



AGENDA OF THE WATER COMMISSION

MONDAY, DECEMBER 16, 2024, 8:30 AM

In person at the Green Bay Water Utility.

631 S Adams St

Virtual attendance is also available via Zoom.

A. Zoom Meeting Information.

1. Join Zoom Meeting Online:

<https://zoom.us/j/98284055918?pwd=eHBxaWkvNIJ2a3N0RERUWkRsNjVkUT09>

Or call in by phone: +1 312 626 6799

Meeting ID: 982 8405 5918

Passcode: 385002

If you wish to speak at this public meeting or leave a comment, please fill out the online [Comment Form](#) prior to the meeting. More detailed [Zoom Instructions](#) can be found online.

B. Roll Call.

1. Roll call for the Water Commission Meeting for December 16, 2024.

C. Approval of the Agenda.

1. Approval of the Water Commission Meeting Agenda for December 16, 2024.

D. Approval of Minutes.

1. Approval of the Water Commission Meeting Minutes for November 11, 2024.

E. Regular Business.

- 1. Approval of Lake Station Generator bid**
- 2. Approval of Lake Station Chlorine Improvements Bid**
- 3. Approval of 2025 Commission Dates**
- 4. October and November 2024 Financial Report**

F. Informational.

- I. General Manager Update

G. Adjournment.

- I. Motion to adjourn the Water Commission meeting of December 16, 2024.

- 1) **ACCESSIBILITY:** Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
- 2) **QUORUM:** Please take notice that a majority or quorum of the Common Council may attend this Water Commission meeting and will constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
- 3) **REPRESENTATION:** The party requesting the communication, or their representative, should be present at this meeting.



MINUTES OF THE WATER COMMISSION

MONDAY, NOVEMBER 11, 2024, 8:30 AM

In person at the Green Bay Water Utility.

631 S Adams St

Virtual attendance is also available via Zoom.

A. ZOOM MEETING INFORMATION.

- I. Join Zoom Meeting Online:

<https://zoom.us/j/98284055918?pwd=eHBxaWkvNlJ2a3N0RERUWkRsNjVkUT09>

Or call in by phone: +1 312 626 6799

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B. ROLL CALL.

- I. Roll call for the Water Commission Meeting for November 11, 2024.

On Monday, November 11, 2024, the Water Commission met in person and virtually via Zoom. President Heugel called the meeting to order at 8:30 a.m. Recording Secretary Beilke called the roll. Five voting commission members: President John Heugel (In Person), Vice President Jamie Wall (In Person), Secretary-Treasurer Tom Karman (In Person), Jacques Boyle (Virtually via Zoom) and Lynn Gerlach (In Person).

Also present: Alder Bill Morgan (In Person, non-voting), Council Representative to the Water Commission, and Attorney William Vande Castle (Virtually via Zoom).

Staff present: Brian Powell, Doug Martin, Stephanie Rogers, Andrea Hay, Russ Hardwick, Marc McGovern, Kim Couillard, Kristin Romanowicz, and Hailey Heath.

C. APPROVAL OF THE AGENDA.

1. Approval of the Water Commission Meeting Agenda for November 11, 2024.

Moved by Jamie Wall, seconded by Thomas Karman to approve. Voice vote being had, the motion passed unanimously.

D. APPROVAL OF MINUTES.

1. Approval of the Water Commission Meeting Minutes for October 14, 2024.

Moved by Lynn Gerlach, seconded by Jamie Wall to approve. Voice vote being had, the motion passed unanimously.

E. REGULAR BUSINESS.

1. Memorial Resolution Honoring the Life and Service of Jason Maes

Moved by Jamie Wall, seconded by Thomas Karman to approve the resolution. Voice vote being had, the motion passed unanimously.

2. Approval and Adoption of Resolution for the 2025 Annual Budget

Moved by Thomas Karman, seconded by Lynn Gerlach to approve. Voice vote being had, the motion passed unanimously.

F. INFORMATIONAL.

1. General Manager Update

General Manager Brian Powell provided the commission with updates on the following initiatives within our organization:

1. Elizabeth Wheat Stepping Down off Commission
2. Private Side Lead Service Line Funding
3. Filter Plant Reservoir Drain Down Inspections
4. Chlorine Improvements at Lake Station Project Bid Opening November 19th
5. Lake Station Generator & Filter Plant Finished Mag Meter Projects Bid Opening

December 10th

6. Possible December 16th Commission Meeting. The commission agreed to move the meeting to December 16th.
7. Workforce Report
 1. Distribution Maintenance Manager has been Posted

G. ADJOURNMENT.

1. Motion to adjourn the Water Commission meeting of November 11, 2024.

Moved by Thomas Karman, seconded by Jamie Wall to adjourn. Voice vote being had, the motion passed unanimously.



Green Bay Water

MEMORANDUM

DATE: December 16, 2024
TO: Green Bay Water Commission
FROM: Brian Powell
RE: Recommendation of public construction bid for Green Bay Water Utility

1. Bid proposals for the project “Green Bay Water Utility Improvements” were received on Tuesday, December 10, 2024.

Green Bay Water Utility Improvements Closing Date: Tue, 12/10/2024 02:00 PM CST Quest Number 9363623		
Contractor	Base Bid	Base Bid + Alternate
*NEXT Electric, LLC	\$13,496,570.00	\$13,617,500.00
Miron Construction Co., Inc.	\$15,009,070.00	\$15,129,714.00

**Low responsible bidder*

The Base Bid for NEXT Electric, LLC is broken down into the following unit bid items:

- Bid Item 1: Lake Station Electrical Improvements 1 LS \$11,173,000.00
- Bid Item 2: Filtration Plant Flow Meter Addition 1 LS \$1,837,670.00
- Bid Item 3: Lake Station Solar 1 LS \$478,000.00
- Bid Item 4: Excavation Below Subgrade 100 CY \$7,900.00

Alternate bid for NEXT Electric, LLC is the added cost to provide a new Pump 6 motor in lieu of Pump 6 motor rewind: +\$120,930.00.

Recommendation:

I recommend the Water Commission award this contract to NEXT Electric, LLC for the Base Bid only for an amount of \$13,496,570.00.

We do not plan to move ahead with Bid Item 2. We will be executing a change order deduct (\$1,837,600.00).

