CITY OF EAGLE RIVER Wisconsin

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AGENDA NOTICE

THE COMMON COUNCIL OF THE CITY OF EAGLE RIVER WILL HOLD A MEETING ON TUESDAY, OCTOBER 13, 2026, 6:00 PM AT CITY HALL, 525 E. MAPLE STREET IN EAGLE RIVER.

The meeting will be available via Zoom at the following link:
https://us06web.zoom.us/j/81145375663?pwd=bQHqovHJVhgsraba1g3yEoGUXFGtmf.1
Meeting ID: 811 4537 5663
Passcode: 064873

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Approve the agenda in any order
5. Approve Minutes of Previous Meeting(s)
6. Discussion and Possible Action on the Following Agenda Items:
   a) Listing of Public Records Requests to the City of Eagle River
   b) MSA Monthly Updates
      i. Pay Application #1, 2026 Street Project, Pitlik & Wick, $130,120.55
      ii. MSA Professional Services Agreement, East McKinley Street Utility Improvement Project, $243,000.
   c) Eagle River Light & Water
      i. Approve 2008 Chevy one-ton pickup disposal through WI Surplus Auction
   d) Golf Course
      i. Greens Update
      ii. Golf Pro Update
   e) Eagle River Fire Department
      i. Fire Chief monthly update
      ii. Joint Municipal Fire Agreement Update
      iii. Endorsement of ER Fire Department EMR Operational Plan
      iv. Approval of a $15,000 supplemental payment to the Eagle River Fire Department to cover 25% portion of their 2026 deficit.
   f) Eagle River Police Department
      i. Approval of 2027-2029 Police Union Contract
   g) Administrator's monthly update on activities of all departments
      i. Employee Policy Manual Review by Attorney, 5-8 hours (at approx. $300/hour)
   h) City Sponsorship: ITA for Clean Water Fund on behalf of the Landfill Venture Group
   i) Planning Commission:
      i. Rezoning of 1100 N. Railroad from Highway Commercial to Parks/Recreation zoning classification. This property is described as: NW-NW,Sect. 28, T40N,R10E, PRT NW

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NW, City of Eagle River, Vilas County, Wisconsin. Computer number 221-1019-06. Effective 10/1/26, the property is owned by the Veterans Resource Center of Eagle River, Wisconsin.

j) Bridge Street Bike/Ped Crossing
   i. Project Update
   ii. Request to include items for crossing in with 2027 Capital Improvement Bidding (expenses to be reimbursed to the City by GHTF)
   iii. Request for DPW to remove existing sidewalk from Spruce Street South to DOT parking lot on east side of Bridge Street.
   iv. Cooperation agreement between the City of Eagle River, Eagle River Revitalization and Great Headwaters Trail Foundation for the work to be completed on the Bridge Street Bike/Ped Crossing.
k) Dog Park – Decision on location in conjunction with the VRC Veterans Memorial Park.
l) Pickleball Courts
   i. 5-year commitment request for the Pickleball Club to continue using the facility pending their investment in court refurbishment.
   ii. Request to place a webcam facing the courts so the organization can livestream court conditions and use.
m) Gremban Park additions by Lions Club, to include freestanding playground equipment and a fitness course, to be presented by Shawn Sullivan.
n) Residential Garbage and Recycling Collection Services bids/intent to award: Proposals in packet
o) Approve re-assignment of BID Board members for three-year terms beginning November 2026: Tom Stephens, Kristie Barnekow, and Jon Touchette
p) Street Closing/display of goods/event food trucks/temporary signs/amplification permits:
   i. Amplifying Device / Temporary Signs / Animals to be kept: Christ Lutheran Church – Living Nativity December 4 and 5, 2026, Temporary signs on fence at location, poles by fairgrounds, and by farmers market, Donkey/Horse/Sheep - Rebekah Meier
q) Picnic licenses: Eagle River Area Chamber of Commerce, Temporary Class "B" Wine, Wi-Does Wine Walk, November 21, 2026, Noon – 4PM, 16 downtown business locations, Andy Lichtfuss Agent
r) Operator's Licenses: Jerrod Aiello, Tricia Blasier, Riley Nicholson, McKenzie Schmidt, Sterling Strathe, Tyler Valkenaar
s) Taxi Drivers License: Wendy Zahn, Eagle River Taxi, Term ending April 30, 2027
t) Amending Eagle River Light and Water Commission term dates per State Statute/Ordinance
   i. Debra A Brown – Mayor/President - term expires September 30, 2028
   ii. Dan Grosskopf - Council Member - term expires September 30, 2031
   iii. Walt Gander – Citizen Member/Secretary – term expires September 30, 2029
   iv. Dan Dumas – Citizen Member – term expires September 30, 2027

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v. David Eibner – Citizen Member – term expires September 30, 2030

u) Proclamation, Crash Responder Safety Week, November 2–6, 2026
v) Discussion on sale or use of City Owned Property, Parcel 221-1058-504, Fern Street
w) Scheduling of Future Meetings: Budget Workshop and Garbage Service Contract Negotiation
x) Approve payment of the bills for the City and the Golf Course

7. Adjourn to Closed Session according to Wisconsin State Statute: 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
    a. 2027 Golf Pro Contract Negotiation
8. Reconvene in Open Session according to Wisconsin State Statute 19.85(2) with possible action on closed session agenda items.
9. Adjourn.

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September 8, 2026

A meeting of the Common Council of the City of Eagle River was called to order at 6:00PM by Mayor Deb Brown.

The Pledge of Allegiance was led by Becky Boxrucker and was recited by all present.

Roll Call: Kim Schaffer, Vic Washelesky and Dan Grosskopf. Becky Boxrucker present. Also in attendance: Robin Ginner, Becky Bolte, Tyler Salvinski, Brad Adamovich, Tony Sable, and Mike Sanborn.

Motion by Washelesky, 2nd by Grosskopf to approve the agenda in any order. Carried, all.

Motion by Schaffer, 2nd by Washelesky to approve the minutes of 8-18-2026 Common Council and 8-19-26 Special Council meetings. Carried, all.

a) *Motion by Schaffer, 2nd by Grosskopf to approve the appointment of Becky Boxrucker as Alderperson to District 4 – Ward 5, with a term ending 4/2027. Carried on a roll call vote. Ayes: Schaffer, Grosskopf, Washelesky. Nays: None*

b) A listing of public record requests to the City of Eagle River for August 2026 was provided.

c) MSA Monthly Updates: John Promer presented a written update including the 2026 Street Projects update and the McKinley utility and street reconstruction. Promer presented that the DNR has updated their grant process for Clean Water Fund and Safe Drinking Water Loan Programs. The DNR changed rules/timelines for grant funding, now requiring the intent to apply (ITA) be submitted with biddable plans and specs. The ITA for the 2028 McKinley project is due to DNR by May 1, 2027, and with new rules will have to be submitted with biddable plans and specs.

Motion by Grosskopf, 2nd by Washelesky to approve change order #2 for the Silver Lake Rd project as presented, decreasing total by $48,206.15 and approve Final Pay Application Pitlik and Wick for Silver Lake Road construction project as presented, for a total of $19,002.89. Carried on a roll call vote, all.

Motion by Schaffer, 2nd by Grosskopf to approve change order #1 for the 2026 Street Project, street patching, as presented for $8,900.00. Carried on a roll call vote, all.

d) Eagle River Light & Water:

Sanborn presented a 5 year term contract, 8/18/26 through 12/31/2030, to spread sludge on Richardson property off Hwy 17 North. Discussion. *Motion by Schaffer, 2nd by Washelesky to approve presented 5-year contract, term of 8/18/26 through 12/31/2030, to spread 12,000 gallons of biosolids per DNR approved acre at $.07 per gallon on Richardson property described as the E ½ of the NE ¼ of the NW ¼ of Section 10, Township 40, Range 10 East in the Town of Washington Vilas County WI. Carried on a roll call vote, all.*

Sanborn presented the 2025 Compliance Maintenance Annual Report Card with DNR responses. The WWTP Operator in Charge license requirement was mistakenly changed by the DNR from Basic to Advanced designation. WWTP operator already has required Basic certification, and summary should be graded with all A's.

e) Golf Course
Golf Pro Update: Tony Sable provided a written report. Sable reported Superintendent Anderson and crew have course in great shape and that the grounds crew installed the siding on the cart barn, vastly improving the aesthetic. Sable reported total revenue is up as of August 31, 2026, from the same time in 2025 and anticipates reaching the one million dollar gross revenue target again this year. The tentative closing date for the course is October 7, allowing time for winter grounds prep.

f) Eagle River Fire Department: Fire Chief Jim Randall provided a written update. Report states call volume continues to remain high. Chief Randall reported 241 calls through the end of August 2026 and reported the

total number of calls for 2025 was 240.

g) Eagle River Police Department: Salvinski provided a written report of PD activity for August.

h) City Administrator's monthly update on activities of all departments: Ginner presented a written report. Ginner also reported that the McKinley resurfacing project is being delayed to 2028 to allow time for grant funding applications for water and sewer work in conjunction with the project. Washelesky asked if a bike/bed lane was being added to McKinley. Ginner stated not with this project however, she is hopeful a bike/ped lane could be added with funding from Safe Streets for All grant in the future. Mayor requested a bike/ped lane be added to the McKinley bid as an alternative. Chipsealing work needs to be coordinated with our street project, which will not be complete in time to do the chipsealing in 2026. Fahrner recommends the work be complete by the beginning of September, which won't fit into our 2026 street project schedule. The 2026 chipsealing will be delayed until 2027.

i) Planning Commission:
i. Ordinance 607: Schaffer presented the Planning Commission meeting failed motion due to lack of majority vote, to amend to Zoning Code regarding storage units. Planning Commission members Grassl and Forer felt the proposed change regarding storage units was an overcorrection. The Planning Commission failed motion: To recommend City Council approval only on the first proposed amendment to Section 106-473 of the City of Eagle River Zoning Ordinance, removing "Storage buildings not used for habitation – human or animals" from the uses permitted by conditional grant in the Highway Commercial zoning district. Discussion. *Motion by Washelesky, 2nd by Schaffer to strike Section 2 and Section 3 and supporting language presented in proposed ordinance and adopt amended version of Ordinance 607 by only removing from zoning code section 106-473: (8) Storage buildings not used for habitation – human or animal", from the uses permitted by conditional grant in the Highway Commercial zoning district. Carried on a roll call vote, all.*

ii. Recreational Easement Request: Schaffer presented the Planning Commission recommendation to approve request by River Trail Commission/Great Headwaters Trail Foundation for a Perpetual Recreational Easement, Tax Parcel 221-187. An updated Perpetual Recreational Trail Easement Agreement was provided. Schaffer explained the parcel is the location of an ERLW well site. Schaffer reported a "no" vote from Grassl who wanted to see language in the agreement about possible damage to city infrastructure and an out clause for the city. Discussion. *Motion by Schaffer, 2nd by Grosskopf to accept the Planning Commission recommendation and approve the Perpetual Recreational Trail Easement Agreement with River Trail Commission for tax parcel 221-187 having city attorney add additional language to the easement to include city protection for possible damage to city infrastructure and adding a city out clause. Carried on a roll call vote, all.*

iii. Sno-Eagles Building Request: Recommendation to approve Sno-Eagles request to pursue building a new groomer shed on the city's DPW Shop property at 1020 Bluebird to accommodate their groomers and provide better facilities for their volunteers and club members. Schaffer stated the Planning Commission recommends approval of the concept. Sno-Eagles President presented the new build would be located on the NW corner of the DPW shop property and plans included a public restroom. Mayor Brown confirmed that the final plans would be brought back to the city before proceeding. Discussion. *Motion by Schaffer, 2nd by Grosskopf to accept the Planning Commission recommendation and grant Sno-Eagles permission to pursue the process to build a new groomer shed on the NW corner of DPW Shop property, 1020 Bluebird, to accommodate their groomers. Carried on a roll call vote, all.*

j) *Motion by Washelesky, 2nd by Boxrucker to adopt Resolution 1081 - Honoring Denny Geiseman Upon His Induction into The Heroes Hall of Fame. Carried, all.*

k) Discussion of potential dog park locations and development plan: Denny Geiseman, President of the Veterans Resource Center provided an update on their land purchase of property located at the corner of

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Railroad and Airport Rd to be used as a Veteran Memorial Park and proposed partnership with the City for a dog park location. Alternate Dog Park locations were again discussed.

l) *Motion by Schaffer, 2nd by Boxrucker to approve regular operators licenses to Anthony Bigonia, Anthony Gaetano, Kaemyn Heritage, Alicia Jellen, Conner Killion, Sherre Maxson, and Sherrill Mayoh. Carried, all.*

m) Direct Sellers Permits:
Christy Myers presented a proposal for consideration for an unattended baked goods cart in the parking lot of Nelsons Ace. Myers has not submitted an application but is looking for Council input on if would be considered before moving forward as city code is silent on unattended sales. Discussion. Council would be ok with this concept and requests Myers submits a direct sellers permit application meeting all requirements to come back for Council approval.

Motion by Washelesky, 2nd by Grosskopf to approve a Direct Sellers Permit – Food Truck to Dublin Sports Bar and Grill LLC, DBA Dublin's Paddy Wagon, one month term, October 2026, Locations as authorized, Jon Racine. Carried, all.

Motion by Washelesky, 2nd by Grosskopf to approve a Direct Sellers Permit – Food Truck to Dan Moncher, DBA Taco Dan Food Truck, one month term, October 2026, Locations as authorized. Carried, all.

n) Committee and Commission Assignments
Motion by Schaffer, 2nd by Grosskopf to approve appointment of Jon Touchette to fill vacancy on BID Board through November 2026. Carried, all.
Motion by Washelesky, 2nd by Schaffer to amend Dan Grosskopf appointment classification to be the City Council Representative to ER Light and Water Commission. Carried, all. Abstain: Grosskopf
Motion by Schaffer, 2nd by Washelesky to approve appointment of Dan Grosskopf as City Council Representative to Joint Ambulance Commission. Carried, all. Abstain: Grosskopf
Motion by Schaffer, 2nd by Boxrucker to approve appointment of Dan Grosskopf as City Council Representative to Joint Review Board. Carried, all. Abstain: Grosskopf
Motion by Washelesky, 2nd by Boxrucker to approve appointment of Dan Grosskopf as City Council Representative to Eagle River Revitalization Program Board of Directors. Carried, all. Abstain: Grosskopf
Motion by Washelesky, 2nd by Schaffer to approve appointment of Dan Grosskopf as City Council Representative to Unified Lower Eagle River Chain of Lakes Commission. Carried, all. Abstain: Grosskopf
Motion by Washelesky, 2nd by Boxrucker to approve appointment of Dan Grosskopf and Kim Schaffer as City Council Representatives to the Committee on Public Works. Carried, all. Abstain: Grosskopf, Schaffer
Motion by Schaffer, 2nd by Boxrucker to approve appointment of Dan Grosskopf as City Council Representative to the Committee on Public Welfare. Carried, all. Abstain: Grosskopf
Motion by Schaffer, 2nd by Boxrucker to approve appointment of Phoebe Spier as the City Representative to the Walter E Olson Library Board. Carried, all.

o) *Motion by Schaffer, 2nd by Grosskopf to approve payment of the bills for the city and the golf course as recommended by the Finance Committee. Carried on a roll call vote. Ayes: Schaffer, Grosskopf, Washelesky. Nays: None Abstain: Boxrucker*

Motion by Grosskopf, 2nd by Washelesky to adjourn to Closed Session according to Wisconsin State Statute: 19.85(1)(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: 2027 Golf Pro Contract Negotiation & Succession Plan. Carried on a roll call vote, all.

Motion by Grosskopf, 2nd by Washelesky to reconvene in Open Session according to Wisconsin State Statute 19.85(2) with possible action on closed session agenda items. Carried on a roll call vote, all.

No action on closed session item.

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Motion by Washelesky, 2nd by Grosskopf to adjourn at 7:21PM. Carried, all.

Becky J Bolte - Clerk

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September 9, 2026

A Special Session of the Common Council of the City of Eagle River was called to order at 4:00PM by Mayor Deb Brown.

Roll Call: Dan Grosskopf, Vic Washelesky, Becky Boxrucker, and Kim Schaffer. Also in attendance: Robin Ginner, Becky Bolte, Tyler Salvinski, and Mike Sanborn.

a) The Common Council will meet with Nathan K. Miller of Weld Riley to become acquainted with the attorney and his firm, and to discuss qualifications, municipal law experience, and proposal to provide legal services to the City of Eagle River. Discussion will be limited to the attorney's qualifications, firm, proposed scope of services, and related general questions; no specific pending or existing legal matters are anticipated to be discussed. City Attorney Garbowicz is retiring at the end of 2026, so the City is looking to secure General Legal Counsel. The Weld Riley firm was recommended by Garbowicz, and a proposal for legal services was submitted for consideration by Weld Riley. Weld Riley Attorneys Nathan Miller and Megan Kelly were present to answer questions. Question and answer session with discussion. *Motion by Schaffer, 2nd by Washelesky to hire Weld Riley as City of Eagle River Attorney firm effective 9-10-2026. Carried on a roll call vote, all.*

Motion by Washelesky, 2nd by Grosskopf to adjourn at 4:37PM. Carried, all.

Becky J Bolte - Clerk

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Open Record Requests

Clerk - September 2026

REQUESTER	DATE	TOPIC	Hours
Chelsea Sims	9/3/2026	9-3-2026 Planning Commission Mtg Video	5 min
Chelsea Sims	9/9/2026	9-8-2026 City Council Mtg Video	5 min
Chelsea Sims	9/10/2026	9-9-2026 Special City Council Mtg Video	5 min
Oshea Smith - Sunlight	9/15/2026	Vendor Report March-July 2026	5 min
Chelsea Sims	9/18/2026	9-17-26 Special Planning Comm Mtg Video	5 min
Al Marcoux	9/23/2026	Term Limit Petition Language	5 min
Chelsea Sims	9/29/2026	MSA Street Contract and Riverside	5 min
Jason Ehrmentraut Stormwater Compliance Partners	9/29/2026	Private Stormwater Ponds	5 Min

Open Records Requests

City Administrator

Date	Request From	Content	Amount of time
09/30/26	Chelsea Sims	MSA contract - Riverside Park (not the City) and the Street Project	5 minutes

City of Eagle River



CLIENT LIAISON:
John Promer P.E.
Phone: 715-304-0415
Cell: 715-605-2331
jpromer@msa-ps.com

DATE:

October 13, 2026

2026 STREETS PROJECT (R00088144)

A preconstruction meeting was held August 27, 2026 with the City and the contractor. Contractor has the alley's reconstructed through gravel as of the week of September 28, 2026. Pulverizing of the parking lot Tuesday October 6th followed by fine grading paving and remaining restoration items will follow.

NON TID SERVICES 2026 (R00088145)

The Non TID services contract allows MSA to respond quickly to small engineering service requests as they come up.

GIS UPDATE (R00088098)

The City upgraded their GIS apps in 2025 to the latest version of ESRI software called ArcGIS Experience Builder. 2025 and 2026 sewer TV data has been processed and is available on the GIS website. The city continues to use their GIS web applications as an asset manager to track, inspect and maintain their online street and utility systems.

USER AGREEMENT WITH LANDFILL UPDATE (R00088141)

MSA will continue to facilitate User Agreement talks between the City of Eagle River and Highway G Landfill. The discussions relating to updating the agreement have paused as the City is no longer accepting the landfill's leachate. Additional conversations are anticipated in the coming months. MSA has also periodically shared information with the landfill and their engineer regarding leachate pretreatment.

GENERAL WASTEWATER ASSISTANCE UPDATE (R00088143)

MSA has provided various technical assistance to the City of Eagle River in recent months.

- MSA recommended the City undertake influent sampling in efforts to gain a better understanding of potential PFAS sources.
    - Wastewater influent and effluent samples in May and July 2026 show considerable variability.
    - Additional sampling, as required by DNR, may shed light on whether any trends are present and potential conclusions can be drawn. The next round of sampling is scheduled for September or October.
- The current state of the industry is that PFAS compounds should be eliminated/treated at the source(s) and not install treatment at municipal WWTFs.
- Long-term planning for solids handling and processing is recommended.

WDNR INTENT TO APPLY – CLEAN WATER FUND AND SAFE DRINKING WATER LOAN PROGRAMS

A utility and street reconstruction project along McKinley Road from Railroad Street to the end of the golf course property includes sanitary forcemain, sanitary sewer, watermain and street reconstruction. MSA can submit an ITA for the McKinley Project on behalf of the City. New guidelines for the DNR Program require that plans and specifications are submitted with the ITA. The project cost for the construction including construction contingency and engineering is estimated to be $2,969,743.

MSA has recently provided the City with a Professional Services Agreement to complete the design of the proposed watermain and sanitary sewer improvements. The agreement covers the design services only. The Completed watermain and sanitary sewer plans will be utilized to apply for WDNR Clean Water Fund and Sage Drinking Water Loan programs.

The following is a possible schedule for the grant application submittal and McKinley project completion:

ACTION ITEM	DATE
City Approves MSA Contract for Survey, Design, and Specifications	October 2026
MSA completes Topographic Survey and Project Design	Fall/Winter of 2026/2027
Intent to Apply (ITA) due to WDNR	May 1, 2027
WDNR CWF / SDWF Applications Due to WDNR	August 1, 2027
Bid project to Contractor	January 2028
Begin Construction	Spring 2028
Complete Construction	Fall 2028

- Dates listed above are tentative and may be subject to change.

It is important to think about what possible projects could come up in the next year to apply for. This should be looked at like a wish list. Funding changes will happen over the next year, and this is the required first step in using DNR loan and grant programs.

Contractor's Application for Payment

Owner:	City of Eagle River	**Owner's Project No.:**	
Engineer:	MSA Professional Services, INC.	**Engineer's Project No.:**	00088144
Contractor:	Pitlik & Wick, INC.	**Contractor's Project No.:**	
Project:	2026 Streets Project		
Contract:	City of Eagle River 2026 Streets Project		
Application No.:	1	**Application Date:**	10/1/2026
Application Period:	**From** 8/15/2026	**to**	10/1/2026

1. Original Contract Price		$ 274,223.00
2. Net change by Change Orders		$ 8,900.00
3. Current Contract Price (Line 1 + Line 2)		$ 283,123.00
4. Total Work completed and materials stored to date (Sum of Column G Lump Sum Total and Column J Unit Price Total)		$ 136,969.00
5. Retainage		
a. 5% X $ 136,969.00 Work Completed		$ 6,848.45
b. 5% X $ - Stored Materials		$ -
c. Total Retainage (Line 5.a + Line 5.b)		$ 6,848.45
6. Amount eligible to date (Line 4 - Line 5.c)		$ 130,120.55
7. Less previous payments (Line 6 from prior application)		
8. Amount due this application		$ 130,120.55
9. Balance to finish, including retainage (Line 3 - Line 4)		$ 146,154.00

Contractor's Certification

The undersigned Contractor certifies, to the best of its knowledge, the following:
(1) All previous progress payments received from Owner on account of Work done under the Contract have been applied on account to discharge Contractor's legitimate obligations incurred in connection with the Work covered by prior Applications for Payment;
(2) Title to all Work, materials and equipment incorporated in said Work, or otherwise listed in or covered by this Application for Payment, will pass to Owner at time of payment free and clear of all liens, security interests, and encumbrances (except such as are covered by a bond acceptable to Owner indemnifying Owner against any such liens, security interest, or encumbrances); and
(3) All the Work covered by this Application for Payment is in accordance with the Contract Documents and is not defective.

Contractor: Pitlik & Wick, Inc.
Signature: John Klessig **Date:** 10/1/26

Recommended by Engineer		**Approved by Owner**	
By:	John Bromen	**By:**	
Title:	PROJECT ENGINEER	**Title:**	
Date:	10-2-2026	**Date:**	
Approved by Funding Agency			
By:		**By:**	
Title:		**Title:**	
Date:		**Date:**	

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Progress Estimate - Unit Price Work

Contractor's Application for Payment

Owner:	City of Eagle River
Engineer:	MSA Professional Services, INC.
Contractor:	Pitlik & Wick, INC.
Project:	2026 Streets Project
Contract:	City of Eagle River 2026 Streets Project

Owner's Project No.:	
Engineer's Project No.:	00088144
Contractor's Project No.:	

Application No.: 1 **Application Period:** From 08/15/26 to 10/01/26 **Application Date:** 10/01/26

A	B	C	D	E	F	G	H	I	J	K	L
		Contract Information				Work Completed					
Bid Item No.	Description	Item Quantity	Units	Unit Price ($)	Value of Bid Item (C X E) ($)	Estimated Quantity Incorporated in the Work	Value of Work Completed to Date (E X G) ($)	Materials Currently Stored (not in G) ($)	Work Completed and Materials Stored to Date (H + I) ($)	% of Value of Item (J / F) (%)	Balance to Finish (F - J) ($)
	Original Contract										
1	Mobilization, Bonds, & Insurance	1	L.S.	22,500.00	22,500.00	0.50	11,250.00		11,250.00	50%	11,250.00
2	Erosion and Sedimentation Control	1	L.S.	3,500.00	3,500.00	0.50	1,750.00		1,750.00	50%	1,750.00
3	Traffic Control	1	L.S.	5,500.00	5,500.00	0.50	2,750.00		2,750.00	50%	2,750.00
4	Turf Restoration	1	L.S.	5,500.00	5,500.00	-	-		-	0%	5,500.00
5	Rock Excavation	15	C.Y.	0.01	0.15	-	-		-	0%	0.15
6	Furnish & Install Silt Fence	100	L.F.	0.01	1.00	-	-		-	0%	1.00
7	Furnish & Install Erosion Mat Class 1 Urban, Type B	25	S.Y.	0.01	0.25	-	-		-	0%	0.25
8	Furnish & Install Inlet Protection, Type C	1	E.A.	250.00	250.00	-	-		-	0%	250.00
9	Furnish & Install Inlet Protection, Type D-M	1	E.A.	250.00	250.00	-	-		-	0%	250.00
10	Furnish & Install Woven Polypropylene Geotextile Fabric, Type HR	200	S.Y.	5.00	1,000.00	95.00	475.00		475.00	48%	525.00
11	Unclassified Excavation	1	L.S.	52,680.00	52,680.00	1.00	52,680.00		52,680.00	100%	-
12	Excavation Below Subgrade	30	C.Y.	0.01	0.30	-	-		-	0%	0.30
13	Granular Borrow	30	C.Y.	0.01	0.30	-	-		-	0%	0.30
14	Furnish & Install 10 Inch Thick Crushed Aggregate Base Course 1 1/4-Inch	2,200	S.Y.	26.25	57,750.00	2,196.00	57,645.00		57,645.00	100%	105.00
15	Furnish & Install 3/4 Inch Washed Fractured Stone	25	C.Y.	75.00	1,875.00	30.00	2,250.00		2,250.00	120%	(375.00)
16	Furnish & Install 3 Inch Minus Fractured Rip Rap	50	C.Y.	100.00	5,000.00	30.00	3,000.00		3,000.00	60%	2,000.00
17	Furnish & Install 3.0 Inch Thick Asphaltic Concrete Pavement	2,200	S.Y.	41.28	90,816.00	-	-		-	0%	90,816.00
18	Pulverise and Regrade Existing Asphalt Parking Lot	1	L.S.	12,500.00	12,500.00	-	-		-	0%	12,500.00
19	Furnish & Install 3.0 Inch Thick 7/8 Inch Recycled Asphalt	100	C.Y.	85.00	8,500.00	-	-		-	0%	8,500.00
20	Remove and reinstall existing casting w/ New Adjustment Rings	1	E.A.	1,500.00	1,500.00	1.00	1,500.00		1,500.00	100%	-
21	Adjust Water Valve Box	1	E.A.	1,500.00	1,500.00	-	-		-	0%	1,500.00
22	Sawcut Asphalt Pavement	1,200	L.F.	3.00	3,600.00	1,223.00	3,669.00		3,669.00	102%	(69.00)
				Original Contract Totals	$ 274,223.00		$ 136,969.00	$ -	$ 136,969.00	50%	$ 137,254.00

EJCDC C-620 Contractor's Application for Payment
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Professional Services Agreement

MSA Project Number: 00088147

This AGREEMENT (Agreement) is made effective October 13, 2026 by and between

MSA PROFESSIONAL SERVICES, INC (MSA)
Address: 1835 North Stevens Street, Rhinelander, WI 54501
Phone: (715) 362-3244
Representative: John Promer Email: jpromer@msa-ps.com

OWNER'S NAME (OWNER)
Address: 525 E. Maple Street, Eagle River, WI 54521
Phone: Owner's Phone
Representative: Debra A. Brown Email: COERMayor@eagleriverwi.gov

Project Name: East McKinley Street Utility Improvement Project

The scope of the work authorized is: See Attachment A: Scope of Services

The schedule to perform the work is: Approximate Start Date: October 2026
Approximate Completion Date: May 2026

The lump sum fee for the work is: $243,000

All services shall be performed in accordance with the General Terms and Conditions of MSA, which is attached and made part of this Agreement. Any attachments or exhibits referenced in this Agreement are made part of this Agreement. Payment for these services will be on a lump sum basis.

All services shall be performed in accordance with the General Terms and Conditions of MSA, which is attached and made part of this Agreement. Any attachments or exhibits referenced in this Agreement are made part of this Agreement. Payment for these services will be on a time and expense basis, where indicated (estimated fee), and on a lump sum basis where indicated. Attachment B: Rate Schedule is attached and made part of this Agreement

Approval: Authorization to proceed is acknowledged by signatures of the parties to this Agreement.

OWNER'S NAME

Debra A. Brown
Mayor
Date:

MSA PROFESSIONAL SERVICES, INC.

John Promer
Project Manager
Date: 9/18/2026

OWNER ATTEST: (optional, delete lines if not applicable)

Becky Bolte
Clerk/Deputy Treasurer
Date:

Jon Loye
Team Leader
Date: 9/18/2026

1. **Scope and Fee.** The scope of Owner's Project (the "Project"), scope of MSA's services (the "Work"), for those services are defined in Attachment A. The scope and fee constitute a good faith estimate of the tasks and associated fees required to perform the services defined in Attachment A. This agreement upon execution by both parties hereto, can be amended only by written instrument signed by both parties. For those projects involving conceptual or process development service or involve renovation of an existing building or structure, activities often cannot be fully defined during initial planning. As the Project progresses, facts uncovered may reveal a change in direction which may alter the Work. MSA will promptly inform the OWNER in writing of such situations so that changes in this agreement can be made as required.

2. **Owner's Responsibilities**.

(a) Project Scope and Budget

The OWNER shall define the scope and budget of the Project and, when applicable, periodically update the Project budget, including that portion allocated for the cost of the Work. The Project budget shall include contingencies for design, development, and, when required by the scope of the Project, construction of the Project. The OWNER shall not significantly increase or decrease the overall Project scope or schedule, the portion of the budget allocated for the cost of the Work, or contingencies included in the overall budget or a portion of the budget, without the agreement of MSA to a corresponding change in the Project scope, quality, schedule, and compensation of MSA.

(b) Designated Owner Representative

The OWNER shall identify a Designated Representative who shall be authorized to act on behalf of the OWNER with respect to the Project. OWNER's Designated Representative shall render related decisions in a timely manner so as to avoid unreasonable delay in the orderly and sequential progress of MSA's services. MSA shall not be liable for any error or omission made by OWNER, OWNER's Designated Representative, or OWNER's consultant.

(c) Tests, Inspections, and Reports

When required by the scope of the Project, the OWNER shall furnish tests, inspections, and reports required by law or the Contract Documents, such as planning studies; preliminary designs; structural, mechanical, or chemical tests; tests for air, water, or soil pollution; and tests for hazardous materials.

(d) Additional Consultants

MSA's consultants shall be identified in Attachment A. The OWNER shall furnish the services of other consultants other than those designated in Attachment A, including such legal, financial, accounting, and insurance counseling services as may be required for the Project.

(e) OWNER Provided Services and Information

MSA shall be entitled to rely on the accuracy and completeness of services and information furnished by the OWNER, Designated OWNER Representative, or Consultant. MSA shall use reasonable efforts to provide prompt written notice to the OWNER if MSA becomes aware of any errors, omissions, or inconsistencies in such services or information.

3. **Billing.** MSA will bill the OWNER monthly with net payment due upon receipt. Balances due past thirty (30) days shall be subject to an interest charge at a rate of 18% per year from said thirtieth day. In addition, MSA may, after giving seven days written notice, suspend service under any agreement until the OWNER has paid in full all amounts due for services rendered and expenses incurred, including the interest charge on past due invoices.

4. **Costs and Schedules.** Costs (including MSA's fees and reimbursable expenses) and schedule commitments shall be subject to change for delays caused by the OWNER's failure to provide specified facilities or information or for delays caused by unpredictable occurrences including, without limitation, fires, floods, riots, strikes, unavailability of labor or materials, delays or defaults, by suppliers of materials or services, process shutdowns, pandemics, acts of God or the public enemy, or acts of regulations of any governmental agency. Temporary delays of services caused by any of the above which result in additional costs beyond those outlined may require renegotiation of this agreement.

5. **Access to Site.** Owner shall furnish right-of-entry on the Project site for MSA and, if the site is not owned by Owner, warrants that permission has been granted to make planned explorations pursuant to the scope of

services. MSA will take reasonable precautions to minimize damage to the site from use of equipment, but has not included costs for restoration of damage that may result and shall not be responsible for such costs.

6. **Location of Utilities.** Owner shall supply MSA with the location of all pre-existent utilities and MSA has the right to reasonably rely on all Owner supplied information. In those instances where the scope of services require MSA to locate any buried utilities, MSA shall use reasonable means to identify the location of buried utilities in the areas of subsurface exploration and shall take reasonable precautions to avoid any damage to the utilities noted. However, Owner agrees to indemnify and defend MSA in the event of damage or injury arising from damage to or interference with subsurface structures or utilities which result from inaccuracies in information of instructions which have been furnished to MSA by others.

7. **Professional Representative.** MSA intends to serve as the OWNER's professional representative for those services as defined in this agreement, and to provide advice and consultation to the OWNER as a professional. Any opinions of probable project costs, reviews and observations, and other recommendations made by MSA for the OWNER are rendered on the basis of experience and qualifications and represents the professional judgment of MSA. However, MSA cannot and does not warrant or represent that proposals, bid or actual project or construction costs will not vary from the opinion of probable cost prepared by it.

8. **Construction.** When applicable to the scope of the Project, the OWNER shall contract with a licensed and qualified Contractor for implementation of construction work utilizing a construction contract based on an EJCDC construction contract and general conditions appropriate for the scope of the Project and for the delivery method. In the construction contract, the OWNER shall use reasonable commercial efforts to require the Contractor to (1) obtain Commercial General Liability Insurance with contractual liability coverage insuring the obligation of the Contractor, and name the OWNER, MSA and its employees and consultants as additionally insureds of that policy; (2) indemnify and hold harmless the OWNER, MSA and its employees and consultants from and against any and all claims, damages, losses, and expenses ("Claims"), including but not limited to reasonable attorney's fees and economic or consequential damages arising in whole or in part out of the negligent act or omission of the contractor, and Subcontractor or anyone directly or indirectly employed by any of them. This agreement shall not be construed as giving MSA, the responsibility or authority to direct or supervise construction means, methods, techniques, sequence, or procedures of construction selected by the contractors or subcontractors or the safety precautions and programs incident to the work, the same being the sole and exclusive responsibility of the contractors or subcontractors.

9. **Standard of Care.** In conducting the services, MSA will apply present professional, engineering and/or scientific judgment, which is known as the "standard of care". The standard of care is defined as that level of skill and care ordinarily exercised by members of the same profession practicing at the same point in time and in the same or similar locality under similar circumstances in performing the Services. The OWNER acknowledges that "current professional standards" shall mean the standard for professional services, measured as of the time those services are rendered, and not according to later standards, if such later standards purport to impose a higher degree of care upon MSA.

MSA does not make any warranty or guarantee, expressed or implied, nor have any agreement or contract for services subject to the provisions of any uniform commercial code. Similarly, MSA will not accept those terms and conditions offered by the OWNER in its purchase order, requisition, or notice of authorization to proceed, except as set forth herein or expressly agreed to in writing. Written acknowledgement of receipt, or the actual performance of services subsequent to receipt of such purchase order, requisition, or notice of authorization to proceed is specifically deemed not to constitute acceptance of any terms or conditions contrary to those set forth herein.

10. **Municipal Advisor**. MSA Professional Services, Inc. is not acting as a 'Municipal Advisor' to the owner pursuant to Section 15B of the Exchange Act. For financial advice related to the corresponding project, the client is encouraged to discuss their finances with internal and/or external advisors and experts before making decisions incurring debt and/or supporting those obligations. MSA desires to serve each client well by providing the best information publicly available and is providing information as part of its engineering responsibilities to inform client options. The information is not intended to provide financial advice or recommendations and is not bound by the formal Municipal Advisor fiduciary duty.

11. **Conduct Expectations.** Owner and MSA understand their respective obligations to provide a safe, respectful work environment for their employees. Both parties agree that harassment on the job (unwelcome verbal, physical or other behavior that is related to sex, race, age, or protected class status) will not be tolerated and will be addressed timely and in compliance with anti-harassment laws.

12. **Electronic Documents and Transmittals**. Owner and MSA agree to transmit and accept project related correspondence, documents, text, data, drawings and the like in digital format in accordance with MSA's Electronic Data Transmittal policy. Each party is responsible for its own cybersecurity, and both parties waive the right to pursue liability against the other for any damages that occur as a direct result of electronic data sharing.

13. **Building Information Modelling (BIM).** For any projects, and not limited to building projects, utilizing BIM, OWNER and MSA shall agree on the appropriate level of modelling required by the project, as well as the degree to which the BIM files may be made available to any party using the Electronic Document Transmittal provisions of section 12 of this Agreement.

14. **Construction Site Visits.** If the scope of services includes services during the Construction Phase, MSA shall make visits to the site as specified in Attachment A– Scope of Services. MSA shall not, during such visits or as a result of such observations of Contractor's work in progress, supervise, direct or have control over Contractor's work nor shall MSA have authority over or responsibility for the means, methods, techniques, sequences or procedures of construction selected by Contractor, for safety precautions and programs incident to the work of Contractor or for any failure of Contractor to comply with laws, rules, regulations, ordinances, codes or orders applicable to Contractor's furnishing and performing the work. Accordingly, MSA neither guarantees the performance of any Contractor nor assumes responsibility for any Contractor's failure to furnish and perform its work in accordance with the Contract Documents.

15. **Termination.** This Agreement shall commence upon execution and shall remain in effect until terminated by either party, at such party's discretion, on not less than thirty (30) days' advance written notice. The effective date of the termination is the thirtieth day after the non-terminating party's receipt of the notice of termination. If MSA terminates the Agreement, the OWNER may, at its option, extend the terms of this Agreement to the extent necessary for MSA to complete any services that were ordered prior to the effective date of termination. If OWNER terminates this Agreement, OWNER shall pay MSA for all services performed prior to MSA's receipt of the notice of termination and for all work performed and/or expenses incurred by MSA in terminating Services begun after MSA's receipt of the termination notice. Termination hereunder shall operate to discharge only those obligations which are executory by either party on and after the effective date of termination. These General Terms and Conditions shall survive the completion of the services performed hereunder or the Termination of this Agreement for any cause.

This agreement cannot be changed or terminated orally. No waiver of compliance with any provision or condition hereof should be effective unless agreed in writing and duly executed by the parties hereto.

16. **Betterment.** If, due to MSA's error, any required or necessary item or component of the Project is omitted from the construction documents, MSA's liability shall be limited to the reasonable costs of correction of the construction, less what OWNER'S cost of including the omitted item or component in the original construction would have been had the item or component not been omitted. It is intended by this provision that MSA will not be responsible for any cost or expense that provides betterment, upgrade, or enhancement of the Project.

17. **Hazardous Substances.** OWNER acknowledges and agrees that MSA has had no role in identifying, generating, treating, storing, or disposing of hazardous substances or materials which may be present at the Project site, and MSA has not benefited from the processes that produced such hazardous substances or materials. Any hazardous substances or materials encountered by or associated with Services provided by MSA on the Project shall at no time be or become the property of MSA. MSA shall not be deemed to possess or control any hazardous substance or material at any time; arrangements for the treatment, storage, transport, or disposal of any hazardous substances or materials, which shall be made by MSA, are made solely and exclusively on OWNER's behalf for OWNER's benefit and at OWNER's direction. Nothing contained within this Agreement shall be construed or interpreted as requiring MSA to assume the status of a generator, storer, treater, or disposal facility as defined in any federal, state, or local statute, regulation, or rule governing treatment, storage, transport, and/or disposal of hazardous substances or materials.

All samples of hazardous substances, materials or contaminants are the property and responsibility of OWNER and shall be returned to OWNER at the end of a project for proper disposal. Alternate arrangements to ship such samples directly to a licensed disposal facility may be made at OWNER's request and expense and subject to this subparagraph.

18. **Insurance.** MSA will maintain insurance coverage for: Worker's Compensation, General Liability, and Professional Liability. MSA will provide information as to specific limits upon written request. If the OWNER requires coverages or limits in addition to those in effect as of the date of the agreement, premiums for additional

insurance shall be paid by the OWNER. The liability of MSA to the OWNER for any indemnity commitments, or for any damages arising in any way out of performance of this contract is limited to such insurance coverages and amount which MSA has in effect.

19. **Reuse of Documents.** Reuse of any documents and/or services pertaining to this Project by the OWNER or extensions of this Project or on any other project shall be at the OWNER's sole risk. The OWNER agrees to defend, indemnify, and hold harmless MSA for all claims, damages, and expenses including attorneys' fees and costs arising out of such reuse of the documents and/or services by the OWNER or by others acting through the OWNER.

20. **Indemnification.** To the fullest extent permitted by law, MSA shall indemnify and hold harmless, OWNER, and OWNER's officers, directors, members, partners, consultants, and employees (hereinafter "OWNER") from reasonable claims, costs, losses, and damages arising out of or relating to the PROJECT, provided that any such claim, cost, loss, or damage is attributable to bodily injury, sickness, disease, or death, or to injury to or destruction of tangible property (other than the Work itself) including the loss of use resulting therefrom but only to the extent caused by any negligent act or omission of MSA or MSA's officers, directors, members, partners, employees, or Consultants (hereinafter "MSA"). In no event shall this indemnity agreement apply to claims between the OWNER and MSA. This indemnity agreement applies solely to claims of third parties. Furthermore, in no event shall this indemnity agreement apply to claims that MSA is responsible for attorneys' fees. This agreement does not give rise to any duty on the part of MSA to defend the OWNER on any claim arising under this agreement.

To the fullest extent permitted by law, OWNER shall indemnify and hold harmless, MSA, and MSA's officers, directors, members, partners, consultants, and employees (hereinafter "MSA") from reasonable claims, costs, losses, and damages arising out of or relating to the PROJECT, provided that any such claim, cost, loss, or damage is attributable to bodily injury, sickness, disease, or death, or to injury to or destruction of tangible property (other than the Work itself) including the loss of use resulting therefrom but only to the extent caused by any negligent act or omission of the OWNER or the OWNER's officers, directors, members, partners, employees, or Consultants (hereinafter "OWNER"). In no event shall this indemnity agreement apply to claims between MSA and the OWNER. This indemnity agreement applies solely to claims of third parties. Furthermore, in no event shall this indemnity agreement apply to claims that the OWNER is responsible for attorneys' fees. This agreement does not give rise to any duty on the part of the OWNER to defend MSA on any claim arising under this agreement.

To the fullest extent permitted by law, MSA's total liability to OWNER and anyone claiming by, through, or under OWNER for any cost, loss or damages caused in part or by the negligence of MSA and in part by the negligence of OWNER or any other negligent entity or individual, shall not exceed the percentage share that MSA's negligence bears to the total negligence of OWNER, MSA, and all other negligent entities and individuals.

21**. Accrual of Claims**. To the fullest extent permitted by Laws and Regulations, all causes of action arising under this Agreement will be deemed to have accrued, and all statutory periods of limitation will commence, no later than the date of Substantial Completion; or, if MSA's services do not include Construction Phase services, or the Project is not completed, then no later than the date of Owner's last payment to MSA.

22. **Dispute Resolution.** OWNER and MSA desire to resolve any disputes or areas of disagreement involving the subject matter of this Agreement by a mechanism that facilitates resolution of disputes by negotiation rather than by litigation. OWNER and MSA also acknowledge that issues and problems may arise after execution of this Agreement which were not anticipated or are not resolved by specific provisions in this Agreement. Accordingly, both OWNER and MSA will endeavor to settle all controversies, claims, counterclaims, disputes, and other matters thru mediation with a mutually agreed upon mediator. Demand for mediation shall be filed in writing with the other party to this Agreement. A demand for mediation shall be made within a reasonable time after the claim, dispute or other matter in question has arisen. In no event shall the demand for mediation be made after the date when institution of legal or equitable proceedings based on such claim, dispute or other matter in question would be barred by the applicable statute of limitations. Neither demand for mediation nor any term of this Dispute Resolution clause shall prevent the filing of a legal action where failing to do so may bar the action because of the applicable statute of limitations. If despite the good faith efforts of OWNER and MSA any controversy, claim, counterclaim, dispute, or other matter is not resolved through negotiation or mediation, OWNER and MSA agree and consent that such matter may be resolved through legal action in the court having jurisdiction as specified in this Agreement.

23. **Exclusion of Special, Indirect, Consequential and Liquidated Damages.** MSA shall not be liable, in contract or tort or otherwise, for any special, indirect, consequential, or liquidated damages including specifically, but without limitation, loss of profit or revenue, loss of capital, delay damages, loss of goodwill, claim of third parties, or similar damages arising out of or connected in any way to the Project or this contract.

24. **Limitation of Liability.** Neither MSA, its Consultants (if any), nor their employees shall be jointly, severally, or individually liable to the OWNER in excess of the amount of the insurance proceeds available.

25. **Successors and Assigns**. The successors, executors, administrators, and legal representatives of Owner and MSA are hereby bound to the other party to this Agreement and to the successors, executors, administrators and legal representatives (and said assigns) of such other party, in respect of all covenants, agreements, and obligations of this Agreement. Neither party may assign, sublet, or transfer any rights under or interest (including, but without limitation, claims arising out of this Agreement or money that is due or may become due) in this Agreement without the written consent of the other party, which shall not be unreasonable withheld, except to the extent that any assignment, subletting, or transfer is mandated by law.

26. **Notices**. Any notice required under this Agreement will be in writing, and delivered: in person (by commercial courier or otherwise); by registered or certified mail; or by e-mail to the recipient, with the words "Formal Notice" or similar in the e-mail's subject line. All such notices are effective upon the date of receipt.

27. **Survival.** Subject to applicable Laws and Regulations, all express representations, waivers, indemnifications, and limitations of liability included in this Agreement will survive its completion or termination for any reason.

28. **Severability**. Any provision or part of the Agreement held to be void or unenforceable under any Laws or Regulations will be deemed stricken, and all remaining provisions will continue to be valid and binding upon Owner and MSA.

29. **No Waiver**. A party's non-enforcement of any provision will not constitute a waiver of that provision, nor will it affect the enforceability of that provision or of the remainder of this Agreement.

30. **State Law.** This agreement shall be construed and interpreted in accordance with the laws of the State in which the project is located.

31. **Jurisdiction.** OWNER hereby irrevocably submits to the jurisdiction of the state courts of the State in which the project is located for the purpose of any suit, action or other proceeding arising out of or based upon this Agreement. OWNER further consents that the venue for any legal proceedings related to this Agreement shall be in the County in which the project is located.

32. **Understanding.** This agreement contains the entire understanding between the parties on the subject matter hereof and no representations. Inducements, promises or agreements not embodied herein (unless agreed in writing duly executed) shall be of any force or effect, and this agreement supersedes any other prior understanding entered into between the parties on the subject matter hereto.

SCOPE OF SERVICES
East McKinley Street Utility Improvement Project
City of Eagle River

I. PROJECT DESCRIPTIONS:

1. East McKinley Street Sanitary Sewer and Water main

The proposed project consists of installation of approx. 1400-feet of sanitary sewer force main, combined with 3500-feet of Sanitary Sewer and water main from RailRoad Street East along East McKinley Street approximately 3500-feet. Spot curb and gutter replacements only. The street will be replaced from gutter flange to gutter flange.
The preliminary cost estimate assumes 4-inch PVC force main, 8-inch PVC sewer, 8-inch ductile iron class 52 water main.

Preliminary Construction Estimate with contingency = **$2,474,743**
(The estimates are based on projections for 2028 prices and a 15% contingency for construction).

Specifically, the project will:

- Install approximately 3500 lf of 8-inch water main;
- Install approximately 3500 lf of 8-inch sanitary sewer;
- Install approximately 1400 lf of 4-inch sanitary sewer forcemain;
- Replace 41 sewer service laterals
- Replace 41 water services
- Reconstruction of 3500 lf of East McKinley Street
- Restoration of area disturbed for utility installation.

The City of Eagle River will pay for this project with a successful DNR Clean water Fund and Safe Drinking Water Loan Fund loans, possible principal forgiveness, MSID Gant, and borrowing by the city.

II. ENGINEERING SERVICES

A. DESIGN

Engineering tasks to the total project are listed below:

- Collect topography for the project. The work will be complete before snowfall, should snowfall occur before topography collection is complete assistance from the city may be needed.
- Attend project kick-off meeting with City.
- Design Water main and Sanitary Sewer.
- Develop plans 11 x 17" plan sheets using 1"=40' (half size) for the project length. Provide cover sheet, design details, plan and profile sheets.
- Attend design review meetings with the City at 50% and at 90% to review plan documents.
- Complete utility coordination as required.
- Complete project specifications for projects as listed above.
- Develop permit applications as follows:
  - WDNR Sanitary Sewer Application
  - WDNR Watermain Application (City will have to provide fire flows from existing hydrants within the project limits)
  - WDNR Stormwater NOI
- Provide Bidding services including answering questions during the bid period, attend the bid opening, review bids, and make a recommendation of award to the lowest responsive bidder for the project.

B. CONSTRUCTION SERVICES (Contract to be presented at the time of construction.)

The following tasks listed below are a summary of construction services for the East McKinley Street Utility Improvement Project located within the City of Eagle River. The project duration is assumed to be 120 working days.

- Provide construction staking for water and sewer utilities, street centerline, and hubs for sub grade elevation.
- Review Shop Drawing submittals.
- Provide part time observation of the project by the Project Engineer.
- Provide full time construction observation of the project by a Resident Project Representative for the duration of the project. Construction is estimated at 120 working days or 1200 hours of onsite observation.
- Observe the work and inform the Owner as to compliance with plans and specifications.
- Engineer will attend a pre-construction meeting.

- Progress meetings will be held weekly by the project representative. Engineer will attend the meetings weekly. The number of progress meetings is assumed to be 24 for the Project Engineer.
- Provide interpretations of the plans and specifications and assist the Owner in interaction with the Contractor.
- Review and make recommendations for pay requests and contract change order requests from the Contractor.
- Develop record drawings from information provided by the Contractor.
- Complete project close out, substantial and final completion forms and complete an onsite meeting with the Owner.

