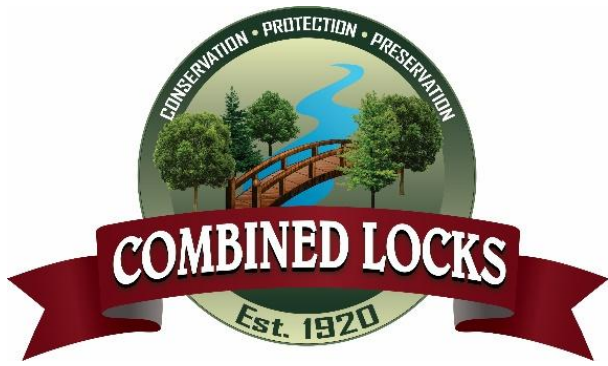




NOTICE OF VILLAGE BOARD MEETING

DATE: Tuesday, October 21, 2025

TIME: 6:30pm

LOCATION: Combined Locks Civic Center,
Council Chambers, 405 Wallace Street

AGENDA

VILLAGE BOARD – 6:30pm

- A. Call to order
- B. Pledge of Allegiance
- C. Roll call
1. Public comment for matters not on the agenda
2. Fire/EMS 3rd Quarter Report
3. Review proposed 2026 Fire/EMS operating and capital budgets
4. Review option for Fire/EMS proposed remodel project
5. Review applications received for appointment to vacant trustee seat
6. Review proposed 2026 Storm Water Utility budget
7. Review and consider approval of Resolution 2025-11; Storm Water ERU Rate
8. Other business, updates and future agenda items:
 - a. Continue to gather information about proposed TID 2 closure
9. Consider motion to recess Village Board meeting and convene 3rd Quarter Water Commission meeting
10. Consider motion to reconvene Village Board meeting
11. Consider motion to move into closed session per Wis. Stat. 19.85(c) for the purpose of considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility – *trustee applications and appointment, firefighter wages, and benefits*
12. Consider motion to return to open session; action if appropriate
13. Adjourn

3rd QUARTER WATER COMMISSION MEETING

1. Review and consider approval of 2nd quarter meeting minutes
2. Review report of water/sewer operations to date
3. Review water loss and sanitary sewer inflow and infiltration estimates
4. Adjourn Water Commission and Reconvene Village Board Meeting

Public Notice: Agendas are posted in the following locations: Combined Locks Civic Center main entrance and Village website: www.combinedlocks.wi.gov. 2015 Wisconsin Act 79 allows the publication of certain legal notices on an internet site maintained by a municipality. This law allows these types of legal notices to be posted in one physical location in the jurisdiction (instead of three) if also placed on an internet site maintained by the local government.

Special Accommodations: Requests from persons with disabilities who need assistance to participate in this meeting or hearing should be made with as much advance notice as possible to the Clerk's Office at 405 Wallace Street, 920-788-7740 extension 203 or email at gieser@combinedlocks.wi.gov.

Notice of Possible Quorum: A quorum of the Board of Review, Zoning Board of Appeals, Plan Commission, or other Village committee may be present at this meeting for the purpose of gathering information and possible discussion on items listed on this agenda. However, unless otherwise noted in this agenda, no official action by the Board of Review, Zoning Board of Appeals, Plan Commission, or other Village committee will be taken at this meeting.

DEPARTMENT: PUBLIC SAFETY

CATEGORY: FIRE SALARIES

	2022 Actual	2023 Actual	2024 Actual	2025 Budget	Year End Projection	2026 Proposed
Salaries: Chief	11,005	11,095	12,345	12,800	11,715	12,655
Officer Salaries				4,120	4,120	4,244
Firefighters & Emergency Medical Responders	40,620	43,039	43,185	43,210	42,211	45,983
FF & EMR Classroom Hours - new/recertification	-	-	-	-	-	12,992
Total:	\$ 51,625	\$ 54,134	\$ 55,530	\$ 60,130	\$ 58,046	\$ 75,873
Notes: Meeting/Training Rate \$21/hr. Fire/EMS Call Rate \$16/hr						

