Fund Capital Reserve	**$28,112,130**	**$25,515,277**	**$1,132,562**	**$1,464,291**

[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
MAJOR CAPITAL: INTERCEPTORS					
(New) [1]	East Bayshore Lift Stations - Rehabilitation (260)	6,815,000	89,709	2/1/2027	May 2047
(New) [1]	East River Lift Station - Upsizing & Force Main (401)	13,825,000	371,025	2/1/2027	May 2047
(New)	ERI Interceptor Rehabilitation (313) CWFL	13,520,378	908,782	10/8/2025	May 2045
Total New Debt		**202,614,108**	**$8,188,567**		
Grand Total with New Debt		**$473,804,417**	**$24,936,652**		

[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	$ 866,936	$ 121,371	$ 104,033	$ 78,024	$ 52,016	$ 60,686	$ 182,057	$ 208,065	$ -	$ 60,686
Water Quality Testing	1,116,520	1,116,520	0	0	0	0	0	0	0	0
Total Laboratory Services	**$ 1,983,456**	**$ 1,237,891**	**$ 104,033**	**$ 78,024**	**$ 52,016**	**$ 60,686**	**$ 182,057**	**$ 208,065**	**$ -**	**$ 60,686**
Treatment										
Pump Station	$ 174,752	$ 174,752	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Primary Treatment	234,799	234,799	-	-	-	-	-	-	-	-
Grit Removal	30,579	-	-	30,579	-	-	-	-	-	-
Aeration	336,839	-	168,419	-	-	168,419	-	-	-	-
Final & Chlorine Contact Basins	300,238	300,238	-	-	-	-	-	-	-	-
Filtration	44,739	44,739	-	-	-	-	-	-	-	-
Primary Thickeners	116,642	700	10,498	104,745	700	-	-	-	-	-
Waste Activated Sludge Thickeners	249,948	-	149,969	94,980	-	4,999	-	-	-	-
Dewatering/Incineration	649,864	2,183	204,350	435,427	2,183	5,720	-	-	-	-
Primary Sludge	363,859	2,183	32,747	326,745	2,183	-	-	-	-	-
Secondary Sludge	286,005	-	171,603	108,682	-	5,720	-	-	-	-
Incineration	778,625	2,174	282,365	483,586	2,174	8,325	-	-	-	-
Primary Sludge	362,372	2,174	32,613	325,410	2,174	-	-	-	-	-
Secondary Sludge	416,253	-	249,752	158,176	-	8,325	-	-	-	-
Miscellaneous	360,531	1,007	130,745	223,917	1,007	3,855	-	-	-	-
Grit Removal	237,829	332	43,124	73,855	119,247	1,271	-	-	-	-
Filtration	302,967	846	109,870	188,166	846	3,239	-	-	-	-
Solids, General	341,383	1,041	116,316	219,628	1,041	3,357	-	-	-	-
Reclaimed Water	1,285	-	-	-	-	-	-	-	-	1,285
Total Treatment	**$ 4,161,019**	**$ 762,812**	**$ 1,215,656**	**$ 1,854,883**	**$ 127,198**	**$ 199,186**	**$ -**	**$ -**	**$ -**	**$ 1,285**
Maintenance/Engineering										0
Maintenance	$ 3,054,710	$ 724,943	$ 890,218	$ 863,632	$ 88,578	$ 254,453	$ 197,557	$ -	$ 35,328.56	$ -
Engineering	995,258	236,195	290,043	281,381	28,860	82,903	64,366	0	11,510	0
Total All Above	**$ 10,194,444**	**$ 2,961,841**	**$ 2,499,950**	**$ 3,077,920**	**$ 296,652**	**$ 597,227**	**$ 443,980**	**$ 208,065**	**$ 46,839**	**$ 61,970**
Business Services & Information Systems	$ 2,965,979	$ 879,674	$ 742,491	$ 914,150	$ 88,106	$ 177,378	$ 131,863	$ -	$ 12,691	$ 19,626
Total Salaries & Benefit Costs	**$ 13,160,423**	**$ 3,841,515**	**$ 3,242,441**	**$ 3,992,069**	**$ 384,758**	**$ 774,605**	**$ 575,843**	**$ 208,065**	**$ 59,530**	**$ 81,596**
Power										
Metro Pump	$ 301,405	$ -	$ -	$ -	$ -	$ -	$ 301,405	$ -	$ -	$ -
Mill Pump	20,817	-	-	-	-	-	-	-	20,817	-
Reclaimed Water	109,065	-	-	-	-	-	-	-	-	109,065
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	**$ 2,444,139**	**$ 206,061**	**$ 883,855**	**$ 503,168**	**$ 24,353**	**$ 334,671**	**$ 352,934**	**$ -**	**$ 30,031**	**$ 109,065**
Fuel										
Fuel - Diesel for Generators	$ 18,723	$ 18,723	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Building	346,476	82,226	100,972	97,956	10,047	28,861	22,408	-	4,007	-
Incineration & Process	423,635	1,183	153,629	263,110	1,183	4,530	-	-	-	-
Primary Sludge	197,160	1,183	17,744	177,049	1,183	-	-	-	-	-
Secondary Sludge	226,475	0	135,885	86,061	0	4,530	0	0	0	0
Total Fuel	**$ 788,834**	**$ 102,132**	**$ 254,601**	**$ 361,066**	**$ 11,230**	**$ 33,390**	**$ 22,408**	**$ -**	**$ 4,007**	**$ -**
Chemicals										
Sodium Hypochlorite	$ 455,960	$ 455,960	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
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	225,563	225,563	-	-	-	-	-	-	-	-

ITEM	Total	Common to All [1]					Municipal Only [1]		Mill Only [1]	
		Flow	BOD	TSS	PHOS	TKN	Flow	Industry	Flow	Direct
Ferric Chloride	310,398	155,199	-	-	155,199	-	-	-	-	-
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	73,162	-	-	-	-	-	-	-	-	73,162
Other Chemicals	159,600	159,600	-	-	-	-	-	-	-	-
Total Chemicals	**$ 2,003,993**	**$ 998,147**	**$ 312,450**	**$ 453,707**	**$ 157,024**	**$ 9,502**	**$ -**	**$ -**	**$ -**	**$ 73,162**
Maintenance & Repairs										
Maintenance & Repairs	**$ 2,899,370**	**$ 687,007**	**$ 843,633**	**$ 818,438**	**$ 83,943**	**$ 241,137**	**$ 187,219**	**$ -**	**$ 33,480**	**$ 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 Enviromental Fees	186,359	1,360	62,738	66,190	42,081	13,990	-	-	-	-
Other Miscellaneous	6,825,765	1,619,890	1,989,197	1,929,790	197,928	568,576	441,443	-	78,942	-
Biogas Treatment	-	-	-	-	-	-	-	-	-	-
Total All Other	**$ 7,384,136**	**$ 1,622,289**	**$ 2,186,843**	**$ 2,227,028**	**$ 241,048**	**$ 586,543**	**$ 441,443**	**$ -**	**$ 78,942**	**$ -**
Total Treatment Plant O & M	**$ 28,680,895**	**$ 7,457,150**	**$ 7,723,824**	**$ 8,355,477**	**$ 902,356**	**$ 1,979,849**	**$ 1,579,847**	**$ 208,065**	**$ 205,989**	**$ 268,338**
Field Services O & M										
Pretreatment	$ 177,291	$ -	$ -	$ -	$ -	$ -	$ -	$ 177,291	$ -	$ -
Municipal Interceptors	899,540	-	-	-	-	-	899,540	-	-	-
Mill Interceptors	1,123	-	-	-	-	-	-	-	223	900
Sustana Fiber Force Main	27,027	-	-	-	-	-	-	-	-	27,027
Municipal Metering Stations	217,883	-	-	-	-	-	217,883	-	-	-
Mill Metering Stations	36,150	-	-	-	-	-	-	-	-	36,150
Municipal Lift Stations	**$ 148,562**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 148,562**	**$ -**	**$ -**	**$ -**
Subtotal	**$ 1,507,576**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,265,985**	**$ 177,291**	**$ 223**	**$ 64,077**
All Other (Field Services Salaries after distribution)	**$ 762,171**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 640,487**	**$ 89,695**	**$ 113**	**$ 31,876**
Total Interceptor System O & M	**$ 2,269,747**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ 1,906,472**	**$ 266,986**	**$ 336**	**$ 95,953**
Total O & M Costs	**$ 30,950,642**	**$ 7,457,150**	**$ 7,723,824**	**$ 8,355,477**	**$ 902,356**	**$ 1,979,849**	**$ 3,486,319**	**$ 475,050**	**$ 206,325**	**$ 364,291**
Distribution to Participants										
Municipal	$ 27,714,174	$ 6,189,671	$ 7,350,650	$ 7,514,887	$ 839,780	$ 1,857,817	$ 3,486,319	$ 475,050	$ -	$ -
Sustana Fiber	57,546	-	-	-	-	-	-	-	-	57,546
Green Bay Packaging	1,351,030	432,771	195,881	257,933	60,742	104,606	-	-	70,393	228,704
Procter & Gamble	1,827,891	834,708	177,293	582,657	1,834	17,427	-	-	135,932	78,041
Total	**$ 30,950,642**	**$ 7,457,150**	**$ 7,723,824**	**$ 8,355,477**	**$ 902,356**	**$ 1,979,849**	**$ 3,486,319**	**$ 475,050**	**$ 206,325**	**$ 364,291**