Assumptions:

- City streets within the project limits will remain open to local traffic and closed to through traffic.

- City will locate all electric, sewer force main, any sanitary valves, existing water valves and water curb boxes prior to topographic survey. An 811 diggers call will be completed.

- All services associated with Right-of-Way or easements or property will be additional services.

- Per review of the WDNR Wetland Inventory Maps, wetland impacts are not anticipated. Wetland delineations, permits or mitigation services are not included in this scope of services. If these services are required, they will be additional services.

- Geogrid will be used where necessary to strengthen the pavement section as clay and silty soils are anticipated. Salvaged asphalt will become the property of the City at your option.

- Excavation below subgrade (EBS) is anticipated. If encountered this material will be removed to facilitate new utility construction.

- Land acquisition services are not expected to be required and are not included in this contract. They can be provided as additional services, if required.

- Water services and sanitary laterals to right-of-way will be replaced new in conjunction with this project.

- The project disturbs greater than 1 acre. A WDNR Stormwater NOI is anticipated and included in the scope of work.

- MSA will coordinate soil borings for the project, if requested. The cost of soil borings will be the responsibility of the Owner.

- The Cost of all permit fees will be the responsibility of the Owner.

- The cost of the Advertisement for Bid shall be paid directly by the Owner.

- MSA is not responsible for the timeliness or outcome of agency reviews or approvals.

- The cost of all permit fees will be the responsibility of the owner (City of Eagle River).

- Environmental issues, contaminated soils, endangered species, historical, archaeological or cultural issues, etc. are not known to exist within the project area; therefore, no work is anticipated or included in this contract for these items. These items, if required, may be added by amendment as approved by the City.

- The applications and administration contracts for SDWLP, and CWF will be prepared by MSA under a separate contract.

III. SCHEDULE – DESIGN AND CONSTRUCTION

The following is a schedule of events proposed by MSA for the design of all projects listed above:

City Awards project to MSA	October 2026
Topographic Survey of the Site	October 2026
Preliminary Plans Complete	February 2027
Review with City	February 2027
Final Plans Complete	March 2027
WDNR CWF/SDW ITA to DNR	May 2027
WDNR CWF/SDW Application to DNR	August 2027
Bid opening	January 2028
Construction Begins	May 2028
Construction Ends	October 2028

Progress Estimate - Unit Price Work

Contractor's Application for Payment

Owner:	City of Eagle River
Engineer:	MSA Professional Services, INC.
Contractor:	Pitlik & Wick, INC.
Project:	2026 Streets Project
Contract:	City of Eagle River 2026 Streets Project

Owner's Project No.:	
Engineer's Project No.:	00088144
Contractor's Project No.:	

Application No.: 1 **Application Period:** From 08/15/26 to 10/01/26 **Application Date:** 10/01/26

A	B	C	D	E	F	G	H	I	J	K	L
		Contract Information				Work Completed					
Bid Item No.	Description	Item Quantity	Units	Unit Price ($)	Value of Bid Item (C X E) ($)	Estimated Quantity Incorporated in the Work	Value of Work Completed to Date (E X G) ($)	Materials Currently Stored (not in G) ($)	Work Completed and Materials Stored to Date (H + I) ($)	% of Value of Item (J / F) (%)	Balance to Finish (F - J) ($)
	Change Orders										
CO#1	Aspahlt Patches				-		-		-		-
	Willow Road by Kwik Trip	1.00	LS.	4,250.00	4,250.00		-		-	0%	4,250.00
	Adams Road by Manhole Repair	1.00	LS.	1,000.00	1,000.00		-		-	0%	1,000.00
	West Division Street Manhole Repair near Childrens Museum	1.00	LS.	1,000.00	1,000.00		-		-	0%	1,000.00
	Third Street by New Park Bathrooms	1.00	LS.	2,650.00	2,650.00		-		-	0%	2,650.00
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				Change Order Totals	$ 8,900.00		$ -	$ -	$ -	0%	$ 8,900.00
	Original Contract and Change Orders										
				Project Totals	$ 283,123.00		$ 136,969.00	$ -	$ 136,969.00	48%	$ 146,154.00

EJCDC C-620 Contractor's Application for Payment
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Report to the Eagle River City Council – End of September 2026

Submitted by Matthew Molter

Dear Council Members,

We had pretty good weather in September. We did great in September and as we hoped we surpassed 1 million in revenue again!!! Range revenue is a little down compared to last year. Besides that, we are up in every category.

REVENUE FIGURES

GREEN FEES

September 2025 – 2,607 rounds **-** $69,884 - Green Fees – September 2026 – 3,000 rounds - $81,986.39
YTD 2025 – 18,912 rounds - $550,385.36 - YTD 2026 – 19,244 rounds - $565,467.37

CARTS

September 2025 - $29,322 - September 2026 - $33,803.04
YTD 2025 - $209,000.50 - YTD 2026 - $218,783.81

RANGE

September 2025 - $4,124.54 - September 2026 - $3,651.32
YTD 2025 - $46,261.42 - YTD 2026 - $38,727.25

MERCHANDISE

September 2025 - $12,155.94 - September 2026 - $15,116.54
YTD 2025 - $81,354.53 - YTD 2026 - $87,608.09

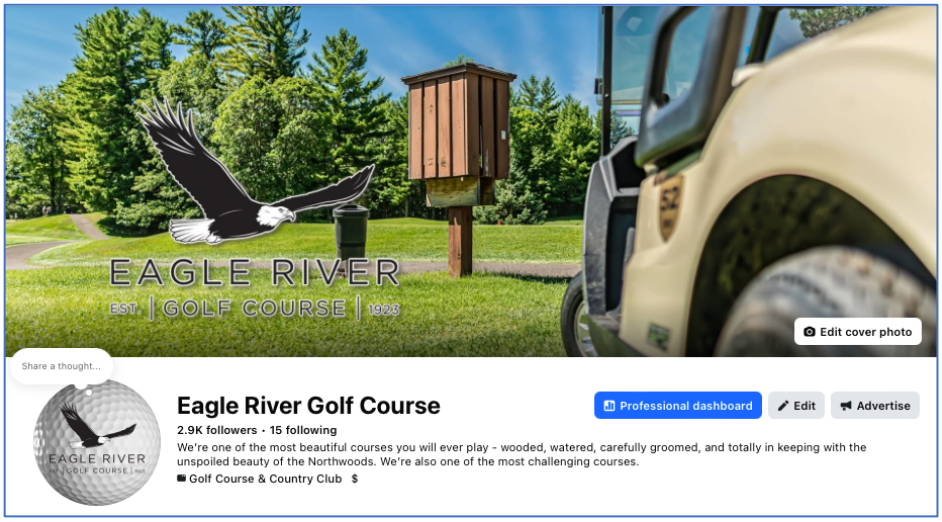
TOTAL REVENUE

September 2025 - $116,038.43 - September 2026 - **$135,139.10**
YTD 2025 - $1,023,597.62 - YTD 2026 - **$1,045,282.95**

- Submitted by Matthew Molter, Assistant Golf Professional, Eagle River Golf Course

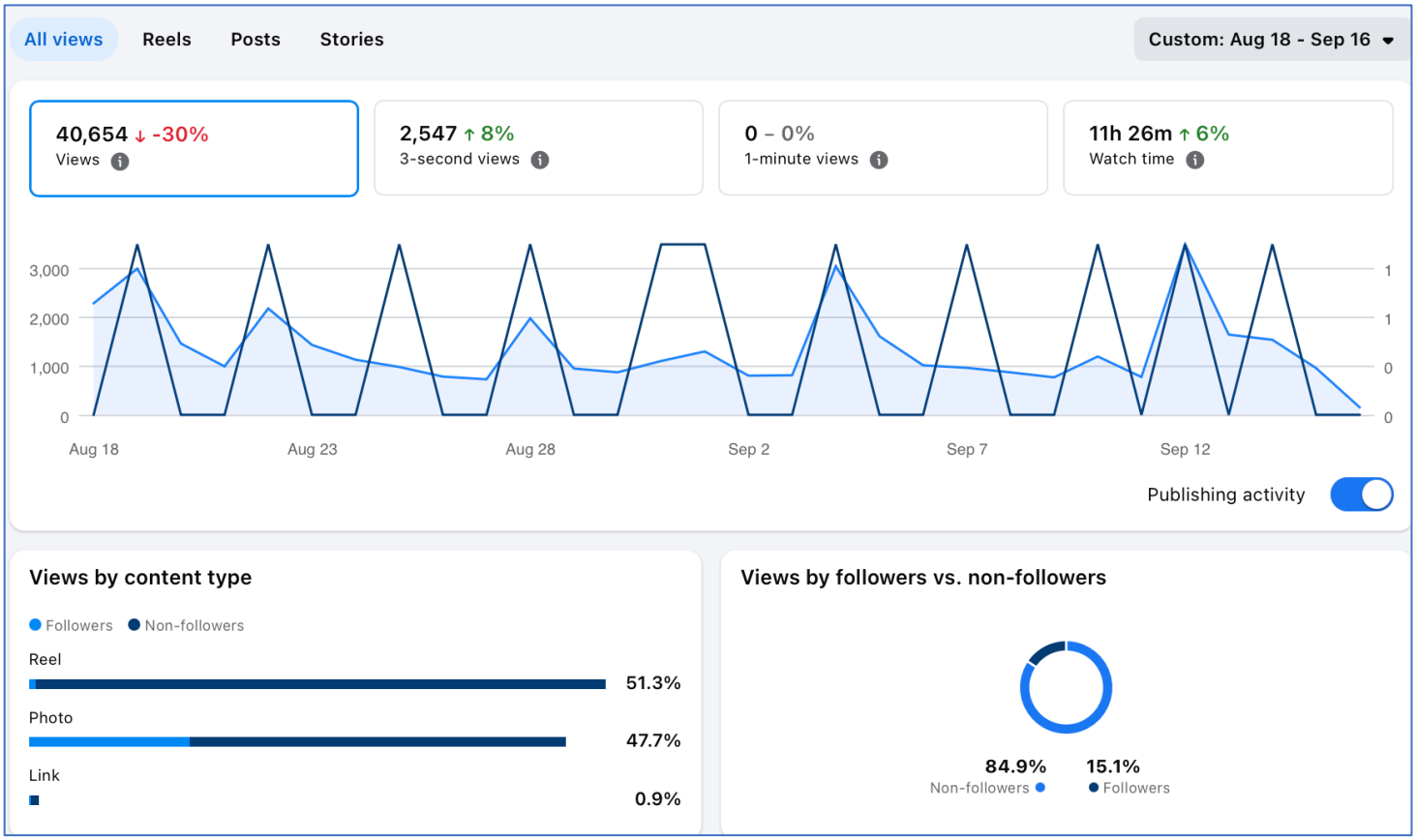
Eagle River Golf Course Marketing Report & Proposed Facebook Posts
September 16, 2026

Facebook Page:

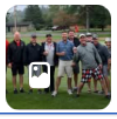


As of today, the page has 2,991 followers.
On August 18th, the page had 2,973 followers.

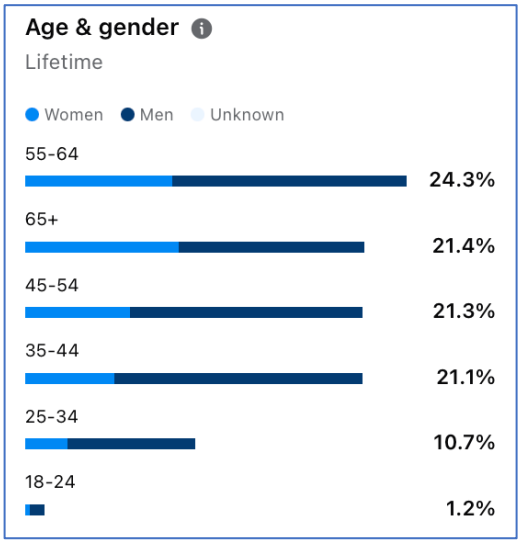
Facebook Insights:

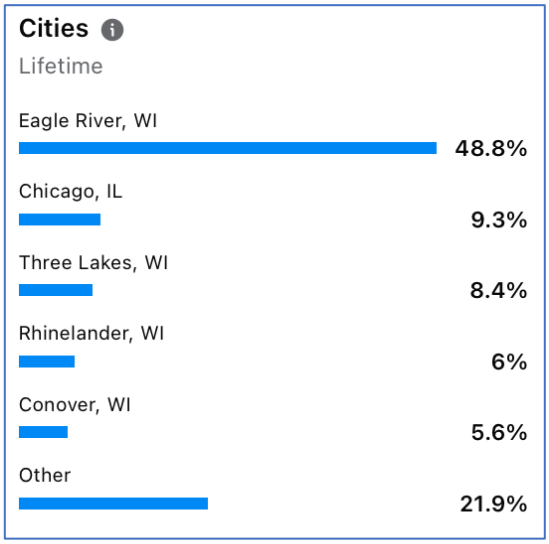


Facebook Insights (continued):

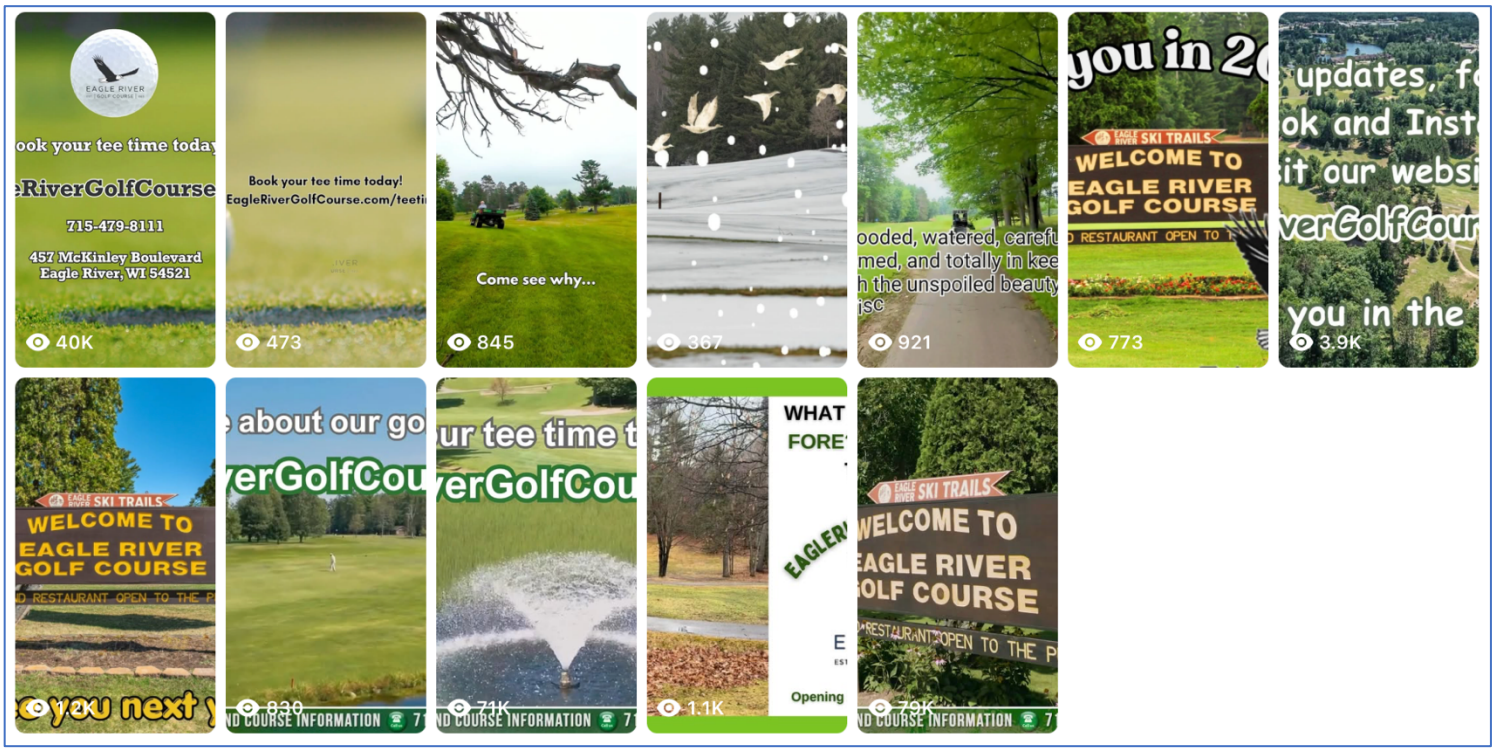
Preview	Views	Viewers	Engagement
 🌅 September mornings ... Published • Sep 14 at 9:01 AM	383	301	18
 One of the most beautiful ... Published • Sep 12 at 6:00 AM	4,110	3,161	164
 Some days call for checki... Published • Sep 10 at 6:00 AM	562	403	16
 May the only work done to... Published • Sep 7 at 6:00 AM	221	143	6
 We all have our favorites. ... Published • Sep 4 at 6:00 AM	3,427	2,326	270
 Eagle River Police Depart... Published • Sep 1 at 12:00 PM	550	323	33
 What is the difference bet... Published • Aug 31 at 6:00 AM	495	355	16
 Golf is better when shared... Published • Aug 28 at 6:00 AM	1,504	1,003	135
 ⛳ A little awareness goe... Published • Aug 25 at 1:30 PM	243	157	9
 A great round deserves a ... Published • Aug 22 at 6:00 AM	2,008	1,483	45
 Celebrate World Photo Da... Published • Aug 19 at 6:00 AM	2,744	1,857	204

Facebook Audience Demographics:





Facebook Reels:



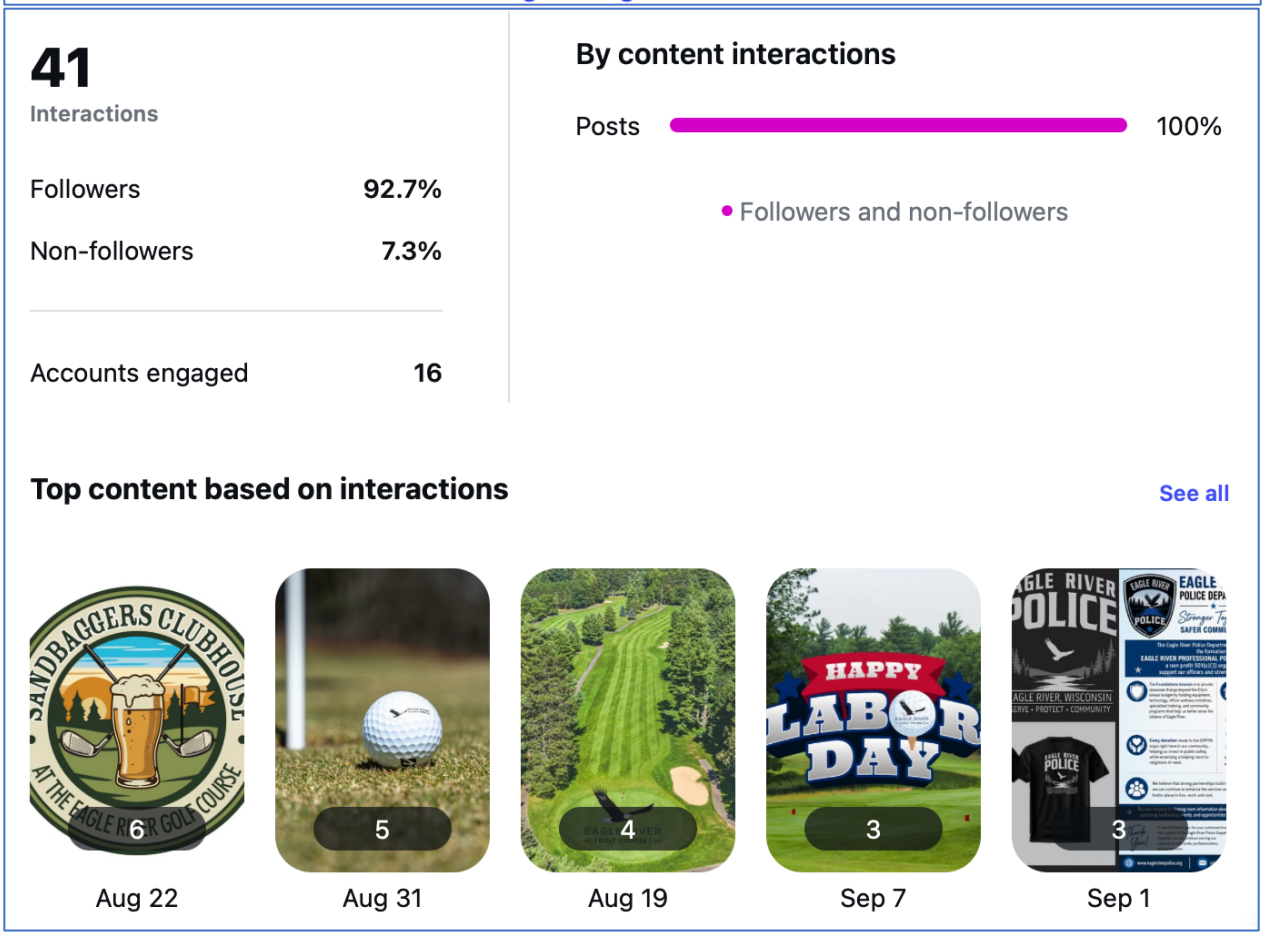
Reels Link - https://www.facebook.com/EagleRiverGolfCourse/reels/

Facebook Ads:

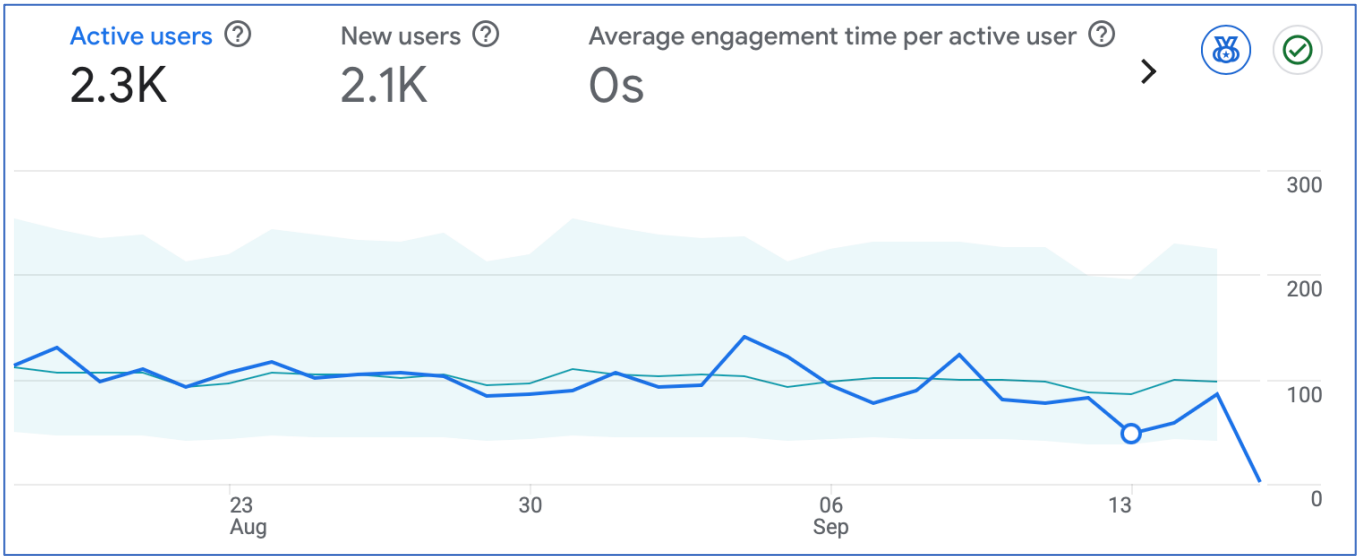
Ad	Reach	Post engagements	Clicks (all)	Amount spent
Mid Season 2026	15,664	2,496	40	$48.23

Instagram Page:

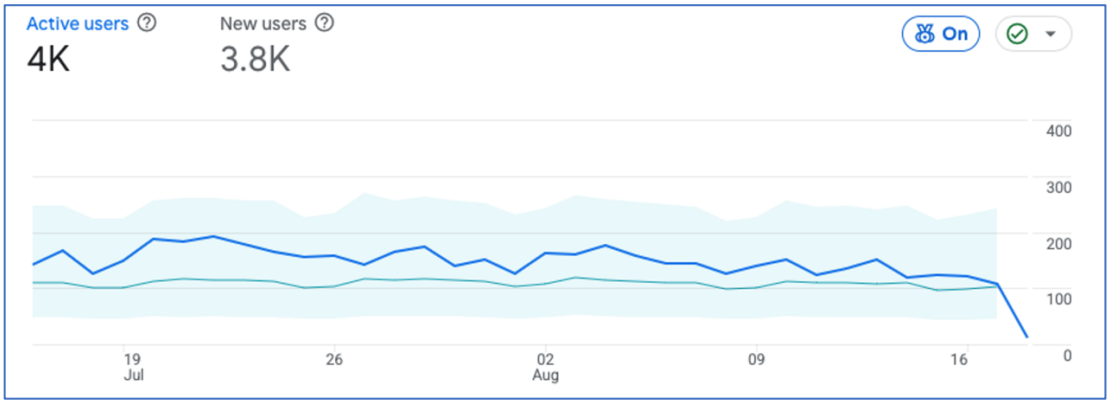




Google Analytics:

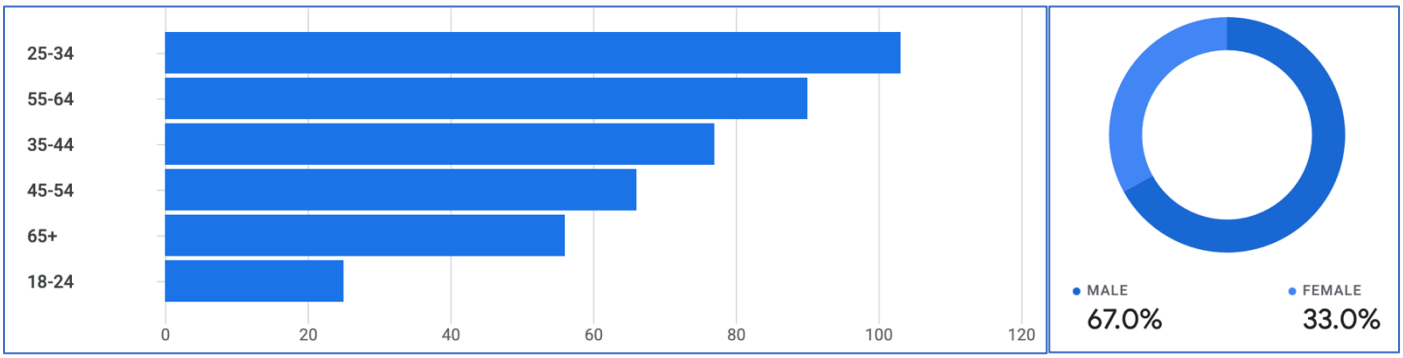


August 18th through September 16th



July 16th through August 18th

Visitor Demographics:



The primary age of website visitors in this period was 25-34. Males comprised 67% of page visitors.

Website Pages Visitors are Viewing:

	Total	8,561 100% of total
1	/	3,389 (39.59%)
2	/teetimes/	3,017 (35.24%)
3	/about-us/rates/	514 (6%)
4	/about-us/view-our-course/	388 (4.53%)
5	/mens-league/	367 (4.29%)
6	/contact-us/	170 (1.99%)
7	/about-us/scorecard/	164 (1.92%)
8	/about-us/	89 (1.04%)
9	/ladies-leagues/	61 (0.71%)
10	/about-us/player-rules-and-code-of-conduct/	54 (0.63%)

Location of Website Visitors:

	Total	2,293 100% of total
1	Wisconsin	837 (36.5%)
2	Illinois	412 (17.97%)
3	Texas	244 (10.64%)
4	Missouri	128 (5.58%)
5	Minnesota	124 (5.41%)
6	Iowa	115 (5.02%)
7	Kansas	94 (4.1%)
8	Tennessee	84 (3.66%)
9	Oklahoma	83 (3.62%)
10	Alabama	82 (3.58%)

State

	Total	2,293 100% of total
1	Chicago	250 (10.9%)
2	(not set)	225 (9.81%)
3	Eagle River	125 (5.45%)
4	Milwaukee	100 (4.36%)
5	Rhinelander	67 (2.92%)
6	Wausau	45 (1.96%)
7	Madison	40 (1.74%)
8	Three Lakes	33 (1.44%)
9	Minneapolis	29 (1.26%)
10	Toronto	25 (1.09%)

City

Eagle River Golf Course Marketing Report & Proposed Facebook Posts
September 16, 2026

Google Ads:



Proposed Facebook and Instagram Posts:

10/16 – Every round is a chance to make another great golf memory. 🏌️ We hope your next one happens with us.



10/19 – Keep your golf game going all year long! ⛳ Check out these off-season exercises to help improve strength, flexibility and balance: https://blog.golfnow.com/best-off-season-golf-exercises-to-improve-your-game-year-round/



10/22 – Long before Eagle River officially became a city, golfers were already teeing it up here! ⛳ Our course began as nine holes in 1923, when many visitors still arrived in the Northwoods by train. More than a century later, we're proud to continue welcoming golfers to a course that has grown and changed while remaining part of the community. Take a look back at our story: https://eaglerivergolfcourse.com/about-us/



10/25 – A big thank you to our groundskeeping crew for all the early mornings and hard work that keep our course looking its best. And, of course, we can't forget Bob, our four-legged supervisor. 🐾 We're pretty sure he takes full credit for everything.



10/28 – What a season! ⛳ Thank you to everyone who joined us for a round, supported our course and helped make this year such a memorable one. We're grateful for another great season and already looking forward to seeing you back on the course next year!



10/31 – Happy Halloween! 🎃⛳ We hope your day is filled with more treats than tricks and that the only scary thing you encounter is your scorecard. 👻



We welcome your comments or questions and will schedule these posts upon your approval.

Respectfully submitted,

Team Swisher

Kassie Bellin, Dina Casso, Karly Kolehouse and Kim Swisher
Office: 715-437-0090
Email: kassie@kimswisher.com
Email: dina@kimswisher.com
Email: karly@kimswisher.com
Email: kim@kimswisher.com

ERAFD

CITY OF EAGLE RIVER · TOWNS OF CLOVERLAND, LINCOLN & WASHINGTON

YEAR-TO-DATE INCIDENT SUMMARY

2026 Call Volume Report

January 1 – September 30, 2026

271	157	+73%	230
2026 YTD CALLS	2025 SAME PERIOD	VS 2025 JAN–SEP	2025 FULL YEAR

Prepared from departmental call-amount ledgers

October–December 2026 periods are not yet closed and are omitted

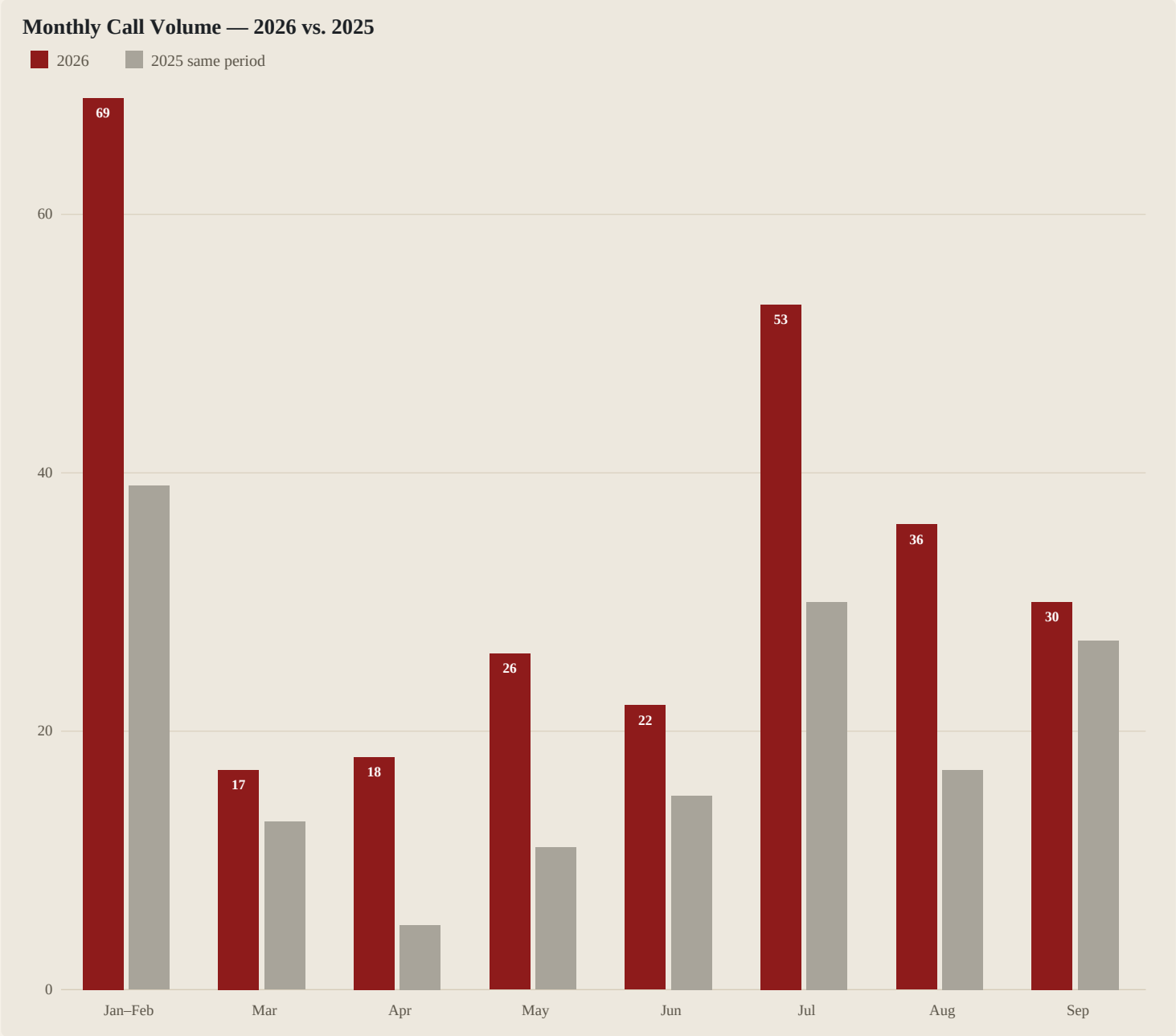
820 E. PINE STREET · EAGLE RIVER, WISCONSIN 54521

Year-to-Date Overview

This report summarizes all Eagle River Area Fire Department incidents recorded from January 1 through September 30, 2026. October–December periods remain open in the source ledgers (marked TBD) and are excluded. Call types and municipal locations are taken directly from the department call-amount worksheets. Source typographical variants (for example “Cnacelled,” “Animal Recues,” “Feburary”) have been standardized in this report.

271	157	+73%	230	+41
2026 YTD CALLS	2025 JAN–SEP	VS SAME PERIOD	2025 FULL YEAR	AHEAD OF 2025 YEAR

Through nine months, the department has already recorded 271 incidents — 114 more than the same January–September window in 2025 (157) and 41 more than the entire 2025 calendar year (230). July was the peak month at 53 calls. Medical assists (110), motor vehicle accidents (53), and fire alarms (39) account for 202 of 271 incidents, or 75 percent of year-to-date volume.

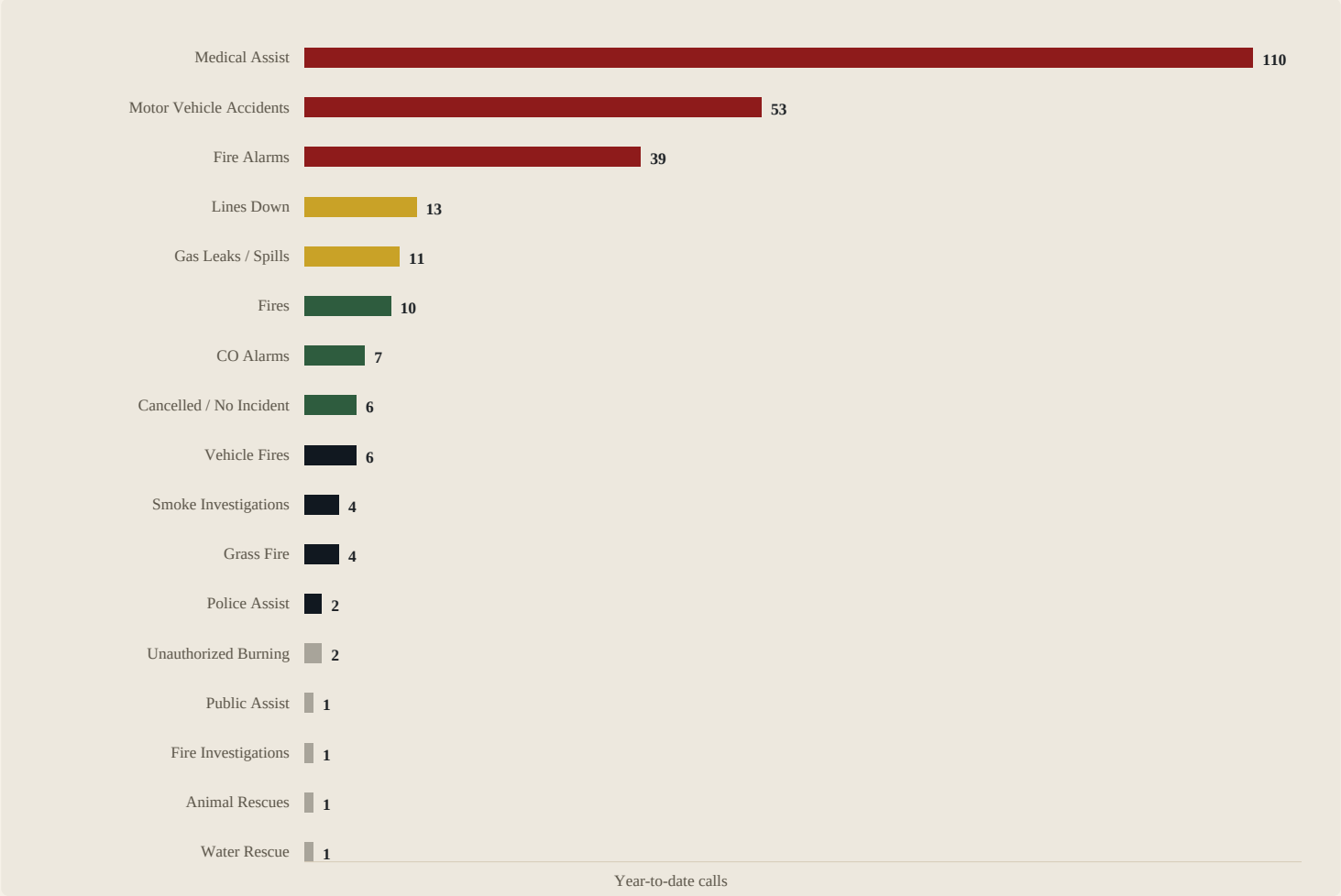


year-to-date figure of 230 is the completed 2025 year, not the January–September window.
Source 2025 monthly totals: Jan/Feb 39, Mar 13, Apr 5, May 11, Jun 15, Jul 30, Aug 17, Sep 27 (sum 157). Remaining 2025 months: Oct 15, Nov 33, Dec 25 (full-year 230). The source

Year-to-Date Calls by Type

All 17 incident categories carried on the departmental ledger. Categories with a year-to-date count of zero through September are retained so the full classification set is visible.

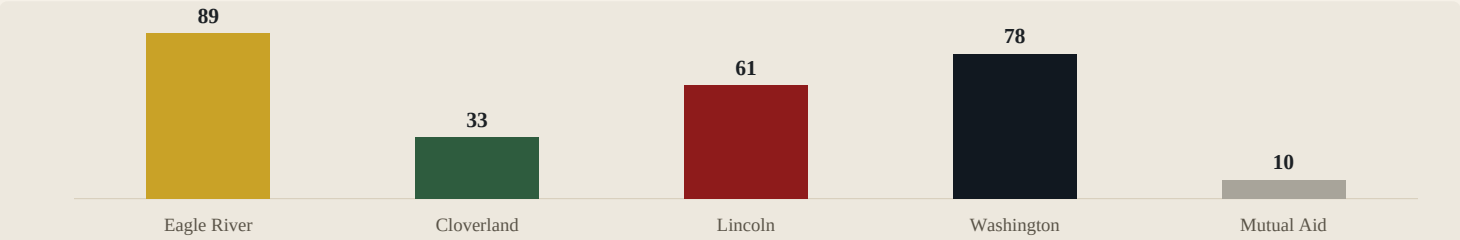
Incident Type	YTD 2026	% of YTD
Medical Assist	110	40.6%
Motor Vehicle Accidents	53	19.6%
Fire Alarms	39	14.4%
Lines Down	13	4.8%
Gas Leaks / Spills	11	4.1%
Fires	10	3.7%
CO Alarms	7	2.6%
Cancelled / No Incident	6	2.2%
Vehicle Fires	6	2.2%
Grass Fire	4	1.5%
Smoke Investigations	4	1.5%
Police Assist	2	0.7%
Unauthorized Burning	2	0.7%
Animal Rescues	1	0.4%
Fire Investigations	1	0.4%
Public Assist	1	0.4%
Water Rescue	1	0.4%
YEAR-TO-DATE TOTAL	**271**	**100%**



Year-to-Date Calls by Municipality

Service area: City of Eagle River and the Towns of Cloverland, Lincoln, and Washington, plus mutual-aid responses outside the joint district. Township totals for each month reconcile exactly to the monthly type totals.

Municipality	YTD Calls	% of YTD
City of Eagle River	89	32.8%
Town of Cloverland	33	12.2%
Town of Lincoln	61	22.5%
Town of Washington	78	28.8%
Mutual Aid	10	3.7%
YEAR-TO-DATE TOTAL	**271**	**100%**



Running Year-to-Date Total by Period

Period	Period Calls	2025 Same Month	Change	Running 2026 YTD
January – February	69	39	+30	69
March	17	13	+4	86
April	18	5	+13	104
May	26	11	+15	130
June	22	15	+7	152
July	53	30	+23	205
August	36	17	+19	241
September	30	27	+3	271
JANUARY–SEPTEMBER	**271**	**157**	**+114**	**271**

Running year-to-date climbed from 69 after January–February to 271 at the end of September. Every closed period in 2026 exceeded the same month in 2025.

January – February 2026

69	39	+30	69
PERIOD CALLS	2025 SAME MONTH	CHANGE (+77%)	RUNNING YTD

Winter pair combined in the source ledger. Medical assists (28) and motor vehicle accidents (22) dominated a 69-call period — already 30 calls above the same two months in 2025 (39). The City of Eagle River generated 30 of the 69 responses.

Incident Type	This Period	Running YTD
Medical Assist	28	28
Motor Vehicle Accidents	22	22
CO Alarms	6	6
Fire Alarms	4	4
Cancelled / No Incident	3	3
Fires	2	2
Gas Leaks / Spills	2	2
Vehicle Fires	1	1
Public Assist	1	1
Lines Down	—	0
Police Assist	—	0
Unauthorized Burning	—	0
Fire Investigations	—	0
Smoke Investigations	—	0
Animal Rescues	—	0
Grass Fire	—	0
Water Rescue	—	0
PERIOD TOTAL	**69**	**69**

Municipality	Period	Running
Eagle River	30	30
Cloverland	8	8
Lincoln	18	18
Washington	11	11
Mutual Aid	2	2
PERIOD TOTAL	**69**	**69**

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (69 of 271 year-to-date calls).

March 2026

17	13	+4	86
PERIOD CALLS	2025 SAME MONTH	CHANGE (+31%)	RUNNING YTD

Volume fell to 17 calls after the winter peak. Medical assists (8) and MVAs (5) remained the two largest categories. One vehicle fire and one lines-down incident were the only other non-zero types.

Incident Type	This Period	Running YTD
Medical Assist	8	36
Motor Vehicle Accidents	5	27
CO Alarms	—	6
Fire Alarms	2	6
Cancelled / No Incident	—	3
Fires	—	2
Gas Leaks / Spills	—	2
Vehicle Fires	1	2
Public Assist	—	1
Lines Down	1	1
Police Assist	—	0
Unauthorized Burning	—	0
Fire Investigations	—	0
Smoke Investigations	—	0
Animal Rescues	—	0
Grass Fire	—	0
Water Rescue	—	0
PERIOD TOTAL	17	86

Municipality	Period	Running
Eagle River	7	37
Cloverland	5	13
Lincoln	1	19
Washington	4	15
Mutual Aid	—	2
PERIOD TOTAL	17	86

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (86 of 271 year-to-date calls).

April 2026

18	5	+13	104
PERIOD CALLS	2025 SAME MONTH	CHANGE (+260%)	RUNNING YTD

Eighteen calls, still well above April 2025 (5). Motor vehicle accidents (6) slightly outpaced medical assists (5). Town of Lincoln accounted for 10 of 18 responses. One grass fire was recorded.

Incident Type	This Period	Running YTD
Medical Assist	5	41
Motor Vehicle Accidents	6	33
CO Alarms	—	6
Fire Alarms	2	8
Cancelled / No Incident	1	4
Fires	—	2
Gas Leaks / Spills	1	3
Vehicle Fires	—	2
Public Assist	—	1
Lines Down	1	2
Police Assist	1	1
Unauthorized Burning	—	0
Fire Investigations	—	0
Smoke Investigations	—	0
Animal Rescues	—	0
Grass Fire	1	1
Water Rescue	—	0
PERIOD TOTAL	18	104

Municipality	Period	Running
Eagle River	3	40
Cloverland	2	15
Lincoln	10	29
Washington	2	17
Mutual Aid	1	3
PERIOD TOTAL	18	104

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (104 of 271 year-to-date calls).

May 2026

26	11	+15	130
PERIOD CALLS	2025 SAME MONTH	CHANGE (+136%)	RUNNING YTD

Twenty-six calls, more than double May 2025 (11). Notable: four vehicle fires in a single month, plus the year’s first water rescue. Medical assists (9) and fire alarms (4) were the other leaders.

Incident Type	This Period	Running YTD
Medical Assist	9	50
Motor Vehicle Accidents	3	36
CO Alarms	—	6
Fire Alarms	4	12
Cancelled / No Incident	—	4
Fires	1	3
Gas Leaks / Spills	2	5
Vehicle Fires	4	6
Public Assist	—	1
Lines Down	1	3
Police Assist	—	1
Unauthorized Burning	—	0
Fire Investigations	—	0
Smoke Investigations	—	0
Animal Rescues	—	0
Grass Fire	1	2
Water Rescue	1	1
PERIOD TOTAL	26	130

Municipality	Period	Running
Eagle River	11	51
Cloverland	4	19
Lincoln	6	35
Washington	4	21
Mutual Aid	1	4
PERIOD TOTAL	26	130

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (130 of 271 year-to-date calls).

June 2026

22	15	+7	152
PERIOD CALLS	2025 SAME MONTH	CHANGE (+47%)	RUNNING YTD

Twenty-two calls. Medical assists rose to 11 and fire alarms to 5. Two unauthorized-burning incidents were logged. Town of Washington led the month with 11 of 22 responses.

Incident Type	This Period	Running YTD
Medical Assist	11	61
Motor Vehicle Accidents	2	38
CO Alarms	—	6
Fire Alarms	5	17
Cancelled / No Incident	—	4
Fires	1	4
Gas Leaks / Spills	—	5
Vehicle Fires	—	6
Public Assist	—	1
Lines Down	1	4
Police Assist	—	1
Unauthorized Burning	2	2
Fire Investigations	—	0
Smoke Investigations	—	0
Animal Rescues	—	0
Grass Fire	—	2
Water Rescue	—	1
PERIOD TOTAL	22	152

Municipality	Period	Running
Eagle River	4	55
Cloverland	1	20
Lincoln	5	40
Washington	11	32
Mutual Aid	1	5
PERIOD TOTAL	22	152

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (152 of 271 year-to-date calls).

July 2026

53	30	+23	205
PERIOD CALLS	2025 SAME MONTH	CHANGE (+77%)	RUNNING YTD

Peak month of the year to date: 53 calls versus 30 in July 2025. Drivers included medical assists (16), fire alarms (10), lines down (7), fires (4), gas leaks/spills (4), and smoke investigations (4). Town of Washington generated 25 of the 53 responses — the highest single-municipality month on the ledger.

Incident Type	This Period	Running YTD
Medical Assist	16	77
Motor Vehicle Accidents	6	44
CO Alarms	—	6
Fire Alarms	10	27
Cancelled / No Incident	—	4
Fires	4	8
Gas Leaks / Spills	4	9
Vehicle Fires	—	6
Public Assist	—	1
Lines Down	7	11
Police Assist	—	1
Unauthorized Burning	—	2
Fire Investigations	1	1
Smoke Investigations	4	4
Animal Rescues	1	1
Grass Fire	—	2
Water Rescue	—	1
PERIOD TOTAL	53	205

Municipality	Period	Running
Eagle River	12	67
Cloverland	4	24
Lincoln	11	51
Washington	25	57
Mutual Aid	1	6
PERIOD TOTAL	53	205

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (205 of 271 year-to-date calls).

August 2026

36	17	+19	241
PERIOD CALLS	2025 SAME MONTH	CHANGE (+112%)	RUNNING YTD

Thirty-six calls, more than double August 2025 (17). Medical assists reached their monthly high (19). Fire alarms (6) and MVAs (5) followed. Town of Washington again led location volume with 15 calls.

Incident Type	This Period	Running YTD
Medical Assist	19	96
Motor Vehicle Accidents	5	49
CO Alarms	1	7
Fire Alarms	6	33
Cancelled / No Incident	—	4
Fires	1	9
Gas Leaks / Spills	1	10
Vehicle Fires	—	6
Public Assist	—	1
Lines Down	1	12
Police Assist	1	2
Unauthorized Burning	—	2
Fire Investigations	—	1
Smoke Investigations	—	4
Animal Rescues	—	1
Grass Fire	1	3
Water Rescue	—	1
PERIOD TOTAL	36	241

Municipality	Period	Running
Eagle River	8	75
Cloverland	6	30
Lincoln	6	57
Washington	15	72
Mutual Aid	1	7
PERIOD TOTAL	36	241

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (241 of 271 year-to-date calls).

September 2026

30	27	+3	271
PERIOD CALLS	2025 SAME MONTH	CHANGE (+11%)	RUNNING YTD

Thirty calls, just above September 2025 (27). Medical assists (14) and fire alarms (6) led the month. The City of Eagle River generated 14 of 30 responses. Mutual aid reached 3, the high for the year so far.

