10/8/2026
Special Board Meeting / Budget Workshop
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2025 → 2026 Compensation Schedule

2026 COLA 2.8%

Clerk Kayla Okins per contract with term ending 4/30/2027 $24K + $500/election → +COLA ($24,672) + $500/election
Treasurer Jodi Maney per contract with term ending 4/30/2027 $24K → +COLA ($24,672)
Deputy Clerk/Treasurer Kathy Brandt employed since 11/2023, $23/h → +COLA ($23.64) + 10 hours PTO

Keith Swallow employed since 7/2015, $27/h + 2 weeks paid vacation → $30/hour + 5 sick days + 3 weeks paid vacation
Jeff Maney employed since 5/2023, $22/h → $24/hour
Brendan Kaempf employed since 3/2025, $20/h → $21/hour

John Berg $19/h since 2025 (RESIGNED)
Bob Eggener employed since 7/2013, $19/h since 2024
Wayne Kamka employed since 10/2023, $16/h since 2025

Chief Election Inspector Becca Archambault $19 since 2025
Election Inspectors $14 since 2024

Nature's Edge Inspection Agency per contract
Assessor Tom McGuire per contract with term ending 5/31/2027
Emergency Rescue Squad per contract with term ending 12/31/2027 with automatic 3-year renewal $7500 → +COLA ($7710 paid 12/2025)
Attorney Spangenberg $250/h since 10/15/2024

Board of Appeals $25/meeting
Board of Review $25/meeting since 1/20/2026
Fire Commission $25/meeting
Plan Commission $25/meeting

Chairperson $6000 annually as set by Town Electors since 2010
Supervisors $5000 annually as set by Town Electors since 2010
Constable $6000 annually as set by Town Electors since 4/2019 ($5000 in 2015)

Fire Department as set by Fire Commission with Board approval

Fire Chief $6000 annually since 2015 ($5000 in 2015)
Assistant Fire Chief $3500 annually since 2016 ($3000 in 2015)
Training Officer $500 annually
Safety Officer $300 annually since 2017 ($150 in 2016)
Secretary/Treasurer $300 annually
Maintenance Officer $300 annually since 2025 ($250 in 2017 & then vacant until 2025)
Captains $300 annually (initiated in 2018)
Firefighter Per Call Pay

- **Probationary** $20 since 2016 ($15 in 2015)
- **Entry Level** $22 since 2016 ($17 in 2015)
- **Certified 1 / Fire Officer** $24 since 2016 ($19 in 2015)
- **Advanced** $26 since 2016 ($21 in 2015)

Extended Call Pay any single call lasting > 3 hours results in payment for a 2nd call for those who responded for the duration of the call (initiated in 2016)
Training Pay $22 since 2016 (Probationary $20), limited to one payment per month, initiated in 2012 at $17; additional training payment of $20 may be provided for training course that results in certification
Fire Inspection Pay $10 per inspection (excludes Chief and Assistant Chief)

2026 → 2027 Compensation Schedule

2027 COLA 3.5% - 3.6% *(finalized 10/14/2026)*

Clerk Kayla Okins per contract with term ending 4/30/2027 $24,672 + $500/election → +COLA + $500/election
Treasurer Jodi Maney per contract with term ending 4/30/2027 $24,672 → +COLA
Deputy Clerk/Treasurer Kathy Brandt employed since 11/2023, $23.64/h + 10 hours PTO →

Keith Swallow employed since 7/2015, $30/h + 5 sick days + 3 weeks paid vacation →
Jeff Maney employed since 5/2023, $24/h →
Brendan Kaempf employed since 3/2025, $21/h →

Bob Eggener employed since 7/2013, $19/h since 2024 →
Alan Irving employed since 5/2026, $16/h →
Wayne Kamka employed since 10/2023, $16/h since 2025 →
Aric Lund employed since 5/2026, $16/h →

Chief Election Inspector Becca Archambault $19 since 2025 →
Election Inspectors $14 since 2024 →