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

Interceptor System O&M

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

Mills

Account Name	P&G Meter Station	P&G Interceptor	GBP Meter Station	GBP Interceptor	Sustana Fiber Force Main	Total
Salaries - P&G Interceptor		84				$ 84
Benefits - P&G Interceptor		28				28
Salaries - P&G Meter Station	14,756					14,756
Benefits - P&G Meter Station	4,835					4,835
Salaries - GBP Interceptor				84		84
Benefits - GBP Interceptor				28		28
Salaries - GBP Meter Station			9,478			9,478
Benefits - GBP Meter Station			3,105			3,105
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					6,210	6,210
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	$ 21,426	$ 562	$ 14,724	$ 562	$ 27,028	$ 64,300

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		41,321
Benefits – GBMSD Interceptors, Meter and Lift Stations	95,649	
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	107,715	
R & M – GBMSD Interceptors – Engineering	271,000	
R & M – Old Plank Lift Station	2,836	
R & M – Interplant Force Main	3,675	
R & M – GBMSD Meter Stations	111,028	
R & M – Chemical Feed Building	1,320	
Phones – Meter/Lift Stations	79,760	
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	**$ 1,265,985**	**$ 177,291**

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	$1,367,527	$827,835	$3,169,337	$2,258,021	$806,393	$795,174	$1,000,095	$686,560	$10,915,142
Long Term Disability	-	6,872	4,231	14,749	11,660	4,403	4,358	4,859	3,575	54,708
Dental Insurance	-	10,352	6,932	19,467	17,602	3,148	6,442	5,312	2,247	71,503
Health Insurance	-	226,241	150,498	440,082	441,566	42,300	137,306	130,837	54,993	1,623,823
Life Insurance	-	3,281	3,491	5,362	8,064	1,927	1,912	1,717	912	26,668
Wisconsin Retirement	-	95,199	58,430	225,366	159,877	58,505	57,650	70,744	47,708	773,478
FICA & Medicare	321	100,885	60,992	211,159	166,791	62,246	60,785	69,688	52,014	784,881
Worker's Compensation	49	15,968	8,585	37,720	26,819	10,336	9,274	11,878	8,092	128,721
Uniforms	-	-	1,360	15,492	21,552	-	-	8,500	-	46,904
Employee Assistance	-	3,816	-	-	-	-	-	-	-	3,816
Wellness Program	-	42,106	-	-	-	-	-	-	-	42,106
Health Savings Account	-	5,000	5,000	21,000	5,000	6,000	11,261	9,000	-	62,261
Totals	**$4,570**	**$1,877,247**	**$1,127,356**	**$4,159,735**	**$3,116,952**	**$995,258**	**$1,084,162**	**$1,312,630**	**$856,101**	**$14,534,010**
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	$1,367,527	$827,835	$3,169,337	$2,211,139	$806,393	$795,174	$585,478	$686,560	$10,453,643
Long Term Disability	0	6,872	4,231	14,749	$11,425	4,403	4,358	$2,781	3,575	52,394
Dental Insurance	0	10,352	6,932	19,467	$17,295	3,148	6,442	$2,596	2,247	68,479
Health Insurance	0	226,241	150,498	440,082	$434,592	42,300	137,306	$69,155	54,993	1,555,167
Life Insurance	0	3,281	3,491	5,362	$7,950	1,927	1,912	$704	912	25,540
Wisconsin Retirement	0	95,199	58,430	225,366	$156,555	58,505	57,650	$29,500	47,708	728,913
FICA & Medicare	321	100,885	60,992	211,159	$163,205	62,246	60,785	$47,624	52,014	759,231
Worker's Compensation	49	15,968	8,585	37,720	$26,266	10,336	9,274	$8,477	8,092	124,766
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	42,106	0	0	$0	0	0	$0	0	42,106
Health Savings Account	0	5,000	5,000	21,000	4,732	6,000	11,261	7,355	0	60,349
Totals	**$4,570**	**$1,877,247**	**$1,127,356**	**$4,159,735**	**$3,054,710**	**$995,258**	**$1,084,162**	**$762,171**	**$856,101**	**$13,921,309**
Difference:	$0	$0	$0	$0	($62,242)	$0	$0	($550,459)	$0	($612,701)
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 annul debt collection. The Departmental Annual Capital Investments section is comprised of smaller capital projects that are financed through funds collected through the annual budget and expenses within the same budget years.

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

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
DPF: Final Clarifiers & RAS Improvements			$ 470,000	$ 10,290,000	
DPF: Metro Pumping & Headworks Improvements	$ 7,900,000				
GBF: Air pollution control equipment renewal (WESP, scrubber, GAC, CEM)				$ 500,000	$ 2,400,000
GBF: Ash handling system renewal				$ 115,000	$ 1,080,000
GBF: Biosolids Handling and Storage Improvements		$ 740,000	$ 180,000	$ 10,900,000	$ 5,700,000
GBF: Dewatering/drying equipment renewal			$ 300,000	$ 2,100,000	
GBF: Disinfection		$ 1,050,000	$ 11,700,000	$ 26,200,000	$ 12,750,000
GBF: Incinerator sludge feed equipment renewal			$ 240,000	$ 2,240,000	
GBF: Metro Pumping & Headworks Improvements	$ 6,700,000	$ 23,250,000	$ 23,250,000	$ 22,700,000	
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	$ 500,000	$ 3,190,000	$ 2,850,000		
East River Lift Station - Upsizing & Force Main	$ 8,040,000	$ 4,770,000			
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		$ 430,000	$ 4,930,000		
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		
Vehicle ID# 158 Replacement (Admin)			$ 30,000		

2027 Budget	2027	2028	2029	2030	2031
(4) Information Technology Annual Capital					
Data Center Servers	$ 220,000	$ 300,000	$ 300,000	$ 300,000	
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	
Rockwell Factory Talk SCADA Upgrade	$ 275,000				
(5) Engineering Annual Capital					
AHU Replacment 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	$ 2,700,000				
GBF: Potable & Heating Water Loop Improvements	$ 1,000,000				
Green Infrastructure - East River Lift Station		$ 70,000			
Lawrence Sewers - Ashwaubenon Creek and Schuering Road	$ 315,000				
(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		$ 1,961,000	$ 2,286,000	$ 4,161,000	$ 4,529,000
Grand Total	**$ 38,035,000**	**$ 42,163,000**	**$ 58,628,000**	**$ 89,285,000**	**$ 40,429,000**