DEPARTMENT: PUBLIC SAFETY
CATEGORY: FIREFIGHTER RETIREMENT

	2022 Actual	2023 Actual	2024 Actual	2025 Budget	Year End Projection	2026 Proposed
Details: Annual Contribution to Length of Service Award Program	\$ 14,713	\$ 13,955	\$ 12,459	\$ 20,382	\$ 12,086	\$ 14,790
Additional Contribution for Years of Service					-	8,895
Administrative Fee	925	1,420	1,320	1,420	1,280	1,420
Total:	\$ 15,638	\$ 15,375	\$ 13,779	\$ 21,802	\$ 13,366	\$ 25,105
Notes: 2023 contribution \$479.20/person 2024 contribution \$495.26/person						

DEPARTMENT: PUBLIC SAFETY
CATEGORY: FIRE EQUIPMENT MAINTENANCE

		2022 Actual	2023 Actual	2024 Actual	2025 Budget	Year End Projection	2026 Proposed
Details:	Bunker Coats - 3 per year @ \$2200 each	\$ 6,222	\$ 4,500	\$ 4,475	\$ 7,000	\$ 5,958	\$ 6,137
	Bunker Pants - 3 per year @ \$1495 each	3,150	4,350	7,350	4,800	4,656	4,796
	Boots - 3 per year @ \$610 each	5,728	1,563	1,215	2,000	1,830	1,885
	Gloves - 3 per year @ \$100 each	2,353	959	-	300	300	309
	Nomex Hoods - 3 per year @ \$40 each	-	120	-	120	120	124
	Helmets & Shields - 3 per year @ \$600 each	1,365	1,685	2,806	2,000	1,664	1,854
	First Responder Equipment	6,542	7,748	2,868	6,000	14,461	6,000
	Composite Bottles (SCBA) - est 2 per year @ \$1600 ea	-	1,450	651	3,000	3,000	4,000
	Annual Mask Flow and Fit Testing	1,593	1,440	935	1,450	1,450	1,450
	Annual Pump Testing	959	970	981	1,000	1,262	1,000
	Annual Hose Testing & Replacement (partial)	867	2,000	-	2,000	2,000	3,000
	Foam	-	2,000	-	1,000	1,000	1,000
	Pager Maintenance/Replacement/Batteries	1,158	2,044	6,696	2,000	623	2,800
	Fire Prevention Materials	1,586	709	2,544	2,000	2,000	2,000
	Miscellaneous Equipment/Tools	6,185	2,021	4,018	4,000	1,945	4,000
	"I Am Responding" Service Subscription	700	810	810	810	855	855
	Compressor	-	600	955	1,000	1,005	1,000
	Truck/Equipment Maintenance	23,458	4,841	6,903	6,000	2,840	6,000
	Truck Gas & Oil	12,416	1,385	2,428	2,700	995	2,700
Total:		\$ 74,282	\$ 41,195	\$ 45,635	\$ 49,180	\$ 47,964	\$ 50,909
Notes: Estimate 3% cost increase for turnout gear, need to hire contractor to perform hose testing, 4 new pagers @ \$700 each							

DEPARTMENT: PUBLIC SAFETY
CATEGORY: FIRE OFFICE EXPENSE

	2022 Actual	2023 Actual	2024 Actual	2025 Budget	Year End Projection	2026 Proposed
Details: Chief Conference/Training		191	1,795	2,000	545	\$ 2,000
Firefighter/First Responder Training	3,583	4,922	210	6,000	3,689	4,500
Firefighter Employee Assistance Program/Wellness	1,050	1,054	1,056	1,200	1,089	1,200
Firefighter Association(s) Dues	1,002	850	650	1,200	1,395	1,500
Firefighter Dress Uniforms	-	1,755	4,944	1,500	1,200	1,500
Emergency Management-Miscellaneous Supplies	-	944	879	550	500	550
Phone/Fax/Internet	300	300	300	300	300	300
Firefighter Picnic Expenses	490	500	521	600	98	600
Explorer Program	-	-	-	300	-	-
Miscellaneous Office Supplies	283	149	253	250	297	300
Total:	\$ 6,708	\$ 10,665	\$ 10,608	\$ 13,900	\$ 9,113	\$ 12,450
Notes:						

DEPARTMENT: AMBULANCE
CATEGORY: CONTRACTED SERVICE

	2022 Actual	2023 Actual	2024 Actual	2025 Budget	Year End Projection	2026 Proposed
Contract: \$22.51 per capita	72,540	72,820	72,180	79,119	79,119	81,509
2025 Population per WI Dept of Administration = 3621	-	-	-	-	-	-
Total:	\$ 72,540	\$ 72,820	\$ 72,180	\$ 79,119	\$ 79,119	\$ 81,509
Notes: 2024 rate \$21.85; population 3621						