Nature's Edge Inspection Agency per contract
Assessor Tom McGuire per contract with term ending 5/31/2027
Emergency Rescue Squad per contract with term ending 12/31/2027 with automatic 3-year renewal $7710 paid 12/2025 → +COLA
Attorney Spangenberg $250/h since 10/15/2024

Board of Appeals $25/meeting
Board of Review $25/meeting since 1/20/2026
Fire Commission $25/meeting
Plan Commission $25/meeting

Chairperson $6000 annually as set by *Town Electors* since 2010
Supervisors $5000 annually as set by *Town Electors* since 2010
Constable $6000 annually as set by *Town Electors* since 4/2019 ($5000 in 2015)

DRAFT

Fire Department as set by Fire Commission with Board approval

Fire Chief $6000 annually since 2015 ($5000 in 2015)
Assistant Fire Chief $3500 annually since 2016 ($3000 in 2015)
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Fire Inspection Pay $10 per inspection (excludes Chief and Assistant Chief)

DRAFT

Recycling Center Price List

13 gallon trash bag - $3.00

13+ gallon trash bag - $5.00

Additional charge may apply due to excessive weight

Appliances	Freon	$	25.00
Brush		$	5.00
Bulbs	Fluorescent	$	1.00
Chair		$	5.00
Couch		$	10.00
Electronics - Small	Computers, Printer, Fax	$	5.00
Electronics	TV, Monitors	$	20.00
Mattress/Boxspring	Crib	$	5.00
Mattress/Boxspring	Full, Queen, King	$	25.00
Mattress/Boxspring	Twin	$	10.00
Roll Off	Trailer per axle	$	30.00
Roll Off	Truck	$	30.00
Tires	Vehicle - double w/rims	$	5.00
Tires	Large Tractor/Semi - double w/rims	$	20.00

Approved by Town Board: February 20, 2024

2026 User Fee Schedule

	Description	Fee Determination	Fee Amount	Account
	Chapter 2 - Administration			
	Real property status form preparation fee	2-618	$25.00	
	Non-sufficient check fee	2-621(a)	$50.00	
	Fee for copying public records	2-838	$.25 per page B & W	
	See Public Record Request Policy #202508-01	State Statutes Chapter 19	$.50 per page Color	
	Chapter 4 – Alcohol Beverages	12-28 & 12-29		
	Class “A” fermented malt beverage retailer’s license fee		$40.00	
	Class “B” fermented malt beverage license fee		$100.00	
	Temporary Class “B” fermented malt beverage license fee		$15.00 per event	
	Temporary Class “B” wine license		$15.00 per event	
	Fermented malt beverage wholesaler’s license fee		$25.00	
	Class “A” intoxicating liquor retailer’s license fee		$40.00	
	“Class B” intoxicating liquor retailer’s license fee		$120.00	
	“Class C” wine retailer’s license fee		$40.00	

2026 User Fee Schedule

	Reserve “Class B” license fee		$10,000.00	
	Publication Fee		$8.00	
	Liquor license transfer fee		$10.00	
	Background check		$7.00	
	Chapter 6 Amusements and Entertainment			
	Private or public races, shows, or exhibitions license fee	6-21(d)	$25.00	
	Adult entertainer registration fee	6-144	$10.00	
	Tavern operator’s license fee	6-179	$20.00/2 years	
	Tavern operator’s provisional license fee	6-179	No charge	
	Chapter 8 Animals and Fowl			
	Dog License tax: neutered male; spayed female	8-79	$3.00	
	Dog license tax: unneutered male; unspayed female	8-79	$8.00	
	Late fee for dog license obtained after April 1st, per dog	8-79	$5.00	
	Multiple dog (kennel license fee)	8-79	$35.00 + $3/dog over 12	