Funds are available in the 2025 budget.



Green Bay Water

MEMORANDUM

DATE: December 16, 2024
TO: Green Bay Water Commission
FROM: Brian Powell
RE: Recommendation of public construction bid for Green Bay Water Utility

1. Bid proposals for the project “Green Bay Water Utility Chlorine System Modifications” were received on Tuesday, November 19, 2024.

Green Bay Water Utility Chlorine System Modifications	
Closing Date: Tue, 11/19/2024 02:00 PM CST	
Quest Number 9395180	
Contractor	Bid
*Mid City Corporation	\$597,680.00
August Winter & Sons, Inc	\$631,300.00
Great Lakes Mechanical, Inc.	\$711,400.00

**Low responsible bidder*

Recommendation:

I recommend the Water Commission award this contract to Mid City Corporation for the bid amount of \$597,680.00. Funds are available in the 2025 budget.



Green Bay Water Commission

MEMORANDUM

DATE: December 16, 2024
TO: Green Bay Water Commission
FROM: Brian Powell, P.E., General Manager, Green Bay
RE: Water 2025 Water Commission Meeting Dates

Green Bay Water requests the Green Bay Water Commission's approval to schedule the 2025 Water Commission meetings as follows, utilizing the previously approved hybrid format with options for in-person meetings or via Zoom.

- Monday, January 13, 2025, at 8:30 a.m.
- Monday, February 10, 2025, at 8:30 a.m.
- Monday, March 10, 2025, at 8:30 a.m.
- Monday, April 14, 2025, at 8:30 a.m.
- Monday, May 12, 2025, at 8:30 a.m.
- Monday, June 23, 2025, at 8:30 a.m.
- Monday, July 14, 2025, at 8:30 a.m.
- Monday, August 11, 2025, at 8:30 a.m.
- Monday, September 8, 2025, at 8:30 a.m.
- Monday, October 13, 2025, at 8:30 a.m.
- Monday, November 10, 2025, at 8:30 a.m.
- Monday, December 8, 2025, at 8:30 a.m.

GREEN BAY WATER
CASH POSITION
October 31, 2023 & 2024

	10/31/2023	10/31/2024
UNRESTRICTED CURRENT ASSETS		
Cash & Investments - Operation & Maintenance		
Local Govt. Investment Pool	\$ 110,000	\$ 116,026
Associated Bank Checking	12,012,112	11,727,940
Working Cash Funds - Petty Cash	1,700	1,700
Total Cash & Investments - Operation & Maintenance	<u>12,123,812</u>	<u>11,845,666</u>
RESTRICTED CURRENT ASSETS		
Cash & Investments - Restricted		
Certificates of Deposit - Bond Redemption	-	-
Associated Bank Money Market Account - Bond Redemption	22,570	42,631
Associated Bank Checking - Private Service Replacement	-	153,690
Total Cash & Investments - Restricted	<u>22,570</u>	<u>196,321</u>
RESTRICTED LONG-TERM ASSETS		
Cash & Investments - Debt Reserve		
Associated Trust Money Market	17,426	488,352
Associated Trust Certificates of Deposit	472,250	484,538
Associated Trust Municipal Bonds	6,066,093	5,962,426
Total Cash & Investments - Debt Reserve	<u>6,555,769</u>	<u>6,935,316</u>
 TOTAL CASH POSITION	 <u>\$ 18,702,151</u>	 <u>\$ 18,977,303</u>

GREEN BAY WATER
BALANCE SHEET
October 31, 2023 & 2024

	<u>10/31/2023</u>	<u>10/31/2024</u>
ASSETS		
Current Assets		
Unrestricted Current Assets		
Cash & Investments - Operating & Maintenance	\$ 12,123,812	\$ 11,845,666
Accounts Receivable - Customer Accounts	12,045,168	12,972,457
Inventories	745,271	771,970
Prepaid Items	82,925	34,085
Total Unrestricted Current Assets	<u>24,997,176</u>	<u>25,624,178</u>
Restricted Current Assets		
Cash & Investments - Bond Redemption Fund	22,570	42,631
Interest Receivable	-	-
Cash & Investments - Private Service Replacement Fund	-	153,690
Accounts Receivable - Grants	-	-
Total Restricted Current Assets	<u>22,570</u>	<u>196,321</u>
Total Current Assets	<u>25,019,746</u>	<u>25,820,499</u>
Noncurrent Assets		
Restricted Assets		
Cash & Investments - Debt Reserve Fund	6,555,769	6,935,316
Accrued Interest	54,360	51,015
Net Pension Asset	2,127,002	-
Total Restricted Assets	<u>8,737,131</u>	<u>6,986,331</u>
Other Assets		
Unamortized Ashwaubenon Booster	1,007,808	876,355
Unamortized Wrightstown Loan/Grant	385,075	353,425
Total Other Assets	<u>1,392,883</u>	<u>1,229,780</u>
Capital Assets		
Property, Plant & Equipment	254,737,497	260,612,166
Less: Accumulated Depreciation	<u>(107,688,688)</u>	<u>(112,900,804)</u>
Net Property, Plant & Equipment	147,048,809	147,711,362
Construction in Progress	2,954,529	1,680,300
Total Capital Assets	<u>150,003,338</u>	<u>149,391,662</u>
Total Noncurrent Assets	<u>160,133,352</u>	<u>157,607,773</u>
TOTAL ASSETS	<u>185,153,098</u>	<u>183,428,272</u>
DEFERRED OUTFLOWS OF RESOURCES		
Unamortized Loss on Advanced Refunding	207,649	155,777
Deferred Outflows - Pension	4,737,486	8,875,731
Total Deferred Outflows of Resources	<u>4,945,135</u>	<u>9,031,508</u>