Summary					
(1) Major Capital	$ 22,415,000	$ 28,685,000	$ 37,360,000	$ 75,745,000	$ 24,450,000
(2) Interceptor Major Capital	$ 8,690,000	$ 8,640,000	$ 16,382,000	$ 8,605,000	$ 10,995,000
(3) Maintenance Annual Capital [A]	$ 570,000	$ 863,000	$ 170,000	$ 40,000	$ 142,000
(4) Information Technology Annual Capital [A]	$ 535,000	$ 460,000	$ 300,000	$ 600,000	$ 75,000
(5) Engineering Annual Capital [A]	$ 5,825,000	$ 1,070,000	$ 2,000,000		
(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]		$ 2,087,000	$ 2,416,000	$ 4,295,000	$ 4,667,000
Grand Total	**$ 38,035,000**	**$ 42,163,000**	**$ 58,628,000**	**$ 89,285,000**	**$ 40,429,000**

[A] Total Annual Capital	$ 6,930,000	$ 4,838,000	$ 4,886,000	$ 4,935,000	$ 4,984,000

NEW Water
Green Bay Metropolitan Sewerage District
2027 Preliminary Budget - October 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	220,000
GBF: Audio/Visual Rm Equipment Replacement	Common to All	40,000
Rockwell Factory Talk SCADA Upgrade	Common to All	275,000
Total Information Technology		**535,000**
Total Business Services		**535,000**
Operations		
Maintenance		
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		**570,000**
Total Operations		**570,000**
Technical Services		
Engineering		
GBF: Misc. Pumping and HSW Improvements *	Common to All	2,700,000
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	315,000
Total Engineering		**5,825,000**
Field Services		
Total Field Services		**-**
Total Technical Services		**5,825,000**
Environmental Programs		
Laboratory		
Total Laboratory		**-**
Total Environmental Programs		**-**
Total Annual Capital Items		**$ 6,930,000**

* 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 partially funded from PCRR ($2.2M)

** Lawrence Sewers - Ashwaubenon Creek and Schuering Road cost is net of purchase price and ICR payments from Lawrence and Hobart
Purchase Price $1,260,000 less Lawrence and Hobart ($945,000) purchase of capacity
Note: amounts are rounded estimates

NEW Water

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Protecting our most valuable resource, water

www.newwater.us

2231 North Quincy Street
Green Bay, WI 54302

(920)432-4893

NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Courtney Mueller

DATE: October 20, 2026

SUBJECT: 2026 September Financial Statements

Please find attached the Financial Statements for your review.

Operating Revenues

- September's operating revenues were favorable to budget by $327K or 8%
  - Higher Biochemical Oxygen Demand (BOD) loadings and Total Suspended Solids (TSS) loadings.

- Year-to-date, total operating revenues were favorable to budget by $2.3M or 5%
  - Additional Biochemical Oxygen Demand (BOD)

Operating Expenses

- September's operating expenses were favorable to budget by $152K or 6% from lower expenditures than budgeted in contracted services, interceptor maintenance, and salaries and benefits.

- Year to date, total operating expenses were favorable to budget by $1.2M or 5% from less expenditures than budgeted in contracted services, salaries and benefits, and plant maintenance.

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

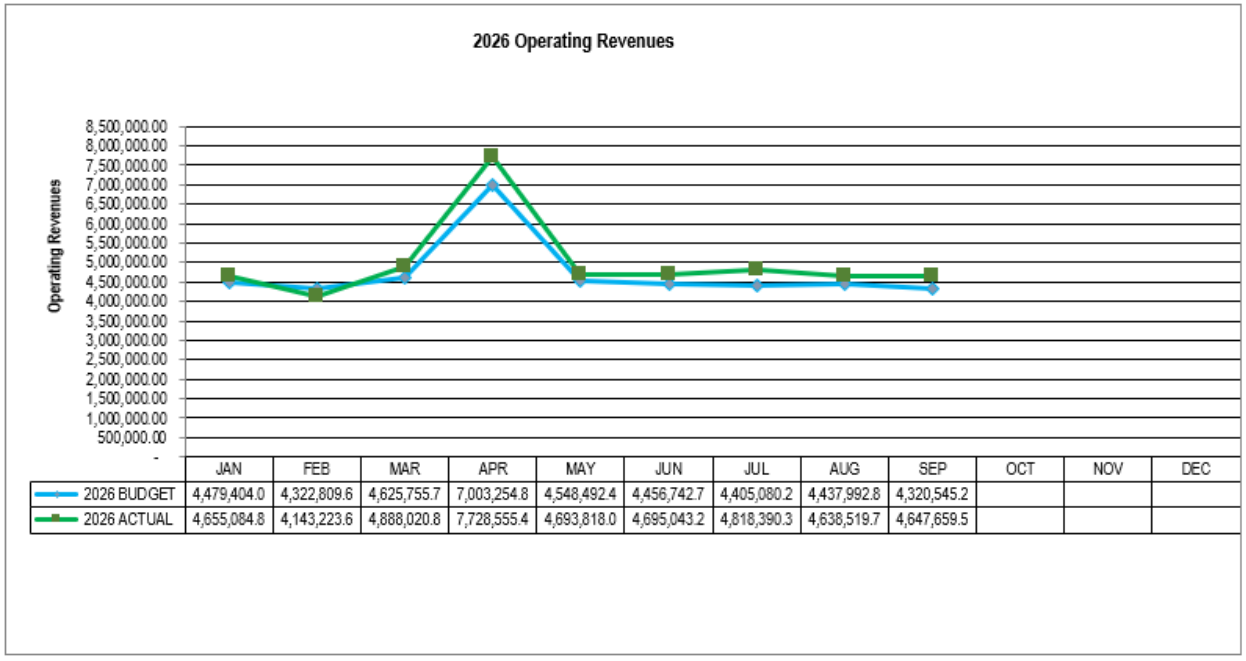
- Net Income for the month of September was $1.4M.
  - Investment Income for August was corrected for in the September statements.
- Net Income year to date was $11.9M.