2026 User Fee Schedule

	Service dogs exempt from dog license tax	8-79	No charge	
	Exotic animal permit application fee, per animal	8-281	$100.00	
	Exotic animal annual permit fee	8-281	$100.00	
	Wolf/dog hybrid	8-404	prohibited	
	Chapter 10 Buildings and Building Regulations	Refer to Building Inspector Fee Schedule		
	Chapter 12 Business Regulation and Taxation			
	Cigarette sales license fee	12-46	$25.00	
	Chapter 24 Fire Prevention and Protection			
	EMS Assist	24-52	Calls 1-3: No charge Calls 4-6: $100 7+ Calls: Actual costs based on $150 per truck, $25 per firefighter, capped at $500.00	
	Fireworks permit bond	24-289 & 293	No charge	
	Vehicle accident response fee – town residents exempt	24-49	Actual costs based on $150 per truck, $25 per	

			firefighter, capped at $500.00	
	Fire protection costs – extra equipment; supplementary essentials	24-49(b)	Actual costs	
	Fire protection costs provided by a contractor or fire Department other than the Town fire department	24-49(c)	Actual costs	
	False Alarms	24-51	Alarms 1-2: No charge Alarm 3: $50 Alarms 4-5: $100 Alarms 6+: Actual costs based on $150 per truck, $25 per firefighter, capped at $500	
	Outdoor solid fuel heating device permit fee	24-261(a)	No charge	
	Chapter 44 Roads, Highways, Sidewalks and Other Public Places			
	Excavation or opening streets/public ways/roads permit fee	44-219(b)	No charge	
	Public gathering permit fee	44-361	$30.00	
	Town hall rental fee for nongovernmental functions/events	44-408	See Miscellaneous	

2026 User Fee Schedule

	Chapter 50 Solid Waste	Refer to Recycling Center Fee Schedule		
	Chapter 60 Zoning			
	Either a building permit fee or a zoning verification permit fee	60-18(a)(1)	$50.00	
	PDO Planned Development Overlay district pre-petition review fee	60-69(d)(2)	$100.00	
	PDO Planned Development Overlay district improvement inspection fee	60-69(j)(2)	$100.00	
	Conditional use permit application	60-100	$500.00	
	Telecommunications antennas and towers conditional use permit application fee	60-220(j)(3)	$150.00	
	Swimming pool, private or residential, permit	60-251(b)	$30.00 above ground	
			$40.00 in ground	
	Manmade pond conditional use permit application fee	60-252(b)(3)	$150.00	
	Pond construction building permit fee	60-252(b)(3)	$50.00	
	Petition fee for rezoning a premises or amending regulations		$500.00	
	Notice of Appeal to Zoning Board of Appeals filing fee	60-369(b)(1)	$500.00	

2026 User Fee Schedule

	Zoning variance application fee/Plan Commission	60-370(b)(1)	$500.00	
	MISCELLANEOUS			
	Town Hall Community Room*			
	*Town residents must show proof of residency			
	Non-Profit Town Residents	Refundable security Deposit equal to total charge	$25 for 1 day, plus $5 each additional day, maximum 7 days	
	Non-Profit Non-Residents	Refundable security Deposit equal to total charge	$50 for 1 day, plus $5 each additional day, maximum 7 days	
	For-Profit Town Residents	Refundable security Deposit equal to total charge	$50 for 1 day, plus $10 each additional day, maximum 2 days	
	For-Profit Non-Residents	Refundable security Deposit equal to total charge	$100 for 1 day, plus $10 each additional day, maximum 2 days	

Robert E. Lee & Associates, Inc.
Engineering | Environmental | Surveying | Ecological

1250 Centennial Centre Blvd
Hobart, WI 54155
920-662-9641
releeinc.com

September 23, 2026

Ms. Kayla Okins, Clerk
TOWN OF PESHTIGO
W2435 Old Peshtigo Road
Marinette, WI 54143

RE: Proposal for 2027 Groundwater Sampling and Reporting Services - Closed Peshtigo Landfills
WDNR License No. 0432 and 0433

Dear Ms. Okins:

Robert E. Lee & Associates, Inc. (REL) is pleased to provide this proposal to the Town of Peshtigo (the Town) to complete groundwater monitoring and reporting services at two closed Town of Peshtigo landfills (the Landfills). The landfills include the Heath Lane Site, License #432, and the Kozuzek Road Landfill, License #433.