GREEN BAY WATER
BALANCE SHEET
October 31, 2023 & 2024

	<u>10/31/2023</u>	<u>10/31/2024</u>
LIABILITIES		
Current Liabilities		
Accounts Payable	\$ 15,625	\$ 400,505
Sewer Collections Payable	7,081,785	7,545,136
Storm Water Collections Payable	3,379,023	3,535,419
Accrued Payroll Taxes	81,769	30,541
Accrued Payroll, Vacation & Sick Leave Pay	271,537	289,220
Accrued Taxes	1,972,623	1,987,606
Payable from Restricted Assets		
Current Portion of Long - Term Debt	-	-
Accrued Interest	-	(0)
Total Current Liabilities	<u>12,802,362</u>	<u>13,788,427</u>
Long - term Obligations, Less Current Portion		
Revenue Bonds - Net of Premiums & Discounts	37,808,053	32,954,497
Accrued Vacation & Sick Leave Pay	132,004	201,769
Net Pension Liability	-	1,390,540
Total Long-term Liabilities	<u>37,940,057</u>	<u>34,546,806</u>
TOTAL LIABILITIES	<u>50,742,419</u>	<u>48,335,233</u>
DEFERRED INFLOWS OF RESOURCES		
Deferred Inflows - Pension	<u>5,627,565</u>	<u>6,665,467</u>
NET POSITION		
Contributed Capital - City of Green Bay	744,232	744,232
Net Investment in Capital Assets	112,402,934	116,592,943
Restricted	8,759,701	7,182,652
Unrestricted	<u>11,821,382</u>	<u>12,939,252</u>
TOTAL NET POSITION	<u>\$ 133,728,249</u>	<u>\$ 137,459,079</u>

GREEN BAY WATER

Statement of Revenues, Expenses and Changes in Net Position Month Ended October 31, 2023 and 2024

	10/31/23	10/31/24
OPERATING REVENUES		
Charges for services	\$ 19,856,997	\$ 19,619,941
Other	1,524,649	1,460,317
Total operating revenues	21,381,646	21,080,258
OPERATING EXPENSES		
Operation and maintenance	9,522,794	10,000,499
Depreciation	4,108,730	4,409,240
Total operating expenses	13,631,524	14,409,739
Operating income	7,750,122	6,670,519
NONOPERATING REVENUES (EXPENSES)		
Interest income	751,426	888,988
Grant revenue	712,142	441,794
Miscellaneous income	266,501	281,275
Interest and fiscal charges	(1,166,740)	(1,075,106)
Amortization of debt premium net of discounts	377,300	377,300
Amortization of loss on advance refundings	(143,047)	(75,663)
Total nonoperating revenues (expenses)	797,582	838,588
Income before contributions and transfers	8,547,704	7,509,107
Capital contributions	45,733	35,209
Transfers out - tax equivalent	(2,267,929)	(2,297,975)
Change in net position	6,325,508	5,246,341
Net position - January 1	127,402,741	132,212,739
Net position - October 31	\$ 133,728,249	\$ 137,459,080

GREEN BAY WATER

OCTOBER 2024 REVENUE BUDGET REPORT

FOR 2024 10

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD REVENUE	ENC/REQ	AVAILABLE BUDGET	PCT USED
610 WATER UTILITY							
415000 MERCH & JOBBING REV	330,750	0	330,750	238,161.82	.00	92,588.18	72.0%
419900 INT INCOME-OPER FUND	400,000	0	400,000	537,072.99	.00	-137,072.99	134.3%
419911 INT INC-BOND REDEMPTION	50,000	0	50,000	92,087.97	.00	-42,087.97	184.2%
419920 INT INC-DEBT RESERVE	175,000	0	175,000	184,830.12	.00	-9,830.12	105.6%
419925 UNREALIZED GAIN/LOSS DEBT RE	50,000	0	50,000	74,990.05	.00	-24,990.05	150.0%
420000 GRANT REVENUE	0	0	0	441,793.75	.00	-441,793.75	100.0%
421000 MISC NON-OPERATING INC	300,000	0	300,000	35,208.56	.00	264,791.44	11.7%
429440 AMORT PREM-GB-2004	124,305	0	124,305	103,587.80	.00	20,717.20	83.3%
429443 AMORT PREM ASH-2004	12,625	0	12,625	10,520.80	.00	2,104.20	83.3%
429460 AMORT PREM-GB-2014	82,167	0	82,167	68,472.40	.00	13,694.60	83.3%
429463 AMORT PREM-ASH-2014	8,345	0	8,345	6,954.30	.00	1,390.70	83.3%
429470 AMORT PREM-GB-2019	313,470	0	313,470	261,225.30	.00	52,244.70	83.3%
429473 AMORT PREM-ASH-2019	31,837	0	31,837	26,531.20	.00	5,305.80	83.3%
429480 AMORT PREM-GB-2021	16,940	0	16,940	14,116.70	.00	2,823.30	83.3%
461508 METERED RESIDENTIAL	5,355,000	0	5,355,000	4,256,312.89	.00	1,098,687.11	79.5%
461558 METERED COMMERCIAL	2,131,500	0	2,131,500	1,783,415.57	.00	348,084.43	83.7%
461608 METERED INDUSTRIAL	6,825,000	0	6,825,000	5,414,884.76	.00	1,410,115.24	79.3%
461658 METERED APARTMENT < 3 UNITS	2,415,000	0	2,415,000	1,900,471.73	.00	514,528.27	78.7%
461708 METERED MULTI FAMILY	1,575,000	0	1,575,000	1,260,425.80	.00	314,574.20	80.0%
461758 METERED RESTAURANT	178,500	0	178,500	145,604.48	.00	32,895.52	81.6%
461808 METERED MUNICIPAL	467,250	0	467,250	401,390.77	.00	65,859.23	85.9%
462000 PRIVATE FIRELINES	169,050	0	169,050	132,522.71	.00	36,527.29	78.4%
463000 PUBLIC FIRE PROTECTION	1,449,000	0	1,449,000	1,175,608.15	.00	273,391.85	81.1%
466003 SALES FOR RESALE-ASH	3,465,000	0	3,465,000	2,598,518.02	.00	866,481.98	75.0%
466004 SALES FOR RESALE-SCOTT	89,250	0	89,250	63,011.33	.00	26,238.67	70.6%
466005 SALES FOR RESALE-HOBART	472,500	0	472,500	295,799.70	.00	176,700.30	62.6%
466006 SALES FOR RESALE-WRIGHTSTOWN	207,900	0	207,900	191,974.96	.00	15,925.04	92.3%
470000 LATE PAYMENT PENALTIES	125,000	0	125,000	72,572.11	.00	52,427.89	58.1%
471000 TURN ON & SET REVENUE	50,000	0	50,000	43,113.00	.00	6,887.00	86.2%
472000 RENT-CELL TOWERS	143,000	0	143,000	96,322.34	.00	46,677.66	67.4%
472010 RENT-ADDITIONAL METERS	22,000	0	22,000	14,819.48	.00	7,180.52	67.4%
472020 RENT - LAND	1,500	0	1,500	1,000.00	.00	500.00	66.7%
474000 OTHER WATER REVENUE-MISC	1,500	0	1,500	4,103.11	.00	-2,603.11	273.5%
474010 RETURN ON METER INVEST	110,000	0	110,000	.00	.00	110,000.00	.0%
474020 REBATES	35,000	0	35,000	21,931.03	.00	13,068.97	62.7%
474030 PRIVATE WELL PERMITS	500	0	500	100.00	.00	400.00	20.0%
474040 SALE OF SCRAP	10,000	0	10,000	7,689.05	.00	2,310.95	76.9%
474050 TITLE COMPANY LETTERS	3,000	0	3,000	1,420.00	.00	1,580.00	47.3%
474060 THAW SERVICE	1,000	0	1,000	.00	.00	1,000.00	.0%
474070 MISSED APPOINTMENT CHARGE	0	0	0	360.00	.00	-360.00	100.0%