Incident Type	This Period	Running YTD
Medical Assist	14	110
Motor Vehicle Accidents	4	53
CO Alarms	—	7
Fire Alarms	6	39
Cancelled / No Incident	2	6
Fires	1	10
Gas Leaks / Spills	1	11
Vehicle Fires	—	6
Public Assist	—	1
Lines Down	1	13
Police Assist	—	2
Unauthorized Burning	—	2
Fire Investigations	—	1
Smoke Investigations	—	4
Animal Rescues	—	1
Grass Fire	1	4
Water Rescue	—	1
PERIOD TOTAL	30	271

Municipality	Period	Running
Eagle River	14	89
Cloverland	3	33
Lincoln	4	61
Washington	6	78
Mutual Aid	3	10
PERIOD TOTAL	30	271

Zero-count categories are shown as an em dash for readability. Running YTD is cumulative from January 1 through the end of this period (271 of 271 year-to-date calls).

Notes and Source Treatment

Coverage window. This report covers January 1–September 30, 2026. The source worksheets list October through December as TBD; those months are omitted rather than shown as zeros.

January/February. The source combines January and February into a single reporting period. That convention is preserved so every figure can be traced to the original ledger.

2025 comparison. Monthly 2025 totals appear only on period-total rows in the source. They sum to 157 for January–September and 230 for the full 2025 year (Oct 15, Nov 33, Dec 25). The source “Year to Date / Total 2025 = 230” figure is the completed 2025 year. This report therefore shows both the same-period comparison (271 vs. 157) and the full-year benchmark (271 vs. 230).

Reconciliation. For every closed month, the sum of call types equals the sum of municipal locations and equals the published monthly total. Year-to-date type totals and township totals both equal 271.

Standardized labels. Source spellings were normalized for publication: Feburary / February, Cnacelled / Cancelled, Co Alarms / CO Alarms, Animal Recues / Animal Rescues, Eagle RIver / Eagle River. Counts were not altered.

Mutual aid. Mutual-aid responses are carried as a location category in the township ledger and are included in department totals.

Department. Eagle River Area Fire Department, 820 E. Pine Street, Eagle River, Wisconsin 54521. Joint service to the City of Eagle River and the Towns of Cloverland, Lincoln, and Washington.

Closed-period totals (quick reference)

Period	2026	2025	Eagle River	Cloverland	Lincoln	Washington	Mutual Aid
Jan–Feb	69	39	30	8	18	11	2
Mar	17	13	7	5	1	4	—
Apr	18	5	3	2	10	2	1
May	26	11	11	4	6	4	1
Jun	22	15	4	1	5	11	1
Jul	53	30	12	4	11	25	1
Aug	36	17	8	6	6	15	1
Sep	30	27	14	3	4	6	3
YTD TOTAL	**271**	**157**	**89**	**33**	**61**	**78**	**10**

Report generated October 1, 2026 for internal commission, municipal, and operational use. Figures should be updated when October and subsequent months close.

Eagle River Fire Department
820 East Pine Street
Eagle River, Wi 54521
(715)479-8835
Fire Chief: Jim Randall

Date:

Wisconsin Department of Health Services - EMS Section

Re: Endorsement of Eagle River Area Fire Department EMR Operational Plan

The City of Eagle River is a member of the Joint Municipal Fire Commission and endorses renewal and replacement of the Eagle River Area Fire Department's existing non-transporting Emergency Medical Responder operational plan for the primary service area described in the Plan. This is not endorsement of a new EMS service. Licensed ambulance transport in this area remains Aspirus MedEvac. This letter does not create an ambulance service and does not change the existing fire-protection intergovernmental agreement except as the Commission later amends it.

Authorized official: _____

Title: ..... Date: _____

FULL EMR OPERATIONAL PLAN CAN BE REVIEWED ONLINE AT:

https://eagleriverwi.gov/wp-content/uploads/2026/10/DO-NOT-PRINT-384-PAGES-2026.10-ERAFD_EMR_Renewal_Packet_Printable.pdf

CITY OF EAGLE RIVER
MONTHLY POLICE CHIEF'S REPORT
OCTOBER 2026

Presented to: Mayor Debra Brown and the City of Eagle River Common Council
Prepared by: Chief Tyler Salvinski and Office Manager Danelle Moran

CURRENT ACTIVITY:

During the month of September our officers investigated 127 offenses. A total of 5 cases were cleared by arrest or referred for prosecution. A total of 6 new cases were added to our active investigation caseload. A total of 0 cases were placed in inactive status and 0 incidents unfounded. The remaining cases have been closed without arrest or referred for review to the District Attorney, Juvenile Intake or another agency. Our active investigation caseload is presently 36 cases under continued investigation. In addition to calls with sufficient detail to report below, the following reflects the numbers and types of calls for service:

Alarm	4	Parking Problem	1
Ambulance or Medical Assist	6	Probation/Parole Violation	1
Animal Problem	10	Suspicious Person/Circumstance	8
Bail Jumping	2	Property Watch	3
Burglary, Resid, Forcible Ent	1	Sex Offense	3
Citizen Dispute	2	Search Warrant	2
Citizen Assist	11	Traffic Accident, Hit and Run	5
Cont Substance/Sale/Manu/Other	1	Traffic Accident, Prop Damage	11
Disorderly Conduct	11	Traffic Accident, Pers Injury	1
DUI Alcohol or Drugs	4	Traffic Hazard	4
Domestic Violence Offense	1	Traffic Offense	3
Fraud/Swindle/Confidence Game	1	Trespass of Real Property	2
Information	13	Theft, Property, Other	1
Intoxicated Person	3	Theft, Property, Building	1
Juvenile Problem	4	Unsecure Premises	1
Lost or Found Property	5	Welfare Check	13

A total of 53 traffic stops were conducted resulting in a total of 57 citations or warnings being issued. The following reflects the numbers and types of citations or warnings being issued:

Auto following too close	1	Operate w/o valid license	2
Exceed zones and posted limits	20	Operating MV w/o proof insurance	3
Fail notify police accident	1	OWI first offense	1
Fail stop-stop sign	1	Possess open intox	1
Fail to yield	1	Possess of marijuana	1
Improper display plates	2	Prohibited alcohol concentrate	1
Hit and Run unattended vehicle	1	Underage drinking	5
Non registration auto	12	Unnecessary acceleration	1
Operate after suspension	1	Unreasonable & imprudent speed	1
		Unsafe lane deviation	1

Our department took 7 people into custody and booked them into the Vilas County Jail.

The police department gave out 2 doses of Narcan for the month of September. I applied for the Department of Health Services Overdose Prevention Program. This grant will provide Narcan through September 2027.

The police department applied for a DNR city hunt permit and was approved. 30 nuisance deer tags were issued and are being handed out at the police department.

Responders Retreat was a success with approximately 34 first responders attending. I will be speaking with Bethany Wilson (Program Specialist) about extending the Wellness Grant to have another Responders Retreat in September 2027. This will use the rest of the remaining funds from the Wellness Grant.

The Eagle River Police Department received $1,927.00 dollars from the Bulletproof Vest Partnership. This program covers up to 50% of the cost of a new bulletproof vest for officers.

Cranberry Fest weekend went smoothly. I will be having meetings with everyone involved on how we can improve for next year.

Respectfully submitted,

Tyler Salvinski
Chief of Police

Agreement between the

CITY OF EAGLE RIVER

and the

EAGLE RIVER PROFESSIONAL POLICE ASSOCIATION

LOCAL No. 46

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENET EMPLOYEE RELATIONS DIVISION

~~2024~~ 2027 – ~~2026~~ 2029

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AGREEMENT

This Agreement made and entered into at the City of Eagle River Wisconsin, by and between the City of Eagle River as the municipal Employer, hereinafter referred to as "Employer," and the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association, hereinafter referred to as the "Association," as the representative of certain employees who are employed by the City of Eagle River Police Department.

Both of the parties to this Agreement are desirous of improving employee efficiency and quality of service to the City and the public and are desirous of reaching an understanding with respect to the Employer/employee relationship which exists between them and to enter into an Agreement covering rates of pay, hours of work and conditions of employment.

ARTICLE I - MANAGEMENT RIGHTS

The City possesses the sole right to operate City government and all management rights repose in it, subject only to the provisions of this contract and applicable law. These rights include, but are not limited to the following:

1. To direct all operations of the City;
2. To establish reasonable work rules and schedules of work in accordance with the terms of this Agreement;
3. To hire, promote, transfer, schedule and assign employees to positions within the City in accordance with the terms of this Agreement;
4. To suspend, demote, discharge and take other disciplinary action against employees for just cause;
5. To relieve employees from their duties because of lack of work or any other legitimate reason, in accordance with the terms of this Agreement;
6. To maintain efficiency of City government operations;
7. To comply with state or federal law;
8. To introduce new or improved methods or facilities;
9. To change existing methods or facilities;
10. To determine the kinds and amounts of services to be performed as pertains to City government operations; and the number and kinds of classifications to perform such services;

11. The Union recognizes the City has the right to contract out for goods and services provided no unit employee shall be laid-off or suffer a reduction in hours below forty hours per week as a result of such contracting;
12. To determine the methods, means and personnel by which City operations are to be conducted;
13. To take whatever reasonable action is necessary to carry out the functions of the City in situations of emergency;

The City agrees that it will not use these management rights to interfere with the employee's rights established under this Agreement or for the purpose of undermining the Union or discriminating against its members. Any dispute with respect to reasonableness of the application of said management rights which are mandatorily bargainable with employees covered by this Agreement may be processed through the grievance and arbitrations procedure herein.

ARTICLE II - RECOGNITION

Section 2.01: The Employer hereby recognized the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association as the sole and exclusive bargaining agent for all regular full-time and regular part-time employees of the City of Eagle River Police Department but excluding all supervisory, managerial and confidential personnel on all matters concerning questions of wages, hours, terms and conditions of employment.

ARTICLE III - ASSOCIATION ACTIVITY

Section 3.01: Association business may be conducted by employees during work hours in such a way as not to interfere with the operation of the Employer without loss of pay. Employees shall give advance notice to the Police Chief before engaging in Association business. All Association business conducted during working hours shall not exceed four (4) hours per month.

Section 3.02: The Association shall have the right to post Association material on a designated portion of the bulletin board on the Employer's premises.

Section 3.03: Association meetings for purposes of collective bargaining may be attended by employees during work hours subject to recall to work and provided that such employees do not hamper efficient operation of the Police Department. All Association business conducted during working hours shall not exceed four hours per month.

Section 3.04: This article shall not prevent Association officials from the proper investigation and processing of grievances, not the posting of notices, bulletins or other reasonable Association business.

Section 3.05: Employees elected by the members to represent the local at conventions, conferences or workshops shall be allowed necessary time off. Employees shall take the time without pay or use personal time off or compensatory time. The Association agrees to notify the Employer at least two (2) weeks prior to such events of the employees selected. One employee shall use no more than five (5) days without pay for such activities.

Section 3.06: The Association shall be allowed to conduct meetings on the Employer's premises. Such meetings shall not interfere with the Employer's normal business.

Section 3.07: Business agents or representatives of the Association having business with the officers or individual members of the Association may confer with such individuals during the course of the workday for reasonable periods of time, provided that permission is first received from the supervisor in charge of such individuals. This permission shall not be unreasonably denied.

ARTICLE IV - SENIORITY

Section 4.01: Seniority shall be determined by the employee's length of service as of the first date of employment by the Employer. Part-time employees shall accrue seniority at the rate of hours worked or 2,080 hours equals one year of seniority. Part-time employees of any nature shall not receive any fringe benefits contained within this contract other that salary, uniforms and seniority as defined in this section, which is not contrary to State Law. Specifically excluded for part-time employees are the fringe benefits of health insurance, personal time off and sick leave.

Section 4.02: All new employees shall be on probation for a period of twelve (12) months from the date of initial hire. A Recruit Police Officers probationary period begins upon hire and shall continue for twelve (12) months after the academy graduation date. If the employee proves unsatisfactory or unfit for continuance in the service during the probationary period, the employee shall be terminated on recommendation of the Chief of Police to the City Council.

Section 4.03: Probationary employees shall receive all benefits under this Agreement during the probationary period.

Section 4.04: During said probationary period, the new employee may be discharged with or without cause without recourse through the grievance and arbitration procedure of this Agreement.

Section 4.05: Upon completion of the probationary period, the employee will be entitled to all rights allowed under this Agreement and may be disciplined or discharged for just cause only.

Section 4.06: Lay-offs shall be subject to seniority within the department: last hired, first laid-off; last laid-off, first called back.

Section 4.07: In the event of a lay-off of personnel, the Employer shall give at least ten (10) days' notice to the affected employees.

Section 4.08: Whenever it becomes necessary to lay-off employees, temporary employees shall be laid-off first, any part-time employees, and then regular full-time employees shall be laid-off in inverse order of their accumulated seniority, provided the remaining employees can qualify to perform the available work.

Section 4.09: Employees shall be recalled in inverse order of lay-off, provided they can qualify to perform the available work. Notice of recall for any employee who has been laid-off shall be sent by certified mail, return receipt requested, to the last known address of the employee. It shall be the responsibility of each employee on lay-off to keep the City advised of any change in his/her address. Within fifteen (15) working days from the delivery of the notice to the last reported address, the employee shall report to work. Recall rights shall remain with an employee on lay-off status for one (1) year following the date of lay-off.

Section 4.10: Lateral Entry Officer: Except as outlined in Section 8.05 and Section 16.12 below no other contractual benefits or privileges are extended to recognize prior service. Lateral entry officers begin earning seniority on their first date of employment as defined in Section 4.01 and are subject to the probationary period as defined Section 4.02, as outlined above.

ARTICLE V - GRIEVANCE PROCEDURE

Section 5.01: Definition: The term "grievance" means a dispute between the Employer and the Association concerning the interpretation, application or violation of this Agreement. All days referred to in this article shall be defined as Monday through Friday, excluding Saturdays, Sundays and holidays listed in this contract. Furthermore, all time limits in this procedure may be extended by mutual agreement of the parties.

Section 5.02: Procedure: A grievance shall be handled in the following manner:

Step 1: An employee who has a grievance shall within ten (10) working days from the date such grievance arises or from the date he/she has knowledge thereof, whichever occurs first, report such grievance to the Chief of Police. The Chief of Police shall respond within ten (10) working days. If it is a matter which relates to suspension, demotion, discharge or any other discipline, a written request for a hearing may be submitted to the Chief of Police or his/her designee requesting a hearing. After a matter related to suspension, demotion, discharge or other discipline is heard, the grievant may elect to appeal the decision to arbitration as provided under Step 4 below of this grievance procedure. The standard of review for arbitration of a disciplinary appeal by the grievant under Step 4, below, shall be for "just cause."

Step 2: If the grievance is not satisfied in Step 1, it shall be presented to the City council within ten (10) working days. The City Council shall respond within ten (10) working days.

Step 3: If the grievant is not satisfied with the decision in Step 2, he/she may request that the grievance be determined by an arbitrator. Notification of this decision must be sent to the City Clerk within ten (10) days of receiving the answer from the City Council or within ten (10) days of when the answer from the City Council was due.

Step 4: Arbitration: Any grievance which cannot be settled through the above procedure may be submitted to an arbitrator who shall be appointed from the staff of the Wisconsin Employment Relations Commission (WERC). The arbitrator appointed by the WERC shall meet with the parties at a mutually agreeable date to review the evidence and hear testimony relating to the grievance. Upon completion of the hearing the arbitrator shall render a written decision to both parties which shall be final and binding except for judicial review. The arbitrator shall have no authority to add to or modify the terms of this Agreement.

Section 5.03: Each party shall be responsible for one half of all costs incurred by the arbitrator.

ARTICLE VI - DISCIPLINE

Section 6.01: Whenever an employee has reason to believe that discipline may result from a meeting with the Chief of Police or his/her designee, he/she shall have the right to have an

Association representative present if he or she so chooses. An Association representative may be present at the settlement of any disciplinary matters without loss of pay.

Section 6.02: Any employee who receives a written warning or is demoted, suspended or discharged shall receive a written statement of the reasons for the disciplinary action, a copy of which shall be presented to the Association.

Section 6.03: The parties recognize the authority of the Employer to initiate disciplinary action against employees for just cause.

Section 6.04: Except as provided in Article IV, employees shall be entitled to appeal any disciplinary action taken through the grievance and arbitration procedure.

Section 6.05: Should the Employer believe disciplinary action is warranted, it shall be done in a manner that will not embarrass the employee before other co-workers or the public. The Employer shall notify the employee of impending discipline and allow the employee the right to have a steward present.

Section 6.06: Personnel Procedures: An employee shall have the right to inspect the entire contents of his/her personnel file as defined in Wisconsin Statutes 103.13. An employee shall have the right to copies of any material placed in his/her file at no cost to the employee.

ARTICLE VII - HOURS OF WORK WEEK, HOURS AND OVERTIME

Section 7.01: Police Officers 7/7 schedule: All Police Officers (including the Patrol Sergeant) shall work seven days on then seven days off (7/7) schedule rotation. The normal scheduled workday shall be ten and one-half (10 1/2) hours with non-rotating shifts. The shifts shall be the first shift from 6:30 a.m. to 5:00 p.m. or from 6:00 a.m. to 4:30 p.m. as mutually agreed between the Chief or designee and the employee, and the second shift from 4:30 p.m. to 3:00 a.m.

Each Officer will be assigned by the Police Chief to the next year's Annual Work Schedule no later than December 5th immediately preceding the January 1st implementation date of the Annual Work Schedule based on seniority selection in accordance with Article VII, Section 7.06.

The annual schedule for each Patrol Officer shall be identified in three components, Base hours (2068 based on full year of employment), Scheduled work hours (number of shifts scheduled between January 1 and December 31, times ten and one-half, i.e., 182X10.5=1911) and Unscheduled annual work hours (base hours minus scheduled work hours, i.e., 2068 – 1911 = 157). The Police Officers will be allowed to schedule their otherwise unscheduled annual work hours by

February 15th each year, based off other Officers scheduled absences or known vacant shifts identified on the Annual Work Schedule, or the Officers may use Personal Time Off, Holiday Pay hours or compensatory time off to fulfill the unscheduled annual hour's difference. Conflicts in preference for scheduling hours shall be controlled by department seniority. Any unscheduled annual work hours not accounted for by February 15th may be scheduled by the Police Chief with consideration given to not requiring work in excess of eight (8) shifts in a row, and or more than twenty-four (24) additional scheduled hours per month.

Detective Sergeant Work Schedule: The Detective Sergeant will work a forty (40) hour work week and normally be scheduled Monday through Friday. However, it is understood the Detective Sergeant may be scheduled to work the 7/7 shifts to cover shift shortages and or position vacancies. It is understood that any combination of 7/7 work hours and Detective Sergeant work hours worked in excess of eighty (80) hours in a pay period shall be at the overtime rate of pay.

Section 7.02: Overtime: All employees who work in excess of their regular scheduled workday or work in excess of their regular work week shall receive one and one-half (1½) times the straight hourly rate for all overtime hours worked. The employee working overtime shall have the alternative to be paid for such overtime at the rate of one and one-half (1½) times the hourly rate for the number of hours of overtime worked, or compensatory time off at the rate of oneand-one-half (1 1/2) times the number of overtime hours worked. Employees may accumulate compensatory time off up to Section 207(o) of the FLSA limit of 480 hours, but mutually agree that no more than one-hundred-five (105) hours may be requested or granted as time off throughout the calendar year. The sole exception to the 105-hour time off maximum would be the use of Compensatory time off to supplement loss of pay due to an absence covered by the Family Medical Leave Act/Policy. Employees may carry-over a maximum of 40 hours of unused compensatory time into the next calendar year. Any carried over hours that have not been used before March 31st each year, will be paid out to the employee at their current hourly rate. Officers may request payment for any hours accumulated in excess of forty (40) hours. These payments, and the end of year payments, shall be paid at the employee's current hourly rate.

Section 7.03: Call in Pay: Any employee who is ~~ordered to~~called in and who reports for duty at a time other than his/her regular tour of duty shall be compensated a minimum of two (2) hours pay at twotimes (2X) their regular rate and time and one-half (1½) times their regular rate for each hour thereafter, unless they work into their regularly scheduled shift hours. Officers are not

required to work the full two hours to receive the call-in two (2) hour minimum. This section shall not be applicable to any temporary change in shift or hours designated by the Police Chief, provided a minimum of two weeks written notice has been given to the employee. Temporary changes for this section is intended to mean individual shifts start times due to a scheduled event, or shift coverage situations of not greater than one regular scheduled work week.

Section 7.04: Court Pay: All employees of the Police Department who report for Court duty during off-duty hours, shall be compensated a minimum of two (2) hours pay at two-times (2X) their regular rate and one and one-half (1½) times their regular rate for each hour thereafter, unless they work into their regularly scheduled shift hours. Normally, Officers will not be required to work the full two (2) hours should the court event be shorter. Any employee not receiving notification of cancellation less than twenty-four (24) hours in advance shall receive the two (2) hours minimum court pay.

Section 7.05: Training School: The Employer agrees to continue the practice of training and education of employees. Employees will be reimbursed for all expenses incurred in the course of any training or attendance at classes or seminars which are required by the Employer. Overtime earned as a result of attending required in-service training, required school sessions or range-time outside the regularly scheduled work shift over 40 hours per week shall be compensated at time and one-half (1½).

Section 7.06: Shift Selection: On or before December 1st of each calendar year, following successful completion of their probationary period, employees shall select their regular work shift on a seniority basis for the upcoming year. Seniority shall be determined as the date of hire as a regular, full-time employee.

Section 7.07: Daylight Savings Time: If an employee works on a shift during which time changes back one hour the employee shall be paid one additional hour at the overtime rate. If the employee works on a shift during which time changes forward one hour, the employee may either work one additional hour at straight time or supplement the hour with one hour of accrued benefit time off.

Section 7.08: Shift Trades: Upon approval of the Patrol Sergeant or Chief of Police two bargaining unit employees may agree "solely at their option" to substitute for one another's regularly scheduled hours or days of work, if the trade does not result in the accrual of overtime or any one Officer working more than the 10 ½ hour shift. The Detective Sergeant shift trade options

are restricted to only previously scheduled patrol officer shifts. Any financial or other compensation agreement reached is between the employees by private agreement. It is understood that the work performed by the substitute employee is then excluded by the employer in the calculation of hours worked for that employee. Therefore, where one employee substitutes for another, the scheduled employee will be credited as if he or she had worked his or her normal work schedule for that shift, excluding overtime resulting from the continuance of the shift. This means that the employee who does not actually work the shift will be credited with the hours worked, and not the employee who is acting as a substitute. Any overtime based on the continuation of the shift shall be credited to the substituting officer that performed the work. There is no work period or work period restriction on shift trades.

ARTICLE VIII - WAGES

Section 8.01: Wages shall be paid according to the wage scale attached hereto as Appendix "A."

Section 8.02: Employees shall be paid every other Friday. Should a holiday fall on a pay day, employees shall be paid the last workday prior to the holiday.

Section 8.03: Appendix "A" Classification of Wages, attached hereto and a part hereof, shall be in effect for the life of this Agreement.

Section 8.04: Officers assigned to perform duties as a Field Training Officer (FTO) will receive an additional ~~$1.00 per~~one (1) hour of pay for each five (5) hours worked as the new employee's field training Officer, and associated FTO activities.

Section 8.05: Lateral Entry Police Officers. Upon receipt of a request for lateral entry submitted to the Police Chief and if the requester has no less than three years of continuous employment as a full-time law enforcement officer, the Police Chief may approve the request at his or her sole discretion. If approved, the candidate will receive a year of wage rate credit for his/her past full-time law enforcement years of service and thereafter advance accordingly. The wage rate will be established commensurate with the credited prior service applied to the table provided in Appendix A.

Section 8.06: Recruit Police Officer: A Police Officer while in attendance of a Police Recruit Academy shall be paid based on the average forty (40) hour week. Any non-recruit academy work scheduled and performed more than the recruit academy schedule shall be paid in accordance with Section 7.02, above.

ARTICLE IX - JOB POSTING, TRANSFERS AND PROMOTIONS

Section 9.01: A vacancy shall be defined as a job opening not previously existing, or a job created by termination of employment, promotion or transfer of existing personnel.

Section 9.02: Whenever a vacancy occurs, or a new job is created, it shall be posted in a conspicuous place at the department for a period of ten (10) business days. Each full-time employee interested in applying for the vacancy and meeting the minimum requirements for the position, shall endorse his/her name upon such notice in the space provided. In the event an employee is absent during the ten (10) day posting period, the Employer shall make reasonable attempts at notifying the affected employee or may extend the ten (10) day posting period to accommodate absences such as but not limited to military deployments. Probationary employees are not eligible for promotion.

Current employees shall submit a letter of interest including qualifications, or a resume'. If more than one applicant endorses, oral interview(s) and/or interviews by an outside panel may be used as a means of determining the best qualified candidate for the position. Final selection for the vacancy shall be made by the Chief of Police.

Section 9.03: In the event no internal candidates apply for the position or the number of internal applicants is not sufficient to create a competitive process (i.e. one applicant), the Employer may advertise the position outside of the agency and consider additional applicants.

Section 9.04: Employees who are internal candidates selected to fill a vacancy shall serve a trial period of one hundred eighty (180) days. During the trial period the Chief may remove the employee from the position and reassign them to their former position if he/she determines that keeping the employee in the selected position is not in the best interest of the department. In addition, during the trial period, the employee may request to relinquish the promotion and in such case shall be reassigned to their former position.

External candidates selected to fill the position shall serve a twelve (12) month probationary period conforming to Section 4.02 of the agreement. During the probationary period, the Chief may remove the external candidate selected for the position if he/she determines that keeping the employee in the selected position is not in the best interest of the department. The external employee shall be terminated unless the Employer determines that the external candidate could successfully fill another position within the department that is vacant at the time. After a

probationary period is completed, removal from a position will conform to Section 6 of the agreement.

Section 9.05: The Employer may make immediate temporary assignments to fill any vacancy or new position until the procedures outlined herein have been complied with.

Section 9.06: All sworn full-time positions within the department shall be within the bargaining unit (i.e., Sergeant, Corporal, Detective Sergeant, etc.) except for the Chief of Police.

ARTICLE X - UNIFORMS

Section 10.01: The Employer shall provide each employee with an initial complete uniform, and thereafter an annual uniform maintenance allowance of six hundred-fifty dollars ($650.00) per year for each full-time employee. Eligible part-time bargaining unit employees shall receive three hundred dollars ($300.00) per year for uniform maintenance.

Section 10.02: Initial issue uniform shall include at least two pair of pants, two short and two long sleeve shirts, duty gear, weapon and work-related tools, a spring jacket and a winter jacket (or a three-season jacket with a removable liner), and boots. Issued shirts and jackets shall include all sewn-on patches.

Section 10.03: If at any time while in the performance of his/her duties an employee so damages, destroys, or loses any personal property necessary for the performance of their duties or department issued uniform items, the Employer will pay the total cost of such replacement or repair, provided, however, any damage, destruction, or loss was not caused by negligence of the employee. Excluded from repair or reimbursement by the Employer is all jewelry, except watches which are covered to a maximum of Fifty Dollars ($50.00). Disputes will be resolved using the grievance procedure.

ARTICLE XI - LEAVE OF ABSENCE

Section 11.01: Leaves of absence for sufficient reasons, without pay, for periods not in excess of thirty (30) days in any year may be granted by the Employer (in writing) to any employee providing said employee makes such request in writing and does not accept employment elsewhere or become self-employed. The employee will continue to receive all benefits afforded under this contract during a leave of absence except that all insurance benefits shall be at Employee's expense. The granting of such leaves and the length of said leaves shall be contingent upon the

reason for the request and the Employer's ability to grant the request, and must be taken up with the personnel committee.

Section 11.02: Employees shall be granted leaves of absence of up to six (6) months for medical reasons. A doctor's statement will be required to verify the necessity for the leave. The Chief of Police may grant unpaid leaves of absence for a period of time seven (7) days or less, and if approved will not result in any proration of contractual benefit(s).

Section 11.03: The length of any leaves of absence may be extended by mutual agreement of the Association and the City Council.

Section 11.04: During leaves of absence, the employee shall continue to accrue seniority. All benefits shall be continued during paid leaves of absence.

Section 11.05: Upon return from a leave of absence, the employee shall be reinstated to the position held prior to the leave if the leave of absence does not exceed six months.

ARTICLE XII - SICK LEAVE

Section 12.01: Each full-time employee shall earn and accumulate one (1) sick-leave day (10.5 hours) with pay at his/her regular rate of pay for each one (1) month of employment. Sick leave may be accumulated on account to a maximum of one thousand two hundred sixty (1260) hours. Each December sick hours in excess of one thousand two hundred sixty (1260) hours shall be paid to the employee at the rate of one-hundred dollars ($100) for each day (10.5 hours); monies shall be deposited in the employee's deferred compensation or similar tax advantaged account.

Section 12.02: After an employee has been on sick leave for three (3) consecutive days, the Employer may require that the employee submit a doctor's certificate to the Employer.

Section 12.03: Any days on which the employee would not have been scheduled to work will not be counted against sick leave.

Section 12.04: Sick leave may also be taken on an hourly basis if such illness occurs during the regular workday. Sick leave hours are to be used for time off for illness or Family Medical Leave.

Section 12.05: When an officer retires as defined by the Wisconsin Retirement System (WRS), or upon retirement due to a permanent disability as defined under Chapter 40, Wis Stats, ~~Upon retirement~~, each employee shall receive a lump-sum payment of $100 per day for each 10.5 hours remaining in their sick leave account up to a maximum of 1260 hours or $12,000.00. Such payment

shall be contingent upon application for WRS benefits within thirty (30) days of the employee's last day worked. This payment may be withheld for thirty (30) days to verify compliance with WRS application.

If an officer resigns in good standing prior to WRS retirement and has at least twenty (20) years of service, they shall receive $75 per day for each 10.5hours remaining in their sick leave account up to a maximum of 1260 hours or $9000.00.

~~Upon retirement m~~Monies shall be deposited in the employees' Deferred Compensation Account or direct deposit account. In the event of an employee's death, all earned but unused sick leave shall be paid to the employee's designated beneficiary at the employee's current hourly rate of pay.

Section 12.06: Sick leave for Family Illness: Officers will be allowed to use sick leave in case of emergency, injury or serious illness in the immediate family where the immediate family member requires the constant attention of the officer. The department may require the officer to make other arrangements for the family member within five (5) working days, insofar as this provision does not conflict with state or federal law. Immediate family is defined as the officer's spouse, parents, children, stepchildren, brothers and sisters.

ARTICLE XIII - FUNERAL LEAVE

Section 13.01: Five (5) days funeral leave with pay shall be granted in the event of the death of a member of the employee's immediate family to include spouse, parents, children, stepchildren, brothers and sisters. Three (3) days funeral leave with pay shall be granted in the event of the death of the following relatives: step-parents, grandparents, grandchildren, and inlaws.

ARTICLE XIV - JURY DUTY

Section 14.01: An employee covered by this Agreement, who serves on a jury shall be paid by the Employer the difference between the earnings for such jury duty and his/her regular earnings. An employee who reports for daily jury duty on a regular scheduled work day, and is dismissed from serving on the jury shall return and complete the regular scheduled work day. If the jury duty is on a regular scheduled day off, the employee shall be able to retain the jury fees.

Said jury duty pay shall not include any meal or mileage allowances received.

ARTICLE XV - MILITARY LEAVE

Section 15.01: All employees who are called up for military duty for the United States Government shall be considered on leave of absence and shall retain all seniority rights cumulatively and without interruption.

Section 15.02: Leaves of absence, without pay, shall be automatically granted for all employees who are called up or volunteer for military service, providing that application for reemployment is made within ninety (90) days of release from active duty.

Section 15.03: Employees who are members of active military reserve or national Guard units and are required to attend yearly training sessions, may elect to take Personal Time Off or use comp time, however, it shall not be mandatory.

ARTICLE XVI - PERSONAL TIME OFF (PTO)

Section 16.01: Personal time off (PTO) shall be earned during the first full year worked and during each full year thereafter. PTO shall be earned in accordance with the table in section 16.02. Employees may ~~not~~ carry over a maximum of forty (40) hours of unused PTO into the next year ~~unless authorized by the Chief of Police~~.

Section 16.02: Personal time off is accrued as follows:

1 year ..... 42.~~5~~ 0 hours (one week)

2 years ..... ~~85~~84.0 hours (two weeks)

~~7~~ 5 years ..... ~~127.5~~126 hours (three weeks

~~15~~ 10 years ..... ~~170~~168.0 hours (four weeks)

~~17~~ 15 years ..... ~~178.5~~189.0 hours (4 weeks + 2days)

~~19 years … ..... 187.0 hours~~

20 years ..... ~~212.5~~210 hours (five weeks)

Section 16.03: Holidays falling during an employee's PTO period may be taken as a holiday and not charged as a PTO according to Section 17.03.

Section 16.04: A year's service means fifty-two (52) weeks of continuous employment from date of hire including absences for PTO, duty-related injury, illness or funeral leave.

Section 16.05: Any employee who has qualified for PTO and who is laid-off, discharged or who resigns shall receive PTO wages prorated at the rate of one-twelfth (1/12) for each full month

worked on the basis of the period worked at the time of said interruption or termination of employment.

Section 16.06: The following procedure will be followed in the selection of personal time off:

1. The employees covered by this Agreement will select their PTO on the basis of their seniority.
2. Employees may be permitted to take all accrued PTO at once or to split the PTO on a daily basis. The Employer may require the employee to split or defer PTO periods in order that the necessary functions of the Police Department are maintained.
3. Unused PTO at years end shall be paid out on the end of year paycheck, except if an employee must defer his/her PTO at the request of the Employer, it may be carried forward and arrangements made for PTO allotment.

Section 16.07: All time lost because of injury or illness which is work related shall count as time worked for PTO accrual purposes; where the time lost exceeds one (1) year, additional time lost in connection with the same injury or illness shall count as time worked for PTO purposes.

Section 16.08: In the event of death of an employee who is entitled to PTO under provisions hereof, such PTO pay and earnings due such employee shall be paid to his/her estate at the rate of pay in effect at the time of death in accordance with the law.

Section 16.09: Employees hired during the course of any year shall have the PTO earned between their hire date and December 31 of that year made available for use.

Section 16.10: The City will allow employees the ability to utilize PTO which would be earned in the given year, as of January 1st of that year.

Section 16.11: In the event an employee who has used PTO time not yet earned, and the employee terminates their employment, the employee shall have the value of PTO time used but not yet earned deducted from their final paycheck.

Section 16.12: Lateral Entry Officer: A Lateral Entry Officer may be awarded at the Chief's sole discretion paid time off accrual commensurate with the lateral officer's credited full-time experience to a maximum of five (5) years credit and advance accordingly each year thereafter (i.e., when officer is awarded 4 years credit and works an additional 3 years, they begin accruing PTO at the 7 year rate, and with 8 additional years of service at the 15 year rate.)

ARTICLE XVII - HOLIDAYS

Section 17.01: Full-time employees in the bargaining unit shall receive ten (10) paid holidays as follows:

New Year's Day	Good Friday
Memorial Day	Fourth of July
Labor Day	Thanksgiving Day
Christmas Eve	Day after Thanksgiving Day
New Year's Eve	Christmas Day

Section 17.02: If an employee is regularly scheduled and works on a contractually recognized holiday, he/she shall receive time plus one-half (1½) for all hours worked on the holiday. If an employee works overtime on a contractually recognized holiday, he/she shall receive double time (2X) for all over-time hours worked on the holiday.

Section 17.03: In addition to payments for working a holiday according to Section 17.02 above, all Officers shall receive one-hundred-five (105) hours of Holiday Pay. Holiday pay may be requested for payment at the rate of 10 ½ hours per contractual Holiday. In lieu of the payment the Investigator may request Holiday time off, and Patrol Officers may bank the hours as Compensatory Time Off or to be designated to supplement unscheduled annual hours according to Section 7.01. Patrol Officers must declare their Holiday Pay choice(s) in conjunction with the Shift selection and PTO selection process. Holiday Pay shall be prorated for probationary employees and Officers employed for partial year. However, no more than one hundred-five (105) hours will be granted under any combination.

Section 17.04: In addition to the holidays listed in Section 17.01, each employee shall receive one (1) personal leave day, at the rate of 10 ½ hours, which can be taken at the request of the employee with the approval of the Chief of Police or designee.

ARTICLE XVIII - INSURANCE

Section 18.01: Surgical and Medical Insurance: The Employer shall designate a health insurance plan to be provided to its employees. The particulars of the plan selected shall be provided to the employees yearly. The employer agrees to pay 85% of the monthly premiums for health insurance for single, limited, employee plus one and family coverage with the employee paying the remaining fifteen (15%) percent of the monthly premium.

Section 18.02: Life Insurance: Employees shall be allowed to participate in the State Group Life Insurance plan. The Employer will administer participation in this plan and agrees, upon presentation of a payroll deduction authorization form, to deduct the necessary monthly premium from the earnings of participating employees. Premiums for employee coverage under the State Group Life Insurance plan will be Employer paid for all employees. Premiums for spouse and dependent coverage under the same plan will be employee paid for all employees electing such coverage.

Section 18.03: The Employer will continue to pay insurance premiums during periods of time while the employee is absent from active duty but remains on the payroll. For purposes of this paragraph, active duty shall include sick leave, personal time off, comp time and approved leaves.

Section 18.04: Conditions of Insurance:

1. When an employee is discharged for cause or voluntarily terminates his/her employment, the Employer shall make its contribution for the month in which such termination occurs and shall be required to make no further contribution as to that employee.
2. When a laid-off employee is reinstated, the Employer shall, if possible, make its required contribution for the month in which the employee returns to work.
3. If an employee is laid-off, on leave of absence, pensioned or is disabled because of illness or injury beyond the period set forth in subsection (a) of this section or is an employee is retired, the Employer will accept the monthly contribution from the employee and remit such contribution to the insurance carrier so long as permitted by the carrier and terms of its coverage.
4. In the event of death of a member of the Police Department, while on duty or while traveling to and from his/her place of duties, by other than natural causes or by natural causes directly and approximately induced by performance of his/her duties, the City shall continue to make its contribution for a period of one (1) year on behalf of his/her spouse or dependents.

ARTICLE XIX - MILEAGE

Section 19.01: When an employee uses his/her personal vehicle for approved City business, the City shall pay the current City rate per mile for all miles traveled on behalf of the City.

ARTICLE XX - 125 FLEXIBLE SPENDING ACCOUNT

Section 20.01: The city agrees to provide a Flexible Spending Account allowable under section 125 of the Internal Revenue Code of 1986, as amended. The Employer is under no obligation to contribute to any voluntarily flexible spending account.

ARTICLE XXI - RETIREMENT CONTRIBUTION

Section 21.01: Each employee shall be a participant in the Wisconsin State Retirement Plan as provided by the Wisconsin Statutes and rules promulgated by the Wisconsin Retirement System Board. The Employer shall make the Employer's required contribution toward the Wisconsin Retirement System. Officers shall make the contribution as required of a general municipal employee, but no more than as required for the general municipal employees under the Wisconsin Retirement System, through payroll deduction.

ARTICLE XXII - SEPARABILITY, CONDITIONS OF AGREEMENT

AMENDMENTS AND SAVINGS CLAUSE

Section 22.01: This Agreement constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions.

Section 22.02: Neither party to this Agreement waives any rights processed by it under state or federal laws, regulations or statutes. It is intended by the provisions of this Agreement that there by no abrogation or limits of the duties, obligations, or responsibilities of the City which are now provided for by the State Statutes. In the event of conflict between the provisions of this Agreement and such State Statutes, the latter shall, in all cases, be applicable and shall prevail. Section 22.03: The term "employee" or "employees" shall refer to all employees whenever used unless specifically provided otherwise.

Section 22.04: This Agreement may not be amended, altered or added to except by the mutual consent of the parties in writing.

Section 22.05: If any article of the Agreement or an addenda thereto should be held invalid by operation of the law or any tribunal of competent jurisdiction, or of compliance with, or enforcement of any article should be retrained by such tribunal, the remainder of this Agreement and addenda shall not be affected thereby and the parties shall enter into immediate collective

bargaining and negotiations for purposes of arriving at a mutually satisfactory replacement for this Article.

ARTICLE XXIII - OFFICER IN CHARGE

Section 23.01: The Chief of Police may appoint an officer as the Officer in Charge during times that the Chief is unavailable. Appointment to Officer in Charge shall be on a rotating basis by seniority, on a per occasion basis. Employees whom are unavailable to perform work would be passed, over until such time as they are available, and the next senior officer would be appointed. In order to be eligible for such appointment, officers shall have been employed as a Police Officer with the City of Eagle River for at least five (5) years or have attained the position of patrol sergeant or detective sergeant. The employee serving as officer in charge shall receive fifty cents ($0.50) per hour in addition to their regular rate of pay.

ARTICLE XXIV - DUES DEDUCTION

Section 25.01: Dues Deduction: The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign dues check-off authorization forms supplied by the WPPA/LEER. The Employer shall deduct the certified amount biweekly from each employee requesting such deduction following receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER in one lump sum not later than the 15th of each month.

ARTICLE XXV - NO OTHER AGREEMENT

Section 26.01: The Employer agrees not to enter into any other agreement, written or verbal, with the members of the Police Department, individually or collectively, which in any way conflicts with the provisions of this Agreement. Any such agreement would be null and void.

ARTICLE XXVI - BARGAINING UNIT WORK

Section 27.01: Bargaining unit work, including that assigned on an overtime basis, shall only be performed by bargaining unit personnel unless after advance notice has been given of the opportunity to perform such work or other reasonable efforts made by the City Administrator or Chief of Police fail to provide bargaining unit personnel for such work assignment.

Section 27.02: The Chief of Police, at his/her discretion, shall be entitled to work shifts that otherwise would have been assigned to bargaining unit employees, but have not been filled on the schedule.

ARTICLE XXVII – TERMINATION

Section 28.01: This Agreement shall become effective on January 1, ~~2024~~2027, and continue until December 31, ~~2026~~2029.

CITY OF EAGLE RIVER	EAGLE RIVER PROFESSIONAL POLICE ASSOCIATION
By: _____	By: _____
Date: _____	Date: _____
Attest: _____ Clerk	By: _____ WPPA/LEER Representative
Date: _____	Date: _____

APPENDIX "A"

	Effective Jan 1, 27 2% Hourly	Effective July 1, 27 2% Hourly	Effective Jan 1, 28 2% Hourly	Effective July 1, 28 2% Hourly	Effective Jan 1, 29 2% Hourly	Effective July 1, 29 2% Hourly
Detective Sergeant/ Patrol Sergeant	$ 39.66	$ 40.45	$ 41.26	$ 42.08	$ 42.93	$ 43.79
Master Patrol Officer (after 10 years)	$ 38.41	$ 39.18	$ 39.97	$ 40.76	$ 41.58	$ 42.41
Senior Patrol Officer (after 5 years)	$ 38.06	$ 38.82	$ 39.59	$ 40.39	$ 41.19	$ 42.02
Patrol Officer II (after 2 years)	$ 37.69	$ 38.44	$ 39.21	$ 40.00	$ 40.80	$ 41.61
Patrol Officer (after 1 year)	$ 34.72	$ 35.42	$ 36.12	$ 36.85	$ 37.58	$ 38.33
Basic Patrol Officer	$ 32.28	$ 32.93	$ 33.59	$ 34.26	$ 34.94	$ 35.64
Part-Time	$ 32.28	$ 32.93	$ 33.59	$ 34.26	$ 34.94	$ 35.64

Recruit Police Officer receive the Basic Patrol Officer hourly rate.

~~The parties agree to a wage only reopener for calendar year 2025 and calendar year 2026.~~

Agreement between the

CITY OF EAGLE RIVER

and the

EAGLE RIVER PROFESSIONAL POLICE ASSOCIATION

LOCAL No. 46

WISCONSIN PROFESSIONAL POLICE ASSOCIATION

LAW ENFORCEMENET EMPLOYEE RELATIONS DIVISION

2027 – 2029

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AGREEMENT

This Agreement made and entered into at the City of Eagle River Wisconsin, by and between the City of Eagle River as the municipal Employer, hereinafter referred to as "Employer," and the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association, hereinafter referred to as the "Association," as the representative of certain employees who are employed by the City of Eagle River Police Department.

Both of the parties to this Agreement are desirous of improving employee efficiency and quality of service to the City and the public and are desirous of reaching an understanding with respect to the Employer/employee relationship which exists between them and to enter into an Agreement covering rates of pay, hours of work and conditions of employment.

ARTICLE I - MANAGEMENT RIGHTS

The City possesses the sole right to operate City government and all management rights repose in it, subject only to the provisions of this contract and applicable law. These rights include, but are not limited to the following:

1. To direct all operations of the City;
2. To establish reasonable work rules and schedules of work in accordance with the terms of this Agreement;
3. To hire, promote, transfer, schedule and assign employees to positions within the City in accordance with the terms of this Agreement;
4. To suspend, demote, discharge and take other disciplinary action against employees for just cause;
5. To relieve employees from their duties because of lack of work or any other legitimate reason, in accordance with the terms of this Agreement;
6. To maintain efficiency of City government operations;
7. To comply with state or federal law;
8. To introduce new or improved methods or facilities;
9. To change existing methods or facilities;
10. To determine the kinds and amounts of services to be performed as pertains to City government operations; and the number and kinds of classifications to perform such services;

11. The Union recognizes the City has the right to contract out for goods and services provided no unit employee shall be laid-off or suffer a reduction in hours below forty hours per week as a result of such contracting;
12. To determine the methods, means and personnel by which City operations are to be conducted;
13. To take whatever reasonable action is necessary to carry out the functions of the City in situations of emergency;

The City agrees that it will not use these management rights to interfere with the employee's rights established under this Agreement or for the purpose of undermining the Union or discriminating against its members. Any dispute with respect to reasonableness of the application of said management rights which are mandatorily bargainable with employees covered by this Agreement may be processed through the grievance and arbitrations procedure herein.

ARTICLE II - RECOGNITION

Section 2.01: The Employer hereby recognized the Law Enforcement Employee Relations Division of the Wisconsin Professional Police Association as the sole and exclusive bargaining agent for all regular full-time and regular part-time employees of the City of Eagle River Police Department but excluding all supervisory, managerial and confidential personnel on all matters concerning questions of wages, hours, terms and conditions of employment.

ARTICLE III - ASSOCIATION ACTIVITY

Section 3.01: Association business may be conducted by employees during work hours in such a way as not to interfere with the operation of the Employer without loss of pay. Employees shall give advance notice to the Police Chief before engaging in Association business. All Association business conducted during working hours shall not exceed four (4) hours per month.

Section 3.02: The Association shall have the right to post Association material on a designated portion of the bulletin board on the Employer's premises.

Section 3.03: Association meetings for purposes of collective bargaining may be attended by employees during work hours subject to recall to work and provided that such employees do not hamper efficient operation of the Police Department. All Association business conducted during working hours shall not exceed four hours per month.

Section 3.04: This article shall not prevent Association officials from the proper investigation and processing of grievances, not the posting of notices, bulletins or other reasonable Association business.

Section 3.05: Employees elected by the members to represent the local at conventions, conferences or workshops shall be allowed necessary time off. Employees shall take the time without pay or use personal time off or compensatory time. The Association agrees to notify the Employer at least two (2) weeks prior to such events of the employees selected. One employee shall use no more than five (5) days without pay for such activities.

Section 3.06: The Association shall be allowed to conduct meetings on the Employer's premises. Such meetings shall not interfere with the Employer's normal business.

Section 3.07: Business agents or representatives of the Association having business with the officers or individual members of the Association may confer with such individuals during the course of the workday for reasonable periods of time, provided that permission is first received from the supervisor in charge of such individuals. This permission shall not be unreasonably denied.

ARTICLE IV - SENIORITY

Section 4.01: Seniority shall be determined by the employee's length of service as of the first date of employment by the Employer. Part-time employees shall accrue seniority at the rate of hours worked or 2,080 hours equals one year of seniority. Part-time employees of any nature shall not receive any fringe benefits contained within this contract other that salary, uniforms and seniority as defined in this section, which is not contrary to State Law. Specifically excluded for part-time employees are the fringe benefits of health insurance, personal time off and sick leave.

Section 4.02: All new employees shall be on probation for a period of twelve (12) months from the date of initial hire. A Recruit Police Officers probationary period begins upon hire and shall continue for twelve (12) months after the academy graduation date. If the employee proves unsatisfactory or unfit for continuance in the service during the probationary period, the employee shall be terminated on recommendation of the Chief of Police to the City Council.

Section 4.03: Probationary employees shall receive all benefits under this Agreement during the probationary period.

Section 4.04: During said probationary period, the new employee may be discharged with or without cause without recourse through the grievance and arbitration procedure of this Agreement.

Section 4.05: Upon completion of the probationary period, the employee will be entitled to all rights allowed under this Agreement and may be disciplined or discharged for just cause only.

Section 4.06: Lay-offs shall be subject to seniority within the department: last hired, first laid-off; last laid-off, first called back.

Section 4.07: In the event of a lay-off of personnel, the Employer shall give at least ten (10) days' notice to the affected employees.

Section 4.08: Whenever it becomes necessary to lay-off employees, temporary employees shall be laid-off first, any part-time employees, and then regular full-time employees shall be laid-off in inverse order of their accumulated seniority, provided the remaining employees can qualify to perform the available work.

Section 4.09: Employees shall be recalled in inverse order of lay-off, provided they can qualify to perform the available work. Notice of recall for any employee who has been laid-off shall be sent by certified mail, return receipt requested, to the last known address of the employee. It shall be the responsibility of each employee on lay-off to keep the City advised of any change in his/her address. Within fifteen (15) working days from the delivery of the notice to the last reported address, the employee shall report to work. Recall rights shall remain with an employee on lay-off status for one (1) year following the date of lay-off.

Section 4.10: Lateral Entry Officer: Except as outlined in Section 8.05 and Section 16.12 below no other contractual benefits or privileges are extended to recognize prior service. Lateral entry officers begin earning seniority on their first date of employment as defined in Section 4.01 and are subject to the probationary period as defined Section 4.02, as outlined above.

ARTICLE V - GRIEVANCE PROCEDURE

Section 5.01: Definition: The term "grievance" means a dispute between the Employer and the Association concerning the interpretation, application or violation of this Agreement. All days referred to in this article shall be defined as Monday through Friday, excluding Saturdays, Sundays and holidays listed in this contract. Furthermore, all time limits in this procedure may be extended by mutual agreement of the parties.

Section 5.02: Procedure: A grievance shall be handled in the following manner:

Step 1: An employee who has a grievance shall within ten (10) working days from the date such grievance arises or from the date he/she has knowledge thereof, whichever occurs first, report such grievance to the Chief of Police. The Chief of Police shall respond within ten (10) working days. If it is a matter which relates to suspension, demotion, discharge or any other discipline, a written request for a hearing may be submitted to the Chief of Police or his/her designee requesting a hearing. After a matter related to suspension, demotion, discharge or other discipline is heard, the grievant may elect to appeal the decision to arbitration as provided under Step 4 below of this grievance procedure. The standard of review for arbitration of a disciplinary appeal by the grievant under Step 4, below, shall be for "just cause."

Step 2: If the grievance is not satisfied in Step 1, it shall be presented to the City council within ten (10) working days. The City Council shall respond within ten (10) working days.

Step 3: If the grievant is not satisfied with the decision in Step 2, he/she may request that the grievance be determined by an arbitrator. Notification of this decision must be sent to the City Clerk within ten (10) days of receiving the answer from the City Council or within ten (10) days of when the answer from the City Council was due.

