

MINUTES

FIRE, LIGHTING & BUILDING

TUESDAY, APRIL 30, 2026 – 3:00 P.M.

COUNCIL CHAMBERS, MUNICIPAL BUILDING

Members present: Chair Keith Klimek and Tony O'Neill.

Members excused: Debbie Sievert

Others Attending: Mayor Katie Berman, Fire & EMS Chief Chuck Gardon, Building Inspector Joe Last, Public Works Director Matt Decur and Parks & Recreation Director Lori Tonn.

Chair Klimek called the meeting to order at 3:00 p.m.

Motion by Klimek and seconded by O'Neill to approve the agenda.

Motion carried 2/0.

Motion by Klimek and seconded by O'Neill to approve the March 24, 2026 meeting minutes.

Motion carried 2/0.

Resignation of EMR Shawn Northrop:

A resignation letter from EMR Shawn Northrop was reviewed.

Motion by Klimek and seconded by O'Neill recommending Council accept the resignation of EMR Shawn Northrop.

Motion carried 2/0.

EMS Funding Assistance Program funding and related Fire/EMS expenditures:

Fire & EMS Chief Gardon presented information regarding the EMS Funding Assistance Program, a State of Wisconsin program that provides funding to EMS agencies for items such as education, equipment, supplies, and training.

Chief Gardon discussed the proposed purchase of a LUCAS mechanical CPR compression device using FAP funding, donations, and other related funds. He reported the total cost of the machine is \$44,683.04 and stated the purchase could be made without using City tax levy dollars.

Discussion was held regarding the need for the equipment, training, future equipment needs, and possible future grant and fundraising opportunities.

Motion by Klimek and seconded by O'Neill recommending Council approve the use of FAP funding and related donated funds for the purchase of a LUCAS mechanical CPR compression device and related Fire/EMS expenditures.

Motion carried 2/0.

Building Inspector Report – Joe Last:

April Building Inspection Report will be distributed at the April Council meeting.

Building Inspector Last reported that inspection activity has increased. He stated that he is working with City staff on several properties and violations throughout the City.

Building Inspector Last explained that when inspections are requested, work needs to be completed and ready for inspection before he can approve the work or allow the next step to move

forward. He stated that if the work is not completed or is not done correctly, he will document the issue and require corrections before moving forward.

Discussion was held regarding the importance of proper inspections, documentation, photographs, and helping property owners understand the process. The Committee expressed support for the current inspection process and encouraged Building Inspector Last to continue with the approach being taken.

Building Inspector Last also reported that things are moving in a positive direction.

Facility report (see attached) – Matt Decur:

Landmark Building:

- Site Assessment Grant work continues for site security and asbestos abatement.
- Tarps were added where asbestos materials were removed.
- Final walkthrough with Balestrieri and project closeout are being scheduled.
- Environmental liability exemption documents were submitted to the DNR.
- The City continues to work with Bay Lake, DNR, and other agencies on future grant and demolition funding.

Municipal Center:

- August Winter repaired the temperature control system.
- PHC replaced relief valves on the boilers.
- The City is working with the Library and County IT to install County internet in the new Library.
- The roof continues to leak, and inspection/testing of the roof is scheduled next week.

Drees Community Center:

- Plumbing repairs are being made, including replacing traps and venting in the kitchen sink.

Fire/EMS Chief Report – Chief Gardon:

April Fire/EMS Chief Report will distributed at the May Council meeting.

- Chief Gardon reported there were 28 calls so far for the month.
- City License update due by June 30,2026, is now complete and will not expire until June 30, 2029.
- Individual license updates are being done through Fox Valley Tech and will be completed by June 30.

Other Matters:

Fire & EMS Chief Gardon stated he will present Fire/EMS policies and procedures, along with an organizational chart for the departments, at a future meeting.

Set future meeting(s):

The next Fire, Lighting & Building meeting was scheduled for Thursday, May 28, 2026 at 3:00 p.m.

Motion by Klimek and seconded by O'Neill to adjourn at 3:31 p.m.

Motion carried 2/0.

Katie Berman
Mayor

City of Peshtigo

Nuisance Properties Cleanup Process

Policy

Nuisance Properties are unsightly, unsafe, environmentally hazardous, detrimental to property values of others and are a blight on the whole neighborhood and the City. In addition, Nuisance Properties negatively affect law abiding citizens, discourage reinvestment, and consume police and other city services.

It is the policy of the City of Peshtigo to follow a four-stage process to deal with Nuisance Properties:

- identify and document the nuisance;
- notify the owner with a warning letter;
- require an abatement plan;
- and take enforcement action (citations, inspection warrants, or court ordered abatement) if the nuisance continues.

Legal Foundation

Wisconsin Statutes Chapter 823 is titled “Nuisances” and contains statutes that allow municipalities, counties, and individuals to take legal action against public nuisances. Similarly, Article IV of the City of Peshtigo Code of Ordinances is entitled “Public Nuisances” and defines what constitutes a public nuisance and authorizes the city to abate nuisances, seek injunctions, recover costs, and take legal action.

The City does not have to be personally injured by the nuisance in order to take action and the City may not seek to abate every Nuisance Property but will determine the appropriate action on a case-by-case basis after consideration of the history of the property, anticipated costs to the City, and other relevant factors.

What Constitutes a Nuisance Property

Sec. 28-164 of the City of Peshtigo Code of Ordinances and other city ordinances enumerate examples of public health nuisances and include, without limitation, the following acts, omissions, places, conditions and things:

- Unburied carcasses;
- Breeding places for vermin, etc.
- Stagnant water;
- Noxious Weeds;
- Noxious odors and air pollution;
- Accumulations of refuse.
- Dilapidated buildings;
- Noisy animals or fowl
- Accumulation of vehicles

Procedure to Abate a Nuisance Property:

Identification of a Nuisance Property

Nuisance Properties may be identified by complaints from neighbors or citizens, police calls, code enforcement observations, or health department referrals and will trigger the following procedures by the City to review the suspect premises.

1. **Create File.** If the complaint or condition of the premises qualifies as a nuisance as determined by the City's Police Department, Director of Public Works or the Building Inspector ("responsible official"), a file is opened.
2. **Site Visit and Formal Notice of Violation Letter.** As soon thereafter as possible, the City Police, Department of Public Works or the City Building Inspector as may be directed by the Mayor, shall conduct an informal visit to the suspect property to confirm the complaint and, if available, speak with the owner of the property ("knock and talk") to let them know about the nature of the complaint(s) against their property. If the complaint is verified, the responsible official shall send a warning letter to the owner (See Exhibit 1- Formal Notice of Violation Letter) detailing the nature of the nuisance and requiring a plan of action by the owner to address and correct the problems within 15 days of the letter or face further enforcement measures including expenses of abatement and possible municipal citations. The city official shall document the address, name of the owner, name of any occupants and nature of their occupancy (rent, etc.) and take photographs of any potential public nuisance violations. Please note: If the owner refuses access, the city may request a special inspection warrant from the court which may require an affidavit showing why inspection is necessary.
3. **Final Warning Letter.** If the nuisance is not abated within 30 days after the warning letter is issued as determined by another inspection by a responsible official, the owner shall be sent a final warning letter (See Exhibit 2- Final Warning).
4. **Failure to Abate Letter.** In the event that the nuisance continues, another letter is sent (Exhibit 3- Failure to Abate), notifying the owner that the nuisance has not been abated and that the premises will be monitored every 30 days and the owner billed for such activity in an amount of \$ _____ per visit which, if not paid, will be assessed against the real estate as a special charge.
5. **Municipal Citations.** Properties with three bills in a calendar year are considered a "Chronic Nuisance" and are therefore eligible for municipal citations. Citations may be issued by the police department and mailed to the property owner. On a second citation, the fines may be increased and go to a "per day" fine structure.
6. **Municipal Abatement.** If the nuisance persists, the City council authorizes abatement of the nuisance and hires contractors or uses public works staff to remove the junk, secure structures, cut grass/brush, pump standing water remove hazardous materials (with proper agencies) and otherwise clean up the property. All costs shall be documented and sent to the owner. If unpaid within a reasonable period of time, the costs are placed on the property tax roll as a special charge. Additional citations may continue until compliance is achieved.
7. **Legal Action.** If all else fails and the nuisance persists, the city may seek a court injunction, receivership, a temporary restraining order, demolition orders (for unsafe buildings) as prepared by the City Attorney.

*This policy may be adopted by resolution or otherwise built into our ordinance.

CITY OF PESHTIGO

Telephone 715-528-3041

331 French Street - Suite A - Peshtigo, WI 54157



June 1, 2026

John Smith
123 Berman Lane
Peshtigo, WI 54157

RE: Notice of Nuisance Violation – Accumulation of Junk/Debris at 123 Berman Lane

Dear Mr. Smith:

This letter shall serve to notify you that upon a complaint and inspection of your property, it has been determined that the property referenced above is in violation of Sec. 28-162 of the Peshtigo Code of Ordinances which requires that no person shall erect, contrive, cause, continue, maintain, or permit to exist any public nuisance within the City. All premises within the city must be maintained and be free of excessive debris, refuse, junk cars, overgrown vegetation, and other public nuisances.

During an inspection conducted on [date], the City observed the following conditions which constitute a public nuisance:

[List specific items: e.g., scrap metal, inoperable vehicles, appliances, garbage bags, construction debris, etc.]

[Any additional observations]

Required Action

Please remove and properly dispose of all junk, debris, and nuisance materials from the property within 15 days of the date of this notice to avoid escalating enforcement procedures.

Thank you in advance for your anticipated cooperation in timely correcting this violation.

CITY OF PESHTIGO:

Responsible Official

cc: City Clerk
Chief of Police

Drafted by:
David Spangenberg, City Attorney

CITY OF PESHTIGO

Telephone 715-528-3041

331 French Street - Suite A - Peshtigo, WI 54157



OFFICIAL NOTICE

June 1, 2026

FINAL WARNING

John Smith
123 Berman Lane
Peshtigo, WI 54157

RE: **Final Warning- Notice to Abate Nuisance- Clean Up Property**

Dear Mr. Smith:

As you are aware, the city requested your cooperation in addressing issues concerning your property located at 123 Berman Lane in a letter dated to you of June 1, 2026. To date, after inspection it appears that the issues identified have not been resolved. Therefore, this letter serves as a final warning from the city of Peshtigo regarding your obligation to correct the violations identified on your property.

COMPLIANCE REQUIREMENT

You are hereby directed to clean up your property and restore the property to compliance no later than **fifteen (15) days from the date of this letter.**

Failure to comply by the stated deadline may result in further enforcement actions, including but not limited to, municipal costs of inspections, fines and other compliance measures at your expense.

If you have questions or require clarification, please contact the responsible official listed below during regular business hours.

We appreciate your prompt attention to this matter and your cooperation in maintaining the safety and appearance of our community.

Dated this _____ day of _____, _____

CITY OF PESHTIGO:

Responsible official

Phone:

Email:

Drafted by:
Attorney David P. Spangenberg, City Attorney

CITY OF PESHTIGO

Telephone 715-528-3041

331 French Street - Suite A - Peshtigo, WI 54157



OFFICIAL NOTICE

June 1, 2026

John Smith
123 Berman Lane
Peshtigo, WI 54157

RE: Failure to Abate Nuisance

Dear Mr. Smith:

Following an inspection of your property on _____, 2026, it appears that our previous attempts to gain your voluntary cooperation and compliance in addressing issues concerning your property located at 123 Berman Lane in previous letters dated June 1, 2026 and June 15, 2026 have been unsuccessful. Therefore, this letter serves as notice of impending expenses to be billed to you until compliance can be obtained.

INSPECTION EXPENSES

Enclosed please find an invoice for the cost of inspection of your property which occurred on today's date. Please understand that your property will be monitored every thirty (30) days from the date of this letter until compliance with abatement of the identified nuisance is achieved, the cost of which shall be charged to you, and if not paid, assessed against your property as a special charge.

Continued non-compliance may result in further enforcement actions in addition to the above, including municipal fines and other compliance measures.

We trust that you will give this matter your immediate attention.

Dated this ____ day of _____, ____

CITY OF PESHTIGO:

Responsible official

Phone:

Email:

Drafted by:
Attorney David P. Spangenberg, City Attorney



Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

City of Peshtigo

Prepared For: Chuck Gardon

715-582-3041

ChuckG@ci.peshtigo.wi.gov

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box





Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

Quote Worksheet

	MSRP
Base Price	\$52,350.00
Dest Charge	\$2,795.00
Total Options	\$2,380.00
Subtotal	\$57,525.00
Subtotal Pre-Tax Adjustments	\$0.00
Less Customer Discount	(\$8,977.00)
Subtotal Discount	(\$8,977.00)
Trade-In	\$0.00
Subtotal Trade-In	\$0.00
Taxable Price	\$48,548.00
Sales Tax	\$0.00
Subtotal Taxes	\$0.00
Subtotal Post-Tax Adjustments	\$0.00
Total Sales Price	\$48,548.00

Comments:

2026 Ford F150 Responder to the specifications as detailed. Registration fees are not included. Due to current market, lead time can not be guaranteed.

Dealer Signature / Date

Customer Signature / Date

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Data Version: 28239. Data Updated: Apr 14, 2026 1:46:00 AM UTC.



Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

Standard Equipment

Mechanical

Engine: 3.5L V6 EcoBoost -inc: 120-MPH top speed (STD)

Transmission: Electronic 10-Speed Automatic -inc: selectable drive modes: normal/tow-haul/snow-wet/EcoSelect/sport and SelectShift automatic w/progressive range select (STD)

Transmission w/Driver Selectable Mode

Electronic Transfer Case

Part And Full-Time Four-Wheel Drive

Electronic Locking w/3.31 Axle Ratio

80-Amp/Hr 800CCA Maintenance-Free Battery w/Run Down Protection

HD 240 Amp Alternator

Class IV Towing Equipment -inc: Hitch and Trailer Sway Control

Trailer Wiring Harness

3 Skid Plates

Police/Fire

2030# Maximum Payload

GVWR: 7,050 lbs Payload Package

HD Gas-Pressurized Shock Absorbers

Front HD Anti-Roll Bar

Off-Road Suspension

Electric Power-Assist Speed-Sensing Steering

26 Gal. Fuel Tank

Single Stainless Steel Exhaust

Auto Locking Hubs

Double Wishbone Front Suspension w/Coil Springs

Solid Axle Rear Suspension w/Leaf Springs

4-Wheel Disc Brakes w/4-Wheel ABS, Front And Rear Vented Discs, Brake Assist, Hill Descent Control, Hill Hold Control and Electric Parking Brake

Exterior

Regular Box Style

Wheels w/Full Wheel Covers

Wheels: 18" Steel

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Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

Exterior

Tires: LT265/70R18 BSW A/T
Steel Spare Wheel
Full-Size Spare Tire Stored Underbody w/Crankdown
Black Front Bumper w/Black Rub Strip/Fascia Accent and 2 Tow Hooks
Black Rear Step Bumper
Black Side Windows Trim
Black Door Handles
Black Power Side Mirrors w/Manual Folding
Fixed Rear Window
Light Tinted Glass
Variable Intermittent Wipers
Aluminum Panels
Black Grille
Tailgate Rear Cargo Access
Tailgate/Rear Door Lock Included w/Power Door Locks
Ford Co-Pilot360 - Autolamp Auto On/Off Reflector Led Low/High Beam Auto High-Beam Daytime Running Lights Preference Setting Headlamps w/Delay-Off
Cargo Lamp w/High Mount Stop Light
Headlights-Automatic Highbeams

Entertainment

Radio w/Seek-Scan, Clock, Speed Compensated Volume Control, Steering Wheel Controls and Radio Data System
Radio: AM/FM Stereo w/6 Speakers
SYNC 4 -inc: 12" LCD capacitive touchscreen w/swipe capability, AppLink w/App catalog, 911 Assist, Apple CarPlay and Android Auto compatibility and digital owner's manual
6 Speakers
Streaming Audio
Fixed Antenna
Wireless Phone Connectivity
2 LCD Monitors In The Front

Interior

Driver Seat

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Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✓ Complete)

Interior

Passenger Seat

60-40 Folding Split-Bench Front Facing Fold-Up Cushion Rear Seat

Manual Tilt/Telescoping Steering Column

Gauges -inc: Speedometer, Odometer, Oil Pressure, Engine Coolant Temp, Tachometer, Transmission Fluid Temp, Engine Hour Meter and Trip Odometer

Power Rear Windows

Fleet Telematics Modem Selective Service Internet Access

Front Cupholder

Rear Cupholder

Compass

Cruise Control w/Steering Wheel Controls

Manual Air Conditioning

HVAC -inc: Underseat Ducts

Glove Box

HD Police-Grade Cloth 40/Blank/40 Front-Seats -inc: reduced bolsters, 8-way power driver/manual passenger, built-in steel intrusion plates in both front-seatbacks, center-section deleted (restraint control module cover provided) and vinyl rear bench

Interior Trim -inc: Cabback Insulator and Chrome Interior Accents

Full Cloth Headliner

Urethane Gear Shifter Material

Day-Night Rearview Mirror

Passenger Visor Vanity Mirror

Mini Overhead Console w/Storage and 2 12V DC Power Outlets

Fade-To-Off Interior Lighting

Full Vinyl/Rubber Floor Covering

Cab Mounted Cargo Lights

Fleet Telematics Modem Tracker System

Smart Device Integration

Instrument Panel Bin, Dashboard Storage, Interior Concealed Storage, Driver / Passenger And Rear Door Bins

Power 1st Row Windows w/Driver And Passenger 1-Touch Up/Down

Delayed Accessory Power

Power Door Locks w/Autolock Feature

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Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

Interior

- Driver Information Center
- Redundant Digital Speedometer
- Outside Temp Gauge
- Analog Appearance
- Seats w/Cloth Back Material
- Manual Adjustable Front Head Restraints and Manual Adjustable Rear Head Restraints
- Perimeter Alarm
- 2 12V DC Power Outlets
- Air Filtration

Safety-Mechanical

- AdvanceTrac w/Roll Stability Control Electronic Stability Control (ESC) And Roll Stability Control (RSC)
- ABS And Driveline Traction Control

Safety-Exterior

- Side Impact Beams

Safety-Interior

- Dual Stage Driver And Passenger Seat-Mounted Side Airbags
- Emergency Sos Capability
- Reverse Sensing System Rear Parking Sensors
- BLIS with Trailer Tow Coverage Blind Spot
- Automatic Emergency Braking
- Ford Co-Pilot360 - Reverse Brake Assist
- Ford Co-Pilot360 - Lane-Keeping Assist Lane Keeping Assist
- Ford Co-Pilot360 - Lane-Keeping Assist Lane Departure Warning
- Collision Mitigation-Front
- Driver Monitoring-Alert
- Tire Specific Low Tire Pressure Warning
- Dual Stage Driver And Passenger Front Airbags
- Safety Canopy System Curtain 1st And 2nd Row Airbags
- Airbag Occupancy Sensor
- Rear Child Safety Locks
- Outboard Front Lap And Shoulder Safety Belts -inc: Rear Center 3 Point, Height Adjusters and Pretensioners

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Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (Complete)

Safety-Interior

Reverse Camera Back-Up Camera

WARRANTY

Basic Years: 3
Basic Miles/km: 36,000
Drivetrain Years: 5
Drivetrain Miles/km: 100,000
Corrosion Years: 5
Corrosion Miles/km: Unlimited
Roadside Assistance Years: 5
Roadside Assistance Miles/km: 60,000

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Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (Complete)

Selected Model and Options

MODEL

CODE	MODEL	MSRP
W1P	2026 Ford F-150 Police Responder XL 4WD SuperCrew 5.5' Box	\$52,350.00

COLORS

CODE	DESCRIPTION
UM	Agate Black Metallic

ENGINE

CODE	DESCRIPTION	MSRP
998	Engine: 3.5L V6 EcoBoost -inc: 120-MPH top speed (STD)	\$0.00

TRANSMISSION

CODE	DESCRIPTION	MSRP
44G	Transmission: Electronic 10-Speed Automatic -inc: selectable drive modes: normal/tow-haul/snow -wet/EcoSelect/sport and SelectShift automatic w/progressive range select (STD)	\$0.00

OPTION PACKAGE

CODE	DESCRIPTION	MSRP
150A	Equipment Group 150A	\$0.00

PRIMARY PAINT

CODE	DESCRIPTION	MSRP
UM	Agate Black Metallic	\$0.00

SEAT TYPE

CODE	DESCRIPTION	MSRP
PB	Black, HD Police-Grade Cloth 40/Blank/40 Front-Seats -inc: reduced bolsters, 8-way power driver/manual passenger, built-in steel intrusion plates in both front-seatbacks, center-section deleted (restraint control module cover provided) and vinyl rear bench	\$0.00

ADDITIONAL EQUIPMENT - MECHANICAL

CODE	DESCRIPTION	MSRP
67T	Integrated Trailer Brake Controller	\$280.00

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Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

ADDITIONAL EQUIPMENT - EXTERIOR

CODE	DESCRIPTION	MSRP
18B	Black Platform Running Boards	\$255.00
54R	Power Glass Heated Sideview Mirrors -inc: manual folding, turn signal and black skull caps	\$405.00
59E	Driver Only LED Bulb Spot Lamp (Unity)	\$405.00
924	Rear-Window Fixed Privacy Glass w/Defroster	\$100.00
96L	Rear Wheel Arch Liner	\$180.00

CUSTOM EQUIPMENT

CODE	DESCRIPTION	MSRP
DI-1	SPRAY BEDLINER	\$755.00
Options Total		\$2,380.00

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Vehicle: [Fleet] 2026 Ford F-150 Police Responder (W1P) XL 4WD SuperCrew 5.5' Box (✔ Complete)

Price Summary

PRICE SUMMARY		MSRP
Base Price		\$52,350.00
Total Options		\$2,380.00
Vehicle Subtotal		\$54,730.00
Destination Charge		\$2,795.00
Grand Total		\$57,525.00

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TIM WITT CHEVROLET
510 S. HWY 141 • CRIVITZ, WI 54114 • 715-854-7821



May 13, 2026

Tim Witt Chevrolet

Prepared By:

Tim Witt

Tim Witt Chevrolet

248-842-4690

timwitt@timwittchevrolet.com

Prepared For:

Peshtigo Fire Department

331 French St

Peshtigo, WI 54157

715-582-3041

Attention: Chuck Gardon



TIM WITT CHEVROLET

510 S. HWY 141 • CRIVITZ, WI 54114 • 715-854-7821



Tim Witt Chevrolet is honored to bid on the following 2026 Silverado 1500 4WD Crew Cab Police Pursuit Vehicle:

2026 Silverado 1500 Police Pursuit:	\$57,370
Tim Witt Chevrolet Discount:	\$ 2,500
GM Bid Assistance:	\$ 4,900
Service Fee:	\$ 399
Title/Plate/Registration Fee:	<u>\$ 350</u>
Total Purchase Price:	\$50,719

After Market Accessories:



Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

City of Peshtigo

Prepared For: Chuck Gardon

715-582-3041

ChuckG@ci.peshtigo.wi.gov

Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck





Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

Quote Worksheet

	MSRP
Base Price	\$46,000.00
Dest Charge	\$2,795.00
Total Options	\$11,165.00
	Subtotal
	\$59,960.00
	Subtotal Pre-Tax Adjustments
	\$0.00
Less Customer Discount	(\$9,221.00)
	Subtotal Discount
	(\$9,221.00)
Trade-In	\$0.00
	Subtotal Trade-In
	\$0.00
	Taxable Price
	\$50,739.00
Sales Tax	\$0.00
	Subtotal Taxes
	\$0.00
	Subtotal Post-Tax Adjustments
	\$0.00
	Total Sales Price
	\$50,739.00

Comments:

2026 Chevrolet Siverado1500 Pursuit 5.83' Box to the specifications as detailed. Registration fees are not included. Due to current market, lead time can not be guaranteed.

Dealer Signature / Date

Customer Signature / Date

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Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

Standard Equipment

Package

Chevy Safety Assist includes (UHY) Automatic Emergency Braking, (UKJ) Front Pedestrian Braking, (UHX) Lane Keep Assist with Lane Departure Warning, (UE4) Following Distance Indicator, (UEU) Forward Collision Alert and (TQ5) IntelliBeam

Mechanical

Durabed, pickup bed

Engine, TurboMax (310 hp [231 kW] @ 5600 rpm, 430 lb-ft of torque [583 Nm] @ 3000 rpm) (STD) (Not available with (Z71) Z71 Off-Road Package, (VYU) Snow Plow Prep Package or (ZW9) pickup bed delete.)

Transmission, 8-speed automatic, electronically controlled with overdrive and tow/haul mode. Includes Cruise Grade Braking and Powertrain Grade Braking (STD) (Included and only available with (L3B) TurboMax engine. Requires (AZ3) front 40/20/40 split-bench seats.)

Rear axle, 3.42 ratio

GVWR, 7000 lbs. (3175 kg) (STD) (Requires Crew Cab or Double Cab 4WD model and (L3B) TurboMax engine.)

Push Button Start

Automatic Stop/Start (Not available with (5W4) Special Services Package, (9C1) Police Pursuit Package or (FHS) E85 FlexFuel capability.)

Transfer case, single speed electronic Autotrac with push button control (4WD models only)

Four wheel drive

Battery, heavy-duty 730 cold-cranking amps/80 Amp-hr, maintenance-free with rundown protection and retained accessory power

Alternator, 220 amps (Included with (L3B) TurboMax engine, (VYU) Snow Plow Prep Package, (5W4) Special Service Package or (9C1) Police Pursuit Package.)

Recovery hooks, front, frame-mounted, Black

Frame, fully-boxed, hydroformed front section

Suspension Package, Standard

Steering, Electric Power Steering (EPS) assist, rack-and-pinion

Brakes, 4-wheel antilock, 4-wheel disc with DURALIFE rotors

Brake lining wear indicator

Capless Fuel Fill

Exhaust, single outlet

Exterior

Wheels, 17" x 8" (43.2 cm x 20.3 cm) Ultra Silver painted steel (STD)

Tires, 255/70R17 all-season, blackwall (STD)

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (Complete)

Exterior

Tire, spare 255/70R17 all-season, blackwall (STD) (Included with (QBN) 255/70R17 all-season, blackwall tires.)