(1)

GREEN BAY WATER
OCTOBER 2024 REVENUE BUDGET REPORT

FOR 2024 10								
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD REVENUE	ENC/REQ	AVAILABLE BUDGET	PCT USED	
476000 SEWER REIMB FROM CITY	1,075,000	0	1,075,000	900,000.00	.00	175,000.00	83.7%	
476100 STORM REIMB FROM CITY	408,000	0	408,000	340,000.00	.00	68,000.00	83.3%	
TOTAL WATER UTILITY	28,680,889	0	28,680,889	23,218,924.75	.00	5,461,964.25	81.0%	
GRAND TOTAL	28,680,889	0	28,680,889	23,218,924.75	.00	5,461,964.25	81.0%	
** END OF REPORT - Generated by Stephanie Rogers **								

(1) DNR Galvanized replacement program - not budgeted for

GREEN BAY WATER

OCTOBER 2024 EXPENSE BUDGET REPORT

FOR 2024 10

	ORIGINAL APPROP	TRANFRS/ ADJSTMNTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
610 WATER UTILITY							
1630 STORES EXPENSE	88,576	0	88,576	60,517.03	.00	28,058.97	68.3%
1840 CLEARING ACCOUNTS	557,765	0	557,765	-374,655.85	.00	932,420.85	-67.2%
4030 DEPRECIATION EXPENSE	5,222,113	0	5,222,113	4,409,240.00	.00	812,873.00	84.4%
4050 AMORTIZATION OF OTHER PLANT	131,453	0	131,453	109,544.40	.00	21,908.60	83.3%
4080 TAXES	3,035,416	0	3,035,416	2,297,974.64	.00	737,441.36	75.7%
4160 MERCHANDISING & JOBBING EXP	244,146	0	244,146	195,683.65	.00	48,462.35	80.2%
4260 OTHER INCOME DEDUCTIONS	456,321	0	456,321	.00	.00	456,321.00	.0%
4270 INTEREST ON LONG-TERM DEBT	1,290,127	0	1,290,127	1,075,105.80	.00	215,021.20	83.3%
4280 AMORTIZATION OF DEBT DISCOUNT	228,727	0	228,727	189,771.60	.00	38,955.40	83.0%
6020 PURCHASED WATER	9,000	0	9,000	7,436.44	.00	1,563.56	82.6%
6130 MAINTENANCE OF INTAKES	10,000	0	10,000	19,060.00	.00	-9,060.00	190.6%
6160 MAINTENANCE OF SUPPLY MAINS	78,765	0	78,765	191,198.02	.00	-112,433.02	242.7%
6200 PUMP OPS SUPERVISION & ENG	91,997	0	91,997	83,126.43	.00	8,870.57	90.4%
6230 FUEL OR POWER FOR PUMPING	937,000	0	937,000	711,210.70	.00	225,789.30	75.9%
6240 PUMP LABOR & EXPENSES	107,888	0	107,888	40,323.60	.00	67,564.40	37.4%
6260 MISC PUMPING EXPENSE	85,550	0	85,550	43,182.60	.00	42,367.40	50.5%
6300 PUMP MAINT SUPERVISION & ENG	42,369	0	42,369	30,415.19	.00	11,953.81	71.8%
6310 PUMP MAINT OF STRUCTURES	213,239	0	213,239	109,509.28	103,680.00	49.72	100.0%
6320 PUMP MAINT OF POWER PROD EQUIP	41,000	-2,187	38,813	20,140.04	.00	18,673.29	51.9%
6330 MAINT OF PUMPING EQUIP	399,500	89,901	489,401	315,768.86	61,303.00	112,329.14	77.0%
6400 TREATMENT OPS SUPERVIS & ENG	86,501	0	86,501	70,226.48	.00	16,274.52	81.2%
6410 CHEMICALS	628,000	0	628,000	414,715.89	.00	213,284.11	66.0%
6420 WATER TREATMENT OPERATIONS EXP	811,947	0	811,947	554,795.75	.00	257,151.25	68.3%
6430 MISC WATER TREATMENT EXP	182,437	0	182,437	139,776.37	.00	42,660.63	76.6%
6500 TREATMENT MAINT SUPERVIS & ENG	37,072	0	37,072	29,119.79	.00	7,952.21	78.5%
6510 TREATMENT MAINT OF STRUCTURES	54,967	0	54,967	26,175.08	.00	28,791.92	47.6%
6520 MAINT OF TREATMENT EQUIP	249,861	0	249,861	182,426.28	.00	67,434.72	73.0%
6600 TRANS & DIST OPS SUP & ENG	273,339	0	273,339	217,750.31	.00	55,588.69	79.7%
6620 TRANS & DIST LINES EXPENSE	280,900	0	280,900	232,611.00	.00	48,289.00	82.8%
6630 METER EXPENSE	226,460	0	226,460	193,910.31	.00	32,549.69	85.6%
6640 CUSTOMER INSTALLATION EXP	237,504	0	237,504	650,395.98	.00	-412,891.98	273.8%
6650 MISC TRANS & DIST EXPENSES	468,410	0	468,410	390,163.85	.00	78,246.15	83.3%
6720 MAINT OF DIST RES & STANDPIPES	438,652	0	438,652	46,175.81	23,500.00	368,976.19	15.9%
6730 MAINT OF TRANS & DIST MAINS	1,486,918	0	1,486,918	1,023,439.57	.00	463,478.43	68.8%
6750 MAINT OF SERVICES	567,253	0	567,253	709,982.07	.00	-142,729.07	125.2%
6760 MAINT OF METERS	67,404	0	67,404	46,724.84	.00	20,679.16	69.3%
6770 MAINT OF HYDRANTS	196,808	0	196,808	243,078.36	.00	-46,270.36	123.5%
9020 METER READING EXPENSE	62,347	0	62,347	62,428.39	.00	-81.39	100.1%
9030 CUSTOMER RECORDS & COLLECTION	1,030,767	0	1,030,767	873,446.92	.00	157,320.08	84.7%
9040 UNCOLLECTIBLE ACCOUNTS	2,000	0	2,000	1,976.88	.00	23.12	98.8%