Step 4: Arbitration: Any grievance which cannot be settled through the above procedure may be submitted to an arbitrator who shall be appointed from the staff of the Wisconsin Employment Relations Commission (WERC). The arbitrator appointed by the WERC shall meet with the parties at a mutually agreeable date to review the evidence and hear testimony relating to the grievance. Upon completion of the hearing the arbitrator shall render a written decision to both parties which shall be final and binding except for judicial review. The arbitrator shall have no authority to add to or modify the terms of this Agreement.

Section 5.03: Each party shall be responsible for one half of all costs incurred by the arbitrator.

ARTICLE VI - DISCIPLINE

Section 6.01: Whenever an employee has reason to believe that discipline may result from a meeting with the Chief of Police or his/her designee, he/she shall have the right to have an

Association representative present if he or she so chooses. An Association representative may be present at the settlement of any disciplinary matters without loss of pay.

Section 6.02: Any employee who receives a written warning or is demoted, suspended or discharged shall receive a written statement of the reasons for the disciplinary action, a copy of which shall be presented to the Association.

Section 6.03: The parties recognize the authority of the Employer to initiate disciplinary action against employees for just cause.

Section 6.04: Except as provided in Article IV, employees shall be entitled to appeal any disciplinary action taken through the grievance and arbitration procedure.

Section 6.05: Should the Employer believe disciplinary action is warranted, it shall be done in a manner that will not embarrass the employee before other co-workers or the public. The Employer shall notify the employee of impending discipline and allow the employee the right to have a steward present.

Section 6.06: Personnel Procedures: An employee shall have the right to inspect the entire contents of his/her personnel file as defined in Wisconsin Statutes 103.13. An employee shall have the right to copies of any material placed in his/her file at no cost to the employee.

ARTICLE VII - HOURS OF WORK WEEK, HOURS AND OVERTIME

Section 7.01: Police Officers 7/7 schedule: All Police Officers (including the Patrol Sergeant) shall work seven days on then seven days off (7/7) schedule rotation. The normal scheduled workday shall be ten and one-half (10 1/2) hours with non-rotating shifts. The shifts shall be the first shift from 6:30 a.m. to 5:00 p.m. or from 6:00 a.m. to 4:30 p.m. as mutually agreed between the Chief or designee and the employee, and the second shift from 4:30 p.m. to 3:00 a.m.

Each Officer will be assigned by the Police Chief to the next year's Annual Work Schedule no later than December 5th immediately preceding the January 1st implementation date of the Annual Work Schedule based on seniority selection in accordance with Article VII, Section 7.06.

The annual schedule for each Patrol Officer shall be identified in three components, Base hours (2068 based on full year of employment), Scheduled work hours (number of shifts scheduled between January 1 and December 31, times ten and one-half, i.e., 182X10.5=1911) and Unscheduled annual work hours (base hours minus scheduled work hours, i.e., 2068 – 1911 = 157). The Police Officers will be allowed to schedule their otherwise unscheduled annual work hours by

February 15th each year, based off other Officers scheduled absences or known vacant shifts identified on the Annual Work Schedule, or the Officers may use Personal Time Off, Holiday Pay hours or compensatory time off to fulfill the unscheduled annual hour's difference. Conflicts in preference for scheduling hours shall be controlled by department seniority. Any unscheduled annual work hours not accounted for by February 15th may be scheduled by the Police Chief with consideration given to not requiring work in excess of eight (8) shifts in a row, and or more than twenty-four (24) additional scheduled hours per month.

Detective Sergeant Work Schedule: The Detective Sergeant will work a forty (40) hour work week and normally be scheduled Monday through Friday. However, it is understood the Detective Sergeant may be scheduled to work the 7/7 shifts to cover shift shortages and or position vacancies. It is understood that any combination of 7/7 work hours and Detective Sergeant work hours worked in excess of eighty (80) hours in a pay period shall be at the overtime rate of pay.

Section 7.02: Overtime: All employees who work in excess of their regular scheduled workday or work in excess of their regular work week shall receive one and one-half (1½) times the straight hourly rate for all overtime hours worked. The employee working overtime shall have the alternative to be paid for such overtime at the rate of one and one-half (1½) times the hourly rate for the number of hours of overtime worked, or compensatory time off at the rate of oneand-one-half (1 1/2) times the number of overtime hours worked. Employees may accumulate compensatory time off up to Section 207(o) of the FLSA limit of 480 hours, but mutually agree that no more than one-hundred-five (105) hours may be requested or granted as time off throughout the calendar year. The sole exception to the 105-hour time off maximum would be the use of Compensatory time off to supplement loss of pay due to an absence covered by the Family Medical Leave Act/Policy. Employees may carry-over a maximum of 40 hours of unused compensatory time into the next calendar year. Any carried over hours that have not been used before March 31st each year, will be paid out to the employee at their current hourly rate. Officers may request payment for any hours accumulated in excess of forty (40) hours. These payments, and the end of year payments, shall be paid at the employee's current hourly rate.

Section 7.03: Call in Pay: Any employee who is called in and who reports for duty at a time other than his/her regular tour of duty shall be compensated a minimum of two (2) hours pay at twotimes (2X) their regular rate and time and one-half (1½) times their regular rate for each hour thereafter, unless they work into their regularly scheduled shift hours. Officers are not required to

work the full two hours to receive the call-in two (2) hour minimum. This section shall not be applicable to any temporary change in shift or hours designated by the Police Chief, provided a minimum of two weeks written notice has been given to the employee. Temporary changes for this section is intended to mean individual shifts start times due to a scheduled event, or shift coverage situations of not greater than one regular scheduled work week.

Section 7.04: Court Pay: All employees of the Police Department who report for Court duty during off-duty hours, shall be compensated a minimum of two (2) hours pay at two-times (2X) their regular rate and one and one-half (1½) times their regular rate for each hour thereafter, unless they work into their regularly scheduled shift hours. Normally, Officers will not be required to work the full two (2) hours should the court event be shorter. Any employee not receiving notification of cancellation less than twenty-four (24) hours in advance shall receive the two (2) hours minimum court pay.

Section 7.05: Training School: The Employer agrees to continue the practice of training and education of employees. Employees will be reimbursed for all expenses incurred in the course of any training or attendance at classes or seminars which are required by the Employer. Overtime earned as a result of attending required in-service training, required school sessions or range-time outside the regularly scheduled work shift over 40 hours per week shall be compensated at time and one-half (1½).

Section 7.06: Shift Selection: On or before December 1st of each calendar year, following successful completion of their probationary period, employees shall select their regular work shift on a seniority basis for the upcoming year. Seniority shall be determined as the date of hire as a regular, full-time employee.

Section 7.07: Daylight Savings Time: If an employee works on a shift during which time changes back one hour the employee shall be paid one additional hour at the overtime rate. If the employee works on a shift during which time changes forward one hour, the employee may either work one additional hour at straight time or supplement the hour with one hour of accrued benefit time off.

Section 7.08: Shift Trades: Upon approval of the Patrol Sergeant or Chief of Police two bargaining unit employees may agree "solely at their option" to substitute for one another's regularly scheduled hours or days of work, if the trade does not result in the accrual of overtime or any one Officer working more than the 10 ½ hour shift. The Detective Sergeant shift trade options

are restricted to only previously scheduled patrol officer shifts. Any financial or other compensation agreement reached is between the employees by private agreement. It is understood that the work performed by the substitute employee is then excluded by the employer in the calculation of hours worked for that employee. Therefore, where one employee substitutes for another, the scheduled employee will be credited as if he or she had worked his or her normal work schedule for that shift, excluding overtime resulting from the continuance of the shift. This means that the employee who does not actually work the shift will be credited with the hours worked, and not the employee who is acting as a substitute. Any overtime based on the continuation of the shift shall be credited to the substituting officer that performed the work. There is no work period or work period restriction on shift trades.

ARTICLE VIII - WAGES

Section 8.01: Wages shall be paid according to the wage scale attached hereto as Appendix "A."

Section 8.02: Employees shall be paid every other Friday. Should a holiday fall on a pay day, employees shall be paid the last workday prior to the holiday.

Section 8.03: Appendix "A" Classification of Wages, attached hereto and a part hereof, shall be in effect for the life of this Agreement.

Section 8.04: Officers assigned to perform duties as a Field Training Officer (FTO) will receive an additional one (1) hour of pay for each five (5) hours worked as the new employee's field training Officer, and associated FTO activities.

Section 8.05: Lateral Entry Police Officers. Upon receipt of a request for lateral entry submitted to the Police Chief and if the requester has no less than three years of continuous employment as a full-time law enforcement officer, the Police Chief may approve the request at his or her sole discretion. If approved, the candidate will receive a year of wage rate credit for his/her past full-time law enforcement years of service and thereafter advance accordingly. The wage rate will be established commensurate with the credited prior service applied to the table provided in Appendix A.

Section 8.06: Recruit Police Officer: A Police Officer while in attendance of a Police Recruit Academy shall be paid based on the average forty (40) hour week. Any non-recruit academy work scheduled and performed more than the recruit academy schedule shall be paid in accordance with Section 7.02, above.

ARTICLE IX - JOB POSTING, TRANSFERS AND PROMOTIONS

Section 9.01: A vacancy shall be defined as a job opening not previously existing, or a job created by termination of employment, promotion or transfer of existing personnel.

Section 9.02: Whenever a vacancy occurs, or a new job is created, it shall be posted in a conspicuous place at the department for a period of ten (10) business days. Each full-time employee interested in applying for the vacancy and meeting the minimum requirements for the position, shall endorse his/her name upon such notice in the space provided. In the event an employee is absent during the ten (10) day posting period, the Employer shall make reasonable attempts at notifying the affected employee or may extend the ten (10) day posting period to accommodate absences such as but not limited to military deployments. Probationary employees are not eligible for promotion.

Current employees shall submit a letter of interest including qualifications, or a resume'. If more than one applicant endorses, oral interview(s) and/or interviews by an outside panel may be used as a means of determining the best qualified candidate for the position. Final selection for the vacancy shall be made by the Chief of Police.

Section 9.03: In the event no internal candidates apply for the position or the number of internal applicants is not sufficient to create a competitive process (i.e. one applicant), the Employer may advertise the position outside of the agency and consider additional applicants.

Section 9.04: Employees who are internal candidates selected to fill a vacancy shall serve a trial period of one hundred eighty (180) days. During the trial period the Chief may remove the employee from the position and reassign them to their former position if he/she determines that keeping the employee in the selected position is not in the best interest of the department. In addition, during the trial period, the employee may request to relinquish the promotion and in such case shall be reassigned to their former position.

External candidates selected to fill the position shall serve a twelve (12) month probationary period conforming to Section 4.02 of the agreement. During the probationary period, the Chief may remove the external candidate selected for the position if he/she determines that keeping the employee in the selected position is not in the best interest of the department. The external employee shall be terminated unless the Employer determines that the external candidate could successfully fill another position within the department that is vacant at the time. After a

probationary period is completed, removal from a position will conform to Section 6 of the agreement.

Section 9.05: The Employer may make immediate temporary assignments to fill any vacancy or new position until the procedures outlined herein have been complied with.

Section 9.06: All sworn full-time positions within the department shall be within the bargaining unit (i.e., Sergeant, Corporal, Detective Sergeant, etc.) except for the Chief of Police.

ARTICLE X - UNIFORMS

Section 10.01: The Employer shall provide each employee with an initial complete uniform, and thereafter an annual uniform maintenance allowance of six hundred-fifty dollars ($650.00) per year for each full-time employee. Eligible part-time bargaining unit employees shall receive three hundred dollars ($300.00) per year for uniform maintenance.

Section 10.02: Initial issue uniform shall include at least two pair of pants, two short and two long sleeve shirts, duty gear, weapon and work-related tools, a spring jacket and a winter jacket (or a three-season jacket with a removable liner), and boots. Issued shirts and jackets shall include all sewn-on patches.

Section 10.03: If at any time while in the performance of his/her duties an employee so damages, destroys, or loses any personal property necessary for the performance of their duties or department issued uniform items, the Employer will pay the total cost of such replacement or repair, provided, however, any damage, destruction, or loss was not caused by negligence of the employee. Excluded from repair or reimbursement by the Employer is all jewelry, except watches which are covered to a maximum of Fifty Dollars ($50.00). Disputes will be resolved using the grievance procedure.

ARTICLE XI - LEAVE OF ABSENCE

Section 11.01: Leaves of absence for sufficient reasons, without pay, for periods not in excess of thirty (30) days in any year may be granted by the Employer (in writing) to any employee providing said employee makes such request in writing and does not accept employment elsewhere or become self-employed. The employee will continue to receive all benefits afforded under this contract during a leave of absence except that all insurance benefits shall be at Employee's expense. The granting of such leaves and the length of said leaves shall be contingent upon the

reason for the request and the Employer's ability to grant the request, and must be taken up with the personnel committee.

Section 11.02: Employees shall be granted leaves of absence of up to six (6) months for medical reasons. A doctor's statement will be required to verify the necessity for the leave. The Chief of Police may grant unpaid leaves of absence for a period of time seven (7) days or less, and if approved will not result in any proration of contractual benefit(s).

Section 11.03: The length of any leaves of absence may be extended by mutual agreement of the Association and the City Council.

Section 11.04: During leaves of absence, the employee shall continue to accrue seniority. All benefits shall be continued during paid leaves of absence.

Section 11.05: Upon return from a leave of absence, the employee shall be reinstated to the position held prior to the leave if the leave of absence does not exceed six months.

ARTICLE XII - SICK LEAVE

Section 12.01: Each full-time employee shall earn and accumulate one (1) sick-leave day (10.5 hours) with pay at his/her regular rate of pay for each one (1) month of employment. Sick leave may be accumulated on account to a maximum of one thousand two hundred sixty (1260) hours. Each December sick hours in excess of one thousand two hundred sixty (1260) hours shall be paid to the employee at the rate of one-hundred dollars ($100) for each day (10.5 hours); monies shall be deposited in the employee's deferred compensation or similar tax advantaged account.

Section 12.02: After an employee has been on sick leave for three (3) consecutive days, the Employer may require that the employee submit a doctor's certificate to the Employer.

Section 12.03: Any days on which the employee would not have been scheduled to work will not be counted against sick leave.

Section 12.04: Sick leave may also be taken on an hourly basis if such illness occurs during the regular workday. Sick leave hours are to be used for time off for illness or Family Medical Leave.

Section 12.05: When an officer retires as defined by the Wisconsin Retirement System (WRS), or upon retirement due to a permanent disability as defined under Chapter 40, Wis Stats,, each employee shall receive a lump-sum payment of $100 per day for each 10.5 hours remaining in their sick leave account up to a maximum of 1260 hours or $12,000.00. Such payment shall be

contingent upon application for WRS benefits within thirty (30) days of the employee's last day worked. This payment may be withheld for thirty (30) days to verify compliance with WRS application.

If an officer resigns in good standing prior to WRS retirement and has at least twenty (20) years of service, they shall receive $75 per day for each 10.5hours remaining in their sick leave account up to a maximum of 1260 hours or $9000.00.

Monies shall be deposited in the employees' Deferred Compensation Account or direct deposit account. In the event of an employee's death, all earned but unused sick leave shall be paid to the employee's designated beneficiary at the employee's current hourly rate of pay.

Section 12.06: Sick leave for Family Illness: Officers will be allowed to use sick leave in case of emergency, injury or serious illness in the immediate family where the immediate family member requires the constant attention of the officer. The department may require the officer to make other arrangements for the family member within five (5) working days, insofar as this provision does not conflict with state or federal law. Immediate family is defined as the officer's spouse, parents, children, stepchildren, brothers and sisters.

ARTICLE XIII - FUNERAL LEAVE

Section 13.01: Five (5) days funeral leave with pay shall be granted in the event of the death of a member of the employee's immediate family to include spouse, parents, children, stepchildren, brothers and sisters. Three (3) days funeral leave with pay shall be granted in the event of the death of the following relatives: step-parents, grandparents, grandchildren, and inlaws.

ARTICLE XIV - JURY DUTY

Section 14.01: An employee covered by this Agreement, who serves on a jury shall be paid by the Employer the difference between the earnings for such jury duty and his/her regular earnings. An employee who reports for daily jury duty on a regular scheduled work day, and is dismissed from serving on the jury shall return and complete the regular scheduled work day. If the jury duty is on a regular scheduled day off, the employee shall be able to retain the jury fees.

Said jury duty pay shall not include any meal or mileage allowances received.

ARTICLE XV - MILITARY LEAVE

Section 15.01: All employees who are called up for military duty for the United States Government shall be considered on leave of absence and shall retain all seniority rights cumulatively and without interruption.

Section 15.02: Leaves of absence, without pay, shall be automatically granted for all employees who are called up or volunteer for military service, providing that application for reemployment is made within ninety (90) days of release from active duty.

Section 15.03: Employees who are members of active military reserve or national Guard units and are required to attend yearly training sessions, may elect to take Personal Time Off or use comp time, however, it shall not be mandatory.

ARTICLE XVI - PERSONAL TIME OFF (PTO)

Section 16.01: Personal time off (PTO) shall be earned during the first full year worked and during each full year thereafter. PTO shall be earned in accordance with the table in section 16.02. Employees may carry over a maximum of forty (40) hours of unused PTO into the next year.

Section 16.02: Personal time off is accrued as follows:

1 year ..... 42.0 hours (one week)
2 years ..... 84.0 hours (two weeks)
5 years ..... 126 hours (three weeks
10 years ..... 168.0 hours (four weeks)
15 years ..... 189.0 hours (4 weeks + 2days)
20 years ..... 210 hours (five weeks)

Section 16.03: Holidays falling during an employee's PTO period may be taken as a holiday and not charged as a PTO according to Section 17.03.

Section 16.04: A year's service means fifty-two (52) weeks of continuous employment from date of hire including absences for PTO, duty-related injury, illness or funeral leave.

Section 16.05: Any employee who has qualified for PTO and who is laid-off, discharged or who resigns shall receive PTO wages prorated at the rate of one-twelfth (1/12) for each full month worked on the basis of the period worked at the time of said interruption or termination of employment.

Section 16.06: The following procedure will be followed in the selection of personal time off:

1. The employees covered by this Agreement will select their PTO on the basis of their seniority.
2. Employees may be permitted to take all accrued PTO at once or to split the PTO on a daily basis. The Employer may require the employee to split or defer PTO periods in order that the necessary functions of the Police Department are maintained.
3. Unused PTO at years end shall be paid out on the end of year paycheck, except if an employee must defer his/her PTO at the request of the Employer, it may be carried forward and arrangements made for PTO allotment.

Section 16.07: All time lost because of injury or illness which is work related shall count as time worked for PTO accrual purposes; where the time lost exceeds one (1) year, additional time lost in connection with the same injury or illness shall count as time worked for PTO purposes.

Section 16.08: In the event of death of an employee who is entitled to PTO under provisions hereof, such PTO pay and earnings due such employee shall be paid to his/her estate at the rate of pay in effect at the time of death in accordance with the law.

Section 16.09: Employees hired during the course of any year shall have the PTO earned between their hire date and December 31 of that year made available for use.

Section 16.10: The City will allow employees the ability to utilize PTO which would be earned in the given year, as of January 1st of that year.

Section 16.11: In the event an employee who has used PTO time not yet earned, and the employee terminates their employment, the employee shall have the value of PTO time used but not yet earned deducted from their final paycheck.

Section 16.12: Lateral Entry Officer: A Lateral Entry Officer may be awarded at the Chief's sole discretion paid time off accrual commensurate with the lateral officer's credited full-time experience to a maximum of five (5) years credit and advance accordingly each year thereafter (i.e., when officer is awarded 4 years credit and works an additional 3 years, they begin accruing PTO at the 7 year rate, and with 8 additional years of service at the 15 year rate.)

ARTICLE XVII - HOLIDAYS

Section 17.01: Full-time employees in the bargaining unit shall receive ten (10) paid holidays as follows:

New Year's Day	Good Friday
Memorial Day	Fourth of July
Labor Day	Thanksgiving Day
Christmas Eve	Day after Thanksgiving Day
New Year's Eve	Christmas Day

Section 17.02: If an employee is regularly scheduled and works on a contractually recognized holiday, he/she shall receive time plus one-half (1½) for all hours worked on the holiday. If an employee works overtime on a contractually recognized holiday, he/she shall receive double time (2X) for all over-time hours worked on the holiday.

Section 17.03: In addition to payments for working a holiday according to Section 17.02 above, all Officers shall receive one-hundred-five (105) hours of Holiday Pay. Holiday pay may be requested for payment at the rate of 10 ½ hours per contractual Holiday. In lieu of the payment the Investigator may request Holiday time off, and Patrol Officers may bank the hours as Compensatory Time Off or to be designated to supplement unscheduled annual hours according to Section 7.01. Patrol Officers must declare their Holiday Pay choice(s) in conjunction with the Shift selection and PTO selection process. Holiday Pay shall be prorated for probationary employees and Officers employed for partial year. However, no more than one hundred-five (105) hours will be granted under any combination.

Section 17.04: In addition to the holidays listed in Section 17.01, each employee shall receive one (1) personal leave day, at the rate of 10 ½ hours, which can be taken at the request of the employee with the approval of the Chief of Police or designee.

ARTICLE XVIII - INSURANCE

Section 18.01: Surgical and Medical Insurance: The Employer shall designate a health insurance plan to be provided to its employees. The particulars of the plan selected shall be provided to the employees yearly. The employer agrees to pay 85% of the monthly premiums for health insurance for single, limited, employee plus one and family coverage with the employee paying the remaining fifteen (15%) percent of the monthly premium.

Section 18.02: Life Insurance: Employees shall be allowed to participate in the State Group Life Insurance plan. The Employer will administer participation in this plan and agrees, upon presentation of a payroll deduction authorization form, to deduct the necessary monthly premium from the earnings of participating employees. Premiums for employee coverage under the State

Group Life Insurance plan will be Employer paid for all employees. Premiums for spouse and dependent coverage under the same plan will be employee paid for all employees electing such coverage.

Section 18.03: The Employer will continue to pay insurance premiums during periods of time while the employee is absent from active duty but remains on the payroll. For purposes of this paragraph, active duty shall include sick leave, personal time off, comp time and approved leaves.

Section 18.04: Conditions of Insurance:

1. When an employee is discharged for cause or voluntarily terminates his/her employment, the Employer shall make its contribution for the month in which such termination occurs and shall be required to make no further contribution as to that employee.
2. When a laid-off employee is reinstated, the Employer shall, if possible, make its required contribution for the month in which the employee returns to work.
3. If an employee is laid-off, on leave of absence, pensioned or is disabled because of illness or injury beyond the period set forth in subsection (a) of this section or is an employee is retired, the Employer will accept the monthly contribution from the employee and remit such contribution to the insurance carrier so long as permitted by the carrier and terms of its coverage.
4. In the event of death of a member of the Police Department, while on duty or while traveling to and from his/her place of duties, by other than natural causes or by natural causes directly and approximately induced by performance of his/her duties, the City shall continue to make its contribution for a period of one (1) year on behalf of his/her spouse or dependents.

ARTICLE XIX - MILEAGE

Section 19.01: When an employee uses his/her personal vehicle for approved City business, the City shall pay the current City rate per mile for all miles traveled on behalf of the City.

ARTICLE XX - 125 FLEXIBLE SPENDING ACCOUNT

Section 20.01: The city agrees to provide a Flexible Spending Account allowable under section 125 of the Internal Revenue Code of 1986, as amended. The Employer is under no obligation to contribute to any voluntarily flexible spending account.

ARTICLE XXI - RETIREMENT CONTRIBUTION

Section 21.01: Each employee shall be a participant in the Wisconsin State Retirement Plan as provided by the Wisconsin Statutes and rules promulgated by the Wisconsin Retirement System Board. The Employer shall make the Employer's required contribution toward the Wisconsin Retirement System. Officers shall make the contribution as required of a general municipal employee, but no more than as required for the general municipal employees under the Wisconsin Retirement System, through payroll deduction.

ARTICLE XXII - SEPARABILITY, CONDITIONS OF AGREEMENT

AMENDMENTS AND SAVINGS CLAUSE

Section 22.01: This Agreement constitutes an entire agreement between the parties and no verbal statement shall supersede any of its provisions.

Section 22.02: Neither party to this Agreement waives any rights processed by it under state or federal laws, regulations or statutes. It is intended by the provisions of this Agreement that there by no abrogation or limits of the duties, obligations, or responsibilities of the City which are now provided for by the State Statutes. In the event of conflict between the provisions of this Agreement and such State Statutes, the latter shall, in all cases, be applicable and shall prevail. Section 22.03: The term "employee" or "employees" shall refer to all employees whenever used unless specifically provided otherwise.

Section 22.04: This Agreement may not be amended, altered or added to except by the mutual consent of the parties in writing.

Section 22.05: If any article of the Agreement or an addenda thereto should be held invalid by operation of the law or any tribunal of competent jurisdiction, or of compliance with, or enforcement of any article should be retrained by such tribunal, the remainder of this Agreement and addenda shall not be affected thereby and the parties shall enter into immediate collective

bargaining and negotiations for purposes of arriving at a mutually satisfactory replacement for this Article.

ARTICLE XXIII - OFFICER IN CHARGE

Section 23.01: The Chief of Police may appoint an officer as the Officer in Charge during times that the Chief is unavailable. Appointment to Officer in Charge shall be on a rotating basis by seniority, on a per occasion basis. Employees whom are unavailable to perform work would be passed, over until such time as they are available, and the next senior officer would be appointed. In order to be eligible for such appointment, officers shall have been employed as a Police Officer with the City of Eagle River for at least five (5) years or have attained the position of patrol sergeant or detective sergeant. The employee serving as officer in charge shall receive fifty cents ($0.50) per hour in addition to their regular rate of pay.

ARTICLE XXIV - DUES DEDUCTION

Section 25.01: Dues Deduction: The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign dues check-off authorization forms supplied by the WPPA/LEER. The Employer shall deduct the certified amount biweekly from each employee requesting such deduction following receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER in one lump sum not later than the 15th of each month.

ARTICLE XXV - NO OTHER AGREEMENT

Section 26.01: The Employer agrees not to enter into any other agreement, written or verbal, with the members of the Police Department, individually or collectively, which in any way conflicts with the provisions of this Agreement. Any such agreement would be null and void.

ARTICLE XXVI - BARGAINING UNIT WORK

Section 27.01: Bargaining unit work, including that assigned on an overtime basis, shall only be performed by bargaining unit personnel unless after advance notice has been given of the opportunity to perform such work or other reasonable efforts made by the City Administrator or Chief of Police fail to provide bargaining unit personnel for such work assignment.

Section 27.02: The Chief of Police, at his/her discretion, shall be entitled to work shifts that otherwise would have been assigned to bargaining unit employees, but have not been filled on the schedule.

ARTICLE XXVII – TERMINATION

Section 28.01: This Agreement shall become effective on January 1, 2027, and continue until December 31, 2029.

CITY OF EAGLE RIVER	EAGLE RIVER PROFESSIONAL POLICE ASSOCIATION
By: _____	By: _____
Date: _____	Date: _____
Attest: _____ Clerk	By: _____ WPPA/LEER Representative
Date: _____	Date: _____

APPENDIX "A"

	Effective Jan 1, 27 2% Hourly	Effective July 1, 27 2% Hourly	Effective Jan 1, 28 2% Hourly	Effective July 1, 28 2% Hourly	Effective Jan 1, 29 2% Hourly	Effective July 1, 29 2% Hourly
Detective Sergeant/ Patrol Sergeant	$ 39.66	$ 40.45	$ 41.26	$ 42.08	$ 42.93	$ 43.79
Master Patrol Officer (after 10 years)	$ 38.41	$ 39.18	$ 39.97	$ 40.76	$ 41.58	$ 42.41
Senior Patrol Officer (after 5 years)	$ 38.06	$ 38.82	$ 39.59	$ 40.39	$ 41.19	$ 42.02
Patrol Officer II (after 2 years)	$ 37.69	$ 38.44	$ 39.21	$ 40.00	$ 40.80	$ 41.61
Patrol Officer (after 1 year)	$ 34.72	$ 35.42	$ 36.12	$ 36.85	$ 37.58	$ 38.33
Basic Patrol Officer	$ 32.28	$ 32.93	$ 33.59	$ 34.26	$ 34.94	$ 35.64
Part-Time	$ 32.28	$ 32.93	$ 33.59	$ 34.26	$ 34.94	$ 35.64

Recruit Police Officer receive the Basic Patrol Officer hourly rate.

STEVEN C. GARBOWICZ
ATTORNEY AT LAW
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Fax: 715-479-3021
sgarbo@oabglaw.com

August 22, 2026

VIA EMAIL ONLY

Robin Ginner

Re: **City of Eagle River/ERPPA Union Contract**

Dear Robin:

I have had a chance to look at the draft that you sent me and I have reviewed the redlined areas of the contract.

First of all, in Section 7.01, which is scheduling, I think the proposal that you have agreed to with them is the best. I like the idea of being able to change hours with the agreement of the Chief and the employee. I think that is a great idea.

In Section 7.03 which is Call in Pay, there is a reference to an employee who is called in and who reports and then gets paid so much for the call in time. Is there any dispute over who has authority to call someone in? That would be the only concern I have in that language. As long as we all understand who is going to make the call, I am fine.

The next change is in Wages and this is in Section 8.04 which is the additional pay for training a new employee. I have no objection to what has been agreed upon.

In Section 12.05 which is this whole retirement system matter, I think the language that you have arrived at is satisfactory for our purposes and I have no objection to it being approved.

In Section 16 in the paid time off area, I have no objection to what you have agreed to. As I have not done negotiations for some time, I have no idea what other communities are doing with regard to paid time off and I would leave that in your discretion. All-in-all, I think the changes you are proposing certainly meet the needs of the City. I know when I was doing the negotiating for the City, I always tried to build as much discretion in the Contract for the Chief so that he was not always bound by minute details in the Contract. Back then the negotiations were far more contentious and far more difficult.

In any event, if you have any other questions about this Contract, please advise.

Sincerely,

Steven C. Garbowicz

SCG:alc

City Administrator's Report

October 9, 2026
Submitted by Robin Ginner

Admin/General

Housing Developments – In addition to the recently completed Pine Haven development, which added 84 rental units to the City of Eagle River, I have been contacted by two developers with plans for 44 new apartment units and 24 condominium units, and an additional developer looking to potentially annex some land into the city and build a small single-family subdivision (8-10 homes). If these projects move forward as proposed, Eagle River would see a total of 160-plus new residential units, approximately an 18% increase in the City's housing stock. This represents a significant amount of new housing for our community in a relatively short period of time, and a nice boost in tax revenue.

Proclamation – The Mayor received a request to issue a proclamation naming November Deer Donation Month. A copy of the proclamation is attached as Appendix B. An additional proclamation is included in the packet naming November 2-6 as Crash Responder Safety Week. The document is included on the agenda for approval by the Council.

Departments/Committees/Commissions

Golf Course – The greens crew recently identified 27 golf carts that had been modified by golfers to override the factory speed governor. The modifications ranged from simple zip ties and other improvised methods to specially purchased devices designed to make the carts travel faster. The greens crew has removed all of the modifications that were discovered.

This is a serious safety issue. The speed governors are installed for a reason and deliberately bypassing them allows golf carts to operate at speeds for which they were not intended. This creates an increased risk of crashes, injuries to golfers and staff, and damage to the golf carts themselves.

It is also important to understand that these modifications can cause significant mechanical damage to the carts. Operating a cart beyond its designed speed and operating parameters can place excessive stress on the motor, drivetrain and other components, potentially causing an engine or motor failure and rendering the cart unusable. Repairs or replacement can be extremely expensive. Any resulting damage is ultimately a financial burden on the Municipal Golf Course and, therefore, the City of Eagle River and its taxpayers.

The City will be taking additional steps to prevent this from occurring. Signs will be posted at the cart barn reminding golfers that tampering with or bypassing the cart's speed governor is strictly prohibited. The prohibition will also be incorporated into the course rules and Code

of Ethics. In addition, cart washers will be trained to recognize common governor modifications and to remove them when discovered.

Given the serious safety risks and potential financial consequences, I would recommend that any golfer who is caught intentionally modifying or bypassing a golf cart's speed governor be permanently banned from the Municipal Golf Course. This is not simply a matter of someone wanting a faster cart—it is an intentional modification of City-owned equipment that can endanger people, damage expensive equipment, and potentially result in substantial costs to the Course and the City.

Planning Commission – The Planning Commission discussed the request to rezone the Veterans Resource Center's recently purchased property at Railroad and Airport Roads from Highway Commercial to Parks/Recreation.

The Commission denied the rezoning request, preferring to explore whether the proposed Veterans Memorial and potential dog park can qualify as a "use by right" under Highway Commercial, Section 106-472(17), "Educational and institutional uses – Privately Owned."

The concern was that the property will be privately owned and therefore may not fit the definition of a park. However, Section 106-1 of our zoning ordinance defines a "Park" as "any public or private land available for recreational, educational or cultural use."

The Commission's motion was: Motion by Schaffer, 2nd by Grassl to deny the request to rezone and subsequent change to the Comprehensive Plan for 1100 N. Railroad from Highway Commercial to Parks/Recreation zoning classification. Carried on a roll call vote, all.

I have asked Steve Garbowicz for a legal opinion on whether the proposed uses are appropriate under the existing Highway Commercial zoning or whether Parks/Recreation would be the more appropriate designation. His opinion will be included in the Council packet for consideration.

Public Works –

DPW report on the previous month's activities attached to this report (Appendix A)

Room Tax Commission – The Room Tax Commission has requested that the agreement with the "Tourism Entity" (i.e., the Eagle River Chamber of Commerce) be revised and consolidated so that all amendments are incorporated into a single, comprehensive document. The revised agreement would also clarify that the Room Tax Commission reserves the right to require periodic audits of the Chamber's funds to ensure that all Room Tax revenues—approximately $700,000 annually—are being administered and used in accordance with the agreement.

At its October meeting, the Room Tax Commission will also discuss a potential increase in the room tax rate from the current 4.5% to 8%. In addition, the Commission will review a reimbursement program drafted by Steve Lucarelli and reviewed by Steve Garbowicz. The

proposed program would allow an additional 20% of Room Tax revenues to be reimbursed to the municipalities to help offset increasing infrastructure costs.

If recommended by the Room Tax Commission, all three items—the revised Tourism Entity agreement, the potential room tax increase, and the proposed municipal reimbursement program—would require approval by each of the three participating municipalities.

2026 Projects

Hwy 45 Xing – As part of this project, the partnering organizations are going to be asking the City for coordination and partnership on a couple items:

1. Request to include items for crossing in with 2027 Capital Improvement Bidding (expenses to be reimbursed to the City by GHTF)
2. Request for DPW to remove existing sidewalk from Spruce Street South to DOT parking lot on east side of Bridge Street.
3. Cooperation agreement between the City of Eagle River, Eagle River Revitalization and Great Headwaters Trail Foundation for the work to be completed on the Bridge Street Bike/Ped Crossing.

I've asked for clarification on who will be drafting the cooperation agreement between the entities on the project, so this item will be addressed on a future agenda. A list of exactly what GHTF and ERRP are asking for under items 1 and 2 above is included in the packet for discussion.

Dog Park – The Veterans Resource Center has closed on the property at Railroad and Airport Road, and Denny Geiseman worked with Vic Washelesky to develop a park plan for the property. The item is on the agenda for Council consideration at the October meeting. See the Planning Commission update regarding the zoning designation for the property.

2026 Street Project – The first pay app is included in the packet for approval. I've touched base with Fahrner regarding the chipsealing and we have planned for this to take place first thing in Spring 2027. MSA will have a more formal update on the 2026 alley project at the meeting.

Safe Streets 4 All Grant – Still waiting for the agreement from the Federal government. My point of contact indicated that the agreement is anticipated to be received by the end of the year.

Appendix A – Public Works Department for the Previous Month

Submitted by Brad Adamovich

During the month of September, the DPW completed a variety of road maintenance tasks and also provided significant support and assistance to the Police Department, Revitalization, Chamber of Commerce, and Light and Water for various events and projects.

DPW received very few sewer calls during the month. No sewer calls that were received were a result of an obstruction in a main city sewer line.

Broad overview of DPW work activity during the month:

- Patch streets, alleys, and parking lots with cold patch asphalt
- Mow and general park and ROW grounds maintenance
- Many Locates of Sanitary Sewer and Storm Drains for Diggers Hotline
- Swept Streets with Pelican and Whirlwind sweepers
- Sign repairs and replacement of damaged signs
- Maintenance of municipal buildings
- Picked up animal road kills
- Delivered and picked up signage and barricades for events held within the city
- Broomed off roads/intersections/trail crossings/parking lots
- Graded UTV trail
- Emptied and monitored yard waste disposal dumpster
- Maintenance of machinery
- Jetted sewer mains for cleaning and maintenance
- Continued trap, neuter, return program of the stray cats
- Graded gravel streets
- Reviewed bills/invoices for the city and approved accordingly
- Trimmed overhanging trees within ROWs
- Trapped nuisance animals
- Distributed Grass warnings to properties in violation of the city ordinance
- Assisted farmers market and revitalization when needed
- Screened millings
- Repaired catch basins and manholes
- Dispersed paper products to all parks, beaches, and buildings
- Trimmed grass/weeds in ditch lines
- Completed repairs to barricades
- Completed replacing roof of ice-skating rink shelter
- Updated and edited online GIS sanitary and storm sewer mapping for accuracy
- Built new benches for depot garden

- Replaced benches at T-Docks with new composite benches
- Picked up concrete curb bumpers in alleyway
- Assisted Police Department with installation of security cameras on municipal building
- Reconstructed manhole on Mckinley Blvd
- Assisted L&W with cleaning at sewer plant
- Repaired ADA plate on 3rd/Wall St
- Assisted Chamber with unloading of Craisins and Juice using our equipment
- Removed benches, ladders, and kick plates at beach
- Completed WISLR road ratings
- Cut down dead trees at Riverview
- Repaired storm sewer on 4th street and repaired road

Appendix B – Proclamation Deer Donation Month

CITY OF
EAGLE RIVER
Wisconsin

PROCLAMATION
DEER DONATION MONTH
NOVEMBER 2026

WHEREAS, hunting is enshrined in Wisconsin's state constitution and etched into our shared history, creating opportunities to bond with nature while acting as a source of healthy food for hunters, their families, and local food assistance programs; and

WHEREAS, the Wisconsin Department of Natural Resource's (DNR) Deer Donation Program, administered with counties and local partners, is a practical solution to combating hunger and embraces the role of hunting as a vital component of Wisconsin communities and culture; and

WHEREAS, promoting the Wisconsin tradition of sharing our wild game harvests takes on even greater significance as we strive to protect the future of hunting and promote it as a food source, a right, and an essential wildlife management tool; and

WHEREAS, Wisconsinites are encouraged to gain a greater understanding and awareness of food insecurity and how it impacts our nation, state, and local communities; and

WHEREAS, hunger is a problem we can help solve together through established donation programs, such as the Wisconsin DNR's Deer Donation Program or other independent "Hunt for the Hungry" efforts, so that one day hunger no longer exists in our state.

NOW, THEREFORE, BE IT PROCLAIMED, that the Mayor of the City of Eagle River hereby recognizes November 2026, as Deer Donation Month in the City of Eagle River.

The City of Eagle River encourages all hunters to donate surplus wild game as private acts of generosity or through organized programs like the Wisconsin DNR's Deer Donation Program and we ask all to financially support local hunger relief efforts as we prepare to celebrate Thanksgiving and the season of giving

Adopted this 2 day of October, 2026.

CITY OF EAGLE RIVER, VILAS COUNTY, WISCONSIN

Debra A Brown
Debra A Brown, Mayor

Becky J Bolte
Becky Bolte, Clerk

CITY OF EAGLE RIVER CORPORATE SEAL VILAS COUNTY, WI

MEMORANDUM

TO:	Town of Arbor Vitae, Town of Boulder Junction, Town of Cloverland, Town of Lac du Flambeau, Town of Lincoln, Town of Manitowish Waters, Town of Plum Lake, Town of Presque Isle, Town of St. Germain, Town of Washington, Town of Winchester, City of Eagle River
FROM:	Landfill Venture Group Executive Committee; Erik Lietz – Oakridge Engineering; Greg Ackerson – Apex Water Solutions
DATE:	September 30, 2026
CLIENT:	Landfill Venture Group
RE:	Funding Opportunity through WDNR Clean Water Fund Program

Background

Landfills of have a responsibility to collect and treat leachate that is collected in the landfill. Leachate is a liquid produced within the landfill that is precipitation and other liquids present in garbage mixed together. Leachate production occurs in active open landfills and closed landfills although in reduced quantities and concentrations.

Currently the liquid is collected and trucked to a waste water treatment plant (WWTP) for treatment within their sanitary sewer waste stream. Landfill leachate has a significant concentration of PFAs substances (PFAs or Perfluroralkyl and Polyfuloroalkyl Substances are a group of 15,000+ synthetic 'forever chemicals' that resist breaking down and can accumulate in the environment and animals) within it's leachate. PFAs in landfill leachate have made it difficult for some WWTPs to accept and treat leachate making leachate disposal harder and more expensive.

There is technology available to have an on-site leachate treatment system that removes chemical constituents from leachate, including PFAs, through a membrane filtration system. This system would allow for the landfill's leachate to be treated to allow for clean water infiltration on the landfill property and concentrated leachate to be recirculated back into the landfill. This would allow for a self-contained leachate disposal system under the Landfill's direct control.

Funding Opportunity

There is a small window of opportunity to apply for affordable financial assistance through a combination of circumstances specifically for landfills with PFAs in their leachate. Targeted state legislation was passed earlier in 2026 allowing for landfill's to be eligible for assistance through the Wisconsin Dept. of Natural Resources (WDNR) Clean Water Fund Program (CWFP). Typically CWFP funds are not eligible for landfills and are reserved for municipal WWTPs and sewer collection systems. Currently this eligibility window is only when funds are available and indications from WDNR staff is that funding will be allocated and gone after this funding cycle – basically a 1-time funding opportunity.

Further, additional legislation, 2025 Act 169 (2025 Assembly Bill 605), was enacted April 2, 2026 allowing landfills with state funded financial assistance to apply the portion of the solid waste landfill environmental fees "tip fee tax" to fund the principal and interest owed on the CWFP loan for a waste

www.OakridgeEng.com | 715.926.1110 | 877 Gaylord Avenue, Mondovi, WI 54755

water treatment infrastructure. This portion of the tip fee tax is $5.70/ton of garbage out of the entire $13.097/ton total environmental fees. Note that this funding mechanism is only applicable for an active landfill as transfer stations are not subject to the environmental fees "tip fee tax".

Obligation
The Landfill Venture Group as an inter-governmental commission is not defined as a 'municipality' according to WDNR and therefore is ineligible to apply for this funding. In discussion with WDNR staff on this funding and relationship to the LVG, the LVG could still be eligible if a member municipality hosts or sponsors the project. As a member municipality that sponsor the project the project would be in that municipality's (or multiple municipality's names).

Each municipality that plans to apply for financial assistance for their water infrastructure project, from the Clean Water Fund Program (CWFP) is required to complete and submit online a notice of Intent to Apply (ITA) with Priority Evaluation & Ranking Formula (PERF) information and required documentation by the **October 31, 2026 deadline** for the following state fiscal year (SFY) funding cycle. All ITAs must be submitted online annually because they are only valid for one SFY.

Submit Does Not Mean Commit
Submitting an ITA does not commit a municipality to apply for assistance from the CWFP. From the WDNR website:

> **SUBMIT DOES NOT MEAN COMMIT**
>
> Submitting an ITA does not commit a municipality to apply for financial assistance from the CWFP or SDWLP. If eligible, a valid ITA simply ensures the project is listed on the Project Priority List (PPL) for that SFY, which makes the municipality eligible to submit an application for funding, if that is their desire.

Requested Action
It is requested of each member municipality to submit an Intent to Apply (ITA) with Priority Evaluation & Ranking Formula (PERF) information to the WDNR's Clean Water Fund Program (CWFP) prior to October 31, 2026. The LVG is working with it's current Landfill engineering company, Oakridge Engineering, and a leachate treatment vendor, Apex Water Solutions, to provide technical assistance for the ITA and PERF process. At this time, the following action items are requested:

1. Action item for submitting ITA and PERF for WDNR Clean Water Fund Program
2. Allow for the following entities to provide technical assistance for the ITA and PERF:
   a) Oakridge Engineering, Inc.
   b) Apex Water Solutions, LLC
3. Prior to October 16, fill out and sign WDNR Form 8700-377 "Environmental Improvement Fund (EIF) Online Submittal Authorization Certificate" allowing for for technical assistance entities to enter ITA and PERF data on the municipality's behalf.
   a) pre-filled form 8700-377 for the 2 technical assistance companies are enclosed

References
PFAs Explained, USEPA website: https://www.epa.gov/pfas/pfas-explained
WDNR Environmental Loans website: https://dnr.wisconsin.gov/aid/EIF.html
WDNR ITA & PERF website: https://dnr.wisconsin.gov/aid/documents/EIF/Guide/PERF.html
WI 2025 Act 169: https://docs.legis.wisconsin.gov/2025/related/acts/169.pdf

State of Wisconsin
Department of Natural Resources
Environmental Loans Section-CF/2
PO Box 7921
Madison, WI 53707-7921
dnr.wi.gov Search: Loans

Environmental Improvement Fund (EIF)
Online Submittal Authorization Certificate

Form 8700-377 (R 05/2026)

If a municipality wants to designate and authorize a representative to submit materials on its behalf, the municipality must complete, sign, and send the Online Submittal Authorization Certificate to the DNR. An authorized municipal representative *(e.g., clerk, administrator, director of public works, mayor, president, or other position delegated such authority)* must sign the certificate. The completed certificate must be received by the DNR **before** the designated representative will be granted access to submit materials on behalf of the municipality. Email the signed, completed certificate (in PDF format) to the EIF Database Manager at Jennifer.Kilps@Wisconsin.gov.

The designated representative's authorization will stay in effect until the municipality cancels it.

Notice: A municipality may choose to allow a designated representative to submit materials through the online system on behalf of the municipality by completing this form and selecting whether the designated representative shall have access to "Read Only", "Enter Only", or "Enter and Submit" required materials through the online system. The designated representative's authorization remains in effect until the municipality notifies the DNR that the representative is no longer allowed to submit information on behalf of the municipality. DNR will not grant authorization to a designated representative to the online system until this form is completed and signed by an authorized municipal representative and received by the DNR. Personal information collected will be used for administrative purposes and may be provided to requesters to the extent required by Wisconsin's Open Records Law (ss. 19.31-19.39, Wis. Stats.).

Select one or both programs. Select one action for each selected program.

☒ Clean Water Fund Program (CWFP)	☐ Safe Drinking Water Loan Program (SDWLP)
○ Read Only ○ Enter Only ◉ Enter & Submit	○ Read Only ○ Enter Only ○ Enter & Submit

Applicant Information	Designated Representative Information
Name of Municipality	Name of Designated Entity/Firm Oakridge Engineering, Inc.
Name of Main Municipal Contact	Name of Designated Entity/Firm Representative Erik Lietz; Mike Travis; Mike Erickson
Title of Main Municipal Contact	Title of Designated Entity/Firm Representative Principal Engineer, Senior Scientist, Technician
Street Address, City, State, Zip Code	Street Address, City, State, Zip Code 877 Gaylord Avenue, Mondovi, WI 54755
Phone Number *(include area code)*	Phone Number *(include area code)* (715) 926-1110
Email Address	Email Address erik@oakridgeeng.com; travis@oakridgeeng.com; mikee@oakrid

Municipal Certification

I am the authorized representative of the above-named municipality. I hereby certify on its behalf that the above-named representative is designated and authorized to perform the above-selected action(s) through the online system, and they are further designated, authorized and empowered to take related, necessary actions **until said municipality revokes their designation and authorization.**

Signature of Municipality's Authorized Representative — Date Signed

Name of Authorized Representative *(print or type)* — Title of Authorized Representative *(print or type)*

State of Wisconsin
Department of Natural Resources
Environmental Loans Section-CF/2
PO Box 7921
Madison, WI 53707-7921
dnr.wi.gov Search: Loans

Environmental Improvement Fund (EIF) Online Submittal Authorization Certificate

Form 8700-377 (R 05/2026)

If a municipality wants to designate and authorize a representative to submit materials on its behalf, the municipality must complete, sign, and send the Online Submittal Authorization Certificate to the DNR. An authorized municipal representative *(e.g., clerk, administrator, director of public works, mayor, president, or other position delegated such authority)* must sign the certificate. The completed certificate must be received by the DNR **before** the designated representative will be granted access to submit materials on behalf of the municipality. Email the signed, completed certificate (in PDF format) to the EIF Database Manager at Jennifer.Kilps@Wisconsin.gov.

The designated representative's authorization will stay in effect until the municipality cancels it.

Notice: A municipality may choose to allow a designated representative to submit materials through the online system on behalf of the municipality by completing this form and selecting whether the designated representative shall have access to "Read Only", "Enter Only", or "Enter and Submit" required materials through the online system. The designated representative's authorization remains in effect until the municipality notifies the DNR that the representative is no longer allowed to submit information on behalf of the municipality. DNR will not grant authorization to a designated representative to the online system until this form is completed and signed by an authorized municipal representative and received by the DNR. Personal information collected will be used for administrative purposes and may be provided to requesters to the extent required by Wisconsin's Open Records Law (ss. 19.31-19.39, Wis. Stats.).

Select one or both programs. Select one action for each selected program.

☒ **Clean Water Fund Program (CWFP)**	☐ **Safe Drinking Water Loan Program (SDWLP)**
○ Read Only ◉ Enter Only ○ Enter & Submit	○ Read Only ○ Enter Only ○ Enter & Submit

Applicant Information	Designated Representative Information
Name of Municipality	Name of Designated Entity/Firm Apex Water Solutions, LLC
Name of Main Municipal Contact	Name of Designated Entity/Firm Representative Greg Ackerson; Jayson Naughton
Title of Main Municipal Contact	Title of Designated Entity/Firm Representative CEO; VP
Street Address, City, State, Zip Code	Street Address, City, State, Zip Code 5436 Douglas Drive North, Crystal, MN 55429
Phone Number *(include area code)*	Phone Number *(include area code)* 651-260-2650
Email Address	Email Address greg@apex-co.us; jaysonn@apex-co.us

Municipal Certification

I am the authorized representative of the above-named municipality. I hereby certify on its behalf that the above-named representative is designated and authorized to perform the above-selected action(s) through the online system, and they are further designated, authorized and empowered to take related, necessary actions **until said municipality revokes their designation and authorization.**

Signature of Municipality's Authorized Representative — Date Signed

Name of Authorized Representative *(print or type)* — Title of Authorized Representative *(print or type)*

CITY OF
EAGLE RIVER
Wisconsin

Application for a Hearing before Planning Commission

Applicant MUST provide the following information:

Name Veterans Resource Center/City of Eagle River Phone 630-935-0809

Property Address 1100 N. Railroad Street

Interest in the Property VRC (property owner), City of Eagle River (partner)

Name of Property Owner Veterans Resource Center

Mailing Address PO Box 93, Eagle River, WI 54521

The above signed applicant does petition the City Council as follows:

Amend the Zoning Classification or Boundaries of a District

Change may only be initiated by the City Council, Plan Commission or a petition by one or more of the owners or lessees of the property proposed to be changed.