Wheel, 17" x 8" (43.2 cm x 20.3 cm) full-size, steel spare

Tire carrier lock, keyed cylinder lock that utilizes same key as ignition and door

Bumpers, front, Black (semi-gloss)

Bumpers, rear, Black (semi-gloss)

CornerStep, rear bumper

Cargo tie downs (12), fixed rated at 500 lbs per corner

Headlamps, halogen reflector with halogen Daytime Running Lamps

IntelliBeam, automatic high beam on/off

Lamps, cargo area, cab mounted integrated with center high mount stop lamp, with switch in bank on left side of steering wheel (incandescent on Regular Cab models, LED on Crew Cab and Double Cab models)

Taillamps with incandescent tail, stop and reverse lights

Mirrors, outside manual, Black (Standard on Crew Cab and Double Cab models only. Not available on Regular Cab models.)

Glass, solar absorbing, tinted

Door handles, Black

Tailgate and bed rail protection cap, top

Tailgate, standard

Tailgate, locking utilizes same key as ignition and door (Removed when (QT5) EZ Lift power lock and release tailgate is ordered.)

Tailgate, gate function manual, no EZ Lift

Entertainment

Audio system, Chevrolet Infotainment 3 system 7" diagonal HD color touchscreen, AM/FM stereo, Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, Wireless Apple CarPlay and Wireless Android Auto compatibility (STD)

Sirius XM, delete (Can be upgraded to (U2K) SiriusXM.)

Audio system feature, 6-speaker system (Requires Crew Cab or Double Cab model.)

Wireless phone projection for Apple CarPlay and Android Auto

Bluetooth for phone, connectivity to vehicle infotainment system

Wi-Fi Hotspot capable (Terms and limitations apply. See onstar.com or dealer for details.)

Interior

Seats, front 40/20/40 split-bench with covered armrest storage and under-seat storage (lockable) (STD)

Seat trim, Vinyl

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (Complete)

Interior

Seat adjuster, driver 4-way manual

Seat adjuster, passenger 4-way manual

Seat, rear 60/40 folding bench (folds up), 3-passenger (includes child seat top tether anchor) (Requires Crew Cab or Double Cab model.)

Floor covering, rubberized-vinyl (Not available with LPO floor liners.)

Steering wheel, urethane

Steering column, Tilt-Wheel, manual with wheel locking security feature

Steering column lock, electrical

Instrument cluster, 6-gauge cluster featuring speedometer, fuel level, engine temperature, tachometer, voltage and oil pressure

Driver Information Center, 3.5" diagonal monochromatic display

Exterior Temperature Display located in radio display

Compass located in instrument cluster

Window, power front, drivers express up/down

Window, power front, passenger express down

Windows, power rear, express down (Not available with Regular Cab models.)

Door locks, power

Remote Keyless Entry, with 2 transmitters

Cruise control, electronic with set and resume speed, steering wheel-mounted

Power outlet, front auxiliary, 12-volt

USB Ports, 2, Charge/Data ports located on instrument panel

Air conditioning, single-zone manual

Air vents, rear, heating/cooling (Not available on Regular Cab models.)

Mirror, inside rearview, manual tilt

Assist handles front A-pillar mounted for driver and passenger, rear B-pillar mounted

Safety-Mechanical

Automatic Emergency Braking

Front Pedestrian Braking

StabiliTrak, stability control system with Proactive Roll Avoidance and traction control, includes electronic trailer sway control and hill start assist

Safety-Exterior

Daytime Running Lamps with automatic exterior lamp control

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

Safety-Interior

Airbags, Dual-stage frontal airbags for driver and front outboard passenger; Seat-mounted side-impact airbags for driver and front outboard passenger; Head-curtain airbags for front and rear outboard seating positions; Includes front outboard Passenger Sensing System for frontal outboard passenger airbag (Always use seat belts and child restraints. Children are safer when properly secured in a rear seat in the appropriate child restraint. See the Owner's Manual for more information.)

OnStar services capable (See onstar.com for details and limitations. Services vary by model. Service plan required.)

OnStar Basics (OnStar Fleet Basics for Fleet) Drive confidently with core OnStar services including remote commands, built-in voice assistance, real-time traffic and navigation, and Automatic Crash Response to help if you're in need. (Requires UE1) OnStar. OnStar Basics includes remote commands, Navigation, Voice Assistance, and Automatic Crash Response, for eligible vehicles with compatible software. OnStar Basics is standard for 8 years; OnStar plan, working electrical system, cell reception and GPS signal required. OnStar links to emergency services. Service coverage varies with conditions and location. Service availability, features and functionality vary by device and software version. See onstar.com for details and limitations.)

HD Rear Vision Camera

Lane Keep Assist with Lane Departure Warning

Following Distance Indicator

Forward Collision Alert

Rear Seat Reminder (Requires Crew Cab or Double Cab model.)

Rear Seat Belt Indicator (Requires Crew Cab or Double Cab model.)

Teen Driver a configurable feature that lets you activate customizable vehicle settings associated with a key fob, to help encourage safe driving behavior. It can limit certain available vehicle features, and it prevents certain safety systems from being turned off. An in-vehicle report card gives you information on driving habits and helps you to continue to coach your new driver

Buckle to Drive prevents vehicle from being shifted out of Park until driver seat belt is fastened; times out after 20 seconds and encourages seat belt use, can be turned on and off in Settings menu

Tire Pressure Monitoring System, auto learn includes Tire Fill Alert (does not apply to spare tire)

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (Complete)

WARRANTY

Warranty Note: <<< Preliminary 2026 Warranty >>>

Basic Years: 3

Basic Miles/km: 36,000

Drivetrain Years: 5

Drivetrain Miles/km: 60,000

Drivetrain Note: Silverado TurboMaxTM engines, 3.0L & 6.0L Duramax® Turbo-Diesel engines, and certain commercial, government, and qualified fleet vehicles: 5 years/100,000 miles

Corrosion Years (Rust-Through): 6

Corrosion Years: 3

Corrosion Miles/km (Rust-Through): 100,000

Corrosion Miles/km: 36,000

Roadside Assistance Years: 5

Roadside Assistance Miles/km: 60,000

Roadside Assistance Note: Silverado TurboMaxTM engines, 3.0L & 6.0L Duramax® Turbo-Diesel engines, and certain commercial, government, and qualified fleet vehicles: 5 years/100,000 miles

Maintenance Note: First Visit: 12 Months/12,000 Miles

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (Complete)

Selected Model and Options

MODEL

CODE	MODEL	MSRP
CK10543	2026 Chevrolet Silverado 1500 4WD Crew Cab 147" Work Truck	\$46,000.00

COLORS

CODE	DESCRIPTION
G7C	Red Hot (Not available on 1SP or 2LT.)

EMISSIONS

CODE	DESCRIPTION	MSRP
FE9	Emissions, Federal requirements	\$0.00

ENGINE

CODE	DESCRIPTION	MSRP
L84	Engine, 5.3L EcoTec3 V8 (355 hp [265 kW] @ 5600 rpm, 383 lb-ft of torque [518 Nm] @ 4100 rpm); featuring available Dynamic Fuel Management that enables the engine to operate in 17 different patterns between 2 and 8 cylinders, depending on demand, to optimize power delivery and efficiency (Not available with C*10703 Regular Cab model. Retail orders require (G80) auto-locking differential. Fleet or Government order types require (G80) auto-locking differential on CC10543 Crew Cab models or with (PEB) WT Value Package.)	\$1,595.00

TRANSMISSION

CODE	DESCRIPTION	MSRP
MI2	Transmission, 10-speed automatic, electronically controlled with overdrive and tow/haul mode. Includes Cruise Grade Braking and Powertrain Grade Braking (Requires 4WD Crew Cab. Included and only available with (9C1) Police Pursuit Package, (5W4) Special Services Package or (FHS) E85 FlexFuel capability.)	Inc.

GVWR

CODE	DESCRIPTION	MSRP
C5Y	GVWR, 7100 lbs. (3221 kg) (Requires Crew Cab 4WD model with (L84) 5.3L EcoTec3 V8 engine.)	Inc.

AXLE

CODE	DESCRIPTION	MSRP
GU5	Rear axle, 3.23 ratio (Included and only available with (L84) 5.3L EcoTec3 V8 engine.)	Inc.

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

PREFERRED EQUIPMENT GROUP

CODE	DESCRIPTION	MSRP
1WT	Work Truck Preferred Equipment Group includes standard equipment	\$0.00

WHEELS

CODE	DESCRIPTION	MSRP
PXT	Wheels, 20" x 9" (50.8 cm x 22.9 cm) Black painted steel (Included and only available with (9C1) Police Pursuit Package.)	Inc.

TIRES

CODE	DESCRIPTION	MSRP
QAE	Tires, 275/60R20SL all-terrain, blackwall (Included and only available with (9C1) Police Pursuit Package.)	Inc.

SPARE TIRE

CODE	DESCRIPTION	MSRP
RMW	Tire, spare 275/60R20 all-terrain, blackwall (Included and only available with (9C1) Police Pursuit Package.)	Inc.

PAINT

CODE	DESCRIPTION	MSRP
G7C	Red Hot (Not available on 1SP or 2LT.)	\$0.00

SEAT TYPE

CODE	DESCRIPTION	MSRP
AZ3	Seats, front 40/20/40 split-bench with covered armrest storage and under-seat storage (lockable) (STD)	\$0.00

SEAT TRIM

CODE	DESCRIPTION	MSRP
H0U	Jet Black, Cloth seat trim (On 1WT models requires (A2X) 10-way power driver seat adjuster. Not available with (ZW9) pickup bed delete.)	\$0.00

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

RADIO

CODE	DESCRIPTION	MSRP
IOR	Audio system, Chevrolet Infotainment 3 system 7" diagonal HD color touchscreen, AM/FM stereo, Bluetooth audio streaming for 2 active devices, voice command pass-through to phone, Wireless Apple CarPlay and Wireless Android Auto compatibility (STD)	\$0.00

ADDITIONAL EQUIPMENT - PACKAGE

CODE	DESCRIPTION	MSRP
9C1	Police Pursuit Package includes (K47) high-capacity air filter, (KW5) 220-amp alternator, (KI4) 120-volt power outlet, (KC9) 120-volt bed-mounted power outlet, (J55) Heavy Duty Brakes, (PXT) 20" Black painted steel wheels, (RNQ) 20" Black painted steel spare wheel, (QAE) 275/60R20SL all-terrain, blackwall tires, (RMW) 275/60R20 all-terrain, blackwall spare tire, (VZ2) speedometer calibration, (JHD) Hill Descent Control, (5J1) Calibration, keyless remote panic button exterior lights/horn disable, (NZZ) skid plates, (G80) auto-locking differential, (NQH) 2-speed transfer case, (5J3) calibration and surveillance mode interior & exterior lighting, (6J7) headlamp and taillamp flasher system, (5LO) red/red taillamp flasher calibration and (5J9) red/white taillamp flasher calibration (Requires a Fleet or Government Sales order. Requires (Z71) Z71 Off-Road Package or (Z7X) Suspension Package. Requires CK10543 4WD Crew Cab Short Bed, (Z82) Trailering Package, (L84) 5.3L EcoTec3 V8 engine and (PCV) WT Convenience Package. Not available with (KSG) Adaptive Cruise Control, (5W4) Special Service Package, (01U) Special Exterior Color or (9B9) Governor, electronic speed sensor set to 70 MPH.	\$4,570.00
AMF	Remote Keyless Entry Package Includes 4 additional transmitters, NOTE: programming of remotes is at customer's expense. Programming remotes is not a warranty expense. (Requires Fleet or Government order type and Crew Cab C*10*43 model.)	\$75.00
PCV	WT Convenience Package includes (AKO) tinted windows, (C49) rear-window defogger and (DLF) power mirrors (Upgradeable to (DPO) trailer mirrors and includes (DD8) auto dimming rearview mirror.)	\$565.00
PQA	WT Safety Package includes (UD5) Front and Rear Park Assist, (UKC) Lane Change Alert with Side Blind Zone Alert, (UFB) Rear Cross Traffic Braking, (V46) Chrome front bumper, (VJH) Chrome rear bumper, (UKK) Rear Pedestrian Alert and (DP6) high gloss Black mirror caps (Includes (U12) Perimeter Lighting. Requires (PCV) WT Convenience Package or (PEB) WT Value Package and (KI4) 120-volt power outlet. Not available with (DPO) trailer mirrors, (ZW9) pickup bed delete or (9G8) Headlamps, daytime running lamps and automatic headlamp control delete.)	\$940.00
Z71	Z71 Off-Road Package includes (Z71) Off-Road suspension, (JHD) Hill Descent Control, (NZZ) skid plates and (K47) heavy-duty air filter (Requires Crew Cab or Double Cab 4WD model, (L84) 5.3L EcoTec3 V8 engine and AT or MT tires. Includes Z71 hard badge, (G80) locking differential and (NQH) 2-speed transfer case. Not available with (L3B) TurboMax engine.)	\$0.00
Z82	Trailering Package includes trailer hitch, 7-pin and 4-pin connectors and (CTT) Hitch Guidance (With (L84) 5.3L EcoTec3 V8 engine requires (G80) locking differential. Included with (PEB) WT Value Package.)	\$425.00

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ADDITIONAL EQUIPMENT - MECHANICAL

CODE	DESCRIPTION	MSRP
G80	Auto-locking rear differential (Required with (L84) 5.3L EcoTec3 V8 engine when (Z82) Trailering Package is ordered. Included with (Z71) Z71 Off-Road Package or (9C1) Police Pursuit Package.)	Inc.
J55	Brakes, Heavy-Duty 4-wheel antilock, 4-wheel disc (Included and only available with (9C1) Police Pursuit Package.)	Inc.
JHD	Hill Descent Control (Included and only available with (Z71) Z71 Off-Road Package or (9C1) Police Pursuit Package.)	Inc.
JL1	Trailer brake controller, integrated (Requires (Z82) Trailering Package.)	\$275.00
K47	Air filter, heavy-duty (Included and only available with (BAQ) Work Truck Package, (Z71) Z71 Off-Road Package, (VYU) Snow Plow Prep Package, (5W4) Special Service Package or (9C1) Police Pursuit Package. Available free flow as a SEO.)	Inc.
KC4	Cooling, external engine oil cooler (Included and only available with V8 engines.)	Inc.
KNP	Cooling, auxiliary external transmission oil cooler (Included and only available with V8 engines.)	Inc.
NQH	Transfer case, two-speed electronic Autotrac with push button control (4WD models only) (Included and only available with (Z71) Z71 Off-Road Package or (9C1) Police Pursuit Package. Free flow requires Regular Cab model.)	Inc.
NZZ	Skid Plates (Included and only available with (BAQ) Work Truck Package, (Z71) Z71 Off-Road Package, (VYU) Snow Plow Prep Package or (9C1) Police Pursuit Package. Available free flow with Fleet or Government order type.)	Inc.