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GREEN BAY WATER

OCTOBER 2024 EXPENSE BUDGET REPORT

FOR 2024 10

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
9060 CUSTOMER SERVICE & INFORMATION	73,658	0	73,658	64,764.85	.00	8,893.15	87.9%
9200 ADMIN & GENERAL SALARIES	854,832	0	854,832	593,715.36	.00	261,116.64	69.5%
9210 OFFICE SUPPLIES & EXPENSES	110,395	0	110,395	77,422.69	.00	32,972.31	70.1%
9230 OUTSIDE SERVICES EMPLOYED	589,646	0	589,646	310,563.54	.00	279,082.46	52.7%
9240 PROPERTY INSURANCE	129,057	0	129,057	.00	.00	129,057.00	.0%
9250 INJURIES & DAMAGES	60,437	0	60,437	-48,796.88	.00	109,233.88	-80.7%
9260 EMPLOYEE PENSIONS & BENEFITS	1,364,566	0	1,364,566	1,087,244.86	.00	277,321.14	79.7%
9280 REGULATORY COMMISSION EXP	15,000	0	15,000	18,434.92	.00	-3,434.92	122.9%
9300 MISC GENERAL EXPENSES	55,950	0	55,950	36,119.17	.00	19,830.83	64.6%
9320 MAINT OF GENERAL PLANT	241,954	0	241,954	189,250.62	1,183.00	51,520.38	78.7%
TOTAL WATER UTILITY	24,155,994	87,714	24,243,708	17,972,591.49	189,666.00	6,081,450.84	74.9%
GRAND TOTAL	24,155,994	87,714	24,243,708	17,972,591.49	189,666.00	6,081,450.84	74.9%

** END OF REPORT - Generated by Stephanie Rogers **

- (1) Additional work needed on lake station intake cleaning
- (2) 36" main break
- (3) Private side galvanized service replacement - reimbursed by DNR
- (4) Increase in pavement repair cost from City
- (5) Hydrant parts for maintenance includes order from prior year
- (6) PSC fees for construction authorization

GREEN BAY WATER
CASH POSITION
November 30, 2023 & 2024

	11/30/2023	11/30/2024
UNRESTRICTED CURRENT ASSETS		
Cash & Investments - Operation & Maintenance		
Local Govt. Investment Pool	\$ 110,487	\$ 116,026
Associated Bank Checking	11,983,345	11,862,774
Working Cash Funds - Petty Cash	1,700	1,700
Total Cash & Investments - Operation & Maintenance	<u>12,095,532</u>	<u>11,980,500</u>
RESTRICTED CURRENT ASSETS		
Cash & Investments - Restricted		
Certificates of Deposit - Bond Redemption	465,000	440,000
Associated Bank Money Market Account - Bond Redemption	22,576	7,631
Associated Bank Checking - Private Service Replacement	-	63,675
Total Cash & Investments - Restricted	<u>487,576</u>	<u>511,306</u>
RESTRICTED LONG-TERM ASSETS		
Cash & Investments - Debt Reserve		
Associated Trust Money Market	48,904	488,352
Associated Trust Certificates of Deposit	473,914	-
Associated Trust Municipal Bonds	6,115,760	6,446,964
Total Cash & Investments - Debt Reserve	<u>6,638,578</u>	<u>6,935,316</u>
 TOTAL CASH POSITION	 <u><u>\$ 19,221,686</u></u>	 <u><u>\$ 19,427,122</u></u>

GREEN BAY WATER
BALANCE SHEET
November 30, 2023 & 2024

	<u>11/30/2023</u>	<u>11/30/2024</u>
ASSETS		
Current Assets		
Unrestricted Current Assets		
Cash & Investments - Operating & Maintenance	\$ 12,095,532	\$ 11,980,500
Accounts Receivable - Customer Accounts	11,917,511	12,945,038
Inventories	740,270	775,257
Prepaid Items	62,323	42,522
Total Unrestricted Current Assets	<u>24,815,636</u>	<u>25,743,317</u>
Restricted Current Assets		
Cash & Investments - Bond Redemption Fund	487,576	447,631
Interest Receivable	785	542
Cash & Investments - Private Service Replacement Fund	-	63,675
Accounts Receivable - Grants	-	-
Total Restricted Current Assets	<u>488,361</u>	<u>511,848</u>
Total Current Assets	<u>25,303,997</u>	<u>26,255,165</u>
Noncurrent Assets		
Restricted Assets		
Cash & Investments - Debt Reserve Fund	6,638,578	6,935,316
Accrued Interest	40,631	51,015
Net Pension Asset	2,127,002	-
Total Restricted Assets	<u>8,806,211</u>	<u>6,986,331</u>
Other Assets		
Unamortized Ashwaubenon Booster	996,854	865,401
Unamortized Wrightstown Loan/Grant	382,438	350,788
Total Other Assets	<u>1,379,292</u>	<u>1,216,189</u>
Capital Assets		
Property, Plant & Equipment	254,756,538	260,677,427
Less: Accumulated Depreciation	<u>(108,099,849)</u>	<u>(113,342,983)</u>
Net Property, Plant & Equipment	146,656,689	147,334,444
Construction in Progress	3,323,343	2,402,091
Total Capital Assets	<u>149,980,032</u>	<u>149,736,535</u>
Total Noncurrent Assets	<u>160,165,535</u>	<u>157,939,055</u>
TOTAL ASSETS	<u>185,469,532</u>	<u>184,194,221</u>
DEFERRED OUTFLOWS OF RESOURCES		
Unamortized Loss on Advanced Refunding	194,528	155,777
Deferred Outflows - Pension	4,737,486	8,875,731
Total Deferred Outflows of Resources	<u>4,932,014</u>	<u>9,031,508</u>