Present Zoning Classification Highway Commercial

Requested Zoning Classification Park/Recreation

Applicant must provide the following information

- Legal description and address of the property in question.
- A sketch drawn to a scale of not less than 100 feet to the inch, showing area to be changed, its location, the location of the existing boundaries and the uses within 300 feet of the property proposed to be changed.
- Property owners names, mailing address of all property within 300 feet of the property in question.
- Present use of the property in question.
- Proposed use of the property in question.

Zoning Ordinance Amendment

Change initiation, must be initiated by Zoning Administrator.

Requested Amendment to section: _____

_____

_____

_____

Conditional Use Permit

Zoning Classification of Property _____

List the requested conditional use, _____

_____

_____

_____

Applicant must provide the following information:

- A legal description and address of the property where the use will take place.
- The names and mailing addresses of the abutting property owners.
- Present uses of the abutting properties.
- A site plan of the property showing distances of structures to property lines, parking areas, landscaping, lighting, traffic line of sight visibilities and any other information which will assist the Planning Commission to make a decision.

Additional information may be requested by the Eagle River Plan Commission or the Eagle River City Council to evaluate your application. The lack of information may in itself be sufficient cause to deny a petition. Failure to provide the above required information may result in additional public hearings, which additional costs will be borne by the applicant.

The completed application must be submitted to the Zoning Administrator's office no less than 30 days before the date of the Planning Commission meeting (unless waived by Zoning Administrator), 525 E. Maple Street, PO Box 1269, Eagle River, WI 54521.

Applicant or Owner of the property or Agent shall appear before the Planning Commission.

Dated this 27 day of August, 2026

Respectfully submitted by Denny Geiseman, Veterans Resource Center

For Office Use Only:

Permit distribution: ☐ *Treasurer (w/check)* ☐ *File* ☐ *Planning Commission*

Payment: $_____ ☐ *Cash* ☐ *Check #_____* *Date:_____* *Admin: _____* *Date: _____*



Vilas County Land Information

PLSS Section/Quarter/Gov't Lot Lines

Subdivision Type

PLSS Quarter/Gov't Lot Line — PLSS Section Line

Address Sites
Addressed Points

Roads

Major Arterial — Minor Arterial — Collector — Local — Resource

Service and 4WD — Service and 4WD — Other

Tax Parcels
Parcel Polygons

Standard Parcel | Condo Unit | Condo

Distance Labels (Legacy)

Legacy Distance Label

Parcel Lines

Boundary Line | Lot/Survey Line | Lot/Survey Line | Meander Line | Natural Feature | Right of Way

Section/QQ/GL Areas
PLSS Quarter/Gov't Lots

Sub-Section Polygon

Government Units

PLSS Sections

PLSS Section

General Zoning

All-Purpose (AP) | Industrial (I) | Single-Family Residential (R-1)

Eagle River Only Zoning

Highway Commercial (C-2) | Office/Residence (OR) | Park and Recreation (PR) | Multi-Family (R-3)

Parcel ID: 221-1019-06

Ascent Systems
Permits | Land Records

Zoning
Highway Commercial (ER)

Site Address
1100 N RAILROAD STREET

Owner / Mailing Info
ASPIRUS BUILDINGS INC
2200 WESTWOOD DR
WAUSAU, WI 54401

Source Maps
B3990 | A4640
**research more survey information using the online survey index.*

View in other maps:
Address | Imagery | PLSS | Recreation | Tax Parcel | Voting

CITY OF
EAGLE RIVER
Wisconsin

Snowmobile Capital of the World ★ ATV/UTV Capital of Wisconsin ★ Hockey Capital of Wisconsin

PUBLIC HEARING

The Planning Commission will consider the rezoning, and the subsequent change to the Comprehensive Plan of the City of Eagle River, for 1100 N. Railroad from Highway Commercial to Parks/Recreation zoning classification. Effective 9/30/26, the property is owned by the Veterans Resource Center of Eagle River, Wisconsin.

This property is described as: NW-NW,Sect. 28, T40N,R10E, PRT NW NW, City of Eagle River, Vilas County, Wisconsin. Computer number 221-1019-06. COMPLETE LEGAL IN TAX ROLL.

The City of Eagle River Planning Commission will hold a Public Hearing on Thursday, October 1, 2026 at 5:00 P.M. at the Eagle River City Hall, 525 East Maple St, Eagle River, WI. Comments can be made at the public hearing or by mail to City Administrator, PO Box 1269, Eagle River, WI 54521; by phone (715) 479-8682 x227 or email rcginner@eagleriverwi.gov.

CITY OF EAGLE RIVER Wisconsin

Ordinance No. 60

AN ORDINANCE AMENDING THE ZONING DISTRICT CLASSIFICATION FROM HIGHWAY COMMERCIAL TO PARKS/RECREATION (PR) AND AMENDING THE CITY OF EAGLE RIVER COMPREHENSIVE PLAN

The Common Council of the City of Eagle River, Vilas County, Wisconsin, does hereby ordain as follows:

SECTION 1. PURPOSE AND AUTHORITY.

This Ordinance is adopted pursuant to the authority granted under Wisconsin Statutes Chapters 61 and 62, applicable Wisconsin comprehensive planning statutes, and the City of Eagle River Zoning Code and Comprehensive Plan, for the purpose of amending the official zoning map and the City of Eagle River Comprehensive Plan.

SECTION 2. FINDINGS.

The Common Council finds and determines that:

A. The Veterans Resource Center of Eagle River, Wisconsin, is the owner of the property located at 1100 N. Railroad Street, Eagle River, Wisconsin, effective October 1, 2026.
B. The subject property is legally described as NW-NW, Sect. 28, T40N, R10E, PRT NW NW, City of Eagle River, Vilas County, Wisconsin. Computer number 221-1019-06. COMPLETE LEGAL IN TAX ROLL.
C. A duly noticed public hearing was scheduled before the City of Eagle River Planning Commission on October 1, 2026, at 5:00 P.M., at Eagle River City Hall, in accordance with applicable Wisconsin Statutes and the City of Eagle River Zoning Code, at which time interested persons were given the opportunity to be heard.
D. Following review of the rezoning request, public testimony, and staff recommendations, the Planning Commission considered the proposed zoning district classification change and forwarded its recommendation to the Common Council; and
E. The proposed zoning district classification change and corresponding Comprehensive Plan amendment are intended to designate the subject property for Parks/Recreation use.

SECTION 3. ZONING DISTRICT AMENDMENT.

The official Zoning Map of the City of Eagle River is hereby amended to reclassify the property described in Section 2(B) of this Ordinance from Highway Commercial (HC) zoning district to Parks/Recreation (PR) zoning district.

SECTION 4. COMPREHENSIVE PLAN AMENDMENT.

The City of Eagle River Comprehensive Plan is hereby amended to change the future land use designation for the property described in Section 2(B) of this Ordinance from Highway Commercial to Parks/Recreation, consistent with the intended use of the property. The Comprehensive Plan map and related City records shall be updated accordingly.

SECTION 5. ADMINISTRATION.

The City Clerk, Zoning Administrator, and other appropriate City officials are authorized and directed to take all actions necessary to implement this Ordinance, including updating the official zoning map and records of the City and updating the Comprehensive Plan map and related records to reflect the amendments adopted herein.

SECTION 6. SEVERABILITY.

If any section, subsection, clause, or provision of this Ordinance is held invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions.

SECTION 7. EFFECTIVE DATE.

This Ordinance shall take effect upon passage and publication as required by law.
Adopted by the Common Council of the City of Eagle River this 13th day of October, 2026.

SIGNED:

_____

Debra A. Brown, Mayor

ATTEST:

_____

Becky Bolte, Clerk

tribute
BREWING COMPANY
EAGLE RIVER, WISCONSIN

October 1, 2026
City of Eagle River Planning Commission
525 E. Maple Street
Eagle River, WI 54521

RE: Rezoning Request - 1100 N. Railroad, Veterans Resource Center of Eagle River

Members of the Eagle River Planning Commission:

Tribute Brewing Company wishes to place on the public record our full support for the requested rezoning of the property located at 1100 N. Railroad for use by the Veterans Resource Center of Eagle River.

We also support the Veterans Resource Center and its plans to develop a veterans memorial park at this location. We believe this project represents a meaningful opportunity to recognize and honor the service of area veterans while creating a lasting community space in Eagle River.

Tribute Brewing Company intends to support the Veterans Resource Center in its fundraising efforts for the memorial project. As part of that commitment, we plan to developing a dedicated Tribute beer, with a portion of the proceeds from its sales directed toward the planned veterans memorial. We also look forward to collaborating with the Veterans Resource Center on fundraising events and other opportunities to support the project.

Sincerely,

Jay Stock
General Manager
Tribute Brewing Company

STEVEN C. GARBOWICZ
ATTORNEY AT LAW
221 S. First Street
P. O. Box 639
Eagle River, WI 54521
715-479-6444 ext. 1
Fax: 715-479-3021
sgarbo@oabglaw.com

October 7, 2026

VIA EMAIL ONLY

Robin Ginner

Re: **Zoning Question**

Dear Robin:

I received your email of October 6th with the two zoning questions concerning the parcel of real estate where previously a U-Haul facility was contemplated for that area but which ultimately was turned down by the City Council.

With regard to your first question, in my mind, there would need to be some definition of "Educational and institutional uses – Privately Owned". Without a definition, that concept is so broad that there are very few developments that would not fit within that language. Therefore, I would recommend if that is the direction that the Plan Commission or the City Council or both wish to take, the terms "educational and institutional uses" need to be defined. Obviously "privately owned" speaks for itself but what limitations are we going to place under "educational and institutional" uses? Those are very broad terms and can mean a lot of different things to a lot of different people and I would strongly suggest if that is the direction the City is headed there needs to be some amendment of Section 106-472(17) to define that terminology.

Secondly, you have asked a question of whether or not I am comfortable allowing the property to remain zoned Highway Commercial or rezoning it to a Parks/Recreational designation. I reviewed Section 106-521 of the Code of Ordinances and quite frankly, it just seems as though at least in the uses permitted by right to be publicly owned parcels. In the uses permitted by conditional grant, I would note that warehousing and storage are a use permitted by conditional grant. Based on that language and the fact that we can't assume that the organization that is attempting to purchase this property or has purchased it is not going to sell it in the future.

Therefore, at this point, with what I know about this parcel of real estate and the facts surrounding it, it would be my recommendation that it remain under Highway Commercial and if we are going to permit its development as a Veterans Memorial//Dog Park, we define "Educational and institutional uses". I think Park and Recreation implies a private ownership at least in uses permitted by conditional grant and again, under uses permitted by conditional grant there is the issue of warehousing and storage. If

the City is inclined to rezone this parcel to Park and Recreation, I would amend Section 106-523 (e) and (f) by deleting those subsections from that Ordinance as they again open the possibility for warehousing or storage again. As I said, I would leave this property zoned under 106-472(17) but define "Educational and institutional uses" accordingly.

If you have any other questions, please feel free to contact me.

Sincerely,

Steven C. Garbowicz

SCG:alc

Hwy 45 Road Crossing Vibrant Space Grant Project

Proposed Execution and Contracting Recommendations That Will Require Support and Participation from the City of Eagle River

October 7, 2026; rev. 1

The following is a summary of the three contracting/execution phases that are proposed to fully implement the Hwy 45 Crossing Project. The first two phases require direct involvement, and approval, from the City of Eagle River to minimize total project costs and provide contract efficiencies.

1. **Eagle River Department of Public Works (DPW) to remove exiting sidewalk along Hwy 45**

   Scope:

   - DPW will coordinate with Diggers Hotline to locate any underground utilities within the work zone, as needed
   - Implement any traffic control needed for working adjacent to Hwy 45
   - Remove existing sidewalk along east side of Hwy 45, between Spruce Street sidewalk curb and just to the north of East Division Street
   - Total length of sidewalk to be removed ~ 280 ft
   - Dispose/reuse removed concrete
   - Surface restoration includes adding topsoil as needed, and seeding/mulching per DPW procedures
   - Drawing showing exact limits of sidewalk removal will be provided at a later date

   Funding/payment arrangement:

   DPW would do this as an in-kind service; no payment to be issued by Eagle River Revitalization Program (ERRP) or Great Headwaters Trail Foundation (GHTF) for this work element.

2. **Concrete sidewalk work for Hwy 45 crossing to be included as provisional scope items as part of the Eagle River 2027 Capital Improvement (sidewalk work) Bid**

   Scope:

   - Three small sections of existing concrete sidewalks, curbs/gutters, and ramps encompassing the area of the new Hwy 45 pedestrian and biking crossing will be removed and replaced; these sections include an approximate 10 ft by 18 ft

sidewalk section on the east side of Hwy 45, and approximate 10 ft by 15 ft section within median strip of Hwy 45, and an approximate 8 ft by 10 ft section on the west side of Hwy 45.

- Contractor will saw cut and remove existing concrete and asphalt from these sections and replace with new concrete sidewalks, curbs/gutters and ramps per engineering drawings prepared by Becher Hoppe. Small asphalt cuts, approximately 80 ft in total length, and asphalt patching will be required next to the four new sidewalk ramps along the edges of Hwy 45 (east side of Hwy 45, east and west sides of the median strip, and west side of Hwy 45).
- Two existing storm sewer inlet covers may need to be reset, depending on the final positioning of the new curbs and gutters.
- An existing WDOT Permit was obtained earlier in 2026 and will be applicable for this work in 2027.
- Traffic control will be required per the WDOT Permit, and traffic control plan drawings have been prepared by Becher Hoppe.
- GHTF and ERRP will work with Becher Hoppe to generate an updated engineering plan set that will clearly illustrate the specific sidewalk work covered under this scope.
- GHTF and ERRP will prepare specific bid items defining this work, that the Eagle River DPW can add as provisional scope items to their 2027 sidewalk repair scope.
- Eagle River DPW, GHTF and EERP will mutually decide on whether to proceed with the work following receipt and review of the winning contractor bid.
- Note – concrete pedestals for the Rectangular Rapid Flashing Beacon (RRFB) system poles will not be part of this scope (these will be done under a separate project, defined below, so that the contractor responsible for pole installation will also be responsible for installing the corresponding concrete bases).

Funding/payment arrangement:

Contractor costs for the above-noted scope items will be reimbursed directly to Eagle River by GHTF. Specific details on timing, roles/responsibilities, and payment process will be defined in a Cooperation Agreement between City of Eagle River, GHTF, and EERP. GHTF will prepare a draft Cooperation Agreement for all parties to review and finalize during the Fall of 2026.

3. Remaining Project scope Items to be managed by ERRP and GHTF later in 2027

Scope: A separate bid process and contract will be conducted and paid for by EERP and GHTF for all remaining work elements necessary for the full completion of the Hwy 45

crossing project detailed in the WDOT approved Becher Hoppe design. The remaining items will include:

- Traffic control required under WDOT Permit.
- Installation of the three concrete bases needed for supporting the poles for the RRFB system.
- Installation, startup, and calibration of the RRFB system (Eagle River DPW will be trained on how the system operates and whether it should be in manual or automatic monitoring mode, and what is included in the RRFB subscription service provided by Tapco [RRFB supplier]) (note RRFB systems will be purchased by EERP in 2026 and stored at DPW building over the winter of 2026/2027).
- Install new asphalt bike trail sections, approximately 420 ft in total length, 10 ft average width.
- Procurement and installation of all required signs (seven total, plus the six attached to the RRFB System poles)
- Procurement and installation of the two swing gates required for controlling access across snowmobile crossing.
- Procurement and installation of kiosk (with recreational maps for Eagle River), two park benches, and bike rack on concrete mat.
- Place new epoxy lines across pedestrian/biking crosswalk.
- Note – new thermoplastic coating across snowmobile crossing will be installed by the City of Eagle River under a different contract.

CONCEPT PLAN
VETERAN'S PARK

Airport Rd

Airport Rd

1" = ±50'

VETERANS MEMORIAL AREA

ICE SCULPTURES

WINTER SKATING

W

M

SHELTER

DOG PARK
APPROX. 1 ACRE

DOG PARK
PARKING

BLUEBIRD ROAD

PARKING

N Railroad St

N Railroad St

N Blu

Dennis Geiseman
President
Veterans Resource Center
418 W. Pine Street
Eagle River, WI 54521

October 8, 2026

Reference: City of Eagle River Dog Park

20-year lease with the VRC at $1.00 per year that the VRC will pay

- Insurance, naming the VRC as additional insured
- Black fencing required
- Bushes as buffer along Railroad Street
- Gravel parking along Bluebird and Airport Road
- Maintain grass on dog park and property
- Bring water and electricity to the Memorial
- Build pavilion with bathrooms
- Maintain the bathrooms

Thank you for considering the VRC property

Sincerely,
Dennis Geiseman
dgeiseman@gmail.com

Dennis my Geiseman Jr. 10/08/2026

418 W. Pine Street Eagle River Wisconsin 54521 715-479-8810

American Valor

Are you aware that Vilas County has more veterans living here than any other county in Wisconsin? The Veterans Resource Center in Eagle River will be building a memorial to give these brave men and women a place for them to be honored for their sacrifices, bravery and service.

The Vilas County Veterans Memorial will be located at the north end of Hwy.45 in the city of Eagle River. This will be a premier destination to honor these veterans who have answered the call to serve Their courage and commitment to something greater than themselves deserve to be remembered

Right now, it is an empty field but will be a highly visible and accessible location This will allow veterans to reflect and celebrate their service and the service of others.

We need your help to complete this project in a timely manner. Please consider donating to this very worthy project, For more information please visit our website.
eagleriververvrc.com

The Veterans Resource Center thanks you in advance for your consideration.

To: Robin Ginner, City Administrator

PROPOSAL FOR PRESENTATION AT MEETING OF EAGLE RIVER COMMON COUNCIL ON TUESDAY, OCTOBER 13TH, 2026 AT CITY HALL, 525 EAST MAPLE, EAGLE RIVER, WI 54521.

The Eagle River Pickleball Association (ERPA) respectfully requests that the City of Eagle River enter into a five-year agreement with ERPA regarding scheduled use of the City-owned pickleball courts for the 2027 through 2031 playing seasons.

For a number of years, ERPA and the City of Eagle River have worked cooperatively regarding the use of the City pickleball courts. Each year, ERPA submits its requested hours of scheduled exclusive use to the City Clerk, and those hours are established for the upcoming playing season.

The current arrangement generally runs from approximately May 1 through October 15 each year. Outside of ERPA's designated hours, the courts remain available for public use.

ERPA is now preparing to undertake a significant resurfacing of the courts. ERPA has received three bids from vetted contractors, with proposed costs in the approximate range of $30,000 to $40,000.

The City has indicated that it will not be contributing financially toward the resurfacing project. ERPA is prepared to fund the project, which would represent a substantial investment by the Association in improving and preserving a City-owned recreational facility.

Before making that investment, ERPA is requesting reasonable assurance that it will continue to have scheduled access to the courts for a period of five years.

Specifically, ERPA requests that the City agree that, for the 2027 through 2031 playing seasons:

- ERPA will continue to receive designated periods of exclusive use of the pickleball courts substantially consistent with the overall level of access and general scheduling arrangement in place for the 2026 season.
- The ERPA playing season will generally extend from approximately May 1 through October 15 each year.
- ERPA will continue to submit its proposed specific hours of use annually to the City Clerk, allowing reasonable adjustments from year to year as circumstances warrant.
- Any material reduction in ERPA's overall level of scheduled court access from that provided during the 2026 season will be discussed with ERPA and mutually agreed upon by ERPA and the City.

- The City will retain the ability to address necessary maintenance, emergencies, City-sponsored activities, or other extraordinary circumstances that may temporarily affect use of the facility.

ERPA is not requesting ownership or control of the courts, nor is it requesting that the courts become a private facility. The courts would remain City property and would continue to be available to the general public outside of ERPA's approved scheduled hours, just as they are today.

ERPA believes this represents a reasonable partnership between the Association and the City.

ERPA is willing to invest approximately $30,000 to $40,000 of its own funds to resurface and improve a City-owned recreational facility, without expecting the City to contribute toward the project.

In return, ERPA is asking for sufficient certainty regarding its continued use of the courts to responsibly make that investment.

A five-year commitment provides stability for both parties. ERPA can responsibly invest in and maintain the facility and plan its programs and activities, while the City retains ownership of an improved recreational asset that continues to be available for public use.

ERPA respectfully requests that the Eagle River Common Council approve a five-year commitment covering the 2027 through 2031 playing seasons, substantially consistent with the terms outlined above, and authorize the appropriate City representative(s) to approve that commitment. Both parties co-signing this document would suffice as far as ERPA is concerned.

ERPA appreciates the City's longstanding cooperation and looks forward to continuing that partnership.

Submitted by:
Eagle River Pickleball Association

Jane Jones, President
Denny Erardi, Vice President

Burke
PLAY THAT MOVES YOU.
BCIBURKE.COM • 800.266.1250

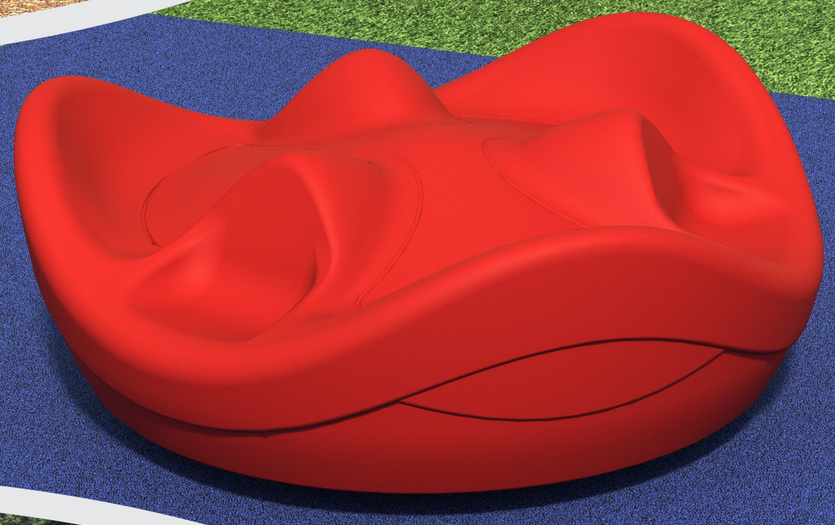
LION'S PARK PLAYGROUND - EAGLE RIVER - FREESTANDING

PROPOSAL #: 142-222328-1



MADE IN WISCONSIN

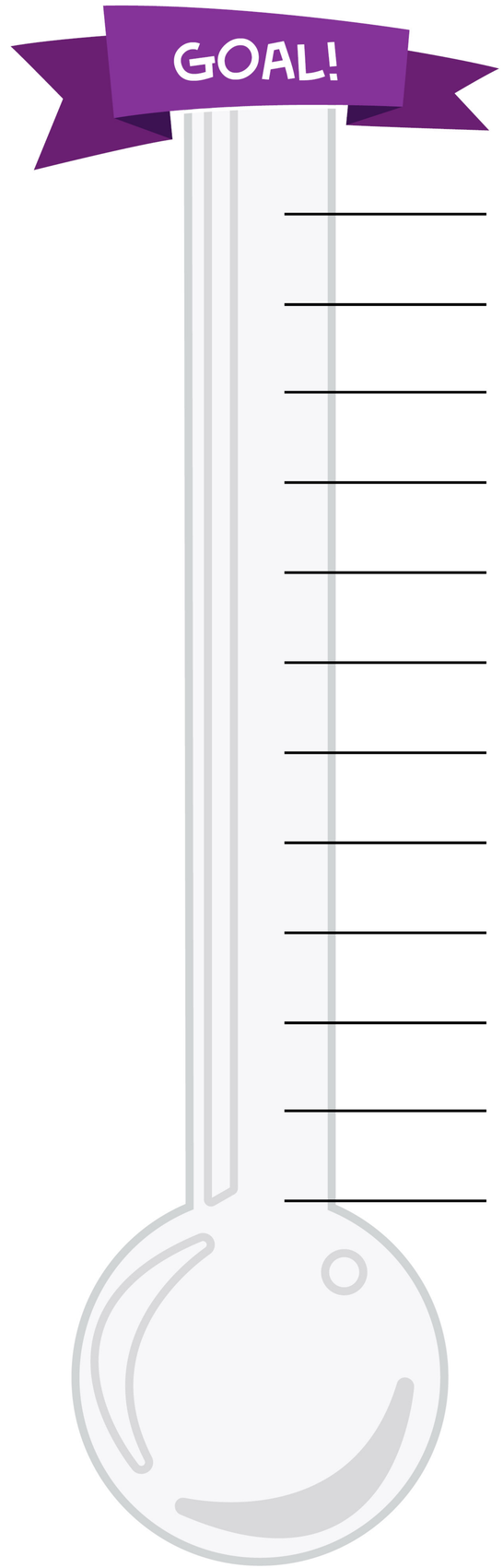
COLOR KEY
- RED
- BLUE
- SILVER





SCAN HERE TO DONATE

LR LEE RECREATION LLC



3D Designer: Heidi

SERIES LINE: Burke Basics

GROUP:
Volta | Cirrus & Air Venture Glider | Level X Dome

DESIGNED FOR AGES:
5 to 12

Lion's Park Playground - Eagle Rive
Eagle River, WI 54521

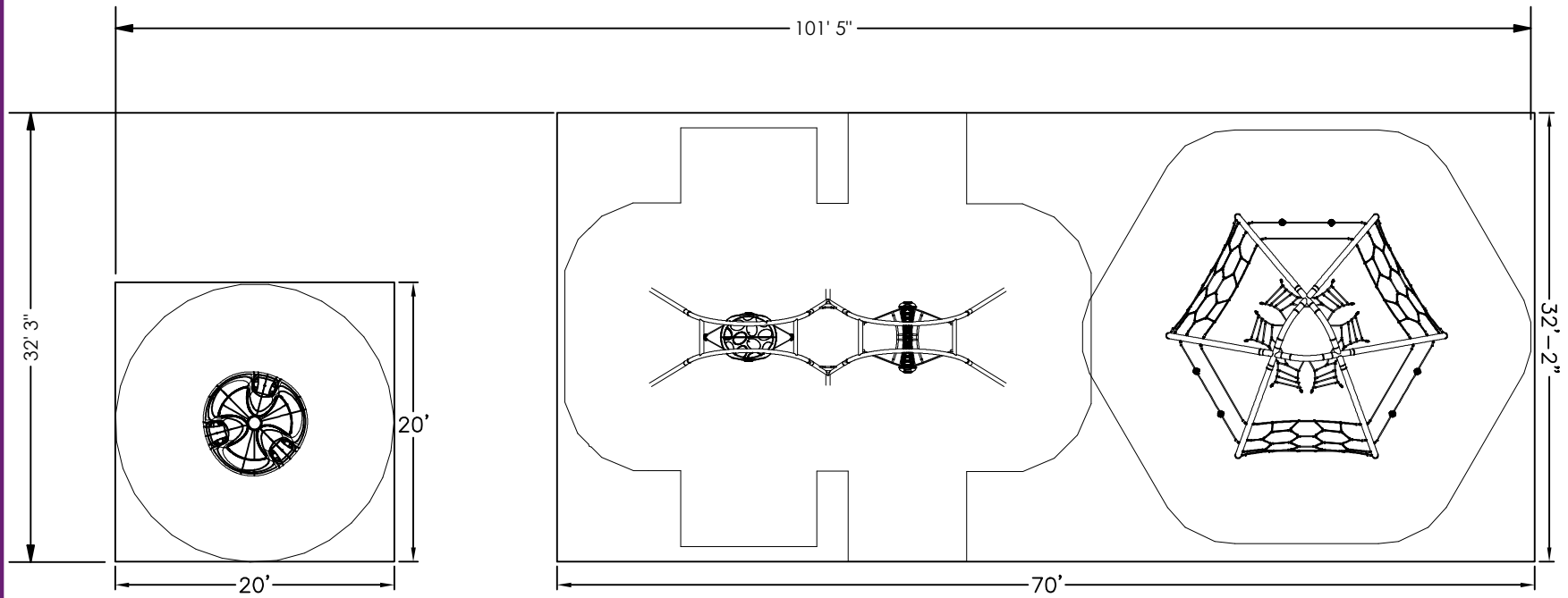
Burke
PLAY THAT MOVES YOU.

08/25/2026

Lee Recreation, LLC
142-222328-1

Designer: Brenda Smoot

SITE PLAN VIEW



PLEASE NOTE: ALTHOUGH ALL ATTEMPTS HAVE BEEN MADE TO PROVIDE AN ACCURATE SITE IT MAY NOT TRULY REPRESENT THE AREA WHERE THIS PLAYGROUND LAYOUT IS TO BE PLACED. UNLESS OTHERWISE NOTED THE PLAY AREA IS ASSUMED TO BE LEVEL.

SCALE IN FEET
0' 5' 10' 20'

OVERALL BOUNDING OF USE ZONES
Area:3263.2 sq.ft.
Perimeter:267.1 ft.
STRUCTURE SIZE:32' 3"x101' 5"
POST SIZE(S):"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

PLAYGROUND ACCESSIBILITY (Provided/Required)

TOTAL EVENTS	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	GROUND EVENTS	TYPES OF GROUND EVENTS
7	0 / 0	0 / 0	0 / 0	7 / 0	4 / 0

The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.

BCI BURKE COMPANY, LLC | PO BOX 549 FOND DU LAC, WI 54936-0549 | 920.921.9220 | BCIBURKE.COM

LEE RECREATION, LLC

Providing Fun Across Wisconsin Since 1995

DATE: August 31ST, 2026

TO: Lion's Park
328 N. 3rd St
Eagle River, WI 54521

FROM: Jeff Thompson
RE: **Playground Proposal # 142-222328-1**

BCI Burke "Play That Moves You!"

1-#560-2579	Volta Inclusive Spinner w/ Footer	$ 8,884.00
1-#CIRRUS	Cirrus Swing w/ Add On AirVenture Glider	$16,800.00
1-#LevelXDome	Level X Dome w/ 3 Rope Climber	$27,000.00

Subtotal Equipment	$52,684.00
Discount	($ 7,900.00)
Installation/Assembly	$15,800.00
Freight	$ 1,800.00
TOTAL	**$62,384.00**

SURFACING OPTIONS:

1) **526 ft² Playbound (™) Poured-In-Place Surfacing** **ADD $18,410.00** ____ Y / ____ N
   - Consists of a 50% Color – 50% Black speckled mix
   - 24-hour security of site until product sets is the responsibility of the customer.
   - Surfacing for path to Cirrus Swing and for the entirety of the Volta Inclusive Spinner's Use Zone. Remaining required resilient surfacing is the responsibility of the customer.

2) **3,726 ft² Playbound (™) Poured-In-Place Surfacing** **ADD $97,396.00** ____ Y / ____ N
   - Consists of a 50% Color – 50% Black speckled mix
   - 24-hour security of site until product sets is the responsibility of the customer.
   - Surfacing for path to Cirrus Swing and Volta Inclusive spinner and surfacing for the existing LSI equipment. Remaining required resilient surfacing is the responsibility of the customer.

Quote Accepted by:_____Date:_____

Terms: Net 20
Marking of Private Lines, Disposal of Garbage, Resilient Surfacing, Security of Site Until Surfacing Sets & Site Restoration is the responsibility of the customer.
Lead time: 7-9 Weeks Upon Receipt of Order
Quote Effective: Until 09-30-2026

LION'S PARK PLAYGROUND - EAGLE RIVER - FREESTANDING

PROPOSAL #: 142-222329-1

Burke
PLAY THAT MOVES YOU.
BCIBURKE.COM • 800.266.1250

COLOR KEY
- RED
- BLUE
- SILVER

MADE IN WISCONSIN

SCAN HERE TO DONATE

LR LEE RECREATION LLC

3D Designer: Heidi

GOAL!

SERIES LINE: Fitness | Nucleus | Burke Basics

GROUP: Fitness

DESIGNED FOR AGES: 5 to 12

Lion's Park Playground - Eagle Rive

Eagle River, WI 54521

Burke
PLAY THAT MOVES YOU.

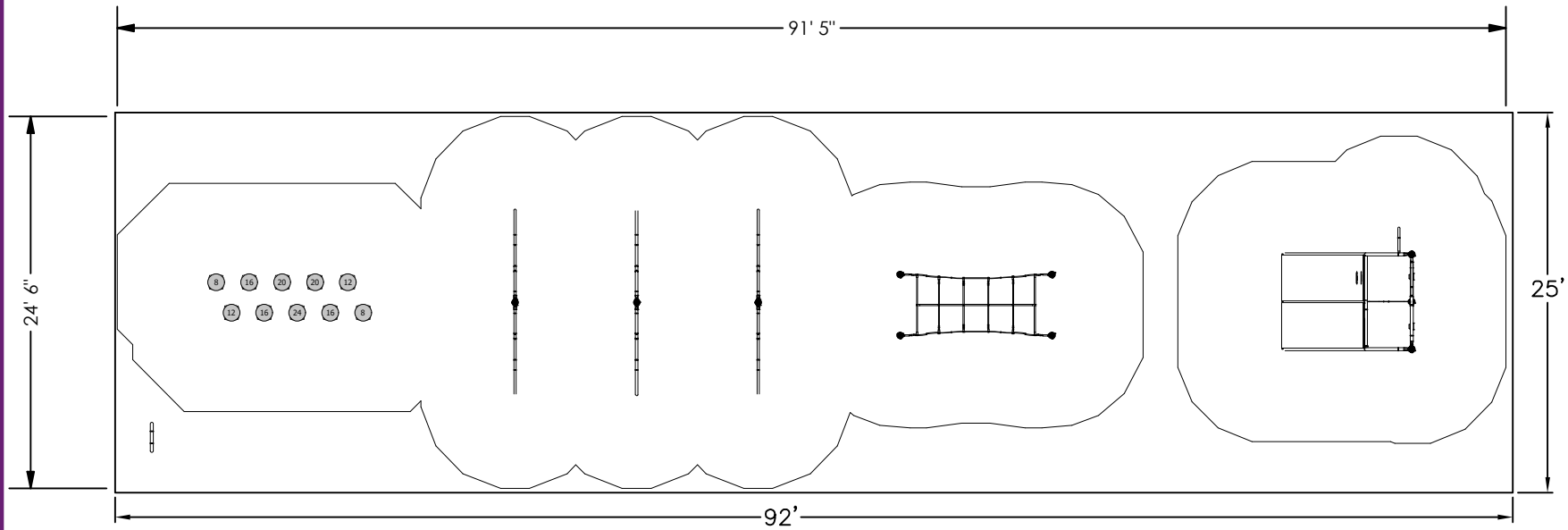
08/25/2026

Lee Recreation, LLC

142-222329-1

Designer: Payton Jens

SITE PLAN VIEW



PLEASE NOTE: ALTHOUGH ALL ATTEMPTS HAVE BEEN MADE TO PROVIDE AN ACCURATE SITE IT MAY NOT TRULY REPRESENT THE AREA WHERE THIS PLAYGROUND LAYOUT IS TO BE PLACED. UNLESS OTHERWISE NOTED THE PLAY AREA IS ASSUMED TO BE LEVEL.

N

0 1 5 10 20
SCALE IN FT

OVERALL BOUNDING OF USE ZONES
Area: 2237.7 sq.ft.
Perimeter: 231.7 ft.
STRUCTURE SIZE: 24' 6"x91' 5"
POST SIZE(S): 5"

**The space requirements shown here are to ASTM standards. Requirements for other standards may be different.

PLAYGROUND ACCESSIBILITY (Provided/Required)

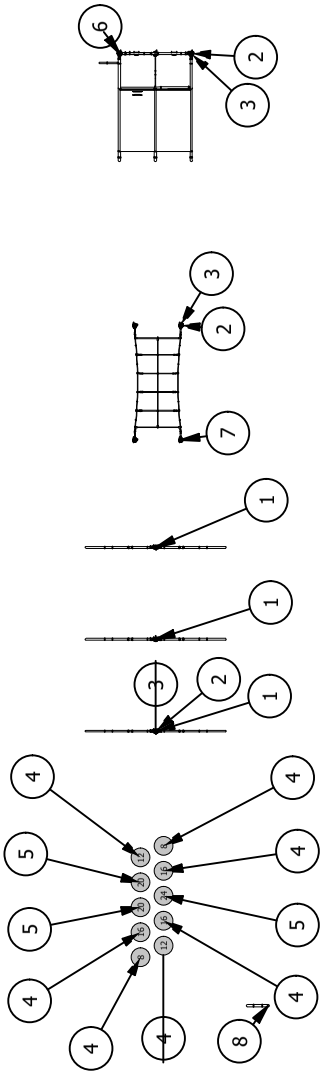
TOTAL EVENTS	ELEVATED EVENTS	TRANSFER ACCESSIBLE EVENTS	RAMP ACCESSIBLE EVENTS	GROUND EVENTS	TYPES OF GROUND EVENTS
15	0 / 0	0 / 0	0 / 0	15 / 0	4 / 0

The use and layout of play components identified in this plan conform to the CPSC guildelines. U.S. CPSC recommends the separation of age groups in playground layouts.

Warning: Accessible safety surfacing material is required beneath and around this equipment that is compliant with ASTM, CPSC, and ADAAG requirements.

BCI BURKE COMPANY, LLC | PO BOX 549 FOND DU LAC, WI 54936-0549 | 920.921.9220 | BCIBURKE.COM

ITEM	COMP.	DESCRIPTION
1	370-1600	OVER UNDER
2	670-1000	METAL STRUCTURE ID LABEL
3	670-0512	METAL 5-12 WARNING LABEL
4	560-0595	BLOCK UP 8"-16"
5	560-0596	BLOCK UP 20"-24"
6	370-1717	VICTORY WALL
7	370-1776	TWINKLE TOES
8	580-1302	FS SIGN, CUSTOM/CUSTOM



SERIES LINE: Fitness | Nucleus | Burke Basics

COMPONENT VIEW

GROUP:
Fitness

DESIGNED FOR AGES:
5 to 12

Lion's Park Playground - Eagle Rive

Eagle River, WI 54521

08/25/2026

Lee Recreation, LLC

142-222329-1

Designer: Payton Jens

LEE RECREATION, LLC

Providing Fun Across Wisconsin Since 1995

DATE: August 31st, 2026

TO: Lion's Park
328 N 3rd Street
Eagle River, WI 54521

FROM: Jeff Thompson
RE: **Playground Quote, 142-222329-1**

BCI BURKE "Play That Moves You"

Custom Sign:			
1-#580-1302	FS Sign, Custom		$ 857.00
7-#560-0595	Block Up 8"-16"	$896 ea.	$ 6,272.00
3-#560-0596	Block Up 20"-24"	$921 ea.	$ 2,763.00
Over Under:			
3-#370-1600	Over Under	$1,828 ea.	$ 5,484.00
3-#072-0500-96C	5" OD x 96" Capped Post	$451 ea.	$ 1,353.00
Twinkle Toes:			
1-#370-1776	Twinkle Toes		$ 2,994.00
4-#072-055-52C	5" OD x 52" Capped Post	$285 ea.	$ 1,140.00
Victory Wall:			
1-#370-1717	Victory Wall		$28,329.00
1-#072-0500-180C	5" OD x 180" Capped Post		$ 772.00
2-#072-0502-220S	5" OD x 220" Swaged Post	$896 ea.	$ 1,792.00
1-#072-5503-32T	5" OD x 32" Top Aluminum Capped Post		$ 198.00
1-#072-5503-44T	5" OD x 44" Top Aluminum Capped Post		$ 241.00

Subtotal Equipment	$52,195.00
Discount	($ 7,830.00)
Assembly/Installation	$15,660.00
Freight	$ 1,800.00
TOTAL	**$61,825.00**

SURFACING OPTIONS:

1. **110 yd³ Engineered Wood Fiber Surfacing** **ADD $3,080** **_____Y/_____N**
   - Delivered only
2. **2,444 ft² Poured-In-Place Surfacing** **ADD $63,883** **_____Y/_____N**
   - Playbound (™) Poured-In-Place Surfacing consists of a 50% Color – 50% Black speckled mix
   - Includes aggregate base
   - 24 hour security of site until product sets is the responsibility of the customer

Quote Accepted by:_____Date:_____

Terms: Net 20
Marking of Private Lines, Site Preparation, Disposal of Garbage, Resilient Surfacing & Site Restoration is the Responsibility of the Customer.
Lead time: 7-9 Weeks Upon Receipt of Order
Quote Effective: Until 09-30-2026


City Hall Playground
Eagle River Skatepark

City of Eagle River												
5/17/2016 through 12/31/2026												
Rates run from January 1st through December 31st each year												
PI implemented January 1st each year = CPI-urban												
Service Size & Type	**Service Frequency**	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
48 gallon MSW *	weekly	$6.37	$6.50	$6.63	$6.78	$6.87	$7.36	$7.83	$8.10	$8.35	$8.55	$8.81
96 gallon REC *	E2W	$3.18	$3.25	$3.31	$3.38	$3.43	$3.67	$3.91	$4.04	$4.17	$4.27	$4.40
Bagged curbside collection - brush	spring/fall per event	$920.00	$939.32	$957.17	$979.18	$992.89	$1,062.39	$1,131.45	$1,169.92	$1,206.19	$1,235.13	$1,272.19
loose curbside collection - Xmas Trees	1 week - per event	$450.00	$459.45	$468.18	$478.95	$485.65	$519.65	$553.43	$572.24	$589.98	$604.14	$622.27
WWTP (2) 65 gallon	weekly	$64.00	$65.34	$66.59	$68.12	$69.07	$73.91	$78.71	$81.39	$83.91	$85.92	$88.50
City Hall (1) 2 yd MSW	weekly	$65.00	$66.37	$67.63	$69.18	$70.15	$75.06	$79.94	$82.66	$85.22	$87.26	$89.88
city hall (1) 2 yd REC	every 4 weeks	$20.00	$20.42	$20.81	$21.29	$21.58	$23.10	$24.60	$25.43	$26.22	$26.85	$27.66
Riverview Park (1) 2 yd MSW	weekly	$65.00	$66.37	$67.63	$69.18	$70.15	$75.06	$79.94	$82.66	$85.22	$87.26	$89.88
Riverview Park (2) 96 gall REC	every 2 weeks	$9.00	$9.19	$9.36	$9.58	$9.71	$10.39	$11.07	$11.44	$11.80	$12.08	$12.45
T-Docks (1) 2 yd MSW	weekly	$65.00	$66.37	$67.63	$69.18	$70.15	$75.06	$79.94	$82.66	$85.22	$87.26	$89.88
T-Docks (2) 96 gall REC	every 2 weeks	$9.00	$9.19	$9.36	$9.58	$9.71	$10.39	$11.07	$11.44	$11.80	$12.08	$12.45
City Sidewalks (12) MSW carts	weekly	$10.84	$11.07	$11.28	$11.54	$11.70	$12.52	$13.33	$13.78	$14.21	$14.55	$14.99
City Yard (1) 4 yd MSW	every 2 Weeks	$73.00	$74.53	$75.95	$77.70	$78.78	$84.30	$89.78	$92.83	$95.71	$98.01	$100.95
Light & Water (1) 2 yd MSW	every 2 weeks	$45.00	$45.95	$46.82	$47.89	$48.57	$51.96	$55.34	$57.22	$59.00	$60.41	$62.23
Silver Lake Beach (1) 2 yd MSW	weekly	$65.00	$66.37	$67.63	$69.18	$70.15	$75.06	$79.94	$82.66	$85.22	$87.26	$89.88
Silver Lake Beach (2) 96 gall REC	every 2 weeks	$9.00	$9.19	$9.36	$9.58	$9.71	$10.39	$11.07	$11.44	$11.80	$12.08	$12.45
Delivery/Removal for temp containers	per container/per hour	$75.00	$76.58	$78.03	$79.82	$80.94	$86.61	$92.24	$95.37	$98.33	$100.69	$103.71
Golf Course Restaurant (1) 4 yd MSW	weekly	NA	NA	NA	NA	NA	NA	NA	NA	$144.28	$147.74	$152.18
Golf Course Restaurant (1) 4 yd MSW	on-call (winter)	NA	NA	NA	NA	NA	NA	NA	NA	$180.35	$184.68	$190.22
Golf Course Restaurant (1) 4 yd REC	weekly	NA	NA	NA	NA	NA	NA	NA	NA	$119.51	$122.38	$126.05
Golf Course Restaurant (1) 4 yd REC	on-call (winter)	NA	NA	NA	NA	NA	NA	NA	NA	$149.39	$152.98	$157.56
Golf Course Pro Shop (1) 2 yd MSW	weekly	NA	NA	NA	NA	NA	NA	NA	NA	$72.10	$73.83	$76.05
Golf Course Pro Shop (1) 2 yd MSW	on-call (winter)	NA	NA	NA	NA	NA	NA	NA	NA	$90.13	$92.29	$95.06
Golf Course Pro Maintenance (1) 2 yd MSW	weekly	NA	NA	NA	NA	NA	NA	NA	NA	$72.10	$73.83	$76.05
Golf Course Pro Maintenance (1) 2 yd MSW	on-call (winter)	NA	NA	NA	NA	NA	NA	NA	NA	$90.13	$92.29	$95.06
Golf Course Pro Maintenance (1) 2 yd REC	weekly	NA	NA	NA	NA	NA	NA	NA	NA	$59.75	$61.18	$63.02
Golf Course Pro Maintenance (1) 2 yd REC	on-call (winter)	NA	NA	NA	NA	NA	NA	NA	NA	$74.69	$76.48	$78.78

Rate Adjustments from RFP 2026

a. **Consumer Pricing Index:** Rates shall be submitted for consideration to the City of Eagle River by the 1st of each year and reviewed against the rate of inflation as reported by the Department of Labor's Consumer Pricing Index for All Urban Consumers- U.S. City Average - Garbage and Trash Collection.

b. **Adjustable Fuel Surcharges**: The base rate for fuel will be based on the average, on highway, price of diesel over the most recent 12-month period as reported by the U.S. Energy Information Administration. In the event that the average cost of fuel increases over 10%, a fuel surcharge in an amount equal to the cost increase in excess of 10% may be added. Once the rate drops below the 10% threshold the surcharge must be removed. Calculations and adjustments shall occur quarterly, calculated and submitted to City by the contractor.

c. **Fluctuations in Residential Service Counts:** The residential contract price can be adjusted by the contractor at any time the number of residential units increases or decreases by more than five percent (5%). At the time of this RFP, the residential count is 677. In making such adjustment, the monthly payment will be increased or decreased by multiplying the additional or reduced number of residential units by the unit price. In determining the total residential units, residences which have been unoccupied for a period in excess of ninety (90) days shall not be counted as residential units. Contractor shall have the burden of establishing such increase or decrease.

d. **Unforeseen Increases:** In the event that the vendors' operational costs are increased due to changes in government regulations or disposal fees, the vendor may submit a request for an increase including a cost analysis that demonstrates proof of need and request will be presented to City Council for consideration.

HOWARD

DISPOSAL

715.490.5014

Waste & Recycle Proposal

Clare Reusch- Operating Member
Howard Disposal LLC
3517 Old Oak Trail
PO BOX 1044
Rhinelander WI. 54501
http://www.gethowarddisposal.com
O: 715-490-5014 C: 715-309-8758
clare@gethowarddisposal.com

"Quality Builds Reputation, Pride Guarantees it"

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www.gethowarddisposal.com



HOWARD
DISPOSAL
715.490.5014

info@gethowarddisposal.com

(715)-490-5014

PO Box 1044 Rhinelander WI. 54501

gethowarddisposal.com

Howard Disposal LLC

TO

Becky Bolte
City Clerk

City Of Eagle River
525 E Maple Street Eagle River
WI. 545214

Date
04 October 2026



Introduction Letter

Dear City of Eagle River,

We are pleased to formally introduce our company to your city as a premier, locally owned and operated municipal waste and recycling collection partner.

With deep roots in the Northwoods, Howard Disposal offers advanced operational infrastructure and reliable customer service that only a local business can provide.

The foundation of Howard Disposal began in 2019 when Junior Howard established our sister company, JBM Howard Companies, with the opening of our construction and demolition landfill. The landfill provides critical infrastructure for regional development.

Recognizing an opportunity to offer comprehensive services to our communities, Junior partnered with Clare Reusch in 2022. Together, they expanded Howard Disposal into a full-service hauler encompassing commercial, residential, and industrial services.

Between Junior and Clare, our leadership team brings over 40 years of combined experience in the waste industry. This specialized expertise guarantees that your residents will receive the technical execution of a major corporation, backed by the direct accountability of a neighbor-owned business.

We do not just understand municipal collection in theory—we deliver it daily across the Northwoods. Howard Disposal proudly manages five major municipal residential contracts, serving a diverse array of communities with exceptional reliability. Our current partners include: Town of Pine Lake, Town of Monico, Town of Scheopkee, Village of Butternut, and the City of Park Falls.

By partnering with a Northwoods-native team, your residents gain access to an operation designed for our specific geography and climate. We specialize in automated residential curbside collection with heavy-duty rolling carts provided directly to each household, dramatically improving roadside aesthetics and minimizing wildlife interference.

Most importantly, our local customer service is our absolute priority. When your residents call our office, they speak directly to a local representative who understands our roads, our seasons, and our community—never an automated corporate call center.

We appreciate the opportunity and look forward to building a long-lasting partnership. Thank you!

Junior Howard, Clare Reusch
Operating Members
Howard Disposal LLC

Junior Howard
Clare Reusch

410 Division Street
P.O. Box 146
Park Falls, WI 54552
Phone (715)762-2436 Fax (715) 762-2437
www.cityofparkfallswi.gov

September 28, 2026

To Whom It May Concern:

Howard Disposal LLC of Rhinelander has been providing residential waste and recycling services to the City of Park Falls since June of 2024. It was at that time that they took over the operations of JB Disposal that had previously served the community for many years. In addition, Howard Disposal operates the City-owned transfer station that provides additional services both to the City and the greater Park Falls area.

Recently, the City released an RFP for refuse and recycling services and Howard Disposal was selected. A new 10-year agreement starting in 2028 was signed.

The City has had no issues of significance in working with Howard Disposal. Staff have found them easy to work with and they are responsive to the few occasional missed pick-ups. During the RFP process, we engaged in discussions that seek to make their job easier and to provide better service to our residents. They have been very accommodating. We are continuing to work on making updates to our refuse and recycling ordinances, and Howard Disposal has contributed to our community.

If you have any questions regarding our agreement and working relationship with Howard Disposal LLC, you may call me at 715-744-0142 or email me at admin@cityofparkfallswi.gov .

Sincerely,

Scott J. Kluver
City Administrator



Town of Pine Lake

Cindy Skinner, Clerk
4305 Highlander Road
Rhinelander, Wisconsin 54501
715.362.6071 Phone
website: www.townofpinelake.com
email: clerk@townofpinelake.com

September 30, 2026

To Whom it May Concern:

The Town of Pine Lake contracted with Howard Disposal, LLC, beginning January, 2024. The town board is very pleased with the service that we have received as well as how easy it is to work with them during contract negotiations or any other issues. They take calls directly from the residents if they have a complaint or question and resolve immediately.