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (🚗 Complete)

ADDITIONAL EQUIPMENT - EXTERIOR

CODE	DESCRIPTION	MSRP
5J9	Calibration, Taillamp Flasher, Red/White Calibration flashes back-up (white) and brake (red) lamps alternatingly when activated. (Requires CK10*43 model. Included and only available with (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
5LO	Calibration, Taillamp Flasher, Red/Red Calibration flashes back-up (red) and brake (red) lamps alternatingly when activated. (Requires CK10*43 model. Included and only available with (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
6J7	Flasher System Headlamp and taillamp, DRL compatible with control wire (Requires CK10*43 model. Included and only available with (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
7X3	Spotlamp Left-hand pillar mounted, LED (Requires (5W4) Special Services Package or (9C1) Police Pursuit Package, Silao Production and includes (GEZ) Kerr Industries (Arlington) ship thru. Not available with any other SEO spotlamps.)	\$1,020.00
AKO	Glass, deep-tinted (Included with (PCV) WT Convenience Package.)	Inc.
B1J	Wheelhouse liners, rear (Not available on Regular Cab models, 2WD Crew Cab or Double Cab models, or with (ZW9) pickup bed delete.)	\$140.00
CGN	Chevytec spray-on bedliner, Black (does not include spray-on liner on tailgate due to Black composite inner panel) (Not available with (ZW9) pickup bed delete. Double Cab and Crew Cab models are available with Ship Thru codes (VCO), (VDT), (VYC) or (VYS). Crew Cab and Regular Cab models are available with Ship Thru codes (A6T), (TW3), (V11), (VDJ), (VKZ), (VUH) or (WEZ). Crew Cab models are available with Ship Thru code (TFA).)	\$545.00
DLF	Mirrors, outside heated power-adjustable (Standard on Regular Cab models. Included and only available with (PCV) WT Convenience Package on Crew Cab and Double Cab models. When (PQA) WT Safety Package is ordered, includes (DP6) high gloss Black mirror caps.)	Inc.
DP6	Mirror caps, painted (High gloss Black. Included and only available with (PQA) WT Safety Package. Not available with (DPO) trailering mirrors.)	Inc.
QT5	Tailgate, gate function manual with EZ Lift includes power lock and release	\$150.00
RNQ	Wheel, full-size spare, matching 20" (50.8 cm) steel wheel without center cap (Included and only available with (9C1) Police Pursuit Package.)	Inc.
U12	Lighting, perimeter (Included and only available with (PQA) WT Safety Package.)	Inc.
V46	Bumper, front chrome (Requires (VJH) Chrome rear bumper and (E63) Durabed, pickup bed. Included with (PQA) WT Safety Package.)	Inc.
VJH	Bumper, rear chrome (Requires (V46) Chrome front bumper. Included with (PQA) WT Safety Package.)	Inc.

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Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (Complete)

ADDITIONAL EQUIPMENT - INTERIOR

CODE	DESCRIPTION	MSRP
5J1	Calibration, keyless remote panic button exterior lights/horn disable (Requires CK10*43 model and included and only available with (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
5J3	Calibration, Surveillance Mode Interior & Exterior Lighting Calibration to disable interior & exterior automatic lighting. Feature is activated by adding wire connection to the BCM by customer/upfitter. (Requires CK10*43 model and included and only available with (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
A2X	Seat adjuster, driver 10-way power including lumbar (Requires (H0U) Jet Black interior and (KI4) 120-volt power outlet.)	\$290.00
C49	Defogger, rear-window electric (Included with (PCV) WT Convenience Package.)	Inc.
KC9	Power outlet, bed mounted, 120-volt (400 watts shared with (KI4) interior power outlet) (Included and only available with (KI4) Power outlet. Not available with (ZW9) pickup bed delete.)	Inc.
KI4	Power outlet, interior power outlet, 120-volt (400 watts shared with (KC9) bed mounted power outlet) (Requires (QT5) EZ Lift power lock and release tailgate. Included with (5W4) Special Service Package and (9C1) Police Pursuit Package. Includes (UBI) USB ports.)	Inc.
UBI	USB ports, rear, dual, charge-only (Included and only available with (KI4) 120-volt power outlet on Crew and Double Cab models only.)	Inc.
VZ2	Speedometer calibration (Included and only available with (9C1) Police Pursuit Package.)	Inc.

ADDITIONAL EQUIPMENT - SAFETY-MECHANICAL

CODE	DESCRIPTION	MSRP
UFB	Rear Cross Traffic Braking (Included and only available with (PQA) WT Safety Package.)	Inc.

ADDITIONAL EQUIPMENT - SAFETY-INTERIOR

CODE	DESCRIPTION	MSRP
CTT	Hitch Guidance dynamic single line to aid in trailer alignment for hitching (Included and only available with (Z82) Trailing Package.)	Inc.
UD5	Front and Rear Park Assist, ultrasonic (Included and only available with (PQA) WT Safety Package. Requires (KI4) Power Outlet.)	Inc.
UKC	Lane Change Alert with Side Blind Zone Alert (Included and only available with (PQA) WT Safety Package.)	Inc.
UKK	Rear Pedestrian Alert (Included and only available with (PQA) WT Safety Package.)	Inc.

This document contains information considered Confidential between GM and its Clients uniquely. The information provided is not intended for public disclosure. Prices, specifications, and availability are subject to change without notice, and do not include certain fees, taxes and charges that may be required by law or vary by manufacturer or region. Performance figures are guidelines only, and actual performance may vary. Photos may not represent actual vehicles or exact configurations. Content based on report preparer's input is subject to the accuracy of the input provided.

Data Version: 28239. Data Updated: Apr 14, 2026 1:46:00 AM UTC.



Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

ADDITIONAL EQUIPMENT - LPO

CODE	DESCRIPTION	MSRP
VQO	LPO, Black work step (dealer-installed) (Included with (PDW) Assist step and truck bed cover Value Package I, LPO. Not available with any other assist steps.)	\$575.00

ADDITIONAL EQUIPMENT - OTHER

CODE	DESCRIPTION	MSRP
VQ2	Fleet Processing Option	\$0.00

SHIP THRU CODES

CODE	DESCRIPTION	MSRP
GEZ	Ship Thru, Produced in Silao Assembly and shipped to Kerr Industries (Arlington). Returned to Arlington Assembly for shipping to final destination. (Included and only available with SEO options: (6N6/7X2/7X3/7X6/7X7/6J3/6J4) and requires (5W4) Special Service Vehicle or (9C1) Police Pursuit Package.)	Inc.
Options Total		\$11,165.00

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Data Version: 28239. Data Updated: Apr 14, 2026 1:46:00 AM UTC.



Ewald Automotive Group

Chrissy Gensch | 262-673-9400 | cgensch@ewaldauto.com

Vehicle: [Fleet] 2026 Chevrolet Silverado 1500 (CK10543) 4WD Crew Cab 147" Work Truck (✔ Complete)

Price Summary

PRICE SUMMARY

	MSRP
Base Price	\$46,000.00
Total Options	\$11,165.00
Vehicle Subtotal	\$57,165.00
Destination Charge	\$2,795.00
Grand Total	\$59,960.00

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Data Version: 28239. Data Updated: Apr 14, 2026 1:46:00 AM UTC.



Preview Order C00P - W1P - 4x4 Police SuperCrew: Order Summary Time of Preview: 04/20/2026 13:18:45 Receipt: 4/20/2026

Dealership Name: The Motor Company

Sales Code : F41209

Dealer Rep.	nathaniel schimming	Type	Fleet	Vehicle Line	F-150	Order Code	C00P
Customer Name	City of Pesht	Priority Code	H3	Model Year	2026	Price Level	620

DESCRIPTION	MSRP	DESCRIPTION	MSRP
F150 4X4 SUPERCREW POLICE- 145	\$52350	FRONT LICENSE PLATE BRACKET	\$0
145 INCH WHEELBASE	\$0	BLACK PLATFORM RUNNING BOARDS	\$255
TOTAL BASE VEHICLE	\$52350	MIRROR MAN FOLD W/POWER GLASS	\$405
VERMILLION RED	\$0	SPOT LAMP DRIVER ONLY (UNITY)	\$405
POLICE 40/BLANK/40	\$0	INTEGRATED TRAILER BRAKE CONT	\$280
BLACK	\$0	PRIVACY GLASS W/REAR DEFROSTER	\$100
EQUIPMENT GROUP 150A	\$0	WHEEL WELL LINER	\$180
.XL SERIES	\$0	SPECIAL DEALER ACCOUNT ADJUSTM	\$0
3.5L V6 ECOBOOST	\$0	SPECIAL FLEET ACCOUNT CREDIT	\$0
ELEC TEN-SPEED AUTO TRANS	\$0	FUEL CHARGE	\$0
LT265/70R18C BSW ALL-TERRAIN	\$0	NET INVOICE FLEET OPTION (B4A)	\$0
.3.31 ELECTRONIC LOCK RR AXLE	\$0	PRICED DORA	\$0
7075# GVWR PACKAGE	\$0	ADVERTISING ASSESSMENT	\$0
JOB #2 ORDER	\$0	DESTINATION & DELIVERY	\$2795
FORD FLEET SPECIAL ADJUSTMENT	\$0		
		MSRP	
TOTAL BASE AND OPTIONS		\$56770	
DISCOUNTS		NA	
TOTAL		\$56770	

ORDERING FIN: KC830 END USER FIN: KC830

Customer Name:
Customer Address:

Customer Email:

Customer Phone:

Customer Signature

Date

*This order has not been submitted to the order bank.
This is not an invoice.*

Date: 4/20/2026

Salesperson: _____

Manager: Nathaniel Schimming

FOR INTERNAL USE ONLY

CUSTOMER CITY OF PESHTIGO

Home Phone : _____

Address : _____

Work Phone : _____

E-Mail : _____

Cell Phone : _____

VEHICLE

Stock # : _____ New / Used : **New** VIN : _____ Mileage: _____Vehicle : **2026 F150 POLICE RESPONDER** Color : **RED**

Type : _____

Market Value Selling Price	56,770.00
Discount	4,567.00
GPC	4,100.00
Adjusted Price	48,103.00
Spray-In Liner	595.00
Total Purchase	48,698.00
Balance	48,698.00

Customer Approval: _____

Management Approval: _____

By signing this authorization form, you certify that the above personal information is correct and accurate, and authorize the release of credit and employment information. By signing above, I provide to the dealership and its affiliates consent to communicate with me about my vehicle or any future vehicles using electronic, verbal and written communications including but not limited to eMail, text messaging, SMS, phone calls and direct mail. Terms and Conditions subject to credit approval. For Information Only. This is not an offer or contract for sale.

*** ANY STATE TITLING/REGISTRATION FEES ARE NOT INCLUDED ***

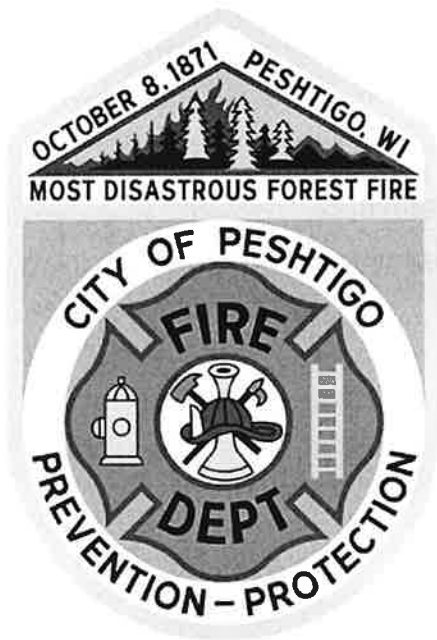
City of Peshtigo

Fire/Rescue Department Supplement

To the City of Peshtigo Employee Handbook

This supplement is intended to connect Fire/Rescue Department-specific operations with the City of Peshtigo Employee Handbook. It is not a standalone employee handbook and does not replace City authority, City policy, ordinances, statutes, EMS protocols, or approved Common Council action.