Reporting and Information

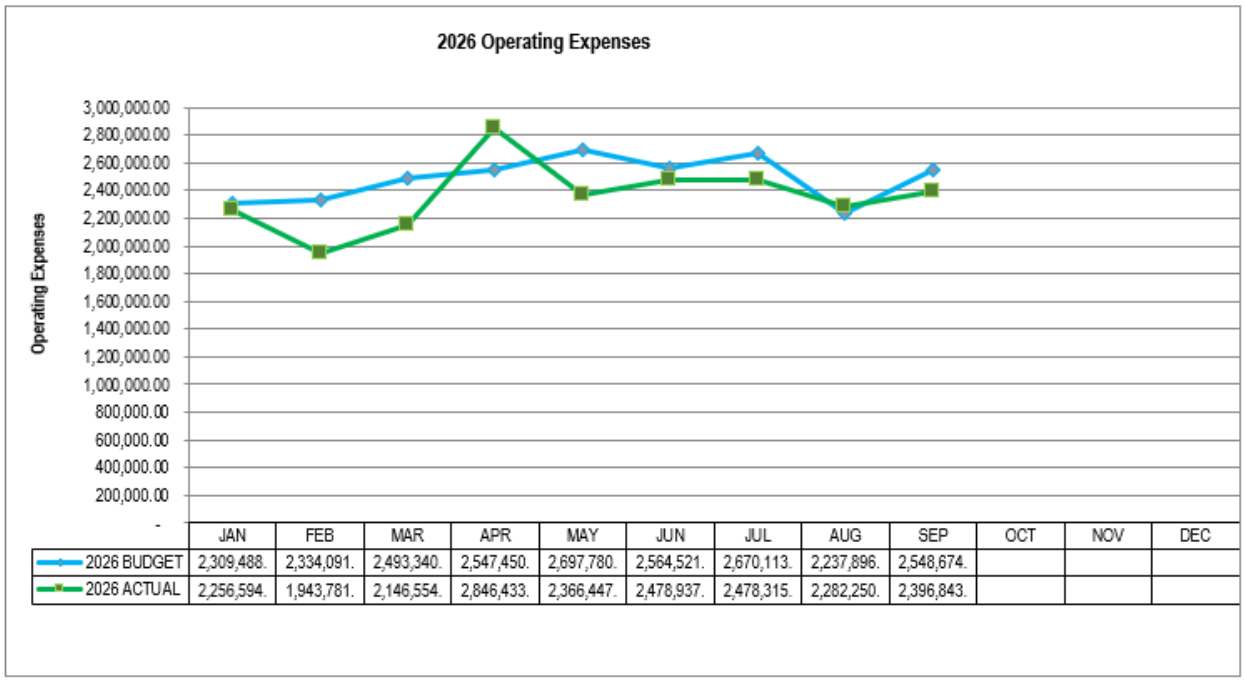
Following are the Operating Revenues and Expenses graphs; Income Statement, Statements of Net Position, and Legends are attached.

No Commission action is required.

NEW Water



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2026 BUDGET	4,479,404.0	4,322,809.6	4,625,755.7	7,003,254.8	4,548,492.4	4,456,742.7	4,405,080.2	4,437,992.8	4,320,545.2			
2026 ACTUAL	4,655,084.8	4,143,223.6	4,888,020.8	7,728,555.4	4,693,818.0	4,695,043.2	4,818,390.3	4,638,519.7	4,647,659.5			



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
2026 BUDGET	2,309,488.	2,334,091.	2,493,340.	2,547,450.	2,697,780.	2,564,521.	2,670,113.	2,237,896.	2,548,674.			
2026 ACTUAL	2,256,594.	1,943,781.	2,146,554.	2,846,433.	2,366,447.	2,478,937.	2,478,315.	2,282,250.	2,396,843.			

Return to Agenda

NEW Water

Green Bay Metropolitan Sewerage District
INCOME STATEMENT

	Sep-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	$ 3,965,991	$ 4,210,848	$ 244,857	$ 37,022,924	38,899,494	$ 1,876,570	$35,068,381
User Fees - Mill Waste	255,020	304,641	49,621	$ 4,576,740	$ 4,636,086	59,346	3,997,944
Other Revenues	99,535	132,171	32,636	$ 1,000,414	$ 1,372,735	372,321	$1,476,297
Total Operating Revenues	**$ 4,320,545**	**$ 4,647,660**	**$ 327,114**	**$ 42,600,078**	**$ 44,908,316**	**$ 2,308,238**	$ 40,542,622
			8%			5%	
Operating Expenses							
Salaries	$ 856,579	$ 826,530	$ 30,048	$ 7,790,684	$ 7,639,969	$ 150,715	$ 7,270,307
Benefits	280,491	269,260	11,230	$ 2,593,136	$ 2,472,097	121,039	2,289,777
Employee Development	15,710	18,935	(3,225)	$ 156,940	$ 109,901	47,038	124,091
Travel and Meetings	15,840	5,003	10,837	$ 108,461	$ 67,386	41,075	58,315
Power	239,262	222,536	16,726	$ 1,981,439	$ 2,010,031	(28,592)	1,692,905
Natural Gas & Fuel Oil	55,868	23,557	32,311	$ 560,151	$ 570,748	(10,597)	494,177
Chemicals	238,503	285,336	(46,833)	$ 1,453,412	$ 1,549,343	(95,931)	1,493,818
Maintenance - Plant	142,336	218,314	(75,978)	$ 1,913,019	$ 1,754,971	158,048	1,826,481
Maintenance - Interceptors	88,896	16,203	72,693	$ 331,353	$ 228,675	102,678	170,122
Contracted Services	367,746	254,846	112,899	$ 3,527,541	$ 2,884,923	642,618	2,362,926
Insurance	48,817	47,807	1,010	$ 439,350	$ 431,046	8,304	416,800
Solid Waste Disposal	74,922	108,556	(33,634)	$ 252,855	$ 236,095	16,760	201,728
Administrative and Information Technology	50,630	44,417	6,214	$ 786,778	$ 776,426	10,352	750,749
Supplementary Expenses (See Legend)	73,076	55,542	17,534	$ 508,239	$ 464,547	43,692	491,787
Total Operating Expenses	$ 2,548,674	$ 2,396,844	$ 151,831	$ 22,403,358	$ 21,196,158	$ 1,207,199	$ 19,643,983
			6%			5%	
Operating Income	$ 1,771,871	$ 2,250,816	$ 478,945	$ 20,196,720	$ 23,712,157	$ 3,515,437	$ 20,898,639
			27%			17%	
Non-Operating Revenues and Expenses							
Investment Income	$ 190,000	$ 724,493	$ 534,493	$ 1,710,000	$ 2,479,126	$ 769,126	$ 2,166,705
Unrealized Gain/Loss on Investment	$ -	$ -	$ -	$ -	$ -	$ -	
Amortization of Premium	$ -	$ -	$ -	$ -	$ -	$ -	
Depreciation	$ (1,195,675)	$ (1,195,675)	$ -	$ (10,761,075)	$ (10,761,075)	$ -	(10,186,479)
Gain (Loss) on Disposal of Fixed Assets	$ -	$ -	0	$ -	$ -	$ -	-
Interest Expense	$ (385,500)	$ (386,174)	$ (674)	$ (3,469,500)	$ (3,508,302)	$ (38,802)	(2,599,956)
Misc Non-Operating Expenses	0	0	$ -	$ -	$ -	$ -	
Total Non-Operating Revenues and Expenses	$ (1,391,175)	$ (857,356)	$ 533,819	$ (12,520,575)	$ (11,790,252)	$ 730,323	$ (10,619,730)
Net Income (Loss)	$ 380,696	$ 1,393,460	$ 1,012,764	$ 7,676,145	$ 11,921,906	$ 4,245,761	$ 10,278,910

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:

	30-Sep-26
Assets	
Current Assets	
Cash and Investments	$ 26,862,849.00
Receivables	
Sewage Treatment Service	7,786,838.04
Accrued Interest	514,469.28
Other	293,657.59
Inventories	3,596,894.40
Prepaid Expenses	208,547.80
Total Current Assets	$ 39,263,256.11
Restricted Assets	
Cash and Investments	$ 104,734,708.21
Accrued Interest Receivables	-
Interceptor Cost Recovery Receivable	836,081.43
Total Restricted Assets	$ 105,570,789.64
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	86,025,341.05
Total Capital Assets	$ 577,083,561.46
Less: Accum Depreciation and Amortization	(212,842,398.32)
Net Capital Assets	$ 364,241,163.14
Other Assets	
Bond Issuance Costs	$ -
Net Pension Asset	$ -
Total Other Assets	$ -
Total Assets	$ 515,678,786.69
Liabilities and Equity	
Current Liabilities	
Accounts Payable	$ 4,172,122.62
Salaries Payable	489,066.67
Other Accrued Liabilities	158,962.73
Total Current Liabilities	$ 4,820,152.02
Liabilities Payable from Restricted Assets	
Accounts Payable	$ 3,732,116.93
Current Maturities of General Long-Term Debt	13,274,722.00
Interest Accrued	1,900,278.75
Total Liabilities Payable from Restricted Assets	$ 18,907,117.68
Long-Term Liabilities	
General Long-Term Debt, Less Current Maturities	$ 191,295,833.41
Debt Premium	$ 658,809.84
Bond Premium	$ -
Pension Liability	754,006.00
Compensated Absences	2,671,415.65
Other post employment benefits (life insurance)	1,538,143.00
Deferred Revenue	-
Total Long-Term Liabilities	$ 196,918,207.90
Total Liabilities	$ 220,645,477.60
Deferred Inflows of Resources	
Deferred Pension Obligations	$ 2,206,243.00
Deferred Life Insurance Obligations	$ 1,171,053.00
	$ 3,377,296.00
Net Position	
Net Position	
Invested in Capital Assets, net of Related Debt	$ 160,671,473.69
Restricted for Equipment & Interceptor Replacement	29,585,513.65
Restricted for Plant Capital Replacement	41,286,213.06
Restricted for Debt Retirement	33,530,636.56
Restricted for Capital Projects	-
Restricted for Pension	-
Unrestricted	26,582,176.13
Total Net Position	$ 291,656,013.09

Note: Please reference attached legends by categories.