If you have any questions, don't hesitate to contact me or any of our town board members.

Sincerely,

Cindy Skinner

Cindy Skinner, Clerk
Town of Pine Lake

Kelly Kraetsch
2525 Norway Point Road, Pelican Lake WI
Cell: 715-490-2113 / Email: kelly.kraetsch@icloud.com
29 September 2026

Dear Whom It May Concern,

I am writing to strongly recommend both Howard Garbage Disposal Company and Clare Reusch as an Operating Member. As a Town of Schoepke Supervisor, former Treasurer and Fundraising Chair of Pelican Lake Association, a 35+ year military veteran and spouse with global refuse interaction, I have extensive experience with numerous waste collection services. Both Howard Disposal front-line employees and Clare Reusch as a manager stand out as exceptional in their respective fields.

Throughout contract negotiations and execution with the Town of Schoepke, Howard Disposal has consistently demonstrated:

- ***Reliability:*** Scheduled pickups are always punctual, without missed collections or unexpected delays.
- ***Professionalism:*** Their crews are courteous, meticulous with property bins, and ensure that the collection area remains clean and free of spilled debris.
- ***Responsiveness:*** Clare is prompt in responding to town fiscal inquiries, communicates clearly, and readily shares information. The company demonstrated community support by donating a large bin for a non-profit fundraising event in 2026.
- ***Creativity:*** Howard Disposal innovatively and expeditiously developed a refuse plan to provide the residents of Schoepke uninterrupted service.

Howard Disposal is a personalized, dependable local service. Their support and professionalism have exceeded my expectations. I confidently recommend Howard Disposal to any municipality, business, or residential community seeking a dependable and efficient waste disposal partner. Please do not hesitate to contact me if you require any further details.

Sincerely,
Kelly Kraetsch

Clare Reusch

OPERATING MEMBER

715-490-5014

clare@gethowarddisposal.com

3517 Old Oak Trail Rhinelander

SUMMARY

I have experience handling larger customer accounts that require extra attention to detail. I am a key player in the bidding process, providing proper services and managing the daily operations of larger accounts with outstanding customer care as a top priority. I pride myself on making real connections and building lasting buisiness relationships.

EDUCATION

Rasmussen College 2008-2010
Business Management with emphasis on internet marketing

Spring Valley School 2002-2006

SKILLS

- **Public Relations**
- **Highly Organized**
- **13 years in waste management**
- **Operating Member**
- **Excellent Communication Skills**
- **Ability to offer services to fit customer needs**

WORK EXPERIENCE

Menomonie Disposal Systems LLC 2013-2021
Office Manager

- Customer Care, accounts payable, account manager, .
- Maintained all Customer billings, end-of-month reports, collections, and day to day operational tasks.

GFL Environmental 2021-2022
Office Manager

- Maintained monthly customer billing and reporting for all lines of business, including hauling, transfer station disposal, and landfilling.
- Managed day-to-day operations.
- Account manager for larger industrial and residential accounts.

Howard Disposal LLC 2022-Present
Operating Member

- Maintained monthly customer billing and reporting.
- Managed day-to-day operations.
- Account contact for larger industrial and residential accounts.
- Payroll
- Accounts Payable
- Accounts Receivable
- Human Resources
- Customer Care
- Customer Import
- Dispatching
- Inventory

STATE OF WISCONSIN
DEPARTMENT OF NATURAL RESOURCES

TRANSPORTATION SERVICE LICENSE

Solid Waste Transporter - General - Solid Waste and/or Recyclables

License Number: 14278
Licensee Name: Howard Transport LLC
Effective Date: October 01, 2026
Expiration Date: September 30, 2027

Facility Information
Facility Name: Howard Disposal LLC
FID: 802068960
Truck Count: 9
Facility Location: 14820 STH 13
Butternut, WI 54514
County: Ashland County (2)
DNR Region: Northern Region

This license authorizes the licensee to operate the transportation service described above during the term specified, and is subject to and conditioned upon compliance with the provisions of chapter 287, and 289, Wis. Stats., and chapters NR 500-590, Wis. Adm. Code. Any exemptions from the requirements of chapters NR 500-590, Wis. Adm. Code, issued for this service are listed above.

STATE OF WISCONSIN
DEPARTMENT OF NATURAL RESOURCES

TRANSPORTATION SERVICE LICENSE

Solid Waste Transporter - General - Solid Waste and/or Recyclables

License Number: 17079
Licensee Name: HOWARD TRANSPORT LLC
Effective Date: October 01, 2026
Expiration Date: September 30, 2027

Facility Information
Facility Name: Howard Disposal LLC
FID: 735047280
Truck Count: 9
Facility Location: W1688 Old County Highway A
Tomahawk, WI 54487
County: Lincoln County (35)
DNR Region: Northern Region

This license authorizes the licensee to operate the transportation service described above during the term specified, and is subject to and conditioned upon compliance with the provisions of chapter 287, and 289, Wis. Stats., and chapters NR 500-590, Wis. Adm. Code. Any exemptions from the requirements of chapters NR 500-590, Wis. Adm. Code, issued for this service are listed above.

ARTICLES OF ORGANIZATION - Limited Liability Company(Ch. 183)

Filing Fee: $130.00
Total Fee: $130.00

ENDORSEMENT

State of Wisconsin
Department of Financial Institutions

EFFECTIVE DATE	
11/17/2022	

FILED 11/17/2022	Entity ID Number H073735

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 9/28/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER	CONTACT NAME: Sherry Hendricks
Vizance, Inc. 1320 Walnut Ridge Dr Ste 200 Hartland WI 53029	PHONE (A/C, No, Ext): 920-733-4944 FAX (A/C, No): 262-367-8529 E-MAIL ADDRESS: certificates@vizance.com

INSURED	INSURER(S) AFFORDING COVERAGE	NAIC #
Howard Disposal, LLC 3517 Old Oak Trail Rhinelander WI 54501 JBMHOWA-01	INSURER A : FrankenmuthInsurance	1398
	INSURER B :	
	INSURER C :	
	INSURER D :	
	INSURER E :	
	INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** 1936962860 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE X OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY X JECT PRO- OTHER:			6917040	5/14/2026	5/14/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG	$ 1,000,000 $ 1,000,000 $ 10,000 $ 1,000,000 $ 2,000,000 $ $
A	AUTOMOBILE LIABILITY ANY AUTO X OWNED AUTOS ONLY X HIRED AUTOS ONLY SCHEDULED AUTOS NON-OWNED AUTOS ONLY			6917038	5/14/2026	5/14/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 1,000,000 $ $ $ $
A	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $ 10,000			6917040	5/14/2026	5/14/2027	EACH OCCURRENCE AGGREGATE	$ 1,000,000 $ 1,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? Y / N N / A (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			6917036	5/14/2026	5/14/2027	X PER OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	$ 100,000 $ 100,000 $ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

City Of Eagle River
525 E Maple Street
PO Box 1269
Eagle River WI 54521

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

© 1988-2015 ACORD CORPORATION. All rights reserved.

ATTACHMENT I: RELEASE OF INFORMATION

Howard Disposal LLC (name of Bidder) hereby authorizes any person or entity, public or private, having any information concerning the Bidder's background, including but not limited to its performance history regarding its prior rendering of services similar to those detailed in this RFP, to release such information to the City.

The Bidder acknowledges that it may not agree with the information and opinions given by such person or entity in response to a reference request. The Bidder acknowledges that the information and opinions given by such person or entity may hurt its chances of receiving contract awards from the City or may otherwise hurt its reputation or operations. The Bidder is willing to take that risk. The Bidder agrees to release all people, entities, and the City from any liability whatsoever that may be incurred in releasing this information or using this information.

Howard Disposal LLC

Printed Name of Bidder Organization

Clare Reusch

Signature of Authorized Representative

10/5/2026

Date

Clare Reusch

Printed Name

ATTACHMENT II: PRIMARY BIDDER DETAIL & CERTIFICATION FORM

Primary Contact Information	
	(individual who can address issues regarding this Bid Proposal)
Name:	Clare Reusch
Address:	3517 Old Oak Trail Rhinelander WI. 54501
Tel: Fax:	715-490-5014 Office 715-309-8788 Cell
E-mail:	Clare@gethowarddisposal.com

Primary Bidder Detail	
Business Legal Name ("Bidder"):	Howard Disposal LLC
"Doing Business As" names, assumed names, or other operating names:	
Parent Corporation Name and Address of Headquarters, if any:	
Form of Business Entity (i.e. corp., partnership, LLC, etc.): State of incorporation/organization:	LLC Wisconsin
Primary Address:	3517 Old Oak Trail Rhinelander, WI. 54501
Tel:	715-490-5014
Local Address (if any):	W1688 Old County Road A Tomahawk WI. 54487
Addresses of Major Offices and other facilities that may contribute to performance under this RFP/Contract: Number of Employees:	 38
Number of Years in Business:	4
Primary Focus of Business:	Waste and recycle collection
Federal Tax ID:	92-1090287
If Bidder is currently registered to do business in Wisconsin, provide the Date of Registration:	11/17/2022
Do you plan on using subcontractors if awarded this Contract? (If "YES," submit a Subcontractor Disclosure Form for each proposed subcontractor.)	No

ATTACHMENT III: PRIMARY BIDDER CERTIFICATIONS

By signing below, Bidder certifies that:

1. BID PROPOSAL CERTIFICATIONS. By signing below, Bidder certifies that:

   a. Bidder specifically stipulates that the Bid Proposal is predicated upon the acceptance of all terms and conditions stated in the RFP except as otherwise expressly stated in the Primary Bidder Detail & Certification Form. Objections or responses shall not materially alter the RFP. All changes to proposed contract language, including deletions, additions, and substitutions of language, must be addressed in the Bid Proposal. The Bidder accepts and shall comply with all Contract Terms and Conditions contained without change except as set forth in the Contract;

   b. Bidder has reviewed the Additional Certifications, which are incorporated herein by reference, and by signing below represents that Bidder agrees to be bound by the obligations included therein;

   c. Bidder has received any amendments to this RFP issued by the City;

   d. No cost or pricing information has been included in the Bidder's Technical Proposal; and,

   e. The person signing this Bid Proposal certifies that he/she is the person in the Bidder's organization responsible for or authorized to make decisions regarding the prices quoted and, Bidder guarantees the availability of the services offered and that all Bid Proposal terms, including price, will remain firm until a contract has been executed for the services contemplated by this RFP.

2. SERVICE AND REGISTRATION CERTIFICATIONS.

   a. Bidder certifies that the Bidder organization has sufficient personnel resources available to provide all services proposed by the Bid Proposal, and such resources will be available on the date the RFP states services are to begin and substitutions of personnel meet acceptable standards as set by the City.

   b. Bidder certifies that if the Bidder is awarded the contract and plans to utilize subcontractors at any point to perform any obligations under the contract, the Bidder will (1) notify the City in writing prior to use of the subcontractor, and (2) apply all restrictions, obligations, and responsibilities of the resulting contract between the City and contractor to the subcontractors through a subcontract. The contractor will remain responsible for all Deliverables provided under this contract;

   c. Bidder either is currently registered to do business in Wisconsin or agrees to register if Bidder is awarded a Contract pursuant to this RFP.

   d. Bidder certifies it is either permitted or will become permitted with the Wisconsin Department of Natural Resources to operate a solid waste collection and transporting service and holds appropriate permit as required by the City Code of Municipal Ordinances.

   e. The Bidder acknowledges that the City may declare the bid void if the above certifications are false.

3. EXECUTION.

By signing below, I certify that I have the authority to bind the Bidder to the specific terms, conditions and technical specifications required in the City's Request for Proposals (RFP) and offered in the Bidder's Proposal. I understand that by submitting this Bid Proposal, the Bidder agrees to provide services described herein which meet or exceed the specifications of the City's RFP unless noted in the Bid Proposal and at the prices quoted by the Bidder. The Bidder has not participated and will not participate in any action contrary to the anti-competitive obligations outlined in the Additional Certifications. I certify that the contents of the Bid Proposal are true and accurate, and that the Bidder has not made any knowingly false statements in the Bid Proposal.

Clare Reusch

Signature of Authorized Representative

10/05/2026

Date

Operating Member

Title of Authorized Representative

Clare Reusch

Printed Name

ATTACHMENT VI: CERTIFICATION OF COMPLIANCE WITH IMMIGRATION LAWS

Project/Contract Title: Residential and Municipal Facilities Garbage and Recycling Service

Purpose
This certification is required as a condition of award or renewal of any contract with the City of Eagle River, pursuant to the City's Policy on Verification of Citizenship or Legal Residency Status for Contractors and in accordance with federal law, including the Immigration Reform and Control Act (8 U.S.C. §1324a–1324b).

Contractor Certification
By signing below, the undersigned contractor hereby certifies that:

1. The Contractor is in full compliance with all applicable federal immigration laws and regulations.
2. The Contractor does not knowingly employ or contract with any unauthorized alien.
3. The Contractor verifies the employment eligibility of all employees through lawful means, including Form I-9 and, where applicable, E-Verify.
4. The Contractor shall require all subcontractors to comply with the same verification requirements.
5. The Contractor understands that violation of this certification constitutes a material breach of contract and may result in termination and disqualification from future contracts.

Acknowledgment and Signature
I hereby certify under penalty of perjury that the foregoing statements are true and correct, and that I am duly authorized to execute this certification on behalf of the Contractor.

Contractor/Company Name Address City/State/ZIP	Howard Disposal LLC 3517 Old Oak Trail Rhinelander WI. 54501
Telephone: 715-490-5014	Email: Clare@gethowarddisposal.com
Authorized Representative (Print Name and Title):	Clare Reusch , Operating Member
Signature:	Clare Reusch
Date: 10/05/2026	
Driver's License Number: R200-1058-7914-08 , State of Issue: WI	

HOWARD DISPOSAL
715.490.5014

COLLECTION DAY THURSDAYS
TRASH COLLECTED WEEKLY
RECYCLE COLLECTED EVERY OTHER WEEK
A WEEKS (RED)
B WEEKS (BLUE)

2027

JANUARY

S	M	T	W	T	F	S
					1	2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY

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28						

MARCH

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APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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24	25	26	27	28	29	30
31						

NOVEMBER

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28	29	30				

DECEMBER

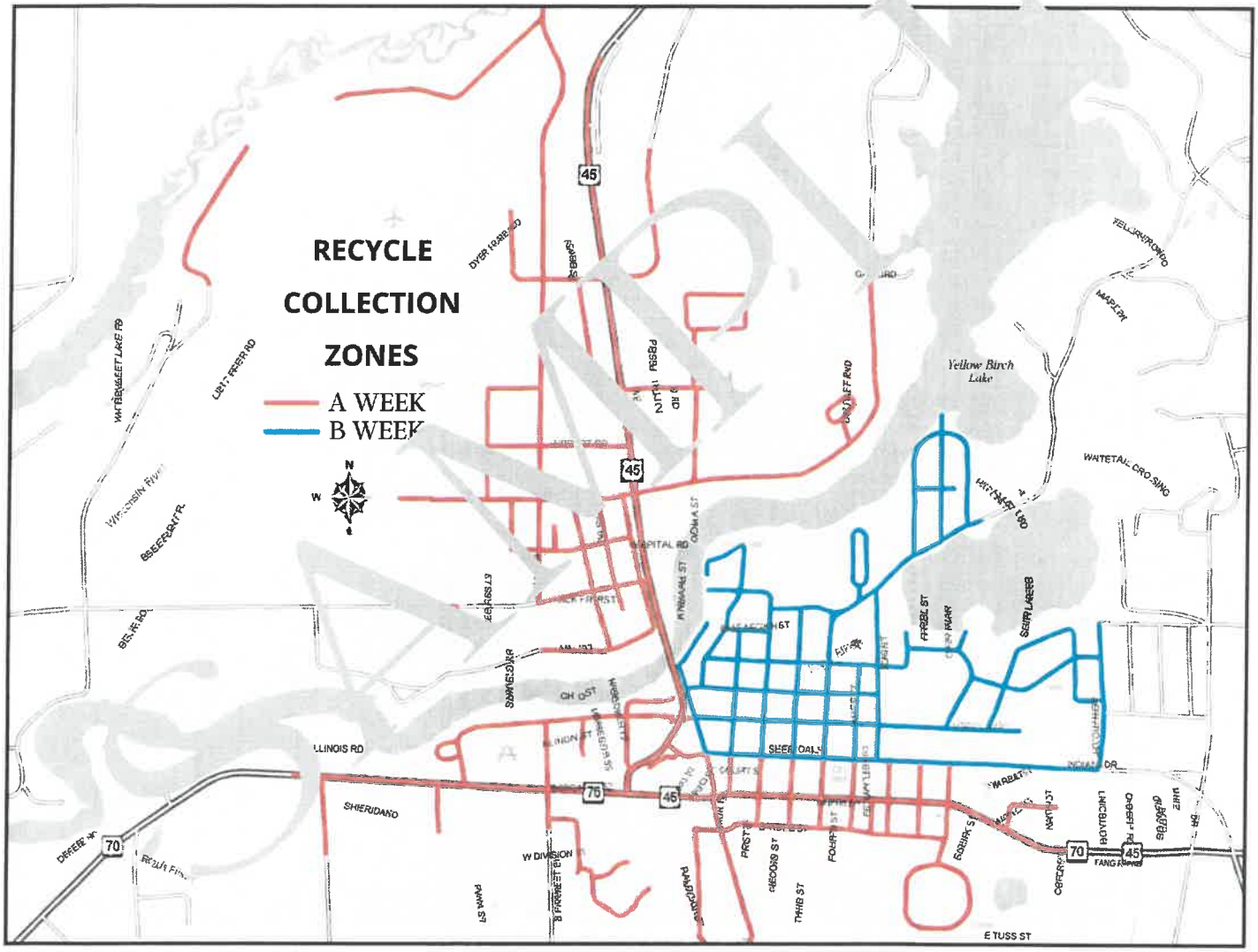
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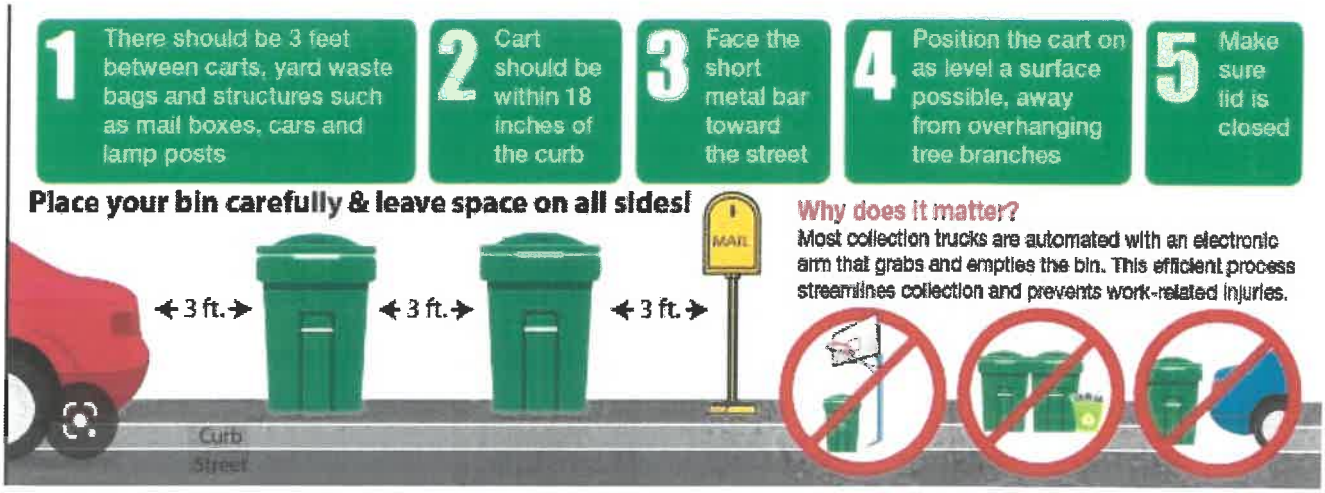
SAMPLE

CITY OF EAGLE RIVER Wisconsin

CITY OF

EAGLE RIVER Wisconsin





ATTACHMENT V: COST PROPOSAL

The Bidder will submit a line-item budget of anticipated direct service costs for the term of the contract, to include annual price increases, referring to the start date of the contract as the annual date. The budget shall include only the line-item categories listed below.

Refer to Section VII - Scope of Work on Pages 7-8 and Exhibit A – Residential listing, for locations and pick up frequency.

Unit Prices	Per Lift	Per Month	Annually	Annual Year 2	Annual Year 3
48 Gal Residential Solid Waste		$12.83/unit			
65 Gal Municipal Solid Waste		$25.06/unit			
96 Gal Municipal Solid Waste		$28.06/unit			
2 yard Municipal Solid Waste		$108.18/unit			
4 yard Municipal Solid Waste		$149.56/unit			
City Sidewalk Qty 14, Solid Waste, Qty 13 - 48 gal Qty 1 - 96 gal		$503.86/month			
Roll-Off Fee	$525.00/haul Disposal fee: Gate Rate at Hwy G				
Yard Waste Fee (Per Occurrence (1 Spring, 2 Fall)	Each- $1,840.00				
On Call Rate Dumpster Lift	2yd- $87.00	4yd - $99.00	8yd - $123.00		
Recycling Weekly and Monthly Rates					
96 gal Residential Recycling		$8.98/unit			
96 gal Municipal Recycling		$28.06/unit			
2 yard Municipal Recycling		$95.19unit			
4 yard Municipal Recycling		$149.56/unit			
8 yard Municipal Recycling		$88.22/unit			
Locking Recycling Container Fee	2yd- $150.00 one time fee	4yd- $150.00 one time fee	8yd - $150.00 one time fee		
Recycling Contamination Charge for Municipal Units					
Lost/Stolen Can Replacement	48Gal - $65.00	65Gal - $75.00	96Gal - $85.00		

Annual increase of 5% on each service level

HOWARD DISPOSAL LLC

Proposal Summary for City Council Review

City of Eagle River • Residential & Municipal Garbage and Recycling Services

Proposal dated October 4, 2026; certifications dated October 5, 2026

1. Executive Summary

Howard Disposal LLC submitted a proposal to the City of Eagle River for residential and municipal garbage and recycling services. The company is locally based in Rhinelander and identifies Clare Reusch as Operating Member and primary contact. The proposal describes Howard Disposal as a locally owned and operated Northwoods hauler with residential, commercial, and industrial services.

Howard Disposal states that its leadership team has more than 40 years of combined waste-industry experience and that the company currently manages five municipal residential contracts: Town of Pine Lake, Town of Monico, Town of Scheopkee, Village of Butternut, and City of Park Falls.

2. Residential Cost Breakdown

Service	Quoted Rate	Calculated Annual / Unit – Year 1	Year 2	Year 3
48-gallon residential solid waste	$12.83/unit/month	$153.96	$161.66	$169.74
96-gallon residential recycling	$8.98/unit/month	$107.76	$113.15	$118.81
Combined residential service	$21.81/unit/month	$261.72	$274.81	$288.55

Howard Disposal specifies a 5% annual increase on each service level. The annual per-unit figures above are calculated from the quoted monthly rates and the stated 5% escalation.

Estimated Residential Cost 2026: $106,760

3. Illustrative Residential Contract Cost

For comparison purposes only, the following calculation uses 677 residential locations—the residential count used in the other City proposal reviews prepared from the current RFP.

Residential Cost – 677 Locations	Year 1	Year 2	Year 3
48-gallon garbage	$104,230.92	$109,442.47	$114,914.60
96-gallon recycling	$72,953.52	$76,601.20	$80,431.25
Total residential	$177,184.44	$186,043.66	$195,345.85

4. Municipal Solid-Waste Pricing

Container / Service	Quoted Monthly Rate	Annualized Year 1	Annualized Year 2	Annualized Year 3
65-gallon municipal solid waste	$25.06/unit	$300.72	$315.76	$331.54
96-gallon municipal solid waste	$28.06/unit	$336.72	$353.56	$371.23
2-yard municipal solid	$108.18/unit	$1,298.16	$1,363.07	$1,431.22

waste				
4-yard municipal solid waste	$149.56/unit	$1,794.72	$1,884.46	$1,978.68

The proposal's cost schedule lists these as per-unit/per-month rates. The attached proposal does not reproduce the City's complete municipal container quantities and collection frequencies; therefore, a total annual municipal facility cost cannot be calculated reliably from the proposal alone.

5. Sidewalk Collection

Service	Quoted Rate	Year 1	Year 2	Year 3
City sidewalk – 14 containers (13 × 48-gal; 1 × 96-gal)	$503.86/month	$6,046.32	$6,348.64	$6,666.07

The proposal specifies 14 City sidewalk solid-waste containers and a monthly rate of $503.86. The annual amounts above assume 12 months of service and apply the stated 5% annual increase.

6. Recycling Pricing

Service	Quoted Rate	Annualized Year 1	Annualized Year 2	Annualized Year 3
96-gallon residential recycling	$8.98/unit/month	$107.76	$113.15	$118.81
96-gallon municipal recycling	$28.06/unit/month	$336.72	$353.56	$371.23
2-yard municipal recycling	$95.19/unit/month	$1,142.28	$1,199.39	$1,259.36
4-yard municipal recycling	$149.56/unit/month	$1,794.72	$1,884.46	$1,978.68
8-yard municipal recycling	$88.22/unit/month	$1,058.64	$1,111.57	$1,167.15
Locking recycling container fee	$150 one-time fee	$150	$150	$150

7. Yard-Waste Costs

Service	Quoted Rate	Year 1	Year 2	Year 3
Yard-waste collection	$1,840 per occurrence	$5,520 (3 events)	$5,796	$6,085.80

The cost proposal specifically identifies one spring and two fall occurrences. The Year 1 total of $5,520 assumes all three scheduled occurrences are performed. Subsequent years apply the stated 5% annual increase.

8. Other Fees / Variable Costs

Item	Quoted Charge
Roll-off fee	$525.00 per haul
Disposal fee	Gate rate at Hwy G
On-call dumpster lift – 2-yard	$87.00
On-call dumpster lift – 4-yard	$99.00
On-call dumpster lift – 8-yard	$123.00
Recycling contamination charge for municipal units	No dollar amount stated in the scanned cost schedule
Lost/stolen 48-gallon cart replacement	$65.00
Lost/stolen 65-gallon cart replacement	$75.00
Lost/stolen 96-gallon cart replacement	$85.00

9. Preliminary Budget View

Because the proposal does not state the City's residential account count or reproduce all municipal quantities and collection frequencies, a complete contract total should not be presented as a firm amount from this proposal alone.

Known / Illustrative Component	Year 1	Year 2	Year 3
Residential garbage + recycling – 677-location illustration	$177,184.44	$186,043.66	$195,345.85
Sidewalk collection – 14 containers	$6,046.32	$6,348.64	$6,666.07
Yard waste – 3 occurrences	$5,520.00	$5,796.00	$6,085.80
Illustrative subtotal	$188,750.76	$198,188.30	$208,097.72

This illustrative subtotal excludes municipal facility garbage/recycling charges, roll-off hauls, disposal charges, on-call lifts, cart replacements, contamination charges, and other variable services. It should not be treated as the final contract price.

10. Operational / Company Highlights

- Locally owned and operated Northwoods business.
- Primary office: 3517 Old Oak Trail, Rhinelander, Wisconsin 54501; local address also identified at W1688 Old County Road A, Tomahawk, Wisconsin.
- Primary contact: Clare Reusch, Operating Member.
- 38 employees reported on the Primary Bidder Detail & Certification Form.
- Four years in business reported on the bidder detail form.
- Primary business focus: waste and recycling collection.
- No subcontractors planned if awarded the contract.
- Proposal describes automated residential curbside collection with heavy-duty rolling carts provided to households.
- Local customer service is emphasized rather than an automated corporate call center.
- Current municipal residential contracts identified: Pine Lake, Monico, Scheopkee, Butternut, and Park Falls.
- Proposal includes Wisconsin DNR transportation service licenses for Howard Transport LLC.

11. Certifications / Compliance

Howard Disposal certifies that its bid is predicated on acceptance of the RFP terms and conditions except for any expressly stated exceptions, that the quoted prices will remain firm until contract execution, and that it has or will obtain the required Wisconsin registration and Wisconsin Department of Natural Resources permissions. The proposal also includes an immigration-law compliance certification signed by Clare Reusch on October 5, 2026.

12. Items for Council Confirmation Before Award

1. Confirm the final number of residential accounts to which the $12.83 garbage and $8.98 recycling monthly rates will apply.

2. Confirm the complete municipal container quantities and collection frequencies so the municipal portion of the annual contract can be calculated.

3. Confirm whether the $503.86 sidewalk rate is a fixed monthly charge for all 12 months and how seasonal service is handled, if applicable.

4. Confirm that the $1,840 yard-waste rate applies to each of the one spring and two fall occurrences.

5. Confirm the exact mechanism for the 5% annual increase and whether 5% is a maximum or automatic annual adjustment.

6. Obtain clarification of the recycling contamination charge because the cost schedule does not show a dollar amount.

7. Confirm the Hwy G disposal gate rate and how it will be passed through to the City, if applicable.

8. Confirm insurance, DNR licensing, equipment, staffing, and other contract requirements remain in effect for the January 1, 2027 service commencement.

9. Confirm whether any exceptions or deviations from the RFP are stated elsewhere in the complete bid package.

13. Bottom Line

Howard Disposal offers a locally based service model with residential rates of $12.83 per month for weekly 48-gallon garbage collection and $8.98 per month for 96-gallon recycling, for a combined $21.81 per residential unit per month in Year 1. The proposal provides a 5% annual increase. Using 677 residential locations solely as a comparison illustration, residential service would total approximately $177,184 in Year 1, $186,044 in Year 2, and $195,346 in Year 3. Adding the quoted sidewalk and three-event yard-waste costs produces an illustrative subtotal of approximately $188,751 in Year 1, before municipal facility services and other variable charges. A final award comparison should use the verified residential count and the City's complete municipal service schedule.

Source: Howard Disposal LLC proposal submitted to the City of Eagle River, including Attachment V – Cost Proposal. All calculated amounts are identified as calculations; where the proposal does not provide enough information for a firm total, this summary does not infer the missing quantities.

REQUEST FOR PROPOSAL RESPONSE

Residential and Municipal Facilities
Garbage and Recycling Service

CITY OF EAGLE RIVER, WISCONSIN
RFP Due: October 5, 2026 at 4:00 P.M. Central Time
Contract Anticipated Start: January 1, 2027

Bidder: Lakeland Disposal & Recycling LLC
Primary Contact: Chad Metzger, Owner
Phone: 715-358-8500
Email: chad@lakelanddisposal.com
Future Operations Address: 1683 Justin Street, Arbor Vitae, WI 54568
Current Shop Address: 10890 Hwy 70, Arbor Vitae, WI 54568

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1. TRANSMITTAL LETTER / EXECUTIVE SUMMARY

RFP requirement: The transmittal letter serves as the cover letter for the Technical Proposal and must consist of an executive summary briefly reviewing the Bidder's strengths and key features of its proposed approach.

Date	October 1st, 2026
Bidder Legal Name	Lakeland Disposal & Recycling LLC
Doing Business As (if any)	Lakeland Disposal, LDR
Authorized Representative	Chad Metzger
Title	Owner
Address	1683 Justin St. Arbor Vitae, WI 54568
Telephone	715-358-8500
Email	Chad@lakelanddisposal.com

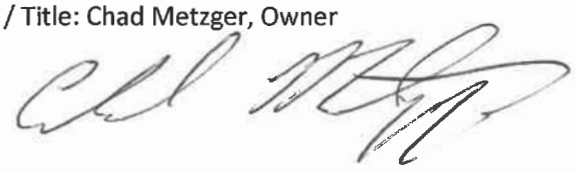
Executive Summary

Chad Metzger has been calling the Northwoods of Wisconsin home since 1979. For over 30 years, he has been providing solid waste and recycling services to the greater Lakeland Area. In 2016 Chad joined forces with Brad Schillinger (local business owner of Custom Caretaking & Landscaping) and founded Lakeland Disposal & Recycling. After 5 years in business together, Chad Metzger took full ownership of the company. Chad & Brad started Lakeland Disposal & Recycling, running at full speed- 2 months ahead of schedule with 2 guys and 1 truck. Since its beginning, the company has grown to 14 trucks, 24 employees & 5,420 customers. In recent years, we have transitioned from printed route sheets & hand dumped carts to digital route sheets & automated trucks which service a majority of the residential customer base. Lakeland Disposal & Recycling plans to continue moving forward toward full automation on our Residential Routes & Front Load Trucks on our Commercial Routes, pushing our savings onto our commercial & residential customers. We are soon integrating 2 more automated trucks into our fleet, and we are in the process of setting up a new Transfer Station facility of our own. The project's projected completion date is the end of November 2026.

The Lakeland Disposal & Recycling service area currently ranges from Lac Du Flambeau to Eagle River & Mercer to Tomahawk. The types of services we offer include bulk item pickup, roll off services, residential curbside, residential drive in, commercial pickup & event disposal. We are one of the few in our area that understand the needs of our elderly & disabled and are willing to go the extra mile to get them what they need. Any time during the work week we have 3-4 very responsive ladies in our office from 7:00 AM- 4:00 PM, which allows us to confidently say we can respond to all inquiries within 24 hours or less. Our office has a general email, a landline & a texting service that are manned efficiently- allowing for swift response times. All accounts are accessible online. Lakeland Disposal & Recycling will continue reaching for more ways to be efficient, reasonably priced, user friendly & understanding of The Northwoods way of life.

Authorized Representative Signature: [To be signed]

Printed Name / Title: Chad Metzger, Owner



ATTACHMENT I: RELEASE OF INFORMATION

Lakeland Disposal (name of Bidder) **hereby authorizes any person or entity, public or private, having any information concerning the Bidder's background, including but not limited to its performance history regarding its prior rendering of services similar to those detailed in this RFP, to release such information to the City.**

The Bidder acknowledges that it may not agree with the information and opinions given by such person or entity in response to a reference request. The Bidder acknowledges that the information and opinions given by such person or entity may hurt its chances of receiving contract awards from the City or may otherwise hurt its reputation or operations. The Bidder is willing to take that risk. The Bidder agrees to release all people, entities, and the City from any liability whatsoever that may be incurred in releasing this information or using this information.

Lakeland Disposal
Printed Name of Bidder Organization

Signature of Authorized Representative

10/2/26
Date

Chad Metzger
Printed Name

ATTACHMENT II: PRIMARY BIDDER DETAIL & CERTIFICATION FORM

Primary Contact Information (individual who can address issues regarding this Bid Proposal)	
Name:	Chad Metzger
Address:	7750 US 51, Minocqua, WI 54548
Tel:	715-358-8500
Fax:	
E-mail:	Chad@lakelanddisposal.com

Primary Bidder Detail	
Business Legal Name ("Bidder"):	Lakeland Disposal & Recycling LLC
"Doing Business As" names, assumed names, or other operating names:	Lakeland Disposal, LDR
Parent Corporation Name and Address of Headquarters, if any:	Lakeland Disposal & Recycling LLC
Form of Business Entity (i.e., corp., partnership, LLC, etc.):	S-Corp / LLC
State of incorporation/organization:	Wisconsin
Primary Address:	1683 Justin St. Arbor Vitae WI 54568
Tel:	715-358-8500
Local Address (if any):	1683 Justin St Arbor Vitae WI 54568
Addresses of Major Offices and other facilities that may contribute to performance under this RFP/Contract:	(Shop and Office) 1683 Justin St., Arbor Vitae, WI 54568
Number of Employees:	24
Number of Years in Business:	10
Primary Focus of Business:	Trash & Recycling Collection
Federal Tax ID:	81-1106338
If Bidder is currently registered to do business in Wisconsin, provide the Date of Registration:	March 2016
Do you plan on using subcontractors if awarded this Contract? {If "YES," submit a Subcontractor Disclosure Form for each proposed subcontractor.}	No

ATTACHMENT III: PRIMARY BIDDER CERTIFICATIONS

By signing below, Bidder certifies that:

1. BID PROPOSAL CERTIFICATIONS. By signing below, Bidder certifies that:
    a. Bidder specifically stipulates that the Bid Proposal is predicated upon the acceptance of all terms and conditions stated in the RFP except as otherwise expressly stated in the Primary Bidder Detail & Certification Form. Objections or responses shall not materially alter the RFP. All changes to proposed contract language, including deletions, additions, and substitutions of language, must be addressed in the Bid Proposal. The Bidder accepts and shall comply with all Contract Terms and Conditions contained without change except as set forth in the Contract;
    b. Bidder has reviewed the Additional Certifications, which are incorporated herein by reference, and by signing below represents that Bidder agrees to be bound by the obligations included therein;
    c. Bidder has received any amendments to this RFP issued by the City;
    d. No cost or pricing information has been included in the Bidder's Technical Proposal; and,
    e. The person signing this Bid Proposal certifies that he/she is the person in the Bidder's organization responsible for or authorized to make decisions regarding the prices quoted and, Bidder guarantees the availability of the services offered and that all Bid Proposal terms, including price, will remain firm until a contract has been executed for the services contemplated by this RFP.

2. SERVICE AND REGISTRATION CERTIFICATIONS.

    a. Bidder certifies that the Bidder organization has sufficient personnel resources available to provide all services proposed by the Bid Proposal, and such resources will be available on the date the RFP states services are to begin and substitutions of personnel meet acceptable standards as set by the City.
    b. Bidder certifies that if the Bidder is awarded the contract and plans to utilize subcontractors at any point to perform any obligations under the contract, the Bidder will (1) notify the City in writing prior to use of the subcontractor, and (2) apply all restrictions, obligations, and responsibilities of the resulting contract between the City and contractor to the subcontractors through a subcontract. The contractor will remain responsible for all Deliverables provided under this contract;
    c. Bidder either is currently registered to do business in Wisconsin or agrees to register if Bidder is awarded a Contract pursuant to this RFP.
    d. Bidder certifies it is either permitted or will become permitted with the Wisconsin Department of Natural Resources to operate a solid waste collection and transporting service and holds appropriate permit as required by the City Code of Municipal Ordinances.
    e. The Bidder acknowledges that the City may declare the bid void if the above certifications are false.

3. EXECUTION.

By signing below, I certify that I have the authority to bind the Bidder to the specific terms, conditions and technical specifications required in the City's Request for Proposals (RFP) and offered in the Bidder's Proposal. I understand that by submitting this Bid Proposal, the Bidder agrees to provide services described herein which meet or exceed the specifications of the City's RFP unless noted in the Bid Proposal and at the prices quoted by the Bidder. The Bidder has not participated and will not participate in any action contrary to the anti-competitive obligations outlined in the Additional Certifications. I certify that the contents of the Bid Proposal are true and accurate, and that the Bidder has not made any knowingly false statements in the Bid Proposal.

Signature of Authorized Representative

10/2/26
Date

Owner
Title of Authorized Representative

Chad McGuire
Printed Name

ATTACHMENT IV: SUBCONTRACTOR DISCLOSURE FORM

(Fully complete a form for each proposed subcontractor. If a section does not apply, label it "not applicable." If the Bidder does not intend to use subcontractor(s), this form does not need to be returned)

Primary Bidder ("Primary Bidder"):	Lakeland Disposal & Recycling LLC
Subcontractor Contact Information (individual who can address issues re: this RFP)	
Name:	Not applicable - no subcontractors proposed
Address:	
Tel:	
Fax:	
E-mail:	
Subcontractor Detail	
Subcontractor Legal Name ("Subcontractor"):	
"Doing Business As" names, assumed names, or other operating names:	
Form of Business Entity (i.e., corp., partnership, LLC, etc.)	
State of incorporation/organization:	
Primary Address:	
Tel:	
Fax:	
Local Address (if any):	
Addresses of Major Offices and other facilities that may contribute to performance under this RFP/Contract:	
Number of Employees:	
Number of Years in Business:	
Primary Focus of Business:	
Federal Tax ID:	
If Subcontractor is currently registered to do business in Nebraska, provide the Date of Registration:	
Percentage of Total Work to be performed by this Subcontractor pursuant to this RFP/Contract.	
General Scope of Work to be performed by this Subcontractor, and qualifications	

By signing below, Subcontractor agrees to the following:

1. Subcontractor has reviewed the RFP, and Subcontractor agrees to perform the work indicated in this Bid Proposal if the Primary Bidder is selected as the winning Bidder in this procurement.
2. Subcontractor has reviewed the Additional Certifications and by signing below confirms that the Certifications are true and accurate, and Subcontractor will comply with all such Certifications;
3. Subcontractor recognizes and agrees that if the Primary Bidder enters into a contract with the City as a result of this RFP, all restrictions, obligations, and responsibilities of the contractor under the contract shall also apply to the subcontractor; and,
4. Subcontractor agrees that it will register to do business in Wisconsin before performing any services pursuant to this contract, if required to do so by Wisconsin law.

The person signing this Subcontractor Disclosure Form certifies that he/she is the person in the Subcontractor's organization responsible for or authorized to make decisions regarding the prices quoted and the Subcontractor has not participated, and will not participate, in any action contrary to the anti-competitive obligations outlined in the Additional Certifications.

I hereby certify that the contents of the Subcontractor Disclosure Form are true and accurate and that the Subcontractor has not made any knowingly false statements in the Form.

Signature for Subcontractor:	
Printed Name/Title:	
Date:	

Not applicable · no subcontractors proposed

ATTACHMENT V: COST PROPOSAL

The Bidder will submit a line-item budget of anticipated direct service costs for the term of the contract, to include annual price increases, referring to the start date of the contract as the annual date. The budget shall include only the line-item categories listed below.

Refer to Section VII - Scope of Work on Pages 7-8 and Exhibit A – Residential listing, for locations and pick up frequency.

Unit Prices	Per Lift	Per Month	Annually	Annual Year 2	Annual Year 3
48 Gal Residential Solid Waste	$2.31	$10.00	$120	$127.20	$134.83
65 Gal Municipal Solid Waste	$13.12	$56.93	$683.16	$724.13	$767.58
96 Gal Municipal Solid Waste	there is none				
2 yard Municipal Solid Waste BI_WEEKLY	$20.33 $20.33	$88.23 $44.12	$1,057.28 $529.44	$1,120.71 $560.67	$1,187.96 $594.31
4 yard Municipal Solid Waste	$37.57	$162.80	$1,953.60	$2,070.82	$2,195.07
City Sidewalk Qty 14, Solid Waste, Qty 13 - 48 gal Qty 1 - 96 gal	$3.63	$614.08	$7,368.90	$7,811.03	$8,279.70
Roll-Off Fee					
Yard Waste Fee (Per Occurrence (1 Spring, 2 Fall)	Each-$1,400				
On Call Rate Dumpster Lift	2 yd - 120	4yd - 120	8yd - 120		
Recycling Weekly and Monthly Rates					
96 gal Residential Recycling	$2.08	$4.50	$54.00	$57.24	$60.67
96 gal Municipal Recycling	there is none				
2 yard Municipal Recycling	$14.92	$64.65	$775.86	$822.41	$871.75
4 yard Municipal Recycling	$31.48	$136.40	$1,636.77	$1,734.97	$1,839.07
8 yard Municipal Recycling	$61.11	$66.20	$794.43	$842.09	$892.62
Locking Recycling Container Fee	2 yd - One-Time Fee $50	4 yd- One-Time Fee $50	8 yd - One-Time Fee $50		
Recycling Contamination Charge for Municipal Units	None- dumped as trash				
Lost/Stolen Can Replacement	48 Gal - $100	65 Gal - $100	96 Gal - $100		

ATTACHMENT VI: CERTIFICATION OF COMPLIANCE WITH IMMIGRATION LAWS

Project/Contract Title: Residential and Municipal Facilities Garbage and Recycling Service

Purpose
This certification is required as a condition of award or renewal of any contract with the City of Eagle River, pursuant to the City's Policy on Verification of Citizenship or Legal Residency Status for Contractors and in accordance with federal law, including the Immigration Reform and Control Act (8 U.S.C. §1324a–1324b).

Contractor Certification
By signing below, the undersigned contractor hereby certifies that:

1. The Contractor is in full compliance with all applicable federal immigration laws and regulations.
2. The Contractor does not knowingly employ or contract with any unauthorized alien.
3. The Contractor verifies the employment eligibility of all employees through lawful means, including Form I-9 and, where applicable, E-Verify.
4. The Contractor shall require all subcontractors to comply with the same verification requirements.
5. The Contractor understands that violation of this certification constitutes a material breach of contract and may result in termination and disqualification from future contracts.

Acknowledgment and Signature
I hereby certify under penalty of perjury that the foregoing statements are true and correct, and that I am duly authorized to execute this certification on behalf of the Contractor.

Contractor/Company Name: Lakeland Disposal Address: 10890 Hwy 70 City/State/ZIP: Arbor Vitae WI 54568	
Telephone: 715 358 8500	Email: chad@lakelandd.isposal.com
Authorized Representative (Print Name and Title): Chad Metzger Owner	
Signature:	
Date: 10/2/26	
Driver's License Number: M326-1197-3094-01	State of Issue: WI

ATTACHMENT VII: BID ACCEPTANCE

***** ACCEPTANCE OF THIS BID BY AN AUTHORIZED REPRESENTATIVE OF THE CITY OF EAGLE RIVER DOES NOT CONSTITUTE THE AWARD OF A CONTRACT OR CREATE ANY CONTRACTUAL OBLIGATION. ACCEPTANCE SHALL SERVE ONLY TO AUTHORIZE GOOD-FAITH CONTRACT NEGOTIATIONS BETWEEN THE BIDDER AND THE CITY. NO BINDING AGREEMENT SHALL EXIST UNLESS AND UNTIL A WRITTEN CONTRACT IS NEGOTIATED, APPROVED, AND EXECUTED BY BOTH PARTIES. *****

In compliance with the specifications, the undersigned offers and agrees, if this Bid is accepted within 30 calendar days from the date of opening, to furnish any or all of the services upon which prices are quoted, at the price set opposite each item, delivered at the designated point within the time specified above.

Entire Block Must Be Completed When a Submitted Bid Is to Be Considered for Award

BIDDER: Lakeland Disposal & Recycling LLC	**Date:**
Lakeland Disposal & Recycling LLC **Company Name**	
1683 Justin St **Street Address of Company**	chad@lakelanddisposal.com **Email Address**
Arbor Vitae, WI 54568 **City, State, Zip**	Chad Metzger **Contact Name (Print)**
715-358-8500 **Business Phone**	**24 Hour Telephone Number**
Fax	**Signature Authorized Representative**
Chad Metzger, Owner **Print Name & Title**	**ATTEST: If a Corporation (Corp Secretary)**
81-1106338 **Federal Employer ID#**	

CITY OF EAGLE RIVER:

Signature of Authorized City Agent

Title

Date

ATTEST:

Signature of City Clerk

Date

3. BIDDER'S APPROACH TO MEETING DELIVERABLES

RFP requirement: Address each Deliverable in Section VII by first restating the Deliverable and then detailing the planned approach immediately after it. Responses must remain in the same sequence as the RFP. Identify any deviations. Do not include assumptions.

The following response blocks mirror the scope presented in Section VII. Expand each block as necessary; attach route maps, schedules, procedures, or other substantiation only where useful and permitted.

3.1 Residential Solid Waste — 677 Locations

RFP DELIVERABLE — RFP Deliverable: Provide collection for approximately 677 residential locations using 48-gallon containers, weekly solid-waste collection, with service quantities subject to adjustment as specified in the RFP.

BIDDER'S APPROACH

The Contractor will provide weekly collection of 48-gallon solid waste containers at approximately 677 residential locations listed in Appendix A, using one driver and the necessary collection vehicle and equipment. The full residential trash route will be collected on one scheduled day per week, with trash collected in the morning.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day. A cart not set out on time will be serviced at the next scheduled collection; repeated late placement will be reported to the City Clerk.

The Contractor will coordinate the collection schedule with the City and maintain the required weekly service. Residential additions and removals will be referred to the City Clerk, whose information will be used to coordinate container delivery or removal. A stolen cart or a cart damaged by unnatural causes will be replaced for $100 per cart.

Deviation from RFP specification: None

3.2 Residential Recycling — 677 Locations

RFP DELIVERABLE — RFP Deliverable: Provide 96-gallon residential recycling containers and bi-weekly single-stream recycling collection, currently organized into two alternating zones.

BIDDER'S APPROACH

The Contractor will retain the existing residential recycling layout and alternating two-zone schedule. Contractor-provided 96-gallon containers will be collected every other week on the same day as residential trash; trash will be collected in the morning and recycling in the afternoon. Single-stream recycling will include, at minimum, newsprint, aluminum, glass, plastic numbers 1 through 7, tin and cardboard.

The Contractor will provide appropriate recycling literature for the City to post on its website. Repeated recycling contamination will be reported to the City, which may contact the resident or request further assistance from the Contractor. Potential corrective measures, including removal of the recycling container, will be discussed with and directed by the City before implementation.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day. A cart not set out on time will be serviced at the next scheduled collection; repeated late placement will be reported to the City Clerk. A stolen cart or a cart damaged by unnatural causes will be replaced for $100 per cart.

Deviation from RFP specification: None

3.3 City Hall

RFP DELIVERABLE — RFP Deliverable: 525 E Maple St — 2-yard solid waste weekly; 8-yard recycling every 4 weeks.

BIDDER'S APPROACH

At City Hall, 525 E Maple St, the Contractor will collect the 2-cubic-yard solid waste container weekly and the 8-cubic-yard recycling container every four weeks, year-round.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

Recycling will be collected on a separate commercial recycling route on a different weekday from commercial solid waste. This location will be serviced on the designated commercial recycling route day at the frequency stated above.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.4 City Sidewalks — Winter / Off Season

RFP DELIVERABLE — RFP Deliverable: 14 sidewalk bins at Railroad and Wall St from Railroad to 2nd; 13 x 65-gallon and 1 x 96-gallon containers; 1–2 pickups per week.

BIDDER'S APPROACH

The Contractor will collect the 14 sidewalk bins on Railroad and Wall St from Railroad to 2nd during winter/off season: thirteen 65-gallon bins and one 96-gallon bin. The winter route will operate twice weekly, within the RFP's specified frequency of one to two pickups per week.

The Contractor will monitor overflow and contact the City with suggestions for frequency changes. A truck is available five days per week for special or additional pickups coordinated with the City. Additional pickups will be charged at the applicable per-pickup rate in the Cost Proposal. For City sidewalk carts, replacement due to natural wear or damage is free. A stolen cart or a cart damaged by unnatural causes will be replaced for $100 per cart. Replacement of a cart damaged by a natural disaster is free, provided the damaged cart is returned to the Contractor at the time of exchange.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.5 City Sidewalks — Summer (May–October)

RFP DELIVERABLE — RFP Deliverable: 14 sidewalk bins; 13 x 65-gallon and 1 x 96-gallon containers; Monday-Wednesday-Friday collection.