Draft for Review



Department and Council Approved: _____

Revision Date: _____

Table of Contents

1. Purpose and Relationship to City Handbook.....	3
2. Department Organization and Chain of Command.....	5
3. Member Classification and Employment Status.....	7
4. Recruitment, Appointment, and Membership.....	8
5. Orientation and Probationary/Orientation Period.....	10
6. Training, Certification, Licensing, and Credentialing.....	12
7. Standards of Conduct and Department Expectations.....	17
8. Attendance, Response, and Active Participation.....	19
9. Personal Appearance, Uniforms, and Protective Equipment.....	21
10. Workplace Safety, Scene Safety, and Injury Reporting.....	23
11. Drug-Free Workplace, Fitness for Duty, and Testing.....	25
12. Department Property, Apparatus, Equipment, and Facilities.....	27
13. Confidentiality, Patient Information, Public Records, and Social Media.....	29
14. Compensation, Payroll, Reimbursement, and Benefits.....	31
15. Leave, Inactive Status, Return to Duty, and Separation.....	33
16. Complaints, Harassment, Investigations, Discipline, and Appeals.....	35
17. Return of City Property and Department Identification.....	37
18. Department Planning, Reporting, and Continuous Improvement.....	38
19. Acknowledgment.....	39

1. Purpose and Relationship to City Handbook

1.1 Purpose

The purpose of this Fire/Rescue Department Supplement is to provide department-specific expectations, procedures, and operational standards for members of the City of Peshtigo Fire/Rescue Department.

The City of Peshtigo Fire/Rescue Department provides emergency response, fire protection, rescue services, emergency medical services, public safety support, training, prevention, and related services to the community. Because of the nature of this work, members are expected to maintain a high level of professionalism, readiness, safety, integrity, confidentiality, and public trust.

This Supplement is intended to help members understand expectations that are specific to Fire/Rescue operations. It does not replace the City of Peshtigo Employee Handbook.

1.2 Relationship to City Employee Handbook

The City of Peshtigo Employee Handbook applies to Fire/Rescue Department members unless a specific ordinance, statute, regulation, approved employment agreement, department policy, EMS protocol, or operational standard provides otherwise.

This Supplement shall be read together with:

- The City of Peshtigo Employee Handbook.
- City ordinances and Common Council approvals.
- Applicable state and federal law.
- Department standard operating guidelines, procedures, and work rules.
- EMS protocols, medical direction requirements, and credentialing rules.
- MABAS or mutual aid procedures, when applicable.
- Any applicable grant, insurance, training, licensing, or certification requirements.

If there is a conflict between this Supplement and the City of Peshtigo Employee Handbook, the City Employee Handbook shall control unless a more specific law, ordinance, regulation, approved department policy, EMS protocol, or formally approved City action applies.

Nothing in this Supplement is intended to create a contract of employment, guarantee continued employment or membership, alter at-will status where applicable, or limit the authority of the Mayor, Common Council, applicable committee, Fire/EMS Chief, EMS Service Director, Clerk-Treasurer, City Attorney, or other authorized City official.

1.3 Department-Specific Policies

Department standard operating guidelines, EMS protocols, training requirements, and incident command practices may provide additional operational direction. Those documents are intended to support safe and effective department operations. They do not alter compensation, benefits, employment status, discipline, termination, or City authority unless formally approved by the City.

1.4 Service Sustainability Considerations

The City recognizes that rural Fire/Rescue and EMS service requires more than emergency response alone. Sustainable service depends on clear organization, reliable coverage, stable staffing, responsible funding, accurate reporting, responder wellbeing, and continuous improvement.

This Supplement is informed by rural EMS sustainability concepts, including stable funding, clear organization, reliable coverage, workforce support, accountability, responder resilience, and ongoing development. Those concepts are intended to guide planning and discussion only. They do not create independent employment rights, compensation rights, benefit eligibility, or authority to expend funds without required City approval.

1.5 Definitions

For purposes of this Supplement:

City means the City of Peshtigo.

Department means the City of Peshtigo Fire/Rescue Department.

City Employee Handbook means the City of Peshtigo Employee Handbook as approved by the Common Council and amended from time to time.

Member means any individual serving with the Fire/Rescue Department, including paid-on-call, volunteer, part-time, probationary, cadet, appointed, or other department personnel, as applicable.

Fire/EMS Chief means the Department Head responsible for the overall administration, supervision, operational readiness, leadership, and management of the Fire/Rescue Department, subject to City authority.

First Assistant Chief means the department officer designated to assist the Fire/EMS Chief and, when authorized, to act in the Chief's operational capacity during the Chief's absence or unavailability.

Second Assistant Chief means the department officer designated to assist the Fire/EMS Chief and First Assistant Chief and, when authorized, to act in an operational leadership capacity when the Fire/EMS Chief and First Assistant Chief are absent or unavailable.

EMS Service Director means the individual responsible for EMS operational compliance, credentialing, operational-plan coordination, and related EMS service requirements as required by DHS Chapter 110 and other applicable law or regulation.

Service Medical Director means the physician medical director required for the EMS service who provides medical oversight, credentialing authority, and authorization of EMS skills, equipment, and medications within the provider's approved scope of practice.

Officer means a department officer designated by the Fire/EMS Chief or City to provide operational direction, scene command, training oversight, or other department responsibilities, including the First Assistant Chief, Second Assistant Chief, captains, lieutenants, training officers, safety officers, or other designated officers.

2. Department Organization and Chain of Command

2.1 Administrative Authority

The City of Peshtigo operates under a Mayor/Common Council form of government. Fire/Rescue Department members are subject to the administrative authority structure established in the City Employee Handbook, City ordinances, and applicable law.

The Department shall maintain clear governance, schedules, defined roles, and a functional chain of command so members understand who provides operational direction, who handles EMS compliance matters, who maintains records, and when matters must be referred to City administration.

The Mayor serves as the Chief Administrative Officer of the City and is responsible for the administration of City operations, including supervision of departments and enforcement of City policies, unless otherwise required by law, ordinance, contract, or Common Council action.

The Fire/EMS Chief serves as the Department Head for the Fire/Rescue Department and is responsible for managing department operations, implementing City policies, maintaining operational readiness, and supervising members in accordance with City authority.

2.2 Operational Chain of Command

Members are expected to follow the Department chain of command for routine operational matters, training, scheduling, response assignments, station matters, equipment issues, and other department-related direction.

The general operational chain of command is:

1. Fire/EMS Chief.
2. First Assistant Chief.
3. Second Assistant Chief.
4. Captains, Lieutenants, Training Officer, Safety Officer, EMS officers, or other officers as designated.
5. Assistant EMS Service Director for EMS-specific operational-plan, DHS compliance, licensing, credentialing, and EMS service matters.
6. Service Medical Director for medical direction, EMS credentialing authority, scope of practice, skills, equipment, and medication authorization.
7. Officer-in-charge or incident commander during emergency operations.
8. Members assigned to the call, training, duty crew, or activity.

The chain of command may vary during emergency response, mutual aid, MABAS activation, incident command, training exercises, EMS operations, or other operational circumstances. The First Assistant Chief and Second Assistant Chief are operational leadership positions and do not independently alter City employment authority, compensation authority, discipline authority, or final personnel decision-making authority.

2.3 Incident Command

During emergency operations, members shall follow the incident command structure established for the call or incident. Members shall comply with lawful and reasonable orders from the incident commander, officer-in-charge, safety officer, EMS lead, or other authorized command personnel.

Operational command during an emergency or incident response does not, by itself, create a prohibited supervisory relationship under the City's Employment of Family Members policy. However, no member may participate in hiring, evaluation, discipline, promotion, compensation, scheduling, or other administrative personnel decisions involving a family member.

2.4 Limits of Department Authority

The Fire/EMS Chief, EMS Service Director, officers, and designees may provide operational supervision, scene command, training direction, department work direction, and EMS-related oversight.

Employment decisions, including hiring, appointment, compensation, discipline, suspension, termination, removal from active status, and final personnel action, shall be handled in accordance with the City Employee Handbook, City ordinances, applicable law, and any required committee or Common Council approval.

No department officer, supervisor, or member has authority to create an employment contract, promise continued membership or employment, alter pay or benefits, waive City policy, or bind the City except as authorized by City policy, ordinance, or formal City action.

3. Member Classification and Employment Status

3.1 Classification

Fire/Rescue Department members may serve in classifications recognized by the City, including paid-on-call, volunteer, part-time, probationary, cadet, temporary, or other approved classifications.

Fire and EMS personnel are generally paid-on-call or volunteer personnel under the direction of the Fire/EMS Chief, unless otherwise approved by the City.

Classification affects eligibility for compensation, benefits, leave, training reimbursement, payroll treatment, workers' compensation, unemployment compensation, and other employment-related provisions. Eligibility shall be determined by the City Employee Handbook, approved pay schedules, applicable law, City policy, and any formal City approval.

3.2 At-Will Status and No Contract

Unless otherwise provided by law, ordinance, written employment agreement, or formal City action, Fire/Rescue Department members are at-will and may resign or be separated from service at any time, with or without cause or notice.

Nothing in this Supplement, the City Employee Handbook, department guidelines, EMS protocols, training materials, rosters, schedules, or verbal statements creates a contract of employment or a guarantee of continued employment or membership.

3.3 Paid-on-Call and Volunteer Status

Paid-on-call and volunteer members are expected to meet the same standards of safety, professionalism, training, confidentiality, and conduct required of all public safety personnel.

Paid-on-call or volunteer status does not reduce a member's responsibility to follow City policy, department procedures, lawful orders, EMS protocols, safety requirements, or conduct expectations.

3.4 Essential and Emergency Operations

Due to the nature of Fire/Rescue services, members may be required or expected to respond during emergencies, severe weather, disasters, mutual aid events, public safety incidents, or other emergency operations when called, assigned, or available.

Emergency operations expectations may vary based on member role, training, certification, availability, safety, and operational need.

4. Recruitment, Appointment, and Membership

4.1 Recruitment

Recruitment and retention are ongoing responsibilities of the Department and City. The Department should make reasonable efforts to build a stable team through clear expectations, respectful culture, mentoring, training, and practical support for new and existing members.

The City of Peshtigo Fire/Rescue Department may recruit applicants for paid-on-call, volunteer, part-time, cadet, or other approved department positions as authorized by the City.

Recruitment may be conducted by the Fire/EMS Chief, EMS Service Director, department officers, or other City representatives in coordination with the Mayor, Clerk-Treasurer, Personnel Committee, or other appropriate City authority when required.

The City may extend, repost, pause, modify, or close a recruitment process when determined to be in the best interest of the City or the Department.

4.2 Application and Screening

Applicants may be required to complete:

- A City employment or membership application.
- Department supplemental application materials.
- Background check authorization.
- Reference checks.
- Driving record review.
- Interview or oral review.
- Physical ability review or job-related skills review.
- Medical or fitness-for-duty review when required.
- Drug and/or alcohol testing when required by City policy, law, or safety-sensitive designation.
- Certification, licensure, or credential verification.
- Any other screening required by City policy, law, insurance, EMS regulation, or department operational needs.

All screening shall be conducted in a consistent, job-related, and nondiscriminatory manner.

4.3 Background Checks and Driving Records

Because Fire/Rescue members may enter homes and businesses, operate City vehicles, access sensitive information, assist vulnerable persons, handle controlled environments, provide patient care, and represent the City in emergency situations, applicants and members may be subject to background checks and driving record reviews.

A background check or driving record review may include, as appropriate:

- Criminal history.

- CCAP or court record review.
- Driving record.
- License status.
- Certification or credential verification.
- Prior employment or service references.
- Other checks related to the duties of the position.

Members must notify the Fire/EMS Chief promptly if their driver's license, EMT license, certification, or other required qualification is suspended, revoked, restricted, expired, or otherwise affected.

4.4 Appointment or Acceptance

The Fire/EMS Chief, EMS Service Director, or designee may assist with recruitment, screening, credential review, interviews, and recommendations.

Final appointment, hiring, or acceptance into membership shall be made in accordance with City policy, ordinance, and any applicable committee or Common Council approval.

No applicant is guaranteed appointment or membership.

4.5 Equal Employment Opportunity and Accommodation

The Department follows the City's Equal Employment Opportunity, Non-Discrimination, and Disability Accommodation policies.

Applicants or members who need a reasonable accommodation should contact the Fire/EMS Chief, Mayor, Clerk-Treasurer, or other appropriate City representative. The City will consider reasonable accommodations in accordance with applicable law and operational requirements.

5. Orientation and Probationary/Orientation Period

5.1 Orientation

New members shall complete a Department orientation as directed by the Fire/EMS Chief, EMS Service Director, or designee.