NEW Water

Green Bay Metropolitan Sewerage District

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

Assets

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

NEW Water

Green Bay Metropolitan Sewerage District

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

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

NEW Water

Green Bay Metropolitan Sewerage District

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

Other Assets:

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

Liabilities and Equity

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

Liabilities Payable for Restrictive Assets:

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

Current Maturity of Long Term Debt:

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

NEW Water

Green Bay Metropolitan Sewerage District

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

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

Net Assets

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

NEW Water
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Memorandum

TO: Commission
Nathan Qualls

FROM: Patrick Wescott

DATE: October 14, 2026

SUBJECT: September 2026 Operations Report

Effluent Quality

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

Air Quality

NEW Water completed required air emissions stack testing on both biogas engines at the Green Bay Facility during the week of September 21. Staff are working with the stack testing firm and NEW Water's air permit engineering consultant to review and validate the results, including resolving questions regarding testing equipment and exhaust flow measurements. Results and any necessary follow-up actions will be reported once the review is complete.

No air quality compliance issues were identified at the Green Bay Facility during September. Results from the biogas engine stack testing remain under review.

Resource Recovery

For the month, the solids processing facility generated 1,464 MWH of electricity. A total of 171,260 CCF of biogas was recovered, representing approximately 96% of the total volume produced. The remaining volume was sent through the waste gas flare. NEW Water received 730,942 gallons of high-strength waste.

Attachments

Return to Agenda

EFFLUENT QUALITY - CURRENT YEAR 2026

NEW Water (GBMSD) - GREEN BAY FACILITY

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

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

Permit Limits: 18 mg/L | N/A | 25 mg/L | 126#/100 ml | > 410#/100 ml 10% | 1.0 mg/L 0.6 mg/L per Six Months

	FLOW		TSS			T-BOD			C-BOD			E. Coli		T. PHOSPHORUS (LL)				AMMONIA			TKN		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	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	1,014.187	32.72	4.6	1,258	38,989	3.6	1,053	30,529	2.5	735	21,321	35.89	0.00	0.35	94		2,918	0.09	26	781	1.87	510	15,824
SEP	1,158.712	38.62	3.7	1,245	37,351	3.7	1,213	36,398	2.4	788	23,653	33.25	6.25	0.16	54		1,607	0.03	11	316	1.98	637	19,099
OCT																0.37							
NOV																							
DEC																							
Average	1,227.124	40.43	6.9	2,996	90,535	7.9	2,956	88,986	3.5	1,415	39,417			0.33	113		3,412	0.39	136	4,029	2.31	817	24,656
Total	11,044.116				814,814			800,874			354,749						30,709			36,264			221,905
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 September 2026

EFFLUENT QUALITY - CURRENT YEAR 2025

NEW Water (GBMSD) - GREEN BAY FACILITY

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

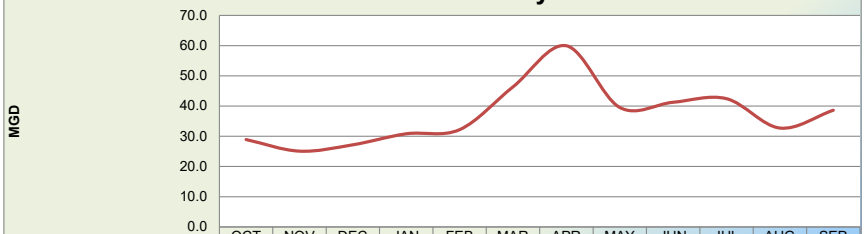
Ammonia Limits
Jan-Apr. Monthly Avg = 15 mg/L Weekly Avg = 59 mg/L
May-Sept Monthly Avg = 4.7 mg/L Weekly Avg =13 mg/L
October Monthly Avg =14 mg/L Weekly Avg = 38 mg/L
Nov-Dec Monthly Avg. = 26 mg/L Weekly Avg =104 mg/L

Permit Limits: 18 mg/L | N/A | 25 mg/L | 126#/100 ml | > 410#/100 ml 10% | 1.0 mg/L 0.6 mg/L per Six Months

	FLOW		TSS			T-BOD			C-BOD			E. Coli		T. PHOSPHORUS (LL)				AMMONIA			TKN		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Monthly Geo Mean	% Exceedance	Ave mg/L	Ave #/Day	Ave mg/l 6 Months	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/Month
JAN	852.856	27.51	7.0	1,615	50,058	8.8	2,016	62,491	3.6	828	25,655			0.40	93		2,886	0.13	31	946	2.24	512	15,865
FEB	762.613	27.24	7.0	1,587	44,433	9.1	2,089	58,479	4.1	920	25,757			0.39	87		2,449	0.12	35	987	2.41	549	15,384
MAR	1,248.694	40.28	7.1	2,443	75,734	14.7	5,140	159,353	4.6	1,561	48,384			0.27	89		2,756	5.28	1,913	59,313	7.20	2,541	78,770
APR	1,317.017	43.90	5.0	1,877	56,319	8.7	3,344	100,329	3.1	1,151	34,526			0.26	95	0.33	2,857	1.33	574	17,229	3.26	1,305	39,145
MAY	1,267.107	40.87	4.6	1,600	49,588	5.6	1,945	60,288	2.8	992	29,765	12.82	0.00	0.24	82		2,533	0.04	16	452	1.56	531	16,448
JUN	1,128.833	37.63	5.7	1,786	53,579	6.0	1,907	57,209	3.2	1,004	30,132	15.05	0.00	0.28	88		2,627	0.01	3	79	1.61	506	15,188
JUL	1,080.737	34.86	8.5	2,489	77,149	7.2	2,113	65,493	3.9	1,207	35,015	42.79	0.00	0.43	128		3,956	0.00	0	0	2.10	608	18,853
AUG	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**

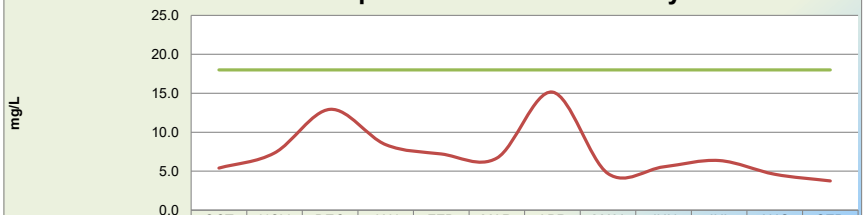
Return to Agenda

Flow - Green Bay



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Daily Flow	28.92	25.08	27.18	30.83	32.19	46.35	59.95	39.53	41.26	42.44	32.72	38.62

Total Suspended Solids - Green Bay



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	5.4	7.3	12.9	8.4	7.2	6.7	15.2	4.7	5.6	6.4	4.6	3.7
Permit Limit	18	18	18	18	18	18	18	18	18	18	18	18

