

**Village of Cambridge
PUBLIC WORKS COMMITTEE
Thursday, October 16th, 6:30 p.m.
Amundson Community Center
Community Room
200 Spring Street**

AGENDA

- 1. Call to order/Roll Call**
- 2. Proof of Posting**
- 3. Public Comment**
- 4. Approval of Minutes**
 - a. Approval of Public Works Minutes: July 16, 2025
- 5. Unfinished Business: Update, Discussion and Possible Action Regarding:**
 - a. Brick along Main Street sidewalk
 - b. DPW Time Sheets
 - c. DPW Priorities
- 6. New Business: Discussion and Possible Action Regarding Items Requested of Committee:**
 - a. Training for new DPW Employees
 - b. Native Range Ecological LLC – Potential Services to restore Cambridge Fishing and Wildlife area
 - c. 2026 mill and overlay for Village parking lot, and parking spaces on Spring Water Alley
- 7. Update/Other Items for Future Consideration:**
- 8. Adjournment**

Persons needing special accommodations should call 423-3712 at least 24 hours prior to the meeting.

A quorum of the Village Board will attend this meeting for the purpose of gathering information relevant to their responsibilities as Village Trustees. Recommendation by the committee will be made to be acted upon by the Village Board at a regular meeting.

More specific information about agenda items may be obtained by calling 423-371

Lucy Peterson, Administrator/Treasurer/Deputy Clerk

Village of Cambridge
JOINT PERSONNEL/PUBLIC WORKS COMMITTEE
Thursday, July 16th, 6:30 p.m.
Amundson Community Center
Community Room
200 Spring Street
Minutes

1. **Call to order/Roll Call:** Chairman Hollenbeck called the meeting to order at 6:30 p.m. Members present: Trustees Jacobson, Hollenbeck, Blackwood, and Trendel. Others present: Lucy Peterson, Administrator/Treasurer/Deputy Clerk, Cody Garcia, and President Breunig.
2. **Convene into Closed Session** per 19.85(1)(c) of the Wisconsin Statutes to consider the employment, promotion, compensation or performance evaluation data of Village employees: Director of Public Works Position
Trustee Blackwood made a motion to convene into closed session per 19.85(1)(c) of the Wisconsin Statutes to consider the employment, promotion, compensation, or performance evaluation data of Village employees: Public Works Director Position, and to include President Breunig in closed session, seconded by Trustee Hollenbeck. Motion carried on a 4-0 roll call vote.
3. **Reconvene into Open Session**
Trustee Hollenbeck made a motion to reconvene into Open Session, seconded by Trustee Blackwood. Motion carried on a 4-0 roll call vote.
4. **Possible action taken on closed session items**
Trustee Hollenbeck made a motion to recommend to the Village Board the appointment of Cody Garcia to the position of Public Works Director with a salary of \$78,000, an additional 40 hours of vacation, and eligibility for the on-call stipend, effective immediately. The motion was seconded by Trustee Blackwood and motion carried on a 4-0 roll call vote.
5. **Proof of Posting:** The agenda was posted in the upper and lower levels of the Amundson Community Center, Cambridge Post Office, Badger Bank and the Village Web Site.
6. **Public Comment: None**
7. **Approval of Minutes**
 - a. Approval of Public Works Minutes: June 5, 2025
Trustee Blackwood made a motion to approve the minutes as presented, seconded by Trustee Hollenbeck. Motion carried
8. **Unfinished Business: Update, Discussion and Possible Action Regarding: None**
9. **New Business: Discussion and Possible Action Regarding Items Requested of Committee: None**
10. **Update/Other Items for Future Consideration: None**
11. **Adjournment:** *Trustee Blackwood made a motion to adjourn the meeting, seconded by Trustee Trendel. Motion carried. Chairman Hollenbeck adjourned the meeting at 7:33 p.m.*

Persons needing special accommodations should call 423-3712 at least 24 hours prior to the meeting.

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More specific information about agenda items may be obtained by calling 423-371

Lucy Peterson, Administrator/Treasurer/Deputy Clerk

NAME: _____

REMARKS:

Use only one row for each work code, adding all the time in any one-day spent on a particular work code into a single entry. Time spent on the same work code on subsequent days can be entered in the same row under those days.