This proposal covers sampling and WDNR reporting costs for the June 2027 and December 2027 sampling events.

BACKGROUND

REL's summary of the sampling parameters and activities required at each landfill to remain in compliance with the Wisconsin Administrative Code Chapter NR 507 and the Monitoring Plan requirements are understood to include the following:

Town of Peshtigo - Heath Lane Landfill Site - License #432

Five monitoring points (4 water table wells and 1 piezometer). The wells are sampled semi-annually (June and December) for the following parameters:

- GW Elevation
- Alkalinity
- Chloride
- Temperature
- Color
- pH
- Hardness
- Iron
- COD
- Odor
- Turbidity
- Specific Conductance

Town of Peshtigo- Kozuzek Road Landfill Site - License #433

Five monitoring points (four water table wells and one piezometer). The wells are sampled semi-annually (June and December) for the following parameters:

- GW Elevation
- Color
- Temperature
- Turbidity
- Odor
- pH
- Specific Conductance

SCOPE OF WORK

The scope of work includes typical tasks completed at the Landfill site related to required monitoring, data reporting, and inspections.

- Conduct two semi-annual monitoring events in June 2027 and December 2027 at each landfill, and submit groundwater samples for lab analysis for required sampling per WDNR.
- Prepare and submit monitoring data to the WDNR to upload the data collected to the WDNR's Groundwater and Environmental Monitoring System (GEMS) following monitoring events.
- Complete an annual landfill cap and monitoring point inspection, to be completed during the June 2027 monitoring events at each landfill.

PROJECT FEES

REL proposes to perform the June 2027 and December 2027 semi-annual sampling events at the Heath Lane Landfill and Kozuzek Road Landfill Sites, as we currently understand the requirements for a lump sum of $5,150 that includes sampling, lab fees, equipment and WDNR GEMS submittal. Any non-standard, or unanticipated analytical exceedance may result in additional sampling and/or data review to address WDNR comments or regulatory requirements, which will lead to additional costs. In the event that additional work is needed, REL will provide a cost estimate for the additional services. If the enclosed contract is acceptable, we ask that a copy be signed and returned to our office, as authorization to proceed with the services described.

Please feel free to contact us with any questions, (920) 662-9641.

Sincerely,

ROBERT E. LEE & ASSOCIATES, INC.

Cody M. Applekamp, P.G.
Geologist

CMA/NLL/NJM

ENC.

Robert E. Lee & Associates, Inc.
Engineering | Environmental | Surveying | Ecological

1250 Centennial Centre Blvd
Hobart, WI 54155
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AGREEMENT FOR ENGINEERING SERVICES

DATE: September 23, 2026

CLIENTS: Ms. Kayla Okins, Clerk
TOWN OF PESHTIGO
W2435 Old Peshtigo Rd
Marinette, WI 54143

Robert E. Lee & Associates, Inc., is hereby authorized to proceed with the scope of services subject to the Standard Terms and Conditions, both of which are attached:

> *Proposal for Groundwater Sampling and Reporting Services at Two Closed Town of Peshtigo Landfills, License No. 0432 and 0433* – June 2027 and December 2027 sampling events.

Lump Sum Contract $5,150

Compensation for the services described in the attached proposal will be on the basis of a lump sum contract to be billed after each semi-annual sampling event. Please note that we issue monthly progress billings for the work performed during that month. Payment is expected within 30 days after the invoice date.

If acceptable, please sign in the space provided and return one complete copy for our files.

If there are any questions, please call our office.

Sincerely,

ROBERT E. LEE & ASSOCIATES, INC.

Cody M. Applekamp, P.G.
Geologist

CMA/NLL/NJM

ACCEPTED FOR TOWN OF PESHTIGO

_____ _____
Signature Date

_____
Print Name

ROBERT E. LEE & ASSOCIATES, INC.