BIDDER'S APPROACH

The Contractor will collect the same 14 sidewalk bins on Railroad and Wall St from Railroad to 2nd during May through October: thirteen 65-gallon bins and one 96-gallon bin. Summer collection will occur Monday, Wednesday and Friday, as required by the RFP.

The Contractor will monitor overflow and contact the City with suggestions for frequency changes. A truck is available five days per week for special or additional pickups coordinated with the City. Additional pickups will be charged at the applicable per-pickup rate in the Cost Proposal. For City sidewalk carts, replacement due to natural wear or damage is free. A stolen cart or a cart damaged by unnatural causes will be replaced for $100 per cart. Replacement of a cart damaged by a natural disaster is free, provided the damaged cart is returned to the Contractor at the time of exchange.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.6 Department of Public Works Shop

RFP DELIVERABLE — RFP Deliverable: 1020 N Bluebird — 4-yard solid waste weekly.

BIDDER'S APPROACH

At the Department of Public Works Shop, 1020 N Bluebird, the Contractor will collect the 4-cubic-yard solid waste container weekly, year-round.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.7 T-Docks / Dyer Park

RFP DELIVERABLE — RFP Deliverable: May–October, 653 Dyer Park St — 2-yard weekly; off-season pickup/delivery fee for 2-yard unit.

BIDDER'S APPROACH

At T-Docks/Dyer Park, 653 Dyer Park St, the Contractor will collect the 2-cubic-yard solid waste container weekly from May through October.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

There are no off-season service charges if the containers remain on site. If the City requests removal and later redelivery, removal costs $100 and redelivery costs $100.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.8 Silver Lake Beach

RFP DELIVERABLE — RFP Deliverable: May–October, 932 Silver Lake Rd — 2-yard weekly; off-season pickup/delivery fee for 2-yard unit.

BIDDER'S APPROACH

At Silver Lake Beach, 932 Silver Lake Rd, the Contractor will collect the 2-cubic-yard solid waste container weekly from May through October.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

There are no off-season service charges if the containers remain on site. If the City requests removal and later redelivery, removal costs $100 and redelivery costs $100.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.9 Light and Water Shop

RFP DELIVERABLE — RFP Deliverable: 511 Mill St — 2-yard every other week.

BIDDER'S APPROACH

At the Light and Water Shop, 511 Mill St, the Contractor will collect the 2-cubic-yard solid waste container every other week, year-round.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.10 Wastewater Treatment Plant

RFP DELIVERABLE — RFP Deliverable: 323 West Division — 65-gallon weekly.

BIDDER'S APPROACH

At the Wastewater Treatment Plant, 323 West Division, the Contractor will collect the 65-gallon solid waste container weekly, year-round. The Contractor will provide the truck, driver and fuel needed for collection and coordinate the weekly service day with the City.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day. A cart not set out on time will be serviced at the next scheduled collection; repeated late placement will be reported to the City Clerk.

Deviation from RFP specification: None

3.11 Golf Course Restaurant

RFP DELIVERABLE — RFP Deliverable: 457 McKinley — April–November, 4-yard weekly solid waste and 4-yard locking recycling weekly; off-season pickup/delivery fee or suspension as applicable.

BIDDER'S APPROACH

At the Golf Course Restaurant, 457 McKinley, the Contractor will collect the 4-cubic-yard solid waste container weekly and the locking 4-cubic-yard recycling container weekly from April through November.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

Recycling will be collected on a separate commercial recycling route on a different weekday from commercial solid waste. This location will be serviced on the designated commercial recycling route day at the frequency stated above.

The Contractor will keep the recycling container's locking feature operational and coordinate access with City personnel. There are no off-season service charges if the containers remain on site. If the City requests removal and later redelivery, removal costs $100 and redelivery costs $100.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.12 Golf Course Pro Shop

RFP DELIVERABLE — RFP Deliverable: 457 McKinley — April–November, 2-yard weekly; winter on-call garbage.

BIDDER'S APPROACH

At the Golf Course Pro Shop, 457 McKinley, the Contractor will collect the 2-cubic-yard solid waste container weekly from April through November.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

During winter/off-season months, garbage service will be provided on call. The Contractor will coordinate requested pickups with the City and dispatch the commercial collection truck and driver. There are no off-season service charges if the containers remain on site. If the City requests removal and later redelivery, removal costs $100 and redelivery costs $100. Requested on-call collections are billed at the applicable Cost Proposal rate.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.13 Golf Course Maintenance Shop

RFP DELIVERABLE — RFP Deliverable: 925 Pleasure Island Rd — before 8:00 AM; April–November, 2-yard weekly solid waste and 2-yard recycling weekly; winter on-call service for both.

BIDDER'S APPROACH

At the Golf Course Maintenance Shop, 925 Pleasure Island Rd, the Contractor will collect the 2-cubic-yard solid waste container weekly and the 2-cubic-yard recycling container weekly from April through November. Scheduled seasonal collections will be completed before 8:00 AM.

One truck and one driver will service this location on the commercial solid waste route. This location will be serviced on the designated commercial solid waste route day at the frequency stated above. The Contractor has the equipment necessary to perform this service.

Recycling will be collected on a separate commercial recycling route on a different weekday from commercial solid waste. This location will be serviced on the designated commercial recycling route day at the frequency stated above.

During winter/off-season months, both garbage and recycling will be serviced on call. The Contractor will coordinate requested pickups and access with the City. There are no off-season service charges if the containers remain on site. If the City requests removal and later redelivery, removal costs $100 and redelivery costs $100. Requested on-call collections are billed at the applicable Cost Proposal rate.

If the scheduled collection falls on Thanksgiving Day or Christmas Day, collection will occur the following day. If inclement weather prevents pickup, the Contractor will return the following day as conditions permit. Contractor-caused missed collections will be recovered the following business day.

Deviation from RFP specification: None

3.14 Spring Yard Waste

RFP DELIVERABLE — RFP Deliverable: Bagged curbside pickup for the full residential route, once annually in spring.

BIDDER'S APPROACH

The Contractor will provide one full-residential-route yard waste pickup event annually in spring. All eligible yard waste for each event will be collected in a single day. The City will determine which day of the workweek best suits its needs. The Contractor will coordinate and finalize each event with the City at least 60 days in advance so the City can generate and distribute resident notices.

The Contractor can provide customer notification by text message, landline telephone call and email if the City provides the necessary resident contact information. Otherwise, the Contractor will provide a notice for the City to post on its website. Notices will state the collection date and the RFP's preparation and acceptance requirements.

Collected yard waste will be delivered to the City yard waste facility approximately one-half mile from Pine Street off Loon Lake Road. The Contractor will follow the following RFP parameters and include them in resident notices:

Leaves must be in open plastic bags or clearly marked cans; no boxes are accepted and bags must remain open.

All yard waste must be at the curbside or pickup area by 5:00 AM and placed apart from regular garbage.

Brush must be tied in bundles no longer than 5 feet and stacked with cut ends facing the same direction.

Clean lumber may be collected with a maximum board length of 5 feet.

Loose leaves, pine needles and unbundled brush will not be collected.

Brush or logs resulting from removal of entire trees are excluded.

Treated or painted lumber and logs over 5 feet long or 4 inches in diameter will not be accepted.

The volume limit is 10 cubic yards per stop.

Deviation from RFP specification: None

3.15 Fall Yard Waste

RFP DELIVERABLE — RFP Deliverable: Bagged curbside pickup for the full residential route, twice annually in fall.

BIDDER'S APPROACH

The Contractor will provide two full-residential-route yard waste pickup events annually in fall. Each of the two fall events will be a separate pickup. All eligible yard waste for each event will be collected in a single day. The City will determine which day of the workweek best suits its needs. The Contractor will coordinate and finalize each event with the City at least 60 days in advance so the City can generate and distribute resident notices.

The Contractor can provide customer notification by text message, landline telephone call and email if the City provides the necessary resident contact information. Otherwise, the Contractor will provide a notice for the City to post on its website. Notices will state the collection date and the RFP's preparation and acceptance requirements.

Collected yard waste will be delivered to the City yard waste facility approximately one-half mile from Pine Street off Loon Lake Road. The Contractor will follow the following RFP parameters and include them in resident notices:

Leaves must be in open plastic bags or clearly marked cans; no boxes are accepted and bags must remain open.

All yard waste must be at the curbside or pickup area by 5:00 AM and placed apart from regular garbage.

Brush must be tied in bundles no longer than 5 feet and stacked with cut ends facing the same direction.

Clean lumber may be collected with a maximum board length of 5 feet.

Loose leaves, pine needles and unbundled brush will not be collected.

Brush or logs resulting from removal of entire trees are excluded.

Treated or painted lumber and logs over 5 feet long or 4 inches in diameter will not be accepted.

The volume limit is 10 cubic yards per stop.

Deviation from RFP specification: None

3.16 Disposal Requirements

RFP DELIVERABLE — RFP Deliverable: All waste/recycling collected from the City shall be delivered to Hwy G Landfill, 7001 County Rd G, Eagle River, WI; annual solid-waste tonnage reported to the Clerk by February 1 of the following year.

BIDDER'S APPROACH

The Contractor will haul collected solid waste to Hwy G Landfill, 7001 County Road G, Eagle River, on the day of collection. Landfill tickets will be retained at the office. The Contractor's software will track tonnage and support annual solid-waste tonnage reporting to the City Clerk by February 1 of the following year.

Deviation from RFP specification: None

3.17 Recycling Program

RFP DELIVERABLE — RFP Deliverable: Single-stream recycling every other week, including at minimum newsprint, aluminum, plastic, tin, and cardboard, with contractor-provided containers.

BIDDER'S APPROACH

Residential recycling will follow the every-other-week collection schedule described in Section 3.2. Each week, collected recycling will be unloaded at the Contractor's facility and transported by truck to a materials recovery facility (MRF) for processing. The Contractor will report contamination and recurring problem locations to the City weekly. Software will retain recycling tonnage records for reporting.

Deviation from RFP specification: None

3.18 Rate Adjustments

RFP DELIVERABLE — RFP Deliverable: Address CPI-based annual rates, fuel surcharge methodology, residential-count adjustments over 5%, and unforeseen cost increases as specified.

BIDDER'S APPROACH

The Contractor will work directly with the City Clerk to review the residential household count annually. Pricing and billing will be adjusted to reflect the number of households and the terms of the three-year contract, including the RFP's provisions for CPI-based annual adjustments, fuel surcharges, residential-count changes exceeding 5% and unforeseen cost increases. Permitted adjustments will be documented and submitted to the City in accordance with those contract terms.

Deviation from RFP specification: None

3.19 Customer Service Center

RFP DELIVERABLE — RFP Deliverable: Customer Service Center open 8:00 AM–4:30 PM Monday–Friday with representative coverage; after-hours answering service/machine; public annual pickup calendar with holiday deviations and waste/recycling guidelines.

BIDDER'S APPROACH

The office telephone line, 715-358-8500, is staffed from 7:00 AM to 3:00 PM, Monday through Friday. After 3:00 PM, calls go to voicemail and are answered the next business day. Three office employees are available during staffed office hours except on holidays. The office is closed on weekends.

The text service at the same telephone number accepts messages 24 hours a day and is staffed from 5:00 AM to 5:00 PM, Monday through Friday. Messages received outside staffed hours are handled during the next staffed period.

Individual service records are dated and timestamped and include route and driver information. Each location's service history is retained in its individual account for at least six years.

Holiday notices are sent by email, landline call and text using the account contact information, including for holidays when regular routes continue, such as Independence Day, Christmas Eve and Labor Day. Collection operations close completely only on Thanksgiving Day and Christmas Day.

The Contractor will provide an annually updated residential collection calendar and waste and recycling guidelines. The supplied 2026 calendar is attached as a sample of the communication format; a calendar for the applicable service year will be prepared.

3.20 Residential Additions/Subtractions

RFP DELIVERABLE — RFP Deliverable: Residential contract additions/subtractions are referred to the City Clerk, with information forwarded to contractor for bin delivery/removal.

BIDDER'S APPROACH

Residential additions and removals will be referred to the City Clerk, with authorized account information forwarded to the Contractor. Cart delivery and removal occur every Tuesday. For new signups, the cart will be delivered the following Tuesday and service will begin immediately upon delivery on the applicable collection schedule.

Each location will have an individual account linked to a system group labeled Eagle River. Accounts will be searchable through this group. The Contractor can extract group account data to create spreadsheets of requested service and account information.

Deviation from RFP specification: None

3.21 Recycling and Yard-Waste Statistics

RFP DELIVERABLE — RFP Deliverable: Estimated and actual recycling tonnage and yard-waste tonnage supplied to the Clerk; estimated by August 31 annually and actual by March 31 annually.

BIDDER'S APPROACH

The residential route will consist only of customers covered by the City of Eagle River RFP and authorized additions. The Contractor will retain landfill tickets from that route and send copies to the City as requested. All landfill tickets are retained for at least two years.

The Contractor will use the applicable recycling and yard waste records to provide the City Clerk with total estimated recycling and yard waste tonnage by August 31 annually and total actual recycling and yard waste tonnage by March 31 annually, as required for the annual Recycling Grant application. The residential landfill tickets will be retained as supporting route records; recycling and yard waste totals will be identified separately.

Deviation from RFP specification: None

3.22 Performance / Missed Pickup

RFP DELIVERABLE — RFP Deliverable: Reliable and consistent collection on scheduled dates; missed regularly scheduled pickup made the following day; required dumpsters/units delivered or removed when requested.

BIDDER'S APPROACH

The Contractor is available five days per week. If a collection is missed due to Contractor error, a driver will return on the following business day to complete the pickup.

For residential cart service, if a customer misses collection because the cart was not placed out on time, the customer must wait until the next regularly scheduled pickup. Repeated late-placement or missed-setout issues will be reported to Becky Bolte, City Clerk.

The Contractor will coordinate with the City to deliver or remove required dumpsters or collection units at City-designated locations.

3.23 Container/Dumpster Maintenance

RFP DELIVERABLE — RFP Deliverable: City-approved dumpsters/containers maintained by contractor and kept sanitary; sizes/frequency may be adjusted based on usage when requested by City.

BIDDER'S APPROACH

Drivers monitor container condition during collection and request replacement when a container is in poor condition. The office forwards the driver's request to Becky Bolte, City Clerk, and waits for City approval before exchanging the container.

Paintable containers will be repainted upon request for a $100 fee; 65- and 96-gallon carts are not paintable and will not be repainted. Approved container exchanges cost $100, as listed in the Cost Proposal. Natural wear or damage is replaced free; theft or damage from unnatural causes costs $100 per replacement cart. Natural-disaster damage is replaced free when the damaged cart is returned at exchange.

Container sizes and collection frequencies will be adjusted when requested by the City based on usage.

Deviation from RFP specification: None

3.24 Municipal Invoicing

RFP DELIVERABLE — RFP Deliverable: Monthly invoicing by location, including department, physical location, container size, frequency/lifts, and contract charges; residential service may be consolidated as specified.

BIDDER'S APPROACH

The Contractor issues monthly invoices by email two weeks before the service month begins. Payment is due six weeks after invoicing. Available payment methods include EFT, debit and credit card autopay, payment by telephone, and online payment. Payments may take up to five business days to post. Nikki Schultz or Kelly Kirst can assist with invoicing and payment questions at 715-358-8500.

The Contractor will provide one monthly invoice for each municipal location, identifying the department, physical location, container size, collection frequency/lifts and contract charges. Residential waste and recycling may be consolidated into one residential account with the unit counts and monthly lifts specified by the RFP. Yard waste charges will identify the pickup dates.

Online access can be established for each individual account, including a consolidated residential account, to view invoices and payment history and make payments.

If approved by the City, the Contractor can alternatively create a master billing account with one itemized invoice showing which locations are charged for each service. This alternative will be used only with City approval because the RFP calls for separate monthly invoices by location.

Deviation from RFP specification: None

4. BIDDER'S BACKGROUND AND EXPERIENCE

4.1 Technical Experience

Lakeland Disposal & Recycling LLC is owned and operated by Chad Metzger. Current shop and truck operations are at 10890 Hwy 70, Arbor Vitae, WI 54568. All shop and office operations are planned to relocate to the new transfer station at 1683 Justin Street, Arbor Vitae, WI 54568, by November 30, 2026. Mailing address: PO Box 1097, Woodruff, WI 54568. Contact: chad@lakelanddisposal.com; 715-358-8500.

Chad Metzger has 32 years of Northwoods experience hauling and processing waste and recycling: 11 years with LB Trucking in Minocqua, 11 years with Eagle Waste and Recycling under Alan Albee, and 10 years as owner of Lakeland Disposal & Recycling. His prior work includes building and managing the Minocqua operation and City of Tomahawk route at LB Trucking, and building municipal contracts at Eagle Waste and Recycling, including the City of Eagle River.

The company provides residential, municipal and commercial collection, hauling and processing across Vilas, Oneida and surrounding counties. Local drivers, office staff and equipment support automated residential collection and municipal container service. Office staff coordinate residential stop lists, container delivery/removal, customer calls and monthly invoicing with the City Clerk.

4.2 Similar Services — Previous Five Years

List all similar services provided to businesses or governmental entities within the last five years.

Client	Public/Private	Location	Services	Contract Dates	Approx. Scale	Contact
Town of Lac du Flambeau	Public	Lac du Flambeau, WI	Garbage/recycling; transfer station equipment transition	Summer 2025–current	Facility handles approximately 3,864 residences	Matt Gaulke, Town Chair
Town of Minocqua	Public	Minocqua, WI	Public Works Facility, Hwy 70 West Park Facility and Torpy Park waste disposal	Current 3-year contract; September 2023 start date	Three named facilities	Mark Pertile, Director of Public Works
Town of Hazelhurst	Public	Hazelhurst, WI	Residential and commercial trash/recycling collection	Approximately 2022–current; letter dated Sept. 5, 2026	65 miles of roads plus private roads	Scott Pockat
Town of Woodruff	Public	Woodruff, WI	Residential garbage and recycling collection	Current; start date May 2025	Town: approximately 2,048	Dave Meyer

Additional narrative:

The supplied qualifications also identify prior municipal work with Eagle Waste and Recycling for Eagle River, Crandon, Tomahawk, Florence County, Ashland and Laona, and prior LB Trucking work for Tomahawk. Dates are not supplied, so these are presented as prior experience rather than dated contracts within the last five years. The Minocqua reference letter confirms municipal facility service; it states that the Town does not contract for residential collection.

4.3 Subcontractor Management Experience

No subcontractors are proposed for this contract.

4.4 Three Required Client References

Attach letters of reference from three previous clients knowledgeable about similar services. Each should include contact person, telephone number, and email address. Current City employees are not eligible references.

Reference 1

Client / Organization	Town of Lac du Flambeau
Contact Person	Matt Gaulke, Town Chair
Telephone	715-588-3358 (town office)
Email	chair@tn.lacduflambeau.wi.gov
Service / Contract	Waste service and transfer station transition
Dates	Summer 2025–current

Reference letter attached: Yes

Reference 2

Client / Organization	Town of Minocqua
Contact Person	Mark Pertile, Director of Public Works
Telephone	715-356-5296 (town office)
Email	publicworks@townofminocqua.org
Service / Contract	Municipal facility waste disposal
Dates	Current 3-year contract; letter Sept. 29, 2026

Reference letter attached: Yes

Reference 3

Client / Organization	Town of Hazelhurst
Contact Person	Scott Pockat, Road Department
Telephone	715-892-1938 (cell); 715-356-6041 (department)
Email	hazelhursttownshop@gmail.com
Service / Contract	Residential/commercial trash and recycling
Dates	Approximately 2022–current; letter Sept. 5, 2026

Reference letter attached: Yes

Town of Lac du Flambeau

Vilas County • P.O. Box 68 • Lac du Flambeau, Wisconsin 54538 • (715) 588-3358

To Whom It May Concern,

The Town of Lac du Flambeau entered into a contract with Lakeland Disposal in the summer of 2025. The changeover occurred during the week of July 4. It goes without saying that it is one of our busiest weekends of the year. Chad Metzger and his employees worked enthusiastically to get our transfer station equipped with boxes, checked on our compactors and ensured all was ready. They helped us track down containers that the previous hauler had taken and made adjustments to existing equipment as well.

Being one of the first municipalities to sign a contract with them, it has been an amazing experience. They take pride in the service they provide and have given numerous suggestions for improvements. Staff are available by phone daily and communications are seamless.

We have been pleased with their services and customer service. We are thankful to have made the move to Lakeland Disposal.

Sincerely,

Matt Gaulke
Town of Lac du Flambeau
Town Chair

"The Island City" ™

TOWN OF MINOCQUA

415 Menominee Street, Suite 300
Minocqua, Wisconsin 54548
Phone: 715.356.5296
www.townofminocqua.org

MARK P. HARTZHEIM, Chairman
BRIAN L. FRICKE, Supervisor
ERIKA L. PETERSEN, Supervisor
WILLIAM J. FRIED, Supervisor
LANCE J. KROLCZYK, Supervisor

ROBEN A. HAGGART, Clerk
MIRANDA M. SCHMITZ, Treasurer
MARK A. PERTILE, Dir. of Public Works
GLENN R. JANZER, Chief of Police
RICHARD M. CARANI, Fire Chief

To whom it may concern,

The Town of Minocqua is contracted with Lakeland Disposal and Recycling for waste disposal services at its Town Public Works Facility, Hwy 70 West Park Facility and Torpy Park. Lakeland Disposal and Recycling provides the Town of Minocqua reliable and consistent service. The Town currently has a three-year contract with Lakeland Disposal and Recycling. The Town of Minocqua does not contract with any waste hauler for residential service; it is up to the property owner to choose who their service provider is.

If you have any further questions, please feel free to contact the Town of Minocqua.

Thank you,

Mark Pertile 9/29/2026

Director of Public Works

September 5, 2026

Town of Hazelhurst Road Department
9768 Oneida Street
Hazelhurst, WI 54531
715-356-6041

To whom it may concern,

My name is Scott Pockat and I am one of the two town employees for the Town of Hazelhurst. Our town consists of 65 miles of roads and several private roads. Our roads, like many other municipalities, have been falling behind for maintenance. Town of Hazelhurst reached out 4 years ago to Lakeland Disposal for the trash removal needs. We met with Chad from Lakeland Disposal about the issues we had with roads in the town and our trash and recycling needs. After a few meetings, and Chad running roads with his personal truck we created a plan that worked for both town and Lakeland Disposal. Lakeland Disposal runs trucks on routes appropriate for the roads. We do understand that Lakeland Disposal does not need to accommodate these issues, they went over and above to help the town and respect the roads. Lakeland Disposal also has accommodated the town in pick-up times throughout the year. Communication with Lakeland Disposal is always easy and they are prompt with the response whether an answer to a question or a special pick up.

Lakeland Disposal has been an outstanding company to work with. Lakeland Disposal has been updating their fleet of equipment. There trucks have dual bins, one truck now does the work that two or three trucks had to do before. Lakeland Disposal also does all residential trash pick-up on Mondays, and commercial accounts are done on Tuesdays. To conclude we have been very happy with Lakeland Disposal and would recommend this company.

Please feel free to reach out to myself either by Phone or Email.

Cell 715-892-1398 E-mail hazelhursttownshop@gmail.com

Sincerely,

Scott Pockat

5. PERSONNEL AND ORGANIZATIONAL STRUCTURE

5.1 Overall Operations — Lines of Authority

Owner and overall authority: Chad Metzger. Office staff manage customer communications, account administration, route information and invoicing under his direction. Drivers perform collection routes under his operational oversight. The supplied bidder-detail form states 24 employees.

5.2 RFP Service Staff — Lines of Authority

Chad Metzger — Owner and Project Manager; primary contact for the City Clerk and responsible for route performance, staffing and contract compliance.

Office team — answers customer calls, coordinates cart delivery and removal with the Clerk, maintains the residential stop list and prepares monthly invoices.

Local drivers — operate automated residential collection vehicles and service municipal dumpsters and downtown sidewalk containers on the applicable routes. Individual driver and office staff names are not supplied.

5.3 Project Manager and Key Personnel

Name	Role	Credentials	Years Experience	% Monthly Time	Subcontractor Mgmt Experience
Chad Metzger	Owner / Project Manager	32 years of relevant market experience; LUHS graduate, 1992; NMU graduate, 1997	32	Months 1–3: 30%; months 4–12: 10%	No subcontractors proposed

Attach resumes for project manager and key personnel. Each resume must include name, education, years of experience, employment history relevant to this scope, and percentage of time dedicated to this project. Do not include Social Security numbers.

Experience and Employment History

32 years hauling and processing waste and recycling in the Northwoods.

Lakeland Disposal & Recycling — Owner, 10 years. Built and operates Northwoods residential and municipal collection services.

Eagle Waste and Recycling — 11 years under Alan Albee. Built and operated municipal contracts for Eagle River, Crandon, Tomahawk, Florence County, Ashland and Laona.

LB Trucking, Minocqua — 11 years. Built the local team and Minocqua operation; managed and implemented the City of Tomahawk collection route.

Education: LUHS graduate, 1992; NMU graduate, 1997. Percentage of monthly time dedicated to this project: 30% during months 1–3 and 10% during months 4–12.

6. INSURANCE, REGISTRATION, PERMITS AND COMPLIANCE

The RFP requires evidence of Workers Compensation, General Liability, Auto and Umbrella coverage, with the City of Eagle River named as additional insured and waiver of subrogation as specified.

Workers Compensation	ICW Group | WY W5082542 01 | 03/08/2026–03/08/2027 | Statutory; employer liability: $100,000 each accident; $100,000 disease each employee; $500,000 disease policy limit
General Liability	Western National Insurance | CPP 1199146 | 11/10/2025–11/10/2026 | $1,000,000 each occurrence; $2,000,000 general and products/completed operations aggregates
Auto Liability	Western National Insurance | CPP 1198868 | 11/10/2025–11/10/2026 | $1,000,000 combined single limit each accident
Umbrella Liability	Western National Insurance | UMB 1059516 | 11/10/2025–11/10/2026 | $2,000,000 each occurrence and aggregate
Additional Insured	Certificate marks Y for general liability and auto; City of Eagle River is certificate holder. Policy endorsements not supplied.
Waiver of Subrogation	Certificate marks Y for general liability, auto and workers compensation. Policy endorsements not supplied.
Certificate Attached	Yes — ACORD certificate 738362580, issued 10/01/2026.

Certificate producer: Cordova Insurance Agency, Joseph Cordova, 716 E 2nd St, Merrill, WI 54452; 715-536-9576; joe.cordova@cordovaagency.com. The certificate lists the insured mailing address as PO Box 1097, Woodruff, WI 54568. The Contractor confirms that the policies will renew with the same coverage. The attached certificate reflects the current policy periods; an updated certificate documenting renewed coverage will be provided for the anticipated January 1, 2027 contract start.

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 10/1/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Cordova Insurance Agency 716 E 2nd St Merrill WI 54452 License#: 16507173	CONTACT NAME: Joseph Cordova PHONE (A/C, No, Ext): 715-536-9576 FAX (A/C, No): 715-539-3349 E-MAIL ADDRESS: joe.cordova@cordovaagency.com
INSURED LAKEDIS-01 Lakeland Disposal & Recycling LLC PO Box 1097 Woodruff WI 54568	INSURER(S) AFFORDING COVERAGE — NAIC # INSURER A: Western National Insurance INSURER B: ICW Group INSURER C: INSURER D: INSURER E: INSURER F:

COVERAGES **CERTIFICATE NUMBER:** 738362580 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: X POLICY PRO-JECT LOC OTHER:	Y	Y	CPP 1199146	11/10/2025	11/10/2026	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS - COMP/OP AGG $	$ 1,000,000 $ 100,000 $ 5,000 $ 1,000,000 $ 2,000,000 $ 2,000,000 $
A	AUTOMOBILE LIABILITY ANY AUTO OWNED AUTOS ONLY X HIRED AUTOS ONLY X SCHEDULED AUTOS X NON-OWNED AUTOS ONLY	Y	Y	CPP 1198868	11/10/2025	11/10/2026	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident) $	$ 1,000,000 $ $ $ $
A	X UMBRELLA LIAB X OCCUR EXCESS LIAB CLAIMS-MADE DED X RETENTION $ 10,000			UMB 1059516	11/10/2025	11/10/2026	EACH OCCURRENCE AGGREGATE $	$ 2,000,000 $ 2,000,000 $
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) Y/N [ ] N/A If yes, describe under DESCRIPTION OF OPERATIONS below		Y	WWI 5082542 01	3/8/2026	3/8/2027	X PER STATUTE OTH-ER E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT	 $ 100,000 $ 100,000 $ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

City of Eagle River
525 E. Maple Street, PO Box 1269
Eagle River WI 54521

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

© 1988-2015 ACORD CORPORATION. All rights reserved.

6.1 Wisconsin Registration

Registered to do business in Wisconsin?	Yes — as stated in Attachment II
Date of registration	March 2016
Registration/entity number	81-1106338 (federal EIN);

6.2 Wisconsin DNR / Solid Waste Collection & Transport

Permit status	☒ Current ☐ Will obtain before performance
Permit number	6112
Expiration	September 2027
Additional explanation	None

6.3 City Code Permit

Appropriate City permit status	☒ Current ☐ Will obtain before performance
Permit number	No permit number
Expiration	April 30, 2027

6.4 Immigration Compliance

Complete and sign the City's Attachment VI. The signed certification is mandatory under the RFP.

Signed Attachment VI is inserted in Section 2. Chad Metzger, Owner, signed on October 2, 2026. Its address of 10890 Hwy 70, Arbor Vitae, WI 54568 is the current location of shop and truck operations. The 1683 Justin Street address in the bidder-detail and qualifications documents is the new transfer station, where all shop and office operations are planned to relocate by November 30, 2026. The signed form is retained as executed.

6.5 Debarment / Suspension / Contract Default

Not presently debarred, suspended, proposed for debarment, or declared ineligible?	☐No ☒ Yes
Defaulted on a service contract in prior 12 months?	☒ No ☐ Yes

7. DEVIATIONS / EXCEPTIONS

The RFP states that bidders must identify any deviations from specifications they cannot satisfy and may be disqualified for materially changing scope or stating that an element cannot/will not be met.

RFP Section/Page	Requirement	Proposed Deviation	Reason / Impact / Alternative
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE
NONE	NONE	NONE	NONE

8. REQUIRED REFERENCES AND SUPPORTING ATTACHMENTS

COST PROPOSAL — Separate cost component. The original completed City cost form follows. Keep this component separate from the Technical Proposal when submitting, as required by Section XXIV.

Attachment Index

Attachment No.	Description	Included / Page
I	Signed Release of Information	Included
II	Primary Bidder Detail	Included
III	Primary Bidder Certifications and signed execution	Included
IV	Subcontractor Disclosure	Original form included; not applicable — no subcontractors
V	Original completed Cost Proposal	Included — separate cost component
VI	Signed Immigration Compliance Certification	Included
VII	Bid Acceptance	Included — signature and remaining fields pending
R1	Lac du Flambeau reference letter	Included in 4.4
R2	Minocqua reference letter	Included in 4.4
R3	Hazelhurst reference letter	Included in 4.4
P1	Chad Metzger personnel profile	Included in 5.3; education and monthly time allocation provided
INS	Certificate of liability insurance	Included in 6; same coverage to renew; updated certificate to follow

Resident Communication Samples

These supplied examples illustrate customer communication materials. The 2026 calendar is a sample only; the contract-year calendar will be updated. Route-specific recycling guidance will reflect the accepted materials stated in Section 3.2, including glass and plastic numbers 1 through 7.

2026

Lakeland Disposal & Recycling Weekly Route Schedule

(715) 358-8500
Call or Text

Every Other Week

= A Week # = B Week

Once a Month

= W Week # = X Week # = Y Week # = Z Week

= Office Closed

= PICK UP PUSHED 1 DAY LATER

= No Drivers Running

Only Holidays that Affect Pick Up Schedule are Thanksgiving & Christmas

January

	S	M	T	W	T	F	S
B X					1	2	3
A Y	4	5	6	7	8	9	10
B Z	11	12	13	14	15	16	17
A W	18	19	20	21	22	23	24
B X	25	26	27	28	29	30	31

February

	S	M	T	W	T	F	S
A Y	1	2	3	4	5	6	7
B Z	8	9	10	11	12	13	14
A W	15	16	17	18	19	20	21
B X	22	23	24	25	26	27	28

March

	S	M	T	W	T	F	S
A Y	1	2	3	4	5	6	7
B Z	8	9	10	11	12	13	14
A W	15	16	17	18	19	20	21
B X	22	23	24	25	26	27	28
A Y	29	30	31				

Quarter 1

April

	S	M	T	W	T	F	S
A Y				1	2	3	4
B Z	5	6	7	8	9	10	11
A W	12	13	14	15	16	17	18
B X	19	20	21	22	23	24	25
A Y	26	27	28	29	30		

May

	S	M	T	W	T	F	S
A Y						1	2
B Z	3	4	5	6	7	8	9
A W	10	11	12	13	14	15	16
B X	17	18	19	20	21	22	23
A Y	24	25	26	27	28	29	30
B Z	31						

June

	S	M	T	W	T	F	S
B Z		1	2	3	4	5	6
A W	7	8	9	10	11	12	13
B X	14	15	16	17	18	19	20
A Y	21	22	23	24	25	26	27
B Z	28	29	30				

Quarter 2

July

	S	M	T	W	T	F	S
B Z				1	2	3	4
A W	5	6	7	8	9	10	11
B X	12	13	14	15	16	17	18
A Y	19	20	21	22	23	24	25
B Z	26	27	28	29	30	31	

August

	S	M	T	W	T	F	S
B Z							1
A W	2	3	4	5	6	7	8
B X	9	10	11	12	13	14	15
A Y	16	17	18	19	20	21	22
B Z	23	24	25	26	27	28	29
A W	30	31					

September

	S	M	T	W	T	F	S
A W			1	2	3	4	5
B X	6	7	8	9	10	11	12
A Y	13	14	15	16	17	18	19
B Z	20	21	22	23	24	25	26
A W	27	28	29	30			

Quarter 3

October

	S	M	T	W	T	F	S
A W					1	2	3
B X	4	5	6	7	8	9	10
A Y	11	12	13	14	15	16	17
B Z	18	19	20	21	22	23	24
A W	25	26	27	28	29	30	31

November

	S	M	T	W	T	F	S
B X	1	2	3	4	5	6	7
A Y	8	9	10	11	12	13	14
B Z	15	16	17	18	19	20	21
A W	22	23	24	25	26	27	28
B X	29	30					

December

	S	M	T	W	T	F	S
B X			1	2	3	4	5
A Y	6	7	8	9	10	11	12
B Z	13	14	15	16	17	18	19
A W	20	21	22	23	24	25	26
B X	27	28	29	30	31		

Quarter 4

PO Box 1097 | Woodruff, WI 54568 | info@lakelanddisposal.com

Recycle Right!

Keeping the Northwoods Beautiful

(715) 358-8500
Call or Text

Place All Recyclables Together

In 13 Gallon Clear, Cloudy, or Color Tinted Recycle Bags

Leave loose if you have a yellow lid cart



Found at Trig's, SaveMore & Ace



Available on Select Routes Only

Aluminum, Steel & Tin



Glass



Accepted in Recycling

Emptied & Rinsed Lids & Labels Placed in Trash

When in Doubt, Throw it Out

Plastic - 1 - 7



Paper



Cardboard & Paperboard



Food, Hoses, Wires, Clothing & Shoes



Windows, Mirrors, Dishes & Light Bulbs



Unaccepted in Recycling

If Non-Hazardous, Put in Trash
If Hazardous, Contact Vilas or Oneida County Landfill

Pitch it, Pour it or Take it

Styrofoam, Plastic Bags, Plastic Overwrap & Plastic Rings



Waxed Anything, Shredded Paper, Napkins/Paper Towel & Diapers



Batteries, Electronics, Sharps & Paint Cans



PO Box 1097 | Woodruff, WI 54568 | info@lakelanddisposal.com


Keep carts 3 feet from all objects
3 ft
Trash
Bagged
3 ft
Recycling
Loose
3 ft
12345
Place carts out night before or by 5 am of collection day
Place carts on main road with lids opening toward the street
All items must be inside cart with lid closed

LAKELAND DISPOSAL & RECYCLING LLC

Proposal Summary for City Council Review

City of Eagle River • Residential & Municipal Garbage and Recycling Services

Proposed Contract Start: January 1, 2027

1. Executive Summary

Lakeland Disposal & Recycling LLC submitted a proposal to provide residential garbage and recycling collection, municipal facility collection, sidewalk collection, seasonal yard-waste service, and related disposal/recycling services. The proposal identifies 677 residential locations, with weekly garbage collection and every-other-week recycling collection. The proposal indicates no deviations from the RFP specifications.

2. Residential Collection Costs

Service	Year 1	Year 2	Year 3
48-gallon residential garbage	$10.00/month	$10.60/month	$11.24/month
96-gallon residential recycling	$4.50/month	$4.77/month	$5.06/month
Combined monthly cost per household	**$14.50**	**$15.37**	**$16.30**

The proposal identifies approximately 677 residential accounts.

Estimated Residential Cost	Year 1	Year 2	Year 3
Garbage	$81,240.00	$86,174.40	$91,280.91
Recycling	$36,558.00	$38,679.48	$41,073.59
Total Residential	**$117,798.00**	**$124,853.88**	**$132,354.50**

Note: Residential rates are subject to the contract's stated annual adjustment provisions and other permitted adjustments. Presented 6% increase annually.

Estimated Residential Cost 2026: $106,760

3. Municipal Facility Pricing

Municipal Service	Per Lift	Monthly	Year 1 Annual
65-gal municipal solid waste	$13.12	$56.93	$683.16
2-yard municipal solid waste	$20.33	$88.23	$1,057.28
4-yard municipal solid waste	$37.57	$162.80	$1,953.60
8-yard municipal recycling	$61.11	$66.20	$794.43
2-yard municipal recycling	$14.92	$64.65	$775.86
4-yard municipal recycling	$31.48	$136.40	$1,636.77

Municipal locations and schedules identified in the proposal:

- City Hall – 525 E. Maple St.: 2-yard garbage weekly; 8-yard recycling every four weeks.
- Public Works Shop – 1020 N. Bluebird: 4-yard garbage weekly.
- T-Docks/Dyer Park – 653 Dyer Park St.: 2-yard garbage weekly, May–October.

- Silver Lake Beach – 932 Silver Lake Rd.: 2-yard garbage weekly, May–October.
- Light & Water Shop – 511 Mill St.: 2-yard garbage every other week.
- Water Treatment Plant – 323 West Division: 65-gallon garbage weekly.
- Golf Course Restaurant – 457 McKinley: 4-yard garbage and 4-yard recycling weekly, April–November.
- Golf Course Pro Shop – 457 McKinley: 2-yard garbage weekly, April–November.
- Golf Course Maintenance Shop – 925 Pleasure Island Rd.: 2-yard garbage and 2-yard recycling weekly, April–November.
- Sidewalk collection: 14 containers along Railroad and Wall Streets, with seasonal collection frequencies. 65gal containers compared to 48gal current could create lesser lift/collection frequencies

4. Seasonal Yard-Waste Costs

Service	Proposed Cost
Spring yard-waste event	$1,400
Fall yard-waste event	$1,400 each
Three scheduled events total	**$4,200 annually**

The proposal provides for one spring and two fall full-residential-route yard-waste collection events. Additional preparation and volume requirements apply.

5. Other Charges / Fees

Item	Proposed Charge
Off-season 2-yard container removal	$100
Off-season 2-yard container redelivery	$100
Replacement of lost/stolen 48-, 65- or 96-gallon cart	$100
Approved container exchange	$100
Painting of paintable municipal containers	$100
Natural disaster cart replacement	No charge, with return of damaged cart
Yard-waste event	$1,400/event

6. Preliminary Council-Level Cost Summary

Year 1 residential garbage and recycling: $117,798 (based on 677 residential accounts).

Scheduled annual yard waste: $4,200 if all three scheduled events are conducted.

Municipal services: Approximately $16,000–$18,000 based on the proposal's unit/lift and seasonal pricing; exact total should be confirmed from the final service schedule.

Preliminary Year 1 total: Approximately $138,000–$140,000, before additional/on-call services, container exchanges or replacements, off-season movements, contamination-related costs, or other variable charges.

7. Key Pricing Issue for Council Review

96-gallon municipal solid-waste container pricing should be clarified before award.

The proposal's cost schedule indicates that there is no listed 96-gallon municipal solid-waste rate. However, the City's sidewalk collection specifications include one 96-gallon container along with thirteen 65-gallon containers. The City should obtain written clarification of the applicable price and confirm that this service is included within the proposal without an unanticipated additional charge.

8. Operational Highlights

- Weekly residential garbage collection.
- Every-other-week single-stream residential recycling.
- Approximately 677 residential locations.
- City-wide spring and fall yard-waste collection.
- Municipal facility collection according to the specified schedules.
- Contractor-provided trucks, drivers and fuel.
- Missed contractor collections to be recovered on the following business day.
- Customer service telephone support and text-message capability.
- Monthly municipal invoicing and online account/payment access.
- Recycling contamination monitoring.
- Annual recycling and yard-waste tonnage reporting.
- Disposal at Hwy G Landfill in Eagle River.
- No proposed deviations from the RFP.

9. Experience / References

The proposal includes references from the Town of Lac du Flambeau, Town of Minocqua, and Town of Hazelhurst. The references provided favorable comments concerning reliability, communication and service.

10. Recommended Council Discussion Points

1. Confirm the residential count of 677 and whether it represents the City's current billable residential units.

2. Confirm whether the $1,400 yard-waste fee is fixed for each scheduled event for all three contract years.

3. Confirm the method and limits for annual CPI/rate adjustments.

4. Confirm whether any fuel surcharge can be imposed and under what circumstances – RFP Stated

5. Confirm that all insurance, Wisconsin DNR and City permit requirements will be current as of January 1, 2027.

11. Bottom Line

Lakeland's proposal provides a clear residential rate structure and generally appears responsive to the City's requested service requirements. At 677 residential accounts, the proposed Year 1 residential garbage and recycling cost is approximately $117,798, with approximately $4,200 in scheduled annual yard-waste collection, plus municipal facility and sidewalk collection costs. The 96-gallon municipal container pricing should be resolved before Council relies on a final contract price.

Source: Lakeland Disposal & Recycling LLC proposal submitted to the City of Eagle River. This summary is intended for City Council review; proposal terms should be verified against the executed contract and final cost schedule.

REPUBLIC SERVICES

Sustainability in Action

October 5, 2026

City of Eagle River
Attn: City Council Members
525 E. Maple Street
Eagle River, WI 54521

Greetings City Council Members,

Republic Services is pleased to submit this proposal to provide solid waste and recycling services for the City of Eagle River. We offer the resources, financial strength, and capabilities of a national environmental services company combined with the responsiveness and customer focus of a locally managed operation.

Our Eagle River team understands the unique needs of northern Wisconsin, including seasonal population changes and winter operating conditions. Local employees provide safe, dependable collection services supported by a modern fleet, reserve equipment, and proactive maintenance programs to ensure reliable year-round service.

Republic Services is more than a service provider; we are an active community partner. Through local investments, event sponsorships, charitable giving, and donated services, we continue to support the programs and organizations that help make Eagle River a vibrant place to live, work, and visit.

-2025 Eagle River Area Chamber of Commerce Business of the Year
-Awarded a $250,000 community grant for improvements to the Eagle River ice arena.
-Annual sponsor of Eagle River Chamber of Commerce events.
-Donates waste and recycling services to community events and local organizations.
-Supports Eagle River through ongoing community investment and partnerships.

The City will have a dedicated local Municipal Sales Manager serving as the primary point of contact for communication, service requests, and contract-related matters, ensuring accountability and responsive customer service.

While Republic Services is a national company, we take pride in our small-town approach. Our local team is committed to delivering exceptional service while supporting the Eagle River community through involvement, partnerships, and local events. We believe strong municipal relationships are built on trust, communication, and community engagement.

Safety remains at the core of everything we do through employee training, defensive driving practices, and continuous performance monitoring. We are committed to providing reliable, cost-effective, and environmentally responsible services while building a long-term partnership with the City of Eagle River.

Thank you for your consideration. We appreciate the opportunity to serve Eagle River and look forward to delivering the dependable, local service your residents deserve.

Sincerely,

Kathy Linville

Kathy Linville
Municipal Sales Manager
Republic Services

REPUBLIC SERVICES

Sustainability in Action

CITY OF EAGLE RIVER
GARBAGE AND RECYCLING COLLECTION SERVICES
RFP BID PROPOSAL

Prepared for: City of Eagle River
Bidder: Republic Services Environmental Solutions III, LLC
Proposal Due: October 5, 2026

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ATTACHMENT I: RELEASE OF INFORMATION

Republic Services Environmental Solutions III, LLC hereby authorizes any person or entity, public or private, having any information concerning the Bidder's background, including but not limited to its performance history regarding its prior rendering of services similar to those detailed in this RFP, to release such information to the City.

The Bidder acknowledges that it may not agree with the information and opinions given by such person or entity in response to a reference request. The Bidder acknowledges that the information and opinions given by such person or entity may hurt its chances of receiving contract awards from the City or may otherwise hurt its reputation or operations. The Bidder is willing to take that risk. The Bidder agrees to release all people, entities, and the City from any liability whatsoever that may be incurred in releasing this information or using this information.

Republic Services Environmental Solutions III, LLC

Printed Name of Bidder Organization

Samantha Poppe

Signature of Authorized Representative

10/5/26

Date

Samantha Poppe

Printed Name

ATTACHMENT II: PRIMARY BIDDER DETAIL & CERTIFICATION FORM

Primary Contact Information (individual who can address issues regarding this Bid Proposal)	
Name:	Kathleen Linville
Address:	701 Recycling Way, Eagle River, WI 54521
Tel:	715-520-3432
Fax:	715-477-1819
E-mail:	klinville@republicservices.com

Primary Bidder Detail	
Business Legal Name ("Bidder"):	Republic Services Environmental Solutions III, LLC
"Doing Business As" names, assumed names, or other operating names:	Republic Services
Parent Corporation Name and Address of Headquarters, if any:	Republic Services 18500 N. Allied Way, Phoenix, AZ 85054
Form of Business Entity (i.e., corp., partnership, LLC, etc.):	LLC
State of incorporation/organization:	Wisconsin
Primary Address:	701 Recycling Way Eagle River, WI 54521
Tel:	715-443-5320
Local Address (if any):	701 Recycling Way Eagle River, WI 54521
Addresses of Major Offices and other facilities that may contribute to performance under this RFP/Contract:	Republic Services W5118 Duck Pond Rd Sarona, WI 54870
Number of Employees:	49 Locally & 40,000 Nationally
Number of Years in Business:	30 years (Nationally)
Primary Focus of Business:	Waste & Recycling Removal Services
Federal Tax ID:	86-1013763
If Bidder is currently registered to do business in Wisconsin, provide the Date of Registration:	12/16/2020
Do you plan on using subcontractors if awarded this Contract? {If "YES," submit a Subcontractor Disclosure Form for each proposed subcontractor.}	NO

ATTACHMENT III: PRIMARY BIDDER CERTIFICATIONS

By signing below, Bidder certifies that:

1. BID PROPOSAL CERTIFICATIONS. By signing below, Bidder certifies that:
    a. Bidder specifically stipulates that the Bid Proposal is predicated upon the acceptance of all terms and conditions stated in the RFP except as otherwise expressly stated in the Primary Bidder Detail & Certification Form. Objections or responses shall not materially alter the RFP. All changes to proposed contract language, including deletions, additions, and substitutions of language, must be addressed in the Bid Proposal. The Bidder accepts and shall comply with all Contract Terms and Conditions contained without change except as set forth in the Contract;
    b. Bidder has reviewed the Additional Certifications, which are incorporated herein by reference, and by signing below represents that Bidder agrees to be bound by the obligations included therein;
    c. Bidder has received any amendments to this RFP issued by the City;
    d. No cost or pricing information has been included in the Bidder's Technical Proposal; and,
    e. The person signing this Bid Proposal certifies that he/she is the person in the Bidder's organization responsible for or authorized to make decisions regarding the prices quoted and, Bidder guarantees the availability of the services offered and that all Bid Proposal terms, including price, will remain firm until a contract has been executed for the services contemplated by this RFP.

2. SERVICE AND REGISTRATION CERTIFICATIONS.

    a. Bidder certifies that the Bidder organization has sufficient personnel resources available to provide all services proposed by the Bid Proposal, and such resources will be available on the date the RFP states services are to begin and substitutions of personnel meet acceptable standards as set by the City.
    b. Bidder certifies that if the Bidder is awarded the contract and plans to utilize subcontractors at any point to perform any obligations under the contract, the Bidder will (1) notify the City in writing prior to use of the subcontractor, and (2) apply all restrictions, obligations, and responsibilities of the resulting contract between the City and contractor to the subcontractors through a subcontract. The contractor will remain responsible for all Deliverables provided under this contract;
    c. Bidder either is currently registered to do business in Wisconsin or agrees to register if Bidder is awarded a Contract pursuant to this RFP.
    d. Bidder certifies it is either permitted or will become permitted with the Wisconsin Department of Natural Resources to operate a solid waste collection and transporting service and holds appropriate permit as required by the City Code of Municipal Ordinances.
    e. The Bidder acknowledges that the City may declare the bid void if the above certifications are false.

3. EXECUTION.

By signing below, I certify that I have the authority to bind the Bidder to the specific terms, conditions and technical specifications required in the City's Request for Proposals (RFP) and offered in the Bidder's Proposal. I understand that by submitting this Bid Proposal, the Bidder agrees to provide services described herein which meet or exceed the specifications of the City's RFP unless noted in the Bid Proposal and at the prices quoted by the Bidder. The Bidder has not participated and will not participate in any action contrary to the anti-competitive obligations outlined in the Additional Certifications. I certify that the contents of the Bid Proposal are true and accurate, and that the Bidder has not made any knowingly false statements in the Bid Proposal.

Samantha Poppe

Signature of Authorized Representative

10/5/26

Date

BU Finance Manager Hauling

Title of Authorized Representative

Samantha Poppe

Printed Name

ATTACHMENT V: COST PROPOSAL

The Bidder will submit a line-item budget of anticipated direct service costs for the term of the contract, to include annual price increases, referring to the start date of the contract as the annual date. The budget shall include only the line-item categories listed below.

Refer to Section VII - Scope of Work on Pages 7-8 and Exhibit A – Residential listing, for locations and pick up frequency.