Do not combine several work codes into one entry; rather, split time spent jointly on several work codes out in as fair a manner as possible using the 1/2 hour minimum increment.

Village of Cambridge Time Sheet

1-9 BENEFITS, PAPERWORK, TRAINING & ADMINISTRATIVE

1. Vacation
2. Holiday
3. Sick Leave
4. Floating Holiday

6. Training & Seminars (Specify)

10-19 STREET MAINTENANCE

10. Crack Filling / Cold Patching
11. Brush Collection
12. Line Painting
13. Sign Maintenance
14. Snow Plowing And Removal/Salting
15. Private Sidewalk Snow Removal
16. Tree Trimming and Maintenance
17. Other / Supplies / Administration
18. Garage Janitorial and Maintenance
19. Committee – Streets & Property

20-29 PARKS MAINTENANCE

20. Mow Grass
21. Park Tree Trimming
22. Fertilizing And Weed Control
23. Plant And Maintain Flowers
24. Ice Rink Maintenance
25. Other / Supplies / Administration
26. Committee – Trees & Parks
27. Shelter Maintenance
28. Pond/maintenance
29. Miscellaneous

30-39 SEWER COLLECTION SYSTEM OPERATION & MAIN (CAMBRIDGE ONLY)

30. Pumping Station & Equip. Inspection; Maintenance
31. Manhole Inspection & Maintenance
32. Sewer Cleaning & Maintenance
33. Exercise Generators
34. Sewer Pumping Station – Grounds & Maintenance
35. Other / Supplies / Administration

60-69 WATER SUPPLY & DISTRIBUTION SYSTEM OPERATION AND MAINTENANCE

60. Water Treatment Equipment & Maintenance
61. Water Tower Maintenance & Grounds
62. Well Pump/House Maintenance
63. Lab Tests, Data Collection & DNR Reports
64. Water Main Breaks
65. Valve Or Hydrant Maintenance
66. Cross-Connection Inspection
67. Well Abandonment Ordinance
68. Other/Supplies/Administration
69. New Construction – Water Main/street (Specify)

70-79 MULTI-DEPARTMENT (SPLITS)

70. Amundson Center Janitorial & Grounds
71. Read Utility Meters
72. Maintain & Install Utility Meters
73. Other
74. Committee – Water and Sewer

80-89 MISCELLANEOUS

80. Main St. Decoration & Maintenance
81. New Construction (Type & Location)
82. Grant Projects (Specify)
83. Other
84. Library Facilities
85. Diggers Hotline

90-99 VEHICLE & EQUIPMENT MAINTENANCE

90. Public Works Vehicle
91. Parks Vehicle & Equipment
92. Utility Vehicle & Equipment
93. Other Vehicle & Equipment

100-110 STORM WATER UTILITY

100. Street Sweeping
101. Storm Sewer Maintenance
102. Leaf Collection And Disposal
103. Street Sweeper Maintenance
104. Streets Leaf Vac Maintenance
105. Detention Pond Maintenance



NATIRAN-01

CVUE

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/8/2025

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 Fleis Insurance Agency, Inc 1824 E Main Street PO Box 537 Onalaska, WI 54650	CONTACT NAME: Christa L Morris		
	PHONE (A/C, No, Ext): (608) 783-7517	FAX (A/C, No):	
	E-MAIL ADDRESS: cmorris@fleisinsurance.com		
INSURED Native Range Ecological LLC PO Box 127 N6613 County Rd XX Holmen, WI 54636	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A: Benchmark Specialty Insurance Company		17180
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		
	INSURER F:		

COVERAGES

CERTIFICATE NUMBER:

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	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☐ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☒ PRO-JECT ☐ LOC ☐ OTHER:			MNGRP000018202	11/4/2024	11/4/2025	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COM/OP AGG \$ 2,000,000 PROFESSIONAL \$ 1,000,000
	AUTOMOBILE LIABILITY ☐ ANY AUTO OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB ☐ OCCUR EXCESS LIAB ☐ CLAIMS-MADE DED \$ RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) ☐ Y/N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				PER STATUTE ☐ OTH-ER ☐ E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Professional			MNGRP000018202	11/4/2024	11/4/2025	Aggregate 2,000,000
A	Pollution			MNGRP000018202	11/4/2024	11/4/2025	Aggregate 2,000,000