Carbonaceous BOD - Green Bay



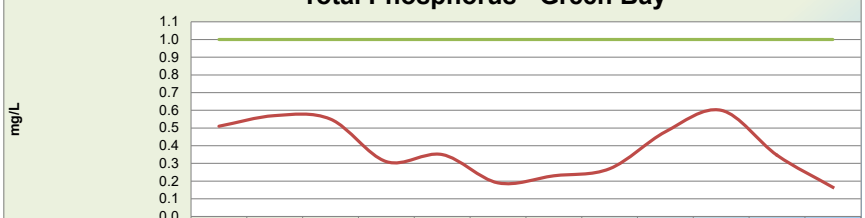
	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave Conc.	2.1	3.6	6.3	4.1	4.9	4.2	4.4	3.4	2.8	2.7	2.5	2.4
Permit Limit	25	25	25	25	25	25	25	25	25	25	25	25

E. Coli - Green Bay



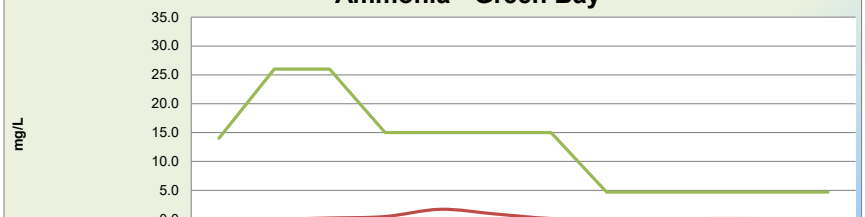
	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.								34.08	34.83	20.52	35.89	33.25
Permit Limit								126	126	126	126	126

Total Phosphorus - Green Bay



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	0.51	0.57	0.55	0.31	0.35	0.19	0.23	0.27	0.48	0.60	0.35	0.16
Permit Limit	1	1	1	1	1	1	1	1	1	1	1	1

Ammonia - Green Bay



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	0.00	0.02	0.20	0.46	1.71	0.89	0.11	0.06	0.04	0.12	0.09	0.03
Permit Limit	14	26	26	15	15	15	15	4.7	4.7	4.7	4.7	4.7

Return to Agenda

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
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	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	197.510	6.37	0.3	17	536	1.5	85	2,622	0.5	28	861	2.27	0.00	0.35	18		565	0.28	15	454	1.69	90	2,781
SEP	196.456	6.55	1.2	64	1,915	2.2	117	3,505	0.8	46	1,375	1.53	0.00	0.52	27		812	0.22	11	345	2.24	125	3,752
OCT																0.28							
NOV																							
DEC																							
Average	212.730	7.01	0.9	51	1,534	3.5	203	6,111	1.7	97	2,939			0.22	12		371	0.93	57	1,733	2.60	149	4,512
Total	1,914.570				13,804			54,999			26,455						3,343			15,599			40,610
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 September 2026

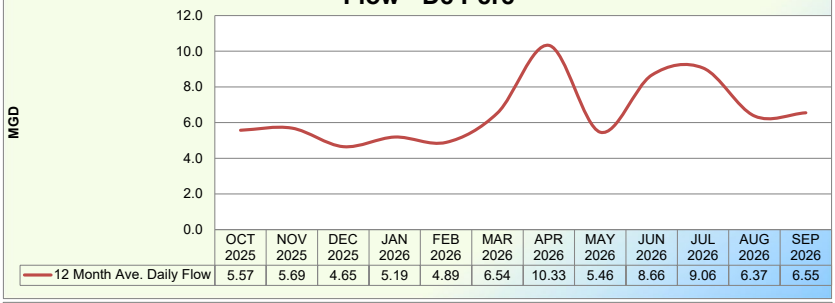
EFFLUENT QUALITY - CURRENT YEAR 2025
NEW WATER (GBMSD) - DE PERE FACILITY

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
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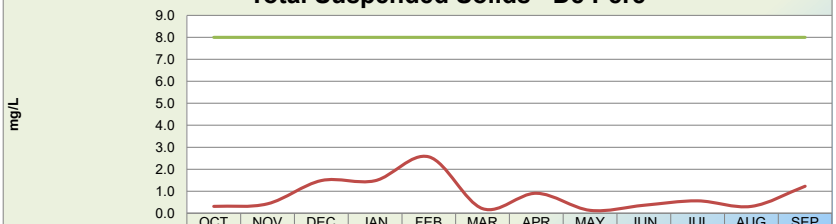
Permit Limits:			8.0 mg/L			N/A			9.0 mg/L			126#/ 100 ml	> 410#/100 ml 10%	1.0 mg/L 0.6 mg/L per Six Months									
	FLOW		**TSS**			**T-BOD**			**C-BOD**			**E. Coli**		**T. PHOSPHORUS (LL)**				**AMMONIA**			**TKN**		
MONTH	Million Gallons	MGD	Ave mg/L	Ave #/Day	Total #/Month	Ave mg/L	Ave #/Day	Total #/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**

Flow - De Pere



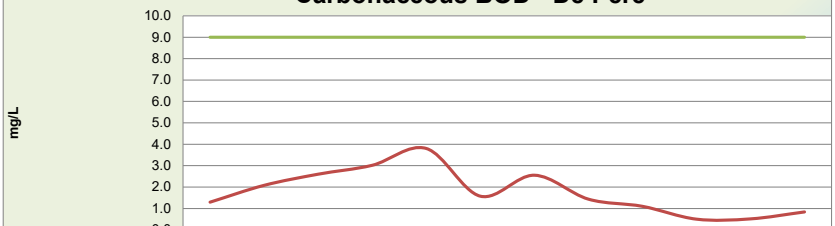
	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Daily Flow	5.57	5.69	4.65	5.19	4.89	6.54	10.33	5.46	8.66	9.06	6.37	6.55

Total Suspended Solids - De Pere



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	0.3	0.4	1.5	1.5	2.6	0.2	0.9	0.1	0.4	0.6	0.3	1.2
Permit Limit	8	8	8	8	8	8	8	8	8	8	8	8

Carbonaceous BOD - De Pere



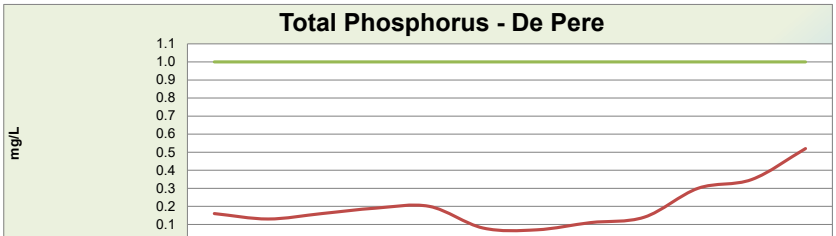
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12 Month Ave Conc.	1.3	2.1	2.6	3.0	3.8	1.6	2.6	1.4	1.1	0.5	0.5	0.8
Permit Limit	9	9	9	9	9	9	9	9	9	9	9	9

E. Coli - De Pere



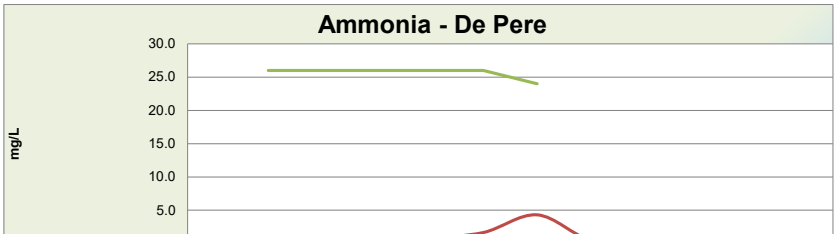
	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.								1.48	1.54	3.12	2.27	1.53
Permit Limit								126	126	126	126	126