DEPARTMENT: CAPITAL PROJECTS
CATEGORY: VILLAGE-WIDE

		2022	Actual	2023	Actual	2024	Actual	2025	Budget	Year End	2026		
										Projection	Proposed		
General:	Reserve - DPW Equipment Replacement	\$	75,150	\$	49,000	\$	31,000	\$	35,000	\$	35,000	\$	37,000
	Reserve - Buildings Maintenance Fund		-		-		-		3,500		3,500		3,500
	Reserve - Fire Department Equipment Replacement		87,867		24,000		31,000		35,000		10,000		37,000
	Reserve - Streets		-		-		-		-		-		-
	Reserve - Park Upgrades		-		-		-		-		-		15,000
	Reserve		-		-		-		-		-		-
	Reserve		-		-		-		-		-		-
	Street Reconstruction - Park Street/Paul Court		205,411		1,950,500		44,000		2,150,000		2,150,000		-
	Street Reconstruction - Riverview Ridge & Jerelyn Court Extension - Temp A		-		32,520		40,000		-		-		-
	Street Signs		5,000		5,000		5,000		-		-		-
	Parks - Identification Signs - 2		15,000		15,000		10,000		13,500		13,500		10,000
	Parks - Drainage Project on Sledding Hill		6,000		11,500		8,000		3,400		3,400		6,500
	Parks - Coonen Park Lights (shelter and restroom)						3,500		18,100		18,100		5,000
	Parks - Lindberg Park Fence Landscape		250,000		18,000		1,500		20,000		20,000		3,600
	DPW - Topsoil Hut								16,861				3,500
	DPW - Grapple budket for ToolCat						15,000		26,000		17,042		7,000
	DPW - Payloader Lease Year 1 of 3 + Plow						17,422		40,000		24,425		138,171
	DPW - Tire Changer & Monitor		15,000		88,000		15,000		15,000		38,675		4,500
	Fire - Facemasks & RIT		10,000		24,077		-				30,074		7,000
	Fire - 2 Heavy Duty Chainsaws		3,500		8,000		-		13,720		13,720		4,000
	Fire - Pressure Washer				6,400		24,000		-		8,400		6,000
	Fire - Battery Packs (6)		2,500		79,450		85,000		-				3,850
	Fire - UTV Trailer												15,000
	Fire - Positive Pressure Ventilation Fans		-		-		10,000		16,247		16,247		15,000
	Civic Center - Masonry Entrance Sign		-		-		10,000		16,247		16,247		10,000
Information Technology - Firewall Upgrades & New Computers		-		-		-		12,000		15,094		5,200	
Total:		\$	675,428	\$	2,311,447	\$	350,422	\$	2,434,575	\$	2,433,424	\$	336,821
Notes:	2025 Capital expenses included: reconstruction of Park Street and repaving of Paul Court, new parking lot and better grading at Lindberg Park, upgrades and repairs to baseball fields and sand volleyball court, electrical upgrades at Memorial Park, new zero-turn mower w/bagger, used forklift, epoxy floors in fire department, air coompressor for fire/ems, assisted door openers at civic center, upgraded fire alarm panel, and fire/ems space remodel design.												

Item #5

(920) 788-7740 Voice

(920) 788-7742 Fax

405 Wallace Street

Combined Locks WI 54113



APPLICATION FOR BOARD & COMMISSION APPOINTMENTS

Name: Laura Lindberg

Address:

Street: 634 State Street

City, State Zip Code: Combined Locks, WI 54113

Telephone: 920-766-4506

Cell Phone, if different: 920-213-6986

Email: laura88fan@gmail.com

Board/Commission Appointment Desired: vacant trustee seat

Education:

Bachelor of Science

UW-Green Bay

1990

Master's in Education

Marian University

2010

Employment: Kaukauna Area School District

Alternative Education Teacher

1995-2025

References:

Name: Susie Mursau Telephone: 920-470-7362

Name: Jack Pautz Telephone: 920-540-1847

Reasons for Your Interest: I'm interested in serving the Village of Combined Locks. Now that I'm retired, I have the time to dedicate to a position on the board. My husband's family has deep roots in the community, with Edward Lindberg building the family homestead in 1929. The history behind Lindberg Park is a source of great pride in our family. I feel that it is the right time for this generation to restore our commitment to the community. As a union representative for the Kaukauna Education Association, I attended many school board meetings and have experience with Robert's Rules of Order. I'm also an active member of the KATODA board in Kaukauna, which also utilizes the same expectations.