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

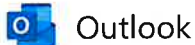
CERTIFICATE HOLDER

CANCELLATION

Village of Cambridge
PO Box 99
Cambridge, WI 53523

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



Outlook

[Draft] Cambridge Wildlife & Fishing Area Rehabilitation Proposal

From

1 attachment (31 KB)

24-25 Certificate - Village of Cambridge.pdf;

From: Clayton Frazer <cfrazer@nativerange.net>**Sent:** Tuesday, October 7, 2025 10:58 AM**To:** LPeterson@cambridgewi.gov <lpeterson@cambridgewi.gov>**Cc:** Kris Breunig <krisbreunig@cambridgewi.gov>; Sarah Schulz <sschulz@cambridgewi.gov>**Subject:** Cambridge Wildlife & Fishing Area Rehabilitation Proposal

Lucy,

Attached is our proposal to rehabilitate vegetation and restore ecological function at the Cambridge Wildlife & Fishing Area. I also attached our W9 and the original letter I submitted to the Village Board. We will have our insurance agent set up an "additionally insured Certificate Of Insurance" later this week.

The first deliverable here would be to mow down or burn the Phragmites, Miscanthus, and hybrid cattail this fall or next spring. This will allow for more effective herbicide applications in 2026. These invasive plants will require several rounds of herbicide treatments to kill, as the infestations are quite advanced. Over winter, we would develop a comprehensive Rehabilitation Plan. The Plan will include specifications, timelines, and budgets to restore native plants on the shorelines and emergent zones over the next several years.

The periodic mowing of willow on the shorelines of the pond has irrevocably damaged the native plantings and destabilized the pond banks, shorelines, and side slopes. If the Village elects to engage with us, the first step is to cease and desist all mowing activities.

Following review, please let me know if I can address any questions. I look forward to your response and thank you for the opportunity.

Respectfully,

**NATIVE RANGE
ECOLOGICAL****Clay Frazer**

Principal Ecologist

Phone: 608-416-3400**Web:** www.nativerange.net**Email:** cfrazer@nativerange.net

September 6, 2025

Village of Cambridge
PO Box 99
Cambridge, WI 53523

Village of Cambridge Board of Trustees,

The Village of Cambridge worked with local and state partners nearly twenty years ago to convert a degraded and abandoned wastewater treatment lagoon into an open space for outdoor recreation and wildlife habitat. This land was renamed the “Cambridge Fishing and Wildlife Area”. Hundreds of hours and significant funds were donated by local individual and organization partners to develop plans, obtain permits, secure grant funding, coordinate local volunteers, and oversee construction and restoration. The Village of Cambridge and the Cambridge Foundation invested significant funds to restore the property and Wisconsin Department of Natural Resources Knowles-Nelson Stewardship funds were secured by Cambridge Ecologist Jay Setersten to fund the restoration. This incredible gift to Cambridge and local communities was the result of passionate commitment from many local groups and was embraced by the community as a cherished local space for fishing, hiking, and wildlife viewing. Now, the Cambridge Fishing and Wildlife Area is suffering from deferred maintenance and I appeal to the Board to take up this critical issue while there is time to rehabilitate this important local treasure. I am disappointed to see the current state of this cherished local park, and I am making an appeal to the Village of Cambridge to invest financial resources into vegetation maintenance.

As a professional Restoration Ecologist with 25 years of experience, I recently observed that native plantings installed on the property are in a state of significant decline. Aggressive and invasive plant species have been allowed to encroach and displace the native plantings as result of deferred maintenance. Invasive plant species such as Giant Reed Grass (*Phragmites*), Chinese Silver Grass (*Miscanthus*), buckthorn, sweet clover, sandbar willow, and other aggressive or invasive plants have overtaken the shoreline areas that once thrived with restored deep-rooted native plants. Native plantings were installed here to stabilize the shorelines, reduce sediment and nutrient inputs into the ponds, and create habitat for wildlife and pollinators.