GREEN BAY WATER
BALANCE SHEET
November 30, 2023 & 2024

	<u>11/30/2023</u>	<u>11/30/2024</u>
LIABILITIES		
Current Liabilities		
Accounts Payable	\$ 15,625	\$ 65,422
Sewer Collections Payable	6,899,757	7,473,926
Storm Water Collections Payable	3,379,475	3,552,527
Accrued Payroll Taxes	31,474	38,224
Accrued Payroll, Vacation & Sick Leave Pay	271,537	289,220
Accrued Taxes	2,169,886	2,186,366
Payable from Restricted Assets		
Current Portion of Long - Term Debt	4,415,000	3,910,000
Accrued Interest	107,511	(0)
Total Current Liabilities	<u>17,290,265</u>	<u>17,515,685</u>
Long - term Obligations, Less Current Portion		
Revenue Bonds - Net of Premiums & Discounts	33,356,506	29,044,497
Accrued Vacation & Sick Leave Pay	132,004	201,769
Net Pension Liability	-	1,390,540
Total Long-term Liabilities	<u>33,488,510</u>	<u>30,636,806</u>
TOTAL LIABILITIES	<u>50,778,775</u>	<u>48,152,491</u>
DEFERRED INFLOWS OF RESOURCES		
Deferred Inflows - Pension	<u>5,627,565</u>	<u>6,665,467</u>
NET POSITION		
Contributed Capital - City of Green Bay	744,232	744,232
Net Investment in Capital Assets	112,403,053	116,937,816
Restricted	9,187,061	7,498,180
Unrestricted	<u>11,660,859</u>	<u>13,227,543</u>
TOTAL NET POSITION	<u>\$ 133,995,205</u>	<u>\$ 138,407,771</u>

GREEN BAY WATER

Statement of Revenues, Expenses and Changes in Net Position Month Ended November 30, 2023 and 2024

	11/30/23	11/30/24
OPERATING REVENUES		
Charges for services	\$ 21,714,343	\$ 21,885,158
Other	1,713,226	1,662,091
Total operating revenues	23,427,569	23,547,249
OPERATING EXPENSES		
Operation and maintenance	10,755,513	11,016,907
Depreciation	4,519,603	4,850,164
Total operating expenses	15,275,116	15,867,071
Operating income	8,152,453	7,680,178
NONOPERATING REVENUES (EXPENSES)		
Interest income	882,274	942,216
Grant revenue	712,142	503,694
Miscellaneous income	281,123	299,477
Interest and fiscal charges	(1,274,251)	(1,075,106)
Amortization of debt premium net of discounts	415,030	377,300
Amortization of loss on advance refundings	(157,351)	(75,663)
Total nonoperating revenues (expenses)	858,967	971,918
Income before contributions and transfers	9,011,420	8,652,097
Capital contributions	72,247	65,545
Transfers out - tax equivalent	(2,491,203)	(2,522,611)
Change in net position	6,592,464	6,195,032
Net position - January 1	127,402,741	132,212,739
Net position - November 30	\$ 133,995,205	\$ 138,407,771

GREEN BAY WATER

NOVEMBER 2024 REVENUE BUDGET REPORT

FOR 2024 11

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD REVENUE		AVAILABLE BUDGET	PCT USED
610 WATER UTILITY							
415000 MERCH & JOBBING REV	330,750	0	330,750	249,918.82	.00	80,831.18	75.6%
419900 INT INCOME-OPER FUND	400,000	0	400,000	589,758.25	.00	-189,758.25	147.4%
419911 INT INC-BOND REDEMPTION	50,000	0	50,000	92,630.44	.00	-42,630.44	185.3%
419920 INT INC-DEBT RESERVE	175,000	0	175,000	184,830.12	.00	-9,830.12	105.6%
419925 UNREALIZED GAIN/LOSS DEBT RE	50,000	0	50,000	74,990.05	.00	-24,990.05	150.0%
420000 GRANT REVENUE	0	0	0	503,693.75	.00	-503,693.75	100.0%
421000 MISC NON-OPERATING INC	300,000	0	300,000	65,545.47	.00	234,454.53	21.8%
429440 AMORT PREM-GB-2004	124,305	0	124,305	103,587.80	.00	20,717.20	83.3%
429443 AMORT PREM ASH-2004	12,625	0	12,625	10,520.80	.00	2,104.20	83.3%
429460 AMORT PREM-GB-2014	82,167	0	82,167	68,472.40	.00	13,694.60	83.3%
429463 AMORT PREM-ASH-2014	8,345	0	8,345	6,954.30	.00	1,390.70	83.3%
429470 AMORT PREM-GB-2019	313,470	0	313,470	261,225.30	.00	52,244.70	83.3%
429473 AMORT PREM-ASH-2019	31,837	0	31,837	26,531.20	.00	5,305.80	83.3%
429480 AMORT PREM-GB-2021	16,940	0	16,940	14,116.70	.00	2,823.30	83.3%
461508 METERED RESIDENTIAL	5,355,000	0	5,355,000	4,753,351.27	.00	601,648.73	88.8%
461558 METERED COMMERCIAL	2,131,500	0	2,131,500	2,007,702.26	.00	123,797.74	94.2%
461608 METERED INDUSTRIAL	6,825,000	0	6,825,000	6,001,421.99	.00	823,578.01	87.9%
461658 METERED APARTMENT < 3 UNITS	2,415,000	0	2,415,000	2,167,636.31	.00	247,363.69	89.8%
461708 METERED MULTI FAMILY	1,575,000	0	1,575,000	1,421,663.10	.00	153,336.90	90.3%
461758 METERED RESTAURANT	178,500	0	178,500	167,153.34	.00	11,346.66	93.6%
461808 METERED MUNICIPAL	467,250	0	467,250	447,860.01	.00	19,389.99	95.9%
462000 PRIVATE FIRELINES	169,050	0	169,050	132,593.64	.00	36,456.36	78.4%
463000 PUBLIC FIRE PROTECTION	1,449,000	0	1,449,000	1,306,268.70	.00	142,731.30	90.1%
466003 SALES FOR RESALE-ASH	3,465,000	0	3,465,000	2,884,834.41	.00	580,165.59	83.3%
466004 SALES FOR RESALE-SCOTT	89,250	0	89,250	70,872.30	.00	18,377.70	79.4%
466005 SALES FOR RESALE-HOBART	472,500	0	472,500	331,825.35	.00	140,674.65	70.2%
466006 SALES FOR RESALE-WRIGHTSTOWN	207,900	0	207,900	191,974.96	.00	15,925.04	92.3%
470000 LATE PAYMENT PENALTIES	125,000	0	125,000	133,555.94	.00	-8,555.94	106.8%
471000 TURN ON & SET REVENUE	50,000	0	50,000	49,558.00	.00	442.00	99.1%
472000 RENT-CELL TOWERS	143,000	0	143,000	96,322.34	.00	46,677.66	67.4%
472010 RENT-ADDITIONAL METERS	22,000	0	22,000	16,866.94	.00	5,133.06	76.7%
472020 RENT - LAND	1,500	0	1,500	1,000.00	.00	500.00	66.7%
474000 OTHER WATER REVENUE-MISC	1,500	0	1,500	10,967.41	.00	-9,467.41	731.2%
474010 RETURN ON METER INVEST	110,000	0	110,000	.00	.00	110,000.00	.0%
474020 REBATES	35,000	0	35,000	27,513.02	.00	7,486.98	78.6%
474030 PRIVATE WELL PERMITS	500	0	500	100.00	.00	400.00	20.0%
474040 SALE OF SCRAP	10,000	0	10,000	9,715.73	.00	284.27	97.2%
474050 TITLE COMPANY LETTERS	3,000	0	3,000	1,640.00	.00	1,360.00	54.7%
474060 THAW SERVICE	1,000	0	1,000	.00	.00	1,000.00	.0%
474070 MISSED APPOINTMENT CHARGE	0	0	0	410.00	.00	-410.00	100.0%