STANDARD TERMS AND CONDITIONS

I. SCOPE

Robert E. Lee & Associates, Inc. agrees to perform the engineering, surveying, and/or environmental services described in the proposal or agreement in which these standard terms and conditions are referenced and to which they are attached. Unless modified in writing by the parties thereto, duties of Robert E. Lee & Associates, Inc. shall not be construed to exceed those services specifically set forth in the proposal or agreement to which these standard terms and conditions are attached.

II. COMPENSATION

Client agrees to pay for the services provided in accordance with the compensation provisions described in the proposal or agreement to which these standard terms and conditions are attached. Payment to Robert E. Lee & Associates, Inc. will be made within 30 days after the date of billing. For all amounts unpaid after 30 days from the invoice date, the client agrees to pay Robert E. Lee & Associates, Inc. a finance charge of 1-1/2% per month. A 4% service fee will be charged for payments made by credit card.

For time and expense compensation, charges will consist of salary-related costs and non-salary costs. Salary-related charges include, but are not limited to, the following:

1. Salaries paid employees for time spent working directly on the subject project.

2. Costs of employee fringe benefits attributable to the employee's time spent working directly on the subject project.

3. General and administrative overhead charges distributed on the basis of employee time spent working directly on the subject project.

Nonsalary costs cover items directly related to the project, other than those covered by salary-related costs. Such non-salary costs shall be computed on the basis of actual purchase price for items and services obtained from commercial sources and outside consultants. Cost of items and services provided directly by Robert E. Lee & Associates, Inc. shall be in accordance with rate schedules based on normal charges of commercial sources. Non-salary items and services include, but are not limited to, the following:

1. Services directly applicable to the project such as special legal and accounting expenses, computer rental and programming costs, special consultants, borings, environmental analyses, commercial printing and binding, and similar services that are not applicable to general overhead.

2. Identifiable reproduction services applicable to the project such as printing of drawings, photostating, multilithing, printing, and similar services.

3. Identifiable communication services such as long-distance telephone, telegraph, cable, express services, and postage other than for general correspondence.

4. Living and traveling expenses of employees when away from home office on business connected with the project.

5. Subcontracted services.

III. RESPONSIBILITY

Robert E. Lee & Associates, Inc. is employed to render a professional service only, and any payments made by the client are compensation solely for such services rendered and recommendations made in carrying out the work. Robert E. Lee & Associates, Inc. shall follow the practice of the civil engineering, surveying, and/or environmental services professions to make findings, opinions, factual presentations, and professional advice and recommendations.

In performing construction management services, Robert E. Lee & Associates, Inc. review of work prepared or performed by other individuals or firms employed by the client shall not relieve those individuals or firms of complete responsibility for the adequacy of their work.

It is understood that any resident engineering or construction observation provided by Robert E. Lee & Associates, Inc. is for the purpose of determining compliance with the technical provisions of the project specifications and does not constitute any form of guarantee or insurance with respect to the performance of a contractor. Robert E. Lee & Associates, Inc. does not assume responsibility for methods or appliances used by a contractor, for safety of construction work, or for compliance by contractors with laws and regulations.

It is understood and agreed by both parties that Engineer, in performing professional services for Owner with respect to hazardous substances, will make recommendations to Owner with respect thereto, but does not have the authority or responsibility to decide where disposal or treatment takes place, nor to designate how or by whom the hazardous substances are to be transported for disposal or treatment.

IV. INSURANCE AND LIMITS OF LIABILITY

Robert E. Lee & Associates, Inc. shall maintain during the life of the Agreement, the following minimum public liability and property damage insurance to cover claims for injuries, including accidental death, as well as from claims for property damages which may arise from the performance of work under the Agreement. The client agrees to limit the liability of Robert E. Lee & Associates, Inc. to the extent of Robert E. Lee & Associates, Inc. insurance or as otherwise stated below:

1. Comprehensive general liability insurance, including personal injury liability, blanket contractual liability, and broad form property damage liability. The combined single limit of liability for bodily injury and property damage shall be $1,000,000.