Unit Prices	Per Lift	Per Month	Annually	Annual Year 2	Annual Year 3
48 Gal Residential Solid Waste		$11.52 (per unit)	$138.24 (per unit)	$143.77 (per unit) (estimated 4% CPI)	$149.52 (per unit) (estimated 4% CPI)
65 Gal Municipal Solid Waste	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
96 Gal Municipal Solid Waste	No Charge/ Donated Services (sidewalk not included)	No Charge/ Donated Services (sidewalk not included)	No Charge/ Donated Services (sidewalk not included)	No Charge/ Donated Services (sidewalk not included)	No Charge/ Donated Services (sidewalk not included)
2 yard Municipal Solid Waste	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
4 yard Municipal Solid Waste	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
City Sidewalk Qty 14, Solid Waste, Qty 13 - 48 gal Qty 1 - 96 gal		$590.19 (Summer) M-W-F $201.72 (Winter) T-F	$7082.28 (Summer) M-W-F $2420.64 (Winter) T-F	(estimated 4%CPI) $7365.57 (Summer) M-W-F $2517.47 (Winter) T-F	(estimated 4% CPI) $7660.19 (Summer) M-W-F $2618.17 (Winter) T-F
Roll-Off Fee (municipal)	$376.00 (per lift) $100.00 (per ton disposal)				
Yard Waste Fee (Per Occurrence (1 Spring, 2 Fall)	Each - $1323.07 (per occurrence)	———	$3969.21 (1Spring 2 Fall)	(estimated 4% CPI) $4127.98 (1 Spring 2 Fall)	(estimated 4% CPI) $4293.10 (1 Spring 2 Fall)
On Call Rate Dumpster Lift (municipal)	2 yd - No Charge	4yd - No Charge	8yd - No Charge		
Recycling Weekly and Monthly Rates					
96 gal Residential Recycling		$3.48 (per unit)	$41.76 (per unit)	(estimated 4% CPI) $43.43 (per unit)	(estimated 4% CPI) $45.17 (per unit)
96 gal Municipal Recycling	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
2 yard Municipal Recycling	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
4 yard Municipal Recycling	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
8 yard Municipal Recycling	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services	No Charge/ Donated Services
Locking Recycling Container Fee (municipal)	2 yd - $0	4 yd- $0	8 yd - $0		
Recycling Contamination Charge for Municipal Units	$50 (per unit) (per instant)				
Lost/Stolen Can Replacement	48 Gal - $75	65 Gal - $75	96 Gal - $75		

ATTACHMENT VI: CERTIFICATION OF COMPLIANCE WITH IMMIGRATION LAWS

Project/Contract Title: Residential and Municipal Facilities Garbage and Recycling Service

Purpose

This certification is required as a condition of award or renewal of any contract with the City of Eagle River, pursuant to the City's Policy on Verification of Citizenship or Legal Residency Status for Contractors and in accordance with federal law, including the Immigration Reform and Control Act (8 U.S.C. §1324a–1324b).

Contractor Certification

By signing below, the undersigned contractor hereby certifies that:

1. The Contractor is in full compliance with all applicable federal immigration laws and regulations.
2. The Contractor does not knowingly employ or contract with any unauthorized alien.
3. The Contractor verifies the employment eligibility of all employees through lawful means, including Form I-9 and, where applicable, E-Verify.
4. The Contractor shall require all subcontractors to comply with the same verification requirements.
5. The Contractor understands that violation of this certification constitutes a material breach of contract and may result in termination and disqualification from future contracts.

Acknowledgment and Signature

I hereby certify under penalty of perjury that the foregoing statements are true and correct, and that I am duly authorized to execute this certification on behalf of the Contractor.

Contractor/Company Name Address City/State/ZIP	Republic Services Environmental Solutions III, LLC 701 Recycling Way Eagle River, WI 54521
Telephone: 715.939.0454	Email: spoppe@republicservices.com
Authorized Representative (Print Name and Title): Samantha Poppe, BU Finance Manager Hauling	
Signature: Samantha Poppe	
Date: 10/5/26	
Driver's License Number: P100-7918-4947-08, State of Issue: WI	

ATTACHMENT VII: BID ACCEPTANCE

*** ACCEPTANCE OF THIS BID BY AN AUTHORIZED REPRESENTATIVE OF THE CITY OF EAGLE RIVER DOES NOT CONSTITUTE THE AWARD OF A CONTRACT OR CREATE ANY CONTRACTUAL OBLIGATION. ACCEPTANCE SHALL SERVE ONLY TO AUTHORIZE GOOD-FAITH CONTRACT NEGOTIATIONS BETWEEN THE BIDDER AND THE CITY. NO BINDING AGREEMENT SHALL EXIST UNLESS AND UNTIL A WRITTEN CONTRACT IS NEGOTIATED, APPROVED, AND EXECUTED BY BOTH PARTIES. ***

In compliance with the specifications, the undersigned offers and agrees, if this Bid is accepted within 30 calendar days from the date of opening, to furnish any or all of the services upon which prices are quoted, at the price set opposite each item, delivered at the designated point within the time specified above.

Entire Block Must Be Completed When a Submitted Bid Is to Be Considered for Award

BIDDER	**Date:** 10/5/26
Republic Services Environmental Solutions III, LLC **Company Name**	
701 Recycling Way **Street Address of Company**	klinville@republicservices.com **Email Address**
Eagle River, WI 54521 **City, State, Zip**	Kathy Linville **Contact Name (Print)**
715-520-3432 **Business Phone**	715-520-3432 **24 Hour Telephone Number**
715-477-1819 **Fax**	Samantha Poppe **Signature Authorized Representative**
Samantha Poppe, BU Finance Manager Hauling **Print Name & Title**	**ATTEST: If a Corporation (Corp Secretary)**
86-1013763 **Federal Employer ID#**	

CITY OF EAGLE RIVER:

Signature of Authorized City Agent

Title

Date

ATTEST:

Signature of City Clerk

Date

BIDDER'S APPROACH TO MEETING DELIVERABLES

Deliverable 1:
Residential Solid Waste Collection
RFP Deliverable

Provide weekly collection of solid waste for approximately 677 residential locations utilizing 48-gallon containers. Missed collections must be serviced the following day.

Republic Services Approach

Republic Services Environmental Solutions III, LLC will provide reliable weekly residential solid waste collection to all participating City of Eagle River residents. Collection services will be managed through our Eagle River facility located at 701 Recycling Way, Eagle River, Wisconsin. Dedicated collection vehicles, trained drivers, and route management personnel will ensure consistent service delivery.

Republic Services will provide, maintain, and replace residential carts as required throughout the contract term. Routes will be optimized for efficiency while maintaining dependable weekly service schedules. Should weather, mechanical issues, or unforeseen circumstances result in a missed collection, Republic Services will complete collection the following business day in accordance with RFP requirements.

Deliverable 2:
Residential Recycling Collection
RFP Deliverable

Provide bi-weekly, single-stream recycling collection utilizing 96-gallon recycling carts for approximately 677 residential locations. Acceptable materials must include newspaper, aluminum, plastic, tin, and cardboard.

Republic Services Approach

Republic Services will provide bi-weekly single-stream recycling collection utilizing 96-gallon recycling carts. Collection schedules will continue to support the City's current zone-based collection methodology or be adapted as mutually agreed upon by the City and Republic Services.

Residents will receive clear recycling guidelines that identify accepted materials. Republic Services will provide educational resources to reduce contamination and improve recycling participation rates. Collection data and tonnage information will be maintained throughout the contract period to support the City's annual recycling reporting requirements.

Deliverable 3:
Municipal Waste Collection Services
RFP Deliverable

Provide garbage and recycling collection services for all City facilities, parks, golf course facilities, beaches, public works facilities, downtown receptacles, and other identified City locations with container sizes and collection frequencies specified in Section VII.

Republic Services Approach

Republic Services will provide all container types identified within the Scope of Work, including 65-gallon, 96-gallon, 2-yard, 4-yard, 4-yard locking, and 8-yard containers. Containers will be maintained in safe, sanitary, and presentable condition.

Collection frequencies will be scheduled based upon the City's requirements for each location. Republic Services will coordinate directly with designated City representatives regarding seasonal service changes at parks, beaches, golf course facilities, and other seasonal locations. Additional containers and service adjustments will be accommodated as requested by the city.

Deliverable 4:
City Sidewalk and Public Receptacle Collection
RFP Deliverable

Service fourteen (14) downtown receptacles at frequencies specified for summer and winter operations.

Republic Services Approach

Republic Services will establish dedicated collection schedules to ensure all downtown receptacles are serviced according to seasonal requirements. Summer collections will occur on designated Monday, Wednesday, and Friday schedules, while winter service frequencies will be maintained according to usage levels with that frequency being 1-2 times per week.

Our operations team will monitor seasonal tourism impacts and coordinate with City staff should additional service be necessary during peak activity periods.

Deliverable 5:
Disposal Requirements
RFP Deliverable

All waste and recycling collected must be delivered to Highway G Landfill, 7001 County Road G, Eagle River, Wisconsin. Annual tonnage reports will be provided to the City Clerk.

Republic Services Approach

Republic Services will transport all collected waste and recycling materials to the designated disposal or processing facilities identified by the City and applicable regulations. Collection records and disposal documentation will be maintained throughout the contract term.

Annual solid waste tonnage reports will be submitted to the City Clerk no later than February 1 each year, meeting the reporting requirements outlined in the RFP.

Deliverable 6:
Rate Adjustments
RFP Deliverable

Provide pricing consistent with CPI-based adjustments, fuel surcharge provisions, residential count fluctuations, and unforeseen regulatory cost increases as outlined in the RFP.

Republic Services Approach

Republic Services understands and accepts the rate adjustment methodology identified within the RFP. Any requests for adjustments will be fully documented and submitted to the city according to contractual timelines.

Our objective is to provide stable and predictable pricing throughout the contract term while maintaining flexibility to address extraordinary market conditions in accordance with the City's requirements.

Deliverable 7:
Customer Service Center
RFP Deliverable

Maintain a customer service center available Monday through Friday from 8:00 a.m. to 4:30 p.m., provide answering capabilities after hours, and maintain collection calendars and service guidelines.

Republic Services Approach

Republic Services maintains professional customer service resources capable of assisting residents and municipal customers with service inquiries, container requests, missed collections, and billing questions.

Residents will have access to:

Local Municipal Sales Manager
Local Customer Service Representative during normal business hours.
After-hours voicemail and service request capabilities.
Annual collection calendars.
Holiday schedule notifications.
Recycling and waste disposal guidelines.

All service requests will be tracked and monitored to ensure timely resolution.

Deliverable 8:
Recycling Statistics and Reporting
RFP Deliverable

Provide estimated and actual recycling tonnage and yard waste tonnage reports required for the City's annual recycling grant application.

Republic Services Approach

Republic Services will maintain detailed collection and disposal records and will provide all required reports to support the City's annual grant applications.

Estimated recycling tonnage reports will be provided by August 31 annually, and actual tonnage reports will be provided by March 31 annually, as required by the RFP.

Deliverable 9:
Performance Standards
RFP Deliverable

Provide reliable collection services, maintain scheduled collection dates, furnish all required containers, and provide additional units when requested.

Republic Services Approach

Republic Services has more than 45 years of operational experience and maintains local personnel and equipment resources to support continuous service delivery. Republic Services will:

Provide all required containers.
Maintain spare container inventory.
Maintain backup vehicle capability.
Monitor route completion daily.
Respond promptly to City service requests.
Coordinate service changes with City representatives.

The Eagle River operation will utilize established safety, maintenance, and route management programs designed to ensure dependable service performance.

Deliverable 10:
Yard Waste Collection
RFP Deliverable

Provide one spring curbside yard waste collection and two fall curbside yard waste collections annually throughout the residential service area. Scheduling must be coordinated with the City at least 60 days in advance.

Republic Services Approach

Republic Services will provide the required annual spring and fall curbside yard waste collections for participating residential customers.

The company will:

Coordinate collection dates with the City a minimum of 60 days in advance.
Provide collection vehicles and staffing necessary to complete route collection efficiently.
Follow all City yard waste collection guidelines.
Deliver collected material to the designated City disposal location.
Support public communication efforts regarding collection schedules and acceptable materials.

Background and Experience

Company Overview and Technical Experience

Republic Services Environmental Solutions III, LLC proudly serves the Eagle River area from our local facility at 701 Recycling Way in Eagle River, Wisconsin. While backed by the resources, financial strength, technology, and industry expertise of one of North America's leading environmental services companies, our Eagle River operation maintains the personalized service and community focus expected from a local provider.

With more than 45 years of experience in waste and recycling collection, Republic Services delivers dependable residential, commercial, industrial, and municipal services throughout northern Wisconsin. Our local team members live, work, and raise their families in the communities we serve, giving them firsthand knowledge of Eagle River's unique seasonal demands, weather conditions, and service expectations.

Republic Services combines this local expertise with a modern fleet, advanced route and service verification technology, comprehensive safety programs, and industry-leading operational resources. Nationally, Republic Services employs more than 40,000 team members, while our Eagle River operation is staffed by approximately 47 dedicated employees who are committed to providing safe, reliable, and responsive service throughout the region.

This combination of local relationships and corporate strength allows Republic Services to deliver the small-town customer service Eagle River values while providing the stability, resources, and operational capabilities necessary to ensure uninterrupted service and long-term partnership success.

Republic Services possesses extensive technical expertise in:

Residential solid waste collection programs.
Municipal and government facility collection services.
Single-stream recycling collection and processing.
Roll-off container services.
Seasonal and special event waste management services.
Yard waste collection and diversion programs.
Environmental compliance and reporting.
Customer service management and route optimization.
Similar Projects and Municipal Experience Within the Last Five Years

Over the past five years, Republic Services has successfully provided waste and recycling collection services to numerous municipalities, counties, commercial businesses, educational institutions, and governmental agencies throughout Wisconsin and the Midwest.

These services have included:

Weekly residential curbside solid waste collection.
Bi-weekly residential recycling collection programs.
Municipal facility dumpster collection.
Public Park and recreational facility waste services.
Downtown business district and public receptacle collection.
Seasonal tourism and special event waste management.
Yard waste and organics collection programs.
Recycling education and contamination reduction initiatives.
Regulatory reporting and recycling tonnage tracking.

Republic Services has extensive experience servicing communities with seasonal population fluctuations, tourism-based economies, and municipal facilities like those operated by the City of Eagle River. The company's local presence, established infrastructure, and regional resources enable it to respond quickly to changing service demands while maintaining consistent collection schedules and customer service standards.

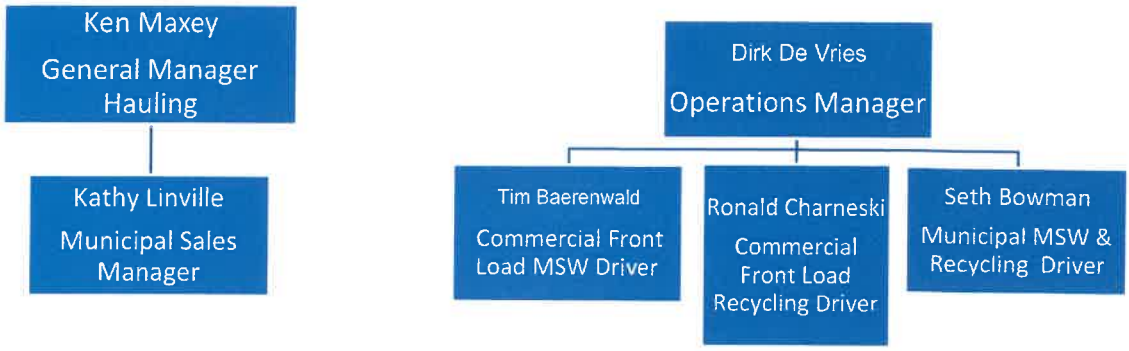
Municipal Service Capabilities

Republic Services currently provides collection services utilizing a variety of container types and service frequencies, including:

48-gallon, 65-gallon, and 96-gallon cart collection.
Two-yard, four-yard, and eight-yard container service.
Locking recycling containers.
Roll-off containers and special waste projects.
On-call collection services.
Seasonal service adjustments.
Public space and park waste collection.

The company maintains the equipment, personnel, and operational resources necessary to fulfill the residential and municipal collection requirements specified within this RFP.

Personnel



#1 Personnel Resume'

Ken Maxey, General Manager Hauling

-Ken Maxey brings more than 22 years of waste and recycling industry experience to Republic Services. As General Manager, Ken oversees a team of approximately 142 employees and is responsible for the successful management of 79 municipal contracts, one landfill, four transfer stations, and one recycling center.

-Early in his career, Ken worked as a residential waste and recycling driver, providing firsthand collection experience that continues to contribute to his operational knowledge and leadership perspective.

-His extensive background includes leadership in operations management, P&L oversight, risk management, customer relations, sales, and marketing. Throughout his career, Ken has demonstrated a strong commitment to operational excellence, safety, regulatory compliance, and customer satisfaction. His ability to lead large, diverse teams while maintaining a focus on service reliability and community partnerships has been instrumental in delivering high-quality waste and recycling solutions.

-Ken's strategic leadership, industry expertise, and dedication to building long-term municipal relationships provide Republic Services customers with confidence that their environmental service needs will be managed efficiently, professionally, and with a strong commitment to continuous improvement.

#2 Personnel Resume'

Kathy Linville, Municipal Sales Manager

-Kathy Linville currently serves as the Municipal Sales Manager for Republic Services, where she is responsible for developing and maintaining strong partnerships with municipalities, overseeing contract renewals and proposals, and serving as the primary point of contact for local government customers.

-Having been with Republic Services for nearly five years, Kathy has developed extensive knowledge of municipal operations, customer service, and contract administration. Prior to her current role, she worked as an Account Manager with Republic Services, building a solid foundation in customer relations, service solutions, and commercial operations. Her experience and long-standing commitment to the company enable her to effectively support municipal customers and deliver responsive, result-driven service.

-Kathy has more than two decades of leadership, sales, and business management experience from positions including Store Manager for well-known national retail chains, as well as Owner and General Manager of a Sandblasting & Painting company in Northwest Wisconsin for over 25 years. Throughout her career, she has successfully led teams, managed operations, developed new business opportunities, delivered exceptional customer service, and built lasting relationships with customers, businesses, and municipalities.

-Her extensive background in sales, employee development, contract negotiations, operations management, and customer-focused leadership makes her a trusted resource and advocate for the communities she serves. Kathy's combination of technical education, entrepreneurial success, and municipal service experience enables her to effectively understand client needs, develop practical solutions, and foster long-term partnerships that support the goals of local governments and their residents.

-Kathy holds a High School Diploma and a degree in Mechanical Design Engineering, which provides her with a strong technical and operational foundation that complements her extensive experience in business management and customer service.

-Kathy Linville will serve as the primary Municipal Sales Manager for this contract and will dedicate approximately 25% of her professional time to the successful management and support of this project.

#3 Personnel Resume'

Dirk De Vries, Operations Manager

Dirk De Vries, Operations Manager, Republic Services Eagle River Hauling, brings more than 30 years of solid waste and recycling industry experience and a proven record of operational excellence, employee development, safety leadership, and municipal service management. Since joining Republic Services in 1993 as a residential collection driver, Dirk has advanced through numerous operational roles, gaining extensive hands-on experience in residential, commercial, recycling, and roll-off collection services. Throughout his career, he has successfully managed large teams, municipal operations, route optimization initiatives, fleet integration projects, service transitions, and operational improvements serving thousands of customers across multiple communities.

-As Operations Manager for Eagle River Hauling, Dirk oversees daily collection operations, safety compliance, regulatory requirements, fleet utilization, employee training and development, and overall service delivery to ensure reliable, efficient, and responsive waste and recycling services for the City of Eagle River. His responsibilities include managing operational performance, coordinating service enhancements, overseeing route and fleet resources, addressing service-related concerns, participating in performance review meetings, supporting special projects and community cleanup events, and serving as a key resource for municipal staff regarding operational matters.

-Dirk's decades of industry knowledge, commitment to continuous improvement, and hands-on leadership approach help ensure that residents receive dependable collection services while maintaining the high standards of customer service, safety, and environmental stewardship expected by the City of Eagle River.

-Dirk will dedicate approximately 25% of his professional time to this contract, providing operational oversight and support to ensure Republic Services consistently meets and exceeds the City's expectations for service quality, safety, responsiveness, and operational efficiency.

#4 Personnel Resume'

Seth Bowman, Municipal MSW & Recycling Driver

-Seth Bowman serves as a Municipal Waste and Recycling Driver for Republic Services and is responsible for the safe and efficient collection of residential waste and recyclables, maintaining positive customer relationships, identifying and resolving service issues, and ensuring compliance with all safety and environmental regulations.

-Seth holds a Class A Commercial Driver's License (CDL) and brings a strong customer service background from his previous experience in the automotive dealership industry, where he developed valuable skills in customer relations, communication, and service excellence.

-A high school graduate, Seth has quickly become a dependable member of the Republic Services team, demonstrating a strong commitment to safety, reliability, and operational efficiency.

-Through his daily interactions with residents and familiarity with local collection routes, Seth plays an important role in delivering consistent, responsive service to the City of Eagle River. His dedication to customer satisfaction and operational excellence helps ensure collection services are performed safely and efficiently while meeting the expectations of the community.

-Seth dedicates approximately 30% of his weekly work schedule specifically to servicing the City of Eagle River, where he performs waste and recycling collection services on dedicated routes each Thursday for 12 to 13 hours. This regular presence within the community provides continuity of service, route familiarity, and a strong understanding of the City's collection needs and resident expectations.

#5 Personnel Resume'

Tim Baerewald, Commercial Front Load MSW Driver

-Tim Baerewald has more than 14 years of experience in the transportation, hauling, and utility industries and has been with Republic Services for the past 5 years and 8 months. Tim's responsibilities include overseeing daily collection operations, managing equipment and coordinating customer service initiatives, and ensuring the safe and efficient delivery of waste services.

-Prior to joining Republic Services, Tim worked as a Dump Truck Driver/Equipment Operator in the trucking and excavation industry, where he hauled loads, transported stumps and spoil materials, and operated excavation equipment.

-He also served as a URD Technician in the electrical utility industry, performing underground electrical distribution work that included installing primary and secondary electrical systems, setting transformers, and connecting secondary pedestals.

-Earlier in his career, Tim spent nearly six years in the regional transportation and freight industry, transporting a variety of materials including steel coils, beams, drywall, and lumber throughout the region.

-His diverse background in heavy equipment operation, transportation logistics, utility infrastructure, and waste collection provides valuable operational expertise that supports Republic Services' commitment to safe, reliable, and responsive municipal service.

-Tim is a high school graduate and holds a Class A Commercial Driver's License (CDL), demonstrating his qualifications to safely operate a wide range of commercial collection vehicles. His education and professional licensing provide a strong foundation for delivering reliable, safe, and efficient waste and recycling collection services.

-Tim dedicates approximately 30% of his weekly work schedule to providing collection and operational support within the City of Eagle River, serving the community at least three days per week. This consistent local presence allows for proactive communication, rapid response to service needs, and a strong understanding of the City's operational requirements.

#6 Personnel Resume'

Ron Charneski, Commercial Front Load Recycling Driver

-Ron Charneski has more than 21 years of experience in transportation, heavy equipment operation, construction, and customer service and has been with Republic Services for the past 4 years and 7 months. Ron's responsibilities include overseeing daily collection operations, supporting route efficiencies, maintaining safety and compliance standards, and ensuring high-quality service for municipal and residential customers.

-Prior to joining Republic Services, Ron operated a successful self-employed carpentry and handyman business for more than 15 years, working alongside general contractors and independently managing all aspects of residential construction and home building projects.

-Earlier in his career, Ron worked in the excavation and heavy equipment industry as a Machinery Mover and Dump Truck Driver, where he transported heavy equipment, cleared land for new home construction, prepared driveways, and assisted with foundation excavation.

-Ron also worked in the recycling and metals industry, collecting recyclable metals from manufacturing facilities, and in the over-the-road transportation industry, gaining valuable experience in transportation logistics and regulatory compliance.

-Ron Charneski earned a high school equivalency credential from a credible Southern Wisconsin school and holds a Class A Commercial Driver's License (CDL). His educational achievement and professional licensing demonstrate his commitment to safety and operational excellence.

-His extensive background in construction, excavation, heavy equipment operation, recycling, and transportation provides Republic Services with strong operational knowledge and a commitment to delivering safe, reliable, and responsive service to municipal customers.

-Ron dedicates approximately 30% of his weekly work schedule to providing collection and operational support within the City of Eagle River, serving the community at least three days per week. This consistent local presence allows for proactive communication, rapid response to service needs, and a strong understanding of the City's operational requirements.

#7 Personnel Resume'

Samantha Poppe, Business Unit Finance Manager

-Samantha Poppe, B.S. Accounting, has over 20 years of accounting and financial management experience. She has served as Business Unit Finance Manager for Republic Services since December 2022, providing financial oversight for waste and recycling operations throughout Wisconsin.

-Her background includes leadership roles in manufacturing, healthcare, and professional accounting environments, with expertise in budgeting, forecasting, financial reporting, audit management, treasury, payroll, ERP implementations, and process improvement.

-She earned a Bachelor of Science in Accounting from the University of Wisconsin–La Crosse and has a proven track record of supporting operational and financial decision-making through effective financial management and business partnership.

REPUBLIC SERVICES

Sustainability in Action

Cost Proposal

DEPARTMENT	LOCATION	UNIT	WASTE FREQUENCY	WASTE RATE/MONTH	UNIT	RECYCLING FREQUENCY	RECYCLING RATE/MONTH
Solid Waste 677 Residential Locations	Appendix A	48 gal	weekly	**$11.52**			
Recycling 677 Residential Locations –	Appendix A – Recycling currently collected in two zones/alternating weeks				96 gal	Bi-weekly	**$3.48**
City of Eagle River City Hall	525 E Maple St	2 yard	weekly	**No Charge/ Donated Service**	8 yard	Every 4 weeks	**No Charge/ Donated Service**
City Sidewalks – Winter (Off Season) 14 Bins	Railroad and Wall St from Railroad to 2nd	13 – 65 gal 1 - 96 gal	1-2 times/week	**$201.72**			
City Sidewalks – Summer (May-Oct) 14 Bins	Railroad and Wall St from Railroad to	13 - 65 gal 1 - 96 gal	M-W-F	**$590.19**			
Department of Public Works Shop	1020 N Bluebird	4 yard	weekly	**No Charge/ Donated Service**			
T-Docks/Dyer Park May - October	653 Dyer Park St	2 yard	weekly	**No Charge/ Donated Service**			
Off season Pick-up/ Delivery fee	653 Dyer Park St	2 yard		**No Charge/ Donated Service**			
Silver Lake Beach May - October	932 Silver Lake Rd	2 yard	weekly	**No Charge/ Donated Service**			
Off season Pick-up/Delivery fee	932 Silver Lake Rd	2 yard		**No Charge/ Donated Service**			
Light and Water Shop	511 Mill St	2 yard	Every other week	**No Charge/ Donated Service**			
Wastewater Treatment Plant	323 West Division	65 gal	weekly	**No Charge/ Donated Service**			
Golf Course Restaurant April - November	457 McKinley	4 yard	weekly	**No Charge/ Donated Service**	4yd Locking	weekly	**No Charge/ Donated Service**

Off season Pick-up/Delivery fee or suspend service	457 McKinley			**No Charge/ Donated Service**			**No Charge/ Donated Service**
Golf Course Pro Shop April - November	457 McKinley	2 yard	weekly	**No Charge/ Donated Service**			
On Call Garbage – winter months (Off Season)	457 McKinley	2 yard	On call	**No Charge/ Donated Service**			
Golf Course Maintenance April – November	925 Pleasure Island Rd – Before 8:00AM	2 yard	weekly	**No Charge/ Donated Service**	2 yard	weekly	**No Charge/ Donated Service**
On Call Garbage – winter months (Off Season)	925 Pleasure Island Rd	2 yard	On call	**No Charge/ Donated Service**	2 yard	On call	**No Charge/ Donated Service**
Spring Yard Waste Bagged Curbside Pick-up	Full Residential Route		1 pick-up annually	**$1323.07**			
Fall Yard Waste Bagged Curbside Pick-up	Full Residential Route		2 pick-ups annually	**$2646.14**			

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY): 09/09/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
CANNON COCHRAN MANAGEMENT SERVICES, INC.
17015 NORTH SCOTTSDALE ROAD
SCOTTSDALE, AZ 85255

CONTACT NAME:
PHONE (A/C No.Ext): **FAX (A/C No.Ext):**
E-MAIL ADDRESS:certificateteam@ccmsi.com

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A: ACE American Insurance Co.	22667
INSURER B: Indemnity Insurance Co. of North America	43575
INSURER C: Illinois Union Insurance Company	27960
INSURER D: ACE Property and Casualty Insurance Co.	20699
INSURER E:	
INSURER F:	

INSURED
REPUBLIC SERVICES, INC.
5353 E. CITY NORTH DRIVE
PHOENIX, AZ 85054

COVERAGES **CERTIFICATE NUMBER: 3069010** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	[X] COMMERCIAL GENERAL LIABILITY [ ] CLAIMS-MADE [X] OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: [X] POLICY [ ] PROJECT [ ] LOC [ ] OTHER:			HDO G75474337	06/30/2026	06/30/2027	EACH OCCURRENCE DAMAGE TO RENTED PREMISES (Ea occurrence) MED EXP (Any one person) PERSONAL & ADV INJURY GENERAL AGGREGATE PRODUCTS -COMP/OP AGG	$ 10,000,000 $ 10,000,000 $ 5,000 $ 10,000,000 $ 30,000,000 $ 20,000,000
A	AUTOMOBILE LIABILITY [X] ANY AUTO [ ] OWNED AUTOS ONLY [ ] SCHEDULED AUTOS [ ] HIRED AUTOS ONLY [ ] NON-OWNED AUTOS ONLY			ISA H11370950	06/30/2026	06/30/2027	COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY(Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)	$ 10,000,000
D	[X] UMBRELLA LIAB [X] OCCUR [ ] EXCESS LIAB [ ] CLAIMS-MADE [ ] DED [ ] RETENTION $			XEU G46782148 010	06/30/2026	06/30/2027	EACH OCCURRENCE AGGREGATE	$ 10,000,000 $ 10,000,000
B A A C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N [N]	N/A	WLR C72811367 - AOS WLR C72811355 - OR SCF C72811379 - WI WCU C72811380 - OH XS TNS C74596976 - TX NS/XS	06/30/2026 06/30/2026 06/30/2026 06/30/2026 06/30/2026	06/30/2027 06/30/2027 06/30/2027 06/30/2027 06/30/2027	[X] PER STATUTE [ ] OTHER E.L. EACH ACCIDENT E.L. DISEASE -EA EMPLOYEE E.L. DISEASE -POLICY LIMIT	 $ 3,000,000 $ 3,000,000 $ 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Division Number: 4645 - Named Insured Includes: Republic Services Environmental Solutions III, LLC

CERTIFICATE HOLDER

CITY OF EAGLE RIVER
525 E. MAPLE STREET
P.O. BOX 1269
EAGLE RIVER, WI 54521
United States

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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STATE OF WISCONSIN
DEPARTMENT OF NATURAL RESOURCES

TRANSPORTATION SERVICE LICENSE
Solid Waste Transporter - General - Solid Waste and/or Recyclables

License Number: 14296

Licensee Name: REPUBLIC SERVICES ENVIRONMENTAL SOLUTIONS III LLC
Effective Date: October 01, 2026
Expiration Date: September 30, 2027

Facility Information

Facility Name: Republic Services Environmental Solutions III, LLC
FID: 764161530
Truck Count: 31
Facility Location: 701 Recycling Way
Eagle River, WI 54521
County: Vilas County (64)
DNR Region: Northern Region

This license authorizes the licensee to operate the transportation service described above during the term specified, and is subject to and conditioned upon compliance with the provisions of chapter 287, and 289, Wis. Stats., and chapters NR 500-590, Wis. Adm. Code. Any exemptions from the requirements of chapters NR 500-590, Wis. Adm. Code, issued for this service are listed above.

STATE OF WISCONSIN
DEPARTMENT OF NATURAL RESOURCES

SOLID WASTE FACILITY OPERATION LICENSE
Solid Waste Disposal - Municipal Solid Waste Landfill - Greater than 500,000 cubic yard

License Number: 3474

Licensee Name: BFI WASTE SYSTEMS OF NORTH AMERICA LLC
Effective Date: October 01, 2026
Expiration Date: September 30, 2027

Facility Information

Facility Name: BFI Waste Systems of North America Inc
FID: 866065310
Facility Location: W5987 County Road D
Sarona, WI 54870
County: Washburn County (66)
DNR Region: Northern Region
Location: SW 1/4 of NE 1/4 of Section 15, T37N, R12W, Washburn County

This license authorizes the licensee to operate the solid waste facility described above during the term hereof except as modified by the Department. This license is subject to and conditioned upon compliance with the provisions of chapter 289, Wis. Stats., and chapters NR 500-590, Wis. Adm. Code, any plan approval and modifications thereof, and any special order and modifications thereof issued by the Department. Any exemptions from the requirements of chapters NR 500-590, Wis. Adm. Code, issued for the facility are listed above.

BARRON WISCONSIN | Be Kind. Be Strong. Be Together. Be Barron!

September 30th, 2026

To Whom It May Concern,

The city of Barron is pleased to recommend Republic Services for municipal curbside collection services.

Throughout our partnership, they have consistently provided safe, reliable, and professional service to our residents. Collections are completed in a timely manner, and their commitment to safety is evident in their operations and employee practices.

Their team communicates effectively with municipal staff and residents, responds promptly to concerns, and works collaboratively to resolve issues when they arise. Their reliability and customer-focused approach have contributed significantly to the quality of service provided within our community.

Based on our experience, we confidently recommend Republic Services to any municipality seeking a dependable collection provider committed to safety, service excellence, and strong communication.

Please feel free to contact me with any questions regarding our experience with their services.

Sincerely,

Liz Jacobson

City Administrator

City of Barron

715-537-5631

ljacobson@cityofbarron.com

IRONWOOD
MICHIGAN | Find Your North

City of Ironwood
213 S. Marquette St.
Ironwood, MI 49938

Phone: (906) 932-5050
Fax: (906) 932-5745
www.ironwoodmi.gov

10/1/26

To Whom It May Concern,

It is my pleasure to recommend Republic Services for municipal waste and recycling collection services. Throughout the duration of our contract, they have provided consistent, high-quality service while maintaining a strong focus on safety and customer satisfaction.

Republic Services has proven to be responsive, dependable, and easy to work with. Their staff communicates effectively with our team, responds promptly to service requests, and demonstrates a willingness to work collaboratively to ensure a positive experience for our residents.

We value our relationship with Republic Services and appreciate their commitment to serving our community. We would not hesitate to recommend them to other municipalities seeking a qualified and trusted collection partner.

Sincerely,

Paul Anderson, P.E.
City Manager / City Engineer
City of Ironwood
213 S. Marquette Street
Ironwood, MI 49938
Office: 906-932-5050 ext. 116
andersonp@ironwoodmi.gov

City of Rice Lake
Rice Lake, Wisconsin
Office of the City Administrator
SJ Johnson

September 3, 2026

The City of Rice Lake, WI has been using Republic Services for municipal curbside collection services for quite some time and have been pleased with their performance.

Throughout our partnership, they have consistently provided safe, reliable, and professional service to our residents. Collections are completed in a timely manner, and their commitment to safety is evident in their operations and employee practices.

Their team communicates effectively with municipal staff and residents, responds promptly to concerns, and works collaboratively to resolve issues when they arise. Their reliability and customer-focused approach have contributed significantly to the quality of service provided within our community.

Based on my experience, I believe Republic Services would be a good choice for any municipality seeking a dependable collection provider committed to safety, service excellence, and strong communication.

Please feel free to contact me with any questions regarding my experience with their services.

Sincerely,

SJ Johnson
City Administrator
City of Rice Lake

City of Shell Lake

P.O. Box 520
Shell Lake, Wisconsin 54871
(715) 468-7679 Fax (715) 468-7638

September 1, 2026

RE: Letter of Reference

To Whom It May Concern,

The City of Shell Lake is currently under contract, and has been for a number of years, with Republic Services. They continually display willingness to work with the city for our various needs, and have always been quick to respond to both our requests and those of our residents which they serve.

It is my pleasure to act as a reference.

If you have any questions about our experience with Republic Services, please do not hesitate to call my office.

Regards,

Andrew Eiche
City Administrator
City of Shell Lake
715-468-7679
cityadmin@shelllake.org

REPUBLIC SERVICES

Proposal Summary for City Council Review

City of Eagle River • Garbage and Recycling Collection Services

Proposal Date: October 5, 2026

1. Executive Summary

Republic Services Environmental Solutions III, LLC submitted a proposal to provide residential solid waste and recycling collection, municipal facility collection, downtown sidewalk/public receptacle service, and seasonal yard-waste collection for the City of Eagle River. The proposal identifies 677 residential locations. Residential garbage is proposed weekly using 48-gallon carts, and residential recycling is proposed every other week using 96-gallon carts.

The proposal describes a local Eagle River operation at 701 Recycling Way, with a dedicated Municipal Sales Manager as the primary point of contact. Republic states that it will provide and maintain residential carts, maintain backup equipment, monitor route completion, and service missed collections on the following business day.

2. Residential Cost Breakdown

Service	Frequency / Unit	Year 1	Year 2	Year 3
48-gallon residential solid waste	Weekly / 677 locations	$11.52/mo $138.24/yr per unit	$143.77/yr per unit	$149.52/yr per unit
96-gallon residential recycling	Bi-weekly / 677 locations	$3.48/mo $41.76/yr per unit	$43.43/yr per unit*	$45.17/yr per unit*
Estimated residential total	677 locations	$121,860.00	$126,734.40	$131,805.13

*The proposal identifies estimated 4% CPI increases. The Year 2 and Year 3 recycling amounts above are calculated from the stated $41.76 annual Year 1 rate using the proposal's 4% annual escalation.

Estimated Residential Cost 2026: $106,760

3. Municipal Facility and Sidewalk Services

Republic lists the following municipal solid-waste and recycling services as No Charge / Donated Services, including the applicable container types at City Hall, Public Works, T-Docks/Dyer Park, Silver Lake Beach, Light and Water Shop, Wastewater Treatment Plant, and golf-course facilities. The proposal also lists municipal recycling containers as donated services.

Service	Proposal Pricing / Treatment
65-gallon municipal solid waste	No Charge / Donated Service
96-gallon municipal solid waste	No Charge / Donated Service (sidewalk not included)
2-yard municipal solid waste	No Charge / Donated Service
4-yard municipal solid waste	No Charge / Donated Service
96-gallon municipal recycling	No Charge / Donated Service
2-yard municipal recycling	No Charge / Donated Service
4-yard municipal recycling	No Charge / Donated Service
8-yard municipal recycling	No Charge / Donated Service
Municipal locking recycling containers	No Charge / Donated Service

4. City Sidewalk / Downtown Receptacle Costs

The proposal covers 14 downtown receptacles: Thirteen 48-gallon containers and one 96-gallon container.

Season	Collection Frequency	Quoted Monthly Rate	Annualized Rate Shown
Summer (May–October)	Monday–Wednesday–Friday	$590.19	$7,082.28
Winter / off season	1–2 times per week	$201.72	$2,420.64

For budgeting purposes only, if the six summer months and six remaining months are applied to the quoted seasonal monthly rates, the Year 1 sidewalk service is approximately $4,751.46. The proposal itself displays separate summer and winter annualized figures rather than a single blended annual amount.

5. Yard-Waste Costs

Service	Frequency	Year 1	Year 2	Year 3
Spring bagged curbside yard waste	1 full residential route	$1,323.07	$1,376.00	$1,430.24
Fall bagged curbside yard waste	2 full residential routes	$2,646.14	$2,751.98	$2,862.86
Total scheduled yard waste	1 spring + 2 fall	$3,969.21	$4,127.98	$4,293.10

The proposal's cost schedule identifies one spring and two fall full-residential-route collections annually and shows estimated 4% CPI increases for subsequent years.

6. Other Quoted Charges

Item	Quoted Charge
Roll-off fee	$376.00 per unit, plus $100.00 per ton disposal
Recycling contamination charge for municipal units	$50 per incident
Lost/stolen cart replacement	48-gal: $75; 65-gal: $75; 96-gal: $75
On-call dumpster lift – 2-yard / 4-yard / 8-yard	No Charge

The proposal also lists off-season pick-up/delivery or suspension of service for certain golf-course containers as No Charge / Donated Service.

7. Preliminary Cost Summary

Budget Component	Year 1	Year 2	Year 3
Residential garbage + recycling	$121,860.00	$126,734.40	$131,805.13
Scheduled yard waste	$3,969.21	$4,127.98	$4,293.10
Sidewalk service – estimated seasonal blend*	$4,751.46	$4,941.52	$5,139.18
Preliminary combined total*	$130,580.67	$135,803.90	$141,237.41

*The combined total is a budgeting calculation, not a stated proposal total. It assumes six summer months and six winter months for sidewalk service and uses a 4% annual escalation for the subsequent sidewalk amounts. Most other municipal facility services are listed as donated.

8. Service / Operational Highlights

- Weekly residential solid-waste collection for approximately 677 locations.
- Bi-weekly single-stream residential recycling using 96-gallon carts.
- Missed residential collections to be completed the following business day.
- Republic will provide, maintain, and replace residential carts as required.
- Municipal facility collection using 65-gallon, 96-gallon, 2-yard, 4-yard, 4-yard locking, and 8-yard containers as specified.
- Thirteen 48 gal and one 96 gal downtown receptacles serviced under seasonal schedules.
- One spring and two fall residential yard-waste collections annually.
- Customer service resources Monday–Friday, 8:00 a.m.–4:30 p.m., with after-hours voicemail/service-request capability.
- Annual collection calendars and holiday notifications.
- Estimated recycling tonnage reporting by August 31 and actual tonnage reporting by March 31.
- Republic identifies a local Eagle River facility and dedicated municipal personnel.
- Republic states that it does not plan to use subcontractors.

9. Company / Experience Highlights

Republic identifies its local Eagle River facility at 701 Recycling Way and reports approximately 47 local employees in its technical proposal (and 49 locally on the bidder detail form). It states more than 45 years of waste and recycling experience and more than 40,000 employees nationally. The proposal includes municipal references from the City of Ironwood, City of Rice Lake, City of Barron, and City of Shell Lake, among others.

Republic's Wisconsin DNR transportation service license included in the proposal is License No. 14296, effective October 1, 2026 through September 30, 2027, for its Eagle River facility.

10. Items for Council Confirmation Before Award

1. Confirm the final residential account count and billing basis of 677 locations.

2. Confirm how the seasonal sidewalk rates will be applied to produce the contract's annual charge.

3. Confirm whether the quoted 4% CPI increases are guaranteed maximum increases or estimates, and how the final adjustment will be calculated.

4. Confirm the circumstances and approval process for the $376 roll-off fee and $100-per-ton disposal charge.

5. Confirm the $50 municipal recycling contamination charge and the definition of a chargeable incident.

6. Confirm all insurance, permitting, and Wisconsin DNR requirements remain current for the contract commencement date.

7. Confirm the final contract language regarding donated municipal services and whether those services remain no-charge for the full contract term.

11. Bottom Line

Republic Services' proposal provides a Year 1 residential garbage and recycling cost of approximately $121,860 for 677 residential locations. The proposal also lists most municipal facility garbage and recycling services as donated, while pricing the 14 downtown sidewalk receptacles separately and charging $3,969.21 for the three scheduled annual yard-

waste collections. Using a six-month summer/six-month winter assumption for sidewalk service, the preliminary Year 1 combined cost is approximately $130,581. Subsequent-year budgeting is approximately $135,804 in Year 2 and $141,237 in Year 3 under the stated/assumed 4% escalation methodology. These combined totals should be verified against the final contract and the original cost schedule before award.

Source: Republic Services Environmental Solutions III, LLC – City of Eagle River Garbage and Recycling Collection Services RFP Bid Proposal, dated October 5, 2026. This summary is based solely on the attached proposal; calculated totals and assumptions are identified as such.

CITY OF
EAGLE RIVER
Wisconsin

PROCLAMATION

CRASH RESPONDER SAFETY WEEK
NOVEMBER 2–6, 2026

WHEREAS, Crash Responder Safety Week is a national initiative sponsored by the Federal Highway Administration (FHWA) to recognize the lifesaving work of those who respond to traffic incidents and to promote simple actions motorists can take to protect roadway responders and the traveling public; and

WHEREAS, the 2026 theme for Crash Responder Safety Week is **"Move Over or Slow Down, Lives Are on the Line,"** reminding motorists that every driver has a responsibility to exercise caution and provide a safe environment for those working at traffic incidents; and

WHEREAS, emergency responders—including law enforcement officers, firefighters, emergency medical services personnel, public works employees, and towing and transportation professionals—regularly place themselves in harm's way while responding to crashes, assisting motorists, managing traffic, and clearing roadways; and

WHEREAS, responders working at traffic incidents face the ongoing risk of being struck by passing vehicles and suffering serious injury or death as a result of secondary crashes; and

WHEREAS, in 2025, emergency responders in Wisconsin responded to more than 128,000 traffic crashes, including 2,068 crashes occurring in work zones that resulted in 620 injuries and seven fatalities; and

WHEREAS, nationally, 36 first responders lost their lives in struck-by incidents on roadways in 2025, underscoring the significant dangers faced by those who work to protect the public at traffic incidents; and

WHEREAS, Wisconsin law requires motorists to follow the State's Move Over or Slow Down Law and take every reasonable precaution to reduce the risk of secondary crashes when approaching emergency or roadway incidents; and

WHEREAS, the City of Eagle River recognizes and appreciates the dedication and service of its police officers, firefighters, emergency medical personnel, public works employees, towing professionals, and all other individuals who respond to roadway emergencies and work to keep our community safe; and

WHEREAS, protecting crash responders is a shared responsibility, and every motorist can help protect those who protect us by remaining alert, putting down distractions, slowing down, and moving over when approaching an emergency or roadway incident.

NOW, THEREFORE, BE IT PROCLAIMED, that the **Common Council of the City of Eagle River** hereby recognizes **November 2–6, 2026, as CRASH RESPONDER SAFETY WEEK** in the City of Eagle River.

The City of Eagle River encourages all residents, visitors, and motorists to **"Move Over or Slow Down, Lives Are on the Line"** and to recognize the important work of those who respond to traffic incidents and protect the safety of our community.

BE IT FURTHER PROCLAIMED, that the City of Eagle River urges all motorists to remain alert, obey Wisconsin's Move Over or Slow Down Law, avoid distracted driving, and take every precaution necessary to protect crash responders and prevent secondary crashes.

Adopted this _____ day of _____, 2026.

CITY OF EAGLE RIVER COMMON COUNCIL

_____

Debra A Brown, Mayor

_____

Becky Bolte, Clerk

Send final signed copy to: michael.jungbluth@dot.wi.gov

Vilas County
Grid North

N

S

Legal Descriptions are provided on separate sheets.

Being a Part of the
SE1/4–NW1/4, Section 33
T 40 N, R 10 E
City of Eagle River
Vilas County, Wisconsin

Scale: 1" = 100'

0' 25' 50' 100' 200'

RECEIVED & FILED
Vilas County Surveyor's Office
Date 11-3-17
By PB
VCS File No. B10172

North 1/4 Corner

(1334.54')
1334.52'

2669.04'
2669.08')

N1/16C

S 00°14'11"W 1302.94'
(N 0°01'10"E 1302.68')

992.92'

NW1/16

60.01'

495.40'
(495.16')

City of Eagle River Lands
Volume 426, Page 480

NE–NW
SE–NW

60.10'
(60.04')

(S 87°49'14"E 1273.12')
S 88°03'35"E 1273.43'

189.86'(189.88')

105.61'

1/16 LINE

422.46'
(422.43')

S 88°04'53"E 555.13'
495.09'

W Tamarack Street

63.36'

(S 87°49'14"E 207.99')
S 87°59'41"E 208.35'

60.04'

Pipe in ditch line

-Outlot 1-

100'

10'

20' Strip Reserved for Snowmobile Trail

324.78'
(324.72')

570.28'

Abandoned Railroad Grade

(S 16°34'33"E 1337.65')
S 16°49'24"E 1337.68'

S 16°49'24"E 1430.39'
S 16°49'24"E 1428.82'

S 16°49'24"E 1407.08'
(S 16°34'33"E 1406.99')

1012.92'

10' Strip Reserved for a Ditch Line

738.24'
(738.17')

S. Railroad Street

SE–NW
SW–NE

(1266.64')
1266.62'

N–S 1/4 LINE

NE–SW
NW–SE

Lot 1
CSM #5374
Parcel 221–1058–50
554,996 Sq.Ft.
12.74 Acres

Parcel 221–1058–502
Volume 467, Page 315
11.57 Acres

60'

1007.78'

(1005.83')
1006.18'

S 00°14'42"E 1257.81'
(S 0°01'10"W 1257.43')

S 00°14'42"E 1256.20'

The ditch line is approximately 25' to 30' East of the roadway centerline

30' Wide Utility Easement

Ditch line

Pipe is 0.06' East of true position

S 86°33'00"E 60.12'

365.82'

N 86°33'00"W 495.90'
(N 86°17'51"W 495.83'±)

130.08'

Fence enclosure

(100.00')
99.98'

Parcel 221–1058–505
Volume 518, Page 370
49,467 Sq.Ft. 1.14 Acres

cell tower

88.94'
(100.00')

70.02'

(N 86°17'51"W 495.83'+)
N 86°33'17"W 495.92'

Pipe is 0.06' West of true position

80' wide Easement Area

30'

(150.00')
150.03'

Parcel 221–1058–504
Volume 518, Page 262

130.06'
(150.00')

180.00'

(495.83')
495.94'

W1/16C

30'

30' Wide Road & Utility Easement

N 86°32'56"W
(N 86°17'51"W

60.12'

E–W 1/4 LINE

(592.83')
592.81'

30' Wide Road & Utility Easement

1232.61'
1232.52')

Fern Street

30' Wide Road & Utility Easement

30' SE–NW
30' NE–SW

35.18'

83.74'

67.90'

SW–NE
NW–SE

C1/4

WISCONSIN
THOMAS A. BOETTCHER
S-1763
EAGLE RIVER
WI
LAND SURVEYOR

Survey For
City of Eagle River
525 East Maple Street
Eagle River, WI 54521

SCALE: 1"=100' DATE: 3/16/2017 DWN. BY. TAB

Drawing No. E4140

Eagle Landmark Surveying Inc.
5035 Hwy. 70 West, Eagle River, WI 54521
P&F (715)479-9610 eaglelandmark@frontier.com

–Surveyor's Certificate–

"I HEREBY CERTIFY, THAT I HAVE SURVEYED AND MAPPED THE LANDS SHOWN HEREON AND THAT, TO THE BEST OF MY KNOWLEDGE AND BELIEF, THIS SURVEY AND MAP IS A TRUE AND CORRECT REPRESENTATION THEREOF, AND THAT I HAVE COMPLIED WITH THE APPLICABLE REQUIREMENTS OF CHAPTER A-E 7 OF THE WISCONSIN ADMINISTRATIVE CODE'S MINIMUM STANDARDS FOR PROPERTY SURVEYS."

DATED THIS 16th DAY OF MARCH, 2017.

THOMAS A. BOETTCHER, P.L.S. 1763
REVISED 5/19/2017 (60' EASEMENT)
REVISED 10/31/2017 (ADD CSM #5374)

–Legend–

- P.K. NAIL IN PAVEMENT FOUND IN PLACE
- ● 1" IRON PIPE IN PLACE FROM PREVIOUS SURVEYS
- ○ 1" IRON PIPE SET
- ⊠ NAIL WITH CHASER SET IN FROZEN ROAD
- △ COMPUTED ANGLE POINT
- ( ) BEARING & DISTANCE OF RECORD