Orientation may include, but is not limited to:

- Review of the City Employee Handbook.
- Review of this Fire/Rescue Department Supplement.
- Department chain of command.
- Station procedures.
- Safety rules and emergency procedures.
- Personal protective equipment and uniform expectations.
- Apparatus, equipment, radio, and communication procedures.
- Incident command expectations.
- Training requirements.
- EMS protocols and credentialing, if applicable.
- Confidentiality, patient privacy, and public records awareness.
- Injury, exposure, and workers' compensation reporting.
- Payroll, time reporting, and reimbursement procedures, if applicable.
- Department conduct expectations.

Members may be required to sign an acknowledgment confirming receipt and understanding of the City Employee Handbook, this Supplement, and applicable department policies.

5.2 Probationary/Orientation Period

New Fire/Rescue Department members shall serve an initial probationary/orientation period of twelve (12) months from the date of appointment, unless a different period is approved by the City or required by law, credentialing, certification, training, or department operational needs.

During this period, members are expected to complete required orientation, safety instruction, equipment familiarization, training, policy review, and any applicable EMS credentialing or fire service requirements.

The probationary/orientation period allows the City and Department to evaluate:

- Attendance and participation.
- Training progress.
- Response readiness.
- Conduct and professionalism.
- Teamwork and communication.
- Safety judgment.

- Ability to follow direction.
- Ability to perform assigned department duties.
- Compliance with City and Department policies.

5.3 Extension or Separation During Probation

The City may extend the probationary/orientation period, place a member on inactive status, require additional training, limit response duties, or end the membership/employment relationship in accordance with City policy.

Completion of the probationary/orientation period does not create a contract, guarantee continued membership or employment, or alter at-will status where applicable.

6. Training, Certification, Licensing, and Credentialing

6.1 General Training Requirements

Members are expected to attend and participate in required training, drills, meetings, continuing education, and department activities as assigned or required.

Training requirements may be established by:

- The City.
- The Fire/EMS Chief.
- The First Assistant Chief, Second Assistant Chief, Training Officer, Safety Officer, or other designated officer.
- The EMS Service Director.
- The Service Medical Director and EMS medical direction.
- State or federal law, including SPS Chapter 330 and DHS Chapter 110.
- Certification, licensure, or credentialing requirements.
- Insurance or grant requirements.
- MABAS or mutual aid requirements.
- Department standard operating guidelines.

Members shall receive training and education commensurate with the duties and functions they are expected to perform. A member shall not perform firefighting, apparatus operation, EMS care, patient care, or other specialized duties unless trained, authorized, licensed, certified, or credentialed as required.

6.2 Firefighter Minimum Training — SPS 330.08

No member may be permitted to participate in firefighting activities unless the member has completed the minimum training and education requirements applicable to the duties assigned under SPS 330.08 and related Department requirements.

Minimum firefighter training may be satisfied through one of the options recognized under SPS 330.08, as applicable:

- An entry-level firefighter course approved by the Wisconsin Technical College System Board.
- An approved state apprenticeship program.
- An in-house training program approved by the Wisconsin Technical College System Board.
- Training meeting the applicable NFPA 1001 firefighter professional qualifications standard.

A new or probationary member who has not completed the required minimum firefighter training may be used only for duties that are lawful, non-hazardous, properly supervised, and consistent with the member's training. Such members shall not be assigned to interior structural firefighting or an IDLH environment unless qualified and authorized under applicable law, training, and Department procedure.

6.3 Driver, Pumper, and Aerial Operator Training — SPS 330.08

No member may act as a pumper operator or aerial operator during an emergency operation unless the member has met the minimum training and education requirements applicable to that role under SPS 330.08 and Department procedure.

Minimum driver/operator training may be satisfied through one of the options recognized under SPS 330.08, as applicable:

- An entry-level driver/operator-pumper or driver/operator-aerial course approved by the Wisconsin Technical College System Board.
- An approved state apprenticeship program.
- An in-house training program approved by the Wisconsin Technical College System Board.
- Training meeting the applicable NFPA 1002 fire apparatus driver/operator professional qualifications standard.

Members operating City vehicles or apparatus must also comply with City vehicle policy, Department driver/operator requirements, emergency vehicle operation standards, licensing requirements, and all safety rules.

6.4 Fire Officer Training — SPS 330.08

A member appointed to a fire officer position after October 1, 2018, including a First Assistant Chief, Second Assistant Chief, captain, lieutenant, or other officer who may act as a fire officer during emergency operations, may not act as a fire officer during an emergency operation unless the member has completed NIMS training in accordance with applicable requirements and has obtained the minimum training and education required under SPS 330.08.

Minimum fire officer training may be satisfied through one of the options recognized under SPS 330.08, as applicable:

- A fire officer course approved by the Wisconsin Technical College System Board.
- An approved state apprenticeship program.
- An in-house training program approved by the Wisconsin Technical College System Board.
- Training meeting the applicable NFPA 1021 fire officer professional qualifications standard.

Fire officers shall also receive training and education commensurate with the duties and functions they are expected to perform. Appointment to an officer title does not authorize a member to act beyond the member's training, qualifications, lawful authority, or Department authorization.

6.5 EMS Provider Licensing and Authorized Services — DHS Chapter 110

The Department shall provide EMS services only as authorized by its DHS-approved EMS provider license, approved operational plan, medical direction, credentialing, and applicable scope of practice.

The Department shall not advertise, provide, expand, downgrade, or materially change EMS services except as allowed by DHS Chapter 110, the Department's approved operational plan, and City approval

processes. Any required update, amendment, upgrade, downgrade, special event plan, or operational-plan change shall be coordinated through the EMS Service Director, Fire/EMS Chief, Service Medical Director, Mayor, and other appropriate City officials before submission or implementation.

No EMS operational change requiring DHS approval may be implemented until DHS approval has been received.

6.6 Required EMS Roles and Designees — DHS Chapter 110

The Department shall maintain the EMS personnel and designees required by DHS Chapter 110, as applicable to the provider's license and service level. These may include:

- EMS Service Director.
- Service Medical Director.
- Infection Control Designee.
- Quality Assurance Designee.
- Training Designee.
- Data Contact Designee.
- Sufficient EMS professionals to meet staffing and response requirements.

One person may hold more than one EMS designee role where allowed by DHS Chapter 110 and approved by the Department and City. Designation of an EMS role does not alter City employment authority unless separately approved by the City.

6.7 EMS Service Director

The EMS Service Director is responsible for EMS operational compliance as required by DHS Chapter 110. The EMS Service Director shall:

- Serve as the primary contact between the EMS provider and DHS.
- Assure that all elements of the EMS operational plan are kept current.
- Assure that EMS professionals are properly licensed and credentialed.
- Provide day-to-day supervision of EMS provider operations as required by DHS Chapter 110 and as assigned by the City or Department.
- Coordinate with the Fire/EMS Chief, Service Medical Director, Mayor, Clerk-Treasurer, and other City officials when EMS operational-plan changes, licensing matters, staffing issues, records, grants, compliance matters, or City approvals are needed.

The EMS Service Director's role is operational and regulatory in nature. It does not independently create authority to hire, terminate, discipline, set compensation, approve benefits, bind the City, or alter City employment policy unless that authority is separately granted by City policy, ordinance, or formal City action.

6.8 Service Medical Director and EMS Credentialing

EMS professionals may provide emergency medical care only when properly licensed or certified and credentialed with the EMS provider as required by DHS Chapter 110.

Credentialing occurs when the Service Medical Director authorizes the individual to perform specified emergency medical care while serving with the provider. The Service Medical Director shall authorize any EMS skills, equipment, or medications that the individual may use, and such authorization must remain within the individual's license or certificate level and within the scope of the provider's license.

A member may not provide EMS care, use EMS equipment, administer medication, or perform EMS skills unless authorized through applicable licensure, certification, credentialing, medical direction, and Department procedure.

The Service Medical Director may limit, suspend, or revoke an EMS professional's credential as allowed by DHS Chapter 110. When credentialing is limited, suspended, or remedial training is required, the EMS Service Director, Service Medical Director, Fire/EMS Chief, and appropriate City officials shall coordinate next steps consistent with DHS requirements, City policy, and Department needs.

6.9 EMS Documentation, Data Reporting, and Patient Care Records

EMS documentation shall be completed accurately, timely, and in accordance with DHS Chapter 110, Department procedures, EMS protocols, and medical direction.

As applicable to the Department's EMS provider license and service level:

- A non-transporting EMS provider or emergency medical responder provider shall provide a written or electronic report to the ambulance service provider at the time of patient care transfer.
- Patient care report data shall be submitted to WARDS or other required reporting systems in the manner and timeframe required by DHS Chapter 110.
- EMS records shall be protected as confidential patient care records and retained in accordance with applicable law, City policy, and Department procedure.

Failure to complete required EMS documentation, falsification of EMS records, unauthorized disclosure of patient information, or failure to follow reporting requirements may result in credential review, limitation of duties, corrective action, discipline, or other action consistent with City policy and applicable law.

6.10 Failure to Maintain Required Qualifications

A member who fails to maintain required certification, licensure, credentialing, training, driving qualifications, or medical authorization may be limited from response duties, placed on inactive status, reassigned, suspended from certain duties, removed from the roster, or subject to corrective action or discipline under City policy.

A member must immediately notify the Fire/EMS Chief or EMS Service Director if any required license, certification, credential, medical authorization, or driving qualification is suspended, revoked, restricted, expired, limited, or otherwise affected.

6.11 Training and Credentialing Records

Department training, certification, licensing, credentialing, and continuing education records shall be maintained in accordance with City policy, DHS requirements, SPS Chapter 330, Department procedures, and applicable records retention rules.

Training and credentialing records may be maintained by the Fire/EMS Chief, EMS Service Director, Training Officer, Service Medical Director, Clerk-Treasurer, or other designated official depending on the type of record and applicable requirements.

7. Standards of Conduct and Department Expectations

7.1 General Conduct

Members are expected to maintain high standards of conduct, integrity, safety, professionalism, and public service. Members represent the City and the Department whenever they respond to calls, attend training, wear department apparel, operate City equipment, communicate with the public, or participate in department activities.

Members shall comply with:

- The City Employee Handbook.
- This Supplement.
- Department standard operating guidelines and procedures.
- EMS protocols and medical direction requirements.
- Lawful orders and directives.
- Safety rules and training requirements.
- Applicable law, ordinance, and regulation.

7.2 Examples of Prohibited Conduct

The following are examples of conduct that may result in corrective action, discipline, limitation of duties, removal from active status, or separation from service. This list is illustrative and not exhaustive.

1. Reporting to duty, training, a call, or department activity while impaired or under the influence of alcohol, cannabis, illegal drugs, controlled substances without a valid prescription, misused medication, or any substance that may impair safe performance.
2. Insubordination, refusal to follow lawful orders, or failure to follow incident command.
3. Harassment, discrimination, retaliation, bullying, intimidation, abusive conduct, or inappropriate treatment of coworkers, patients, residents, visitors, vendors, or public officials.
4. Fighting, threats, violence, disorderly conduct, or unsafe horseplay.
5. Use of obscene, abusive, discriminatory, or unprofessional language while representing the City or Department.
6. Theft, attempted theft, misuse, unauthorized removal, or improper use of City or Department property, funds, equipment, supplies, uniforms, PPE, records, or facilities.
7. Falsification, alteration, or omission of information in any City, Department, EMS, payroll, training, personnel, incident, inspection, or medical record.
8. Unauthorized gambling or gaming on Department premises or while representing the Department.
9. Misuse of Department technology, radios, phones, email, social media, reporting systems, electronic patient care systems, or City computer systems.
10. Violation of patient privacy, confidentiality, public records requirements, or protected information rules.
11. Violation of Department policies, City policies, EMS protocols, safety rules, or lawful directives.

12. Excessive absenteeism, failure to attend required training, repeated failure to respond when assigned or scheduled, or failure to maintain active membership requirements.
13. Leaving a call, assignment, post, training, or scheduled duty without authorization.
14. Failure to timely report an injury, exposure, accident, unsafe condition, equipment defect, license issue, certification issue, or other required matter.
15. Loss, suspension, revocation, or restriction of a required license, certification, credential, or driving privilege.
16. Unauthorized possession, use, or display of weapons, firearms, explosives, or dangerous items on Department premises or while conducting Department business, except as authorized by law and City policy.
17. Conduct, whether on duty or off duty, that materially affects the member's ability to perform Department duties, maintain required credentials, serve safely, or maintain public trust in the City or Department.

7.3 Professionalism

Members are expected to treat residents, patients, family members, coworkers, public officials, mutual aid partners, law enforcement, medical personnel, and visitors with professionalism and respect.

Members shall not use their Department position, badge, title, uniform, apparatus, equipment, access, or affiliation for personal advantage, intimidation, unauthorized access, political purposes while acting in an official capacity, or private gain.

7.4 Ethics and Gifts

Members are subject to the City's Code of Ethics and Improper Payments and Gifts policies. Members shall not solicit or accept gifts, gratuities, favors, discounts, services, or anything of value if it could reasonably appear to influence official judgment, patient care, inspections, enforcement, purchasing, recommendations, or Department decisions.

Questions about gifts, donations, discounts, fundraising, sponsorships, or potential conflicts should be directed to the Fire/EMS Chief, Mayor, Clerk-Treasurer, or City Attorney as appropriate.

8. Attendance, Response, and Active Participation

8.1 General Attendance

Reliable attendance and active participation are essential to Fire/Rescue operations. The Department should work toward dependable coverage through active participation, practical scheduling, mutual aid awareness, regional collaboration, and honest review of staffing needs.