The current condition of the pond shorelines is alarming, and water quality and aquatic habitat is in a state of decline. Encroachment of shallow-rooted invasive plants on and near the shorelines have destabilized the shorelines and have resulted in eroded and undermined areas. This has resulted in increased sediment and nutrient loading into the ponds, driving algae blooms and the explosive growth of nuisance aquatic plants. These dense mats of

aquatic weeds near the shorelines not only make it difficult for fishing, but when these plants biodegrade in the water, they remove oxygen from the water critically important to sustain game fish and maintain a healthy aquatic ecosystem.

As a local area resident and a former Cub Scout and Boy Scout volunteer leader, I introduced dozens of young people to the Cambridge Fishing and Wildlife Area in the past decade. Earlier in the life of the project, the ponds teemed with game fish which offered opportunity for local youth to get outside and enjoy fishing. Now, with the decline in health and vigor of native emergent plantings, aquatic invertebrate habitat has been reduced, leading to a reduction in forage for game fish and near-shore habitat for fish. The fishery and aquatic conditions were once so impressive that DNR Fisheries Biologists and Limnologists collected fish and water quality data in the ponds. This partnership with DNR resource professionals has ceased to exist in recent years but could certainly be rekindled if investments were made to rehabilitate the shorelines and restore the water quality and fishery to its former state.

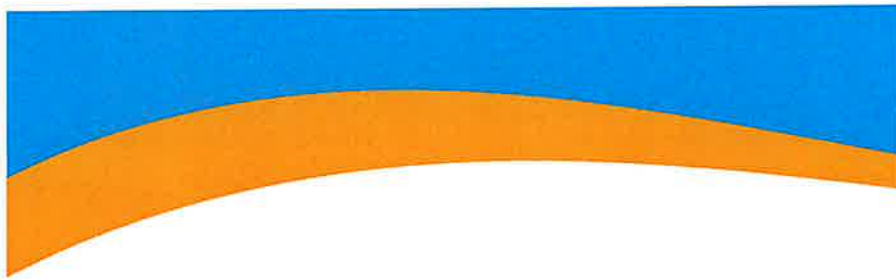
I have engaged with local ecological restoration professionals who stand ready to assist in getting the property back on a sustainable track. The judicious use of herbicides, timely cutting, and prescribed fire were all outlined in the original Vegetation Management Plan, developed by Jay Settersten (Settertech, Inc.) nearly twenty years ago. Very little, if any of this original maintenance plan was followed or adhered to by the Village. These local partners stand ready to assist with partial donations of their time and expertise to re-set the ecological conditions of the property.

I appeal to the Cambridge Board of Trustees to seriously consider a financial investment in this endeavor, and I am personally prepared to help lead these efforts. I am available to offer additional information and address questions from the Board. Thank you for your consideration.

Respectfully,

A handwritten signature in cursive script that reads "Clayton M. Frazer".

Clay Frazer
608-416-3400
cfrazer@nativerange.net



**NATIVE RANGE
ECOLOGICAL**

October 7, 2025

Village of Cambridge
Attn.: Public Works Committee
PO Box 99
Cambridge, WI 53523

Proposal 25084 – Cambridge Wildlife and Fishing Area Vegetation Rehabilitation

Cambridge Public Works Committee,

Native Range Ecological, LLC (NRE) is pleased to provide the Village of Cambridge with this proposal to restore ecological functionality and sustainability to the Cambridge Wildlife and Fishing Area.

Project Scope and Objectives

The Cambridge Wildlife and Fishing Area (Park) was a significant project and has been heavily utilized by community members and local youth as a cherished outdoor recreation area. Between 2007 and 2009, extensive planning and funding acquisition were undertaken by a team of scientists and Cambridge community leaders, and organizations. This neglected property was transformed into a valued local recreation area and ecological restoration site. Fifteen years after native vegetation was planted on the shorelines and game fish were stocked, deferred maintenance and mismanagement of vegetation have resulted in a significant decline in ecological function, aquatic habitat value, water quality, and fishing.