Signature: *Laura Lindberg* Date: 10/16/2025

Village of Combined Locks www.combinedlocks.wi.gov

VILLAGE OF COMBINED LOCKS
2026 STORM WATER BUDGET

	2024 Actual	2025 Year End Est	Proposed 2026
REVENUES			
Storm Water Fees	\$ 253,082	\$ 256,067	\$ 265,596
Storm Water Reserve Fund	-	398,792	-
Right of Way Permits	-	-	-
UNPS - Construction Grant 60/40 split	-	-	-
Miscellaneous (interest)	4,200	3,136	500
Erosion Control Permits (\$315 each)	2,205	1,261	3,150
Total Revenues	<u>\$ 259,487</u>	<u>\$ 659,256</u>	<u>\$ 269,246</u>
EXPENSES			
2018 Leaf Vacuum Vehicle Maintenance Expense/Gas/Oil	\$ 500	\$ 500	\$ 500
Leaf Vacuum Vehicle Debt (Debt Payment 5 of 5)	-	-	-
Village Property Storm Water Fees	6,454	6,454	6,685
NEWSC & DNR Annual Fees/Conferences	1,145	1,551	1,600
Landfill - Sweepings	2,500	2,400	2,400
Sweeper Fuel	1,600	1,600	1,600
Sweeper Repairs/Brooms	2,233	1,328	1,800
Allocated Wages & Benefits	43,904	46,764	48,720
Engineering:			
Planning/Construction/General Review	4,672	5,000	5,000
Outfall Screenings	2,002	1,444	2,000
Pond Inspections	1,890	1,802	2,000
Erosion Control Inspections	2,507	1,525	3,000
Ponds Maintenance:	17,289	4,724	19,000
Memorial Pond - located in Village of Kimberly			
Cortland Pond - located in Village of Kimberly			
Coonen Subdivision #1			
Coonen Subdivision #2			
Coonen Subdivision #3			
Hidden Ridges Subdivision			
Hideaway Ridges Subdivision			
Locks Business Park Pond - establish prairie plantings and aquatic plants ongoing			
Ruys Ridge Subdivision			
Storm Drains Maintenance	10,853	5,584	17,000
GIS Annual Maintenance/Upgrades/Data/License	660	750	750
Storm Water/Erosion/Drainage Projects:			
DeBruin Road - Wolfinger Estates	-	-	120,000
Cedars East - Pond behind old Shopko	-	475,085	-
Wallace Street - Abandon and Replace	-	-	-
Unidentified Storm Water Projects/Needs	13,687	155,983	9,000
Reserve - Sweeper Replacement	10,000	10,000	10,000
Reserve - Future Ponds/Erosion Control Projects	137,750	10,000	10,000
Total Expenses	<u>\$ 259,646</u>	<u>\$ 732,494</u>	<u>\$ 261,055</u>
Net Gain / (Loss)	\$ (159)	\$ (73,238)	\$ 8,191

**VILLAGE OF COMBINED LOCKS
RESOLUTION 2025-11**

ESTABLISH STORM WATER ERU RATE

WHEREAS, the Village of Combined Locks established its Storm Water & Surface Water Regulations in 1998; AND

WHEREAS, the Village Board of Combined Locks did adopt ordinance section 67-33 (previously 3-2-15) regarding the imposition of special charges on all properties within the Village, based on the total number of equivalent runoff units (ERU's) assigned to all properties within the Village; AND

WHEREAS, special charges imposed under section 67-33 are for the purpose of complying with Wisconsin Department of Natural Resources requirements for storm water quality and phosphorous reduction; AND

WHEREAS, the Village of Combined Locks is required to meet the requirements of NR216 relating to storm water management; and as such is required to plan for and construct storm water management facilities and to employ Best Management Practices (BMP's) to reduce the amount of pollutant loadings entering rivers of the State; AND

WHEREAS, the Village of Combined Locks has involved itself in planning for and borrowing sufficient funds to facilitate the construction and maintenance of storm water management ponds, mains and laterals, and purchasing or maintaining a street sweeper or other equipment necessary to remove leaves and debris from streets within the municipality; AND

WHEREAS, said pond(s) and Best Management Practices will benefit all properties in the community to meet DNR imposed goals to reduce pollutant loadings from storm water discharged to Garners Creek and to the Fox River.