Members are expected to participate in required training, meetings, emergency responses, scheduled duty assignments, standby assignments, work details, inspections, maintenance activities, and other Department activities as assigned or required.

8.2 Response Expectations

Members shall respond only within the scope of their training, certification, credentialing, authorization, and safety ability.

Members are expected to respond when available and able to do so safely. Members shall not respond when impaired, medically unable, fatigued to the point of unsafe performance, under restrictions that prohibit response, or otherwise unable to perform safely.

Members shall follow Department procedures for acknowledging calls, responding to the station or scene, staffing apparatus, using radios, documenting response, and returning to service.

For EMS responses, members shall also follow the Department's DHS-approved operational plan and required operational policies, including procedures for dispatch and response acknowledgment, response cancellation while en route, use of lights and sirens, refusal of care, patient care transfer, and patient care reporting.

8.3 Required Training and Meetings

Members who are unable to attend required training, meetings, or scheduled Department activities shall notify the Fire/EMS Chief, EMS Service Director, training officer, officer-in-charge, or designee as soon as practical.

Repeated failure to attend required training or meetings may result in counseling, additional training, inactive status, limitation of duties, removal from the roster, or other action consistent with City policy.

8.4 Scheduled Assignments and Duty Coverage

When a member accepts or is assigned a duty shift, standby assignment, event assignment, training assignment, or other Department duty, the member is expected to report on time and remain available until relieved or released.

If a member cannot report for a scheduled assignment, the member must notify the appropriate officer as soon as possible and assist with coverage as directed by Department procedure.

8.5 Active Participation Requirements

Members are responsible for maintaining any minimum response, training, certification, credentialing, meeting attendance, or participation requirements established by the City, Department, EMS regulations, insurance requirements, or operational standards.

Failure to maintain active participation may result in:

- Counseling or coaching.
- Additional training.
- Written notice of deficiency.
- Inactive status.
- Limitation or suspension of response duties.
- Removal from the roster.
- Corrective action or discipline under City policy.

8.6 Inactive Status

The Fire/EMS Chief may recommend that a member be placed on inactive status when the member is temporarily unable to meet active participation requirements due to medical restrictions, leave, lack of training, lack of certification, personal circumstances, extended absence, safety concerns, or other operational reasons.

Inactive status may limit a member's ability to respond, operate apparatus, provide patient care, wear Department identification, or participate in Department activities until cleared or reinstated.

Inactive status shall be handled in accordance with City policy and any required approval process.

9. Personal Appearance, Uniforms, and Protective Equipment

9.1 Public Appearance

Members are expected to maintain a neat, clean, safe, and professional appearance when representing the City or Department. Appearance and dress shall be appropriate for the duty, training, call, public event, inspection, meeting, or assignment.

Members shall comply with the City's Public Appearance/Decorum policy and any Department-specific uniform or PPE requirements.

9.2 Uniforms and Department Apparel

Uniforms, turnout gear, protective equipment, identification, badges, helmets, coats, shirts, patches, name plates, and other items bearing City or Department identification are the property of the City unless otherwise authorized in writing.

Members shall wear uniforms or Department apparel only as authorized. Members shall not wear Department uniforms, badges, or identifying apparel in a manner that implies official authority when not authorized, or in any manner that harms public trust in the City or Department.

Department apparel shall not be altered, sold, donated, transferred, or used for personal purposes without written authorization.

9.3 Personal Protective Equipment

Members shall wear required personal protective equipment as directed by training, policy, incident command, manufacturer guidance, law, and Department procedure.

Required PPE may include, but is not limited to:

- Turnout gear.
- Helmet.
- Gloves.
- Boots.
- Eye protection.
- Hearing protection.
- High-visibility apparel.
- Respiratory protection.
- SCBA.
- Infection control PPE.
- EMS gloves, masks, gowns, or other protective supplies.

Failure to use required PPE may result in removal from duty or discipline.

9.4 Grooming and Safety

Hair, facial hair, jewelry, piercings, clothing, or accessories shall not interfere with safe operations, PPE, respiratory protection, patient care, apparatus operation, or other assigned duties.

Members assigned to duties requiring respiratory protection must comply with applicable fit testing, facial hair, and seal requirements.

9.5 Tattoos, Piercings, and Personal Expression

The Department recognizes personal expression; however, visible tattoos, piercings, clothing, symbols, or markings that are obscene, discriminatory, violent, threatening, sexually explicit, or otherwise inconsistent with professional public service may be required to be covered or removed while on duty or representing the Department.

The City may consider religious, cultural, medical, or other legally protected accommodation requests in accordance with City policy and applicable law.

10. Workplace Safety, Scene Safety, and Injury Reporting

10.1 General Safety

Safety is a primary responsibility of every member. The Department should support a culture where members report hazards, injuries, exposures, near misses, fatigue, stress, and wellbeing concerns without fear of retaliation.

Members shall follow City safety policies, Department procedures, training standards, incident command, and lawful safety directives.

Members are expected to:

- Work in a safe and reasonable manner.
- Use required PPE.
- Follow training and operational procedures.
- Maintain situational awareness.
- Report unsafe conditions, hazards, injuries, exposures, and near misses.
- Cooperate with accident, injury, exposure, or safety reviews.
- Use equipment only when trained and authorized.
- Protect the public, coworkers, patients, and themselves from unnecessary risk.

10.2 Scene Safety

Members shall follow incident command and scene safety procedures at all emergency scenes, training exercises, public events, and work details.

Members shall not freelance, self-dispatch contrary to Department procedure, enter unsafe areas without authorization, operate equipment beyond their training, or disregard orders intended to protect safety.

Members shall immediately report dangerous conditions to the incident commander, safety officer, EMS lead, or officer-in-charge.

10.3 Infection Control and Exposure Prevention

Members shall follow Department infection control practices, EMS protocols, bloodborne pathogen procedures, and PPE requirements when providing patient care or handling potentially infectious materials.

Members shall promptly report exposure to blood, bodily fluids, respiratory hazards, hazardous substances, smoke, chemicals, needle sticks, contaminated equipment, or other exposure concerns.

10.4 Injury, Exposure, Accident, and Near-Miss Reporting

Any member who is injured, becomes ill, is exposed to bloodborne pathogens or hazardous substances, is involved in a vehicle or equipment incident, or experiences a near miss during a call, training, station duty, work detail, or other Department-authorized activity shall report the incident as soon as practical to the Fire/EMS Chief, EMS Service Director, officer-in-charge, or designated City contact.

The member shall complete any required City, Department, workers' compensation, insurance, EMS, exposure, accident, or incident documentation.

Failure to timely report an injury, exposure, accident, near miss, unsafe condition, vehicle incident, or equipment damage may delay required follow-up and may result in corrective action when appropriate.

No member shall be retaliated against for reporting a workplace injury, exposure, unsafe condition, or good-faith safety concern.

10.5 Workers' Compensation Reporting

Members must follow the City's internal injury reporting procedures before initiating any workers' compensation claim, except in an emergency where immediate medical or emergency reporting is necessary.

If a member self-reports a claim due to an emergency, the member must notify the Fire/EMS Chief and Clerk-Treasurer as soon as practical so proper documentation and coordination may occur.

10.6 Fitness for Duty and Return to Duty

The City may require a fitness-for-duty review, medical clearance, or return-to-duty documentation when a member's physical or mental condition may affect the member's ability to safely perform assigned duties.

A member may be restricted from response, training, driving, patient care, apparatus operation, or other duties until the City determines the member may safely return to duty.

11. Drug-Free Workplace, Fitness for Duty, and Testing

11.1 Drug-Free Workplace

Members are subject to the City's Drug-Free Workplace and Drug/Alcohol Testing policies.

Members must report to calls, training, duty assignments, public events, station duties, and Department activities fit for duty and able to perform safely, responsibly, and effectively.

Members may not report to or remain at any Department activity, emergency response, training, duty assignment, station duty, or City business while impaired by alcohol, cannabis, illegal drugs, controlled substances without a valid prescription, misused prescription medication, over-the-counter medication, or any other substance that impairs or may reasonably impair safe performance.

11.2 Medication and Safety-Sensitive Duties

A member using prescription or over-the-counter medication that may impair judgment, alertness, reaction time, motor skills, driving ability, patient care, apparatus operation, or emergency response must notify the Fire/EMS Chief, EMS Service Director, officer-in-charge, or appropriate supervisor before performing safety-sensitive duties.

The member is not required to disclose a diagnosis unless necessary for accommodation, fitness-for-duty, or other lawful employment purposes. The member must provide enough information for the City to determine whether the member can safely perform assigned duties.

11.3 Safety-Sensitive Position

Fire/Rescue duties are safety-sensitive because impairment may present a direct threat to the member, coworkers, patients, the public, City property, City vehicles or equipment, emergency response operations, or other critical public services.

The City may require testing as permitted or required under the City Employee Handbook, law, regulation, grant condition, contract condition, or City policy.

11.4 Testing Circumstances

Drug and/or alcohol testing may be required in circumstances allowed by the City Employee Handbook, including but not limited to:

- Post-offer/pre-employment testing for designated safety-sensitive positions.
- Reasonable-suspicion testing.
- Post-accident or post-incident testing.
- Return-to-duty testing.
- Follow-up testing.
- Random testing where required or authorized by law or a separate City program.

Refusal to test, tampering, failure to appear, failure to cooperate, adulteration, substitution, or other interference with testing may result in removal from duty and discipline, up to and including separation from service.

12. Department Property, Apparatus, Equipment, and Facilities

12.1 Department Property

City vehicles, apparatus, equipment, tools, supplies, uniforms, PPE, radios, computers, phones, keys, access cards, medical equipment, medications, records, and facilities are provided for official City and Department business.

Members shall use Department property responsibly, safely, and only as authorized.

12.2 Apparatus and Vehicle Use

Members may operate City vehicles or apparatus only when licensed, trained, authorized, and fit for duty.

Members operating City vehicles or apparatus shall comply with:

- City vehicle policy.
- Department driver/operator requirements.
- SPS Chapter 330 training and safety requirements.
- Applicable traffic laws.
- Emergency vehicle operation standards.
- Seat belt requirements.
- Radio and communication procedures.
- Incident command direction.
- Safety requirements.

No member may act as a pumper or aerial operator during an emergency operation unless the member has met the minimum training and education requirements applicable to that role under SPS 330.08 and Department procedure.

Members shall immediately report any accident, damage, defect, mechanical issue, missing equipment, unsafe condition, or concern involving City vehicles or apparatus.

12.3 Equipment Use

Members may use tools, equipment, medical devices, rescue equipment, radios, computers, and other Department property only when trained and authorized.

Members shall inspect, clean, restock, secure, and return equipment as required by Department procedure.

Damaged, missing, expired, unsafe, contaminated, or malfunctioning equipment shall be reported promptly.

12.4 Station and Facility Use

Department facilities shall be used for official Department business, training, emergency response, approved meetings, authorized events, and other approved uses.

Members are expected to keep the station, apparatus bays, equipment areas, office areas, meeting rooms, kitchen, restrooms, and common areas clean, safe, orderly, and professional.

Personal use of Department facilities, storage, equipment, supplies, or vehicles is prohibited unless approved by the Fire/EMS Chief and consistent with City policy.

12.5 Keys, Access, and Security

Keys, fobs, codes, passwords, radios, and other access credentials are City property and shall not be copied, shared, loaned, or used by unauthorized persons.

Members shall promptly report lost or stolen keys, fobs, identification, radios, devices, or access credentials.

12.6 Controlled Substances, Medications, and Medical Supplies

Controlled substances, medications, and medical supplies shall be stored, handled, documented, inventoried, wasted, secured, and disposed of only in accordance with EMS protocols, medical direction, law, and Department procedures.

Unauthorized access, removal, use, tampering, substitution, diversion, or failure to properly document medications or controlled substances is prohibited and may result in discipline, removal from duty, reporting to appropriate authorities, or separation from service.

13. Confidentiality, Patient Information, Public Records, and Social Media

13.1 Confidentiality

Members may have access to confidential, sensitive, or legally protected information, including patient information, medical records, personnel information, investigation materials, emergency response details, addresses, photographs, videos, radio traffic, law enforcement information, and internal City communications.

Members shall not access, use, copy, disclose, post, discuss, or share confidential or protected information except as authorized for City business, patient care, legal compliance, approved training, or other official purposes.

13.2 Patient Information and EMS Records

Members shall protect patient information and EMS records in accordance with applicable privacy laws, EMS protocols, Department procedures, and City policy.

Members shall not discuss patient information, patient names, medical conditions, addresses, call details, photographs, video, or other protected information with unauthorized persons.

Patient care reports and EMS documentation shall be completed accurately, timely, professionally, and in accordance with Department and EMS requirements.

13.3 Public Records and Retention

Department records, including certain emails, text messages, reports, rosters, training records, photographs, videos, inspection records, incident reports, financial records, and electronic communications, may be subject to public records and records retention requirements.

Members shall preserve and provide City records as directed by the Clerk-Treasurer, Mayor, Fire/EMS Chief, EMS Service Director, City Attorney, or other authorized City representative.

Members shall not delete, alter, conceal, destroy, or fail to preserve records that may be subject to an open records request, audit, claim, investigation, litigation hold, or retention requirement.