2. Automobile bodily injury and property damage liability insurance covering owned, non-owned, rented, and hired cars. The combined single limit of liability for bodily injury and property damage shall be $600,000.

3. Statutory workers compensation and employers' liability insurance as required by the state having jurisdiction.

4. Professional liability insurance covering damages resulting from errors and omissions of Robert E. Lee & Associates, Inc. The limit of liability shall be $50,000.

V. SUSPENSION OF WORK

The client may suspend, in writing, all or a portion of the work under the Agreement in the event unforeseen circumstances beyond the control of the client make normal progress in the performance of the work impossible. Robert E. Lee & Associates, Inc. may request that the work be suspended by notifying the client, in writing, of circumstances which are interfering with normal progress of the work. The time for completion of the work shall be extended by the number of days the work is suspended. In the event that the period of suspension exceeds 90 days, the terms of the Agreement are subject to renegotiation and both parties are granted the option to terminate work on the suspended portion of the project.

VI. TERMINATION OF WORK

Either party may terminate work in the event the other party fails to perform in accordance with the provisions of the Agreement. Termination of the Agreement is accomplished by 15 days prior written notice from the party initiating termination to the other. Notice of termination shall be delivered by certified mail with receipt for delivery returned to the sender.

In the event of termination, Robert E. Lee & Associates, Inc. shall perform such additional work as is necessary for the orderly filing of documents and closing of the project. The additional time for filing and closing shall not exceed 10 percent of the total time expended on the terminated portion of the project prior to the effective date of termination.

Robert E. Lee & Associates, Inc. shall be compensated for the terminated portion of the work on the basis of work actually performed prior to the effective date of termination plus the work required for filing and closing. Charges for the latter work are subject to the 10 percent limitation described in this Article.

VII. ASSIGNMENT

These terms and conditions and the Agreement to which they are attached are binding on the heirs, successors, and assigns of the parties hereto. The Agreement is not to be assigned by either the client or Robert E. Lee & Associates, Inc. without the prior written consent of the other.

VIII. INTEGRATION

These terms and conditions and the Agreement to which they are attached represent the entire understanding of the client and Robert E. Lee & Associates, Inc. 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 hereunder. The Agreement may not be modified or altered except in writing signed by both parties.

IX. JURISDICTION

This Agreement shall be administered and interpreted under the laws of the state of Wisconsin. Jurisdiction of litigation arising from the Agreement shall be in the state of Wisconsin. If any part of the Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null and void insofar as it is in conflict with said laws, but the remainder of the Agreement shall be in full force and effect.

X. DISPUTE RESOLUTION

In an effort to resolve any conflicts that arise during the design or construction of the project following the completion of the project, the Client and the Engineer agree that all disputes between them arising out of or relating to this Agreement shall be submitted to nonbinding mediation unless the parties mutually agree otherwise.

The Client shall make no claim for professional negligence, either directly or in a third-party claim, against the Engineer unless the Client has first provided the Engineer with a written certification executed by an independent engineer currently practicing in the same discipline as the Engineer and licensed in the state of Wisconsin. This certification shall: a) specify each and every act or omission that the certifier contends is a violation of the standard of care expected of an Engineer performing professional services under similar circumstances; and b) state in complete detail the basis for the certifier's opinion that each such act or omission constitutes such a violation. This certificate shall be provided to the Engineer not less than thirty (30) calendar days prior to the presentation of any claim or the institution of any mediation or judicial proceeding.

In the event of any litigation arising from or related to the services provided under this Agreement, the prevailing party will be entitled to recovery of all reasonable costs incurred, including staff time, court costs, attorneys' fees and other related expenses.

All legal actions by either party against the other arising out of or in any way connected with the services to be performed hereunder shall be barred and under no circumstances shall any such claim be initiated by either party after two (2) years have passed from the date of completion of construction phase services, unless the Engineer's services shall be terminated earlier, in which case the date of termination of this Agreement shall be used.

March 2026