(1)

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GREEN BAY WATER

NOVEMBER 2024 REVENUE BUDGET REPORT

FOR 2024 11

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD REVENUE		AVAILABLE BUDGET	PCT USED
476000 SEWER REIMB FROM CITY	1,075,000	0	1,075,000	990,000.00	.00	85,000.00	92.1%
476100 STORM REIMB FROM CITY	408,000	0	408,000	374,000.00	.00	34,000.00	91.7%
TOTAL WATER UTILITY	28,680,889	0	28,680,889	25,849,582.42	.00	2,831,306.58	90.1%
GRAND TOTAL	28,680,889	0	28,680,889	25,849,582.42	.00	2,831,306.58	90.1%

** END OF REPORT - Generated by Stephanie Rogers **

- (1) DNR Galvanized replacement program - not budgeted for
- (2) Refund from prior year purchases returned

GREEN BAY WATER

NOVEMBER 2024 EXPENSE BUDGET REPORT

FOR 2024 11							
	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
610 WATER UTILITY							
1630 STORES EXPENSE	88,576	0	88,576	66,635.03	.00	21,940.97	75.2%
1840 CLEARING ACCOUNTS	557,765	0	557,765	-383,668.51	.00	941,433.51	-68.8%
4030 DEPRECIATION EXPENSE	5,222,113	0	5,222,113	4,850,164.00	.00	371,949.00	92.9%
4050 AMORTIZATION OF OTHER PLANT	131,453	0	131,453	120,498.84	.00	10,954.16	91.7%
4080 TAXES	3,035,416	0	3,035,416	2,522,610.58	.00	512,805.42	83.1%
4160 MERCHANDISING & JOBBING EXP	244,146	0	244,146	216,097.07	.00	28,048.93	88.5%
4260 OTHER INCOME DEDUCTIONS	456,321	0	456,321	.00	.00	456,321.00	.0%
4270 INTEREST ON LONG-TERM DEBT	1,290,127	0	1,290,127	1,075,105.80	.00	215,021.20	83.3%
4280 AMORTIZATION OF DEBT DISCOUNT	228,727	0	228,727	189,771.60	.00	38,955.40	83.0%
6020 PURCHASED WATER	9,000	0	9,000	7,436.44	.00	1,563.56	82.6%
6130 MAINTENANCE OF INTAKES	10,000	0	10,000	19,060.00	.00	-9,060.00	190.6%
6160 MAINTENANCE OF SUPPLY MAINS	78,765	0	78,765	198,721.42	.00	-119,956.42	252.3%
6200 PUMP OPS SUPERVISION & ENG	91,997	0	91,997	90,379.65	.00	1,617.35	98.2%
6230 FUEL OR POWER FOR PUMPING	937,000	0	937,000	773,967.15	.00	163,032.85	82.6%
6240 PUMP LABOR & EXPENSES	107,888	0	107,888	42,360.29	.00	65,527.71	39.3%
6260 MISC PUMPING EXPENSE	85,550	0	85,550	47,669.17	.00	37,880.83	55.7%
6300 PUMP MAINT SUPERVISION & ENG	42,369	0	42,369	34,177.34	.00	8,191.66	80.7%
6310 PUMP MAINT OF STRUCTURES	213,239	0	213,239	116,291.01	66,180.00	30,767.99	85.6%
6320 PUMP MAINT OF POWER PROD EQUIP	41,000	-2,187	38,813	20,140.04	.00	18,673.29	51.9%
6330 MAINT OF PUMPING EQUIP	399,500	89,901	489,401	402,321.97	61,303.00	25,776.03	94.7%
6400 TREATMENT OPS SUPERVIS & ENG	86,501	0	86,501	75,977.65	.00	10,523.35	87.8%
6410 CHEMICALS	628,000	0	628,000	466,970.87	.00	161,029.13	74.4%
6420 WATER TREATMENT OPERATIONS EXP	811,947	0	811,947	597,779.60	.00	214,167.40	73.6%
6430 MISC WATER TREATMENT EXP	182,437	0	182,437	153,099.75	.00	29,337.25	83.9%
6500 TREATMENT MAINT SUPERVIS & ENG	37,072	0	37,072	33,000.41	.00	4,071.59	89.0%
6510 TREATMENT MAINT OF STRUCTURES	54,967	0	54,967	32,431.99	.00	22,535.01	59.0%
6520 MAINT OF TREATMENT EQUIP	249,861	0	249,861	204,684.65	.00	45,176.35	81.9%
6600 TRANS & DIST OPS SUP & ENG	273,339	0	273,339	231,904.58	.00	41,434.42	84.8%
6620 TRANS & DIST LINES EXPENSE	280,900	0	280,900	241,442.57	.00	39,457.43	86.0%
6630 METER EXPENSE	226,460	0	226,460	211,385.32	.00	15,074.68	93.3%
6640 CUSTOMER INSTALLATION EXP	237,504	0	237,504	732,185.24	.00	-494,681.24	308.3%
6650 MISC TRANS & DIST EXPENSES	468,410	0	468,410	422,671.32	.00	45,738.68	90.2%
6720 MAINT OF DIST RES & STANDPIPES	438,652	0	438,652	48,045.50	23,500.00	367,106.50	16.3%
6730 MAINT OF TRANS & DIST MAINS	1,486,918	0	1,486,918	1,126,534.72	.00	360,383.28	75.8%
6750 MAINT OF SERVICES	567,253	0	567,253	775,485.18	.00	-208,232.18	136.7%
6760 MAINT OF METERS	67,404	0	67,404	50,681.13	.00	16,722.87	75.2%
6770 MAINT OF HYDRANTS	196,808	0	196,808	255,370.67	.00	-58,562.67	129.8%
9020 METER READING EXPENSE	62,347	0	62,347	64,778.69	.00	-2,431.69	103.9%
9030 CUSTOMER RECORDS & COLLECTION	1,030,767	0	1,030,767	943,220.02	.00	87,546.98	91.5%
9040 UNCOLLECTIBLE ACCOUNTS	2,000	0	2,000	1,976.88	.00	23.12	98.8%