Highly invasive, non-native plant species such as *Phragmites*, *Miscanthus*, and hybrid cattail have been allowed to proliferate in the Park (Figure 1). Pond shorelines that were originally planted into native grasses, sedges, rushes, and wildflowers have been overtaken by woody aggressive species such as sandbar willow. Periodic mowing of the willow without herbicide treatments has resulted in a significant expansion of the willow. As a result, the willow has created shade and outcompeted the native herbaceous plant species installed in 2010. These changes have led to shoreline destabilization, elevated sediment loading, and increased turbidity (with more suspended particles in the water column). As a result, filamentous algae blooms have intensified, and aquatic habitats for fish and the macroinvertebrates that sustain the fishery have been severely degraded. This degradation has led to a marked decline in habitat quality for a wide range of wildlife species.

The original Vegetation Plan (Settertech, 2010) outlines the use of herbicides and prescribed fire to control and contain invasive and aggressive plant species. The plan also outlines inspection and monitoring by an ecological restoration professional. Guidelines in the Vegetation Plan have *not* been adhered to, resulting in the current state of the Park. Our goal is to eradicate invasive and aggressive plant species, re-establish deep-rooted native vegetation on the pond shorelines, side slopes, and emergent aquatic zones, and restore full ecological function and sustainability to the site. Our team will first develop a Vegetation Rehabilitation Plan and then work with a Cambridge-area ecological restoration contractor, Premier Prairie & Wetland Restoration, for implementation.

Tasks and Deliverables

Task 1: Vegetation Rehabilitation Management Plan

NRE will develop a Vegetation Rehabilitation Plan (Plan) for the Park. The Plan will include the following elements:

- GPS/GIS mapping of invasive species to quantify areas
- Invasive species removal plan with specifications on herbicide applications
- Native plant re-establishment plan (shorelines and pond side slopes)
- Community volunteer and youth engagement plan
- Five-year timeline (order of operations)
- Opinion of Probable Costs (OPC) budget for professional plan implementation (five-year budget)

Estimated Cost: \$6,300.00

Task 2: Phase 1 Invasive Plant Management

Working as a subcontractor under NRE, Premier Prairie & Wetland Restoration (PP&WR) will initiate the first phase of invasive plant management in the fall of 2025 or spring of 2026. Phase 1 will entail preparing the Phragmites, Miscanthus, and hybrid cattail areas for herbicide treatments during the 2026 growing season. This will be accomplished by mowing down these invasive plant species and/or the use of prescribed fire (controlled burn) to remove above-ground biomass.

Estimated Cost: \$5,500.00

Task 3: Phase 2 Invasive Plant Management

Working as a subcontractor under NRE, Premier Prairie & Wetland Restoration (PP&WR) will conduct several rounds of targeted herbicide treatments to eradicate the aggressive native (sandbar willow) and non-native invasive species (Phragmites, Miscanthus, and hybrid cattail) on the pond shorelines. Herbicide treatments will be conducted between June and October of 2026.

Estimated Cost: \$8,000.00

Task 4: Project Management

NRE will serve as the general contractor on the project, providing project management services such as; monitoring and reporting, documentation of work efforts, budget tracking, and communication to Village officials. This established budget for Task 4 will extend through the end of the 2026 growing season. Services will also include the acquisition of a WDNR Aquatic Plant Management (APM) permit for commercial herbicide application in wetlands (if required).

Estimated Cost: \$2,500.00

Total Cost Estimate

The total estimated cost for actions through the end of the 2026 growing season is **\$22,300.00**.

These figures are estimates. The invoices will reflect only actual unit inputs for products, labor, mileage, and consulting services. Native Range Ecological, LLC appreciates the opportunity to provide you with this proposal for ecological consulting services. If you have any questions or comments regarding this proposal, please contact the undersigned at (608) 416-3400. NRE will initiate this project upon authorization to proceed.

Respectfully submitted,

A handwritten signature in black ink that reads "Clayton M. Frazer". The signature is written in a cursive, flowing style.