Total Phosphorus - De Pere



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	0.16	0.13	0.16	0.19	0.20	0.08	0.07	0.11	0.14	0.30	0.35	0.52
Permit Limit	1	1	1	1	1	1	1	1	1	1	1	1

Ammonia - De Pere



	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
12 Month Ave. Conc.	0.11	0.23	0.29	0.35	0.84	1.65	4.31	0.47	0.18	0.08	0.28	0.22
Permit Limits:		26	26	26	26	26	24					

Return to Agenda

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	164,047	164,031	100.0	16	0.0	3,302	1,846	55.9	1,457	44.1	66,581	24,030	36.1	34	0.1	1	0.0	42,517	63.9
September	178,535	171,260	95.9	7,275	4.1	3,026	1,562	51.6	1,464	48.4	40,578	16,340	40.3	429	1.1	226	0.6	23,583	58.1
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	Total (gals)
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	177	355	48,334	43,653	90.3	4,681	9.7	566	1,102	158,213	120,378	76.1	37,836	23.9	637,104
September	682	1,327	175,672	159,545	90.8	16,128	9.2	74	137	19,171	11,715	61.1	7,456	38.9	730,942
October															
November															
December															

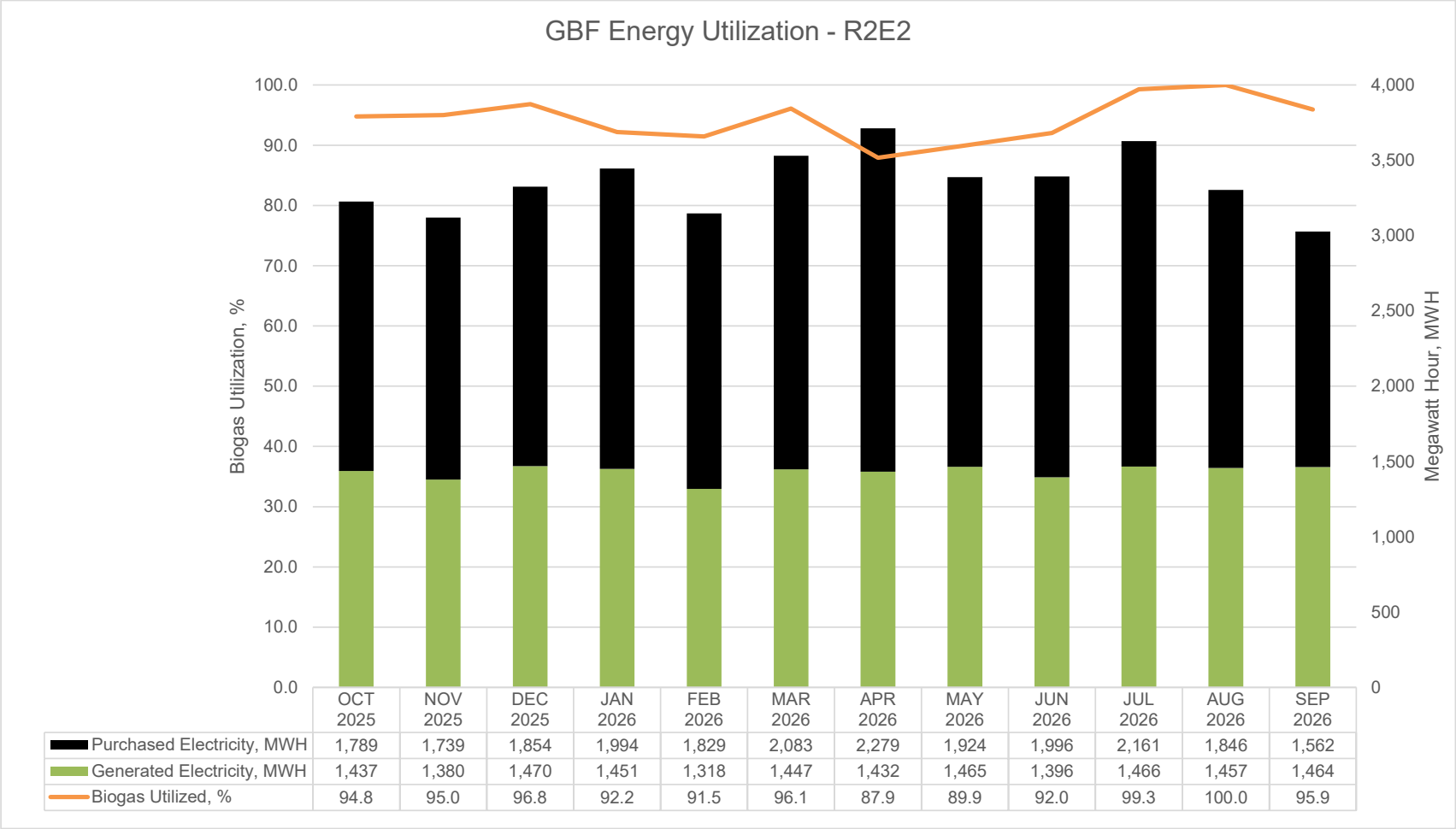
R2E2 ENERGY REPORT GREEN BAY 2025

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

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	OCT 2025	NOV 2025	DEC 2025	JAN 2026	FEB 2026	MAR 2026	APR 2026	MAY 2026	JUN 2026	JUL 2026	AUG 2026	SEP 2026
Purchased Electricity, MWH	1,789	1,739	1,854	1,994	1,829	2,083	2,279	1,924	1,996	2,161	1,846	1,562
Generated Electricity, MWH	1,437	1,380	1,470	1,451	1,318	1,447	1,432	1,465	1,396	1,466	1,457	1,464
Biogas Utilized, %	94.8	95.0	96.8	92.2	91.5	96.1	87.9	89.9	92.0	99.3	100.0	95.9

NEW Water
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Memorandum

TO: Commissioners

FROM: Nathan Qualls

DATE: October 28, 2026

SUBJECT: Executive Director's Report

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a) **December Commission Meeting**. The December Commission meeting will be held on December 2, 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) **Draft 2027 Commission Schedule.** Attached is a draft 2027 Commission Schedule for Commission for review.

c) **Promotion of Jamia Tancock from Operator II to Operator III.** On October 11, 2026, Jamia Tancock was promoted to Operator III. Jamia began her career with NEW Water as a Treatment Intern in October 2024 before returning as a full-time Treatment Operator after earning her Natural Resources degree from Fox Valley Technical College. Her promotion reflects her continued professional growth, expanding technical knowledge, and operational experience.

   Congratulations to Jamia on this achievement.

d) **Wisconsin Wastewater Operators' Association (WWOA) Newcomer of the Year Awards.** Emma Smith and Jonathan Milheiser received the WWOA Newcomer of the Year Award at the 2026 Annual Conference in Green Bay. Both joined the Treatment Department in November 2023. This statewide award recognizes individuals early in their careers who demonstrate exceptional professional growth, initiative, a willingness to learn, and dedication to the wastewater treatment profession.

   Congratulations to Emma and Jonathan on this recognition.

e) **WWOA Regional Operator of the Year Award.** Jake Kehring received the Regional Operator of the Year Award for the Lake Michigan Region at the annual conference. This award recognizes individuals who have demonstrated excellence in plant performance, successfully resolved operational challenges, or made significant contributions to the wastewater profession. A Treatment Leader since 2018, Jake is recognized for his leadership, problem-solving skills, and commitment to operational excellence and regulatory compliance.

Congratulations to Jake on this recognition.

f) **WWOA Albers-Templeton Service Award.** Jeff Smudde received the Albers-Templeton Service Award at the annual conference. This award recognizes individuals who have made outstanding contributions to WWOA through leadership, organizational involvement, education, and service to the wastewater profession. The award honors long-standing members whose dedication and contributions have strengthened the organization.