GREEN BAY WATER

NOVEMBER 2024 EXPENSE BUDGET REPORT

FOR 2024 11

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD EXPENDED	ENC/REQ	AVAILABLE BUDGET	PCT USED
9060 CUSTOMER SERVICE & INFORMATION	73,658	0	73,658	71,180.04	.00	2,477.96	96.6%
9200 ADMIN & GENERAL SALARIES	854,832	0	854,832	653,723.34	.00	201,108.66	76.5%
9210 OFFICE SUPPLIES & EXPENSES	110,395	0	110,395	85,246.29	.00	25,148.71	77.2%
9230 OUTSIDE SERVICES EMPLOYED	589,646	0	589,646	327,104.31	.00	262,541.69	55.5%
9240 PROPERTY INSURANCE	129,057	0	129,057	.00	.00	129,057.00	.0%
9250 INJURIES & DAMAGES	60,437	0	60,437	-11,296.88	.00	71,733.88	-18.7% (6)
9260 EMPLOYEE PENSIONS & BENEFITS	1,364,566	0	1,364,566	1,193,909.04	.00	170,656.96	87.5%
9280 REGULATORY COMMISSION EXP	15,000	0	15,000	18,434.92	.00	-3,434.92	122.9% (7)
9300 MISC GENERAL EXPENSES	55,950	0	55,950	36,474.19	.00	19,475.81	65.2%
9320 MAINT OF GENERAL PLANT	241,954	0	241,954	200,417.91	1,183.00	40,353.09	83.3%
TOTAL WATER UTILITY	24,155,994	87,714	24,243,708	19,654,558.79	152,166.00	4,436,983.54	81.7%
GRAND TOTAL	24,155,994	87,714	24,243,708	19,654,558.79	152,166.00	4,436,983.54	81.7%

** END OF REPORT - Generated by Stephanie Rogers **

- (1) Additional work needed on lake station intake cleaning
- (2) 36" main break
- (3) Private side galvanized service replacement - reimbursed by DNR
- (4) Increase in pavement repair cost from City
- (5) Hydrant parts for maintenance includes order from prior year
- (6) Reimbursement from insurance for Lake Station tower damage - fixed in Dec.
- (7) PSC fees for construction authorization approval



Green Bay Water Commission

GENERAL MANAGER UPDATE

DATE: December 16th, 2024
TO: Green Bay Water Commission
FROM: Brian Powell, P.E., General Manager, Green Bay Water
RE: General Manager Update

The General Manager will provide the Commission with updates on the following organizational initiatives:

Key Updates

1. **Water Main Replacement:** Completed the replacement of 4.2 miles of water main in 2024.
2. **PRV Station Installation:** Installed the 54/57 Pressure Reducing Valve (PRV) station with in-house crews.
3. **Village of Luxemburg Update**
4. **Cybersecurity Update**
5. **Year-Round Summer Hours Implementation**
6. **Workforce Report**
 - a. Conducted interviews for the Distribution Maintenance Manager position.

Preliminary 2025 General Manager Goals

Goal 1: *Continue to improve efficiency of transmission system & reduce unbilled water*

- Install insertion mag meters on the 36-inch finished water transmission mains at the Filter Plant (Q3).
- Analyze individual pressure zones using software queries to prioritize PRV station metering improvements (Q4).

Goal 2: *Prioritize Future Replacement of Water Mains in Coordination with the City*

- Continue collaboration with the Department of Public Works (DPW) on the 5-Year Program, replacing 1% of water mains annually in conjunction with the street program (Q1).
- Complete the dual water main project and create a priority list for replacing water mains 4 inches in diameter and smaller (Q3).
- Replace nine (9) 36-inch diameter pipe segments identified by Pipediver as having broken wires (Q4).

Goal 3: *Strengthen Cybersecurity Safeguards*

- Collaborate with the City of Green Bay's Chief of Cybersecurity to map the network and implement recommendations, including firewall updates and multi-factor authentication (Q1).
- Schedule and complete a cybersecurity audit by the Cybersecurity and Infrastructure Security Agency (CISA) (Q2).

Goal 4: *Maintain Employee Satisfaction and Workforce Quality*

- Conduct a comprehensive workforce analysis (Q3).
- Implement year-round summer hours (Q2).