NOW THEREFORE BE IT RESOLVED by the Village Board of the Village of Combined Locks that an ERU Rate of \$145.00 is established and is to be imposed on all properties within the Village for the 2025 property tax/2026 budget to meet the obligations of the community for implementing Best Management Practices in order to comply with NR216 storm water requirements.

Approved this 21st day of October, 2025 by a vote of _____ aye, _____ nay, with _____ members absent.

John Neumeier, Village President

Attest: _____
Racquel Shampo-Giese, Village Administrator-Clerk-Treasurer

Water Commission

SECOND QUARTER WATER COMMISSION
JULY 1, 2025

The second quarter Water Commission Meeting was called to order by Commission Chairman John Neumeier. Commission members in attendance included: Al Leicht, Jim Ponto, Brad Schinke, Tim Stutzman, and RJ Talbot. Justin Krueger was absent.

Also present were Public Works Co-Director Keith Weyenberg and Village Administrator Racquel Shampo-Giese.

The first item on the agenda was to review and consider approval of the minutes from the first quarter meeting. J. Ponto made a motion to approve the minutes. T. Stutzman seconded the motion, and it passed unanimously.

The next item on the agenda was the Public Works Director's report on the utility operations for second quarter 2025. His report included the following information: purchased new water analyzer, 3500 lineal feet of watermain replaced on Park Street, Paul Court and Fairway Street along with 75 water services replaced in ROW, water service leak on Mary Street, all hydrants were flushed, and CCR was finalized, distributed and submitted to the WI DNR. The report also included this sanitary sewer information: 1900 lineal feet of sanitary sewer main and 1200 lineal feet of sanitary sewer laterals have been replaced on Park Street and Paul Court, annual cleaning and televising has been completed in the Coonen Subdivision, there was a sanitary sewer backup on Jeffrey Street where a fair amount of roots and debris was removed, and the annual CMAR was submitted to the WI DNR.

The next item on the agenda was to review the water loss and sanitary sewer inflow and infiltration data. The available data was reviewed. The water loss is estimated at 1.00% (292,021 gallons). The loss was 4% in 2024. The I&I gallons are estimated at 38,634,438 with a cost of \$27,701.

The next item on the agenda was to review proposed 2026 budget items. The Administrator reminded the commission members that the Village's water provider, Village of Kimberly, is pursuing a rate increase. The increase is estimated to be 18%-20%. Marcella Avenue is scheduled for sanitary sewer and water connection replacement in 2026. K. Weyenberg reviewed meter upgrade information and plans. The Water Utility will use a phased approach to replace all meters with new technology. The estimated cost is \$517,500 to \$556,500 for meters that have a 20-year life plus some monthly costs for cellular data.

T. Stutzman made a motion to adjourn the meeting. B. Schinke seconded the motion, and it passed unanimously. The Water Commission meeting adjourned at 7:28pm.

Water Commission

3rd Quarter Report

October 21, 2025

Water Utility Activities:

- We did have a water break on Marcella St in September, which was caused from a pick-up truck hitting a fire hydrant. The hydrant and a section of pipe needed to be replaced.
- All hydrants throughout the village were flushed In September.
- We exercised 1/3 of our system valves in September.
- All routine monitoring requirements for safe drinking water performed in 2025 have passed inspection for safe drinking water.
- We received an email from the EPA saying that we were in violation of not sending out our Tier 2 notices after failing our initial service inventory last December. It ended up being miscommunication between the DNR and the EPA, and they accepted our Consumer Confidence Report (CCR) from July as our Tier 2 notice.
- Kimberly Water Department started performing maintenance on Lincoln Street well on September 22nd. Prior to the start they installed a bypass to hopefully help with the iron issue we have when that well is down. After switching the time the pumps were running on Wednesday 10/8/25 we started to receive calls of high iron on Friday 10/10/25. We spent three days flushing hydrants to help remove the iron from the system. By Thursday 10/16/25 things were back to normal.
- We started 10-year residential meter changes along with cross-connection and clear water inspections last week.
- We contracted with Ferguson Waterworks to do our fire flows and large meter testing.