Questions about records, retention, disclosure, or confidentiality shall be directed to the Clerk-Treasurer, Mayor, Fire/EMS Chief, EMS Service Director, or City Attorney as appropriate.

13.4 Social Media and Public Communications

Members are subject to the City's Online Social Networking and Official Social Media Account Administration policies.

Members shall not post photographs, videos, names, addresses, patient information, incident details, damaged property, license plates, internal Department matters, emergency scene information, or confidential information on personal social media or other public platforms unless specifically authorized by the City and consistent with applicable law, City policy, EMS privacy requirements, and Department procedures.

Members shall not speak on behalf of the City or Department unless authorized.

Members shall not use personal social media in a manner that reasonably suggests they are speaking for the City or Department unless authorized.

13.5 Media Inquiries

Media inquiries, public information requests, controversial questions, or requests for official Department comment shall be referred to the Fire/EMS Chief, Mayor, or other authorized City spokesperson.

Members shall not release information about active incidents, investigations, patient care, personnel matters, legal matters, claims, or sensitive Department operations unless authorized.

14. Compensation, Payroll, Reimbursement, and Benefits

14.1 Compensation

The Department should identify operational, equipment, apparatus, technology, PPE, training, staffing, and EMS supply needs through the City's budget, purchasing, grant, and approval processes. Sustainable funding discussions should be coordinated with the Fire/EMS Chief, Mayor, Clerk-Treasurer, assigned committee, and Common Council as appropriate.

Fire/Rescue Department members shall be compensated, if applicable, in accordance with approved City pay schedules, payroll procedures, Common Council approvals, and applicable law.

No member, officer, Fire/EMS Chief, EMS Service Director, or supervisor may independently alter pay rates, benefits, payroll practices, stipends, reimbursements, or compensation terms without proper City approval.

14.2 Payroll and Time Reporting

Members shall accurately report compensable time, calls, training, meetings, duty shifts, inspections, standby assignments, or other payable activities in accordance with City payroll procedures and Department requirements.

Time records, call records, training records, and pay submissions must be truthful, complete, timely, and accurate.

Falsification of payroll, call, training, reimbursement, or time records may result in discipline, removal from the roster, repayment obligations, or other action as allowed by law and City policy.

14.3 Pay Periods and Payment Method

Fire/Rescue pay periods, payment dates, direct deposit, payroll corrections, and final pay shall be handled in accordance with the City Employee Handbook and City payroll procedures.

14.4 Reimbursement

Members may be reimbursed for approved expenses in accordance with City policy, Department budget authority, and any applicable training, travel, or reimbursement rules.

Receipts and documentation must be submitted as required by City policy.

Members shall not incur expenses, make purchases, apply for grants, commit City funds, use City credit cards, or obligate the City unless authorized under City policy and budget procedures.

14.5 Benefits

Benefit eligibility depends on member classification, approved employment status, applicable law, and City policy.

Paid-on-call, volunteer, temporary, seasonal, and casual personnel are generally eligible only for benefits required by law, such as workers' compensation where applicable, unless otherwise approved by the City or required by law.

This Supplement does not create eligibility for health insurance, vacation, sick leave, holidays, longevity, retirement, tuition reimbursement, EAP, or other benefits unless the member is otherwise eligible under the City Employee Handbook, approved employment terms, or applicable law.

15. Leave, Inactive Status, Return to Duty, and Separation

15.1 Leave and Absence

Leave eligibility shall be determined under the City Employee Handbook, member classification, approved employment status, applicable law, and City policy.

Members who need to be absent from Department duties, training, scheduled assignments, or response expectations shall notify the Fire/EMS Chief, EMS Service Director, officer-in-charge, or designee as soon as practical.

15.2 Personal Leave or Temporary Inactive Status

A member may request temporary inactive status or a temporary leave from active participation for personal, medical, employment, family, military, educational, or other reasons.

Requests should be submitted to the Fire/EMS Chief or designee and should include the anticipated start date, reason for the request, expected duration, and any limitations affecting participation.

Approval, denial, extension, or conditions of inactive status shall be determined based on Department needs, City policy, training requirements, credentialing requirements, safety, and applicable law.

15.3 Medical Restrictions and Return to Duty

A member who is unable to safely perform assigned duties due to illness, injury, medication, medical condition, fatigue, or restriction shall not respond or participate in duties beyond the member's safe ability.

The City may require medical documentation, fitness-for-duty review, return-to-duty clearance, or restrictions before allowing a member to resume response, training, driving, patient care, apparatus operation, or other duties.

15.4 Military Leave

Members who require leave for military service, training, or deployment shall notify the Fire/EMS Chief and City as soon as practical and shall provide documentation as required by City policy and applicable law.

15.5 Resignation

A member who wishes to resign should submit written notice to the Fire/EMS Chief. The resignation should include the intended final date of service.

The Fire/EMS Chief shall forward resignation documentation to the appropriate City office for personnel records and roster updates.

15.6 Separation, Removal, or End of Membership

A member may be separated, removed from the roster, placed on inactive status, or otherwise limited from service in accordance with City policy, Department requirements, operational needs, failure to meet requirements, misconduct, safety concerns, loss of certification, resignation, or other lawful reasons.

Any separation, removal, discipline, or appeal shall be handled in accordance with the City Employee Handbook, applicable law, ordinance, and any required City approval process.

16. Complaints, Harassment, Investigations, Discipline, and Appeals

16.1 Reporting Concerns

Members are expected to promptly report workplace concerns, suspected misconduct, harassment, discrimination, retaliation, safety concerns, policy violations, ethical concerns, or other serious matters in accordance with the City Employee Handbook.

A member may report a concern to any appropriate reporting option identified in the City Employee Handbook, including:

- Immediate supervisor or Department officer.
- Fire/EMS Chief.
- EMS Service Director, when appropriate.
- Mayor.
- Clerk-Treasurer.
- Personnel Committee Chair.
- City Attorney, when appropriate or when directed by the Mayor or Common Council.

A member is not required to report a complaint to the person who is the subject of the complaint.

16.2 Bypass of Chain of Command

If a concern involves a supervisor, officer, Fire/EMS Chief, EMS Service Director, or another person in the normal chain of command, or if the member reasonably believes use of the normal chain of command would be inappropriate, ineffective, unsafe, or could result in retaliation, the member may bypass that person and report directly to the Mayor, Clerk-Treasurer, Personnel Committee Chair, City Attorney, or other appropriate City official.

16.3 Harassment, Discrimination, and Retaliation

The Department prohibits harassment, discrimination, and retaliation. Members shall follow the City's Non-Harassment, Equal Employment Opportunity, Employee Complaints and Misconduct Reporting, and Investigation/Discipline policies.

The City prohibits retaliation against any member who in good faith reports a concern, participates in a review or investigation, provides information, requests review, or opposes conduct reasonably believed to violate City policy or law.

16.4 Investigations and Cooperation

Members are expected to cooperate truthfully and fully in City or Department reviews and investigations. Members may be required to provide information, preserve records, produce documents, attend meetings, and comply with lawful directives related to the review.

Knowingly providing false information, withholding material information, interfering with a review, intimidating witnesses, or retaliating against a reporting member may result in corrective action or discipline.

16.5 Corrective Action and Discipline

Corrective action or discipline may include, but is not limited to:

- Coaching or counseling.
- Verbal warning.
- Written warning.
- Additional training or retraining.
- Limitation of duties.
- Removal from specific duties or assignments.
- Inactive status.
- Suspension from response or Department activities.
- Reassignment where authorized.
- Removal from office or leadership role where authorized.
- Removal from the roster.
- Termination, separation, or other action allowed by law and City policy.

The City is not required to use progressive discipline in every case. Serious misconduct, safety violations, dishonesty, harassment, retaliation, patient privacy violations, impairment, theft, falsification of records, violence, loss of required credentials, or other serious concerns may result in immediate or substantial action.

16.6 Appeals or Administrative Review

Any appeal or administrative review of discipline, removal, or separation shall be handled under the City Employee Handbook and any applicable law, ordinance, contract, civil service rule, or authorized City procedure.

This Supplement does not create appeal rights beyond those provided by the City Employee Handbook, law, ordinance, contract, or formal City action.

17. Return of City Property and Department Identification

17.1 Return of Property

Upon resignation, separation, retirement, removal from the roster, inactive status when directed, or other end of service, members must return all City and Department property as directed.

City and Department property includes, but is not limited to:

- Identification cards.
- Badges, shields, name plates, and insignia.
- Keys, fobs, and access devices.
- Uniforms and Department apparel.
- Patches and identifying markings.
- Turnout gear and PPE.
- Helmets, boots, gloves, and protective clothing.
- Radios, pagers, phones, tablets, computers, chargers, and electronic devices.
- Medical equipment and supplies.
- Tools and equipment.
- Training materials, manuals, and records.
- City email, system access, software access, and digital credentials.
- Any other City-issued or Department-issued item.

17.2 Department Identification

Badges, uniforms, patches, insignia, logos, apparel, and other items identifying the member as affiliated with the City or Department shall not be retained, displayed, sold, donated, transferred, or used after separation unless expressly authorized in writing by the City.

Former members are prohibited from wearing or displaying City-issued badges, uniforms, insignia, or identifying apparel in a manner that represents or implies current affiliation with the City or Department.

17.3 Failure to Return Property

Failure to return City property may result in appropriate action, including repayment obligations, withholding to the extent permitted by law, referral for collection, legal remedies, or other action consistent with Wisconsin law and City policy.

18. Department Planning, Reporting, and Continuous Improvement

18.1 Purpose

The Department should regularly review its operations, staffing, training, response readiness, equipment needs, EMS compliance, safety concerns, and community service needs. This review is intended to support responsible planning, transparent communication, and continuous improvement.

18.2 Service Sustainability Review Areas

The Department may use the following service sustainability areas as a practical annual or periodic review tool. These areas are informed by the Wisconsin Office of Rural Health EMS F.O.R.W.A.R.D. framework, but the outside framework itself is not adopted as a separate City policy.

When reviewing operations, the Department should consider funding and equipment needs; organization and role clarity; reliable response coverage; workforce recruitment, training, and retention; accountability and reporting; responder wellbeing and resilience; and development through quality improvement, continuing education, and community partnerships.

18.3 Reporting to City Officials

The Fire/EMS Chief, EMS Service Director, or designee may provide periodic updates to the Mayor, assigned committee, Common Council, Clerk-Treasurer, or other appropriate City officials regarding Department operations, staffing, training, certifications, call volume, equipment needs, budget matters, EMS compliance, grants, and service sustainability.

Reports should be factual, professional, and focused on operational needs, public safety, responsible use of resources, and service improvement.

18.4 Quality Improvement and After-Action Review

The Department may conduct quality improvement reviews, after-action reviews, training debriefs, safety reviews, or operational critiques following calls, drills, incidents, near misses, complaints, or significant events.

Such reviews should be used to improve training, safety, communication, documentation, patient care, response readiness, and Department operations. Reviews should be handled professionally and, where applicable, confidentially.

Nothing in this section prevents the City from addressing misconduct, safety violations, performance issues, or policy violations through the City Employee Handbook.

19. Acknowledgment

I acknowledge that I have received access to or a copy of the City of Peshtigo Fire/Rescue Department Supplement to the City of Peshtigo Employee Handbook.

I understand that this Supplement is intended to provide department-specific expectations and procedures for Fire/Rescue Department members and must be read together with the City of Peshtigo Employee Handbook, City ordinances, department policies, EMS protocols, applicable law, and other City requirements.

I understand that this Supplement does not create a contract of employment, does not guarantee continued employment or membership, and does not alter at-will status where applicable.

I understand that I am responsible for reading, understanding, and complying with the City Employee Handbook, this Supplement, and all applicable Department policies, procedures, protocols, and lawful directives.

I understand that if I have questions about this Supplement or any City or Department policy, I should ask the Fire/EMS Chief, EMS Service Director, Mayor, Clerk-Treasurer, or other appropriate City representative.

Member Name: _____

Member Signature: _____

Date: _____

Fire/EMS Chief or Designee Signature: _____

Date: _____

Originally signed acknowledgment to be placed in the appropriate personnel or department file in accordance with City records procedures.

5/30/2024

To Whom it may concern,

I Frederick D. Marsh
will be resigning from
the City of Peshigo
Fire-Rescue Department
effective May 31st 2024.

Sincerely

Frederick D. Marsh

Frederick D. Marsh



MOVING WISCONSIN EMS F.O.R.W.A.R.D.



A FRAMEWORK FOR RURAL EMS SUSTAINABILITY



FUNDING

Sustainable, recurring financial support for operations & equipment.



ORGANIZATION

Clear governance, schedules, & defined roles for all responders.



RELIABILITY

Continuous 24/7 staffing & regional collaboration to ensure coverage.



WORKFORCE

Recruitment, training, & retention strategies to build a stable EMS team.



ACCOUNTABILITY

Transparent reporting to municipalities & communities.



RESILIENCE

Wellbeing programs & supportive culture to sustain responders.



DEVELOPMENT

Ongoing quality improvement, community partnerships, & skill growth.

GET INVOLVED!

Use this framework to advocate for your local agency's needs.



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For more info, contact **James Small**,
Rural EMS Outreach Manager
small5@wisc.edu or (608) 265-8221