Clayton Frazer, Principal Ecologist
Native Range Ecological, LLC



**NATIVE RANGE
ECOLOGICAL**

STANDARD TERMS AND CONDITIONS

FEE SCHEDULE

<u>Compensation</u>	<u>Hourly Rate</u>	<u>Insurance</u>	
Senior Principal Ecologist	\$180	Throughout the duration of the project, Native Range Ecological will maintain the following insurance:	
Staff Ecologist	\$160	<i>Liability</i>	<i>Limits of Liability</i>
GIS Specialist	\$150	Commercial General Liability	\$1,000,000 (\$2,000,000 Aggregate)
Field Technician	\$135		
Clerical	\$75	Commercial Professional Liability	\$1,000,000 (\$2,000,000 Aggregate)
Expert Witness	Per Project Basis		

Reimbursable Expenses

Reimbursable expenses shall be reimbursed at cost plus a 10% administrative service charge. Such expenses shall include, but are not limited to travel, shipping/delivery, figures/maps, subcontractor fees, equipment, product costs, per diem, lodging, and supply costs related to the execution of the project. Fixed reimbursable expenses are as follows:

Travel (Federal Rate)	\$0.70/mile
Software	\$200/project
ATV	\$100/day
GPS	\$100/day
Chainsaw	\$75/day
Drone	Per Project

Within the limits of this insurance, Native Range Ecological agrees to hold the Client harmless from and against loss, damage, injury, or liability arising directly from the negligent acts or omissions of employees, agents, or subcontractors.

Client will limit any and all liability, claim for damages, losses, cost of defense, or expenses to be levied against Native Range Ecological on account of any design defect, error, omission, or professional negligence to a sum not to exceed the amount of Native Range Ecological's fee under this agreement. Should the Client require other types of insurance coverage, limits in excess of the above limits, and/or certificates naming any other(s) than the client as additionally insured parties, Native Range Ecological's cost of obtaining such coverage, limits, or certificates shall be reimbursable by the Client.

Agreement Governed by Terms and Conditions and No Others

These Terms and Conditions, NRE's cost estimate as accepted by Client by signing below ("Cost Estimate") and the Standard Terms and Conditions above, which are both incorporated by reference, govern the Client's purchase of, and NRE's provision of, the deliverables and services described in the Cost Estimate, and any further deliverables and services provided to Client by NRE at Client's request (collectively the "Work"). Any alteration or amendment of any provision provided for herein shall be of no force or effect unless expressly agreed by NRE and the Client in writing.

Invoicing

NRE shall submit invoices to Client on a monthly basis. Client shall pay invoices upon receipt. An additional monthly charge of 1 1/2% (18% per annum) shall be applied to all balances outstanding more than 30 days after the invoice date until such amount is paid in full. Client shall pay all of NRE's reasonable attorneys' fees, court costs, and other expenses NRE incurs in efforts to collect all past due amounts.

NRE reserves the right to suspend or terminate work under this Agreement on any account that is past due with a seven (7) day notice to Client. The Client's obligation to pay for the work agreed upon is in no way dependent on the Client's ability to obtain financing, zoning, permit approval, or upon the Client's successful completion of the project. The rates outlined in the Fee Schedule are effective through December 31, 2025.

Limitation of Costs

In the event NRE's fees for the Work, exclusive of Reimbursable Expenses, exceeds the Cost Estimate for any reason, including without limitation changes due to changes in the scope of the Work, NRE shall notify the Client promptly in writing of its estimate of the additional costs and identify the cause or causes of the additional costs ("Change Notice"). Within 7 days of Client's receipt of the Change Notice, Client shall provide written notice to NRE that Client either (a) rejects the changes in the Change Notice, in which case Client shall immediately pay to NRE all amounts then due as invoiced by NRE to date and NRE's further obligation to complete the Work shall immediately terminate; or (b) agrees to pay the additional costs as provided in the Change Notice, in which case NRE shall proceed to complete the Work as provided herein as amended by the Change Notice ("Option"). The foregoing Option shall be the sole remedy for changes in NRE's Fee Estimate, including without limitation changes due to a change in the scope of the Work, and NRE shall not be liable for completion of the Work in the event Client chooses not to accept changes outlined in the Change Notice.

Client's Responsibilities

Client shall ensure NRE has adequate access to all existing information necessary for NRE to complete the Work in a timely fashion. Client shall provide all information and documentation to NRE, including available information from previous consultants or contractors related to the Work. NRE shall not be responsible for, and Client holds NRE harmless for any and all liabilities arising out of, any incomplete or inaccurate information provided to NRE by Client.