Congratulations to Jeff on this well-deserved recognition of his service and contributions to WWOA.



g) **WEFTEC Operations Challenge Recognition.** Congratulations to Jake Kehring and the Central States Water Environment Association (CSWEA) Shovelers for placing third in the Process Control event at the 2026 Water Environment Federation's Technical Exhibition and Conference (WEFTEC). This well-deserved recognition reflects the team's hard work, dedication, and outstanding representation of CSWEA. The team also received the Best Outfit Award.

Congratulations to Jake and the entire team on their accomplishments!





h) **Brown County Trail Groundbreaking.** On Sept. 29, NEW Water participated in a groundbreaking event for the Brown County trail extension project that will run along the shoreline of our De Pere Facility. The project has been years in the making and will expand recreational opportunities and public access along this portion of the shoreline. Construction is now underway and is expected to continue through early December before pausing for the winter (see enclosed image). Work is anticipated to resume in early April 2027, with completion targeted for May. NEW Water will continue coordinating with Brown County and the project team throughout construction to help minimize any impacts to facility operations and maintain appropriate safety and security around the plant. NEW Water has been working behind the scenes with municipal partners, emergency management, and other stakeholders to ensure preparedness and community awareness.

i) **NEW Water in the News.** Recent media coverage includes:

- Cover story in the Wisconsin Wastewater Operators' publication, **The Clarifier Magazine**, featuring team's efforts to tackle challenging flooding events this year, linked here: In the news: WWOA's The Clarifier
- "$2 Million Emilie Park Project aims to reduce flooding in Green Bay" on **WFRV** regarding flood reduction in Green Bay and NEW Water's role, linked here: In the news: Emilie Park Project aims to reduce flooding in Green Bay.
- Media coverage (**WBAY, Fox11, WFRV, Green Bay Press Gazette**) on the Brown County Trail extension (see more above on the groundbreaking) https://www.newwater.us/newsroom/in-the-news-brown-county-trail-groundbreaking.
- **Environmental Monitor Magazine** featured "NEW Water's New Wave Buoys: Safety, Science, and 40 Years of Monitoring Green Bay," see the story here: https://www.newwater.us/newsroom/in-the-news-new-waters-new-wave-buoys-safety-science-and-40-years-of-monitoring-green-bay.

j) **Community Outreach: Fall Fest.** NEW Water held an interactive booth at On Broadway's "Fall Fest" on Oct. 3, a free family-friendly event with trick-or-treating and educational activities. NEW Water engaged residents on the value and services NEW Water provides, while visitors played the "poo emoji toss" game, and learned that toilets are not trash cans (see image to right).



k) **Collaboration for Water.** NEW Water recently joined Wisconsin Sea Grant and The Nature Conservancy as part of the East River Collaborative to meet with U.S. Congressman Tony Wied to discuss environmental programs, resiliency efforts, and the importance of continued investments for Green Bay and Northeast Wisconsin. The walking tour in East River Van Beaver Park highlighted some of the most flood-prone areas and some potential initiatives of the East River Collaborative and City of Green Bay to minimize future flooding issues.



l) **Mercury Outreach**. NEW Water partnered with Brown County Resource Recovery on Household Hazardous Waste Awareness Week in October to raise awareness about mercury that may be in household items – and how to properly dispose of them. Brown County is handing out fliers and magnets (see enclosed image) to visitors to the Household Hazardous Waste Facility. Learn more here: https://www.newwater.us/newsroom/household-hazardous-waste-awareness-week.

m) **EPA Clean Water Fund Site Visit.** On October 27th, the Environmental Protection Agency (EPA) and its consultant will be performing a site visit to two ongoing NEW Water projects that are funded through the Clean Water Fund Program (CWFP). The site visit is not a compliance audit and will focus on technical assistance related to our implementation of the American Iron and Steel provisions of the CWFP.

n) **2027-2029 Strategic Plan**. Attached is an updated draft of the 2027-2029 Strategic Plan which was first presented to the Commission in June 2026. Staff welcomes any input the Commission may have prior to presentation for approval by the Commission at the December meeting.

o) **WPDES Permit Application Submitted.** Staff reached a significant milestone when the Wisconsin Pollutant Discharge Elimination System (WPDES) permit application was submitted on September 30th. Thank you to NEW Water staff for the significant time and effort invested in meeting this critical deadline.

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Draft 2027 Commission Meeting Schedule

Please note: All meetings will begin at 8:30 a.m.

Wednesday -	January 27, 2027	Commission Meeting
Wednesday -	February 24, 2027	Commission Meeting
Wednesday -	March 24, 2027	Commission Meeting
Wednesday -	April 28, 2027	Commission Meeting
Wednesday -	May 26, 2027	Commission Meeting
Wednesday -	June 23, 2027	Commission Meeting
Wednesday -	July 28, 2027	Commission Meeting
Wednesday -	August 25, 2027	Commission Meeting & First Budget Workshop
Wednesday -	September 22, 2027	Commission Meeting, Second Budget Workshop, Health Insurance, Premium Sharing, and Market Adjustment
Wednesday -	October 27, 2027	Commission Meeting & Third Budget Workshop
Wednesday -	December 1, 2027	Commission Meeting & Budget Hearing/Adoption

Commonly Attended Conferences

NACWA Winter Conference: February 2-5, 2027, Houston, TX

NACWA/WEF/WERF National Water Policy Fly-in: April 13, 2027, Washington, D.C.

NACWA Utility Leadership Conference: July 13, 2027, Anchorage AK

WEFTEC 2027 – 100th Year Anniversary: September 25-29, 2027, Chicago, IL

WWOA: October 5-8, 2027, Wisconsin Dells, WI

DRAFT: **2027-2029 STRATEGIC PLAN**

NEW Water
The brand of the Green Bay Metropolitan Sewerage District

VISION

Protecting our most valuable resource, water.

MISSION

Provide cost-effective wastewater treatment solutions through community collaboration, operational innovations, and environmental stewardship.

CORE VALUES

- **Safety** is our most important value.
- We **Respect** and value diverse individuals and perspectives.
- One **Team** that communicates openly and honestly while encouraging and supporting one another in achieving common goals.
- Leaders in the **Environment** always looking beyond compliance.

STRATEGIC PILLARS & PRIORITIES

Financial Resiliency

Ensuring long-term financial sustainability and customer value.

- Explore alternative revenue sources and cost savings.
- Optimize strategic financial planning tools, processes and capabilities.
- Enhance centralized business operations through efficient and cost-effective practices.

Community Trust & Collaboration

Building trust through transparent communication, meaningful engagement, and collaboration.

- Increase public awareness and understanding of NEW Water's role and mission.
- Advance shared priorities with community partners.
- Advocate on key industry and environmental issues.

Operational Excellence & Service Reliability

Driving operational excellence through capital efficiency, system reliability, and organizational resilience.

- Optimize capital spending and project delivery to ensure adaptable, cost-effective infrastructure planning.
- Improve technology infrastructure and processes to support secure, efficient, and reliable operations.
- Strengthen operational resilience and process efficiency.

Compliance & Environmental Protection

Ensuring regulatory compliance and improving outcomes for the region's natural resources.

- Lead and support the reduction of inflow and infiltration (I&I) in collaboration with municipalities.
- Sustain regulatory compliance and proactive permit management.
- Identify and evaluate practical opportunities to reduce NEW Water's environmental impact.

Team

Attracting, developing, and retaining a high-performing workforce within a culture characterized by teamwork and empowerment.

- Attract, develop, and retain a highly qualified, dedicated, and valued workforce.
- Cultivate a future-ready workforce.
- Enhance employee connection to NEW Water's Core Values.