Sewer Utility Activities:

- Sewer televising report showed a few minor defects in the Coonen Subdivision. There were two manholes leaking at the pipe connections and few intruding laterals. Speedy Clean will be making the repairs.
- Continue to work on the Marcella St water and sewer project for next year.

2025	Water Purchased	Cost	Water Billed to Residents	Gallon Difference	Cost of Loss	HOV Sewer Volume Charged to CL	Sewer Billed to Residents	Customer Summer Sewer Credit	Difference (I & I)
01/01/25 - 03/31/25	21,869,000	\$ 78,577	19,482,942	-2,386,058	\$ 7,588	46,829,000	19,473,525		-27,355,475
04/01/25 - 06/30/25	28,103,000	98,080	19,088,180	-9,014,820	\$ 28,667	54,479,000	18,733,854	354,326	-35,390,820
07/01/25 - 09/30/25	21,265,000	73,431	22,261,480	996,480	\$ (3,169)	28,679,000	21,090,402	1,171,078	-6,417,520
10/01/25 - 12/31/25				0	\$ -			0	0
Totals	71,237,000	250,087	60,832,602	-10,404,398	\$ 33,086	129,987,000			-69,163,815
Gallon Loss/Unbilled	10,404,398	or	14.61%			Loss			53.21%
Cost of Loss	\$ 33,086	using wholesale rate of \$3.18 per 1000 gallons				Cost of Loss - Volume Only		\$	49,590
Per 2025 audit:									

2024	Water Purchased	Cost	Water Billed to Residents	Gallon Difference	Cost of Loss	HOV Sewer Volume Charged to CL	Sewer Billed to Residents	Customer Summer Sewer Credit	Difference (I & I)
01/01/24 - 03/31/24	17,606,485	\$ 64,701	17,677,945	71,460	\$ (227)	36,193,000	17,656,162		-18,536,838
04/01/24 - 06/30/24	20,587,107	74,179	17,820,788	-2,766,319	\$ 8,797	48,227,000	17,570,345	250,443	-30,406,212
07/01/24 - 09/30/24	23,185,008	83,394	20,764,322	-2,420,686	\$ 7,698	43,879,000	19,540,307	1,224,015	-23,114,678
10/01/24 - 12/31/24	19,503,665	74,779	22,864,783	3,361,118	\$ (10,688)	38,196,000	21,858,594	1,006,189	-15,331,217
Totals	80,882,265	297,053	79,127,838	-1,754,427	\$ 5,579	166,495,000			-87,388,945
Gallon Loss/Unbilled	1,754,427	or	2.17%			Loss			52.49%
Cost of Loss	\$ 5,579	using wholesale rate of \$3.18 per 1000 gallons				Cost of Loss - Volume Only		\$	62,658
Per 2024 audit:	4.00%								

2023	Water Purchased	Cost	Water Billed to Residents	Gallon Difference	Cost of Loss	HOV Sewer Volume Charged to CL	Sewer Billed to Residents	Customer Summer Sewer Credit	Difference (I & I)
01/01/23 - 03/31/23	18,550,182	\$ 67,702	17,988,214	-561,968	\$ 1,337	46,743,000	17,971,452		-28,771,548
04/01/23 - 06/30/23	22,067,101	78,885	18,744,160	-3,322,941	\$ 7,909	42,696,000	18,357,285	386,875	-23,951,840
07/01/23 - 09/30/23	22,846,291	81,363	22,329,188	-517,103	\$ 1,231	23,681,000	13,960,845	1,947,528	-7,772,627
10/01/23 - 12/31/23	6,800,839	24,551	11,691,240	4,890,401	\$ (11,639)	9,883,000	15,059,512	-3,368,272	1,808,240
Totals	70,264,413	\$ 252,501	70,752,802	488,389	\$ (1,162)	123,003,000	65,349,094		-58,687,775
Gallon Loss/Unbilled	-488,389	or	-0.70%			Loss			47.71%
Cost of Loss	\$ (1,162)	using wholesale rate of \$3.18 per 1000 gallons				Cost of Loss - Volume Only		\$	44,779
Per 2023 audit:	3.00%								