Estimated Costs

NRE's Cost Estimate is based on NRE of experience and judgment. NRE does not represent or warrant that bids, construction costs, product costs, goods, or project economics will not vary based on market conditions or bidding procedures.

Standard of Work

NRE shall perform the Work in a quality and using skills ordinarily used by members of NRE's profession practicing under similar conditions at the same time and in the same locality. NRE makes no additional warranties, expressed or implied, under this Agreement or otherwise in connection with the Work.

Means and Methods

NRE will neither have control over or charge of, nor be responsible for, the construction means, methods, techniques, sequences or procedures, or for safety precautions and programs, in connection with the Work, as these are solely the project's Construction Manager's/General Contractor's, Subcontractor's and Supplier's responsibilities. NRE shall neither have control over or charge of, nor be responsible for, acts or omissions of the project's Construction Managers/General Contractors, Subcontractors, Suppliers, or their agents/employees, or of any persons performing any portion of the Work other than NRE and its employees and direct contractors.

Mutual Indemnification

Subject to the foregoing provisions, NRE shall, to the fullest extent permitted by law, indemnify and hold harmless the Client and officers, directors, employees and agents from and against any liabilities, damages and costs (including reasonable attorneys' fees and costs of defense) arising out of the death or bodily injury to any person or the destruction or damage to any property, to the extent caused, during the performance of the Work under this Agreement, by the negligent acts, errors or omissions of NRE or anyone for whom NRE is legally responsible, subject to any limitations of liability contained in this Agreement. Client shall, to the fullest extent permitted by law, indemnify, defend, and hold harmless NRE and its members, officers, directors, employees and agents from and against any and all liabilities, damages and costs (including without limitation reasonable attorneys' fees and costs of defense) arising out of and in any way out of any of the Work furnished under this Agreement.

Intellectual Property Indemnification

To the fullest extent permitted by law, Client shall indemnify and hold harmless NRE from and against any and all costs, losses and damages (including but not limited to all attorneys' fees and charges, all court or arbitration or other dispute resolution costs, and any time spent by NRE in defense of any such claims) resulting from any claims brought against NRE alleging copyright, trademark, or patent infringement or any other cause of action or regulatory decision resulting from NRE's use of, or reliance on, the design, plans and specifications provided by the Client for the Project. This provision shall survive the completion of the Work.

Consequential Damages

To the fullest extent permitted by law, Client and NRE waive against each other, and the other's employees, officers, directors, agents, insurers, partners, and consultants, any and all claims for or entitlement to special, incidental, indirect, or consequential damages arising out of, resulting from, or in any way related to the Project.

Termination

Either party may terminate this Agreement for its convenience and without cause by providing not less than seven (7) days written notice to the other party. If Client terminates this Agreement for its convenience and without cause, Client shall immediately compensate NRE for all Work performed under this Agreement prior to the termination, together with all Reimbursable Expenses incurred and costs attributable to termination, including the costs attributable to NRE's termination of any consulting agreement or agreement for additional goods or services incidental to the Work.

Dispute Resolution

Any controversy or claim arising out of or relating to this Agreement, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association in accordance with its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Any arbitration shall be conducted within the Milwaukee, Wisconsin Metropolitan Statistical Area.

Village of Cambridge
Proposal - 25084

By: _____

Title: _____

Date: _____

Native Range Ecological, LLC

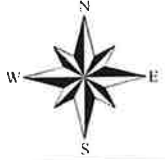
By: Clayton M. Frazer _____

Title: Principal Ecologist _____

Date: October 7, 2025





 NATIVE RANGE ECOLOGICAL PO Box 127 Holmen, WI 54636 www.nativerange.net	Project Location 150 Lagoon Drive Cambridge, WI 53523 Section 6 T6N R13E Village of Cambridge Jefferson County 89.0110670°W 43.0155681°N	Landowner Village of Cambridge		Drawn By: Daniel Fuhs
		1 inch equals 196 feet	Image Sources : Jefferson County 2023	Date: 10/7/2025
	Figure Title Figure 1. Cambridge Fish and Wildlife Invasive Species	0 80 160 320 US Feet		Project Number: Figure 1